

## A Fact-Finder & 2 Mediators Are Appointed

ALBANY—Two mediators and a fact-finder have been appointed by the State Public Employment Relations Board to contract disputes involving public employers and elements of the Civil Service Employees Assn.

The mediators are Mark Beecher, of the PERB Buffalo office, named to the dispute between Livingston County and the CSEA, and Theodore Gerber, of the PERB Albany office, named to the dispute between the Town of Cairo, Greene County, and the CSEA.

The fact-finder, William Ernst, (Continued on Page 20)



**THEY'RE PUSHING NEW YORK**

Doing their bit to promote New York State, Commerce chapter president George Olson and delegate Peggy Bendel, right, sample the goodies at Commerce Department booth during CSEA Delegates Convention earlier this month. Smiling approval is Ruth Crane, left, of Apple and Eve, which supplied home-grown products.

## CSEA Reconsidering Suspension Demand Of Rochester PC Chief

ROCHESTER—The Rochester Psychiatric Center chapter, Civil Service Employees Assn., may rescind its request for the suspension of center director Russell Barton if "affirmative progress is made to relax labor-management tensions, the chapter president said.

William G. Crimm made the statement after meeting with Dr. Barton to discuss ways of improving communication between the chapter and center management.

Although no major agreements were reached, Mr. Crimm said he was encouraged by the meeting.

The CSEA represents more than 1,100 of the center's 1,200 employees.

CSEA officials recently sent a telegram to state Mental Hygiene Commissioner Lawrence C. Kolb asking for an investigation of labor problems at the center.

The telegram charged that Dr. Barton "is not attuned to the needs of his patients or his employees" and requested his suspension until the investigation is completed.

Mr. Crimm, however, noted chapter officials might consider retracting the request if progress is made.

He said Dr. Barton and the

rest of the center's management have violated the 1973 contract by ignoring many of its provisions and recently resorted to "union busting" tactics.

Until recently, Mr. Crimm said, management ignored a contract provision that gave employees with the most seniority first choice of days off.

After the chapter won a grievance upholding the procedures, Dr. Barton ordered employees to

stop trading days off with each other, Mr. Crimm said. Trading weekends was a standard procedure allowed by state policy but not stipulated in the contract, he said.

Mr. Crimm charged that Dr. Barton's order was designed to place the CSEA in a position of imposing an inflexible system that would deprive younger staff members of ever getting weekends off.

## Manhattan PC's Admin-Worker Relationship? One Big Pfffft!

WARDS ISLAND—"The tone of relationship between management and employees has deteriorated." This charge was leveled against the administration of the Manhattan Psychiatric Center at a recent meeting of the Civil Service Employees Assn. chapter there by president James Fields.

CSEA officials and staff present at the meeting included William McGowan, executive vice-president; George Bispham, New York City Region II supervisor; Robert Guild, collective bargaining specialist, and Harold Krangle, field representative.

Mr. Fields said that the institution had imposed a voluntary job freeze in order to make points in Albany.

This, he said, has placed a strain on Manhattan's ward capacity, especially since the center has been forced to accept a number of patients from Pilgrim Psychiatric Center, West Brentwood.

The chapter officer declaimed, "We cannot even take care of patients from our own catchment area. Due to attrition we don't have a psychiatric center—all we have here is a holding operation. Dr. Kolb should be hit with a malpractice suit for the

way the institutions are run." Mr. Fields was making reference to Lawrence C. Kolb, head of the State Department of Mental Hygiene.

Addressing the meeting, Mr. McGowan referred to "the inor-

## Flaumenbaumirate

MINEOLA—The Nassau County Board of Supervisors last week finally dropped the other shoe: It imposed a long-threatened unilateral contract on 14,000 employees.

The Board's terms provided only a full-paid family health insurance program for new retirees. This will be effective immediately.

Negotiations for a settlement on a 1977 contract began almost immediately, but under a firm deadline for settlement by Nov. 30.

The Board acted to adopt the unilateral contract for the current year Oct. 18; the first bargaining session for 1977 was held Oct. 21.

The deadline terms were immediately delivered by Irving Flaumenbaum, president of the 22,000-member Nassau chapter.

"CSEA has warned the county that we will not go beyond Nov. 30," Mr. Flaumenbaum announced. "If there is no settlement by then, we will go into fact-finding."

The CSEA negotiating team was felt to be angered and frustrated by the 1976 experience of negotiating under the Taylor

(Continued on Page 3)

## Spicci Vows Action

NEW CITY—The Rockland County unit, Civil Service Employees Assn., has mobilized for both job action and political action. Following the county legislature's imposition of a one-year settlement that provides for nothing but increments—or \$150—for county workers.

Despite the union's presentation of voluminous documents and the testimony of dozens of workers at a recent legislative hearing, the county legislators decided to impose the settlement upon the workers.

At a general membership meeting late last week, CSEA Rockland County unit president Patsy Spicci, Jr. and field representative Larry Scanlon read the county's decision and passed out copies of it to the members.

The workers then voted to demand that negotiations begin immediately for the 1977 contract. The one-year settlement imposed by the legislature covers the period Jan. 1 through Dec. 31.

The union further voted for a "No Contract—No Work" position as of Jan. 3, 1977.

The union also resolved to begin an intense effort to review the records of all county legislators, with a view toward mounting a political action program in 1977. The current crop of county legislators comes up for re-election next year.

"We need to elect legislators who will be responsive to the needs of public employees, for a change," Mr. Spicci said. "The politicians will continue forcing insulting settlements like this one upon the employees as long as we continue electing them."

The union also called for a special emergency meeting for some time during the week of Nov. 9 to vote upon some type of job action to take against the county. At Leader presstime, the time, place and date for the meeting had not been set, but union leaders promised that the information would be disseminated to every member in the unit as soon as it becomes known.

The legislature's one-year settlement was the culmination of a year of fruitless bargaining sessions during which, CSEA officials and negotiating team members maintained, the county refused to even attempt to reach

(Continued on Page 3)

**Don't Repeat This!**

## New York Politics Entering New Era

THE political situation in New York remains highly fluid, even though Election Day is just around the corner. The best evidence of this

(Continued on Page 6)

## INSIDE THE LEADER

Insurance Rates Changes ..... See Page 3  
State Eligible Lists ..... See Page 9  
CSEA Statewide Convention Coverage... See Pages 10, 11  
Local Political Endorsements ..... See Page 20



## Teamsters Win In Islip Title

**CENTRAL ISLIP** — The Teamsters are the apparent winners in a run-off election for representation rights for members of the Central Islip white-collar unit.

In an election Oct. 22, pitting the Teamsters local against the Civil Service Employees Assn., the apparent winner polled 140 votes to the CSEA's 135. There were 18 challenged ballots and two void ones.

The run-off election was mandated when the CSEA failed to achieve a clear majority of the votes in a September election. At that time, CSEA received the most votes, but failed, by a three-vote margin, to gain a clear majority because of challenged ballots.

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## Contract Let

The awarding of three contracts totaling \$60,989 for up-grading and improving the Police Academy firing-range ventilation system has been announced by Municipal Service administrator John T. Carroll.

"The constant use of the range," Mr. Carroll said, "created a health hazard of high-lead content in the area, and we are now correcting the problem."

#### PKY. FOREMAN

ALBANY—A general pathway foreman eligible list, resulting from open competitive exam 24-408, was established Oct. 7 by the State Civil Service Department. The list contains 54 names.

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#### APPOINT PLACE

ALBANY—Gov. Hugh L. Carey has named Mary L. Place, of Apalachin, to the Board of Visitors of Broome Developmental Center for a term ending Dec. 31, 1980.

The post is unsalaried. The appointment will be sent to the State Senate for confirmation when that body reconvenes in January.

#### APPOINT RIKER

ALBANY—Ellis T. Riker, of Ballston Spa, has been appointed by Gov. Hugh L. Carey as a member of the Board of Visitors at Wilton Developmental Center for a term ending Jan. 1, 1979.

Mr. Riker, 66, is the former administrative director of the State Motor Vehicles Bureau. Now retired, he is active in local, state and national organizations of the Cerebral Palsy Assn.

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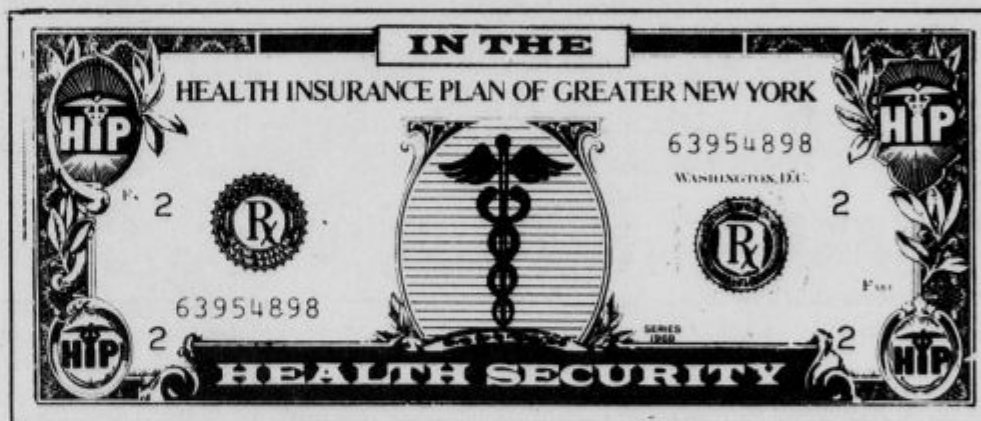


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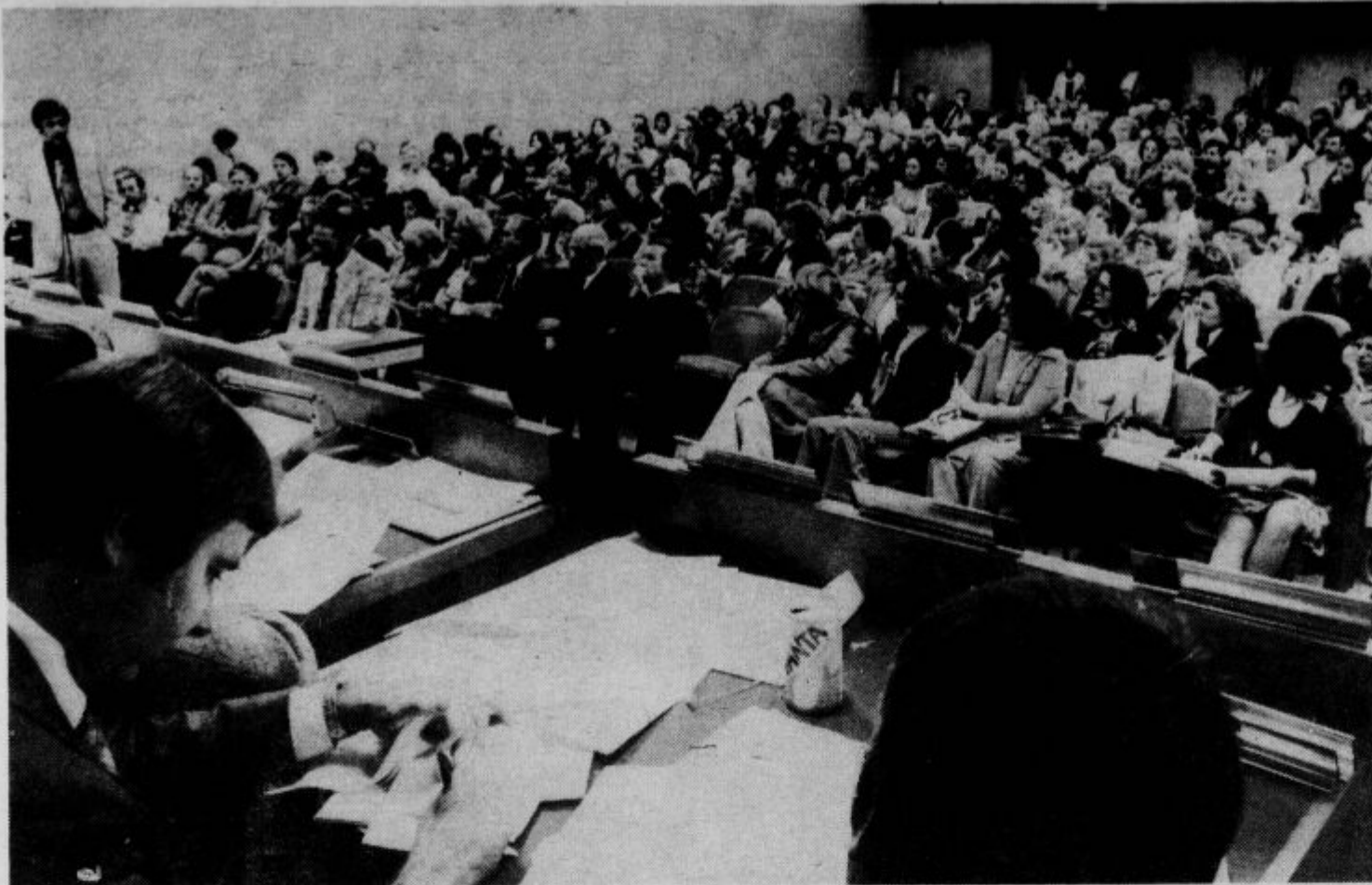
State Employees ..... Nov. 1 to Dec. 31

Federal Employees ..... Nov. 15 to Nov. 30



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Despite eloquent pleas on behalf of Rockland employees, County Legislature imposed one-year contract holding far less than employees consider necessary. CSEA field representative Larry Scanlon, far left, was among those detailing employee needs at legislative hearing.

## Rockland Unit Smarting Under Imposed Pact

(Continued from Page 1)

a meaningful solution.

The problem was turned over to a fact-finder who recommended a 3.5 percent raise, to be divided as the two sides mutually agreed. However, the county legislators refused to attempt to implement this recommendation in a meaningful manner, and further rejected the union's offer of binding arbitration as a fair solution.

The union is currently getting out a mailing to all members of the unit including a copy of the legislator's decision along with a statement of Mr. Spicci's opinion of that settlement.

"The unilateral decision on the terms and conditions of our employment, as imposed by the legislature, can be accurately described as 'union-busting,'" Mr. Spicci wrote.

Also included in the mailing will be a flyer giving the time, place and date of the special emergency meeting of the unit, at which further job actions will be voted upon.

CIVIL SERVICE LEADER, Friday, October 29, 1976

## Ire Raised By Nassau Pact

(Continued from Page 1)

Law which governs public sector employees.

The CSEA negotiators said they would not be stalled by insincere negotiating on the part of the county again.

Operating under the Taylor Law, CSEA this year was seen to prove a case for a minimum of 6.6 percent wage increase, but was set adrift when the chairman

of a fact-finding panel compromised that idea with concern for the county's alleged financial difficulties and recommended only 3.3 percent. The CSEA took its case to the county Board of Supervisors in a legislative hearing, providing proof that a wage increase would not have any significant effect on taxes.

Last month, Mr. Flaumenbaum persuaded the board to

table a resolution to adopt an imposed contract for further consideration. However, the outcome last week was, in effect, the same contract as had been tabled before.

The CSEA is demanding a substantial increase in the salary schedule to make up for what it claims is ground lost to inflation, along with all of last year's fringe benefits demands.

During the negotiations with the Board of Supervisors, members of the board indicated that a wage increase was overdue and would have to come in 1977.

Five negotiating sessions have been calendared during November.

The new health benefit included in the imposed contract provides fully-paid family health insurance, effective immediately for employees retired after Jan. 1. Adjustments will be made shortly in pension checks to reflect the termination of partial payment by the retiree.

## Manhattan PC

(Continued from Page 1)

minate number" of disciplinary actions now being processed by institutions throughout the state. He termed this "union harassment which affects morale of employees."

"We have got to stop it, and stop it now," Mr. McGowan declared.

Several grievances against the Manhattan PC administration were discussed. Mr. Fields stated that more than 300 signatures have been obtained on a petition charging violation of contract. Among the remedies sought by the chapter was the implementation of a "true career" advancement ladder.

