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CSEA PUBLIC RELATIONS Albany Region Workshop

— See Pages 8 & 9

CSEA PUBLIC RELATIONS

MOB ALBANY



35,000 CSEA Protesters At Capitol Park

By CHARLES O'NEIL

ALBANY—Gov. Hugh L. Carey had a bad day after St. Patrick's Day here.

Cheering and chanting, an estimated 35,000-plus members of the Civil Service Employees Assn. descended on the state capital March 18 to protest the Governor's threatened layoffs of state employees and a stalemate in contract negotiations.

Deputy Police Chief William Halpin and other officials described the demonstration as the largest seen in Albany within memory.

The rally was held in mid-50s weather under flawless blue skies. When it was over, about 1,200 CSEA chapter and unit delegates crowded into Chancellor's Hall across from the capitol and authorized CSEA president Theodore C. Wenzl to reconvene the group on or before March 31, the end of this fiscal year, "to decide on another course of action" if negotiations with the state are still stalled.

Some of the delegates mentioned the possibility of a strike, an action forbidden by the Taylor Law, but these appeared to be in a minority. The negotiations, which have been going on since January, are being carried on under the provisions of a third-year reopener clause in the current three-year state-CSEA contract. Talks are con-

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*Don't
Repeat This!*

Duryea Weighing Senate Race Against Buckley?

THE hottest item of inside political gossip, which is starting to surface, is the prospect that Assembly Minority Leader Perry B. Duryea, Jr. may seek the Republican

(Continued on Page 6)

DONKEY SERENADE — A four-legged friend was pressed into service by the CSEA during its March 18 protest demonstration in Albany against proposed layoffs of employees by the Carey Administration and the currently stalled state-union contract talks. The donkey was introduced by a CSEA official as "our next Governor. Or maybe our next Lieutenant Governor."

An Albany Rally That Socked It To Carey

(Continued from Page 1)

centrated on salaries, disciplinary procedures, health insurance and an agency shop. Dr. Wenzl characterized the contract sessions as "unbelievable" in his remarks to the delegates.

"We've waited and waited and not a thing has happened," he said. "If anything, the situation has gone backwards."

The demonstration, an orderly one, created a virtual sea of faces and signs in Capitol Park and nearby Lafayette Park and a massive traffic jam in downtown Albany. About 700 chartered busses, plus private vehicles, transported the union members from around the state to the demonstration site. CSEA Albany Region 4 president Joseph J. McDermott said his region provided about 10,000 persons for the rally with the balance coming from the union's other five regions. The chartered busses began to arrive at the capitol shortly after 9 a.m. and were still pulling in prior to 2 p.m.

The union members carried a wide variety of signs but all had the same sentiments. Some read "Carey's For Labor—Slave Labor," "Our Boss Is Our Cross," "No Negotiations Is Bad Faith," "Rockefeller Giveth, Carey Taketh Away," "If We Contribute To Our Pension, We'll Starve To Death Before We Collect Them," "There Is No CARE In Carey" and "Millions For UDC, Zilch For Us."

The reference to pension contributions followed a proposal recently made by Lt. Gov. Mary Anne Krupak that state workers contribute half their pension fund payments, which the state now pays in entirety. The UDC sign was a reference to the state's current bail-out program for the financially ailing Urban Development Corp.

At one point in the demonstration, a casket, complete with



Albany's population was abruptly increased by more than 30,000 March 18 when the protest demonstration organized by CSEA hit town. The view above is from the steps of the State Capitol looking down toward Capitol Park where the rally was held.

flowers and pallbearers, was carried up the capitol steps. It was labeled "The Death Of Safety"—something CSEA officials predict if the state turns over enforcement of the Occupational Safety and Health Act (OSHA) to the federal government. The state currently employs its own inspectors to enforce the OSHA provisions at construction sites, service and manufacturing facilities, amusement parks and others. CSEA maintains the state's OSHA enforcement program is superior to any the federal government could provide. In addition, the union says that should the federal government

(Continued on Page 4)

Explain Wage Demands In Nassau

MINEOLA—Both the Civil Service Employees Assn. and members of Nassau County Board of Supervisors clashed with County Executive Ralph Caso last Friday as he continued to demand that county employees be limited to a 4 percent wage increase.

Mr. Caso's stand was assailed in a three-and-one-half-hour presentation led by Nassau County CSEA president Irving Flaumenbaum at a legislative hearing called to determine the terms of a new contract.

Both Presiding Supervisor Francis Purcell and Supervisor Al D'Amato also challenged Mr. Flaumenbaum's proposal; however, there was no immediate decision by the board.

The fact-finder's report had recommended 9.5 percent increase this year. Mr. Flaumenbaum told the meeting that CSEA negotiators had rejected any figure below the recommendation.

The CSEA presentation of facts and figures was made by Mr. Flaumenbaum, regional attorney Richard Gaba, chapter

fourth vice-president Edward Logan, Doris Kasner of the negotiating team and Joseph Abbey, CSEA staff research analyst.

Membership Card Is Permanent One

ALBANY—David M. Tallcott, manager of computer services for the Civil Service Employees Assn., reminded CSEA members that their plastic laminated membership cards issued last year are permanent ones, and not designed to be replaced annually.

New membership cards will be issued only to replace lost membership cards or provide new members with cards, he pointed out.

The use of the laminated cards was mandated by union delegates as part of CSEA's restructuring program.

Suffolk Ballots In The Mail

SMITHTOWN—The Suffolk chapter of the Civil Service Employees Assn. mailed ballots to county employees this week for a vote on a proposed county contract settlement that provides wage increases ranging from 9.9 to 18 percent, according to chapter president James Corbin.

The ballots include a memorandum of agreement in which the CSEA negotiating team spells out in detail the score of agreements on fringe benefits.

The deadline for the return of the ballots was set for next Tuesday, April 1.

The key point of the proposed settlement was money. It provided for a package of monetary gains including increments averaging 10.5 percent for 72 percent of the employees; increases of 5 percent for Grades 1 through

10 and 3 percent for grades above 10; flat payments of \$500 June 1 and Dec. 1 for those employees not receiving increments,

and true longevity payments of \$300 for 10-year veterans and \$600 for those on the job 15 years.

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PERB Officer To Hear Improper Practice Claim Against Ellicott Board

ELLICOTT—Kenneth Toomey, a senior attorney for the State Public Employment Relations Board (PERB), has been assigned to conduct hearings on improper practice charges filed against the Town of Ellicott Town Board by the Civil Service Employees Assn. which represents about 30 town employees in the police and highway departments and the town hall.

The charges, filed by CSEA field representative Sam Carmen, accuse the town board of failure to negotiate in good faith, in that the board unilaterally changed previously agreed on contract provisions when it had the final version printed.

Ted Bobula, grievance chairman of the town CSEA unit, explained that the union had held three meetings with the board to resolve the issues but that it refused to move and, therefore, the union was forced to file the charges.

"The town board has reneged on an agreement with its employees and is making a mockery of the negotiating process," Mr. Carmen said. "All we want is what they agreed to, in writing, during the negotiations on this contract. Unilateral changes are unfair and unjust, whether they are made by the union or the board."

The contract, to replace one which expired Dec. 31, has had a stormy history during negotiations. It was reached only after PERB assigned a mediator last October. Agreement on terms was reached in November and contract language was refined in December, said Mr. Bobula, with all agreements signed by the participating parties.

Under one of the terms of the agreement, the board agreed to print copies for distribution to all concerned, and it was at this point that the board reduced the work week in the booklet without consulting CSEA, the charges state.

One of the changes made, ac-

ording to CSEA, is the reduction for highway employees of the work week from 42½ to 40 hours.

"The net effect of changing the work week is that our raise only amounts to \$5 per week instead of the amount negotiated," Mr. Bobula said. "With the present rate of inflation, that's a cut in pay, and we can't afford it."

"Town employees are not the highest paid workers in the world and their families should not be subjects of games played by the board," Mr. Bobula said. "In this town a handshake should be enough to reach agreement." Mr. Carmen said, "A signed agreement should be unnecessary, but it looks like even that is not enough."

"It's actions like these that make militants out of union members and divide a community. We don't need it," he concluded.

Restore Tuition Waivers At Broome Community College

(By Leader Correspondent)

BINGHAMTON—The Broome Community College unit, Civil Service Employees Assn., has won its battle for the reinstatement of tuition waivers for CSEA members and faculty. The waivers were rescinded by former college president Sigmund A. Smith in early January of this year.

Unit president Frank Martin filed a grievance in behalf of the CSEA membership on Jan. 8, contending that the withdrawal of the waiver arbitrarily by college officials was a violation of the present labor agreement between the school and its employees.

During Step Three of the grievance procedure, Broome County attorney Ed Murray and Hugh Goodrich, representing the county, and CSEA representatives Frank Martin and Tom Dupes approved an addendum to the agreement formally granting a waiver of tuition for CSEA

employees of the college.

This action was approved March 4 when the Broome County Legislature unanimously adopted a resolution restoring the waiver to college employees under Civil Service.

The unit, in another action, also reported a victory in the case of unit member Beatrice Blake. A grievance had been filed on the grounds that Ms. Blake had been improperly working out-of-title. A series of grievance negotiations resulted in the awarding to Ms. Blake of the proper title of senior library clerk, grade 4.

More Candidates For CSEA Board

ALBANY — The names of Steven Zarod and Robert Keeler should have been included in The Leader's March 11, 1975, listing of candidates for the four Universities seats on the Civil Service Employees Assn. Board of Directors.

Mr. Zarod is president of the SUNY at Morrisville chapter, and Mr. Keeler is president of the Downstate Medical Center chapter, New York City.

The four incumbents are June Boyle, SUNY at Buffalo; Edward Dudek, SUNY at Buffalo; Eleanor Korchak, SUNY at Binghamton, and Albert Varacchi, SUNY at Stony Brook.

Other candidates are Virginia Colgan, SUNY at Farmingdale; Patricia Crandall, SUNY at Cortland; Dale Dusharm, SUNY at Oswego; Frank Gilder, SUNY at Albany, and Gerald Toomey, Central Administration.



WEST SENECA PACT — Robert W. Dobstaff, left, president of the Town of West Seneca blue-collar unit of the Civil Service Employees Assn., signs a new two-year contract between the unit and the town to provide a minimum 10 percent raise this year and a 6 to 7 percent boost next year. Seated is Town Supervisor James A. Roof. Standing, from left, are town attorney Gerald J. O'Reilly, town board negotiator Earl C. Knight and CSEA field representative John Allen. Improvements in the increment schedule, which is based on employment longevity, push the increases beyond 10 percent in the first year of the contract; the second year raises are tied to the cost-of-living index. Another contract provision calls for overtime pay on Saturdays. A contract covering CSEA-represented white-collar workers, providing for similar increases, was signed earlier this month.

