



PRESIDENT'S CONGRATULATIONS

Ken Pace of the Ft. Stanwix chapter, Civil Service Employees Assn., a Mental Hygiene therapy aide at the Rome Developmental Center, gets a big smile from Theodore Wenzl, CSEA president, for a recent act of heroism. At a recent outing for patients at Camp Stevens on Lake Delta, Mr. Pace spotted one of the women patients floating face down in the water. He ran from the top of a hill to the lake, swam out and pulled her to shore. He then administered mouth-to-mouth resuscitation. "She revived in about two minutes," Mr. Pace recalled. He said he learned how to administer such aid in a course he took six years ago. Mr. Pace is chairman of the Ft. Stanwix chapter's political action committee.

Rockland Employees Will Hit The Bricks In Info Picket Line

NEW CITY—The more than 1,600 members of the Rockland County unit, Civil Service Employees Assn. will rally at a mass informational picketing session on Tuesday, Aug. 17, at 6 p.m. at the County Office Building, New Hempstead Road, New City.

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

intend to "show management that all public employees in the area, whether they work for the county, local governments or the state, support the county employees' efforts to gain a fair contract," according to Rock-

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Flaumenbaum: Lawsuit Possible If Nassau Salary Boost Denied

(From Leader Correspondent)

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

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

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

Mr. Kramer—in a presentation illustrated with 36 charts—showed that a 6.6 percent wage increase would cost the average homeowner in Nassau only \$1.57 per month after tax deductions.

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

Mr. Flaumenbaum revealed that the CSEA is studying the possibility of a legal suit after the leader of the Board, Hempstead Town Presiding Supervisor Francis Purcell, was quoted in the local press as saying that, "We may have to have a wage freeze."

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

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

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

(Continued on Page 3)



Irving Flaumenbaum, leader of the Nassau County CSEA chapter, is seen testifying before the County Board of Supervisors meeting in legislative hearing on a wage increase for county employees.

Abandon Plans To Merge Adam & Gowanda Centers

(From Leader Correspondent)

PERRYSBURG—The State Department of Mental Hygiene has taken the advice of the Civil Service Employees Assn. and abandoned plans to merge the J.N. Adam Developmental Center here with the nearby Gowanda Psychiatric Center.

CSEA leaders in the J.N. Adam chapter had lobbied against the proposal, claiming the merger was unfeasible, uneconomical and detrimental to residents of both facilities.

The J.N. Adam Center treats mental retardation; the Gowanda Center treats mental illness.

Both centers were urged by state officials to continue to ex-

(Continued on Page 3)

Broome Wage Hike Computation Change Still Benefits County

BINGHAMTON—Several Broome County employees may have an extra \$100 due them under the terms of the 1976-77 Broome County-Civil Service Employees Assn. contract because of errors made in computing salary levels.

Under the terms of the Broome County CSEA unit's pact, the county had agreed to pay an across-the-board increase this year of \$350 to all employees earning \$5,500 or more and \$450 to those earning less.

However, as the unit newsletter News and Views pointed out recently, "This would be a fairly straightforward procedure except in the case of an employee who has a longevity increment at-

tached to his or her salary.

In the past, the article said, when the county computed a percentage salary increase, it removed the increment, computed the raise on the balance of the salary, then added the salary increase and the increment back

(Continued on Page 3)

Pose Security Unit Challenge

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

Bargaining Unit.

In so doing, the union is challenging the incumbent labor representative, the American Fed-

(Continued on Page 9)



Was Rockefeller Ford's Smartest Political Move?

INSIGHT into the political wisdom that results in the choice of a Vice-Presidential nominee is offered in Richard Rubin's book, *Party Dyna-*

(Continued on Page 6)

SHORT TAKES

FISCAL DISCLOSURE RULE

The State Supreme Court's Appellate Division, overturning a lower court ruling, has upheld the constitutionality of the state's fiscal disclosure requirements for public employees. The lower court ruling, which came from a suit brought by 42 physicians and scientists at Roswell Park Memorial Institute, Buffalo, asserted that requiring the 42 to provide information as to their incomes, was unconstitutional. Last year, Gov. Hugh L. Carey issued an executive order which required all state employees earning more than \$30,000 annually or who hold policy-making posts to submit financial statements and information about outside sources of income. The Appellate Division's ruling may bring as many as 1,000 Department of Mental Hygiene employees—many of them psychiatrists with private practices—under financial scrutiny by the new Board of Public Disclosure. Charles Sandler, a Civil Service Employees Assn. Region VI attorney and counsel for the 42 Roswell Park staffers, stated he intends to appeal the most recent court ruling. According to another CSEA attorney, James Roemer, the Roswell Park employees themselves are not primarily concerned with possible loss of outside employment. "What we're against is the kind of disclosure that's required by the executive order," he said. "Is it relevant how much money the wife of a public employee has in the bank? Particularly offensive," Mr. Roemer added, "are the parts that force disclosure of family interest, spousal interest—things that really aren't relevant to employment."

RANGER FACES DISMISSAL

Daniel Singer, of Northville, a state forest ranger for the past 12 years, may face dismissal from the Department of Environmental Conservation because of his refusal to carry sidearms. In a story appearing in the Albany Times Union, Mr. Singer described himself as "kind of a gentle guy; that's why I took the ranger job to begin with. I'm from New York City and I was looking to get away from the violence. I don't want to be put into a situation where I might have to shoot someone." Mr. Singer is currently facing disciplinary charges stemming from his refusal to re-enter the Northampton State Campsite area to supervise rival groups of aggressive teenagers. "It was a gang war situation and two guys had been stabbed," Mr. Singer said. "One of the guys had struck out at me and I told my boss I didn't want to go back." Recently, forest rangers were given the option of carrying state-supplied .357 magnum revolvers. A hearing has been scheduled with the EnCon director of employee relations who will forward a recommendation to Commissioner Peter A.A. Berle. If the Berle decision is challenged, a binding decision will be issued by an independent arbitrator.

OREGON PUBLIC PAY LAGS

Oregon state employee salaries have not arrived at parity with similar jobs in the private sector nor are they equal to five other western states with which salaries are usually compared, according to the Oregon State Employees Assn., OSEA News. Despite claims from state officials, said an OSEA personnel and classification analyst, Oregon public sector salaries lag about 7 percent behind those paid in the five other states of Colorado, California, Washington, Idaho and Nevada.

Visual Arts Slot Opens

ALBANY—The State Civil Service Department has announced filing for audio visual training and production specialist (Exam No. 27-612). The filing deadline is Aug. 16 for the \$13,456 job.

Applicants must have an associate degree in electronics or an appropriate related field and two years' specialized experience. An additional two years' experience can be substituted for the associate degree.

The opening is at the training academy of the Department of Correctional Services, Albany. Applicants will be evaluated on training and experience and then 10 applicants with the highest ratings will be given a performance test.

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

DIRECTOR LIST

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

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Shop Prom Open

A written test will be given Oct. 27 for purchase inspector (shop steel), the NYC personnel department announced.

The salary is \$11,000. Applications must be filed Aug. 3

through 23. Applicants need four years structural steel experience with one year as a shop foreman, inspector or layout man.

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Set Bus Driver Workshop Sites

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

The meeting locations in Western Region VI (Buffalo) are Thursday, Aug. 19, at the Chanticleer Lodge, 473 Hamilton St., Canadaiqua, at 7 p.m.; Friday, Aug. 20, at the Dudley Motor Hotel, 132 Main St., Salamanca, at 8 p.m.; and Saturday, Aug. 21 at the Regency Motel, Thruway Exit 56, Blasdell, at 10:30 a.m.

In Central Region V, the meeting locations are Thursday, Aug. 26, at the Holiday Inn West, Vestal Parkway, Route 434, Vestal, at 7 p.m.; Friday, Aug. 27 at the Midtown Plaza Auditorium, 700 East Water St., Syracuse, at 7 p.m., and Saturday, Aug. 28 at the Holiday Inn, 300 Washington St., Watertown, at 10 a.m.

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

Sunmount DC Picnic

TUPPER LAKE—Joseph I. LaLonde, president of the Sunmount Developmental Center chapter 431, Civil Service Employees Assn., said the group will hold its annual picnic Saturday, Aug. 21. The picnic, to be held at Little Wolf Beach, Tupper Lake, will begin at 12 p.m.

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, 11 Warren St., New York, N. Y. 10007. Attn.: CSEA Calendar.

AUGUST

- 13—SUNY Stony Brook chapter "Night at Jones Beach."
- 14—SUNY at Buffalo chapter 602 picnic: Oppenheimer Park.
- 17—New York City Metropolitan Retirees chapter 910 meeting: 1 p.m., Room 5890, Two World Trade Center, Manhattan.
- 18—Executive committee meeting, Oswald D. Heck Developmental Center chapter, Building Four, Heck DC, Balltown at Consaul Roads, Schenectady.
- 20—Office of General Services chapter 660 clambake: Krause's Halfmoon Beach.
- 21—Sunmount Developmental Center chapter 431 picnic: 12 p.m., Little Wolf Beach, Tupper Lake.
- 22—Long Island Region I executive council meeting: 7:30 p.m., Region headquarters, 740 Broadway, Amityville.
- 23—Albany District DOT Good Will Assn.'s "Night At The Races": Saratoga Downs.
- 23—Town of Orangetown unit meeting: 8 p.m., Old Greenbush School.
- 25—West Seneca Developmental Center picnic: noon-10 p.m., Frandview Grove, 4685 Seneca St., West Seneca.
- 26—New York City chapter executive board meeting: 5:15 p.m., Francois Restaurant, 110 John St., Manhattan.
- 27—Syracuse Area Retirees chapter meeting: 1:30 p.m., Riordan's Restaurant, Market Street, Auburn.
- 27—Department of Motor Vehicles chapter 674 clambake: Krause's Halfmoon Beach.
- 30—Department of Labor chapter 670 steak roast/clam steam: 1 p.m., Krause's Halfmoon Beach.
- 31—Rochester Area Retirees chapter meeting: 12 p.m., Community House, Driving Park Circle, Newark.

SEPTEMBER

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



Daniel Jinks, left, collective bargaining specialist for the County Division of the Civil Service Employees Assn., and Joseph J. Dolan, assistant executive director, County Division, CSEA, are shown at CSEA headquarters in Albany making final arrangements for a series of meetings to be held throughout the state to inform school bus drivers of recent amendments to the New York State Traffic and Vehicle Law and the Transportation Law.

