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# Civil Service LEADER

America's Largest Newspaper for Public Employees

## Retiree News

— See Page 14

Vol. XXXVIII, No. 45 Friday, February 10, 1978 Price 20 Cents

# CSEA Clarifies Issues In PST Election

By MARVIN BAXLEY

The campaign to win the state's professional, scientific and technical employees is heating up now that the Public Employment Relations Board has set a March 17 to April 12 mail-ballot election for the PST Unit, which has been represented by the Civil Service Employees Association ever since the first representation election in 1969.

Although PST employees have a reputation for being the most critical in the CSEA, they have repeatedly reaffirmed their willingness to work within the union by repudiating outside challengers. The most recent instance of this was in 1975 when PST employees voted down the Public Employees Federation.

It is this same name that is being used in the challenge to CSEA again this time by the com-

bination of the Service Employees International Union (which represents private sector as well as some public sector workers) and the New York State United Teachers. Three other private-sector unions included in the 1975 combine

### BULLETIN

CSEA won a resounding victory over SEIU last Friday, in a contest for representation of Yonkers Non-Instructional Employees. The vote:

CSEA	586
SEIU	194
No union	13

have dropped out.

Through the years, PST employees have provided much of the leadership for the CSEA. This was especially true before several thousand

management and confidential employees were forbidden by the state to participate in their union. An example of this loss occurred last month when Victor Pesci had to resign his seat on the CSEA Board of Directors after a promotion put him in the management classification.

Nevertheless, PST employees continue to provide much of the union's current leadership. In fact, two of the union's six regions are headed by PST employees and a third region's president is a recent retiree from the PST Unit.

At this stage, the election is being opposed in the courts by the CSEA on two grounds: one is that the PERB cannot be sued concerning election procedures until after the election has been held and the other is that the petitioners' signatures have not been properly verified. In fact, in the previous challenge election, only half as many votes were cast for PEF as had been claimed on the petitions.

Notwithstanding the possibility that the election might be disposed of by the court, a propaganda campaign on behalf of PEF has begun.

The Leader, therefore, has arranged for Paul Burch, a five-year CSEA veteran of PST negotiations with the state, to respond to some of the allegations being made in PEF literature. Mr. Burch has been named by CSEA president William L. McGowan as coordinator of CSEA efforts in the potential representation election in the PST Bargaining Unit.

Mr. Burch branded the latest "propaganda piece by PEF as an outrageous concoction of obfuscations, distortions and outright lies that are an insult to the intelligence of every PST professional."

Here he tells why:

### LONGEVITY INCREMENTS

"The PEF accusation that the CSEA sold out state employees on longevity increments is an outright lie. The actual fact of the matter is that any employee entitled to a longevity increment under the present contract will receive that increment. No one lost a single dollar as a result of our agreement to negotiate the increment for persons eligible for the increment after April 1 of this year. Those increments would be part of the next contract and we have already included extension of those increments as a negotiation demand.

"The accusation reflects total ignorance on PEF's part of state law regulating public sector negotiations. All increments are and have been a mandatory part of negotiation for nearly five years. By agreeing to negotiate future increments, we actually agreed to nothing and we settled a two-part grievance that will mean \$17 million for state workers.

"Let's also point out that when PEF accuses us of giving up increments for any employees with 10 and then 15 years of service, they are

(Continued on Page 3)

## Monroe Local Is Fined For August Strike

ROCHESTER — The Monroe County Local of the Civil Service Employees Association and six of its officers have been fined \$21,200 for a three-day strike last August.

State Supreme Court Justice Wilmer J. Patlow fined the Local \$20,000 and six of its officers, including president Martin Koenig, \$200 each last Thursday, after they had pleaded guilty to criminal contempt charges.

(Continued on Page 3)

**Don't Repeat This!**

## Big Election Issue: When Will State Primary Occur?

The New York primary is a sometimes event — sometimes it is in June, sometimes in September. The month chosen in any year depends upon

(Continued on Page 6)



(Leader photo by Peter Starr)

### LEVITT ASSURES CSEA ON PENSION FUND

State Comptroller Arthur Levitt, seated, assured Civil Service Employees Association president William McGowan that state worker pension funds would not be used to purchase New York City bonds, without proper collateral. "I feel safe and secure with his statement," Mr. McGowan said, after the meeting which took place at Mr. Levitt's Manhattan office last Friday. CSEA Region II president Solomon Bendet, union attorney James Roemer, and Mr. Levitt's executive assistant William Volet were also present.

# Broome Unit Wins 13%, Benefits Over Two Years

BINGHAMTON—Members of the Broome County unit of the Civil Service Employees Association voted overwhelmingly, last Thursday, to accept a contract that increases the average county worker salary more than 13 percent over two years, with as much as a 17½ percent hike in the lower grades.

year, 5½ percent for the second. Although the salary schedule was not changed, no one will be paid below the minimum wage.

"I am very pleased," said Barbara Pickell, Broome unit pres-

(Continued on Page 16)



PAUL BURCH





# The Kyer Wire

Report From The Capitol

By PAUL KYER



An independent poll by the Lou Harris organization of a cross section of state employees is being concluded this week. The survey covers worker views on several areas of employment, and was sponsored equally by the Legislature's Temporary State Commission on Management and Productivity in the Public Sector and the Civil Service Employees Association.

The project came about because of the failure to get any movement at all last year on civil service reform legislation. Action was stalled because of the vagueness of several proposals and by stiff opposition from the CSEA, which viewed the 1977 approach as a study in circumventing the Merit System rather than any genuine reform.

Polled employee opinion is expected to carry considerable weight on pending legislation, according to a spokesman from the office of Assembly Speaker Stanley Steingut, whose aides are moving the project.

Here are some of the areas covered in the poll:

- Promotion and appointments.
- Performance ratings.
- The new senior management service.
- Present status of the State Civil Service Commission.
- Testing methods.

No date has been set to release data gathered as a result of the poll.

Theodore Spatz, longtime counsel to the State Department of Audit and Control, has retired after 40 years' of state service. Plans are in the works to pay proper tribute to the diminutive "Teddy,"

one of the most popular figures on the state scene.

Peppery Arthur Levitt is reported, mighty irritated over rumors that he may not seek another term as State Comptroller; rumors that appear to emanate from a few fellow Democrats who also are mighty irritated that Mr. Levitt will not hand them the key to dip into state pension funds in order to help solve the fiscal mess of New York City and some trouble spots in state financing.

Mr. Levitt has always taken his role as guardian of these pension funds very seriously, and just last week announced he was standing pat on keeping the funds locked away from would-be raiders.

As for seeking re-election, one only has to remember that Democrat Levitt pulls more votes than many GOP candidates running for office in such a staunchly Republican (and conservative) area as Syracuse, to cite one instance. General opinion is that if Mr. Levitt wants to be State Comptroller for another four years, he is going to be.

When Nelson A. Rockefeller left the office of the Vice President of the United States last year, the word was put out quietly but firmly that the Governor (as New Yorkers still title him) was through with politics once and for all. For nearly a year, Mr. Rockefeller has refused to appear at practically any public function that smacked even remotely of political overtones.

Well, it won't come as any surprise to learn that the

energetic former governor is getting aroused by the sharp smell of election year activity in the state and is sorely tempted to become part of the action again.

As has been noted, politics is not a profession; it's an addiction.

### Lottery

ALBANY — Winning numbers drawn Jan. 20 for New York's weekly lottery:

The six-digit number in the \$10,000 column or in the "millionaire numbers" box:  
**765723**

The five-digit \$1,000 number: 74999.

The four-digit \$100 number: 7184.

In the three-digit \$20 number: 055

## In Preferred List Ranking Fight:

# Trio Wins The First Round

Three applicants on the preferred list for appointment as state parole officers have won the right to appeal to a state Civil Service Department ruling to the State Civil Service Commission.

They say higher ratings were illegally given laid-off drug rehabilitation and senior employment counselors on the list.

Manhattan Supreme Court Judge Hilda G. Schwartz ruled that the matter should be heard by the commission, even though the 30-day period for appeals had expired.

The judge said she is waiving the statute of limitations because "good cause" had been shown. She said the matter should go through administrative channels before a lawsuit is filed.

The three applicants charged that because priority was given to laid-off counselors, they were moved down on the preferred list to numbers 24, 32 and 40, respectively. They also called illegal the Civil Service Department's determination that the counselors had held jobs "comparable to the position of parole officer" and could be put on the eligibility list.

Civil Service Department officials told the judge that the three applicants had "suffered

# Add Minorities, Women To State Cops, Says Judge

ALBANY—A federal court has ordered the State Police to ignore a numerical qualifying list to assemble a new class of 174 State Police recruits that will substantially increase the number of minority and women troopers.

Judge James Foley ruled State Police officials must add at least four women and 20 minority group members to its next class.

A class beginning training on Feb. 20 will have four women and 25 minorities, Superintendent William Connelle said Monday. That will be five more minorities than ordered by Judge Foley, because the first 150 recruits will be chosen by test rank and will include five minorities.

Judge Foley's decision follows a U.S. Justice Department complaint that State Police did not have enough minorities or women. The 3,200-member force includes five women, 15 blacks, 12 Hispanics and six American Indians.

The new recruits will be drawn from 3,600 men and women who successfully completed the preliminary physical and mental examinations in September and October 1975. About 22,000 persons applied.

In October, Judge Foley halted further trooper recruiting until the matter was resolved.

A class of 100, including several blacks and women drawn out of order from the qualifying list, was recruited last summer. But it was reduced to 75 when the action was challenged in a state court as reverse discrimination.

A class of 148, drawn from the list according to test ranking and including four blacks and three Hispanics, were graduated from the 20-week course last week.

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no injury" because they are "still assured of appointments as parole officers." By law, the department reminded the judge, all names on a preferred list must be "exhausted before any appointments are made from any other list."

Judge Schwartz, however, pointed out that while the applicants are guaranteed appointments because there are more than 40 Department of Correctional Service vacancies, the Civil Service Department "does not state that all 40 positions will be promptly filled."

She said there was a valid claim raised concerning loss of position on a preferred list and

this claim should be considered on an administrative level. She said any Civil Service Commission decision could then be appealed in court.

## Install Officers In Middletown

FISHKILL—New officers were installed recently for the Middletown unit of the Civil Service Employees Association.

Installed to serve for two years were Rollin Lybolt, president; Paul Byrne, vice-president; Paul Osborne, secretary; Henry Smith, treasurer, and Arthur Battisti, sergeant-at-arms.

Mary Perna, vice-president of the Orange County Local and member of the Middletown unit, was the installing officer.

# Spring Valley Public Workers Pick CSEA

SPRING VALLEY—In an election held Jan. 24 in the Village Hall of Spring Valley, employees of the Village's department of public works joined forces with their white-collar counterparts by choosing the Civil Service Employees Association as their bargaining agent.

Joanne Cangelosi, president of the Spring Valley unit of Rockland County Local 844, reports that the CSEA defeated the group's former representative, the American Federation of State, County and Municipal Employees, by a three-to-one margin. It was the first representation election staged in Rockland County since the recent 11-day strike by county employees.

As a result of this victory, the CSEA will represent all Village employees except for management, members of the village

police force, and elected officials when negotiations begin this year for new employment contracts. The current contracts will run out in May.

Thomas Luposello, CSEA Region III field supervisor, commended the work done by Ms. Cangelosi, Local president John Mauro, and regional field representative Larry Scanlon to achieve the victory.

"This will unify labor relations in Spring Valley," he said, "and will be advantageous to all village employees represented by CSEA."

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# Criticize Broome MH Facilities On Short Staffing & Dumping

BINGHAMTON—When William Krivyanik, a Civil Service Employees Association leader at the Broome Developmental Center in Binghamton, stood up and confronted Gov. Hugh Carey with a charge that the "Community Life Support System" results in "dropping mental health clients," he reignited debate on one of the most explosive issues in the state during this election year.

The confrontation took place here recently at an afternoon public forum at City Council chambers attended by both men.

Clarifying his position in a Leader interview, Mr. Krivyanik said that decreasing mental health patient levels in the state hospitals (he told the Governor that he thought dumping had become "standard policy") hurts state staff levels. He further said that he was against any systematic decrease in the number of mental health clients even if they are released into a prepared community.

There is, however, no problem with dumping at the Broome Developmental Center. The problem at Broome Developmental is understaffing. Hence, Mr. Krivyanik told the Governor, "New York State no longer wants to care for (mental health patients)."

"That's not true," the Governor responded, "We are trying to give better care to the mentally retarded." The Governor was referring to his "Five-Year Mental Health Plan" for which he has asked legislators to approve a first-year appropriation of almost \$504 million.

The Governor also offered an oblique defense of his position by stating, "It's illegal to dump

(mental health patients). It's illegal to hold them."

Robert Spoor, public relations director for the Department of Mental Hygiene, clarified this double bind in which the Governor is caught. "It would be illegal for us to stop discharging patients," Mr. Spoor explained, noting that Section 31 of the Mental Hygiene Law mandates that patients must be released on request unless a court order reverses that request. He con-

## Monroe Local Fined For August Strike

(Continued from Page 1)

They were charged with violating a State Supreme Court restraining order prohibiting the strike. Mr. Koenig and the other officers claimed they had never been served properly with the court order.

