

# Civil Service LEADER

America's Largest Newspaper for Public Employees

Vol. XXXVIII, No. 18

Friday, August 5, 1977

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## Retiree News

— See Page 16

### Course Offerings, Locations

Fall 1977 semester courses and the locations where they are offered throughout the state for public employees participating in the employee training benefits plan are listed in this edition of the Leader. The free courses are part of a benefits package negotiated by the Civil Service Employees Assn. See Page 8.

## Praise Greco, Steingut Role In Labor Bills

ALBANY—The Civil Service Employees Assn. last week praised the efforts of the Assembly leadership for its crucial role in the passage of many pro-labor bills during the 1977 legislative session.

"Speaker Stanley Steingut's, (D-Brooklyn) active interest paved the way for the enactment of amendments to the Taylor Law, the State-CSEA contract implementation bill, the occupational safety and health bill, pension-increases and retiree-earnings bills, and improvements in unemployment benefits for public employees," said CSEA's director of legislation and political action, Bernard J. Ryan. "It is clear that the success of this legislation hinged on the close working relationship that the Speaker has cultivated between the Assembly majority and public labor."

Mr. Ryan also noted that another friend of public employees, Assemblyman Stephen R. Greco, (D-Buffalo), helped the CSEA cause this year by sponsoring many pro-labor bills in the lower house. Mr. Greco sponsored, among other bills, the Agency Shop legislation; the bill giving pension increases of 14 percent to people who retired from public employment before 1969; the bill restoring accrued personal time

(Continued on Page 3)

### ASSAULTS

The Leader is developing a story about Mental Hygiene workers who have been assaulted by patients of the state's hospitals. Any information regarding incidents of this nature should be sent to the editor, Civil Service Leader, 233 Broadway, New York, N.Y. 10007.



### LOCHNER RECOGNIZED BY LEGISLATURE

Joseph Lochner, left, accepts from Senator Howard C. Nolan, Jr. (D, Loudonville) copy of legislative resolution that paid "tribute to his 46 years of dedicated selfless contribution to the thousands of civil servants throughout this state." Presentation was made to Mr. Lochner at retirement party in his honor last month at Thruway Motel, Albany. (Other photos on Page 16.)

## Ryan Views Defeated Bills As Measure Of CSEA Success

(Special To The Leader)

ALBANY—As leaders of the Civil Service Employees Assn. considered the consequences of the Agency Shop Bill, and the membership prepared for larger pay checks as the result of the pay-raise bill, Bernard Ryan and James Featherstonhaugh, lobbyists for CSEA, reviewed other legislative victories measured by the number of bills defeated because of union influence.

"Everyone knows about the big, beneficial bills that passed this year—agency shop, the pension increases, the pay raise bill," Mr. Ryan said. "But we spent an almost equal effort in getting many bills killed that would have hurt public employees tremendously."

Among the bills that the union's watchful lobbying team prevented from passing were the following:

—S4482, the Governor's om-

nibus bill on the Taylor Law. This bill would have discontinued all contract provisions upon the reaching of an impasse in negotiations for a contract for public employees. "This would have made it desirable for management to fail to bargain in good faith," Mr. Ryan pointed out. "Upon reaching impasse, they could then suspend all benefits and increments until the whole matter was resolved."

The same bill would have re-

defined "supervisor" so as to remove thousands of public workers from eligibility for union membership.

Finally, the bill included a watered-down version of the Agency Shop Bill. For example, it would have provided that non-union members pay only a portion of dues, not an equivalent amount. Also, it would have made Agency Shop negotiable on the state level, not mandatory.

(Continued on Page 3)

## Set Special Delegate Meeting To Discuss Agency Shop Needs

SYRACUSE—The Civil Service Employees Assn. has scheduled a one-day special delegates meeting at the Onondaga County War Memorial Auditorium here on Wednesday, Aug. 17, to consider changes in the union's constitution and by-laws required to comply with state law as a result of enactment of the Agency Shop Bill by the Legislature.

CSEA president William McGowan noted that the special session is expected to be brief because the changes necessary are minor, referring primarily to a constitutional requirement under the law that the individual employee may recover a pro rata share of his or her agency shop fee used for activities or causes of a political or ideological nature that the individual disagrees with.

The constitution and by-laws committee recommends adoption of the following amendments to

Article IV of the By-Laws in order to comply with the provisions of the Agency Shop legislation. This report will be delivered at the special delegates meeting in Syracuse.

### ARTICLE IV (DUES) FINANCE

#### SECTION 1. FISCAL YEAR.

The fiscal year of the Association shall commence on the first day of October and end on the thirtieth day of September.

#### SECTION 2. (COMPUTATION) DUES AND AGENCY SHOP FEE

• (a) (1) Delete entire section and add following new material: The annual membership dues and agency shop fee of the Association shall be fifty-eight dollars and fifty cents (\$58.50). Membership dues and agency shop fees collected by bi-weekly payroll deduction shall be at the rate of two dollars and twenty-five cents (\$2.25) each bi-weekly period. Members who elect to pay dues by direct payment may do so by paying the annual amount of the dues to the Association on or before October 1 of the fiscal year for which such dues are paid. A member who elects to pay dues by direct payment may pay such dues in two equal semi-annual installments on October 1 and April 1 of the year for which such dues are paid.

• (a) (2) Delete entire section and add following new material: Members and persons paying an agency shop fee who are employed for an average of four hours or less per day or an average of four hours or less per week shall be exempt from the payment of dues. (Continued on Page 3)

### CSEA STATEWIDE OFFICERS SWORN IN BY MCGOWAN

William L. McGowan, president of the Civil Service Employees Assn., swears in recently elected statewide officers. In line from left are Metropolitan Region II, president Solomon Bendet, Southern Region III president James J. Lennon, statewide secretary Irene Carr, Central Region V president James J. Moore, statewide executive vice-president Thomas McDonough, Capital Region IV president Joseph McDermott, statewide treasurer Jack Gallagher, and Western Region VI president Robert L. Lattimer. Long Island Region I president Irving Flaumenbaum is absent.





People line up to check jobs listed on bulletin board at the U.S. Civil Service Commission Job Information Center, 26 Federal Plaza, Manhattan. Many lined up last week for the Federal Agent openings.

# Filing To End This Week For Secret Service Agent

MANHATTAN—August 5 is the filing deadline for agent jobs with the Secret Service, Customs, IRS and other U.S. agencies. The U.S. Civil Service Commission has opened application filing for treasury enforcement agent in New York State and New Jersey and for special agent (intelligence).

Applicants must be less than 35 years of age and should ask for announcement no. NY-7-04.

The special agent jobs are with the Internal Revenue Service (Intelligence Division). The treasury agent jobs are with the IRS, the Customs Service, the Secret Service and the Bureau of Alcohol, Tobacco and Firearms. The starting salary is \$9,303

at the GS-5 level and \$11,532 at the GS-7 level.

There is a wide variety of ways to qualify for taking the four-hour written examination, which tests memory, powers of observation, vocabulary, arithmetic, investigative aptitude and judgment.

College education can be substituted for experience requirements, according to certain rules.

For treasury agent, applicants at the GS-5 level need one year's general experience and two year's specialized experience, consisting of criminal investigative work. But four years' college education or a CPA certificate can be substituted as fully qualifying.

At the GS-7 level, an additional year of specialized experience is required, but graduate work can be substituted.

For special agent, applicants at the GS-5 level need three years' experience in positions requiring a knowledge and application of commercial accounting and auditing principles and practices. Four years' college education that includes accounting courses can be substituted.

At the GS-7 level, a year of specialized criminal investigative work is also needed. Graduate work in a law enforcement or business administration-related field can be substituted for the specialized work. Superior college performance can also be fully qualifying.

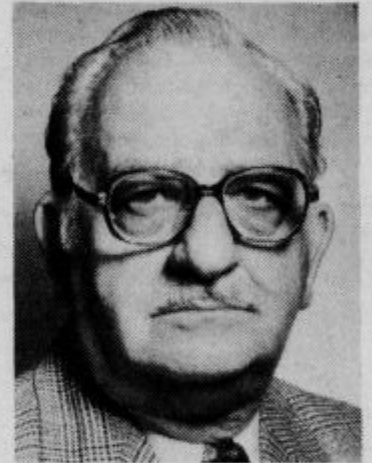
For further information, contact any Federal Job Information Center. Completed forms should be mailed to U.S. Civil Service Commission, New York City Area Office, 26 Federal Plaza, New York, N.Y. 10007.

## Varacchi Heads SUNY Committee

ALBANY — Albert Varacchi, president of the State University at Stony Brook Local 615 of the Civil Services Employees Assn., was elected chairman of the university chapters' labor-management committee here last week.

Mr. Varacchi, veteran president of his university local, was chosen to head an eight-member panel assigned by the university chapters to deal with labor-management committee affairs, along with the four departmental representatives.

Mr. Varacchi said all indications were that the panel would meet with management representatives in early September.



ALBERT VARACCHI

# Special Notice

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# CSEA Claims Major Legislative Successes

(Continued from Page 1)

We lobbied against this bill in both houses of the Legislature, and were able to retain some of its beneficial provisions in the Agency Shop Bill that finally passed," Mr. Ryan said.

A4546, which would have precluded bargaining units from having both supervisors and non-supervisors. "This would have resulted in very fragmented bargaining units — which means weaker bargaining units," Mr. Ryan said. "We regard this bill as an attempt by management to divide and conquer."

—A bill doing away with the 'one-out-of-three' rule. There would still be competitive exams given for civil service positions if this bill had passed, but management would be allowed to choose anyone who passed the exam to fill the position, instead of being required to choose from among the top three as is now done. "This bill would have com-

pletely undermined the Merit System in public employment," Mr. Ryan said.

—A bill to redefine the work year of institution teachers to comprise any 10 months. "This bill would have played havoc with all kinds of benefits of the thousands of teachers whom the CSEA represents," said Mr. Ryan.

—A bill to require that all employees of New York City or of the borough of Kings, Queens, the Bronx, Staten Island or Manhattan be residents of the locality for which they work. "This requirement would have put artificial restrictions on the hiring of qualified people," said Mr. Ryan. "It also would have severely hampered the taxpayer's right to have the best people working for his local government."

—A bill to change the State Public Employment Relations Board—administering labor relations in both the private and

public sectors. "We in public labor feel that we're a big enough force to deserve our own administrative body," Mr. Ryan said. "Besides, the additional work load for PERB would have slowed down the labor relations process in the public sector, and probably would have impaired its

quality, as well."

Overall, the CSEA, the state's largest public employees union, was extremely successful in opposing detrimental bills during the past session of the Legislature, in Mr. Ryan's estimation.

"I attribute this to a very astute statewide political action

committee," he said. "This year, perhaps more than in the past, we had a very realistic legislative program, both in terms of the bills we backed and the bills we opposed. The general membership was better-informed than it's ever been, and that also contributed to our success."

## Praise Greco And Steingut

(Continued from Page 1)

to workers in Buffalo who were forced to miss work because of the weather there last winter; a bill raising to \$3,000 the amount a retiree can earn in public service and still collect his retirement allowance, and a bill giving the state Public Employment Re-

lations Board the power to issue cease-and-desist orders to management in improper-practice cases.

Mr. Greco is the chairman of the Assembly Governmental Employees Committee.

The Assembly, under Mr. Steingut's leadership, also passed legislation to repeal the probation penalties for employees accused of violating the Taylor Law's no-strike provisions.

"Regarding the pay-raise bill for state workers, Mr. Steingut fought to see that the increment language that had been part of the original agreement was included in the legislation that reached the Governor's desk," Mr. Ryan said. "He acted as a protector of public employees interests throughout the session."

The CSEA staffer also noted that the Agency Shop Bill that passed both houses this year largely reflected legislation passed by the Assembly in 1975 and 1976 and sponsored each time by Mr. Greco.

"The support of the Speaker

and of the Chairman of the Governmental Employees Committee makes all the difference between the success or failure of a bill affecting the CSEA," Mr. Ryan said. "We were fortunate to have them fighting on the side of the public employees of New York State."



STEPHEN R. GRECO  
Public employee friend



STANLEY STEINGUT  
Assembly Speaker

## Special Delegate Meeting For Agency Shop By-Laws

(Continued from Page 1)

erage of twenty hours or less per week shall pay dues or an agency shop fee at a rate of one-half of the annual amount. Members or persons paying an agency shop fee must submit proof of qualification for this benefit to the Board of Directors of the Association.

• (a) (3) Delete entire section and add following new material: Members or persons paying an agency shop fee who are employed on a seasonal basis may pay dues or an agency shop fee at the rate of two dollars and twenty-five cents (\$2.25) bi-weekly during the period of their employment.

• (a) (4) Delete entire section and add following new material: An annual amount of two dollars and sixty cents (\$2.60) or ten cents (\$.10) bi-weekly of the dues or agency shop fee paid by an individual shall be appropriated by the Association for political or ideological purposes. Any dues paying members of the Association or person paying an

agency shop fee who objects to the appropriation of this portion of their payment for political or ideological purposes shall have the right to object to such appropriation. An objector shall file written notice by registered or certified mail of his objection with the State Treasurer during the month of October of each year. Upon receipt of such objection, the State Treasurer shall remit to the objector two dollars and sixty cents (\$2.60), or if the objector has not paid dues or an agency shop fee for each of the preceding twelve months, the State Treasurer shall remit to the objector an amount equal to ten cents (\$.10) for each bi-weekly period for which dues or an agency shop fee were collected.

