# Civil Service

America's Largest Newspaper for Public Employees

Vol. XXXVIII, No. 35

Friday, December 2, 1977

Price 20 Cents

# Long Island Workshop

- See Pages 8 & 9



#### CONTRIBUTES TO FUND FOR HANDICAPPED CHILDREN

Civil Service Employees Assn. president William L. McGowan congratulates Vivienne Anderson on the success of the "Very Special Weekend," a fund-raising event in Albany last month for the benefit of the "Very Special Arts Festivals" for handicapped children. Ms. Anderson co-chairs the NYS Committee on Arts for the Handicapped, along with Jean Kennedy Smith, who is shown looking on. Mr. McGowan presented Ms. Smith with a \$1,000 check from the CSEA to help ensure the success of the festivals. Seen at lower left is Kitty Carlisle Hart, who, with Burl Ives, provided the entertainment for the Sunday evening dinner/dance that highlighted the weekend activities. Members of the CSEA's Retiree Division answered a "CSEA Pledge-Line" all weekend, helping to raise the \$26,000 that was collected for the cause. (See Story Page 10.)

# **CSEA Clarifies Contract Details**

ALBANY - With positive responses from state employees continuing to pour in following the announced settlement of two state contract grievances guaranteeing full salary increases for promotions since last April 1 and full incremental increases to those eligible next April 1, the Civil Service Employees Assn, re-emphasizes

that the exact date that retroactive promotional increases will be paid to those eligible is not yet known.

Under the settlement, employees promoted since April 1, 1977, in many cases are eligible for retroactive make-up increases to the date of promotion, but technical amendments to the law are necessary to release the estim-

#### Pilgrim Vote Order New

WEST BRENTWOOD-A new election has been ordered for Pilgrim Psychiatric Center Local 418 of the Civil Service Employees because the elections committee failed to publicly post a sample ballot at least five days before the balloting. In the May 18-19 voting, Joseph Noya was the leader by one vote over thenpresident Betty Duffy.

Supreme Court Justice Charles hom ruled in Riverhead that

a new election must be held because the oversight was "not a mere irregularity.

It was expected that the state Special Elections Committee would direct a new vote in accordance with the court ruling. A date for the new election was to be set. The ruling apparently covers all offices for the Local, although the presidency was the only one to be contested by such

ated \$17 million in additional funds necessary to cover the retroactive promotional increases and the increments to those eligible who otherwise may not have received full increments next April 1. Both the State and the CSEA are jointly working on the necessary legislation that must be enacted by the State Legislature, which holds its next session starting in January.

The union also clarified that section of the settlement pertaining to longevity increments. Longevity increments will be paid to those eligible for them next April 1, but thereafter longevity increments will not be a part of the state salary schedule under terms of the settlement. Effective April 2, 1978, the state will issue a new salary schedule containing five steps per pay grade, increased 5 percent over the existing schedule. without any longevity steps.

(Continued on Page 3)

# 30,000 State Aides **Share S9M Vacation Buy-Back Next Week**

ALBANY-More than 30,000 state employees will share in about \$8,750,000 being distributed in separate checks on Dec. 6 under special vacation buy-back provision in the state contracts negotiated for them by the Civil Service Employees Assn.

"We're very pleased by the great acceptance of this special benefit negotiated for state workers under the present contracts," says CSEA president William L. McGowan. "This was one of the less-noticed and less-publicized new benefits the CSEA was able to win for state employees, and it is really paying off in a big way for the more than 30,000 state workers who took advantage of it. We expect that based on this year's results, many thousands more workers will take advantage of it next year," Mr. McGowan said.

Under the vacation buyback plan, state employees may, prior to July 1 of each year, elect to receive cash payment in lieu of the use of up to five days of previously earned and accrued annual leave credits. Under terms of the arrangement, cash payments will be made in the payroll period nearest Dec. 1 of each year, based upon the individual's July 1 rate

In effect, the plan provides a double payment, since if the individual used the paid-leave credits he or she would simply take the time off and be paid; but by working instead, the individual is paid for working and paid for the time not used.

As an additional benefit, the payment becomes part of the individual's income and can be used to increase the final average salary for retirement purposes. Employees can elect to "buy back" from one to five days under the program by notifying the employer prior to July

(Continued on Page 3)

### Drug Abuse Exam Set: Preference To Laid-Off Aides

ALBANY - The New York State Office of Drug Abuse Services has announced that competitive oral examinations will be held during January 1978 for the positions of Drug Abuse Treatment Specialist II (Grade 21) and Drug Abuse

(Continued on Page 3)

# Don't Repeat This!

### **New Political Jobs** Are Up For Grabs In Coming Election

There will be a number of special elections in various districts throughout

(Continued on Page 6)

### State Observes Monday Holidays

ALBANY-State employees will observe Monday, Dec. 26, and Monday, Jan. 2 as paid holidays for Christmas and New Years Days, both of which fall on Sundays.

Monday observances of Christmas and New Years Days has been announced by the State Office of Employee Relations following discussions with CSEA as to the holiday observances.

# Request Suggestions For Bus Driver Regulations

ALBANY - The statewide non-teaching employees committee of the Civil Service Employees Assn. is asking school district employees for suggestions regarding future changes in regulations for school bus drivers in New York State.

Plans are now being made to change the state regulations in the near future. Because of this, Danny Jinks, CSEA's coordinator for the statewide school employees committee, is asking any non-instructional school employees who might have constructive suggestions for these changes to send them to his attention at CSEA Headquarters, 33 Elk Street, Albany, N.Y. 12224, no later than Dec. 31. The CSEA committee will attempt to make sure that any changes in the regulations will prevent abuse in interpretation and application by the school districts.

In a related matter, the statewide committee

said that, according to representatives of the State Department of Motor Vehicles, interpretation of Article 19A of the New York State Vehicle and Traffic Law currently allows individual school districts to set standards for bus driver physicals that are stricter than those established by the DMV. According to the Department, school districts can submit changes, within reason, to the DMV, in writing.





FLORIDA HOMES \$17,490

I(516) 881-4660

MINIERI FLORIDA PLANNING CENTER
131 Old Country Road. Hicksville. N.Y. 11801

Regency Park. Port Richey. Florida
Award winning Minier (community)

Name.

Award winning Minier (community)

Name.

Address

Of PREF FLORIDA HOME BOOK

(twith floor plans and figures)

Total Communities from \$35,000

HEARING DAY ON L.I.

The subject was the State's proposed program of deinstitutionalizing its Mental Hyglene facilities and charges that mental patients are being prematurely placed in community-based half-way houses. The plan was under attack by Civil Service Employees Assn. leaders from Long Island. They were on hand in Hauppauge to testify on the matter before the State Assembly's Mental Health Subcommittee on Aftercare, headed by Assemblyman Paul E. Harenberg (D-Bayport). In picture at left, Assemblymen Harenberg and William Bianchi listen to testimony. Man on right is unidentified. At right, CSEA Long Island Region I president Irving Flaumenbaum awaits his turn to speak.

To all Federal employees:

# BUY CHEAPER HEALTH CARE COVERAGE AND THERE'S ONE PLACE YOU CAN REALLY GET HURT.

Right in the old wallet.
Which doesn't make
much sense when you stop to
think you wanted to save money
in the first place. More often than
not, though, you end up with an
expensive mistake on your hands.

Because cheaper health care plans cost less for a reason. They often cover less. And pay less when it comes time to make a claim.

That's why the Blue Cross and Blue Shield program is worth so much—even when it costs more. It covers more.

Dollar for dollar, the high option Blue Cross and Blue Shield program is the best health care coverage you can buy.

#### HIGHER AND HIGHER.

That sums up the main problem with trying to save money on health care coverage. The cost of hospitalization and medical treatment has been on the rise for years. So far, the end isn't in sight.

Take the cost of surgery, for instance. As the chart shows, the total cost of common surgical procedure and required medical services has risen as much as 250% over the last ten years.

And that's why Blue Cross and Blue Shield Plans are working harder than ever with

SURGICAL COSTS\*

| 1967 | 1970 | 1973 | 10DAY

\*Basic Source: U.S. News & World Report June 16, 1975

doctors and hospitals across the country. We've got to find ways to help slow down dramatically rising health care costs.

So when you buy health care coverage, take a long, hard look at Blue Cross and Blue Shield protection. You may not think the price is right today.

But when you need help, the Blue Cross and Blue Shield program is worth every dollar.



# An Impasse Is Declared In Rockland

NEW CITY—The Civil Service Employees Assn. has declared an impasse in negotiations with Rockland County for its 1,800member bargaining unit.

"The major reason we filed a declaration of impasse is that the county has consistently refused to address itself to any of the problems confronting the employees," said CSEA collective bargaining specialist Nels Carlson. "Another reason is the long overdue wage increase that has been withheld from the workers in this time of spiraling inflation."

Unit president Patsy Spicci fired off a letter to the State Public Employment Relations Board (PERB) demanding immediate intervention to help resolve the conflict. PERB representative Leon Appelwhaite of New York City had scheduled a Nov. 29 hearing at the Rockland County Health Complex.

The 230,000-member statewide CSEA and Southern Regional Supervisor Thomas J. Luposello were notified and are being kept abreast of the situation, Mr. Carlson said.

#### Social Worker I

The New York State Dept of Civil Service established an eligible list Oct. 28 for psychiatric social worker I, exam 27-641, which pays \$12,670 a year. The June 4 test was taken and passed by 1,335 candidates.

BUY U.S. BONDS

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

Publishing Office: 233 Broadway, N.Y., N.Y. 10007 Business and Editorial Office: 233 Broadway, N.Y., N.Y. 10007 Entered as Second Class mail an

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.

# **CSEA Aids In Locating Handicapped Students**

(Special to The Leader)

ALBANY—Public employees in New York State will soon be receiving information on a new program to help locate and identify handicapped children for local school districts. The Civil Service Employees Assn., the state's largest

public employees union, will be including in future mailings to the quarter-million workers it represents information provided by Norman Dent, coordinator for Albany, Schoharie and Schenectady Counties of the program.

The program began as the result of a new federal law saying that public school districts are now responsible for identifying locating all handicapped children from birth to age 21 in its boundaries.

"Previously," Mr. Dent said, "parents of a mentally, physically, emotionally or multiply handicapped child didn't know exactly where to turn. They might have called up the county social services department, or the YMCA, or any one of the many private associations serving people with various handicaps in each county. In Albany County alone, there are 127 such agencies.

"The problem was that many of these agencies either did not know about the new law putting the school districts in charge of seeing that every handicapped child receives a free and appropriate education-or, in some cases, were not terribly cooperative. As a result, school districts did not know how many handicapped children resided within their boundaries, or what handicaps they had, so they were unable to plan for the special educational needs of those children."

Now, Child Find, operating on a federal grant of \$63,000, is attempting to make the agencies,

school districts and citizens aware of the law.

Mr. Dent's nearly impossible task is to open lines of communication among the private and public agencies and the local school districts regarding handicapped children, and to make sure that parents know the importance of releasing their child's name to the school district so that planning can begin immediately for his or her education. Further, Mr. Dent is working under deadline pressure: his fulltime job as coordinator of the three-county Child Find expires next Aug. 30.

"Agency/school district coordination must be established by the time I leave," he said.

Included in the bilingual (Spanish/English) message CS-EA will be mailing to public employees for Mr. Dent will be the toll-free telephone number of Child Find, which anyone can call to get information about the program and about where to turn for help for a handicapped child. That number is: (800) 342-3814. Callers will receive information about authorizing release of the child's name to his school

In addition to enlisting the aid of the union, Mr. Dent is also planning a workshop Dec. 7 for representatives of the multitude of agencies dealing with the handicapped. It will be at the Board of Cooperative Educational Services Occupational Center on 1015 Watervliet-Shaker Rd., Albany.

Pamphlets, brochures handbooks on the program and the law have already been printed, and Mr. Dent is planning for ongoing media coverage of the progress of the program.

Governor Carey declared one week in September "Child Find Week" on a statewide basis, and Albany County Executive James Coyne declared the week of Nov. 20-26 "Child Find Week" in that

"The impact of this program will go on forever, once it is set in motion," Mr. Dent said. "The important thing now is to make the public aware of it and to open lines of communication among the agencies and the local school districts.

"For example, if we can identify a two-year-old today who is hard of hearing, the school district in which he lives will be able to plan for services he may need five years from now."

Mr. Dent's co-coordinator is Dede Cummings, and together they hope that Child Find will benefit handicapped kids, their parents and school districts as

"The new law is an important one that potentially can do a

"but in order to work, the people must know about it.'

Using the piggy-back services of CSEA's massive mailings in association with Child Find is not the only connection Mr. Dent has with the union. Today, the job from which he is on leave is that of special education teacher for BOCES, and he is also finishing his doctoral dissertation on educational administration at the State University of New York at Albany. Twenty years ago, his job was running the addressograph machine in the CSEA print shop.



PATRICIA CRANDALL . . . first step taken

# **Cortland Locals** Form Coalition

CORTLAND-Patricia G. Crandall, executive vice-president of the Civil Service Employees Assn. Region V and president of SUNY Cortland Local 605, has announced the formation of a CSEA coalition that will include more than 1,200

state and county members within SUNY Cortland Local 605, Cortland County Local 812, N.Y. State DOT Local 520 and N.Y. State Encon Local 119.

Representatives of the four Locals met in Cortland Nov. 12, to formulate and unify cooperative plans in the areas of political action, fund raising activities and overall CSEA publicity in the Cortland County area.

CSEA Local officers present for the initial coalition meeting were: Patricia Crandall, SUNY Local 605; Robert Gailor, Cortland County Local 812; William Reynolds, NY DOT Local 520; Chuck Cocopinski, NYS ENCON Local 119.

"The concept of a coalition to better serve the combined needs of the CSEA membership, has been in the planning stage for sometime," Ms. Crandall said.

"It was simply the job of our four Local presidents to get together and start things moving. There is no doubt this coalition can add overall strength and support to all CSEA Locals in this Cortland area and will enable us to achieve far more in the way of political action and publicity

Minutes Of

(Continued from Page 16)

for CSEA. We want to put the strength in numbers concept to work for us, and we've taken the first big step," Ms. Crandall concluded.

Tentative plans have been made for future meetings and social activities to include all four Locals in the newly formed

# Clarifies Contract Details

(Continued from Page 1)

The union, in announcing the settlement, indicated that the two longevity increments would be deleted for employees hired on or after April 2, 1978, only. CSEA today clarified that position, saying that while longevity increments will be paid next April to all employees eligible for them, they will not be paid thereafter under the new salary schedule to be effective April 2.

The CSEA said that increments, including longevity increments, are subject to negotiations and may be part of the union's next contract demands. "We may very well renegotiate longevity increments during the next round

Retirees

of contract talks starting approximately a year from now, but we may also very well consider demanding higher salaries in the basic salary schedule using funds that normally would be applied to longevity since that would give everyone more money immediately and because only a small percentage are eligible in any given year for longevity increments," a spokesman said.

The union said that its contract demands are based heavily on input from the employees themselves, and a determination on what approach to take on salary talks next year will be made only after the employees indicate their wishes.