CSEA Western Region 6 Sets April 4-5 Meet

FREDONIA — A two-day conference for members of Western Region 6, Civil Service Employees Assn., will be held Friday and Saturday, April 4-5, at the Dunkirk-Fredonia Holiday Inn here.

On Friday evening, a retirement conference will begin at 8 p.m. followed by a party. Two sessions, both beginning at 10 a.m., are set for Saturday morning. One will be a county chapter meeting with chairman Victor Marr and the other a state meeting chaired by Celeste Rosenkranz with a panel of representatives from CSEA Albany headquarters. Following luncheon, a Western Region 6 meeting will be held with Region president William McGowan presiding. The day will conclude with a cocktail hour and dinner.

The event will be hosted by the members and officers of Gowanda Psychiatric Center chapter.

The Fredonia-Dunkirk Holiday Inn is located at 10455 Bennett Road and Route 60. Rates are: one bed, one person, \$13.50 plus 7 percent tax; one bed, two persons, \$17 plus 7 percent tax; two beds, two persons, \$20 plus 7 percent tax. The Inn's package rate is one person, one bed, two meals (breakfast and lunch): \$22.50 inclusive one-night occupancy; two persons, two beds, two meals (breakfast and lunch): \$37.50 inclusive one-night occupancy. The breakfast buffet consists of nine items and the luncheon buffet of 10 items. The Saturday evening dinner is \$12 complete with cocktails.

Dinner reservations and remittances should be in hand by March 26. They may be sent to Betty Wolf, secretary-treasurer, CSEA Gowanda Psychiatric Center, Box 626, Helmuth, N.Y. 14079. Motel reservations should be made directly to Holiday Inn.

Ogdensburg Unit Wins \$700 Across-The-Board Wage Hike

OGDENSBURG — Salaried Civil Service Employees Assn. workers accepted a two-year contract with the City of Ogdensburg, retroactive to Jan. 1.

The contract provides first-year across-the-board wage increases of \$700 plus increments, ranging from \$370 to \$523, which are due to 16 of the CSEA unit's

22 members. In the second year, workers will get a cost-of-living increase with a minimum of 5 percent and a maximum of 10 percent. Nine persons will be eligible for increments in 1976.

Additionally, the settlement provides improvements in vacation time, increased sick leave, incentive sick-leave program and

an increased share of health insurance for dependents.

The CSEA's acceptance of the contract terminated an unfair labor practice suit filed by the unit against the city and centering around payment of increments.

On another labor problem, the city has agreed to pay increments due this year under a 1974 contract with the Police Benevolent Association and International Association of Fire Fighters. These two employee units had filed improper practice charges which were withdrawn, by compromise at a preliminary hearing before the Public Employment Relations Board in Syracuse. Both parties also agreed that henceforth, increments will be negotiable items and not guaranteed from one year to another.

In Broome Vote

ALBANY — The Civil Service Employees Assn. has won representation rights for Broome County BOCES employees in a three-way representation election with the New York State United Teachers and a local independent clerical association. CSEA tallied 35 of the 58 eligible ballots. The NYSUT organization had 18.

Labor Courses Beginning At Buffalo State College

BUFFALO—Enrollment is under way for the spring semester of the labor studies course sponsored for the Civil Service Employees Assn. by the Cornell University School of Industry and Labor Relations.

The courses, 10 three-hour Thursday evening sessions at Buffalo State University College, begin March 27.

It is the third in a six-semester series on labor studies, but Celeste Rosenkranz, CSEA state-wide education chairman, stressed that students who missed the first two semesters will have a chance to make them up at the end of the series.

CSEA Western Region 6 pays for 50 percent of the program after students complete the se-

mester, Ms. Rosenkranz noted.

The first two semesters dealt with communications, labor history and problems. Economics and leadership are on the agenda for the upcoming semester. The course, designed to provide expertise for current and future leaders, is open to all persons from the labor field, but was initiated at the request of CSEA.

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Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Attorney	\$14,142	20-113
Assistant Attorney	\$11,806	20-113
Attorney Trainee	\$11,164	20-113
Chief Physical Therapist	\$17,629	27-448
Clinical Physician I	\$27,942	20-414
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Construction Safety Inspector	\$10,914	20-125
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Factory Inspector	\$10,118	20-126
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Intern Corrections	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Junior Engineer	\$11,337	20-166
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Medical Specialist II	\$33,704	20-408
Medical Specialist I	\$27,942	20-407
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Nurses Services Consultant	\$15,684	20-405
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist	\$11,337	20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator	\$ 6,450	20-402
Pathologists I	\$27,942	20-410
Pathologist II (Board Eligible)	\$33,704	20-411
Pathologist II (Board Certified)	\$35,373	20-411
Pathologist III	\$38,449	20-412
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Physical Therapist	\$11,337	20-177
Senior Physical Therapist	\$12,670	20-551
Principal Actuary (Casualty)	\$22,694	20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$33,704	20-391
Psychiatrist III (Board Certified)	\$35,373	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
Rehabilitation Counselor	\$14,142	20-155
Rehabilitation Counselor Trainee	\$11,983	20-155
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Sr. Speech and Hearing Therapist	\$12,670	20-552
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Variety Operator	\$ 6,811	20-307
Supervising Veterinarian	\$14,880	20-313/314

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

Albany Rally

(Continued from Page 2)

assume responsibility for the program, the jobs of the state inspectors would in all likelihood be terminated.

At another point in the demonstration, between speeches by CSEA leaders and members, a jackass was led across the capitol steps and was introduced as "our next Governor. Or maybe our next Lieutenant Governor."

A good deal of anger was shown by the demonstrators over a bill recently introduced in the State Senate and the Assembly that would drastically slash salaries for all state employees. The bill, introduced by Sen. Edwyn E. Mason (R-C, Delaware-Otsego-Herkimer-Schoharie) and Assemblyman Clark C. Wemple (R-C, Schenectady) would cut 5 percent from salaries of employees in the \$10-20,000 bracket, 10 percent from salaries in the \$20-30,000 bracket and 20 percent from salaries of \$30,000 and more.

After the demonstration, which concluded about 1:30 p.m., the CSEA members circled the capitol building with their signs for a number of minutes.

In a pre-demonstration press conference that morning in CSEA Headquarters at 33 Elk St., Dr. Wenzl explained its purpose this way: "The issue, fundamentally, is that the new administration has refused to bargain with us in good faith. We've been pushed to the wall. We want to enlighten the public on the issues."

The demonstration, he added, was also intended to make the administration take CSEA seriously. The union, Dr. Wenzl observed, feels that the Carey Administration "doesn't think CSEA is for real."

A question was raised by one newsman on whether CSEA thinks the Carey Administration "wants to get rid of CSEA" and to substitute an AFL-CIO element in its place.

"This has been conjectured," Dr. Wenzl replied, "and there are some (state) activities that we currently view with alarm. But it's too early to come out with a bald statement to that effect."

Asked whether the demonstration, with its traffic tie-ups and



About 700 chartered busses transported CSEAs to the Albany demonstration. They began arriving at approximately 9 a.m. and were still pulling into the downtown Albany area prior to 2 p.m. Above is a bird's-eye view of the vehicles and the massive crowd gathered in Capitol Park for the rally.

disruptions, would turn off public sympathy and support for the CSEA stand, Dr. Wenzl said No. He added that one of the purposes of the demonstration was to insure the continued safety of the public through continued state control of OSHA enforcement.

The union will elect officers this year. The CSEA leader was asked what effect, if any, the demonstration might have on

the union's internal politics. Dr. Wenzl said that that issue was a secondary one: "First things first," he said.

Dr. Wenzl then described the time between then and March 31, the date when the reopener negotiations should provide a state-CSEA contract, as a period which might be "the most critical in the 65-year history of CSEA. And maybe for the Governor."

The sentiment was repeated at the delegates' meeting.

"We've been here for 65 years," Dr. Wenzl told the packed chamber. "Governors come and go. And one, more or less, is not going to destroy us."

Negotiations from the CSEA point of view have been fruitless, he said.

"There's been absolutely nothing at all from the other place," Dr. Wenzl said with a gesture toward the capitol. "If, with this demonstration, we don't turn the tide today, that's it . . . I don't want to use the words."

(Continued on Page 5)

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Jack Kane, right, president of the Albany Labor chapter, CSEA, joins three other pallbearers in transporting a symbolic casket. CSEA claims that injuries and deaths of workers will increase if the federal government takes over responsibility for occupational safety and health.

(Continued from Page 4)

Although the CSEA head used the plural, the apparent reference was to a word in the singular and that word was "strike," one that was used with considerably more freedom by other speakers later.

Dr. Wenzl was interrupted by applause at several points by the CSEA delegates, with one of the larger ovations coming when he declared that the union intends "to test the Taylor Law to the limit."

Victor Costa, another speaker and head of CSEA's restructuring committee, expressed thanks to Dr. Wenzl and the executive committee for what he called their "tremendous leadership" in the demonstration.

In addition, Mr. Costa said, the CSEA staff and rank and file "turned in the most remarkable job I've ever seen in 25 years in CSEA." The restructuring chairman then told the delegates that on that evening "two of the arch-enemies of CSEA — the Chamber of Commerce of the State of New York and Governor Carey" would be meeting for a dinner at the Albany National Guard armory.

"Anyone who happens to be in the mood tonight should go

down and walk around the armory to show how they feel," he said.

Betty Duffy, president of the CSEA chapter at Pilgrim Psychiatric Center, Brentwood, agreed.

"I'd like the delegates to know that the demonstration around the armory should be the biggest one possible," she said. "We're the only steady taxpayers the

(Continued on Page 7)

Vernal Cave Appointed

ALBANY—Dr. Vernal G. Cave, a New York City health official, has been appointed to the state Public Health Council, an advisory group to the Commissioner of Health.

Dr. Cave, president of the National Medical Association and director of the City Bureau of Venereal Disease, was graduated from City College in 1941 and attended medical school, Howard University, Washington, D. C. Gov. Hugh Carey announced the appointment recently.

He replaces Dr. George Baehr, who is resigning after 39 years. Governor Carey accepted the resignation saying: "A record such as this has no peer, and we are all deeply indebted to your vision and its vigorous application."

Public Health Council officials receive \$2,500 per year. They are appointed to six year terms.

