



LEADERS EXCHANGE GREETINGS

Is Civil Service Employees Assn. president Theodore C. Wenzl, left, welcoming Westchester County Executive Alfred B. Del Bello to the recent Westchester Local 860 Hallowe'en party, or is it the other way around, with Mr. Del Bello welcoming Dr. Wenzl to Westchester County? Both men were guests of the union's Westchester local, headed by Raymond Cassidy, right. Between Dr. Wenzl and Mr. Del Bello is Pat Mascioli, local third vice-president and political action chairman. (Additional photos on Page 14.)

Nassau Impasse: Flaumenbaum Will Risk Strike, Jail

MINEOLA—An impasse in negotiations for a 1977 contract was called by the Nassau County chapter, Civil Service Employees Assn. late last week after five negotiating sessions.

Irving Flaumenbaum, president of the 22,000-member Nassau chapter and a vice-president of the state CSEA, declared that the county's negotiators' offer of 4 percent increases in the next two years was "not realistic."

So angered was Mr. Flaumenbaum that he told the daily media that he was prepared to lead employees on strike and go to jail for it if necessary to protest.

Mr. Flaumenbaum said the county's negotiators were using the Taylor Law as a weapon to "abuse the employees."

CSEA negotiators, who termed their demands moderate, had proposed a 15 percent pay increase this coming year and 7 percent in the following year, plus fringe benefit improvements including mileage allowance, night differential, binding arbitration of grievances, longevity payments, increased dental and health insurance, drug and optical plans, past practices clause and others.

Mr. Flaumenbaum said the CSEA negotiating team was not willing to submit to a repeat of the delays practiced on the employees in last year's negotiations.

The terms for 1976 were unilaterally imposed by the Board of Supervisors last month after more than 15 months of efforts to settle. The board imposed a wage freeze as proposed by County Executive Ralph G. Caso despite recommendations of factfinders for a general increase.

In the previous year, the board had imposed terms providing only 5 percent.



IRVING FLAUMENBAUM

CSEA Is Hopeful Of Early End To Strike By In-House Unions

ALBANY—A spokesman for the Civil Service Employees Assn. expressed cautious optimism at Leader presstime that negotiations tentatively scheduled over the weekend would be successful in ending a strike caused by a contract negotiations dispute by unionized staff employees of the union that began on Nov. 1.

The strike by about 160 CSEA staff employees of the Field Staff Assn. and the Headquarters Staff Union began when the 80 FSA members started picketing CSEA facilities; their lines were not crossed by most HSU members. HSU's 80 members joined the strike Nov. 3 following the Election Day holiday.

Both sides were reportedly quite far apart as the strike began in spite of intensive bargaining sessions lasting past midnight on the eve of the strike. Additional talks lasting more than nine hours were held on Tuesday with both the FSA and HSU, and another session with the HSU was held on Thursday.

A CSEA management spokesman said that with the tentative scheduling of talks this weekend, it was hoped that substantial movement would be achieved and the dispute settled.

Although the strike was being observed virtually 100 percent by the membership of the FSA and the HSU, management personnel continued to conduct business at CSEA Albany Headquarters and in all six regional offices to service its membership as well as possible.

In Albany Region IV, for example, the businesslike voice answering the office telephone has been the regional president Joseph McDermott.

Mr. McDermott noted that he sent a letter to chapter and unit leaders within the region informing them that he would be on hand at the office to try to maintain essential services during the strike.

"It is in the best interests of both parties to resolve this dispute," he said.

"The membership feels that staff is entitled to proper wages and fringe benefits," he explained, "but the demands are in excess of what we can afford. The membership will not stand still for another dues increase, and since new money is not available, the staff unions will have to accept less than they might normally achieve."

The efficient voice answering

the telephone at New York City Region II's office has been that of that region's president, Solomon Bendet.

Mr. Bendet noted that the average CSEA field staffer costs the union in excess of \$32,000 each. This is a total of both salary and various fringe benefits, which includes free life in-

(Continued on Page 14)



TESTIFIES BEFORE SENATE COMMITTEE

Offering Civil Service Employees Assn. views on layoffs, the union's Western Region VI third vice-president, Ramona Gallagher, speaks at first of public hearings being held by Senate Standing Committee on Government Employees, chaired by Stephen R. Greco (D-Buffalo, 142nd A.D.). Listening as Ms. Gallagher made presentation last month at Donovan State Office Building in Buffalo are Chris Hill, director of committee programming for the State Assembly, and Assemblyman Greco.

MH Info?

The Leader is preparing a series on the decentralization of the Mental Hygiene system in New York State. If you are a relative or friend of an individual who has been transferred from a state facility to a community mental health facility, and would like to share your experience and observations, please contact Jane Bernstein at the Leader, 11 Warren St., New York 10007, (212) 233-6010.

Don't Repeat This!

Political Trend In N.Y. Continues In Dems' Favor

THE forging of a new and powerful coalition in New York that is oriented towards the Democratic Party is one of the most intriguing

(Continued on Page 6)



MEMORIES OF 1931 — AND AFTER

Honoring a 45-year record of service in the Suffolk County Treasurer's office, Suffolk Civil Service Employees Assn. chapter president James Corbin, presents plaque to Frances Parry, left. Ms. Parry's current boss, Suffolk County Treasurer Jean Tuthill, is at center. Ms. Parry has no plans to retire because she finds the job of senior accounts clerk interesting and her co-workers congenial.

Nassau Increment Info Sought

MINEOLA—Richard Gaba, regional attorney for Civil Service Employees Assn. Long Island Region I, urged Nassau County employees who have not received increment payments to immediately contact CSEA county headquarters. "If the employee did not receive increments on Jan. 1, 1975 or Jan. 1, 1976, due to the fact that his annual salary was over \$25,000, or because the employee

was hired in December of 1974 or 1975," Mr. Gaba said, "he should contact the Nassau County CSEA headquarters as soon as possible." Mr. Gaba said the employee should include his name, address, civil service job title and social security number. The Nassau chapter headquarters is located at the Old Court House, Franklin Ave., Mineola, New York, N.Y. 11501.

Pensions Changing

State Comptroller Arthur Levitt has advised state pensioners they must re-establish eligibility to qualify for sick-pay exclusion on 1976 Federal tax returns. Mr. Levitt's announcement came in a four-page pamphlet outlining the effects of the 1976 Tax Reform Act on disability benefits. Under the new federal law,

which is retroactive to Jan. 1, there are three qualifications for sick-pay exclusion. The pensioner must be under 65, totally and permanently disabled and have an adjusted gross income of less than \$20,200. The law does not affect New York State income taxes or the benefit structure for disability pensioners. For incomes over \$15,000 the exclusion must be reduced by the amount of income exceeding \$15,000, said the comptroller.

MEN WOMEN AGE 17-34

WE'LL PAY YOU \$374 A MONTH TO LEARN ADMINISTRATION

We have excellent job openings right now. And if you qualify, you'll start at \$374 a month (before deductions). Join the people who've joined the Army.

Call Army Opportunities 800 523-5000

or write to Box 800 Civil Service Leader 11 Warren St., New York, NY 10007 an equal opportunity employer

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

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

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

FLORIDA MODEL HOME

Browse thru our full size L-1 model for only \$16,490 including lot garage and carpet. Another established Mifner community. **REGENCY PARK**, Fort Richey, Fla. has city water & sewer, paved streets, sidewalks. A beautiful neighborhood minutes away from major shopping malls, hospitals, houses of worship. Our ultimate Eldorado can't be beat. (516) 681-6460 (212) 895-0034

REGENCY PARK FLORIDA MODEL 131 Old Country Road Hicksville N.Y. 11801

For Newsletter & Prices Call Visit or Mail Coupon Name _____ Address _____ City _____ State _____ Zip _____

Model open 7 Days Stop in for free Florida Home Guide no obligation

New York State ranks 30th in area size among the 50 states.

Enough concrete went into the twin towers of New York's World Trade Center to pave a four-lane highway to the moon.

BUY U.S. BONDS!

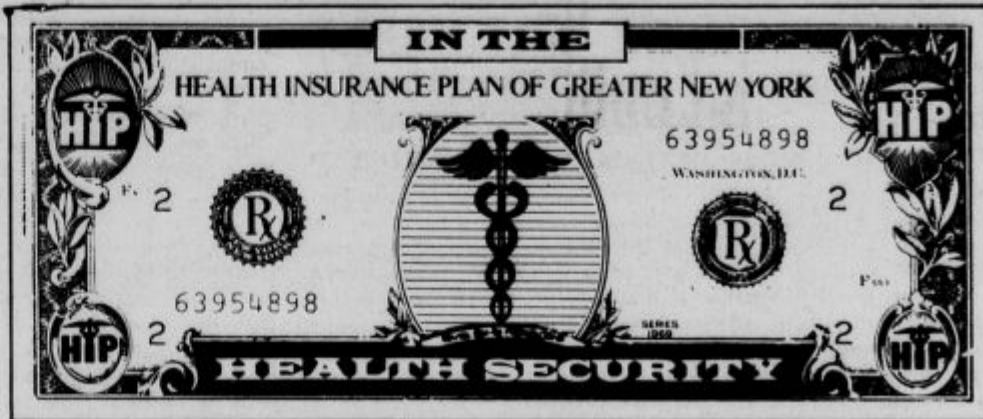
Fete Four DOT Retirees

GENEVA—A group of Civil Service Employee Assn. members with a combined total of 60 years of service with the New York State Department of Transportation were guests of honor at a retirement party recently at the Kar Mac Manor.

The new retirees included Debra D. Bills, four and a half years; Charles W. Tanner, 17 years; James W. VanAtta, 16 years and James P. Brundage, 23 years.

Know your type? Give a pint of blood.

STATE AND FEDERAL EMPLOYEES



HIP Health Security means;

- **NO MONEY** out of pocket!
- **NO MONEY** claims to fill out!
- **NO** waiting for **MONEY** payments!
- **NO** major **MONEY** headaches!



TRANSFER TO HIP

See your Payroll Clerk or Health Benefits Officer
State Employees Nov. 1 to Dec. 31
Federal Employees Nov. 15 to Nov. 30



HEALTH INSURANCE PLAN OF GREATER NEW YORK
625 MADISON AVENUE, NEW YORK, N.Y. 10022

Civil Service Activities Association
Thanksgiving & Christmas Year End Travel Program!

Thanksgiving Christmas

- Las Vegas
- Bermuda
- Nassau
- Freeport
- Puerto Rico
- Miami
- Disneyworld

- London
- Paris
- Amsterdam
- Rome
- Madrid
- Malaga
- Morocco
- Russia
- Israel
- Monte Carlo
- Athens
- Canary Islands
- Brussels
- Mexico
- Costa Rica
- El Salvador
- Rio
- Club Med
- Guatemala
- Peru
- Hawaii
- Las Vegas
- Miami
- West Coast
- Aruba
- St. Maarten
- Curacao
- Bonaire
- Santo Domingo
- Martinique
- Guadeloupe
- Bermuda
- Barbados
- Puerto Rico
- Antigua

Visit our office, phone or mail coupon for more information.
(212) 586-5133
New Jersey (201) 568-7810
Long Island (516) 487-9044

Please rush me the flight schedule.

Name _____
Address _____
City _____
State _____ Zip _____

All Travel Arrangements Thru T/G Travel Service
111 West 57th St., New York 10019

C.S.A.A.

P.O. Box 806, Radio City Station
New York, N.Y. 10019

Workers Get The Say On When To Start Day

By JANE B. BERNSTEIN

ALBANY—The idea of allowing state employees to choose their own working hours is a tantalizing idea for many people. As of Dec. 1, the concept will become a reality for the workers of the New York State Department of Commerce, joining the Motor Vehicle Department, where it has been in effect for several years.

The alternative work schedule, or "flextime" as it is called, permits an individual to choose his or her starting time, allowing an earlier office departure.

State employees must put in eight hours during each working day. So if one elects to begin work at 7:30 a.m., he or she may leave at 3:30 p.m.

Three years ago the staggered

lunch hours was introduced, whereby employees could shorten the amount of time spent in the office by taking less time for lunch. The state requires that a worker take at least a half hour for lunch, so office time could only be reduced by that half an hour. If an employee elects to add this practice to the flexible work schedule and begins work at 7:30 a.m., he or she may leave the office at 3 p.m.

The adoption of flextime by the Commerce Department followed years of discussions, presentations, studies and meetings.

