

Civil Service LEADER

America's Largest Newspaper for Public Employees

Unemployment Report Times For SD Aides

— See Page 3

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Will Cooper Rehab Be Victim Of Budget?

By SUSAN DONNER

MANHATTAN — Benjamin Goldman opens a large manila envelope filled with letters. He selects one:

"Dear Mr. Goldman: If you could only have known Billy four years ago you wouldn't believe it is the same boy. He was in and out of reform schools, always hostile, constantly involved in crime and anti-social behavior until he went to Cooper. I still can't believe the change in him. Thank you, Mr. Goldman. God bless

you. I know he's going to make it. We have our son back."

Another reads:

"Dear Mr. Goldman: The first year I hated every day I spent at Cooper. You made me face myself. It's not so easy out here but things are working out for me. Thanks a lot."

There are dozens of them. From parents, friends, relatives and ex-residents themselves. Benjamin Goldman runs a unique institution. It is Cooper Drug Rehabilitation

Center, the only one of its kind, for boys 13 to 18.

Cooper is one of the Office of Drug Abuse Services facilities being shut down because of state budget cuts. It is scheduled to be dismantled by October.

"We developed a body of expertise and skill that I think is a shame to lose. It's the kind of skill which comes only over years and years of hard knocks and a lot of pain and

(Continued on Page 9)



Suffolk's Corbin Warns Against Rumormongers

HAUPPAUGE — Warning against "a disruptive infiltration campaign" by other unions, Civil Service Employees Assn. Suffolk County chapter president James Corbin assured members that their contract cannot be signed unless they ratified it.

Mr. Corbin said he was responding to rumors, which he attributed to agents of a rival union, that a secret pact had

(Continued from Page 1)



JAMES CORBIN

Rockland Goes Public In Fair Contract Fight

NEW CITY—The 1,300-member Rockland County unit, Civil Service Employees Assn., has decided to carry the employees' story to the public in their battle to win a fair contract.

The 1,750 CSEA-represented employees of Rockland County have been without a contract since Jan. 1.

The CSEA members overwhelmingly rejected the county's "final contract offer" May 6. The final vote of the union membership, with better than 70 percent turnout, had workers turning thumbs down on the offer by a better than three-to-one margin.

The union immediately sent a letter to Bernard Fallon, chairman of the County Legislature, stating the employees' willingness to return to the bargaining table. It proposed binding arbitration.

"We are willing to put the whole matter in the hands of a neutral, third party . . . someone who would be able to look objectively at both the workers'

financial situation and the county's ability to pay," said CSEA field representative Larry Scanlon.

"We are making every effort to be reasonable in our dealings with the Legislature."

However, at Leader presstime it appeared that the legislators would opt for the alternative of unilaterally imposing a one-year

settlement upon the workers.

No date has been set for the hearing.

"We deplore the legislators' rejection of binding arbitration," said Rockland unit president Patsy Spicci Jr.

"It shows that they are not looking for a fair and just solution to the problem but are

(Continued on Page 16)

Legislators Enlist In Fight For ODAS

(Editor's Note: The following messages from state legislators who have joined the Civil Service Employees Assn. in its fight to stop budget cuts and personnel layoffs in the Office of Drug Abuse Services have been received by CSEA president Theodore Wenzl.)

"... I have received many letters, telegrams and calls from my district relative to the cuts in the ODAS budget. I feel it is extremely important the funds be restored in the Supplemental Budget."

JOHN E. FLYNN
Member of Senate

"... Be assured that I will do all in my power to see that these funds are restored in the Supplemental Budget . . . I will also contact my colleagues in the Assembly and urge them to fight for the restoration of funds for this vital office."

RICHARD E. SCHERMERHORN
Member of Senate

"... You have my support. I will not only vote to have the budget restored to \$65.5 million but will urge my colleagues in the Senate to do likewise."