Nassau Suit Possible

(Continued from Page 1)
legal challenge was "an uncharted field of law" that was under intensive study.

The Nassau administration, headed by County Executive Ralph G. Caso, has refused throughout nine months of negotiation to offer any wage increase. This has led to mediation, impasse, fact-finding and, finally, the legislative hearing.

Two out of three fact-finders, including the impartial chairman, had agreed that the CSEA had proved that a minimum of

6.6 percent wage increase was necessary. The panel chairman had compromised on the issue by recommending that the increase be effective as of July 1. The second fact-finder set Jan. 1 as the appropriate retroactive date.

The CSEA presentation to the legislative hearing also attacked the county's claim that it could not afford to meet the legitimate needs of the employees. The CSEA represents 14,000 county employees. The chapter also represents about 8,000 employees of towns, villages, school districts and other local government units in Nassau.

The Board indicated that it would issue a ruling in about 10 days.

Mr. Flaumenbaum also demanded that the Board increase automobile mileage allowances, raise the cutoff for overtime pay and grant paid health insurance to retirees.

Rockland CSEA Sets Protest

(Continued from Page 1)
on. This method saved the county money. News and Views said, since it resulted in a smaller raise for the employee than if the increment had not been deducted.

"This year, the county reversed the procedure which again turned out to the county's advantage," the article continued. "In determining who earned less than \$5,500, the county left the increment attached to the base salary. If the total salary (base salary plus increment) was over \$5,500, the employee got the \$350 raise . . . if the increment had been taken off, some employees' salaries would have fallen below \$5,500, making them eligible for an extra \$100."

Cited was the case of one employee who discovered that her 1975 salary inclusive of her 10-year increment brought her gross wages above \$5,500. However, her 1975 salary minus her 10-year increment brought her salary below \$5,500; yet the county gave her only a \$350 raise.

After action by unit president

CSEA Wins Reinstatement For 3 Cohoes Employees

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

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

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

The employees contended, and the court agreed, that they were suspended before being informed in writing of the charges against

them; therefore, they were unable to respond to the charges.

When letters of suspension were distributed to the men the day following the incident, Commissioner Rosecrans informed them that a hearing would take place "pursuant to Section 75 of the Civil Service Law."

The judge, DeForest Pitt of Troy, ruled that Mr. Rosecrans' demand for a Section 75 hearing was "inappropriate," as the work contract did not provide for a grievance procedure of that nature.

The city's failure to respond within 10 days to a grievance filed by the men—another violation of a provision of their employment contract—"also entitled the grieving parties to the requested award," according to the court.

Marjorie Karowe, an attorney with the CSEA law firm of Roemer and Featherstonhaugh, Albany, acted as counsel for the men.

Quick Decision Seen In Nassau Increment Suit

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

The action was brought by the CSEA after Nassau County Executive Ralph G. Caso unilaterally decided to withhold payment of increments to Nassau employees who earn \$25,000 annually or more.

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

Irving Flaumenbaum, president of the CSEA Nassau County chapter, expressed confidence in the chapter's position.

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

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

Mr. Caso withheld the increments, which were due the first of the year, in January of 1975 and 1976. The case was first brought to the Public Employment Relations Board which ruled in favor of the CSEA position, declaring Nassau County guilty of an unfair labor practice. The suggested PERB solution, Mr. Gaba said, was additional negotiation on the issue. This, he added, was felt to be unproductive and so the union brought the issue before the Nassau Supreme Court.

Nassau has a graded salary plan similar to the one used by the state for its employees.

"Never, since 1938, when it went into force, have increments been withheld, except for employee poor performance," Mr. Gaba said.



Horace Z. Kramer, former chairman of the Nassau County Board of Assessors, spoke at a county legislative hearing on employee salary increases. Endorsing the CSEA stand that a wage increase is necessary, Mr. Kramer observed: "I cannot believe that this honorable Board would agree that an increased tax is beyond the fiscal capacity of the average Nassau family."

William McMann, the additional \$100 was provided to the employee. News and Views said the county personnel office conceded that other employees may be in the same situation but the office added it has "neither the time nor the staff to research the item further."

Individuals who feel their raises have been computed incorrectly were urged to contact Mr. McMann.

Adam, Gowanda

(Continued from Page 1)
plore possible methods of sharing such services as clinical labs, pharmacy supplies, vocational and rehabilitational services and professional and staff educational services, said Theodore A. Bravos, J.N. Adam director.

No reason for the decision was given, but Stanley Platman, Western New York regional director for the Mental Hygiene Department, speculated cost and the likelihood of opposition from the State Legislature were of paramount concern.



WINNING KEGLERS — North Hempstead Town Clerk John S. DaVanzo, right, congratulates the winning team in the Town of North Hempstead Bowling League. From left are Jose DaRocha, Debbie Bland, Alex Bozza and Denise Leonas.

State Slates Six Promos

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

Candidates for principal clerk (corporation search) (Exam No. 35-964) need one year's service in a clerical or technical position at Grade 7 or higher. All qualified in the Department of State can apply. There is one vacancy in Albany.

One year's service as motor equipment mechanic qualifies you for motor equipment test mechanic at the G-13 level. Applicants must be employees of the office of general services. There is presently one vacancy for the job. A performance test will be given (No. 39-148).

Senior accountant (state accounts) No. 35-966) at the G-18 level is open to qualified employees of the Audit and Control Department. To qualify, three

months' service as assistant accountant or assistant state accounts auditor is necessary. One year's such service is required for appointment from the eligible list. One vacancy exists in Albany.

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

Employees of the Environmental Conservation Department with one year's engineering experience at the G-23 level or higher can apply for associate air pollution control engineer at the G-27 level (No. 35-970).

An oral test will be held during September for director of environmental conservation law enforcement at the G-30 level (No. 39-149). It is open to environmental conservation employees with four years' service as chief environmental conservation officer, G-20.

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

CSEA Field Service Aide Position Open

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

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

Applicants must have the ability to organize, develop and assist chapters and units with programs and activities beneficial to members. The position includes aiding members with employment problems, assisting in negotiating terms and conditions of employment including writing work contracts, promoting and organizing new chapters where possible, and arranging for and attending chapter and regional meetings.

Minimum requirements are a high school diploma and two years' experience in a job involving contact with the public. A bachelor's degree or specialized training in labor relations may be substituted for experience.

Those interested in applying for the position must write to Thomas S. Whitney, CSEA, 33 Elk St., Albany, N.Y. 12207 by Aug. 20.

PA BOARD

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

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How To Make Your Voice Heard

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

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

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

In stating your reason for writing, your own personal experience—how the issue would affect you, your family or job—

is your best supporting evidence. Avoid stereotyped phrases or sentences which may give the impression of a "form" letter.

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

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

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

The President, The White House, Washington, D.C. 20500. Dear Mr. President:.

Hon. John Doe, U.S. Senate, Washington, D.C. 20515. Dear Senator Doe:.

Hon. John Doe, House of Representatives, Washington, D.C. 20515. Dear Mr. Doe:.

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

Hon. John Doe, New York State Senate, Albany, N.Y. 12224. Dear Senator Doe:.

Hon. John Doe, New York State Assembly, Albany, N.Y. 12224. Dear Assemblyman:.

APPOINT DOW

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

Mr. Dow served in Congress from 1964 to 1968 and again from 1970 to 1972. Before his election, he served in several civic and governmental positions including Civil Defense director, County Mental Health Drive Chairman, and a member of the Zoning Board of Appeals.

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

BLM CHIEFS

ALBANY—A Bureau of Land Management chief eligible list, resulting from open competitive exam 27-573, was established July 14 by the State Civil Service Department. The list contains two names.

Full Employment

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Jack Weisz, with wife Harriet, at right, holds plaque presented by the Barzel Society, the organization of parole officers of the Jewish faith, at his recent retirement dinner tendered by co-workers and friends at the Brooklyn Navy Yard officers' club. With the couple are, from left, Larry Ditcher, Barzel Society president; Solomon Bendet, president of New York City Region II, Civil Service Employees Assn. and leader of the New York City CSEA chapter, and John Eversley, New York City Parole District chapter vice-president.

Cite Weisz On Retirement

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

At his recent retirement dinner, held on the night of his 65th birthday, the president of New York Parole District chapter 259, Civil Service Employees Assn., thanked friends "for teaching how to put my thoughts together and how to express my thought through writing and speaking."

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

About 150 people attended the dinner at the Brooklyn Navy Yard Officers' Club. During after-dinner speeches, CSEA vice-president and New York Region president Solomon Bendet asked Mr. Weisz "to keep serving the union" after retirement. Mr. Bendet criticized a recent proposal by CSEA's Western Region VI (Buffalo) to seek a rule change barring retirees from holding statewide posts in other than retirees chapters.

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

Corrections area police director Bill Ischell called Mr. Weisz "a class-parole officer" who did "fantastic parole work." John Donahue of the state police added that "the prostitutes of the system couldn't rob him of his principles."

Mr. Weisz' toughest battle was against policies of "unreasonable, underpaid employee overtime," as criminology professor Leon Miller termed it.

A man with a face furrowed by concerns, Mr. Weisz was praised by his old friend, Mr. Miller, for never having fallen prey to labor leaders' "greatest flaw—the hunger for power."

Mr. Weisz is currently a member of the CSEA Board of Directors, representing the Corrections Department. He is also a past president of the Metropolitan Conference, having served in that position from 1972 to '73, prior to its restructuring to become New York City Region II.

CONSULTANT LIST

ALBANY—A community nursing service consultant eligible list, resulting from open competitive exam 27-574, was established July 21 by the State Civil Service Department. The list contains seven names.

BUY U.S. BONDS!

Suffolk Sets Five Exams

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

Three of the examinations will only consider training and experience. They are for assistant program director (Exam No. 16-259), which pays \$11,000; program director—exceptional children (No. 16-260), which pays \$13,000; and migrant worker affairs coordinator (No. 16-286), which pays \$13,154.

Filing for these jobs closes

Aug. 25.

The two other jobs are assistant public health engineer (No. 16-285), which pays \$13,154, and real estate agent (No. 16-294), paying \$16,704. Filing for these jobs closes Aug. 20; a written test will be given Sept. 18.

Further information and applications may be obtained from Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge, N.Y. 11787. The telephone number is (516) 979-2266.