In August of this year, the New York Temporary State Commission on Management and Productivity in the Public Sector sponsored a conference on the matter of alternative work schedules. Workshops were conducted which included such speakers as Congresswoman Bella Abzug, Lt. Gov. Mary Anne Krupsak and others supporting flextime.

Commerce Department em-

ployees also attended, including George Olson, a senior accounts clerk, who had been active in campaigning for the policy.

"We really felt that people would work better if they were able to control their own destinies on the jobs," Mr. Olson said. "And Commerce Commissioner John Dyson agreed with us and supported flextime."

The employees and administrators of the department then formed a joint labor-management committee to complete studies on the proposal.

The committee found that not only would the policy improve morale, but could also save the department money.

One of the services the department offers the public is ski reports. Before 9 a.m., a tape recorded phone message had to be turned on to inform skiers of conditions. One of the women in the department preferred to come in early. As a result of the approval of flextime, she is now able to give the reports herself, eliminating the need and cost of the tape.

Overtime has also been reduced, since there are workers on the job during a greater period of time during the day.

Mr. Olson says the problems with flextime are minimal.

"One of the problems is that everyone must know what everyone else is doing," Mr. Olson said. "And middle management does not like that, because they must be on top of things to make assignments. But most everyone likes the system."

He also said one woman wanted to take a 15-minute lunch break, but state laws forbid that.

"Our goals and directions committee is still studying the policy and dealing with problems that arise," he said.

Mr. Olson said if the program is highly successful in the Department of Commerce, it is conceivable that it could be adopted by other state agencies in New York and in other areas of the country.

"It's a good feeling to have that kind of a say in your working conditions," he said.



PROBATION COMMITTEE'S WORK DISCUSSED

James Brady, holding report, chairman of the Civil Service Employees Assn.'s statewide probation committee, reports to, from left, Robert Sullivan, acting director of the State Department of Probation; Jack Whelan, probation officer from Westchester County, and Nels Carlson, CSEA probation committee coordinator. The report covers the work of the advisory committee on job analysis and examination methodology study. Mr. Brady, a CSEA representative on the state committee, said the group is attempting to develop a testing procedure for probation officers.

Clinton Pact Holds \$800 Hike

PLATTSBURGH — In the new contract covering Clinton County employees, including the sheriff's department, negotiated between the Civil Service Employees Assn. and the county, salaries were increased \$400 in each year of the two-year pact.

The contract covers about 575 workers.

For employees, other than sheriff's department staff, the grades and 1976 and 1977 salary percentage increases are: Lowest paid-start, 7.8 and 7.2

percent; lowest paid-top sixth year, 6.6 and 6.2 percent; highest paid-start, 2.7 and 2.6 percent, and highest paid-top sixth year, 2.3 and 2.4 percent.

In the sheriff's department, grades and 1976-77 salaries are: Deputy-start, \$7,400, \$7,800; deputy-top sixth year, \$8,700, \$9,100; sergeant-start, \$7,750, \$8,150, and sergeant-top sixth year, \$9,110, \$9,510.

Among fringes, employee mileage allowances were hiked one-half cent per mile to 15.5 cents a mile. A new item was the pro-

vision giving employees vacation pay in one lump sum open termination at a rate then in effect.

A Workmen's Compensation article was added to the new pact and one item of uniform issuance and maintenance was added for members of the sheriff's department, plus one item for non-sheriff's department staffers who require uniforms in their work.

The new Clinton pact calls for the establishment of a joint CSEA-county committee to draw up rules and regulations for sheriff's department staffers for consideration in the next contract negotiations period.

Five new items were contained in the contract.

- Establishment of a job relocation committee.
 - Establishment of a job protection for sheriff's department employees assigned to an existing labor-management committee.
 - The labor-management committee is now charged with studying a number of items relating to training, method of pay and physical examinations
- (Continued on Page 14)



BOTH BROOKLYN

When *The Leader*, in its Oct. 15 edition, mistakenly referred to New York City Region II third vice-president and Kingsboro (Brooklyn) Psychiatric Center chapter president William Cunningham, left, as president of Brooklyn Developmental Center chapter, the Brooklyn DC members of the Civil Service Employees Assn. were upset. So says James Gripper, right, Brooklyn DC chapter president and Operational Unit bargainer, who asked that *The Leader* correct the error. Who could refuse such a request?

① CSEA calendar ①

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

NOVEMBER

- 12—Brooklyn Developmental Center chapter 447 Pre-Thanksgiving Dance: 10 p.m., St. Laurence Parish Hall, Flatlands and Van Siclen Avenues, Brooklyn.
- 16—Retiree committee and retiree chapter presidents' meeting on legislative goals: CSEA Headquarters, 33 Elk St., Albany.
- 17—Buffalo chapter dinner meeting: 5:30 p.m., Statler Hilton Hotel, Buffalo.
- 18—Westchester County unit shop stewards' seminar: 85 Court St., White Plains.
- 18—Plattsburgh Area Retiree chapter 916 organizational meeting: 1:30 p.m., Howard Johnson Motor Lodge, Route 3, Plattsburgh.
- 18—Central Islip Psychiatric Center chapter meeting: 7:30 p.m., Clubhouse, CIPC.
- 18—Region 10 Department of Transportation chapter, open membership meeting: 8 p.m., cafeteria of State Office Building, Hauppauge.
- 19-20—Albany Region IV Workshop: Queensbury Hotel, Glens Falls.
- 20—Erie Educational Employees chapter 868 Annual Thanksgiving Dance: John's Flaming Hearth, 1830 Abbott Road, Lackawanna.
- 24—New York City Metropolitan Retirees chapter 910 meeting: 1 p.m., Room 5890, Two World Trade Center, Manhattan.

DECEMBER

- 9—New York State, Thruway Western Division chapter meeting: Fectur's Forks Hotel, Broadway Street at Union Road, Cheektowaga.
- 10—Capital District Retiree chapter Christmas Party: Ramada Inn, Albany.
- 10—West Seneca Developmental Center chapter 427 annual Christmas Party.
- 16—Suffolk County Police Department unit Christmas luncheon 1 p.m., Heritage Inn, Smithtown By-pass, Hauppauge.
- 18—Broome County chapter Christmas party, St. Mary's Baxter St., Binghamton.



NEGOTIATING TEAMS GET PEP TALK

William L. McGowan, executive vice-president of the Civil Service Employees Assn., addresses members of CSEA's four unit negotiating teams at a meeting held recently in Albany. The group formulated demands to be delivered to the state when negotiations on the second-year reopener clause of the present State-CSEA contract begin this week.

FIELD SVC CHIEF

ALBANY—A director of historic preservation field services eligible list, resulting from open competitive exam 27-592, was established Oct. 25 by the State Civil Service Department. The list contains six names.

HISTORIAN SUPER

ALBANY—A regional historic preservation supervisor eligible list, resulting from open competitive exam 27-590, was established Oct. 25 by the State Civil Service Department. The list contains seven names.

Buy American!

SAVE A WATT

Need An Extra Income? JOIN THE ARMY RESERVES

It Pays To Go To Meetings
BASIC PAY RATE (Per Weekend)

		Over 2 Yrs.	Over 3 Yrs.	Over 4 Yrs.	Over 6 Yrs.
PFC	E-3	\$58.84	\$61.20	\$63.60	\$
Corporal/SP4	E-4	\$61.24	\$64.80	\$69.88	\$72.60
Sergeant/SP5	E-5	\$65.68	\$68.84	\$71.84	\$76.52
Staff Sergeant	E-6	\$74.92	\$78.04	\$81.28	\$84.36

**BELLMORE US ARMY
RESERVE CENTER**

2755 Maple Avenue
Bellmore, N.Y. 11710

Call (516) 781-9517, Ext. 203, 205
Monday thru Friday 8-4

HIP Mobile Van Planning Visits

MANHATTAN—The Health Insurance Plan Information motor van used during the New York City transfer period will be out on the city streets again during November and December to inform state and federal employees about their health benefits at work locations throughout Manhattan, in the Bronx and Nassau County.

The HIP health information van will be at locations where government employees can ask questions about their health benefits during their lunch breaks.

The federal transfer period runs from Nov. 15 to Nov. 30 and New York State employees can transfer health plans through Dec. 31.

"We were very gratified with the response we received during our first mobile information center program that brought information to New York City employees about their health benefits. There are large numbers of state and federal employees in the Greater New York area and we hope many of them will have an opportunity to visit our mobile information van," said Allan Kornfeld, president of HIP. Mr. Kornfeld said HIP received

"splendid cooperation" from the New York City Police Department during the transfer period information program.

The mobile vans are staffed by HIP government health plan representatives.

The HIP mobile health information van will be at the following locations during the state and federal transfer period:

Nov. 11, Federal Building, 26 Federal Plaza; Nov. 12, Lafayette Street and Duane Street; Nov. 15, Post Office, 33rd Street, between Eighth and Ninth Aven-

ues; Nov. 16, V.A. Hospital, First Avenue and 24th Street; Nov. 17, V.A. Building, 252 7th Avenue; Nov. 18, V.A. Hospital, Kingsbridge Road and Sedgwick Avenue, Bronx; Nov. 19, Bronx State Hospital, Waters Place, Bronx; Nov. 22, Post Office, Grand Concourse and 149th Street, Bronx.

Nov. 23, State Building, 125th Street and 7th Avenue; Nov. 24, Wards Island; Nov. 29, Downtown Brooklyn; Nov. 30, Tillary Street and Cadman Plaza East, Brooklyn; Dec. 1, Creedmoor Hospital, Queens; Dec. 2, MIneola; Dec. 3, Hauppauge; Dec. 6, World Trade Center.

State and federal employees can also receive health plan information by telephoning the HIP Subscriber Service at (212) PL 4-1144 from 9 a.m. to 5 p.m.

Insurance Rep Promo Is Set

ALBANY—The State Civil Service Department has announced filing until Dec. 6 for promotion to supervising unemployment insurance hearing representative. An oral test will be held in January (Exam No. 39-157).

At present there is one vacancy each in New York City and Albany. Application forms are available through agency personnel or business offices or from the Civil Service Department.

Schedule Two DOL Promos

ALBANY—The New York State Department of Civil Service has announced two Department of Labor promotional exams will be held Jan. 15.

Filing will close Dec. 6 for senior unemployment insurance hearing representative (G-18). A test will also be given for associate unemployment insurance hearing representative (G-21).

To apply for senior representative (Exam 36-002), candidates must have one year of permanent service as an unemployment insurance claims examiner, a reviewing examiner or an insurance investigator. Service as an employment security claims trainee will not be counted toward eligibility.

One year's experience as a senior hearing representative is required to apply for associate hearing representative (Exam 36-003).

Application forms can be obtained at local centers.

NEW YORK STATE AND POLITICAL SUBDIVISION EMPLOYEES...

CHOOSE THE GHI OPTION

Compare your contributory cost for health insurance. Then consider the advantages of GHI Medical Insurance, coupled with 365-day hospitalization.

- First-dollar, no-deductible coverage for all physician services IN and OUT of hospital.
- Office and home visits.
- Physical examinations for you and covered dependents.
- Little or no out-of-pocket expense with GHI Participants.
- Only \$50 family deductible on drugs, nursing care, appliances.
- Freedom to choose GHI Participating Doctors and Medical Groups or non-participating doctors.
- GHI Participating Doctors and Providers have agreed to limit their fees to GHI subscribers!

Take advantage of the November 1—December 31 reopening period. Contact your personnel or payroll office for details and forms. Come up to the advantages of GHI!

NEW Local claims office for faster claims payment. Offices in Manhattan and Syracuse now — coming soon in Albany, Long Island and Buffalo!

NEW Another GHI Vision Center now in Syracuse at Erie Blvd. and State Street!



Levitt Reports Welfare Fund Disbursements

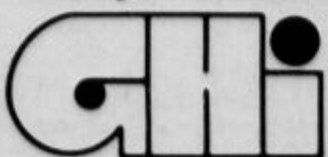
ALBANY—State Comptroller Arthur Levitt has announced the distribution of \$91,588,149 for welfare to the 57 counties outside New York City.

The money represents approximately 90 percent of the federal and state share of anticipated welfare expenditures for November. The federal share amounts to \$64,527,166 and the state share \$27,060,983. The remaining 10 percent is payable after verification of the actual November expenditures.

In addition, the Comptroller announced the distribution of \$73,175,000 as the federal share of New York City's anticipated welfare expenditures for the first half of November. The state share of \$27,985,780 is being held by the Comptroller to repay prior advances from the state to the city. Similar payments will be due New York City on Nov. 15 for anticipated expenditures in the last half of November.