Mr. Guild reviewed the status of the current salary negotiations for state employees. The CSEA is demanding a salary increase of 22 percent, effective April 1, 1977, plus a variety of fringes.

## Insurance Rate Changes

CSEA insurance rate changes are made on the first payroll in November of each year. This applies to the CSEA group life insurance, accident and health insurance and supplemental life insurance as explained below. To avoid many unnecessary contacts with CSEA headquarters in Albany, you should be guided by the following information:

### CSEA Group Life Insurance

Effective on the first payroll in November of each year amounts of insurance issued are adjusted in accordance with the annual salary based on the following table:

Insurance Class	Annual Salary	Males	Females
I.	Less than \$1,400	\$1,500	\$1,500
II.	\$1,400 but less than \$2,100	2,600	1,500
III.	2,100 " " " 3,500	4,000	1,500
IV.	3,500 " " " 4,500	5,500	2,600
V.	4,500 " " " 5,500	6,500	2,600
VI.	5,500 " " " 6,500	8,000	4,000
VII.	6,500 " " " 7,500	10,000	5,500
VIII.	7,500 " " " 8,500	11,500	5,500
IX.	8,500 and over	12,500	5,500

The cost to each insured member, per thousand dollars of insurance, increases each five years, after age 30, in accordance with the following table:

Age Group	Attained Age (Nearest Birthday as of November 1)	The Bi-Weekly Deduction Is
A	29 and under	\$.10
B	30 to 34, inclusive	.15
C	35 to 39, " "	.20
D	40 to 44, " "	.25
E	45 to 49, " "	.34
F	50 to 54, " "	.51
G	55 to 59, " "	.70
H	60 to 64, " "	.95
I	65 to 69, " "	1.20

### Accident & Health Insurance

On the November 1 following attainment of 39½ years of age, the premiums under the CSEA accident and health insurance increase between 10 percent and 25 percent depending upon type of coverage. The increased payroll deductions for these rate adjustments are made effective on the first payroll period ending on or after November 1 of each year. This occurs because a number of years ago CSEA negotiated with the insurance company a reduction of premiums for people under age 39½, which reduction the employees enjoy up to that particular age.

### Supplemental Life Insurance

Under the CSEA supplemental life insurance plan, starting at age 30 the cost of the insurance increases each five years in accordance with the following table, which shows premium rates per \$5,000 amount of insurance issued to the member. These particular rates do not apply to coverage for spouse or children, which is available under the program. The premium rates for spouse and children, under the supplemental plan, also increase every five years starting at age 30.

Age	Bi-Weekly	Semi-Monthly
Under 30	.50	.55
30-34	.80	.85
35-39	1.00	1.10
40-44	1.30	1.40
45-49	1.75	1.90
50-54	2.60	2.80
55-59	3.65	3.95
60-64	5.30	5.75
65-69	7.60	8.25

## ① CSEA calendar ①

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

### OCTOBER

- 29-30—Central Region V (Syracuse) fall meeting: Sheraton Inn, Massena.
- 30—SUNY at Albany general membership meeting and "Meet the Candidates" day: 11:30 a.m. to 4:30 p.m., Thruway Hyatt House, Albany.

### NOVEMBER

- 1—Suffolk County Police Department unit Election Eve Dance: 9 p.m.—1 a.m., Summit Inn, Route 25, St. James.
- 3—Ithaca Area Retiree chapter meeting: 2 p.m., Moose Hall, 125 N. Fulton St., Ithaca.
- 4—Westchester County unit shop stewards' seminar: 85 Court St., White Plains.
- 5—Broome County unit officers' installation and dinner-dance: St. John's, Johnson City.
- 10—Westchester County unit shop stewards' seminar: 85 Court St., White Plains.
- 11—New York State Thruway Western Division chapter 056 monthly meeting: Fectur's Forks Hotel, Broadway Street at Union Road, Cheektowaga.
- 12—Brooklyn Developmental Center chapter 447 Pre-Thanksgiving Dance: 10 p.m., St. Laurence Parish Hall, Flatlands and Van Siclen Avenues, Brooklyn.
- 18—Westchester County unit shop stewards' seminar: 85 Court St., White Plains.

### DECEMBER

- 9—New York State, Thruway Western Division chapter meeting: Fectur's Forks Hotel, Broadway Street at Union Road, Cheektowaga.
- 16—Suffolk County Police Department unit Christmas luncheon: 1 p.m., Heritage Inn, Smithtown By-pass, Hauppauge.
- 18—Broome County chapter Christmas party, St. Mary's Baxter St., Binghamton.



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### SIGNED AND SEALED

Members of the Village of Hempstead unit, Civil Service Employees Assn., observe as Mayor Dalton B. Miller signs a new contract between the unit and the Nassau County village. CSEAers are, from left: George Gries, Vito Passidente, field representative Nat Zummo, Pat Jeffares, James Miele, Roger Tatem, Nassau County president Irving Flaumenbaum, and Charles Guido. Mr. Flaumenbaum is also president of the CSEA's Long Island Region I and a union vice-president.

## State Opens 6 OC Tests; Jobs Include Acc't Slots 12 Promotion Exams Are Set

ALBANY—The State Civil Service Department has opened filing for six open competitive titles until Nov. 8, including three levels of accountant and thruway restaurant inspector.

The titles with Dec. 11 written tests are thruway restaurant inspector (Exam No. 24-449), which pays \$10,826, social services accountant, which pays \$13,400 at the senior level (24-446), \$17,429 at the associate level (24-447), and \$21,545 at the principal level (24-448). Assistant in educational testing (24-431) pays \$16,538. Associate in higher education opportunity (27-614) pays \$20,428 and has an oral test in December rather than a written test. A \$200 salary differential is paid in the New York City area for all the titles.

Thruway restaurant inspector requires either an associate degree in food management or a related field, at least 12 credit hours of specialization in food management, plus two years' experience in restaurant management; or a B.A. in food management or related field, with at least 24 credit hours of specialization and one year's experience; or an equivalent combination of training and experience. There is one position at Albany and one at Syracuse.

There are positions in Albany and New York City for accountants (social services). At the senior level a B.A., 24 credit hours in accounting, and two years' financial management experience is required. Four years' such experience is required for the associate level and eight years for the principal level. Part of the experience must have been in support of social welfare programs.

There are six vacancies in Albany presently for assistant in educational testing, which requires a master's degree, with six credit hours in education and 12 in statistics or related education research courses. Experience in teaching or testing is also re-

quired.

There are four vacancies in Albany for associate in higher education opportunity, which requires a master's degree and three years of full-time teaching or administrative experience.

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

## Brooklyn DC Going Dancing

BROOKLYN — A Pre-Thanksgiving dance will be held by the Brooklyn Developmental Center chapter 447, Civil Service Employees Assn., on Friday, Nov. 12.

The dance, according to chapter president James Gripper Jr., will be held at the St. Laurence Parish hall, Flatlands and Van Cullen Avenues, Brooklyn. The event will begin at 10 p.m. and will run to 3 a.m.

There will be continuous music. Tickets obtained in advance will be \$6 each and those purchased at the door will be \$7 each. Dance chairman, Mr. Gripper said, is Glinnie Chamble.

### SUNY TRUSTEE

ALBANY—Donald M. Blinken, of New York City, has been named by Gov. Hugh L. Carey as a member of the Board of Trustees of the State University of New York.

Mr. Blinken, 50, is senior vice-president and chairman of the executive committee of the investment banking firm of E.M. Warburg, Pincus & Co., Inc. He was formerly vice-president of Stein Stores, Inc., New York City.

ALBANY—The State Civil Service Department has announced filing until Nov. 1 for 12 promotion examinations during December.

The titles with Dec. 11 written examinations are accountant (social services) at senior level G-18, (Exam No. 35-985), at the principal level, G-27, (35-987), and at the associate level, G-23, (35-986).

Also on Dec. 11, assistant in education testing, G-22, (35-968) and associate in educational testing, G-26 (35-969). Supervisor (25-944), assistant director, and director (35-945) of EDP is also open and senior (35-997) and associate (35-998) are open as well.

Titles with oral tests in December are associate in school lunch administration (39-154), chief of Bureau of Special Continuing Education (39-155) and director of occupational education (39-152).

## Jewish Cops Pick 'Man Of The Year'

David Frisher, past president of the NYC Police Department's Shomrim Society, was honored as "man of the year" at the Jewish employee organization's annual religious service and spiritual breakfast, Oct. 24 at Temple Emanu-El. Breakfast followed at the Americana Hotel, with a parade group accompanied by the U.S. Army Band marching from the temple to the hotel.

The Asser Levy Bicentennial Award went to Chief Simon Elsdorfer, who will act as parade marshal, as the outstanding Jewish Public Safety Officer of the Year.

Police Commissioner Michael J. Codd and other dignitaries and city officials attended. Scholarship awards were presented to members' children who achieved the highest scores on a scholarship test.

## Move To Make NYC Region's Political Action Organization A Permanent & Potent Group

MANHATTAN—The political action committee of New York City Region II, Civil Service Employees Assn., has embarked upon a program to make the committee a permanent arm of the region.

The action was taken at a meeting held recently at the region's office, 11 Park Place, Manhattan.

The decision followed a review of the candidates endorsed for the Nov. 2 election and measures to be taken to help those endorsed by the union in the New York City area.

A motion to effect the committee's permanent status was unanimously approved following remarks by committee chairman Canute Bernard.

Dr. Bernard observed: "The committee should be prepared not only for Nov. 2, but for future elections. The committee should be an on-going one to formulate a positive and dynamic program which will move into top gear to effectively aid those legislators the CSEA endorses."

Ronnie Smith, custodian of the committee's funds, said that his chapter had already sponsored a program resulting in an initial contribution to the fund. He made a plea for the region and chapters to sponsor events which will benefit and enlarge the political fund.

Addressing the committee's members, Bernard Ryan, CSEA program specialist and head of the union's political action efforts, said that in order to help those legislators endorsed by the union, CSEA chapter presidents should contact their members

and ask them to help in such areas as distribution of flyers promoting candidates and to assist in telephone calls to voters.

The political action committee also took a strong position against any modification of the state retirement law which would require contribution to the retirement system on the part of those employees not now contributing.

## Nassau Opens Four Posts

MINEOLA — The Nassau County Civil Service Commission has opened four titles for application filing until Nov. 5.

Real property appraiser II has a Dec. 11 examination (Exam No. 64-788) and pays \$10,606. Either a high school diploma and two years' real estate appraisal experience or four years' such experience is required.

Three of the titles involve an evaluation of training and experience, with no test. Community relations coordinator (64-779) pays \$14,816. Coordinator of community development I (64-861) pays \$12,421. Director of community outreach programs (64-800) pays \$21,060.

For further information contact the commission at 140 Old Country Road, Mineola, N.Y.

## Name New CS Director

MANHATTAN—John J. Lafferty has been named director of the New York Region, U.S. Civil Service Commission.

He succeeds Virginia M. Armstrong, new director of personnel of the Department of Housing and Urban Development.

Mr. Lafferty will be responsible for merit personnel management practices affecting more than a ¼-million federal employees in New York, New Jersey, Puerto Rico and the Virgin Islands.

He joined the commission as a management intern in Philadelphia in 1962. He later became a Civil Service representative in

Norfolk, Va., in 1967.

He became an assistant to the Civil Service deputy executive director in 1969 and was named chief of the analysis and development division, bureau of personnel management evaluation in 1972.

### ELECT NEWMAN

ALBANY—Harold R. Newman, of Albany, director of conciliation for the State Public Employment Relations Board, has been elected vice-president for mediation and arbitration of the Assn. of Labor Meditation Agencies, an international group.

## 5 City Employees Win Pace U. Grants

Five civil servants have received half tuition scholarships to Pace University's graduate business school. Awards were based on past academic achievements.

They will study ways to improve managerial skills and will receive Master of Business Administration Management degrees when they complete the program.

Among the recipients are Police Captain Donald Roberts of Uniondale, L.I.; Fire Lt. Gerard Sweeney of Harbor Isle, and Patricia Smith of Manhattan, a Social Service Department income-maintenance specialist.

John Beasley of Elmont, as-

stant personnel examiner from the comptroller's office, and Gail Schecter of Manhattan, a Department of Personnel employee, also received scholarships.

This year 110 city workers applied for scholarships.

Scores results on the graduate record exam, college grades and personal interviews determine winners who attend night classes.

Applications for the next awards will be accepted in February. Interested City employees should obtain information from the Department of Personnel, Training and Career Development Division, 220 Church St., Room 329, New York 10013.



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FRIDAY, OCTOBER 29, 1976

## PERB And UTF

"VENGEFUL" was the word used recently by Albert Shanker, head of the United Federation of Teachers, to describe the action by the Public Employment Relations Board in stripping the union of its right to automatic dues checkoffs.

The PERB action, undertaken under provisions of the state's Taylor Law which governs public sector employees, was in retribution for a five-day teachers' strike last fall. The checkoff suspension could last for as long as two years. A PERB official said, however, that this period could be reduced if the union renounced its traditional policy of "no contract, no work" and its claim to a right to strike.

We tend to agree with Mr. Shanker's assessment. Many teachers, we think, will continue paying their dues voluntarily and right on time. But others, human nature being what it is, will postpone making their dues payments, thus dealing the UFT something of a fiscal bloody nose.

Mr. Shanker added: "We suspect that by hitting us so hard, the state is attempting to set an example, an example in which we are the scapegoats."

If Mr. Shanker's opinion is correct—and, given the state's past track record in such matters, we cannot say he is wrong—it is bad news indeed for all public sector workers.

The Taylor Law is probably the largest bone stuck in the throats of New York civil servants. When it is invoked by the state, it invariably means that the public employee will walk away the loser. It places the worker in an absolutely no-win situation. In addition to the UFT, the Civil Service Employees Assn., for one, has its own bulging scrapbook crammed with Taylor Law horror stories.

The PERB ruling is interesting in that it holds out the hope that the checkoff rights will be restored in less than two years if the UFT renounces its "no contract, no work" policy and gives up its claim to a right to strike. What the PERB is actually saying, in effect, is "Become a nice, tame company union—a coffee-and-cake social club, in other words—and we'll see what we can do for you."

For too long, the Taylor Law has made second-class citizens of public sector employees. This situation must change. In the coming November elections, it should be the objective of every CSEA member to insure that the situation will change by voting for candidates interested in changing it.

C.O.N.

## Questions & Answers

**Q.** I received a card in the mail asking for information on whether I plan to continue in school. Why is this needed?

**A.** Students 18 and over receiving monthly social security payments are sent attendance report cards 3 months before the end of the school year. The information will be used to determine if payments continue.

**Q.** I expect to be in and out of the hospital for a series of treatments the next few months and am worried that my SSI checks may be stolen from my mailbox while I'm away. What can I do about this?

**A.** You can have your checks

deposited directly in your checking or savings account if you like. Ask your financial organization for more information about direct deposit.

**Q.** When I called the social security office about supplemental security income payments, I was told my resources appeared to be too high for me to qualify but I should fill out an application anyhow. Why?

**A.** It is important that you fill out an application and have a written decision about your eligibility so that there will be no mistake about the information you submit and action taken on it.

## Don't Repeat This!

(Continued from Page 1)

fluidity is indicated by the amount of time and effort that Governor Carter has been devoting to his effort here. Last week Governor Carter and Mrs. Carter both campaigned vigorously in a number of areas here. On Thursday, the Governor had to return to New York to make an obligatory appearance at the Annual Gov. Alfred E. Smith Dinner, which is sponsored by Catholic Charities.

President Ford also felt obliged to appear at the dinner, which has clearly become over the years the nation's most prestigious social and political event.

### Entering New Era

Amidst the uncertainties that surround the election, only one certainty clearly emerges: politics in the state will be entering into a new era. The calendar is taking its toll, and a new generation is champing at the bit for the reins of leadership.

The most significant symbol of change is the prospective retirement of Vice President Nelson A. Rockefeller from the political arena. Through the force of his personality and his creative instincts, Rockefeller has dominated the political scene here for almost two decades and has left a heritage of great and distinctive achievements. There is little doubt that Rockefeller will be heard from many times in the years ahead, but his voice is likely to be one of concern for critical issues confronting the nation rather than one of partisan politics.