Carey Appoints New Labor Head

ALBANY—Donald H. Wollett, former arbitrator and labor lawyer, was appointed director of the Office of Labor Relations last week, Gov. Hugh L. Carey's office announced.

Mr. Wollett, 55, is professor of labor law at the University of California.

"Professor Wollett is a respected authority on labor law and is well versed in New York's law covering governmental relations with public employees," said the governor.

Author of several books and articles on labor relations, he was graduated from the University of Chicago and the University of Indiana Law School.

He succeeds Melvin H. Osterman Jr., who resigned the \$47,000-a-year post to enter private law practice.

Deasy Stricken

Former Civil Service Leader city editor Joe Deasy Jr. is in Good Samaritan Hospital, Suffern, with a massive bacterial infection. He is expected to remain hospitalized for two to three weeks. Friends can call him at (914) 357-3300, Ext. 1507.

Senior Steno List

ALBANY — A senior stenographer list, from open competitive exam 20-989, was established Feb. 28 by the state Civil Service department. The list contains four names.

In the spring of 1974, the department issued a report showing women were performing as well as the men and that if there were differences they were insignificant.

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TUESDAY, MARCH 25, 1975



Your Move, Governor

WHERE do we go from here? Surely this question must be in the minds of both the State Administration and the Civil Service Employees Assn. following the overwhelming rank-and-file turnout described as the largest demonstration ever held in Albany.

An immediate effect of the demonstration was the formal resumption of negotiations last Friday on the third year re-opener of CSEA's current contract. It was the first meeting in two weeks.

It is too early to say whether any concrete steps were made, but at least the Administration now knows that CSEA means business—and far better that the message be received now than on March 31, when the negotiations deadline is reached.

The Employees Association is continuing its high-powered campaign on radio, television and newspapers to bring its story to the public, and gain its understanding and support for their cause.

In addition, CSEA president Theodore C. Wenzl is carrying in his hip pocket authorization to call another special Delegates Meeting to decide on a further course of action if the Administration still fails to heed the warning it received at the demonstration.

Even protest-hardened Albanians had to be impressed by the massive response of CSEA members throughout the state. The appeal by CSEA leadership for at least 20,000 protesters was more than met by the membership. Estimates ranged as high as 50,000 participants in the protest, but precise figures were hard to judge since many buses were unable to be unloaded in time for the occupants to take part in the demonstration. Moreover, many of the locally employed state workers took turns in attending the protest meeting.

But one demonstration does not resolve the situation—and the situation still remains tense.

One thing it does prove to the Administration is that the membership is united.

Now the leadership must face the task of preparing for the worst, even while negotiations resume. CSEA has given due warning to the State that it will not be used as the whipping boy, and it must continue to remind the Administration that this early show of strength must be interpreted as fair warning.

Among ideas that could be discussed, in case further action is necessary, would be similar demonstrations in other metropolitan areas to bring the message closer to the public in cities where local media have given inadequate coverage to the employees' dilemma.

Plans should also be laid to prepare for work slowdowns that would be inside the limits of the Taylor Law. There are many things state employees do that are beyond the call of duty. A good example of the effectiveness of slowdowns is the turmoil caused a few years ago when traffic controllers at major airports caused massive backups of planes, because they abided by the strict rule of the regulations.

There can be no doubt that state employees want to avoid a strike. They have traditionally considered themselves as dedicated servants of the people.

The Governor must realize, however, that anything can happen in a situation as tense as the one that exists today.

We sincerely hope that the Governor will now be moved to live up to the expectations that public employees had of him when he sought the state's highest position . . . and the expectations included good faith bargaining.

Don't Repeat This!

(Continued from Page 1)

nomination for the United States Senate next year against the Republican - Conservative Senator James L. Buckley.

Duryea's decision is far from jelled, but he has quietly alerted intimate political associates and advisers that he has the matter under consideration. The interest of Duryea in such a campaign suggests that Republican leaders in the state are not suffering too badly from the trauma of their defeat last November.

Combination Of Factors

In some respects they regard that past election as aberrational and not a reflection of true Republican strength and vitality in the state. More detached political observers share that view, at least in part. The Republicans did have a combination of adverse factors to contend with. Watergate scandals and the Nixon resignation were fresh in the minds of the voters. Republicans also were charged with responsibility for the energy crisis, continued inflation, rising unemployment and a sluggish economy. This is a combination of factors which is difficult for incumbents to beat.

A potential Duryea candidacy for the United States Senate suggests that these factors will not be troublesome. This means they believe that Watergate will have receded in the public memory. Presumably, also by November of 1976, the economy will again be moving at a high level, with the unemployed back on their jobs.

Whether Duryea decides ultimately to make the race will not be known for some time. Experienced, well-known political figures find no percentage in disclosing their hands too early in the game. It is a virtual certainty that Senator Buckley will face a primary fight. Representative Peter Peyser of Westchester County has already announced his candidacy and other Republicans, particularly those who need time to build up their reputations statewide, may also declare for the nomination.

Buckley's Competence

No one questions Senator Buckley's competence as a Senator, nor the high degree of integrity and intelligence that he brings to his office. Buckley's difficulty is his ideological identification with the conservative group in the Republican party, such as Senator Barry Goldwater and former California Gov. Ronald Reagan. Within this group are some who firmly believe that the Republican party as a whole should move in that direction. Some have even proposed the formation of a permanent, third political party through which the nation's conservatives may give expression to their views. Indeed, the more radical members of this group are unhappy over the prospect of a Ford-Rockefeller ticket in 1976.

In large measure the views of this group in the state are reflected by the Conservative Party. Five years ago, Senator Buckley was elected on that party ticket, running against the more liberal Republican Charles Goodell and Democrat Richard Ottinger. Subsequently, Senator Buckley made peace with the Republican organization.

However, there are many Republicans in the state who take a more centrist position on po-

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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.

2 Cases: Eligibility & Suspension

In the recent case of *Rocke v. Keyes*, 363 N.Y.S. 2d 21, the Appellate Division, Second Department, discussed some questions having to do with the extension of eligible lists and permitting eligible lists to expire. The court held that "the respondent personnel officer had the inherent authority to extend the life of eligible list No. 11-143 up to the statutory maximum of four years (Civil Service Law, Section 56) as well as to determine whether and when a new competitive examination should be held. The only limitation on this authority is that it not be exercised arbitrarily or in bad faith . . ." It appears from the decision that the question of bad faith is an issue of fact which would have to be litigated in the courts.

In the same case, another issue was discussed — that of imposing, after certification of a list of eligibles, a new qualification — fluency in Spanish and the promotion of certain persons out of turn because of their proficiency in Spanish. This, the court held, was improper. The court said: "The record adequately demonstrates the need for bilingual officers to adequately service Suffolk's substantial Spanish-speaking community as well as the fact that normal recruitment programs have so far failed to satisfy this need. Be that as it may, an attempt to impose other and further qualifications, not listed in the examination notice, after the certification of the list of eligibles, is palpably improper and is not to be condoned. To hold otherwise would do violence to both the letter and spirit of the civil service system."

IN A CASE DECIDED in the Onondaga County Supreme Court, it was held that an employee entitled to protection under Section 75 of the Civil Service Law and suspended without pay for a prolonged period of time in excess of the thirty days permitted by Section 75, was entitled to immediate reinstatement and back pay, and that he was entitled to have a hearing on the merits held forthwith. The court traced the history of Section 75, which was formerly Section 22 of the Civil Service Law, pointing out that the 30-day limit on suspensions was first enacted in 1941. Prior to that time, public employees had frequently been suspended by superiors who were lax in preferring charges or fixing hearing dates. The provision was inserted to correct this situation and evidenced a legislative intent to fully and expeditiously resolve these types of situations. "This court firmly believes that an employee's salary is an incident of his employment and that neither the Legislature or the courts intended to allow a county or city government to continue making salary payments over a period of 20 months to a civil service employee who was physically and mentally capable but was not working. In contrast, in the case at bar, over 20 months have elapsed since petitioner's initial suspension on Feb. 6, 1973, and no final resolution in this matter has taken place."

In this case, petitioner was not given written notice of the charges filed against him until almost 15 months after his first suspension. The court stated that to legitimize this situation would be to severely jeopardize the public's interests by imposing an unreasonable tax burden on the citizens of this community. The court stated that the petitioner's suspension was improperly imposed and unjustifiably prolonged, and therefore the petitioner was entitled to be reinstated immediately. *Fegert v. Mulroy*, 363 N.Y.S. 2d 67.

Questions & Answers

Q. I'll be 65 in September, and, although I'm going to continue working, I want to enroll in Medicare. When should I sign up, and what information will I need?

A. Your initial enrollment period is 7 months—from June 1, 1974 through December 31, 1974. If you want full Medicare coverage — hospital and medical insurance — to begin as soon as you're 65, you should sign up in June or July. All you'll need are your social security card and your birth certificate.

Q. My husband, who had been severely disabled for the last 5 years, died last month. He didn't know about social security disability benefits, and he had never applied for them. Is there any possible way to apply now for benefits that he might have been entitled to?

A. Yes, you can fill out an application to see if some benefits might be payable. You should call or visit any social security office as soon as possible, since the application must be made within 3 months after the month of your husband's death.

Sock It To Carey

(Continued from Page 5)
governor has got, and we want him to know that."

Thomas McDonough, CSEA executive vice-president, told the negotiators that he felt that the demonstration proved its worth.

"I think that today, we got our point across to the Governor," he said.

Don't Repeat This!

(Continued from Page 6)
litical and public issues than Buckley. From that point of view a primary fight against Buckley may take on the fervor of a struggle for the soul of the Republican party in this State.

Assemblyman Duryea, as the former Speaker of the Assembly, has established excellent contacts with Republican leaders throughout the state. He would make a formidable opponent against Senator Buckley in a Republican primary.

Physician List Available

ALBANY — A senior public health physician eligible list consisting of two names, the result of open competitive exam 27-481, was established Feb. 24 by the state Department of Civil Service.

William Anderson, president of the Bronx Psychiatric Center CSEA chapter, warned that if the governor does not accept the union's contract demands, "We'll dump Carey out of the capitol like we did Nixon!"

Irving Flaumenbaum, president of the CSEA Nassau County chapter and of CSEA Long Island Region 1, summed up the day's events this way: "I know we've done a hell of a job today but let's stop patting ourselves on the back — all this should have been done 10 years ago."