**Make a miracle.
Make a friend you'll never meet. Donate blood soon.
Lives Depend On It**

Innovating In The Public Interest



Group Health Incorporated
The GHI Building
326 West 42nd Street
New York, N.Y. 10036
(212) 760-6617

130 Ontario Street
Albany, New York 12206
(518) 463-6623

Liberty Bank Building
Buffalo, New York 14202
(716) 852-1224

333 East Water Street
Syracuse, New York 13202
(315) 425-0444

Suffolk Rank-And-File Voting On Tentative Pact



Pickers march in Suffolk demonstration . . .



. . . to make their demands known.



Long Island Region I president Irving Flaumenbaum, left, confers with Suffolk chapter's James Corbin about united front during Legislative showdown on contract.



Joined by counsel, James Corbin, right, Suffolk County Civil Service Employees Assn. chapter president, offers testimony to the county legislature during hearings on the union-county contract. CSEA announced tentative agreement on a proposed two-year pact last week for the 6,500-plus Suffolk workers which would provide cash payments of 50 percent increment for 1976, with the deferred payment of the balance for next year, plus step promotions in lieu of increments in 1977 for employees occupying the top rungs of their respective job titles. The total package, initiated by Suffolk and CSEA representatives, involves about \$13.3 million annually. At Leader presstime, the Suffolk membership was voting to accept or reject the proposed contract.

How To Make Your Voice Heard

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

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

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

In stating your reason for writing, your own personal experience—how the issue would affect you, your family or job—is your best supporting evidence. Avoid stereotyped phrases or sentences which may give the impression of a "form" letter.

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

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

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

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

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

Hon. John Doe, House of Rep-

resentatives, Washington, D.C. 20515. Dear Mr. Doe:.

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

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

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

SHORT TAKES

PROMO CAMPAIGN

Wells, Rich, Greene, the New York City-based public relations firm, has been retained by the state to oversee planning of what may become a multi-million dollar promotional campaign to boost New York. A Commerce Department official said the firm has agreed to handle market planning aspects of the campaign "without any of the normal charges for overhead or profit. William Doyle, a marketing and advertising expert "loaned" to the Department by the Chase Manhattan Bank said the development of the campaign "is one of the biggest tasks in the marketing industry right now. This state, to the best of my knowledge, and perhaps no other state, has ever done any market research of this scale." Mr. Doyle described the campaign as "a standard textbook marketing case" with emphasis on tourism and economic development. The current Commerce Department budget for advertising is \$750,000 and Mr. Doyle said tentative plans call for the spending of "many times" this amount. "We will package New York so that it is appealing to people who come here for vacation or from abroad," Mr. Doyle said. "We'll be building our message to them around what they are looking for, instead of our perception of what they want."

WELFARE SHIFT RAPPED

State Senator William Smith (R-Chemung) declared recently that proposals by county governments to shift welfare costs to the state would mean increased taxes for upstate residents. The legislator said that New York City accounts for about 70 percent of the state's welfare costs but contributes only about 40 percent of the cost of state government. A state assumption of welfare costs, he said, would therefore benefit New York City at the expense of the rest of the state. Mr. Smith is chairman of the Senate Social Services Committee. Should the state take over the welfare burden, Senate figures show, local governments could save an appreciable amount in property taxes. In New York City, this could amount to \$1.2 billion; outside Metropolitan New York, the figure would be about \$470 million. However, to make up for the missing local funding of the welfare program, the state would be obliged to increase its taxes by about \$1.6 billion. The increase which would be imposed on localities outside of New York City would be about \$950 million, Mr. Smith predicted.

Feds Open Three Titles

MANHATTAN — The New York City Area Office of the U.S. Civil Service Commission has reopened filing for shorthand reporter at Grades GS-7 and GS-9, and for engineer equipment mechanic and repairer at Grade WG-10. It also reopened sales store checker at Grade GS-2 for the U. S. Military Academy at West Point.

Shorthand reporters need one year's experience for GS-7, which pays \$11,523, and three years for GS-9, which pays \$14,097.

There are no training or experience requirements for reporting stenographer, GS-5, which pays \$9,303. Written tests will be given.

Sales store checker requires a high school diploma or six months' general experience for the GS-2 level, which pays \$6,572. For GS-3, which pays \$7,408, one year's experience is required, with at least a year of that as a sales store checker. A training course in sales store

checking can be substituted for three months' specialized experience. Clerical work or schooling above the high school level can be substituted for six months' general experience.

For further information on the jobs, which fall under General Notice NY-6-06, Amendment No. 5, contact the commission at one of the federal job information centers. These are listed on Page 15 and can also be found in area telephone directories under "U.S. Government" listings.

DOT Region 10 Schedules Meet

BRENTWOOD — A general membership meeting of the Region 10 Department of Transportation chapter, Civil Service Employees Assn., has been set for Thursday, Nov. 18. The meeting, set to begin at 8 p.m., will be held at the American Legion Hall, First Street at Third Avenue, Brentwood.

Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations
Published every Friday by

LEADER PUBLICATIONS, INC.

Publishing Office: 11 Warren Street, New York, N.Y. 10007
212-BEEKMAN 3-6010

Bronx Office: 406 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher

Paul Kyer, Associate Publisher

Marvin Baxley, Editor

Harcourt Tynes
City Editor

Charles O'Neill
Associate Editor

Jane Bernstein
Features Editor

N. H. Mager, Business Manager

Advertising Representatives:

ALBANY—Joseph T. Bellow—303 So. Manning Blvd., (518) IV 2-5474

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

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

FRIDAY, NOVEMBER 12, 1976

The Steady Civil Servants

WHILE he was still seeking the Democratic nomination, Jimmy Carter was able to keep a low profile. Few people outside his native Georgia were aware of who he was, even though his election in 1970 as the state's governor had been hailed nationally at the time as the hopeful beginning of a New South. He was among the first of what we in the North termed as the moderate Southern governors.

Once he had attained his party's nomination for the presidency, he was under increasing pressure to take definite stands on various issues. It is a paradox of elections, though, that what we consider as important issues generally fall within three categories: problems that may likely be resolved by the time a new administration is able to take office; matters of secrecy upon which he cannot speak even if informed by the incumbent administration, and affairs involving other nations, but arousing emotions of certain ethnic groups such as the Irish and the Jews.

By now many words have been written and spoken about how President-elect James Earl Carter Jr., was able to tap the majority of American voters' confidence by his emphasis on truthfulness with the public. Along the way, for better or for worse, he survived scrutiny of such side-issues as his colorful family, his religion and his speech pattern. "Faith healer," "born again" and "Eye-talian" will now become quaint footnotes of history as the presidency passes to the first man since Grover Cleveland (1885-89, 93-97) with hair covering his ears.

The point of all this is simply that Presidents come and go, just as issues come and go (and are hopefully solved). They are reflections of their time, and are the symbol by which historical periods are oftentimes identified. Even such a man as Richard Nixon was elected in full daylight by the American voters—although many have since sought to repudiate him—despite his 20 years in the national spotlight prior to his election as President in 1968.

President-elect Carter does not have an overwhelming mandate from the people as a result of this election. Nevertheless, his popular-vote plurality was substantial, and significantly greater than Senator John F. Kennedy had in his 1960 victory over then Vice President Nixon, or Mr. Nixon achieved in his 1968 win over then Vice President Hubert Humphrey.

It is gratifying to know that the wheels of government in our democracy continue to grind on, albeit at times too slowly for our impatient needs, because of something that occurred nearly 100 years ago during the presidency of New Yorker Chester Arthur. That event was the passing into law of the Civil Service Act, which removed much of the evils of political patronage and replaced it with a civil service system based on merit. Another New Yorker, Theodore Roosevelt, served for many years as the Civil Service Commissioner under President Grover Cleveland (also a New Yorker!) and further expanded civil service during his own presidency at the beginning of this century.

Thus, New Yorkers can be proud of their role in preserving the high standards of America's Great Experiment: Democracy. New York was the most important state to stand in the Carter column this election, so everyone here can take pride in being so decisive a factor in the victory. But beyond that, we can take pride in this state's role through the decades in leading the way to efficient government through civil service.

For it is civil servants who continue to provide for the public's needs despite changes of administrations—whether at the national, state or local government levels. (M.O.B.)

Don't Repeat This!

(Continued from Page 1)
ing and dramatic developments that emerged from the vote tabulation last week.

The Democratic turnout here was so impressive that it almost matched the muscle the party used to show during the New Deal period when President Franklin D. Roosevelt, Gov. Herbert H. Lehman and Senator Robert F. Wagner chalked up voting majorities as if they ran without opposition. What is particularly noteworthy about the Democratic turnout here is that it was accomplished without the aid of those giants in the state's political history.

Trend Emerges

Actually the trend towards the Democrats first emerged two years ago, when Governor Carey was elected by a landslide vote and the Republicans lost control of the State Assembly. Noteworthy in that election, but perhaps not sufficiently noticed, was the fact that the Democrats elected Assembly members and won Congressional seats in districts that had been regarded as such firm Republican strongholds, that there were many years when the Democrats found it virtually impossible to field opposition candidates.

Two years ago, the Democratic sweep was ascribed to massive public disenchantment with the Watergate scandals, the resignation of President Nixon, and widespread corruption in the White House and the executive establishment in Washington. However, the results last week suggest that forces more enduring than Watergate were at play two years ago.

The most significant factors that contributed to the Democratic sweep here were the continued high level of unemployment, the general economic stagnation, increasing living costs, and the Ford administration attitude towards New York City that was encapsulated in the famous "Drop Dead" headline.

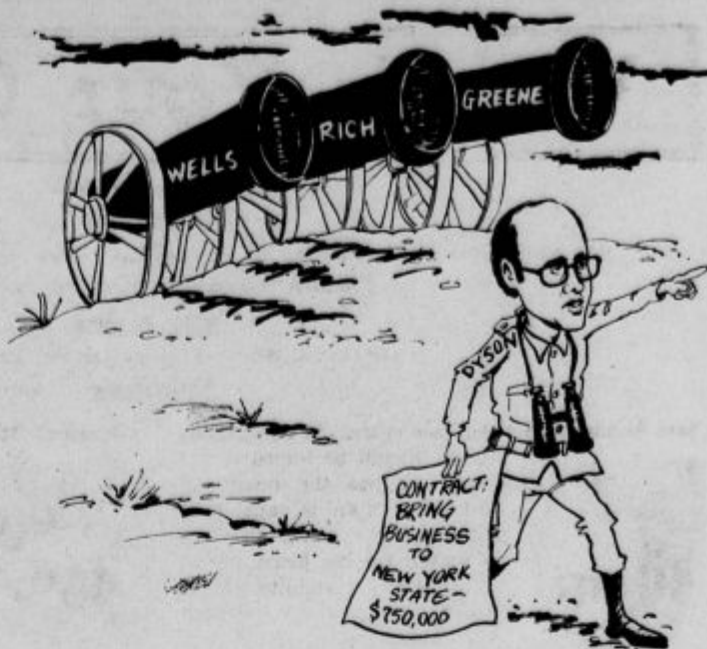
With the Democrats in control of the State's Executive Chambers and the Assembly, in control of the White House and Congress, as well as of many local governments here, including New York City, the prospects for the Republicans in the immediate future seem rather bleak. However, the returns last week should not obscure the fact that Senate Majority Leader Warren M. Anderson, Assembly Minority Leader Perry B. Duryea, Jr. and Republican State Committee chairman Richard Rosenbaum are all resourceful political leaders who can be depended upon to make the most of a bad situation.

Selection Of Leader

In addition there is little doubt that the Republicans can rely upon the traditional Democratic custom of getting into internal ideological squabbles. The first of these squabbles will take place in the selection of an Assembly Majority Leader to succeed Albert H. Blumenthal, who chose not to run for re-election.

There are any number of Assemblymen who lay claims to that post, based either on their seniority or on the political need for achieving an ethnic and geographical balance. An outstanding legislator, Assemblyman Stanley Fink, who deserves the post based on seniority and performance, may be shunted aside

(Continued on Page 7)



THE BIG GUNS



Civil Service Law & You

By RICHARD GABA

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

Teacher Tenure

The Taylor Law provides that a striking public employee is on probation for one year, and during that period he serves without tenure. With regard to teachers, it provides that the probation shall be the same as for other public employees. In October 1972, two tenured teachers participated in a strike against their district. By operation of law, Section 210(2)(f) of the Civil Service Law, the teachers were placed on probation for one year from Oct. 6, 1972 to Oct. 6, 1973. During this period of probation, in March 1973, the district discharged the two teachers without a hearing. An Article 78 proceeding was commenced in which the teachers were successful. They were reinstated with full back pay and no appeal was taken.

