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Convention Coverage

— See Pages 8, 9 & 14



UP TO THE WIRE — Nels Carlson, CSEA collective bargaining agent, briefs members of the Montgomery County chapter on progress of contract negotiations.

CSEA Moves To Prevent OGS Group Mass Layoff

(Special To The Leader)

ALBANY—The Civil Service Employees Assn. has charged that laying off 138 employees in the State Office of General Services, the result of a Legislature-ordered \$2.5 million budget reduction, will actually end up costing the state taxpayers "millions and millions of dollars" and cause "a multi-million dollar loss in the private construction sector."

CSEA, which represents the employees involved, said it will immediately file a grievance on behalf of the 138 OGS employees in the Design and Construction Group who were handed pink slips.

"We think we've got a clear-cut case of contract violation because the work being performed by the employees to be laid off will have to be contracted out. Our contract specifically states that the employer cannot lay off workers and contract out for goods and services those employees would be capable of providing," a union spokesman said.

The layoffs are scheduled to become effective on May 12.

CSEA said the State Legislature is "penny wise and pound foolish" in reducing the original budget for OGS's Design and Construction Group by \$2.5 million.

"This thing is actually going to cost state taxpayers and the general economy five to ten times the amount the Legislature feels it saved in the budget cut,"

the CSEA spokesman said.

The union spokesman urged the legislators to restore the \$2.5 million in the supplemental budget "as an act of common sense to restore the jobs of the threatened employees and prevent the unnecessary expenditure of mil-

lions of dollars."

The Design and Construction Group is involved with the maintenance and restoration of state-owned buildings and property. The nearly 600 employees in the Group have the prime repair and rehabilitation responsibility for the 7,500 existing state buildings, including emergency repairs of structural damages.

"As the result of this nearly 25 percent workforce reduction just announced, the state will be forced to contract out to private consultants a much larger portion of the work normally performed by the state employees. Because of the high volume of work and understaffing that exists even before these latest layoffs, some of the work is already farmed out. We know from experience that it cost 20 percent more to have this work performed by private consulting firms than it does by state workers," a CSEA spokesman charged.

(Continued on Page 3)



Calandra Subpoena Of Beame Raises Contempt Question

IN an election year, the Easter recess taken by the Legislature is typically not a time of vacation for the

(Continued on Page 6)

Rockland To Meet On Pact

NEW CITY—The Rockland County unit of the Civil Service Employees Assn., which has been in negotiations for a new contract since July 16, 1975, will have the matter brought to a vote within the next week or so, according to

Phil Miller, CSEA collective bargaining specialist for the unit.

CSEA represents about 1,700 Rockland County employees. The workers have been without a contract since Jan. 1.

Mr. Miller said "negotiations have not been progressing as we

had hoped," and added that the employees have utilized the impasse procedures under the Taylor Law.

The county legislature also has to vote on the contract dispute issue before the matter can be resolved.

Strike Averted In Montgomery; Sign New Pact

FONDA—Four hundred members of the Montgomery County unit of the Civil Service Employees Assn. were ready to strike twice during the past week.

Seven months of contract negotiations under the Taylor Law had failed to gain an offer from the county administration. Faced with this situation, and a dictated settlement, the members voted to test the Taylor Law beginning at 7 a.m. Monday, April 19.

Public Employment Relations Board "super-conciliator" Theodore Gerber, who entered the Montgomery County dispute when CSEA members voted to strike, requested a 24-hour postponement of the job action "In order to address the Board of Supervisors of the seriousness of the situation." The Montgomery County unit negotiators agreed to this postponement and the period was granted to give the super-conciliator room to negotiate a settlement.

Twenty-two hours later, a tentative PERB-recommended contract offer was agreed upon by the county supervisors and unit negotiators.

This tentative pact was presented to the unit members and the County Board of Supervisors at approximately the same time Tuesday evening.

The proposed agreement is a
(Continued on Page 16)

Columbia Members Schedule Meeting

HUDSON—A general membership meeting of Columbia County chapter 811 has been scheduled for May 4 to discuss the current contract dispute between the employees and the County.

The meeting has been set to coincide with a meeting of the County Board of Supervisors.

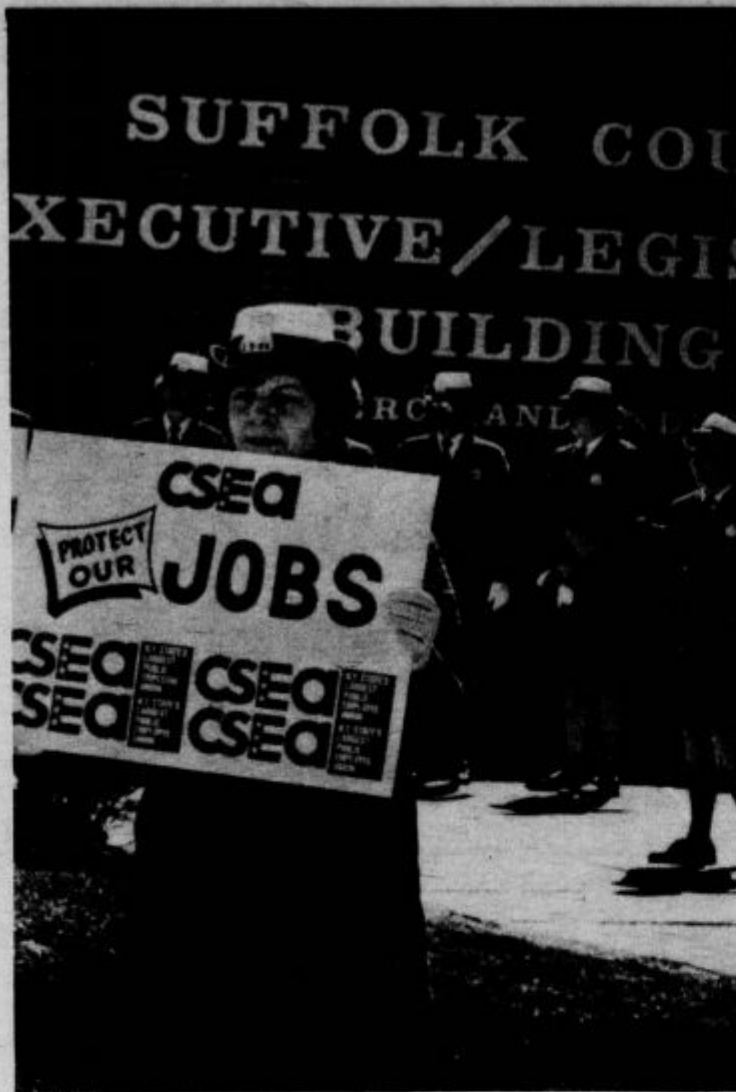
County employees have been working without a contract since December. The Supervisors have rejected a fact-finder's report recommending a 7 percent wage increase.

Herkimer CSEA Unit Approves Contract

HERKIMER—The Herkimer County unit, Civil Service Employees Assn. and the legislature of Herkimer County have agreed to a 6 percent increase in salary, increments and longevity for the year 1976, the final year of the current two-year contract.



LOBA DISCUSSION — Martin Langer, of Rockland Psychiatric Center, chairman of the Civil Service Employees Assn.'s political action committee, right, discusses "Last Offer Binding Arbitration" legislation with sponsor State Senator Richard E. Schermerhorn (R-C, Cornwall).



SUCCESSFUL DEMONSTRATION — In a recent decision, the Suffolk County Legislature rejected a proposal to replace the county's 433 school street crossing guards with guards provided by a private concern. The vote to defeat the proposal came after Civil Service Employees Assn. leaders and members addressed the legislature stressing the effectiveness of the work of the CSEA-represented guards. Above, some of the guards who shuttled back and forth from their duty posts to staff an informational picket line outside the legislative auditorium in Hauppauge.

Million-Plus Food Stamp Clients Could Face A Loss Of Eligibility

By ALAN BERNSTEIN

MANHATTAN — More than a million Americans presently participating in the national food stamp program, including many in New York State, may lose their eligibility if the House of Representatives follows recommendations passed by the Senate earlier this month.

Voting 52-22 April 9, the Senate moved to tighten food stamp eligibility rules and cut 1.5 million people from the program. However, savings will be put back into added benefits for the poorest families.

There are approximately 19 million Americans on food stamps, of whom more than 2.5 million reside in New York.

The bill now moves to the House, where the Agriculture Committee has already started work on a similar measure. It took the Senate legislation more than a year, and many revisions, to reach the floor.

The Senate bill, sponsored by Senators Robert Dole (R-Kan.), George McGovern (D-S.D.) and Agriculture Committee Chairman Herman Talmadge (D-Ga.), would deny food stamps to nearly every family of four with a gross annual income of \$7,800

to \$8,000 and over, and every family of three with a gross income much over \$6,800.

Senator Dole in sponsoring the bill said close to \$300 million dollars could be saved in fiscal 1977 with the legislation. The current program costs \$6.3 billion; the new plan would cost \$6.084 billion.

A major program alteration would be a change in the deduction system that enables families with a gross income of \$9,000 or \$10,000 a year or more to buy stamps. Under the present program, by pyramiding deductions for tuition, day-care allowances, medical and utility bills, alimony, work-related expenses and other items from gross income, a family of four could reach the \$6,636 allowable income for a year.

Under the legislation, most of these deductions would be replaced by a standard \$100 a month deduction (\$125 for elderly or working families). A family of four would only be eligible if their net income after this standard deduction, and deductions of social security and income taxes wasn't higher than \$5,500 a year. This really means a family of four with an income of \$8,000 or over won't be eligible.

Other provisions of the bill include requiring food stamp families to pay 25 percent of its net income for stamps, instead of the 23 percent sliding scale now in operation. Also, college students will be ineligible if they are or can be claimed as a tax exemption by this family.

Carol Brownell, director of public information for the New York State Food Stamp Program, affirmed that the new method of eligibility would effect families currently in the program.

"It will clearly effect some in the state because now there are so many deductions a family can get," she said. "In the future that might be taken away from them."

Ms. Brownell said the Department of Social Services, which oversees the program, had no figures on how many state worker families could be affected by the program change. The present program, according to Ms. Brownell, is accomplishing quite a lot because it can help working families. However, she said dollars must be saved which is part of reality.

"If you have a positive attitude about the program as I do, you don't want to see anyone knocked out," she said.

FRANK APPOINTED

ALBANY—Gov. Hugh L. Carey has announced the appointment of Clemence Frank, of North Branch, to the board of visitors of Middletown Psychiatric Center. The nomination is subject to Senate confirmation.

Ms. Frank is secretary of Golden Egg Farms, of Wurtsboro, and H.H.F. Farms of North Branch. She is past chairman and present board member of the Sullivan County Mental Health Board, a director of Sullivan County Community General Hospital, a member of the New York State Regional Committee for Mental Health Planning, and a board member of Sullivan County Health Planning Council.

Ms. Frank was named for a term ending December 31 in the unsalaried post. She would succeed Edward M. Mitchell, of Middletown, whose term expired.

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A STUDY GUIDE FOR SALESMEN'S AND BROKERS' LICENSE EXAMINATIONS.

By Phillip C. Whaley, J.D.

If you're preparing to take the New York State real estate salesmen's or brokers' licensing examination—this new, authoritative Study Guide is an absolute must. It's complete and comprehensive. It's unique—the only one of its kind. But more important, it will save you hours of studying—and really help you get a high grade on your examination.



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Dear Lucy,
Surprise! We've moved to Beverly Hills, Florida! Frank and I finally found a way to beat those awful taxes and high oil prices. It's really true . . . you can live cheaper and better in sunny Florida. Our new house cost only \$16,990. We got all the facts about Beverly Hills by visiting their model house at 106 Old Country Road corner Jerusalem Avenue, Hicksville. Why don't you and George see those nice people at the model or call them at 212-523-6160 or 516-938-4488 and join us in the good life at Beverly Hills, Florida.

Love, Ann



Imperial Executive Model Iliu



CONTINUE RESTRUCTURING — Newly named members of the Civil Service Employees Assn. statewide restructuring committee meet with chairman C. Allen Mead, right, president of chapter 664. From left at the table are Edward Perrott, of Nassau Educational Employees chapter 865; Robert Diaz, of New York City chapter 010; William McCann, of Broome chapter 804; William Davis, of Marcy Psychiatric Center chapter 414, and Nicholas Puziferri, of Rockland Psychiatric Center chapter 421. Mr. Puziferri is a holdover member, having served on it since inception when he was president of what is now called Southern Region III. Although certain restructuring proposals are still pending for delegate action, primary function of the committee now is to oversee that follow-through is implemented for changes that have already won delegate approval. One of the major changes resulting from restructuring has been the establishment of regional offices.

CSEA Moves To Prevent OGS Layoffs

(Continued from Page 1)

The union said that some \$87 million is budgeted for rehabilitation projects on state-owned buildings for this fiscal year.

"Because of understaffing, OGS employees estimate they can handle about \$55 million worth of these projects. That means the state already has to contract out for work on about \$32 million in projects, at an average cost of 20 percent higher than state employees themselves could perform the tasks if the workforce was sufficient. Now these new layoffs mean that perhaps an additional \$13 or \$14 million in projects will have to be farmed

out at the inflated cost," the CSEA spokesman said. "If the state farms out work on some \$45 million in projects this year alone, at 20 percent more cost that state employees could do the same work, that will cost the taxpayers an additional \$9 million. Thus, the \$2.5 million budget cut actually costs \$9 million more right there alone. That's being fiscally irresponsible, any way you want to cut it.

The alternative, according to CSEA, is that some of the projects budgeted for this year will have to be delayed.

"That means two things, at least," the union spokesman

noted. "If all the projects are not carried out, it will cause a serious slump in the private construction sector. Also, since the rehabilitation work is necessary, it must eventually be carried out, but at higher costs, at some later date due to increased material and service costs."

The OGS Group does the planning, design, engineering and supervisory portion of the rehabilitation projects, but the actual construction work is done by contract with private construction firms. "A delay in any of the projects could very easily boost the costs by many additional millions of dollars," the union spokesman said.

CSEA said it is engaged in an independent effort to have the funds restored in the state's supplemental budget through strong lobbying efforts with legislators. A union committee has already met with the Assembly Ways and Means Committee staff to discuss the necessity for restoring the cuts and preventing the layoffs.

Lobbying efforts with individual legislators is continuing as

Wenzl Rips AFSCME As 'Can't Do' Union

ALBANY—The Civil Service Employees Assn.'s president declared last week that the union's chief rival, the American Federation of State, County and Municipal Employees "is finally learning the painful facts of life about the state's economic condition first-hand" and that AFSCME "now knows it can't produce in its negotiations with the State for some 9,000 employees in the Security Bargaining Unit."

