

# Civil Service LEADER

America's Largest Newspaper for Public Employees

Vol. XXXVII, No. 9

Friday, June 4, 1976

Price 20 Cents

Ret

42224 AN

ALBANY  
33 ELK ST  
P R CSEA

00000000 CLM-COMF

# CSEA TO APPEAL \$200,000 PENALTY



**MENTAL HYGIENE** — Plaques for outstanding service on behalf of Mental Hygiene employees were presented last month at the Civil Service Employees Assn. workshop for MH chapter leaders. Holding their awards are, from left, CSEA collective bargaining specialist Robert Guild, CSEA director William McGowan (Mental Hygiene, Region VI) and Gowanda Psychiatric Center chapter 408 president Maye Bull. (Other photos and story on page 8.)

## Wenzl Calls Fine 'Way Out Of Line' For CSEA Aid To Orange Employees; Hits 'Basic Deficiency Of Taylor Law'

ALBANY—The Civil Service Employees Assn. will appeal a court decision handed down last week fining the union \$200,000 for its support of a strike of Orange County members last March.

"Grossly excessive and a glaring example of the basic deficiency of the Taylor Law," CSEA president Theodore C. Wenzl said of the decision, adding his organization acted "in the best tradition of unionism in providing assistance" to the Orange unit during the 14-day walkout.

"These employees had a just cause," said Dr. Wenzl. "Even the Taylor Law recognizes the possibility of unjust treatment on the part of employers in its provision on 'extreme provocation.' Though the Taylor Law calls strikes illegal, this provision

does agree that the punishment should fit the crime in cases where an employer's unreasonable attitude has actually provoked a job action.

"This is exactly what happened to our members in Orange County," Dr. Wenzl continued. "They had gotten a realistic recommendation, from impartial fact-finders, for a 4 percent raise.

"This was arbitrarily rejected by a politically motivated legis-

lature, which went even further and drastically reduced annual increments payable to newer employees as an established condition of employment.

"After months of disappointing negotiations and intensive last-minute efforts to resolve the situation, these frustrated employees had no choice but a job action," the CSEA leader declared. "Now the Taylor Law has compounded their unjust treatment by imposing upon the parent CSEA organization a penalty that's way out of proportion for giving a local unit the measure of support that any union member has a right to expect. Now the parent union has no choice in the matter, either. We must appeal this penalty."

CSEA attorney Barton W. Bloom pointed out that the fine "was inconsistent" with those meted out to other unions in recent years. When sanitation workers struck New York City, endangering the health and welfare of all the residents of the city, their union was fined \$80,000. When the 40,000-member United Federation of Teachers shut down the New York City school system for 17 days in

(Continued on Page 3)

## PERB Ruling Strongly Endorses CSEA's Representation Rights

(From Leader Correspondent)

OSWEGO—The Civil Service Employees Assn. won a major victory reinforcing its right to represent City of Oswego employees.

Public Employment Relations Board hearing officer Zachary Wellman has ruled that the city "deliberately interfered with, restrained and coerced employees in their protected rights" to conduct union activities.

Mr. Wellman also found that Commissioner of Public Works Edward L. Williamson allegedly planned to utilize harsh discipline for minor infractions of work rules as a device to dis-

courage employee support of CSEA.

The decision was described as one of the "strongest in favor of CSEA in a long time" by Terry Moxley, CSEA field representative.

Mr. Moxley said that Carl Thomas, a DPW employee was told by Mr. Williamson at the time of his application for a driver's job that he would be hired "if he kept his nose clean"

(Continued on Page 3)



## What Will Be Impact If NYC Really Drops From Social Security?

A NEW and serious threat to the pension rights of public employees has been posed by the notice served by the Beame Administration

(Continued on Page 6)

## 'I Want To Make ODAS Viable,' Says Klepak

By SUSAN DONNER

MANHATTAN — Daniel Klepak, new commissioner of the Office of Drug Abuse Services, looked astounded when asked about his reputation as a "hatchet man" who takes over state agencies on the verge of collapse and helps to dismantle them.

"Nothing I have ever entered has been dismantled," said Mr. Klepak.

"I was in the Health Department as a Commissioner. I started the Office of General Services and it blos-

somed. I've been in the Labor Department. I made a study of Social Services. I've been in the Budget Department. I don't recall any of them falling by the wayside.

### EXCLUSIVE FIRST INTERVIEW

"I didn't take this job in order to wipe out an outfit and then look for another job. I took this job because I want to make this agency viable. I think I can do it. This is my 36th year in Social Services. I think they hired me because of my

reputation and my health background. I want to merge both drug and alcoholism in the Office of Drug Abuse Services. I have redirected everything in the agency and I've been fighting in the legislature to get more money.

"My main objective is to eliminate the large facilities and go back to the community," Mr. Klepak explained. "There is a general feeling in all areas of health, that the best

(Continued on Page 4)



# Carey Outlines Goals To Upgrade Quality Of N. Y. Criminal Justice

ALBANY—Gov. Hugh L. Carey, in a special message to the Legislature, gave 13 specific goals in his campaign to improve the quality of criminal justice in the state.

The objectives are:

- More effectively regulate the licensing of handguns in the state and to provide increased and mandatory prison sentences for anyone convicted of unlawfully possessing a handgun.
- Implementation of the recommendations contained in a report by the Commissioner of Criminal Justice Services concerning the use of deadly force by peace officers.
- Decriminalization of possession and not-for-profit transfer between adults of small amounts of marijuana.
- Provide for the resentencing of convicted marijuana offenders.
- Limiting second felony offender treatment to persons convicted of serious felonies committed within five years after conviction of a previous felony.
- Permit limited plea bargaining in regard to Class A-III felonies and to restrict plea bargaining in regard to Class A and B felonies.
- Provide guidance to a court in deciding whether to order release on recognizance or bail to persons charged with crimes.
- Prohibit unfair discrimination against former criminal offenders in regard to licensure and employment and to establish reasonable standards for the issue of certificates of good conduct.
- Protect the rights of individuals when criminal actions against them have been resolved in their favor.
- Transfer responsibility for the care and treatment of mentally ill patients from the Department of Correctional Services to the Department of Mental Hygiene and to authorize the establishment of psychiatric service units in correctional facilities.
- Continue the work release and prisoner furlough program in state and local correctional facilities for one year and to amend certain provisions of the state temporary release law.
- Repeal the civil death provisions of the Civil Rights Law.
- Provide statutory authorization for the impaneling of regional grand juries according to the recommendations of Bernard S. Meyer, special deputy attorney general for the Attica investigation.

## BEST TRAVEL BUYS IN THE U.S.A.—SHOP AND COMPARE

### C. S. E. & R. A.

CIVIL SERVICE EDUCATION AND RECREATION ASSOCIATION FOR YOU AND MEMBERS OF YOUR FAMILY

## Summer Program

### HAWAII — 7 Nights

6391 July 21 — July 29  
6392 Aug. 4 - Aug. 12  
6393 Aug. 25 - Sept. 1  
At the CORAL REEF HOTEL .....\$439  
At the HILTON HAWAIIAN VILLAGE .....\$479  
(No Meals included)  
AIR TRANSPORTATION BASED ON OTC CHARTER

### ST. MAARTEN 7 Nights

Saturday & Monday Departures Weekly (Via KLM)  
At the Deluxe CONCORD HOTEL & CASINO .....\$329  
Plus 15% Taxes & Services  
Price Includes: American breakfast daily; 4 complete dinners; complimentary tennis; open-bar cocktail party; accommodations in Resort-style Villas or Tennis Clubhouse.  
Main Building Supplement.....\$10  
Special Discount Departures:  
May 31-June 21 & September .....\$309  
Plus 15% Taxes & Services  
AIR TRANSPORTATION BASED ON GIT 40

### CALIFORNIA HOLIDAY TOURS 14 Nights

6202C July 7 - July 21  
6203C July 21 - Aug. 4  
6210C Aug. 18 - Sept. 1  
Price .....\$529 (all inclusive)  
San Francisco; 6-day tour visiting Lake Tahoe, Yosemite National Park, Merced, San Luis Obispo, Carmel/Monterey; Los Angeles.  
Price Includes: Extensive sightseeing on tour via deluxe motorcoach including Hearst Castle; 1/2 day tour in Los Angeles & San Francisco (No Meals Included).  
AIR TRANSPORTATION BASED ON AFFINITY CHARTER

### MUNICH — 7 Nights

\*6345 July 1-July 9  
6346 Aug. 6 - Aug. 14  
6347 Aug. 20 - Aug. 28  
At the Deluxe HOLIDAY INN (Schwabing) .....\$449  
Price Includes: Bavarian breakfast daily; full-day excursion to Salzburg.  
\*\$20 Holiday Surcharge  
AIR TRANSPORTATION BASED ON OTC CHARTER

### ST. LUCIA—7 NIGHTS

Friday departures weekly (Via Bwia) at the First Class VIGIE EBACH HOTEL  
Plus 15% Taxes & Services  
Price includes: American breakfast daily and 5 complete dinners; cocktail party.  
AIR TRANSPORTATION BASED ON ITX FARE.

### MARTINIQUE 7 Nights

Friday Departures Weekly (Via Air France) At the Deluxe MERIDIEN HOTEL.....\$379  
Plus 15% Taxes & Services  
Price Includes: American breakfast daily and 4 complete dinners; welcome cocktail; complimentary day tennis, sailing and snorkeling.  
AIR TRANSPORTATION BASED ON ITX FARE

### ADDITIONAL CARIBBEAN PACKAGES TO: Guadeloupe; Trinidad & Tobago; Antigua & St. Kitts.

### HOLLAND, BELGIUM & FRANCE - 13 Nights

6218 July 25 - Aug. 8  
Visiting Rotterdam, Bruges, Paris, Chateaux Country and Amsterdam .....\$659  
Plus Taxes  
Price Includes: Continental breakfast daily; dinner daily on 3-day Chateaux Tour; deluxe motorcoach transportation; extensive sightseeing.  
AIR TRANSPORTATION BASED ON GIT FARE

### ITALY, RIVIERA & SWITZERLAND 13 Nights

6409 July 7 - July 21  
Visiting Lucerne, Florence, Pisa, Rapallo, Monte Carlo, Nice, Grenoble, Geneva and Interlaken .....\$599  
Plus 15% Taxes & Services  
Price Includes: Continental breakfast daily; 3 lunches and 1 Farewell Dinner; private motorcoach transportation with escort; extensive sightseeing.  
AIR TRANSPORTATION BASED ON AFFINITY CHARTER

### EUROPEAN CHARTER FLIGHTS

Tour	# Nights	Dates	Destination	Rates
6034	68	June 30 - Sept. 6	To Amsterdam/From Amsterdam or London	\$339
6048	22	July 6 - July 28	To/From London or Brussels	339
6216	14	July 18 - Aug. 1	To/From Amsterdam	339
6035	15	Aug. 17 - Sept. 1	To/From Copenhagen	359
6052	22	Aug. 11 - Sept. 2	To/From London	339

### WEST COAST CHARTER FLIGHTS

6202	14	July 7 - July 21	To San Francisco/From Los Angeles	\$199
6203	14	July 21-Aug. 4	To Los Angeles/From San Francisco	199
6206	14	Aug. 4-Aug. 18	To San Francisco/From Los Angeles	199
6210	14	Aug. 18-Sept. 1	To Los Angeles/From San Francisco	199

PRICES FOR ABOVE TOURS INCLUDE: Roundtrip air transportation; twin-bedded rooms with private bath; transfers and baggage handling; FOR ALL TOURS: Mr. Sam Emmett, 1060 E. 28th St., Brooklyn, N.Y. 11210 — Tel: (212) 253-4488 (after 5 p.m.)

All prices are based on rates existing at time of printing and are subject to change.

ALL TOURS AVAILABLE TO CSE&RA MEMBERS AND THEIR FAMILIES AND FRIENDS.

For a full fabulous listing of bargain-priced tours to Europe, the Caribbean and elsewhere, please write to address below:

**CSE&RA, BOX 128, VANDERVEER STATION  
BROOKLYN, N.Y. 11210  
TEL: (212) 575-0718**

# Nurse, Medical Specialist, Psychiatrist Posts Open

ALBANY—Licensed practical nurses, psychiatrists and medical specialists are continuously being recruited by the State Civil Service Department for posts in state agencies. Salaries range from \$8,051 to \$33,704 a year.

For all posts no written examinations are necessary. Applicants will be rated according to their education, training and experience.

For licensed practical nurse, No. 20-106, candidates must have a license to practice as a practical nurse in New York or have a limited permit to practice as a practical nurse or have applied for a permit. Practical nurses are employed with the Department of Mental Hygiene, Education and Health, as well as the State University.

A state medical license and completion of three years of residency training in psychiatry will qualify candidates for psychiatrist I. No. 20-390. Candidates meeting requirements for psychiatrist I who have two years' post-residency experience may apply for psychiatrist II.

Application forms may be obtained in person or by mail from the State Civil Service Department at Two World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 West Genesee St., Buffalo.

## Dutchess Ed Unit Offers Flag Decals

POUGHKEEPSIE — To mark the coming American bicentennial year, the Dutchess County Educational Employees chapter, Civil Service Employees Assn., is distributing free of charge decals of two historic United States flags.

The chapter has been distributing decals of the 50-star flag since Flag Day, 1967.

The two historic flags are the Bennington 1776 and the "Betsy Ross" colors.

The first, marked with a "76" in the canton corner, flew in a decisive battle between American and British troops in Bennington, Vt., Aug. 16, 1776.

The Betsy Ross flag, with a circular design of stars representing the 13 original states, is the more familiar Revolutionary War era banner.

The flag decals may be obtained by contacting Ray Rasmuss, 22 Center St., Beacon, N.Y. 12508, or John Famelette, 45 Meyer Ave., Poughkeepsie, N.Y. 12603.

Requests for the decals should be accompanied by a stamped, self-addressed envelope.

**You may not be dying to give blood, but some day you may be dying to get it. The Most Precious Gift.**

## Lifeguard Test Set In Suffolk

HAUPPAUGE — Do you sometimes feel you're not in the swim of things? If you will be at least 16 years old by June 8 you can take a pool and stillwater lifeguard performance examination that day.

The exam, announced by the Suffolk County Department of Civil Service, will be held at 7 p.m. at West Islip High School.

For further information, write Suffolk County Department of Civil Service, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge 11787. The telephone number is (516) 979-2266.

## Metro Armories Schedule Meet

MANHATTAN — Members of the Metropolitan Armories Employees chapter, Civil Service Employees Assn., will hold their last meeting before the summer break at the Flushing Armory, 137-58 Northern Blvd., Flushing, on Friday, June 4. The meeting is set to begin at 5:30 p.m.