Clerk, Transcriber Jobs Open

MANHATTAN — The U.S. Civil Service Commission's New York City area office has reopened filing for seasonal positions of clerk and of data transcriber, which require little or no experience, and are only at the Internal Revenue Service's Brookhaven Service Center in Holtsville. The jobs pay \$3.03 per hour or \$121.20 weekly.

Prior experience and training are no longer required to apply for the data transcriber positions. Applicants need only be able to type 25 words per minute and pass a written test of clerical ability. In addition to transcribing machine operation, the job entails editing and coding tasks or other clerical work.

Applicants for the clerk positions need either six months' experience of any type that dem-

onstrates ability to follow instructions or a high school diploma.

Applicants for both seasonal positions can call (516) 654-6055 for an appointment to take a test or they can send CSC Card Form 5000 AB to the Brookhaven Center, P.O. Box 400, Holtsville, N.Y. 11742. If unable to take the test at the service center, applicants can request it at a Federal Job Information Center. The Commission also announced that filing has closed for motor vehicle operator.

The job centers are at: 590 Grand Concourse at 150th Street, Bronx, N.Y., telephone: (212) 292-4666; U.S. Post Office Building, Room 413, 271 Cadman Plaza East, Brooklyn, N.Y., telephone: (212) 330-7671, and 26 Federal Plaza, New York, N.Y., telephone: (212) 264-0422.

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\$7,394

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FRIDAY, AUGUST 13, 1976

Mischief In Nassau

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

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

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

During fact-finding, two of the fact-finders, including the impartial panel chairman, said a 6.6 percent wage increase for employees was entirely justified. However, the position of Nassau County Executive Ralph G. Caso is that the county cannot afford any boost. This assertion, we think, was successfully blown out of the water by CSEA officers, including Nassau chapter president Irving Flaumenbaum, at a Board legislative hearing last week.

Mr. Caso was previously quoted as saying that Nassau taxpayers cannot afford the tax increase required to give county employees a raise. However, Horace Z. Kramer, an expert in municipal fiscal affairs, in testimony before the Board declared that the 6.6 percent boost would cost the average Nassau homeowner only \$1.57 a month after taxes.

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

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

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

The situation, of course, has the most immediate impact on Nassau employees. However, the Nassau chapter is the largest entity — barring the four state Bargaining Units — in the CSEA. If a pattern of mischief is set in Nassau, with the employer giving nothing and the employee expected to take it, can any public sector worker in any section of the state feel secure?

We think not.

C.O.N.

Questions & Answers

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

security office right away to get you a new one. You will need this card whenever you receive medical services.

A. Ask the people in the social

Don't Repeat This!

(Continued from Page 1)

mics, the Democratic Coalition and the Politics for Change (Oxford University Press, New York, 1976).

In a review of the book, George Daly points out the sense behind the nomination of Minnesota Senator Walter Mondale as the Democratic nominee, the designation of Pennsylvania Senator Richard Schweiker as the choice of Presidential hopeful Ronald Reagan and the possible renomination of Vice President Nelson Rockefeller on a Ford ticket.

Mr. Daly is a former newspaperman who covered the White House as a national correspondent, the State Capitol in Albany and the New York City Hall. He closed his newspaper career with the New York Herald Tribune.

Excerpts from Mr. Daly's review are printed below:

I do not know if Jimmy Carter read Professor Richard L. Rubin's *Party Dynamics, The Democratic Coalition And The Politics Of Change*, before he selected Senator Walter Mondale as his running mate, but after reading this thought-provoking study, it is easy to understand Mr. Carter's decision. For that matter, it would not be hard to believe that Ronald Reagan read the book, asked for the voting records of the Republicans in the U.S. Senate and then said the man I want is Senator Richard Schweiker.

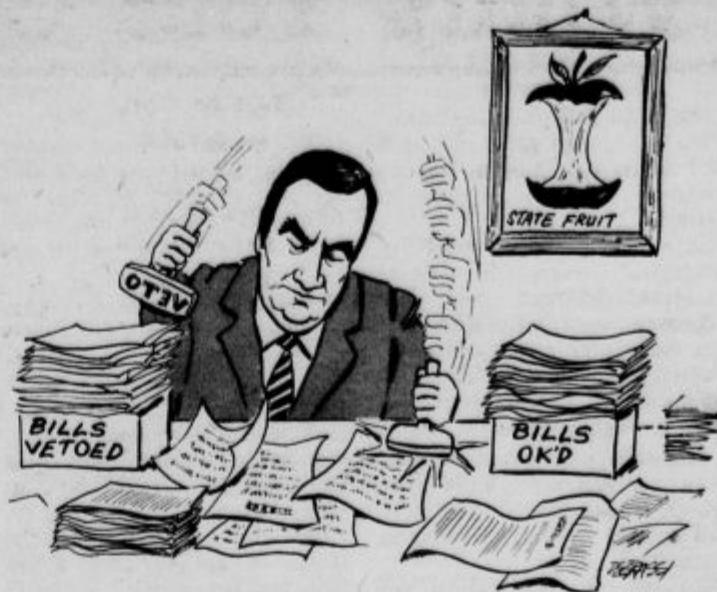
Indeed, one is persuaded, judging from Professor Rubin's documentation that the first major political decision made by President Ford — the appointment of Nelson Rockefeller as Vice President — was still his smartest.

Along the way, Professor Rubin, who teaches political science at Columbia University, demolishes a number of myths. One is that Democrats leaving urban areas for the suburbs convert to Republicanism in larger numbers. Not so. The figures are minimal, but they do vote in large numbers for those Republicans who adapt themselves to the socio-economic reforms that may well have first been advanced by Democrats.

"The undercutting of labor leadership support for state Democrats has been an effective strategy by some Republican candidates in Pennsylvania (Senator Schweiker received the state AFL-CIO endorsement in 1974) and especially in New York where Senator Jacob Javits has made his voting record on concerns of organized labor all but indistinguishable from Democrats. Nelson Rockefeller, at the gubernatorial level, had strong union support in all of his election campaigns, and his career offers in retrospect an almost larger-than-life example of how a candidate may personally alter the meaning of the political term "Republican" from the perspective of labor unionists," Rubin declares.

Rockefeller's massive building and road projects provided him with a New Deal spender image among the building trades and other related unions and his constant wooing of labor frequently induced other unions to come to his support in one campaign after another throughout his career," Rubin continues.

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

Arbitration Dispute

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

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

THE FACT-FINDERS' recommendations were rejected by both parties. Pursuant to Section 209 of the Civil Service Law, the salary issue was referred to a three-member public arbitration panel, consisting of one member appointed by the County, one member by the PBA, and one member appointed jointly by the County and the PBA. Hearings were held on July 15 and 16, 1975, during which no minutes were taken. The panel awarded the same 8.5 percent increase as had been recommended by the fact-finder. The County then sought to vacate the award through an Article 78 proceeding, alleging the panel's decision was not based on substantial evidence.

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

AT THESE HEARINGS, the PBA presented a well-organized and sophisticated argument on this issue. Factors the PBA asked the panel to consider in determining the County's ability to pay were: constitutional limitations on tax and debts, percentage tax collection, per capita income of Nassau residents, per capita assessed valuation in Nassau County, increases in retail sales which generate more sales tax, nature of the communities in the County, economic

(Continued on Page 7)

What's Your Opinion

By PAMELA CRAIG

QUESTION

If you had to do it over again, would you be a civil service worker?

THE PLACE

State Department of Social Services, World Trade Center, Manhattan

OPINIONS

Jim Lougen, supervisor: "Probably, even though I



was forced into the job by circumstances. I've learned a lot about the frustrations of government; how hard it is to make it work. I'm getting to know on a personal basis what bureaucracy really is. I guess to some people, civil service means security, but I don't really feel secure. You don't know where the office in which you're working is going. It's

possible to foresee next year that a new program will be instituted; our office could be eliminated. It was set up in 1972 through political decision. It could be eliminated by political decision."

Victor Batorsky, assistant for quality control: "No.



I decided long ago that the place in which I wanted to develop was in scholarship; you begin there by teaching. Since there were no teaching jobs, I took a job in civil service. A lot of people here engage in other interests in life. There are artists, writers—even a singer in this office. This work is only a piece of their lives. I consider myself a scholar. I

still look forward to a teaching job."

Laurel Werner, receptionist: "Yes. I would try to



get more education in order to get a better job within civil service. I could then do the job other people are doing and make a higher salary. I feel the civil service system is fair. People come to this desk, unemployed, looking for welfare. The daily experience helps me to look at life properly. I hope to study Spanish at night because I feel I could be more

helpful as a bilingual receptionist."

Michael Fishman, program specialist: "No. When



I first came here, seven years ago, we received pay increases every two years. There was also more room for advancement. Now, we are not given the opportunity to advance in any department other than our own. To advance, you inevitably must move to Albany, and the communications between the staff in Albany and the staff down

here, as far as advancements, is almost nil. I also find there are no thank yous. For the most part, we're counted as numbers."

Peter Fogel, Medicaid reviewer: "Definitely not.



As a civil servant, you are not rewarded for the job you perform. Those who do the job often do the jobs of others. This is not the first civil service job I've had. I worked for the city processing Medicaid applications. Basically, I found it to be the same. I feel civil service exams do not test the knowledge of the job and usually have no relation to the

job you're applying for."

Skip Acquaro, public assistance assistant: "No. I



really think the bureaucracy is overwhelming and the system of advancement unfair. Many of the supervisors are provisional. They were appointed by the 'Not what you know, but who you know' system. If someone from the outside knew someone here, they could get hired. We're scheduled to have a supervisor exam in November. It's been three years

since the last test."

RETIREMENT NEWS & FACTS

By A. L. PETERS

NYC Pensions

New York City employees who joined government service after July 1 are subject to an entirely new concept in pensions.

Under a new law, one-half the Social Security benefits which previous employees had are now deducted from their retirement fund. In other words, New York City no longer contributes to their Social Security, but they, the employees, continue to do so.

Within two years, if present plans are followed through, New York City will no longer be part of the Social Security System.

What does this mean in practical terms for the employee?

First it will mean that if an employee leaves his city job, he may never be able to accumulate the 40 quarters he needs for coverage. No other system he is likely to join will give him the privileges inherent in social security—Medicare privileges, survivors benefits, inflation protection which Congress regularly provides in the Social Security System, and protection in case of death or disability.