County officials, however, alleged that Mr. Koenig went into hiding, but that the orders were mailed and later physically attached to the homes of the six officers.

The pleas and fines were a part of a compromise agreement, Mr. Koenig said. The county earlier had sought a \$50,000 fine against both the county Local and the statewide CSEA Inc.

Mr. Koenig said that under the agreement, a contempt charge against the statewide CSEA would be dropped. Under the agreement, \$5,000 in fines must be paid within 60 days, another \$7,500 by next August 1, and the remainder by August 1, 1979.

tinued, "Wouldn't what the union is suggesting be an abrogation of the patient's civil rights?"

Charles Gregory, president of CSEA Local 411 at the Binghamton Psychiatric Center, where the patient load is being reduced by the release program, has no problem with patients being released. In fact, he's in favor of it. What he objects to is the staff reductions. "We have no staff to take care of the patients we have. They're sleeping in dayrooms. Yet Carey wants us to reduce our staff even further."

Mr. Gregory said that because of insufficient staff-to-patient ratios, the facility was threatened with loss of accreditation. The cause of this, he said, was the Governor's budget cuts and job freezes.

—Ron Karten

# Answers To PS&T Issues

(Continued from Page 1)

again telling a lie. The increment applies to eligible employees with 10 and 15 years of service grade. If the employees were promoted or upgraded in any way—which obviously increases their salary—they would not be eligible for the increment until another 10 or 15 years in that new grade.

"To accuse the CSEA of a sell-out is flatly inaccurate and simply asinine."

## LAYOFFS AND BUMPING

"A certain PST employee, who apparently has just entered state service, is quoted by PEF as saying that the major grievance with the CSEA is contract language, because 'there's no layoff language, no proper bumping language. . . ' To check the inaccuracy of that statement, employees might try reading their contract—which the CSEA has provided to all PST employees—and pay particular attention to Article 19 on 'Layoff Units'; Article 20 on 'Layoffs in Non-Competitive and Labor Classes'; Article 21 on 'Continuity of Employment Committees,' and Article 22 on 'Protection of Employees.'

"When the employee gets done reading that layoff and bumping language, I think he should try reading the Civil Service Law with particular respect to Sections 80, 81 and 75. I doubt if there is another union in the country that has done more to protect its employees than has the CSEA. We don't abandon our people. Compare that to the thousands of teachers still out of work. I'll stack our layoff and bumping language against NYSUT, SEIU or anybody else."

## TITLE BARGAINING

"When you're on the outside, I suppose you can say anything. The unfortunate part is that they are misleading people. For example, they go through a song and dance about title bargaining and what they would do about it. Well, the fact is that there are 2,600 job titles in the PST Unit. Suggesting that there be 2,600 separate contracts in PST would be insanity.

"Now PEF is redefining their earlier 'title bargaining' claims and are saying that by title bargaining they now mean having the largest title groups individually represented on the PST negotiating team. Perhaps they should look at the CSEA Most Populous Title committee, which is exactly that and exists right now."

## SERVICES FOR MEMBERS

"PEF sponsors, NYSUT and SEIU, say they plan to teach PEF employees how to do this and do that. The fact is there are no PEF employees. And in case someone may not have noticed, the NYSUT organization is facing challenge after challenge by the National Education Association. NYSUT is running constant deficits due to member losses through mass layoffs. At a recent convention, the president of NYSUT, Thomas Hobart, spoke in defense of the latest dues increase. He reportedly told the convention: 'Last year's dues increase and this year's projected increase won't pay for adequate services.' And that teacher union with inadequate services for its own members is suddenly going to drop everything for its own members to teach PEF what unions do?"

## DUES

"As far as dues go, I think it's common knowledge that the CSEA dues are among the lowest in the nation, and certainly the lowest of any major union in this country. Since PEF has no members, no one really knows what they'll charge, but look at the PEF sponsors. In the only state unit NYSUT has, a group of university professors, the dues are one percent of salary up to \$250 a year! That's nearly 500 percent higher than the CSEA dues.

"Frankly we would rather be devoting our resources to improving conditions for state workers, including PST, but unfortunately PEF is forcing our hand. That is why we are fighting the legal battle against the election. . . so we won't waste hundreds of thousands of dollars on a useless election instead of spending it for the betterment of employees as it should be spent.

"Last year alone, the CSEA spent about \$1.5 million to protect the rights of CSEA-represented workers at no cost to the workers."

## Ⓢ CSEA calendar Ⓢ

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

### FEBRUARY

- 10—Long Island State Parks Local 102 Valentine Dance: Narragansett Inn.
- 15—Nassau Local 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow, L.I.
- 15—Buffalo Local 003 monthly delegates' meeting: 5:30 p.m., Plaza Suite, One M and T Plaza, Buffalo.
- 21—New York Metropolitan Retirees Local 910 meeting: 1 p.m., 2 World Trade Center, room 5890, Manhattan.
- 21—Livingston County unit of Rochester Area Retirees Local 912 meeting: 2 p.m., Youth Center, Main St., Mt. Morris.
- 23—Long Island Region I executive committee meeting: 7 p.m. Region office, 740 Broadway, No. Amityville, L.I.
- 28—Buffalo Department of Labor Local 352 general membership meeting: 5:30 p.m., Holiday Inn, 620 Delaware Ave., Buffalo.

### MARCH

- 3-4—Central Region V delegates meeting: Treadway Inn, Binghamton.
- 3-4—Western Region VI delegates meeting: Charter House, Transit Rd., Route 78, Williamsville.
- 4—Binghamton School unit dinner-dance: 6 p.m., St. Mary's Orthodox Church, Baxter St., Binghamton.
- 8—Statewide State Executive Committee meeting. Statewide County Executive Committee meeting.
- 9—Statewide Board of Directors meeting.
- 15—Nassau Local 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow, L.I.
- 15—Southern Region III delegates meeting: Charter Oak Room, Holiday Inn, Newburgh.
- 20—Capital Region IV delegates meeting.
- 21—Livingston County unit of Rochester Area Retirees Local 912 meeting: 2 p.m., Youth Center, Main St., Mt. Morris.
- 23—Long Island Region I executive committee meeting: 7 p.m., Region office, 740 Broadway, No. Amityville, L.I.





Marilyn Matthews, second from right, receives her certificate. From left are Jacob J. Kaurman, Carol Wittenberg and Raymond Cassidy, president of Westchester CSEA Local 860.

## 1st Labor School Graduates

VALHALLA—A Civil Service Employees Association staff member from Port Chester was among the first graduates of the Westchester Labor Studies Program, which held commencement ceremonies two weeks ago.

Marilyn Matthews, who works at CSEA's Westchester headquarters in White Plains, was one of 10 graduates receiving certificates in the program sponsored by Cornell University's School of Industrial and Labor Relations, one of six such programs in the state. The ceremonies were held at Westchester Community College.

The two-year, 12-credit program included classes in collective bargaining, labor history, labor law, public speaking and written communications, among

others. Classes were held one night a week at the community college.

Richard Logan, an instructor in the program, was the keynote speaker at the ceremonies. Other speakers were Lois Gray, associate dean of Cornell's extension and public service division; and Elaine Klein, a Westchester Community College associate dean.

The graduates ranged in age from 26 to the early sixties. They were school teachers, union officials, high school graduates, college graduates and master's degree holders. Several graduates who do not have degrees said they planned to enroll in college soon to obtain either bachelor's or associate degrees.

The other graduates were John B. McCabe of Yonkers, Sheetmetal Union Local 38; Annette Raetz of Congers, Clarkstown

Educational Secretaries Association; Vito Paolucci of New Rochelle, American Federation of Musicians Local 38; Douglas Fatjo of Middletown, Middletown Teachers Association; Barbara Sonn of Yonkers, Wholesale and Department Store Workers; Gall Collins of Nanuet, Clarkstown Teachers Association; Dennis Murphy of Thornwood, International Brotherhood of Electrical Workers Local 501, and Susan Glickman of Scarsdale.

### Cleary Recovering

HUNTINGTON — Edwin Cleary, Long Island regional field supervisor for the Civil Service Employees Association, is resting at home after being discharged from the Huntington hospital where he was treated for a heart condition.

Mr. Cleary said that he has received so many letters and cards from CSEA members and staff throughout the state he is unable to reply to all of his well-wishers.

"I just wish I could thank them all individually but it would take me forever," he said.

## 9 State Aides Win Suggestion Awards

Nine state employees received certificates of merit and a total of \$875 in cash awards in January for money-saving ideas submitted to the Civil Service Department's Employee Suggestion Program. Estimated first-year savings from these suggestions total more than \$8,500.

Award recipients are:

\$650—Larry Galloway, Mechanicville, principal audit clerk, Department of Audit and Control, Albany. He developed a more efficient system for retrieving certain tax records from computerized files, saving nearly \$7,000 a year in clerical work.

\$75—Frank Viggiano, Averill Park, Division of Criminal Justice Services.

\$50—shared jointly by Edward Benton, Gowanda, and Robert Rohrich, Ferrysburg, both of the Department of Mental Hygiene.

\$25—Trooper Joseph Begley, Mount Vision, Division of State Police; Mary-Louise Richards, Albany, Department of Motor Vehicles; Lonnie Seagriff, Albany, Mental Hygiene, and a joint award to Kathy Fitzpatrick, Waterford, and Leonard Kain, Colonie, both of the Department of Agriculture and Markets.

Certificates of Merit also went to Sylvia Bouck, Schenectady, Office of General Services; Shirley Crowell, Springville, Mental Hygiene; Susan Fisher, Schenectady, Department of Taxation and Finance; Mary Ann Kret, Lackawanna, Department of Labor, Buffalo; Gall MaryEa,

Nesconset, Motor Vehicles, and David Sygall, Staten Island, Mental Hygiene.

### Two Rensselaer Mechanic Posts Are Available

TROY—An instrument mechanic vacancy exists in the Rensselaer Sewer District, county civil service officials announced.

County officials are also seeking a senior building maintenance mechanic for the county Department of Social Services.

The filing deadline for both open competitive jobs is Feb. 15. Written qualifying examinations for both are scheduled for March 18. Instrument mechanics earn from \$13,353 to \$13,804. The senior mechanic job pays from \$8,013 to \$8,363.

Instrument mechanics must be high school graduates with at least five years' experience maintaining and repairing instrument systems or an equivalent combination of training and experience. Senior building maintenance mechanics need a year's journeyman experience or four years' general building construction experience or a combination of both.

Rensselaer officials also announced an opening for senior sewage treatment plant maintenance mechanic, a \$10,445 to \$10,798-a-year job with the county's Sewer District No. 1. Applications for this job must also be in by Feb. 15.

Candidates for this job must be high school graduates with three years' journeyman experience maintaining sewage treatment plant equipment, mechanical equipment or hydraulic system equipment; or four years' general experience and three years' journeyman, mechanical or hydraulic experience, or an equivalent combination of training and experience.

For details, contact the Rensselaer Civil Service Commission, Court House, Troy.

## CS Attorneys Pick Execs

The Association of New York State Civil Service Attorneys, Inc., has elected its officers for 1978.

The officers elected at the recent annual meeting, are: Rosamond Prosterman, president; Howard Holt, first vice-president; Donald H. Holley, second vice-president; Jeffrey Schiff, secretary; Marvin Goldblatt, treasurer; and Harry Starr, financial secretary.

Elected to the board of di-

rectors for the term ending December 31, 1980 are Martin Finkelhor, Mildred Roth and Martin Shlufman. Shelia Donohue was elected to fill a vacancy in the board for the term ending December 31, 1979. She will serve out the term with Ronald Cohen and Herbert J. Herskowitz. The remaining members of the board of directors for the term ending December 31, 1978 are Alan J. Saks, Effie Salvage and Jerome P. Vanora.

**Filing Closes Feb. 28**

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## W'chester, Putnam Jobless Aided

Fifteen Westchester and Putnam municipalities will participate in a \$1,301,721 federal youth employment program designed to provide employment and training for 450 disadvantaged youths, County Executive Alfred B. DeBello announced last week.

The program is funded under Title III of the Comprehensive Employment and Training Act (CETA). The 15 communities were selected because they have

a heavy concentration of unemployed youths between the ages of 16 and 21. This program also falls under newly defined eligibility income limits that define "disadvantaged" as a member of a family earning less than \$9,200 annually.

"A significant problem is unemployment in our region, as well as in the country with disadvantaged youths," Mr. DeBello said. "This program is designed not only to obtain employment for these youths, but

also to give them meaningful training for future employment."

The communities are, in Westchester: White Plains, New Rochelle, Mount Vernon, Tuckahoe, Mamaroneck, Port Chester, Mount Kisco, Peekskill, Ossining Tarrytown and Greenburgh; and in Putnam: the Carmel, Mahopac, Brewster and Haldane school districts.

The program's major emphasis will be on providing (1) coordination of services among schools and community-based organizations engaged effectively in training and youth employment; (2) tutorial education and life skills; vocational counseling and guidance and career information; (3) subsidized part-time jobs (10 hours weekly for in-school youths and 26 for out-of-school youths.)

Most jobs will be non-profit agencies, municipalities and school districts. Wages will start at the state minimum of \$2.65 hourly. Academic credit may be earned for skills acquired in job situations and for training completed in school.