**Full Employment Is The Key To Prosperity. Buy U.S. Made Products**

## USE YOUR FINGERS TO GET AHEAD:

Learn to be a Stenotype Reporter. Work when you wish—for good pay. Licensed by N.Y. State Education Dept.

FOR FREE CATALOG CALL (212) WO 2-0002 or (914) 428-5353

## STENOTYPE ACADEMY

259 BROADWAY 10007 • OPPOSITE CITY HALL  
140 MAMARONECK AVE • WHITE PLAINS N.Y. 10601

## CIVIL SERVICE LEADER America's Leading Weekly For Public Employees Published Each Friday

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

Entered as Second Class mail and Second Class postage paid, October 3, 1939, at the Post Office, New York, New York, under the Act of March 3, 1879. Additional entry at Newark, New Jersey 07102. Member of Audit Bureau of Circulation. Subscription Price \$9.00 Per Year Individual Copies, 20c.

**HOMOWACK... where Being Nice is a tradition**

**FREE** GOLF ON-PREMISES Until July 1st  
8 TENNIS COURTS  
STEAM ROOMS, SAUNAS  
FULL AMERICAN PLAN - OPEN ALL YEAR

THE "NICEST" SUMMERTIMES ARE AT HOMOWACK  
Perfect family vacation; Call now for brochure and rates!  
Indoor Ice Skating, Top Night Club Entertainment, Gourmet Cuisine, Day Camp, Teen Program.

Irv & Florence Blickstein, Your Super-Hosts!

**HOMOWACK** N.Y.C. DIRECT WIRE 212-279-7250  
In These States Call Us Free (Dial Direct) 800-431-2212: Conn., Mass., R.I., N.J., East Pa., Va., Del., N.H.  
Only 79 Miles From N.Y.C. — SPRING GLEN, N.Y. 12483 / 914-647-6800

**GRAND OPENING FLORIDA MODEL \$16,490**

INCLUDES LOT, GARAGE & CARPET  
This 2 Bdrm. Model is in our Award Winning Community REGENCY PARK, Port Richey, Fla. It has paved streets, city water & sewer, shopping, LUXURIOUS HOMES at the BEST PRICES. COME IN. SEE FOR YOURSELF. Open 7 days. (516) 681-6460

Regency Park, 131 Old Country Road, Hickville, N.Y. 11801  
—Send detailed information — I would like a Regency Park Newsletter

NAME \_\_\_\_\_  
ADDRESS \_\_\_\_\_  
CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_  
PHONE \_\_\_\_\_

Another MINIERI Community. Bldrs. since 1959 CS 1

# PERB Strongly Endorses Rights

CIVIL SERVICE LEADER, Friday, June 4, 1976

(Continued from Page 1)

and didn't talk about union this and that." The reward was to be a permanent job.

In addition, Daniel Griffen, city sewers superintendent in 1974, testified at the PERB hearing that sometime in early 1974 Mr. Williamson said, "I would like to see the AFL-CIO come in here," adding Mr. Williamson claimed "he'd like to organize that union, bring that union in there."

John Shatraw, a laborer foreman, in testimony said Mr. Williamson "got talking about the AFL, and he told me, 'You know, I have a friend higher up in the AFL. It would be better for me and it would be worth a large sum of money if I could handle this, get the AFL in and get the CSEA out.'"

Mr. Shatraw also testified that Mr. Williamson told him that Ronald Knopp, a CSEA shop steward, was a troublemaker and wanted him fired.

Mr. Shatraw said he was offered the position of sewer maintenance foreman if he fired Mr. Knopp and another employee.

Mr. Shatraw explained Mr. Williamson later gave him the job and that the DPW chief said he was putting Mr. Knopp in his crew, and he wanted the shop steward given every dirty job Mr. Shatraw could find.

Mr. Williamson's anti-CSEA bias was also attested to by Theodore Murphy, then CSEA unit vice-president.

Mr. Murphy said Mr. Williamson proposed "If I would aid and assist him in undermining and subverting the CSEA union, that he would personally assure me of an official capacity in the AFL-CIO union, the position of president."

This was to be accomplished by persuading the local membership, through failure to process legal grievances and to function as an aggressive union, that the local and chapter officers would not enforce the CSEA-City of Oswego agreement. "The people who cooperated with management, namely Commissioner Williamson, would be rewarded and those that did not would be penalized, reprimanded, suspended, terminated and demoted."

Mr. Williamson flatly denied the charges. However, Mr. Wellman found "When one considers these findings, together with the use by Williamson of harsh discipline for seemingly minor infractions in a discriminatory manner as hereinafter discussed,

one can only conclude that Williamson's actions were intended to cause the employees to withdraw their support of CSEA and coerce CSEA representatives into silence and inaction vis-a-vis his operational changes."

Mr. Wellman stated that a 30-day suspension of Mr. Knopp for a coffee-break infraction, without seeking an explanation, and other testimony "compels the conclusion that but for Knopp's protected activity he would not have been treated in such a manner."

The hearing officer took note of the testimony of Edward Johnson, assistant public works commissioner, who said in effect that other employees who had committed similar infractions were only reprimanded.

Mr. Wellman also found in favor of a claim by Mr. Thomas, also suspended for an alleged coffee-break infraction and nonperformance of work.

The suspension occurred one week after he reported a threat by Mr. Williamson to a CSEA meeting. Mr. Thomas said he was threatened with disciplinary action if he "spoke about the

union." Mr. Wellman recommended the city and the DPW head cease from interfering with and coercing employees because of their union activities; cease imposing discriminatory discipline, and reconsider the 30-day suspension of Mr. Thomas, awarding him any pay due. Mr. Knopp's suspension was handled through a settlement between CSEA and the city.

Mr. Moxley explained the importance of the case was not in "who did what" or "who said what."

"We've been as right before, but PERB has never come out so strongly in our favor."

"Yet the case also demonstrated what an extremely unfair law the Taylor Law is," Mr. Moxley said.

"Even when we win, what have we gained? When we are found guilty, we can be fined or even jailed. There are 'recommendations' when a government unit is found guilty.

"Wellman didn't have the authority to impose sanctions. So when we win, what is it to us? We must make the Taylor Law fairer."

## 8% Boost Is Recommended For Utica Water Board

UTICA—A Public Employment Relations Board fact-finder has recommended an 8 percent salary increase for employees of the Utica Board of Water Supply.

John H. Owen, of Cooperstown, is the fact-finder named by PERB in a contract dispute between the city and the Board of Water Supply unit, Civil Service Employees Assn.

Mr. Owen recommended that the salary increase should be retroactive to Jan. 1. He also proposed that effective that same date there should be longevity increases of \$100 for each five years of employee service.

Other recommendations include:

- Continuation of the present 11½ holidays.

- No change in the grievance procedure.

- No change in the current work week of 32½ hours.

- Deletion of provisions for full pay during disablement.

- Retention of provisions for promotion from within the ranks on the basis of the combined criteria of seniority and qualifications.

- Deletion of the section providing for augmented seniority rights for union officers and stewards in certain positions.

## Order Orleans Back Pay Hike

ALBION—An arbitrator in a contract dispute between Orleans County and the Civil Service Employees Assn. has ordered the county to pay retroactive wage increases to 100 Social Service Department workers.

The county had frozen the pay hikes due Jan. 1, citing an un-

precedented budget increase for 1975.

But Howard Forster, of Buffalo, the arbitrator, said the county was obligated to pay the 7 percent hikes. The Board of Supervisors said meeting the arbitrator's demand means a \$40,000 cost to the county.

## \$200,000 Penalty Appeal

(Continued from Page 1)  
1967, the fine amounted to \$150,000.

Another teachers union, representing the Schenectady City School District, last fall received a fine of \$20,000 for a 14-day strike. This was the same length of time as the Orange job action. The number of employees involved also approximated those of the Orange action.

"The CSEA strike was not undertaken out of feelings of malice," Mr. Bloom noted. "The Orange County employees had been provoked so long, and to such an extent, by the county legislature that their action was basically one of frustration. In such a situation, you just can't

order people to discount their emotions."

A legal spokesman for CSEA said it would immediately file an appeal in the Appellate Division of the ruling by the State Supreme Court at Goshen.

The decision also imposed a \$2,000 fine on CSEA's Orange County chapter for its part in the strike.

The impasse between CSEA and Orange County officials had come about during bargaining talks provided under a reopener clause on salary matters for the final two years of an existing three-year contract covering the county's 1,700 employees.

The CSEA attorney also de-

clared Dr. Wenzl's disenchantment with the Taylor Law reflects the feeling of the whole organization. He said CSEA will call on its 230,000 members "to rally their support for an intensified drive to gain some relief for all public employees in this state."

Included in this effort, he said, would be a renewed push to win passage this year of a CSEA-endorsed bill now in the State Legislature to provide for "Last Offer Binding Arbitration" in public sector labor disputes. As an alternative, or perhaps in addition to LOBA, the union is also considering a thrust to legalize public employee strikes.

**NG AND MINGLING** — An annual affair for Civil Service employees Assn. members in the union's Albany Region IV is the Mingle dance that enables rank-and-file members to meet. This is the third year for the event, with Michael's Restaurant in Latham serving as the location last month. Checking the guest roster are members of the regional activities committee. From left are Susie Pfaffenbach, of Rensselaer County; an Nonie Kepner Johnson, of Law Department; Mary Moore, Criminal Justice, and Warren Moloney, of SUNY at Albany. Missing photo is Marianne Herkenham, of Rensselaer County.

## EA-Legislature Themes Harmonize In Rensselaer

ROY—While "Remember in November" has become the special theme of the Rensselaer County unit, Civil Service Employees Assn., "there'll be some changes made" seems to have become the theme of members of the politically active Rensselaer County Legis-

lature, at the urging of the County-CSEA unit, has to take steps to correct parts of the contract it signed on the 1,100-member contract.

They have corrected the copy-right section of the contract and employees will again be allowed to accrue and use up to 70 hours at discretion, with supervisor approval, and can now be directed to use time in excess of 70 hours by their supervisor.

The lunch hour situation was also clarified. Employees of various departments once again are being allowed to take a half-hour lunch, rather than an hour lunch, to allow early departure.

The unit will bring up various problem areas to the Legislature as they arise and will continue to tell the public that it is not the public employees who have limited the various county services: The blame belongs to the County Executive Office, unit members declare.

## CSEA calendar

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

### JUNE

- Albion Region V meeting: The Edgewood, Alexandria Bay.
- Western Region VI meeting: Regency Inn, Blasdale.
- Metropolitan Armories Employees chapter meeting: 5:30 p.m., Flushing Armory, 137-58 Northern Blvd., Flushing.
- West Seneca DC chapter general meeting: Veterans of Foreign Wars Post, 299 Leydecker Road, West Seneca.
- Albion NY at Buffalo chapter 602 "Night at the Races."
- New York State Thruway chapter (Western Division) buffet dinner meeting: Becker's Family Restaurant, Bailey Avenue and William Street, Buffalo.
- Albion NY at Buffalo chapter 602 bowling evening and supper party: Suburban Lanes, Niagara Falls Blvd., Buffalo.
- Albion County Division workshop: Granit II, Sullivan County.
- Judson River Psychiatric Center chapter 410 meeting: 8 p.m., Cheney Conference Room 1A, HRPC, Poughkeepsie.
- New York Metropolitan Retirees chapter 910 meeting: 1 p.m., Room 5890, Two World Trade Center, Manhattan.
- Buffalo District Department of Labor chapter 352 spring dinner-dance: 6:30 p.m., John's Flaming Hearth, 1830 Abbott Rd., Lackawana.
- Judson River Psychiatric Center chapter 410 Bicentennial Ball: Holiday Inn, Fishkill.
- Buffalo chapter dinner-dance: 7 p.m., Statler-Hilton Hotel, Buffalo.
- Albion Region IV meeting and workshops: Sheraton Inn, Seneca Falls.

# Main Objective To Eliminate Large Facilities And Go Back To Communities: Klepak

(Continued from Page 1)

health—mental or anything else—is in an individual's own community. I share that view with Governor Carey.

"So even if there weren't these dramatic cuts, I would have worked that way. I'm going to find out this year what the need is, and have the local facilities absorb as much as they can."

Mr. Klepak, is one of the few non-political appointees the agency has had.

"I know everything possible about what's going on in this agency," he said. "If I'm responsible, I have to know. I spent weeks visiting every facility, talking with staff and directors. I have tried to restructure and redirect the entire program. We have a court referral system throughout the state that I am trying to evaluate. At the same time, every lobbying group seeks to spend half the day with me. Everyone is unhappy with my distribution of money. When you have a lot of money to give out, everybody likes it; when you have very little, it's a different story. How do you decide how much to give Daytop, or Harlem Drug Fighters, or school-based programs? Everyone is competing for the money and the pressure focuses on me."

From interviews with counselors, psychologists, narcotics correction officers, directors and assistant directors and other staff at ODAS facilities, one must come to the conclusion that, since its inception in 1966, as the Narcotics Addiction Control Commission, this agency appears to have been unlucky. It was mismanaged and had some commissioners who appeared to lack knowledge of clients and treatment policies within each facility. Some had never visited a facility. Thousands of dollars were wasted. The gap between the ODAS administration and its people in the field was enormous. Most directors and staffers felt that they had accomplished certain goals "in spite of" rather than "because of" administrative policy.

However, with the arrival of Mr. Klepak as new commissioner, the tide seems to be turning.

Although Mr. Klepak has a reputation of being—in his words—"a real hardnosed guy," if one looks closely at his background one seems to see that he really—also his words—"believes in this stuff."

In 1969, he won an award as the outstanding volunteer in the nation from the United Community Chest and Foundations of America for work in the ghettos. He was president of the Clinton Square Neighborhood Assn. in Albany, and president of the Council of Community Services as well as being on the board of directors of the Albany Interracial Council. Immediately before he came to ODAS, Commissioner Klepak worked with the second deputy health commissioner where he was in charge of controlling all Medicaid costs.

### Why The Cuts?

Mr. Klepak feels that the budget of ODAS was cut so drastically for many reasons.

"The state operation of ODAS is severely tarnished. The Senate Investigation Commission report was given tremendous publicity as to high cost, poor management and so on. I think it furnished the justification for those people who needed money to cut. And to a great extent, I feel the criticisms were true. I also think it's a product of the times; a product of the fact that drug abuse services generally have fallen into disfavor. People aren't as hysterical about the problem as they used to be, even though heroin use is actually on the rise in the U.S.