In the immediate term, the city will save \$895 dollars a year per employee on those who are earning \$14,500 dollars and a

more proportionate amount on those earning less. The employees themselves will lose a sum roughly equivalent to the value of one-half present Social Security payments, roughly \$150 dollars a month.

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

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

| | |
|--------------------|-----------------|
| Devine, William J |Amsterdam |
| Dickens, John G |New York |
| Dimas, William C J |Rochester |
| Dixon, Leland J |Corning |
| Donis, Rafael |New York |
| Dudley, John H Sr |Port Byron |
| Dunaif, Paul |Bayport |
| Easton, Carol M |Riverhead |

(To Be Continued)

Don't Repeat This!

(Continued from Page 6)

Important elements that have made Rockefeller's wooing of labor so successful, he adds, is his consistent support for large-scale public works programs that has been less typical of Republicans than Democrats, and, significantly, his clear support for liberalization in the fields of state minimum wage, workmen's compensation and unemployment insurance, areas which have been the traditional concern of unionists and Democrats alike.

In this respect, former Governor Rockefeller remains a clear example of a Republican candidate personally altering the basis of labor's perception of the meaning of the symbol "Republican," and, as a result, weakening the relative pulling power of the symbol "Democratic" to members of organized labor."

Professor Rubin might well have added that Rockefeller's greatest legacy in the long run was to have provided his state with a higher educational system on a par with, or better than, the great land grant universities of the west and far west. In his research, Rubin finds that the "Democratic" coalition was not locked into a strictly working class constituency, but rather was able to recruit large numbers of the new middle class, many of them suburbanites. In fact, he finds that switches in registration in the suburbs are not all in one direction from Democratic to Republican. When the net registration is computed, the Democratic decline is extremely small; a Democratic loss of 1 percent in the midwest and

3 percent in the east. Rubin demolishes some other long-cherished beliefs along the way. One is that Catholics are now more conservative in their socio-economic viewpoint than the center of white, Protestant political opinions.

American Catholics appear to have changed fundamentally their attitudes toward the use of national governmental power in regard both to socio-economic welfare and to racial policy, Rubin says. The cynicism and distrust of political and social change and the anti-Negro feeling typical of the early Catholic immigrant, he continues, have largely been erased so that today Catholics have greater confidence than Protestants in the desirability and effectiveness of governmental action to alleviate major social problems by political means.

Indeed, Rubin finds that new programs in the 1970's, not perceived to favor disproportionately the poor and black segments of the population, still have substantial support, including funding of education, health care and aid to stimulate the economy despite continued lip service to the general desire to "reduce the size of government."

Anyone interested in the American political system will find that Professor Rubin has rendered great service in this taut, fact-laden book. He does not waste or mince words. His compact study (182 pages, plus 21 charts and a good index) is as objective as a SEC prospectus. He might well render additional service by providing a similar study of the dynamics of change within the Republican party.

Letters To The Editor

A Complaint

Editor, The Leader:

I am a state worker. But the state has different rules for minority group workers and I do not think this is fair. Where I work, those who belong to a minority group work as they please—they stay out and some call in sick and are later seen in public places enjoying themselves at carnivals or circuses. This makes it hard on fellow workers but they get away with it since they are members of a minority.

Name Withheld

"Buy Backs" (2)

Editor, The Leader:

While reading the July 9, 1976 edition of The Leader, I noticed the letter to the editor from Martin Gold which was headlined "Of Buy Backs."

I agree with him that veterans should be eligible, at any time, to buy back pension credits based on military service, but I also would like to have credit given to people like myself who have years of service at the former University of Buffalo before merger with the State University of New York.

I had 13 years of service (September 1949) prior to the merger. Can you tell me why I have not been able to buy back credit for these 13 years with the University of Buffalo? I have been a member of the Civil Service Employees Assn. since its beginning at SUNY at Buffalo. In September 1976 I will have completed 27 years of service.

Norma L. Hass
East Aurora

New Correction Aide Appointed

Ira J. Raab, a Manhattan attorney, has been appointed trial commissioner of the New York City Department of Correction, Correction Commissioner Benjamin Malcom announced last week.

He was City Assistant Corporation Counsel from 1963-1970 and has been the governor for District 11 (N.Y.-Conn.) of the American Judges Association since 1974.

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

Civil Service Law & You

(Continued from Page 6)

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

THE COURT concluded after these lengthy hearings, at which all the aforementioned evidence was offered, that the panel did not disregard the standards prescribed by Section 209 of the Civil Service Law. Stating that the determination was based on substantial evidence, the court upheld the panel's final determination that granted the PBA a 9.5 percent salary increase. Thus, the court upheld the panel's decision to grant an increase that was greater than the one granted after the first hearing. Case v. Coffey, A.D. 2d (2d Dept. 1976).

BUY U.S. BONDS



CSEA fieldman Thomas Quimby was praised by union leaders for making special efforts to meet with Ulster employees whenever needed.

On the day before ballots went in the mail for Ulster County employees to choose their bargaining agent, the Civil Service Employees Assn. held a rally.

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

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

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

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

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



Hank Gallagher, right, president of the Ulster County Highway unit, explains to chapter president Thomas Phillips how he gets new members to join the union during its current membership drive.

Ulster Employees Prepare For Election To Determine Their Bargaining Agent



Putting their heads together are Ulster chapter president Thomas Phillips, left, first vice-president Gary Decker and Kingston School District unit's Anthony Fattarino.



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



Cross-section of county employees is represented by, from left, Barbara Meyers, of the Infirmary; Rena Cook, Health; Gary Decker, Probation, and Anna Reilly, Health. (Leader photos by Ted Kaplan)



Judy Murray, left, Ulster chapter executive representative to CSEA Board of Directors, meets with Social Service's Nina Yaeger, regional supervisor Thomas Luposello and chapter first vice-president Gary Decker.



Kingston School District unit president Joseph Feraca discusses situation with County Infirmary unit president Barbara Schwartzmiller.



Ulster Community College unit president Abe Friedlander, left, confers with CSEA field representative Thomas Brandt.



Highway unit's Walter Parslow, right, takes opportunity to seek advice on problem from CSEA field representative Larry Scanlon.

The 11 Non-Voting Members Of CSEA Board

By **MARVIN BAXLEY**

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

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

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

Voting members of the Board are not permitted to serve as standing committee chairmen. The voting members are the statewide officers and members of the State

Executive and County Executive committees.

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

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

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

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



JOSEPH CONWAY
(Workmen's Compensation)
Legal



C. ALLEN MEAD
(Christian Memorial Health)
Restructuring

3-Year Auburn Pact Has 18% Increase

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

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

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

The new contract includes a 7 percent wage increase plus increment for the first year, 6 percent increment for the second year, and 5½ percent plus increment for the third year.

Other benefits provided are an additional 1½ day holiday, guaranteed minimum death benefit, and conversion of unused sick leave toward retirement. Also written into the new contract was an increase of \$25 for each longevity increment, three weeks' vacation after seven years of service, and some language changes.

In addition to Mr. Smith, the employee negotiating team included unit president Joe Messina, Jerry Bellnier, Gordon White, Vivian Davis and Harold Tehan.



DOROTHY GOETZ
(Suffolk County)
Pension



KENNETH CADIEUX
(Nassau County)
Constitution & By-Laws



RICHARD TARMEY
(Montgomery County)
Convention

To Picket In Rockland

(Continued from Page 1)
land chapter president John Mauro.

Rockland County employees have been working without a contract since Jan. 1.

The county workers overwhelmingly rejected the county's "final offer" on a contract last May, and asked for binding arbitration as a solution to the deadlock.

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

contract problem.

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

To help achieve this goal, CSEA leaders plan to appear on a local radio program, "WRKL Hot Line," on Thursday, Aug. 19 at 12:30 p.m. from the WRKL-AM studios in Mt. Ivy. Explaining the union's position and answering questions will be Rockland unit president Patsy Spicci, Mr. Mauro; CSEA Southern Region III supervisor Thomas J. Luposello, and field representative Larry Scanlon. Moderator Betsy Ramey will permit listeners to telephone the station during the hour-and-a-half broadcast to ask questions of the union leaders.

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

"That's why it is vital that every county employee be on that informational picket line at 6 p.m. on Aug. 19. We must make it absolutely clear that the employees stand united."



NATALIE YASKOW
(Buffalo Psychiatric)
Salary



NELLIE DAVIS
(Dutchess-Putnam Retirees)
Retirees



JAMES CORBIN
(Suffolk County)
Insurance

Security Unit

(Continued from Page 1)
eration of State, County and Municipal Employees. The CSEA currently represents the Institutional, Operational, Administrative, and the Professional, Scientific and Technical Bargaining Units.

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



ALBERT VARACCHI
(SUNY at Stony Brook)
Grievance



MARTIN LANGER
(Rockland Psychiatric)
Legislative & Pol Act



CELESTE ROSENKRANZ
(Buffalo)
Education

Lulu's Back And Assembly's Got Her!

ALBANY — "Lulu" was back in town and she was greeted with mixed emotions by State Assembly legislators.

"Lulu"—shorthand for monies paid legislators as reimbursement for funds spent in lieu of expenses, has been around the Albany scene for at least three generations. The funds are disbursed to legislators, usually those holding chairmanships or party leadership roles, to compensate them for their extra responsibilities and/or expenses.

The payments have come under fire by critics both in and out of legislative chambers. The Civil Service Employees Assn. and the New York Public Interest Research Group, among others, have gone to court in recent months in an effort to show the payments illegal. The suits allege that the legislators, in increasing and receiving the "lulus," violate state laws forbidding them from increasing their salaries and emoluments in a period when the members would benefit from the increases. Similar payments are made in

the State Senate.

A Court of Appeals decision earlier this year restricted the "lulu" level to that set in 1974—spiking a legislative attempt to increase the payments—and allowed no payments for jobs created since 1974. In a ruling that some court opinion readers found confusing, the court said that while the "lulus" were legal, the method in which they were paid was not. Under another court decision, recently delivered, "lulu" payments are, for the first time, taxable.

Base salary for both senators and assemblymen is \$23,500 per annum plus \$40 daily expense money when on legislative business. This salary and per diem allowance is the highest of any paid in the 50 states. This year, the Assembly's "lulu" tariff will be \$442,500 and will be shared by 92 New York legislators.

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

To some assemblymen, "lulu's"

arrival was bliss unbounded; to others, the "allowance" was less than welcome.

Three Albany-area assemblymen, for example, were among those who led a fight to reduce the "lulus" this year but who qualify for them.