# CSEA calendar

#### DECEMBER

- 2-Western Region VI Local and unit presidents interim meeting: 8 p.m., Holiday Inn, Batavia.
- 2-Utica Psychiatric Center Local 425 Christmas party: 7 p.m., Grimaldi's Restaurant, Utica.
- 2-CSEA President William McGowan visits Central Region V: 9 a.m. to noon, I to 5 p.m., 7 p.m. to midnight, Sheraton Motor Inn, Electronics Pkwy., off Thruway Exit 37, Liverpool.
- 2-Onondaga County Local 834 Christmas party: 7:30 p.m., American Legion Valley Post, Syracuse.
- 3-SUC at Morrisville Local 609 Christmas party: 6:30 p.m., Nelson Inn, Nelson.
- 5-Madison County Local 827 general meeting: 7:30 p.m., Wampsville Firemen's Park, Wampsville. 8-New York City Local 010 executive board meeting: 5:15 p.m.,
- Millers Restaurant, 233 Broadway, Manhattan. 8-Albany Retirees Local 999 Christmas Luncheon: 12 p.m., Mario's Theater Restaurant, Campbell Ave., Troy.
- 8-Long Island Region I, Christmas dinner-dance; 8 p.m., Huntington Towne House.

### Apply By Dec. 5 For Drug Abuse Exam

(Continued from Page 1) Treatment Specialist III (Grade

The Civil Service Employees Assn. notes that persons who have been laid off from positions in the drug abuse rehabilitation counselor series or from the narcotic parole officer series are among those eligible to take these

Applications must be postmarked no later than Dec. 5, 1977. Application forms are available from the ODAS or from the state Department of Civil Service offices at the following locations: Office Building Campus, Albany, Trade Center, New York City 10047, or Suite 750, Genesee Building, 1 West Genesee St., Buffalo, N.Y. 14202. The completed forms should be mailed to: Personnel Office, NYS Office of Drug Abuse Services, Executive Park, P.O. Box 8200, Albany, N.Y. 12203.

In requesting application forms, specify the test by its number, as well as by the job title. The Grade 21 test is No. 90-003; the Grade 25 test is No. 90-004.

lawyers to pass that bill, it's all set-we have the bill because that isn't the way it works." A delegate said he was assured by the Senate Finance Committee that the Flynn bill would be reported out of that committee, but it was not. "Something happened there to kill it. What?" Mr. Featherstonhaugh replied, "The Flynn bill was The same member pointed out

that there is about eight bilincreasing all the time. "Why don't we play down the fact that

never alive."

#### **Lewis Eddy Omitted**

The name of Lewie Eddy, delegate from Oneida Local 833 of the Civil Service Employees Assn., should have been included in identification of group photo included in Central/Western County Workshop coverage in Nov. 25, 1977, issue of the

there is no money?" Jim Featherstonhaugh responded, "We do play it down. But you can't play it down where you say it won't cost anything, you can use the current funds. The Legislature has no choice when they change that retirement allowance except to fund it on an annual basis through the employers. They MUST do that, mandated by both our State constitution and the federal law. There is no way they can say, 'Well, the Retire-

# **Tryon Correction**

The story headlined "Organize Tryon School Aides," in the Nov. 25, 1977, Leader, was erroneous. It should have indicated that Tryon School Local 559 of the Civil Service Employees Assn. held its first general meeting under its new officers, headed by president Anthony Caruso. Tryon School is part of the state's Division for Youth; It is not a new Local formed for employees of the Tryon School District.

ment System has gotten kind of fat, so we aren't going to fund it on an annualized basis.' They are not going to do that.

Meeting

Secondly, you mentioned something I think is important for people in the room. When you talk to your legislators, they say things as did the senator to this gentleman. But I can tell you absolutely that that bill was never even considered for passage by anyone, never on the table. When you talk to your legislators, try to remember one elected to public office and the easiest way is to make you happy. But there was never a serious attempt to pass the Flynn bill. I don't think there will be a serious attempt to pass it this year, but we will try to work on that and see if we can get one started."

(To Be Continued)

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

# Why Was Clarkstown Engineer Fired?

Berg was appointed engineer for the Town of Clarkstown in Rockland County in February 1969, was the appointment permanent under civil service law, or was it for a two-year period to coincide with the next town elections as provided by local law?

An appeals court was unable to come up with an answer last month, so it returned to Rockland Supreme Court a lawsuit filed by Mr. Berg with instructions that a hearing be held to determine the exact circumstances under which the town engineer was appointed and whether he is a permanent or holdover employee.

But, in doing so, the Brooklyn Appellate Division reversed a lower court ruling that had reinstated Mr. Berg after he had been discharged in January. The unanimous appeals court said too many legal questions remained unanswered for the engineer to have his job back right now.

When Mr. Berg first sued, he charged the forms accompanying his appointment used the word "permanent." He had been holding the job as a provisional appointee for eight months pending successful completion of a civil service examination.

He also claimed a three-year contract negotiated by his collective bargaining unit in March 1976 specifically included him.

These factors, plus charges that Mr. Berg had been discharged for political reasons, led a Rockland Supreme Court judge to reinstate him last March. The judge ruled that the State Civil Service Law assuring jobs on the

ARE YOU RETIRING IN

Florida?

THE WATERFRONT

FROM ONLY \$21,900

LIVE ON

had been violated by an effort to return to the "spoils" system.

The Appellate Division, however, disagreed. In upsetting the reinstatement, the judges said additional information was needed for a final ruling. For example, it said, it wanted to know why the 1969 appointment lasted for eight years when, under town law, the appointment was intended to last until only the next

The four judges also wanted to know why the spaces on the original appointment form indicating when the appointment was to end were left blank, and the circumstances under which Mr. Berg was included in the 1976 collective bargaining agree-

It rejected the engineer's claim that the town law was invalid because, in specifying that appointments were to last for two years, it was in conflict with the

State Civil Service Law which makes such positions permanent. The appeals court said, "It is entirely practicable to select an appointee after a competitive civil service examination whether the term of the office is for a fixed period or an indefinite one.

As to the charge of political favoritism, the court said the Town of Clarkstown had proved that Mr. Berg's discharge was based upon "a sincere desire to

# Arson Case Folds; Job Won Back

By MARTIN FOX

BROOKLYN-A Civil Service Employees Assn. member, discharged when accused of setting a fire in a Westchester town's pumping station, has won reinstatement to

A state appeals court ruled he was a victim of circumstantial evidence.

The four-judge court called evidence used by the Town of Greenburgh to discharge Nelson F. McGinigle on misconduct charges was insufficient. The fire occurred August 1974. It was ruled to be arson. The court ordered the town's Department of Public Works to reinstate him with backpay.

Specifically, the Brooklyn Appellate Division refused to accept a hearing officer's conclusion that Mr. McGinigle "had either committed arson or was grossly negligent in maintenance of security by allowing an arsonist onto the property."

The unanimous court ruling also threw out a second charge based upon the maintenance man's refusal to take a lie detector test.

Mr. McGinigle's difficulties actually began July 1, 1974, three weeks before the fire, when he got into a fight with a subordinate. Mr. McGinigle, a grade II maintenance employee. was fired. But after the local the penalty was downgraded to a two-week suspension without

But his real problems started the day he returned. Instead of resuming his old job as a meter reader, he was assigned as a relief operator on the midnight his second discharge, got the appeals court to agree with him that the evidence was circumstantial. What put him in a bad position was an official report that the fire was caused by an arsonist and he was the only person at the pumping station when it started.

The Appellate Division said the misconduct finding was invalid because Mr. McGinigle could not be guilty of both arson and gross negligence in letting an arsonist into the building. "It is absolutely clear that (he) could not be guilty of both," the court said. "The two are mutually exclusive."

As to the gross negligence charge, which was called "clearly unjustified," the court said this had not been proven because when firemen arrived, all doors were securely locked.

Concerning the charge that the maintenance man himself set the fire because he was the only employee at the pumping station, all four judges pointed out that at least three other persons had keys and "no serious investigation was made into the possibility that someone (else) committed the arson" or that an illegal entry had been made.

The "revenge" motive was rejected by the appeals court as unsubstantiated, particularly since two other fires near the station had taken place in June. six weeks before Mr. McGinigle's first firing and two months before his transfer to the pumping station.

Mr. McGinigle was allegedly "excited" when firemen arrived and "especially anxious" to help them put out the fire and sweep up debris. Town officials called

# this suspicious conduct. The ap-

peals court disagreed. It said this would have been a normal reaction on the part of anyone and did not reflect any guilt. Finally, the court threw out

the charge based upon refusal to take a lie detector test. It said the machine to be used was inadequate and its reliability "highly questionable." The person who was to administer the test admitted he had no training on operating the machine.

While a public employee can be discharged for refusing to take a lie detector test, the court said, Mr. McGinigle "was justifled" in not submitting to the one offered him.



JOB WELL DONE

Alan K. Campbell, U.S. Civil Service Commission chairman, has great praise for federal employees. He thinks they are doing fine work. "The best features I have found about the civil service," Mr. Campbell said in a recent speech at a conference in Colorado, "has been the quality of the people in it." He continued: "federal employees today are more highly educated, more experienced and more capable than

# SHORT TAKES

#### **NEW FREEDOM OF INFORMATION LAW SIGNED**

All state government records will be available for public inspection and copying except a few specifically listed ones beginning Jan. 1. The new Freedom of Information Law replaces the state's three-year old former statute that only specified which government documents were available for public view. The new law is patterned after a federal law. In both the new and the old laws, the Legislature and the Judiciary are exempted. But the new law says government agencies that refuse access to a document must explain the action fully and in writing.

#### CAREY COLLECTS \$10,878 FOR TRAVEL

Gov. Hugh L. Carey has received over \$10,000 in state funds for travel expenses, mostly for trips to New York City, during the last fiscal years, records on file with the State Department of Audit and Control indicate. The records also show that the Governor routinely bills the state

\$50 for each overnight stay in New York City and \$25 for an all-day visit to the city. He claimed travel expenses for 250 days during the 1976-77 fiscal year, which included some trips he took in 1975. He received a total of \$10,878 during the period.

#### WHO'S WHO AMONG CIVIL SERVANTS

Felix J. Cuervo, a state employment consultant with the Department of Labor's Manpower Services Division in New York City, has been elected president of Who's Who Biographees, a nonprofit organization that includes persons listed in Who's Who. One of his first acts, Mr. Cuervo said, will be to set up a civil service chapter for Who's Whoers of civil servants already listed in Who's Who or similar biographical publications.

#### PREDICT STATE TAXES WILL DECLINE

predicting an upcoming \$150 reduction.

The Carey Administration is Spending, says the Governor's Office, will be \$51 million less million state budget surplus and than projected when the current budget was adopted. The sun The budget summary deals with mary also says revenues will be a period from now to April 1. \$18 million higher than expected.

#### At \$21,900 our double CSEA unit came to his defense. wide, 2 bedroom mobile

pay.

shift at the pumping station.

# Name George H. Stevens Middletown's Man Of

MIDDLETOWN-George H. Stevens Sr., president of the Middletown unit of the Civil Service Employees Assn., has been named Sportsman of the Year by the Middletown Jaycees.

Stevens, 56, "for his exceptional role in the betterment and development of sports in the Middletown area for the past 24 years."

Mr. Stevens has been a volunteer Little League umpire, women's softball league umpire, Babe Ruth League umpire, and boys' softball tournament um-

"In a small way, it was my contribution to sports," said Mr. Stevens. "What I did, I did for the kids. I'd do anything for

Mr. Stevens, a motor equipment operator for the Middletown Sanitation Department, is in the second year of his current two-year term as president of the city's CSEA unit. He has been a city employee for nine years. Mr. Stevens has seven children and 15 grandchildren. Three of his sons played for Middletown High School teams. He also directed the recreation and gym programs for his church and coached several Pop Warner Football League teams.

Wanna be a good guy? Blood is meant to circulate. Keep it moving, by donating The Most Precious Gift. The Greater New York Blood Program

# SUPPLEMENTAL BENEFITS

Are you concerned about your Financial Future? If so, I can help ease your mind. I specialize in Financial Planning concerning annuities, endowments, life insurance, pension planning. Call Mon.-Fri., 9 a.m.-5 p.m. 682-2380. Irving L. Beitler-N.A.S.D., registered representative.

#### home seems to be an outstanding value. But add a waterfront setting. a marina with direct access to the Gulf of Mexico, 4 recreational companies 3 heated swimming pools, over 50 clubs and activities, a lifetime rental protection program, and the most prestigious well maintained and well managed adult community in Florida and you have Colony Cove.

For more information plus details on our visitation program, fill out and mail this ad to:

Colony Cove P. O. Box 340, Dept. 2431 Ellenton, Fl. 33532 Name.

Address. City State. Phone\_

@ 1977 D 1978 D When? \_ Colony Cove

ling of this offering with the cretary of State does not constitute proval. For information write cretary of State. 270 Broadway w York 10007 (NYA-77-216).



\*STATEWIDE INSURANCE PLAN SUFFIXES

# **Brunswick Hospital Center** on Long Island

If you're a Civil Service employee and hold the Blue Cross Statewide Insurance Plan with a PA. or N.Y. Certificate Number, you're safely covered for any and all your medical disorders requiring long-term rehabilitation. Three of Brunswick Hospital Center's five fully-accredited hospitals are specialized to provide you with the kind of rehabilitation treatment you may need. Also, local subdivisions of New York State Plans, Medicare and most major medical group

insurance are readily acceptable with us.

So, if you need long-term rehabilitation for your medical problems, check out your insurance policy today or, better yet, call us in Amityville, New York and we'll help you figure it out right away. Our phone number is 516: 264-5000. Chances are, you're already completely covered. And, because we care - we'll take good care of you...



### **Physical** Rehabilitation

Our Physical Medicine & Rehabilitation Hospital is fully staffed for the long-term treatment of physical disabilities and other chronic illnesses. Here, you can be skillfully treated by professional specialists: a treating physician creates your specialized treatment plan - followed through by understanding nurses, physical, occupational, recreational and speech therapists. Psychologists and social service counselors round out your requirements.

A superbly equipped hospital designed to help you regain a fuller, active life. For more information, call 516: 264-5000/ Ext. 228



# **Alcoholism** Rehabilitation

Our Brunswick House Alcoholism Hospital has been created for the full treating of alcoholism victims. Each resident is assigned a special treatment plan to meet his or her special needs and carried forth by a full staff of alcoholism specialists: medical, nursing, psychological. social service, counseling and family therapists

The newest of our five hospitals, Brunswick House rehabilitates alcoholics and returns them to full activity recovered and able to meet life's problems. Call us at 516: 264-5000 / Ext. 361



### **Psychiatric** Rehabilitation

Our Psychiatric Hospital - with its bright, cheerful atmosphere-maintains the most modern facilities for the mentally and emotionally ill; the drug-addicted and those requiring custodial assistance. Its specialized staff of mental-health professionals treat all residents in effective teamwork-to gain greater recovery. These dedicated specialists: the doctors, nurses, psychiatrists, psychologists, social workers, occupational and recreational therapists - all give of their expertise to overcome psychiatric disorders and return the resident to a better life. For more about this, call 516: 264-5000 / Ext.268

# Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations Published every Friday by LEADER PUBLICATIONS, INC.

Publishing Office: 233 Broadway, 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, Associate Editor

Harry Berkowitz,

City Editor

Jane Bernstein, Features Editor

Pamela Craig, Photo Editor

N. H. Mager, Business Manager

Advertising Representatives: KINGSTON, N.Y.—Charles Andrews—239 Wall St., (914) FE 8-8350

FOUNDED 1939

Maxwell Lehman, Editor, 1939-55

Paul Kyer, Editor, 1956-73

20c per copy. Subscription Price: \$5.30 to members of the Civil Service Employees Association. \$9.00 to non-members.

FRIDAY, DECEMBER 2, 1977



# An Unfortunate Case

A FEW weeks ago the Albany Appellate Division of State Supreme Court ruled it was unconstitutional for the State Corrections Department to fire employees just because they belong to the Ku Klux Klan.