Theodore C. Wenzl noted that "AFSCME, in failing to come even close to its self-proclaimed objectives, reveals how badly they misread the negotiations climate. They derailed, by their own failures at the bargaining table, their well-publicized plans to try to impress other public employees with their bargaining power. Now all the wind is gone out of their sails and their boasts have been proven empty."

AFSCME has been negotiating for a wage reopener in the third year of a three-year pact covering some 9,000 correctional guards, conservation officers, capitol police and narcotics officers. Their original demand was for a 10 percent wage hike, and recently AFSCME notified CSEA-represented state workers that they intended to stay firm on that demand.

"The State has offered them increments and no pay increase, and now AFSCME has caved in and is talking about improved job security in lieu of salary increases. They know they can't produce on their demands and are now trying to save face," Dr. Wenzl stated.

well. Additionally, CSEA said, it is working closely with top OGS officials who are also attempting to have the funds restored.

"We agree completely with OGS Commissioner James O'Shea who said yesterday the cuts are detrimental not only to the state's physical plant, but also to the severely depressed construction industry," the union spokesman stated. He described the cooperation between the union and top-level OGS officials as "extremely good in our mutual efforts to convince the Legislature that the budget cuts were unwise and fiscally irresponsible."

"Our first hope is that the funds will be restored in the supplement budget, making these layoffs unnecessary and saving millions of dollars. Meanwhile, we fully intend to pursue our grievance that the layoffs constitute a violation of the contract. We are prepared to take this important issue to arbitration, that's for sure," the union spokesman said.

The CSEA leader noted that even Donald H. Wollett, director of the State Office of Employee Relations and chief state negotiator, recognizes that AFSCME is as much interested in impressing employees they don't represent as the ones they do. Mr. Wollett recently stated that AFSCME wants a good settlement to impress other state workers at a time when AFSCME is trying to mount a membership drive.

"AFSCME is still stinging, and stinging good, about the overwhelming rejection our CSEA delegates gave them at the recent convention," Dr. Wenzl said. "They know, privately, that these negotiations represent the last chance they have to prove they are any kind of a union at all. They've called an impasse, threatened a strike and waved paper swords all over the place, and it's easy to see the desperation that prevails over their situation."

Dr. Wenzl noted that while CSEA was fighting recently for the best possible contract for state workers in four Bargaining Units, the rival union was downplaying CSEA's ability to negotiate.

"Now AFSCME is learning the painful facts of life about the true economic situation in this state. The shoe is on the other foot, and it is clearly pinching. The time has come for them to put up or shut up, and everybody knows they are not capable of putting up," he said.

NYSPI To Hold Spring Party

MANHATTAN — The spring dinner-dance of the New York State Psychiatric Institute chapter 419, Civil Service Employees Assn., will be held Friday, May 7, at the Astorian Manor, Astoria, Queens. Cocktails will be served at 7:30 p.m. followed by dinner at 8:30 p.m.

BPC Installation

BRONX—Officers will be installed by the Bronx Psychiatric Center chapter, Civil Service Employees Assn., on Friday, April 30. The ceremonies, set for 5 p.m., will be held in the center rehabilitation building.

⓪ CSEA calendar ⓪

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.

APRIL

- 30—Bronx Psychiatric Center chapter installation of officers: 5 p.m., BPC rehabilitation building.
- 30—Brooklyn Developmental Center chapter 447 annual membership meeting: 6 p.m., President Chateau, Utica and President Streets, Brooklyn.

MAY

- 2—Motor Vehicle chapter 674 30th Anniversary Party: 5 p.m., Michael's Restaurant, Latham.
- 3—West Seneca DC chapter general meeting: Veterans of Foreign Wars Post, 299 Laydecker Road, West Seneca.
- 4—Columbia County chapter 811 meeting.
- 7—New York State Psychiatric Institute chapter 419 spring dinner-dance: 7:30 p.m., Astorian Manor, Astoria.
- 7-9—Mental Hygiene Department workshop: Friar Tuck Inn, Catskill.
- 11—Nassau County Crossing Guards unit meeting: 8 p.m., Police Headquarters, Mineola.
- 12—Ithaca Area Retirees chapter meeting: 2 p.m., Moose Hall, 125 N. Fulton St., Ithaca.
- 12—Suffolk Area Retirees chapter meeting: 1 p.m., CSEA satellite office, 350 Motor Pkwy., Hauppauge.
- 13-14—Capital District Armory Employees chapter meeting: Veterans of Foreign Wars Home, Cortland.
- 14—Suffolk chapter bicentennial party: Colton Hill, Hauppauge.
- 14—Albany Region IV "Mix and Mingle" party: 5:30 p.m., Michael's Banquet House, Route 9, Latham.
- 18—New York City Metro Retirees chapter meeting: 1 p.m., 2 World Trade Center, Room 5890, Manhattan.
- 18—Craig State School chapter 405 meeting: American Legion hall, Sonyea.
- 22—Broome County unit shop stewards' training day.
- 22—Albany Region IV meeting: 10 a.m., Herbert's, 138 Washington Ave., Albany.
- 31-June 2—New York City chapter annual workshop and convention: Concord Hotel, Kiamesha Lake.



MISS LIMERICK — Maryann Carey, daughter of Mr. and Mrs. William J. Carey, of Albany, was recently named Miss Limerick, USA in an annual pre-St. Patrick's Day contest for Capital District residents. The contest is sponsored by "The Limericks," a group of residents and business people and fraternal and social organizations in the predominantly Irish North Albany section of the capital. North Albany is renamed Limerick each year at St. Patrick's Day, and Miss Limerick reigns as unofficial "Queen of North Albany," heading up North Albany's St. Patrick's Day parade as well as participating in the Albany St. Patrick's Day parade. The reigning Miss Limerick is shown with her mother, Rosemary, secretary in the public relations department of the Civil Service Employees Assn., and her father, Kim Dolan, daughter of Mr. and Mrs. Joseph J. Dolan Jr., was a runner-up in the Miss Limerick contest. Mr. Dolan is assistant executive director-county for CSEA.

Need Driver, Receptionist, Engineer, Others

MANHATTAN — The following is a simulated radio broadcast by the New York State Department of Labor's Manpower Services Division. The jobs noted, however, are real ones.

ANNOUNCER: Are you looking for work? If so, you will want to check these openings listed with the New York State Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City call (212) 488-7330. For jobs outside of New York City in nearby New York communities, consult the Nassau and Westchester tele-

phone directories. Look under New York State Department of Labor—Job Bank.

If you find that today's openings aren't suitable for you keep in mind that there are many other kinds of work available at our New York State Employment Services offices. And remember, there is never a fee to you or to the employer who lists his job with us. Now the listing:

SPEAKER 1. Today's first opportunity is for a ROUTE TRUCK DRIVER with a linen service in Brooklyn. Will drive a 20-foot tall gate van on a coat and apron route. Must have

checkable references in this line of work. The job pays \$150 a week and up, depending on experience.

2. Also in Brooklyn, a MEN'S COAT and SUIT MAKER is wanted. Must be experienced sewing machine operator. Will sew vents and bottoms on jackets. The pay is \$125 a week.

3. A Queens firm is looking for an experienced RECEPTIONIST. Applicant must be able to take steno at 80 words a minute, type 45 on electric machine. There's no switchboard work. The employer is asking for someone with a pleasant personality and a good telephone voice for this position paying \$175 a week.

4. A SUPERVISOR is being sought in the Bronx to direct 40 workers in an injection molding operation. Applicant must be fully-experienced; speak Spanish and English. The job pays \$12,000-15,000 a year depending on the job-seeker's background.

5. A pharmaceutical house in Brooklyn is recruiting for a CHEMICAL ENGINEER. Will assist in preparing and presenting seminars to customers and sales representatives. Also supervise lab technicians. Applicant must have a BA in chemistry or chemical engineering and zero to five years of industrial experience. Some knowledge of metal cleaning is required too. Salary \$14,000-17,000 a year.

6. There's also a position available for an AIR COMPRESSOR MECHANIC to rebuild compressors. The employer requires someone with two-five years of experience and offers an opportunity to move up. The starting salary is \$250 a week, but it's negotiable.

7. Out on Long Island, an employer is calling for a FIELD ENGINEER to advise, assist and instruct on installation, maintenance and operation of electronic equipment. Applicant must have a degree in electrical engineering and at least two years of related experience as a technician or engineer. Must be prepared to travel both in and outside the U.S. The employer is offering \$200-290 a week, depending on the job-seeker's credentials.

8. Also on Long Island, there's an opening for a first or second class MACHINIST with at least two years' experience, particularly on lathe work. The pay is \$4.20 to \$5 an hour.

9. In Brooklyn, an employer is seeking an AUTO SERVICE STATION MANAGER with one-two years' experience. Will supervise four attendants. The job pays \$132 a week, could go higher.

10. A manufacturer of men's custom shirts needs a SEWING MACHINE OPERATOR who is experienced on a Singer machine. Will make bodies, collars and cuffs. The firm is in Queens and the pay is about \$3 an hour, depending on the job-seeker's experience.

11. A hospital in Brooklyn wants an INHALATION THERAPIST to administer an IPB machine. Will work Monday to Friday from 4 p.m. to 8:30 p.m. The pay is \$6.16 an hour for someone who's certified, \$5.84 if the applicant isn't certified. There's also a 10 percent shift differential for these jobs and a pay increase after 60 days.

12. A Manhattan employer is trying to locate a STONE SET-

TER to set precious and semi-precious stones in rings. Will use hand tools. Applicant should have two-five years of experience and checkable references. This is piece work and pay should average between \$250 and \$300 a week.

13. Up in Westchester, an employer is seeking a TAX ACCOUNTANT. The position is with an industrial firm and involves work on tax compliances, federal and foreign consolidations, and also financial data analysis. Applicant must have a degree in accounting and five years in the

field. The salary is \$1,400-3,000 a month, depending on experience.

14. Elsewhere in Westchester, a VALUATION ENGINEER with two-five years of experience in the aerospace industry is wanted today. Will handle production and cost control to insure timely product delivery. A degree in engineering is also required for this position paying \$14,000 a year.

15. A beauty salon in Brooklyn is calling for a HAIR STYLIST who can set, cut and comb out. The job pays \$4.50 an hour.

Open Continuous State Job Calendar

Assistant Clinical Physician	\$25,161	20-413
Associate Actuary (Life)	\$18,369	20-520
Beginning Office Worker	\$ 5,871	Various
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,974	20-414
Clinical Physician II	\$31,055	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Nursing Services Consultant	\$16,538	20-112
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Legal Careers	\$11,164	20-113
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic)	\$ 7,616	Various
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman		
(Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nutrition Services Consultant	\$31,404	20-139
Occupational Therapist	\$11,337	20-176
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Physical Therapist	\$11,337	20-177
Principal Actuary (Casualty)	\$22,694	20-417
Principal Actuary (Life)	\$22,694	20-521
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Rehabilitation Counselor and Trainee	\$14,142	20-155
Senior Actuary (Life)	\$14,142	20-519
Senior Medical Records Librarian	\$11,337	20-348
Senior Occupational Therapist	\$12,670	20-137
Senior Pharmacist	\$14,880	20-194
Senior Physical Therapist	\$12,760	20-138
Senior Sanitary Engineer	\$17,429	20-123
Asst. Sanitary Engineer	\$14,142	20-122
Senior Stationary Engineer	\$10,714	20-101
Specialists in Education	(\$16,358-\$22,694)	20-312
Stationary Engineer	\$ 9,546	20-100
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Stockroom Worker	\$ 5,871	Various
Vartype Operator	\$ 6,811	20-307

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

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

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.
Meatcutter	GS-8	NY-0-30
Warehouse Examiner	GS-5, 7	CH-0-02

Business

Computer Operator and Computer Technician	GS-5 to 7	NS-4-15
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Engineering And Scientific

Engineering, Physical Sciences and Related Professions	GS-5 to 15	424
Meteorological Technician	GS-6 to 9	NY-8-43
Technical Aide	GS-2, 3	NY-0-22
Technical Assistant	GS-5 to 15	421

General

Freight Rate Specialists	GS-7, 9	WA-6-13
Junior Federal Assistant	GS-4	411
Mid-Level Positions	GS-9 to 12	413
Sales Store Checker	GS-3	NY-3-07
Senior Level Positions	GS-13-15	408
Technical Assistant	GS-4, 5	NY-5-07
Telephone Operator	GS-3, 4	NY-5-01
Teletypist	GS-3 to 5	NY-4-02

Medical

Autopsy Assistant	GS-4, 5	NY-9-05
Careers In Therapy	GS-6 to 9	WA-8-03
Dental Hygienist, Dental Lab Technician	GS-5 to 7	NY-5-09
Licensed Practical Nurse	GS-3 to 5	NY-5-06
Medical Machine Technician	GS-5 to 8	NY-3-02
Medical Radiology Technician	GS-5, 6	NY-0-25
Medical Technician	GS-5 to 7	NY-3-01
Nursing Assistant	GS-2, 3	NY-1-16
Nursing Assistant (Psychiatry)	GS-2	NY-5-05
Nurses	GS-5 to 12	419
Physician's Assistant	GS-7 to 11	428
Veterinarian Trainee	GS-5 to 17	WA-0-07

Military

Air Reserve Technician (Administrative Clerical/Technical)	GS-5 to 15	AT-0-59
Army Reserve Technician	GS-4 to 9	NY-9-26

Social And Education

Professional Careers for Librarians	GS-7 to 12	422
Psychologist	GS-11, 12	WA-9-13
Recreational Therapist	GS-5 to 7	NY-5-09

Stenography And Typing

Keypunch Operator	GS-2, 3	NY-3-01
Reporting Stenographer and Shorthand Reporter	GS-5 to 9	NY-9-17
Stenographer	GS-2 to 5	WA-9-01
Secretaries, Options I, II, III	GS-5, 6	NY-5-04
Typist	GS-2 to 4	WA-9-01

BUY U.S. BONDS!