ON MAY 24, a short time after their reinstatement, the Superintendent of Schools wrote to the teachers advising them that their services during probation were unsatisfactory and that they would not be recommended for tenure at the close of the probationary year. The Board of Education, after meeting with the two teachers and their supervisors, voted not to grant tenure. The teachers commenced another court proceeding under Article 78 and argued that they had a statutory right to serve the full year of probation in the classroom, that the statutorily required evaluation procedures were not followed, and if the May 24 notice was ineffective, they acquired tenure by estoppel.

THE DISTRICT argued that not only did it comply with the prior court order, but it acted in accordance with the applicable statutes. The lower court held that the teachers did not acquire tenure by estoppel, but the May 24 notice was not effective because the district did not allow the teachers to be screened in accordance with required procedures. The court ordered the teachers to be reinstated for a period of four months; that they be allowed to teach during that period; and that they be properly evaluated during that time. Both sides appealed from the Appellate Division's decision affirming the lower court.

THE COURT OF APPEALS pointed out that there was no issue of reprisal raised, and that it was a case of first impression for the court. Firstly, the court decided that it would not construe the Taylor Law, Section 210 (2)(f), to permit "obliteration of benefits accrued during service by administrative whim." The court held that the teachers were entitled to the same protection as other public employees, i.e., a hearing on stated charges pursuant to Section 75 of the Civil Service Law if the probationer was to be dismissed during the probationary period. However, in this case, the teachers were not dismissed during the year. They were dismissed at the end of the probationary year so that no hearing was necessary. There was a sufficient evaluation of the teachers during the year, and they knew after their meeting with the Board of Education in May what their alleged shortcomings were.

(Continued on Page 7)

What's Your Opinion

By PAMELA CRAIG

QUESTION

Do you think it is fair to be forced to retire, regardless of one's good health and willingness to work?

THE PLACE

Bushwick Senior Citizens Center, Brooklyn

OPINIONS

Sam Alesandro, retired shoe cutter: "I don't think anyone should be forced to retire if he has the health to work. If a man is capable of doing a day's work, there is no reason for his being forced out of a job. I voluntarily retired at the age of 65. I worked in a factory as a shoe cutter and I enjoyed my job because it was interesting. I worked an extra year because my boss wanted to replace me with someone he could depend on. Now, I enjoy my retirement."



Petronilla Haddock, retired machine operator: "I think that people in certain positions, such as our firemen and policemen, should be forced to retire at the age 65. These positions are very hazardous, and I don't think that after the age of 65 they should take the chances. As far as the other employees of the city, I think the decision should be left to them. Our teachers have no retirement age, and may have worked until the age of 70. I, myself, as a machine operator, worked until I was 70."



Marguerite Deall, retired secretary: "No, I don't think you should be asked to retire if you are physically fit and have all your faculties. I feel that you should be able to keep a position until you feel that you are incapable to function anymore. We should all know when we have to step down. I feel that decision should be one of our most important decisions to make in life. All people have different capabilities and liabilities. We should be given the chance to realize our condition."



Beatrice Mettson, retired factory worker: "I know lots of people who would work until they are 70 or 80. They'd never give it up. I think it is good that there is a retirement age, be it 65 or 70, so that people will have to get out. There are others coming up who need a break. And if people work to the age of retirement, they certainly have a little social security or, perhaps, a good pension coming in. Why should such fortunate people work and hold a job? I think 65 is a good retirement age."



Mary McDonough, retired address-o-graph operator: "I feel that you should work as long as you are able to, unless the job is really hazardous. Then, you have to be sort of particular about what you do. My husband was a stagehand and he worked until he was 72. He was alert and enjoyed work until he died. I worked as an address-o-graph operator. It's a shame to have to stop at 65, because, nowadays, 65 is like middle age. People live longer and it is pitiful to be made to resign."



Eva Interante, retired dressmaker: "Many people don't want to retire because they really enjoy working. Personally, I don't like that idea. I made dresses in a factory all my life. It's not right to work all of your life; you've got to have some years to your own. I'm glad that one is forced to retire and have the right to rest. I think you have to be nuts to go back to work after you've reached 65."



January. This is a necessary consequence because the City's needs invariably become a substantial part of the legislative agenda. In fact during the last two years, the City's crisis was the major legislative problem. And most of those problems still remain.

Republicans can rely upon Anderson, Duryea, Rosenbaum and others to make political hay out of the complex problems that the Democrats will face as soon as the Legislature convenes.

Civil Service Law & You

(Continued from Page 6)

In dismissing the teacher's case, the Court of Appeals said: "We understand the position of the experienced teacher who is suddenly a probationer again and thus subject to constraints of supervision and criticism from which he had long been

free. But a school district is entitled to weigh the teacher's performance itself, not merely the reasons for it, and its decision, if not wholly arbitrary, must be respected by the courts." *Tuller v. Central School District No. 1*, 40 N.Y. 2d 487.

ACOSTA APPOINTED

ALBANY — William Acosta, former acting director of the U.S. Peace Corps in the Dominican Republic, has been named by New York State Social Services Director Phillip L. Toia as deputy commissioner for services. Mr. Acosta succeeds Martha Lewis, who recently assumed the

new post of deputy commissioner for Metropolitan New York.

He also served as a psychiatric social worker in the corrections system of the California Youth Authority, as project director of the Youth Training and Employment Project in East Los Angeles.

RETIREMENT NEWS & FACTS

By A. L. PETERS

Social Security Changes

There has been much talk of changing the Social Security system to make payments based on "need." Under the present system a minimum is given to those who qualify at age 65 having earned more than \$50 in each of 40 quarters during a lifetime. Supplementary payments are made where the Social Security payment is obviously insufficient but these supplemental payments are minimal and provide only a subsistence living. The test has been "retirement." But inasmuch as many people work far beyond the retirement age, the limit of \$2760 per year was placed on earnings up to age 72. This system is now being attacked from both sides—by those who feel that no earnings should be allowed and by those who feel that the limitation should not be imposed.

Refresher courses for 120 auditors in the office of Comptroller Harrison J. Goldin are being provided free of charge by the New York State Society of Certified Public Accountants as a contribution to the City in its period of fiscal crisis.

If you are over 65 years of age and planning to sell your home, it is best to wait after Dec. 31, all other factors being equal. The tax on the sale will be less in 1977.

What must you report to social security after you start getting SSI payments?

Report changes in your income, resources or things you own, living arrangements, and marital status. Your eligibility for SSI will be reviewed by social security periodically to make sure you are getting the right payment amounts. But it's up to you to report any changes between those reviews.

Social Security checks will be arriving a bit earlier next year. A new policy dictates that if the third of a month falls on a Saturday or Sunday, the checks will be mailed to be received on Friday. However, if the third is a Monday, the checks will be delivered on Saturday, the first of the month, inasmuch as the checks must be dated during the month of intended payment. The new policy applies also to the direct deposit program.

Pensions for veterans will increase 7 percent on Jan. 1 if President Gerald R. Ford signs a bill now before him. Increased benefits will also be available for disabled veterans and survivors of Americans killed in action. This increase is 8 percent.

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)

Lockhart, Joan C.	Rochester
Lopez, Hector M.	Jackson Heights
Lorick, Paulette	Bronx
Lowe, Earle A.	West Islip
Lowe, JoAnne	W. Hempstead
Lower, Donald	Liverpool
Lowery, Jessie M.	Brooklyn
MacDonald, Thomas J.	Lawrence
Machado, Mary M.	Ronkonkoma
Maddox, Melance	Bronx
Maher, James J.	Bethpage
Malone, Margaret	Huntington Sta.
Maloney, James M.	Buffalo
Marcellino, Theresa	Brentwood
Mayo, Raymond J. Jr.	Geneo
Mazzetti, Roger D.	Haverstraw
McCormick, Marilyn M.	Ithaca
McCray, George F.	Bronx
McDonald, Joseph P.	Brooklyn
McDonald, Melvin	New York
McManus, James F.	Central Islip
McOwen, James P.	Utica
Meehan, Francis J.	Brooklyn
Miga, Felicia J.	Utica
Millahn, Albert H.	Staten Is.
Miller, Betty H.	New Berlin
Miller, Franklin J.	Hawthorne
Miller, Joanne H.	Pearl River
Miller, Mary A.	Rochester
Millsap, Joyce	New York
Minckler, Patricia G.	Poughkeepsie
Mineikis, Walter J.	Staten Is.
Molles, Carmen J.	Seaford
Molnar, Laszlo	Ronkonkoma
Montag, Raymond	Spring Valley
Morrisco, Maryanne	Amityville
Morris, Harold E.	Newfield
Morroy, Evert A.	E Patchogue
Moses, Ada	Nyack
Mosher, Helen A.	Wappingers Falls
Murphy, Thomas M.	Hempstead
Murray, John T.	Rochester
Newman, Phoebe	New York
Norman, Fred B.	Albany
O'Connor, Harold J.	Eggersville
O'Grady, Sarah T.	Little Neck
Ortolano, John L.	Buffalo
Pace, Barbara E.	Wilson, N.C.
Pacifico, James R.	New York
Pagan, John	Brooklyn
Palamidessi, Victor J.	Brooklyn
Pearce, Arlene V.	Rock Hill
Petroske, Paul E.	Allentown, Pa.
Pierce, Edward	Cochection Center
Pirstl, Ilse	Medusa
Potvin, Joan I.	Hudson Falls
Quinlan, Barbara A.	Latham
Quinn Jim	New York
Randall, Jessie M.	East Orange, NJ
Reamer, Albert	Poughkeepsie
Reddick, Ruth D.	New York
Reynolds, Gerelyn J.	Brooklyn
Rice, Virginia A.	New York
Richardson, Joseph F.	Buffalo
Rodas, Caroline J.	Rochester
Rodriguez, Robert	Orangeburg
Romero, Eduardo M.	Redwood City, Cal.
Rose, Esther L.	Ithaca
Roshia, Rita J.	Savannah
Sailer, Carlton J.	Livonia
Samuels, Ruth J.	Memphis
Sanders Cora B.	Staten Is.
Santos, Votaro R.	New City
Sawyer, David, Jr.	Scotia
Schooley, Kathleen E.	Great Bend, Pa.
Sellers, Joseph T.	New York
Serkin, Ursula	New York
Shaffer, Raymond R.	Wayland
Shaw, Leo	Staten Is.
Sheehan, Frank J.	New York
Sherwood, Dorothy B.	Massena
Skeida, Bertha	Kenmore
Smith, Mabel A.	Wantagh
Smulson, Mark	Baltimore, Md.
Sorrell, Ethel M.	Stony Pt.
Spalma, Anthony	Brooklyn
Squire, Robert A.	Fair Haven
Steele, Kay	New York
Tai, Mary	Ithaca
Thomas, Gerald	South Plymouth
Thomas, Robert J.	Buffalo
Thompson, Maria S.	New York
Thompson, Marie	Rome
Tooms, James A.	Uniondale
Toomey, Daniel F.	Bronx
Towe, Iris	Brooklyn
Tritto, Paul J.	Utica
Van West, Harold J.	Hollis
Vaughn, Ralph	Shirley
Vercelli, Marcel	New Paltz
Vounatson, Cle R.	Scotia
Walker, Christine E.	Amityville
Ward, Michael R.	Ossining
Washington, Richard H.	New York
Weaver, Willie, Jr.	Woodside
White, Orrin M.	Utica
Williams, Jean C.	White Plains
Williams Margaret	Staten Is.
Zewecke, John	Staten Is.
Zitzer, Leon	Long Beach
Zuckert, Anthony B.	Great Neck

(To Be Continued)

BUY
U. S.
BONDS!

Don't Repeat This!

(Continued from Page 6)

because he comes from Brooklyn. When that selection is finally made, the Democrats will be confronted with contending policy differences as among those who represent urban, suburban, and rural areas.

Moreover, the ability of the Democrats to retain a semblance of unity will be quickly put to the test early next year, when lines will start to form in connection with the Mayoralty race in New York City. This will raise many questions among Democrats.

Obviously the first question is whether Mayor Beame will decide to run again, in view of his age and recent public opinion polls that show Beame with a generally poor public rating of his job performance.

Whether Beame decides to run again is just one phase of the problem. No matter what his decision may be, there seems to be little question that he will face primary opposition. Democrats who aspire to that office will no doubt signal their intentions in February or March in preparation for the primary in June.