HOWARD C. NOLAN JR.
Member of Senate



Legislators Still Battling To Keep Lulu Payments

LULU is an old and venerable lady who seems destined to neither die nor

(Continued on Page 6)



HAPPY ENDING — Civil Service Employees Assn. member Stanley Flomenbaum receives a state check for more than \$15,000 from Bart Brier, CSEA field representative. The check represents a judgment sustained in the Appellate Division after suit brought by CSEA New York City Region II attorney Stanley Mailman, center. Mr. Flomenbaum was fired on Jan. 31, 1974, after three years of competitive class employment with the Office of Drug Abuse Control Services, which claimed that he was still a probationary employee. The agency failed to act on a letter by Mr. Brier demanding Mr. Flomenbaum's reinstatement. With CSEA legal assistance, requested by the New York City chapter, an Article 78 proceeding established that the minimum probationary period of six months was never extended and that Mr. Flomenbaum attained tenure. The dismissal was therefore held unlawful and Mr. Flomenbaum was ordered reinstated with all back pay less unemployment insurance received.

CSEA: Kinzel Report Won't Do

ALBANY—In a memorandum to state legislative leaders, the Civil Service Em-

ployees Assn. has served notice of its opposition to a pension reform bill that would implement recommendations of

the Kinzel Commission.

Charging that the proposed legislation is "regressive," CSEA

(Continued on Page 3)

Westchester Has 'Teen Jobs

WHITE PLAINS—A \$60,000 grant from the State Department of Environmental Conservation will permit Westchester County to hire 56 county youths between the ages of 15 and 18 years to improve and rehabilitate county park facilities.

Participants in the program will be paid the federal minimum wage of \$2.30 per hour. There are no family income limitations for admission to the

program. Applications must be received by May 26 by the Westchester Youth Bureau, Room 206, County Office Building, 148 Martine Ave., White Plains, N. Y. The telephone number is (914) 628-2643. Applications may be obtained from this office or from local Westchester YES offices.

The jobs will run from July 5 through Aug. 8. Jobs will be awarded by random selection of the applications. Training will

be provided by science teachers and graduate students in forestry, marine biology, earth science and related fields. Typical jobs would include construction of hiking paths, improvement of farm complexes, development of nature study areas and rehabilitation of eroded earth banks. Parks expected to be involved in the program include Ward Pound Ridge Reservation, Muscoot Park, Glen Island Park, Sprain Ridge Park, Marshlands Conservancy, Ridge Road Park, Silver Lake Park, and the Bronx River Parkway.

Name Scherker Permanent Rep For W'Chester

MANHATTAN—New York City Region II, Civil Service Employees Assn., has assigned Edward Scherker as field representative on a permanent basis to service state workers in Westchester County.

The announcement was made by George Bispham, Region II supervisor, following discussions on the arrangement between Solomon Bendet, Region II president, and James Lennon, Southern III Region president.

Mr. Bispham said "for some time, the need has been evident for a broadened service and a more personal contact between our office in New York City and state employees in Westchester County."

Mr. Scherker will be in Westchester every Tuesday. His itinerary will be the Westchester County office, 196 Maple Ave., White Plains, from 9 a.m. to noon to receive telephone calls and other messages. In the afternoon, he will visit state facilities. The Westchester office telephone number is (914) 428-6452 or (914) 428-6453.

Mr. Bendet stressed that the arrangement did not preclude calls of an emergency nature being made direct to the New York City Regional Office. Such calls may be made to (212) 962-3090.