RETIREMENT NEWS & FACTS

By A. L. PETERS

A Retirement Study

Some city and state employees can manage to retire with a better after-tax income than they received during the last year they are working, a study by the Twentieth Century Fund has revealed. The retirement income includes income from Social Security which is tax-free and other tax benefits, and assumes a 30-year pension accumulation. The study, presented by Robert Tilove of Martin E. Segal Co., noted pension experts, goes on to warn against withdrawal of the Social Security benefits for government employees because of the inequities to survivors. However, Mr. Tilove points out that the average state or local employee retiring at age 65 after 30 years' service, receives a pension equal to 49 percent of his final year's salary. Added to this, Social Security benefits for a man and spouse where earnings are not \$14,000 a year, the total goes up to 70 percent, where earnings are \$5,000 a year, the total is 100 percent. In the nation, two-thirds of state and local employees are covered with combined pension and Social Security benefits. Over-all they receive 80 percent of their final year's salary of \$10,000 after 30 years' service. The public, reading these figures, often forgets that much of this retirement benefits is a return of employee contributions.

Add to the pension studies currently being released one by Maxwell School of Citizenship and Public Affairs at Syracuse University. This one deals largely with the underfunding of NYC employee pension plans. Interesting statistics revealed the city's pension expense rose from \$361 million in 1965 to \$1.1 billion in 1974, rising substantially faster than salaries. The 1972-1973 cost per member for each of the systems was: Employee Re-

tirement System \$2,141; Teachers Retirement System \$3,903; Police Pension Fund \$4,041; Fire Pension Fund \$3,212; Board of Education Retirement System \$2,280. In addition, the Teachers Fund received a special contribution of \$32.7 million in 1972 and \$99.2 million in 1973 to adjust for a transition to a two-year lag in timing of payment.

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)

Schreiber, Harry L	Albany
Schwartz, Doris A	Watertown
Scudder, Rudolph V	Corona
Sherwood, Chester	Harpurville
Smith, Carol	Amityville
Smith, Emma Lu	Binghamton
Smith, Helen	New York
Smith, Paul	New York
Speen, Anne D	Ithaca
Stafford, Howard T	Marathon
Stanimer, Theodore	Clayville
Steinwachs, Thomas P	E Aurora
Stewart, Georgia H	Hollis
Stutts, Constance L	Lockport
Swannes, Ruth L	Williamsville
Sweeney, Nancy Lee	Binghamton
Symons, George	Binghamton
Terry, Barbara	Corona
Therault, Hector T	Johnstown
Thompson, Eldee	New York
Toddrif, Ann L	Poughkeepsie
Traynor, Kay	Warsaw
Tripiciano, Margery	Binghamton
Unterberg, Martin D	New York
Valdez, Orlando	New York
VanDenHeuvel, Theodore R	Haverstraw
Van Tassel, Charles	Lyons
Verni, James M	Utica
Veezina, Alfred O	Rochester
Vlasak, Jean M	Johnson City
Vollmeret, Harold F	Bayshore
Wagner, Margaret C	Vestal
Walker, Mary E	New York
Wamsley, Kermit F Jr	Bronx
Wantman, Arnold L	New York
Warren, Thomas P	Brooklyn
Westcott, Clarence O	Rome
Wheeler, Ralph E, Jr	Jamesville

(To Be Continued)

What's Your Opinion

By SUSAN DONNER

QUESTION

Unemployment benefits run out this month for many city employees, including police officers and firefighters. As a result they might be added to the welfare rolls. What is your reaction to this?

THE PLACE

Midtown and lower Manhattan

OPINIONS

Marian Johnson, typist, Police Dept.:



"I think it's so unfair for one to have to go on welfare because the city can't afford to keep them employed. Welfare can't give a family what they would have if the head of the household was out working. I also think it does terrible things for a man's self-respect. I know what it would do to my husband. Maybe the federal government should take over everything. No more cities as they exist now, maybe that's the answer."

John Conners, government management intern:



"I believe that our local representatives should search for alternatives as far as grants and monies from the federal government to re-employ cops, firemen and so forth. At least in that sense they would be productive members of society. If that couldn't be done, I think unemployment should at least be extended because there is a stigma in our society attached to welfare. I think many people would be reluctant to accept it."

John T. Tallie, assistant architect:



"I think it will be a very sad day when many of our citizens are added to the welfare rolls. How are these families going to pay the rent? How are they going to eat? I think it will be terribly embarrassing, especially for the head of the household. A man loses his dignity. I think that the answer to the whole problem should be more federal intervention. The government should certainly provide necessary funds until New York is able to balance its own budget. I see very little hope for the city until we can get a new administration in Washington."

Jerry Murphy, police officer (detective):



"I think the whole situation is tragic. That the city has come to the point of reducing some of their primary departments and forcing them into this situation. The police officer is living in two worlds now. It's not like he's untrained or unskilled. He's been there and now he's out, through no fault of his own. I think that's the tragedy. The problem with some of these people taking other jobs is who wants them, figuring they might go back to their original calling for which they're trained and dedicated."

Angelo Seminerio, calendar clerk:



"I don't think it makes any difference whether they're on unemployment roles or welfare roles. What the city has to look at now is what's going to cost them more, welfare or unemployment. Actually they might be saving money by giving them their jobs back. Welfare checks can go up pretty high depending on the size of one's family. The city has to look into just how much money they are actually going to save by putting them on welfare."

Bradford Martin, police officer:



"I think there should be an alternative to welfare for people who eventually or hopefully will get back on to city payrolls. It's a matter of paying them while they're on welfare or paying them while they're working and I can't see paying people for doing nothing. I also feel that welfare is very demeaning. As a police officer, I feel if I had to go on welfare I would be more or less disgraced. Of course, I would take any kind of a job before I would accept welfare. It's a matter of pride. I, myself, as well as many police officers that have been laid off took pay cuts to join the force for the sake of security. Now they're up a creek without a paddle."



HISTORICAL FIRST — James Corbin, Suffolk County Civil Service Employees Assn. president, signs a two-year contract for the employees of Port Jefferson village, marking the first unionization of workers in the historical village's history. Watching, from left, are Evelyn Schults, treasurer, and Clay Cottrell, president of the Port Jefferson unit, William Griffin, CSEA field representative, Mayor Sandra Swenk and village attorney J. Timothy Shea.

Questions & Answers

Q. I plan to apply for supplemental security income payments. I have a foster child in my home, and receive payments from the agency which placed him here. Would the foster-care payments make me ineligible for supplemental security income payments?

A. Foster care payments you get will not affect your eligibility for supplemental security income payments if the child living with you is not entitled to supplemental security income payments, and he or she was placed in your home by a licensed public or non-profit private child placement or child care agency.

Q. I'm 68 and I'm planning to apply for supplemental security income payments. Every now and then I do odd jobs for people, but my earnings never go over \$50 a month. Will these earnings have any effect on my payments?

A. People can earn as much

as \$65 a month without affecting their supplemental security income payments. If there is no other income, such as social security checks or a company pension, they can earn as much as \$85 a month. Over that, the basic supplemental security income payment is reduced by \$1 for each \$2 in earnings.

Q. My son, who is 19, has been severely retarded since birth. Could he get payments under the supplemental security income program? My husband works full-time and supports us.

A. Regardless of your family income, your son may be eligible for supplemental security income payments. Under the law, mentally retarded people who remain unmarried are considered independent of their families beginning at 18 or 21 if they're in school. Starting then, they may be eligible for supplemental security income. Call or write any social security office for more information about applying for payments for your son.

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FRIDAY, APRIL 30, 1976

Don't Repeat This!

(Continued from Page 1)

members. Instead it is an opportunity for them to work their districts, meet with their constituents, and get a feel about how the voters in their home districts think they are doing.

This is particularly true this year, with a Presidential campaign under way, and the prospect that many members will face not only stiff primary challenges, but also uncertain reelection prospects, during a year when voters are more significantly concerned with national rather than with local problems.

Power To Subpoena?

Most prominently busy among the legislators this Easter recess has been Senator John D. Calandra of The Bronx. What he has done may precipitate a crisis for the Legislature that will arouse once again all the difficulties and confusion that troubled the Legislature in voting to override the Governor's veto of the Stavisky-Goodman bill compelling the City of New York to appropriate annually for the Board of Education a fixed percentage of the City's budget.

Senator Calandra wants a similar formula adopted with respect to appropriations for the City's police and fire departments. As chairman of a subcommittee of the Senate Finance Committee, the Senator invited Mayor Beame to testify before the Committee. When the Mayor rejected the invitations, Senator Calandra countered with the service of a subpoena on the Mayor directing the Mayor's appearance.

Thus the Legislature will be confronted with the issue whether Mr. Beame's refusal to appear in response to the subpoena constitutes contempt. It is the position of both Mayor Beame and his Corporation Counsel, W. Bernard Richland, that a standing committee of the Legislature does not have the power to issue subpoenas. It is also their position that a citation for contempt of a subpoena must be approved by the entire membership of the Senate.

Under the circumstances, the Senate will be confronted with the issue whether the Calandra subpoena was properly issued, whether the failure of the Mayor to appear constitutes contempt, and ultimately what procedure to follow to impose penalties for such contempt.

Tough Minded

How far Senator Calandra will move along those lines remains uncertain. However, the Senator is known to be a tough-minded legislator and a tough-minded politician. Apart from being a Senator, he is also Republican County leader and an experienced fighter in political wars. A 10-year veteran of the Senate, Calandra was formerly an Assistant United States Attorney, engaged in an aggressive war against narcotics pushers.

The theory of Senator Calandra's proposal to maintain fire and police services at their traditional levels is that these are the most significant municipal services. As the Senator sees it, there is not much that can be done by way of educating children if violence becomes a daily part of school life. He is also deeply concerned over the safety of thousands of ghetto-area families, who are threatened by

(Continued on Page 7)



FIRST TIME IN 104 YEARS

Policy Of Poverty

BY JUNE 30, the Legislature will have to come up with some action on a pension law, since that is the time that the temporary law runs out.

Earlier in the year, the latest Kinzel report was made known on recommendations to cut back pension rights. Following the report of that state pension commission has come the Shinn Pension Task Force recommendation, which out-Kinzels Kinzel.

We find particular irony in the fact that Social Security is an issue in the pension controversy.

While the State Pension Commission, headed by Otto Kinzel, recommends the incorporation of one-half of Social Security benefits into the pension computations, Mayor Abraham Beame of New York City has announced that notice has been given to the federal government that the City will withdraw from Social Security altogether.

The irony, to us, is that employees pay half of the contribution to Social Security.

The angle of the Kinzel recommendation is that the employer would be paying in less to the pensions, because the total benefit would be less. The Beame approach is to remove Social Security deductions from employees so they would have greater take home pay now, but no Social Security later.

We feel that it is not the pension systems that are wrong, but rather the abuses of it.

More attention should be paid to closing the loopholes instead of generally lopping away at the basic structure of the pension system. The general "chop 'em down to size" approach will be most harmful to the low-income employee who must continue to cope with spiraling costs on a fixed pension income.

We do not think it is the role of government to keep its employees—or its retired employees—poor.

College Lulus

WE CAN only add a fervent 'Amen' to a comment made by Claude Campbell before a recent hearing of the Civil Service Employees Assn./Stein Joint Committee To Investigate Waste and Inefficiency in Government.

Professor Campbell is a Staten Island Community College faculty member and secretary of the Professional Staff Congress of City University. He told the hearing of special payments, nicknamed "rems" for remunerations, made to City University of New York presidents, deans, chancellors and their deputies. The "rems" range from \$4,500 to \$22,000 and average \$6,390.

"We question such expenditures at a time when fiscal cuts have severely reduced faculty and backup personnel and the instructional program," Professor Campbell declared.

We agree wholeheartedly. According to most recent data from City University, more than \$2.1 million in "rems" were paid to 337 individuals. These payments were made in excess of the salaries drawn by the recipients; these salaries, it is estimated, average more than \$30,000 per person per year.

CUNY is facing grave fiscal problems. Among other things, the problems have led to the proposed merger of several colleges and the elimination of programs at others. We feel reduction or elimination of "rems" could ease these problems.

Assemblyman Andrew Stein (D-L, Manhattan), the committee chairman, observed the "rems" appear "hard to justify in this time of fiscal crisis." Very true.



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.

Review Time Limits

The Court of Appeals has ruled in a recent case that Section 213 of the Taylor Law controls the time limits for judicial review of remedial as well as determinative portions of a Public Employment Relations Board order. Section 213 sets forth the exclusive means of seeking judicial review of a PERB order. An aggrieved party may seek review in an Article 78 proceeding brought within thirty days after service of a copy of the order sought to be reviewed. Alternatively, if PERB institutes an enforcement proceeding before the expiration of that same thirty-day period, respondent in his answer may raise any questions that could have been raised in an Article 78 proceeding.

THE ISSUE HERE arose in a dispute between the Board of Education of the City of Buffalo and the Buffalo Building Trades Council of Board of Education employees and the District Council of Buffalo and Vicinity, United Brotherhood of Carpenters and Joiners of America, AFL-CIO. The Board of Education of the City of Buffalo unilaterally changed the terms and conditions of employment of its tradesmen employees. Without negotiation with the unions representing its tradesmen employees, the Board placed these skilled employees in graded civil service status and established specified wage grades with annual salaries. With this action, the Board effectively changed these employees from their status as ungraded skilled tradesmen entitled to compensation at prevailing wage rates.

CHARGES WERE FILED with the Public Employment Relations Board. The determinative portion of the Board order found the Board of Education of the City of Buffalo guilty of a refusal to negotiate in good faith with the union as the duly certified representative of its members. The remedial portion of the Board order directed the Board of Education to cease and desist from the specified conduct and to restore the affected employees to their status quo ante and to pay them lost compensation with interest. More than thirty days after service of a copy of the order on the Board of Education, PERB instituted a proceeding to enforce the order. The Board of Education sought in such proceeding to challenge both the determinative and remedial provisions of the PERB order. Special Term held that the scope of its review was unlimited.

THE APPELLATE DIVISION held that failure to comply with the time limitations of Section 213 foreclosed judicial review of the determinative provisions of the PERB orders, but not of PERB's exercise of remedial powers. In this case, the Court of Appeals found that Section 213 of the Taylor Law bars review of both the determinative and remedial provisions of the PERB order. This, despite contention by the Board of Education that PERB erred as a matter of law in fashioning the affirmative remedy. The court noted however, that situations may be imagined in which PERB, either in its determinations or in the exercise of its remedial

(Continued on Page 7)

Don't Repeat This!

(Continued from Page 6)

death or serious injury through fires as a result of depletion of our firefighting resources and the closing of fire houses.

Obviously, the Senator enjoys the support of Michael Maye, head of the firefighters union, and of Ken McFeeley, president of the Policemen's Benevolent Assn.

At the public hearings conducted by Senator Calandra's subcommittee, both Fire Commissioner John O'Hagan and Police Commissioner Michael Codd testified concerning the impact on their operations of staff reductions and other budget cuts. However, their testimony was bitterly questioned by

spokesmen for the firefighters and the police.