Mr. Flaumenbaum said that the demonstration marked the day when the CSEA "entered its maturity" as a force in the labor movement and is now "what a union ought to be." He urged the delegates to exert pressure on their legislators to provide a fair deal for the union. If they do not, he said, political retribution may be in store. "This has been our problem — we've loved the wrong people for too long. But we've started a new era in CSEA — we're no longer known to the politicians as a 'paper tiger.'"

Although both the state and CSEA have agreed to a news blackout regarding the contract negotiations and details of the pact, it is believed the union seeks wage and fringe benefit improvements in the neighborhood of 25 percent. Demands are thought to include longevity increments for employees with 15



About to join the estimated 35,000 CSEA members who journeyed to Albany to protest stalled contract talks and proposed layoffs of state employees are Westchester Local 860 members, including William Magrino, Ray Bell, Judy Sansone and Marilyn Matthews.

or more years' service, an increase in major medical coverage to \$25,000, up from the current \$10,000, and a new "lifetime" ceiling of \$250,000, higher pay for certain job locations and the right to transfer between various health plans now offered.

Although the Mason-Wemple proposal to cut salaries of state employees indicates one legisla-

tive point of view, other legislators expressed sympathy and even support for the CSEA positions.

"Carey has sold out to George Meany," declared Assemblyman Guy J. Velella (R-C, Bronx) to The Leader. "The effect will be a more powerful George Meany and job losses for civil servants. Hundreds and hundreds of peo-

ple will be added to the rolls of the unemployed because of Carey."

The Assemblyman also had comments on the federal Comprehensive Employment and Training Act (CETA), some provisions of which would open public sector jobs to the unemployed without recourse to the

(Continued on Page 11)

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Albany Region 4's top executives, first vice-president Jean C. Gray, and president Joseph McDermott, seated, go over plans for the workshop with education committee co-chairmen Betty Lennon and Richard Fila. The event late last month was held at Queensbury Hotel in Glens Falls, Warren County.



CSEA executive vice-president Thomas H. McDonough, left, reviews some of the plans for Albany Region 4 events with Ronald Townsend, who heads the region's social committee.



Exuberantly waving example of literature prepared by CSEA public relations department, Roger Cole, CSEA's assistant PR director, discusses importance of communications as CSEA executive director Joseph Lochner and assistant counsel Marjorie Karowe listen.

Albany Region 4 Members Attend Mini-Workshop

GLENS FALLS — "There has to be something wrong when 30 percent of the employees sign petition cards, and then we win by a 15-1 margin," CSEA executive director Joseph Lochner told members of Albany Region 4 at a Winter Workshop here.

"Representation elections are expensive," he said, "but many

people feel that it is the American way to be given a choice. Consequently, they sign the pledge cards for rival unions, and then turn around and vote for CSEA—but it is expensive."

The region's first vice-president, Jean C. Gray, spoke further on the subject when she warned members not to fall for the "free lunch routine, because it is just a trick to get you to

sign a membership card in a rival union, and then the cards are submitted to PERB to show that they have strength.

"Don't be naive," she warned. "The outside unions are looking for new fields, but they do not understand public employees' special problems."

Third vice-president John Valle noted that the AFL-CIO
(Continued on Page 14)



Eyes ahead for these three interested participants at workshop: from left, Roger Minich, Transportation Main Office delegate; Donald Nugent, Transportation Main Office representative, and Jimmy Gamble, EnCon chapter president.



Roy Dingle, right, Division for Youth chapter president, demonstrates a point to Stan Wroba, DFY chapter grievance chairman, and Lil Cassavaw, SUNY at Plattsburg chapter secretary.



Motor Vehicles chapter delegation included, from left, first vice-president Margaret Dittich, delegate Kitty Manns, delegate Eileen Salisbury and Ann Kimball.

(Leader photos by Ray Hoy)



Eileen Delorey, EnCon chapter treasurer, and John Gully, Tax and Finance chapter grievance chairman, have a mini-workshop with James Cooney, CSEA field representative.



Criminal Justice chapter president Chester Sadowski, left, reviews a chapter problem with CSEA field representative Donald McCarthy during a break in the proceedings.



Rensselaer DOT unit president Leon Britton, left, and vice-president Robert Jones, along with Employees Retirement System chapter vice-president Robert Rhubin, are attentive listeners at workshop.

ALBANY REGION 4

REGION OFFICERS

President: Joseph McDermott, Transportation Main Office
 First Vice-President: Jean C. Gray, Thruway Headquarters
 Second Vice-President: Boyd Campbell, Education
 Third Vice-President: John Vallee, Rensselaer County
 Secretary: Nonie Kepner Johnson, Law Department
 Treasurer: Harold Ryan, Audit and Control
 Regional Supervisor: John Coreoran

REGION OFFICE
 10 Colvin Avenue
 Albany, N. Y. 12206
 Telephone: (518) 459-5595



Transportation Main Office chapter first vice-president Paul St. John is joined by other regional leaders, from left, Drug Abuse chapter president Pat Miller and vice-president Stella Clifford, and South Glens Falls School District unit president Walter Ducharme during afternoon seminar.



Small pow-wow is held by three of the region's most active leaders, from left, Albany Division of Employment chapter president Alphonse Briere, Insurance chapter president Rita Madden and Audit and Control regional representative Grace Fitzmaurice.



Third vice-president John Vallee, Rensselaer County, warned of AFL-CIO fund to infiltrate New York State.

RIGHT: Largest delegation at the Glens Falls Workshop was that of Rensselaer County chapter, led by president Susie Pfaffenbach, seated center. Others from the chapter included, seated on floor, from left: Jim Cramer, CSEA field representative Joseph Bakerian, Jr., Sue Ernst and Karen Beditz. Seated on chairs: Genevieve Ryan, Ms. Pfaffenbach and Douglas Kurick. Standing: Dick Evans, chapter secretary Marianne Herkenham, Troy unit president Sam Ciranlo, chapter treasurer Joan Murray, Martin Klee, Carl Vielkind, chapter vice-president C. F. ("Red") O'Sullivan and County unit president Joseph Lazarony.



Regional finance chairman Timothy McNerney explains money matters to the delegates. Seated at head table in foreground are CSEA assistant executive director Jack Carey and assistant program specialist Bernard Ryan. Standing in background is education committee co-chairman Richard Fila. Among those recognizable

in the audience are, front row right, region publicity chairman Mary Moore and region secretary Nonie Kepner Johnson. In second row, left, are delegation members from Clinton County DOT chapter, attending their first regional meeting. From the aisle in are secretary George Dow, vice-president Patrick O'Connell,

delegate William Poupore, delegate Robert Way and president John Stewart. CSEA statewide nominating committee chairman Nicholas Fiscarelli is seated on the third row aisle, and Rensselaer Education chapter president Edward Evans is seated on the aisle of the fifth row.

Latest State And County Eligible Lists

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- EXAM 35-581
ADMINISTRATIVE AIDE
Test Held Dec. 14, 1974
List Est. Feb. 27, 1975
(Continued from last week)
- 715 Novosel Diana M E Chatham.....80.3
 - 716 Simmons Judith Kinderhook.....80.2
 - 717 Oliver James E Saratoga Spg.....80.2
 - 718 Mangold M A Albany.....80.2
 - 719 Lafluer Carroll Port Gibson.....80.2
 - 720 Ebert Sarah I Hamburg.....80.2
 - 721 Ricci Joseph P Waterford.....80.2
 - 722 Womer Donald J Albany.....80.1
 - 723 Robbins Janet E Voorheesvil.....80.1
 - 724 Ellis Claudia L Islip.....80.1
 - 725 Olender William Delmar.....80.1
 - 726 Boyd Helen Brooklyn.....80.0

- 727 Cimino Angela M Brooklyn.....80.0
- 728 Palmateer S L Albany.....80.0
- 729 Wehren Mary E Voorheesvil.....80.0
- 730 Stone Mary B Waterford.....80.0
- 731 Mann Ruth R Holcomb.....79.9
- 732 Bazan Richard P NY Mills.....79.9
- 733 Oakley Susan A Binghamton.....79.9
- 734 Kuchis Laraine Albany.....79.9
- 735 Rendano Thomas Albany.....79.9
- 736 Breyer E F Albany.....79.9
- 737 Curtin Thomas R Blasdell.....79.9
- 738 Cook Justine M Albany.....79.9
- 739 Johnson Owen G Clyde.....79.9
- 740 Bousier B J Albany.....79.8
- 741 Treffiletti R J Albany.....79.8
- 742 Boyce Linda L Middletown.....79.8
- 743 Basar Lois S Geneseo.....79.8
- 744 Kantrowitz Mary Albany.....79.8