Primary Fight

A primary fight among the

Democrats will clearly put Governor Carey on the spot. Will he support Beame, Will he support one of Beame's opponents? Will he choose to sit on the sidelines and try to remain above the battle?

The tensions that will be generated by the Mayoralty will definitely spill over into the legislative session that begins in

January. This is a necessary consequence because the City's needs invariably become a substantial part of the legislative agenda. In fact during the last two years, the City's crisis was the major legislative problem. And most of those problems still remain.

ACOSTA APPOINTED

ALBANY — William Acosta, former acting director of the U.S. Peace Corps in the Dominican Republic, has been named by New York State Social Services Director Phillip L. Toia as deputy commissioner for services. Mr. Acosta succeeds Martha Lewis, who recently assumed the

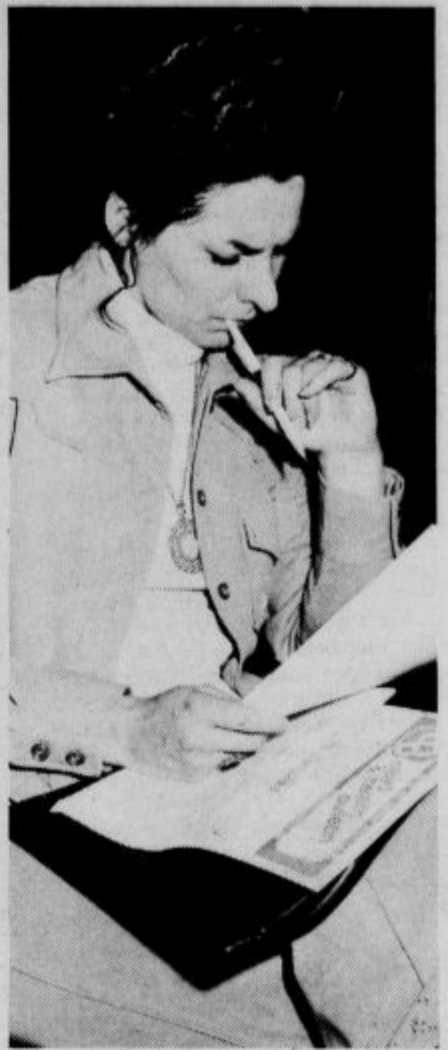
new post of deputy commissioner for Metropolitan New York.

He also served as a psychiatric social worker in the corrections system of the California Youth Authority, as project director of the Youth Training and Employment Project in East Los Angeles.

CSEA CONVENTION REPORTS, PHOTOS



Overall view of Concord auditorium shows delegates during general business meeting.



From way out west, Wyoming County chapter 861's Suzanne Stopen checks over some of the study material furnished to delegates to help them prepare for convention debates.

Standing Salary Committee Report

The following is the Standing Salary committee report submitted at the CSEA annual convention last month. Chairman is Natalie Yaskow, of Buffalo Psychiatric Center chapter, and committee members are Dale Burrell, James Currier, Richard Doucette, Jack Dougherty, Gloria Goodman, Ben Kosiorowski, James Mullen, William O'Neill and Marjorie Reeves.

Your Standing Salary Committee wishes to advise the Delegates as to the reasons why this Committee Report was not completed in time to mail to the Delegates thirty days prior to the Annual Meeting commencing on October 11, 1976. Basically, there are two reasons for the delay in the preparation of this Report:

1. This Committee is gravely concerned about a proposal contained in the Report Of The Revision Of The Constitution & By-Laws Committee (Report No. 4) and that Committee's recommendation to abolish the Standing Salary Committee.

The Revision Of Constitution & By-Laws Committee Report states that "The Salary Committee, is, and has been, historically only for usage in one CSEA division which no longer justifies its continuance under the strict guidelines of a standing committee as outlined in Section 1 (a) and Section 1 (d) of Article VI." A review of the composition of membership on the Standing Salary Committee will indicate that historically there has been at least one County Division member appointed to this committee up until approximately four years ago. Obviously, the County Division has not sought the advice of the Salary Committee in salary matters pertaining to political subdivision negotiations. This service was available to the County Division but never received adequate publicity wherein County Division Chapters and Units were made aware of this fact.

Historically, the Salary Committee has been charged with the responsibility of reviewing factual statistical data regarding salaries and fringe benefits for State employees and making recommendations to the

Delegates for possible adoption to improve such conditions of employment through the negotiation process.

We strongly urged Delegate disapproval of the deletion of the Salary Committee as a standing committee as proposed under Item 9 on page 8 & 9 of the Report Of The Revision Of Constitution & By-Laws Committee. To this end, we recommend that the Standing Salary Committee have among its appointed members no less than three members from the County Division, and further that, adequate publicity be given to the fact that County Division Chapters and Units may, if they so desire, seek the advice and the recommendations of the Standing Salary Committee in formulating salary and fringe benefits demands, as well as the justification therefor, to be used in collective negotiations at the local level. We fur-

ther propose that no limitations be placed upon this Committee with respect to the minimum or maximum number of meetings to be held per year.

2. In order to consider the latest data available which would affect the recommendations of this Committee, a meeting was held on September 23, 1976 to finalize its State salary recommendations as contained in this report.

With respect to the salary negotiations which are to occur under the reopener provision of our present State Contracts, your Standing Salary Committee offers to the Unit Negotiating Committees the following two resolutions as guidelines:

- 1. WHEREAS, there is a strong case to be made for a general overall salary increase, and
- WHEREAS, unity and strength on

the part of the CSEA, is important in the negotiating process, and

WHEREAS, coalition bargaining on salaries has produced substantial general increase in past years, NOW THEREFORE BE IT RESOLVED, that the amount of the general across-the-board salary increase under our contract reopens be negotiated on a coalition basis.

2. WHEREAS, statistical data reflecting increases in the cost of living have far out-weighted general increases in State salaries since 1967, and

WHEREAS, State employees will not have received a general salary increase for a three-year period by April 1, 1977, and

WHEREAS, an increasing number of State employees have had to supplement their State income in order to adequately provide for their families, and

WHEREAS, many State employees are currently receiving welfare benefits, because of the low level of State salaries, NOW THEREFORE BE IT RESOLVED, that the CSEA seek an across-the-board increase in basic annual salaries for all employees in the Administrative Services, Operational Services, Institutional Services and Professional, Scientific & Technical Services Bargaining Units in the amount of 22 percent, with no full-time employee to receive less than \$2,400, effective the beginning of the State payroll period the first day of which is nearest to April 1, 1977. Such salary increase shall be applicable to other than full time annual salaried employees as specified in Article 7.6 of Supplement II to the 1973-76 Agreement.

Inasmuch as our recommendations have been submitted to the Unit Negotiating Committees, this report is submitted to the Delegates for informational purposes only.



Irene Carr, left, assumes her duties for first time at convention as statewide CSEA secretary. Here she compares notes with Helen Van deWal, longtime stenotypist for the union's most important meetings. Ms. Carr was elected CSEA secretary following the death of Dorothy MacTavish, whose name was added to the CSEA Memorial Plaque by special action of the delegates last month.

Special Memorial Plaque Committee Report

The following is the Special Memorial Plaque Committee report submitted at the CSEA annual convention last month. Chairman is Raymond Castle, retired, and committee members are William McGowan, Richard Cleary, Joseph McDermott, James Lennon, Solomon Bendet and Irving Flaumenbaum.

Since our last report to the Delegates in 1975, four names have been added to the Plaque at 33 Elk Street. These are John A. Cromie, Ivan S. Flood, Fannie Smith and Abraham Kranker. Only one name has been submitted to the committee in the past year.

The John M. Harris Memorial Plaque is to commemorate the names of those who have rendered outstanding service to the Association. It is recognized that throughout the years thousands of members have rendered very valuable service and made substantial sacrifices to advance good government and employee welfare, and all objective names to be inscribed on the Memorial Plaque shall be limited to

deceased members of the Association who during their lifetime have rendered outstanding benefits or services to their chapter, their Conference or to the State Association, and will usually have resulted in efforts which were "far beyond the call of duty." There is no time limit on when these outstanding services may have been rendered.

The idea of the Plaque originated with the Southern Conference and was limited to that Conference. However the idea had such merit that it was taken over to apply to the entire Association.

Serious responsibility rests upon the Plaque Committee, the Board of Directors and the Delegates to assure that the Memorial Plaque serves the fine purpose for which it was created. Nominations for inclusion on the Plaque may be presented by any member of the Association through his chapter, after an interval of at least six months following death of the nominee. The Chapter shall submit such recommendation to the Conference Region and the Conference Region to the State Association. Each nomination must be submitted on a regular application form for the purpose, supplied by the Association upon request, on which shall be set forth supporting data, giving detailed accomplishments of the deceased member. All such nominations are then referred to the Memorial Plaque Committee for review of the facts related to the services rendered.

Down through the years, succeeding Memorial Plaque Committees have seriously considered all nominations, and so it maintains the high standard and fine recognition the Plaque represents. The next time you are at 33 Elk Street, take a few minutes to look at the Memorial Plaque. You will see names of persons you do not recognize, but you will find others whom you know and perhaps have worked with. But every name deserves to be there because of loyal service and because they have been

carefully selected. Say a prayer of appreciation as we all benefit from what they have done. And say a prayer that we will continue to produce workers and leaders that will continue to make this Association great.

At this time the committee wishes to approve the name of Anna M. Bessette from Harlem Valley Psychiatric Center, for inclusion upon the Plaque. She has served the Association in a conscientious way for many years through her chapter, conference and for over ten years as a member of the State Board of Directors. She was alert, articulate and set high standards of participation on the Board. Every member of our committee has personal knowledge of Ann's efforts through serving on the Board during her lifetime.

The chairman would once again remind all concerned that the committee stands ready to receive recommendations of names of distinguished past members for the John M. Harris Memorial Plaque from our chapters throughout the state.



CSEA director Ethel Ross (Judiciary) presides at meeting to discuss pending state takeover of various court systems now within local government jurisdictions.



CSEA vice-president Richard Cleary, head of the union's Central Region V, takes part in debate from floor, as Westchester Local 860 second vice-president Stanley Boguski awaits turn at microphone.



Attentive group shown here during business session are delegates from various chapters in Albany Region IV's North Country. From left are Donna Johnson, SUC at Plattsburgh chapter 612; Jim Hull, Essex County residency of Transportation District 1 chapter 676; Keith Bearor, Washington County residency; Gil Tatro, Essex County residency; Don Haskell, Warren County residency, all of chapter 676, and H. William Lucas, the DOT chapter treasurer.



Betty Duffy, CSEA director representing Long Island Region I Mental Hygiene employees, adds to discussion as Nassau Parks unit president Tom Gargiulo listens. Ms. Duffy also heads Pilgrim Psychiatric Center chapter 418.



John Mauro, left, CSEA director (Rockland County) and Southern Region III first vice-president, listens to Sullivan chapter 853 president Earl Bivins and Rockland chapter 844 county unit president Patsy Spicci.



SUNY at Stony Brook chapter 614 president Albert Varacchi gives attentive ear to Central Islip Psychiatric Center chapter 404 president Danny Donovan. Mr. Varacchi is also statewide grievance chairman.

(Leader photos by Ted Kaplan)

Special Statewide Armory Employees Committee Report

The following is the Special Statewide Armory Employees committee report submitted at the CSEA annual convention last month. Chairman is Richard Houghtaling, of Genesee Valley Armory Employees chapter, and committee members are Donald Brown, Robert Herling, Thomas Burke, James Stevens, Roy Seabrook, Richard Guisinger and Greg Webster.

Our first meeting of the year was held at Cortland, New York, on May 13, 1976 in the VFW Hall.

The meeting was opened in the usual manner with roll call and a moment of silence for departed members. All committee members were present and since

this committee does cover the statewide area with eight chapters we try to hold our meeting at a central point.

Mr. W. Reuben Goring our representative and liaison man from CSEA staff was present for any and all questions and discussions presented on our behalf to CSEA. Both in the form of resolutions to be presented to the Platform Committee and to do what he could to get us some kind of disposition of what happened to them from Ms. Rabin, head of that committee.

He also let us know what had been done and could be done in the way of grievances and did encourage people to use grievance procedures, but through the proper channels and in

the specified time.

Mr. Goring has been a whale of an asset to our committee and I, as Chairman, cannot thank him enough for the help he has given me as Chairman and my fellow employees.