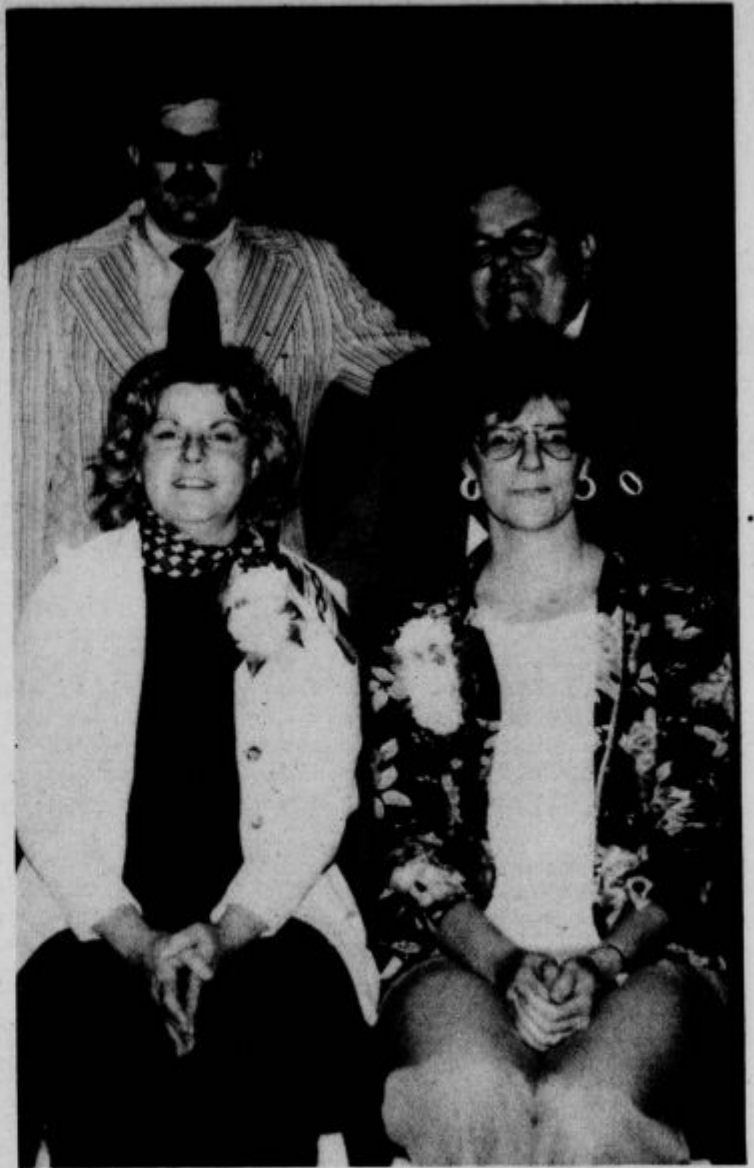
Rip Plan To End C.S. Commission In New Rochelle

NEW ROCHELLE—The New Rochelle unit, Westchester County chapter, Civil Service Employees Assn., has protested a proposed plan by the city to abolish its three-person Civil Service Commission.

Appearing recently before the New Rochelle City Council, unit president Inez Goring charged that if the plan were adopted, it would lead to an erosion of the merit system and a return to the spoils system. Ms. Goring added that the plan could very well place an undue burden on the city's budget.

The Council proposes to request its representatives in the State Legislature to introduce legislation amending the city's charter to permit implementation of the plan.

Also appearing before the council in opposition to the plan was Joseph Fosna, chairman of the city's Civil Service Commission.



SECRETARIES FETED — Judy Morrison, left, and Alice Ditmar, office staffers at the Civil Service Employees Assn.'s Southern Region III Fishkill headquarters, occupy place of honor at a dinner given them by the Region's field staff marking National Secretaries Week. With the two are John Deyo, acting field supervisor, right, and Southern Region III president James J. Lennon.

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6035	15	Aug. 17 - Sept. 1	To/From Copenhagen	359
6052	22	Aug. 11 - Sept. 2	To/From London	339

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6202	14	July 7 - July 21	To San Francisco/From Los Angeles	\$199
6203	14	July 21-Aug. 4	To Los Angeles/From San Francisco	199
6206	14	Aug. 4-Aug. 18	To San Francisco/From Los Angeles	199
6210	14	Aug. 18-Sept. 1	To Los Angeles/From San Francisco	199

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NAMES FONTANETTA

ALBANY—Gov. Hugh L. Carey announced the appointment of Joseph R. Fontanetta, of Middle Village, Queens, to the Public Health Council. The nomination is subject to Senate confirmation.

Dr. Fontanetta, author of a number of articles about chest diseases, is co-chairman of a post-graduate education program for physicians and hospitals in Brooklyn, a director and consultant on Pulmonary diseases at Greenpoint Hospital, and a member of the board of directors of the Academy of Medicine Joint Committee with Downstate Medical School.