- 745 Nailor C A Buffalo.....79.8
- 746 Melillo Anna V Mastic.....79.8
- 747 Johnson Gloria Jamaica.....79.8
- 748 Tatum Helene H Flushing.....79.7
- 749 Blohm Paula D Middletown.....79.7
- 750 Senivra Petrine Albany.....79.7
- 751 McCarthy C K Rochester.....79.7
- 752 Higgitt Henry G Watervliet.....79.6
- 753 Klossner Paul W Holland Patnt.....79.6
- 754 Dee Karen M Guilderland.....79.6
- 755 Greenfield F M Guilderland.....79.6
- 756 Brown Joan D Tupper Lake.....79.6
- 757 Parrow Maureen Saratoga Spg.....79.6
- 758 Friday F P Amsterdam.....79.6
- 759 Leone David Rochester.....79.6
- 760 Roach Margaret Jericho.....79.6
- 761 Gelman Rona NYC.....79.6
- 762 Plummer Emily L Bronx.....79.6
- 763 Sano Anthony M Albany.....79.6
- 764 Chilluffo D T Rome.....79.6
- 765 Hawkins W J Albany.....79.5
- 766 Cox Beverly A Tonawanda.....79.5
- 767 Geiffert M Islip.....79.5
- 768 Barnes Cynthia Walton.....79.5
- 769 Kraye Stephen W Brooklyn.....79.4
- 770 Sellers Rudolph Staten Is.....79.4
- 771 Wilusz Francis Saratoga.....79.4
- 772 Rimmer Harriet Albany.....79.4
- 773 Donniacuo Edith Bellmore.....79.4
- 774 Croteau G E East Islip.....79.4
- 775 Alessi Rose Deer Park.....79.4
- 776 Blair David H Cohoes.....79.4
- 777 Koblenzer James Waterford.....79.4
- 778 Johnson Alice L Selkirk.....79.4
- 779 Capito Gromayda Brooklyn.....79.4
- 780 Shannon B J Tupper Lake.....79.4
- 781 Thompson R B Jamaica.....79.4
- 782 Maitland R S Collins.....79.4
- 783 Herrmann Linda Grand Island.....79.4
- 784 Parese Rosemary Rensselaer.....79.3
- 785 Schultz Michael Staten Is.....79.3
- 786 Small Margaret Glen Oaks.....79.3
- 787 Frochlich G E Loudonville.....79.3
- 788 Sanborn Sharon Feura Bush.....79.2
- 789 Fleenan Sharon H Schenectady.....79.2
- 790 Rizzo Margarita Albany.....79.2
- 791 Silagi Thomas Brooklyn.....79.2
- 792 Velder Gary G Waterloo.....79.2
- 793 Rein Joanne Amityville.....79.2
- 794 Dejong Nita J Schenectady.....79.2
- 795 Bogert Betty L Utica.....79.2
- 796 Milst John T Cohoes.....79.1
- 797 Kelsey Kenneth Clinton.....79.1
- 798 Williams P J Schenectady.....79.1
- 799 Weisberg Morris NYC.....79.1
- 800 Grant Sharon A Loudonville.....79.1
- 801 Szynski Helene Albany.....79.1
- 802 Sagona G Brooklyn.....79.1
- 803 Williams L A Albany.....79.0
- 804 Hino Barbara Hamburg.....79.0
- 805 Parisi Judith A Amsterdam.....79.0
- 806 Muscato Gail A Grand Island.....79.0
- 807 Alvey M M Troy.....79.0
- 808 Lafleur Carolyn Troy.....79.0
- 809 Jarrett Sue R Schenectady.....79.0
- 810 Smith Joseph I Gowanda.....79.0
- 811 Degraff Joanne Rensselaer.....79.0
- 812 Sutter Sylvia L Bay Shore.....79.0
- 813 Fahey Michael P Albany.....78.9
- 814 Verhoeven Mary Vestal.....78.9
- 815 Patterson R NYC.....78.9
- 816 Marotta Don L Mechanicvil.....78.8
- 817 Smith Janice E Albany.....78.8
- 818 Premo Kathleen Troy.....78.8
- 819 Oliva Pauline C White Plains.....78.8
- 820 Williams C S Albany.....78.7
- 821 Galbraith B A Nesconset.....78.7
- 822 Stooks Bernard Utica.....78.7
- 823 Slack Barbara A Albany.....78.7
- 824 Mutterer Marie Loudonville.....78.7
- 825 Lauer Lawrence Rensselaer.....78.7
- 826 Scott Francis J Clyde.....78.7
- 827 Jeffress F E Schenectady.....78.7
- 828 Sabia Robert S Bellmore.....78.7
- 829 Lyons Linda L Albany.....78.6
- 830 Leroy Rose Garnerville.....78.6
- 831 Shull Daniel J Dansville.....78.6
- 832 Drexel Marion M Loudonville.....78.6
- 833 Powers Deborah Rome.....78.6
- 834 Oliver M A Averill Park.....78.6
- 835 Bolton Samuel A.....78.6
- 836 Daoust Ronald M Coxsackie.....78.6
- 837 George Yvonne M Mechanicvil.....78.6
- 838 Bentham Maryann Silver Creek.....78.6
- 839 Paar Maureen A Amenia.....78.5
- 840 Brennan Mary J Jackson His.....78.5
- 841 Hoffman Richard Holland Patnt.....78.5
- 842 Gustin Janet N Rochester.....78.5
- 843 Wilson Paula M Poughkeepsie.....78.5
- 844 Keeher Richard Albany.....78.5
- 845 Damrosch Peter Pinebush.....78.5
- 846 Platt Alfred C Sonyea.....78.4
- 847 Kerbel Esther D Middletown.....78.4
- 848 Kutny Elsie M Schenectady.....78.4
- 849 Cross Danfield Albany.....78.4
- 850 Allinger David Middletown.....78.4
- 851 Drucker Gloria Albany.....78.4
- 852 Person Thomas J Albany.....78.3
- 853 Timlick Sherry Schenectady.....78.3
- 854 Barbour Rebecca Staten Is.....78.3
- 855 Wisneski Janice Loudonville.....78.3

(Continued on Page 12)

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Orangetown Firing Leads To Improper Practices Charge

ORANGETOWN—The Civil Service Employees Assn. has filed an improper practice charge against the Town of Orangetown, in CSEA Southern Region 3, claiming the town engaged in intimidation, harassment and discrimination against a union member because of his participation on a CSEA negotiating team.

The town fired George McAllister, a provisional appointee to the town drug-abuse program, on Feb. 24.

CSEA field representative Larry Scanlon said, "They picked on Mr. McAllister because, as a provisional employee, he was the most vulnerable of the members of our negotiating team. But this kind of harassment is a blatant violation of the Taylor Law, which expressly forbids such actions on the part of an employer. The Public Employment

Relations Board received the charge yesterday, and a hearing will be set up shortly.

CSEA has also declared an impasse in the negotiations with the town, which have been going on since September. A mediator will be appointed by PERB shortly. Mr. Scanlon said, "Since we're already into the third month of the year and we're still working without a contract, we've asked PERB to assign someone to this case as fast as possible."

The major issue in negotiations is salaries.



One of the features of the demonstration was a symbolic casket symbolizing "The Death of Safety," an event predicted by CSEA officials if the state turns over to the federal government its enforcement control of the standards of the Occupational Safety and Health Act (OSHA).

Albany Rally That Socked It To Carey

(Continued from Page 7)
Civil Service System.

CETA, said Mr. Veleva, "is simply a master plan to circumvent the Civil Service Law."

On the proposed federal takeover of OSHA inspections, Assemblyman Frank J. Barbaro (D-L, Brooklyn) observed: "I understand you guys are getting shafted. I would be against it (the takeover) if, for example, you're going to have 60 men trying to do the work that more than 400 are needed to do now. Something there just doesn't make sense."

Senator John D. Calandra (R-C-D, Bronx) described the state's seeming unwillingness to negotiate with CSEA effectively as "strictly a political problem and the solution derived by Governor Carey is a sellout to George Meany." If the state turns the OSHA inspection program over to the federal government, the Senator said, "The responsibility for the first major catastrophe—and there will be one—that comes about in the state will rest squarely on the shoulders of the Governor."

Militancy, exemplified by the day's demonstration, is sometimes a necessary thing, Senator Calandra said.

"You lay down like a sleeping dog and guaranteed, someone is going to step on you," he said.

State Will Schedule Equivalency Exams

Persons seeking a New York State High School Equivalency certificate can take the exams at one of the established state testing centers in the city.

Candidates who have been New York State residents for 30 days and are at least 19 years of age are eligible. Those under 19 are eligible if they meet special requirements of the State Education Department.

Applications and additional information can be obtained by writing G.E.D., Box 289, Congers, N.Y., 10920.

Carey Names Ex-Firefighter To His Staff

Governor Carey has appointed a former New York City firefighter as his administrative assistant.

Thomas Regan, 35, firefighter from 1963 to 1973, was twice decorated for heroism.

He is a graduate of St. Francis College and has an M.A. in political science from St. John's University. He is currently working on his Ph.D.

Mr. Regan and his wife, Marita, reside in the Bay Ridge section of Brooklyn.

Senior Analyst List

ALBANY—A senior environmental analyst eligible list resulting from open competitive exam 24-129, was established Feb. 20 by the state Department of Civil Service. The list contains nine names.

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Latest State And County Eligible Lists

(Continued from Page 10)