This report was submitted by the committee on revision of constitution and by-laws: Kenneth Cadieux, chairman, William Roberts, Nicholas J. Cimino, Joseph Kenney, Eugene Nicoletta, Audrey Synder, Karen A. White, Earl T. Mayfield, Sr.

## Onondaga Workers Critical Of Negotiations With County

SYRACUSE—More than 400 Onondaga County employees gathered at Grant Junior High School recently to hear union officers and members of their contract negotiating team discuss the status of current negotiations between the Civil Service Employees Assn. and the County of Onondaga.

Robert Obrist, president of CSEA Local 834, which represents 4000 Onondaga County employees, led off the evening with a blistering attack at current county negotiating policy which he termed "a complete insult" to hard-working workers who are deserving of an equitable contract. Mr. Obrist also stressed the Agency Shop Bill recently passed by the New York Legislature. "For years — too many years — CSEA members in this county have been literally carrying the 'free riding' non-members. They get the benefits we sweat blood for and it's going to stop. We're determined to make them pay their fair share." Mr. Obrist's further remarks

were met with cheers and applause when he suggested that county employees could vividly demonstrate their anger and frustration caused by "feet dragging" delays in negotiations, by setting up informational picket lines before and after working hours and during lunch periods.

"As president of your CSEA Local, I'm asking you to stand and be counted — where it counts—in front of county office buildings . . . and in plain view of the county officials you, as taxpayers, helped to elect."

Ron Smith, CSEA field representative and chief negotiator for the union, painted a bleak picture of current contract negotiations.

"We started negotiations back in October of 1976," Mr. Smith began, "and to date, movement on the part of the county has been almost negligible. We declared negotiations at an impasse Feb. 15 and June 7 requested a fact-finding hearing from the Public Employment Relations Board."

A hearing was held June 29 with Rodney Dennis of the Industrial Labor Relations School at Cornell, appointed as hearing officer.

Mr. Smith went on to a point by point discussion and status of the current union proposal. He followed with a question and answer session with members from the audience.

Mr. Obrist concluded the meeting with a reminder that county employees, their families and relatives could represent more than 60,000 votes at election time next November.

"If the county executive and our good county supervisors can't get together and come up with an equitable settlement — one that can help us and our families meet the spiraling cost of living — maybe we can issue them 'pink slips' in November, that say their services are no longer required."

A spokesman for CSEA indicated that plans are being formulated for a giant protest rally to be held in Syracuse in the near future.



Union leaders addressing the rank and file at the Onondaga County Local 834 meeting called to criticize the slow pace of contract negotiations with the county are, from left, Local president Robert Obrist, field representative Ron Smith, negotiating team members Chuck McGowan, Tom Murphy, Jerry Roseman, and county highway unit representative Joe Picciano.

## CSEA calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 233 Broadway, New York, N. Y. 10007. Attn.: CSEA Calendar.

### AUGUST

- 5—Syracuse Local 013 testimonial dinner honoring Richard E. Cleary and Richard A. Bersani: 6:30 p.m., Sheraton Motor Inn, Thruway Exit 37, Syracuse.
- 7—SUC Oneonta Local 635 picnic: 12 noon, Oneonta College Camp, Oneonta.
- 11—New York City Local 010 executive committee meeting: 5:15 p.m., Millers Restaurant, 233 Broadway, Manhattan.
- 13—Willowbrook Developmental Center Local 429 installation dinner-dance: 9 p.m., The Nelson Terrace, 25 Nelson Ave., Staten Island.
- 4—Erie Educational Local 868 meeting: 7:30 p.m., union headquarters, Cambridge Square, Cheektowaga, 7:30 p.m.
- 17—CSEA Delegates Meeting: Onondaga County War Memorial Auditorium, Syracuse.
- 20—Oswego County Local 838 clambake: 1 p.m., Bayshore, Oswego.
- 26—SUC Potsdam Local 613 20th anniversary celebration and installation of officers: 7 p.m., Ward's Hotel, Route 11, Brasher Falls.
- 26—Hutchings Psychiatric Center Local 435 Clambake: 4-9 p.m. Hinerwadel's, North Syracuse.

### SEPTEMBER

- 20—New York Metropolitan Retirees Local 910 membership meeting: 1 p.m., 2 World Trade Center, Room 5890, Manhattan.

# Blame Staff Cuts For Manhattan Psych Problems

MANHATTAN—It was a nearly perfect summer day but the otherwise pleasant surroundings on Wards Island where Manhattan Psychiatric Center is located belied what was described by Rep. Ed Koch (D-Manhattan) as a "chamber of horrors" within the mental institution.

Mr. Koch, a New York mayoralty candidate, toured the hos-

pital complex on July 26, accompanied by media representatives and local officers of the Civil Service Employees Assn., to dramatize the poor treatment of residents and the understaffing which has led to patient escapes, rapes and patient abuse.

Releasing an 85-page report of the hospital's deficiencies, following an investigation ordered by the Department of Health, Edu-

cation and Welfare, Mr. Koch was critical of Gov. Hugh Carey and stated "It is clear that the Department of Mental Hygiene is not doing its job."

The HEW report revealed:

—Unsanitary conditions menacing the health and safety of patients and staff, including improper disposal of infectious wastes and failure to separate contaminated linen in the emergency room.

—Adequate floor space for a bed is not provided. A minimum of 80 sq. ft. per bed should be provided but overcrowding in many dormitories provided in some instances as little as 51.2 sq. ft. per bed.

—Drugs dispensed by unauthorized personnel, including therapy assistants, and in some instances wrong drugs or wrong dosages were administered.

—There is no control as to who may enter the grounds. The security booth at the main entrance is unmanned, and anyone may enter the buildings and walk around unescorted.

Larry Colson, president of the CSEA Local at the institution, said that many of the deficiencies cited in the HEW report have repeatedly been brought to the attention of the administration but instead of improvement, "things seem only to get worse."



Congressman Ed Koch, left, during his tour of Manhattan Psychiatric Center to publicize "deplorable conditions," visits part of the facility with Dorothy Miller and Larry Colson, president of the Civil Service Employees Assn. Local at the hospital.

## SHORT TAKES

### JOBS GO BEGGING IN MONROE COUNTY

Monroe County received far more federal money, \$7.2 million, than it expected to operate its public service jobs programs until the Fall of 1978. It seems, however, that because of strict federal guidelines concerning who can fill the jobs, the county probably won't have enough eligible applicants. An eligible applicant is an unemployed person living in the suburbs who meets tough federal income standards.

### 6.5 PERCENT RAISE FOR FEDERAL WORKERS PROBABLE

An average pay raise of about 6.5 percent seems to be in store for federal workers. Members of the Federal Employees Pay Council are holding out for additional statistics, which they hope to use to argue for higher increment than this proposed one, but it looks like the Carter Administration will institute the 6.5 percent raise as of Oct. 1.

### 56,000 FEDERAL JOBS CUT

By Sept. 30, 1978, there will be 56,000 less full-time federal jobs than there are now. The largest cuts will be the Defense Department and the National Aeronautics and Space Administration. At the same time, as the cuts take place, however, it has been reported by the Federal Times that Office of Management and Budget Director Bert Lance has lifted a partial hiring freeze in effect since Feb. 28 of this year.

### FEDERAL RETIREES RAISE

Retired federal civil servants and military personnel and family survivors will receive a 4.3 per cent increase in their benefits as of Sept. 1. The increase is due to a rise in the Consumer Price Index. The increase is expected to cost the government an additional \$30 million a month.

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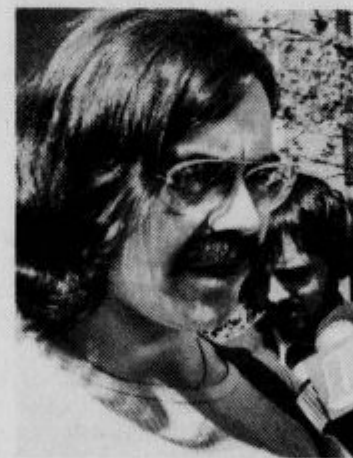
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Al Sundmark, Civil Service Employee Assn. grievance chairman at Manhattan Psychiatric, talks with television reporters, during the tour of the facilities, and explains how staff cuts have caused problems in the delivery of patient care.

Touring the facility, Mr. Koch pointed out bathrooms which lacked basic supplies such as soap and towels, broken or missing toilet seats, and torn curtains or lack of doors for privacy.

A multi-bed dormitory accommodating 37 beds where 25 beds should have been the maximum, was observed. Dr. Gabriel Koz, hospital director, conceding that many of the charges are true, admitted that there were 100 patient escapes a month. The hospital's deficiencies, he said, were largely due to the drastic reduction in the hospital's budget.

Al Sundmark, the CSEA grievance committee chairman, said that the clinical staff had been so depleted that patients are now "sitting and rotting away."

Calling the conditions "outrageous," Mr. Koch said that Manhattan Psychiatric is a disgrace and "most specifically a disgrace to the administration of New York State whose inaction has allowed the shocking conditions to continue.

The Department of Mental Hygiene has been given 10 days in which to respond to the HEW report.

## Open Continuous State Job Calendar

Actuary (Casualty), Associate	\$18,369	20-416
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
Dietetic Trainee	\$10,118	20-116
Dietitian	\$10,714	20-124
Dietitian, Supervising	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Engineer, Assistant Sanitary	\$14,142	20-122
Engineer, Junior	\$11,337-\$12,275	20-109
Engineer, Senior Sanitary	\$17,429	20-123
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Legal Careers	\$11,164-\$14,142	20-113
Librarian, Public	\$10,155	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 (Reg & Spanish Speaking)	\$ 7,204	20-394
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nurse, Health Services	\$10,714-\$11,489	20-333
Nurse, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$31,404	20-139
Occupational Therapy Assistant I & II (Reg & Spanish Speaking)	\$9,029-\$10,714	20-174 20-897
Occupational Therapist (Reg & Spanish Speaking)	\$11,337	20-898
Occupational Therapist Senior (Reg & Spanish Speaking)	\$12,670	20-896
Physical Therapist	—	20-177
Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant I & II (Spanish Speaking)	\$ 9,029	20-175
Physician, Assistant Clinical	\$25,161	20-413
Physician I, Clinical	\$27,942	20-414
Physician II, Clinical	\$31,055	20-415
Physician I, Compensation Examining	\$27,942	20-420
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiologic Technologist, Radiologic Technologist (Therapy)	\$8,051-\$10,274	20-334
Stationary Engineer	\$ 9,546	20-100
Stationary Engineer, Assistant	\$14,142	20-303
Stationary Engineer, Senior	\$10,714	20-101
Varitype Operator	\$ 6,811	20-307
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	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, as 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.

# Urge MH Coalition To Save Patients And Jobs

CIVIL SERVICE LEADER, Friday, August 5, 1977

By JANE BERNSTEIN  
**MANHATTAN**—The end of the 1977 New York State Legislative session saw the passage of three bills, effective April 1, 1978, which will directly affect the Mental Hygiene system as it now exists.

While the bills address themselves in one form or another to the eventual decentralization of the state system, they will not produce an immediate transfer as had an earlier bill, known as "Article 27," which was successfully killed.

The first part of the legislation calls for the reorganization of the central Department of Mental Hygiene into three offices of Mental Hygiene, Mental Retardation and Alcohol and Drug Abuse. Each office will be headed by a commissioner.

There is fear on the part of Civil Service Employees Assn. officials and Mental Hygiene workers that money will be diverted from patient care to cover additional administrative costs arising from the change.

In response to a letter articulating this concern, however, Gov. Hugh Carey wrote, "I would not propose nor would I favor any plan for the reorganization of the Department of Mental Hygiene which would result in increased administrative costs at the expense of reduced funding for direct patient care."

"The Governor has given us his assurances. So we'll just have to hope that he won't go back on them," said CSEA consultant Jim Cohen, psychologist and instructor at Albert Einstein College of Medicine, Manhattan.

The second bill creates a state commission on quality of care for the mentally disabled, to be run by three commissioners, one of whom will be designated as chairman.

Its function will be to investigate all areas of Mental Hygiene, including care costs, education and training of workers, internal management of facilities, and patient abuse. The

**"We've now got to build on the coalition of workers, consumers and providers in mental health and retardation who helped kill the original reorganization bill."**

commission will investigate the complaints of Mental Hygiene workers, though it originally was not to do so. The CSEA successfully added an amendment to the bill's provision pertaining to investigation of patient complaints.

The commission will have the power to issue subpoenas, obtain Supreme Court orders and have total access to all information

concerning a Mental Hygiene facility and its patients and employees.

The board of visitors of each facility will be responsible for answering to the commission, and will be provided with staff and assistance if requested, by the commission.

Essentially, the commission will oversee the entire Mental Hygiene system, making recommendations on policy and procedures to the Governor.