Neil Kelleher (R-C, Rensselaer), was awarded a "lulu" of \$3,500 and said he is undecided as to whether to keep it or give it to charity.

Clarence Lane (R-Greene, Columbia) and Clark C. Wemple (R-Schenectady) were each given a similar amount.

A fourth Albany-area legislator, Fred G. Field (R-Albany), said he had asked Speaker Steingut's office not to consider him for such payment.

"I made it known to Assembly leaders several weeks ago that I didn't want one," Mr. Field said. "I just don't think it's proper."

Another prominent foe of the "lulus" is Assemblyman Andrew Stein (D-L, Manhattan).

Top "lulu" again this year is Speaker Steingut who awarded himself a \$21,000 "allowance." Close behind are Majority Leader Albert Blumenthal (D-L, Manhattan) and Minority Leader Perry Duryea (R-Suffolk) both with \$18,500. Burton Hecht (D-Manhattan) received \$18,000 for his work as head of the Assembly Ways and Means Committee.

Two Assemblymen turned down their "lulus." They are Vincent J. Graber (D-L, Erie, Wyoming) and Oliver Koppell (D-Bronx).

The following is a list of the assemblymen who were awarded "lulus" and the amounts paid. Amounts received in 1975 appear in parenthesis:

Stanley Steingut, D-Brooklyn, speaker, \$21,000 (\$21,000).

Albert Blumenthal, D-Manhattan, majority leader, \$18,500 (\$18,500).

Perry Duryea, R-Montauk, minority leader, \$18,500 (\$18,500).

Francis Griffin, D-Buffalo, deputy majority leader, \$10,000 (\$10,000).

Dominick DiCarlo, R-Brooklyn, deputy minority leader and subcommittee on cities over 100,000 \$9,000 (\$10,000).

Guy Brewer, D-Jamaica, majority whip, \$9,000 (\$9,000).

Glen Harris, R-Canada Lake, minority whip, \$5,000 (\$9,000).

William Passannante, D-New York City, majority coordinator of standing committee and Joint Conference Committee, \$14,000 (\$14,000).

James Emery, R-Geneseo, minority coordinator of standing committees, and committee on Forest Preserves \$9,500 (\$10,000).

Charles D. Henderson, R-Hornell, ranking minority member of Joint Conference Committee and secretary of Select Committee on Laws Affecting Local Government, \$8,500 (\$10,000).

Thomas Brown, D-Albany, chairman of Majority Conference, \$5,000 (\$8,000).

Don Cook, R-Henrietta, chairman of Minority Conference, \$5,000 (\$8,000).

Louis Nine, D-Bronx, vice chairman of Minority Conference, \$3,500 (\$5,000).

John A. Esposito, R-Queens Village, vice chairman, Minority Conference, \$3,500 (\$4,000).

Peter G. Mirto, (D-Brooklyn, secretary of Majority Conference, \$2,500 (\$5,000).

Clarence Rapplevea, R-Norwich, secretary, Minority Conference, \$2,000 (\$4,000).

Louis DeSalvio, D-New York City, majority coordinator of legislative operations and chairman of Select Committee on Reapportionment, \$10,000 (\$14,000).

Neil Kelleher, R-Troy, minority coordinator of legislative op-

erations, \$3,500 (\$5,000).

Burton Hecht, D-New York City, chairman of Ways and Means Committee, \$18,000 (\$18,000).

Willis H. Stevens, R-Brewster, ranking minority member of Ways and Means Committee, \$9,500 (\$9,500).

(Continued on Page 11)

N.Y. Steno, Typist Promo

ALBANY — Interdepartmental promotion examinations for senior stenographer, senior stenographer (law) and senior typist have been announced for Nov. 6 by the State Civil Service Department. Laid-off state employees can apply.

To take the test, candidates must have at least three months' clerical or stenographic permanent competitive service at Grade 3 or higher by Nov. 12. To be appointed from the resulting eligible list, candidates will need one year of such service.

In addition to written tests, candidates for the senior stenographer (exam No. 35-980) and senior stenographer (law) (exam No. 35-981) will have to take qualifying performance tests in stenography. Successful candidates for these two titles, as well as for senior typist (Exam No. 35-979), who have not held the title of stenographer, typist or dictating machine transcriber will have to pass a typing test.

For each year of seniority, 0.2 points will be added to the eligible score.

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Latest State And County Eligible Lists

12
CIVIL SERVICE LEADER, Friday, August 13, 1976

EXAM 35-924
PRINC ENGRG TECHNICIAN
WATER POLLUTION
Test Held April 10, 1976
List Est. July 14, 1976

- 1 Steele David N Macedon93.2
- 2 Moore Henry J Schenectady92.4
- 3 Clickman Gordon Albany89.4
- 4 Austin Jere C Eastport87.2
- 5 Miller Robert T Gloversville.....87.0
- 6 Becker Robert Valley Falls85.7
- 7 Harmer Kenneth Nassau84.9
- 8 Foersch Gary W E Aurora84.5
- 9 Wazenkowitz D S Yorkville83.8
- 10 Jones David C Bridgeport83.6
- 11 Kersten James R Tonawanda.....83.6

- 12 Ryan Barbara A Albany83.6
- 13 Wozniak Robert Boston83.3
- 14 Neddoo Bruce A Watervliet82.3
- 15 Beranek David W Huntington.....80.6
- 16 House Stanley P East Berne80.0
- 17 Moll Bruce P Niagara Fls78.4
- 18 Pine Burton L Hoosick Fls77.9
- 19 Piazza Frank M Albany77.5
- 20 Harrington John Saratoga Spg.....77.1
- 21 Hartzell Ralph E Nassau76.7
- 22 Daoust Donald A Coxsackie76.2
- 23 Suits Maurice C Galway76.0
- 24 Norsen James H Shortsville.....75.9
- 25 Heaton Richard Glen Oaks75.9
- 26 Buccilli D P Buffalo74.8
- 27 Coleman William Troy74.1
- 28 Roberts Wayne J Holcomb71.8

EXAM 45-479
SENIOR LAW LIBRARY CLERK,
ONEIDA COUNTY

- 1 Klein M E Deansboro76.0
- 2 Swenszkowski V Urica70.0

EXAM 35-747
SR CLERK PURCHASE
Test Held May 3, 1975
List Est. Sept. 16, 1975
(Cont. from Previous Edition)

- 484 Dence Kathryn M Hudson77.5
- 485 Jeffress FE Schenectady77.5
- 486 Young Hazel E Peekskill77.4
- 487 Aepli Marion E Johnson City 77.4
- 488 Pulcher AnnM Watervliet77.4
- 489 Minster M E Unadilla77.4
- 490 Petersen Karin Albany77.3
- 491 McKee Dorothy J Staten Is77.3
- 492 Braugaletta Iris Orangeburg77.2
- 493 Hogg Virginia A Binghamton77.2
- 494 Samartino P A Dunkirk77.1
- 495 Miakisz Luetn A Elnora77.0
- 496 Armstrong R M Hallstead77.0
- 497 Brojack Helen R Lindenhurst 77.0
- 498 McGoff James M Binghamton 77.0
- 499 Fanelli Dorothy E Northport77.0
- 500 Burzynski Alyce Sloan77.0
- 501 Wagner Evelyn E Warsaw77.0
- 502 McGarry Helen Kings Park76.9
- 503 Buckley Irene M Levittown76.9
- 504 Lumia Patricia Schenectady76.9
- 505 Lombardo Samuel Dunkirk76.9

- 506 Beckensall D M N Tonawanda 76.9
- 507 Cohn Fred D Albany76.9
- 508 Degen Doreen M Cohoes76.9
- 509 Kaktins Uulis Albany76.9
- 510 Graham Rosemary Albany76.9
- 511 Paige Patricia Schenectady76.9
- 512 Oksa Katri S Mechanicvil76.8
- 513 Tack Maureen E Newark76.8
- 514 Elmer Christeen Homer76.8
- 515 Frasca Diane E New Rochelle 76.8
- 516 Cobb Cathleen M Syracuse76.8
- 517 Moreau E A Schenectady76.8
- 518 Bierman Kenneth NYC76.8
- 519 Tyrrell L A Gloversville76.8
- 520 Rosen Ruth Brooklyn76.8
- 521 Urso Anita L Staten Is76.8
- 522 Hayner Darla S Troy76.8
- 523 Baia Richard E Amsterdam76.8
- 524 Geglinger K J Attica76.7
- 525 Ekibinski S J Lackawanna76.7
- 526 Clapper Laurel West Fulton76.7
- 527 Magher Barbara Rochester76.7
- 528 Crane Emily B Marvly76.7
- 529 Utter Cora L Cobleskill76.7
- 530 Colbert Joan A Schenectady76.7
- 531 Monaco Nicholas Schenectady 76.7
- 532 Mooney Eleanor Brooklyn76.7
- 533 Fafard Randall Rtnswelaser76.7
- 534 Lorenzo J Howard Beach76.7
- 535 Pullington T W Albany76.7
- 536 Longo Joseph M Delmar76.7
- 537 Ahern Mary Jo Troy76.7
- 538 Kensch Sheila Albany76.6
- 539 Bernstein E C Brooklyn76.6
- 540 Cassenti Mary V Tonawanda76.6

(Continued on Page 15)

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EXAM 55-423
PRINCIPAL STENOGRAPHER,
MONTGOMERY COUNTY,
FAMILY COURT

- 1 Bottisti K Amsterdam83.9
- 2 Conroy H M Fort Plain74.8

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LEGAL NOTICE

A & M Realty Associates
Substance of Certificate of Limited Partnership filed with the New York County Clerk on June 24, 1976: 1. Name—A & M Realty Associates, Inc. 2. Character of business—to acquire and own improved real property located in Marlborough, Massachusetts, and the factory and other commercial structures located thereon and to develop, construct improvements upon, sell, maintain, operate, lease and manage the foregoing and all such other purposes as may be necessary or desirable to enhance or protect the assets of said partnership. 3. Principal place of business—1 East 53rd Street, New York, New York 10022. 4. General partner—Lee H. Miller, 311 East 72nd Street, New York, New York 10021; Limited partner—Raffie Aryeh, 35 Kennedy Avenue, Tehran, Iran. 5. Partnership begins on the date of the filing of its certificate of limited partnership and ends on the date of the occurrence of any of the following: (a) the sale or other disposition of substantially all its property, and the distribution of the proceeds; (b) the disposition or attempted disposition by the general partner of all of his interest (without the written consent of the limited partner); (c) the written consent of the general partner and the limited partner to terminate, or the resignation or withdrawal by the general partner (except upon the written consent of the limited partner to the admission of a substitute general partner), or his death, retirement or insanity or the death of the limited partner; (d) the filing of a voluntary petition under any bankruptcy or insolvency law by the general partner or the adjudication of the general partner as a bankrupt or insolvent, or any similar proceeding, under any bankruptcy or insolvency laws. 6. Initial cash contribution of the limited partner—\$2,500. 7. If additional capital is required, the general partner and the limited partner may, but shall not be obligated to, contribute 50% of such additional capital and if one contributes less than 50%, the other may, but shall not be obligated to, contribute the remainder or any part thereof. 8. Contribution of the limited partner is to be returned upon termination, unless sooner returned out of the partnership cash flow. 9. Profits are to be shared equally by the general partner and the limited partner, but only after certain special distributions are made to the general partner or the limited partner, as the case may be, to take into account additional contributions, if any, by either in excess of the additional contribution of the other. 10. Limited partner may substitute an assignee as contributor in his place only with the written consent of the general partner. 11. No provision for additional limited partners, for priorities among limited partners, for the right of the remaining general partner or partners to continue the business on the death, retirement or insanity of a general partner, and no right in a limited partner to demand and receive property other than cash in return for his contributions.