Among the past generation of leaders there remain Comptroller Arthur Levitt, Attorney General Louis Lefkowitz, Senator Jacob K. Javits, and Mayor Abraham D. Beame. However, no one knows whether any of them plans to run once again for political office.

Two years from now, with the possible exception of Lefkowitz, the Republican gubernatorial ticket will be one of new faces. The obvious leading prospects as candidate for Governor are Senate Majority Leader Warren M. Anderson and Assembly Minority Leader Perry B. Duryea, Jr. Thus far Anderson has never indicated any interest in nomination for Governor, whereas Duryea's ambitions along those lines are no secret.

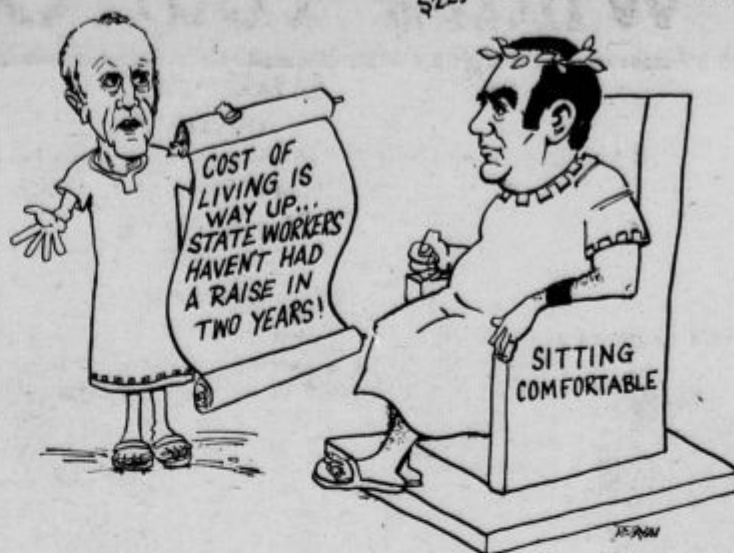
### Primary Struggles?

Right behind them are a number of other legislators, county executives, town supervisors, district attorneys and other Republican officials who have earned high marks for their splendid performance in public service. Many of them will be anxious for one spot or another on the state ticket, and the Republicans may find themselves involved in bitter statewide primaries, which up until now have been the exclusive problem of the Democrats.

Among Republicans, the first one likely to make a move for higher office is Senator Roy Goodman, who is regarded as an unquestioned contender for the Republican nomination for Mayor of New York next year. Any number of Democrats are likely to make a try at the Mayoralty, even if Beame does decide to run again.

With Governor Carey at the helm, the Democrats are likely to have no problem two years

(Continued on Page 7)



\$229 MILLION DEFICIT-N.Y.S.



## 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.

### Probationary Dismissal

The Supreme Court, New York County, recently decided a case in *Matter of Schiff*, on employee reinstatement that has taken a new look at a public employee's rights during his probationary period. Petitioner was an attorney trainee in the Law Department of the City of New York, assigned to the Family Court of the State of New York. Rule 5.2.1 of the Rules of the Civil Service Commission provides that every appointment shall be for a probationary period of six months unless otherwise provided.

**THE NOTICE** of examination for the position of attorney trainee provided that it had 18 months maximum term probationary period and that "while still holding an attorney trainee title, the appointee may be terminated at any time if his conduct, capacity or fitness is not satisfactory." Within the probationary period and after a duration of three months, petitioner was notified that his performance was unsatisfactory. He was subsequently terminated. Petitioner brought an Article 78 proceeding to annul the determination terminating his services and directing his reinstatement retroactive to the date of his dismissal.

**THE COURT STATED** that it has well established that the services of a probationary employee may be terminated without a reason (*Matter of Bergstein v. Board of Education*, 34 N.Y. 2d 318). However, the court would interfere with the discretion of an appointing authority if petitioner could prove that either his termination was constitutionally impermissible, or prohibited by statute or policies of decisional law, or an arbitrary or capricious action. The court stated that the burden lay with the petitioner to prove one of the above grounds.

**ON THE FACTS** on this case, the court found sufficient evidence to satisfy petitioner's initial burden of persuasion that petitioner's termination may well have been arbitrary, capricious and an abuse of discretion. Specifically, the court mentioned letters of two judges of the Family Court, before whom petitioner practiced prior to his discharge attesting to his competence. Accordingly, the court granted judgement to petitioner to the extent of directing trial of the issue of the employer's good faith in rendering an unsatisfactory rating to petitioner. *Matter of Schiff*, 176-75 N.Y.L.J. 11 (1976).

### NAME CLYNE

ALBANY—James W. Clyne, of Delmar, has been named deputy superintendent of the State Insurance Department by Superintendent Thomas A. Hartnett.

Mr. Clyne, a career civil servant, has been with the Department for 15 years. He had been serving as chief of the health and life policy bureau in the ID's Albany office.

### KOT A VISITOR

ALBANY—Gov. Hugh L. Carey has named Frank J. Kot, of Loudenville, as a member of the Board of Visitors to the Capital District Psychiatric Center for a term ending Dec. 31, 1977.

Mr. Kot, 49, is a general agent for the Penn Mutual Insurance Co. He succeeds the late Rose L. Lupe, of Schenectady.



# What's Your Opinion

By PAMELA CRAIG

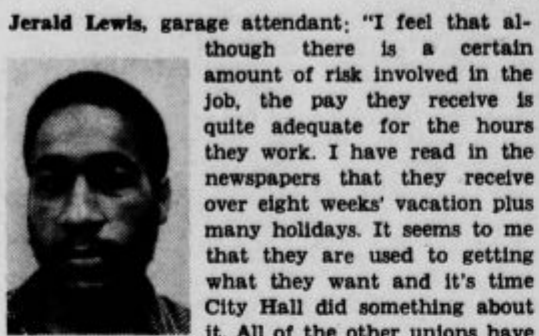
## QUESTION

What do you think of the dispute between New York City Hall and the Patrolmen's Benevolent Assn.?

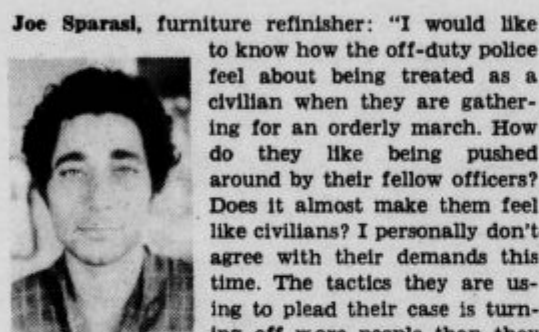
## THE PLACE

Brooklyn

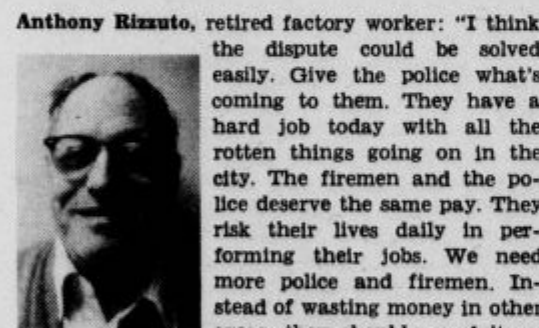
## OPINIONS



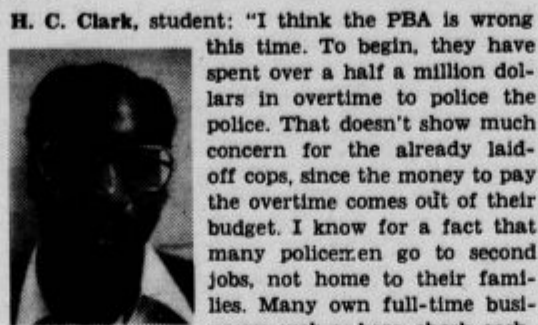
**Jerald Lewis, garage attendant:** "I feel that although there is a certain amount of risk involved in the job, the pay they receive is quite adequate for the hours they work. I have read in the newspapers that they receive over eight weeks' vacation plus many holidays. It seems to me that they are used to getting what they want and it's time City Hall did something about it. All of the other unions have complied to the mandatory reductions, so what makes the police so special? When you work a 40-hour week by the hour, at the minimum wage, it's hard to have sympathy for people so fortunate to have a good paying job, yet want more and more and more."



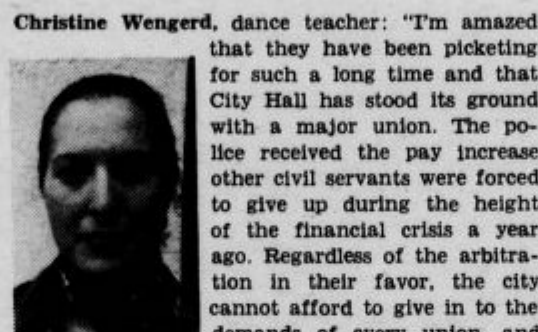
**Joe Sparasi, furniture refinisher:** "I would like to know how the off-duty police feel about being treated as a civilian when they are gathering for an orderly march. How do they like being pushed around by their fellow officers? Does it almost make them feel like civilians? I personally don't agree with their demands this time. The tactics they are using to plead their case is turning off more people than they are turning on. City Hall, for one of the few times, has the support of the majority of New Yorkers."



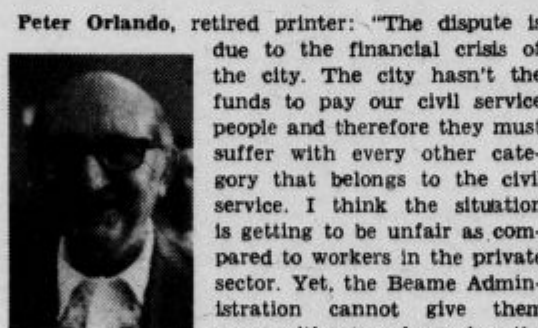
**Anthony Rizzuto, retired factory worker:** "I think the dispute could be solved easily. Give the police what's coming to them. They have a hard job today with all the rotten things going on in the city. The firemen and the police deserve the same pay. They risk their lives daily in performing their jobs. We need more police and firemen. Instead of wasting money in other areas, they should spend it on strengthening those two departments."



**H. C. Clark, student:** "I think the PBA is wrong this time. To begin, they have spent over a half a million dollars in overtime to police the police. That doesn't show much concern for the already laid-off cops, since the money to pay the overtime comes out of their budget. I know for a fact that many policemen go to second jobs, not home to their families. Many own full-time businesses such as bars, check-cashing or liquor stores. And it's all off the books, it's moonlighting. So I feel that the 10 days lost is not from their families but from their second occupation."



**Christine Wengerd, dance teacher:** "I'm amazed that they have been picketing for such a long time and that City Hall has stood its ground with a major union. The police received the pay increase other civil servants were forced to give up during the height of the financial crisis a year ago. Regardless of the arbitration in their favor, the city cannot afford to give in to the demands of every union, and if they give in to the PBA, then they will be forced to give in to the other municipal unions."



**Peter Orlando, retired printer:** "The dispute is due to the financial crisis of the city. The city hasn't the funds to pay our civil service people and therefore they must suffer with every other category that belongs to the civil service. I think the situation is getting to be unfair as compared to workers in the private sector. Yet, the Beame Administration cannot give them more without endangering the critical balance needed to restore the city's credit."

family and friends. However, for many thousands of our fellow Americans this will be a very lonely Christmas; they cannot be with their families because they are stationed overseas with the United States Armed Forces. For a large number of these young men and women, this will be the first Christmas away from home.

Your readers can help make this holiday season a little less lonely for many of these young people by joining in the collection of Christmas mail sponsored by Military Overseas Mail. This is an ideal project for school classes, clubs, Boy and Girl Scouts, and other groups or organizations, as well as individuals and families. For more information, please send a stamped, self-addressed envelope to MOM, Box 4428, Arlington, Va. 22204.

Lee Spencer  
Coordinator

## SUNY TRUSTEE

**ALBANY**—James J. Warren, head of an Albany plumbing, heating and contracting firm, has been reappointed by Gov. Hugh L. Carey as a member of the Board of Trustees of the State University of New York.

Mr. Warren, 64, has been a SUNY trustee since 1957.

Martin Langer  
Albany

## Mail From Home

Editor, The Leader:

Another Christmas Season is rapidly approaching, the time of year we most enjoy being with

# RETIREMENT NEWS & FACTS

By A. L. PETERS

## The CO-ERP Plan

Beginning Jan. 1, members of the New York State Employees' and Policemen's and Firemen's Retirement Fund known as Co-ordinated-Escalator Retirement Plan (CO-ERP) who joined the service on or after July 1, 1976, will contribute 3 percent of their gross salary to their retirement fund. The sum will eliminate an equivalent cost to the state and local governments. A letter of instruction has been issued by Comptroller Arthur Levitt to 2500 participating local government employees. Employees who joined the service prior to July 1, 1976, will continue under the old system.

The following formulae have been summarized:

—For general members retiring at age 62 or later with 20 or more years of service, the benefit is 1/50th of final average salary for each year of credited service (to a maximum of 30 years) less 50 percent of the primary social security retirement benefit.

—With at least 10 but fewer than 20 years of service, the benefits is 1/60th of final average salary for each year of credited service, less 50 percent of the primary social security retirement benefit.

For general members retiring early, e.g. between ages 55 and 61, the benefit formula is the same as above, except that the offset for the primary social security retirement benefit is not effective until the retiree attains age 62. The benefit payable at an early retirement age is reduced by 1/15th for each of the first two years by which retirement precedes age 62, and 1/30th for each year by which retirement precedes age 60.

For police/fire members retiring at normal retirement age, i.e. with 22 or more years of credited service, the benefit is 50 percent of final average salary. Beginning at age 62, the benefit will be reduced by 50 percent of the primary social security retirement benefit.

For police/fire members retiring early but with 20 years of credited service, or retiring at age 62, the benefit is 2.1 percent of final average salary for each year of credited service. The benefit is increased by 1/2 of 1 percent of final average salary for each month worked beyond 20 years of service, but the total benefit may not exceed 50 percent of final average salary. Beginning at age 62, the

benefit will be reduced by 50 percent of the primary social security retirement benefit.

Increases in Social Security benefits occurring after retirement do not affect the retirement system benefit being paid.

Actuarial consultants are warning the 6,000 public employee retirement systems that dropping out of Social Security is no way of saving money for taxpayers and workers.

**Free inoculations against swine flu** are available to persons over 65 and others. Locations where the shots will be given will be announced within the next week or so but if you prefer to go to your doctor, he will administer the vaccine but charge you for it. Older citizens are among those who will be given priority for receiving the shots. Anyone allergic to eggs should see a doctor before being inoculated.

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)

Eickbush, George H.	.....Binghamton
Ellis, John F.	.....Ithaca
Eriksen, Marilyn W.	.....Kew Gardens
Eubanks, Charles	.....Jamaica
Evans, Edward W.	.....Brooklyn
Evans, Robert Lee	.....New York
Fieus, Eileen F.	.....Port Washington
Foley, Michael	.....Riverdale
Forman, Merle R.	.....Ithaca
Freshley, Alice	.....Staten Island
Fuller, Richard B. Jr.	.....Trumansburg
Fuller, Rosemary	.....Stillwater
Galarneau, Donald R.	.....Vernon
Gardiner, Frank A.	.....New Brighton
Garofalo, Ellen	.....Westbury
Giannopoulos, Pericles A.	.....Buffalo
Gleave, Janice A.	.....Brenwood
Glena, Donald D.	.....Lockport
Gologly, Ronald J.	.....Rochester
Gottschalk, William, M.D.	.....Brooklyn
Gratto, Robert J.	.....Buffalo
Green, Dorothy S.	.....Snyder
Grob, David	.....Brooklyn
Gunderson, Dennis	.....Brooklyn
Hainzl, Norbert F.	.....Hampton
Hare, Joseph F. Jr.	.....Tonawanda
Harmon, Thomas P.	.....Bellerose
Hatch, Richard	.....Oisville
Head, Robert	.....Brooklyn
Hendrix, Madeline P.	.....Queens Village
Hoffman, George A.	.....New York
Holliday, Frances M.	.....Buffalo
Honeycutt, Rexford L.	.....Raleigh
Honess, Duane I.	.....Ithaca
Haule, Carol	.....Dover Plains
Huang, Anna T. C.	.....Ithaca
Jacobsen, Caryl	.....Brooklyn

(To Be Continued)

## Don't Repeat This!

(Continued from Page 6)  
from now in organizing a ticket. The Democrats will need a new face to run for Attorney General, and possibly a new candidate for Comptroller depending on the decision of Levitt. The Democrats may wind up in a primary for any vacancy on the state ticket, but the general assumption is that Carey will be in a position to name a candi-

date for Attorney General and for Comptroller, if need be, without too much difficulty.