"We feel this commission will look for ways in which to shift the responsibility for Mental Hygiene from the state to the local communities," Dr. Cohen said. "There is a potential for a quicker change than at first appears. The public will look at the commission's work and say, 'they're saving us money,' and it will be harder to point out that they may not have the best answers to improve patient care."

The third bill that passed provides for the development of three or more Mental Hygiene demonstration projects to illustrate new forms of funding and planning.

At least one of the projects must be set up through a program with private control; the rest may be administered by a county.

If any of the proposals for demonstration projects in any way affect public employees, CSEA must be consulted.

A plan must be developed in consultation with CSEA for the retraining and continuation of employment of the workers involved," Dr. Cohen said. "We want to insure that their rights and benefits be continued."

With those three bills on their way to the Governor for his signature, Mental Hygiene workers should be turning their attention toward political action, Dr. Cohen said.

He said there must be a campaign to defend state-run programs, possibly with demonstration projects on the state level which show an effective delivery of service and also save money.

"We've got to build on the coalition of workers, consumers

and providers in mental health and retardation who helped kill Article 27," Dr. Cohen said. "We have to develop a potent political force which will prevent the dumping of patients into communities that are not equipped to handle them, and stop the loss of state jobs."

He said that Senator Frank Padavan (R-Queens) and his

staff were instrumental in holding up the reorganization bill for weeks so that certain amendments could be included in it that were recommended by the union.

"We need that kind of help now," he said. "We've got to work on the regional levels to insure that we are not adversely affected by the legislation."

## GO TO HEALTH

By WILLIAM R. WILLIFORD

Mr. Williford is a health and alcohol consultant with the New York State Division of Alcoholism and directs the New York State Employee Health Service Health Maintenance Program.

Laughter is generally considered to be good for you. Like anything else you can overdo it and end up under custodial care with people watching your every move.

A genuine belly laugh is a good tension release and a recommended activity for your overall health. That is, of course, unless you have a hernia or are under doctor's orders not to laugh!

Unfortunately some people take themselves and others so seriously that they fail to see the humorous side of life. These people many times are unhappy with themselves and can't appreciate the fact that others are human and often do things that are comical. We all know what a "delight" it is to be out socially with old "iron face."

So to cheer up the unhappy and to get you involved in a healthy activity I found a story called "Inspiration To The Unhappy":

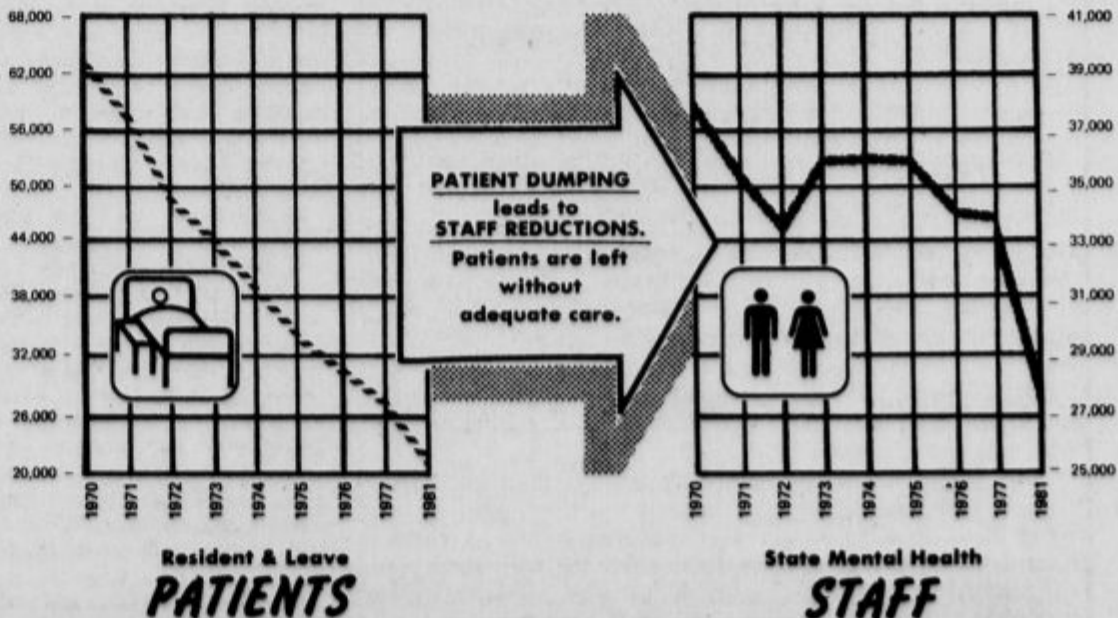
Once upon a time there was a little sparrow who hated to fly south for the winter. He dreaded the thought of leaving home so much that he decided to delay the journey until the very last minute. After bidding a fond farewell to all his sparrow friends, he went back to his nest and stayed there an additional four weeks. Finally, the weather became so bitterly cold that he could no longer delay. As the sparrow took off and started to fly south, it began to rain. In a short time ice formed on his wings. Almost dead from cold and exhaustion, he fell to earth in a barnyard. When he was breathing what he was sure was his last breath, a horse walked out of the barn and covered the little bird with fertilizer. At first the little sparrow could think of nothing except that this was a horrible way to die. But as the fertilizer began to sink into his feathers, it warmed him and life began to return to his body. He also found that he had room to breathe. Suddenly the little bird was so happy that he began to sing. At that moment a large cat came into the barnyard and hearing the chirping, began to dig into the fertilizer to find out where the sound was coming from. The cat uncovered the bird and ate it.

- This story has three morals.
- Not everyone who "dumps" on you is your enemy.
  - Not everyone who gets you out of a mess is your friend.
  - When you are warm and comfortable, even though you are up to your eyeballs in you-know-what, keep quiet.

CHART 1 *Cutback of State-Operated Services through*

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FRIDAY, AUGUST 5, 1977

## Early Warning

THE state's largest public employee union isn't going to take any more guff from politicians, from rival unions or even from dissident members. That's the message from the two newly elected union officials now running the Civil Service Employees Assn.

This was the lead of a recent column by Arvis Chalmers in the Albany Knickerbocker News in which the highly respected journalist reported on his interview with CSEA president William McGowan and executive vice-president Thomas McDonough.

"Our union is going to be politically active at the state, regional and local level, and if we have anything to say about it, our membership will be heard. We also serve notice to the AFL-CIO that CSEA will now challenge you at every level of government," Mr. Chalmers quoted the McGowan-McDonough team, which is facing a challenge by the Teachers union and the Service Employees International Union for bargaining rights for the state's Professional-Scientific-Technical Unit. Both rival unions are AFL-CIO affiliates.

Mr. Chalmers notes that the AFL-CIO challenge is being made under the name of the State Public Employees Federation, and that a petition drive to get sufficient signatures is currently under way.

Mr. McGowan is already on record in a letter to state professional employees. In the letter he says: "Our membership is so vast and varied that I believe we have not always done the best possible job in responding to certain special needs of some groups of employees."

The Knick-News article goes on to state that Mr. McGowan intends to appoint a rank-and-file committee to investigate the situation.

Mr. Chalmers' column continues with an explanation that Mr. McGowan plans to go ahead with a union shake-up, even though his 38-vote victory margin out of a union membership of more than 200,000 is still being contested by his predecessor, Theodore C. Wenzl.

"There will be organizational changes to provide better service to our members," Mr. McGowan was quoted as saying, adding: "We now have 127 union committees with some 1,500 members, and these will be reduced to actual working committees." It was also stated that Mr. McGowan has no plans at present to fill the union's top staff position of executive director, vacated by the retirement last month of Joseph Lochner.

In his interview with Mr. McDonough, the second-ranking officer, Mr. Chalmers paraphrases his expectations that the coming reorganization will give greater power to the union's regional officers and expansion of a shop steward system to handle employee grievances.

The interview, as reported, concludes with a quote that "CSEA is ready to challenge all other public employee unions on their turf." Mr. Chalmers adds the closing line: "War has been declared."

Our comment to the interview is that it is good that the new CSEA leadership is making its views known. Although both men have served for six years each in various union statewide vice-presidencies, there is still an air of expectation and concern as to policy when someone new takes over the top position, as Mr. McGowan has done.

## Don't Repeat This!

### Agency Shop Bill, PERB; Major CSEA Legislative Wins

The longest regular session of the Legislature in more than half a century proved to be a source of frustration not only to its members but also to the public. On the other hand, the members should be credited for doing rather well in responding to the needs of the civil service employees.

Over the years, the Civil Service Employees Assn. has played a dominant and aggressive role at the legislative level in programs to improve the salary scales and working conditions of the civil service employees. The progress made during this session of the Legislature stands as a tribute to the vigilance and to the qualities of leadership that characterize the CSEA.

#### Agency Shop Approved

One of the bills approved by the Legislature establishes the Agency Shop. This requires that non-members of civil service employee organizations protected by those organizations contribute a dues equivalent. This requirement is simple equity.

Under law, the CSEA, as well as other civil service representative organizations, is required to represent non-members. They receive all the benefits of better salary schedules, improved working conditions and fringe benefits that are hammered out at the collective bargaining table by the union members and staff professionals.

Since non-members share in the benefits, justice dictates that they bear a fair share of the cost of representation, which includes not only costs for attorneys and accountants, but also for extensive research throughout the year. The agency puts an end to the freeloader. Increased revenues for the organization will enable it to improve even further the quality of its representation obligations.

Another bill approved by the Legislature, which should prove to be of great value to civil service employees, amends the Taylor Law by increasing the power of the Public Employment Relations Board to deal with unfair labor practices indulged in by the public employer. The basic objective of this legislation is to equalize the collective bargaining powers between the public employer and the civil service employee.

#### More PERB Authority

Under this bill, the PERB is empowered to direct the public employer to lay on the table its proposals and counter-proposals as necessary for proper collective bargaining procedures. In addition, the PERB is empowered to prevent the public employer from reneging on agreements once they have been reached.

Unfortunately in the past, in many instances the public employer would play fast and loose with the employee representatives and thumb its nose at the PERB, which didn't have power to discipline the public employer for an unfair labor practice. This is now changed and should bring to the collective bargaining table a more wholesome atmosphere that is more conducive to realistic negotiations.

The officers, directors and staff  
(Continued on Page 7)



## Civil Service Law & You

By RICHARD GABA

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

### Murder Suspect Wins Back Pay

A recent decision of the Appellate Division, Second Department, involved an Article 78 proceeding to compel the New York City Transit Authority to pay a former bus driver wages and benefits for the period between the end of a thirty-day suspension and the actual date of his dismissal. The amended judgment of the Supreme Court, Kings County, which directed the Transit Authority to "pay and provide" plaintiff with all wages and benefits due him as an employee for that period was appealed by the Transit Authority.

The plaintiff, a New York City Transit Authority bus driver, was arrested on February 22, 1975 and charged with the crime of murder. He was released on bail and attempted to return to work. He was notified by the New York City Transit Authority that he was suspended from duty effective February 28, 1975 because of his arrest on the homicide charge. A disciplinary hearing was then scheduled by the Transit Authority but was adjourned at the request of the New York County District Attorney's Office pending the disposition of the criminal proceedings against the plaintiff. On November 17, 1975, the plaintiff pleaded guilty to manslaughter in the second degree and was sentenced on January 16, 1976 to a term of a maximum of three years in jail.

An order to show cause was obtained by the driver to compel the Transit Authority to pay him his full wages from March 31, 1975 (30 days after his suspension) until a hearing could be conducted pursuant to Section 75 of the Civil Service Law. This petition was dismissed by the court sitting in Special Term and plaintiff moved to reargue. The plaintiff's reargument to direct the Transit Authority to pay him all back wages and benefits was granted to the extent that Special Term ordered that the plaintiff receive his salary and benefits from March 31, 1975 to November 17, 1975 (the day his guilty plea was entered). The plaintiff's subsequent disciplinary hearing with the Authority resulted in a dismissal from service.

The Transit Authority appealed the Special Term Court's grant of back pay to the plaintiff. Section 75 of the Civil Service Law states: "Pending the hearing and determination of charges of incompetency or misconduct, the officer or employee against whom such charges have been preferred may be suspended without pay for a period not exceeding thirty days."

If the court changed its opinion as to the meaning and application of this statute, it "would be tantamount to giving the government the power to starve the employee while it dallied in the prosecution of charges." This is exactly the mischief that the thirty-day limitation of the statute sought to avoid." In this situation, the delay was caused by the District Attorney's Office. *Matter of Coping v. New York City Transit Authority*, 393 N.Y.S. 2d 763 (A.D. 2d Dept.).

(Continued on Page 7)

# WHAT'S YOUR OPINION

By PAMELA CRAIG

## QUESTION

*New York City's new fiscal year began July 1, 1977. Do you believe this will be a better year for you as a civil servant?*

## THE PLACE

Municipal Building, Manhattan

## OPINIONS

**L. B. Cromartie**, associate staff analyst: "As a civil servant, I think it will be a better year. We will be able to keep a better line on what's going on. Speaking from a budget point of view, we will be able to perform our jobs with more accuracy with the new system of accounting we are in the process of adopting. The cuts have already been made in order to balance the budget. Most things that we did by hand are going to be done by computer and in the long run this will lessen the work for everybody. Presently, until the bugs get ironed out, there is a tremendous amount of work. I'm very optimistic about the new system."