There is very little doubt that many Senators, both Republicans and Democrats, will seek to dissuade him from pursuing the Beame subpoena matter any further. They may even succeed but they will have a tough time of it. The Senator is not likely to let go of an issue once he sinks his teeth into it.

TECH LIST

ALBANY—A senior laboratory technician (biophysics), resulting from open-competitive exam 24-099, was established April 12 by the State Department of Civil Service. The list contains 13 names.

State Seeks Supervisors

ALBANY—The State Department of Civil Service is accepting applications until May 3 for promotional exams of supervising nurse anesthetist, director of the bureau of law and state records and principal medical care administrator.

To qualify for supervising nurse anesthetist, No. 39-137, candidates must have a year's experience as a nurse anesthetist in the Department of Health. Candidates will not be required to take a written test, but will be rated on their training and experience for the G-21 post.

A year's experience in an administrative, clerical or legal post in the Department of Health will qualify candidates for director of the bureau of law and state records, No. 35-948. A written test covering filing, records main-

tenance, administrative supervision and preparing written material will be held June 12.

For principal medical care administrator, No. 39-134, applicants must have three months' experience as an associate medical care administrator in the Department of Health. A June oral test for the G-28 job will cover ability to reason clearly and make sound judgments, presenting ideas clearly and relationships with fellow workers.

Applications and information may be obtained from department personnel or business offices or from the State Civil Service Department, Two World Trade Center, Manhattan; Suite 750, 1 West Genesee St., Buffalo; or State Office Building Campus, Albany.

Civil Service Law & You

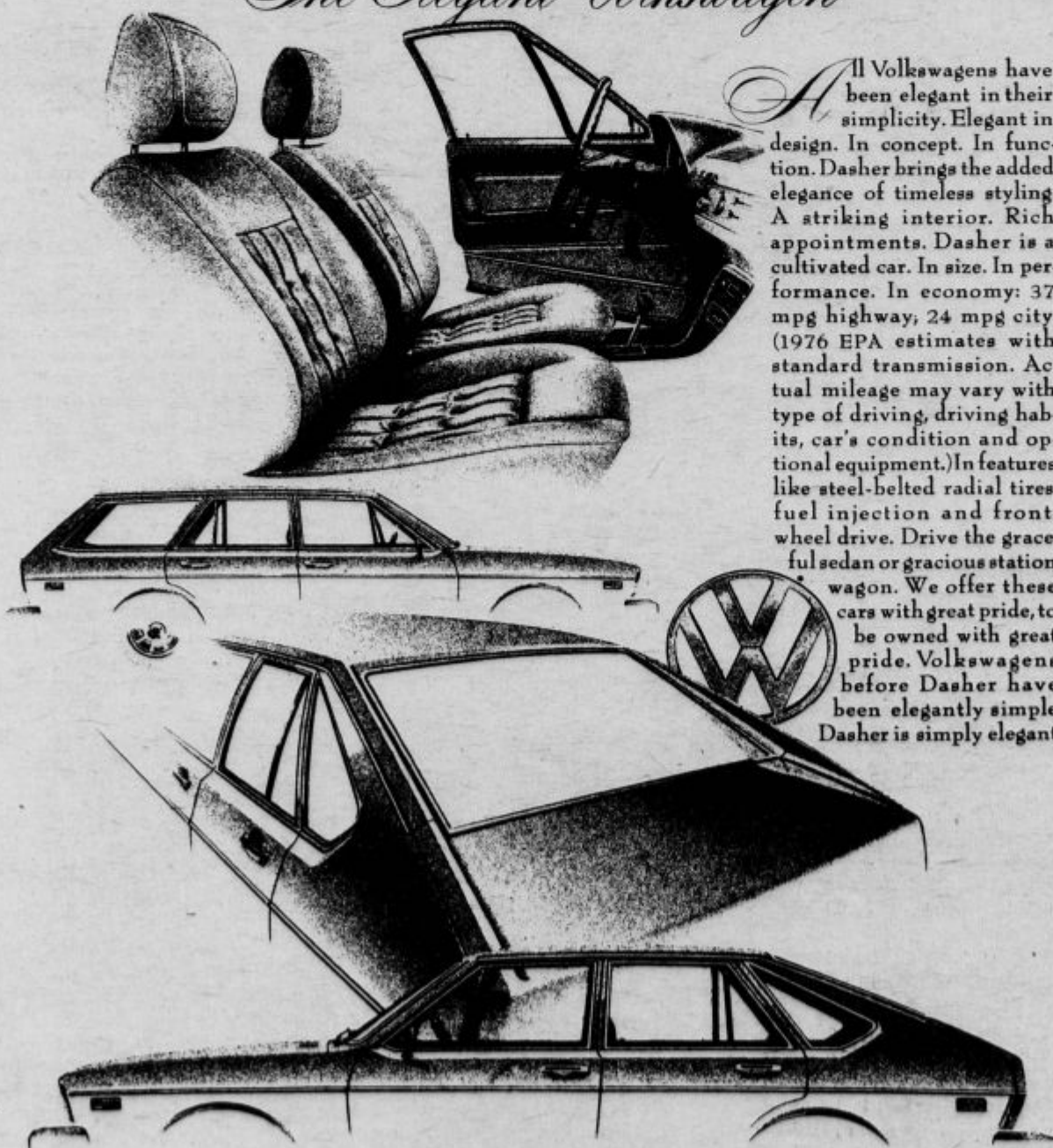
(Continued from Page 6)

power, acted wholly beyond the jurisdiction conferred on it by the Legislature. In such circumstances, the court might allow judicial review of the provisions of a PERB order notwithstanding failure to comply with the procedural proscriptions of Section 213. The court concluded, however, by saying that the present case did not involve any such action in excess of jurisdiction. In the Matter of New York State Public Employment Relations Board v. The Board of Education of the City of Buffalo, and District Council of Buffalo and Vicinity, United Brotherhood of Carpenters and Joiners of America AFL-CIO, & ano., (NYLJ, April 9, 1976).

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We are pleased to announce that one of this city's foremost pension and retirement analysts, David Moss will conduct Seminars on Retirement Problems at 45 East 33rd Street, New York City, Suite 601 at 5:30 P.M. on the following Wednesday, May 12, May 19th, May 26th and June 2nd, 1976.

Absolutely no charge or obligation, however participation is limited, so please call Mrs. Corinne Rubenstein at (212) 689-2016 for confirmation. . . A service of the Council of Civil Service organizations and Ramblewood East Information Center.

CSEA CONVENTION REPORTS, PHOTOS



Offering a welcome from Transportation Region 1 chapter 676 are Barbara Sullivan, left, and Desiree Vallone, who stopped by to visit with her father Angelo Vallone, former president of Broome chapter 804.



Members of Professional-Scientific-Technical Unit negotiating team met with PST delegates to discuss provisions of proposed contract agreement with state. Standing is CSEA vice-president and PST negotiating chairman Robert Lattimer. Seated at left is committee coordinator Paul Burch. Left from microphone are vice-chairman Timothy McInerney, of Transportation District 1; Gene Treacy, D of E, Utica; Arthur Allen, Transportation District 10; Canute Bernard, Labor, NYC; Patricia Comerford, Helen Hayes Hospital; William Pitsing, Taconic State Park Commission; Jack Dougherty, Taxation and Finance, and Betty Duffy, Pilgrim PC.



Gerry Caputo, administrative representative for SUNY at Buffalo chapter 602, takes part in debate on critical issue.

Constitution And By-Laws Committee Report

Constitution

THE FOLLOWING ITEM WAS REFERRED BACK TO COMMITTEE:

ARTICLE X: AMENDMENTS

This Constitution may be amended by a two-thirds vote at any duly organized meeting of the Delegates of the Association providing the proposed amendment has been submitted in writing and ordered published at the last meeting of the Association and thereafter published in the official magazine or mailed to each [delegate] Chapter President and member of the Board of Directors not less than ten days before the meeting at which the proposed amendment is voted upon. If a proposed amendment to the Constitution is rejected, [it, or] a substantially similar amendment [in the opinion of the Delegates,] may not be ordered published at the same meeting.

THE FOLLOWING ITEM WAS TABLED:

ARTICLE IV

Section 2 (b). The Board of Directors shall establish and appoint committees to be known as Board Committees. The Board Committees shall consist of only voting members of the Board of Directors and each committee shall elect its own Chairman. as enumerated in Article

VI, Section 2 (a) and Section 2 (b) of the By-Laws.

THE FOLLOWING ITEMS WERE DEFEATED:

ARTICLE VII

Section 2 (a) CHAPTERS. A chapter may be formed by members in the County Division in any county, or in any region containing one or more counties, upon the approval by the Board of Directors of the Constitution and By-Laws of such chapter. One Chapter for non-teaching employees of school districts may be formed in each county provided fifty percent of the eligible school district units, but in no event less than 200 school district members, shall request formulation thereof. Political subdivisions with a membership of 1,000 or more members shall be permitted to form their own chapters. Each such chapter shall make available to the duly authorized representative of the Association at the request of the President or the Board of Directors at reasonable intervals, all chapter records for inspection by the Association.

(Rest of section remains same.)

ARTICLE IX, FUNDS

Section 1. AUTHORIZATION. No funds of the Association shall be disbursed unless authorized by the Board of Directors

[for a regularly assembled meeting of the Association]. No funds of the Association shall be disbursed in a manner which will result in a personal profit to an officer, director or employee of the Association.

By-Laws

THE FOLLOWING ITEM WAS TABLED:

ARTICLE VI

Section 2 (a) BOARD COMMITTEES. At the organizational meeting of the [Statewide] Board of Directors the following committees shall be elected: 1. Budget and Finance; 2. Charter; 3. Committee to Study the Cost of Operating Group Life Insurance; 4. Personnel; 5. Directors. No officer or non-voting member of the Board of Directors shall be eligible to serve on these committees. The committees shall elect their own chairmen.

THE FOLLOWING ITEM WAS DEFEATED:

ARTICLE VI

Section 2 (b). AD HOC BOARD COMMITTEES. The Board may appoint such other ad hoc committees as it deems necessary. All members of the Board of Directors including officers shall be entitled to serve on such committees.

CORRECTION

As the result of a technical problem, the photograph of several Parks and Recreation delegates at the CSEA Convention was reproduced backwards on page 9 of the Leader's April 23 edition. Therefore, the identification for the people should have been from the right, rather than from the left.



Looking for a ruling from the chair on a disputed matter are, from left, William Deck, a CSEA director (Mental Hygiene, Region V) and convention sergeant-at-arms A. Victor Costa, Workmen's Compensation Board chapter 671 delegate and former statewide second vice-president, and Solomon Bendet, CSEA vice-president and head of New York City Region II.



JoAnne Leegant, left, and Sally Radice, delegates from Erie chapter 815, were among early arrivals at the convention center. Here they discuss plans prior to start of a business session.



CSEA vice-president Joseph McDermott, head of Albany Region IV, looks over menu held by Richard Tarmey, convention sites committee chairman and a former third vice-president of the union.

CSEA CONVENTION REPORTS, PHOTOS

CIVIL SERVICE LEADER, Friday, April 30, 1976

Constitution And By-Laws Committee Report

The revision of constitution and by-laws committee report was submitted by chairman Kenneth Cadieux, of Nassau County, with committee members William Roberts, Nicholas Cimino, Joseph Kenney, Eugene Nicoletta, Audrey Snyder, Genevieve Luce, Karen White, Earl Mayfield, Sr. and Jay Berman.

THE FOLLOWING ITEMS WERE APPROVED BY THE DELEGATES IN A FIRST READING. THEY MUST BE APPROVED AGAIN AT THE NEXT CONSECUTIVE DELEGATES MEETING BEFORE THEY CAN BECOME EFFECTIVE. BRACKETS INDICATE MATERIAL TO BE DELETED; BOLD-FACE TYPE EMPHASIZES ADDITIONS.

ARTICLE IV

[Section 4. No member of the Board of Directors who is physically present at a Board Meeting and who is entitled to vote in more than one capacity, shall have the right to a proxy; provided, however, that he may cast one vote for each office or capacity he represents.]

(This language is to be placed in the By-Laws, Article II, Section 8, PROXIES.)

Section [5] to be renumbered to Section 4.

Section [6] to be renumbered to Section 5.

ARTICLE VI

Section 1. STATE EXECUTIVE COMMITTEE. The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, [the Legislature,] the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Faculty Student Associations, Teachers' Retirement System, and the Higher Education Assistance Corporation shall as a unit be deemed a State Department. In addition to the foregoing, each State Department with more than 3,000 members as of January 1 in an odd-numbered year, shall for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. The State Executive Committee shall elect from its membership one member to be known as the Chairman of the State Executive Committee. The State Executive Committee may create one or more subcommittees to perform such duties as the State Executive Committee shall delegate. Each department representative shall be elected by ballot by the members in his department

in the manner prescribed in the By-Laws. No person shall be eligible for nomination unless he shall have been a member in good standing of the Association on or before June 1st of the year preceding the year in which the election is held. They shall hold office for a term of two years or until their successors shall have qualified [, except that for the election to be held in 1973, the term shall be for one year and 9 months, ending June 30, 1975, or until their successors have qualified]. Vacancies in the office of the State Department representatives may be filled for the remainder of the term by the members of the Association employed in such department at a special election to be called by the Board of Directors within fourteen days after the first meeting of the Board subsequent to the time that such vacancies occur under rules established by the Board.

Section 2. NOMINATIONS. The State Division members of the Nominating Committee selected in accordance with Article IV, Section [6] 5 of this Constitution shall constitute the Nominating Committee for the State Executive Committee.

(Rest of article remains same.)

ARTICLE VII

Section 2 (b). The members employed in each political subdivision in a chapter shall be entitled, if they have 200 members or 50 percent of the employees within the division as members, whichever is smaller, with minimum of 75 members, to the formation of a unit. [Such unit shall receive a portion of the refund of the dues which shall be determined within the discretion of the parent county chapter.] Other units may be organized as the Board of Directors or Executive Council of the chapter may determine is in the best interests of the members involved. Each unit shall be entitled to elect its own unit officers and to establish its own progress.

(This language is included in the By-Laws, Article IV, Section 3 (b).)

ARTICLE VIII: [MEETINGS OF] DELEGATES

[Section 1. DELEGATES.]

(Rest of article remains same.)



Dorothy Rabin, president of SUNY College at Old Westbury chapter 618, takes turn at microphone to express feelings of her chapter membership.