Of immediate concern to the politicians is control of the State Senate and Assembly. The general betting among politicians is that the Senate will remain Republican, and the Assembly will remain Democratic, but with a substantially reduced Democratic delegation in the Assembly.



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## APPOINT RICE

ALBANY—Lois Dickson Rice, of Washington, D.C., has been named by Gov. Hugh L. Carey as a member of the new Temporary State Commission on the Future of Postsecondary Education in New York.

Ms. Rice is vice-president of the College Entrance Examination Board and a national authority on the subjects of access to postsecondary education and student financial aid. She is a member of the Carnegie Council on Policy Studies in Higher Education and the Commission on Academic Affairs of the American Council on Education.

She also serves as a member of the Board of Trustees of Stephens College and a former trustee of Radcliffe College and the National Scholarship Service and Fund for Negro Students.

The post is unsalaried. The Commission will study the allocation of public resources, emerging trends and the role of the Board of Regents in postsecondary education.

**Know your type?**

**Give a pint of blood.**

**Join the mainstream of good guys, who donate blood.**

## PKY. FOREMAN

ALBANY—A parkway foreman eligible list, resulting from open competitive exam 24-407, was established Oct. 7 by the State Civil Service Department. The list contains 71 names.

## FOREMAN LIST

ALBANY—An assistant divisional maintenance foreman eligible list, resulting from open competitive exam 24-404, was established Oct. 7 by the State Civil Service Department. The list contains 101 names.

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— Vincent Canby, New York Times

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— Kathleen Carroll,  
New York Daily News

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— Jay Cocks, Time Magazine

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— Jack Kroll, Newsweek

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a JOHN SCHLESINGER film

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LAURENCE OLIVIER  
ROY SCHEIDER  
WILLIAM DEVANE MARTHE KELLER**  
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 screenplay by WILLIAM GOLDMAN from his novel produced by ROBERT EVANS and SIDNEY BECKERMAN  
 directed by JOHN SCHLESINGER music scored by MICHAEL SMALL services by CONNAUGHT PRODUCTIONS, INC. Color  
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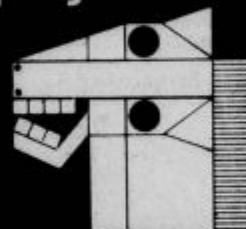
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— Maurice Peterson, ESSENCE MAGAZINE

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# State Eligible Lists

EXAM 35-903  
ASSOC SANIT ENGR (EN CON)  
Test Held March 20, 1975  
List Est. Oct. 7, 1976

1 Nadler Lawrence Latham .....88.5	4 Mead Berton E Evans Mills .....85.5
2 Male Charles T E Greenbush.....86.4	5 Krug Alfred E Delmar .....85.5
3 Stevens Kenneth Clifton Pk .....86.2	6 Goodale Bruce G Schenectady.....83.2
	7 Esler John K Albany .....83.1
	8 Mack Peter J Latham .....82.5
	9 Sausville Paul Ballston Spa .....82.3
	10 Cronin Robert R Delmar .....82.3

## POLITICAL ADVERTISEMENT

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**Justice Frank J. Kronenberg**

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Corporal/SP4	E-4	\$61.24	\$64.80	\$69.88	\$72.60
Sergeant/SP5	E-5	\$65.68	\$68.84	\$71.84	\$76.52
Staff Sergeant	E-6	\$74.92	\$78.04	\$81.28	\$84.36

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—Vincent Canby, N. Y. Times



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13 Hampton Robert Voorheesvil .....80.1	24 Briand Leo R Clifton Pk .....77.2
14 Petrucci D T Liverpool .....80.0	25 Walter Frank D Glens Falls .....76.9
15 Loveridge W E Greenbush .....79.4	26 Kenna John P Dexter .....76.5
16 Butler Bruce Rochester .....78.9	27 Flocke Leland C Clifton Pk .....76.4
17 Koelling Henry Brownville .....78.8	28 Prosser David W Watertown .....76.4
18 Zambrano John J Albany .....78.5	29 Lupe Raymond E Scotia .....76.4
19 Sovas Gregory H Clifton Pk .....78.5	30 Higgins John T Watervliet .....76.0
20 Corliss Donald Saranac Lk .....78.4	31 Ritz Joseph W Delmar .....75.8
21 Tofflemire T J Albany .....77.8	32 Sugumele Dennis Rochester .....75.5
	33 Smith William B Plattsburgh .....75.5
	34 Foltin William Latham .....75.2
	35 Moran James S Delmar .....75.2
	36 Hannaford R L Albany .....75.1
	37 Serbent Francis Rensselaer .....74.7
	38 Davis Robert E Glens Falls .....74.6
	39 Schor Arthur J New City .....74.5
	40 Fleury David B Saranac Lk .....74.5
	41 Drapeau Norman Delmar .....73.9
	42 Reid James D Glen Cove .....73.7
	43 Hamilton Eric J Clifton Pk .....73.5
	44 Moran Dennis Ronkonkoma .....73.4
	45 Bromberg A W Schenectady .....73.4
	46 Gross Larry P Baldwinsvil .....73.3
	47 Parnell John T Staten Is .....73.3
	48 Rudick Charles Ballston Lk .....72.4
	49 Dopp James W Mechanitvil .....72.4
	50 Manfredi Cesare Flushing .....71.5
	51 Delaware W M Loudonville .....71.2
	52 Klaus Albert K Westwood .....70.7
	53 O'Toole David R Schenectady .....70.7
	54 Muluns Patrick Binghamton .....70.4

### EXAM 24-372 ENERGY GEN & TRANSMIS SPE Test Held June 12, 1976 List Est. Sept. 30, 1976

1 Powell Richard Albany .....100.5
2 Smolinsky John Latham .....94.0
3 Driscoll Daniel Altamont .....89.5
4 Gordon Arthur Albany .....82.0
5 Lilley William Elsmere .....77.5
6 Blackwell Eric Waterford .....75.0
7 Dvorsky Thomas Slingerlands .....73.0

### EXAM 55-493 SENIOR ACCOUNT CLERK SUFFOLK COUNTY DISTRICT COURT Test Held June 12, 1976 List Est. Oct. 18, 1976

1 Kavits R Hauppauge .....90.5
2 Platt R Kings Pk .....90.1
3 Chindamo E Kings Pk .....90.1
4 Dabramo M Bay Shore .....86.0
5 Donohue M E Quogue .....83.6
6 Mays P Ronkonkoma .....83.4
7 Rauch M Deer Pk .....80.8
8 Marino T East Quogue .....79.4
9 Wagner P Bay Shore .....78.1
10 Gutheil D Cent Islip .....76.9
11 Basile E Lindenhurst .....76.6
12 Prohish E Kings Pk .....76.0
13 Kilkeny A Kings Pk .....75.5
14 Andriaccio R Stony Brook .....74.4
15 Oelrich A Centereach .....73.3
16 Pioli F Commack .....72.2
17 Redlich C Lindenhurst .....71.9

### EXAM 55-491 ACCOUNT CLERK SUFFOLK COUNTY DISTRICT COURT Test Held June 12, 1976 List Est. Oct. 18, 1976

1 Delisi S Bohemia .....93.8
2 Barry J Kings Pk .....86.1
3 Danielson J Brentwood .....80.6
4 Kingsley D Lindenhurst .....80.3
5 Odell M Riverhead .....79.1
6 Knappe D Bay Shore .....76.9
7 Prosseda A Smithtown .....76.8
8 Jordan R Bay Shore .....76.8
9 Hackert K Riverhead .....75.1
10 Drevas D Ronkonkoma .....75.1
11 Barrafato T E Northport .....74.6
12 Kroll J Copiague .....74.0

### EXAM 35-902 ASSOC SANIT CONSTR ENGR Test Held March 20, 1976 List Est. Oct. 7, 1976

1 Krug Alfred E Delmar .....85.5
2 Male Charles T E Greenbush .....84.4
3 Stevens Kenneth Clifton Pk .....84.2
4 Nadler Lawrence Latham .....83.5
5 Mead Berton E Evans Mills .....83.5
6 Esler John K Albany .....83.1
7 Cronin Robert R Delmar .....82.3
8 Hampton Robert Voorheesvil .....81.1
9 Mack Peter J Latham .....79.5
10 Briand Leo R Clifton Pk .....79.2
11 Petrucci D T Liverpool .....79.0
12 Walter Frank D Glens Falls .....78.9
13 Zambrano John J Albany .....78.5
14 Kwak John C Napanoch .....78.4
15 Loveridge W E Greenbush .....78.4
16 Sausville Paul Ballston Spa .....78.3
17 Schor Arthur J New City .....77.5
18 Foltin William Latham .....77.2
19 Pulaski John C Westmere .....76.5
20 Kenna John P Dexter .....76.5
21 Smith William B Plattsburgh .....76.5
22 Goodale Bruce G Schenectady .....76.2
23 Hannaford R L Albany .....76.1
24 Drapeau Norman Delmar .....75.9
25 Sovas Gregory H Clifton Pk .....75.5
26 Flocke Leland C Clifton Pk .....75.4
27 Clare Lawrence Williamsvil .....75.4
28 Prosser David W Watertown .....75.4
29 Moran James S Delmar .....75.2
30 Butler Bruce Rochester .....74.9
31 Sugumele Dennis Rochester .....74.5
32 Degastano P M Delmar .....74.5
33 Rutland L H Scotia .....74.4
34 Schaff William Voorheesvil .....73.9
35 Koelling Henry Brownville .....73.8
36 Tofflemire T J Albany .....73.8
37 O'Toole David R Schenectady .....73.7
38 Lupe Raymond E Scotia .....73.4
39 Gross Larry P Baldinsvil .....73.3
40 Serbent Francis Rensselaer .....72.7
41 Muluns Patrick Binghamton .....72.4
42 Rudick Charles Ballston Lk .....72.4
43 Davis Robert E Glens Falls .....71.6

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## Probation Committee Report

The following is the Probation Committee Report submitted at the CSEA annual convention. Committee chairman is James Brady and members are Joseph Gilligan, Alan Greenfield, James Frisina, Peter Grieco, James Mattel, Harold Fanning, Eulis Cathey, Sr., John Whalen and David Singer.

Problems of the Statewide Probation Committee have changed because of fiscal problems in local government where, in previous years, our committee efforts were focused on improving conditions in local probation departments to better service their communities. Our efforts now have turned to the problem of sufficient rebate to county government so as to maintain an adequate staff to take care of the programs that are currently in existence.

Our committee has continued to go to the grass roots to get input from probation officers working in various

areas of the State. We also have met with the Acting State Director of Probation and had meetings with the Probation and Parole Officers Association, Inc.

The Acting State Director of Probation has appointed our chairman to an advisory committee on a job analysis and examination methodology study.

Because of the above mentioned fiscal problems of local governments and their not being able to maintain adequate probation services, there is presently proposed legislation of State takeover. The Acting State Director of Probation has asked our committee's opinion concerning this take over and is soliciting our support.

Our activities throughout the State in the past few years are being recognized and we will, in the future, as we have in the past, do our part in enhancing the reputation of probation officers as well as civil service personnel in general.



Among the departmental meetings was a session for delegates from various local government probation agencies. From left are James Mattel, of Nassau chapter 830; CSEA collective bargaining specialist Nels Carlson; CSEA director Alan Greenfield, of Sullivan chapter 853, and John Whalen, of Westchester Local 860.

## Special Election Procedures Committee

The following is the Special Election Procedures Committee Report submitted at the CSEA annual convention. Chairman is Bernard C. Schmahl and members are William McConnell, Genevieve Clark, Anthony Giannetti, Ray Pritchard, Elton Smalley, Rocco Donofrio, Harold Goldberg and Sy Katz.

This report is for informational purposes only.

Since the March meeting, our committee has received and acted on four protests, two of these protests were unit elections within counties, they have been investigated and final determination has not been made; one was a county election protest which has been resolved; and another was a State chapter request for a new election, which was referred to the Legal Department for action.

On May 14, 1976, a seminar was held

at Batavia in Region 6. This was arranged by Genevieve Clark, a member of this committee, and Celeste Rosenkranz, chairperson of the Statewide Education Committee. It was attended by approximately 55 members from the various chapters of Region 6. The seminar lasted for one and a half hours. Nominating and election procedures as set forth in the Model Chapter Constitution were presented and each item was discussed, with a question and answer period. Everyone who attended stated that they were well satisfied by the seminar.

A seminar on nominating and election procedures is being arranged for the Delegates Meeting at the Concord Hotel in October, 1976. This will be open for all regions of the CSEA, and it is our hope that all chapter presidents or their representatives will attend. There is much valuable informa-

tion presented which will help all chapters in conducting their elections that must be held in June, 1977. The Statewide election to be held in 1977 will also be discussed. Our committee feels that the information obtained at this seminar will reduce the number of protests filed on chapter elections by giving the chapters the do's and don'ts in conducting elections.

We have also filed with the Charter Committee several changes in the nominating and election procedures, namely:

1. In order to qualify to hold office in a chapter, the candidate must have been a member of the chapter in good standing and active in chapter affairs for at least 180 days.

2. Presidents or other officers of chapters shall be actively employed in the unit, county or State department chapter.



Manhattan Developmental Center chapter 443 president Jacqueline Battle seems pleased with report being given by chapter treasurer Cliff Ceurs.

## Charter Committee Report

The following is the Charter Committee Report submitted at the CSEA annual convention. Chairman is Francis Miller and members are June Boyle, Nick Cimino, Bill DeMartino, Charles Luch, Dorothy King, Sam Mogavero, Ralph Natale and Ethel Ross.

Since the October 1975 Annual Delegates Meeting, our committee met on ten occasions. We examined requests for amendments to Chapter Constitutions submitted by 16 chapters. We recommended approval to the Board of Directors on 12 of these amendments and recommended disapproval on four. The Board of Directors, in each case, followed our recommendations.

We examined proposed Constitutions for new chapters received from ten member groups. We recommended the

establishment of eight of these new chapters to the Board of Directors and recommended disapproval on requests for new chapters in two cases. The Board of Directors approved our recommendations in each case. The new chapters were, in order of approval:

- Orleans County Chapter;
- Broome Developmental Center Chapter;
- Monroe Developmental Center Chapter;
- Buffalo-Niagara Frontier Retirees Chapter;
- Madison, Oneida, Herkimer Tri County Retirees Chapter;
- New York Metropolitan Retirees Chapter;
- Steuben, Allegany and Yates Counties Retiree Chapter;
- Niagara County Educational Employees Chapter.

Our committee denied requests received from member groups for the establishment of two new chapters. We dissolved two existing chapters; namely, the Correction Youth Camps Chapter, whose members were transferred to the Correctional Services Albany Chapter; and the Adirondack Correctional Treatment and Evaluation Center Chapter, which facility was closed by the State.

As Committee Chairman, I appreciate the fact that the members of our committee gave considerable time to the work of our committee throughout the year and I likewise wish to express my appreciation to legal counsel of the association for their time and effort in examining amended chapter Constitutions submitted to us, as well as proposed Constitutions for new chapters submitted to us and the advice on same given to our committee.



Mental Hygiene department meetings, with delegates representing nearly one-quarter of the total CSEA membership, are often the scene of the most crowded and the most hotly argued debates over union policy. In this small portion of group at this year's meeting, thoughtful-looking Hutchings Psychiatric Center chapter 435 president Audrey Snyder is identifiable in foreground of photo.



Two delegates from the northwestern part of the state confer on matters affecting members in their area. SUNY at Geneseo chapter 608's Elizabeth Rice, left, listens intently as Craig Developmental Center chapter 405's Eileen Cole has her say.