**Anna Schiavone**, secretary: "I really don't believe the situation could get any worse and hopefully it will improve and be a better year. When they started cutting the budget, everyone began to have serious doubts about their own respective job security. I would assume that the provisional employees were the most shaken up because they had no civil service status. They were the first to be let go. I have no knowledge of the new budget so my feelings are not founded upon any inner budgetary knowledge. I believe in hope and with hope on my side, this will be a better year."

**Otto Freier**, electrical engineer: "My feeling is that I have to be optimistic because things can't get any worse. Fiscally, I feel that we should be over the hump. As far as our program in the office goes, things are looking better all the time. In energy conservation our objective is to save. Our department is active in 50 city agencies and the program is picking up all the time. We're instituting an energy-management program involving 5,000 city employees who are at their desks to be concerned with turning out the lights, the air-conditioning and controlling their area."

**Irving Brickman**, associate staff analyst: "The new system and new budget are coming into line. It's based on a zero based budget. Everybody must start from scratch each year and justify each expense and tie it in with the appropriated revenues that go with it. There is a very slight chance for any overruns. Now we know how much money is coming in and we know how much money is given to each department. Each department must work within the amount appropriated to it. When you start with that as a premise, you can't go any place else. It's a sound fiscal policy and accounting procedure."

**Michael Hernandez**, office assistant: "I really do feel it will be a good year for CETA workers and civil servants. I have hope now. I was hired as a CETA worker two years ago. When I first started, I was told I would be laid off because the funds were going to be cut. Then I was told that the funds would continue but just for one more year. After two years, I haven't heard any more news that CETA was going to be cut. This CETA job has given me the training and the experience as a clerk. Two years ago I would not have had that ability, that's why I'm hopeful for the future."

**Phillip Levine**, electrical engineer: "I'm cautiously optimistic about this being a better year. I don't feel it's going to be a great year, although I don't feel it will get much worse than it has been. I feel that there is an awful lot of cleaning up to do and nothing will really go forward. Things will remain sort of suspended. I see a slow road to recovery. I don't think we will be clear of this fiscal mess until 1980 so I don't think it will be special year. I see saber rattling on the part of union and management, but I don't see any great gains made by the civil servant or the city."

# RETIREMENT NEWS & FACTS

By A. L. PETERS

## How To Earn And Collect

In today's inflationary economy, people who are old enough to think about retiring often find themselves thinking twice. These second thoughts invariably involve concern over whether or not their retirement income will be enough to pay the day-to-day living expenses and pay for some or all of the luxuries they had hoped to enjoy in retirement.

Many people continue to do some work after retirement. For some this is the best of both worlds. They get the benefit of a slower pace and extra income during their retirement years while avoiding the trauma often associated with dropping out of the working world. For others, of course, it is grim economics.

If you continue to work after retirement, your social security benefit could be affected in one of two ways. If your earnings go above a certain amount during the year, you must report the earnings to social security and some benefits may be withheld. Your earnings after retirement may increase your monthly payment for future years.

In 1977 people who are under 72 can earn \$3,000 a year without affecting the benefits they receive. Above \$3,000 in earnings, \$1 in benefits must be withheld for every \$2 earned.

But, here's a kicker. For any month in which you neither earn wages of \$250, nor do substantial work in your own business, you get your full monthly payment, no matter how much you earn the rest of the year.

This means that it's possible to work and still get your full social security check every month, or partial payments for some months. Let's look at several examples.

If you are receiving the average retirement benefit currently being paid to a worker retiring in 1977, around \$234, you could earn another \$3,000 and still get your full social security check every month, ending up with a total yearly income of \$5,808 from your earnings and social security benefits. You could earn \$8,616 before all of your social security payments would be withheld.

If you decide to work for more than \$250 or render substantial services in your own business only during some months of the year, say from March through August, and you earn \$10,000, you could collect your full check for the remaining six months. If you decide to work, you can get your full payment for any month you earn \$250 or less or do not do substantial work in your own business. If you work

in your own business, you should check with us about the meaning of substantial services.

(Continued Next Week)

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of unclaimed checks from the New York State Employees' Retirement System and the State Policemen's and Firemen's Fund. The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to obtain the funds.

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

(Continued from Last Week)

Reduci, Robert W	.....Greene
Richards, Philip M	.....New York
Rivera, Eugene R	.....E. Amherst
Rogienki, Richard C	.....Centerreach
Rothstein, Engrid	.....Bayside
Roziecki, Norman	.....Brooklyn
Rudkoff, Rona M	.....Poesdam
Russell, Gertrude T	.....Ithaca

## Civil Service Law & You

(Continued from Page 6)

The Appellate Division, Second Department has ruled that since a petitioner made no application for reclassification to "upgrade his position" pursuant to Rule XXIX of the Nassau County Civil Service Commission, there was no final determination which could be reviewed by the court.

The petitioner was a field investigator employed by the Nassau County Department of Probation. He commenced a grievance on June 8, 1974, pursuant to the Civil Service Employees Assn. contract, alleging that the salary of field investigators was not commensurate with the responsibilities, experience and skills required for the positions. In July, 1975, this grievance was denied on the ground that "mass upgrading in the Probation Department" is not a proper subject within the jurisdiction of the grievance procedure. The subject matter of such a claim is for the review of the Civil Service Commission.

The petitioner did not challenge the denial of the grievance, nor did he go through the proper procedures for reclassification pursuant to Rule XXIX of the Civil Service Commission. He instead wrote letters to administrators in the Department of Probation. It was found that this action on petitioner's part did not constitute a proper claim that the administrative determination was arbitrary and capricious. Therefore, the Nassau County Supreme Court dismissed the proceeding and denied petitioner's motion for leave to reargue. The Appellate Division affirmed this judgment. *Bradley v. Nassau County Civil Service Commission*, 383 N.Y.S. 2d 769 (A.D. 2d Dept. 1977).

# LETTERS TO THE EDITOR

## Favoritism

Editor, The Leader

In a recent article regarding favoritism in the appointment of captains in the Queens courts, your columnist Herbert Bauch only scratched the surface on this touchy subject. When pressed for an answer as to the qualifications for the job, we got a lot of double talk or no answer at all. The Presiding Judge also denies that a preferred list exists, but everyone knows differently and we also know who is on this list.

The favorite sons can do no wrong. They are surrounded by a protective shield that is unbelievable. They are able to absent themselves from the courtroom during a trial with impunity while the dedicated officers cover for them and their cronies.

Certain assignments are never changed. Most of us get bounced around. Work and attendance records mean nothing in Queens County.

Progress as called for by Mr. Bauch means equality for all including our very fine female officers.

Name Withheld

## 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. Lengthy 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.

Make a friend you'll never meet. Join the mainstream of good

## Social Security

Editor, The Leader:

I am employed by the Town of North Hempstead and have been a CSEA member for 20 years.

I will retire on August 1, 1978 and will have earned, with some vacation pay, a total of about \$12,500. Is there a penalty for having earned over \$3,000 Social Security limit?

A. CARAMANICA  
Port Washington

**EDITOR'S NOTE:** According to CSEA retiree coordinator Thomas Gilmartin, your social security benefits would be reduced \$1 for every \$2 earned, once you made over \$3,000. You may also want to check the A. L. Peters column in this issue which goes into detail about some specific cases of earning income and collecting social security benefits.

meet. Donate blood soon. guys, who donate blood.

# CSEA-Negotiated Training Courses Available

FACILITY	COURSE NUMBER	COURSE TITLE	DAY(S)	TIME	COURSE HOURS	CREDITS IF ANY	START DATE
MANHATTAN DEVELOPMENTAL CENTER AT GOUVERNEUR BLDG.	B-1-283	BEHAVIOR MODIFICATION	T	3:00-6:00	30		9/13
	B-1-512	NORMAL LANGUAGE DEVELOPMENT	M&W	2:30-4:00	30		9/12
MDC AT KEENER BLDG.	B-1-291	DEVIANCE AND NORMALIZATION	T&TH	3:00-4:30	30		9/13
	C-1-140	BEGINNING SIGN LANGUAGE	M	2:00-4:00	30		9/12
	C-2-130	INTERMEDIATE CONVERSATIONAL SPANISH	T	2:00-4:30	30		9/13
	C-2-140	INTERMEDIATE I SIGN LANGUAGE	F	2:00-4:00	30		9/16
	B-1-283	BEHAVIOR MODIFICATION	W&TH	3:00-4:30	30		9/12
MDC AT SHERIDAN BLDG.	B-1-422	INTRODUCTION TO GROUP WORK	W	3:30-5:30	30		9/14
MATER DEI COLLEGE AT ST. LAWRENCE P.C., OGDENSBURG	B-1-292	ABNORMAL CHILD PSYCHOLOGY	M	6:00-9:30	45		8/29
MEDAILLE COLLEGE 16 AGASSIZ CIRCLE BUFFALO	A-3-90	GOVERNMENTAL ACCOUNTING I	M	4:00-6:30	37.5	3	9/12
	B-2-315	BASIC COUNSELING TECHNIQUES	T	4:00-6:30	37.5	3	9/7
	C-2-130	INTERMEDIATE CONVERSATIONAL SPANISH	W	4:00-6:30	37.5	3	9/6
	B-1-421	INTRODUCTION TO HUMAN SERVICES	M	4:00-6:30	37.5	3	9/12
	B-1-154	ENERGY	T	4:00-6:30	37.5	3	9/6
MILDRED ELLEY SCHOOL 227 QUAIL STREET ALBANY, N.Y.	C-1-7	MODERN ENGLISH USAGE	T	4:00-7:00	30		9/13
	D-3-110	ADVANCED SECRETARIAL TECHNIQUES	F	4:00-7:00	30		9/16
MOHAWK VALLEY COMMUNITY COLLEGE AT UTICA PSYCHIATRIC CENTER	A-1-5	FUNDAMENTALS OF SUPERVISION	T	4:00-7:00	30	3	9/13
	A-2-90	PRINCIPLES OF ACCOUNTING I	M	4:00-7:00	30	3	9/12
	B-1-280	INTRODUCTION TO GENERAL PSYCHOLOGY	TH	4:00-7:00	30	3	9/15
	B-2-189	ESTIMATING AND CONSTRUCTION PLANNING	M	4:00-7:00	30	3	9/12
	B-1-516	AGING: AN OVERVIEW	W	4:00-7:00	30	3	9/14
MVCC AT MARCY PSYCHIATRIC CENTER	D-2-40	INTERMEDIATE SHORTHAND I	W	4:00-7:00	35	3.5	9/14
	B-1-515	ALCOHOLISM AND DRUG ABUSE	TH	4:00-7:00	30	3	9/15
	B-1-425	SOCIOLOGY OF INSTITUTIONS	M	4:00-7:00	30	3	9/12
	B-1-207	BLUEPRINT READING	T	4:00-7:00	30	3	9/13
MVCC AT ROME DEVELOPMENTAL CENTER	B-1-406	INTRODUCTION TO SOCIOLOGY	T	4:00-7:00	30	3	9/13
MVCC AT ROME EXTENSION CENTER, MVCC	B-3-179	ADVANCED WELDING II	M&W	3:00-6:30	90	6	9/12
MVCC AT UTICA CAMPUS, MVCC	A-1-180	CONCEPTS OF MODERN PUBLIC ADMINISTRATION	TH	4:00-7:00	30	3	9/15
	B-2-165	REFRIGERATION & AIR CONDITIONING PART I	M&W	3:00-6:30	90	6	9/12
OLD WESTBURY SUNY COLLEGE OLD WESTBURY	A-1-160	INTRODUCTION TO PUBLIC PERSONNEL ADMINISTRATION	M&W	6:40-8:10	45	3	9/7
	A-2-90	PRINCIPLES OF ACCOUNTING I	M&W	5:00-6:30	45	3	9/7
	B-1-47	BASIC MATHEMATICS	W	4:00-7:00	30		9/7
	B-1-150	FUNDAMENTALS OF STATIONARY ENGINEERING PART I	W	6:00-9:00	40		9/14
ONEONTA - SUC	B-1-111	FUNDAMENTALS OF ELECTRONIC DATA PROCESSING	M&W	5:00-7:00	60		9/12
	B-1-282	PSYCHOLOGY OF INTERPERSONAL RELATIONS	T	6:30-8:30	30		9/13
	C-1-33	EFFICIENT READING	M	6:00-8:00	30		9/12
ORANGE COMMUNITY COLLEGE MIDDLETOWN	B-1-47	BASIC MATHEMATICS	W	4:15-7:00	45	3	9/7
	B-1-280	INTRODUCTION TO GENERAL PSYCHOLOGY	T	4:15-7:00	45	3	9/13
	C-1-35	UNDERSTANDING & INTERPRETATION OF WRITTEN MATERIALS	M	4:15-7:00	45	3	9/12
ONONDAGA COMMUNITY COLLEGE SYRACUSE	A-2-91	PRINCIPLES OF ACCOUNTING II	W	3:00-6:00	45	3	8/31
	B-1-47	BASIC MATHEMATICS	T	3:00-6:00	45		8/30
	B-1-111	FUNDAMENTALS OF ELECTRONIC DATA PROCESSING	T	3:00-6:00	45	3	8/30
	B-1-180	INTRODUCTION TO GENERAL PSYCHOLOGY	W	3:00-6:00	45	3	8/31
	B-1-285	ABNORMAL PSYCHOLOGY	W	3:00-6:00	45	3	8/31
	B-1-406	INTRODUCTION TO SOCIOLOGY	TH	3:00-6:00	45	3	9/1
	B-1-5	EFFECTIVE SPEAKING TECHNIQUES	TH	3:00-6:00	45	3	9/1
PLATTSBURGH - SUNY	B-1-48	INTRODUCTION TO THE METRIC SYSTEM	T&TH	3:30-5:00	20	3	9/8
POUGHKEEPSIE - DEPARTMENT OF TRANSPORTATION-4BURNETT BLVD.	B-1-152	FUNDAMENTALS OF PROFESSIONAL ENGINEERING II - STRENGTH OF MATERIALS	TH	3:30-6:30	30		9/15