The court ruled, in a 4-1 decision, that a 1975 directive by Corrections Commissioner Benjamin Ward amounted to guilt by association, a policy discredited long ago but, unfortunately, reappearing occasionally.

Union organizations have defended the employees fight to keep their jobs, a right the unions contended could not be taken away merely because they were members of an unpopular organization. But the unions, never once condoned the Klan nor its purpose of existence.

The unions, we believe, should be commended for their stand. The State, and particularly Commissioner Ward, has every right to try to make certain that outside forces do not interefere with the operation of state-run facilities. In fact, Commissioner Ward or any state commissioner has that obligation.

But the commissioner never established that Klan membership affected employees' performance. He only cited their membership in the organization, theorizing that that in itself was sufficient grounds for dismissal.

Mr. Ward, in his zeal to squelch what he considered a dangerous precedent among some of his employees, fell into the kind of trap that brings aid and comfort to groups like the Klan. We agree with the appeals court that labeled the commissioner's edict "guilt by association." Mr. Ward's guilt by association is as un-American as the organization he seeks to eliminate. The unions also saw it this way. They defended the workers, not because they agreed with the Klan but because they realized workers were within their rights when they joined the organization and that the commissioner was treading heavily on some basic citizen rights in his dealings with the issue.

Yet, we believe the employee klansmen should do some severe soul-searching and reconsider their membership in the Klan, an organization famous for lynchings, cross burnings, terror, and racial and religious bigotry. Although it is perfectly legal for employees to join the group, it is unwise. Thoughtful prison officials had every reason to be worried about Klansmen within their employee ranks, particularly when many of the prison inmates are members of minority groups the Klan has vowed to eliminate one way or the other. Klan members, perhaps in an effort to obtain some respectability, often insist they no longer lynch blacks or beat up Jews and Catholics and repeatedly speak of the "many good things the Klan is doing." We know of no instances of good things performed by the Klan.

The unions were placed in a damned-if-it-did and damned-if-it didn't position in this unfortunate case. We feel they reacted properly. Like Voltaire, the unions defend their constituents' right to express themselves even though they disagreed in what they were expressing. (H.A.T.)

# Don't Repeat This!

(Continued from Page 1)

state in February if Gov. Hugh L. Carey follows the precedents established by his predecessors and fills vacancies that occurred during the preceding year.

#### Bellamy Seat Vacant

State Senate seats to be filled are those held by James Griffin, a Buffalo Democrat who was elected Mayor of that city on the Conservative Party line; the seat that covers a part of Brooklyn and Manhattan represented by Carol Bellamy, who was elected New York City Council President, and the Brooklyn seat held by another Democrat, Albert B. Lewis, who Governor Carey appointed superintendent of the Department of Insurance.

On the Assembly side there is a vacancy in the district represented by Andrew Stein, who was elected Manhattan Borough President, and the seat held by Fred Field, of Albany County, who was elected Town Supervisor of Colonie.

An election will also have to be held in Manhattan to fill the congressional seat held by New York City Mayor-Elect Edward I. Koch.

Competition for the Koch seat is spirited. Among those listed as potential candidates are former Congresswoman Bella Abzug, Assemblyman Pete Grannis, Conservation Commissioner and former Assemblyman Peter A. Berle, and Allard Lowenstein, who served one term in Congress and now holds a post with the American delegation to the United Nations.

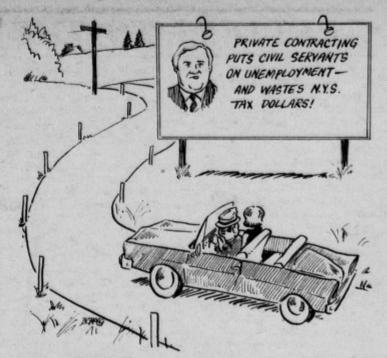
On the Republican side, there is a great deal of discussion about the potential candidacy of Senator Roy Goodman for the Koch congressional seat. However, Goodman has thus far given no indication of his feelings, although it is clear the Republican nomination is his for the asking.

Goodman's senate district is virtually coterminous with Koch's congressional district. Although Koch normally wins his district by about 80 percent of the votes, substantial ticket splitting permitted Goodman to also carry the district by substantial majorities.

#### Abzug a Frontrunner

On the Democratic side, it seems as though Ms. Abzug is the frontrunner. Assemblyman Mark Alein Seigel is her campaign manager and Borough President-elect Andrew Stein, whose assembly district is wholly within the Koch Congressional district, has already announced he will support Ms, Abzug.

While the special senate, assembly and congressional elections have no general interest beyond the immediate personalities and districts, politicians will be following the results closely, seeking clues as to prospects for various candidates for statewide offices next November.





Mr. Gaba is a member of the New York Bar and Chairman of the Nassau County Bar Association Labor Law Committee.

#### Tenure Denied

The petitioner, Clifton-Fine Central School Board of Education (board), and appellant, Clifton-Fine Teachers' Association (union), entered into a collective bargaining agreement which included an arbitration clause.

The agreement also contained provisions whereby teachers would be evaluated and would not be terminated except for "just cause." The idea of what was "just cause" was specifically subject to binding arbitration.

The appellant represented a probationary teacher. At the conclusion of the teacher's probationary term, there was a recommendation by the appropriate persons that he be granted tenure. The board, however, without explanation, denied him tenure. Thereafter, a notice of intention to arbitrate was served seeking to question the "dismissal of a probationary teacher without 'just cause' as provided for by said agreement." The board then moved for a permanent stay of arbitration.

THE SUPREME COURT, St. Lawrence County, Special Term, granted the stay, and the union appealed. The Supreme Court, Appellate Division, Third Department, affirmed. The court held that "the power of a board of education to grant or deny tenure without explanation to the teacher is not subject to arbitration." Matter of Morris Central School District, Board of Education v. Morris Education Association, 54 A.D.2d 1044, 1046. The sole matter sought to be submitted to arbitration is the decision of the board as to tenure, and accordingly, Special Term was empowered to stay arbitration.

The appellant further contended that in this case the board has participated in the arbitration process, including the selection of an arbitrator prior to moving for a stay, and accordingly, is precluded from seeking a stay. The court concluded that where public policy mandates that a contractual agreement, which upon its face, would require the submission of tenure matters to arbitration be considered a nullity, it would be unreasonable to hold that a board of education is precluded from obtaining a stay simply by participation in a proceeding. The court reasoned that any award which would grant tenure would be in excess of the arbitrator's powers. The teacher had acquired no vested rights; he was merely a probationary appointee. Clifton-Fine Central School Board of Education v. Wisner, 397 N.Y.S. 2d 208.

# YOUR SOCIAL SECURITY

Q. My mother, who gets SSI payments, is eligible for Medicaid, but she doesn't know what it covers. Can Medicaid pay for all her medical expenses?

A. Medicaid is administered by the States, and the kinds of services it covers may vary from State to State. Usually, Medicaid pays for inpatient hospital care, outpatient hospital services, laboratory and X-ray services, home health care, family planning services, and certain services for children under 21. In many States, it also pays

for dental care, prescribed drugs, eyeglasses, and other diagnostic, screening, preventive, and rehabilitative services. Your mother should contact the local medicaid assistance office for specific information about her State's Medicaid program.

# LETTERS TO THE EDITOR

#### Truancy Problem

Editor, The Leader:

In the Civil Service Leader, (Nov. 21) Dr. Howard Hurwitz advocates cutting truant officers. One wonders whether Dr. Hurwitz's profession is economics. education, or politics.

Dr. Hurwitz states that truancy is as old as memory. The question is then, to what extent has the current increase in truancy contributed to parallel increases in youth crime, in violence and in arson.

As to cost, is not the return of the alienated child to school at least worthy of a fraction of the expenditures alloted for the transportation and education of the severely retarded and/or multiple-handicapped? And what about the bill for social disintegration and malaise in terms of human suffering among the population in general.

Attendance teachers long ago comprehended that the problem of truancy could not be solved simply by dragging kids back to school. As Dr. Hurwitz admits, that when in school, rarely is the truant a disciplinary problem.

In truth, as Dr. Hurwitz has stated, the attendance teacher will never solve the problem of truancy. Perhaps, but the AT might, as often is the case, resolve certain problems that an individual child might have. Additionally, the presence of the AT in the community might serve to deter younger children from opting for the streets in preference to the classroom.

The following may further illustrate varying roles of the attendance teacher.

DYING CHILD: 14-year-old girl, absent six weeks, reported for truancy. AT visited the home and found girl thin, pale and vomitting. The local hospital had refused her admittance. AT returned to the hospital with girl and mother, and upon presenting credentials, persuaded officials to accept girl as an inpatient. Eventual diagnosis: Cancerous brain tumor.

ENTIRE FAMILY TRUANCY: four children, six to 11 years, chronically absent. Eleven-yearold boy appeared at attendance office to request help. Father, schizoid; mother, depressed and apathetic. AT, with father's cooperation, referred family to court. The children were immediately placed in a temporary foster home and the parents referred to mental health agencies.

DEAF MUTE: Girl absentee. Mother, overprotective, refused to allow girl to attend school contending that "welfare" would take care of the girl's needs, so education was unnecessary. Girl insistent on going to school. AT referred case to court. Mother cooperated with court and allowed girl to attend school. Girl subsequently received diploma.

In contrast to the efforts cited,

Dr. Hurwitz offers abandonment. smaller classes, discipline and still fewer AT's at a time when only AT's are making "house calls."

As the only first-line observers of and contenders with social pathology, it must make AT's wonder at the solid opposition to their existence, as a profession, by many teachers and other professional educators. If, as Dr. Hurwitz observes, truancy has always existed, why then is such opposition only now making its appearance? Hopefully, it is not because the majority of the public school population is nonwhite that, suddenly, truancy is a preferred condition. Is this to be another South Africa where compulsory education is only for the white? And for the blacks, benign neglect?

> BARBARA SIMPSON Attendance Teacher Flushing

#### Truant Pupils

Editor, The Leader:

I write in response to the views of Dr. Hurwitz that appeared in the Oct. 23 issue of the Leader.

Dr. Hurwitz advocates a cut in truant officers. He feels that they are unable to deal with the vast truancy problem which sees over 200,000 children absent every single school day. He also seems to feel that the schools are better off without these children. In school they cause problems for the teacher, the principal, and their fellow students. Therefore, to pay "truant officers" to bring these children to school is really a waste of money.

Dr. Hurwitz is wrong. By law we must provide an education for all of the children of New York City. We cannot and must not exclude a huge number of these children from the educational process. We must meet their educational needs or sentence them to a life of welfare, poverty, delinquency, drug abuse, and other anti-social aspects of life on the street. They must get an education if they are to get any type of job at all. And how can they get an education if they are always absent from school?

Attendance is basic to the educational process. Teaching methods and programs benefit only those children who attend Teachers cannot teach empty chairs. Thus, the role of the attendance teacher, in servicing absentee children and returning them to regular school attendance is a vital one. Truancy results in the Board of Education losing \$160 million a year in school aid. The educational costs to the truant children is still higher. Thus, the attendance teacher service more than pays for itself.

The Board of Education and the chancellor have never provided a sufficient staff of attendance teachers to service the

absentee population of the public, private, and parochial schools of New York City. Rather, the chancellor has reduced staff from 520 to the present 195. Hurwitz is right when he says that the present staff of attendance teachers cannot deal with the problem. I would urge him to join with us in support of restoring rather than cutting . . to secure for every child his right to educational opportun-

MARVÍN DATZ Brooklyn

#### Discrimination

Editor, The Leader:

The U.S. Supreme Court has heard final arguments on the controversial Bakke case of "reverse discrimination." Involved are such explosive issues as the legality of race quotas, preferential treatment of blacks, and "reverse discrimination" against whites. The court's decision will determine whether an individual will be judged on merit or race in education and employment. At stake is the survival of the civil service merit system which has already been undermined by ethnic and sex quotas under the guise of "civil rights."

President Carter has openly declared himself opposed to "rigid" quotas to achieve integration. Yet the following examples of federal involvement in the civil rights movement prove once again that President Carter is a two-faced master of double-talk.

It was black U.S. Solicitor General Wade H. McCree Jr., arguing for the Carter Administration as a friend of the court, who urged the U.S. Supreme Court justices to overturn the California Supreme Court ruling that held in favor of Bakke. who is white. Mr. Bakke argued that the U.S. Constitution forbids the use of admission procedures based on race.

It was Carter appointee Joseph Califano, secretary of Health, Education and Welfare, whose Office of Civil Rights sponsored the federal "affirmative action" program to remedy past and present injustices to blacks and other minorities. Recently, under the threat of cutting off federal aid for the City's public schools, Mr. Califano's agency issued a directive requiring the assignment of teachers on the basis of race, with black and Hispanic teachers picking their assignments from one box and white teachers from another. Mr. Califano and U.S. Civil Service chairman Dr. Alan K. Campbell would have us believe that federal "quotas" don't really exist, but what they are actually dealing with are "goals."

The federal government's "affirmative action" program is merely a code name for ethnic and sex quotas under the guise of "civil rights." As a result of "reverse discrimination" the minority gain their "civil rights" at the expense of the majority, as was the case with Mr. Bakke, who was denied admission to the University of California medical school at Davis, while less qualified minority group applicants were admitted. "Equal opportunity employment" has come to mean preferential treatment, instead of equal treatment, for minorities.

ELIOT LANDSBERG New York City

### By A. L. PETERS Reverse Mortgage

RETIREMENT

NEWS & FACTS

gage is, but have you ever heard of a reverse mortgage?

This is a device for those who own a home and don't have a mortgage, but have most of their funds tied up in their homes. They establish a credit with a bank, using their house as security. They then draw on it as they need it. They are getting the reverse mortgage in installments for a set number of years. Interest is charged on the actual balance. The loans are not income and therefore not taxable. Of course, the reverse mortgage must be paid back eventually. If funds are not available from other sources, the home will have to be sold to pay off the loan.

. . . How much are gift and estate taxes under the new law?

The following figures will be helpful.

After the standard deduction, the rates run 18 percent of the first \$10,000, 20 percent of the next \$10,000, 26 percent of the next \$20,000, 28 percent of the next \$20,000.

For net estates over \$100,000. the additional tax is 30 percent; for the next \$50,000, 34 percent.

If your estate is bigger than this, you had better check with a lawyer, as you should in any case. However, the top figure is 70 percent for estates over \$5 million.

... For many people who aren't retiring, the problem of aging parents is poignant and difficult.

A new book, "When Your Parents Grow Old" (Funk and Wagnalls, N.Y., \$9.95), gives a good many suggestions on coping with emerency calls, medical, legal and financial problems, making decisions, housing, and care for emotional situations.

Promises of higher pensions are keeping many federal employees on the payroll. Many officials are postponing planned retirements so new higher buying rates can be calculated into the pension formula.

The pension formula for federal employees is tied to the three highest pay years. The top salary was frozen for many years at \$36,000, but is now at \$47,500. About 4,000 workers are eligible to retire in 1977, but many plan to stick around to take advantage of the anticipated higher base

Complicating the situation is the recent court ruling prohibiting mandatory retirement for State Department employees.

. . .

People protected under Medicare's medical insurance who did not meet this year's \$60 annual deductible by Oct. 1 may have a break going into 1978. says a social security spokesman.