Our second meeting was held at the New Scotland Avenue Armory in Albany on August 5, 1976.

Again Mr. Goring was with us and said our resolutions had been forwarded and he had been assured that I, as Chairman, would soon receive written answers from Ms. Rabin which I did get and am very grateful to her for her help and cooperation, also.

We had several subjects to cover at this time such as special education

courses negotiated for by CSEA which we had been denied from taking due to not being in one of the four bargaining units. Also, there was some discussion on the possibility of using some CETA employees to help fill some of the gaps in five more Armories.

Some discussion followed on classification of Security and Maintenance titles in Armories. A lot of good ideas came out of which with the help of Mr. Goring.

Several other subjects were discussed at this meeting and with the kind of help I have had from all the people on my committee and the offices and staff at CSEA Headquarters. I know things have to get better in the future.

AUDIO-VISUAL SPEC

ALBANY — A audio-visual training and production specialist eligible list, resulting from open competitive exam 27-612 was established Oct. 28 by the State Civil Service Department. The list contains 14 names.

HISTORIC SITE CHIEF

ALBANY—A chief of historic site artifact conservation eligible list, resulting from open competitive exam 27-587, was established Oct. 25 by the State Civil Service Department. The list contains three names.

State Seeks 2 Engineers

ALBANY—The State Department of Civil Service is continuously recruiting state workers for promotional posts of assistant sanitary engineer and senior sanitary engineer in the Environmental Conservation Department. To qualify, candidates must take an oral test, which is frequently held in Albany.

Assistant sanitary engineer, No. 30-282, is open to Environmental Conservation Department employees with a year's experience as a junior engineer and an intern engineer's certificate. A year's engineering experience in a grade 19 or higher position is good for senior sanitary engineer, No. 30-281.

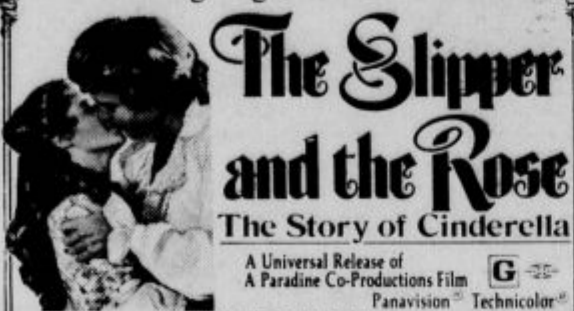
The oral exam for both posts is designed to test the applicant's ability to reason clearly and make sound judgments, present ideas clearly and establish a satisfactory relationship with others.

Application forms are available from department personnel offices. Completed forms should be sent to the State Department of Civil Service, The State Office Building Campus, Albany, N.Y. 12239.

THE WORLD'S GREATEST STAGE AND SCREEN SHOW

RADIO CITY MUSIC HALL 744-4600

proudly announces The Thanksgiving-Christmas Attraction



The Slipper and the Rose
The Story of Cinderella

A Universal Release of A Paradine Co-Productions Film Panavision Technicolor

ON THE GREAT STAGE The World-Famous Two-Part Holiday Presentation

"THE NATIVITY"

plus "SNOWFLAKES" produced by PETER GENNARO

featuring The Rockettes, Symphony Orchestra

under the direction of Will Irwin. Settings by John Wilham Mack. Costumes by Frank Spencer

PARKING FOR PATRONS AT ROCKEFELLER CENTER GARAGE 6 P.M. TO 12:30 A.M. (EXC. SAT.) \$2.00 PLUS TAX VALIDATE YOUR PARKING CHECK

NOW PLAYING AT UNIVERSAL SHOWCASE THEATRES

"A TERRIFICALLY SHREWD PIECE OF MOVIE-MAKING."
—Vincent Canby, N. Y. Times



"CAR WASH" Guest Stars Franklyn Ajaye - George Carlin

Professor Irwin Corey - Ivan Dixon - Antonio Fargas - Lorraine Gary
Jack Kehoe - Clarence Muse - The Painter Sisters - Richard Pryor

Written by JOEL SCHWIMMER Music by NORMAN WHITFIELD Directed by MICHAEL SCHWARTZ
Produced by ART LINSON and GARY STRIMBERG AN ART LINSON PRODUCTION
A UNIVERSAL PICTURE TECHNICOLOUR PG PARENTAL GUIDANCE SUGGESTED

Original sound track available exclusively on MCA Records & Tapes

Table listing movie showtimes across various theaters including Manhattan, Brooklyn, Queens, Nassau, Suffolk, Westchester, and Staten Island.

Schoolmasters To Meet Nov. 13

Board of Education president Robert Christen will be the guest speaker at the next meeting of the New York Schoolmasters' Club Nov. 13 at the Sheraton Hotel.

For its December meeting the group will hear a talk given by Martin Mayer, author of "Some Different Views of New York's Budget Crisis." The club will celebrate its 86th anniversary Dec. 18 and honor its first president, William Fitzgibbons, Columbia University professor.

John Jay Opens Fire Adm. Class

John Jay College of Criminal Justice has established a Fire Science Department and is conferring a bachelor of arts degree in fire service administration.

The courses offered in this field of study are fire department organization and management, Part I and II, operations analysis for management, and seminar in fire service problems.

Also, fire protection systems, building and safety standards, fire insurance and risk, analysis of urban hazardous materials, fire investigation, and safety engineering.

Rensselaer Seeking A Planning Engineer

TROY — The Rensselaer County Civil Service Commission has announced filing until Nov. 17 for a Dec. 11 open competitive examination for planning engineer (Exam No. 65-002).

The job pays \$12,901 and there is one vacancy at present.

A bachelor's degree in a related field or an associate degree plus four years' experience or an equivalent combination is required.

For further information contact the commission at the Court House, Troy, N.Y.

Advertisement for the musical 'Shenandoah' featuring John Cullum, highlighting his 1975 Tony Awards for Best Actor and Best Musical Book.

Advertisement for the musical 'Guys and Dolls' at the Broadway Theatre, featuring a quote from Essence Magazine and showtimes.

Advertisement for the play 'Equus' by Tony Award winner Anthony Perkins at the Helen Hayes Theatre.

Advertisement for the musical 'The Wiz' at the Majestic Theatre, highlighting its status as a winner of 7 Tony Awards.

Advertisement for the musical 'Grease' at the Royale Theatre, featuring the text 'The One and Only Longest Running Show on Broadway'.

File Now For U.S. Rec Therapist Jobs

The Charleston, S.C. area office of U.S. Civil Service Commission is accepting applications for therapeutic recreation specialist jobs in Veterans Hospitals throughout the country, until Dec. 29.

To qualify for the GS-5 level post which pays \$9,303, applicants must have a bachelor's degree with a major in hospital recreation therapy; or study which included or was supplemented by 24 semester hours in one or a combination of the following specializations: arts and crafts, music, social activities, drama, radio/television or sport; or a major in recreation with at least 15 semester hours in the areas of specialization.

For GS-7, which pays \$11,523, applicants must have in addition one year of experience involving the principles and philosophy of recreation.

A program of clinical practice

in recreation obtained in a Veterans Administration clinical training program or a similar program may be substituted for six months' experience and is fully qualifying for the GS-6 level post, which pays \$10,370.

A master's degree, including or preceded by appropriate clinical practice, with a major in recreation or a field of specialization, can be substituted for the one year's required experience.

Certain applicants who are within nine months of earning a bachelor's degree and have superior academic achievement are also eligible.

Appropriate forms can be obtained at Federal Job Information Centers. The announcement number is AC-5-04.

Completed forms should be sent to Charleston Area Office, U.S. Civil Service Commission, 334 Meeting Street, Charleston, S.C. 29403.

Rockland Sets 4 Examinations

NEW CITY — The Rockland County Civil Personnel Office has opened filing for assistant engineer (Exam No. 64-974), assistant recreational facilities manager (64-905), dietitian (64-829) and junior engineer (64-973).

For further information and application, contact the personnel office at County Office Building, New City, N.Y. 10956.

CIPC Meeting

CENTRAL ISLIP—A meeting of the Central Islip Psychiatric Center chapter, Civil Service Employees Assn., has been set for Thursday, Nov. 18. The meeting has been set for 7:30 p.m. at the Gullhaven Golf Club clubhouse, CIPC.

Seek Inspector

MANHATTAN — The U.S. General Services Administration is recruiting to fill one vacancy for custodial work inspector. The starting salary is \$5.40 per hour.

Applicants must be able to inspect, keep records, make reports and plan and organize work.

Standard Form 171, or a resume, should be submitted to Personnel Division-2BPE, General Services Administration, 26 Federal Plaza, New York, N.Y. 10007.

New York State boasts the largest titanium mine in the U.S. near Tahawus in the Adirondack Mountains.

The World Trade Center's outdoor observation platform in New York City is the highest in the world.

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



Congratulations were accorded to Anna H. Reilly recently upon her appointment from the civil service ranks to new post as superintendent of Minekill State Park. Wishes were extended by Eric Seibert, left, superintendent at Bethpage State Park and Ms. Reilly's last boss, and, Peter Higginson, president of Long Island State Parks chapter of CSEA.

Former CSEAer Is First Woman State Park Chief

BABYLON — Members of the Long Island State Parks chapter of the Civil Service Employees Assn. have been pleased at news that Anna H. Reilly, a former member, has been confirmed as superintendent of Minekill State Park upstate.

Ms. Reilly is believed to be the first woman park superintendent in the state park system.

She had worked her way up from a Grade 4 position in less than 10 years with the Long Island State Park Commission. Starting in the civil service as a stenographer Oct. 27, 1966, Ms. Reilly was reallocated a grade higher in 1968, earned promotion to Grade 7 senior clerk in 1969, was promoted to public relations aide in 1970 and made

principal clerk Grade 11 in 1972.

This year, she was asked if she would take a crack at being a park superintendent and she accepted.

She had been at Bethpage State Park on Long Island at the time. Her success was hailed by Peter Higginson, president of the Long Island State Parks chapter, and many former fellow employees were cheered to hear of her confirmation in the new post following a 90-day probationary period.

HEW Sets Benefit Decision Appeal Time

WASHINGTON, D.C.—The Department of Health, Education, and Welfare has published final regulations which provide a uniform time period of 60 days during which a person claiming benefits can request reconsideration of an adverse decision or request a hearing on a reconsidered decision.

The regulations apply to the retirement, survivors, disability, black lung, hospital insurance, and supplemental security income programs administered by the Social Security Administration.

The regulations provide the same time period for requesting reconsideration as provided by P. L. 94-202, enacted Jan. 2, which established a period of 60 days for requesting a hearing.

To protect claimants in cases where a time limit has expired,

SSA has procedures under which an initial determination may be reopened. In addition, SSA regulations provide for an extension of time if good cause is established for not filing on time.

ED DIRECTOR

ALBANY—A director, division of supervision, education of handicapped children eligible list, resulting from open competitive exam 27-611, was established Nov. 1 by the State Civil Service Department. The list contains three names.

State Agencies Need Clinical Physicians

The State Department of Civil Service continually seeks clinical physicians for the Correctional

Services, Health, Mental Hygiene, State University and Drug Abuse Services Departments. Starting salaries for the open-competitive jobs range between \$25,161 and \$31,055 a year.

New York City area and Monroe County appointees receive an additional \$200 annual salary differential.

Candidates must have a state medical license. For assistant clinical physician, applicants also need a year's internship.

Three years' medical experience will qualify applicants for clinical physician I and five years is good for clinical physician II. Candidates for physician II must also have 150 hours of continuing education three years prior to appointment.

Applicants will be rated on training and experience. There will be no written tests.

Applications and information are available at the State Civil Service Department, State Office Building Campus, Albany; Two World Trade Center, N.Y.C.

Erie T'Giving Dance

LACKAWANNA—The second annual Thanksgiving Dance of the Erie County Educational Employees chapter, Civil Service Employees Assn., will be held Saturday, Nov. 20.

The event will be held at John's Flaming Hearth, 1830 Abbott Road, Lackawanna.

91,000 People. 33 Exit Gates... One Sniper...