# Many New Course Offerings This Semester

PILGRIM PSYCHIATRIC CENTER WEST BRENTWOOD, L. I.	A-2-1	ADVANCED SUPERVISION - INSTITUTIONAL SETTING	W	4:00-7:00	30		9/14
	B-1-283	BEHAVIOR MODIFICATION	T	4:00-7:00	30		9/13
	C-1-130	BASIC CONVERSATIONAL SPANISH	M	4:00-7:00	30		9/13
	C-1-138	ENGLISH AS A SECOND LANGUAGE	M	4:00-7:00	30		9/13
	D-2-105	UNDERSTANDING MEDICAL TERMINOLOGY	TH	4:00-7:00	30		9/15
	D-2-115	REFRESHER IN SECRETARIAL TECHNIQUES	T	4:00-7:00	30		9/13
ROCHESTER - DEPARTMENT OF TRANSPORTATION 1530 JEFFERSON ROAD	B-1-152	FUNDAMENTALS OF PROFESSIONAL ENGINEERING 111 - DYNAMICS	W	4:15-7:15	30		9/14
ROCHESTER INSTITUTE OF TECHNOLOGY AT MONROE D.C.	A-3-20	SUPERVISORY WORKSHOP	M	6:30-9:30	15		9/19
ROCKLAND PSYCHIATRIC CENTER ORANGEBURG	A-1-19	SUPERVISORY MANAGEMENT	M&W	5:00-6:30	30		9/12
	B-1-47	BASIC MATHEMATICS	M&TH	4:30-6:00	30		9/12
	B-2-315	BASIC COUNSELING TECHNIQUES	T	4:30-7:30	30		9/13
	D-2-105	UNDERSTANDING MEDICAL TERMINOLOGY	M&W	4:30-6:00	30		9/12
ROME DEVELOPMENTAL CENTER ROME	B-1-48	INTRODUCTION TO THE METRIC SYSTEM	TH	4:45-7:45	30		9/15
	B-1-505	INTRODUCTION TO PHYSICAL THERAPY	M	4:45-7:45	30		9/12
	B-2-502	COMMUNITY MENTAL HEALTH: ISSUES & IDEAS	W	4:45-7:45	30		9/14
RUSSELL SAGE COLLEGE AT THE CAPITAL DISTRICT PSYCHIATRIC CENTER	B-1-283	BEHAVIOR MODIFICATION	TH	4:00-6:40	40	3	9/15
	B-1-406	INTRODUCTION TO SOCIOLOGY	T	4:00-6:40	40	3	9/13
	B-1-517	INTRODUCTION TO HEALTH & MENTAL HEALTH ADMINISTRATION	W	4:00-6:40	40	3	9/14
	A-3-15	ORGANIZATION & MANAGEMENT DEVELOPMENT	M	4:00-6:40	40	3	9/12
	RSC AT THE EMPIRE STATE PLAZA, SWAN ST. BLDG.	A-1-160	INTRODUCTION TO PUBLIC PERSONNEL ADMINISTRATION	M	4:00-6:40	40	3
A-1-180		CONCEPTS OF MODERN PUBLIC ADMINISTRATION	TH	4:00-6:40	40	3	9/15
A-1-142		ADMINISTRATIVE ANALYSIS TECHNIQUES	T	4:00-6:40	40	3	9/13
A-3-215		ADMINISTRATIVE LAW	W	4:00-6:40	40	3	9/14
SAGAMORE CHILDREN'S PSYCHIATRIC CENTER MELVILLE, L. I.	B-1-286	OCCUPATIONAL THERAPY	TH	4:00-7:00	30		9/15
ROSWELL PARK MEMORIAL INSTITUTE BUFFALO	B-1-47	BASIC MATHEMATICS	M	4:30-6:30	30		9/19
	B-1-280	INTRODUCTION TO GENERAL PSYCHOLOGY	T	4:30-6:30	30		9/20
	C-1-35	UNDERSTANDING AND INTERPRETATION OF WRITTEN MATERIALS	W	4:30-6:30	30		9/21
SCHENECTADY COUNTY COMMUNITY COLLEGE WASHINGTON AVENUE	A-2-90	PRINCIPLES OF ACCOUNTING I	M&W	4:00-6:15	50	4	9/7
	A-2-91	PRINCIPLES OF ACCOUNTING II	T&TH	4:00-6:15	50	4	9/8
	A-2-92	PRINCIPLES OF ACCOUNTING III	M&W	4:00-6:15	50	4	9/7
	B-1-280	INTRODUCTION TO GENERAL PSYCHOLOGY	W	4:00-6:45	30	3	9/7
	B-1-288	DEVELOPMENTAL PSYCHOLOGY	TH	4:00-6:45	30	3	9/8
	B-1-406	INTRODUCTION TO SOCIOLOGY	M	4:00-6:45	30	3	9/12
	C-1-35	UNDERSTANDING & INTERPRETATION OF WRITTEN MATERIALS	W	4:00-6:45	30	3	9/7
	C-1-36	UNDERSTANDING & INTERPRETATION OF WRITTEN MATERIALS - II	TH	4:00-6:45	30	3	9/8
	B-2-405	GENERAL PSYCHOLOGY II	T	4:00-6:45	30	3	9/13
SUFFOLK COUNTY COMMUNITY COLLEGE SELDEN, L. I.	A-1-5	FUNDAMENTALS OF SUPERVISION	M&W	4:20-5:45	45	3	9/7
	A-2-90	PRINCIPLES OF ACCOUNTING I	M&W	4:00-5:50	60	4	9/7
	B-1-47	BASIC MATHEMATICS	T&TH	4:20-5:45	45	3	9/6
	B-1-111	FUNDAMENTALS OF ELECTRONIC DATA PROCESSING	T&TH	4:00-5:50	60	3	9/6
	B-1-160	BASIC ELECTRICITY I	M&M&TH	4:00-6:00	75	4	9/7
	B-1-280	INTRODUCTION TO GENERAL PSYCHOLOGY	M&W	4:20-5:45	45	3	9/7
	B-1-284	INDIVIDUAL & INTERGROUP RELATIONS	T&TH	4:20-5:45	45	3	9/6
	B-1-285	ABNORMAL PSYCHOLOGY	T&TH	4:20-5:45	45	3	9/6
	B-1-288	DEVELOPMENTAL PSYCHOLOGY	M&W	4:20-5:45	45	3	9/7
	B-1-289	PSYCHOLOGY OF PERSONAL ADJUSTMENT	T&TH	4:20-5:45	45	3	9/6
	B-1-400	MARRIAGE AND THE FAMILY	T&TH	4:20-5:45	45	3	9/6
	B-1-406	INTRODUCTION TO SOCIOLOGY	M&W	4:20-5:45	45	3	9/7
	C-1-5	EFFECTIVE SPEAKING TECHNIQUES	M&W	4:20-5:45	45	3	9/7
	C-1-175	INTERVIEWING: APPROACHES & ATTITUDES	M&W	4:20-5:45	45	3	9/7
	D-1-20	BEGINNING TYPING	M&W	4:00-5:50	60	2	9/7
	D-1-40	BEGINNING SHORTHAND	T&TH	4:30-6:55	75	3	9/6

# Latest State And County Eligible Lists

**EXAM 36014**  
**INSURANCE EXAMINER**  
 Test Held March 19, 1977  
 List Est. June 1, 1977  
 (Continued from last week)

36 Pires Joseph M Brooklyn	77.3
37 Gallagher R J NYC	76.5
38 Shayne Lewis K Forest Hills	76.3
39 Tardogno W M Staten Is	76.3
40 Ganley Bernard E Rockaway	76.2
41 Stanley Byron A Bridgeport	75.7
42 Kaufman Kenneth Whitestone	75.2
43 Connelly Gerard Fish Meadows	75.2
44 DiPiazza Alan New Rochelle	75.2
45 Maloney Kevin P Bron	74.8
46 Mizrahi Elie Brooklyn	74.8
47 Wnek Bronislaw Brooklyn	74.7
48 Kaalund Leroy L NYC	74.4
49 Durando Marie Astoria	74.2
50 Spruck Marvin E Berne	73.5
51 Bisterick Barry South Amboy	72.8
52 Bays Ronald J Livingston	72.4
53 Harkin Peter W Albany	71.7
54 O'Sullivan James Bethpage	71.1
55 Weil Lawrence J Rockaway Bch	70.3

**EXAM 36144**  
**SR SALES TAX EXMR**  
 Test Held Jan. 15, 1977  
 List Est. June 14, 1977

1 Lande Charles W Little Neck	93.1
2 Myers William R Staten Is	92.8
3 Higgins Barbara Albany	92.6
4 Childers Walter Bronx	90.7
5 Bauman Doris S Voorheesvil	89.6
6 Francis Betty T Chatham	89.3
7 Lee Raymond W Troy	89.3
8 Ribyat Ronald D Utica	89.1
9 Raschkovan M Brooklyn	88.9
10 Heagerty Thomas Pittsford	88.4
11 Olson Richard S Canandaigua	87.6

12 Galus Robert S Buffalo	86.7
13 Worley Arthur Keeseville	86.4
14 Pfeiffer Paul H Albany	86.2
15 Elmer Marsha A Hicksville	85.9
16 Tucker Richard Binghamton	85.9
17 Dater Martin I Rochester	85.5
18 Goffman Arnold Vestal	85.4
19 Rauch Bruce M Albany	85.3
20 Broking Emma L Pine Valley	85.3
21 Rosenthal Roger Castleton	85.0
22 Cerio Raymond P Liverpool	95.0
23 Stuhman Ronald Utica	84.2
24 McCarthy Helen White Plains	83.4
25 Terry Curtis L Clifton Park	83.0
26 Sternheim Isaac Brooklyn	83.0
27 Wohlfahrt R J Buffalo	82.2
28 Evans James F Johnson City	82.1
29 Pizzicato James Rochester	81.8
30 Schwartz Gretta Staten Is	81.7
31 Robins Gertrude Deer Park	81.5
32 Ayers Norman W N Syracuse	81.2
33 Ratigan Robert Plattsburgh	80.9
34 Hershkovits J Brooklyn	80.7
35 Disiena David B Mechanicvil	80.5
36 Odonia Pio R Brooklyn	80.5
37 McAuley George Synder	79.8
38 Coringrato A College Pnt	79.7
39 Biondo John A Howard Beach	79.3
40 Pilatzke Robert Orchard Park	79.3
41 Seidner Irving Monsey	79.3
42 Kramer Bernard Albany	79.1
43 Hansen Arthur J Staten Is	78.9
44 Hotaling Judy M Latham	78.9
45 Kinlan Charles NYC	78.8
46 Demola Louis P Clifton Park	78.6
47 Hanny Charles E Amherst	78.6
48 Faella Felix Fishkill	78.3
49 Benditt Ilse Castleton	78.3
50 Hay Robert S Coram	78.3
51 Cordaro Charles Buffalo	78.1
52 Cuono Ralph Ozone Park	77.7
53 Stanko Edward J Binghamton	77.6

54 Judin Bernice G Dix Hills	77.5
55 Lasky Carl Rochester	77.4
56 Johnson William Selden	77.3
57 Gibson David M Rochester	77.3
58 Willey John P Ballston Spa	77.3
59 Mohrhoff Fred H Rochester	77.2
60 Augusta Robert Bethpage	77.2
61 Goggin John E Hamburg	76.7
62 Mistal Robert P Yonkers	76.3
63 Proefrock W J Port Crane	75.9
64 Galus Michael T N Tonawanda	75.9
65 Wickham Richard Delmar	75.4
66 Flynn Michael G Ballston Spa	75.2
67 Rose George T Watertown	75.1
68 Saleh Monir F Rego Park	75.0
69 Nuttall James Troy	74.9
70 Myers Susan A Staten Is	74.9
71 Motyka Edward R Oswego	74.9
72 Schermerhorn G Ghent	74.8
73 Gucwa William J Buffalo	74.6
74 Sorrell James Saratoga	74.2
75 Jacobson P I aWtervliet	74.3
75A Casmier Fritz A Laurelton	74.2
76 Hunter Robert J Saratoga Spg	74.0
77 Brown William E Coeymans Holw	74.0
78 Steg Max Brooklyn	73.8
79 Dahlhaus D M Holtsville	73.6
81 Peek Thomas W Yorkville	73.4
82 Fortune James A Watervliet	73.0
83 Hodder Timothy Albany	73.0
84 Adelman Dennis Plainview	73.0
85 Mazzariello J J Troy	72.9
86 Deprez Daniel J E Amherst	72.7
87 Womer Earl F Schenectady	72.4
88 Tokarczyk L J N Tonawanda	72.3
89 Stack John V Schenectady	72.0
90 Macaluso M P Brooklyn	72.0
91 Jones John M Hudson Falls	71.9
92 Lopresti Angelo Rochester	71.9
93 Sampone Michael Amsterdam	71.8
94 Gazzo Angelo A Williamsvil	71.7
95 Vermette Nancy Albany	71.7