## Education Report

In last week's edition of The Leader, the names of the committee members who prepared the Education report were mistakenly left out. For the record, the introductory paragraph is printed this week.

The following is the statewide education committee report delivered at the Civil Service Employees Assn. annual convention. Committee chairman is Celeste Rosenkranz, and committee members include Irene Amaral, Stanley Briggs, Richard Fila, Roger Frieday, Mary Lauxon, Marie Romanelli, Patrick Timineri, Sylvia Weinstock and Stephen Zared.



# Report of the President

The following is the report of CSEA president Theodore C. Wenzl submitted at the annual convention at the Concord Hotel.

In these difficult economic times, with the general public taking hard shots at its public sector unions, the CSEA has a lot of which to be proud. The buffeting that has befallen all public employees is being weathered most admirably by our rank-and-file membership. Service to the public is being performed under very difficult circumstances. The inherent strength of the CSEA keeps ever rising to meet the many crises that descend upon us.

To be sure, the business of securing just returns for services rendered by our membership has been temporarily halted. Just returns for services include, among other things, salaries at least keeping pace with the rate of rampant inflation and adjustments in working conditions in keeping with modern, accepted work, social and economic concepts.

It is at least somewhat comforting to know that, compared with other public-sector unions, we have done better than most in holding the line and keeping layoffs to a minimum. Our level of general benefits still remains the envy of rival unions.

It is my considered opinion that we have hopefully seen the worst of the general economic recession; and now, with a tangible recovery under way, the CSEA is ready to move ahead once more in securing for its membership long overdue adjustments in adequate compensation for services rendered to the public.



Stodious expressions on faces of Elmira Correctional Facility chapter 156 president Fred Depew, standing, and delegate Kenneth Winsor reflect seriousness of discussion at general business meeting.



After several years in which the convention parliamentarian was a member of the CSEA, an outside professional was given the role at the 66th annual Convention. Here CSEA president Theodore C. Wenzl presides at the dais as Richard S. Kain makes a ruling. Mr. Kain is with the American Arbitration Assn.

## Special Auditing Committee Report

The following is the Special Auditing Committee Report submitted at the CSEA annual convention. Chairman is Louie Sunderhaft, and members are Thomas Corridan, Millicent DeRosa, Harold Goldberg, George Harrington, Fred Huber, Arthur Johnson, Richard Marley, Sam Piscitelli and Gerald Toomey.

Since our last report at the March, 1976 Delegate Meeting, our Committee has met periodically to review the fiscal affairs and established policies, practices and procedures for the processing of Association expenditures. Our Committee, since the Special Delegate Meeting, has spent considerable time in the

areas of reviewing negotiating expenses and Association payroll.

After reviewing expenses of negotiations, this Committee met several times and recommended that the Chairman meet with the Budget Committee Chairman to finalize future negotiating expenses. Derived from these meetings were the recommendations to set up a budget figure for general negotiations and to expand on the guidelines which were established by the Board of Directors for expenses and reimbursement.

As a result of a Delegate mandate, the Treasurer requested that this Committee audit the payroll and relate their findings at this Convention. The

Committee audited and reviewed current payrolls and compared the individual's salaries to the 1976 Budget as approved by the Board of Directors. The Committee spent considerable time spot-checking the individual's salaries for accuracy. After review, the Committee is satisfied with the accuracy of the random samples.

The Chairman wishes to express appreciation to Treasurer Gallagher and his staff and further to the members of this Committee who, by their knowledge and experience, have made these reports more meaningful. This Committee will continue its diligent service to the Association.

## CSEA Issues Political Endorsements

ALBANY—The Civil Service Employees Assn. has released a list of candidates for seats in the State Senate and Assembly which it has endorsed.

The endorsements were made on the basis of investigations of candidates' positions on matters of concern to public sector workers by CSEA unit, chapter, region and Headquarters political action organizations. In districts where no candidate in the coming November contests was deemed superior to the other, a "none" endorsement entry appears.

The CSEA's political action campaign this year has been described by union president Theodore C. Wenzl as an action "To reward our friends and punish our enemies."

Once given CSEA endorsement, the favored candidates will receive campaign assistance and, in some cases, funds from the union membership.

Senate Districts, candidates, and their political affiliations are:

S.D. 1, K. LaValle (R); S.D. 2, B. Smith (R); S.D. 3, C. Trunzo (R); S.D. 4, O. Johnson (R); S.D. 5, R. Marino (R); S.D. 7, J. Caemmerer (R); S.D. 8, N. Levy (R); S.D. 9, J. Libert (R).

S.D. 10, J. Santucci (D); S.D. 11, F. Padavan (R); S.D. 12, J. Bronston (D); S.D. 13, E. Gold (D); S.D. 14, A. Gazzara (D); S.D. 15, M. Knorr (R); S.D. 16, H. Babbush (D); S.D. 17, M. Owens (D); S.D. 18, T. Bartosiewicz (D); S.D. 19, J. Bloom (D).

S.D. 20, D. Halperin (D); S.D. 21, W. Conklin (R); S.D. 22, A. Lewis (D); S.D. 23, V. Beatty (D); S.D. 24, J. Marchi (R); S.D. 25, C. Bellamy (D); S.D. 26, none; S.D. 27, M. Ohrenstein (D); S.D. 28, C. McCall (D); S.D. 29, F. Leichter (D).

S.D. 30, R. Garcia (D); S.D. 31, I. Ruiz (D); S.D. 32, J. Gallber (D); S.D. 33, A. Bernstein (D); S.D. 34, J. Calandra (R); S.D. 35, J. Flynn (R); S.D. 36, J. Pisani (R); S.D. 37, B. Gordon (R); S.D. 38, L. Winkow (D); S.D. 39, J. Rollson, Jr. (R).

S.D. 40, R. Schermerhorn (R); S.D. 41, J. Bruno (R); S.D. 42, H. Nolan (D); S.D. 43, R. Stafford (R); S.D. 44, H. Farley (R); S.D. 45, D. Barclay (R); S.D. 46, none; S.D. 47, W. Anderson (R); S.D. 48, none; S.D. 49, M. Bragman (D).

S.D. 50, T. Lombardi, Jr. (R); S.D. 51, W. T. Smith (R); S.D. 52, F. Warder (R); S.D. 53, J. Perry (D); S.D. 54, J. Darweesh

(D); S.D. 55, none; S.D. 56, J. Griffin (D); S.D. 57, J. Present (R); S.D. 58, D. Volker (R); S.D. 59, K. Tarbell (D); S.D. 60, none.

Assembly Districts, candidates and their political affiliations are:

A.D. 1, P. Duryea, Jr. (R); A.D. 2, G. Hochbrueckner (D); A.D. 3, I. Bianchi, Jr. (D); A.D. 4, none; A.D. 5, P. Harenberg (D); A.D. 6, J. Cochrane (R); A.D. 7, J. Flanagan (R); A.D. 8, none; A.D. 9, W. Burns (R).

A.D. 11, P. Healey (R); A.D. 12, G. Murphy (R); A.D. 13, T. Gulotta (R); A.D. 14, J. Reilly (R); A.D. 15, A. Orazio (D); A.D. 16, none; A.D. 17, K. Hanon (R); A.D. 18, A. D'Amato (R); A.D. 19, R. McGrath (R).

A.D. 20, A. Kremer (D); A.D. 21, H. Dwyer (R); A.D. 22, G. Lipshutz (D); A.D. 23, none; A.D. 24, S. Weprin (D); A.D. 25, V. Nicolosi (D); A.D. 26, L. Stavisky (D); A.D. 27, A. Cooperman (D); A.D. 28, A. Hevesi (D); A.D. 29, G. Brewer (D).

A.D. 30, none; A.D. 31, A. Dell-Bovi (R); A.D. 32, E. Abramson (D); A.D. 33, J. Flack (R); A.D. 34, J. Lafayette (D); A.D. 35, J. LoPresto (R); A.D. 36, D. Butler (D); A.D. 37, none; A.D. 38, none; A.D. 39, S. Fink (D).

A.D. 40, E. Griffith (D); A.D. 41, S. Steingut (D); A.D. 42, D. Greenburg (D); A.D. 43, G. Cincotta (D); A.D. 44, M. Miller (D); A.D. 45, C. Schumer (D); A.D. 46, H. Lasher (D); A.D. 47, F. Barbaro (D); A.D. 48, L. Silverman (D); A.D. 49, D. DiCarlo (R).

A.D. 50, C. Mega (R); A.D. 51, J. Ferris (D); A.D. 52, M. Pesce (D); A.D. 53, W. Lewis (D); A.D. 54, T. Boyland (D); A.D. 55, T. Fortune (D); A.D. 56, A. Vann (D); A.D. 57, H. Strelzin (D); A.D. 58, J. Lentol (D); A.D. 59, P. Mirto (D).

A.D. 60, G. Molinari (R); A.D. 61, R. Minogue (R); A.D. 62, J. Matese (R); A.D. 63, S. Silver (D); A.D. 64, W. Passannante (D); A.D. 65, A. Stein (D); A.D. 66, M. Siegel (D); A.D. 67, R. Gottfried (D); A.D. 68, A. Grannis (D); A.D. 69, J. Nadler (D).

A.D. 70, W. Raye (R); A.D. 71, G. Miller (D); A.D. 72, A. Del-Toro (D); A.D. 73, E. Lehner (D); A.D. 74, H. Farrell, Jr. (D); A.D. 75, J. Serrano (D); A.D. 76, S. Posner (D); A.D. 77, A. Montano (D); A.D. 78, E. Diggs (D); A.D. 79, L. Nine (D).

A.D. 80, G. Velella (R); A.D. 81, A. Hochberg (D); A.D. 82, T. Culhane (D); A.D. 83, G.

Friedman (D); A.D. 84, G. Koppel (D); A.D. 85, J. Dearie (D); A.D. 86, V. Marchiselli (D); A.D. 87, C. Cola (R); A.D. 88, R. Ross (R); A.D. 89, W. Fineran (D).

A.D. 90, G. Burrows (R); A.D. 91, A. Vittetea (R); A.D. 92, P. Sullivan (R); A.D. 93, A. Kass (D); A.D. 94, W. Stephens (R); A.D. 95, E. Levy (R); A.D. 96, R. Connor (D); A.D. 97, L. Herbst (R); A.D. 98, J. Amatucl (D); A.D. 99, J. Economou (D).

A.D. 100, T. Basti (D); A.D. 101, M. Hinchey (D); A.D. 102, C. Lane (R); A.D. 103, F. Field, Jr. (R); A.D. 104, R. Connors (D); A.D. 105, C. Cook (R); A.D. 106, N. Kelleher (R); A.D. 107, C. Wemple (R); A.D. 108, none; A.D. 109, G. Harris (R).

A.D. 110, G. Solomon (R); A.D. 111, A. Ryan (R); A.D. 112, D. Haley (D); A.D. 113, P. Dokuchitz (R); A.D. 114, R. Nortz (R); A.D. 115, W. Sears (R); A.D. 116, D. Noll (D); A.D. 117, J. Zagame (R); A.D. 118, L. Bersani (R); A.D. 119, E. Lytel (D).

A.D. 120, M. Zimmer (D); A.D. 121, none; A.D. 122, C. Rappleyea, Jr. (R); A.D. 123, J. McCabe (D); A.D. 124, J. Tallon (D); A.D. 125, none; A.D. 126, (Continued on Page 20)



## Laid-off Two Are Honored For Heroism

MANHATTAN—Two laid-off New York City firefighters and two police officers were among 55 persons cited last week for acts of heroism and emergency assistance.

At a ceremony held at the Board of Health auditorium, certificates were given to Michael Waldron, a laid-off fireman who saved a man's life with cardiac massage; Dennis Mojica, a laid-off fireman who led 10 people out of a burning Brooklyn building; and Kevin Cox and Robert Serra, policemen who chased and captured an arson suspect.

Fire Commissioner John T. O'Hagan also presented certificates to transit, utility and sanitation workers, as well as private citizens from 14 to 65 years old, for various acts of bravery and initiative.

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## SHORT TAKES

### CAREY FORSEES DEFICIT

Figures issued recently by Gov. Hugh L. Carey appear to indicate that the state will have a slight deficit when the fiscal year ends next March 31. However, Republican state leaders have questioned the Governor's figures, claiming that state tax revenues are rising rapidly and expenditures are growing more slowly than were anticipated. The GOP earlier charged that the Carey Administration is hiding cash surpluses, thus paving the way for tax cuts next year. Figures released by Budget Director Peter Goldmark and Comptroller Arthur Levitt indicate that by the end of last month, mid-point in the current fiscal year, the state had taken in about \$17 million more than had been anticipated in projected tax revenues and had spent about \$80 million more than had been expected under the current \$10.8 billion budget. Approximate estimates indicate that, given these figures, the potential six-month deficit could be as much as \$39.1 million.

### WELFARE AND JOBLESS DIP

Recently issued employment figures raise the prospect that the state's prediction of a welfare deficit will not be as great as predicted. The State Department of Labor said that during August—the most recently assessed reporting period—unemployment dropped to 8.8 percent, down from 9 percent, the lowest level since December 1974. If this trend continues, welfare assistance should decline. This may mean that the projected state welfare deficit which was pegged at from \$75 to \$120 million is not valid anymore.

### LAYOFF COMMITTEE

The joint State-Civil Service Employees Assn. committee formed to study state employee layoffs has begun operation. The group was funded by a \$1 million grant negotiated as part of the State-CSEA contract and which was approved by the legislature earlier this year. First order of business for the new group is expected to be establishing retraining programs for other positions for laid-off workers. The committee chairman is Robert McKersie, dean of the School of Industrial and Labor Relations at Cornell University. CSEA members are Solomon Bendet, president of New York City Region II; James Lennon, president of Southern Region III; Joseph McDermott, president of Albany Region IV, and Robert Lattimer, president of Western Region VI. State officials are Thomas Gibbs, Office of Employee Relations; Jeremy Schrauf, Office of the Budget; John Cross, Civil Service Department, and John McKenna, Department of Social Services.

### NAME ROOSEVELT

ALBANY—John A. Roosevelt, 60, youngest son of the late President and Mrs. Roosevelt and vice-president of a New York City brokerage and investment firm, has been reappointed by Gov. Hugh L. Carey as a trustee of the State University of New York.

Mr. Roosevelt, an executive at Bache & Co., is also a trustee of the Eisenhower Exchange Fellowship Foundation, a member of the executive board of the Greater New York Council, Boy Scouts of America, and a trustee of Marist College in Poughkeepsie and Roosevelt University in Chicago.

Mr. Roosevelt was named to an unsalaried term ending June 30, 1985.

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### LEGAL NOTICE

BELARTES ASSOCIATES, 1775 Broadway, N.Y., N.Y., Substance of Certificate of Limited Partnership filed in the New York County Clerk's Office on June 30th, 1976. Business: Own and operate real property. General Partners: Albert Albert & Sons Ltd., 349 E. 149th St., Bronx, N.Y. and John Mee Inc., 1775 Broadway, N.Y. N.Y. Limited Partners, name, address, cash contribution and share of profits: Stewart R. Alpert, 120 DeHaven Drive, Yonkers, N.Y., Herbert Sylvester, 500 Ridgeland Terrace, Leonia, N.J., \$100 each, 48 1/2%. Term: June 29, 1976 to June 30, 2020. Additional contributions to be made as provided in agreement. No time agreed upon for return of contribution. Additional limited partners may be admitted. No priority among limited partners as to contributions or as to compensation by way of income. Limited partner may demand return of his capital account on dissolution. No limited partner has right to bring action for partition.

## Federal Job Calendar

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

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

### Agriculture

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

### Engineering And Scientific

Engineering, Physical Sciences and Related Professions .....	GS-5 to 15	424
Meteorological Technician .....	GS-6, 7, 9	NY-8-43
Life Sciences .....	GS-5 to 7	421

### General

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

### Stenography And Typing

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

### Medical

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

### Military

Air Reserve Technician (Administrative Clerical/Technical) .....	GS-5 to 12	AT-0-59
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### Social And Education

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

## REAL ESTATE VALUES

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## Rensselaer Holding A Food Super Exam

**TROY** — The Rensselaer County Civil Service Commission has opened filing until Nov. 10 for a Dec. 11 dietetic service supervisor examination (open competitive exam no. 64-819).