"Another reason is that methadone was looked upon as a panacea, but it was oversold. It is by no means a failure. It does have limited value but does very well in a certain area. The previous administration threw money at the drug problem; money didn't solve it. And one last, very important thing is that the state was broke. They needed money and you have to cut somewhere. Other agencies got hurt badly too."

There are two types of money that

ODAS receives. The State Legislature appropriated \$50.6 million this year to be distributed to community programs of all kinds. In addition to that, a contract is negotiated for funds each year with the National Institute on Drug Abuse. In this case ODAS is given several million to make contracts with additional organizations which they supervise and evaluate.

"The cuts were made; they are not desirable but we must live with them. They are by no means sufficient, but it's what we have and it's what we'll have to do with," said the new commissioner.

"I'm trying to work the program so that it will do the maximum good, and I'm trying to see that nobody gets put back on the streets. The biggest problem in drug abuse is that no one has been able to show yet what you get for your money. In the absence of showing it, the people who provide money don't want to provide it.

"There is also very little agreement among authorities within the field of drug abuse itself as to which treatment modalities are the most successful and what the real problems are concerning the personality of the addict—why he started taking drugs in the first place. I always thought people took drugs because they needed a psychological crutch, because they couldn't face reality. Yet in the black ghetto there is tremendous peer pressure and many people get hooked that way."

Mr. Klepak has some ideas on the way ODAS should travel. First, he seeks a partnership between the community and the state, in which the state operates facilities for those people serving a court sentence and who Daytop or Phoenix House with their open door policy and without security could not handle. There seems to be agreement that the psychotic, the very aggressive, the violence-prone individual cannot be handled at a community level.

For these people, ODAS will maintain three state-run contained programs at Manhattan Rehabilitation



COMMISSIONER DANIEL KLEPAK... "If I could fire the ones I want to fire immediately, I could hire more people permanently."

Center, Brooklyn Central Rehabilitation Center, and Masten Park in Buffalo.

"If we see, as the year progresses, that there is a need for more programs of this kind and if the legislature will finance more, perhaps we will be able to expand in the area of treatment," said Mr. Klepak.

Another goal is to transfer methadone maintenance to private community based clinics. Methadone clinics have been down in recent years and there has been a great deal of public concern over diversion, the illegal distribution of methadone.

Last week Mr. Klepak visited several methadone maintenance programs. Most of the participants felt that it was a highly successful program of treatment; and that there has been very little diversion, and it has not only been well regulated but overregulated.

A third goal provides that care will be relegated to private care in the individual's community. This will be supported by federal money to ODAS. Lastly, Commissioner Klepak said, "I want to build

(Continued on Page 7)



## WHERE DO THEY GO NOW?

(This is the fifth article in a Leader series on addiction problems that must be faced in the face of threatened cutbacks in aid at both the private and the public levels. Leader staff member Susan Donner has been interviewing addicts, administrators, union leaders, joining them at protest rallies touring various facilities. Photography, original work and story are by Ms. Donner. The problem is everyone's.)

## ODAS Workers Feel Their Views Neglected

BROOKLYN—The employees' view of the Office of Drug Abuse Services' administration over the past few years has been one of anger and frustration. Giles Spoonhour, senior counselor at Brooklyn Central Rehabilitation Center, noted, "Throughout the years,

most commissioners, as well as all levels of deputy commissioners and various administrators down the line, have had no idea of what our clients have actually gone through, nor did they have much of an idea of what we were doing with the client."

"There's been very little feed-

back. They don't come to us and ask what are the problems with these people, what are you trying to do for them and how could we help you do better. They don't care for an input from the line people.

"This is a serious problem. Very often when we feel that the

treatment philosophy is actually getting in the way of helping the client, we try to get the commissioner and say, 'Look this is wrong, it's not working.' Anything we are doing with this client is in spite of the system, but they never want to hear it. They say, 'We are the adminis-

tration, we set the policy, we carry it out.' Period. I have met many administrators who knew what the problem was and asked for any input from the employees as to how to help the client," Mr. Spoonhour declared.

(Continued on Page 7)

# Complete Admin Internships

ALBANY — Secretary of Mario M. Cuomo announced recently that 24 r-oriented employees throughout the state have been selected for the New York State Local Government Public Administration Internship program.

The program began last Dec.

Local government employees were brought to the capital for four periods of on-the-job management training or a week's assignment to a state agency. Co-sponsors of the program were the Department of State and the State Polytechnic Institute.

The program was completed in the past week.

Participants included: Mark W. Blackburn, Greene County planning director; John J. Denen, New York City Department of Development Administration director; June M. Dwyer, Town of Greenburgh, director of the nutrition program for the elderly and Youth Employment Service; Mark R. Monroe, Monroe County personnel director; Sandra G. Cato, New York City acting director of Professional Standard and Review;

Charles J. Clem, City of New Rochelle Human Rights Commission executive director; Terry M. Conroy, Syracuse Department of Public Works administrative assistant, and Patricia Childland, Onondaga County Child and Adolescent Services program manager.

Also, John P. Decker, Town of Lloyd supervisor; Errol C. Fletcher, Buffalo Comprehensive Employment and Training Act assistant project director; John F. Garretson, Hempstead administrative assistant; Thomas J. Hroncich, Town of Islip assistant to the supervisor; David R. Kaczor, City of Lackawanna Comprehensive Employment and Training Act program coordinator; Judith R. Kerr, Monroe County senior research planner; James W. Nugent, Binghamton personnel and safety director, and Paul M. Rood, Town of Penfield Parks, Recreation and Youth Services director.

Also, Peter D. Rosenstein, New York City Office of Neighborhood Services assistant to the director; Dorothy Serdenis, Rochester Bureau of the Budget and Efficiency principal staff assistant; Carolyn G. Seymour, Jamestown mayoral executive as-

stant; Donald D. Smith, Lake George project coordinator; Edward G. Wilbeck, Dutchess County principal welfare examiner; James W. Wright, Oswego County director of personnel; Eric Yergan, Dutchess County equal employment opportunity officer, and Robert J. Zenkel, Monroe County senior computer programmer.

In describing the program, Secretary Cuomo said: "Government must learn the lesson that the public has already learned: in times that are fiscally hard, we must do more with less. That's what the Public Administration Internship Program is really about. It's designed to help management people learn how to get more production at less expense to the taxpayer of this state. More specifically, it enables chief executives from local government jurisdictions to identify and encourage employees in management methods and techniques designed to keep down costs while increasing productivity."

**Full Employment  
Is The Key  
To Prosperity.  
Buy U.S. Made Products**

## Life Insurance You Can Afford

CSEA, using the vast purchasing power of its 200,000 members, offers YOU the opportunity to purchase low-cost group life insurance through special arrangement with The Travelers Insurance Company, Hartford, Connecticut.

It's easy to buy—easy to pay for. The amount of insurance YOU are eligible for and the premium you pay are determined by your annual salary and age.

If—for example—you are under age 30 and are paid bi-weekly, you'll pay just 10¢ per payday for each \$1,000 of group life insurance to which you are entitled in the schedule. And that includes an equal amount of accidental death insurance.

Regardless of age, your premium can be automatically deducted from your paycheck. Chances are, you won't even miss the pennies it costs to get this valuable protection.

For complete information, and costs, complete and mail the coupon below. Or call your nearest Ter Bush & Powell representative for details.



**TER BUSH & POWELL, INC.**

*Insurance*

SCHENECTADY NEW YORK  
SYRACUSE

COMPLETE AND MAIL TODAY

TER BUSH & POWELL, INC.

Civil Service Department  
Box 956  
Schenectady, N.Y. 12301

Please give me complete information on the CSEA group life insurance plan.

Name \_\_\_\_\_

Home Address \_\_\_\_\_

Where Employed \_\_\_\_\_

Employee Item No. \_\_\_\_\_

## Open Continuous State Job Calendar

Assistant Clinical Physician	\$25,161	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,974	20-414
Clinical Physician II	\$31,055	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Nursing Services Consultant	\$16,538	20-112
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Legal Careers	\$11,164	20-113
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic) (Except for Albany area)	\$ 7,616	Various
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Mechanic (Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nutrition Services Consultant	\$31,404	20-139
Occupational Therapist	\$11,337	20-176
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Physical Therapist	\$11,337	20-177
Principal Actuary (Casualty)	\$22,694	20-417
Principal Actuary (Life)	\$22,694	20-521
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Public Librarians	\$10,714	20-339
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Actuary (Life)	\$14,142	20-519
Senior Medical Records Librarian	\$11,337	20-348
Senior Occupational Therapist	\$12,670	20-137
Senior Pharmacist	\$14,880	20-194
Senior Physical Therapist	\$12,760	20-138
Senior Sanitary Engineer	\$17,429	20-123
Asst. Sanitary Engineer	\$14,142	20-122
Senior Stationary Engineer	\$10,714	20-101
Specialists in Education	(\$16,358-\$22,694)	20-312
Stationary Engineer	\$ 9,546	20-100
Assistant Stationary Engineer	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Variotype Operator	\$ 6,811	20-307

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany 12226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.

## RETIREMENT AND PENSION SEMINARS

We are pleased to announce that one of the city's foremost pension and retirement analysts, David Moss will conduct Seminars on Retirement Problems at 45 East 33rd Street, New York City, Suite 601 at 5:30 P.M. on the following Wednesdays, June 9, June 16 and June 23, 1976.

Absolutely no charge or obligation, however participation is limited, so please call Mrs. Cerisse Rubenstein at (212) 689-2016 for confirmation.

A service of the Council of Jewish Organizations in Civil Service and Ramblewood East Information Center.

# Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations  
Published every Friday by  
**LEADER PUBLICATIONS, INC.**  
Publishing Office: 11 Warren Street, New York, N.Y. 10007  
Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007  
212-BEekman 3-6010  
Bronx Office: 406 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher  
Paul Kyer, Associate Publisher  
Marvin Baxley, Editor  
Harcourt Tynes, City Editor  
Charles O'Neil, Associate Editor  
Jane Bernstein, Features Editor

N. H. Mager, Business Manager  
Advertising Representatives:  
UPTOWN NYC—Jack Winter—220 E. 57 St., Suite 17G, (212) 421-7127  
ALBANY—Joseph T. Bellew—303 So. Manning Blvd., (518) IV 2-5474  
KINGSTON, N.Y.—Charles Andrews—239 Wall St., (914) FE 8-8350  
20c per copy. Subscription Price: \$5.80 to members of the Civil Service Employees Association. \$9.00 to non-members.

FRIDAY, JUNE 4, 1976

## \$200,000 Outrage

**P**ART of Theodore C. Wenzl's strength as president of the Civil Service Employees Assn. is his ability to retain his self-control during a crisis, and then zing in when the circumstances are right.

News of the \$200,000 fine levied against CSEA, plus the \$2,000 fine for the union's Orange County chapter, must have rocked the CSEA leader like no other news in his nine years as head of the giant labor organization.

The fine is so outrageously out of proportion with penalties meted out in similar public employee strikes that it defies belief . . . all the more so since the Orange County employees had been provoked to the job action by a county legislature that was moving to withdraw previously negotiated benefits.

So unprecedented a penalty is enough to set off howls of protest—but what good would such hysteria and chest-beating accomplish?

Dr. Wenzl has, instead, issued a defense of CSEA's action in providing aid to the Orange employees as being "in the best tradition of unionism."

He has approved the union's going ahead with an appeal to the Appellate Division of the State Supreme Court decision.

The union president has also tagged the penalty as "grossly excessive and a glaring example of the basic deficiency of the Taylor Law," which does not provide for control of employers who take advantage of the Taylor Law's no-strike prohibition.

The State Legislature should realize this injustice toward public employees, and heed Dr. Wenzl's call for immediate action on the "Last Offer Binding Arbitration" Bill.

## Kinds Of Pollution

**P**OLLUTION—air and water, principally—has become an issue in almost every contemporary political campaign.

Even the most insensitive legislator will not mount the stump these days and declare, "I'm gonna pass laws that'll poison the water you drink!" or "I'm gonna introduce acts that'll make it impossible for the elderly to breathe!"

On the other hand, it isn't necessary that they make the above statements. Given the unholy marriage of some with special interests, the above results are guaranteed. Why talk about them? Why worry your constituents?

There is, however, another kind of pollution that the polls don't vote on—they produce it. We refer to the visual and aural pollution polls produce at election time with their posters and sound trucks.

Say what you want about Sun Myung Moon, the Korean Elmer Gantry. At least his followers take down his posters the day after a given appearance. Measure this performance of the Moonies against your typical legislator: The posters are smeared all over in November and there they are, the next March, April or May, ugly and flapping on the telephone poles.

Worse, though, are the sound trucks. These blating vehicles move slowly through a given congressional, senatorial or assembly district baying mindless messages. The trucks interrupt your sleep or enjoyment of music, conversation or television. They rape silence.

Who do these people think they are, that they feel free to invade our privacy this way? Who told them they could do this? Where do they get this arrogance?

## Don't Repeat This!

(Continued from Page 1)

upon the federal government of withdrawal by New York City and its employees from the social security system.

Under the law, a notice period of two years is required prior to withdrawal. It may well be that in the interval the Beame Administration, or a subsequent City administration, will withdraw the notice before it becomes effective.

While other municipalities have in the past withdrawn from the social security system, those have been small municipalities. The situation raised by the City of New York is different from those municipal withdrawals of the past.

### Domino Effect?

This comes from the fact that New York City does hold a generally accepted leadership position in relation to its treatment of public employees. Thus, there is a distinct danger that withdrawal from social security by the City will have a domino effect, and stimulate other municipalities to follow suit as a technique for balancing their budgets.

Unfortunately, there has been spread rather widely the misinformation that retired public employees receive overly generous contributions. The facts are otherwise, and countless public employees who are retired are compelled to resort to welfare benefits to keep a roof over their heads and to feed and clothe themselves.

The impact of the City's withdrawal would be disastrous. In the first place many public employees have contributed thousands of dollars of their money to the social security system. If at the time of the City's prospective withdrawal, some employees have not met the minimum contributions for vesting of rights, then all of such employees' contributions go down the drain.

### When Vested

Where rights have been vested but no further contributions are made by the employee and by the City in the employee's behalf, then a retired employee would be entitled to only minimum social security benefits.