The way the law works, a person who has not met the annual deductible going into the last three months of a year can count any covered expenses he has that are allowed toward the deductible during those last three months. You can carry these forward for the next year as well. Here is one example of how

Everyone knows what a mort- this provision works. Suppose Anna M. has been lucky. She has never been sick during the first nine months of 1977. She had no expenses covered by Medicare at all. But in mid-October her luck ran out. She becameill and had exepnses of \$45 for services covered by Medicare. She receives no more covered services for the remainder of the year, so Medicare pays nothing because she did not meet the \$60 annual deductible. But, the \$45 will count toward the \$60 annual deductible next year. And if she receives covered services in 1978, Medicare medical insurance will start paying its share after she has covered bills for an additional \$15 in 1978. . . .

> Working people who expect to retire between now and early 1978 should start arranging for their social security benefits.

As the law stands, the tax rate schedule goes to 6.135 percent in 1979, 6.6 percent in 1981, 7 percent in 1985, and 9.2 percent in 2011

Increases in allowable earnings without deduction permits retirees between 65 and 72 to earn \$4,500 in 1978 and \$6,000 a year after that without losing benefits. The present limit is \$3,000 until age 72.

.

obtain the funds

. 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

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)

Mowry, John FreemanHudson Falls
Nelson, Patricia ASalamanca
Noble, Carol A
Ovaitti, Jr. Johnnie W Bay Shore
Pearson, Anne F St. Albans
Pearson, Anne F St. Albans Pegues, Anne S New York Pickett, Joan L New York
Pickett Inan I. New York
Pitts, EleanorNewark NJ
Projet Property Destroyer Prost
Pruitt, Frances
Quackenbush, JohnGeneva
Rappazzo, Christian JBerlin
Remsburg, Anna CBrooklyn
Rideout, Catherine ARonkonkoma
Rinow, Bridget V Tonawanda Rivera, Margaret Patchogue Rookery, Ernest J Buffalo
Rivera, MargaretPatchogue
Rookery, Ernest JBuffalo
Roy, Lynette
Rozzi Richard Rochester
Rozzi, Richard
Secor, AlexanderGoshen
Secor, AlexanderGosnen
Siau, John F Syracuse Silverman, Donna Marge Bayside
Silverman, Donna MargeBayside
Slater, GraceLaurel, Md.
Smith, ThelmaNedrow
Stone, ElizabethScotia
Stringer, AnnieRoosevelt
Stringer, Annie
Tennenbaum, Stanley Ithaca
Tennis, Peter J
Thompson, Ellen DStaten Island
Tribie, Marie AngeGonaives, Haiti
Trible, Marie AngeGonalves, Haiti
Turner Flora MNew York
Tyler, Donald BLong Island City
Uttaro, Frank ARochester
Walsh, Jr, Gerald WSyracuse
Walsh, Jr, Gerald W Syracuse Warn, Gerald S Walden
Washers, Sheila MLk Ronkonkoma
Wdowinski, Elygiusz TSchenectady
Weldon, Frank IBrentwood
White, Joan EBessemer, Ala
Witherwax, Charles HBronx
Ackley, David LVestal
Ajami, Ismail
Ajami, ismail
Aliberti, SalvatoreSchenectady
Ambrose, Myles JElmsford
Ambrose, Myles J
Andreatta, A Geno Syracuse Avram, Morrell M Beooklyn
Avram, Morrell M Brooklyn
Baibak, George J Brooklyn Bailey, Mead M Brooklyn
Bailey, Mead M Brooklyn
Barkyoumb. Stephen I Pattersonville
mining and an arrangement of the state of th

#### LETTERS POLICY

Letters to the Editor should be less than 200 words. The Leader reserves the right to extract or condense pertinent sections of letters that exceed the maximum length. Meaning or intent of a letter is never changed. Extensive letters that cannot be edited to a reasonable length are not used unless their viewpoint is so unique that, in The Leader's judgment, an exception should be made. All letters must be signed and bear the writer's address and telephone number. Names will be withheld upon request.



First Walter Pullinger Scholarship was presented to Pilgrim Psychiatric Center therapy aide Vandola Ross, who is a member of CSEA Local 418 grievance committee there. Presentation of certificate is made by CSEA Long Island Region I president Irving Flaumenbaum as Pilgrim PC Local corresponding secretary Fran Mannellino watches. The award, granted by the National Remotivators Technique Organization, is given to encourage continued education within the field of remotivation.



Transportation District 10 Local 508 first vice-president Lou Mannellino, center, talks with cross-section of leaders from Nassau Local 830. From left are Michael Braverman, member of Public Works unit and Local membership chairman; Ruth Braverman, Region third vice-president and Local fifth vice-president; Mr. Mannellino; Molly Falk, Motor Vehicle unit president, and Alice Groody, Assessment unit president.



CSEA's Mental Hygiene consultant, James Cohen, brought delegates up-to-date on problems that are besetting the department as it attempts to decentralize.



Studious-looking delegates from Pilgrim Psychiatric Center Local 418 include, in foreground, Kay and Ben Kosiorowski and Rudy Perrone, shown equipped with paper and pen to take notes for report back to membership.



Long Island Region I treasurer Sam Piscitelli, right, of Nassau Local 830, reviews workshop program with Suffolk Education Local 870 president Walter Weeks and Pilgrim Psychiatric Center Local 418 secretary Sylvia Weinstock. These three Long Island Locals, along with Suffolk Local 852, account for approximately one-sixth of the total membership of the CSEA.

# Psychiatric Center cretary Sylvia Weinthree Long Island with Suffolk Local t for approximately the total memberCSEA. Long Long Workshop

# Region I Focuses On Mental Hy

By MARVIN BAXLEY

MONTAUK—"I want to show that Long Island Region is the first to work out a plan to combat the headlong plunge by the Mental Hygiene Department into deinstitutionalization," declared the Region's president, Irving Flaumenbaum.

Mental Hygiene was the subject for one of the seminars conducted by the Region at its annual workshop last month at Gurney's Inn here.

Mr. Flaumenbaum noted that a speakers group will be set up to address such groups as the Rotary, PTA and other service organizations.

"We'll send letters to all ser-

vice groups asking permission to speak regarding this serious problem," he said.

He explained further that efforts will be made to gain as much publicity as possible in newspapers to bring public attention to conditions that exist where patients have been "dumped in communities without

(Continued on Page 9)



Long Island Inter-County State Park (Wantaugh) Local 102 first vice-president Arthur Loving, left, and second vice-president Alex Kosiczki were photographed during moment of intense concentration at seminar. (Leader photos by Sulo Aslto)



Long Island Region I president presides over meeting attended by estimated 150 delegates.



Details of chiropractic services available to Region I members are reviewed by Harry Paritsky, right, to Long Island Region I fourth vice-president Peter Higgerson, who also serves as president of Long Island Inter-County State Park Local 102.



Nassau Local 830's Doris Kasner exclaims that "sickness has become a big-profit business" during seminar conducted with representatives of health services.



Two Long Island members of statewide CSEA Board of Directors take opportunity to discuss regional problems with CSEA president William McGowan, right. From left are Pilgrim Psychiatric Center Local 418's Betty Duffy (Mental Hygiene, Region I) and SUNY at Stony Brook Local 614 president Al Varacchi (Universities).



Informal gathering includes, from left, King's Park Psychiatric Center Local 411 treasurer and grievance chairman Tony Bentivegna, Nassau regional attorney and Leader columnist Richard Gaba, Suffolk regional attorney Lester Lipkind, Long Island Region I supervisor Edwin Cleary and Region second vice-president and Nassau Local 830 president Nicholas Abbatiello.

# **Long Island Workshop**

(Continued from Page 8) custodial care."

Purpose of the campaign, Mr. Flaumenbaum continued, is to generate letters to the Governor, "not only by our members, but hopefully from ordinary taxpayers" to show the general arousal of the public over this issue.

CSEA president William Mc-Gowan spoke forcefully on the same subject to delegates at the workshop.

"We are fighting this battle to make sure that decent services are provided for helpless people. If the State wins this battle, we can expect efforts to process driver's licenses through banks, audit and control through outside agencies and insurance services through private consultants," Mr. McGowan predicted.

The CSEA president said the public must be made aware of the consequences of deinstitutionalization. "What happens to ex-patients when they are sent out on their own?" he asked. "Starting fires, forgetting to take medication," he continued in partial explanation.

"Patients who are institutionalized are most likely there because they could not get along on a one-to-one basis. In the institutions, though, it is ten-toone, so what can you expect unless the Government is willing to face up to its responsibilities?" Mr. McGowan continued.

He noted that one high-ranking state official had confided to him that "the nursing home scandal will be peanuts beside Mental Hygiene if deinstitutionalization is allowed.

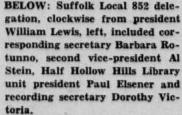
"Mental Hygiene is an embarrassment to the Governor and his handpicked officials, and they are out to do away with the Department," the CSEA president said. "I can see Mental Hygiene being put on the counties within five years. We must win the fight now."

LEFT: Nassau Local 830 third vice-president Alex Bozza seems delighted as he listens to Long Island Region I secretary Dorothy Goetz, of Suffolk Local 852, accompanied here by her hus-

band, Sieg.



ABOVE: Long Island Region I first vice-president James Corbin, left, of Suffolk Local 852, talks with Nassau Local 830 first vice-president Ralph Natale and Suffolk Education Local 870 second vice-president Tom Corridan.









Participants in Mental Hygiene panel at Saturday afternoon session are, from left, Region I Mental Hygiene Task Force chairman and Central Islip Psychlatric Center Local 404 president Danny. Donahue, CSEA director and King's Park Psychiatric Center Local 411 president Gregory Szurnicki (Mental Hygiene, Region I), CSEA director and Suffolk Developmental Center Local 430 president Joseph LaValle (Mental Hygiene, Region I) and Hoch Psychiatric Center Local 442 president Allan Genovese.

# Latest State And County Eligible Lists

	Campobasso M Brooklyn92.6
	Fiore Ronald L Flushing91.8
11	Goldman David J Rego Park91.5
	Dunckley T Westbury91.5
	Kicha Walter Bronx90.9
	Knieling Eric S Staten Is90.7

# 'Special Weekend' Garners \$26,000

COLONIE-The recent "A Very Special Weekend" festivities featuring actress Kitty Carlisle and singer-actor Burl Ives, has raised about \$26,000 for programs supporting handicapped children.

Part of the proceeds were raised by Civil Service Employees Assn. members who took telephone pledges during the weekend. The union also contributed \$1,000. The State Education Department was co-sponsor. The funds will be used to expand and integrate programs designed to handicapped children through the arts. Art shows featuring the works of handicapped students is one of the projects planned.

The weekend entertainment included singing by Mr. Ives, a sign-language performance by students from the Rome State School for the Deaf, and dance music played by Tina Luce, a blind eight-year organist from West Sand Lake. Vivienne Anderson, Education Department as-

sociate commissioner. Jean Kennedy Smith, sister of the late President John F. Kennedy; television newscaster Barbara Walters, Patricia Kennedy Lawford, another of President Kennedy's sisters; actress Geraldine Fitzgerald and television newscaster Geraldo Rivera made up the event's fund-raising committee.

# Pick Probation Unit Pres.

Anthony J. Czarnecki of New Rochelle has been elected president of the New York State Probation Officers Association.

At 29, he becomes the youngest probation officer to head the

**GOOD SEATS AVAILABLE** 

WINNER OF 7

TONY AWARDS

1975 including

MUSICAL

For Group Sales only call 489-6287

**BEST** 

largest statewide professional as-

Mr. Czarnecki is a former legislative director and regional vice president of the organization, which represents 2,000 New York State probation oficers.

Mr. Czarnecki is a training coordinator for the Westchester County Probation Department. He is also an adjunct professor in criminal justice at Westchester Community College. He is a graduate of Iona College and holds a master's degree in criminal justice from John Jay College, New York City.

He succeeds outgoing president William Fritsch of Suffolk County, who was honored at the association annual meeting for "extraordinary leadership and total commitment to the field of probation."

Also elected to two-year terms

William Britt of Nassau County, executive vice-president;

Maryann Yanarella, of Westchester County, Secretary; and Jack Afonso of Nassau County,

Treasurer.

#### LEGAL NOTICE

LEGAL NOTICE

SUPREME COURT: BRONX COUNTY. Summons Index No. 15220/77. PLAIN-TIFF: NEW YORK & SUBURBAN FEDERAL SAVINGS & LOAN ASSO-CIATION, against Pedro Laruy and Madeline Laruy, his wife, and all the heirs at law, next of kin, distributees, devisees, grantees, trustees, lienors, creditors, assignees and successors in interest of any of the aforesaid defendants at law, next of kin, distributees, devisees, grantees, trustees, lienors, creditors, assignees and successors in interest of any of the aforesaid defendants at law, next of kin, distributees, devisees, grantees, trustees, lienors, creditors, assignees and successors in interest of the aforesaid classes of persons, if they or any of them be dead, and their respective husbands, wives or widows, if any, all of whom and whose names and places of residence are unknown to the plaintiff, except as herein stated. THE PEOPLE OF THE STATE OF NEW YORK
TO THE ABOVE NAMED DEFENDANTS AND EACH OF THEM: YOU ARE HEREBY SUMMONDED to answer the Amended Complaint in this action and to serve a copy of your Answer or if the Amended Complaint is not served with this summons, to serve a notice of appearance on the Plaintiff's attorney within twenty (20) days after the service of this Supplemental Summons, or within (30) days where service is other than by personal delivery exclusive of the day of service and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint. The basis of the venue designated is that the premises being foreclosed are situated in Bronx County. New York

nted in Bronx County. New York Dated: Nov. 1977.

Dated: Nov. 1977.

To the above named defendants: The foregoing summons is served upon you by publication pursuant to an order of the Hon. Alexander Chananau, a Justice of the Supreme Court of the State of New York, dated November 18th, 1977 and filed along with the supporting papers in the Bronx County Clerk's Office. This is an action to foreclose a mortgage on premises 84.3 East 214th Street, Bronx, N.Y., briefly described as follows: On the north side of East 214th Street, 257.65 feet west of Bronxwood Avenue, being a plot 83.83 feet x 28.67 feet and located in Section 16, Block 4673, Lot 19. Dated: December 2nd, 1977. Howard Stein, Attorney for Plaintiff.

# 16 Levonik John D NYC .... 17 Sullivan Corey Elmhurst ... 18 Ross Leon B Bronx ...... 19 Dunn Mary E Briarwood 18 Ross Leon B Bronx 19 Dunn Mary E Briarwood 20 Knieling Rose A Staten Is 21 Soffer Bettye F Brooklyn 22 Racer Marilyn R Brooklyn 23 Pietrusinski J NYC 24 Siegel George Brooklyn 25 Mace Barbara A NYC 26 Tonin C Williston Pk 27 Monteleone J P Bayside 28 Villanova R P Bronx 29 Rockefeller L A Great Nack 30 Probert Mark S Brooklyn 31 Ganicher Anne Brooklyn 32 Manson Sarah NYC 33 Zwickler Steven Bronx 34 Thorne Thomas W Hempstead 1 35 Pick Alfred Brooklyn 36 Diefendorf Mark Flushing 37 Cantarella A R NYC 38 Cannistraro A J Brooklyn 39 Robinson M A Rego Park 30 Friedman L I NYC 31 Employ Paul J Freeport 32 Broderick T J Brooklyn 33 Cohen William Wyckoff 34 Kline Vivian NYC 35 Bautz Michael F NYC 36 Ginsberg M E Briarwood 37 Lustbader M H NYC 38 Ginsberg M E Briarwood 39 Lustbader M H NYC 30 Rockery Service Ginsberg M E Briarwood Lustbader M H NYC ..... Bachelor Robert Brooklyn Bachelor Robert Brooklyn 84.8 Klein Robert Brooklyn 84.7 Auriemma D K S Ozone Park 84.6 Sharp Stacey Hoboken 84.6 Zitzer Ruth B Long Beach 84.5 Wilcox Daniel C NYC 84.5 Lustig Barry A Toms River 84.4 Lerner Marc L Brooklyn 83.7 Sacco Richard V Lindenhurst 83.7 Silverman R S Brooklyn 83.7

# **Aftercare Unit Hearings Reset**

MANHATTAN-State Assembly hearings on State Mental Hygiene Department patient discharge policies scheduled for Oct. 25 at the State Office Building, 270 Broadway, have been postponed to Dec. 8 and 9.