## State Promotional Job Calendar

FILING ENDS FEB. 27

Asst. Dir. Environ. Consvtion., Law Enforc. .... \$21,545  
Dir. Land Resrcs. & Forest Mgm. .... \$33,701

For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building Campus; 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.



# Dispatchers, Clerks, Others Sought In Nassau

CIVIL SERVICE LEADER, Friday, February 10, 1978

**MINEOLA** — Sixteen new job openings, including the usually popular clerk-dispatcher and recreation posts, are available in Nassau County this week. The filing deadline for all 16 is Feb. 15. Written exams are scheduled for March 18.

Candidates for clerk-dispatcher need only a high school diploma and two years' office experience dealing with the public and using a telephone. There are clerk-dispatcher openings in several county villages. The salary ranges from \$7,980 to \$10,563.

Sanitation dispatcher openings exist in Oyster Bay and North Hempstead and pay about \$9,200 a year. A high school diploma and a year's waste and refuse collection experience is required.

There are eight recreation openings. Recreation leader III, an \$11,973 a year post, requires a bachelor's degree in recreation or physical education and a year's recreational experience. Recreation Supervisor II also requires a bachelor's degree in physical education or recreation and three years' recreation ex-

perience. It pays \$13,184. For recreation assistant, candidates must have finished at least two years' of college in recreation and physical education study and need two years' recreation experience. The pay is \$9,500 a year.

Recreation specialist I salaries range from \$7,500 in Valley Stream to \$12,325 in Rockville Centre. The county pays \$11,115. A high school diploma, a course in recreation and a year's recreation experience is needed.

Recreation coordinator, recreation specialists II and III candidates all need bachelor's degrees and experience. Coordinator candidates need two years' experience and may qualify with only a high school diploma if they have at least six years' experience. The job pays \$11,000. Specialist II candidates must also have one year's recreation experience and recreation specialist III candidates, three years' experience. Recreation specialist II and specialist III, \$14,022.

The list also includes business manager, a \$25,000-a-year post which requires a bachelor's degree including 24 semester hours in accounting, business education or business administration and two years' accounting and budgeting experience, two years of it as a supervisor.

Fire communications technician applicants need a high

school diploma, five years' experience as a Nassau County volunteer firefighter and a radio-telephone operator's permit. The pay is \$11,115 a year.

Candidates for electrical services supervisor, a \$14,000-a-year post, must be high school graduates with four years' skilled journeyman experience, two years of it as a supervisor.

There are two purchasing agent titles open, one paying about \$11,600 and the other \$14,000. The lower paying job requires a high school or voca-

tional school diploma and five years' business experience, three of it in purchasing. The other post requires a high school diploma and seven years' experience, three in purchasing.

Applicants need a master's degree in sociology or psychology and five years' social action, research or community organization experience, two years' as a supervisor, for the \$21,832-a-year assistant director of planning and research, social services job. . . .

Job hopefuls should contact the  
(Continued on Page 11)

## Suffolk Nursing Business, Animal Care Jobs Open

**HAUPPAUGE** — Suffolk County Civil Service officials are seeking to hire for county jobs in public health and nursing, animal care and business management.

The officials also announced radio operator and senior citizens program supervisor openings. All the jobs are open competitively.

The nursing and public health jobs are public health educator, a \$413 bi-weekly post, public health nurse II, which pays \$498 bi-weekly, nurse practitioner I, \$413 bi-weekly, and clinic medical director, \$1,044 bi-weekly.

To qualify for public health educator, candidates must hold a bachelor's degree in public health and a year's public health experience. Public health nurse II applicants must hold a bachelor's degree in public health nursing or a related field and have three years' public health nursing ex-

perience. Nurse practitioner I hopefuls need a bachelor's degree in nursing and a year's nursing experience or must complete a nurse practitioner course in family planning, or must be nursing school graduates with at least three years' experience. Clinic medical director candidates must be medical school graduates and have practiced medicine for at least four years and hold a state medical license.

Public health educator candidates must file applications by Feb. 15 to qualify to take the March 18 written exam for the job. The others have Feb. 22 filing deadlines and no written exams.

Applicants seeking animal care jobs must file by Feb. 15 and pass written exams scheduled for March 18. Animal shelter supervisor hopefuls need a high school diploma and six years' (Continued on Page 15)

## Suffolk Aide Wins Promotion Fight

**RIVERHEAD**—A state Public Employment Relations Board arbitrator has recommended a job promotion with backpay for a Suffolk County Public Works Department employee and found the County in violation of its collective bargaining agreement with the Civil Service Employees Association.

The employee, Edward Lowth,

filed a grievance when county officials gave several heavy equipment operator jobs to employees with less seniority. Mr. Lowth, a county employee for 16 years, had been an automotive operator for 11 years when he applied for the heavy equipment operator position. Mr. Lowth was represented by Stuart Lipkind, a CSEA regional attorney.

The county argued that Mr. Lowth's poor attendance record made him unqualified for promotions. The CSEA, however, maintained that no formal disciplinary action had ever been taken against him in 16 years. The union also argued his heavy equipment training in his present position qualified him for advancement.

Arbitrator Edward Levin agreed with CSEA. He said since the County did not discipline Mr. Lowth for his alleged irregular attendance, the County could not use it as justification for not advancing him.

Mr. Levin also ruled that Mr. Lowth's qualifications were equal to employees who were promoted. Failure to promote him was a violation of article 15 (b) of the collective bargaining agreement between the CSEA and the County, he said.

"The grievant should therefore be assigned to the position of heavy equipment operator and be made whole for any losses in salary occurring as a result of this violation of the collective bargaining agreement," said Mr. Levin.

vote margin in an earlier election, which was set aside by court order on the grounds of technical errors and the fact that a number of contests ended in near-ties.

In the re-vote, Ms. Duffy's slate won by margins ranging from 63 to 265.

Ms. Duffy received 729 votes to 559 for Joseph Noya in the race for the presidency.

Also elected were Billy Chacona, first vice-president; John Jackson, second vice-president; (Continued on Page 11)

## Downstate Nurses Stay On Job

**BROOKLYN** — Mass resignations by Downstate Medical Cen-

ter nurses were averted last week after hospital officials met some of the nurses' demands.

The resignations were to take effect Jan. 30. Nurses had complained about conditions alleged to be hazardous to patients and staff. Nurses complained that inadequate recovery room and intensive care facilities once caused them to overlook a cardiac arrest. Another cardiac arrest occurred when the unit was poorly staffed, they claimed.

Downstate officials averted the walkout when it raised minimum nurse salaries from \$10,800 to \$12,617 a year. The center also placed ads in local newspapers to recruit nurses at \$12,617. Nurses will also receive a 5 percent salary increase April 1.

"The move is a welcome and positive one that should have

taken place long ago," said Robert Keeler, president of the Civil Service Employees Association Local at Downstate. "It will help relieve the undue burden the nurses have been struggling under."

Bart Brier, a CSEA field representative, said the increased wages will help attract more new nurses. Mr. Brier added that the union is also seeking extra pay for nursing experience and training.

Still unresolved, however, are charges that the hospital's animal laboratory has no protective devices for workers. Hospital officials deny this. Several animal laboratory workers have suffered illnesses that health services doctors claim are work-related, says the CSEA. The union is demanding improved laboratory conditions. Union leaders also are arranging physical examinations by impartial physicians for animal lab workers.

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Marvin Baxley, Editor  
Harcourt Tynes, Associate Editor  
Eva Feiler, Copy Editor  
Kenneth Schept, Associate Editor  
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N. H. Meger, Business Manager

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FRIDAY, FEBRUARY 10, 1978

## State PST Choice

**E**LECTION Campaigns are seldom clean. Unfortunately, the pending representation election for the right to represent the 45,000 workers in the statewide Professional-Scientific-Technical Bargaining Unit is shaping up as one of innuendo and distortion.

PST has often been a prize to be sought. Its members are, generally speaking, the best educated and the highest paid of the state's civil servants. They include people with prestige titles like doctor, engineer, accountant, examiner, researcher, nurse, investigator, analyst, etc.

Because PSTers are often more vocal and critical of their union, outsiders sometimes mistakenly believe they will be easy pickings for a challenge.

Notwithstanding this, PST employees have three times, since the Bargaining Units came into existence in 1969, voted to work within the Civil Service Employees Association. In 1969 they turned down Council 50 of the American Federation of State, County and Municipal Employees, in 1972 they refuted the Service Employees International Union and in 1975 they rejected the Public Employees Federation.

It is this same Public Employees Federation, a name given to a joint venture of the Service Employees International Union and the New York State United Teachers, that again is challenging the Civil Service Employees Association for the right to bargain for PST employees.

To begin with, PEF is merely a name. It has no members, no staff, no officers—not even a checking account. More important, it has no record. If PST employees should choose to become members of PEF, they will be starting from scratch. Obviously, members' problems will have to be set aside while an organizational structure is hastily put together. Since it has nothing to defend, it is simple for PEF to attack with whatever means its organizers hope might confuse PST employees. It has nothing to lose.

It is always possible to find some malcontent to complain about something. In this country, Nazis, Ku Klux Klanners, Communists and other extremists all have the right to free speech, but nothing says that we have to believe them or even listen. PEF's organizers, too, have the right to propagandize through innuendo and distortion and to use the names of those people who are malcontents. It's not nice; it's not clean, but if the people decide the campaign is one of "outright lies," as the CSEA's PST coordinator has charged, the tactic will surely fail.

The CSEA, on the other hand, has to stand on its record—a record built up in large part through the years by the contributions of its PST members. Half of the union's six regional presidents (who serve also as statewide vice-presidents) are from the PST Unit, as is the chairman of the union's State Division. In addition, half of the regional first vice-presidents are PST.

PST employees have gone through a lot in the past year—just like everyone else who works for a living, whether in the state, its local subdivisions or in the private sector.

Since it has been an emotional time, it may be easy to be taken in by the innuendos and distortions that are being bantered about in this campaign.

There is little more than a month before ballots will be mailed for PST employees to make their choice. That should be time for PST employees to think about the realities of the choice being faced. (M.O.B.)

## Don't Repeat This!

(Continued from Page 1)

the political needs of the powers in Albany.

Last year, at the insistence of Governor Carey, the primary was conducted in September. At that time, the Governor needed time to persuade Secretary of State Mario Cuomo to enter the New York City mayoral primary and time to persuade the Liberal Party not to endorse Republican State Senator Roy Goodman as its candidate for mayor. Both Cuomo and the Liberal Party accommodated the Governor.

### Different Political Needs

The Governor was also convinced that Cuomo needed additional time to become better known in the City to give him a fighting chance in the primary against former Mayor Abraham D. Beame and former Rep. Bella Abzug, who then appeared to be the Democratic primary front runners.

This is another year. Since the Governor is up for re-election, his political needs are different. He would like to have a June primary to put an end to further speculation about the possibility of his facing a primary for the Democratic nomination. Senator Jeremiah Bloom, Brooklyn, has already announced that he would enter such a primary, and it appears that others may be waiting in the wings.

A June primary would make it more difficult for any prospective opponent to establish his reputation in the state—particularly during the intervening months through June—since the Governor will dominate the media in his official actions while the Legislature is in session.

The selection of the primary date is of even greater critical concern to Republicans. Senate Majority Leader Warren M. Anderson, an undeclared candidate for the Republican nomination for Governor, would prefer a September primary. As Senate Majority Leader, he will be tied up from now through June in Albany with his legislative duties and responsibilities.

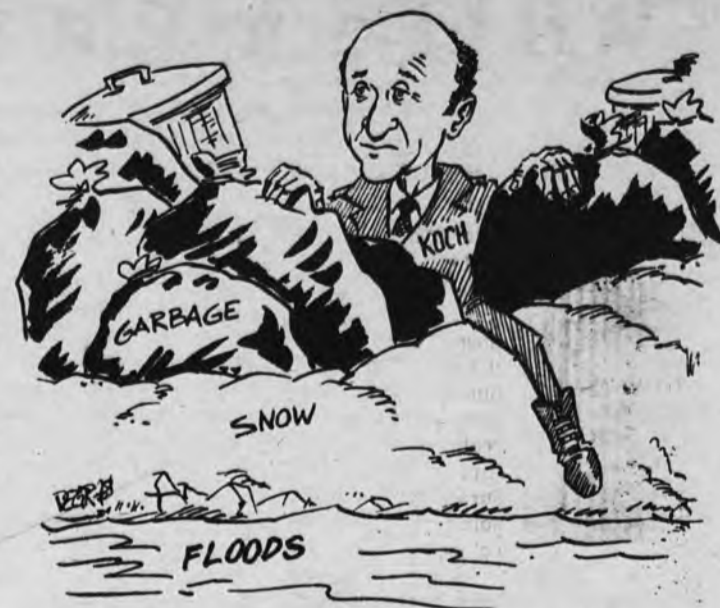
On the other hand, Assembly Minority Leader Perry B. Duryea, Jr. (R-Suffolk), who has already declared his candidacy, is less concerned with legislative responsibilities. The Democrats dominate the Assembly (88 Democrats to 62 Republicans) and, consequently, are in a position to pass any bills they wish.

This circumstance gives Duryea—who pilots his own plane—an opportunity to criss-cross the State and campaign for the nomination in the intervening months, while Anderson is bogged down in Albany.