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30 Years For Motor Vehicle Chapter



Thirty years as a Civil Service Employees Assn. chapter were celebrated earlier this month by members of the Albany Motor Vehicle Department. The chapter's Mildred Buckley displays "chapter history" to, from left, CSEA State Executive Committee chairman Thomas McDonough, former president of MV chapter; CSEA president Theodore C. Wenzl, and CSEA executive director Joseph Lochner. Ms. Buckley worked on the "chapter history" for months, presenting it as a "30th Anniversary Newsletter."

(Leader photos by Brian Triller)

Thruway Talks In The Works

ALBANY — Formal negotiations between the Civil Service Employees Assn. and the State Thruway Authority will get under way this week following meetings between CSEA and the Authority, resulting in an agreement to resume contract talks on behalf of some 2,300 maintenance, toll and clerical employees in the Thruway's Bargaining Unit I.

Talks between the union and representatives of the Thruway Authority have not taken place since the negotiations were stalled by the Authority on April 15.

This week's discussions will be between the Authority and the full 11-man CSEA negotiating committee. Vito Dandrea, president of the Albany Division CSEA Thruway chapter, is committee chairman. Patrick Monachino, CSEA collective negotiating specialist, is assisting in the talks.

Set Binghamton Retirees Meet

BINGHAMTON — The Binghamton Area Retirees chapter 902, Civil Service Employees Assn., will hold a luncheon meeting Monday, May 24, at the Ramada Inn, 65-73 Front St., Binghamton.

Florence A. Drew, chapter corresponding secretary, suggested that reservations for the 2 p.m. meeting be made as early as possible. Retirees from Broome, Chenango, Otsego and Delaware Counties are invited to attend.

Set Orange Meet

GOSHEN — The next meeting of the Orange County chapter, Civil Service Employees Assn., has been set for Wednesday, May 26, according to chapter secretary Rose Marie Fogarty.

The meeting, which is set to begin at 7:30 p.m., will be held at Dikeman's Firehouse, New Street, Goshen.



Muriel Milstrey, second from left, greets some of the prominent guests who helped celebrate the Motor Vehicle chapter 30th anniversary. From left are CSEA director Jack Dougherty (Taxation and Finance), Ms. Milstrey, Albany Region IV treasurer Mary Jaroeki and Albany Region supervisor Jack Corcoran. Ms. Milstrey was in charge of arrangements for the event.

Ⓛ 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.

MAY

- 21—Marcy Psychiatric Center chapter general meeting: 7 p.m., Royal Oaks.
- 22—Broome County unit shop stewards' training day.
- 22—Albany Region IV meeting: 10 a.m., Herbert's, 138 Washington Ave., Albany.
- 24—Binghamton Retirees chapter 902 meeting: 2 p.m., Ramada Inn, 67-73 Front St., Binghamton.
- 24—SUNY at Buffalo chapter 602 second and third shifts meeting: 1 p.m., 234 Norton St., Buffalo.
- 26—Capital District Retirees chapter meeting: 1 p.m., CSEA Headquarters, 33 Elk St., Albany.
- 26—Orange County chapter executive board meeting: 7:30 p.m., Dikeman's Firehouse, New Street, Goshen.
- 26—Rome Developmental Center chapter 25 Year Club annual spring dinner: 6 p.m., Beck's Grove.
- 28—Capital District Armory Employees chapter meeting: 10 a.m., Guilderland Rifle Range, Guilderland.
- 31—June 2—New York City chapter annual workshop and convention: Concord Hotel, Kiamesha Lake.

JUNE

- 3—SUNY at Buffalo chapter 602 quarterly membership meeting: Cavalier Restaurant, Buffalo.
- 4-5—Syracuse Region V meeting: The Edgewood, Alexandria Bay.
- 4-5—Western Region VI meeting: Regency Inn, Blasdale.
- 7—West Seneca DC chapter general meeting: Veterans of Foreign Wars Post, 299 Leydecker Road, West Seneca.

Watertown Unit Agrees To Accept New Contract

WATERTOWN—The 215-member City unit, Civil Service Employees Assn., has accepted, by unanimous vote, a contract proposal that carries a 5 percent pay hike along with longevity benefits for the coming fiscal year.