New York City delegate Willie Raye, center, explains his reasons for running for the State Assembly to Peter Higgerson, of Long Island Inter-County State Park chapter 102, and Kathy O'Brien, of Rochester chapter 012, at left, and CSEA regional supervisors Edwin Cleary, second from right, and George Bispham.



CSEA executive director Joseph Lochner, left, who has served the union for 44 years, relaxes for a few moments with NYC regional attorney Stanley Mailman.



Gerald Hussong, left, and Andy Beaty, Jr., of Public Service Motor Vehicle Inspectors chapter 451, and Lawrence Rowland, CSEA director representing Washington County chapter 858, check over the numerous reports they were given to study prior to delegate votes. The formal meetings were held by bargaining units, by state and county divisions and in general sessions.



Empire State College chapter 641 president Evelyn Hays, right, checks roster of delegates as Judy Wilson observes. Unofficial figures indicated that 1,293 delegates were registered for the five-day convention last month at the Concord Hotel, Kiamesha Lake.

3 New State Auto & Law Investigation Jobs Open

Take out some time and see if you are eligible for new state automotive facilities inspector, law department investigator or investigator trainee openings in state agencies.

Vacancies exist in the State Motor Vehicles Department for three levels of inspectors on Long Island and in New York City, Albany, Syracuse and Buffalo. Application deadline is May 10. Written tests will be June 12.

For the first level, which pays \$10,714, applicants must have five years' full-time automotive mechanic experience. Senior inspector positions, paying \$12,670, require seven years' experience, including one year of supervisory work. The top level, supervising inspector, pays \$17,429 and requires 10 years' experience, including three of supervisory work. It also requires an oral test. New York City area and Monroe County appointees will receive an additional \$200 annual salary differential.

A college degree in automotive technology may be substituted for up to four years' experience. Candidates must hold a New York State driver's license.

Law department vacancies exist in several areas of the State. Deadline is May 10. A written exam will be June 12. Law department investigator positions

pay \$12,670 a year to start and require six years' experience in investigations, civil litigation or criminal prosecution. A bachelor's degree may be substituted for two years' experience. An associate degree can count as one year's experience.

Law department investigator trainee I positions begin at \$10,118 a year. Candidates need a bachelor's degree or law degree including 18 semester credit hours in criminal justice. Three semester hours in abnormal psychology, three semester hours in investigative techniques, and three semester hours in criminal or constitutional law must be included. Candidates must submit detailed listings of all qualifying courses. A driver's license is also necessary.

Applications may be obtained from: State Office Building Campus, Albany 12239; Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo 14202

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Reinstatement Of Fire Cap't Going To Court

WATERTOWN—The Watertown Municipal Civil Service Commission has been ordered to appear in Supreme Court to show why its ruling that Frederick D. Wiley be reinstated as a city fire captain should not be overturned.

The show cause order was issued in response to a petition filed by the corporation counsel and Mayor Karl R. Burns, in his capacity as acting city manager.

The Municipal Civil Service Commission ruled March 11 that Mr. Wiley, who had been suspended temporarily from the fire department by then City Manager Ronald G. Forbes and then reinstated at a lesser rank, should be returned to duty as captain. Mr. Wiley's suspension stemmed from an off-duty incident in which he was arrested Dec. 17 on charges of impersonating a police officer. He eventually was acquitted in Town of Cape Vincent justice court.

The city manager, at a subsequent disciplinary hearing, found Mr. Wiley guilty of misconduct charges associated with the December incident. Mr. Wiley then petitioned the Municipal Civil Service Commission for a review of the city manager's ordered demotion. The commission ruled the city manager's punishment was "excessive so as to offend the senses of a reasonable man," and that Mr. Wiley be returned to duty as captain.

The city's petition charges the commission acted "in an arbitrary and capricious manner" because "there was no reasonable nor plausible basis for its said modification of the said penalty.

City firemen belong to the Watertown Firefighters Assn.

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.

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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. There will be no written test.

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.

Set Cashier Promo Exam

MANHATTAN — The Administrative Board of the Judicial Conference is accepting applications until May 12 for the promotional exam of cashier, No. 55-492. A written test for the New York City opening will be June 12.

To qualify for the test, candidates must have a year's experience as an account clerk, clerk, stenographer or typist in the New York City Criminal Court. Applications may be obtained from court administrative offices or from Room 1209, 270 Broadway, New York 10007.

MUSEUM LIST

ALBANY—A chief of museum education and exhibit planning eligible list, resulting from open-competitive exam 27-548, was established April 5 by the State Civil Service Department. The list contains eight names.

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	10.00	11.00	8.00	9.00
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SHORT TAKES

SOLONS' SALARIES

New Hampshire's legislators receive the lowest pay of any legislators in the nation, according to the New Hampshire Citizens Conference on the State Legislature. Pay there is \$100 a year. New York's legislators are the highest paid at \$23,500 annually. New Mexico legislators receive no pay but receive \$40 per diem. The national average is \$9,043.

LAFAVE RESIGNATION THREATENED

Hugh G. Lafave, director of the Oswald D. Heck Developmental Center, Niskayuna, has said he may quit if staff cuts at the center, threatened by the State Department of Mental Hygiene, are implemented. Layoffs of about 220 Heck staffers, and proportionate cuts at other DMH centers around the state, are one option the DMH is said to be studying in response to the legislature's decision to trim the Department budget. Dr. Lafave said he plans to stop accepting most patients scheduled to return to the Albany area from other facilities in the face of the proposed cuts; only patients who are ready to return directly to their communities will be accepted, he said. The proposed cuts of 200 employees from a staff of about 720 would emasculate programs at Heck, Dr. Lafave said. Heck has a client population of about 1,200.

FACT NEGOTIATION SUGGESTION

Roy Bahl, a Syracuse University economist, suggested that municipal employee contracts may have to be negotiated at the state level if New York cities are to be spared fiscal chaos. Mr. Bahl said standardized wage and fringe guidelines should be established statewide. "Central city governments simply cannot afford to continue granting the kind of wage rate and fringe benefits which they have in the past," he said.

PREDICT PARK CUTS

Sharp reductions in state park services have been predicted by officials unless a \$1.8 million cut is restored to the Office of Parks and Recreation. The officials noted that unless the cut is restored, state facilities would be obliged to close one or two days a week, seasons would be shortened and, in some cases, facilities would be closed. According to OPR Commissioner Orin Lehman, 45.5 million persons visited parks last year. New York State has 140 parks and 35 historical sites maintained by OPR.

URBAN CCC PROPOSED

A legislative proposal creating a group to serve urban areas and modeled on the Civilian Conservation Corps of the 1930's, has been proposed by Assemblyman G. Oliver Koppell (D-Bronx) and Joseph Ferris (D-Kings). Mr. Koppell is chairman of the Environmental Conservation Committee. The function of the organization would be to assist in air and water pollution reduction efforts, restore and repair parks and beaches, assist in urban clean-up campaigns and assist in energy conservation efforts. The Governor would be authorized to provide payments to UCCC members when enrolled and taking part in the program. For those receiving public assistance, participation would meet the work requirements of the Social Services Law.

LEVITT SEES 'DEADLY THREAT'

State Comptroller Arthur Levitt termed "a deadly threat" a proposal by a special state commission to eliminate the constitutional requirement of voter approval of public bond issues. The suggestion was one of several made by the Moreland Act Commission on the Urban Development Corp. and other state financing agencies to restructure the state debt system. Mr. Levitt, who praised some of the suggestions, observed that "creation of debt without voter approval is a deadly threat to the fiscal integrity and credit of the state. To allow the legislature to decide how much debt the state can incur is a throw-back to the 1800's." Commission chairman Orville H. Schell Jr. noted, however, that "New York cannot settle its statewide problems by a town meeting and that's just what a referendum is." Mr. Schell said the legislature is better informed than the average voter and that the state constitution should be amended to reflect that.

TROOPER CUTS ATTACKED

The New York State Police Benevolent Assn. issued a warning that budget cuts imposed on state police have reached a point where "we no longer can fulfill our mission." The warning noted that fiscal cutbacks mandated by the state legislature and Governor have been "irresponsible." The warning was issued following reports that despite the recommendation 18 months ago that 486 new troopers be hired, current police strength is 370 less than authorized. A state police spokesman has pointed out that in the next year, the department's manpower will drop by 80 to 100 officers through normal attrition. Authorized strength is 3,681 officers.

WHITE COLLAR PAY UP

White collar private sector workers in New York State averaged 8.5 percent salary increases in the year ended March 31, compared with raises of 5.6 percent in the preceding year, according to the Bureau of Labor Statistics. Chemists, accountants, engineers and engineering technicians all posted record salary gains.

UNEMPLOYMENT PAYMENTS

Approximately 3,500 recently laid off state workers drew about \$4 million in unemployment insurance payments during the first three months of this year, according to the State Labor Department. The Department said the average amount collected was \$75; maximum jobless pay is \$95.

Private Sector Feels The Pinch Of The Public Sector's Layoffs

MANHATTAN—The layoff of thousands of New York City employees has contributed to the decline of private businesses in areas where there are an abundance of governmental offices. However, say shop owners and salesmen, the sales slowdown has not changed their way of thinking on how to operate their businesses.

The private businessmen, for the most part, agree that their shops have less people coming through the doors since layoffs began last July. Unlike their counterparts in the public sector, however, no layoffs or cutbacks are expected because of the loss of revenue.

David Conlon, a salesman at Wallach's clothing store on New York's City's Broadway, near City Hall, said the store started Christmas sales earlier last year than ever before in order to get more business. Otherwise, "Business as usual."

"Sure, business has been slow since the city began cutting back last year, but other factors, such as the weather and shortage of money also contributed to the decline in sales."

Items in Wallach's have not been reduced, according to Mr. Conlon, and no price decreases are expected. "Basically, we're running the store in the same manner as always, but it's been quiet," he said.

In another clothing store on Broadway, Rogers Peet, a salesman said that business had definitely slowed. To combat the decline, he said, the store has been putting more high-quality goods on sale in an effort to draw customers.

"It's a very depressing situation," he said, "but we hope to build up the store and possibly bring in more workers if business picks up."

According to sales reports from all the firm's stores, the sales-

man said, the City Hall store has been running behind. Rogers Peet has been in the area for about 60 years.

Clothiers are not the only businesses feeling the pinch of less workers around to buy their merchandise. Restaurants, for the most part, have seen a decrease in customers.

Irving Stern, manager of the Broadway Coffee Shop at Broadway and Chambers Street, said his business is off at least 15 percent. The shop, which has been in existence for six years, doesn't expect to lay off any employees.

"Layoffs of city employees have definitely cut down on the business," Mr. Stern said. "We used to get a large breakfast and lunch crowd, but now it seems we have been seeing less people."

Mr. Stern said his monthly figures have shown a drop in profits, the first time this has ever happened. With wholesale food prices rising, he said, there is no way he could lower his prices to entice customers to eat there.

In contrast to the coffee shop, Longchamps, a long-time watering hole for city officials and workers, has not lost any business, according to Arthur Ribach, director of Marketing for National Restaurants, the parent company.

"Business has not been cut down at all," he said. "That's because we're more of an upper-echelon restaurant and not

everybody can afford to eat at Longchamps."

He denied rumors that the restaurant had been sorely hurt by the layoffs. He said higher salaried employees, "the ones not laid off," still frequent the restaurant.

At Barney's at 261 Broadway, which sells radios and appliances, as well as drugs, a salesman said that business had started to drop off last July and continued to decline with each new round of layoffs.

"Before last July the store was usually crowded, especially around lunchtime," he said. "Now it seems the crowds have thinned out and we don't always have the long lines anymore."

The store, which has been in the area for 21 years, doesn't expect to fire anyone because of the loss of business, he said, and prices are expected to remain the same.

The city's Chamber of Commerce and Industry confirmed the businessmen's claims that sales were down in the city. A spokesman said, although he released no figures, "Yes, there have been many business closings and a definite drop in sales."

The only business around City Hall that doesn't seem to be affected by the municipal layoffs is Jerry Matiatos' hot-dog cart near the Municipal Building.

"People always like to eat hot-dogs," he said. "I've had no problems."



One of the few businesses in the vicinity of New York City's City Hall that doesn't seem to be affected by city and state government personnel layoffs is Jerry Matiatos' hot dog cart. The layoffs, with the resultant decrease of shoppers in the area, have affected a variety of private sector firms.

(Leader photo by Susan Donner)

State Civil Service Opens 4 New Jobs

The State Civil Service Department will accept applications until May 10 for unemployment insurance referees, energy and generation and transmission specialists and analysts and ecologists, all open competitive posts. Starting salaries range between \$19,396 and \$26,516 a year.

Unemployment insurance referee—Exam 24-416—candidates must be state bar members with four years' law practice experience. Two years experience must have been as a trial attorney. Four years' experience with two years' in either adversary proceedings or as a law clerk is also acceptable. A written examination is scheduled for June 12.

A bachelor's degree in physical or biological science or engineering and four years' experience evaluating and analyzing energy generation or transmission systems will qualify candidates for energy generation and transmission specialist—Exam 24-372. Candidates who previously filed for the examination announced for Feb. 28 need not file again.

The June 12 written test will cover environmental and natural resources, federal laws, long-range planning, and preparation of written material.

Principal environmental program analyst, Exam 27-410, is open to applicants with college degrees in economics, government, political science, planning or public administration with six

years' experience in policy analysis and policy planning.

For principal acoustics research analyst—Exam 27-406 candidates need a natural or physical sciences bachelor's degree and six years' acoustics or noise control experience. A bachelor's degree in biology, or a closely related field and six years' fish and wildlife biology, ecology or natural resource management experience is good for principal aquatic and terrestrial ecologist.

Applications may be obtained from State Department of Civil Service, Two World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 Genesee St., Buffalo.

Madison Holding 3 Open Exams

WAMPSVILLE — Applications are being accepted until May 11 for open-competitive posts of motor vehicle application examiner, motor vehicle cashier and computer operator in Madison County offices. Starting salaries range from \$4,813 to \$6,760 a year.

To qualify for the June 12 examinations, candidates must be residents of Madison County for at least four months.

Applications may be obtained from the Madison County Civil Service Commission, County Office Building, Wampsville, N. Y.