### Vote May Tilt

The Assembly Democrats, with substantial support from Republicans, who back Duryea, have already passed a bill calling for a June primary. So far Anderson has managed to keep a lid on the bill in the Senate. However, there are several Senators who are avowed Duryea supporters. If they vote with minority Democratic Senators, it could tilt the vote against Anderson.

While Duryea and Anderson have thus far engaged in a friendly rivalry, the fate of the bill setting the primary date may precipitate an open break between them.



FIRST MONTH IN OFFICE



## Civil Service Law & You

By RICHARD GABA

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

### Unbecoming An Officer

An Article 78 proceeding was recently brought to review a determination of the Nassau County Police Commissioner, who had dismissed the petitioner, a county police officer, after a hearing on specific Nassau County Police Department rules and regulations.

The Supreme Court, Appellate Division, Second Department, held that the evidence in support of Specification No. 7, "failure to promptly notify the Police Department of a change of status," was entirely inconclusive and therefore insufficient to support the determination sustaining the charge. However, the petitioner was still dismissed, confirming the determination of the commissioner.

The court reasoned that substantial evidence was presented to support a more serious charge, "conduct unbecoming an officer." The court also held that the petitioner was not denied a fair hearing by the admission, over objection, of legally incompetent evidence. Since the penalty of dismissal was based on the charge of misconduct, which was upheld, the court found it unnecessary to remit the matter for reconsideration of the penalty. In addition, the punishment of dismissal, although harsh, was not "shocking to one's sense of fairness" and therefore should be upheld. *Buttacavoli v. Guido*, 399 N.Y.S. 2d 47.

**THE SUFFOLK** County Public Employment Relations Board, in an April 21, 1976, decision, dismissed a petitioner's application to have the Civil Service Employees Association decertified as the bargaining agent for park rangers in Suffolk County. Subsequently, the Department of Park Rangers Benevolent Association initiated a proceeding pursuant to CPLR Article 78 to review the determination of the PERB.

The Supreme Court, Appellate Division, Second Department, held that there was substantial evidence on the record that supported the hearing officer's finding that the affected employees were adequately represented by the CSEA and had the opportunity to participate in collective negotiations. Therefore, the court concluded that the determination under review should be confirmed. *Department of Suffolk County Park Rangers v. Suffolk County Public Employment Relations Board* 399 N.Y.S. 2d 49.

**RECENTLY** THE New York State Court of Appeals affirmed the Appellate Division, Second Department, decision 925, which held it was an improper practice for Nassau County to refuse to bargain with the CSEA concerning the supplying of hand tools for police mechanics.

The case arose when the CSEA filed an unfair labor practice alleging that the County violated Section 209-1 (a) and (d) of Civil Service Law. The CSEA argued that the County unilaterally altered terms and conditions of employment by instituting a policy that required newly hired auto mechanics employed by its Police Department to furnish their own hand tools and to sign a statement to that

(Continued on Page 7)



# WHAT'S YOUR OPINION

THE PLACE: Civil Service Employees Association  
Western Region meeting at Sheraton East Inn, Buffalo

**QUESTION: What is the most important service that the CSEA provides for its members?**

**Joanne Occhino**, senior clerk, Buffalo Department of Labor: "It does so much of one thing. I know the organization does it best. I'm sorry to hear it knocked so much of the time, but if those who knock would get involved, they might better realize how much work goes into the union. I know the insurance is marvelous, and I'm sorry that so many people joined primarily for the insurance (before the Agency Shop). I'm very impressed with the new officers, and glad that Mr. McGowan, from our Region, was elected. I'm very happy that I'm in Region VI, because I do think it's the best. We have terrific officers who keep us very well informed—so we can be aware of what's going on. If we have problems, we have the opportunity to voice them and to get answers and help."

**Rose M. Connolly**, toll collector, Thruway Western Division: "I think the most important service that the union provides to us is if we have questions on working supervisors or problems with supervisors. The union answers our questions the best that they can. If the problems cannot be resolved, we have labor/management meetings . . . so we can resolve our problems at that level, and if that is not satisfactory, we can continue to pursue the problem through the grievance procedure. Our present president of the CSEA seems to be getting quite a bit done for us as far as any grievances or work problems before we actually have to go into the advanced stages."

**Russell Bettis**, maintenance man, Board of Education, Niagara Falls: "It provides good working conditions and security in our jobs. It brings quite a bit of closeness between people; this is very important these days. It is good to learn what other people's ways and kinds of thinking are. I believe that as long as there is this interchange between people from the various levels and kinds of jobs that are held by the different people who provide services to the public, that we can be one of the largest and most important organizations in the United States. We can be one big family."

**Bill McMillan**, custodian, State University College at Buffalo: "It provides security for its members as pertains to their jobs and their rights as dues-paying members. I don't think they would get those rights if it weren't for the CSEA. The administration has quite a few rights that they can initiate against the employee, if it weren't for the CSEA. The administration has been known to deviate from past practices. The CSEA provides a means, through the grievance procedure and by providing information, to protect the employees' rights. Often the workers don't understand their rights except for the input from the CSEA staff and the Local stewards."

**Robert Love**, grounds workers, Craig Developmental Center: "My idea is the grievance procedure, which guarantees the members' rights. It covers the whole contract and many other things. Job protection is one of the most important things that a union can offer its members. In my own case, I became active in the union by working on the grievance committee of previous administrations before I was elected president of my Local. In fact, that was the major experience I had in the Local before I became its president, so I presume that members must appreciate the importance of the grievance procedure, too."

**Esther Kulakowski**, toll collector, Thruway Western Division: "Having a lawyer to defend you in case any problem should arise above the level of your chapter president and following through with grievances. It's important to know that you have good backing behind you if supervision doesn't follow through with the contract as it should with scheduling. With us, we are on a rotating shift with 16 hours between shifts and days off."

# RETIREMENT NEWS & FACTS

By A. L. PETERS

## How Much Will I Get?

"How much will I get when I retire" is the big question these days.

We provided some information a few weeks ago with extracts from the official chart. However, some retirees have protested that although they have been paid at the maximum rate for all their working lives, they still were unable to attain the maximums cited in the chart, because deductions over the years were less than the yearly earnings cited. Some people actually do get maximums. They are people who worked only for the last few years but are disabled and thus eligible to retire with a higher (more current) base.

"What do I do with myself now that I have retired?"

Some people find they are bored stiff. Others find they just don't have a minute to spare. The psychological letdown can be terrific for those who aren't prepared for this problem.

Their friends are all business associates whom they will seldom see during retirement. Their interests are all centered on the kind of work they did. They want to do something but don't quite know what they want to do. They find being with their families all of the time not nearly as much fun as when the togetherness was only part-time.

Most solutions suggested are frugal—develop hobbies, develop friends outside your career, plan to structure at least part of your time after you retire with specific projects.

Three books on the subject can help. They are: "Creative Retirement: Planning the Best Years Yet," by Murray Hoyt, Garden Way Publishing, Charlotte, Vt. (\$5.95); "Hanging In There: How to Resist Retirement from Life and Avoid Being Put Out to Pasture," by Peter Schwed, Houghton Mifflin Co., Boston, 1977 (\$6.95), and "How to Enjoy Your Retirement," by

John Sunshine, AMACOM, New York, 1974 (\$7.95).

If you are widowed and over 60, you have one major benefit from the new social security law. There is no penalty if you re-marry.

If you have been divorced after 10 years of marriage, you will be eligible for social security under your ex-husband's earnings. Up to Jan. 1, the law required that you were married at least 20 years.

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)

Kotsay, Genevieve L	Beechhurst
Kullen, John W	Brooklyn
Kuplesky, Harold	Brooklyn
Kushner, Eileen	Brightwaters
Landry, Arleen E	New Paltz
Lane, Edwin M	Forest Park, O
Lawrence, Alice	New York
Learn, Ruth M	Damsville
Lee, Eddie Jr.	Bronx
Leffler, Martha E	Central Islip
Leggett, Evan A	Honeoye Falls
Leitch, Thomas G	Rochester
Lembke, Susan	Buffalo
Levy, Anne	Brooklyn
Levy, Judith A	New York
Lewis, Sharon	Bath
Liberty, John F	Elizabethtown
Linneman, Emmy S	Hempstead
Locke, James R	Buffalo
Long, Florida B	New York
Lopez, Ramon	Bronx
Louard, Agnes	Hempstead
Lynch, Michael	Orangeburg
Lytle, David K	Elmira
Mac, Leonard A	Amsterdam
MacDuffie, Theodore M	Pavilion
Magdoff, Fred	Madison, Wis
Marshall, Meredith R	Spartansburg, Pa
Mashuta, Madeline M	Schenectady
Martorano, Patricia A	Valley Stream
McCarthy, Madeline E	Copiapue

(To Be Continued)

## Civil Service Law & You

(Continued from Page 6)

effect prior to employment. The PERB determined, after a hearing, that the requirement was not a term or condition of employment, but a condition of employment and, as such, was a matter within the County's managerial prerogative.

Subsequently, the CSEA sought review of the PERB's determination under Article 7 of the CPLR. The Supreme Court, Appellate Division, 54 AD 2d 925, held that the PERB's determination was arbitrary and capricious as a matter of law. The court sustained the charge filed by the CSEA, and remitted the matter to the PERB for entry of an appropriate order directing the County to negotiate in "good faith," the subject rule and policy unilaterally promulgated by the County. This decision was then affirmed by the Court of Appeals. Nassau Chapter, Civil Service Employees Association, Inc. v. Helsby, N.Y. Court of Appeals, (1977).

# LETTERS TO THE EDITOR

## Discrimination

After reading your editorial "Human Rights At Issue!" Jan. 20, 1978, of the Civil Service Leader, I found myself to be shocked and disgusted. I am completely and unequivocally in opposition to the stand you have taken on this issue. How can you relate discrimination to the issue of homosexuality?

Is morality to be allowed to

sink into the gutter before a line is drawn between decency and decadence? Homosexuals are the end product of their own gratification. They are biological freaks. They cannot reproduce or enhance mankind in any way. They depend primarily on educating young people to their own brand of perversion. As a law enforcement officer of 30 years standing, I look forward to their entrance into this hon-

ored field with revulsion.

**R. C. VANBENSCHOTEN**  
Zone Sergeant, State Police  
Henderson

Editor: The Leader:

The U.S. Civil Service Commission bars discrimination on the basis of race, sex or color, as stated on federal applications. The applications also request, however, that the applicant furnish information on race, sex and color—with a small-print explanation that the questionnaire is voluntary.

Such a questionnaire is destructive for test takers because statistics based on the questionnaires are used as ethnic or sex preference by some groups to gain access into civil service for the people of their choice.

An example is coming up in June when many federal agencies will be encouraged to set aside up to 20 percent of their vacancies for women and minorities, who will be exempt from

taking the civil service exam and will receive permanent civil service status after a two-year probation period.

Such practices undermine the purpose of civil service exams and raise many questions about fair treatment.

**GARY ANDERSEN**  
New York City

## People's Victory

Editor, The Leader:

The intentions of your cartoonist (p.6 Jan. 27) in showing a battered Rockland County Civil Service Employees Association as having knocked out a figure marked "County" were of course honorable. However, there should be a relabeling.

The CSEA's victory was also the victory of the people of the "County." What the slugger had succeeded in giving a body blow to was the Taylor Law, which needs a few more knockdowns.

**HOWARD N. MEYER**  
New York

## LETTERS POLICY

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



# USING THE SYSTEM TO SOLVE THE ASSAULT PROBLEM

By Kenneth Schept

A recently implemented one-year probationary period, expected to include intensive training, should result in an improvement in the quality of care offered at the state's Mental Hygiene centers and in a decrease in assaults against staff.

Such improvement depends on the new people being trained. If they are assigned immediately to ward service, with no correlative training because of staff shortages, then the extension of the probation period to one year will have been a wasted innovation.

Even if the one-year probationary period is accomplished by training and does produce exemplary workers, there is still another problem: Most directors and many workers admit that some employees in the Mental Hygiene institutions, a minority certainly, are either incompetent or emotionally unsuited for ward service work. These people will still be in the state system. Because they interrupt the effective functioning of the hospital and detract from the therapeutic atmosphere, their presence contributes to the level of assaults against staff. What should be done with this group?"

Russell Barton, director of Rochester Psychiatric Center, said that he was satisfied with the level of competence of about 60 percent of his staff. "Ten percent I'd like to get out; 30 percent we could do something for, but we need the programs."

Most of the directors agreed that, although the focus of the Mental Hygiene system was changing from custodial care to an emphasis on staff involvement in the therapeutic process, most employees who had worked in the former system could be retrained. Some said that they made the best workers, having such a wealth of experience.

Manhattan Psychiatric Center director Gabriel Koz said that working within the state system makes it more difficult to motivate the group of employees working at that hospital than if it were a privately run institution.

"It's very difficult for managers to manage in the state system," he said. "It's almost impossible to get rid of bad people on any level."

He said there are workers, as well as managers, who are incompetent, but that "the weight is on me to show that these people are incompetent, and that can take a year."

"The civil service system allows for prima donnas; it allows for defiance; it allows for passive aggressiveness," Dr. Koz said.

Louis Huzella, director of West Seneca Developmental Center, said, "We have a very large number of very excellent, outstanding employees, absolutely no question about it; I would think that we have at least as many undesirables as any other institution."

"Obviously there's a great difference between the private sector and the state," he said. "There is no way for us to move out an undesirable employee without going through a proper disciplinary procedure."