The job pays \$11,502 and there is presently one vacancy. New

York State residence is not required but local residents may be given preference in appointment from the eligible list.

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

**You may not be dying to give blood, but some day you may be dying to get it. The Most Precious Gift.**

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FOR INFORMATION regarding advertisement, please write or call:

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

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### APPOINT SCHRAGER

**WHITE PLAINS** — Leonard Schrager, 47, has been named by Westchester County Executive Alfred B. DeBello as deputy director for plans and operations for the Community Mental Health Board. The post pays \$35,180.

## Suffolk Sets OCs, Promos

**HAUPPAUGE** — The Suffolk County Civil Service Department has opened filing until Nov. 10 for eight open competitive titles and two promotional titles. All have Dec. 11 written examinations.

The open competitive titles range in salary from \$8,500 to \$19,105. School lunch coordinator (Exam No. 16-336) pays \$8,500. Insurance manager (16-331) pays \$10,000. Principal title searcher (16-332) pays \$11,954.

A salary of \$12,000 is paid for school lunch manager (16-338) and senior citizens program director (16-340). School lunch director (16-337) gets paid \$13,000. Nursing home administrator (16-339) \$16,704. Federal and state aid claims coordinator (17-330) pays \$19,105.

Promotional exams are for principal title searcher (16-333), which pays \$11,954 and chief budget examiner (16-334), which pays \$19,105.

For further information contact the Department at H. Lee Dennison Executive Office Building, Veteran's Memorial Highway, Hauppauge, N.Y. 11787.

## RETIREMENT AND PENSION SEMINARS

We are pleased to announce that one of the 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 Wednesdays: Oct. 20; Nov. 3, 17 and Dec. 1, 15, 29.

Absolutely no charge or obligation, however participation is limited, so please call Mrs. Cerisse Rubenstein at (212) 689-2016 for confirmation.

A service of the Council of Jewish Organizations in Civil Service and Ramblewood East Information Center.

### WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

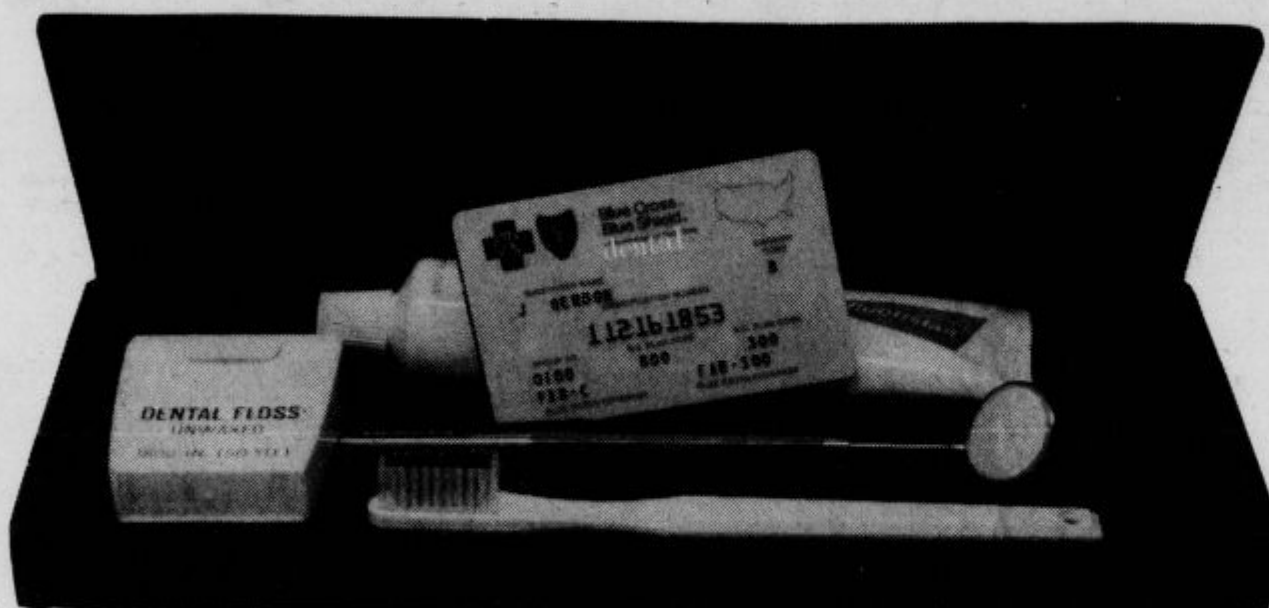
The Board of Higher Education advises teaching staff applicants to contact the individual schools; non-faculty jobs are filled through the Personnel Department directly.

**STATE** — Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2 55th floor, New York 10048 (phone 488-4248: 10 a.m.-3 p.m.); State Building Campus, Albany 12239; Suite 750, 1 W. Genesee St., Buffalo 14203: 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.



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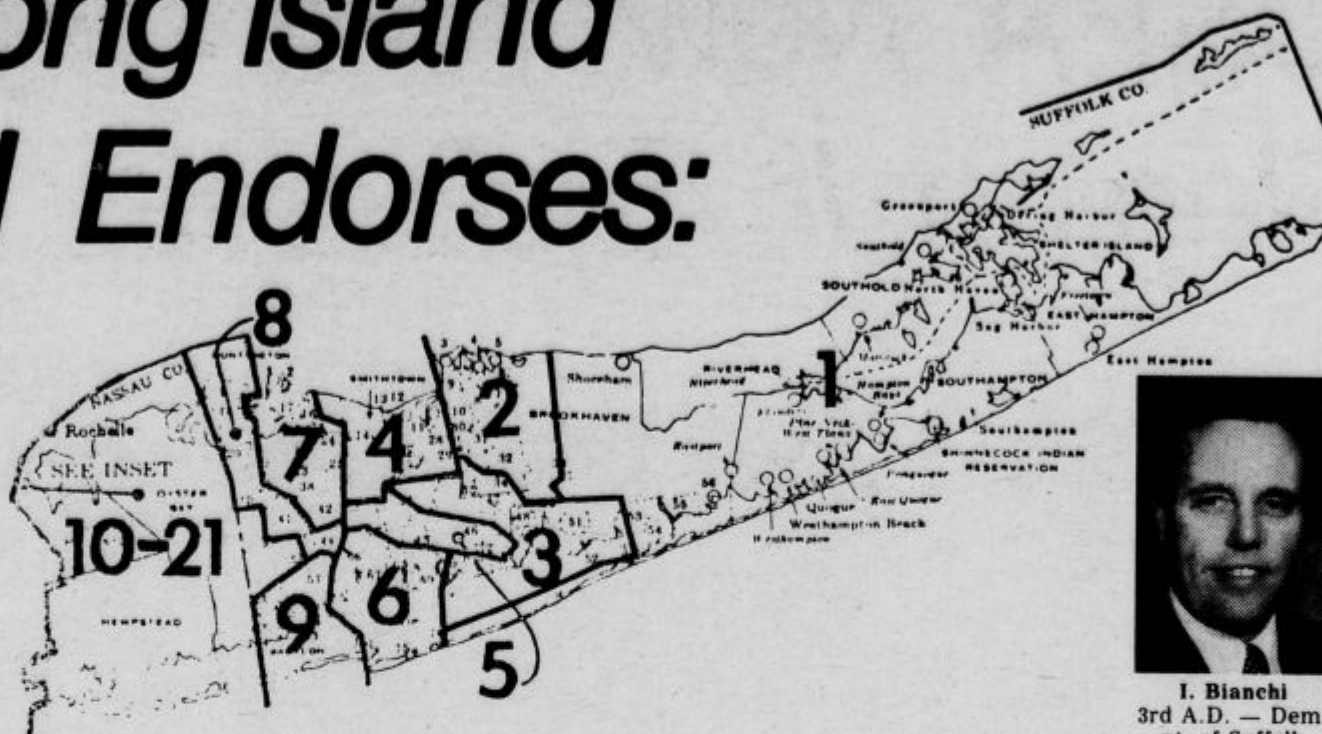
# CSEA Long Island Region 1 Endorses:



**P. Duryea, Jr.**  
1st A.D. — Rep.  
pt. of Suffolk



**Hochbrueckner**  
2nd A.D. — Dem.  
pt. of Suffolk



**I. Bianchi**  
3rd A.D. — Dem.  
pt. of Suffolk



**P. Harenberg**  
5th A.D. — Dem.  
pt. of Suffolk



**J. Cochrane**  
6th A.D. — Rep.  
pt. of Suffolk



**J. Flanagan**  
7th A.D. — Rep.  
pt. of Suffolk



**W. Burns**  
9th A.D. — Rep.  
pt. of Suffolk



**P. Healey**  
11th A.D. — Rep.  
pt. of Nassau



**G. Murphy**  
12th A.D. — Rep.  
pt. of Nassau



**T. Gulotta**  
13th A.D. — Rep.  
pt. of Nassau



**J. Reilly**  
14th A.D. — Rep.  
pt. of Nassau



**A. Orazio**  
15th A.D. — Dem.  
pt. of Nassau



**K. Hannon**  
17th A.D. — Rep.  
pt. of Nassau

no endorsement  
4th A.D.  
pt. of Suffolk

no endorsement  
8th A.D.  
pt. of Suffolk

no endorsement  
10th A.D.  
pt. of Suffolk  
pt. of Nassau

no endorsement  
16th A.D.  
pt. of Nassau



**A. D'Amato**  
18th A.D. — Rep.  
pt. of Nassau



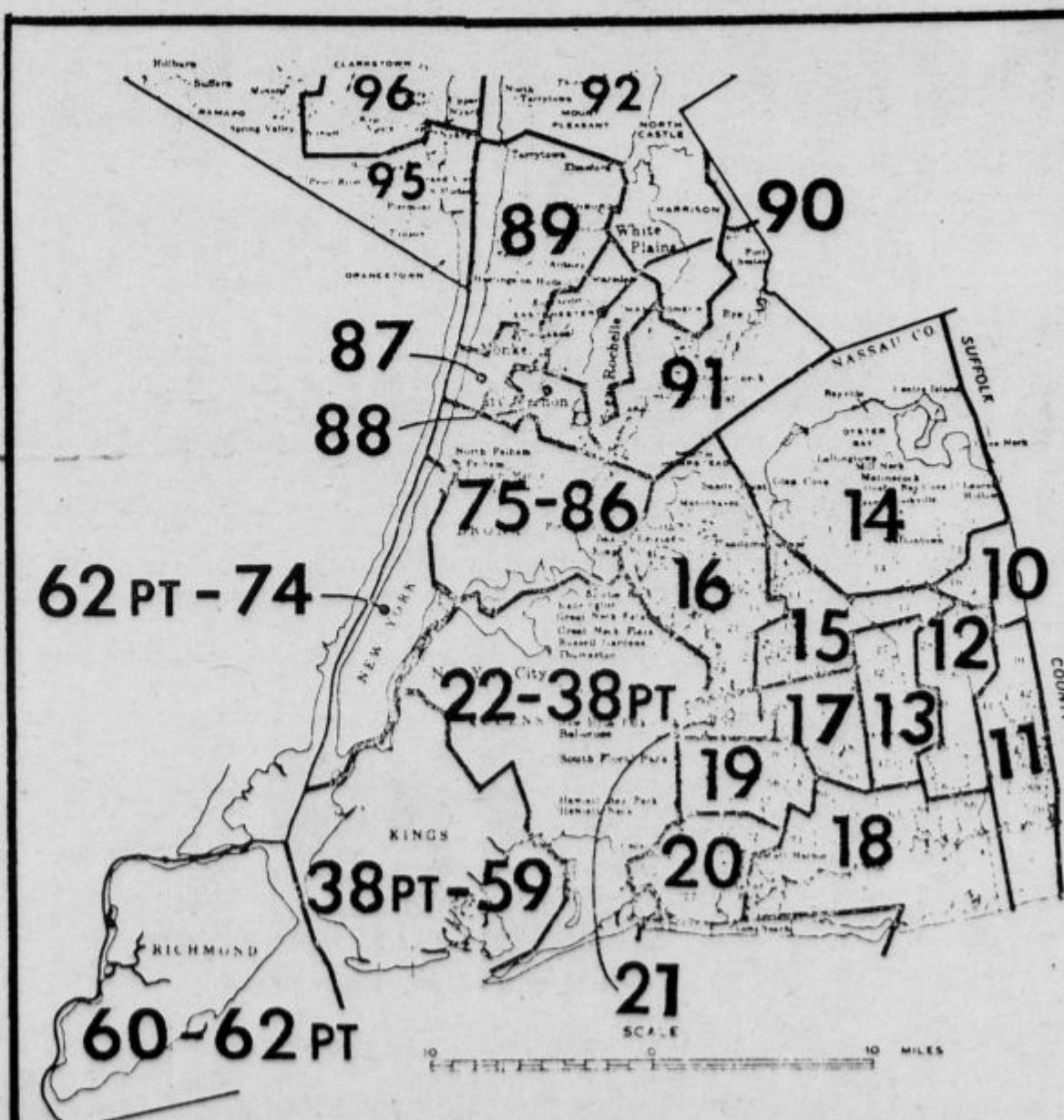
**R. McGrath**  
19th A.D. — Rep.  
pt. of Nassau