LEGAL NOTICE

1775 HOUSING ASSOCIATES,

Suite 1400, 40 West 57th Street, NYC.—Substance of Cert. of Ltd. Partnership, duly signed and executed by all the partners, and filed in the N.Y. Co. Clk's Office June 30, 1976. The character of business is the construction, ownership and operation of low income housing in New York, N.Y. General Partner: Inner City Realty, Inc., Suite 1400, 40 West 57th St., N.Y.C. Limited Partner: Craig Singer, 49 West 87th St., NYC., who was contributed \$99.00, and share of profits is 99%. The term of the partnership shall commence on the date of the filing of this Certificate and shall continue until termination by adjudication of bankruptcy or dissolution of the General Partner, final disposition of property or the decision of the General Partner to terminate, or December 31, 2126, whichever event shall sooner occur. The contribution of the Limited Partner is to be returned upon the termination of the partnership, or sooner at the discretion of the General Partner. The Limited Partner has the right to substitute an assignee as contributor in his place with the consent of the General Partner. The Limited Partner, with the consent of the General Partner, may admit additional Limited Partners. The Limited Partner has no right to demand or receive property other than cash in return for his contribution.

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ON JUNE 15, 1976

Name: Park Fee Associates. Business: to acquire the fee title to the premises 2 Park Avenue, New York, N. Y. Principal place of business: 2 Park Avenue, New York, N.Y. General Partner and residence: Sheldon Lewis Breitbart, 7 Catalina Drive, Kings Point, N.Y. Limited Partner, residence and value contributed: 2 Park Avenue Associates, A New York Limited Partnership with offices at 2 Park Avenue, New York, N. Y., all of the issued and outstanding shares of 1101 Westchester Avenue Corp. having an agreed fair market value of \$3,698,854.98. The Limited Partner has not agreed to make any additional contributions to the capital of the partnership. The term is from 6/15/76 until 6/30/86 unless sooner terminated by the sale or other disposition of all of the partnership's property or withdrawal, death, legal incapacity or bankruptcy of the General Partner. The contribution of the Limited Partner is to be returned to it upon termination or liquidation of the partnership, but distributions of capital or an account thereof may be made from time to time by the General Partner. The Limited Partner shall receive 99% of the profits or other compensation by way of income of the partnership. The Limited Partner shall not have the right to substitute an assignee unless written consent thereto is given by the General Partner. The partners shall have no right to admit additional Limited Partners. There shall be no priority of any Limited Partner over another. The Limited Partner has no right to demand property other than cash in return for its contribution, but upon liquidation of the partnership the General Partner or other person winding up the affairs of the partnership may distribute the partnership property in kind.

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GRADUATION TIME — Ten employees of the Nassau County Department of Drug and Alcohol Addiction received their diplomas after a 15-week department course on basic counseling techniques. Seated, from left, are guests Raymond J. Condren, deputy commissioner; Myrtle Peterson, director of the Social Services unit; Joseph Greenhut, director of staff development, and Lillian F. Webb, the course teacher. Standing, from left, are graduates Patrick Fink, Alice Bomar, William Small, Joan Schrift, Lydia E. Fair, Joan Meyer, Francis E. Caruso, Lisa McGuire, Elaine Brofman and John Quirke. The New York State Board of Higher Education recently granted two college credits for the course.

3 EnCon Staffers Win Largest Idea \$ Award

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

The award was won jointly by three employees of the State Department of Environmental Conservation who devised a system and procedures for the issuance of "tickets" to individuals accused of violating the environmental conservation law. Their suggestion has been put to use and has resulted in annual savings to the state, in working hours and travel expense, estimated at \$150,000.

Sharing the award are Lt. John J. Leupp, Chittenango, supervising environmental conservation officer at Cortland; Robert C. Sinclair, Caledonia, environmental conservation officer at Avon, and James K. Webb, Bollivar, environmental conservation officer at Olean. They worked in Avon when they submitted their suggestion.

Their winning suggestion describes a faster, more efficient and more economical system for bringing charges against those hunters, fishermen and other individuals who are accused of violating the environmental conservation law. Formerly, an environmental conservation officer who accused an individual of a violation had to interrupt his patrol and either escort the individual to a judge immediately, or instruct the individual to appear before the judge at a particular time and date. In either event, the officer was required to appear before the judge with the individual, sign an accusation statement and attend court.

As a result of the suggestion, the officer now merely issues the individual a summons, or "uniform appearance ticket," and resumes patrol duty at once. The ticket, based on a design contained in the suggestion, is similar to those used by police for traffic violations. Use of the new system began in 1974. Since then, the average time required for an officer to take action on a violation dropped sharply. This saving in time has enabled officers to devote more than 24,000 additional working hours a year to patrol duty. Eliminating trips to

court has also cut down on state car operating expenses. Under the new system, individuals who receive tickets can enter a plea by mail.

The state employee suggestion program is administered by the State Department of Civil Service. Total savings to the state since the program began in 1946 are nearly \$8 million. Until now, the biggest award ever made was \$6,000, awarded in 1972 to three state workers who designed a more efficient navigational marker light.

The winners of the \$12,000 award are among 19 state employees who won a total of \$13,440 in cash awards in July for money-saving ideas submitted to the suggestion program. Estimated first-year savings from these suggestions total \$164,179.

Awards, award winners and their residences, are:

\$750—Sol X. Goldstein, Flushing, an associate tax examiner, Department of Taxation and Finance, who prepared a detailed instruction manual used by income tax examiners.

\$200—James J. Creedon, Utica, an employee of the Department of Environmental Conservation.

\$100—A joint award to Donald J. Young, Rensselaer, and Eileen M. Bacher, Albany, employees of the Department of Taxation and Finance.

\$50—Maximo Rodriguez, Ballston Spa, Environmental Conservation; James R. Marx, Schenectady, Tax and Finance; and a joint award to Patricia Carpenter, Saratoga Springs, and Eugene R. Sylvester, Schenectady, both Department of Labor.

\$40—William Wray, Albany, Department of Health.
\$25—Jack Browd, Plainview, Workmen's Compensation Board; Mary Alice Beyers, Clay, Health; James C. Evans, Amherst, Transportation; James J. Antignano, Corona, Mental Hygiene; Ruth B. Potter, Environmental Con-

servation, and Wanda J. Losee, Alcove, Agriculture and Markets.

Cash award winners also receive certificates of merit. Certificates of merit also were awarded to Salvatore J. Cipolla, Mt. Morris, Mental Hygiene; Hyman Bergman, Flushing, retired from Mental Hygiene; Stephanie M. Kowalski, Astoria, Department of Social Services, and Lorraine D. Schleede, Schenectady, Department of Audit and Control.

Renewal Lifeguard Exams Will Be Held

HAUPPAUGE — A renewal ocean lifeguard performance examination will be held at Smith Point Park, Shirley, Long Island, Wednesday, Aug. 18, at 10:30 a.m. Only candidates seeking to renew expiring lifeguard cards may compete in this examination. Candidates must bring the expiring card and a completed application form.

Information is available from the Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge; telephone (516) 979-2266.

Suffolk Schedules Fire Officer Exam

HAUPPAUGE — The Suffolk County Civil Service Department has announced filing for a Sept. 18 open competitive examination for fire safety officer (Exam No. 16-301). Filing for the \$9,396 job closes Aug. 25.

For further information contact the department at H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge; telephone (516) 979-2266. You can also contact the East Northport or Riverhead information centers.

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| Bus Maintainer | 5.00 |
| Bus Operator | 5.00 |
| Captain Fire Dept. | 8.00 |
| Captain P.D. | 8.00 |
| Cashier | 4.00 |
| Civil Engineer | 8.00 |
| Civil Service Arith. and Vocabulary | 4.00 |
| Civil Service Handbook | 2.00 |
| Clerk N.Y. City | 4.00 |
| Complete Guide to C.S. Jobs | 2.00 |
| Computer Programmer | 6.00 |
| Const. Supv. and Inspec. | 5.00 |
| Correction Officer | 6.00 |
| Court Officer | 6.00 |
| General Entrance Series | 4.00 |
| General Test Pract. for 92 U.S. Jobs | 5.00 |
| Lt. Fire Dept. | 8.00 |
| Lt. Police Dept. | 8.00 |
| Electrician | 6.00 |
| Electrical Engineer | 5.00 |
| Fireman F.D. | 5.00 |
| Foreman | 5.00 |
| Prob. and Parole Officer | 6.00 |
| Notary Public | 4.00 |
| Nurse (Practical and Public Health) | 6.00 |
| PACE Pro & Adm Career Exam | 6.00 |
| Parking Enforcement Agent | 4.00 |
| Police Administrative Aide | 5.00 |
| Dietitian | 5.00 |
| H.S. Diploma Tests | 5.00 |
| H.S. Entrance Examinations | 4.00 |
| Homestudy Course for C.S. | 6.00 |
| How to get a job Overseas | 1.45 |
| Hospital Attendant | 4.00 |
| Housing Assistant | 5.00 |
| Investigator-Inspector | 5.00 |
| Laboratory Aide | 5.00 |
| Librarian | 8.00 |
| Machinists | 6.00 |
| Maintenance Man | 5.00 |
| Maintainer Helper A and C | 4.00 |
| Maintainer Helper Group D | 5.00 |
| Management and Administration Quizzer | 6.00 |
| Mechanical Engineer | 8.00 |
| Motor Vehicle License Examiner | 5.00 |
| Police Officers (Police Dept. Trainee) | 6.00 |
| Playground Director — Recreation Leader | 6.00 |
| Postmaster | 5.00 |
| Post Office Clerk Carrier | 5.00 |
| Post Office Motor Vehicle Operator | 4.00 |
| Postal Promotional Supervisor-Foreman | 5.00 |
| Preliminary Practice for H.S. Equivalency Diploma Test | 4.00 |
| Principal Clerk-Steno | 5.00 |
| Probation and Parole Officer | 6.00 |
| Professional Trainee Admin. Aide | 5.00 |
| Railroad Clerk | 4.00 |
| Sanitation Man | 4.00 |
| School Secretary | 4.00 |
| Sergeant P.D. | 7.00 |
| Senior Clerical Series | 6.00 |
| Social Case Worker | 6.00 |
| Staff Attendant and Sr. Attendant | 4.00 |
| Stationary Eng. and Fireman | 6.00 |
| Storekeeper Stockman | 5.00 |
| Supervision Course | 5.00 |
| Transit Patrolman | 5.00 |
| Vocabulary, Spelling and Grammar | 4.00 |