Latest State And County Eligible Lists

EXAM 39-113
LICENSING SERVICES SUPERVISOR
Test Held Mar. 31, 1976
List Est. April 7, 1976

EXAM 35-744
SR. ACCOUNT-AUDIT CLERK
Test Held May 31, 1975
List Est. Sept. 2, 1975

(Continued from Last Week)

- 554 Nadeau Louise L Cohoes83.6
- 555 Polenz Adrienne Schenectady83.6
- 556 Southard Irene Baldwinvil83.6
- 557 Lewandowski J C Troy83.6
- 558 Muraski John C Albany83.6
- 559 Berkun Tessa Elmout83.6
- 560 Zanella Lauren E Greenbush 82.5
- 561 Schwartzbach B Glenmont82.5
- 562 Rosenzweig M M New Paltz82.5
- 563 Strozky Susan L Scitia82.5
- 564 Cady Mable T Vestal82.5
- 565 Acken George C Wingdale82.8
- 566 Edelstein L Floral Park82.8
- 567 Wrighter D J Binghamton82.8
- 569 Parlato June E Rochester82.6
- 570 Murtice Eve M Schenectady82.6
- 571 Pakla Isabelle Utica82.6
- 572 Cobb Kathleen E Queens Vill82.6
- 573 Skowronek K A Amsterdam82.6
- 574 Thompson Robert Albany82.6
- 575 Mackey Mary E Schenectady82.6
- 576 Mullett J E Syracuse82.5
- 577 Gravel Georgia Saratoga Spg 82.5
- 578 Willis Agnes W Brooklyn82.5
- 579 Squires Michele Latham82.5
- 580 Quackenbush B E Troy82.5
- 581 Awad Evelyn H Albany82.5
- 582 Faboskay Donna Schenectady 82.5
- 583 Ball Timothy K Scotia82.5
- 584 Clough Louis Schenectady82.5
- 585 Hoffman L A Catskill82.5
- 586 Lisante Peggy C Roosevelt82.5
- 587 Humik Joseph E Cohoes82.5
- 588 Winnie Theodore Albany82.5
- 589 Snyder Joan P Schenectady82.5

- 590 Waite Anne J Granville82.5
- 591 Lanque Lewis A Melrose82.5
- 592 Bagel Lois S Tonawanda82.5
- 593 Lindsay Thomas Breesport82.5
- 594 Willette J L Schenectady82.4
- 595 Vigers Linda P Watervliet82.4
- 596 Murphy Michael Elnora82.4
- 597 Horne Joseph P Albany82.4
- 598 Tuck John R Round Lake82.4
- 599 Addy Jack A Cohoes82.4
- 600 Teal Donna H Loudonville82.4
- 601 Wyszomirski Mac Amsterdam82.4
- 602 Gunther Helena N Syracuse82.4
- 603 Berman Philip Albany82.4
- 604 Ferris Maureen Cohoes82.4
- 605 Jelicks Brenda Staten Is82.4
- 606 Dangelico D A Watervliet82.4
- 607 Ogsbury David E Guiderland 82.4
- 608 Duchior Helena Watervliet82.4
- 609 Lindsay Daniel Breesport82.4
- 610 Strobel Joan Mt Morris82.4
- 611 Lee Benjamin C Slingerlands 82.3
- 612 Thompson Ann M Clay82.3
- 613 Quantrille S H Syracuse82.3
- 614 Frasca Diane E New Rochelle 82.3
- 615 Bouck James G Schenectady82.3
- 616 Grznar Janice O Tappan82.3
- 617 Petrak E A Wappingers82.3
- 618 Miller Cheryl L Binghamton 82.3
- 619 Demjanec M White Plains82.3
- 620 Wojcik Susan L Kenmore82.3
- 621 Deleon Diane M Albany82.3
- 622 John Veronica H Albany82.3
- 623 Berrafasto Frank Jamaica82.3
- 624 Mitten Joseph P Lindenhurst 82.3
- 625 Blasen Barbara Alb yna82.2
- 626 Gonzales Nancy NYC82.2
- 627 Lindsay Violet Commack82.2
- 628 Stark Stephen K Albany82.2
- 629 Bragg Mary M Slingerland82.2
- 630 Hollenbeck C R Johnson City82.2
- 631 Kowalski K E Albany82.2
- 632 Thorne Steven Buffalo82.2
- 633 Daley Kenneth Rensselaer82.2
- 634 Turtle Irene C Medina82.2
- 635 Gullo Joseph S Rome82.2
- 636 Dehring Joseph Delmar82.2
- 637 West Lorraine M Binghamton 82.2
- 638 Liburdi Cheryl Cohoes82.2
- 639 Gile Barry B Albany82.2
- 640 Sumpr Trtsa V Holley82.2
- 641 Monroe Barbara Utica82.2
- 642 Frederick Joan Schenectady82.2
- 643 Larmon Florence Seaford82.2
- 644 Slisz Betty L Cheektowaga82.2
- 645 Lezitz Mary J Brooklyn82.2
- 646 Pellerin Linda Elnbrg Depot 82.2
- 647 Gragan Dean F Albany82.2
- 648 Marst James T Albany82.2
- 649 Robillard J D Albany82.2
- 650 Hildenbrandt J Albany82.2
- 651 Denisulsk John S Albany82.2
- 652 Scott Irene E Troy82.2
- 653 Sotik T M Albany82.2
- 654 Goodman Stanley NYC82.2
- 655 Kaminer Pamela Howard Bh82.1
- 656 Edmans Donald T Albany82.1
- 657 Lindsay Susan P Amsterdam82.1
- 658 Ruck Richard E Brooklyn82.1
- 659 Grose Norene M Watervliet82.1
- 660 Tirums Claire Albany82.1
- 661 Delorenzo Mary Troy82.1
- 662 McCabe Audrey D Lindenhurst 82.1
- 663 Finn Vicki E Binghamton82.1
- 664 Tompkins Diana Albany82.1
- 665 Powell Ella L Troy82.1
- 666 Mroczkowski M J Cohoes82.1
- 667 Cramer Janine L Syracuse82.0
- 668 Frazzetta Lisa Albany82.0
- 669 Beck Mildred A Albany82.0
- 670 O'Connor Claire Latham82.0
- 671 Hughes Patricia Albany82.0
- 672 Kaye Evelyn Brooklyn82.0
- 673 Friedman Anne S Plainview82.0
- 674 Maul Suzanne D Schenectady 82.0
- 675 Leitgeb Edward Troy82.0
- 676 Pierson Suzanne Utica81.9
- 677 Rundle Shirley New Paltz81.8
- 678 Dupont G A Schenectady81.8
- 679 Geraci Rosalie Mt Morris81.7
- 680 Jordan Donna S Saquoit81.7
- 681 Lockwood C L Cohoes81.7
- 682 Meek Ariene M Rensselaer81.6
- 683 Gogan Dennis M Albany81.6
- 684 Laroe James P Schenectady81.6
- 685 Smith Janice E Albany81.6
- 686 Gerard William Albany81.6
- 687 Rivchin Clare E Loudonville 81.5
- 688 Gannon Norman Saratoga Spg 81.5
- 689 Benham Maryann Silver Creek 81.5
- 690 Schultz Lucille Flushing81.5
- 691 Liberatore A J Honeyoe Fls81.5
- 692 Jennings Roland Hofbmsans81.5
- 693 Brennan Carol A Troy81.5
- 694 Jeffress F E Schenectady81.5
- 695 Brodbeck Marc H Albany81.4
- 696 Chavez Lorraine Staten Is81.4
- 697 Jones Beverly L Esperance81.4
- 698 Leslie Diane L Selkirk81.4

- 699 Brooks Lana A Albany81.4
- 700 Bushell Julia L Troy81.4
- 701 Roberts Micheal Delmar81.4
- 702 Holmes Donna L Stillwater81.4
- 703 Cooke Barbara S Albany81.4
- 704 Malloy Richard Scotia81.4
- 705 Alcott Diane L Rensselaer81.4
- 706 Bernard Yvonne Grahamsville 81.4
- 707 Antoniak Robert Menands81.3
- 708 Sorell Mary S Elsmere81.3
- 709 Christians R Pine Plains81.3
- 710 Brower E C Oneonta81.2
- 711 Hogg Virginia A Binghamton81.2
- 712 Somers Carol J Nassau81.1
- 713 Hope John S Troy81.1
- 714 Lemon Thilma P Delmar81.1
- 715 Borton P R Schentctady81.1
- 716 Rogers J A Troy81.1
- 717 Bray Ruth B Schenectady81.1
- 718 Olenick B Staten Is81.0
- 719 Strauss Hillard Brooklyn81.0
- 720 Quinlan Doris M Schenectady 81.0
- 721 Gallagher MA Marcy81.0
- 722 Smith Maureen L Menands81.0
- 723 Brojack Helin R Lindenhurst 81.0
- 724 Brandford Dale A Stuyvst Fls 81.0
- 725 Nikles Frank L Averill Pk81.0
- 726 Pulver Pauline Albany81.0
- 727 Anderson F R Buffalo81.0
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- 765 Crouse Kathy A Syracuse80.8
- 766 Kuziora Nancy L Kenmore80.8

(Continued on Page 13)

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ALBANY—Applications are accepted continuously for nutrition services consultants in the New York State Department of Health.

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Application forms can be obtained from State Office Building Campus, Albany; Suite 750, 1 W. Genesee St., Buffalo; 55th Floor, 2 World Trade Center, Manhattan; or at local offices of the NYS Employment Service. Completed forms should be sent to State Department of Civil Service, The State Office Building Campus, Albany.

- 699 Brooks Lana A Albany81.4
- 700 Bushell Julia L Troy81.4
- 701 Roberts Micheal Delmar81.4
- 702 Holmes Donna L Stillwater81.4
- 703 Cooke Barbara S Albany81.4
- 704 Malloy Richard Scotia81.4
- 705 Alcott Diane L Rensselaer81.4
- 706 Bernard Yvonne Grahamsville 81.4
- 707 Antoniak Robert Menands81.3
- 708 Sorell Mary S Elsmere81.3
- 709 Christians R Pine Plains81.3
- 710 Brower E C Oneonta81.2
- 711 Hogg Virginia A Binghamton81.2
- 712 Somers Carol J Nassau81.1
- 713 Hope John S Troy81.1
- 714 Lemon Thilma P Delmar81.1
- 715 Borton P R Schentctady81.1
- 716 Rogers J A Troy81.1
- 717 Bray Ruth B Schenectady81.1
- 718 Olenick B Staten Is81.0
- 719 Strauss Hillard Brooklyn81.0
- 720 Quinlan Doris M Schenectady 81.0
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768 Hoers Robert H Amsterdam	80.8	846 Kocik Cecilia M Binghamton	80.2	905 Manzella Mario Albany	79.5
769 Thomas Lorraine Kenmore	80.8	847 Prescott Gary J Altamont	80.2	907 Stringer Joann Port Crane	79.5
770 Walsh Joseph M Troy	80.7	848 Newvine P O Pattersonvil	80.2	908 Burzynski Alyce Sloan	79.5
771 Rasmussen ML Harpurville	80.7	849 Stoll Betty L Williamsvil	80.1	909 Holdridge J C Niverville	79.5
772 Utter Cora L Cobleskill	80.7	850 Myers Sonia C Rome	80.1	910 Harney Jean L Plattsburgh	79.5
773 Rimmer Harriet Albany	80.7	851 Lamondo eJan R Saratoga Spg	80.1	911 Curlette John A Voorhetvil	79.5
774 Smith Ruth E Albany	80.7	852 Cross Eleanor J Kinderhook	80.1	912 Luzadin Dawn M Unadilla	79.5
775 Beale Wayne T Waterford	80.7	853 Rood Linda J Plattsburgh	80.0	913 Osterhout Karen Schenectady	79.4
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798 Sheehan W J Troy	80.7	877 Laws Ruth E West Seneca	79.8	937 Orgel Deborah L Buffalo	79.3
799 Mihalek Daniel Saratoga Sp	80.7	878 Clough Laurie B Altamont	79.7	938 Steyart M B Aneida	79.3
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801 Hiller Dawn E E Greenbush	80.6	880 Kahlan Judy A Albany	79.7	940 Keenan Joann G Wantagh	79.3
802 Mancuso Mary G Albany	80.6	881 Henriksen Mary Lake Grove	79.7	941 Glashten Susan Troy	79.3
803 Diem Beverly E Scotia	80.6	882 Hanchar Linda P Buffalo	79.6	942 Beatrice R I Brooklyn	79.3
804 Grattan Judith Sand Lake	80.6	883 New Valerie A Brockport	79.6	943 Seabrough B A NYC	79.3
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807 Fuller Patricia Buffalo	80.6	886 Barkevich Peter Amsterdam	79.6	946 Versella C Staten Is	79.3
808 Willey Robert M Scotia	80.6	887 Kinbar Serena E Commack	79.6	947 Caldara Anthony Gloversville	79.3
809 Krakat James M Watervliet	80.6	888 Fisher Gloria C Auburn	79.6	948 Mallory Doris C Rochester	79.3
810 Singh Param J Brooklyn	80.6	889 Morey June A Troy	79.6	949 Gannon Jean C Yonkers	79.3
811 O'Connor Steven Albany	80.6	890 Akey Diana M Danmemora	79.6	950 Murray Margaret Troy	79.3
812 Angelone Joyce Schenectady	80.6	891 Scida Virginia Camillus	79.6	951 Bird Barbara J Schenectady	79.3
813 Weigand Carol G Huntington	80.6	892 Knapp Margaret Amsterdam	79.5	952 Ratz Doris M Brooklyn	79.2
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819 Bartleson P J Endwell	80.6	898 Caccamise Jane Newark	79.5	958 Brown Rosemary Albany	79.2
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823 Mullamphy Alice Poughquag	80.5	902 Wolcott Jack K Elmira	79.5	962 Jess Thomas A Schenectady	79.2
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838 Fahey Cathy A West Falls	80.3				
839 Degraff Joanne Rensselaer	80.3				
840 Mallin Joan A Albany	80.2				
841 Lennon John Albany	80.2				
842 Armstrong Carma Springville	80.2				
843 Gorman Joyce C Conklin	80.2				
844 Winfry Mary S Nyack	80.2				

(Continued on Page 15)

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 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 experi-

ence 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 is available at the State Civil Service Department, State Office Building Campus, Albany; Two World Trade Center, Manhattan; Suite 750, 1 West Genesee St., Buffalo; or from local State Employment Service offices.

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CSEA CONVENTION REPORTS, PHOTOS



CSEA director Carmine DiBattista (Westchester) joins in discussion of the final phase in restructuring the union. Westchester local 860 membership is the second largest in CSEA. It is one of two counties with two representatives on CSEA Board of Directors.



Presidents of three county chapters confer on a matter of policy. From left are Howard Cropsey, of Albany chapter 801; Irving Flaumenbaum, of Nassau chapter 830, and Alfred Jeune, of Greene chapter 820. Mr. Cropsey is also vice-chairman of the County Executive Committee and Mr. Flaumenbaum is a statewide vice-president and head of Long Island Region I.