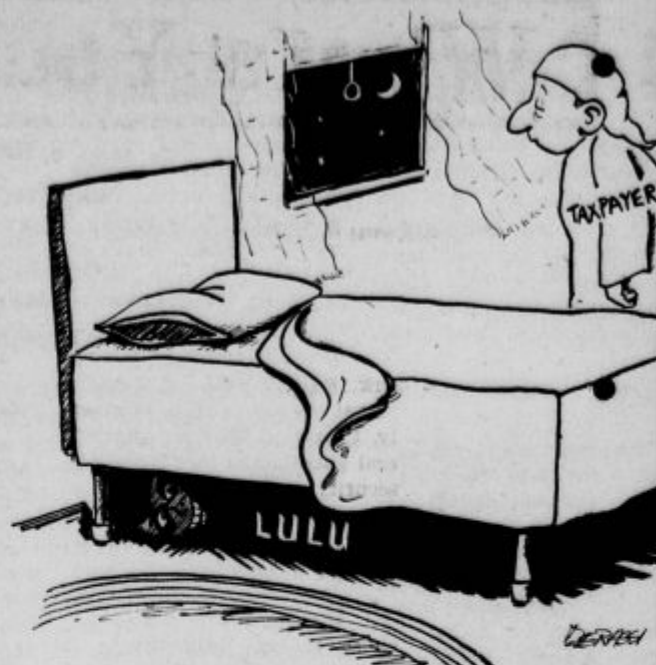
In addition, the absence of social security benefits will mean that thousands of public employees will lose certain benefits that system provides for widows and dependent children, which are not provided for in the municipal pension system.

The notice of withdrawal has also created concern among top officials of the social security system. The funds that the system uses to pay benefits to eligibles are derived from the continued inflow of contributions from employers and employees still employed. Any sharp cut in the flow of such revenues may endanger the soundness of the total social security system. Under the circumstances, it is not unlikely that Congress may change the law that would prohibit a public agency from withdrawing from the system.

### Benefits Reduced

The irony about the action taken by the Beame Administration is that the controversial Kinzel report designed to cut down on public employee benefits for employees of the state and its political subdivisions seeks to

(Continued on Page 7)



LULU—STILL IN HIDING



## Civil Service Law & You

By RICHARD GABA

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

### A Case Of Termination

The Appellate Division, Third Department, recently affirmed Special Term, Rensselaer County, in a case in which a police officer was permanently appointed to that position in the Town of East Greenbush after having passed service examination. His appointment was made on November 11, 1974. Prior to his appointment, the officer had been required to take a physical examination. However, in the year, in September 1974, he was required to have his eyesight examined, at which time his eyesight was measured as 20/70 without glasses in each eye.

ACCORDING TO THE provisions of the Civil Service Law and Rules of the Municipal Police Training Council, uncorrected vision is the minimum acceptable standard. Two months later, in November 1974, the Rensselaer County Civil Service Commission was advised that because of the officer's defective vision, he would not be qualified for permanent appointment. Later that month, the Rensselaer County Civil Service Commission notified the officer in writing to the effect that the officer was required to resign from the position of police officer. The officer commenced an Article 78 proceeding to annul the termination of the Civil Service Commission. His contention was simply that having once certified him as eligible for the position, the Commission cannot thereafter revoke its certification and terminate his employment on the ground that he did not meet the physical eligibility requirements. The petitioner did not dispute the fact that at the time of his original appointment he did not meet the physical standards required.

THE APPELLATE DIVISION discussed section 50.4 of the Civil Service Law and pointed out that the statutory provision of that section directs the Civil Service Commission to examine fully an applicant's eligibility prior to his appointment. In the event the Commission should find a disqualification prior to the appointment, the law provides for the individual to be given a written statement of the reasons for his disqualification and an opportunity to challenge that reason. The statute goes on to state that notwithstanding the provisions of this section or any other law, the state civil service department or appropriate municipal commission may investigate the qualifications and background of an eligible after he has been appointed from the list, and upon finding facts known prior to appointment, would have warranted disqualification, or upon a finding of illegality, irregularity or fraud of a substantial nature in his application, the state or municipal commission may revoke such eligible's appointment and direct that his employment be terminated, provided, however, that no such revocation shall be revoked or appointment terminated more than three years after it is made, except in the case of

THE NEW YORK COURT of Appeals has held

(Continued on Page 7)

# What's Your Opinion

By JANE B. BERNSTEIN

## QUESTION

Why did you become a civil servant rather than work for private industry?

## THE PLACE

Downtown Manhattan

## OPINIONS

**John O'Connell**, clerk, Federal Dept. of Justice: "I got my job in 1950. Primarily, I went to work for the federal government because of the security and the pension system. I'm glad I made the decision then, because I'm a couple of years away from retirement. I wouldn't go to work for New York City today because of the fiscal crisis—it isn't as secure as it was years ago. But federal service is the most secure, and if I had to make the decision even today, I would go to work for it."

**Charles Rivers**, police officer, NYPD: "I used to work for the city as a deck hand for the Department of Marine Aviation. I entered the Police Department because of the 20-year retirement policy. I now have nine months until I retire. Working for the city gives you confidence and respect. You feel like you're really doing a job and helping people. I come from a long line of city employees. My father retired after 33 years with the Parks Department and my grandfather retired with over 30 years in the Department of Sanitation."

**Dolores Murray**, key punch operator, Environmental Protection Agency, N. Y.: "I entered civil service because it offered more job security than private industry. I used to work for a private firm, and there was much more pressure on the job than I've found in my job with the city. We used to have corporate deadlines and in civil service you're given so many days—sometimes a week—to complete a project. When I took the job, you never had to worry about losing your position, and the pension system is good. I might not go to work in it today, because there is not as much security."

**Alfred Ottimo**, bookbinder, Comptroller's Office: "I spent 15 years in private industry, and I left a better job to go to work for the city. I like the pension and security of civil service. I've been working for the city for 11 years, and I don't regret a day of it. I would still begin a career with the city today, even with the crisis—because I enjoy the work and the benefits."

**Linda Meo**, police administrative aide: "I worked in private industry for three years and the pay was low. So I took the test to be a police administrative aide and the pay is great and the benefits are great. For what I do—secretarial work—I make a lot of money. I couldn't make that amount in private industry. Plus I get a raise every year, even if the money has been deferred. It's interesting working with police officers. It's not your usual boring insurance company type job. I'm secretary to one of the deputy police commissioners and I think it's a terrific job."

**Danny Rizza**, detective, NYPD: "I was in the United States Marine Corps when I was 17. When I was 19 I was walking down Broadway and a cop in uniform asked me if I'd like to switch uniforms. So I took the police test and scored a 99. I was number 48 on the police list. I got a letter that I would be appointed on such and such a date. So I went to my commanding officer and told him, and he said if I decided to take the job, they would release me from the service a few months early. I figure anything that would allow me to leave the Marines early would be worth it. But that's not the only reason I took the job. I love being a cop for New York City and it gives me a lot of satisfaction."

# RETIREMENT NEWS & FACTS

By A. L. PETERS

## NYC's Retirees

The New York City Retirement Board last week approved 491 applications for retirement. Of these 136 were without options; 102 were under Option 1; 37 were under Option 2; 73 were under Option 3; 56 were under Option 4; 10 were under Option 4-2; 30 were under Option 4-3.

An unusual number of payments were made for refunds of accumulated deductions and reserve balances. Ninety-eight reserves were approved under Option 1 and 44 under Option 4. Twenty-six refunds of accumulated deductions were made. Loans amounting to \$7,833,740 were approved for 1,443 members.

Older renters of apartments would benefit from the passage of a bill introduced by Rep. Herbert E. Harris (D-Va.) that would provide a 20 percent reduction in the property tax element in their rents. Most communities provide tax abatement for those over 65 who own homes and the bill would equalize this advantage.

Food stamps will be harder to get under a new program due to pass Congress and the President. Stamps will be denied to families of four with an annual gross income of \$7,800-\$8,000. The new law will affect 1.5 million recipients.

If you have trouble hearing, you should be aware that some new types of telephone—notably the trim line and other fancy phones—don't work with hearing aids unless you use a special adapter. These adapters are available from the Telephone Company or from hearing aid companies.

Where should you store your insurance policies? The answer to this common question is—NOT in your safe deposit box which may be sealed when you die. You should have a fireproof steel box at home. Keep a note of the policy numbers in your safe deposit box in case the policies are destroyed or stolen.

The Federal Trade Commission has issued a note pointing out IRA is not for everyone and there are several kinds not all alike.

Note that the investment in IRA is not tax free—you will have to pay the tax when you take the money out. Of course, most people expect to take the money out after they retire when their tax bracket will be lower.

You can take all or part of your IRA fund out before you retire, but if you haven't reached the age of 59½ you will have to pay a tax penalty. And if you die before you reach the age of 59½ the money in your account will be subject to both income tax and an estate tax. You may have more than one IRA account but the total deduction for any one year cannot exceed \$1,500 or 15 percent of your income for that year, whichever is less.

When you open a new IRA account, you should know that anyone selling you a plan must give you certain information seven days before you sign a contract, or give you the right to cancel within seven days after you receive the information. Some plans have a fee involved. And remember, a "prediction" is not a "guarantee."

If you were not required to file an income tax last year, it may still be wise to file one. This year there is a new earned income credit which may entitle you to a refund up to \$400. If you have a dependent child who is a student or is under 19 years of age, living at home, you may qualify. Your earned income (or adjusted gross income) must have been less than \$8,000 in 1975. This gross income excludes Social Security payments and any part of your pension that is a return on your own investment. An IRS estimate indicates that the government expects three million claims for such refunds by people who are not required to file income tax. Less than a tenth of these have been received. You can still file even though the deadline is past.

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 Policemen's and Firemen's Fund. The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to obtain the funds.

Following is a listing of those individuals whose membership terminated pursuant to the provisions of section 40, paragraph 1 of the Retirement and Social Security Law on or before August 31, 1974.

(Continued from last week)

Acia, Donald E	Canor
Agovino, George P	Holtsville
Alexander, Earl D	New York
Allwang, Forrest	Farmingdale
Amorosano, Charles B	New Rochelle
Anderson, John H	Amityville
Anfiero, Alphones A	Ballston Spa
Anthony, Charles R	Gowanda
Aulenbacher, Lorna T	Ithaca
Bailey, Bertha M	Rochester
Baker, Laura	Staten Island
Baldac, Judith	New York
Barcia, Lillian H	Brooklyn
Bauer, Mary	Eden
Beaudry, Edward F	Tully
Belknap, James P	Poughkeepsie
Belshaw, Thomas E	Rochester
Bowes, David M	Tarrytown
Brelove, Rae	Rochester
Bridges, Dexter E	Augusta, Maine
Briere, Maurice S	Bellport
Brocklebank, Thomas	Valley Stream
Brown, Annette	New York
Brownell, Nancy A K	Binghamton
Bruin, Annie C	New York
Brunelle, Donald P	New York
Burke, Elizabeth B	Binghamton
Burke, Thomas J	Cambria Heights
Busch, Morris	Loch Sheldrake
Campbell, Patricia M	New York
Carrano, Raymond Jr	New York
Carreras, Louise M	Brooklyn
Carroll, Adele W	Dobbs Ferry
Castelluccio, Dolores	Spring Valley
Casimiro, Marjorie V	Pleasantville
Consi, Richard N	Rochester
Corbett, Joseph F	Troy
Cosey, Davis B	Poultney, Vermont
Costa, Paul	Wyandanch
Chingari, Leonard J	Canastota
Cole, James P	Brooklyn
Cunningham, Janet A	Piermont
Cunningham, Lorena R	Brooklyn
Daggett, Frederick L	Hammondspoint
Dargaigoon, Margaret M	East Islip
Davis, David A	Houghton
Davis, Effie	Flushing
Davis, Melville C Jr	Hyde Park
DeWitt, Charlotte L	Brooklyn
Dohm, Dorothy G	Rockville Center

(To Be Continued)

# Make ODAS Viable

(Continued from Page 4)

redirect the whole socio-science research operation here. The people involved were entirely devoted to writing articles to enhance their own personal reputation, and not doing a thing for the client."

There have been rumors among ODAS employees that the agency will eventually disappear. Commissioner Klepak does not feel that way. "I feel the agency can survive. It depends on your view of the mission. I know there is a terrible morale problem among ODAS employees these days. I would like to go to each facility, draw people together and have meetings and tell them that I hope to make it a viable organization. I don't want to appear heartless, what's happening to ODAS employees is frightful. These are people who have devoted their lives to these jobs. The ODAS employees are getting murdered, and while I don't believe in wasting money, I had to fire about 1,200 people whom I never met and never evaluated. That was simply because we didn't

have the money to keep them. So they have suffered terribly. It's cruel, but there's no alternative for us; we have just so much money.

"The union made a good deal and they got six months' notice. But it's also a bad deal, because to give six months' notice to the employees in the facilities that I am closing, I have to close more facilities than I would have. It eats up a lot of my budget. If I could fire the ones I wanted to fire immediately, I could have kept more people permanently employed."

During the Rockefeller Administration, Mr. Klepak was given the task of looking into the field of social services to make some recommendations for change.

"My changes were organizational and the policies weren't dramatic, but services don't necessarily produce an outcome. Services usually exist for the server. You end up creating a mechanism to keep them surviving, but you forget about your client. And that's the whole history of social services in this country."



One of last chores performed by chapter leaders was a group photo Sunday afternoon after the Presidents meeting. All are presidents unless indicated otherwise. From left, front row: David Strader, first vice-president, St. Lawrence PC chapter 423; Ronnie Smith, Willowbrook DC 429; collective bargaining specialist Robert Guild; James Gripper, Brooklyn DC 447; James Moore, Utica PC 425; Charles Noll, Marcy PC 414; Francis White, Rome DC 422, and Robert Lee, Willard PC 428. Middle row: Gregory Szmuricki, Kings Park PC 411; Maye Bull, Gowanda PC 408; Dorothy King, first vice-president, Creedmoor PC 406; William Cunningham, Kingsboro PS 402; Victor Procoplo, Syracuse DC 424; William Anderson, Bronx PC 401, and Floyd Payne, execu-

utive vice-president, Manhattan Children's PC 413. Back row: William McGowan, past president, West Seneca DC 427; Robert Thompson, Harlem Valley PC 409; Alexander Hogg, Middletown PC 415; Ann Wadas, Institute for Research in Mental Retardation 438; Rick Recchia, Hudson River PC 410; Joseph Love, first vice-president, Suffolk DC 430; Edmond Gagnon, Gouverneur Hospital 407; Betty Duffy, Pilgrim PC 418; Lorraine Burrus, delegate, South Beach PC 446; Robert Watkins, Letchworth Village DC 413; Mick Stanton, Buffalo PC 403; Richard Snyder, Wassala DC 426, and Martin Langer, Rockland PC 421.



Maye Bull, president of Gowanda PC chapter 408, accepts plaque from smiling Robert Guild for her long service on behalf of Mental Hygiene workers. Applauding are CSEA vice-president Joseph McDermott and his wife, Laura, and Jeanne McGowan, of West Seneca DC chapter 427.