**EXAM 36142**  
**SR EXCISE TAX EXMR**  
 Test Held Jan. 15, 1977  
 List Est. June 10, 1977

1 Isaacs Grace F Mineola	96.5
2 Coringrato A College Pnt	89.6
3 Tokarczyk L J N Tonawanda	88.8
4 Isaac Doumer Brooklyn	84.7
5 Benz Charles E Avon	83.7
6 Burkias John P Syracuse	83.1
7 Neeb John H Tonawanda	82.0
8 iFuch Bruce A Auburn	81.8
9 Stokes Leonard Loudonville	81.5
10 Mort Harold I Schenectady	81.3
11 Allen Richard G Binghamton	80.7
12 Adona Pio R Brooklyn	80.5
13 Motyka Edward R Oswego	80.4
14 Rogers David N Saratoga Spg	80.4
15 Lande Charles W Little Neck	79.9

16 Scott Gordon L Pt Washington	79.7
17 Cordaro Charles Buffalo	79.2
18 Lopresti Angelo Rochester	78.5
19 Merchant C R Hudson	77.5
20 Vormwald R T Johnson City	77.1
21 Matthews T A Menands	76.7
22 Connell Daniel Albany	76.5
23 Holmes Barr J Albany	76.5
24 Courgi George College Pnt	76.0
25 Tortora Dick Howard Beach	76.0
26 Keen Charles L Rochester	75.2
27 Glenn James L Boonville	75.1
28 Distefano J J Norwich	73.7
29 Olson Richard S Canandaigua	73.3
30 Adair James L Baldwinvil	72.8
31 Marquardt W F Lancaster	72.8
32 Sampone Michael Amsterdam	71.8
33 Ducharme Ronald Schenectady	71.2
34 Breen James R Cohoes	70.7

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**EXAM 36140**  
**SR CORP TAX EXMR**  
 Test Held Jan. 15, 1977  
 List Est. June 10, 1977

1 Gritzke Robert Buffalo	99.2
2 Neeb John H Tonawanda	97.4
3 Hanny Charles E Amherst	96.2
4 Tollar Thomas M Hamburg	91.4
5 Sadowski Roland Blasdell	91.4
6 Mallory Nancy E Watervliet	91.0
7 Sheffer Carol Waterford	90.1
8 Provost Mary A Albany	89.6
9 Kane Gary I Brooklyn	89.2
10 Lew Alfred M Grand Island	88.6
11 Podhiray S Brooklyn	87.3
12 Womer Earl F Schenectady	86.7
13 Hodder Timothy Albany	86.2
14 Francis Vance A Brooklyn	86.2
15 Li Hungwu Jackson Hts	85.8
16 Pidgeon L E Ballston Spa	84.1
17 Barrett P L Brooklyn	84.0
18 Cahill William Brooklyn	83.8
19 Lorenz William West Seneca	81.9
20 Emslie William Brooklyn	81.8
21 Gorski John T Buffalo	80.8
22 Fortune James A aWtervliet	80.7
23 Baker Raymond D Troy	80.7
24 Ikenhoffer John Albany	80.0
25 Iannacito John Albany	79.9
26 Yadack Robert J Schenectady	79.0
27 Peroha John R Ballston Spa	79.0
28 Voigt Robert T Saratoga Spg	78.8
29 Kearney Kevin P Buffalo	78.2
30 Fontainelli J A Albany	77.8
31 Jaeger Edward Brooklyn	77.8
32 Puffer Ralph H Cobleskill	77.4
33 Schlissel John NYC	77.4
34 Dechiro Anthony Schenectady	77.4
35 Alexis Walter L NYC	77.2
36 Fine Sally L Little Neck	77.2
37 Jacobs William Albany	76.3
38 Woodbeck Wayne Schoharie	75.4
39 Hanafy Mohamed NYC	74.9
40 Bowman John E Clifton Park	73.5
41 Taylor Richard Latham	73.0
42 Lukatschat P Troy	72.9
43 Jacobs Alice Queens Vill	72.8
44 Zach Helen Nassau	72.7
45 Hunter Robert J Saratoga Spg	71.8
46 Kahler Edward Albany	71.7
47 Tierney William Clifton Park	71.3
48 Ardito Phillip Albany	71.1

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**EXAM 36141**  
**SR ESTATE TAX EXMR**  
 Test held Jan. 15, 1977  
 List est. June 10, 1977

1 Davey John F Albany	82.5
2 Scheyer Hans R Troy	79.8
3 Glenn James L Boonville	79.7
4 Roberts Gail A Binghamton	79.0
5 Levy Samuel Bayside	77.9
6 Baker David E Latham	77.2
7 Levin Myron P Albany	76.2
8 Fetcho Michael Bayside	75.5
9 Fine Sally L Little Neck	74.6
10 Formica Lidio E Staten Is	74.5
11 Jones Ronald R Saratoga Spg	74.4
12 Merrithew John Clifton Park	74.4
13 Golovchenko M Bronx	74.1
14 Desanges John Roosevelt	74.0
15 Ringler M T Delmar	74.0
16 Sadowaki C A Schenectady	73.3
17 Steg Max Brooklyn	72.5
18 Lande Charles W Little Neck	72.2
19 Lasher Edward J New Hartford	70.7
20 Phillis Donald Amsterdam	70.7

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# 4 Rensselaer Jobs Open

Rensselaer County Civil Service officials have scheduled Sept. 24 for four job qualifying exams, two promotional and two open competitive.

The filing deadline for all four tests is Aug. 24.

There is one opening each for staff development assistant, staff development supervisor, the promotional titles, and aging services specialist, and senior fiscal analyst, the open competitive titles.

The Rensselaer County Department of Social Services has the staff development openings. The supervisor post pays \$12,901 a year and the assistant post pays \$9,388. Case workers with at least two years experience are eligible for the assistant's post and case supervisor with one year's experience can qualify for the supervisor post.

For aging services specialist, an \$8,063-a-year job, two-year college graduates with associate degrees in human services, high school graduates with two years community organization or aging institution experience, or persons with a combination of both are eligible. Candidates must also be Rensselaer County residents for at least four months at exam time.

New York State residents for at least four months are eligible

for senior fiscal analyst positions which pay \$11,502 a year, but Rensselaer County residents will be given preference in hiring. Job hopefuls must also hold a bachelor's degree in either business administration, public administration, economics or accounting. Candidates also need four years' cost analyst experience, a master's degree or a combination of experience and training.

Prospective applicants should

## Electronics Tech Opening At JFK

MANHATTAN — The Federal General Services Administration has an opening at John F. Kennedy Airport for electronics technician from GS-9 to GS-11.

Applicants must have experience in maintenance of cryptographic communications equipment (KW-7, KG-13). The salary is \$14,097 to \$17,056 a year.

Candidates will be required to be on call 24 hours a day. Travel is also part of the job. Applicants will not be considered if they have a police record or unacceptable references.

Anyone interested should write to Regional Personnel Office, Room 1008, General Services Administration, 7th & D Streets, SW, Washington, D.C. 20407, Attn.: Clifton Buckram.

contact the county Civil Service Commission, Court House, Troy.

### LEGAL NOTICE

**MEMORY PRODUCTIONS**  
Substance of Amended Certif of Ltd Partnership of Memory Productions filed 7/21/77 NY Co Clk. Sole La0 Partner WM J Dunsmore Jr has become Co-Gen'l Partner and additional La0 Partners substituted as follows (Names & Cash Capital Contributions): G Adler, 914 S Mooney Blvd, Visalia, CA, \$10,000; JW Barry, 1334 N Avalon Blvd, Wilmington, CA, \$20,000; L Blazina, 544 W 25 St, Merced, CA, \$6,667; AJ Cusenza, 1429 College Ave, Modesto, CA \$13,333; JD Darroch, 1213 Coffee Rd, Modesto, CA, \$26,667; H Escobar, 30882 Succes Valley Rd, Porterville, CA, \$10,000; RB Evey, 130 N Santa Cruz Ave, Modesto, CA, \$5,000; GC Graham, 1050 Colorado Dr, Merced, CA \$10,000; JR Hays, 1393 E Olive, Porterville, CA, \$20,000; J Keck, 800 W 20 St, Merced, CA, \$6,667; SJ Klor, 1400 Florida Ave, Modesto, CA, \$15,000; P Levy, 3546 E Shields Ave, Fresno, CA, \$13,333; PJ Maloney, 656 W 20 St, Merced, CA, \$20,000; PS Nelson, 16521 Rd 204, Porterville, CA, \$10,000; W Nelson, 803 Coffee Rd, Modesto, CA, \$13,333; EG Nielsen, 800 W 20 St, Merced, CA, \$6,667; CD Powers, 130 N Santa Cruz Ave, Modesto, CA, \$5,000; RW Purvis, 3104 Buckingham Ct, Modesto, CA, \$10,000; NE Ringer, 1400 Florida Ave, Modesto, CA, \$15,000; JW Rowland, 1400 Florida Ave, Modesto, CA, \$15,000; JA Sargent, 3125 W Howard Ave, Visalia, CA, \$10,000; MW Simmons, 3540 E Shields Ave, Fresno, CA, \$15,000; MT Slater, 1852 Scenic Dr, Modesto, CA, \$10,000; LD Smith Jr, 412 E Orangeburg, Modesto, CA, \$10,000; C Stockton, 1034 12 St, Modesto, CA, \$10,000; G Takhak, 2531 N Hickman Rr, Denair, CA, \$40,000; J Ward, 1400 Florida Ave, Modesto, CA, \$20,000; D Weisenberger, 875 W Olive Ave, Porterville, CA, \$18,333; JH Wilhelm, 2644 M St, Merced, CA, \$15,000.

All of the Ltd Partners have agreed to assume his pro-rata portion of overall liability for financing of Partnership properly only. Otherwise, Certif identical to that filed 5/19/76 NY Co Clk.

### LEGAL NOTICE

**LIMITED PARTNERSHIP  
CREEM & CREEM**  
111 Broadway, NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on July 12, 1977. Business: General commission and brokerage business including functioning as specialists on New York Stock Exchange. General Partners: Michael Creem, 53 Templar Way, Summit, N.J.; Anthony Creem, 313 W. 29th Street, N.Y.; Timothy Creem, 26 Plymouth Rd., Port Washington, N.Y.; Ralph Costello, Jr., 190 Wellington Rd., Elmont, N.Y. Limited Partners, Cash Contributions and Annual Share of Profits: Theresa Devoe Creem, Michael Creem, Anthony Creem and Timothy Creem, as Executors of the Estate of John J. Creem, Jr., c/o Michael Creem, 53 Templar Way, Summit, N.J., \$300,000, greater of 15% of net annual profits or 10% per annum interest on amount of capital contribution; Anne G. Creem, 26 Plymouth Rd., Port Washington, N.Y., as Trustee under separate trust agreements f/b/o Siobhan N. Creem, \$10,000, Jule A. Creem, \$10,000, Daniel A. Creem, \$10,000, Sharon L. Creem, \$10,000, Stephen D. Creem, \$10,000 and Mark W. Creem, \$10,000; Nancy Creem, 53 Templar Way, Summit, N.J., as Trustee under separate trusts f/b/o Jacob T. Creem, \$10,000 and Linda S. Creem, \$10,000; such Trustees to receive under each separate trust agreement 1% of net annual profits. Term: January 1, 1965 until terminated by operation of law, consent of the majority of partners or as provided in agreement. Limited Partners shall not assign or transfer their interests without written consent of majority of general partners. Partners may withdraw upon 90 days written notice. Contributions to be returned upon consent of a majority of the general partnership. No right to admit additional Limited Partners given. The death or withdrawal of a partner shall not terminate the partnership.

### LEGAL NOTICE

**LIMITED PARTNERSHIP  
HIGH QUALITY HAMBURGER ASSOCIATES**, 122 E. 42 St., NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office June 8, 1977. Business: Own or lease real property for construction of restaurants. General Partners: William A. Meyer, 1311 Greenbrook Parkway, Memphis, Tenn.; Gail Meyer, 3301 NE 5 Ave., Miami Fla. Limited Partner and Cash Contribution: Paula Mooney, 5990 Hickory Hill Square, Memphis, Tenn., \$100. Term: May 24, 1977 to December 31, 2027. Contribution of original limited partner returned upon admission of additional limited partners who shall contribute \$25,000 per unit up to 36 units. Limited partners shall receive 99% of net profits based on contribution. Upon death, retirement, resignation, bankruptcy or incompetence of a general partner, partnership shall terminate unless remaining general partner agree to continue business.