Lawrence Kolb, former Commissioner of Mental Hygiene, said that disposition of cases involving questionable employees should be resolved by the directors rather than by going to arbitration.

"The mechanisms for removing unsuitable workers are there, but it's not easy. And it shouldn't be," assistant commissioner John Lagatt said.

"I don't think it should be easy to remove a public employee from his public job . . . I subscribe very strongly to the concept that, in disciplinary matters, the burden of proof is on the employer," Mr. Lagatt said.

"We fall down in perhaps not preparing our proof effectively: There are those few directors who say this guy is no good, and that's enough. It isn't enough. You say he's no good; show me."

Mr. Lagatt said that he was "saddened by the union's blind attitude" in defending all cases. He indicated that there are unions that first screen which cases will be defended.

Roger Heath, director of Utica and Marcy Psychiatric Centers, made the point that, "It's no more in the union's best interest to have employees who abuse patients than it is in management's . . . If some way or another we can't deliver decent services to people using the system in which we work, which includes CSEA members, someone's going to find out another way of doing it better."

Mr. Heath complained that even well-documented patient abuse cases do not always result in discharge of the employee. He estimated that problems such as assaults against staff could be reduced by as much as 50 percent, if the disciplinary process worked effectively.

Part of the built-in inadequacy of the disciplinary system, he felt, was that arbitrators are prone to compromise because of the way in which they are selected for a case. Either side may reject them. To be picked regularly they must demonstrate a balanced record which favors neither management nor labor, he said.

Alvin Mesnikoff, New York City regional director, also complained about the arbitration procedure as one which "compromised the issues." He approached the problem of inept staff by saying, "This isn't a job for everyone. It's really not an issue about being discriminatory or prejudicial toward people. We need to select out those people who temperamentally can handle this kind of thing."

Mr. Heath, who began as a ward attendant 30 years ago and worked his way up to the directorship, suggested, based on his long and varied experience, that another problem in weeding out the problem worker is determining who he is.

Although staff, according to Mr. Heath, knows who the bad workers are, there are basically two ways the name of a questionable employee will reach management, he said: first, if another employee has a grudge against him; or when a new employee, who has not yet learned the ropes, passes the information on.

Once management is alerted about an employee who is alleged to have abused a patient, it would, in some cases, be better if the union "lost a few," Mr. Heath said.

"It's just a self-inflicted wound if we have a system that forces management and the union to include among their employees or members people who obviously are not fitted for the kind of work they're in."

Mr. Heath said that if he and Roger Piersall, for ex-

A minority of workers are emotionally unsuited for ward work. They, along with poor managers, contribute to the level of assaults.



**"It's just a self-inflicted wound if we have a system which forces management and union to include among their employees or members people who obviously are not fitted for the kind of work they're in."**

**ROGER HEATH**  
Acting Director, Utica and Marcy Psychiatric Centers



ample, the CSEA Utica Psychiatric Center Local president, were to independently establish lists containing the names of those employees who should not be working on the wards, the lists would have 18 names in common.

Finding those people, "would eliminate more than half our problems, just by doing something simple like that: having the ability to get rid of deadwood," Mr. Heath said.

"We have an apparently inept female employee, who on three occasions has managed to miss her chair when sitting. That's good for 18 months of compensation."

"You've got to have understanding, support, goodwill between union and management on this—a mutual trust that what you're doing makes sense for everybody," Mr. Heath said.

Dr. Mesnikoff also called for cooperation between union and management, saying: "The strength of the union in representing its employees—which is understandable, after all that's what it's there for—has not been well balanced against the management of the facility and the interests of the patient."

He said that if management is to have greater discretion in dealing with unsatisfactory employees, then management must be trusted to be fair.

Former Commissioner Kolb said that a recent study showed that there has been a change in the view of the arbitrators, who are more willing to "detach from the service," unsuitable employees.

"We think that the present tendency to bring all the cases of alleged assault (against patients) to arbitration, thus reducing the authority of the directors of the institution, is indeed one which allows the continuance of some few people who would better be detached from the service."

Robert Guild, CSEA collective bargaining specialist, felt that, as stated in the CSEA contract, it is the union's responsibility to defend all its members, and that within that purview there is no room for compromise.

A similar view was expressed by William Blom, CSEA director of research. An exception, he thought, might be a clear-cut case involving an extreme criminal action, such as the taking of a life.

The attitude that a union automatically defends all members accused by management of incompetence or misconduct apparently is shared by most labor organizations. Mike Grace, who heads public relations for the AFL-CIO public employees division in Washington, D.C., said that union routinely defends all members.

pend on workers trusting that management would operate fairly. Both Dr. Barton, director of Rochester Psychiatric Center, and Dr. Koz, director of Manhattan Psychiatric Center, said there are managers who should not be in the system.

Despite the risk, factors contributing to the problem of assaults against staff should be considered as a package for review by both the union and the state. The union might review the possibility of granting management more prerogative in the discharging of incompetent employees, or at least reassessing the requirement that all workers be defended. The state could examine the possibility of greatly expanding its training and education programs, and increasing the staff.

As Mr. Heath, director of the Utica and Marcy Psychiatric Centers, said, "To insist that every permanent employee be retained in spite of their problems . . . is not in the best interest of the state, management, the union or the clients."

The other part of this matter is rewarding those employees who excel. If management were to be granted greater prerogative in discharging the incompetent, then tied to that, along with increased training and staffing, should be greater advancement opportunities for the qualified, highly experienced career worker.

**"It's very difficult for managers to manage in the state system. It's almost impossible to get rid of bad people on any level. The system allows defiance."**

GABRIEL KOZ, director Manhattan Psychiatric Center



Many directors have said that they would prefer to promote from the ranks an employee with demonstrated ability and experience, rather than bring from the outside someone who may have spent six years in college, but who has no idea of what life is like in a developmental or psychiatric center.

Often, a problem with making such a promotion is that the jump from a grade 13, in the career ladder, requires college education, a prerequisite that has stopped many otherwise qualified people. The most logical, although probably most expensive way to remedy this problem, would be the establishment of well-funded educational programs in the Department of Mental Hygiene.

Another possible solution would be to change the rules. Deputy director of the Department of Civil Service Robert Quinn said that "minimum qualifications is a subject which can be worked out between the Department of Mental Hygiene and Civil Service."

He said that ways could be explored for possibly setting up three alternative sets of qualifications, such as: four years of college; two years college plus certain experience, or no college but certain experience.

"For an individual who comes in as a therapy aide, who works and learns and does well, we don't have a system of increasing their chances of promotion once they reach grade 9," said Syracuse Developmental Center deputy director Chuck Soper. "Also where does the grade 13 go when he has reached his maximum level?" he asked.

A related problem that results from the way the system is set up involves employees for whom a transfer from ward service to another section of the hospital may be the best move.

Because the salaries for ward service work are higher than those for support services, such an employee would have to take a cut in pay to transfer to the center's laundry, for example, although both he and management might agree that such a move was desirable.

There seems to be no easy solution to this problem. Increasing salaries for work in other sections of the centers—to make them commensurate with ward service salaries—would apparently require increasing salaries for all workers at that level throughout the civil service system.

Salaries at other levels might then have to be adjusted upward to maintain the proper incremental steps. It does not sound like a plan that would receive a sympathetic review from the State.

Some factors that influence assaults against staff are clinical, and will be discussed in the next installment. Others, which relate to the Civil Service System and how it is managed, include understaffing; not enough men on the wards, low morale; inadequate training; incompetent managers and workers and bureaucratic complications that thwart promotion according to ability.

Because these problems prevent the psychiatric and developmental centers from operating most effectively, it is in the common interest of worker, manager and client to solve them.

NEXT WEEK: CLINICAL ANSWERS —

The opportunity to better oneself has not been completely encouraged in the Department of Mental Hygiene. As a result morale suffers, and assaults against staff can be one of the consequences.

**"I don't think it should be easy to remove a public worker from his public job. I subscribe strongly to the concept that, in disciplinary matters, the burden of proof is on the employer."**

JOHN J. LAGATT, assistant commissioner, Department of Mental Hygiene, employee relations



The view of the Brotherhood of Teamsters was expressed by its national public relations director, Alan Bigs, who did not feel that greater discretion in discharging allegedly inept employees should be extended to management: "Government is always looking for greater prerogatives," he said. "That's why we've got unions."

James Featherstonhaugh, attorney for the CSEA, said that all members charged are defended, as a matter of course, because it is too difficult to make an independent determination of guilt or innocence. If an employee who felt entitled to representation did not receive it, he could sue.

Mr. Featherstonhaugh acknowledged that the actions of certain employees could be a contributing factor to the problem of assaults against staff, along with such other influences as understaffing. But he was reluctant to abrogate any authority to defend employees, because he felt that management could not always be trusted to be fair; that in some cases, management would cave in to the demands of pressure groups and decide an employee's fate based on the needs of those groups, rather than on what was fair for the worker and best for the institution.

There is a minority of workers who are unsuited for ward service work and should not be employed in the Mental Hygiene centers. Permitting management greater authority in discharging such people would risk the dangers that such power might be misused or not handled with skill and courage.

That risk must be evaluated while keeping in mind this fact: Those who ultimately suffer most from retaining such workers in the state system are fellow workers and patients, who must interact daily in an atmosphere, which can quickly deteriorate when influenced by poor quality employees.

As stated by Dr. Mesnikoff, such a process would de-



# Latest State And County Eligible Lists

EXAM 36052	69 Devaney Patrick New Hartford 81.6	79 Kellner Ronald W Seneca .....80.5	112 Matis Paul S Terryville .....78.9	148 Dirole William Malone .....76.5
SR EMPLOYMENT INTERVIEWER	70 Tannenbaum H Forest Hills .....81.4	80 Moran Joe Brewster .....80.5	113 Mulhern Paul E Buffalo .....78.8	149 Mehler Judith L Great Neck .....76.4
OPTION B	71 Sharaf Philip A Brooklyn .....81.2	81 Liebman P M Latham .....80.4	114 Tripp John M Frankfort .....78.8	150 Brannock Keith Ticonderoga .....76.4
Test Held May 7, 1977	72 McKendry G Snyder .....81.2	82 Collins Michael Southampton .....80.4	115 McMahon T New Windsor .....78.7	151 Morrison W Albany .....76.3
List Est. Nov. 25, 1977	73 Robinson Judith Sound Beach.....80.9	83 Talmo Elizabeth NYC .....80.3	116 Preston N J Fairport .....78.7	152 Marcson Max Brooklyn .....76.3
(Continued from Last Week)	74 Gorsky Victoria Glens Falls .....80.7	84 Kahn Alfred S Staatsburg .....80.2	117 Hart Cecilia E Brooklyn .....78.6	153 Stortz Linda J Albany .....76.2
65 Noonan Jeanne New Rochelle .....81.7	75 Eveler Robert J Buffalo .....80.6	85 Sherman Michael Ctl Islip .....80.2	118 Carbonaro Carl Bay Shore .....78.5	154 Reisman George Flushing .....76.2
66 Ringler Kenneth Delmar .....81.7	76 Binkowski John Oswego .....80.6	86 Mucha Shirley E Buffalo .....80.2	119 Maresca Stewart E Northport .....78.5	155 Parisi George J Dunkirk .....76.2
67 Matos Lillian Medford .....81.7	77 Best Elizabeth Rahway .....80.5	87 Boquard Daniel West Seneca .....80.2	120 Hanratty Arthur W Hempstead 78.4	156 Berlan Robert NYC .....76.1
68 Baran Michael S Deer Park .....81.6	78 Sciafani Carlo Oakland Gdns .....80.5	88 Flanagan James L I City .....80.1	121 Knoeri Joellen Port Crane .....78.4	157 Friedfel Alan M Forest Hls .....76.0
		89 Papageorge T G Halesite .....80.1	122 Locke Susan B Belle Harbor .....78.3	158 Noah Mary L Williamsvil .....76.0
		90 Kaplan Stuart R Buffalo .....80.1	123 Lagerroos A E Latham .....78.3	159 Fishel Richard Ogdensburg .....75.9
		91 Seiden Morton E NYC .....80.0	124 Mendelson Ellen E Northport .....78.2	160 Kelly Anna S Amityville .....75.9
		92 Cohen Leonard Wappingr Fls .....79.9	125 Rosenblatt June Orangeburg .....78.2	161 Ross Enid S Spring Val .....75.7
		93 Buckley James J Schenectady .....79.8	126 Mattingly James Rexford .....78.2	162 Feinberg P L NYC .....75.6
		94 Ballard L NYC .....79.8	127 Rothstein Sue Merrick .....78.0	163 Herold Jude J Lake Grove .....75.6
		95 Thompson Katie Yonkers .....79.7	128 Kroll Margaret Syracuse .....78.0	164 Zeman Robert A E Northport 75.4
		96 Gladstein H J NYC .....79.7	129 Rosa Louis M Buffalo .....77.7	165 Winston Judith Brooklyn .....75.4
		97 Rider Thomas A Altamont .....79.6	130 Laboisserie L D Waterford .....77.5	166 Buff Carl Syracuse .....75.3
		98 Bank Sheldon H Brooklyn .....79.4	131 Sklarz Robert M Newburgh .....77.5	167 Kraus Helene Frsh Meadows 75.3
		99 Gertelman F Z Kew Gdn Hls .....79.4	132 Davanzo K V Brooklyn .....77.3	168 Lew Chain Brooklyn .....75.2
		100 Heal Robert F Patchogue .....79.4	133 Godell Frank A Kenmore .....77.2	169 Bihari Jeanette E Amherst .....75.2
		101 Rivenson F H NYC .....79.4	134 Cain William W Gowanda .....77.1	169A Weymouth R J Buffalo .....75.2
		102 Fox Stuart J NYC .....79.4	135 Maragus N H Pulineyville .....77.0	170 Marks William P Cheektowaga 75.2
		103 Horenstein S P Bayside .....79.3	136 Moriarty T J Clifton Park .....77.0	171 Bunt Christine Slingerlands .....75.2
		104 Perlman Judith Lynbrook .....79.3	137 White Thomas A Eden .....77.0	172 Lagae Cheryl A Syracuse .....75.1
		105 Janitz John E Syracuse .....79.2	138 Miller James P Binghamton .....77.0	173 Pelkaus John Flushing .....75.1
		106 Korotkin Paul H Albany .....79.2	139 Jamberdino G N Rochester .....77.0	174 Picunas James M Clayton .....75.1
		107 Loveria Theresa Kirkwood .....79.0	140 Barlow Sofie C Centereach .....76.9	175 Braun Eric J Oneonta .....74.7
		108 Elser D M Elmira .....79.0	141 Lynch Richard J Troy .....76.8	176 Riley Susan C Liverpool .....74.6
		109 Garvey John E Rochester .....79.0	142 Montag Ruth Flushing .....76.7	177 Basle Louis G Troy .....74.6
		110 Cohen Judith L Nesconset .....79.0	143 Divietro Rona Flushing .....76.7	178 Peri Martin H Bronx .....74.4
		111 Kohl Louis Brooklyn .....79.0	144 Forman Jerome Thiells .....76.7	179 Dumin Francis P Schenectady 74.4
			145 Tanzer Joseph M New Lebanon 76.6	180 Marino Richard Lindenhurst .....74.4
			146 Concepcion Z Arverne .....76.6	181 Bogacki Thomas Mastic .....74.4
			147 Quint Eileen G NYC .....76.6	(To Be Continued)