Political action report is given by Martin Langer, president of Rockland Psychiatric Center chapter 421. Mr. Langer pointed out that Last Offer Binding Arbitration is the issue that is of primary importance during this legislative session, and is receiving full union backing.



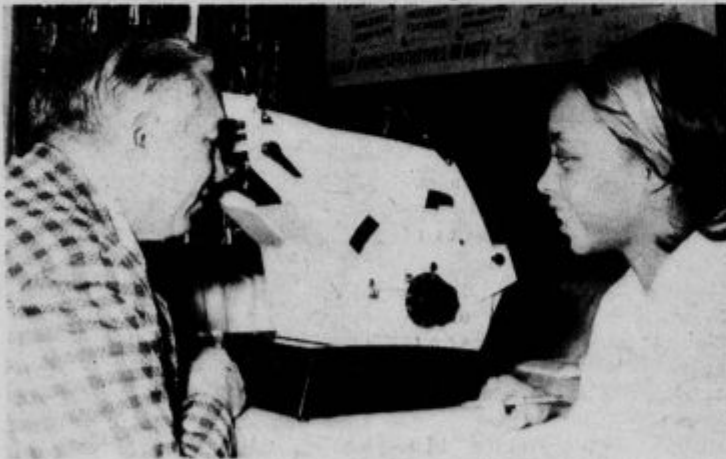
Nina Yaeger, of Ulster chapter 856, takes notes to report back to her membership of the important actions taken by delegates.



Maureen Malone, CSEA director from Madison County, exchanges opinions with leaders of Seneca County delegation, Reno Piagentini, center, and chapter 850 president Frank MacDonald.



Registering for convention are Suffolk chapter 852 president James Corbin, left, Nassau Educational Employees chapter 865 vice-president Ben Gumin and Nassau chapter 830 vice-president Ralph Natale.



State Insurance Fund chapter 351 president and New York City Region II first vice-president Vincent Rubano checks out information viewer under watchful eye of Group Health Insurance's Denise West.



Although from opposite sides of the state, Millie Vassallo, secretary of Suffolk Educational chapter 870, is joined by Neil Gruppo, left, and William Doyle, vice-president and president, respectively, of Niagara chapter 832.



Buffalo chapter 003 president Peter Blaauboer is forceful speaker at microphone and SUNY College at Geneseo chapter 608 president Walter Robards, center, awaits turn. Convention sergeant-at-arms William Deck is at left.



Institutional Bargaining Unit chairman James Moore, president of Utica Psychiatric Center chapter 425, informs delegates of understanding with state. Seated are negotiators Dorothy King, center, of Creedmoor PC chapter 406, and Genevieve Clark, of Roswell Park Memorial Institute chapter 303.



Pat Mascioli, third vice-president of Westchester local 860, checks over reports as Alex Bosza, of Nassau chapter 830, looks over his shoulder.

EDITOR'S FOOTNOTE

In a democratically run union as the Civil Service Employees Assn., it is not possible to use a few pictures of the president and top officers and still convey the feeling that nearly 1,300 elected delegates took part in the deliberations. Yet, after six weeks of coverage, only 135 delegates—a little more than 10 percent of the participants—have been included among the 66 photos we have already used. In our 14 pages of coverage so far, we have tried to give recognition to as many of the delegates as possible. Time and space do run out, however, and next week we will conclude our review of the Special Delegates Convention.

(Leader photos by Ted Kaplan)

Latest State And County Eligible Lists

(Continued from Page 13)

- 914A Poland Harriet Rockaway Pk 79.4
- 826A Meyer Lillian T NYC 80.5
- 963 Monaco Nicholas Schenectady 79.2
- 964 Bielawski P A Schenectady 79.2
- 965 Ford Christine Albany 79.2
- 966 Heckler Joy L Altamont 79.2
- 967 Orlando Luara J Brooklyn 79.2
- 968 Ehmann C M Albany 79.2
- 969 Frades oJse A Brooklyn 79.1
- 970 Casey Ruth A Binghamton 79.1
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- 979 Ruggeri Joan M Albany 79.1
- 980 Holohan Joan 9 Slnora 79.1
- 981 Drobins E A Tonawanda 79.1
- 982 Carusone Vicky Schenectady 79.1
- 983 Bernstein M R Slingerlands 79.1
- 984 Leder Kathleen Westmore 79.0
- 985 Conroy Marcia T Albany 79.0
- 986 Woods Phyllis J Rochester 79.0

- 987 Swithers June M Pine City 79.0
- 988 Lord Mary Janet Latham 79.0
- 989 Crebator C A Syracuse 79.0
- 990 Osborne Andrea St Catharins 79.0
- 991 Sander Janice P Binghamton 78.9
- 992 Davignon C P Mechanicvil 78.9
- 993 Baia Richard E Amsterdam 78.9
- 994 Ladouceur P L Ogdensburg 78.8
- 997 Hoover Ruth M Philadelphia 78.8
- 998 Hayden Richard Amsterdam 78.8
- 999 Altabet Anna H Flushing 78.8
- 1000 Jaekle C N Tonawanda 78.8
- 1001 Ryan Cecelia A Troy 78.7
- 1002 Mcguire K T Albany 78.7
- 1003 Shaughnessy M A Cohoes 78.6
- 1004 Flirt Carolyn J Fulton 78.6
- 1005 Desotell Ellen Schenectady 78.6
- 1006 Ciejka Mary M Cohoes 78.6
- 1007 Divirgilio John Mechanicvil 78.6
- 1008 Wolven Bette M Albany 78.6
- 1009 Smith Richard Saratoga Spg 78.6
- 1010 Furlong Dorothy N Hornell 78.6
- 1011 Zamrok June A N Tonawanda 78.5
- 1012 Coniff E F W Babylon 78.5
- 1013 Mooney Betty J Jamesville 78.4
- 1014 Rabush Eileen M Ronkonkoma 78.4
- 1015 Monroe Sandra L Gansevoort 78.4
- 1016 Martz Lynda M Lancaster 78.4
- 1017 Westfall Donald Broadalbin 78.4
- 1018 Polsbie Muriel Levittown 78.4
- 1019 Ackerman B A Rensselaer 78.4
- 1020 McSweeney Jane Spring Glen 78.4
- 1021 Stacy Carol A Averill Park 78.4
- 1022 Fischer K E Liverpool 78.4
- 1023 Nadarski Joan Albany 78.4
- 1024 Kuddie Olga Johnson City 78.4

- 1025 Kilday K A Mechanicvil 78.4
- 1026 Ward Donna M Wappinger Fls 78.3
- 1027 Cole Marsha L Ballston Lk 78.3
- 1028 Dreis Marylou A Rensselaer 78.3
- 1029 Butler Terrence Rensselaer 78.2
- 1030 McKeivy Linda L Rochester 78.2
- 1031 Wilson Walter R Schenectady 78.1
- 1032 Lehman Judith F Kings Park 78.1
- 1033 Stipe Gerald Albany 78.1
- 1034 Campo Gail L Schenectady 78.1
- 1035 Brown Ann M Stillwater 78.1
- 1036 Johnson Gloria Jamaica 78.1
- 1037 Golloub R Brooklyn 78.1
- 1038 Tanzer Steven New Hyde Pk 78.1
- 1039 Gleason Richard Albany 78.1
- 1040 Konn Stephen J Watervliet 78.1
- 1041 Schmidt Joyce M Attica 78.0
- 1042 Barscherer P A Rochester 78.0
- 1043 Slawinowski M Cheektowaga 78.0
- 1044 Frasca Angelo J Brooklyn 78.0
- 1045 Grunzweig M S Buffalo 78.0
- 1046 Haviland Marie Lyons 78.0
- 1047 McGoff James M Binghamton 78.0
- 1048 Jones Marilyn E Schenectady 78.0
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- 1050 Bader ajne M Rochester 78.0
- 1051 Steger Jean C Dunkirk 78.0
- 1052 Meyer Jane A Sealey 78.0
- 1053 Johnson Linda S Brooklyn 78.0
- 1054 O'Brien Jean M Green Island 78.0
- 1055 Danahy Martin J Troy 77.9
- 1056 Siciliano M A Mechanicvil 77.9
- 1057 Rendano Thomas Albany 77.9
- 1058 Gotham Allen D Syracuse 77.9
- 1059 Sacca Jeanne A Albany 77.9
- 1060 Halse Patrick C Schenectady 77.9
- 1060A Mohr Jay T Schenectady 77.9
- 1061 Byron Jane A Rockaway Bch 77.9
- 1062 Dunn John R Albany 77.9
- 1063 Harmon Jack W L I City 77.9
- 1064 Whitaker H H Utica 77.9
- 1065 Sloan Kathleen Castleton 77.9
- 1066 Schultz M M Averill Park 77.9
- 1067 Plautist Linda Rochester 77.8
- 1068 Oksa Katri S Mechanicvil 77.8
- 1069 Dow Thomas I Shoreham 77.8
- 1070 Markel Marie M Brockport 77.8
- 1071 Murphy J Y Greenwood 77.8
- 1072 Coleman Camilla Woodside 77.8
- 1073 Sager Beatrice Albany 77.8
- 1074 Hacker Jean C E Greenbush 77.8
- 1075 Fellows Sharon Little Val 77.8
- 1076 Szesny Melanie Cheektowaga 77.8
- 1077 Kasiewicz Susan Blasdalle 77.8
- 1078 Halloran P E E Greenbush 77.8
- 1079 Colello Anthony W Albany 77.8
- 1080 Miles Timothy M Albany 77.8
- 1080A Cummings C D Albany 77.8
- 1081 Hudson Mary C Pattersonvil 77.8
- 1082 Lowman M J Latham 77.8
- 1083 Rohloff Lois A North Troy 77.8
- 1084 Biette Alma C Troy 77.8
- 1085 Grant Desi L Bronx 77.8
- 1086 Sedore Jennie R Sodus 77.8
- 1087 Gorman Richard Ballston Spa 77.8
- 1088 Bruske Janet I E Greenbush 77.7
- 1089 Berastein Ethel Brooklyn 77.7
- 1090 Horton Lena F Ament 77.7
- 1091 Clapper Laurel West Fulton 77.7
- 1092 Skubon Helen J Hurleyville 77.7
- 1093 McDonald M M Albany 77.7
- 1094 Savage Winona L Buffalo 77.7
- 1095 Rockstroh D S Watervliet 77.7
- 1096 Gill Susan A Albany 77.7
- 1097 Crowley Debra Watervliet 77.7
- 1098 Johnston Joan Binghamton 77.7
- 1099 Czajkowski I M Buffalo 77.7
- 1100 Sutter K B N Tonawanda 77.7
- 1101 Riley Catherine Seneca Falls 77.7
- 1102 Abdo Selma Syracuse 77.7
- 1103 Keefe Marie V Rensselaer 77.7

- 1104 Garvey Marjorie Schenectady 77.7
- 1105 Burr Edward Troy 77.7
- 1106 Kuzniar M P Guiderland 77.7
- 1107 Babie Wayne T Troy 77.7
- 1108 Nolan William R Schenectady 77.7
- 1109 Lapierre John A Danemora 77.7
- 1110 Bauer Debra A Schodck Lndg 77.7
- 1111 Grobeck Eileen Lindenhurst 77.7
- 1112 Reilly Joseph J Albany 77.7
- 1113 Diacetis M Albany 77.6
- 1114 Putnam Ruth I E Northport 77.6
- 1115 Jadloso Richard Cohoes 77.6
- 1116 Vanderwater L Albany 77.6
- 1117 Cardellino P A Albany 77.6
- 1118 Herko Linda R Osaning 77.6
- 1119 Atkinson Lynn M Kirkwood 77.6
- 1120 Kenifick Mark D Albany 77.6
- 1121 Overslaugh M Trumansburg 77.6
- 1122 Baird Rosemary Rensselaer 77.6
- 1122 Mazur Marilee Amsterdam 77.6
- 1123 Krill Carol L Troy 77.6
- 1124 Becker Margie A Hyde Pk 77.6
- 1125 Nellist Diane C Albion 77.6
- 1126 Mack Charles Ballston Spa 77.6
- 1127 Daly Cirginia Carl Place 77.6
- 1128 Williams M A Averill Park 77.6
- 1129 Connors Gloria Albany 77.6
- 1130 Tighe Marie F Schenectady 77.6
- 1131 Rozmierski L J Waterford 77.6
- 1132 Rusznica Linda Amsterdam 77.6
- 1133 Palefsky Minnie Brooklyn 77.6
- 1134 Selter F W NYC 77.6
- 1135 Ernst Raymond E Albany 77.6
- 1136 Seymour D M Loudonville 77.6
- 1137 Rosen Ruth Brooklyn 77.6
- 1138 Hitchcock Carol Schenectady 77.6

- 1139 Lonczak Sandra Waterford 77.6
- 1140 Laraway Ronald Guiderland 77.6
- 1141 Benson John F Watervliet 77.5
- 1142 Donovan Mary Binghamton 77.5
- 1143 Ashley Darrold Corona 77.5
- 1144 Bacher Eileen Albany 77.5
- 1148 Crier Theodore Troy 77.5
- 1149 Doonan Michael Bronx 77.4
- 1150 Matson Helen Athens 77.4
- 1151 Borsuk Cloris M Ronkonkoma 77.4
- 1152 Callahan Judith Binghamton 77.4
- 1153 Leffler Dawn M Scotia 77.4
- 1154 Dugiule Louise Rensselaer 77.4
- 1155 Johnson P D Plaisview 77.4
- 1156 Dinyer John R Latham 77.3
- 1157 Wawryk Stanley Sag Harbor 77.3
- 1158 Desocio Anna M Syracuse 77.3
- 1159 Pond Peter A Tonawanda 77.3
- 1160 Kwiatkowski P S Albany 77.3
- 1161 Wulfrost P M Elnora 77.2
- 1162 Etepien Daniel Albany 77.2
- 1163 Loeffler Susan Endicott 77.2
- 1164 McCarthy Joanne Rensselaer 77.1
- 1165 Cole Joyce Saratoga Spg 77.1
- 1166 Sheldon Marcia Albany 77.1
- 1167 Needham Alice M Athol 77.1
- 1168 Nikel Carol A Buffalo 77.0
- 1169 Pilc Walter L Warsaw 77.0
- 1170 Stumpf E Rome 77.0
- 1171 Ross Chris Mechanicvil 77.0
- 1172 Colleton Peter Nassau 77.0
- 1173 Santoro John J Amsterdam 77.0
- 1174 Dowse Robert Mechanicvil 77.0
- 1175 Stack Michael J Lk Ronkonkoma 77.0
- 1176 Hume Alice Endwell 77.0

(To Be Continued)

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 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 Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone: 488-4248: 10 a.m.-3 p.m.); State Office Campus, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202: 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

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

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

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

Suffolk Setting 10 Examinations

HAUPPAUGE — The Suffolk County Department of Civil Service is accepting applications until May 12 for open-competitive exams of **building plans examiner, personnel analyst, principal building inspector, senior sign inspector, research analyst, statistician, cashier, senior labor relations analyst, senior education consultant, civil engineer and clerk (Spanish speaking)**. Examinations for the \$6,000 to \$15,190 a year jobs will be held in June.