856 Scott Gloria V Farmingville	78.3	887 Treta Arthur J Forestport	78.0	919 Mazula Gary M N Troy	77.8	971 Dorsey Minnie B Staten Is	77.1	1000 Gentle Michael Brooklyn	76.8
857 Boris Marion J Utica	78.3	888 Davis Aigela V South Nyack	78.0	920 Dawson Barry L Fulton	77.7	972 Husong C G Schenectady	77.0	1001 Curran Mary C W Haverstraw	76.8
858 Douse Joseph Jamaica	78.2	889 Mullady Jane F Ctl Islip	78.0	921 Cioppa Richard Albany	77.7	973 Tomasitz Linda Hudson	77.0	1002 Francz Esther T West Falls	76.8
859 Mrazek Patricia E Syracuse	78.2	890 Daniels Diana M Schenectady	77.9	922 Sherry Gerald M Albany	77.7	974 Reale Sandra C Albany	77.0	1003 Fals Joann H Nunda	76.8
860 Coleman Barbara Bronx	78.2	891 Keeler Kathleen Cohoes	77.9	923 Harth Dorothy C Hannibal	77.7	975 Jurusik J J Amsterdam	77.0	1004 Edelman Estelle Levittown	76.8
861 Williams C Ballston Lk	78.2	892 Carr Sharon A Latham	77.9	924 Cookish Robert Middletown	77.7	976 Manchester D R Schenectady	77.0	1005 Fredericks E A Rockvil Ctr	76.8
862 Sambolin Ellen Queens Vil	78.2	893 Santandrea L M Albany	77.9	925 Fahey Cathy A West Falls	77.7	977 Stoltenberg E E Cattaraugus	77.0	1006 Olsen Gladys S Loudonville	76.7
863 Chestwood F A Binghamton	78.2	894 Loveridge R R Albany	77.9	926 Schuff Kathleen Albany	77.7	978 Grant Dorothy I E Elmhurst	76.9	1007 Conrad Marilyn Windsor	76.7
864 Bass Leonora H Laurelton	78.2	895 Lawrence B J Rensselaer	77.9	927 Carlson Faith M Perrysburg	77.7	979 Baker Jack L Whitesboro	76.9	1008 Johnston Ruth L Groveland Sta	76.7
865 Pickett Joseph Averill Park	78.2	896 Clinton Harold NYC	77.9	928 Turco Barbara J Middletown	77.7	980 Gouse Gary V Utica	76.9	1009 Sharrow Donald Ft Montgomery	76.7
866 Herbert Richard Dover Plains	78.2	897 Albino Carmine Rye	77.5	929 Osterhour L M Endwell	77.7	981 Philbrook D M Guiderland	76.9	1010 Pusateri Sharon Depew	76.7
867 Tice Charles W Erin	78.2	898 McKenna Maureen Wingdale	77.9	930 Bowers Joanne M Blossvale	77.7	982 Kaplan Charles Saratoga	76.9	1011 Robinson C D New Platz	76.7
868 Vanschaffel J J Newark	78.2	899 Stawarz Marie P Rome	77.9	931 Bell Mary M Troy	77.6	983 Moloney K E S Glens Fls	76.9	1012 Pierce Franklyn Ravens	76.7
869 Ives Katherine Glens Falls	78.2	900 Grant Ronald Patterson	77.9	932 Carlo Trena M Schenectady	77.6	984 Mauro Linda M Kingston	76.9	1013 Riley Muriel Troy	76.6
870 Spencer Robert Nassau	78.2	901 Epstein Lee A Rochester	77.9	933 Wilcox Judith A Albany	77.5	985 Frankovic T M Slingerlands	76.9	1014 Horan Marion AHaverstraw	76.6
871 Sullivan Marcia Ft Edward	78.2	902 Velez Nancy S Highland Fls	77.9	934 Gustav Walter J Amsterdam	77.5	986 Tedesco Dorothy Middletown	76.9	1015 Lucarelli G A Albany	76.6
872 Welsh Lauren M Wassaic	78.2	903 Daniels John M Rensselaer	77.9	935 Couture Gladys Waterford	77.5	987 Sargent John H Post Gibson	76.9	1016 Collins Ann T Albany	76.6
873 Connell C M Oceanside	78.1	904 Gerowski C A Bronx	77.9	936 Mylock James A Dover Plains	77.5	988 Mineau Margaret Albany	76.8	1017 DiIorenzo S H New City	76.6
874 Parker Donna Albany	78.1	905 Petta Marylou A Schenectady	77.9	937 Doerfel Martha N Tonawanda	77.4	989 Schmidt Sylvio Huntgrn Sta	76.8	1018 Todaro Philip N Wappingr Fls	76.6
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878 Miller Ethelya New Hartford	78.1	909 Morris Jerome W Brentwood	77.9	941 Jennings Roland Hoffmans	77.4	993 Staffin Alice M Dayton	76.8	1022 Leal Robert H Binghamton	76.5
879 Kensall Richard Wargrvtier	78.1	910 Spina Carmelo J Richmond HI	77.9	942 Bihunick Esther Altamont	77.4	994 Sylvester C D Frankfort	76.8	1023 Gotmanus Anita E Northport	76.5
880 Wright Leroy G Syracuse	78.1	911 Dean Dennis R Genesee	77.8	943 Craver Dale F Rome	77.3	995 Cicarello S L N Tonawanda	76.8	1024 Landry Margaret North Troy	76.5
881 Schepis Marilyn Kings Park	78.1	912 McMurry Mildred Mannacroix	77.8	944 Parr Carol R Cheektowaga	77.3	996 Hogan Joanna T Val Stream	76.8	1025 Olsen Suzanne M Forestville	76.4
882 Kirchner P A Albany	78.1	913 Dwyer Mary L Endicott	77.8	945 Hotaling Donna Hudson	77.3	997 Stickles S E Schenectady	76.8	1026 Ceirano David M Buffalo	76.4
883 McArdle Dolores Terryville	78.0	914 Dora Robert A Waterford	77.8	946 Hanley Judith A Albany	77.3	998 Smith Florence Malone	76.8		
884 Rosenfield D Spring Val	78.0	915 Malmsheimer T Lindenhurst	77.8	947 Sokolosky Hilda Kirkville	77.3	999 Daley Mary T Barneveld	76.8		
885 Singer Robert J Camillus	78.0	916 Clark Gordon Pooghskeepie	77.8	948 Roberts Michael Delmar	77.3				
886 Kostofsky T Brooklyn	78.0	917 Debarthe Joseph Albany	77.8	949 Johnson Lee A Albany	77.3				
		918 Foxman Michael Bronx	77.8	950 Drayton Willie NYC	77.3				
				951 Sneed Edward L Albany	77.3				
				952 Levine Mary Z Albany	77.3				
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				954 Klapp Marion E Voorheesvil	77.3				
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Westchester To Hold A Meeting With Legislators

WHITE PLAINS — Westchester County legislators have been invited to a "Meet your Legislator" night by the Westchester County local, Civil Service Employees Assn. The event will take place on Friday, April 4, at 7:30 p.m. at the union hall at 196 Maple Ave. here.

Stan Boguski, chairman of the chapter's legislative committee, said that there were many issues and problems facing the public employee today, "and it is necessary that we meet our legislators and get their thinking, as well as letting them know ours, on matters of vital concern to us such as the Occupational Safety and Health Act, (OSHA) the Comprehensive Education and Training Act (CETA), the Retirement System layoffs and the agency shop, to name a few."

CSEA has charged that federalization of OSHA enforcement responsibility will mean the loss of valuable services to New York; that CETA is eroding the Civil Service Law, and that proposed investments of retirement funds will jeopardize the system.

Mr. Boguski said that a large turnout of unit presidents and executive board members is expected at the meeting. A social hour will be held following the session.

LEGAL NOTICE

The Sands Company, 405 Park Avenue, NYC, Substance of Cert. of Ltd. Partnership filed N.Y. Co. Clk's Office July 16, 1975, and Amended Cert. of Ltd. Partnership filed Feb. 6, 1975. Business: producing and arranging the distribution of feature length motion pictures, etc. General Partner: Ernest Sands, 25 Poplar Drive, East Hills, N.Y. Limited Partners, set forth below.

Term of partnership twenty years unless earlier terminated as provided in partnership agreement. Limited Partners have not agreed to make any additional contributions. Limited Partners shall have the right to have the amount of their contributions returned to them out of the profits of the partnership as provided in partnership agreement. However, each Limited Partner shall remain liable to the Partnership for the full amount of his original contribution until such time as the Partnership is terminated or upon his withdrawal as Limited Partner, etc. A Limited Partner shall not have the right to substitute an assignee as contributor in his place without the written consent of the General Partner, and without offering the other Limited Partner the right to acquire his interest on terms and conditions set forth in Partnership Agreement. General Partner shall have the right to admit additional Limited Partners, provided that at no time shall the aggregate contributions of all Limited Partners exceed \$275,000. No Limited Partner shall have priority over other Limited Partners as to repayment of contributions or profits. Upon death, insanity, bankruptcy, assignment for the benefit of creditors, retirement or resignation of the individual General Partner, the Partnership business may continue only with the written consent of Limited Partners representing two-thirds of the aggregate amount of contributions. The Limited Partners shall have no rights to demand and receive property other than cash in return for their contribution.

Article 4 of said Cert. of Ltd. Partnership is hereby amended to read as follows: Ernest Sands of 25 Poplar Dr., East Hills, N.Y. is the General Partner. Limited Partners, their address, Cash Contribution and Percentage of Share of Net Profits are Raymond Brunjes, 128 B'way, B'klyn, N.Y.; Ben Messenger, 200 E. 57th St., NYC.; Nicholas Ryan, Ironwood Road, Muttontown, N.Y., each \$10,000, each 3.6%; Harvey Friedman, 420 E. 55th St., NYC.; Seymour Terry, 463 7th Ave., NYC.; William Griffo, 20 Markwood Lane, East Northport, N.Y.; and David G. Birnbaum, 1452 53d St., B'klyn, N.Y., each \$25,000, each 9.0%; Milton Jacobs, 2751 South Ocean Dr., Hollywood, Fla.; Vincent Griffo, 6 Midfarm Rd., Rockville Centre, N.Y.; Robert L. Horohoe, 188 Coachman Dr. North, Freshhold, N.J.; Aaron W. Weingarten, 215 Chestnut Dr., East Hills, L.I., N.Y.; and Michael Klein, 4 Rockaway Ave., Garden City, N.Y., each \$15,000, each 5.4%; Phil Kreger, 40 Remsen Rd., Great Neck, N.Y., \$20,000, 7.2%; and William Tabachnik, 13 Sugar Maple Dr., Roslyn, N.Y., \$50,000, 18.0%.



NEW CONTRACT — Town of North Hempstead Supervisor Michael J. Tully Jr., left, signs the town's new labor-management contract with Edward Ochenkoski, of Port Washington, president of the North Hempstead unit of the Civil Service Employees Assn.

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CRAIG GET-TOGETHER — Good time was had by all at the annual Valentine Ball held by the Civil Service Employees Assn. chapter 405 at Craig Developmental Center, Sonyea. Chapter president Charles Peritore, second from left, is shown here hosting a table that included various visiting dignitaries and chapter members and guests. From left are Assemblyman James Emery (R-137th AD, Geneseo), Mr. Peritore, Mr. and Mrs. John Schallenberg (behind Mr. Peritore), Frank Martello, Daisy Friedman, Mrs. Martello, Mrs. Peritore, Mental Hygiene Employees Assn. third vice-president Eileen Cole, CSEA executive vice-president Thomas H. McDonough and Mrs. Emery.

What A Day It Was

(Continued from Page 16)

work screamed. "Find her." The crowd was too dense for easy movement. "She's under a tree with a blue sign on it."

Seconds dragged, "I have her, I have her." An ambulance arrived. A police officer and others assisted the figure to the awaiting ambulance.

"She's on her way to Albany Med. over." "Get a check on her condition, H.Q. Get her name and chapter."

Sweat on a pre-spring day broke out on the foreheads of the waiting twelve. Time dragged. "She's o.k., repeat, o.k." Prayers answered.

Back to the speakers . . . "Emergency, emergency, a man is injured on the Washington Ave. side." . . . here we go again.

Oneida Chapter To Mark Silver Anniversary

UTICA—The Oneida County chapter, Civil Service Employees Assn., will celebrate the group's silver anniversary Friday, April 4, with a cocktail party and dinner at the Polish Community Club here.

In addition, employees with 25 years' membership in the chapter and those who retired between April 1, 1974 and March 31 of this year will also be honored by the chapter.

Jack Gallagher will serve as master of ceremonies.

An ambulance pulls up immediately into the staircase driveway. A Capital policeman rushes into the crowd carrying an oxygen tank. A stretcher is moved into the mass of humanity. Blankets wrapped tight. A figure is carried quickly to the ambulance. A screaming siren cuts into the blue sky . . . another long wait begins.

Dr. Wenzl is at the podium; he whips the ocean to storm proportions asking if they're willing to accept layoffs. Gigantic "No's" crash down upon the staircase like waves upon New England shores. Each "No" is louder than before, each wave crashes harder until the very Capitol building vibrates the "No" throughout its gothic halls.

"Patient at AMC is o.k.," the walkie talkie reports. Relief. "CSEA HQ. I have a paramedic squad on the staircase, CSEA eleven reports."

The rock band begins again, "Your buses are parked," the speakers bark. But the ocean sensing the end of the demon-

Mini-Workshop

(Continued from Page 8) unions have a multi-million dollar fund to infiltrate New York State.