(Leader photos by Ted Kaplan)



Plaque presentation was also made to William McGowan, CSEA executive vice-president, Mental Hygiene Council chairman, Western Region VI Mental Hygiene director and West Seneca DC chapter 427 past president. Making the presentation is a beaming Robert Guild, as CSEA counsel James Roemer applauds.



Tables are turned as collective bargaining specialist Robert Guild realizes that best-guarded secret of evening was special plaque presentation to him. Mental Hygiene Council vice-chairman James Moore reads the inscription, as Region II Mental Hygiene director Dorothy King and toastmaster James Roemer listen.



CSEA's director of education, Edward Diamond, second from left, chats with some of the speakers who participated in various panels at the labor seminar. From left are Jerome Thier, Dr. Diamond, David Harrison and Matt Kelly.



Explanation of "CSEA Legal Assistance Program" is made by CSEA legal committee chairman Joseph Conway, who conducted seminar Saturday afternoon.



Harlem Valley PC chapter 409's secretary Edna Kimbal, left, and Peggy Waterston confer on some of the issues that were debated by the delegates.



Binghamton PC chapter 441 president Leon Wilnot discusses views with Willard PC chapter delegate Gary Dougherty.



Willard PC chapter 441's Joseph McDonald, left, and president Robert Lee are caught in pensive mood as they listen to discussion at business meeting.



# McGowan, Moore, Duffy Elected To Top Positions By Mental Hy Leaders

By MARVIN BAXLEY

CATSKILL—William McGowan and Betty Duffy were elected to their third consecutive terms as president and secretary, respectively, of the Mental Hygiene Presidents Council at a meeting here last month.

Joining them in the top echelon was James Moore, who handily beat two opponents in the vote for vice-chairman.

Mr. McGowan, of West Seneca Developmental Center, and Ms. Duffy, of Pilgrim Psychiatric Center, are the two senior members among the 16 CSEA directors representing Mental Hygiene constituencies. Both served when there were only four directors from the department.

Mr. Moore has been rising rapidly since he emerged on the statewide scene four years ago when he became chapter president at Utica Psychiatric Center. Since then he has been elected as a CSEA director (Mental Hygiene, Region V), vice-chairman of the union's State Division, chairman of the Central Region V State Workshop and chairman of the statewide Institutional Unit bargaining team.

In other action, the Mental Hygiene Presidents Council renewed efforts last month to have a separate title set up within the union structure for someone whose responsibility would be Mental Hygiene affairs.

Currently the union has three titles for specific groups of its members. Directly under executive director Joseph Lochner, there are two equal-rank positions for assistant executive director. John Carey holds one of these posts; for State Division, and Joseph Dolan holds the other: for County Division. In addition, there is a separate title for director of retirees affairs, a position held by Thomas Gilmartin.

Although Mental Hygiene is the only department to have an exclusive collective bargaining specialist, Robert Guild, for some time Mental Hygiene leaders have been concerned about his growing workload, and the prob-

ability that other staff personnel would be assigned to assist certain chapters in a random manner.

The chapter presidents' conviction, expressed at their May meeting here at the Friar Tuck, is that they want all Mental Hygiene staff personnel to be under the direction of one person.

About one third of CSEA's State Division membership is in the Mental Hygiene Department. There are 44 MH chapters throughout the state.

Utica Psychiatric Center chapter president James Moore emphasized that they should base their continuing campaign upon establishment of a title, so as not to confuse the issue as one of personality.

Heated discussion was also

(Continued on Page 14)



Overwhelmingly elected to positions of top leadership for Mental Hygiene Presidents Council are these three influential members of the Civil Service Employees Assn. William McGowan, left, was elected to his third term as chairman, Betty Duffy, her third term as secretary, and fast-rising newcomer James Moore, his first term as vice-chairman.

CIVIL SERVICE LEADER, Friday, June 4, 1976



CSEA director John Clark (Mental Hygiene, Region III), of Letchworth Village DC, greets Dorothy Mariano, who is also a member of chapter 412. (Leader photos by Ted Kaplan)



CSEA president Theodore C. Wenzl was on hand to greet Mental Hygiene delegates at opening of their meeting.



Floyd Payne, left, Manhattan Children's PC chapter 413 executive vice-president, discusses chapter policy decision with other members of chapter delegation, Rosalind Edwards, Harold Robertson and Jimmy Payne.



Hoch PC chapter 442 president Allan Genovese, left, has attention of Central Islip PC chapter 404 delegates Sal Russo, Dorothy Russo, Eileen Gorski and Lynn Judge. At business session, Mr. Genovese had made plea to prevent merger of Hoch with Northeast Nassau.



Kings Park PC chapter 411 delegation members check over agenda for weekend Mental Hygiene Labor Seminar in order to determine which sessions various delegates will be assigned to attend. From left are Kathleen Fennell, Carl Fennell, Barney Fendola and Martina Benjes.

**SPECCHIO APPOINTED**

ALBANY—Lewis Specchio, of Watkins Glen, was appointed by Gov. Hugh L. Carey as a member of the Schuyler County Legislature.

**SCARELLO NAMED**

ALBANY—Gov. Hugh L. Carey has appointed Carolyn Scarello, of Scarsdale, as a member of the Board of Visitors of the Westchester Developmental Center.

**Civil Service Law & You**

(Continued from Page 6)

civil service commission cannot refuse to recognize an appointment made from its own eligible list merely because it erred in its determination of matters which it alone had jurisdiction to determine. However, a different question is presented in this case where a statute or ordinance defines required qualifications for appointment to office. In this case, the visual acuity standards were a matter of statute and rule. The faulty certification of eligibility did not result from any determination by the Civil Service Commission over which it alone had power and jurisdiction. The Legislature, in section 58 of the Civil Service Law, had expressly prohibited the employment of persons as police officers who do not meet specific physical requirements. Assuming for present purposes, the court went on to say, that subdivision 4 of section 50 of the Civil Service Law would constitute a waiver of the eligibility requirements on and after three years from the time of certification or appointment, the present record establishes

that the illegality of the appointment was discovered and acted upon before three years had passed." The court held, therefore, that since the appointment was in direct violation of section 58 of the Civil Service Law, the petitioner's termination from employment must be affirmed. *Matter of Lockman v. Van Voris*, 49 A.D. 2d 285.

**BUY U.S. BONDS!**


**Don't Repeat This!**

(Continued from Page 6)

moderate the impact of its recommendations by using social security benefits as a supplement to those provided by the public employee pension plans.

The State Legislature and the Emergency Financial Control Board of the City of New York ought to take immediate action.

**SHENANDOAH**  
THE NEW MUSICAL  
starring  
**JOHN CULLUM**  
**1975 TONY AWARDS**



**BEST ACTOR IN A MUSICAL—JOHN CULLUM**  
**BEST MUSICAL BOOK—SHENANDOAH**

ORIGINAL CAST ALBUM **RCA** RECORDS & TAPES  
American Express Accepted. Tickets Also Available at Ticketron.  
FOR GROUP SALES ONLY CALL: (212) 796-3074  
CHARGE IT: MAJOR CREDIT CARDS CALL: (212) 239-7177  
ALVIN THEATRE 52nd Street West of Broadway/757-8646

**Grease**  
THE ONE AND ONLY LONGEST  
RUNNING SHOW ON BROADWAY

**There's a reason for that!**

ROYALE THEATRE 45TH STREET W of BROADWAY  
SEE ART AD FOR DETAILS

**Retiring Soon?**

There's a great deal you know—but a lot more you should know about:

- Preparing for Retirement
- Handling Your Finances
- Choosing a Place to Live
- Your Retirement Residence
- Making Your Wife Happy in Retirement
- Making Your Husband Happy in Retirement
- Your Health in Retirement
- Medicare and Medicaid
- Your Legal Affairs in Retirement
- Using Your Leisure
- Ways to Increase Your Income
- The Woman or Man Who Retires Alone
- Conquering Your Worries About Retirement

You'll find a lot of answers in  
**The Complete Guide To Retirement**  
by Thomas Collins  
paperback \$3.95

**LEADER BOOKSTORE**  
11 Warren Street  
New York, N.Y. 10007

You may send me a copy of "The Complete Guide to Retirement." I enclose \$3.95 plus 32 cents Sales Tax — or total of \$4.27. I understand mailing is free.

NAME .....

ADDRESS .....

**"LEADBELLY"**  
Gordon Parks' Film of Unforgettable  
Power and Beauty

A brawling, joyous, triumphant film about the father of folk-rock-blues, whose songs like 'Goodnight Irene,' 'Midnight Special' and 'Rock Island Line' turned on a whole generation to a new kind of music.



DAVID FROST-MARC MERSON PRODUCTION  
**LEADBELLY**

Starring **ROGER E. MOSLEY** PAUL BENJAMIN MADGE SINCLAIR ALAN MANSON ALBERT P. HALL  
and **ART EVANS** Music Score by **FRED KARLIN** Associate Producer **JACK GROSSBERG** Executive Producer **DAVID FROST**  
Written by **ERNEST KINOY** Produced by **MARC MERSON** Directed by **GORDON PARKS**

LOEWS STATE 2 B'way at 45th St. 582-5070  
LOEWS CINE 3rd Ave at 86th St. 427-1332

FOR STUDENT GROUP DISCOUNT RATES—CALL BOB SOLOMON—586-4400

# SHORT TAKES

## CAREY TAKES CUT

In a statement of assets and liabilities released last week, it was revealed that Gov. Hugh L. Carey has followed through on his election campaign promise to voluntarily take a 10 percent cut in salary. Although it was not possible for the Governor to legally change the amount he is paid, the statement showed that he has donated the equivalent of 10 percent of his income to Roswell Park Institute, a state research facility in Buffalo. The statement said the Governor, who received \$85,000 annually, last year paid \$23,563 in federal taxes, \$9,867 in state taxes and \$2,300 in New York City taxes. The statement also showed that the Governor's net worth increased by \$35,573 during his first year in office, up from \$94,885 to \$130,458. The increase was largely due to improvements made at the Governor's Shelter Island summer home.

## DMH PROBES NEED CHARGES

A Mental Hygiene review board recently set up by Gov. Hugh L. Carey to investigate suspicious deaths in mental health facilities will conduct such probes only if allegations are made that patients died due to neglect or foul play. "If a person were to die under suspicious circumstances and charges of neglect or overt mishandling are leveled, one of the pathologists on the panel will conduct an autopsy," said Kevin Cahill, special assistant to Governor Carey on health affairs. A spokesman for the Department of Mental Hygiene said the agency is "in accord with the establishment of an independent pathology panel to study circumstances surrounding any deaths in state facilities which might occur under unusual circumstances. In addition to investigating deaths, the board is empowered to investigate and report on adequacy and quality of care provided to the mentally disabled by the Department.

## GOLDMARK GLOOMY

In remarks to a Siena College seminar, State Budget Director Peter Goldmark Jr. said the state has not yet seen the end of the fiscal crisis and that a number of cities and counties "will find themselves in trouble. Mr. Goldmark predicted that "present reliance on debt in all levels of government in the state will have to continue" and that more outside controls will be imposed on governmental affairs as is now the case in New York City. The Budget Director added that he foresees a decline in state spending and that governments attempting to sell bonds will have to increase information about them to lure wary investors.

## ATTICA FALLOUT

Some testimony heard by grand jurors investigating the 1971 Attica Prison riot has been ordered sent to State Police and Corrections Commission officials. This could cause disciplinary action to be taken against some state troopers and prison guards who were involved in putting down the insurrection.

## EMPLOYEE BENEFITS

State Attorney General Louis Lefkowitz has ruled that student proctors on State University campuses are employees of the state and are thus eligible for indemnity benefits under the Public Officers Law. The proctors are usually known as resident assistants and act as dormitory counselors and perform certain clerical and office duties in return for free lodging.

**BUY  
U. S.  
BONDS!**

**Someone Needs You —  
Blood is meant to circulate.  
Keep it moving, by donating**

## AG Lefkowitz: Job Must Be Abolished Prior To A Firing

ALBANY — State Attorney General Louis J. Lefkowitz has ruled that if the state seeks to fire an individual for economy reasons, that individual's job must first be abolished.

Said Mr. Lefkowitz: "In view

of the fact that the Civil Service Law makes express provisions for those cases in which tenured employees may be suspended . . . and makes no provision for suspension for economy reasons except in the context of abolition . . . I must conclude that the

abolition of positions is a necessary prerequisite.

"I find nothing to support contrary view . . . Nor do I find any basis for drawing different conclusions based on what suspensions are the result of legislative or executive action

## Milowe Named PERB Director

ALBANY — Harvey Milowe has been appointed director of public employment practices and representation for the Public Employment Relations Board, the position held by Paul E. Klein since the agency's inception in 1967.

Mr. Klein is now general counsel for the New York Educators Assn., a National Education Assn. affiliate.

Mr. Milowe, who began his career with PERB in 1968 as a trial examiner, most recently served as PERB's assistant director of representation. He is a graduate of New York University Law School.

**You Haven't Seen  
Anything  
Until  
You've  
Seen**



**Colleen Dewhurst Ben Gazzara  
in Edward Albee's**

**Who's Afraid of Virginia Woolf?**

MUSIC BOX THEATRE, 239 W. 45th St./246-4636  
CHARGE! 212 239 7177 TICKETRON 541 7290

**DANNY O'DONOVAN PRESENTS**

**AN EVENING WITH**



**DIANA ROSS**

LIMITED ENGAGEMENT! 2 WEEKS ONLY - JUNE 14 THRU 26  
MAIL ORDERS ACCEPTED

PRICES: OPENING NIGHT (JUNE 14) AT 6:45 P.M. FRI & SAT EVGS AT 7 P.M. & 9:45 P.M. ORCH. DRESS CIRCLE & FRONT MEZZ \$20, REAR MEZZ \$15, BALC. \$12.50 MON THRU THURS. AT 8 P.M. ORCH. DRESS CIRCLE & FRONT MEZZ \$17.50, REAR MEZZ \$13.50, BALC. \$6.50 PLEASE ENCLOSE A STAMPED, SELF-ADDRESSED ENVELOPE WITH CHECK OR MONEY ORDER.