TWO-MINUTE WARNING

CHARLTON HESTON
JOHN CASSAVETES
"TWO-MINUTE WARNING"

MARTIN BALSAM • BEAU BRIDGES • MARILYN HASSETT
DAVID JANSSEN • JACK KLUGMAN • WALTER PIDGEON
GENA ROWLANDS • BROCK PETERS • DAVID GRIFFIN • ANTHONY DAVIS • JOE KAPP
A FILMWAYS PRODUCTION/A LARRY PEARCE • EDWARD S. FELDMAN FILM
Screenplay by EDWARD HUME • Based on the novel by GEORGE LAFOUNTAIN
Music by CHARLES FOX • Directed by LARRY PEARCE
Produced by EDWARD S. FELDMAN • A UNIVERSAL PICTURE
TECHNICOLOR® • PANAVISION®

STARTS FRIDAY NOVEMBER 12TH AT UNIVERSAL BLUE RIBBON THEATRES

MANHATTAN LOWES ASTOR PLAZA MURRAY HILL ORPHEUM	BROOKLYN LIGHTSTONE'S BENSON #1 CENTURY 5 KINGS PLAZA NORTH CENTURY 5 MADISON	QUEENS UA JACKSON JACKSON HEIGHTS UA LEFRAN CITY LEFRAN CITY CENTURY 5 PROSPECT #1 PLAZA	HAMMAM CENTURY 5 UA SUNRISE MOVIES #1 & 3 FLORAL PARK MADISON GREEN ACRES UA STOSSETT VALLEY STREAM STOSSETT UA WESTBURY D.I. WESTBURY	BAYSHORE BAYSHORE UA BAYSHORE BAYSHORE	SUFFOLK UA PATCHOQUE PATCHOQUE UA SMYTHTOWN SMYTHTOWN LIBERTY #2 LIBERTY	SOUTHAMPTON SOUTHAMPTON CENTURY 5 YORK HUNTINGTON	MUSIC MAKERS ARCADE WEST MILFORD ALBANY MUSIC MAKERS DOVER TOWNS RIVER COMMUNITY #1 EDGEMONT UA CINEMA #1 SOUTH PLAINFIELD CINEMA SERVICE CINEMA 18 SACCAUNNA	NEW JERSEY CINEMA SERVICE CLARIDGE MONTCLAIR MUSIC MAKERS DOVER TOWNS RIVER COMMUNITY #1 EDGEMONT UA CINEMA #1 SOUTH PLAINFIELD CINEMA SERVICE CINEMA 18 SACCAUNNA	TRIANON'S MAPLEWOOD MAPLEWOOD GENERAL CINEMA MORRIS HILLS CINEMA #1 FRANZONI NEWTON NEWTON UA BALTO WESTFIELD UA STATE #1 JERSEY CITY	UA TOWN WEST MIDDLEBORO UA TOWN MORRIS HILLS CINEMA #1 FRANZONI NEWTON NEWTON UA BALTO WESTFIELD UA STATE #1 JERSEY CITY
--	---	--	--	--	---	--	---	--	--	---

BUY U.S. BONDS

MH Baker Wins Top Idea Prize

ALBANY — Twenty-one state employees won a total of \$1,395 in cash awards in October for money-saving ideas submitted to the New York state employee suggestion program. The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total \$13,690.

Amounts and award winners are:

\$400—Robert D. Turcotte, Cohoes, chief baker, Department of Mental Hygiene in Rotterdam. He devised a more effective way to protect pies from damage in shipment to Mental Hygiene fa-

ilities.
\$225 — Joseph W. Kovarik, Binghamton, Department of Transportation.

\$200—Anita L. Kyratzis, Cologne, Department of Taxation and Finance.

\$75—Edward J. Scott, Hudson, Division of Criminal Justice Services.

\$50 — Margaret D. Albertson, Valatie, Education Department, and Nan McClure, Troy, Department of State.

\$40—Robert J. Mahar, Albany, Education.

\$30 — Richard E. DeGross, Schenectady, Tax and Finance.

\$25—William Smollin, Elnora, Department of Environmental Conservation; Doris Ross, Hornell, Department of Health; Harold Wollman, Whitney Point, Department of Agriculture and Markets; Daniel Barrett Jr., West Brentwood, and Anne L. Watkins, Willingboro, N.J., both

Department of Mental Hygiene; Dana DiNallo, Mechanicville, and Charles V. Hasselman, Rensselaer, both Education; Carmella A. Keon, Colonie; Jean L. Way, Scotia, and Karen Fino, Huntington, all Department of Motor Vehicles, and Constance J. Roberts, Bronx; Beverly A. Vaden, Bronx, and Frank Restina, Schenectady, all of the Workmen's Compensation Board.

Cash award winners also receive certificates of merit. Certificates of merit also were awarded to Gerald A. Gerace, Dansville; Domenick J. Martello, Jr., Dansville, and Samuel Zaso, Mount Morris, all of Mental Hygiene; Anthony DiAndrea, Utica, Motor Vehicles; Shirley A. Ebron, New York City, Workmen's Compensation Board (three certificates); Richard F. Weeks, Troy, Education, and Mary E. Gargano, Rochester, Tax and Finance.

Reopen U.S. Shorthand, Stores Jobs

The New York City Area Office of the U.S. Civil Service Commission has reopened filing reporter and engineer equipment reporter and enginer equipment mechanic and repairer at grade WG-10. It also reopened sales store checker at grade GS-2 at West Point.

The GS-7 shorthand reporter job, which pays \$11,523, requires one year's experience. Three years' experience is required for GS-9, which pays \$14,097.

There are no training or experience requirements for reporting stenographer, GS-5, which pays \$9,303. No date has been set for the written tests.

Sales store checker (GS-2) requires a high school diploma or six months' general experience. The pay is \$6,572 a year. For GS-3, which pays \$7,408, one year's experience is required. At least half a year's experience must have been as a sales store checker. A training course in sales store checking can be substituted for three months' specialized experience. Clerical work or schooling above high school can be substituted for six months general experience.

For further information on the jobs, contact the commission at one of the federal job information centers.

To Discuss State Court Takeover

The significance of New York State's takeover of the city court system will be the featured topic at a Nov. 14 Association of Jewish Court Attaches meeting at the Educational Alliance, 197 East Broadway, Manhattan.

Sheldon Amster, court administrator, appellate division, second judicial will discuss effects of the takeover on non-judicial employees' status, salaries, retirement benefits and other terms of employment.

SYKES APPOINTED

WHITE PLAINS—Lawrence R. Sykes, 27, has been appointed by Westchester County attorney Gerald Harris as assistant county attorney.

Federal Job Calendar

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

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

Agriculture

Title	Salary Grade	Exam No.
Food Inspector	GS-5	CH-6-05
Warehouse Examiner	GS-5, 7	CH-0-02

Engineering And Scientific

Engineering, Physical Sciences and Related Professions	Salary Grade	Exam No.
Meteorological Technician	GS-5 to 15	424
Meteorological Technician	GS-6, 7, 9	NY-8-43
Life Sciences	GS-5 to 7	421

General

Correction Officer	GS-6	431
Freight Rate Specialists	GS-7, 9	WA-6-13
Mid-Level Positions	GS-9 to 12	NY-5-13
Senior Level Positions	GS-13-15	408
Technical Assistant	GS-4, 5	NY-5-07

Stenography And Typing

Stenographer	GS-3, 4	118
Secretaries, Options I, II, III	GS-5, 6	NY-5-04
Typist	GS-2, 3	NY-1-18

Medical

Autopsy Assistant	GS-3 or 4	NY-5-10
Careers In Therapy	GS-6 to 9	WA-8-03
Dental Hygienist, Dental Lab Technician	GS-5, 7	NY-5-09
Licensed Practical Nurse	GS-3, 4, 5	NY-5-06
Medical Machine Technician	GS-5, 6	NY-3-02
Medical Radiology Technician	GS-5, 6	NY-0-25
Medical Technician	GS-5, 6, 7	NY-3-01
Medical Technologist	GS-5 to 11	NY-6-03
Nurses	GS-5 to 12	419
Physician's Assistant	GS-5, 7	428
Veterinarian Trainee	GS-5, 7	WA-0-07

Military

Air Reserve Technician (Administrative Clerical/Technical)	GS-5 to 12	AT-0-59
--	------------	---------

Social And Education

Social Worker and Correctional Treatment Specialist	GS-9 to 12	426
Psychologist	GS-9 to 12	WA-9-13
Professional Careers for Librarians	GS-7 to 12	422

TYPEWRITER ADDERS

MIMEOS ADDRESSERS, STENOGRAPHS

STENOGRAPH for sale and rest. 1,000 others.

Low-Low Prices

ALL LANGUAGES TYPEWRITER CO., Inc.

119 W. 23 St. (W. of 6th Ave.) N.Y., N.Y. CHelsea 3-8084

This Winter a Month in SOUTHERN CALIFORNIA — \$399 —

incl. air fare, own ap't, maid service

Stony Brook Travel

Box "AT," Stony Brook, NY 11790
516-751-1270 212-895-2197

REAL LOG HOMES

Model Log Home

Open Daily in Lake Placid

Over 50 homes sold

Send for free brochure, or enclose \$3.00 for complete catalog of model plans and costs

Deighan Realtors

Builders-Appraisers

159 Main St. Box (D) Lake Placid, NY 12946
Tel: 518-523-2488

REAL ESTATE VALUES

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

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

House For Sale - N.Y. State
CUSTOM BUILT brick & marble ranch in New Windsor, N.Y. 7 rooms—4 bedrooms, 2 baths, 2 garages, screened back porch, front & back patios, 1 acre, oil hot water heat (3 zones), w/w carpeting; full basement, low taxes. 1 hr. to George Washington Bridge. Immediate occupancy. 914 564-1562.

House For Sale - Queens Village
DETACHED, 7 Rms. Leaving country. Steal for \$34,000. Call after 6 p.m. and all day Saturday and Sunday. (212) 479-6575.

FARMS & COUNTRY HOMES N.Y. STATE MUST SELL

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

ANDES, N.Y.—beautiful land with view, town rd. nr. hunting, fishing. Small parcels from \$800 per acre, also big barn with one acre \$5,000. Ned Romano 212 532-2925 or (914) 679-9072.

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

Enjoy Your Golden Days in Florida

SAVE ON YOUR MOVE TO FLORIDA

Compare our cost per 4,000 lbs to St. Petersburg from New York City, \$583.20; Philadelphia, \$553.20; Hartford, Conn., 4,000 lbs., \$612.80, or an estimate to any destination in Florida.

Write SOUTHERN TRANSFER and STORAGE CO., INC.

Tel (813) 822-4241
DEPT. C, BOX 10217
ST. PETERSBURG, FLORIDA, 33733

FLORIDA MOBILEHOME LIVING IS EASIER

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

FLORIDA

FROM 1 to 10 Acres Ranchettes with used or refurbished mobile home from \$9,900. A minifarm to raise chickens, grow vegetables, a place to live real good and inexpensively. Easy terms. Call owner: (212) 866-5122 or write P & B Ranchettes, P.O. Box 437, Valley Stream, N.Y. 11580.

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

FOLLOW THE LEADER REGULARLY!

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

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

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

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

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

NAME _____
ADDRESS _____
CITY _____ Zip Code _____

CSEAs Help In Nassau Influenza Shot Campaign

MINEOLA—Civil service employees are playing a key role as volunteers in the mass influenza inoculation program that got under way in Nassau County recently.

Thirty employees of the Nassau County Health Department are serving as managers of the 30 inoculation sites, and other civil service volunteers are helping with the necessary intake and paperwork procedures. All inoculations are being given by volunteer doctors and nurses, some of them also civil service employees.

For example, Nick Abbatiello, vice-president of the Nassau chapter, Civil Service Employees Assn., is serving as site manager for the inoculation center at the Baldwin High School.

Many locations, however, will need more volunteers when a heavier load develops as the program is extended to the general public. The first sessions are restricted to persons 65 years of age and over and persons with

high-risk conditions.

To volunteer, call Karl Krampe at (516) 535-3345 at the Health Department.

OFFICERS' LIST

ALBANY—A correction officer (male, spanish speaking) eligible list, resulting from open competitive exam 24-349, was established Oct. 25 by the State Civil Service Department. The list contains 131 names.

The colony of New York became a state on April 20, 1777, with the adoption of its first constitution, 12 years prior to the Federal Constitution.

Suffolk Police Unit Luncheon

HAUPPAUGE — The annual Christmas luncheon of the Suffolk County Police Department unit, Civil Service Employees Assn., has been set for Thursday, Dec. 16.

The luncheon has been set for 1 p.m. at the Heritage Inn, Smithtown By-Pass, Hauppauge. Tickets are \$7.25 per person, which includes tax and gratuities.

CORRECTION OFFICER

ALBANY—A correction officer (male, reg 5) eligible list, resulting from open competitive exam 24-335, was established Oct. 25 by the State Civil Service Department. The list contains 394 names.