The hearings, currently taking place across the state, are being conducted by the Assembly Subcommittee on Aftercare, headed by Assemblyman Paul E. Harenberg (D-Bayport).

# Reed Michael R Bronx ...... Woods Maureen A Bayside Keenan Dennis E Hewlett ... Lukermann Carla NYC ... Sicklick Judith Yonkers ... Bloch Lawrence NYC ..... O'Kane Michael P Cd Islip O'Kane Michael P Ctl Islip ... Schwartz Mark A Brooklyn ... Walker Alma B NYC ...... Landrigan I. A NYC ...... Berger Martin J Brooklyn ... Lamastra Gerard Staten Is ... Klosek Gregory NYC ...... Rockefeller N A Great Neck Taylor December 1980 72 Taylor Dorothy Brooklyn... 73 Reis Gail M Flushing..... 74 Holohan Nancy J NYC... 75 Gately Frances Elmhurst 76 Bruno John J Staten Is... 77 Ross Laurence S Brooklyn 78 Gamzon Sandra E Monroe (Continued on Page 11)

# Researchers Being Sought; 2 Jobs Open

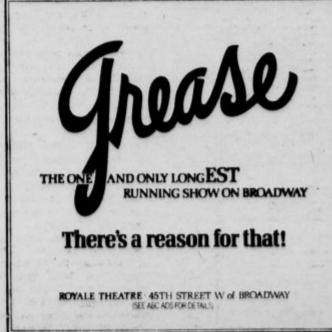
ALBANY-The Civil Service Employees Assn., the state's largest public employee union, has two research assistant job openings in its Buffalo and Fishkill (Dutchess County) offices.

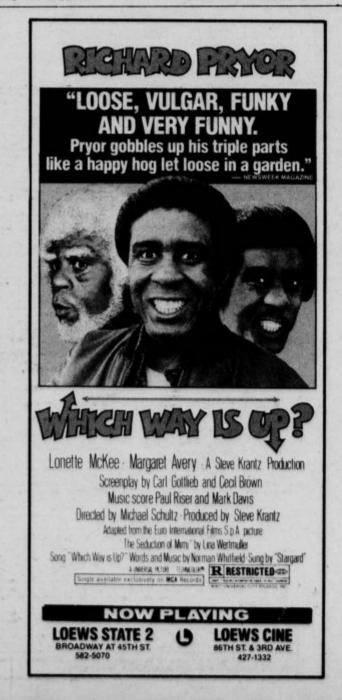
A local residence, a car and driver's license are required. Applicants must also pass a physical examination.

The minimum education requirements are a bachelor's degree with some specialization in mathematics, statistics, economics or labor relations. Candidates must also be able to present data in tabular form and prepare research material for negotiators. The starting salary is \$12,258

For details, write Thomas Whitney CSEA, 33 Elk St., Albany, N.Y. 12207 by Dec. 9.







Union representatives attended

#### Plan Yule Party

N. AMITYVILLE-The leadership of the Long Island Region I of the Civil Service Employees Assn, will mark the upcoming holiday season with a dinnerdance Dec. 8 at the Huntington Towne House

The program arranged by the regional social committee, under the chairmanship of Lou Mannellino, includes a cocktail hour, dinner, dancing, the traditional arrival of Santa Claus and a surprise entertainment.

a public hearing Nov. 14 on the proposals, and later wrote the county's personnel officer saying many of the job titles "have been competitive for years, with tests being given on a regular basis, i.e. maintenance man I (heating plant) and maintenance man II (heating plant)." State examinations for stationary engineer and senior stationary engineer were used to test for these positions, the union said.

"We can see absolutely no justification for changing titles for which tests have been given in the past to the non-competitive classification," the letter said.

The county says the changes are recommended by the State Civil Service Commission but union officials add it's because "the state cannot come up with the appropriate tests." The county personnel officer, union leaders said, failed to change the printed recommendation to exclude maintenance titles for which tests have been regularly

"Non-competitive titles should be limited to those jobs for which it is virtually impossible to provide a written or performance test, and should not be

established simply because it is inconvenient to hold a test." the union wrote. "The Civil Service Merit System was established . . . to prevent politicians from continuing the old 'spoils system' . . . and to guarantee competitive civil service employees protection against unjustified removal.

"We strongly urge that any change in status for these titles be disapproved and, if necessary, we will initiate and press for an amendment to the county charter and/or an act by the State Legislature to enable the Westchester County personnel officer to conduct and rate these examinations so that competitive status can be continued for these

"The unwarranted placement of titles in the non-competitive class, the labor class, or the exempt class is a disservice to the general public as it provides absolute discretion in appointment, promotion and removal in the hands of the politicians and/ or the administrators who were appointed by them."

# State Eligible Lists

(Continued from Page 10)
79 Rothman Livia B Briarwood81.6
80 Stein Andrew P Garden City81.6
81 Cronin Mary M NYC81.6
82 Szczesny Mary L NYC
83 Laferrera R B N Brunswick81.5
84 Frost Susan D NYC81.5
85 Mahler Neil E Brooklyn81.0
86 Barasch L LM Mount Sinai80.8
87 Carew Stanley C Brooklyn80.8
88 Podhorzer E R Brooklyn80.7
89 Checkes J A Brooklyn80.7
90 Bartlett Wesley NYC80.7
91 Zapata Louis Whitestone80.7
92 Ginsburg Mindy Brooklyn80.7
93 Freilich F D Brooklyn80.6
94 Connors Eugene Brentwood80.5
95 Macleod John D Yonkers80.0
96 Gotters Susan E NYC79.6
97 Thomas Charles Maplewood79.5
98 Lifschitz P M Mahopac79.5

100	Levitan Grace H Brooklyn78.
101	Staiano Emanuel NYC78.
102	Lambert Stuart Jackson Hts78.
103	Schwartz Joel I NYC78.
104	Cohen Evelyn Brooklyn78.
105	Schnurbenah E Bronx78.
106	Lukas Vincent J Flushing77.
	Greenberg W Whitestone76.
	Gilbert Marta R Dayton NJ76.
109	Abramowitz G B Flushing76.
	Earls Sheila A Brooklyn76.
	Goldstein E B Bronx76.
	Scarimbolo A Brooklyn76.
	Sharff Carol M Forest Hills76.
	Kobyra P M Roselle Park76.
115	Goldstein Karen Brooklyn76.
116	Williams Helen Bronx76.
	Cresci Robert Staten Is76.
	Lazarus Denise Forest Hills76.
	(To Be Continued)

#### 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 4 p.m. Special hours for Thursdays are 8:30 a.m. to 4 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.

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 State Department of Civil Service are located at the World Trade Center, Tower 2 55th floor, New York 10048 (phone 488-4248: 10 a.m.-3p.m.); State Building Campus, Albany 12239; 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. Pederal titles have no deadline unless otherwise indicated.

Amazing "Burn-fat-by-the-hour" program **Developed by Doctors at Boston Medical School** 

**BURNS AWAY MORE FAT EACH** 24 HOURS THAN IF YOU **RAN 14 MILES A DAY** 

Incredible "Crash-Loss" Breakthrough Reported in Reader's Digest Works So Fast You Can Actually Measure the Difference in Your

Yes. LOSE up to 6 POUNDS the first 48 HOURS — LOSE up to 12 POUNDS the first 7 days — LOSE up to 4, 5, even 7 POUNDS MORE the next 7 days — and continue to burn away as much as 7 to 9 pounds more fat every 2 weeks thereafter, (if you still need it) ... until you've finally lost 50 — 70 — 100 pounds OR MORE — withest fastings, without constant will power, without constant page of bunger or a single moment of body-racking sxercise!

fasting, without constant willpower, without contast pangs of hunger or a single moment of bedy-racking exercise!

Recommended by the U.S. Government's very own doctors to members of Congress who want to lose weight fast. Hailed as the weight-loss "breakthrough of the century" by leading medical journals. here at last is the most effective No-GRUG program for FAST. HISTANT.—PERMANENT LIFETIME WEIGHT-LOSS ever made available to the public without a prescription!

WORKS SO FAST THE FIRST WEEK ALONE YOU LOSE AS MUCH AS 11/5 TO 2 POUNDS. OF BOTH FLUID AND FAT EVERY 24 HOURS! Direct from the pages of the M.Y. Times and Reader's Bigest comes reports of an incredible "fat burning" breakthrough by medical researchers at one of Boston's foremost medical schools! Reports of a new "crash-loss" program (featburing a remarkable natural substance) that safely yet surely steps up FAT-BURNING METABOLISM. forces year system to ATTACK building pockets of fat and starts to shrink and burn that fat in just a matter of hours!

Yes, from one of New England's leading medical centers comes the new SUPER FAT-BURNING METABOLISM. forces year system to ATTACK building pockets of fat and starts to shrink and burn that fat in just a matter of hours!

Yes, from one of New England's leading medical centers comes the new SUPER FAT-BURNER way to turn up your "inner furnace" unlock those clinging pockets of fat break them down SD FAST. You burn off excess builde at the unbelieveable rate of up to 8 POUNDS at beth fluid and fat GONE the very first weaked alone!

Think of it! You actually burn away more fat each 24 hours than if you ran 12 to 14 miles a day! Lose more inches each week than if you did 300 sit-ups each morning and 300 push-ups each might! Actually LOSE as much as A FullL SIZE THE FIRST 7 DAYS. and from 3 te 5 inches eff your waistline the very first weaked.

U.S. ARMY OFFICERS LOSE WEIGHT 3 TIMES FASTER THAN EVER SEFORE!

U.S. ARMY OFFICERS LOSE WEIGHT 3 TIMES FASTER THAN EVER BEFOREI TIMES FASTER THAN EVER BEFORE!

Case Histery #1: When medical researchers in Boston, New York, Philadelphia and Los Angeles first tested this new hi-amino concept on a scientific weight-loss program they repeated astonishing results of as much as 12 PQUNDS LOST IN JUST THE FIRST?

DAYS! — 16 to 18 pounds gone by the end of meek number two — and most min5-beggling of ali — U.S. Army Officers actually losing weight 3 times faster than ever before! As much as 50 PQUNDS GONE, like that!

WAISTLINES SHRINK UP TO 3 INCHES STOMACH

and as we've said before, starting not in weeks, but in mere days.

WAISTLINES OFF YOUR

THICKS

HIPS

LOSE UP TO 2 TO 5 INCHES OFF YOUR

THICKS

LOSE UP TO 4 INCHES OFF YOUR

STOMACH

AND YOUR SOPY OF YOUR

WAISTLINES OFF YOUR

THICKS

LOSE UP TO 4 INCHES OFF YOUR

THICKS

STOMACH

AND YOUR SOPY ON THICKS

TO A STOMACH

AND YOUR SOPY ON THICKS

THICKS

WAISTLINES

THICKS

THE YOUR

THE

take in their belts 3 notches smaller in just 10 days!

DOCTORS REPORT: AVERAGE LOSS — 57 POUNDS!

Case Histery #3: But most significant of all ... when universities, hospitals and medical schools, (such as New York's Leading Medical School and Cleveland's largest hospital) tested this newly discovered 'crash-loss program' on patients where all their lives had been hopelessly overweight. they reported astonishing losses of as much as 2 pounds a day at the start. 20 to 30 pounds a day at the start. 20 to 30 pounds a day at the start. FO pounds lost over a single sommer season! — by simply stepping up their fat-burning metabolism and harning, metting, suifizing 50, 70, 100 pounds of hard-set fat. FASTER, SURER than they had ever dreamed possible!

WORKS LIKE "POWDERED HEAT" — MAKES YOUR INNER FURNACE BREAK DOWN BOOF FAT!

What is this woodrous new development that helps safely stimulate fat-burning metabolism and shrink your body's fat cells the moment it starts working in your system? It is a totally new concept in the war against fat. An ANTI-FAT WEAPON unlike anything you've ever seen, or tried in your life A FAT-BURNING aid that helps you convert body fat to body fuel AUTOMATICALLY ... and EVAPORATE excess pounds and inches starting the very first day!

Think of it! A medically proven formula

ORATE excess pounds and inches starting the very first day!
Think of it! A medically proven formula that is such an effective reducing aid that is such an effective reducing aid that when combined with the food you eat on this "crash-loss" program burns off as much fat each 24 hours as if you jogged up to 14 miles a day or played 3 hours of lennis in the most hrutal heat!

The name of this wondrous amino formals is "THERA-SLIM-100" and here is precisely how you use it to win the hody and figure of your dreams as you.

LOSE UP TO 4 TO 6 INCHES OFF YOUR WAISTLINE LOSE UP TO 2 TO 5 INCHES OFF YOUR HIPS LOSE UP TO 3 INCHES OFF YOUR THIGHS

r Waistline In Just 24 to 4	8 Hours!
GIANT STEP into a whole new world of LIFE- TIME SLIMNESS.  Of course, there is one thing you must keep in mind. With the "THERA-SLIM-100" way to LIFETIME SLIMNESS you cannot	
gorge yourself on all sorts of fattening foods, candles and desserts. Not that you'd ever want to, because with "THERA-SLIM-100" — due to your new stepped up metabolism —	とし
besides enormous weight-loss you also experience a loss of hunger. Which makes it one of the easiest ways to lose weight fast. Now here's how simple it is:	
STEP #1 — YOU EAT In addition to the wide and tasty selection of food you en- joy morning and night, (all sci- entificially programmed to	नान ।
help maintain a high-level of FAT BURN-OFF) STEP #2 — YOU TAKE "THERA- SLIM-100" hi	WHI
amino compound. Once a day, you take "THERA-SLIM-100" in a glass of water, (just like refreshing fruit juice). This hi-amino intake helps keep the	CHI
fat-burning chain-reaction going ALL 24 HOURS OF THE DAY — NON STOP! STEP #3 — YOU HAVE AUTOMATICALLY STEPPED UP YOUR FAT-BURNING METABOLISM — SO YOU AUTOMATICALLY BURN OFF	401
EXCESS WEIGHT! In virtually no time at all, you make your inner furnace accelerate fat burn-off. Safely, gently, yet surely you cause a gradual change in your fat-burning metabolism as you "rev-	MA
up" that inner furnace. The result: Your body begins to eliminate stored-up fal and fluid at a rate so incredibly fast, the very first weekend alone YOU DRAIN AWAY AS MUCH AS 5 OR 6 POUNDS!	, 1 1
in short, with the "THERA-SLIM-100" weight-loss program, you force your body to automatically convert body fat to body fuel automatically shrink fatty cells drain off excess flab flush it right out.	- HOSPITALS - DOCTORS - AND SCORES AND SCORES OF OVERWEIGHT PATIENTS! NOW THE FINAL STEP IS UP TO YOU!
of your system ONCE AND FOR ALL!  Never before has medical science offered you a surer, faster, more effective weight- loss method, (short of total fasting) than this	REMEMBER: You must see dramatic results in just 24 hours — results you can measure with both your scale and your tape measure you must lose:
super fat-burning breakthrough development at one of Boston's Leading Medical Schools.	up to 6 lbs. the first 48 hours up to 12 lbs. the first 7 days up to 7 lbs. more the next 7 days

THE FACTS ARE INT THE RESEARCH IS DONE! THE INCREDIBLE WEIGHT-SLASHING RESULTS HAVE BEEN PROVEN BEYOND A SHADOW OF A DOUBT BY MEDICAL SCHOOLS

	Mead-Wilson Pharmacal, Dept. JPD-62 Caroline Read, Philadelphia, PA 19176
į	Yes, I want to burn away excess weight fast and permanently with this doctor's "crash-loss" program featuring amazing new high-amino compound "THERA-SLIM-

	100".
	Please rush me the offer I have checked below. If not delighted, I may return it in
	10 days and you will refund the full purchase price (except postage & handling, of course).
•	CHECK OFFER DESIRED:
	(#009) Full 10-Day Supply only \$7.95 plus 50¢ postage & handling.
	(#017) Full 15-Day Supply only \$10.95 plus 75¢ postage & handling. (#025) Full 20-Day Supply only \$12.95 plus \$1 postage & handling.
	(#033) Full 30-Day Supply only \$17.95 plus \$1 postage & handling.
	Amount enclosed \$ PA residents add 6% sales tax. Check or
	money order, no CODs please.

ork		ute .	C Harry Charge		
er. cal	BankAmericard/Visa American Express Credit Credit		U	Master Charge Bank Number	
is-	Name				

Address City. 5480

faster, more effective way to stash away people and the sure you show the sure you are in normal health and your only problem is obesity. Individuals with gout, heart discase, disabetes or pregnant women should not use it at all. As a matter of fact, we insist that you show this entire program to your family physician. ... have him check you requirely to make sure you're not losing too much, too fast ... and advise when you've lost enough. See if he doesn't agree that the "ThERA-SLIM-100" road to Lifetime Slimness, including the recommended progressive daily tonesp, isn't by far the most effective approach to the conquest of obesity ever developed by medical science.