PALACE THEATRE 1564 BROADWAY NEW YORK, NEW YORK 10036

A DANNY O'DONOVAN SAGITTARIUS ENTERTAINMENT PRESENTATION

**NOW PLAYING AT A SHOWCASE THEATRE NEAR YOU!**

**THE SUPER DRAGON NEVER DIES!**  
**BRUCE LEE**  
EXPLODES AGAIN...  
**BLOOD... GUTS...  
AND ACTION...**

**"BRUCE LEE-  
SUPER DRAGON"**

PLUS SPECIAL GUEST APPEARANCE BY -  
**JIMMY WANG YU**

PLUS 2ND FEATURE AT MOST THEATRES

**"THREE THE HARD WAY"**

<b>MANHATTAN</b> BRANDT'S *LYRIC 42nd ST. BET 7th & 8th AVES BRANDT'S *COSMO 116th ST. BET 3RD & LEX AVES LOEWS DELANCEY DELANCEY & SUFFOLK STS. EABLE 3RD AVE. & 102 ST BRANDT'S *EDISON 8 WAY AT 103RD LOEWS VICTORIA 125th ST. NEAR 7th AVE	<b>BRONX</b> POZIN'S *ART JEROME BRANDT'S ASCOT POZIN'S *BRONX 1 POLYNES *DELUXE 1ST 103RD'S *DOVER BRANDT'S EARL BRANDT'S LUXOR MELBA POZIN'S *STAR POZIN'S *WAKEFIELD N. POZIN'S *WARD	<b>BROOKLYN</b> POZIN'S *BANCO BRANDT'S *CARLTON COLISEUM UA COMMODORE LOEWS GATES LOEWS METROPOLITAN BRANDT'S REGENT *RIO QUEENS RKO ALDEN JAMAICA KASSABO CALDERONE'S *HEMPSTEAD LIDO LONG BEACH	<b>SUFFOLK</b> POZIN'S *UA COPIAGUE INDOOR COPIAGUE *UA REGENT BAY SHORE *UA SUFFOLK RIVERHEAD *UPSTATE N.Y. CINEMA 1 Newburgh *WESTCHESTER FLOREN'S *EMBASSY PORT CHESTER RKO PROCTOR'S #3 NEW ROCHELLE *DIFFERENT 2ND FEATURE *SINGLE FEATURE ONLY	<b>NEW JERSEY</b> BRANFORD Newark FABIAN Paterson LYRIC Asbury Park *RITZ Elizabeth STANLEY Jersey City *STRAND Lakewood *STRAND Plainfield
---	--	--	---	---

# Latest State And County Eligible Lists

**EXAM 39-023**  
**PRINCIPAL BUDGET EXAMINER**  
 (PUBLIC FINANCE)  
 Test Held Sept. 1975

Swartzmiller S Delmar .....102.5  
 Gifford Ann G Albany .....89.2  
 Ames Frederick Brooy .....79.4  
 Diffley M J Schenectady .....74.0

**EXAM 35-870**  
**SR STENO**  
 Test Held Nov. 1, 1975  
 List Est. April 16, 1976  
 (Continued from Last Week)

Whitney Theresa Merrick .....84.1  
 Meyer Minnie Bronx .....83.9  
 Wisniewski K V Queens Vill .....83.7  
 Galletta Laura Lindenhurst .....83.7  
 Cohen Loretta Whitestone .....83.7  
 Hogan Monica M Middletown .....83.4  
 Starr Eva Howard Bch .....83.4  
 Valvo Josephine Babylon .....83.4

**For Sales Co-ops—  
 Manhattan**

**444 CENTRAL  
 PARK W.**

19 Story Luxury Door-Man Bldg.

**6  
 ROOMS**

**PARK VIEW  
 S. E. EXPOS.**

\$22,500, Maint. \$384.77  
 T.D. Aprox. 34%

**4  
 ROOMS**

\$9,596, Maint. \$191.84  
 TD Aprox. 34%

AGENT PREM. SAT.-SUN. 1-5 P. M.  
 OR CALL PL 3-6800

Offering by Prospectus only  
 to N.Y. State Residents.

68 Brown Louise Laurelton .....83.3  
 70 Kosloff M A eParl River .....82.7  
 71 Hamberger Joyce Spring Val .....82.6  
 72 Damico Dorothy New Hyde Pk .....82.5  
 73 McCloud Linda Rockaway Pk .....82.4  
 74 Levin Shirley Haverstraw .....82.4  
 75 Lewis Bonita Commack .....82.4  
 76 Bowen Adele J Greenlawn .....82.4  
 77 Nuzzi Cecelia A Bellerose .....82.4  
 78 Chabza Lydia A Coram .....82.3  
 79 Mazzari Joan A Schrsdale .....82.1  
 80 McGarry Helen E Kings Pk .....81.5  
 81 Quinones Hildai Bronx .....81.5  
 81A Christian Olive Ronkonkoma .....79.9  
 82 Mosher Michele Ctl Islip .....81.3  
 83 Herrmann Leslie Farmingdale .....81.2  
 84 Macey Kathie E Keeseville .....81.2  
 85 Sullivan Doris West Islip .....81.1  
 86 Fiore Karen E Mt Sinai .....81.1  
 87 Avery Marie Garnerville .....80.6  
 88 Monahan Janet M Brooklyn .....80.5  
 89 Capak Genevieve Massapequa .....80.5  
 90 Singer Louise F Floral Pk .....80.4  
 91 Dunleavy Anne M Brooklyn .....80.1  
 92 Russell C L Franklin Sq .....80.1  
 93 Dawson Veronica NYC .....80.1  
 94 Canner Gloria E Bellerose .....80.0  
 95 Kahaner Harriet Brooklyn .....80.0  
 96 Siegel Diane F Lk Ronkonkoma .....79.9  
 98 Adelson Bertha Orangeburg .....79.7  
 99 Fischer Judy Brooklyn .....79.7  
 100 Wilson Jackie Brooklyn .....79.5  
 101 Zenewitz Regina Queens VII .....79.5  
 102 Caputo Carmela Staten Is .....79.4  
 103 Sussman Helen M NYC .....79.3  
 104 Hilkwitz Ruth Coram .....79.2  
 105 Thomas Yvonne A Brooklyn .....79.2  
 106 Shapiro Elsie D Queens Vill .....79.1

(To Be Continued)

**POEMS WANTED**

The NEW YORK SOCIETY OF POETS is compiling a book of poems. If you have written a poem and would like our selection committee to consider it for publication, send your poem and a self-addressed stamped envelope to: NEW YORK SOCIETY OF POETS, P.O. Box 727, Radio Station, New York, N.Y. 10019.

**Help Wanted M/F**

SKILLED TYPIST — Accurate, fast person. Minimum 70 wpm. All benefits company paid \$175. Call 233-6097.

**EXAM 39-027**  
**ASSOCIATE BUDGET EXAMINER**  
 (PUBLIC FINANCE)  
 Test Held Sept. 1975

1 Burke Wimmiam E Albany .....87.6  
 2 Vaughan Lee J Albany .....84.3  
 3 Schweikert R C Washington .....80.9  
 4 Braden J T Schenectady .....71.5

**EXAM 35-881**  
**ASST THRUWAY STORES SUPVR**  
 Test Held Jan. 17, 1976  
 List Est. April 12, 1976

1 Baker Craig W Slingerlands .....77.1

**EXAM 35-880**  
**THRUWAY STORES SUPVR**  
 Test Held Jan. 17, 1976  
 List Est. April 12, 1976

1 Burnett Allen D Washington .....77.3  
 2 Czamara Henry A Alden .....75.5

**EXAM 39-121**  
**DIRECTOR OF INSURANCE FUND  
 CLAIMS SERVICES**  
 Test Held March, 1976  
 List Est. April 12, 1976

1 Jacobs Morris Brooklyn .....93.0  
 2 Greenfield M R Whitestone .....82.0  
 3 Ehrenberg Gene Bronx .....78.0

**EXAM 35-746**  
**SR CLERK PAYROLL**  
 Test Held May 3, 1975  
 List Est. Sept. 16, 1975

(Cont. from Previous Edition)

351 Babie Wayne T Troy .....84.5  
 352 Mancuso Mary G Albany .....84.4  
 353 Fisher Alice M Albany .....84.4  
 354 Barrett Francis Mt Morris .....84.4  
 355 Reimer Kathleen Cohoes .....84.4  
 356 Hatlee Susan M Albany .....84.4  
 357 Connors Gloria Albany .....84.4  
 358 Palefsky Minnie Brooklyn .....84.4  
 359 Davignon C F Mechanicvil .....84.4  
 360 Finn Vicki E Binghamton .....84.4  
 361 Lockwood C L Cohoes .....84.4

362 Cramer Janine L Syracuse .....84.3  
 363 Conroy Marcia T Albany .....84.3  
 364 Morgana Shirley Rochester .....84.3  
 365 Dupont G A Schenectady .....84.3  
 366 Stover Beth E Binghamton .....84.2

(Continued Next Week)

**EXAM 35-744**  
**SR ACCOUNT-AUDIT CLERK**  
 Test Held May 31, 1975  
 List Est. Sept. 2, 1975

(Continued from Last Week)

1634A Murray Patricia Ballston S 73.3  
 1745A Yarrow James H Hudson F 72.5  
 1746A Harness D A Delmar .....72.5  
 1837A Mazzara Linda J Voorheesvil 71.8  
 1886 Snajder Rosalie Depew .....71.5  
 1887 Dillon Florence Staten Is .....71.5  
 1888 Skinner Darlene Sauquoit .....71.5  
 1889 Jones Rollin E Selkirk .....71.5  
 1890 Gonzalez Carmen Brooklyn .....71.5  
 1892 Epps Claribel Cohoes .....71.5  
 1896 Kelly Anna E Greenbush .....71.4  
 1897 Whitney V L Averill Pk .....71.4  
 1898 Sronge Marilyn Fulton .....71.4  
 1899 Goldstein B Woodbourne .....71.3

1900 Averson Celis T Albany .....71.3  
 1901 Antoniak R M Menands .....71.3  
 1902 Argenna Phyllis Mt Morris .....71.3  
 1903 Fried Mary M Garnerville .....71.2  
 1904 Stover Beth E Binghamton .....71.2  
 1905 Gifford Gloria W Babylon .....71.2  
 1906 Stefek Katie Hicksville .....71.2  
 1907 Prine Florence Buffalo .....71.2  
 1908 Emmer Mildred Little Neck .....71.2  
 1909 Trupiano G Westbury .....71.1  
 1910 Middlebrook D A Stormville .....71.1  
 1911 Carpenter E A Troy .....71.1  
 1912 Forgnone C L Attica .....71.1  
 1913 Abron Shirley A Albion .....71.1  
 1914 Miller Rosetta Albany .....71.1  
 1915 Johnson David L Buffalo .....71.0  
 1916 Lynch Thomas R Cohoes .....71.0  
 1917 Lessaro Ginette Cohoes .....70.9  
 1918 Sossei Darcey L Schoharie .....70.9  
 1919 Dupont Sandra L Buffalo .....70.9  
 1920 Oles Elizabeth Utica .....70.9  
 1921 Brazell Jean H Syracuse .....70.9  
 1922 McCook Ruth S Woodhaven .....70.9  
 1923 Christie C E Schenectady .....70.9  
 1924 Clapp Maribeth Rensselaer .....70.9

(Continued Next Week)

**THE 199TH ARMY BAND,  
 NEW YORK ARMY NATIONAL GUARD**

has openings for men and women between the ages of 17 and 35 and older, if you have prior service. If you qualify, be a member of the elite and receive good benefits. Phone BU 8-0200 or write to:

**RECRUITING BANDSMEN, 199TH ARMY BAND,  
 NYARNG, 643 Park Ave., New York, N.Y. 10021**

**SCHOOL DIRECTORY**

**MONROE INSTITUTE — IBM COURSES** Computer Programming  
 Key punch, IBM-360.  
 Special PREPARATION FOR CIVIL SERVICE TESTS, Switchboard,  
 NCR Bookkeeping machine, H.S. EQUIVALENCY, Day & Eve. Classes.  
 EAST TREMONT AVE. & BOSTON RD., BRONX — KI 2-5600  
 115 EAST FORDHAM ROAD, BRONX — 933-6700  
 Approved for Vets and Foreign Students. Accred. N.Y. State Dept. of Education.

**REAL ESTATE VALUES**

**Publisher's Notice:**  
 All real estate advertised in this newspaper is subject to the Federal Fair Housing Act of 1968 which makes it illegal to advertise "any preference, limitation, or discrimination based on race, color, religion, sex, or national origin,

or an intention to make any such preference, limitation, or discrimination." This newspaper will not knowingly accept any advertising for real estate which is in violation of the law. Our readers are informed that all dwellings advertised in this newspaper are available on an equal opportunity basis.

**Real Estate:  
 Land Classification**

LAND—10% Dn, 3 to 30 Acres. Free Brochure — CORDES INC., Sidney 3, NY 13838 — 607-563-1256/8.

**Real Estate - NY State**

FREE CATALOG of many real estate & business bargains. All types, sizes & prices. DAHL REALTY, Cobleskill 7, NY.

**Houses Wanted**

WILLING to purchase houses under \$25,000 in need of repair. From Westhampton to Montauk. No Brokers. Mail replies to: WALTER THOMPSON, 258 Broadway, New York, N.Y. 10007.

**Houses For Sale - Queens**

AMBRIA HTS — \$39,500. Ultra mod corner brick Coln. A real beauty! QUEENS HOME SALES 172-35 Hillside Ave, Jamaica 658-7510

**Houses For Sale - Queens**

**SPRINGFIELD GDNS**  
 Detach ranch, full price  
**\$26,990**  
 Vacant w/all rms on 1 floor. Gas heat fin bsmt, garage.  
**VERY LOW CASH**  
**BTO REALTY 723-8400**  
 229-12 Linden Blvd Open 7 days

**Real Estate Service**

COMPLETE Real Estate Service, Mohawk Valley area. A. F. TRIUMPHO, Broker, Canajoharie, N.Y. 13317, 518-993-2341.

**Property Sought**

LAND, six acres or more sought in Suffolk County preferably Westhampton to Montauk. No Brokers. Mail replies to: WALTER THOMPSON, 258 Broadway, N.Y. 10007.

**Enjoy Your Golden Days in Florida**

**SAVE ON  
 YOUR MOVE  
 TO FLORIDA**

Compare our cost per 4,000 lbs to Petersburg from New York City, \$5.20; Philadelphia, \$5.53.20; Hartford, Conn., 4,000 lbs., \$6.12.80, or an estimate to any destination in Florida.

**Write  
 SOUTHERN TRANSFER  
 and STORAGE CO., INC.**  
 Tel (813) 822-4241  
 DEPT. C, BOX 10217  
 FT. PETERSBURG, FLORIDA 33728

**FLORIDA MOBILEHOME  
 LIVING IS EASIER**

Your choice of 3 areas: Pompano Beach in S. Fla., Sebastian in Indian River country & Venice on the Gulf Coast. All homes backed with full 1 year warranty for your protection. Gene Metzger's Highland Mobile Home Sales, 4689 N. Dixie Hwy., Pompano Beach, Fla. 33064, (305) 946-8961.