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

First Retiree For SBPC

SOUTH BEACH—The first member of the Civil Service Employees Assn. to retire from South Beach Psychiatric Center was feted recently by co-workers and friends at the Carriage House, Staten Island.

Evelyn Gargaloni, a former member of the South Richmond Service of South Beach, was one of the original signers of the petition to establish a CSEA chapter at the facility. She joined the Staten Island Branch of the Lower Manhattan after-care office in 1959 and served there for 10 years. Ms. Gargaloni has been with the South Richmond Service since its inception in 1969. The total staff then

numbered 11; the service now has about 120 employees.

Ms. Gargaloni said she plans to devote some of her retirement time to volunteer work.

NAME JUDGE MEAD

ALBANY—Gov. Hugh L. Carey has announced the appointment of Anne F. Mead, of Suffolk County, as a member of the Public Service Commission.

Ms. Mead, a lawyer and a judge of Suffolk County District Court, will be a consumer representative on the seven-member board.

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

RETIREE GRAPEVINE

By THOMAS GILMARTIN
CSEA Coordinator of Retiree Affairs

Success in fulfilling our legislative goals for 1976 has been very limited, to say the least. We have ended up in the same frustrated situation as have many other groups in the state who also pushed hard for desperately needed legislation. Out of thousands of bills introduced, only 965 were signed into law by the Governor, most of which were without a price tag attached. It has been an austerity year, indeed. Nevertheless, next year we must try even harder and wisely develop a new plan of action.

The cost-of-living supplemental increase for pre-1969 retirees was re-enacted on July 1 for another year. This "basic" legislation must be rendered permanent in our future endeavors, so as to avoid this annual anguish, as even this legislation wobbled uncertainly for a while. Loss of that benefit for low-pension retirees would have been disastrous.

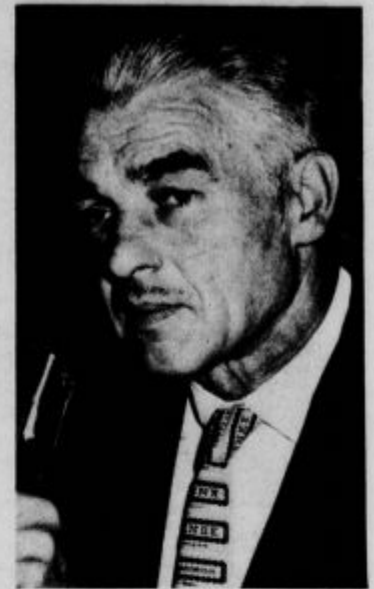
Bill S270-B introduced by Senator John E. Flynn (R-C), for a cost-of-living increase for more recent retirees and his S8806-A for the survivor's benefit for pre-October 1966 state retirees never came up for the Legislature's vote. In planning next year's program, the Retirees Statewide Committee will undoubtedly want to re-evaluate its legislative goals to consider new approaches and priorities for 1977. This determination will be made in the near future when chairman Nellie Davis assembles her committee.

Therefore, this is the time right now for all of our chapters to discuss legislative goals for 1977, as well as strategy recommendations for chapter representatives to take to the next statewide meeting. During this past year the retiree committee accepted the CSEA legislative and political action committee's recommendation that retiree legislative goals be reduced from four to two. In retrospect it could now be said that this probably was not such a great idea. Certainly nothing appears to have been gained by doing so, such as placing the CSEA's lobbyist in a better position to follow up on CSEA retiree bills.

When it comes to getting something different in the way of speakers at retiree chapter meetings, some chapter presidents may wish to follow the example of Nathaniel Ackerman, president of the New York Metropolitan Retiree chapter. Nat invited representatives of the Gray Panthers to address the members at a recent meeting. Topics touched on included a description of the Panther organization, its efforts to ease the problems of older Americans, reasons for supporting the concept of a national health insurance plan, things they are doing through legislative efforts to improve sub-standard nursing homes, and numerous other related subjects, followed by a question and answer session. Chapters anywhere in the state which may be interested in having the Gray Panthers speak at a meeting should contact the retiree office at headquarters for help in making the arrangements.

CSEA president Theodore C. Wenzl was the guest last month on the Channel 6 Cable TV show, "The Marybee Community Forum," produced by Mary Bianchini, past president of Rockland-Westchester Retiree chapter. Those of us who saw the taped show felt that Dr. Wenzl projected an attractive image of the CSEA to the viewers in an area where rival unions continue their efforts to challenge CSEA.

Michael Sewek Of State PSC In Retirement



MICHAEL SEWEK

MANHATTAN—Michael S. Sewek retired last month after more than 30 years' service with the State Public Service Commission.

Mr. Sewek served as a department representative to the Civil Service Employees Assn.'s Board of Directors for 15 years and was also active on the union's statewide pension and social committees. He was treasurer for 11 years of the Metropolitan CSEA Conference, now known as New York City Region II, and served for many years at union conferences as a PSC delegate. He was also vice-president of the Metropolitan PSC chapter from 1961 to 1968.

Mr. Sewek is a member of the American Accountants' Assn., the American Institute of Certified Public Accountants and the New York State Society of Certified Public Accountants. He also served for a number of years as treasurer of the Tarrytown-Hillcrest Civic Assn.

Rochester Area Retirees Meet

NEWARK—A meeting of the Rochester Area Retirees chapter, Civil Service Employees Assn., has been set for Tuesday, Aug. 31. Guest

speaker will be Robert Lattimer, president of CSEA Western Region VI (Buffalo).

The meeting will be at noon at the Community House, Driving Park Circle, Newark.

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Date of Retirement



ALFRED DINNER — The Hornell Country Club was the scene recently of a farewell dinner tendered to retiring staffers of the Alfred State University of New York chapter, Civil Service Employees Assn. Above, from left, are Robert Lattimer, president of CSEA Western Region VI, Alfred Peckham, Herbert Mayo, Vivian Howe, Lillian Dickinson, and Annette Harding, Alfred chapter president.

Latest State And County Eligible Lists

CIVIL SERVICE LEADER, Friday, August 13, 1976

(Continued from Page 12)

- 541 Fisher Alice M Albany76.6
- 542 Lahera Joseph R Albany76.6
- 543 Khree Anthony Ghent76.6
- 544 Loblanck R Stony Point76.6
- 545 Gros Norene M Watervliet76.6
- 546 Smith Donna M Albany76.6
- 547 Krakat Jams M Watervliet76.6
- 548 Jones Sue E Hicksville76.6
- 549 Stock Florence Malden Bedge76.6
- 550 Gersten Irving NYC76.6
- 551 Sgarlata P A Albany76.6
- 552 Ostapovich N D Watervliet76.6
- 553 Bodjan Clara E Delmar76.6
- 554 McGrath P A Cohoes76.6
- 555 Murphy Margaret Guiderland76.6
- 556 Kondrak Steven West Seneca76.6
- 557 Schubert Judith Farmingdale76.6
- 558 Berra John A Buffalo76.6
- 559 Moran Pamela I Hagaman76.6
- 560 Hirsch Jean Howard Beach76.6
- 561 Meek Arelen M Rensselaer76.5
- 562 Leonard M G Ballston Spa76.5
- 563 Burg John E Albany76.5
- 564 Ryan Cecelia A Troy76.4
- 565 McDermott B T Syracuse76.3
- 566 Smith Janice E Albany76.3
- 567 Worden Bernice Camillus76.2
- 568 Colloxon Peter Nassau76.2