The New York State Thruway, extending from New York City to Buffalo and the state's western border, is the nation's longest toll superhighway.

Occupational And Physical Therapist Job Slots Open

ALBANY—The State Department of Civil Service is continually accepting applications for occupational therapists and physical therapists for posts in the Department of Mental Hygiene, Health Department and The State University of New York. Starting salary is \$11,337 a year.

To qualify for occupational therapist, exam 20-176, applicants must have a bachelor's degree and registration as an occupational therapist with the American Occupational Therapy Association. A bachelor's degree in occupational therapy and a state occupational therapy license will also be accepted.

Candidates with a degree in physical therapy and a license issued by the State Department of Education may apply for physical therapist, exam 20-177. Candidates who have a temporary license to practice in New York State may be appointed, but must obtain their license within one year.

Candidates for both positions will be rated on the basis of their training and experience.

Applications may be obtained from the State Civil Service Department, Two World Trade Center, New York, N.Y.; Suite 750, 1 West Genesee St., Buffalo, N.Y., or the State Office Building Campus, Albany, N.Y.

There will be no written test.

The United States Military Academy at West Point is the nation's oldest service academy and is situated on the site of the nation's oldest military post in continuous operation.

BUY U. S. BONDS!



*Let a Smile
be your
umbrella*

We think a healthy smile is everyone's right—rain or shine. But, a naturally beautiful smile is more often than not the result of good preventive dental care — periodic visits to a dentist to stop trouble before it starts.

Preventive care not only results in a nice smile, it can also help prevent illnesses that result from, or are aggravated by, dental neglect. But too many people say, "It isn't the drill—it's the bill that hurts."

Sure, dental care can be expensive. To meet this expense it's important for you to have some kind of dental plan that provides realistic benefits for you and your family.

Blue Cross and Blue Shield have had 40 years of experience helping people meet their hospital-surgical-medical expenses promptly, efficiently and at the lowest possible cost.

We have taken this knowledge one step further. As we say, "We've got great plans for you." Our Dental Care plan is one of them. Before you buy a dental plan, give us a call. We'll keep you smiling.



**Blue Cross and Blue Shield
Plans of New York State**

Westchester Local Combines Play And Politics



When Westchester Local 860 members get together for a social function, they play as hard as they do to maintain their reputation for hard work. So it is no surprise to see the usually dignified regional attorney Arthur Grae and his wife take time out from winning grievance cases for CSEA members to spoof that public employees' bugaboo, the Taylor Law. With them are Bug and Boo, who, in more formal moments, are Local 860 president Raymond Cassidy and his wife, Marie.

Strike And Jail Possibilities & Flaumenbaum

(Continued from Page 1)

"We are not immovable," Mr. Flaumenbaum asserted. "We are ready to bargain in good faith. We have three problems: money, money and money."

He added: "We are not interested in pursuing bad-faith negotiations. We must have some results."

A spokesman for Mr. Caso was quoted in the press claiming that the county had not made its last offer and had been prepared to continue bargaining.

"That's a lie," Mr. Flaumenbaum exploded when informed of the statement.

Mr. Flaumenbaum said later that his willingness to lead a strike, if necessary, "was my own idea, I haven't talked to anybody about it."

"I don't know," he added, "how else we can prevent the county from violating the Taylor Law by refusing to bargain."

The Nassau chapter had decreed that talks with the Caso Administration be pursued only for five meetings, with an impasse to be declared if there was no realistic offer forthcoming from the county.

Mr. Flaumenbaum said that the county had accepted a CSEA demand to dispense with mediation and proceed direct to fact-finding. He said the CSEA would demand that efforts to break the impasse be completed by the end of the year.

Local 860 president Raymond Cassidy and third vice-president Pat Mascioli, second from left, greet some of the dignitaries who paid their respects to union members at party. Left from Mr. Mascioli are State Senator John Flynn (R-Yonkers), Westchester County Executive Alfred Del Bello, CSEA president Theodore C. Wenzl, Assemblyman Peter Sullivan (R-White Plains) and CSEA treasurer Jack Gallagher.



CSEA Mulls Filing Cohoes Improper Practice Charge

COHOES—An improper practices charge may be filed by the Civil Service Employees Assn. in behalf of 65 employees of the Cohoes Department of Public Works over proposed changes in conditions of employment made by the city.

Cohoes Mayor Ronald Canestrari said that the changes were intended to make the Department's operations "more efficient."

They involve reduction of three senior foremen to junior foreman status and, he said, "more clearly defines lines of authority."

The reductions will involve a loss for each foreman of \$700 annually.

An Albany Region IV CSEA spokesman, Daniel Campbell, said that the union is awaiting disposition of its complaint on the Cohoes move from city officials. He added that no CSEA officer had been notified that the changes were to take place.

"The first thing is," Mr.

Campbell said, "the people are upset because they were not informed, other than what they could read in their newspapers."

"The City of Cohoes cannot change the terms and conditions of employment of union members without negotiating with the CSEA," the spokesman said. "The Public Employment Relations Board has affirmed this again and again."

Mr. Campbell criticized the city's methods in making the readjustment known.

"We're contacting them the same way they contacted us," he said. "Through the newspapers. If they are ready and willing to negotiate through the newspapers, the CSEA is ready and willing to negotiate with them through the newspapers."

Mr. Campbell said that taking the issue to the PERB is one means of solving the problem, but added that Cohoes City fathers have not met with CSEA authorities to determine if "what they seek to accomplish, through the changes, could be accomplished in another way."

The city has claimed that its fiscal situation is a precarious one. Responding to this, Mr. Campbell pointed out, "It's cheaper to negotiate than litigate."

Tri-Town Albany Area School Unit Mulls Fact-Finder Ideas

RAVENA—The Ravena-Coeymans-Selkirk non-instructional unit of the Civil Service Employees Assn. will shortly be voting to accept or reject a fact-finder's recommended settlement to end a developing labor dispute between the school district administration and the local members.

The fact-finder is Egon Plager, acting for the Public Employment Relations Board.

Mr. Plager suggested the demand by the school administration to adjust alleged inequities in last year's salary increase, which provided a \$600 across-the-board increase for all CSEA local members, be denied. He pointed out that this topic was not a part of the agreed-upon reopener topics and should, therefore, be dropped.

Mr. Plager said he would accept a two percent increase for all members, but he recommended that the increase be 5 percent.

A request for complete family

insurance coverage was denied and Mr. Plager agreed that all increases be retroactive to July 1.

The CSEA local and the school administration will vote on this suggested settlement.

Buffalo Dinner Meeting Is Set

BUFFALO—A dinner meeting of the Buffalo chapter, Civil Service Employees Assn., has been set for Wednesday, Nov. 17.

Chapter corresponding secretary Sue Porpiglia said the dinner meeting, set to begin at 5:30 p.m., will be held at the Statler Hilton, Hotel, Buffalo.

SUNYA Chapter Goes Local

"Local 691 C.S.E.A." is the way the return envelopes are printed for the Civil Service Employees Assn.'s SUNYA at Albany local chapter.

Chapter treasurer Mary Jarocki advises that since union delegates voted at last month's statewide convention to change the names of the chapters to locals, "I believe we may be the first to use the new name."

SUNYA at Albany Local 691 may be the first to officially adopt the local designation since the delegate convention, but two other chapters have been using "local" as part of their names for some time.

They are Southern Region III's Westchester Local 860, headed by Raymond Cassidy, and New York City Region II's Metropolitan Division of Employment Local 350, led by William DeMartino.

SUNYA at Albany Local 691 gets the credit for being the first in Albany Region IV.

CSEA Hopeful In Strike

(Continued from Page 1)

surance, free lunches and a \$650 overtime supplement, in lieu of overtime, he explained.

"Most of our members think our staff is starving," he said, "but I think it is important for them to realize just how well we

pay our employees. Even the grades are a couple of hundred dollars higher than the state grades.

"During the last two years, the field staff has received a 13 percent pay increase, plus a tie-in to the cost-of-living index, and the house staff has gained a 14 percent increase," he explained.

Mr. McDermott also pointed out that negotiations are continuing with the state despite the strike. "Most of the negotiators are union members any how," he noted, "and they will continue to negotiate without staff assistance. On the other hand, scores of contract negotiations on behalf of members in various governmental jurisdictions are temporarily disrupted by the strike, since the local government chapters and units received about 80 percent of the field staff services."

Clinton Pact

(Continued from Page 3)

and requirements for new employees.

• Henceforth, personal property of employees damaged in line-of-duty will be repaired or replaced by the county.

• Legal defense of employees involved in civil or criminal proceedings will be provided by the county if the action is the result of the employees carrying out official duties.

BUY U.S. BONDS!

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

STATE — Regional offices of the 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, 301 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (800) 522-7407. Federal titles have no deadline unless otherwise indicated.

DEER HUNTING

on 2600 Catskill Mts. acres! Bucks everywhere. Deluxe steam heated rooms. Cocktail Lounge. For reservations:

paramount
motel/hotel

PARKSVILLE, N.Y.

Direct Wire: (212) 244-3610

ALBANY BRANCH OFFICE

FOR INFORMATION regarding advertisement, please write or call:

JOSEPH T. BELLEW

303 SO. MANNING BLVD.

ALBANY 8, N.Y. Phone IV 2-5474

Full Employment
Is The Key
To Prosperity.

Buy U.S. Made Products

Questions And Answers

Q. I understand my 27-year-old mentally retarded son who lives with me may get monthly social security checks on my record when I die or start getting retirement or disability benefits. Can't he get some kind of payments now?

A. He may be eligible for supplemental security income (SSI) payments, depending on his income and resources. Since he is an adult, any income you or other family members have will not affect his eligibility. However, his SSI payment may be reduced by one-third since he lives at home.

Q. My social security disability claim was turned down and I want to appeal the decision. Do I need a lawyer to do this?

A. Most social security business, including the appeal of a claim, can be done without a lawyer. The people in any social security office will be glad to help you get an independent review of your claim. If you prefer to have a

lawyer, you may. Ask any social security office for the leaflet, Social security and your right to representation.

Q. How much work under social security do I need to be insured for disability benefits?

A. Workers who become disabled at 31 or over in 1976 need at least 6¼ years of work, depending on their age, and five years of the work must have been in the 10 years before disability started. Younger workers need between 1½ and five years of work, depending on their age.

Q. I was injured on the job and thought I'd apply for both social security disability benefits and workers' compensation. Can I get both?

A. If you're under 62 and eligible for both, total monthly payments to you and your family can be as much as 80 percent of your average monthly earnings before you became disabled. Your full average earn-

ings will be figured, not just earnings covered by social security.

Q. My daughter and I have been getting social security payments since I became disabled five years ago. She's now 17 and wants to work part time during her senior year in high school. How will this affect her checks?

A. Your daughter can earn as much as \$2,760 in 1976 and still get all of her social security benefits. Over \$2,760, one dollar in benefits will be withheld for every two dollars earned. But no matter how much she earns for the year, she can still get a check for any month she doesn't earn over \$230 and doesn't do substantial work in self-employment.

New York State is the site of the world's largest underground salt mine at Retsof, near Rochester.

City MSA Appoints 3

Three career civil servants have been appointed to top-level positions with the Municipal Service Administration (MSA).

Vincent Scavazzo, with the Transit Authority since 1947, was named director of labor relations for the agency. Mr. Scavazzo was also a contract negotiations and bargaining staff director for District Council 37.

He replaces Nicholas Chiarkas, who resigned last summer to become director of labor relations for the Patrolmen's Benevolent Association.

Roland G. Kearns, a Federal Bureau of Investigation special agent since 1941, was appointed MSA inspector general. Mr. Kearns succeeds Arthur Corr, who died June 21 of a stroke.

James W. Krank, in his 40th year with the city, has been promoted to executive assistant administrator. He was formerly with the Board of Education and MSA's Public Works Department.



you won't
believe how
good it tastes...
until you
taste it!

GEKKEIKAN

(PRONOUNCE IT GAY-KEE-KAN)

PLUM WINE

serve
with club soda
or on the rocks
with a kiss of lemon



Imported by the Sidney Frank Importing Co., Inc., N.Y.



Sign-Up

'76

CSEA STRENGTH IN UNITY MEMBERSHIP DRIVE

JUNE 1-NOVEMBER 30

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

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

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

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

CHAPTER OR UNIT PRESIDENT HAS CONVENIENT SIGN-UP CARDS

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

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

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

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

NON-MEMBERS SHOULD HELP SHARE THE LOAD

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

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