VENICE, FLA. — INTERESTED?  
 SEE H. N. WIMMERS, REALTOR  
 ZIP CODE 33595

**BUY BONDS!**

**EVERY SUNDAY**

**The New York ARTS AND ANTIQUES FLEA MARKET**

Adm. \$1.50 - Avenue of the Americas at 25th Street - noon to 7 p.m.

**Civil Service Activities Association  
 Summer '76!**

**1! The Tour Book. 2! The Flight Schedule.**

**Weekends**  
 Las Vegas \$269  
 Disney World \$189

**One Week**  
 Florida \$249  
 Las Vegas \$309  
 Europe \$279  
 Caribbean \$219  
 Mexico \$279  
 Canadian Olympics \$125  
 Africa \$469

**Two Weeks**  
 London \$299  
 Europe & Countries \$519  
 London, Paris, Amsterdam \$499  
 Orient \$895  
 Spain \$399  
 Italy \$599  
 West Coast \$399  
 Africa \$899

**Three Weeks**  
 Spain \$599  
 Russia \$1295

**Plus many, many more**

All prices are per person double occupancy and do not include tax and service where applicable. Subject to change.

**\$189** 2 to 9 weeks from

LOS ANGELES ■ SAN FRANCISCO ■ LONDON ■ PARIS ■ AMSTERDAM ■ FRANKFURT ■ ZURICH ■ ROME ■ LISBON ■ MADRID ■ MALAGA ■ TOKYO ■ MANY MORE!

**C.S.A.A.** P.O. Box 808 Radio City Station, N.Y. 10019  
 Send the Book  
 The Flight Schedule

40 Pg. book sent free via bulk mail (1-2 week delivery) or send 50c postage and handling for first class. Stamps O.K.

Name .....  
 Address .....  
 City ..... State ..... Zip .....

All Travel Arrangements thru T/G Travel Service, 111 West 57 Street, NYC 10019  
**Tel: (212) 586-5134**

Long Island (516) 487-9044  
 New Jersey (201) 568-7810

# Herling Elected HRAE President

**PEEKSKILL**—In balloting at the state armory here recently, Robert Herling of the Newburgh Armory was elected for his second term as president of the Hudson River Armory Employees chapter, Civil Service Employees Assn.

Other officers are Robert Adams, Kingston Armory, vice-president; Don Hannaburgh, Poughkeepsie Armory, executive secretary; Ralph Scism, Kingston Armory, treasurer, and William Losee, Poughkeepsie Armory.

## Rensselaer Seeking Community Workers

**TROY** — Applications are being accepted until June 16 for open-competitive posts as community service work-

ers in the Rensselaer County Department of Social Services. A written test for the \$4,905 a year job is scheduled for July 17.

Complete information and applications are available from the Rensselaer County Civil Service Commission, Third Floor, Court House, Troy, N.Y.

**Full Employment  
Is The Key  
To Prosperity.**

## Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Region, at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 90-04 161st Street, Jamaica, Queens.

Applications for the following positions will be accepted until further notice, unless a closing date is specified. Jobs are in various federal agencies throughout the country.

### Agriculture

Title	Salary Grade	Exam No.
Meatcutter	GS-8	NY-0-30
Warehouse Examiner	GS-5, 7	CH-0-02

### Business

Computer Operator and Computer Technician	GS-5 to 7	NS-4-15
---	-----------	---------

### Engineering And Scientific

Engineering, Physical Sciences and Related Professions	GS-5 to 15	424
Meteorological Technician	GS-6 to 9	NY-8-43
Technical Aide	GS-2, 3	NY-0-22
Technical Assistant	GS-5 to 15	421

### General

Freight Rate Specialists	GS-7, 9	WA-6-13
Mid-Level Positions	GS-9 to 12	413
Sales Store Checker	GS-3	NY-3-07
Senior Level Positions	GS-13-15	408
Technical Assistant	GS-4, 5	NY-5-07
Telephone Operator	GS-3, 4	NY-5-01
Teletypist	GS-3	NY-4-02

### Medical

Autopsy Assistant	GS-4, 5	NY-9-05
Careers in Therapy	GS-6 to 9	WA-8-03
Dental Hygienist, Dental Lab Technician	GS-5 to 7	NY-5-09
Licensed Practical Nurse	GS-3 to 5	NY-5-06
Medical Machine Technician	GS-5 to 8	NY-3-02
Medical Radiology Technician	GS-5, 6	NY-0-25
Medical Technician	GS-5 to 7	NY-3-01
Nursing Assistant	GS-2, 3	NY-1-16
Nursing Assistant (Psychiatry)	GS-2	NY-5-05
Nurses	GS-5 to 12	419
Physician's Assistant	GS-7 to 11	428
Veterinarian Trainee	GS-5 to 17	WA-0-07

### Military

Air Reserve Technician (Administrative Clerical/Technical)	GS-5 to 15	AT-0-59
Army Reserve Technician	GS-4 to 9	NY-9-26

### Social And Education

Professional Careers for Librarians	GS-7 to 12	422
Psychologist	GS-11, 12	WA-9-13
Recreational Therapist	GS-5 to 7	NY-5-09

### Stenography And Typing

Keypunch Operator	GS-2, 3	NY-3-01
Reporting Stenographer and Shorthand Reporter	GS-5 to 9	NY-9-17
Stenographer	GS-2 to 5	WA-9-01
Secretaries, Options I, II, III	GS-5, 6	NY-5-04
Typist	GS-2 to 4	WA-9-01



**DEDICATION** — A flagpole and plaque have been installed in front of the parks maintenance building of the Nassau County Department of Recreation and Parks in East Meadow in memory of late Charles Featherston. Mr. Featherston, who was employed in the electric shop of the Department technical services unit, was honored for his service to the Department from 1959 to 1975. Members of his family and Department officials were present for the occasion. Among those who attended were from left: Edmund A. Ocker, Deputy Commissioner; Mr. Featherston's widow, Virginia; Thomas Gargiolo, president of the Nassau County Recreation and Parks unit, Civil Service Employees Assn., and Andrew W. Russac, technical services administrator.

**Full Employment  
Is The Key  
To Prosperity.  
Buy U.S. Made Products**

#### LEGAL NOTICE

#### MEMORY PRODUCTIONS

Substance of Ltd Partnership Certif filed NY Co CLK 5-19-76. Name & Location: Memory Production, c/o Suite 2120, 1775 Broadway, NY, NY 10019. Business: Motion picture distribution. Name & residence of Gen'l Partners: Creative Entertainment Ltd, Suite 1612, 1888 Century Park East, Los Angeles, CA. Name, residence & capital contribution of Ltd Partners: William J. Dunsmore Jr., 3000 Park Ave., Merced, CA, \$1000. Term: 12-31-2004 unless terminated. No additional contributions. No time agreed for return of contribution. Ltd Partners may not assign without consent of Gen Partners except to family members. Additional partners admitted by amendment. No priority among Ltd Partners. Majority of Ltd Partners may elect to continue upon incapacity of Gen. Partners. Ltd Partners can demand only cash in any distribution. Profits and distributions are shared pro rata by ratio of investment to total capital. Ltd Partners receive aggregate of 97% of net profits.

#### LEGAL NOTICE

RA ASSOCIATES, 11 Broadway, NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office December 31, 1975. Business: Acquire rights to motion picture "The Dirt Movie" and turn to account all rights therein. General Partner: Robert Abrams, 3 Weatherby Gardens, London, England. Limited Partners, Cash Contribution and Note contributed: Hemy Mermelstein, 7141 N Kadzie, Chicago, Ill; James W. Christoff, RR 1, Box 199, Crete, Ill; Marshall Geller, 10889 Wilshire Blvd, Los Angeles, Ca, \$15,000, \$10,000 each; Milton Engel, 1421 Holly St, NW, Washington, Dc; Christopher Streit, 40 Indian Head Rd, Brookhaven, NY, \$7,500, \$5,000 each; Thomas Noonan, 3152 Steven Dr, Baldwinsville, NY, \$3,750, \$2,500. Partnership to continue until December 31, 1990 unless sooner terminated. No additional contributions to be made. Limited partners shall receive 98% of the net profits. Limited partners have the right to assign their interest. No additional limited partners to be admitted. Upon death, retirement or insanity of the general partner, the limited partners have the right to continue the business. Limited partners have no right to demand property other than cash in return for their contribution.

**T  
Y  
P  
E  
W  
R  
I  
T  
E  
R  
S**

**A  
D  
D  
R  
E  
S  
S**

**MIMEOS ADDRESSERS,  
STENOTYPES  
STENOGRAPH for sale \$  
and rest. 1,000 others.  
Low-Low Prices**

**ALL LANGUAGES  
TYPEWRITER CO., Inc.  
119 W. 23 St. (W. of 6th Ave.)  
N.Y., N.Y. CHelsea 3-8084**

**Foxcroft Village**  
THE AFFORDABLE LEISURE HOME COMMUNITY

**NOW! YOUR YEAR-ROUND VACATION HOME for only \$12,500**

A completely furnished 2 bedroom home, ready to live in, on landscaped site, paved driveway and more... Financing available. Reasonable site rental charge.

**PLUS** — at no extra charge, country club facilities! Here now, ready to enjoy!

Write or call for free brochure. Better yet, visit us and see for yourself!

**DIRECTIONS:**  
Thruway to Harriman Exit 16, then Rt. 17 Quickway to Exit 100 then Rt. 52 East to Foxcroft Sign.  
In Sullivan County's Catskills  
LOCH SHELDRAKE, N.Y. 12759 / 914-434-8800

Open daily 10 a.m. - 6 p.m. incl. Sunday

**N.Y.C. DIRECT WIRE: 212-736-6919**

**If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters!**

**FOLLOW THE LEADER REGULARLY!**

Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have and the job you want.

Make sure you don't miss a single issue. Enter your subscription now.

The price is \$9.00. That brings you 52 issues of the Civil Service Leader filled with the government job news you want. You can subscribe on the coupon below:

**CIVIL SERVICE LEADER**  
11 Warren Street  
New York, New York 10007

I enclose \$9.00 (check or money order for a year's subscription) to the Civil Service Leader. Please enter the name listed below.

NAME \_\_\_\_\_  
ADDRESS \_\_\_\_\_  
CITY \_\_\_\_\_ Zip Code \_\_\_\_\_

# MH Seeks Special Status

(Continued from Page 9)

held on a proposed increase in housing rates for employees who live on the grounds of certain institutions.

There was also an update on progress being made to forestall mergers of several Mental Hygiene facilities such as Utica-Marcy, Hoch-Northeast Nassau and Adams-Gowanda. While financial savings for the state were recognized, the loss of service to the public was a matter of major concern.

The three-day Mental Hygiene Labor Seminar also included various discussions with numerous specialists serving as panelists.

Among these educational sessions was "Arbitrators Criteria in Dealing with Efforts of the Parties to Settle Discipline Cases During the Grievance Process." This program on plea bargaining was moderated by Matt Kelly, of Cornell University's School of Industrial Labor Relations.

Another program, conducted by Jerome Thier, of the Public Employment Relations Board, was on "Unfair Labor Practices Under the Taylor Law." An explanation of "CSEA's Legal Assistance Program" was provided by Joseph Conway, chairman of the statewide committee.

Mini-sessions Saturday afternoon were conducted by Ronald Donovan, Joel Douglas, David Randles and Lamont Stalworth, all consultants in the labor relations field.

At a banquet Saturday evening, CSEA counsel James Roemer served as toastmaster.



West Seneca DC chapter 427 president and CSEA director James Bourkney (Mental Hygiene, Region VI) congratulates Gowanda PC chapter 408 president Maye Bull on her birthday. The lady declined to reveal her age, though.



Pilgrim PC chapter 418 first vice-president Joseph Noya, left, discusses problems with other members of chapter delegation, Charles Salsman and Henry Bittner.



Harry Ahigian, president of Eleanor Roosevelt chapter 445 at Oswald Heck Developmental Center, exchanges views with Cornell University professor Ron Donovan, panelist at Friday evening seminar.



Ter Bush and Powell's Ronald Lacey explains details of insurance coverage to Flo Covati and Marie Dupont, both of Letchworth Village chapter 412.



Carolyn Chadwick, of Keene unit, is spirited participant during general business meeting of MH delegates.



Hudson River Psychiatric Center delegates compare opinions on what they have learned at labor seminar. From left are Shirley Palmer, John Carrera and Clara Franklin.



Manhattan Children's PC chapter 413's Samuel Brown, Willowbrook DC chapter 429 treasurer Irene Hillis and Anne Percoco are attentive listeners. Ms. Hillis is also president of Mental Hygiene Employees Assn.



There seems to be a subject of some dispute between Brooklyn DC chapter 447's first vice-president Nathaniel Flowers and Pilgrim PC chapter 418 vice-president Robert Williams.



Rockland PC chapter 421 delegate Bernie Duprew, left. Craig DC chapter 405 second vice-president Jack Galbraith and Monroe DC chapter vice-president Mary Cartwright pause between meetings.



Brooklyn DC chapter 447 president James Gripper calls for public employees to be appointed to New York State committees.

# ODAS Workers Feel Their Views Neglected

CIVIL SERVICE LEADER, Friday, June 4, 1976

(Continued from Page 4)

"Another great difficulty of our agency is that there was never a coherent treatment philosophy promulgated by our administration and carried out at the mid-level or the line level. Some facilities emphasize the correctional aspect, others the treatment and rehabilitation aspect. It's the director of each facility that sets the standard," continued Mr. Spoonhour. "I feel we should be somewhat closer to the private, community-based programs than we are now, rather than the prison parole type of operation that we have had. The staff has tried to humanize it as much as possible and has met with great resistance from the administration. Since we have not been allowed to have an input into treatment planning and policy we do the best we can within the structure that has been set up."

"I think," said Mr. Spoonhour, "that our input would greatly improve the services available to our clientele. We have a labor-management committee; we have local labor-management committees to deal with individual employee relations. We also have the statewide labor management committee which deals with state problems. We have attempted

through this committee to bring up issues for discussion regarding treatment planning. We have not had very much success in this area, but we're still trying."

Hank Winters, director of counseling services at the Manhattan Rehabilitation Center, felt that most of the commissioners were obstructionists.

"Some never even put their head into a facility, and, if they did, they usually messed something up. One commissioner tried to have a child who was under my care and supervision at the time, taken out of our facility as a favor to a friend. The client was in dire need of treatment. Removing her from our care would have had serious consequences for the patient. I fought the request, but it's a perfect example of interference from 'the top' which is destructive to the people involved."