## Federal Job Calendar

These jobs are open in New York City or surrounding counties until further notice. Applicants should contact U.S. Civil Service Commission's New York City Area office. Requirements vary.

### GENERAL SCHEDULE POSITIONS

Written Test Required At Some Grade Levels

Title	*Salary Grade
Communications Technician	5
Data Transcriber	2,3
Dental Hygienist	4
Electronic Accounting Machine Operator	4
Electronics Technician	4
Engineering Draftsman	7
Engineering Technician	5,6,7,8
Examiner (Intermittent)	4
Fiscal and Accounting Support Positions	4
Medical Aid (Sterile Supplies)	2,3
Nuclear Medicine Technician	5,6,7
Park Aide	2,3
Power Folder Operator \$8.31 per hour	
Reporting Stenographer	5
Sales Store Checker	3
Shorthand Reporter	7,9
Travel Clerk (Typing)	5

### TRADES AND CRAFTS

No Written Test

Title	Title
Boiler Plant Operator	Refrigeration and A/C Equipment
Chief Engineer (Ferryboat)	Operator
Electrician	Ship Surveyor
Master (Ferryboat)	Welder
Ordinance Equipment Mechanic	

For further information, contact a federal job information center at either 26 Federal Plaza, New York, 10007 (telephone (212) 264-0422); 590 Grand Concourse, Bronx, 10451 (212) 292-4666; 271 Cadman Plaza East, Brooklyn, 11201 (212)330-7671).

\*The salary grades pay as follows: grade 2 pays \$7,035; grade 3 \$7,930; grade 4, \$8,902; grade 5, \$9,959; grade 6, \$11,101; grade 7, \$12,336; grade 8, 13,662; grade 9, \$15,090.

### WHERE TO APPLY FOR PUBLIC JOBS

**NEW YORK CITY** — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 4 p.m. Special hours for Thursdays are 8:30 a.m. to 4 p.m.

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

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

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060.

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

**STATE** — Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone 488-4248; 10 a.m.-3 p.m.); State Building Campus, Albany 12239; Suite 750, 1 W. Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

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

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

Federal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 100 South Clinton St., Syracuse 13202. Toll-free calls may be made to (800) 962-1470. Federal titles have no deadline unless otherwise indicated.

## State Open Competitive Job Calendar

The following jobs are open. Requirements vary. Apply with the state Civil Service Department, Two World Trade Center, Manhattan; State Office Building Campus, Albany, or 1 West Genesee St., Buffalo.

(5 percent salary increase anticipated April 1, 1978)

Title	Salary	Exam No.
Public Health Dentist (Research) II	\$27,942	27-695
Tax Compliance Agent (Reg. & Sp. Spking)	\$ 9,746	20-931

FILING ENDS FEB 21		
Title	Salary	Exam No.
Environmental Analyst	\$10,714	24-626
Env. Anal. Asst.	\$ 9,029	24-625
Senior Env. Anal.	\$13,404	24-627
Assoc. Env. Anal.	\$17,429	24-628
Principal Env. Anal.	\$21,545	24-629

FILING ENDS FEB. 27		
Title	Salary	Exam No.
Clerical Positions Outside NYC		
(Account, Audit, Statistics Clerk)	\$ 6,450	24-607
Assoc. & Princ. Budget Examiners	\$21,545 &	\$26,516
(General)	27-700,	27-704
(Management)	27-701,	27-705
(Public Finance)	27-702,	27-706
(Employee Relations)	27-703,	27-707
Asst. Manager, Contract Admin.	\$18,000	27-693
Manager, Contract Admin.	\$25,000	27-694

FILING ENDS MARCH 6		
Title	Salary	Exam No.
Tax Technician Trainee I (Reg. & Sp. Spking.)	\$ 8,723	24-635
Drafting Technician (Architectural), Sr.	\$ 9,299	24-632
Drafting Technician (Architectural), Principal	\$11,537	24-633
Unemployment Insurance Investigator Trainee	\$10,118	24-638
Unemployment Insurance Investigator	\$11,337	24-639
Public Health Representative I	\$10,118	24-636
Public Health Representative II	\$11,938	24-637
Chief, Gas & Petroleum Safety	\$26,516	

FILING ENDS MARCH 13		
Title	Salary	Exam No.
Hearing Reporter	\$11,557	27-992

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# Prison Conditions To Be Investigated

ALBANY—The State Senate Committee on Crime and Corrections will hold hearings on alleged deplorable safety conditions and a lack of discipline at Coxsackie and other state prisons.

Assemblyman Larry Lane (R-Windham) said Senator Ralph J. Marino, committee chairman, has approved the request for hearings made by Mr. Lane and seven other Republican assemblymen whose districts have state prisons. The other assemblymen are Robert A. D'Andrea (Saratoga), R. Stephen Hawley (Batavia), Neil W. Kelleher (Troy), L. Stephen Riford (Auburn), Andrew W. Ryan (Plattsburgh), Gerald B. Solo-

mon (Glens Falls), and Glenn E. Warren (Fishkill).

"Despite the atrocious conditions which I have observed firsthand at Coxsackie, as well as the lack of discipline which has aggravated frequent uprisings, and reports of similar conditions at other facilities throughout the state, prison guards and personnel have been denied an opportunity to be heard by the state corrections commissioner. The recent uprising at Coxsackie points up the need to have these people heard," said Assemblyman Lane. The Crime and Correction Committee has been chosen because of its strong subpoena powers. Commissioner Ward has repeatedly denied my requests to meet with representatives of prison personnel to talk over existing problems. As a result, we feel that he or individual prison superintendents may prohibit staff from appearing. The committee's subpoena powers, however, will provide them the opportunity to testify without fear of reprisal."



BETTY DUFFY  
... a winner

## Duffy Reelected

(Continued from Page 5)

Bobby Williams, third vice-president; Mike Stekardis, fourth vice-president, and Sylvia Weinstock, secretary. Ms. Sarabia was the apparent winner for treasurer over Oradell Fuchs.

Also, elected to the board of directors were Anthony Buchardt, Doris Castellano, Rose Cilli Penzer, Charles Crabtree, Elmer Cuffee, Maria Cilli Damasco, Dan Dingle, Annie Fisher, Jean Frazier, Bobby Gadsden, Paula Luvera, Ray Magliulo, Mary Reid, Charles Salzmann and Virgilio Torres.

The re-vote brought out 347 more voters than the initial vote; 1,358 members cast ballots this time.

## Sayville Aides Vote CSEA

SAYVILLE—The Civil Service Employees Association turned back a challenge from the New York State United Teachers AFL-CIO for the right to represent Sayville Union Free School District clerical employees.

The vote was 16-13 with 29 of 30 eligible employees voting in the Jan. 26 election.

Pat Morano, CSEA organizer and Irwin Soharfeld, CSEA field representative, worked with Patricia C. Rosa, president of the CSEA unit, and Walter Weeks, president of the Suffolk Education Local, in the campaign.

The CSEA represented Sayville clericals for two years.

## Nassau Seeking

(Continued from Page 5)

Nassau County Civil Service Commission, 140 Old Country Rd., Mineola, for details.

The remaining jobs, radio operator and senior citizens program supervisor, also carry Feb. 15 filing deadlines and have March 18 qualifying exams scheduled. A high school diploma and five years' experience working with the aged qualifies job hopefuls for the senior citizen post, which pays from \$11,000 to \$13,000. A radio operator must hold a high school diploma.

Job applications are available at the Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge.

## BIG JOB INFORMATION

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P. O. Box 3  
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# GO TO HEALTH

By WILLIAM R. WILLIFORD

## Daily Routines

Unfortunately, people do not realize how much their own behavior affects their health and lives.

It's the little things that we do or neglect to do every day that can make a tremendous difference in the course of a year.

Those small, daily decisions that we make can affect how a person feels and how he or she looks. So give yourself a break when presented with a choice and select that behavior which is best, not easiest for you:

- Like taking the steps instead of the elevator. In the beginning get off a floor below your destination and then two or three. If you burn up 50 calories a day climbing stairs, the yearly weight loss would be five pounds.

- Like taking a 15-20-40-minute walk each day after dinner. This little activity, done daily, would result in the expenditure of 100 calories per day and a yearly weight loss of 10 pounds. Also, a great way to get to know your kids and spouse.

- Like snacking on pretzels instead of potato chips. Eating five pretzels instead of 15 potato chips would be a savings of approximately 100 calories. You guessed it—done every day, another 10 pounds of fat you won't have to worry about.

If your diet remains exactly the same as it did the previous year and your weight remained constant, and you include the above three suggestions in your daily life style, the result would be a 25-pound weight loss at the end of a year. This is based on the fact that an excess of 100 calories a day means a 10-pound weight gain in a year. Create a 100-calorie deficit per day and you can expect a 10-pound annual weight loss.

The cumulative effect of daily decisions can get us more active and in better shape. The real benefit will be that you will feel better physically, will have a better mental attitude about yourself, and will be cooler in the summer because you won't have to wear bulky clothing to hide your bulging waistline.



CIVIL SERVICE LEADER, Friday, February 10, 1978

## More U.S. Aides

The Civil Service Commission has reported that the federal government employed 2,842,481 civilians as of Nov. 30, 1977. Employment showed a net increase of 2,530 from October 1977.

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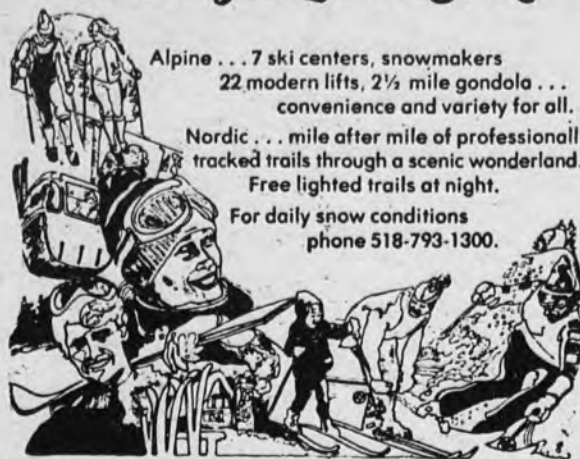
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# Minutes Of Retiree Delegates Meeting

(Continued from previous editions)

In response to a question by Melba Binn, Rochester Area delegate, Mr. Langer said CSEA is unique in that it does not go down the line in party endorsement but favors supporting individual candidates regardless of party affiliation.

Speaking to Mr. Langer, Al Robinson stated that with retirees "time is of the essence, and waiting some years for things to happen will find many of us in our graves." Mr. Langer agreed

but said that posturing and demanding will not get far with the legislators who claim they must face political realities. Added Robinson: "We can't wait."

Clarence Lokey, of Orange-Ulster-Sullivan retiree chapter, read a prepared statement which is quoted here in full:

"Our feeling is that the time has come for us to re-assess our objectives and procedures. Our organization is like Topsy, it just grew. We have reached the point where this has become a viable organization, recognized as such

by CSEA and others.

"We feel that our primary objectives for 1978 should be to push for a charter revision or appendage by CSEA to grant us status in this organization. Call us the Retiree Division or whatever, but change our status from that of an orphan, as it were, to part of the family. Let's make us legitimate. As I understand it, CSEA cannot at this time negotiate for retirees. Let us work to have this changed, legally.