Apt. # ...... Div. of American Consumer, Inc.

IF YOU READ NOTHING ELSE - READ THIS!

#### 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.

#### **New York State**

ADIRONDACKS-AUSABLE ACRES Jay, N.Y. Furnished, Year-Round Vacation Home, 1/2 year-old house. Sleeps 8, 16 miles from Lake Placid. \$35,000.

516-561-0278.

BINGHAMTON, 75 ACRES PLUS, 3 BR mobile home. \$35,000 complete! 1/3 mi frm river. Gd hunting. 607-655-2070.

SCHOHARIE CO. NY

Jefferson St., Rie 10, Raised ranch, six rms - 3 br, 1½ baths, 4 yrs old all elec. All app. one car garage in full basement. Wall-wall carpet drilled well one mile to town. New TV, antenna with rotar insulated 607-652-6971.

#### Lots/Acreage

CLIFTON PARK - Rare 5 Acre Parcel, 204 ft. frontage. 1050 ft. deep. In prestigious residential area. Terms negotiable. 518-371-5310, Al Deigaudio, Sr.

CARMEL VIC. 1 acre lake and beach rights, utils, school, bus, wkdays 212-OR4-5930, wkends 914-225-3237.

PINE BUSH Vic - Approx 2 acre choice parcel in lovely country setting, level frontage, slow rise w/panoramic wooded plateau. All utils, brook, magnif homesite, \$9000. Owner 914-733-1393.

#### Vacation/Leisure Homes

GRAHAMSVILLE-New 3 BR, bi-lev. : hrs NY, to taxes, deck, rec rm, fully eqpd kif, gar, 1-6 acres, beginning at \$38,500. Princs only 9-5 Mon-Fri. 212-684-

#### Apts. Bronx Senior Citizens

FINDLAY HOUSE

1175 FINDLAY AVENUE BRONX, NEW YORK EFFICIENCY AND 1 BEDRM APTS For Senior Citizens housekeeping provided, 24 hour crity and registered purse

security and registered nurse available for emergencies. Lunch and dinner provided with dietary laws observed. Recreational

293-1500 - Ext 325

#### **Columbia County**

COPAKE LAKE-4BR, 3 bth, mod furn home near ski, golf, tennis, swim. F Sale or Rent 212-874-6805; 518-329-0951.

#### Delaware Cty.

STAMFORD vic. Cust bilt new alpine style home, 10M ac, quiet cntry rd, 3 BR, cust Elk, color tile bth, xtre lg LR/DR, w/bmed cath ceil, full bsmf, spectacular vus, pand, nr hunt, ski 8 golf, asking low \$40's, owner. 212-376-2013.

#### Long Island

VALLEY STREAM

S.D. No. 13 WIDE-LINE CAPE, 4 BR's, 2 BTHS, LNDRY RM, COUNTRY KITCH, LR/FRPLC, FORMAL DIN.RM., LOT SIZE 99×165', MID \$50's.

PRINCIPALS ONLY. 516-825-6993 Eves. + WEEKENDS

#### Nassau-Suffolk Co.

BROOKVILLE VIC. - BAYVILLE 4 BR Col. - Taxes \$1,900. Water Vu, Cathedral Ceiling, Liv Rm, Florida Rm, Panelled, Eat-In Kit., Family Rm, Panelled & Carpeted Basement. Professional Landscape, Underground Sprinkler & Private Tennis, Beach and Boat Rights, Ask-ing \$72,500, (212)541-9890 9 am - 5 pm. or 516-628-1518

SAYVILLE—Exec area. Must sell, husband trans. 2200 sq. 1t 5 yr super L ranch. Fieldstone fnt. 2 BR. 2 bth, 2 gar, bsmt. Prof Indscpd, slate patio, 2-zone heat. Parquet firs, w/w crpty. All appl. \$10,000 below market. Best offer over \$50,000. \$16-567-1839.

INWOOD LO TAXES MUST SELL! 2 FAMILY, 80x100" CORNER HOUSE 10 ROOMS, ATTACHED GARAGE, FULL BSMT. ALSO SUITABLE FOR LITTLE BUSINESS. LO 50's

516-371-3161

OCNSIDE

LO TAXES MUST

# Cozy & Charming 6 Rm Splanch

immaculate! Just redecorated w/ country French kitch & all apincs, w/w, atchd gar, storage bsmt, circ drvway, fncd w/gorgeous landscpd 80x100 much more. Convenient & MAGNIFICENT! Very gd schl dist. Lo \$50s, 516-371-3161.

ROCKYL CTR, New Designed DUPLEX 2-FAM TOWNHOUSE 3 bdrm 2½ bth in each. Open Today.

11-6. 9 North Marion Pl. 516-678-5158; 516-BA3-3812 516-766-3331.

W. HEMP-4 BR Tudor, LR/fpl, DR mod Elk, 1½ bth, fin bsmt/½bth, walk everything, \$57,000. Ownr 516-489-1786.

WANTAGH, Forest City, col. mth/-daugh, 5 bdrm, 2 bth, 2 kit, fin bsmnt, gar, mint cond, xtras \$57,500 516-785-5254.

#### Rockland Co.

HILLCREST, NORTH

Must sell - best buy. Xtra irg split, tremendous amt Xtras, inc. central air Calif rm, fireplace, 4 BR, 2½ baths, 556,900, 914-352-6877 or 212-354-9767.

GRANDVIEW UPPER Magnit Hudson view fr house w/3 BR, 2 LRs, den, fin skylit attic. Gar, 1 bth, lo txs & utilities. 914-353-0534

#### Suffolk Co.

Cutchogue/WALK TO WATER

Beautiful home for large family or mthr/dtr, 1 acre, 4 BRS, TV Rm, LR, DR, Lg den w/fireplace, big kitchen, 2 full baths, laundry rm, bsmt, 2 car gar. 4 yrs old. \$79,000. (516)734-7333.

HUNT-Northport—4 BR Hi Ranch on cul-de-sac, EIK, LR, DR, fam rm, 2½ bth. Fencd in yard suitable for pool or tennis. 2 car gar. lax16 redwood dec. Storage galore. Possbi mthr/dtr. Excel cond. Princpls only. 516-757-5230. s59, 500.

MEDFORD-4 BR Ranch, 2 bths, eat-inkit, Liv'g, Din'g, jalousied porch, 1/2 acre+ completely fenced, undgrnd. sprnkir, syst., \$39,990, 516-654-2051.

SMITHTOWN Sprawig 4 BR ranch on magnificially indscpd, complipyt facid in corner lot. LR, DR, famrin, 2fpics, mod kit, ig indry rm, appics, Sauna, 3 bth, 20x40 ingrd pool, 2 cabanas sprnklr syst, etc.etc. Due to ill health owner must sacrifice at reduced price of \$89,500. 516-724-7474.

#### Sullivan Co.

NEW RANCH 4 mi. from middletown Minisink School, great neighbors, 3 bedrooms, heavy insulation, principals only, terms, nites 914-386-4880, days 343-

#### Ulster Co.

#### **ELLENVILLE AREA-6 ACRES**

1 fam hse, 4 BRs, 1½ bths, w/br/fpl, in-grnd pool, w/w cpt \$60,000. 914-647-6131; 212-436-6765.

#### **New Jersey Investment Property**

Investment property. 14 acres commer-cial land improved with 165,000 sq. ft. of leasable area with a current gross in-come. Realtor \$700,000 all cash. 201-361-7861

#### Real Estate - Penn.

POCONOS, Magnif 20 mi view, truly 1 of a kind on 1.642 acres, 3 lrg BR, 2 full bth, w/w crptng thruout, GE micro-wave U-kit w/all xtras imaginable, full wall mrbl fplc. GE heat pump for this energy efficient home. Full bamt w/steel beams, thermopane wndws & drs. This is a builder's home in an exclusive neighborhood, w/all the xtras. No short-cuts. Much, much more. Mid \$90s. Call 717-992-4946.

### Real Estate

#### CENTRAL FLORIDA

Quiet Country Living in beautiful in-dian Lake Estate Florida — 812 Granada Drive. 6 large rooms, modern 2000 sq. 84, central heat & air — beautiful wood lot — 6 blocks from largest lake in Polk County — 18 hole golf course & large Country Club right in the development. Owner transferred. Will sacrifice. \$39,500 or best offer. Call or write Owner: GEO. C. RANKIN Ashley West 1 A

Ashley West 1 A 9616 Kingston Pike Knoxville, Tenn. 37922

Tel. 1-615-690-5384 or Fla. 1-813-692-1588.

#### Real Estate - M.H.

#### WINDHAM N.H.

5 year old Gambrel, 12 rooms, 6 BR, 2 bth, low taxes on 34 ac, overlooking Canoble Lake, 5 mins to Rt+93, 40 mins n. 568,500. Call 603-893-0607

> Real Estate Costa Rica

#### COSTA RICA

Coffee farms - beach properties - business investments and retirement homes. Call or write: Andy Best: Gene Hall & As-sociates, 4449 N. 12th St., Phoenix, Arizona 85014. (602) 277-9706.

#### **Business Opportunities**

#### WANTED DENTIST

Who is interested in large general practice emphasizing prosthetics. Gross s250,000. Same location 35 years. 3 Chair Office, fully equipped most modern equipment. 3-Man lab. 3 well-trained experienced assistants. Position available for employment, partnership or purchase. Wonderful opportunity for right dealist. right dentist.

Write or call:
DR. SAMUEL R. MEIL
103 RHONDDA DRIVE
SCRANTON, PA. 18505 717-343-2030

#### Help Wanted M/F

BAND DIRECTORS
Principals, coaches. Out-

Principals, coaches. Outstanding opportunities for person with experience in the educational field. Sales position to begin in January, with an s18,200 annual draw plus excellent +/-)33)/3 and training program, and good fringe benefits. Positions are available in several locations.

Join a growing and financially strong corporation.

Send resume to:
Princeton Industries Corp.
Attention: Vice President of
Marketing
Main at Garfield
P.O. Box 399
Princeton, Indiana 47670

Models for TV, Fashion, Commercials Shows, Advertising, Apply I-6 p.m. this week. Over 18. Beginners & Professionals. The Twelfth Circle.
225 W. 57th St. NYC Rm 404

#### **Public Notice**

#### POOR MEMORY 60-85

Persons suffering from mild symp-toms to moderately severe symptorns of poor memory or confusion & discrientation may qualify to volunteer for evaluation & participation in program with new medication. Write giving age (60-85), phone number & a brief summary of sympnumber & a brief summary of symp-toms & medical history to: Geriatric Study Program, Millhauser Laboratories, Rm 314, NYU Medical Ctr, 550 First Ave., NYC 10016.

#### SERVICES

#### INFERTILITY

For Previous Surgical Sterilization? Ready to Adopt? WAIT! INFO 935-9098



#### Mortgages & Loans

#### LOANS & FINANCING

All types available for all your needs. Personal or business. Any

Call Mr. Richmond (212) FL4-7731

**DIVORCE MATTERS** CRIMINAL MATTERS HOUSE CLOSINGS **ACCIDENT CASES** BANKRUPTCIES

Paul Rudder Esq. Nassau-Suffolk (516) AX 4-8090

Queens—Brooklyn Bronx—Staten Island & N.Y.C. (212) EG 4-9280 5.....

A Great Xmas Gift For the Apartment Person

UNIQUE

Hand-Crafted Red Oak

Plant Hanger **Bracket** Hand-rubbed oil finish 8" swivel arm \$12.95

RUSS KEIL Box 263, Dept. C, Hinesburg, Vermont 05461

#### Be A Foster Parent MAKE YOUR NEXT CHILD ONE OF OURS

The Catholic Home Bureau is seeking Foster families for children from infancy to 18 years. Many of the children are placed as family groups of two or more; some have special reads. needs. The agency pays the cost of room, board, clothing, and medical services.

CAN YOU SHARE YOUR HOME AND YOUR LOVE?

Catholic Home Bureau 1011 First Avenue New York N.Y. 10022 (212) 371-1000, ext. 302

Be A Foster Parent

#### Exclusive! Genuine Pride of IRAN PREMIUM NATURAL

### Pistachio Nuts

est from Iran. Larger! Pincest in to open! The very some with are-

Served by the Shah of Iran

Germack Pistachio Co. 6500 St. Aubin Ave., Dept. C Detroit, Michigan 48211 Established in 1924

#### INVESTMENT GUARANTEE \$360 NET PER WEEK PART-TIME

Our program features the new pop-top hot foods. All are nationally-known brands such as beef stew, spaghetti and meat balls, macaroni and cheese, etc. All accounts are secured by us in office buildings, schools, industrial plants and hospitals. In your area, We need reliable people in your area to ser-

WE PROVIDE SECURED TO-LOCATIONS IN YOUR AREA, INVESTMENT GUARANTEE, COMPANY FINANCING, WHOLESALE OUTLETS, ONE YEAR FACTORY WARRANTY PARTS AND SERVICE.

You provide 8-10 hours your choice

weekly, serviceable automobile, be ready to start in 30 days, minimum investment \$2400. Phone Toll-free 1-800-824-5136. Ask for Operator 24. Or, write Hot-Food Division, 4470 Chamblee Dunwoody Rd., Suite 250, Atlanta, Ga. 30341.