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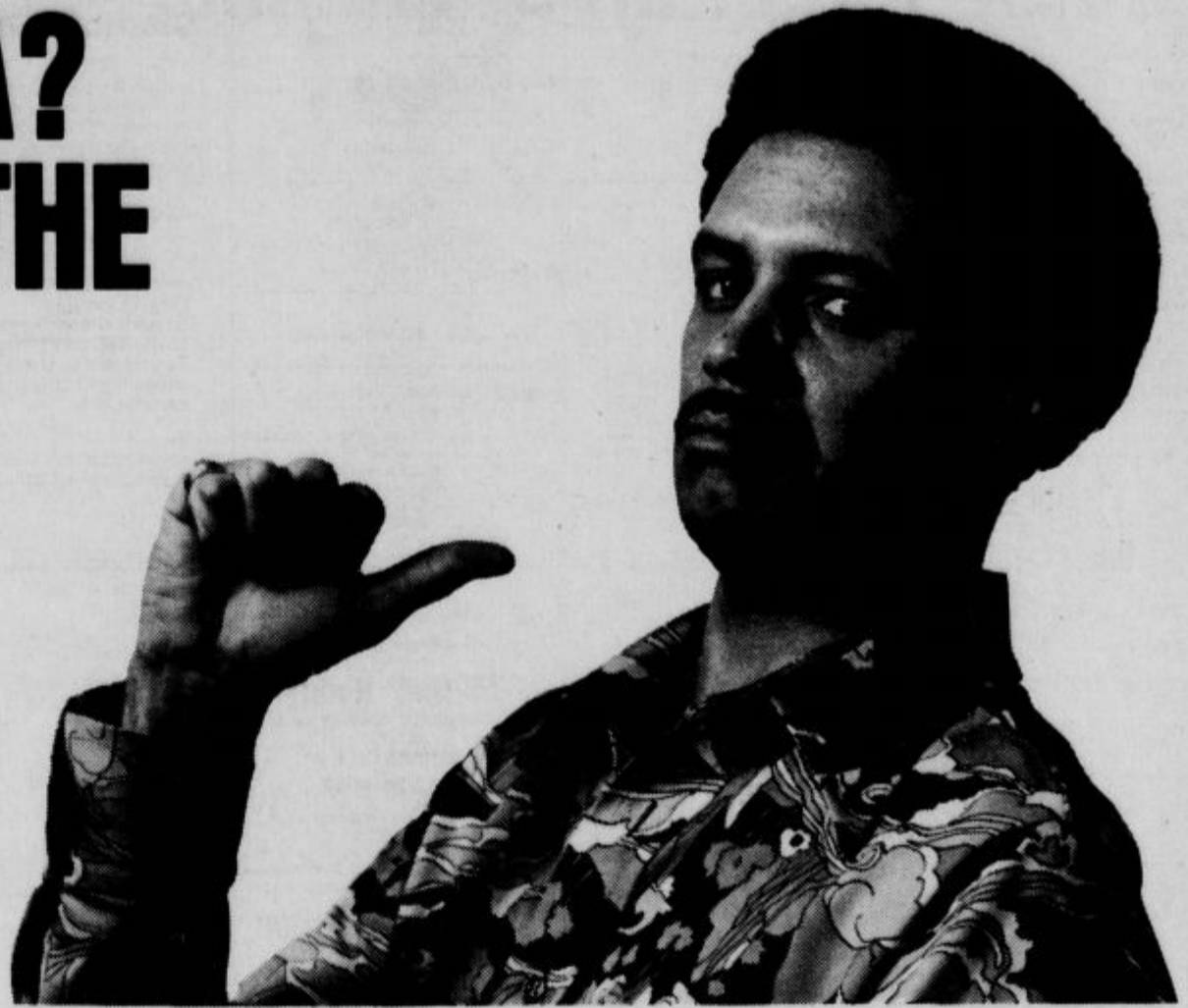
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**JOIN CSEA?  
I GET ALL THE  
BENEFITS  
ANYWAY,  
RIGHT?**



**WRONG!**

**CLIP THIS AD AND GIVE IT TO A NON-MEMBER.**

As we said. Wrong! If every employee of every work location in the County Division belonged to CSEA, your wallop at the bargaining table would be that much stronger. Sure, now you get what your negotiators win. But it could be more.

If every eligible person working for New York State belonged to CSEA, who knows where the State units could go. But as long as a certain percentage of employees do not belong, management (the State of New York) will try to pit non-members against members.

CSEA is only as strong as it is united. Make no mistake about it . . . in most areas of both local and state government CSEA is strong. But anything less than 100% membership participation still leaves something to be desired.

In all our 67 plus years of battling for public employees, we've yet to see a non-member turn down a newly-won benefit or raise. The dues are only \$58.50 a year. \$1.13 a week. And God knows where public employees within New York State would be today if it weren't for CSEA. Government is not known for its philanthropic attitude toward its employees.

Over the years CSEA has won protection for its members so that even a change of political administrations cannot touch them. CSEA has won raise after raise, benefit after benefit. Yet, there are some

people who still don't join. Certainly, \$1.13 dues a week isn't the answer. The price of job security has got to be worth more than that.

There are thousands of dedicated public employees who give freely of their own time and effort to keep CSEA strong—to ward off bureaucratic employee controls from every level of government. When CSEA members get together they discuss this situation in hard-nosed terms. They don't call a non-member a non-member. They call him a FREE-LOADER. If you're a non-member, think of this: Your tax dollars are supporting those officials who would work *against your new benefits*. Why not give a little support for those who are *working for you*? CSEA.

Look up your CSEA representative this week and ask him for a sign-up card. Sure, we're on a membership drive. But not for any other reason than to build a better future for all of us. Remember—every penny of CSEA's dues goes toward representing you. We're not supporting some high monkey-monks in Washington, or bailing somebody out of jail. We're working to maintain our position of being *The Most Powerful Force in New York State working for Public Employees*. We need your moral and financial support.

We also have great voluntary group insurance programs available that'll save you many times your dues on your home, auto, life and disability insurance. That's worth the price of admission alone.

**CSEA**

**STRENGTH IN UNITY**

# CSEA-Negotiated Training Courses Available

SIENA COLLEGE LOUDONVILLE	A-2-90 A-3-90 A-2-92	PRINCIPLES OF ACCOUNTING I GOVERNMENTAL ACCOUNTING PRINCIPLES OF ACCOUNTING III	M&W T&W M&W	4:30-5:45 4:30-5:45 4:30-5:45	40 40 40	3 3 3	9/7 9/7 9/7
SOUTH BEACH PSYCHIATRIC CENTER 777 SEAVIEW AVENUE STATEN ISLAND	A-1-160 B-1-283 B-1-285	INTRODUCTION TO PUBLIC PERSONNEL ADMINISTRATION BEHAVIOR MODIFICATION ABNORMAL PSYCHOLOGY	T M TH	4:30-7:30 4:30-7:30 4:30-7:30	30 30 30		9/13 9/12 9/15
COLLEGE OF ST. ROSE ALBANY, N. Y.	B-1-280 B-1-406	INTRODUCTION TO GENERAL PSYCHOLOGY INTRODUCTION TO SOCIOLOGY	TH W	4:00-6:30 4:00-6:30	45 45	3 3	9/8 9/7
SUFFOLK COUNTY COMM. COLL. WEST CAMPUS AT SUFFOLK DEVELOPMENTAL CENTER	B-1-280 C-1-41	INTRODUCTION TO GENERAL PSYCHOLOGY HOW TO WRITE - A BASIC ENGLISH COURSE	T T	4:00-7:00 4:00-7:00	45 45	3 3	9/6 9/6
SYRACUSE DEVELOPMENTAL CENTER 800 WILBUR AVENUE SYRACUSE	A-1-117 A-2-3 A-2-5 B-1-291 B-1-505 C-1-130 C-1-140 D-1-40	PUBLIC BUDGET & FINANCE ADMINISTRATION TEAM SUPERVISION CASE STUDIES IN SUPERVISION DEVIANCY & NORMALIZATION INTRODUCTION TO PHYSICAL THERAPY BASIC CONVERSATIONAL SPANISH BEGINNING SIGN LANGUAGE BEGINNING SHORTHAND	TH T TH M W W M T	4:00-7:00 4:00-7:00 4:00-7:00 4:00-7:00 5:00-8:00 4:00-7:00 7:00-10:00 4:00-7:00	30 30 30 30 30 30 30 30		9/15 9/13 9/15 9/12 9/14 9/14 9/12 9/13
UTICA-ROME STATE UNIVERSITY COLLEGE UTICA	A-1-160 A-2-5 B-2-315 C-2-42	INTRODUCTION TO PUBLIC PERSONNEL ADMINISTRATION CASE STUDIES IN SUPERVISION BASIC COUNSELING REPORT WRITING	M T M T	3:30-6:00 3:30-6:00 3:30-6:00 3:30-6:00	30 30 30 30		9/12 9/13 9/12 9/13
WASSAIC DEVELOPMENTAL CENTER WASSAIC	B-2-150 B-2-315 C-1-33 D-2-115	FUNDAMENTALS OF STATIONARY ENGINEERING II BASIC COUNSELING TECHNIQUES EFFICIENT READING REFRESHER IN SECRETARIAL TECHNIQUES	M M W W	4:00-7:00 4:00-7:00 6:00-8:00 4:00-7:00	40 30 30 45		9/12 9/12 9/14 9/14
WORLD TRADE INST. ITUTE 55th FLOOR ONE WORLD TRADE CENTER NEW YORK CITY	C-1-35 C-1-130 C-1-130 C-1-135 C-2-42 C-2-130 C-2-135 C-3-130 C-1-66	UNDERSTANDING & INTERPRETATION OF WRITTEN MATERIALS BASIC CONVERSATIONAL SPANISH - SECTION I BASIC CONVERSATIONAL SPANISH - SECTION II BASIC CONVERSATIONAL FRENCH - SECTION I REPORT WRITING INTERMEDIATE CONVERSATIONAL SPANISH - SECTION I INTERMEDIATE CONVERSATIONAL FRENCH - SECTION I ADVANCED CONVERSATIONAL SPANISH BASIC COMMUNICATION SKILLS	T&TH M&W T&TH M&W M&W T&TH T&TH T&TH M&W	3:30-5:30 3:30-5:30 3:30-5:30 3:30-5:30 3:30-5:30 3:30-5:30 3:30-5:30 3:30-5:30 3:30-5:30	40 40 40 40 30 40 40 40 40		9/13 9/12 9/13 9/12 9/12 9/13 9/13 9/13 9/12

## Cornell Hosts MH Leadership Conference

ITHACA — Civil Service Employees Assn. officers and delegates from statewide Mental Hygiene facilities attended a recent leadership conference at Cornell University.

The five-day workshop, conducted by the New York State School of Industrial and Labor Relations and CSEA headquarters staff, emphasized "Building An Effective Local Union" with special attention to education and membership, legislative and political action, grievance procedures, communications and public relations on local and statewide levels, arbitration, layoffs, job security, and other topics

useful to strengthening locals.

Representing statewide Mental Hygiene facilities and departments were: John Andrus, Binghamton PC; Mary Ansbach, Arthur Gaten, Alice Pope, Don Neuburger, Central Islip PC; Bob Love, Craig DC; Dorothy King, Charles Bell, Mary Edwards, Marjorie Reeves, Henry Sarno, Barbara Smith, Clinton Thomas, Neil Verton, Creedmoor PC; Carol Hill, Lois Goosman, Elmira PC; Louis Adessa, Sam Grey, Gowanda PC; Robert Scott, Harlem Valley PC; Alberta Johnson, Richard Benward, Hudson River PC; Dick Halton, Robert Coe, Jr., Hutchings PC; Robert Sage, Alfred Rush, Kingsboro PC; Martina Benjes, Florence Murphy, Fay Kraus, Carl Fennell, Greg Szurnicki, King's Park PC; Ray Caruana, Masten Park Rehabilitation Center; Randy McDonald, Monroe DC; Charles Crabtree, Betty Duffy, Paula Luvera, Charles Salzman, Sylvia Weinstock, Pilgrim PC; George McCarthy, St. Lawrence PC; Victor Procopio, Syracuse DC; Doris Pratz, Willard PC; Ed Gagnon, Gouverneur Hospital, and Marilyn D'Amico, Mental

Hygiene Central Office. CSEA staff members included: Dr. Ed-

ward Diamond, director of edu-

relations associate for Central Region V.



Staff of the Civil Service Employees Assn., and members representing Mental Hygiene facilities from across New York State assembled at Cornell University, Ithaca, where a five-day leadership conference was held last month.

**FREE!**

Send a self-addressed stamped envelope for Free 3x5 Decal Flag to John Farnelle, 45 Meyer Ave., Poughkeepsie, N.Y.

**C.S.E.A.**  
Dutchess Co. Educational Employees Chapter

# August Filing Set For 68 State O.C. Exams

The New York State Department of Civil Service now has openings for open competitive jobs in a wide variety of titles, with salaries ranging from \$8,251 to \$32,678 a year.

Heading up the list of 68 titles is **senior stenographer**, exam 20-993, paying \$8,251 a year. Vacancies exist in all counties of the New York Metropolitan Area. Candidates must have had one year of secretarial or stenographic experience or completed a two-year secretarial course from a business school or technical institute. Applications must be in no later than Aug. 22 to be eligible for the Sept. 24 written exam.