Region 4 president Joseph McDermott said he was particularly pleased that so many upstate members had attended the Workshop, which was held at the Queensbury Hotel here in Warren County.

stration, has already begun to move and the announcement is lost to the wind. "CSEA HQ. Send help to unit nine. The street is just one sheet of people and they won't stop.

"Units seven, eight, ten assist nine." A motorcycle policeman attempts to move into the human wall, it's like an ant trying to turn a whale around, the whale just keeps on moving, the ant is lost in its waves.

Slowly the ocean in the park becomes a sea, the sea a river, the river a stream, with pools looking for a tributary to follow.

Where's my bus? Buffalo. Where's my bus? Utica. Where's my bus? Long Island. The same question comes again and again. The CB network tries vainly to untill the knots of misparking. "Where's Eagle St., Washington Ave., Lincoln Park? I can't find my bus?"

Slowly, with a lot of patience, understanding and shoe leather, most of the lost travelers find their buses.

"Albany Medical Center calling. We have not admitted either of the ambulance cases, but we do have three more CSEA members in the emergency room waiting to be examined. One has an ankle problem, and two have other minor problems. None appear to need hospitalization."

Thank heaven. "We have 40 stranded people the operator reported "walking back from Lincoln Park. Their buses left with them." "OK, we'll take care of them."

Capitol Park was quiet again. An OGS crew was busy cleaning up the two tons of litter left behind. The Albany Police were counting up the bus parking fee owed them, 507 parked buses at ten dollars each is \$5,070. (Add 41 Albany Region buses that never parked and 60 more that parked in various terminals and the grand total is 608 buses.) A final equipment check revealed five missing bull horns, probably misplaced or used to get people on a bus, for home. Hopefully they'll be returned.

The Day had finally ended.

SEIU Withdraws In Franklin Vote

SARANAC LAKE—The Civil Service Employees Assn. Franklin County unit has received word from the Public Employment Relations Board that the Service Employees International Union, which had been threatening to contest the unit for rights to

Two Seminars In Region 3 Greeted With Enthusiasm

FISHKILL—The first Southern Region 3 CSEA education committee seminars, held March 8 at regional headquarters here, were highly regarded by participants, organizers said.

More seminars are scheduled for the near future.

Committee chairman Chuck Zoffer said he is sending letters to all chapter presidents in the Region to get their ideas on what topics they would like to see in future seminars.

"These first seminars were so informative," Mr. Zoffer said, "that we'd like to see it become the first of a series."

The two topics were negotiations conducted by Edward Diamond, director of education for CSEA, and grievances and arbitration, with Joel Douglas of the American Arbitration Assn.

"They both took the 'How-to-Do-It' approach," Mr. Zoffer said, "which made for very clear and understandable seminars. Also, they answered every question to the members' satisfaction. Thanks to these seminars, our members will have a better chance of getting better contracts and of winning more grievances in the future."

Mr. Zoffer said the committee plans more seminars on grievances and arbitrations, with films

from the AAA. Committee members were Marie Romanelli, of New Paltz, Tris Schwartz, of Hyde Park, Lewis Lingle of Warwick, and John Priesel, of Peekskill.

Hamburg Hgwy. Unit Wins \$1.00 Per Hour Boost

HAMBURG—The Town of Hamburg Highway Department employees, represented by the Civil Service Employees Assn., will receive pay raises of \$1.00 per hour spread over two years of a contract signed by the union and the town recently.

Retroactive to Jan. 1, when the old contract expired, the agreement provides for increases of \$1,040 per year, with fully-paid Blue Cross and Blue Shield benefits, including major medical coverage with a \$50 deductible provision plus a prescription plan under which the employees only pay \$1.00 per prescription.

Also agreed upon were a fully paid holiday on Good Friday in the first year and vacation improvements in the second. The town will also assume the full cost of foul weather gear and work gloves for the employees.

Among contract language improvements is an agreement for uniform working hours, with all employees being scheduled to work an 8 a.m. to 4:30 p.m. shift.

Supervisor Leo J. Fallon signed for the town with CSEA field representative Robert E. Young, who was chief union negotiator, signing for the employees, along with Hamburg Town CSEA unit president Robert Korabeck and the other union negotiating team members: Charles Collard, Mike Ring, Robert L. Bantle, Robert Monckton and Martin A. Rogers.

Albany Region 4 Will Participate In Saratoga Fair

ALBANY—Albany Region 4, Civil Service Employees Assn., is planning to participate in the second annual Saratoga Fair June 27-July 6 at the Saratoga Race Track.

Since the fair is expected to draw from the entire northeastern part of New York State, Region 4 president Joseph McDermott and his committee agreed that it would be an ideal spot for a CSEA information booth.

Mary K. Moore has been assigned to work initially on the project and to explore the requirements of staffing.

Low-Cost Life Insurance Now Available To CSEAs

ALBANY—Enrollment in a special, low-cost group life insurance plan, which does not, in most cases, require a medical examination, is available during the month of May to state employees who are members of the Civil Service Employees Assn.

Applications, with signed authorization to have premiums deducted from salary, should be sent to the Insurance Department, CSEA, 33 Elk St., Albany, N.Y. 12207, prior to May 31. Applications and literature explaining the group life insurance plan may be obtained from local CSEA chapter representatives or from the union headquarters at 33

Elk St.

"CSEA members under 50 years of age, who have not been previously rejected for this insurance on the basis of a medical examination, are eligible for the plan without a medical examination.

Members over 50 must take a medical examination at the expense of the insurance company. Premiums are waived should a member become permanently disabled before age 60 with double indemnity in the case of accidental death.

The cost of the insurance is 10 cents bi-weekly per \$1,000 worth of coverage for members 29 years or younger. Older members may obtain this insurance at lower rates. Members pay their insurance premiums through the automatic payroll deduction plan.

CSEA calendar

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

MARCH

26—Employees Retirement System chapter meeting: 6 p.m., Daddy-O's Party Place, Washington Avenue, Albany.

APRIL

- 4—Westchester County chapter "Meet The Legislators Night"; 7:30 p.m., 196 Maple Ave., White Plains.
- 4—Oneida County Chapter silver anniversary celebration: 7 p.m., Polish Community Club, Utica.
- 4-5—Western Region 6 meeting: Holiday Inn, Dunkirk.
- 7—West Seneca Developmental Center chapter; general meeting.
- 8—Orange County unit board of directors meeting: 7 p.m., Casa Fiesta, Middletown.
- 14—Albany Region 4 Adirondack committee: "Meet The Candidates" Night.

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

Med Center Opens In Rockland

HAVERSTRAW—Theodore C. Wenzl, president of the Civil Service Employees Assn., helped launch a new era in medical treatment in Rockland County this month when he cut a ribbon to open the North Rockland Health Center here.

Dr. Wenzl was accompanied by John Clark, first vice-president of Southern Region 3, CSEA, and John Mauro, president of the Rockland County CSEA chapter.

The new North Rockland Health Center was described as a new concept in medical treatment for people who want better medical service but are pressed to meet the ever-rising costs of private medical treatment.

The center is a health maintenance office. Its purpose is to offer comprehensive medical service to men, women and children emphasizing preventive medicine, dentistry and maintenance of good health.

There are about 20 doctors at the facility including general practitioners, specialists and dentists. Specialties available include general medicine, pediatrics, dermatology, dentistry, orthopedics, general surgery, obstetrics, gynecology, cardiology and radiology. Laboratory ser-

vices, minor surgery, physical therapy, prenatal care, surgical

consultation and a fully equipped pharmacy are also provided.

Each person using the HMO has his own physician. Patients are referred to specialists when necessary. The administrator of the North Rockland Center is Arlington Robinson. Dr. Michael Lombardo, Dr. Martin Lorin, Dr. Ramos Yordan and Mr. Robinson are co-founders of the center.

A health care contract is in force between CSEA and the center enabling public employees to receive medical and dental care through their union health plan. Similar arrangements are also in force with several unions in the private sector.

Has Emergency Room

The HMO in Haverstraw is tied in with several hospitals as affiliates. It has an emergency room of its own operated on a 24-hour basis. The HMO concept is to offer a family complete around-the-clock medical service.

The HMO also performs medical training and screening services. Through its programs, the North Rockland facility is qualified to receive federal grants under a bill passed in 1973.

Additional HMOs are being planned for Middletown, Newburgh, Fishkill and several towns in Westchester County.

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 advance information on titles, call 566-8700.

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

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

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York, 10048, (phone: 488-4248); State Office Campus, Albany, 12226; Suite 750, 1 W. Genessee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

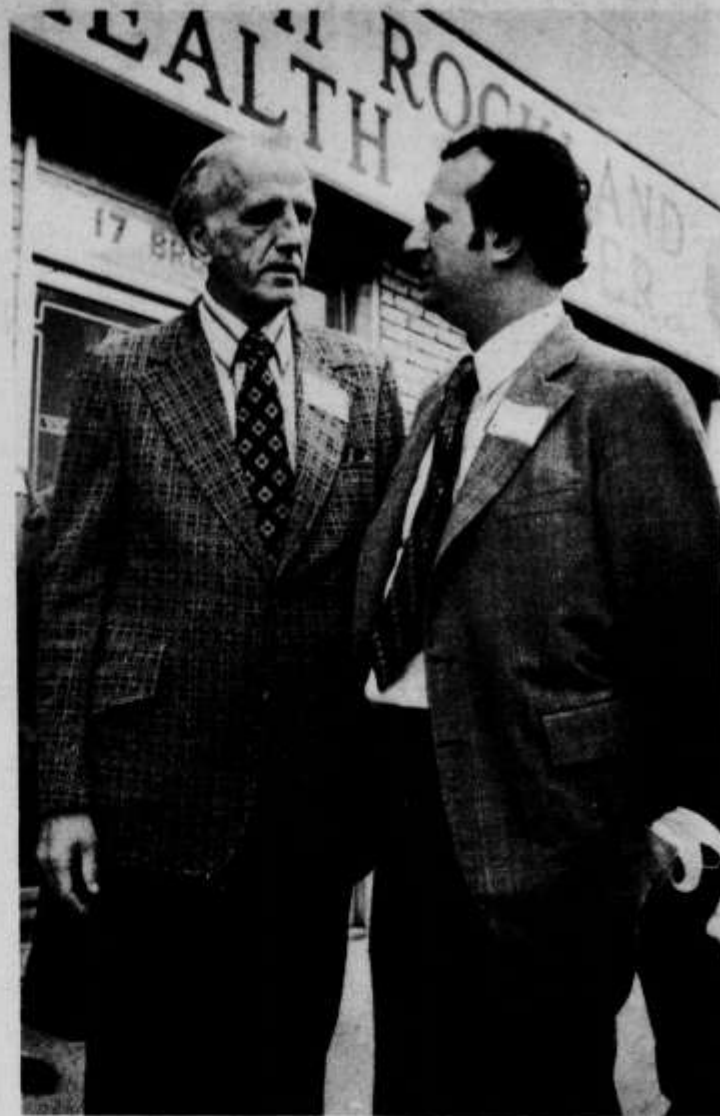
Various State Employment Service offices can provide applications in person, but not by mail.