**Legal Service** 

LEGAL SERVICE House Contract
 Closing . . . \$200
 Wills . . . . . \$50
 Consultation . .No Fee STANLEY BOGAL

Afterney at Law (516) 433-8311

N.Y. LEGAL SERVICES
DIVORCES(uncontested)
BANKRUPTCY(indiv/vol)
SEPARATION agrmnt(simple)
NAME CHANGE
WILLS (Simple)
INCORPORATION \$75 \$175 \$40 \$170

FREE INITIAL CONSULTATION ALL 5 BOROUGHS 212-221-4534



DOGE. 12 years press serving. Exper. guides, f ping. For Info., Brochur ervations, write or phone AR SWIFT—BLACK B Wellsberg, Pa. 1991 h: 717-724-1500

LIDO'S GAME PRESERVE DEER HUNTERS
BOW & RIFLE HUNTERS
VAST ACREAGE,
FOOD & LODGING

PHEASANT, QUAIL, CHUKAR, PARTRIDGE Ducks, Geese. All N.Y. State game in season. RD No.2, Dept. C. Hillsdale, N.Y. 12529 518-329-0992

# TO HELP YOU PASS

#### GET THE ARCO STUDY BOOM

Accountant Auditor Administrative Assistant Officer 2.00 Assessor Appraiser (Real Estate) Attorney 5.00 Auto Mechanic Beginning Office Worker Beverage Control Invest. Bookkeeper Account Clerk Bridge and Tunnel Officer Building Custodian 4.00 6.00 5.00 8.00 5.00 8.00 6.00 8.00 4.00 **Bus Maintainer** Bus Operator Captain Fire Dept. Captain P.D. Cashier Civil Engineer Civil Service Arith. and Vocabulary Civil Service Handbook Clerk N.Y. City Complete Guide to C.S. Jobs ... Computer Programmer Const. Supv. and Inspec. Correction Officer Court Officer General Entrance Series General Test Pract. for 92 U.S. John Lt. Fire Dept. Lt. Police Dept. Electrician, ..... Electrical Engineer Fireman F.D. 5.00 Nurse (Practical and Public Health) 6.00 4.00 5.00 6.00 PACE Pro & Adm Career Exam .... Parking Enforcement Agent Police Administrative Aide Dictitian 5.00 4.00 6.40 1.45 H.S. Diploma Tests H.S. Entrance Examinations Homestudy Course for C.S. How to get a job Overseas Hospital Attendant 4.00 5.00 5.00 5.00 Housing Assistant Investigator-Inspector Laboratory Aide 8.00 Machinists Maintenance Man 6.00 4.00 Maintainer Helper A and C Man & Admin Quizzer Professional Traince Admin. Aide Railroad Clerk Sanitation Man School Secretary Sergeant P.D. Senior Clerical Series . Social Case Worker Staff Attendant and Sr. Attendant Stationary Eng. and Fireman ...... 8.00 Storekeeper Stockman Supervision Course 6.00 8.00

# ORDER DIRECT—MAIL COUPON

Other Suitable Study Material for Coming Exams

Vocabulary, Spelling and Grammar Contains Previous Questions and Answers and

5.00

LEADER PUBLICATIONS INC.

Transit Patrolman

Address \_

233 Broadway, New York, N.Y. 10007

Please send me ..... copies of books checked above. I enclose check or money order for \$ .

Add 50 cents for possage and handling and 8% Sales Tax.

City -State

BOOKS NOT RETURNABLE AFTER 10 DAYS

### DO NOT GET DIVORCED!!!!

BUT IF YOU MUST . . .

LAW OFFICE

#### STEVEN POLEN

UNCONTESTED DIVORCES . . . \$230 INDIV. VOLUNTARY BANKRUPTCY ...\$230

Free Consultation. No Additional Charges.

All Court Fees and Costs Included ...

80 FIFTH AVE., SUITE 806, **NEW YORK, N.Y. 10011** 

(212) 675-4637

•Mon-Fri 9-7; Sat 9-1

#### A Conference on the New Copyright Law

December 14-16, 1977

VIRGINIA POLYTECHNIC INSTITUTE & STATE UNIVERISTY

four major topics — Audio-Visual, Print, Music, and Broadcast materials will be discussed by a team of experts

CONTACT Stanley A. Huffman, Jr.
Director, Learning Resources Center
105 Patton Hall
Virginia Polytechnic Institute & State University
Blacksburg, Virginia 24061
(703) 951-6664

#### MOHAWK VALLEY SECURITY PATROLS INC.

WHAT CAN WE DO FOR YOU?

We can supply uniformed or plainclothes security guards.

We have armed or unarmed We have an anti-shoplifting ser-

We can handle your traffic control needs.

We have a motor patrol service to check your business, home or summer camp.

We have a "SPECIAL FAIR SECURITY TEAM" to handle fairs and field days.

We have an escort service for making bank deposits.

We have a body guard service.

We can render services to construction sites.

We can render services to in-dustrial plants and factories.

JOSEPH MICHAEL LEONE, SR.

Frankfort, N.Y. 13340

(315) 733-1127

N.Y. State Licensed & Bonded License No. 1009

### If you want to know what's happening

to your union dues

to your chances of promotion

to your next job

to your next raise or COLA

to your city

### 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 er filled with the governm

You can subscribe on the coupon below:

#### CIVIL SERVICE LEADER 233 Broadway 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

NAME	-	
DDRESS	-	
CPEV		Zin Code

#### **TRAVELING** ???

#### make certain the water you drink is bacteriologically safe

Take along the new, pocket-sized WALBRO WATER PURIFIER that kills dangerous bacterla in drinking water . . . Instantly . . . no pretreatment required



On trips, there's always a chance the water you drink ... or brush your teeth with ... may be contaminated by dangerous, disease-causing bacteria. So play it safe, Take the new, pocket-sized Walbro Water Purifier with you; weighs only 3½ oz. Then you can make certain all your drinking water is bacteriologically safe, simply by pouring it through your Water Purifier.

NASA-approved

NASA has tested the bacteria-killing filter in the Walbro Water Purifier, and found it so effective that it is now specified for use on all future space flights. Easy to use anywhere, the Walbro Water Purifier is guaranteed to give you a minimum 100 gallons of bacteria-free water, equal to three 12-bz, glasses a day for one year.

Order Today — Money Back Guarantee — Mail coupon or CALL TOLL FREE (600) 521-2866

-	
	Water Pollution Control Systems, Inc. 3001 South State St., Ann Arbor, Mi 48104
	Please send meWalbro Water Purifier(s) @ \$25.00 ea. (postage included). I understand I can return my purchase within 30 days if not satisfied and get my money back.
	My check or money order is enclosed.
	Charge to my credit card number:
	□ American Express □ Master Charge □ Visa
	Card No Exp. Date
	Name
	Address
	C+- C+++ + T+

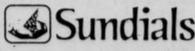


No more kindling collecting! Less than a cup of kerosene or charcoal lighter fuel will have your

fireplace or woodstove crackling warm in minutes.

Safe, economical, convenient and made from

lifetime quality stove iron (11" x 3\%" x 1\%").



P.O. BOX H-22 Dept. CL NEW IPSWICH, N.H. 03071

Please rush me Fivestames at \$13.05 pot (2 for \$24.95 apd.)
Check enclosed Credit card MC VISA ACT # ACT # ... STATE

# PET SHIRT

Now you can have Any Breed of Dog, Cat, or Horse artistically reproduced on Dog. Cat, or Horse artistically reproduced on a variety of high quality shirts. T-shirts: (White, 5.95). (Gold or Lt. Blue, 6.95). Jerseys: (Natural body with colored sleeves, 7.95) Sweat Shirts: Long sleeve (White, 8.95). Sizes: Men's: S, M. L, XL. Children's: S(6-8). M(10-12). L(14-16), XL(18). Get them for the whole family. Add 75 cents per shirt for postage and handing. Send check or money order

All-Breed Shirt Co., Dept. CL11, 400 First Ave. No., Mpls., MN 55401



THE EDGEWOOD INN MAIN ST., NEW LONDON, N.H.

603-526-2171

Small country inn located 2 miles from King Ridge Ski area and 20 miles from Mt. Sunapee Ski area. Peter Christian's Tavern located in the inn offers fine handmade meels and strong waters Come join up!!!

#### WILD BOAR HUNTING

In Tennessee, Open year round Trophy WILD BOAR, RAM, MT. GOAT, TURKEY & Other exotic game. BEAR for special hunt.

CROOKED CREEK HUNTING LODGE

Box 724, Jamestewn, Tenn. 38556 Day phone: 615-879-8089 Night: 615-879-8440 Lodge located in the famous Alvin C. York Country in Tenn. Free brochure on request.

A new design for this Christmas season... our 2-quart Bean Pot combines Rowantrees distinc-

into a functional serving piece. A great gift. It can also be used as a can nister or cookle jar.

Hill, Me. 04614 Tel. 207-374-5535



ADVENTURE AMERICA FEATURES THE LARGEST SELECTION OF PRE-OWNED MOTOR HOMES IN THE WORLD

This week's advertised specials.

'71 BLUEBIRD WANDERLODGE, 31

528,000. '74 BLUEBIRD WANDERLODGE, 31 must go this week. Reduced to \$38,900.

'73 31' EXECUTIVE. Extremely clean, loaded with extras only \$19,900.

27 more to choose from starting from

Call Adventure America Motor Home, Brokers, Greensboro, N.C. (919)292-





PHONE

# 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 PUBLICATIONS INC. 233 Broadway 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.

**ADDRESS** 

# CSEA CONVENTION REPORTS, PHOTOS



Robert Williams and Jean Frazier, both delegates from Pilgrim Psychiatric Center Local 418, pause to exchange opinions between one of the many business sessions scheduled during week-long convention.



Long Island Region I supervisor Edwin Cleary talks with CSEA director Ethel Ross (Judiciary) about problems involving the Region's Judicial employees. Southern Region III supervisor Thomas Luposello and Capital Region IV supervisor John Corcoran are visible in background talking with other members.



County Division chairman Joseph Lazarony, left, CSEA director representing Rensselaer County, confers with County Division executive director Joseph Dolan as they wait for delegates to assemble.

(Leader photos by Ted Kaplan)

# **Constitution And By-Laws Committee Report**

The report of the revision of Constitution and By-Laws committee was presented by chairman Kenneth Cadieux, of Nassau County Local 830, at the 67th annual meeting of CSEA delegates last month at the Concord Hotel. Other committee members are William Roberts, Nicholas J. Cimino, Joseph Kenney, Eugene Nicolella, Audrey Snyder, Earl T. Mayfield, Sr., and Karen A. White.

THE FOLLOWING ITEMS WERE PRESENTED TO THE DELEGATES FOR A SECOND READING AND, PASSED, ARE NOW PART OF THE CSEA CONSTITUTION:

1. The following amendment was proposed by the Methods and Procedures Committee (formerly the Committee to Restructure CSEA) in its report to the Delegates in October, 1976. The amendment was referred to this Committee:

Article IV, Section 5 "Officers"

"(a) ELECTION. Officers of the Association shall be elected by secret ballot in odd-numbered years in the manner prescribed in the by-laws. They shall hold office for a term of two years or until their successors shall have qualified, commencing July 1st in an odd-numbered year. Vacancy in the office of President shall be filled by the Executive Vice President. Vacancies in the office of Executive Vice President shall be filled by the Board of Directors by appointing any one of the six Vice Presidents. A vacancy in the term of any of the Vice Presidents shall be

filled according to the Constitution and By-Laws of the respective regions. Vacancies in the office of Secretary and Treasurer may be filled for the remainder of the term by the Board of Directors. Commencing with the 1979 election, no statewide officer shall be an officer of a local or unit if such officer is serving on a paid basis from CSEA, exclusive of the honorarium or expenses approved by the CSEA Board of Directors."

Explanation: The Committee recommends approval of this amendment on the basis that one individual cannot effectively conduct the business of both a statewide office and a local or unit office at the same time.

2. The following amendment to Article VIII of the Constitution entitled "Delegates" was proposed from the floor of the Delegates' meeting in October, 1976 and referred to this Committee. The

amendment would add a new paragraph to the existing Article:

"ARTICLE VIII DELEGATES"

ENTIRE ARTICLE REMAINS THE SAME

New Paragraph:

"When State and/or County Division Delegates meet in official session, the motions passed with regard to items affecting solely their respective divisions and not the Association general policy shall be presented to the delegate body by the respective Chairman for informational purposes only."

Explanation: The Committee recommends approval of this amendment. This amendment refers only to the regular order of business of the State and County Division Delegate meetings and does not seek to grant the power of the general delegate body upon the two Divisions.



CSEA director Roger Solimando (Oneida County) gestures emphatically as he participates in meeting of County Division delegates

# **Contingency Action Planning Committee Report**

The report of the contingency action planning committee was presented by chairman Alex Bozza, of Nassau County Local 830, at the 67th annual meeting of CSEA delegates last month at the Concord Hotel. Other committee members are Alfred Farone, William Fleury, Madeline Mackey, Mary Moore, William Sohl, Vincent Speciale and Robert Stelley.

The Contingency Fund of CSEA, Inc. grew substantially in the fiscal year ending September 30, 1977. In the upcoming year, the fund will reach one million dollars, barring unforeseen circumstances.

The proposed state job action of April, 1977 was averted at the last moment only because we had the strength to survive to those final hours. We must continue to provide for those times of need so that when the membership calls, we will have the assets to attend to their needs.

CONTINGENCY FUND STATEMENT OF ASSETS, LIABILITIES AND FUND BAL-ANCE AT SEPTEMBER 30, 1977:

Cash in Checking Accounts
Cash in Savings Accounts
Accrued Interest Receivable

Accrued Interest Receivable
TOTAL ASSETS
LIABILITIES:

Due to General Fund

FUND BALANCE (See Below)
TOTAL LIABILITIES AND FUND BALANCE

\$ 1,591 797,678 9,817 \$809,086

> \$807,606 \$809,086

STATEMENT OF REVENUES, EXPENSES AND FUND BALANCE FOR THE YEAR ENDING SEPTEMBER 30, 1977:

REVENUES:

Contribution from CSEA, Inc.—General Fund
(\$1.00 per member, per year)
Interest Earned
Reimbursement of Prior Year Expense
TOTAL REVENUES

EXPENSES:

Membership Support

EXCESS OF REVENUES OVER EXPENSES
FUND BALANCE OCTOBER 1, 1977
FUND BALANCE SEPTEMBER 30, 1977

\$247,028 1,480 \$245,548 562,058 \$807,606

\$209,000

34.284

3,744

	_ ]			
1				
		1	2	
			1	

As delegates conduct business, Robert Holly, Labs and Research Local 665 operational vice-president, records the proceedings on film for replay on the closed-circuit weekly television program that certain CSEA members put together in Albany.