**Senior radiologic technologist**, exam 24-581, pays from \$9,545 a year to \$11,022 a year, depending on where the job is. There are openings throughout New York State. Applicants must have a license to practice general radiologic technology in the state, and have had two years of full-time experience to be eligible to take the Sept. 24 written test. File no later than Aug. 22. Candidates may file until Oct.

17 for **employment counselor**, exam 27-681, paying \$11,983 a year. A master's degree in counseling or other related areas such as psychology or social work; or 30 graduate credit hours is required to be eligible to take the November oral exam. There are many vacancies in New York City.

Candidates must have a valid New York State pharmacist's license, (a fact that was inadvertently omitted in an earlier story) to be eligible to take the exam for **narcotics investigator**, exam 24-576, paying \$13,404 a year. Additional experience of two years as a practicing pharmacist and one year in the manufacture of drugs or in law enforcement and investigation activities is required. The filing deadline is Aug. 22 for the Sept. 24 written test. Positions exist in the State Department of Health, which has offices at several locations around the state.

Other titles which have an Aug. 8 filing deadline are: **medical social worker A**, exam 27-663, paying \$10,714; **title searcher**, exam 24-572, paying \$10,714; **cable television specialist I**, exam

24-571, paying \$11,337; **senior medical conduct investigator**, exam 27-643, paying \$13,404; **Adirondack park project analyst**, exam 27-666 and 665, paying \$13,404, and **mental hygiene program evaluation specialists**, exams 27-673, 2, and 1, paying salaries ranging from \$10,714 to \$21,545.

Other Aug. 8 filing deadline jobs are: **regional medical care administrator**, exam 27-661, paying \$16,538; **medical care administrator**, exam 27-662, paying \$13,404; **community nursing services consultant (family planning)**, exam 27-668, paying \$16,538; **consultant nurse (maternal and child health)**, exam 27-664, paying \$18,369; **chief, bureau of statistical services**, exam 27-667, paying \$25,161, and **director, bureau of program evaluation**, exam 27-669, paying \$32,678.

Jobs with Aug. 22 filing deadlines are: **public health sanitarian**, exam 24-584, paying \$10,714; **sanitarian trainee**, exam 25-583, paying \$10,118; **assistant supervisor of fleet operations**, exam 24-574, paying \$10,714; **compensation claims examiner**, exam

24-577, paying \$10,714; **health facility food manager**, exam 24-582, paying \$10,714; **Welfare Inspector General field representative I**, exam 24-585, paying \$10,714; **real estate appraisers (mass appraisal system)** exams 20-901 through 924, paying from \$10,714 to \$21,545; and **senior compensation claims examiner**, exam 24-578, paying \$13,404.

Other Aug. 22 filing jobs are: **insurance fund hearing representative**, exam 24-575, paying \$13,604; **associate investment officer**, exam 27-674, paying \$17,429; **principal workmen's compensation examiner**, exam 24-579, paying \$15,684; **associate investment officer**, exam 27-674, paying \$17,429; and **chief of developmental center community service**, exams 27-652 through 654, paying \$27,942.

Jobs, with a Sept. 12 filing deadline are: **abandoned property accounts auditor, principal**, exam 24-586, paying \$21,545; **coastal zone resources specialist, principal**, exam 27-678, paying \$21,545; **dentist - in - training**, exam 27-679, paying \$20,428; **dentist exam 27-629**, paying \$22,694; **dentist II**, exam 27680, pay-

ing \$25,161; and **utilization review nurse**, exam 80-002 and **utilization review nurse, senior**, exam 80-003 have salaries based on location.

Applications and announcements may be obtained from the following offices of the State Civil Service Department: Albany: Staffing Services Bureau, S-6, State Office Building Campus, 12239; Buffalo: Suite 750, 1 West Genesee St., 14202; and New York: 55th floor, 2 World Trade Center, 10047.

## 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. Federal titles have no deadline unless otherwise indicated.

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

## Rensselaer: File Now, Investigator, Clerk

TROY—Rensselaer Civil Service Commission has announced three open competitive and three promotional exams.

Open competitive exam 66-810 for **senior clerk** will be given Sept. 24 and filing will close Aug. 24. Salary is \$5,563 a year.

Candidates must be county residents for four months before the test date and must have a high school diploma and two years of business-related experience.

An open competitive exam will be given for support collector

(66-735) Sept. 10 and filing will close Aug. 10. Salary is \$6,350 a year.

Filing will close Aug. 24 for open competitive exam 66-930 for **sealer of weights and measures** to be held Sept. 24. Applicants must have two years experience in a trade or business using weighing and measuring device or one year in the sales of such devices.

The salary is \$6,350 a year to start. There is one vacancy in Rensselaer County.

Exam 66-952 for **municipal personnel technician training trainee** will be held Oct. 15 and filing will close Sept. 14. The salary is \$10,118 a year.

Candidates must have a bachelor's degree or at least four years administrative or managerial experience, or an equivalent com-

bination of education and experience.

There is one vacancy in Rensselaer County Office of Labor Relations & Personnel.

Promotional exam 74-872 for **senior caseworker** will be held Sept. 24 with filing closing Aug. 24. There are two vacancies in Rensselaer County Department of Social Services.

The salary is \$9,388. Rensselaer Social Services caseworkers with two years' experience are eligible to apply.

County clerks qualify for promotional exam 74-787 for **senior clerk** to be given Sept. 24. Filing will close Aug. 24.

There is one vacancy in Rens-

selaer County Department of Health. Salary is \$5,563 a year to start.

Filing will close Aug. 10 for promotional exam 74-721 for **senior support investigator** to be given Sept. 10 and county support investigators may apply.

There is one vacancy in the Department of Social Services. Salary is \$7,139 a year.

Applications can be obtained from the Civil Service Commission, third floor, Court House, Troy, N. Y.

## New York Retirees Elect New Officers

At the meeting of the New York Metropolitan Retirees Civil Service Employees Assn. Local 910 held on Tuesday, June 21, the following officers and members of the executive board were elected: president, Alfred Robinson; first vice-president, John S. Chesslin; second vice-president, Nathan Goldstein; third vice-president, Eugenie A. Chester; treasurer, Mickey Cisek; recording secretary, Amelia Crichlow; corresponding secretary, Ceil Malkin; executive board: Henry Gerstman, Edith Perota, Edward Powers, Caleb Racob, Israel Silverberg.

## For Sale Condomium—N.J.

CRESTWOOD VILLAGE, N.J. — Ret. Comm. 2 Br, Walk-in cl, Attic, Porch, Atpl, St & Scr, Walk 2 Blocks to shopping, Med. Ctr, Cath. Ch. Adj golf Cse. Asking \$24,000, Mo Chg. \$74.00. Tel (212) 225-6222 after 5 p.m.

## Farms & Country Homes NY State

FREE CATALOG — Many excellent buys in farms, homes, acreage, cottages. DAHL REALTY, INC. Rt. 7, Cobleskill 1, N Y 12043. (518) 234-3583.

## For Sale—Schuyler Co.

13 ROOM—well insulated—2,400 sq. ft. Raised Ranch—attchd 2-car garage—3 bath — 4 bdms — study-kit—l.r.-d.r. family room, study, dressing room—beautifully landscaped—3 acres. Adjoining 2-acre lot available. Will sell furnished if desired. Write—K. Gilbert, 4615 RD 1, Montour Falls, N.Y. 14865, or Phone 607-594-3386, after 6.

## Real Estate—For Sale Orange County

9½ ACRES farmland Pine Bush, N.Y. owner 914-429-2370.

## House For Sale—Adirondacks

ADIRONDACKS, in New York. Two story camp. 26' x 30'. Liveable year around. Fully insulated. Low taxes. Location Number Four, Stillwater Rd., Outside Lowville. Call 315-376-3853.

## House For Sale—Sullivan County

3-BEDROOM RANCH, 1½ bth., garage & large sundeck located in Country Club estates with club facilities. Low taxes. Attractively priced, Call 914-476-3451.

## For Sale - Suffolk County

4 BEDROOMS — hot water, oil heat, plot 100'x100', alum. siding, att garage, open patio. Fully landscaped, fenced. Many extras. Mrs. Z. VAN HOUTEN, P.O. Box T, Central Islip, N.Y. 11722.

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# Retiree News

By THOMAS GILMARTIN JR.  
CSEA Coordinator of Retiree Affairs

Now is the time for retired public employees of New York State to evaluate the results of efforts made this year to improve their financial situation by the only means available, legislation. Generally it has been an outstandingly successful year, notwithstanding certain keen disappointments.

On July 8, Gov. Hugh Carey signed into law, chapter 407, the legislation that provides a cost-of-living increase ranging from 14 percent to 25 percent for those state workers who had retired before April 1, 1969, and had attained age 62 before June 1, 1972. This enactment will go down as a milestone in the history of supplementing this state's retired public employee pensions. It represents an across-the-board addition of 14 percent to the supplement already being received by those who meet the eligibility requirements.

The Civil Service Employees Assn. also supported legislation which passed into law raising to \$3,000 the amount a retiree could earn upon returning to public service, without diminution of his pension allowance. This amount will in the future be equivalent to Social Security's limit.

The union was also pleased to see passage for the second time of legislation which would amend the state constitution to pass on to a retiree's widow or widower any supplemental increases that were received by the deceased spouse. This proposed legislation must now be approved by referendum in the state's next statewide elections.

CSEA's bill S2901-A8345, to provide a survivor's benefit of \$2,000 to beneficiaries of those who retired from state service before Oct. 1, 1966, did get out of the Senate Finance Committee and was then passed by the Senate. At the time the Legislature recessed, however, this bill remained lodged in the Assembly's Governmental Employees Committee. When the Legislature convenes on Oct. 25, we will do whatever is possible to get the bill through the Assembly in a hurry.

**RETIREE MEMBERS** of the CSEA are virtually unanimous in their pleasure that the Agency Shop Bill was passed by the Legislature and is expected to be signed into law by Governor Carey. Many feel that it is unfortunate that so many non-member retirees profit by benefits gained by the CSEA's hard work for retiree legislation, without their lifting a finger to help or without paying the low retiree dues to join the members in their organized efforts.

The fact is that only 20 percent of the 106,000 retirees drawing a monthly check from the Employees Retirement System are CSEA retiree members. There is no way to force non-member retirees to join, as an Agency Shop law cannot apply. It is possible that many non-member retirees do not know about the CSEA's retiree division and what is being done for them. A statewide retiree recruitment campaign will soon be launched, thanks to the interest of our dynamic new president, Bill McGowan.

**EVALUATION** of the retiree legislative program for 1977 seems to lead quite naturally to the formulation of retiree legislative goals for 1978, with no time allowed to celebrate or to rest. For that purpose the retirees statewide committee will meet at CSEA headquarters in Albany on Sept. 6. They will be joined in this important meeting by CSEA's president, Mr. McGowan, and by James Featherstonhaugh, the union's chief lobbyist.

All retiree Local presidents have been asked for their suggestions and recommendations to assist the committee in arriving at legislative goals that will be expedient, realistic, and in the best interest of all present and future retirees. In the CSEA retirees' history, the year 1977 will not soon be forgotten, but there is still very much that remains to be done for all our retirees.



## JOSEPH LOCHNER RETIRES

Family, friends and formalities were all part of the festivities that finalized Joseph Lochner's 46-year career with CSEA. In top photo, the former CSEA executive director is surrounded by members of his family; at lower left, he trades greetings with Theodore C. Wenzl, whose 11 years as CSEA president made him Mr. Lochner's longest-time boss, and, at lower right, he accepts inscribed plaque presented by CSEA president William McGowan. Dr. Wenzl presented him with \$350 gift certificate, which was based on a dollar per person from attendees at function. Dr. Wenzl quipped that in actuality there had been 388 guests at the affair, so that there was a \$38 difference, and, by coincidence, that was the same number of votes by which Mr. McGowan had won the union presidency in the latest election. Master of ceremonies John Rice received one of the big-

gest laugh of the evening, when he pointed out the CSEA's penchant for hyphenated names, referring to the long association with his law firm, Holt-Harris, and then introducing CSEA's president McGowan-Wenzl. (Dr. Wenzl claims irregularities in the election, and is seeking a new vote.) Mr. McGowan and Dr. Wenzl were seated near each other, and were obviously cordial. Nearly 20 presentations were made to Mr. Lochner. When he had his chance to acknowledge his appreciation, he noted that when he began with the CSEA in 1931, it had less than 10,000 members and its principal purpose was to advance the cause of the Merit System. The organization now has nearly a quarter-million members in state and in local government employment and has the right of collective bargaining, but is still engaged in protecting the Merit System.



## HONOR THE LIFE OF REILLY

A retirement dinner was held by the City of Poughkeepsie unit of the Civil Service Employees Assn., recently, to honor Gerard W. Reilly, who retired after serving nine years as the unit's president. The event was held at the Italian Center, Poughkeepsie. From left are Al Gallo, current unit president; Patricia Lassi, treasurer; Mr. Reilly and his wife, Irene; Mary Digilio, first vice-president.