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

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

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

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-8000; and for federal, 526-6192.



North Rockland Health Center administrator Arlington Robinson, right, greets Civil Service Employees Assn. president Theodore C. Wenzl, who was on hand to help dedicate the new facility in Haverstraw, Rockland County.

Low Mortgage Loans

The New York Job Development Authority now provides low cost, long-term second mortgage loans for the construction of new research and development facilities. Information on the R & D financing program is available from the Job Development Authority, 99 Washington Ave., Albany, N. Y. 12210.

LEGAL NOTICE

SUMMONS: Plaintiff Designates New York County as the place of trial based on the location of the premises herein. SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK; FEDERAL NATIONAL MORTGAGE ASSOCIATION, Plaintiff, against HERMINO TORES and JUANITA TORES, his wife, if living, and if they be dead, the respective heirs-at-law, next-of-kin, distributees, executors, administrators, trustees, devisees, legatees, assignees, lienors, creditors and successors in interest and generally all persons having or claiming under, by or through said defendants who may be deceased, by purchase, inheritance, lien or otherwise any right, title or interest in and to the real property described in the complaint herein and "JOHN DOE," "RICHARD ROE," "JANE DOE," "CORA COE," "DICK MOE" and "RUBY POE," all of whose names are unknown to the plaintiff, the last six names being fictitious, they being intended for tenants or other persons having an interest in the premises whose names are unknown to the plaintiff, THE PEOPLE OF THE STATE OF NEW YORK, JULIE SUGARMAN, AS COMMISSIONER OF SOCIAL SERVICES OF THE COUNTY OF NEW YORK, FIRST NATIONAL CITY BANK, THE CITY OF NEW YORK (PARKING VIOLATIONS BUREAU), Defendants. TO THE ABOVE NAMED DEFENDANTS:—

YOU ARE HEREBY SUMMONED to answer the complaint in this action and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance on the Plaintiff's Attorneys within twenty (20) days after the service of this summons, exclusive of the day of service (or within thirty (30) days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

Dated: New York, New York, January 28, 1975.
CADWALADER, WICKERSHAM & TAFT, Attorneys for Plaintiff, Office and P. O. Address, One Wall Street, New York, New York 10005, Tel. No. (212) 785-1000.

To the above named defendants: The foregoing summons is served upon you by publication pursuant to an order of the Hon. Nathaniel T. Helman, a Justice of the Supreme Court of the State of New York, dated March 10th, 1975 and filed along with the supporting papers in the New York County Clerk's Office. This is an action to foreclose a mortgage on premises, 328 East 120th Street, New York, N. Y., briefly described as follows: On the south side of 120th Street, 303 feet 6 inches west of First Avenue, being a plot 100 feet 10 inches x 21 feet 6 inches x 100 feet 11 inches x 21 feet 6 inches, being Lot 41, Block 1796, Section 6. Dated: March 25th, 1975. Cadwalader, Wickersham & Taft, Attorneys for Plaintiff.



Before Center was dedicated, its administrator, Arlington Robinson, left, showed the facilities to CSEA's two top Southern Region 3 officials, first vice-president John Clark, center, and president James Lennon. A health contract is in force between CSEA and the Center to enable public employees to receive medical and dental care through their union health plan.

ALBANY BRANCH OFFICE

FOR INFORMATION regarding advertisement, please write or call:
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ALBANY 8, N.Y. Phone IV 2-5474
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CSEA president Theodore C. Wenzl, second from left in front, took part in ribbon-cutting ceremony as various community and center leaders gather around for the dedication.

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Whew! What A Day It Was

By DAN CAMPBELL

The day began early, bright and clear. Academy Park was quiet, birds greeted the warming sun with song, squirrels scrambled over the brown-green ground oblivious to the activity around them.

"The ten Johns are in place, four for guys and six for girls," someone reported. "Good, now let's hope they remember to close the doors!"

Laughter, no matter how earthy, relieves the growing tension. Every demonstration no matter how big or small, takes hours of planning, sweating, swearing and praying that no one, not them, not us, not an innocent passer-by gets hurt.

But when the giant Civil Service Employees Assn. decides to flex its muscles for a show of organizational strength and purpose in the form of a gigantic demonstration on the State Capitol steps in Albany, the planning, the sweating, the swearing and the praying are multiplied a thousand times (thirty thousand times to be almost exact).

"CSEA Ten to CSEA HQ. Do you read me, over?" "CSEA HQ to CSEA ten, I copy, loud and clear."

"A citizens band walkie-talkie communications network crackled to life. Twelve mobile units were to be in action that day, six for bus traffic control, six for crowd control and all twelve for emergency situations.

Capitol Park was quiet and empty as three vans pulled up to the edge of the Capitol staircase. Huge theatre-size loud speakers were slowly unloaded and put into position on the second landing of the stairway.

What seemed like miles of electrical cable were snaked out and connected to a studio-type control unit. "Testing, one two, three. Testing, one, two, three." echoed and re-echoed up and down the concrete canyon formed by State St. and Eagle St. buildings. "Bring up the bass on



CSEA leader Theodore C. Wenzl, right, told the thousands of his union's members gathered in Albany for demonstration that the state's attitude in the contract talks is "unbelievable."

One and cut the tremble on Four," the soundman ordered the mix controller. "Fine, fine. Now hold them there!"

A rock band drove up in two small cars, crammed full of equipment. The CSEA mobile office was put into position at the Washington Ave. side of the Capitol staircase in Capitol Park. A blown fuse eliminated its planned use as a secondary speaker system for crowd control and bus location information. But it was still to be used for protest sign distribution. Some 4,000 signs crammed its office area.

A camper-topped pickup truck moved into its position on the State St. side entrance to Capitol Park and the 4,000 signs filled its rear area.

"I have a bus, I have a bus," the CB radio network crackled. "Contact units one through six. The buses are coming."

And they came. First one, then three, then ten, twenty, until State St. and Broadway was one solid line of silver and gold roof

tops shimmering in the morning sun.

Albany police units moved in to assist the long, slow-moving line. "They're backed up to the Thruway and the arterial is just as jammed," the police monitor jabbered unbelievably.

Capitol Park began to come alive. First there was a small trickle of 50 protestors lost in the emptiness of the huge park area. Then the trickle grew into a babbling brook of sign-carrying people. The brook became a stream and the stream grew into a small river pouring into a growing pond of humanity. The pond became a small sea and the sea became an ocean of color, of faces, lapping gently up to the Capitol steps.

"Move them around, move them around, we have a log jam at all unloading areas," the CB monitors crackled.

"Get a chant line going, get them to surround the building," a voice spoke. A knowing voice boomed out over the speaker system. A line began to move around the Capitol building slowly. They would eventually encircle the entire block.

"We have a jam over on State St. We can't pass out the signs as fast as the people want them. Send me some help, HQ."

"Move some bull horns and extra men to area nine," the HQ ordered.

Music—hard driving electrical music—filled the air. The hard beat filled the waves of members and movement was slowly restored. "Please move over to the State St. side of the Park so your union brothers and sisters can join in with this demonstration," the amplified voice



Preparing to depart from Syracuse for the Albany demonstration are four CSEA members. From left are Pat Gannon, Department of Transportation; Charles Schlaecter, Department of Labor; Jim Pope, Department of Labor, and Richard Bersani, Department of Tax and Finance

pleaded.

Buses came, unloaded and rolled on, first in a single line, then a double belt, and finally in a triple unit, totally scrambling a pre-planned parking system. "Buses are out of order, repeat, buses out of order. Traffic too heavy to correct situation." "Keep 'em moving, keep 'em moving." The situation became hopeless but not impossible.

"Carey says 'Cut Back.' We say 'Fight Back.'" the theatre speakers roared, but its sound was lost as one united voice of 30,000 members of CSEA who came from the tip of Long Island to the top of Rouses Point, from Hoosick Falls to Lewiston, repeated the chant in a voice that filled the surrounding area with an ocean of sound.

The first coffin came forward slowly from the sign-waving sea.

The pall bearers, draped in black, lowered the State's "Safety Program Coffin" on to the steps. "Carey killed to save two million dollars. How many lives can two million buy?" a sign asked.

Two more coffins joined the pyre.

A donkey, christened "the next governor or lieutenant-governor," gained the attention of the crowd. Wild and afraid before the huge throng, the animal obeyed his master's commands.

Then the speakers began. Each had his message. Each had a receptive audience in the sign-waving mass.

"Emergency! emergency!" the walkie-talkie crackled. We have a woman down on State St. side."

The speakers were ignored for the moment. Twelve units moved toward the injured person.

"Find her, find her," the net-

(Continued on Page 14)



Capitol Park in Albany was a sea of faces and signs during the CSEA demonstration there March 18. The demonstration, which drew an estimated 35,000 angry union members, was the largest in memory of city officials.

And Where Were You, Governor?

ALBANY—Gov. Hugh L. Carey, who did not come outside his office to address the more than 30,000 CSEA-represented public employees who massed in protest on the Capitol steps, got a closer look at a mini-demonstration by CSEA that evening when he attended the annual dinner of the Empire State Chamber of Commerce in Albany.

Some two dozen CSEA protesters, led by president Theodore C. Wenzl and Albany Region president Joseph McDermott, picketed

Albany's Washington Ave. Armory, scene of the dinner attended by more than 1,200 persons. The Governor, who for the most part managed to avoid the earlier demonstration, was forced to cross the lines thrown up at the Armory entrance by the CSEA members, who carried signs left over from the big rally.

Inside the Armory, the Governor continued his defiance by telling the Chamber of Commerce throng that he intends to continue to search for economies in government, even at the ex-

pense of dismissing additional state employees. "We have eliminated 100 jobs and will continue this process," the Governor was quoted as saying during his address.

In addition to being within earshot of the big demonstration during the day, the Governor also was delayed in getting to his office on March 18 as the demonstration got under way. The press reported the usual 5-minute drive from the Governor's Mansion to the Capitol took a half-hour that morning.