**A. Kremer**  
20th A.D. — Dem.  
pt. of Nassau



**H. Dwyer**  
21st A.D. — Rep.  
pt. of Nassau





# CSEA New York City Region II Endorses:

15 • CIVIL SERVICE LEADER, Friday, October 29, 1976



**G. Lipschutz**  
22nd A.D. — Dem.  
pt. of Queens



**V. Nicolosi**  
25th A.D. — Dem.  
pt. of Queens



**L. Stavisky**  
26th A.D. — Dem.  
pt. of Queens



**A. Cooperman**  
27th A.D. — Dem.  
pt. of Queens



**A. Hevesi**  
28th A.D. — Dem.  
pt. of Queens



**G. Brewer**  
29th A.D. — Dem.  
pt. of Queens



**A. DelliBovi**  
31st A.D. — Rep.  
pt. of Queens



**J. Flack**  
33rd A.D. — Rep.  
pt. of Queens



**J. Lopresto**  
35th A.D. — Rep.  
pt. of Queens



**D. Butler**  
36th A.D. — Dem.  
pt. of Queens



**S. Fink**  
39th A.D. — Dem.  
pt. of Kings



**E. Griffith**  
40th A.D. — Dem.  
pt. of Kings



**S. Steingut**  
41st A.D. — Dem.  
pt. of Kings



**D. Greenburg**  
42nd A.D. — Dem.  
pt. of Kings



**G. Cincotta**  
43rd A.D. — Dem.  
pt. of Kings



**M. Miller**  
44th A.D. — Dem.  
pt. of Kings



**C. Schumer**  
45th A.D. — Dem.  
pt. of Kings



**H. Lasher**  
46th A.D. — Dem.  
pt. of Kings



**F. Barbaro**  
47th A.D. — Dem.  
pt. of Kings



**L. Silverman**  
48th A.D. — Dem.  
pt. of Kings



**D. DiCarlo**  
49th A.D. — Rep.  
pt. of Kings



**C. Mega**  
50th A.D. — Rep.  
pt. of Kings



**J. Ferris**  
51st A.D. — Dem.  
pt. of Kings



**M. Pesce**  
52nd A.D. — Dem.  
pt. of Kings



**W. Lewis**  
53rd A.D. — Dem.  
pt. of Kings



**T. Fortune**  
55th A.D. — Dem.  
pt. of Kings



**A. Vann**  
56th A.D. — Dem.  
pt. of Kings



**H. Strelzin**  
57th A.D. — Dem.  
pt. of Kings



**J. Lentol**  
58th A.D. — Dem.  
pt. of Kings



**P. Mirto**  
59th A.D. — Dem.  
pt. of Kings



**G. Molinari**  
60th A.D. — Rep.  
pt. of Richmond



**W. Passannante**  
64th A.D. — Dem.  
pt. of New York



**A. Stein**  
65th A.D. — Dem.  
pt. of New York



**M. Siegel**  
66th A.D. — Dem.  
pt. of New York



**R. Gottfried**  
67th A.D. — Dem.  
pt. of New York



**A. Grannis**  
68th A.D. — Dem.  
pt. of New York



**W. Raye**  
70th A.D. — Rep.  
pt. of New York



**G. Miller**  
71st A.D. — Dem.  
pt. of New York



**A. DelToro**  
72nd A.D. — Dem.  
pt. of New York



**E. Lehner**  
73rd A.D. — Dem.  
pt. of New York



**H. Farrell, Jr.**  
74th A.D. — Dem.  
pt. of New York



**S. Posner**  
76th A.D. — Dem.  
pt. of Bronx

**S. Weprin**  
24th A.D. — Dem.  
pt. of Queens

**E. Abramson**  
32nd A.D. — Dem.  
pt. of Queens

**J. Lafayette**  
34th A.D. — Dem.  
pt. of Queens

**T. Boyland**  
54th A.D. — Dem.  
pt. of Kings

**R. Minogue**  
61st A.D. — Rep.  
pt. of Richmond

**J. Matese**  
62nd A.D. — Rep.  
pt. of Richmond

**S. Silver**  
63rd A.D. — Dem.  
pt. of New York



# NYC Region II Endorses:



**E. Diggs**  
78th A.D. — Dem.  
pt. of Bronx



**L. Nine**  
79th A.D. — Dem.  
pt. of Bronx



**G. Velella**  
80th A.D. — Rep.  
pt. of Bronx



**A. Hochberg**  
81st A.D. — Dem.  
pt. of Bronx



**T. Culhane**  
82nd A.D. — Dem.  
pt. of Bronx



**G. Koppel**  
84th A.D. — Dem.  
pt. of Bronx



**J. Dearie**  
85th A.D. — Dem.  
pt. of Bronx



**V. Marchiselli**  
86th A.D. — Dem.  
pt. of Bronx

**J. Nadler**  
69th A.D. — Dem.  
pt. of New York

**J. Serrano**  
75th A.D. — Dem.  
pt. of Bronx

**A. Montano**  
77th A.D. — Dem.  
pt. of Bronx

**G. Friedman**  
83rd A.D. — Dem.  
pt. of Bronx

no endorsement  
23rd A.D.  
pt. of Queens

no endorsement  
37th A.D.  
pt. of Queens

no endorsement  
30th A.D.  
pt. of Queens

no endorsement  
38th A.D.  
pt. of Queens

# Southern Region III Endorses:



**C. Cola**  
87th A.D. — Rep.  
pt. of Westchester



**R. Ross**  
88th A.D. — Rep.  
pt. of Westchester



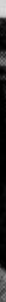
**W. Fineran**  
89th A.D. — Dem.  
pt. of Westchester



**G. Burrows**  
90th A.D. — Rep.  
pt. of Westchester



**A. Vittetea**  
91st A.D. — Rep.  
pt. of Westchester



**P. Sullivan**  
92nd A.D. — Rep.  
pt. of Westchester

**A. Kass**  
93rd A.D. — Dem.  
pt. of Westchester

**W. Stephens**  
94th A.D. — Rep.  
Putnam  
pt. of Westchester  
pt. of Dutchess



**E. Levy**  
95th A.D. — Rep.  
pt. of Rockland



**R. Connor**  
96th A.D. — Dem.  
pt. of Rockland



**J. Economou**  
99th A.D. — Dem.  
pt. of Ulster  
pt. of Dutchess

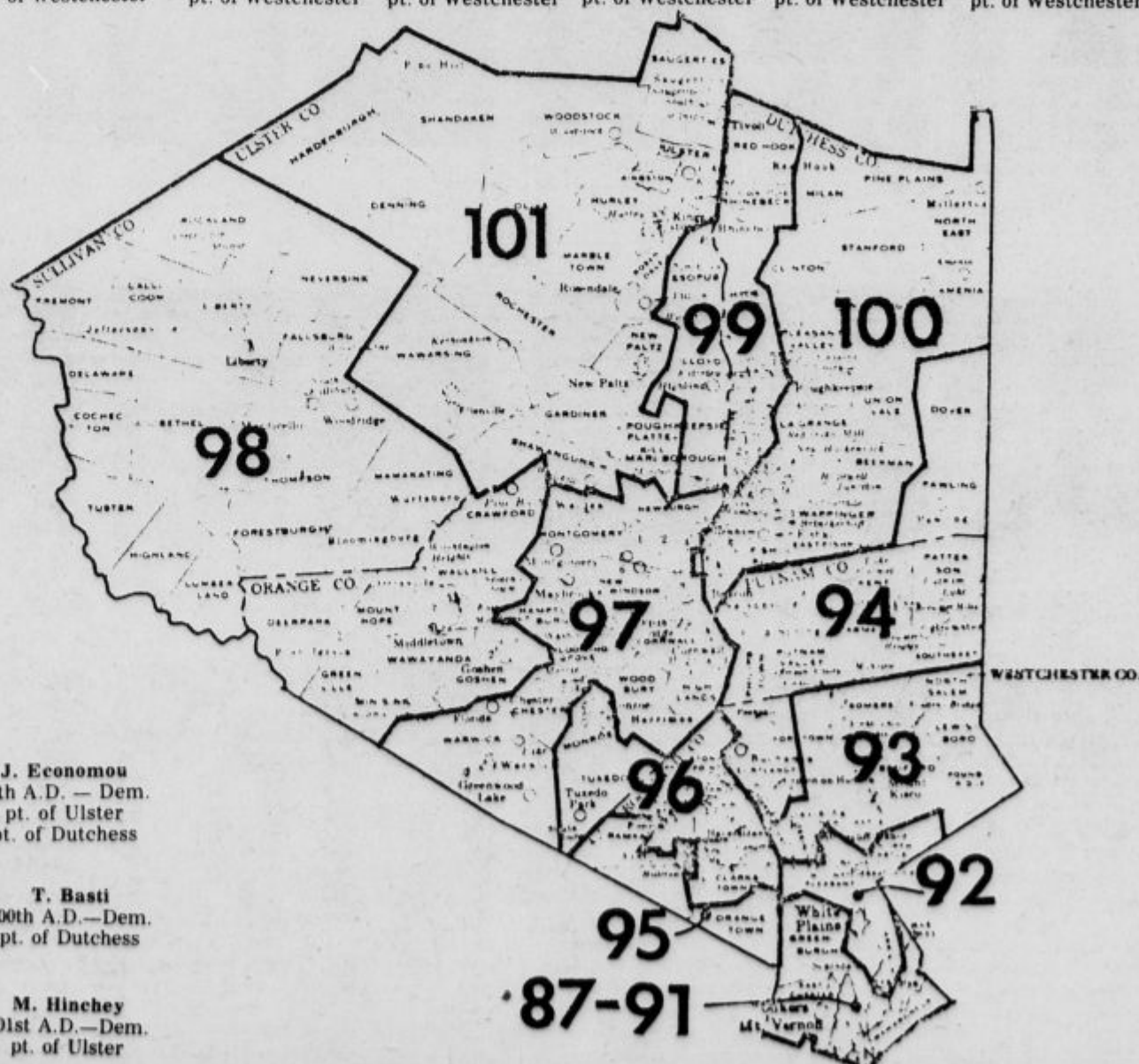


**T. Basti**  
100th A.D. — Dem.  
pt. of Dutchess

**L. Herbst**  
97th A.D. — Rep.  
pt. of Orange

**J. Amatucci**  
98th A.D. — Dem.  
Sullivan  
pt. of Orange

**M. Hinchey**  
101st A.D. — Dem.  
pt. of Ulster





# Albany Region IV Endorses:



**C. Lane**  
102nd A.D. — Rep.  
Greene  
Columbia  
pt. of Albany



**F. Field, Jr.**  
103rd A.D. — Rep.  
pt. of Albany



**R. Connors**  
104th A.D. — Dem.  
pt. of Albany  
pt. of Rensselaer



**C. Cook**  
105th A.D. — Rep.  
Schoharie  
pt. of Albany  
pt. of Schenectady  
pt. of Montgomery  
pt. of Delaware



**N. Kelleher**  
106th A.D. — Rep.  
pt. of Rensselaer



**C. Wemple**  
107th A.D. — Rep.  
pt. of Schenectady



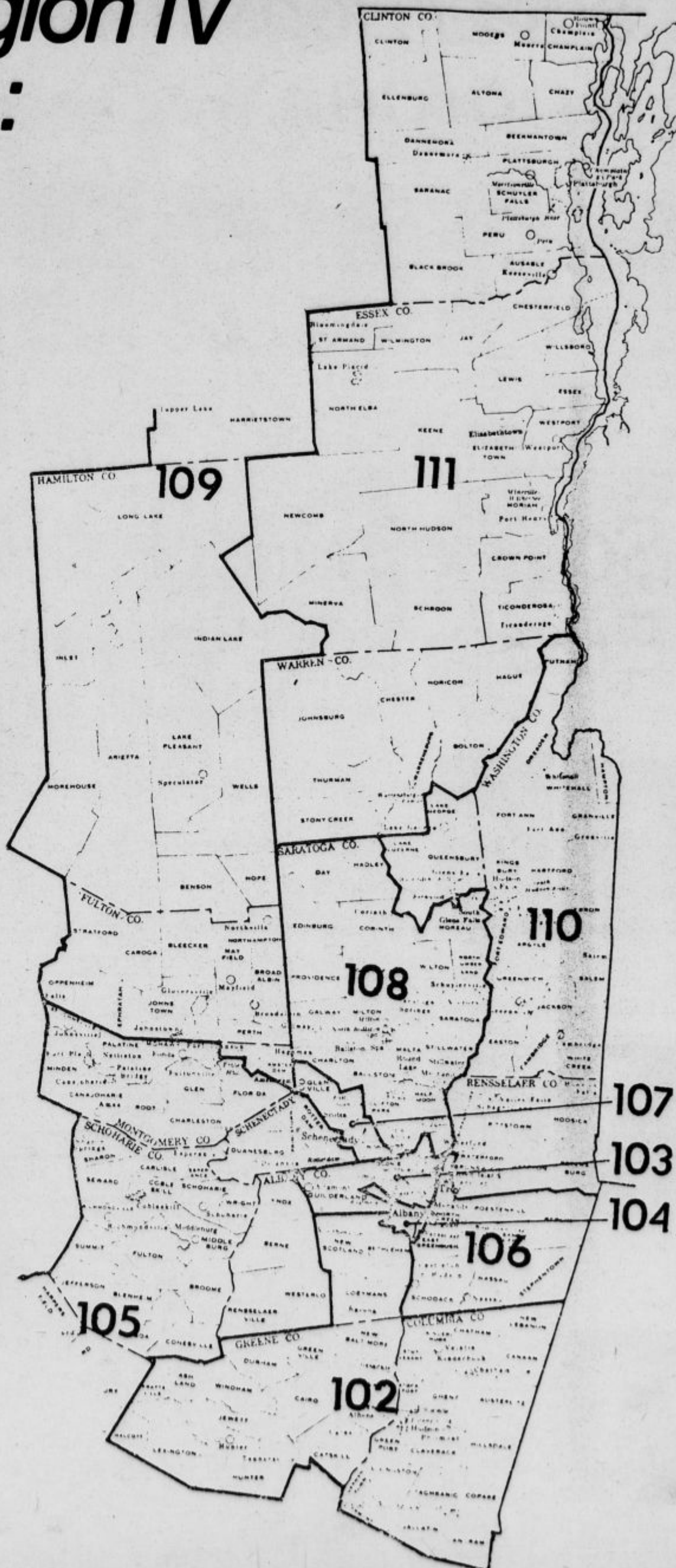
**G. Harris**  
109th A.D. — Rep.  
Hamilton  
Fulton  
pt. of Montgomery  
pt. of Franklin



**G. Solomon**  
110th A.D. — Rep.  
Washington  
pt. of Rensselaer  
pt. of Warren



**A. Ryan**  
111th A.D. — Rep.  
Clinton  
Essex  
pt. of Warren



no endorsement  
108th A.D.  
Saratoga



# Central Region V Endorses:



**C. Cook**  
105th A.D. — Rep.  
pt. of Delaware  
Schoharie  
pt. of Albany  
pt. of Schenectady  
pt. of Montgomery



**G. Harris**  
109th A.D. — Rep.  
pt. of Franklin  
Hamilton  
Fulton  
pt. of Montgomery



**D. Haley**  
112th A.D.—Dem.  
St. Lawrence  
pt. of Franklin



**P. Dokuchitz**  
113th A.D. — Rep.  
Herkimer  
Otsego



**R. Nortz**  
114th A.D. — Rep.  
Jefferson  
Lewis  
pt. of Oneida



**W. Sears**  
115th A.D. — Rep.  
pt. of Oneida



**D. Nole**  
116th A.D.—Dem.  
pt. of Oneida



**J. Zagame**  
117th A.D. — Rep.  
pt. of Oneida



**L. Bersani**  
118th A.D. — Rep.  
pt. of Onondaga



**E. Lytel**  
119th A.D.—Dem.  
pt. of Onondaga  
pt. of Madison



**M. Zimmer**  
120th A.D.—Dem.  
pt. of Onondaga



**C. Rappleyea, Jr.**  
122nd A.D. — Rep.  
Chenango  
pt. of Madison  
pt. of Delaware

**R. Monsour**  
121st A.D.—Dem.  
pt. of Onondaga



**J. McCabe**  
123rd A.D.—Dem.  
pt. of Broome  
pt. of Tioga



**J. Tallon**  
124th A.D.—Dem.  
pt. of Broome

no endorsement  
125th A.D.  
Cayuga  
Cortland

no endorsement  
126th A.D.  
pt. of Tioga  
pt. of Chemung



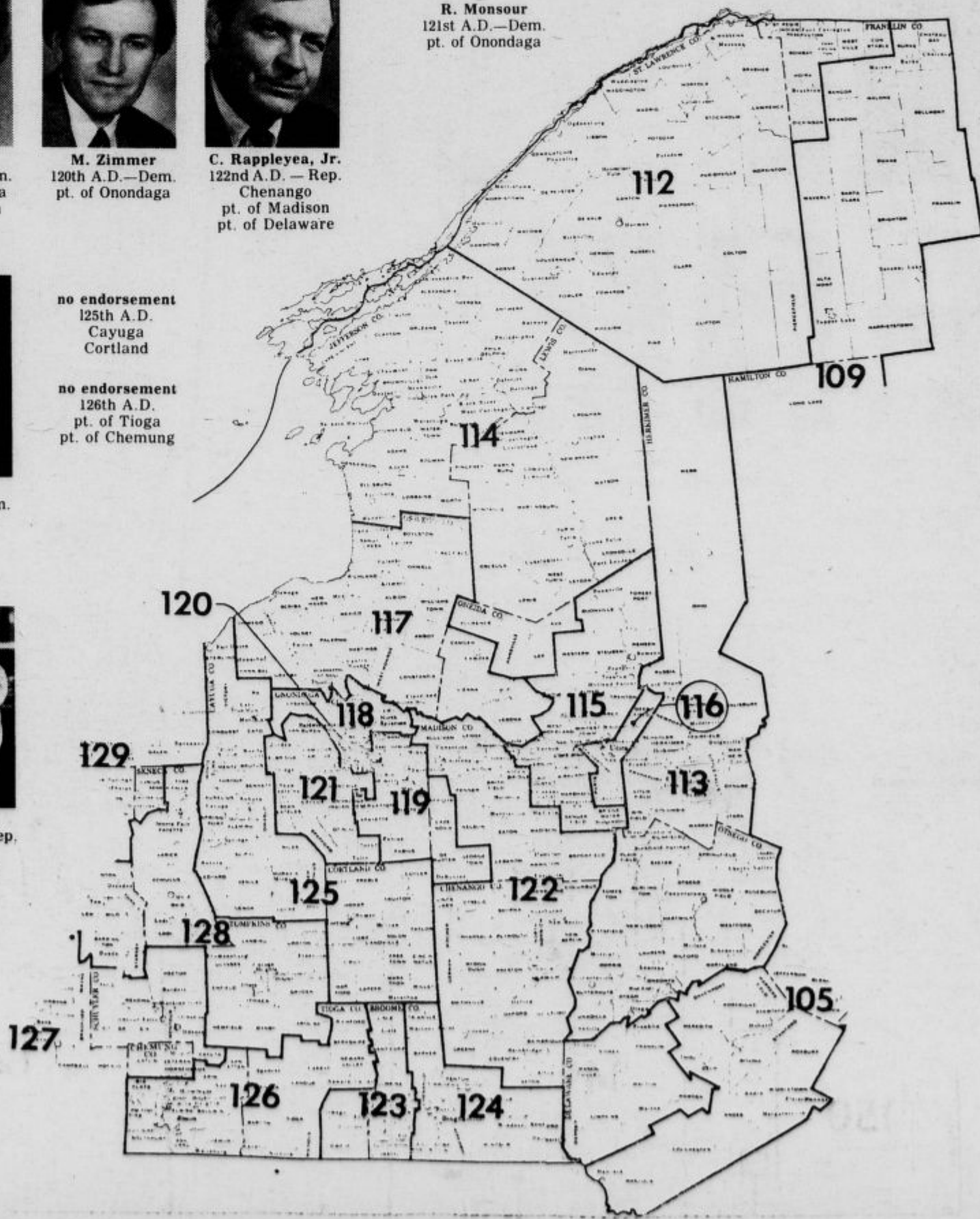
**C. Henderson**  
127th A.D. — Rep.  
pt. of Chemung  
pt. of Schuyler  
Steuben