- 569 Reed Wanda L Albany76.2
- 570 Hendrick Edward Nassau76.1
- 571 Leslie Diane L Selkirk76.1
- 572 Cross Kenneth S Nassau76.1
- 573 Pietrowski J A Yonkers76.1
- 573A Teranova K W Fairport76.4
- 574 Gregan J Brooklyn75.8
- 575 Gunther Helena N Syracuse75.7
- 576 Dapp Veronica M Buffalo75.7
- 577 Skinkle Mary E Albany75.7
- 578 Quinn Mary A Ogdensburg75.7
- 579 Batza Cynthia M Albany75.7
- 580 Sherwood R L Brockport75.7
- 581 Lafar Daniel B Schenectady75.7
- 582 Scherer Martha Rexford75.6
- 583 Judah Morris Far Rockaway75.6
- 584 Hart Catherine NYC75.6
- 586 Filler Dena M Marcy75.6
- 587 Gross Cyril Kinderhook75.6
- 588 Bopp Claire B Staten Is75.6
- 589 Nash Mildred H Saranac75.6
- 590 Schultz M M Averill Park75.6
- 591 Grady Teresa C Rye75.5
- 592 Nowak Kathleen Albany75.5
- 593 Sczesny Melanie Cheektowaga75.5
- 594 Size Kathleen A West Seneca75.5
- 595 Stevens L A Sayville75.5
- 596 Bize Marian A Orchard Park75.5
- 597 Rasmussen ML Harpurville75.4
- 598 Hille Diana Lindenhurst75.4
- 599 Morin Raymond Brooklyn75.4
- 600 Ball Joyce Y Schenectady75.4
- 601 Rothaupt P A Schenectady75.4
- 602 Monroe Barbara Utica75.4
- 603 Pond Peter A Tonawanda75.4
- 604 Frederick Jorn Schenectady75.4
- 605 Zeppetello A J Athens75.4
- 606 Garvey Marjorie Schenectady75.4
- 607 Goad Cathy A Albany75.4
- 608 Osborne Andrea St Catharins75.4
- 609 Pellerin Linda Einbrg Depot75.4
- 610 Nolan William R Schenectady75.4
- 611 Fitzpatrick C E Tupper Lake75.4
- 612 Kuhneck Bonnie Gowanda75.4
- 613 Diacetic M Albany75.3
- 614 Watson Elaine J Elmira75.3
- 615 Morrissey James Troy75.3
- 616 Albert Timothy Cohoes75.3
- 617 Mazur Marilee Amsterdam75.3
- 618 Peters Carmen A Canisteo75.3
- 619 Williams MA Averill Park75.3
- 620 Rounds Ann H Binghamton75.3
- 621 Danker Nancy N Massapequa75.3
- 622 Dowse Robert R Mechanicville75.3
- 623 Tighe Marie F Schenectady75.3
- 624 Boyea Christine Chateaugay75.3
- 625 Mayorga Helen Oceanside75.3
- 626 Goldberg E Middle Is75.3
- 627 Shemo Mary A Mechanicville75.3
- 628 Grime Glenda P Cabonovia75.2
- 629 Zimmer Colleen Chittango75.2
- 630 Ames Sandra C Oakfield75.2
- 631 Morris C A Cohoes75.2
- 632 McKechnie G Kings Park75.2
- 633 Butler Terrence Rensselaer75.2
- 634 Kwiatkowski P S Albany75.2
- 636 Plummer M R Elsores75.1
- 637 Vasilikos L A Flushing75.1
- 638 Stack Michael J Lk Ronkonkma74.9
- 639 Knauf Alberta F Slingerlands74.8
- 640 Jones Jean A Albany74.8
- 641 Duva Joseph F Albany74.8
- 642 Knezienski Fara Bay Shore74.8
- 643 Sheehan C E Blauvelt74.8
- 644 Lochner Barbara Albany74.8
- 645 Veltri Joseph Hannacroix74.8
- 646 Chapman Roberta Rome74.8
- 647 Shred Earla Z Buffalo74.8
- 648 Scott Robert R Mechanicville74.7
- 649 Quinlan Doris M Schenectady74.6
- 650 Kahian Judy A Albany74.6
- 651 Wheeler Janice Buffalo74.5
- 651A Plante Terry R Troy74.5
- 652 Stroble Joan L Mt Morris74.5
- 653 Morczek Martha Rome74.5
- 654 Westfal T J Troy74.4
- 655 Lanahan Susan M Round Lake74.4
- 656 Holman Deborah Watertown74.4
- 657 Anderson F R Buffalo74.4
- 658 Newman Miriam N Babylon74.4
- 659 Murray Patricia Ballston Spa74.4
- 660 Bump Patricia E Altamont74.4
- 661 Andrews Mayme J White Plains74.4
- 662 Osterhout Karen Schenectady74.3
- 663 Merkle Melody A Attica74.3
- 664 Vadney Annmarie Hannacroix74.3
- 665 Podolic Daniel Depew74.3
- 666 Schichtel E A Hamburg74.3
- 667 Sacca Jeanne A Albany74.3
- 668 Halse Patrick C Schenectady74.3
- 669 Wolf Natalie Monsey74.3
- 670 Housman CM Catskill74.3

- 671 Panaro Anne FMaybrook74.3
- 672 Keefe Barbara B Troy74.3
- 673 Spadaro Ralph G Solvay74.3
- 674 Thompson Ann M Clay74.2
- 675 North Patricia Albany74.2
- 676 Stenman Karin E L Mohegan74.2
- 677 Grandy Diane M Waterford74.2
- 678 Hacker Jean C E Greenbush74.2
- 679 Pellegrino K A Loudonville74.2
- 680 Bond Sydney A Castleton74.2
- 681 Cruise Kathy A Syracuse74.2
- 682 Bird Barbara J Schenectady74.2
- 683 Sperber Faye J Menands74.1
- 684 Connors Jane J Binghamton74.1
- 685 Ward Robin C Waterport74.1
- 686 Harlop Doreen M Albany74.1
- 687 Heintz Martin J Syracuse74.1
- 688 Weatherby R C Waterford74.1
- 689 Czajkowski L M Buffalo74.1
- 690 Casapello M E Schenectady74.1
- 691 Susser Wayne C Selkirk74.1
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- 695 Gragan Dean F Albany74.1
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- 697 Harrison Y G S Ozone Pk74.1
- 698 Weintraub S G Buffalo74.1
- 699 Rozman Jennifer Kerhonkson74.1
- 700 Kircher Harold Albany74.1
- 701 McCombes Ethel Napanoch74.1
- 702 Pavarini Anne N Massapequa74.1
- 703 Grobeck Eileen Lindenhurst74.1
- 704 Barrett Eileen Bay Shore74.1
- 705 Vanderwater L Albany74.0
- 706 Raphael Deborah Brockport74.0
- 707 Vergoni Gina L Cohoes74.0
- 708 Sterio Lorraine Syracuse74.0
- 709 Tirum Claire Albany74.0
- 710 Mable Gail E Schenectady74.0
- 710A Dragone P J Guiderland74.1
- 711 Giuliano Lynn M Albany74.0
- 712 Frost Betty J Oneida74.0
- 713 Page Sharlyn D Middle Grove74.0
- 714 Angelone Joyce Schenectady74.0
- 715 Davignon C F Mechanicville74.0
- 716 Finn Vicki E Binghamton74.0
- 717 Barkley Cathy J Albany74.0
- 718 Morrison P A Guiderland74.0
- 719 Liff Arthur Bayside74.0
- 720 Liporace Jeanne Albany74.0
- 721 Turner Ann G Troy74.0
- 722 Purlert James T Albany74.0
- 723 Bernstein M R Slingerlands74.0
- 723A Russo Lorraine Rensselaer73.9
- 724 Tiedemann MA Middleburgh73.9
- 725 Zareski Richard Waterford73.9
- 727 Dershewitz E Jericho73.9
- 728 Wright Winifred Buffalo73.7
- 729 Albertson C H Valatie73.6
- 730 Davies Leslie S Hagaman73.5
- 731 Breen Sherry J Dannemora73.5
- 732 Niedbalec Paul Cohoes73.5
- 733 Stasiuk Regina Southold73.5
- 734 Bushell Julia L Troy73.5
- 735 Kyratzis Anita Albany73.5
- 736 Siegel Alan Rensselaer73.5
- 737 Pracher D L Cohoes73.4
- 738 Kingman Brenda Brockport73.4
- 739 Danley William Warsaw73.4
- 740 Luniewski S Gallupville73.3
- 741 Rielly William Troy73.3
- 742 Franklin D A Saratoga Spg73.3
- 743 Alexin Mary Hornell73.2
- 744 Wilson Monica R Altamont73.1
- 745 Nicoll Deborah Troy73.1
- 746 Beincasa K P Bay Shore73.1
- 747 Henry Linda A Coxsackie73.1
- 748 Simth Beatrice Albany73.1
- 749 Dechior John Cohoes73.1
- 750 Wolcott Jack K Elmira73.1

- 14 None
 - 15 Toomer Edward H Albany82.5
 - 16 Wozniak Robert Boston82.5
 - 17 Daquist Ronald M Coxsackie82.5
 - 18 Buccilli D P Buffalo81.4
 - 19 Norsen James H Shortsville81.4
 - 20 Neddo Bruce A Watervliet81.2
 - 21 Sylvester A J Mechanicville80.0
 - 22 Piazza Frank M Albany78.5
 - 23 Wazenkewitz C S Yorkville78.3
 - 24 Harner Kenneth Nassau78.3
 - 25 Roberts Wayne J Holcomb77.3
 - 26 Novak Terry M Stotville75.9
 - 27 Daoust Donald Coxsackie74.0
 - 28 Hartzell Ralph E Nassau73.4
 - 29 Hatch Terrance Lima72.9
 - 30 Beckett Robert Valley Falls72.5
- EXAM 55-482
PRINCIPAL STENOGRAPHER,
M.H.S., 4TH JUDICIAL DEPT.
- 1 Simon K A Utica93.1
 - 2 Distasio C G Rochester89.3
 - 3 Coley R L Rochester88.4
 - 4 Dixon M J Lake View84.0

- 5 Prokop M A Clinton83.3
 - 6 Fizsimons I K Rochester80.3
 - 7 Sutliff C A Clinton75.1
- EXAM 35-941
SUPV MOTOR VEHICLE
INSPECTOR
Test Held April 10, 1976
List Est. July 9, 1976
- 1 Pikser Irving Long Beach97.0
 - 2 Robbins David E Camillus96.9
 - 3 Patruino D Woodside96.0
 - 4 Roberts James M Scio95.3
 - 5 Dellarocca H E Bay Shore95.1
 - 6 Drumheller P J Cheektowaga94.0
 - 7 Beaty Andrew M E Greenwich93.0
 - 8 Campbell W N Kirkwood91.2
 - 9 Bennett W P Yonkers91.1
 - 10 Karges R F Blossvale90.7
 - 11 Winans Ronald B Port Ewen90.2
 - 12 Vanderpool A J Seneca Falls90.1
 - 13 Bisha Milton V Hastings88.8
 - 14 Hussong Gerald Dalton88.6
 - 15 Kandler Reynard Nanuet88.0
- (Continued Next Week)

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

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

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

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

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

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

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

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

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

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

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

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



Sign-Up

'76

CSEA STRENGTH IN UNITY MEMBERSHIP DRIVE

JUNE 1-NOVEMBER 30

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

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

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

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

CHAPTER OR UNIT PRESIDENT HAS CONVENIENT SIGN-UP CARDS

Ready to go? See your Chapter or Unit president for special sign-up cards which have a place to rec-

ord all the necessary information. Send your cards in as soon as you sign up a new member — and we'll credit your account with \$5.00 for each member signed up.

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

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

NON-MEMBERS SHOULD HELP SHARE THE LOAD

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

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