"We appreciate all of the help CSEA has given us over the years without which we would have gotten nowhere. Also we wish to thank the Statewide Committee and Mr. Gilmartin for the time given and dedication to our welfare that they have so generously given. We are very pleased with the progress made up to this point in time and we feel that the results obtained by the statewide committee, the political action committee, are very commendable, indeed, and we hope that they will be continued and expanded in the future."

Thanking Mr. Lokey for his statement, Nellie Davis introduced Kenneth Cadieux, Chairman of CSEA's Constitution and By-Laws Committee. Mr. Cadieux said he had been given the impression that the retirees were upset with him and his committee. He said that as standing committee chairman, he does not have a committee vote except in case of a tie. The majority view of his committee has been in opposition to lifting the restrictions attached to retiree membership which did not reflect his own views. He reminded the retirees present that it was originally the request of the retiree committee that for the reduced dues advantage, retirees willingly forfeited the right to run for state or regional office and to vote in such elections.

Mr. Cadieux acknowledged that time and circumstances have changed and he felt that "it was about time that you got the recognition you deserve and

that you insist that Bill McGowan consider appointing a member of this body to serve on the Constitution and By-Laws Committee to protect your interests." Ken spoke eloquently of his support for proposals that would benefit CSEA retirees, including the right to run for statewide office and to vote in those elections. He recommended that retirees have themselves repre-

sented at regional meetings. He also suggested that the retirees take steps to have representation on certain key committees which deal with subjects of concern to retirees. After the conclusion of his remarks, Mrs. Davis thanked Kenny Cadieux for joining us at this meeting and for his understanding views on topics important to CSEA retirees.

(To Be Continued)

## Retiree Grapevine

By THOMAS GILMARTIN  
CSEA Retiree Coordinator

One of our most highly regarded officers, Capital Region IV president Joseph McDermott, had a letter to the editor in the Jan. 27, 1978, issue of the Civil Service Leader which has brought an unexpected batch of mail to the retirees' office at the CSEA headquarters.

Mr. McDermott's letter makes the point that CSEA's retiree organization "has become more vocal and demanding of attention." We hope that he is right, since it is still "the squeaky wheel that gets the grease."

Working people everywhere are becoming more retirement conscious, even years before they approach retirement age. And working members of the Civil Service Employees Association are no exception. Rank-and-file members are beginning to realize that when they enter retirement, they stand to gain from whatever improved benefits today's retirees are able to pick up.

Other unions, both public and private, are learning the value of taking good care of their retirees. Until recent years, CSEA has moved slowly in that direction, seemingly impressed by the fact that retirees pay only 10 percent of regular CSEA dues, forgetting that most retirees had paid full dues for many years, long before there was an agency shop law.

Members not yet retired know that time flies and that sooner than they think they also will be retirees. By that time I think that members like our friend, Joe McDermott, will be among our most "vocal" champions for retirees' benefits.

As for other unions, AFSCME has begun organizing retired public employees and has opened another office for that purpose in Florida. "Gray power" is no longer the wave of the future; it is here. The time has come when elected government officials count the strength of a union's retiree members as a political factor to be considered.

In the private sector, large industries like General Electric Company continue to grant their retirees cost-of-living increases, responding to pressures from the union, GE locals, and GE retiree clubs. Effective last October, those who retired on or before Jan. 1, 1975, received a 10 percent increase; those who retired on or before July 1, 1975, received 8.23 percent; before Jan. 1, 1976, 6.5 percent; June 1, 1976, 5 percent; and Jan. 1, 1977, about 3 percent.

CSEA need not be apprehensive about the growth of its retiree branch but should nurture that growth. Retirees are not bound by the restrictive and punitive measures of the Taylor Law and, with a little encouragement, can become more helpful to the union in meeting future crises.

The little encouragement sought by the retirees simply means a little more acceptance. Retired members who pay full dues already enjoy the right to vote and run for office. So, the issue is monetary, not age and not whether they are working or retired. Those who oppose retirees gaining the right to vote in Association elections are actually saying, "Pay full dues and you can have it. If you can no longer afford it, that is too bad."

The pressure is being applied again to have Comptroller Arthur Levitt bail New York City out of its financial mess by use of some of the Retirement System's \$9-billion pension fund. We are confident that Mr. Levitt will not yield and we support him all the way.

The Comptroller has outlined his goals for 1978 legislation for the supplementation of retiree pensions. Some of them are identical to CSEA retirees committee legislative goals for this year, such as extending the cost-of-living supplement beyond the present cut-off date of March 31, 1969, to include retirees through 1976 on a graduated scale, making the supplementation permanent, removing the requirement that the retiree be age 62 before June 1, 1972, and a number of other improved retirement benefits which will be explained here in a future column.

## Retiree Leader Defends The 10 Percent Dues

The following letter, written by Civil Service Employees Association Region IV president Joseph McDermott, appeared in the Jan. 27 Leader. The response, received by the Leader, was written by New York Metropolitan Retirees Local president Alfred Robinson.

Editor, The Leader:

I enjoyed your article on the makeup of regions, etc., and I felt it was very timely in acquainting our many newly acquired members with some good solid background information on our union's structure. We, also, tend to forget that not everyone gets the structure explained when they become involved in CSEA.

It was interesting that you noted the fact that Local 999 (Capital Area Retirees) was the largest in membership of Region IV chapters.

A study of our latest membership report vividly points out that the retiree membership at one tenth our standard dues structure now numbers almost 10 percent of our rolls.

This pressure group within CSEA has become increasingly more vocal and demanding of attention.

Obviously, the matter of how and in what manner CSEA as a public employee union will be reacting is of interest to all our membership. The topic of our retirees' role in our organization is becoming more and more an area of heated debate at various meetings. Perhaps, your readers' reaction to where the CSEA should be standing policy-wise in this matter of retiree vis-a-vis still publicly employed members would be worth exploring.

JOSEPH E. McDERMOTT  
Region IV President  
Civil Service Employees Assn.

Editor, The Leader:

I wish to reply to the letter of Joseph E. McDermott, Region IV president, CSEA, in the Leader of Jan. 27, 1978.

The letter refers to our retiree membership and characterizes us as a pressure group who only pay 10 percent of the working members' dues.

Most of our retiree problems are financial and health. We are dependent on our pensions to exist. The cost of living since April 1969 has gone up conservatively 60 percent. How many raises has the working membership received since April 1969, as well as all other strata of the population? The last supplemental increase we got was up to April 1969.

I get letters from my membership indicating they and their families have cancer, strokes, heart conditions as well as other physical ailments.

How much does dental and medical care cost? We do not have a dental plan and medicare only covers 80 percent of costs. The balance of medical costs can bankrupt us.

The life expectancy of a man today is 69 years and for a woman 76 years. The average pensioner who retired since 1969 is about 70 years of age. How much longer do we have to live? Time is of the essence.

Our program calls for a permanent cost-of-living increase, a supplemental increase from April '69 through 1971, a minimum retirement of \$4,100 after 25 years and coverage under a dental plan among other points.

Do you feel that this is an unrealistic program adopted by the statewide retiree committee? It is not needed in these inflationary times?

You call us a pressure group and emphasize our 10 percent dues. Is CSEA only interested in our dues?

The October 1977 convention approved almost unanimously giving retirees the right to vote in CSEA elections and to hold office, subject to the approval of the April Convention.

It was demonstrated that the retirees built the CSEA. The working members today are the retirees of tomorrow.

It is about time that retirees exert pressure both on our officers and the state government. We have been quiet too long and our cause is a just one.

ALFRED ROBINSON, President  
New York Metropolitan Retirees Local 910

BUY U. S.  
BONDS!



# Custodian, Recreation Jobs Exist Upstate

SYRACUSE—Onondaga Civil Service officials have 10 new open competitive job openings with many vacancies for some of them.

The titles include custodian I, II and III, water control center attendant, and building maintenance crew leader, all with February filing deadlines and

March 18 test dates. Custodian salaries vary depending on the job location.

Candidates for recreation supervisor and recreation supervisor I and II, recreation program director, assistant director of recreation, and director of recreation crew leader must file applications by Feb. 18. These jobs

also have March 18 dates.

Officials say vacancies exist in Onondaga County agencies and in several school districts and local municipalities. In most

cases, candidates must have been Onondaga County residents for at least six months to be eligible.

County officials expect many more people to qualify for the

jobs than there are openings, however. They say they will use the eligible list resulting from the tests to also fill future other vacancies when they occur.

Some of the areas seeking new employees are North Syracuse, Fabius-Pompey, Baldwinsville, Liverpool, West Genesee, East Syracuse, Lafayette, Lafayette-Manlius and Skaneateles School Districts.

Municipalities seeking employees are Syracuse, Camillus and the county.

For details, job seekers should contact the Onondaga County Department of Personnel, 105 County Office Building, Syracuse.

## Suffolk Jobs Open

(Continued from Page 5)

animal care and handling experience to qualify for the \$15,000-a-year job. For animal shelter officer III, an \$11,000 to \$12,000 job, candidates need three years' experience with animals, be at least 18 and hold a driver's license. Assistant animal shelter supervisors must be high school graduates with four years with animals. The job pays \$13,000 a year. Animal shelter officers I are paid \$8,000 a year. They need no schooling or experience. Animal shelter officer II hopefuls need at least a year's experience, must be at least 18 and need a driver's license.

Business manager I and II candidates must file by Feb. 15. The exam is March 18. Business man-

ager I candidates must be college graduates with at least two years' purchasing, personnel administration, accounting or finance experience. For business manager II, which pays from \$17,000 to \$20,000, applicants must be college graduates with four years' experience.

## BDC Defeats South Beach

STATEN ISLAND—Brooklyn Developmental Center's "green machine" jumped into a 20-4 first quarter lead in its recent basketball game with its Civil Service Employees Association counterparts from South Beach Psychiatric Center. Brooklyn won a hard-fought 134-87 victory on the South Beach team's home court.

Gino Whittfield of the Brooklyn squad led all scorers with 40 points. Other high scorers were Bill Purdue, Eli Reis, Bo Drapper and Anthony Clover.

The Brooklyners next scheduled game was with Radio Station WBL's team. Game results

were not available at presstime.

## Case Worker Reopened

Filing for promotion to case worker, exam no. 5505, has been reopened by the city Personnel Department until Feb. 10, in person only.

## 1,848 Vie For TA Sgt.

The city Personnel Department has summoned 1,848 candidates to take a Feb. 18 written examination for promotion to sergeant, Transit Police Department.

## Rockland Seeks A Psychiatrist, Radio Operator

NEW CITY—Two new job openings are available with Rockland County agencies.

Candidates for radio operator have until Feb. 15 to file applications. A radio operator written exam is scheduled for March 18.

The County is also seeking to hire a child psychiatrist. Applicants have until March 27 to file for this post. No definite exam has been set.

Job applications are available at the county personnel office, County Office Building, New City.

## Budget Exam Positions Open

The state Civil Service Department has opened filing for budget examiner positions at the associate level, which pays \$21,545, and principal level, which pays \$26,516, in four fields.

The associate level requires six years' related work experience and the principal level requires nine years' experience. An advanced degree beyond the baccalaureate may be substituted for one year's experience.

The positions exist in the New York State Executive Department, Division of the Budget, in Albany.

The fields are general management, public finance and employee relations.

For salary details, filing deadline, exam numbers and where to apply, see State Open Competitive Job Calendar, on page 10.

## The Federal Employee

By PETER ALISON

### Quota By States

In an effort to apportion jobs equitably among the states, an 1983 law required that many—at least 50,000—of the 350,000 federal jobs in Washington should be located proportionate to the population of the states.

Under this quota system, applicants from Maryland, Virginia, Pennsylvania, Kansas, North Dakota, Vermont and six other states

are banned from being hired. Residents of under-quota states, including New Mexico and Oregon, get preference. As a result, many well-qualified candidates don't get jobs because they happen to come from the wrong place. Veterans, top career jobs, the FBI, the CIA, were relieved from this restriction. Women's groups say the quotas have hit them hardest because few have veteran status.

Women's groups are fighting the veterans' preference in civil service as "a major barrier to bringing women into government."

Five hundred twenty-five auditing jobs are to be removed from the Government Acting Office and contracted out. This is seen as saving the Air Force \$2.14 million, and the Navy \$180,000. The jobs are to be taken away from military personnel and filled by civilians.

The Civil Service Commission is under investigation for alleged sex discrimination. A task force headed by the commission's general counsel found a disproportionate number of women reaching the journeyman level of professional and technical employment but not being promoted to supervisory and managerial ranks. There is no affirmative action directed at enhancing their capabilities. The report finds women go only as far as G-13—seldom to GS-14.

### LEGAL NOTICE

#### LIMITED PARTNERSHIP

139 WEST 19TH ST. CO., 115 East 9th St., NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office December 19, 1977. Business: Own and operate real property. General Partners: Lawrence Devine, 72 Fifth Ave., NYC; Susan Abbott, 37 W 72 St., NYC. Limited Partners: Louise Lane, 303 E 57 St., NYC; Irving Bergman, 1501 Franklin Ave., Mineola, NY; Florine Snider, 1 W 89 St., NYC. Term: April 15, 1977 to April 15, 1987 unless sooner terminated. Cash Contributions: Susan Abbott \$75,000; Louise Lane \$10,000; Irving Bergman \$10,000; Florine Snider \$5,000. Partners shall share in the net profits as provided in agreement. No additional contributions agreed to be made. Upon death or incapacity of a general partner, the remaining general partner has the right to continue the business. Limited partners may assign interest with consent of general partners. Additional limited partners may be admitted.