**G. Lee**  
128th A.D. — Rep.  
Tompkins  
pt. of Seneca  
Yates



**J. Hurley**  
129th A.D. — Rep.  
pt. of Seneca  
pt. of Wayne  
pt. of Ontario





# Western Region VI Endorses:



**C. Henderson**  
127th A.D. — Rep.  
Steuben  
pt. of Chemung  
pt. of Schuyler



**G. Lee**  
128th A.D. — Rep.  
Yates  
Tompkins  
pt. of Seneca



**J. Hurley**  
129th A.D. — Rep.  
pt. of Wayne  
pt. of Ontario  
pt. of Seneca



**T. Frey**  
132nd A.D. — Dem.  
pt. of Monroe



**A. Virgilio**  
133rd A.D. — Dem.  
pt. of Monroe



**J. Emery**  
136th A.D. — Rep.  
Livingston  
Allegany  
pt. of Ontario



**C. Calabrese**  
140th A.D. — Rep.  
pt. of Erie



**G. J. Fremming**  
141st A.D. — Dem.  
pt. of Erie



**S. Greco**  
142nd A.D. — Dem.  
pt. of Erie



**W. Hoyt**  
144th A.D. — Dem.  
pt. of Erie



**A. Justin**  
146th A.D. — Rep.  
pt. of Erie



**R. Tills**  
147th A.D. — Rep.  
pt. of Erie



**V. Graber**  
148th A.D. — Dem.  
pt. of Erie  
pt. of Wyoming



**D. Walsh**  
149th A.D. — Dem.  
Cattaraugus  
pt. of Erie  
pt. of Chautauqua



**R. Kidder**  
150th A.D. — Dem.  
pt. of Chautauqua

**D. Pemming**  
130th A.D. — Dem.  
pt. of Wayne  
pt. of Monroe

**G. Proud**  
131st A.D. — Dem.  
pt. of Monroe

**R. Robach**  
134th A.D. — Dem.  
pt. of Monroe

no endorsement  
135th A.D.  
pt. of Monroe

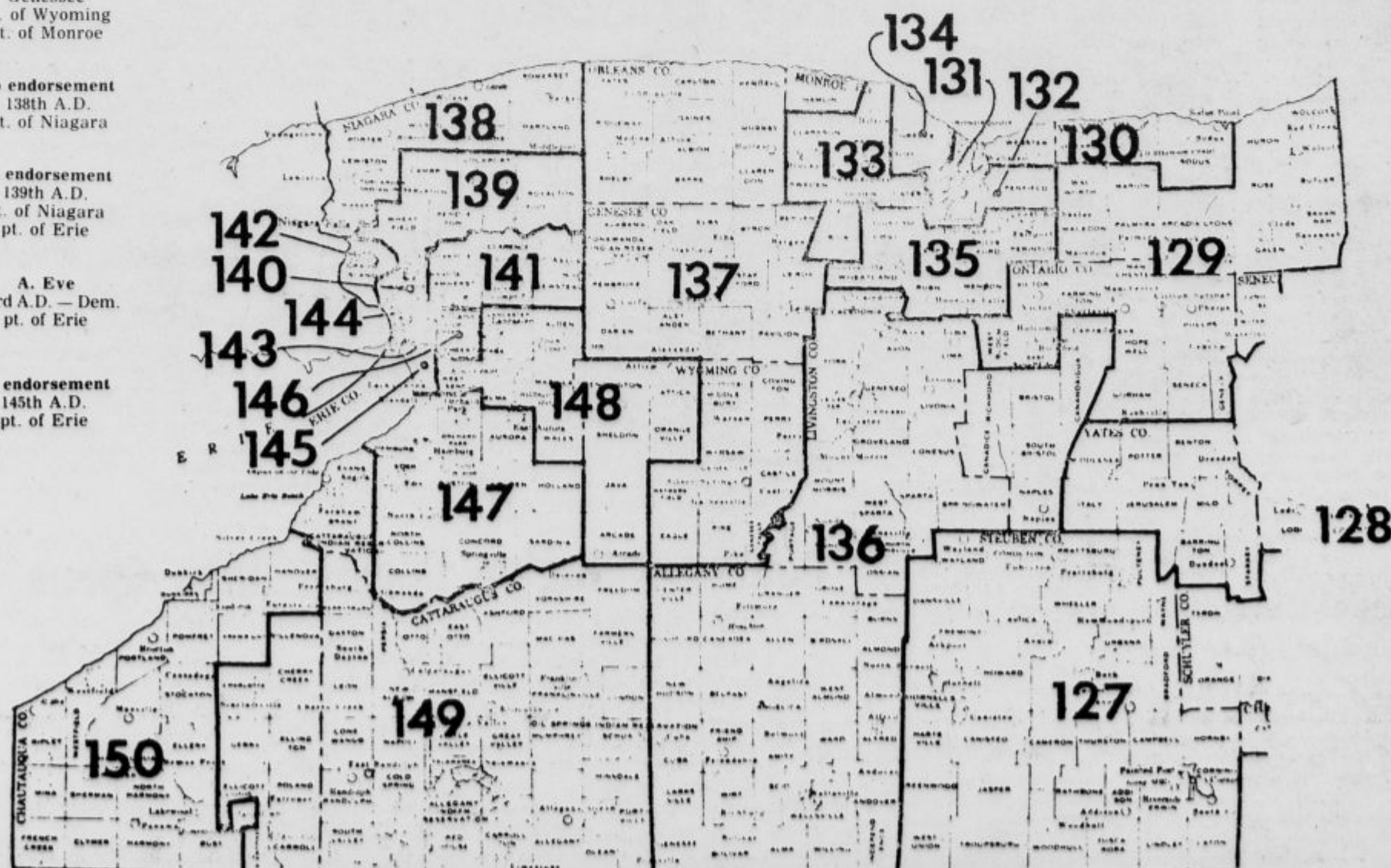
no endorsement  
137th A.D.  
Orleans  
Genesee  
pt. of Wyoming  
pt. of Monroe

no endorsement  
138th A.D.  
pt. of Niagara

no endorsement  
139th A.D.  
pt. of Niagara  
pt. of Erie

**A. Eve**  
143rd A.D. — Dem.  
pt. of Erie

no endorsement  
145th A.D.  
pt. of Erie





# Central Region Hears The Experts

## Strategy Explored At Syracuse Meeting

SYRACUSE — Looking to the coming November election, Civil Service Employees Assn. members from Region V gathered recently for a day-long lesson in politics.

The lesson, conducted by means of a series of workshops, was led by individuals with impressive credentials in both educational and political circles.

They included Agnes G. Doody, a communications studies expert who has been involved in Rhode Island gubernatorial campaign management; Stephen C. Greene, a lawyer who has represented CSEA members in disputes with their employers and who is experienced in campaigns at the local level; Joseph Julian, a professor of political science with experience in statewide political campaigns; Richard Farfaglia, staff member of the Speaker of the State Assembly, and Herbert VanSchaak, an Oswego County legislator and member of the state Public Employment Relations Board.

Mr. Greene discussed the legal implications of political action in New York State, including using employers' time for political activity, the use of state equipment or facilities, and contributions by local chapters to candidates.

Dr. VanSchaak's sessions concerned negotiations and the advantages of binding and non-binding arbitration.

Dr. VanSchaak said that during negotiations, even the attire of participants counts.

He told workshop participants to avoid naming bargainers "who are out to get somebody." Train the living daylight out of them or you'll get chewed up. You need clout at the table."

He added that it was important that CSEA members be looked upon as support personnel and not "slaves."

Dr. VanSchaak said he has high hopes for what he termed "The new crop" of state legislators who will be more responsive to the needs and wants of the public. These, he feels, will be more progressive on such items as access of information and "lulus" or payments given legislators in lieu of expenses.

Dr. Doody warned CSEA members who would serve as political canvassers to be prepared for "insults" at the front door from irate or apathetic voters.

"Prepare for your candidate not being known," she said, "and don't argue with people. Make your pitch and then leave."

Dr. Julian and Mr. Farfaglia gave a detailed presentation on canvassing by telephone, development of a filing card system

## Greet Candidates At SUNY Meeting

ALBANY—Members of SUNY at Albany chapter 691 of the Civil Service Employees Assn. will have an opportunity to meet informally with area political candidates endorsed by the union.

The chapter will have a general membership meeting Oct. 30 from 11:30 a.m. to 4:30 p.m. at the Thruway Hyatt House. Candidates for the State Legislature have been invited to attend.



Richard Cleary, Region V president, second from left, congratulates John Zagame, of Oswego, 117th Assembly District Republican who received CSEA endorsement at a recent regional political action conference. Joining in the discussion are Richard Grieco, state political action committee member, and Dale Dusharm, region education committee chairman.

to separate the yesses, noes, and undecideds.

How to recruit volunteers? Mr. Farfaglia urged members to "go to the hard core; one activist can always bring in another two."

Personal mailings, the speakers said, are much more effective in winning over voters. "Have a friend who supports your candidate, write five letters to his or her friends," Mr. Farfaglia said. "That slick campaign literature very often ends up in the 'circular file.'"

Participants appeared particularly interested in money. "Say you have raised some funds for

your candidate," Dr. Julian noted. "What do you do with it?"

Both he and Mr. Farfaglia said the best thing is to turn it over to the candidate or his financial advisors. "They know where it can best be used," said Mr. Farfaglia. "You may have the best intentions in the world, but the candidate and his or her representatives know where the money will do the most good."

When a chapter or unit is ready to present the check, the local leadership should call on the candidate.

"Politics is a debt relationship," Mr. Farfaglia said.

"To enhance that process for

yourselves, present that money at the local level, so that later, when you give the fellow or woman a call, he or she will remember you."

Dale Dusharm, chairman of the region's education committee, Eleanor Korchak, chairman of the region's political action committee, and Pat Crandall, region program chairman, were the organizers for this session. It attracted about 100 participants.

The session, "A Time to Speak—A Time to Be Heard," closed with a few words from Assemblyman John Zagame (R-Oswego, Oneida), a CSEA-backed candidate.

# Basic Research Chapter Gives Three Endorsements

STATEN ISLAND—Strong support for the Civil Service Employees Assn. and its members was voiced by candidates for the Assembly at a political action meeting held by the Institute for Basic Research chapter Oct. 8.

The Staten Island candidates who had previously received endorsement by the union were John Marchi for the Senate, and Guy Molineri and Joseph Maltese for the Assembly.

Introduced by Ann Wadas,

## Endorsements

(Continued from Page 11) — none; A.D. 127, C. Henderson (R); A.D. 128, G. Lee (R); A.D. 129, J. Hurley (R).

A.D. 130, D. Pemming (D); A.D. 131, G. Proud (D); A.D. 132, T. Frey (D); A.D. 133, A. Virgilio (D); A.D. 134, R. Robach (D); A.D. 135, none; A.D. 136, J. Emery (R); A.D. 137, none; A.D. 138, none; A.D. 139, none.

A.D. 140, C. Calabrese (R); A.D. 141, G. James Fremming (D); A.D. 142, S. Greco (D); A.D. 143, A. Eve (D); A.D. 144, W. Hoyt (D); A.D. 145, none; A.D. 146, A. Justin (R); A.D. 147, R. Tills (R); A.D. 148, V. Graber (D); A.D. 149, D. Walsh (D); A.D. 150, R. Kidder (D).

## A Fact-Finder

(Continued from Page 1) of Staatsburg, is involved in the disputes between the Greater Amsterdam School District, Montgomery County, and the district's CSEA clerical and maintenance units.

president of the CSEA chapter, Mr. Molineri expressed delight at the endorsement and told the employees that they deserved a salary increase. Mr. Molineri said, "I'll do what I can and with your support, we'll be in there slugging."

Mr. Maltese, in his acceptance of the CSEA endorsement, deplored the current trend of "making a political football of the institutions, thus crushing the morale of the employees."

Mr. Marchi expressed regrets for not being able to attend the meeting but sent a message of thanks for the union's support.

# Southern Region Dental Clinic Opens

FISHKILL—James J. Lennon, president of Southern Region III, Civil Service Employees Assn., has urged all state division CSEA members in Dutchess County to take advantage of a new dental facility in Fishkill which has agreed to accept the state employees' dental plan, GHDI's Schedule of Allowances, as payment in full for covered services.

The dental group at the new facility said there will be no out-of-pocket cost to the patient, with the exception of deductibles and co-insurance.

The office, at 149 Main St.,

Fishkill, will be open Monday through Friday from 9 a.m. to 5 p.m. and on Saturday from 9 a.m. to 2 p.m. In addition, emergencies will be handled on a 24-hour basis. The phone number is (914) 896-8600.

Mr. Lennon, in a letter to Dutchess County State Division

# Columbia Issues 2 Endorsements

HUDSON — The Columbia County Civil Service Employees Assn. political action committee has endorsed Paul Proper for county sheriff and Romeo Rossi as Fifth Ward supervisor.

Dale Funk, Columbia chapter president, said he intends to contact the candidates shortly to offer the assistance of CSEA volunteers to aid the candidates' campaigns in the crucial days just before the Nov. 2 election.

## McConnell Wins Nassau Backing

MINEOLA — Nassau County Clerk Harold McConnell has been endorsed for re-election by the Nassau County chapter, Civil Service Employees Assn.

Mr. McConnell, who is the only county official up for election, is seeking a fourth term. He was praised by the chapter's Board of Directors as a "conscientious public official and a defender of the public employee."

## Stony Brook Chapter Hears The Candidates

STONY BROOK — Signaling a new level of political action, the State University at Stony Brook chapter, Civil Service Employees Assn., scheduled two question and answer sessions with endorsed area candidates before the general election Nov. 2.

Democrats endorsed by the CSEA were presented Oct. 22. Republicans were heard Oct. 26. Both sessions were held in the Stony Brook lecture hall and were well attended.

Chapter president Al Varacchi and members of the political action committee quizzed the candidates on CSEA interests including the agency shop, last-offer-binding-arbitration, their stands should a state imposed wage settlement be submitted to a legislative hearing and other matters.

## Ithaca Retirees Schedule Meet

ITHACA—A regular meeting of the Ithaca Area Retiree chapter, Civil Service Employees Assn., will be held Wednesday, Nov. 3. The meeting, set to begin at 2 p.m., will be held at Moose Hall, 125 N. Fulton St., Ithaca.

Retirees and prospective retirees from Tioga, Chemung, Schuyler, Cortland and Tompkins Counties are invited to attend.

CSEA members, noted that use of the new facility would enable members to receive the maximum benefit from their membership in the union.

The dental group, according to Mr. Lennon, has announced its willingness to provide additional facilities in other areas of Region III in the future. In the meantime, the union will consider the new facility as a pilot program to be extended throughout the region if it proves successful.