Thomas Linden, Civil Service Employees Assn. collective bargaining specialist for ODAS, feels that in the past the commissioners sat in an ivory tower and refused to listen to the union or employee point of view. Mr. Linden also feels that, as an agency, ODAS has had a very difficult time proving itself as effective for many reasons.

"They wanted to see ODAS producing something," said Mr. Linden. "Taking people off the



ASS'BLYMAN ANDREW STEIN  
... his investigation helped



CSEA's THOMAS LINDEN  
... "crime against yourself"

streets in one condition and putting them back in another. The Department of Correction doesn't have to justify itself. In Mental Hygiene they just have to take good care of the patient. But in drug addiction you have not committed a crime against someone else; it's a crime against yourself, so it's not considered as important as the other two.

"Another reason is that it was so badly mismanaged. One of our past commissioners who knew absolutely nothing about the client or the treatment at the facilities, who probably never even visited a facility, had a 12-page 'dress code' made up for employees and distributed to the staff of ODAS. He somehow thought that this would set a fine example for the client which would somehow speed up his recovery. It took 10 meetings to straighten this ridiculous matter out. Each meeting lasted about half a day and there were three or four very high officials present on each of these occasions. It just gives you an idea of where the manpower went and where the commissioner's head was at."

Benjamin Goldman, director of Cooper Rehabilitation Center, Manhattan, said, "What is needed is someone to help directors to do a better job. There were a number of desultory attempts to effect change, but these attempts were not thorough enough to make any meaningful impact."

"Each facility was only as good as the director who ran it. There was no basic authority exerted on me to help me to function better, like periodic inspections in which someone would come down to ask me to evaluate my own program or justify the quality of work. Only now are other forces entering the picture which are attempting to change things. We now get federal funds on a case-by-case basis under Medicaid. We get funds from the Department of Health, Educa-

tion and Welfare, through the State Department of Social Services, through the State Department of Health and down to our program for individual cases.

"We are now classified as a Health Related Facility which means that all of our programs are subject to federal and state regulatory codes governing programming, environment, sanitation, structure, safety and so forth. We are also subject to unannounced state inspections as well as to utilization reviews concerning programming. We have received a number of procedures growing out of our responsibilities in this area, such as setting standards as to how we have to program for residents, indicating the kind of services that are required, the intensity and frequency of service.

"So only now, because of outside intervention, are we beginning to establish uniform methods and procedures governing our program. This is the beginning. If we were to stay in business, I am sure with that as a foundation, we would start to develop uniform policies and procedures which would have to be coordinated on an overall administrative level. Before this we had none. These are all part of the new laws that the Legislature has passed as a result of Assemblyman Andrew Stein's investigation.

"I would like to see a lot of changes made," said Mr. Spoonhour. "From what I have heard, Commissioner Klepak as a state employee has been very effective in many areas as an administrator. I know that he has been in state service for almost 40 years. I've heard that he's very sharp, that he asks pointed and knowledgeable questions and expects very succinct and immediate responses. I also hear that he doesn't waste any time. I'm very eager to see what is going to happen."

## WHERE TO APPLY FOR PUBLIC JOBS

**NEW YORK CITY** — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period.

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge). For information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 852-5000.

The Board of Higher Education advises teaching staff applicants to contact the individual schools; non-faculty jobs are filled through the Personnel Department directly.

**STATE** — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone: 488-4248; 10 a.m.-3 p.m.); State Office Campus, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

Various State Employment Service offices can provide applications in person, but not by mail.

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room 1209, Office of Court Admin., 270 Broadway, N.Y., phone 488-4141.

**FEDERAL** — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m., weekdays only. Telephone 264-0422.

Federal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (800) 522-7407. Federal titles have no deadline unless otherwise indicated.

**ALBANY**  
*Troy's Leases*  
SINGLE STATE RATE **\$12.50**  
1230 WESTERN AVE. - 489-4423  
Opposite State Campuses

**TOM SAWYER**  
*Motor Inn*  
Special State Rates  
\$15.00 Single  
\$22.00 Twin  
1444 WESTERN AVENUE  
ALBANY, NEW YORK  
Tel. (518) 438-3594

**GIDEON PUTNAM**  
HOTEL AT SARATOGA SPA  
SARATOGA SPRINGS, NEW YORK 12866  
STATE RATES  
CONFERENCE CENTER  
BANQUET CATERING  
Yoel Eisen 518-584-3000

**ALBANY**  
**BRANCH OFFICE**  
FOR INFORMATION regarding advertisement, please write or call:  
**JOSEPH T. BELLEW**  
303 SO. MANNING BLVD.  
ALBANY 8, N.Y. Phone IV 2-5474

MEET YOUR CSEA FRIENDS  
**Ambassador**  
27 ELK ST. — ALBANY  
LUNCHEES - DINNERS - PARTIES  
\*\*\*\*\*  
**GOVERNORS**  
**MOTOR INN**  
\*\*\*\*\*  
Finest Accommodations  
**SINGLE \$10.**  
Phone (518) 456-3131  
4 Miles West of ALBANY Rt. 20  
Box 387, Guilderland, N.Y. 12084  
\*\*\*\*\*

**We've Worked Out the Wrinkles.**

Everyone likes a "plan it and forget it" way of handling meeting details. At Albany Hyatt you can.

- Over a decade of proven experience serving businesses and government. No wrinkles.
- Gracious and spacious facilities for groups from 10 to 1,000.
- Complete meeting accoutrements from audio visuals to planned tours.

Let us serve your next meeting because...

**Good Things Happen at Albany Hyatt House**

1375 Washington Avenue, Albany New York 459-3100  
800-228-9000 GETS YOU HYATT WORLDWIDE AND TOLL FREE  
**Let Them Happen To You.**

**Troy's Famous Factory Store**  
Men's & Young Men's Fine Clothes  
**LEISURE SUIT SALE NOW**  
621 RIVER STREET, TROY Tel. AS 2-2022  
OPEN TUES., THURS. & FRI. NITES UNTIL 9 • CLOSED MONDAYS

## Assail Masten Cutbacks

**BUFFALO** — The close of some programs at the Masten Park Narcotics Rehabilitation Center this month means 250 clients of the center will "in all likelihood have to fend for themselves," said Raymond Caruana, president of the Center's Civil Service Employees Assn. chapter.

Cutbacks forced a layoff of 20 percent of the Center's staff including counselors, parole officers and security personnel.

Mr. Caruana said the state "passes strict drug control laws that have mandatory sentences. Then it shuts down drug programs that work."

He added the clients affected represent a broad spectrum of the community and have histories of chronic sociological problems. Center programs, he said, offered them "a sort of prevention program" through athletics, arts and crafts and basic skills classes.



**AT SHANAHAN HALL** — A number of Civil Service Employees Assn. officials were in attendance at a dinner honoring V.I. Bonafede, director of the Craig Developmental Center, who recently retired. The dinner was held in CDC's Shanahan Hall. Above, from left, are Ramona Gallagher, CSEA Western Region VI third vice-president; Robert Lattimer, Region VI president; William McGowan, CSEA executive vice-president; Charles Peritore, Mental Hygiene CSEA representative from Western Region VI, and John Schallenberg.

## Submit Bill Easing Real Estate Tax Nip

Citing a need for an increase in the income requirement for senior citizens' real estate tax exemptions, State Senator Owen H. Johnson (R-

Suffolk, Nassau) is proposing to boost the level to \$7,200.

Mr. Johnson secured backing for his bill by getting 28 co-sponsors. Assigned to the Local Government Committee, the bill is numbered S10087.

"Recent cost-of-living increases granted in social security benefits will result in many senior citizens losing the 50 percent tax exemption on their homes," the West Babylon Senator explained.

"The social security increase will bring many senior citizens just over the \$6,500 limit by just a few dollars, and it just is not equitable that they will lose the 50 percent tax break. For example, a retiree who now has less than \$6,500 in income, and because of the exemption is paying taxes on one-half of the property's assessed valuation, will face full taxes if the social security increase brings his total income even one dollar over the \$6,500 limit."

The Johnson bill is expected to be reported from committee and on the Senate calendar shortly. As with the original legislation establishing this ex-

emption, localities must adopt this change to \$7,200 and can make it retroactive to tax rolls as of Jan. 1.

## DOT Region Ten's Cleary To Retire; 48 Years' Service

**HAUPPAUGE** — Joseph A. Cleary, principal right-of-way agent for New York State Department of Transportation Region 10, will retire June 23 after nearly 48 years' state service.

Mr. Cleary, who entered state service in October 1928, will be feted at a June 17 luncheon at the LaGrange Inn, Babylon.

A graduate of St. John's University and St. John's Law School, Mr. Cleary has been involved in nearly every land acquisition project undertaken by the Region. Mr. Cleary was a founding member of the Region 10 Civil Service Employees Assn. chapter and is also a charter member of the Empire State chapter, American Right Of Way Assn.

**BUY U.S. BONDS!**

## C. S. Training Chief Retires



**HERBERT M. ENGEL**

**ALBANY**—Herbert M. Engel, director of public employee training in the New York State Civil Service Department since 1968, and an employee with the State since 1946, has retired.

During his career, he has served as a trainer and consultant for numerous governmental and private sector organizations, including the United States Office of Education, Southern Illinois University, and the United States Civil Service Commission.

Most recently, Mr. Engel has been responsible for directing the implementation of the Civil Service Employees Assn.-State negotiated employee benefits training program initiated in 1969 and extending through the current contract until March 1977.

This program approximates \$2,100,000 in appropriations and includes tuition assistance, high school equivalency, employees benefits courses, and agency experimental programs, all designed to develop job skills and foster career aspirations for State employees.

Mr. Engel is now at the University of Madrid, Spain, directing a workshop for government officials on training techniques.

# RETIREE GRAPEVINE

With warmer weather just around the corner, some of our retiree chapters are planning some fun in the sun. Bill Mensel, president of Nassau County Retiree chapter, reports that his members will have a barbecue picnic at Lido Beach on June 30. Bill, by the way, was recently named by president Theodore Wenzl to be a member of the statewide retirees committee.

Another outing we have heard about is a boat ride on June 21 arranged by the Capital District Retiree chapter. According to secretary Deloras Fussell, they will sail the Hudson and the Erie Canal on a leisurely six-hour cruise. Those Capital District folks must like the water. Last July they spent the day on Lake George.

Tris Schwartz, president of Dutchess-Putnam chapter, tells us that their members also are looking forward to a cruise on the Hudson on June 15. Incidentally, Tris and a half dozen other retirees have lately been doing volunteer work in the Fishkill office of CSEA Southern Region III, helping with the fight against a challenging union.

George Butler, president of the new Madison-Oneida-Herkimer Tri-county Retiree chapter, is looking for a big attendance at their picnic at New Hartford Park, in Utica, on July 29.

Binghamton chapter's first vice-president Al Dexheimer and wife, along with secretary Florence Drew and husband, recently attended Broome County's first annual senior citizens month "Recognition Luncheon" in Windsor. Florence reports that "the meal was superb, and we were immensely impressed with the speaker, Evan Pritchard of Albany." Mr. Pritchard is chairman of the New York State joint legislative committee of the American Assn. of Retired People.

Arranging retiree meeting places so that members who live at some distance can attend more conveniently is a problem some chapters are trying to solve. John Tanzi's Syracuse chapter has for some time been rotating meeting places around the counties within the chapter. Rochester retiree chapter president, Ruth McFee, states that they have tried to do the same, and also have been experimenting with the unit idea, so that members who live quite a distance from Rochester can hold their own meetings. Their problem with attendance in the Rochester chapter is understandable, having eight counties. This is an even bigger problem in the Capital District chapter which has 12 counties within its chapter boundaries.

Regional meetings are proving to be helpful in giving retiree presidents and delegates a chance to get together to discuss common problems and to exchange workable ideas for successful chapter activities. Chapter presidents Don Buswell of Binghamton, Helen Musto of Ithaca, George Butler of Utica and John Tanzi of Syracuse, accompanied by some of their chapter officers, met at CSEA Region V's meeting at Owego on April 23-24. On the 24th, the retirees had their own meeting and discussed many items of interest and concern to their chapters. It was such a good exchange that they decided it would be worth repeating. The next regional meeting will be held at Alexandria Bay on June 4-5. The host chapter will be Jefferson County chapter. Retiree coordinator Tom Gilmartin will try to make that one, as the Jefferson-Lewis-St. Lawrence Counties area is the territory labeled Retiree Chapter 915, still unorganized.

Mary Gormley is the new Buffalo-Niagara Frontier Retiree chapter president and she announces that her members will hold their second big meeting on June 15 at the Buffalo and Erie County Public Library auditorium. People who are familiar with Mary's long and active interest in CSEA, as well as with her charm and enthusiasm, are sure that this new chapter will soon be thriving and a pleasure to belong to.

President John VanDuzer's Orange-Ulster-Sullivan Counties chapter is noted for its civic achievements within those three counties. They really keep local legislators, county executives, public utilities people, and offices of the aging on their toes. John's current drive is to influence the state to convert its unused facilities over to the much needed use of the elderly. Equally active in the Middletown chapter is their secretary, Clarence Lokey. This same chapter recently sent nearly 1,000 letters to state lawmakers in support of CSEA retiree legislation.

George Celentano, president of Rockland-Westchester Retiree chapter, can be proud of a fine legislative newsletter he sent to all members of his chapter. He also mailed identification cards to each which enables his members to get extremely low dental rates. Some of our other chapters will want to contact George to learn how they managed to gain this benefit for members.

## Metro Retirees

**MANHATTAN**—The New York Metropolitan Retirees chapter 910, Civil Service Employees Assn., will hold a meeting Tuesday, June 15, according to chapter president Nathaniel Ackerman. The meeting, which is set for 1 p.m., will be held in Room 5890, Two World Trade Center, Manhattan.

## NAME GRECO

**ALBANY**—Assemblyman Stephen R. Greco (D-Buffalo) has been appointed by Comptroller Arthur Levitt to the Comptroller's Advisory Council on Retirement Systems, an agency charged with helping Mr. Levitt in investing state pension funds. Mr. Greco is chairman of the Assembly Governmental Employees Committee which handles all pension legislation.

**Buy U.S. Made Products**

## 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 on utilities and transportation for seniors
- Attainment of potential 80,000 retiree membership

Send the coupon below for membership information.

Retiree Division  
Civil Service Employees Assn.  
33 Elk St.  
Albany, N.Y. 12207

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

Name .....

Street ..... Apt. ....

City, State ..... Zip .....

Date of Retirement .....