### LEGAL NOTICE

CARLYE BUSINESS ARCHIVES, 57-61 West 38th St., NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office, Dec. 28, 1977. Business: Own and operate real property. General Partners: Stanley Fuchs, 97 Bayberry Ln., New Rochelle, NY; David Sokol, 14 Allison Dr., Englewood Cliffs, NJ. Limited Partners: Robia M. Fuchs, 97 Bayberry Ln., New Rochelle, NY; Steven J. Fuchs, 97 Bayberry Ln., New Rochelle, NY; Stanley Fuchs as custodian f/b/o Charles S. Fuchs, 97 Bayberry Ln., New Rochelle, NY; Donna J. Conrad, 17-85 215th St., Bayside, NY; Lynn S. Sokol, 14 Allison Dr., Englewood Cliffs, NJ. Partnership to continue until death of both general partners unless sooner terminated. Each limited partner has contributed a 4% undivided interest in premises 57-61 West 38 St., NYC having an agreed value of \$6,000 representing a 4% interest in the partnership. No additional contributions to be made. Contributions to be returned upon consent of general partners or upon termination. Limited partners shall not assign their interest without consent of general partners. Additional limited partners may be admitted. No priority among limited partners as to contributions or as to compensation by way of income. Limited partners shall not demand property other than cash in return for their contribution.

### LEGAL NOTICE

ANCHOR REALTY COMPANY, 663 Fifth Ave., N.Y.C. Substance of Limited Partnership. Certificate filed in New York County Clerk's Office November 15, 1977. Business: own and operate real property. General Partner: Michael J. Robinson, 200 East 50 Street, N.Y.C. Limited Partner and cash contribution: Janice C. Griffith, 30 East 95 Street, N.Y.C., \$15,000. Partnership to continue until Dec. 31, 1978 and shall continue thereafter from year to year until terminated as provided. No additional contributions to be made. Limited partner shall share in net profit as provided in agreement. Contribution of limited partner to be returned upon termination or dissolution. Limited partner may assign her interest subject to restrictions in agreement. No additional limited partners except on consent of original limited and general partner. If termination or dissolution limited partner may receive property other than cash in return for her contribution at the value at which such property is then held as shown on the partnership books.



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You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above, as well as examination for Stenographer and Typist.  
State Office Building Campus, First Floor, Building 1, Albany, New York 12239 (518) 457-6216.  
2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248.  
Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.

Title	Salary	Exam No.
Actuary (Casualty), Associate	\$18,369	20-416
Actuary (Life), Associate	\$18,369	20-520
Actuary (Casualty), Principal	\$22,694	20-417
Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14,142	20-519
Actuary (Casualty), Supervising	\$26,516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Dental Hygienist	\$ 8,523	20-107
Dietetic Trainee	\$10,118	20-888
Dietitian	\$10,714	20-887
Dietitian, Supervising	\$12,670	20-886
Electroencephalograph Technician	\$ 7,616	20-308
Engineer, Assistant Sanitary	\$14,142	20-122
Engineer, Junior	\$11,337-\$12,275	20-109
Engineer, Senior Sanitary	\$17,429	20-123
Food Service Worker	\$ 5,827	20-352
Histology Technician	\$ 8,051	20-170
Legal Careers	\$11,164-\$14,142	20-113
Medical Record Administrator	\$11,337	20-348
Mental Hygiene Therapy Aid Trainee (Reg & Spanish Speaking)	\$ 7,204	20-394
Motor Carrier Transportation Specialist	\$13,404	20-889
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nurse, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$14,880	20-139
Physical Therapist	—	20-177
Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant I & II (Spanish Speaking)	\$ 9,029	20-175
Radiologic Technologist, Therapy	—	—
Stationary Engineer	\$ 9,546	20-100
Stationary Engineer, Assistant	\$14,142	20-303
Stationary Engineer, Senior	\$10,714	20-101
Variety Operator	\$ 6,811	20-307
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140



# Broome Unit Wins 13% Plus Over 2 Years

(Continued from Page 1)  
ident. "The membership is not just happy about the contract, they learned that they can organize and stand up to the county. We got what we asked for and expect to have even better negotiations in the future."

"We knew the County had 5 percent tucked in the budget," unit president Barbara Pickell said. A fact-finder had recommended \$525 across the board for the first year, with 5½ percent for the second, but the County would not accept both years.

There were several issues, other than money, which had separated the County and the CSEA. Among those were:

• **Hours** — The County wanted to keep its offices open from 8 a.m. until 6 p.m., an hour earlier and later than the current practice. The union felt that such a change could result in

arbitrary rescheduling of work hours. The agreement calls for the county offices to open at 8 a.m., but to close at their regular time, 5 p.m. The county must first seek volunteers for the new shift. After that, inverse seniority may be used.

• **Disciplinary Procedure**—The County wanted to eliminate binding arbitration, but then agreed to keep that alternative to section 75 of Civil Service Law.

• **Grievances** — The County demanded several modifications in the grievance procedure. The changes to which the union agreed were "very minor," according to Ms. Pickell.

Other matters in dispute included parking. The county will increase the parking fee reimbursement rate to those using cars for county business from \$6 per month to \$10 per month, which amounts to free parking

for some workers.

The promotional increment was increased from 5½ percent to 7 percent. This is considered important by the union, because most workers, when promoted, are already earning more than the salary of the grade they would be entering. Grades do not have salary ceilings in Broome County.

Also uniforms will be provided for hospital aides in two nursing homes. Physicals and immunization will be provided free, when required by the job.

In the second year of the contract, driving reimbursement will increase from 15-cents to 17 cents per mile.

"I think it's a very good contract," said Broome Local president Mary Battista. "I think we proved something to the county because of the expertise of Region V field supervisor Frank

Martello, collective bargaining specialist Roger Kane, unit president Barbara Pickell and the many others involved.

"The membership, the negotiating team, everyone worked together with dedication. We received extraordinary support

from other units, Locals and unions," Ms. Battista said.

Ms. Pickell said, "Everyone is walking about saying they feel good about the union; that they feel good about themselves. The most important thing they got out of this was dignity."

## CSEA Correction Local Criticizes New Program

DANNEMORA—Stating that "increases in inmate idle time is directly proportionate to increases in disturbances and inmate unrest," the Civil Service Employees Association Local at Clinton Correctional Facility has come out firmly against a proposed Corrections Department policy that would increase such idle time under the guise of "comprehensive program days."

CSEA departmental representative Ron Marx, president of the 320-member Clinton Correctional Facility Local of CSEA, has fired off a letter to the department's deputy commissioner for program services, objecting to the proposed policy change.

"Program days" would have half the inmates in a given prison remaining idle for the morning, while the other half attends educational programs. In the afternoon, the two groups of inmates would switch, and those who went to school in the morning would be idle in the afternoon.

CSEA collective bargaining specialist Paul Burch backed up

Mr. Marx, claiming that "There are at least 35 excuses right now for the inmates getting out of their classes—such things as counseling, ministerial services, sick call—and this change would only add to the problem of the excessive idle time that already exists in many of the prisons. Who knows how much of the unrest we are now experiencing is due to the inmates standing around with nothing to do?"

CSEA representatives met with Deputy Commissioner J. Kevin McNiff Jan. 12 to discuss the change. In a follow-up letter, Mr. Marx stated, "We feel this department needs a strong phil-

osophy based not on budgetary expediences but on solid needs of our profession and clients... the comprehensive day program is wrong for this department. The security aspects of the program lack soundness... and the educational aspects leave institutional educators with the sincere professional opinion that this program is detrimental to educational rehabilitation."

Mr. Marx, an instructor at the Clinton facility, sent copies of this letter to Correction Department Commissioner Benjamin Ward and to Walter Chattman, of the department's division of education.

By DEBORAH CASSIDY

ALBANY—Some key issues including changes in convention practices, legislative priorities and successful grievances were discussed at the recent Civil Service Employees Association Capital Region IV meeting held Jan. 16 at the Italian-American Community Center in Albany.

As part of a campaign to increase the effectiveness of the Region by learning where problems lie, regional president Joseph McDermott opened the meeting with the distribution of questionnaires to be filled out by delegates.

The questions dealt with Local practices concerning constitutions, the powers of the Board of Directors, appointments, types of committees and the relationships between the Locals and the field representatives. Mr. McDermott announced that at future meetings the results of questionnaires would be discussed and new ones would be distributed.

Continuing his report, Mr. McDermott introduced the officers of the new Court Local and the Health Research Institute Local. He announced new committee appointments and briefly reiterated the CSEA's reactions to new facilities under consideration by the State to be housed in the Empire State Mall.

CSEA executive vice-president Thomas McDonough reported that one of the CSEA's top legislative priorities for 1978, the amendment of the Taylor Law, is one "which won't cost the State of New York five cents." He continued that the CSEA is seeking a reduction in the strike penalties, which include the loss of two days' pay for every day of the strike, the loss of seniority, probation and heavy fines.

Mr. McDonough announced a change in the format of statewide conventions to a two-day spring convention and a five-day fall convention. This year's spring convention will be held in Albany on April 3 and 4.

## Questionnaires Help Region 4

Mr. McDonough commented on the practice of some Locals on negotiating contracts without the aid and presence of professional CSEA personnel and warned that a single word could affect the interpretation of the contract.

He said that statewide president William McGowan had secured \$50,000 from the CSEA Board for the purpose of challenging other unions. "It is about time that the CSEA takes this kind of action in the labor world," Mr. McDonough said.

Mr. McDonough told the delegates that proxies at statewide Board of Directors meetings would have all the rights of Board representatives, except voting and the privilege to make motions. These changes, he stated, are in keeping with laws governing non-profit organizations.

Regional first vice-president Jack Dougherty warned that the CSEA should "work together and stop fighting among ourselves." He declared that personality conflicts and internal politics could prove detrimental to the union and leave it ripe for challenges by rival unions.

The question of whether or not member discounts should be given to Agency Shop members was answered by several officers. All said that they should not.

Richard Doucette, of the Public Service Local, received a round of applause for his remark, "Agency Shop people have reasons and principles for not joining the union and the union should have, in turn, reasons and principles for not allowing them benefits reserved for members." Timothy McInerney, regional second vice-president, reminded officers that the Locals should also take into account that they have not as yet received revenue from Agency Shop funds.



From left, Santa Orsino, president of Civil Service Employees Association Albany Tax and Finance 690 Local, candidate Thomas J. Cairns and CSEA Capital Region IV political action chairwoman Jean Myers.

### CSEA BACKS CAIRNS FOR 103rd ASSEMBLY DISTRICT

ALBANY—The Civil Service Employees Association has announced its endorsement of Democrat Thomas J. Cairns for election to the State Assembly from the 103rd Assembly District in a special election scheduled for Feb. 14. The 103rd district covers Albany County.

The union endorsement was announced jointly by CSEA statewide president William L. McGowan, Capital Region CSEA president Joseph McDermott and Martin Langer, chairman of CSEA's statewide political action committee. They said the endorsement of Mr. Cairns was made upon recommendation of local CSEA officials and members of the union's Capital Region political action committee, who had met with both candidates prior to the endorsement.

Mr. Cairns faces Republican Michael J. Hoblock, Jr., in the special election to fill the unexpired term of former Assemblyman Fred Field, who was elected Town of Colonie Supervisor last November.

CSEA's Mr. McDermott, who said his union represents thousands of residents in the 103rd District, urged CSEA members to vote for Mr. Cairns on Feb. 14 "on the basis of personal interviews in which Mr. Cairns expressed positions on several issues important to public employees more closely aligned to the positions of CSEA than did his opponent. We believe Mr. Cairns will better represent the interests of public employees and the public in general in the State Legislature."

The issue of Mr. McGowan calling for copies of all Local constitutions was brought up and those concerned were informed that the reason for the check stemmed from the discovery that many Locals were functioning when, in fact, they were not chartered. They were further assured that Mr. McDermott would request that the CSEA acknowledge the receipt of the individual copies.

Other delegates who were concerned about the state's Civil Service reform measures were told that the CSEA was keeping abreast of the new developments and would oppose any reforms that it felt were not legitimate.

Anthony "Duke" Caruso, president of the Tryon School Local, spoke for many officers in expressing concern that the regional field representatives were overworked and that the staff as well as the elected officials would be better served by the addition of more representatives. Mr. McDermott replied that a 25-page documentation detailing the need for more staff had been submitted to headquarters by Mr. Corcoran and himself. He stated further that it appeared that the measure would result in one extra worker immediately, and one toward the end of the year.

Several delegates requested that a letter of commendation be sent to Barbara Falzano, regional research analyst, and Daniel Campbell, regional public relations director, for the excellent job they did compiling the booklet "Compendium of Agreements Between the CSEA and the State of New York."

Paul St. John, of the Department of Transportation Local, announced that the annual meeting of state workers credit union would take place Feb. 14 in room 209 of building 9 on the State Campus. Time will be announced and anyone wishing to become a member is urged to attend the meeting.