Applications and detailed announcements are available from the Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building Veteran's Memorial Highway, Hauppauge; the East Northport Testing Center, 295 Larkfield Road, East Northport; or the Riverhead Information Center, County Center, Riverhead.

Nurse, Medical Specialist, Psychiatrist Posts Open

ALBANY—Licensed practical nurses, psychiatrists and medical specialists are continuously being recruited by the State Civil Service Department for posts in state agencies. Salaries range from \$8,051 to \$33,704 a year.

For all posts no written examinations are necessary. Applicants will be rated according to their education, training and experience.

For licensed practical nurse, No. 20-106, candidates must have a license to practice as a practical nurse in New York or have a limited permit to practice as a practical nurse or have applied for a permit. Practical nurses are employed with the Department of Mental Hygiene, Education and Health, as well as the State University.

A state medical license and completion of three years of residency training in psychiatry will qualify candidates for psychiatrist I, No. 20-390. Candidates meeting requirements for psychiatrist I who have two years' post-residency experience may apply for psychiatrist II, No. 20-408.

For medical specialist I, No. 20-407, candidates must be licensed to practice medicine and have completed a training program approved by the certifying board of the candidates specialty. Individuals with two years' post-residency experience may apply for medical specialist II, No. 20-408.

Application forms may be obtained in person or by mail from the State Civil Service Department at Two World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 West Genesee St., Buffalo.

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JOSEPH T. BELLEW
303 SO. MANNING BLVD.
ALBANY 8, N.Y. Phone IV 2-6474

DelBello Cheers CETA Funding

WHITE PLAINS — Westchester County Executive Alfred B. DelBello expressed satisfaction with a bill signed recently by President Gerald Ford insuring refunding of the county's public employment program through January 1, 1977.

According to Mr. DelBello, "Currently over 600 people are employed in municipalities, school districts and non-profit agencies under Titles II and VI of the Comprehensive Employment and Training Act. These positions were scheduled to be

terminated on June 30 unless additional funding was received. Since the unemployment rate for Westchester and Putnam Counties is still holding at 10 percent, we are relieved that this portion of our program will continue."

The County's Office of Manpower Planning estimates that from the new legislation, more than \$3 million will be received for refunding public employment jobs, and another \$1 million will be received to fund the County's summer employment program for disadvantaged young people from age 14 to 21.

Suggestions Bring Awards

New York City saved \$9,961 this year thanks to the imagination and ideas of city workers.

They submitted time and money saving plans to the City Employees Suggestion Program. In return, they received cash awards for ideas that were adopted.

Mayor Abraham D. Beame recently approved 39 awards totaling \$790, plus 11 certificates of merit.

Fire Captain Alan J. Smithwick was a \$25 winner for inventing a device which permits fire companies to use damaged fire hydrants to save time and lives.

Another award-winning idea was submitted by Lillian D'Aguiar, a Municipal Service Ad-

ministration senior clerk. She suggested photocopying birth, marriage and death certificates to eliminate excessive typing. This suggestion was worth \$50.

Five Housing Authority employees also won awards for suggestions. These awards were presented April 1 by Norman Parnass, secretary of the authority and chairman of the Employees' Suggestion Plan.

The winners were Jack Dash, assistant manager, \$50; Richard Strejlan, elevator mechanic's helper, \$25; Carmen Bruno, superintendent of technical services, \$25; Matthew Kozlowski, maintenance man, \$10; and Louis Rosenbloom, housing manager, honorable mention.

State Promotional Job Calendar

Filing Closes May 3

Title	Salary Grade	Exam No.
Associate Computer Programmer	G-23	35-951
Associate Computer Programmer (Scientific)	G-23	35-952
Associate Computer Systems Analyst	G-23	35-953
Senior Computer Programmer	G-18	35-949
Senior Computer Programmer (Scientific)	G-18	35-950
Principal Medical Care Administrator	G-29	39-134
Supervising Nurse Anesthetist	G-21	39-137
Director, Bureau of Law and State Records	G-24	35-948

Additional information and application may be obtained from department personnel and business offices or from the State Department of Civil Service: State Office Building Campus, Albany 12226; Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo 14202.



H. J. LYNCH

An Affirmative Action Group Appoints Lynch

FISHKILL—H. J. Lynch, president of the Taconic chapter, Civil Service Employees Assn., has been appointed to the Taconic Affirmative Action Committee.

The basic goal of the committee is to ensure that all applicants, employees and clients of the Taconic State Park Commission are treated equitably, without regard to race, sex, religion, physical disability or national origin. The committee makes recommendations to the management of the Taconic Region intended to effect this goal.

Also serving on the committee are John Kennedy, John Middlebrooks, Orion Fowler, Nichol Forsht, Cheryl Gold, Hubert Young, Harvey Barth, and Terry Cole.

Actions already taken by the commission as a result of committee recommendations include participation in the Dutchess analysis of parks and historic sites in order to determine modifications needed to better serve the handicapped and training programs for all Taconic Commission employees.

Brooklyn DC's Annual Meeting

BROOKLYN—The annual membership meeting of the Brooklyn Developmental Center chapter 447, Civil Service Employees Assn., will be held April 30 at the President Chateau, Utica and President Streets, Brooklyn. The meeting will be called to order at 6 p.m.

Strike Averted In Montgomery

(Continued from Page 1)
two-year package which provides job security for non-classified employees / laborers; improvements in accumulation of sick leave to 165 days; the ability to place unused personal leave into this sick bank; a \$300 across-the-board increase in the second year of the agreement, and payment of full longevity and regular increments in both years of the agreement.

At a ratification or rejection meeting, approximately 300 members of the unit voted by a better than two to one margin to accept this agreement. The County Board of Supervisors

Halt Downstate Attempt To Contract Out Service

BROOKLYN—Officials of the Downstate Medical Center chapter, Civil Service Employees Assn., have been successful in bringing about the termination of a plan by the institution's administrators to contract out service performed by employees in the cleaning department.

Robert Keeler, CSEA chapter president, said that the contract with Service Master Corp. would have cost the institution \$263,000; the hospital would also supply cleaning personnel and materials. Mr. Keeler said "all the contractor would have provided would be a manager and machinery. We found out that the machinery would have cost \$40,000 and the rest of the money would have gone for management fees."

Mr. Keeler stated that Service Master unilaterally had drawn up a contract which would have changed the job specifications of the employees. This, he said, would have led to the phasing

out of 26 job items this year and the eventual replacement of all personnel in the cleaning department with outside help.

In labor-management meetings, the CSEA special committee was led by Mr. Keeler and Bart Brier, the union's field representative. Other members of the committee were James Woods, first vice-president, and Francis Dubose, second vice-president.

The union warned Howard Dorfman, vice-president for administration, that the contract with Service Master was illegal in that it violated the existing contract with CSEA and in other aspects violated Civil Service Law.

On winning termination of the plan to contract out services, Mr. Brier said, "We have saved the jobs of 114 employees involved in the cleaning department. These people would have been pressured out of their jobs if the contract had been effected. It was obvious that it was management's plan not to fill line items as they became vacant and use the money to pay the contractor."

Service Master Corp. had been doing the work for approximately two months without a signed contract when the union brought its operation to an end.

Capital Armories Holding Meeting

CORTLAND—The state-wide Conference of Armory Employees, Civil Service Employees Assn., will hold a two-day meeting, Thursday and Friday, May 13-14.

Capital District's James E. Stevens said the event will be held at the Veterans of Foreign Wars Home, Cortland. The annual banquet will be held on the evening of May 14.

Sign Hamburg Police Pact

HAMBURG—Police will lose no time or money and the Village of Hamburg will receive full protection as a result of a compromise reached recently between the village board and the Civil Service Employees Assn. on recent police contract improvements, according to Western Region VI CSEA field representative Robert E. Young.

Under terms of the agreement, the village agreed to pay an educational bonus retroactive to June 1, 1975, when the old contract expired, and to credit officers with added retroactive vacation.

CSEA agreed to the change of these additional earned vacation credits to sick leave credits, thus making it unnecessary for the police to use the time off before June 1.

Police Chief Francis Conroy

had expressed concern that if the additional vacation credits had to be used up before that date, he would have problems scheduling duty shifts of the 18-member police force.

Under the contract, officers will receive five weeks of vacation after one year of service; six weeks of vacation after five years of service, and seven weeks of vacation after ten years of service.

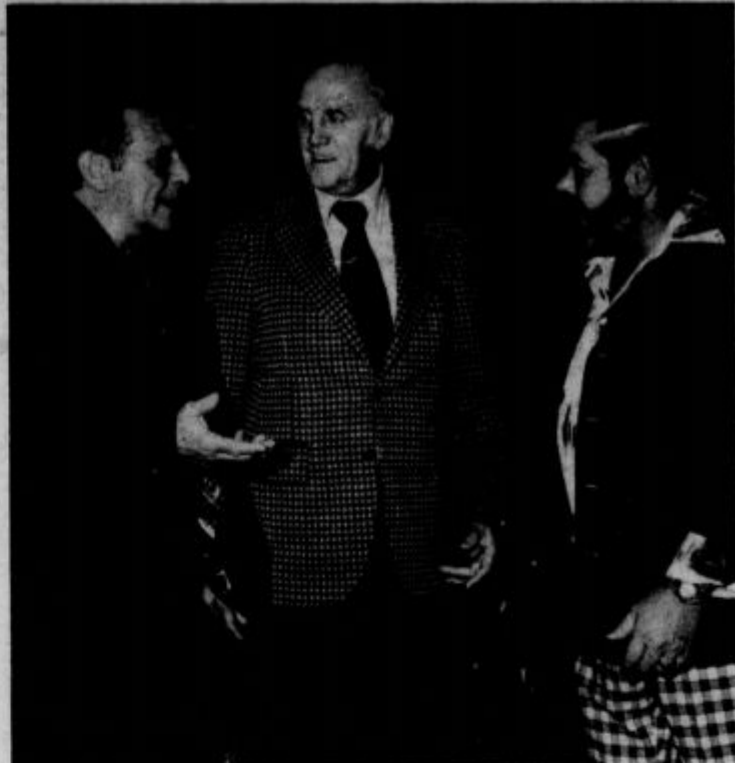
They also will receive an educational bonus of \$100 per year after completion of an associate's degree in police science and \$200 for a bachelor's degree.

A 9 percent pay raise is retroactive to June 1, 1975; a 7 percent raise begins June 1.

The pact was signed by Hamburg Mayor Dorothy W. Meloy, unit president Edward G. Ashcroft and Mr. Young.

cause of their failure to negotiate in good faith.

Region president Joseph E. McDermott summarized the situation: "Somebody blinked and it wasn't CSEA. If confrontations of this sort are necessary to force politics out of the bargaining process under the Taylor Law, then such confrontations will happen much more frequently in all Regions of CSEA until the Taylor Law is changed, with some sort of last-offer-binding-arbitration or final offer evaluation process which would eliminate the politicians and replace them with responsible employer-employee relationships."



Theodore Wenzl, president of CSEA, chats with Thomas L. McDonough, left, chairman of the CSEA State Executive Committee, and their host, William F. Dupec, right, president of the Black River Valley chapter of CSEA, at a bullhead dinner in Watertown.

Wenzl: If Economy Improves, Contract Benefits To Follow

WATERTOWN—Theodore Wenzl, president of the Civil Service Employees Assn., said he believes that if the economy improves, the union "has a good shot of getting some benefits" when contract negotiations with the state reopen next November.

In an interview in Watertown where the union leader was a guest of the Black River Valley chapter, CSEA, at a bullhead dinner, Dr. Wenzl expressed dissatisfaction with the state's pay freeze for its government workers.

"CSEA members are entitled to reasonable working conditions and adequate remuneration on a par with the better aspects of the private sector," he said.

He chastized Gov. Hugh L.

Carey for "failure to follow through on his campaign promises," adding "he reneged on just about everything."

Admitting that the Governor "has a tough situation on his hands," Dr. Wenzl said the Governor's greatest defects are "he is too inaccessible, he shuns people. You just can't get to him and he is so insulated you don't know if he is getting the right readings on situations."

Expect Report On Nassau Tax & Layoff Situations

(From Leader Correspondent)

MINEOLA—A report is expected to be issued this week by a special panel investigating whether Nassau County needs a sales tax increase in order to avoid personnel layoffs.

The panel, headed by Assemblyman Arthur J. Kremer (D-Long Beach), and composed

of state legislators and members of the county Board of Supervisors, was empowered to make the study after an unprecedented conference on the budget crisis between the Republican-controlled board of supervisors and the Democratic legislators from the county. The meeting had been arranged by Irving Flaumenbaum, president of the Nassau County chapter of the Civil Service Employees Assn., in a bid to break a deadlock between them.

Mr. Flaumenbaum, who is also president of CSEA Long Island Region I, warned that partisan politics had been obscuring the facts of the crisis, with County Executive Ralph G. Caso threatening 2,000 layoffs if he did not get the tax increase and the legislators blocking state authorization for the tax on the ground that it was not needed.

Mr. Flaumenbaum warned both sides that "chaos would result" in county services if the layoffs

were allowed, and that both parties would suffer the wrath of the public.

Mr. Kremer's subcommittee was chosen at the bi-partisan meeting and charged with reporting by the time the legislature reconvenes this week. The panel met Monday, April 19, and later to check county budget figures.

On the panel are Mr. Kremer, Assemblyman Lewis J. Yevoll of Bethpage, Hempstead Supervisor Al D'Amato and Supervisors Vincent Suozzi of Glen Cove and Hannah Komanoff of Long Beach. Mr. D'Amato is the only Republican on the panel.

Western Meeting

CHEEKTOWAGA—Western Region VI, Civil Service Employees Assn., will hold a two-day meeting Friday and Saturday, June 4-5, at the Regency Inn, Blasdale.