# Open Continuous State Job Calendar

Title	Salary	Exam No.
Accounting, Careers In		20-200
Actuary (Casualty), Associate		
Actuary (Life), Associate	\$18.369	20-520
Actuary (Casualty), Principal	\$22,694	20-417
Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14 142	20-519
Actuary [Casualty], Supervising	\$26.516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Dental Hygienist	\$ 8 523	20-107
Dentist-In-Training		27-679
Dentist I		27-629
Dentist II	\$25 141	27-680
Dietitian Trainee	\$10 119	20-888
Dietitian	\$10,714	
Distition Communician	\$10,714	20-886
Dietitian, Supervising Electroencephalograph Technician	7 7 4 1 4	20-000
E-circoncephalograph Technician	* /,010	
Engineer, Assistant Sanitary	37 \$13,142	20-122
Engineer, Junior \$11,3 Engineer, Senior Sanitary	3/-\$12,2/5	20-109
Engineer, Senior Sanitary	\$17,429	20-123
Food Service Worker		20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Legal Careers \$11,1	64-\$14,142	20-113
Librarian, Public	\$10,1	55 and up
Medical Record Administrator	\$11,337	20-348
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aid Trainee	and and a	100000
(Reg & Spanish Speaking)	\$ 7,204	20-394
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric) Nurse II (Rehabilitation)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nurse, Health Services \$10,7	14-\$11,489	20-333
Nurse, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$14,880	20-139
Occupational Therapist		
(Reg. & Spanish Speaking	\$11,337	20-895
Occupational Therapist,	The second second	
Occupational Therapist, (Reg. & Spanish Speaking)	\$12,670	20-894
Physical Therapist	-	20-177
Physical Therapist Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant I & II		
(Spanish Speaking)	\$ 9,029	20-175
Physician, Assistant Clinical		
Physician I, Clinical	\$27.974	20-414
Physician II, Clinical	\$31.055	20-415
Physician I, Compensation Examining	\$27.942	20-420
Psychiatrist I	\$27.947	20-390
Psychiatrist II	\$33.704	20-391
Radiologic Technologist, Radiologic	433,10	20-371
Technologist (Therapy) \$8	051-\$10.27	4 20-334
Stationary Engineer	¢ 0 54	20-334
Stationary Engineer	\$ 7,540	20-100
Stationary Engineer, Assistant Stationary Engineer, Senior	\$14,14	20-303
Stationary Engineer, Senior	\$10,71	20-101
Varitype Operator	9 0,81	20-307
Vocational Rehabilitation Counselor	\$14,142	2 20-140
Vocational Rehabilitation Counselor Trainee	\$11,98	3 20-140

You may contact the following offices of the New\*York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above, well as examination for Stenographer and Typist.

State Office Building Campus, First Floor, Building I, Albany, New York 12239 (518) 457-6216.

2 World Trade Center, 55th Floor, New York City 10047 (212) 488-6600.

Suite 750, Genesee Building, West Genesee Street, Buffalo. York 14202 (716) 842-4261.

Details concerning the following titles can be obtained from Personnel Offices of the agencies shown: Public Health Physician-NYS Department of Health, Tower

Building, Empire State Plaza, Albany, New York 12237.

Specialist In Education—NYS Education Department, State Education Building, Albany, New York 12234.

Maintenance Assistants (Mechanic) Motor Equipment Mechanics-NYS Department of Transportation, State Office Building, Albany, New York 12232.

You can also contact your local Manpower Services Office for examination information.

# **OPTOMETRIST**

A Complete Quality Service

- EYES CAREFULLY EXAMINED
- GLASSES EXPERTLY FITTED
- DESIGNER FRAMES
- HARD AND SOFT CONTACTS

110 STATE ST. ALBANY

(518) 436-4361 By Appointment

BRING YOUR J.D. CARD

# Aides Best New Rochelle In Suit

NEW ROCHELLE - Two city employees, represented by the Civil Service Employees Assn. and let go when the New Rochelle City Council voted to abolish their jobs, have been reinstated with backpay by

the state Supreme Court. In separate decisions, the court ordered Barbara Kendall restored to permanent status as a senior typist and Fred Zilker as urban renewal administrator.

The employees were represented by Arthur H. Grae and James M. Rose, CSEA regional

Mr. Zilker lost his job in March 1976, after the City eliminated the urban renewal administrator position and created a deputy director of development post.

Both changes, according to the City, were designed to reorganize the department of development. Mr. Zilker, with the department since 1963, contended the urban renewal administrator and deputy director of development responsibilities are the same.

The development position was created by the City Council by resolution in 1975. At the request of the City Manager, the resolution was amended three months later, replacing the position of assistant to the director of development with the deputy director of development post.

Judge William A. Walsh Jr. ruled that the New Rochelle city charter clause providing for an urban renewal administrator can only be revoked by the passage of another charter and not by simply abolishing funds for the position.

Judge Walsh ordered the city to either reinstate Mr. Zilker with backpay or to certify him for the deputy director of development position.

In the Kendall case, Judge Anthony J. Cerrato found that the City had acted in bad faith when it replaced a senior typist with a word processing machine op-

According to Mr. Grae, the change took effect when the City replaced its IBM electric typewriters with more sophisticated Xerox Corporation machines. Ms. Kendall lost her job in December 1976, to a woman trained to use the new equipment. The City said it eliminated her position as a senior typist.

Ms. Kendall's suit contended that "word processing machine operator" was in fact another way to say "senior typist." The judge agreed, ruling that "the job was not in reality eliminated but, in essence, continued under a different job title."

Special State Rates \$16.00 Single \$23.00 Twin 444 WESTERN AVENU ALBANY, NEW YORK Tel. (518) 438-3594

ALBANY

**51 9**95 STATE RATE

1230 WESTERN AVE - 489-4423 Opposite State Campuses

# The Drinking Driver

By WILLIAM R. WILLIFORD

The drinking driver is potentially anyone of us who happens to drink too much and then chooses to drive.

Drinking drivers range from those who are celebrating their 50th wedding anniversary to those attending their first high school dance; from the person who was drunk once, was involved in an automobile

accident, and regrets it for the rest of his life, to the sick alcoholic who drives intoxicated every

The intoxicated driver is a serious danger to

himself and to all of us who use the highways. National studies indicate that the drinking driver is involved in over 50 percent of all traffic fatalities and in 70 percent of all traffic accidents. In New York State each year, this accounts for over 2,000 traffic deaths and over 250,000 seriously injured people. We can all begin to solve the drinking driver

problem by learning more about alcohol and its effect on driver ability. Each drink we take increases our blood alcohol concentration (BAC). The greater the amount of alcohol in the bloodstream, the greater our chances of becoming involved in a traffic accident. In New York if you have a BAC of .10 percent or higher, while driving, you could be arrested for driving while intoxicated (DWI).

According to research tests, the risk of a person becoming involved in a crash begins to increase at 0.5 percent BAC. At a BAC of .10 percent, a person is about seven times more likely to crash than if he were sober, and at .15 percent BAC, a person is 25 times more likely to have an accident.

We should all be able to estimate our BAC. With beer or wine, a 150-pound person should multiply the number of drinks by 0.2 and subtract from the total .02 for each hour beyond the first hour of drinking. Thus, if during the holidays, you are visiting relatives and have eight beers in three hours, can you drive home safely? You feel "great" but can you drive safely? The answer is no, and if you were stopped you could be arrested for driving while intoxicated.

Do you know how to estimate what your BAC would be if you had eight beers in three hours? Eight drinks x's .02 percent BAC for each drink = .16 percent BAC . . . then . . . Subtract .02 percent BAC for each hour beyond the first hour of drinking .02 x 2 hours =

> .16% BAC from 8 beers .04% BAC (Body Oxidizes .02% per hour)

.13% BAC level (legally intoxicated)

A person drinking a Martini or Manhattan should multiply the number of drinks by 0.4 percent. Another consideration is body weight. The lighter one is the greater the BAC effect of each drink.

For more information on drinking and driving contact your local Department of Motor Vehicles or County Council on Alcoholism.

# The Dec. 17 Test For Uniformed Court Officer

Start Your Study Program With An Arco Study Book At The Leader Book Store 233 Broadway, 17th Floor New York, New York 10007

Contains Previous Questions and Answers and Other Suitable Study Material for Coming Exams

\$800

#### ORDER DIRECT—MAIL COUPON

LEA	DER PUB	LICAT	IONS	INC.		
233	Broadway	, 17th	Floor,	N.Y.,	N.Y.	10007

Please	send	me	******	copies	of	Court	Officer

I enclose check or money order for \$ ...... Add 50 cents for postage and handling and 8% Sales Tax.

Name Address

City State BOOKS NOT RETURNABLE AFTER 10 DAYS

# Retiree Leaders Voice Concern For C-O-L Pension Improvements

Delegates from the Civil Service Employees Assn.'s 15 Retiree Locals met separately Oct. 11, 1977, during the annual CSEA Delegates Convention at the Concord Hotel. Minutes from this meeting were prepared by CSEA retiree coordinator Thomas Gilmartin from tapes. The tapes, Mr. Gilmartin notes, will be saved for one year for possible reference.

. . .

Retirees Committee Chairlady Nellie Davis explained that, to accommodate our busy speakers, she had agreed to present them at the top of the agenda of this meeting. She then introduced Mr. Bernard Ryan, CSEA's Director of Legislation.

Mr. Ryan said that CSEA's Legislative program for 1978 is now being put together and an adjustment of retirement supplementation is among the top items in that program for all retirees. This is also true of the death benefit for retirees who retired from state service before October 1, 1966.

He stated that "we were able to do what we did this year partly because of an "absolutely fantastic job" done by one of the retirees committee members, Elizabeth Steenburgh, with members of her legislative retiree subcommittee. Mr. Ryan cited a number of instances of the hard work and long hours put forth by Betty who was made a member of the statewide Legislative and Political Action Committee. He credited Tom Gilmartin for his cooperation which made Mr. Ryan's job "a thousand times easier."

Based on this year's past performance, Bernie said that the retirees can look forward to another good year. "Your rights are going to be safeguarded. Your goals are going to be pushed very hard." He referred to the frustration felt by many retirees when the bill to provide supplementation for all retirees failed. He said that CSEA would be going that same direction in 1978. "The legislative and political action committee will consider all requests "made by the retirees committee. We will be submitting our bills in January or early February." Bernard Ryan then presented Mr. James Featherstonhaugh, member of CSEA's law firm and the union's chief lobbyist.

Mr. Featherstonhaugh commented that in 1977 "we had some notable successes and some notable failures in this last session." He added that "It is my opinion and this is a decision which has to be made by this group, that the most important piece of legislation that CSEA can work on for its retirees in the coming session, and perhaps for a number of sessions ahead, is an extension of the supplemental retirement benefits to employees who retired subsequent to 1969. We know that was extended this year to include three months of 1969 . . . The difficulty, of course, is that there are so many people who have retired subsequent to '69. The Legislature has found for some time an inability, or an unwillingness at least, to spend the kind of money necessary to bring the supplemental retirement allowance forward. I am hopeful that this is going to be the best chance we've had in many years to achieve an extension of the supplemental retirement allowance. The State of New York does have a lot of money; there is a large surplus the Governor has managed to squirrel up and which he would like to spend in a tax reduction or in any way that will get him reelected. Hopefully we can convince the State that one of the ways that they can spend that money, and should, is in the extension of the supplemental retirement allowance for people who have retired since 1969, and there are many people now in this period of eight years who have had no increase in the amount of money they have to live on, while the rate of inflation in the United States has risen about 50 percent over the original retirement allowance."

Alfred Robinson, delegate from New York City, told Mr. Featherstonhaugh he believed that any cost of living increase should she had served on that committee for years. Nellie Davis stated that this was deeply regretted but the former CSEA president had removed her because she was still a member of the New York City Chapter 010 and was not a member of the retiree chapter of that city.

Charles Gormley, committee member from Buffalo, asked James Featherstonhaugh as to the chances of achieving a cost of living bill for all retirees. The lawyer's answer was "I think it is impossible to achieve but we will be glad to put a bill in that would do that. I think that realistically we have to face the fact that we are not going to get in this day and age when all pensions, particularly public employee pensions are under attack, any bill passed by the Legislature which will permanently and irrevocably tie a supplemental retirement allowance to the CPI. I do believe, as I said earlier in this meeting, that we will get an increase in the supplementation as we did last year but I think we'll get it this year for

REINSTALLED

George Celentano, standing right, was reinstalled president of the Westchester-Rockland Retirees chapter at a luncheon meeting at Rockland Psychiatric Center. James Lennon, standing right, Civil Service Employees Assn. Region III president, was installation officer. Also on hand for ceremony were Nellie Davis, front left, head of statewide retirees committee, and Thomas Gilmartin, CSEA retiree coordinator, seated left.



MAGIC NUMBER

Mary E. Marsh displays the magic number on one of her last days in state service. Ms. Marsh's career included service with the State Division of Employment, 1939 to 1965, and the Department of Motor Vehicles from 1965 to her retirement this year. With her are Nancy Morrison, first vice-president of Syracuse Local 013, left, Ann Connors and Mary Graznell, right, who arranged the retirement dinner.

be permanent and based on the consumer price index. He made reference to how well this works for federal retirees. He said the provisions of the Flynn bill which CSEA supported are not realistic. He felt that CSEA should go all the way for its retirees.

George DeLong stated that until more political clout is developed, retirees are not going to get anywhere with anything. Gordon Hobbs raised the question to Mr. Featherstonhaugh of whether a full dues paying retiree can belong to a retiree chapter. The CSEA attorney said that he could not belong to two chapters, and such a one would have to choose between continuing as a member of the chapter he belonged to while employed and joining the local retiree chapter. John VanDuzer stated that he believed a full dues-paying member, even though retired, is not classified a "retiree."

Martha Owens said she was removed from the Retirees Statewide Committee because she was a full dues member, even though

those people who did not benefit from it last year, and we will get that time period extended. I doubt, frankly, whether we'll even get something as good as the Flynn bill. I would anticipate that what we would be more likely to get would be an annualized bill that would be somewhere between 1969 and 1976, probably patterned on a percentage basis much the way the Flynn bill was, given the year of retirement for how much one would get.

"If we are going to be really frank with one another-it's great for us to sit here and posture and wave our arms and say, 'We can negotiate, but by God we're going to start out with something that's right.' We can put in something that's 'right,' but we cannot even negotiate from it. It is completely out of reach at this time. The fiscal restraints of the past few years have left the legislators jumpy. They have political concerns and they are simply not about to spend the kind of money not only this year, but to tie themselves into it forever, by making it permanent—is out of the question.

"Now, I think we can get them to spend some of that money this year. I think we are going to have to face the fact that for the next few years we're going to have to go on an annualized basis, and how well we do will be reflected to some extent by the fiscal conditions of the State. Now at the moment it happens to be pretty good.

"As to putting in a bill (for all retirees) this year, we can do it if this group wants to. There are problems with that. You dilute your legislative effort somewhat if you put in a bill that isn't going to go anywhere. We'll have our retirees all over the state writing to their legislators, asking them to support that bill, reaching the point where the bill that we want and the bill which ought to receive our active support—is simply being ignored in favor of a

#### Albany Retirees

ALBANY—Members of Albany Retirees Local 999 of the Civil Service Employees Assn. will hold their annual Christmas luncheon party, Dec. 8, starting at 12 noon, at Mario's Theater Restaurant, Campbell Ave., Troy.

Cost for the luncheon is \$4. Those planning to attend are asked to bring a grab-bag gift costing under \$1. Reservations may be made, by Dec. 2, by contacting Lillian Clarke, 11 Weed Rd., Latham.

#### **NYC** Retirees To Meet

BROOKLYN—New York Metropolitan Retirees Local 910 of the Civil Service Employees Assn. will hold a general membership meeting and Christmas party at the Hotel Edison's Floral Room, in midtown Manhattan, West 47th Street, between Broadway and Eighth Avenue. The event will begin at 1 p.m., according to Local president Alfred Robinson.

bill that has no possibility of passing.

"It would be my opinion that the best thing for us to do strategically would be to put our support initially behind the Flynn bill. Secondarily, the bill that will finally pass will not be the one put in by Senator Flynn or any other legislator. It will come either through the Rules Committee or the leadership of the two houses and will be negotiated jointly between the Senate and the Assembly as the session goes on, with participation from us and some of the other public employee labor groups. I think that what we are really concerned with here is the results, and that is the best way to get them.

"Certainly we are happy to do whatever you people would like, but don't kid yourselves by thinking you can sit in this room and say we mandated our

(Continued on Page 3)