The agreement awaits expected approval of the City Council. Watertown unit represents general workers. Coupled with the salary increase are longevity payments of \$117 after six years service, \$234 after 12 years and \$351 after 18 years, according to unit president Richard J. Grieco. Roger Kane, CSEA collective bargaining specialist, partici-

parted in contract negotiations.

Mr. Grieco said his unit membership also voted by a narrow margin to drop an improper labor practice charge filed against the city last October, alleging the city reneged on an oral agreement to provide longevity benefits in the current contract.



Jane Gillespie proudly displays silver plate she has just received from Motor Vehicles chapter president Margaret Dittrich, left. Ms. Gillespie was praised for her service to the chapter, "especially at Christmastime when she sent out mailings to all the chapter retirees."

Unemployment Report Time Guidelines Given By CSEA

ALBANY—Reporting time guidelines for non-teaching school district employees eligible for unemployment benefits have once again been issued by the Civil Service Employees Assn. which represents non-teaching employees in about 40 percent of the state's school districts.

Joseph J. Dolan, CSEA assistant executive director - county, said local Division of Employment offices have requested that school district workers applying for unemployment insurance for the first time adhere to a schedule keyed to the last four digits of their social security numbers.

New applicants with the four digits of their social security numbers between 0001 and 9999, should report initially on Mondays; between 2000 and 3999 on Tuesdays; 4000-5999 on Wednesdays; 6000-7999 on Thursdays, and 8000-9999 on Fridays, Mr. Dolan said. Additionally, specific hours of those days should also be observed, tied into the last digit of the social security number, he noted.

"Persons whose last digit is 0 should report at 8:30 a.m. on the day called for by the four-digit number. Thereafter, half hour intervals dictate the time

for making applications on the proper day."

Under that formula, the following last digit sets the time for reporting: 0 is 8:30 a.m., 1 is 9 a.m., 2 is 9:30 a.m., 3 is 10 a.m., 4 is 10:30 a.m., 5 is 11 a.m., 6 is 2 p.m., 7 is 2:30 p.m., 8 is 3 p.m., 9 is 3:30 p.m.

"For example, a person whose last four digits of his social security number is 2113 would report on Tuesday at 10 a.m., and so forth."

Eligible non-teaching employees who have already filed should continue to report at the time and dates already arranged. The schedule cited above applies only to those who will be applying for unemployment benefits for the first time.

Persons who re-entered service and were subsequently laid off again should report immediately to unemployment insurance the first day they are no longer on the payroll.

Kinzel Report — A 'No'

(Continued from Page 1) cited features that would make the state's various retirement systems contributory; cut total retirement income by integrating pension benefits with social security benefits; and establish a "two-tiered" arrangement, whereby employees hired after July 1, 1973, would get smaller pensions than fellow workers at the same salary level hired be-

fore that date.

The memorandum, signed by CSEA counsel James W. Roemer and James D. Featherstonhaugh, also disputes the effectiveness of the proposed legislation as an economy measure. It notes that the increased costs of administering "a contributory, integrated program" is likely to exceed the anticipated savings from reduced benefits.

Seek Clerk, Photog, Secretary, Others

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

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

New York State Department of Labor—Job Bank.

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

SPEAKER 1. First on the wanted list today is an experienced **HARDWARE SALES CLERK.** The employer is located in Brooklyn and is offering \$150 a week, but indicates salary is negotiable.

2. Also needed today: a **BIOLOGICAL PHOTOGRAPHER** for

a medical college in Manhattan. Will do photo illustration of medical subject matter. Must be familiar with darkroom procedures, techniques and delivering finished product. A BA in photography is required for this position and an applicant with some experience in educational closed circuit TV is preferred. Salary: \$9,800 a year.

3. A **PICTURE FRAMER** is being sought by a firm in Manhattan that restores paintings. Will lay out, cut and fit mats for frames. The job pays \$150 a week but employer is prepared to adjust upward depending on the jobseeker's skill, speed and experience.

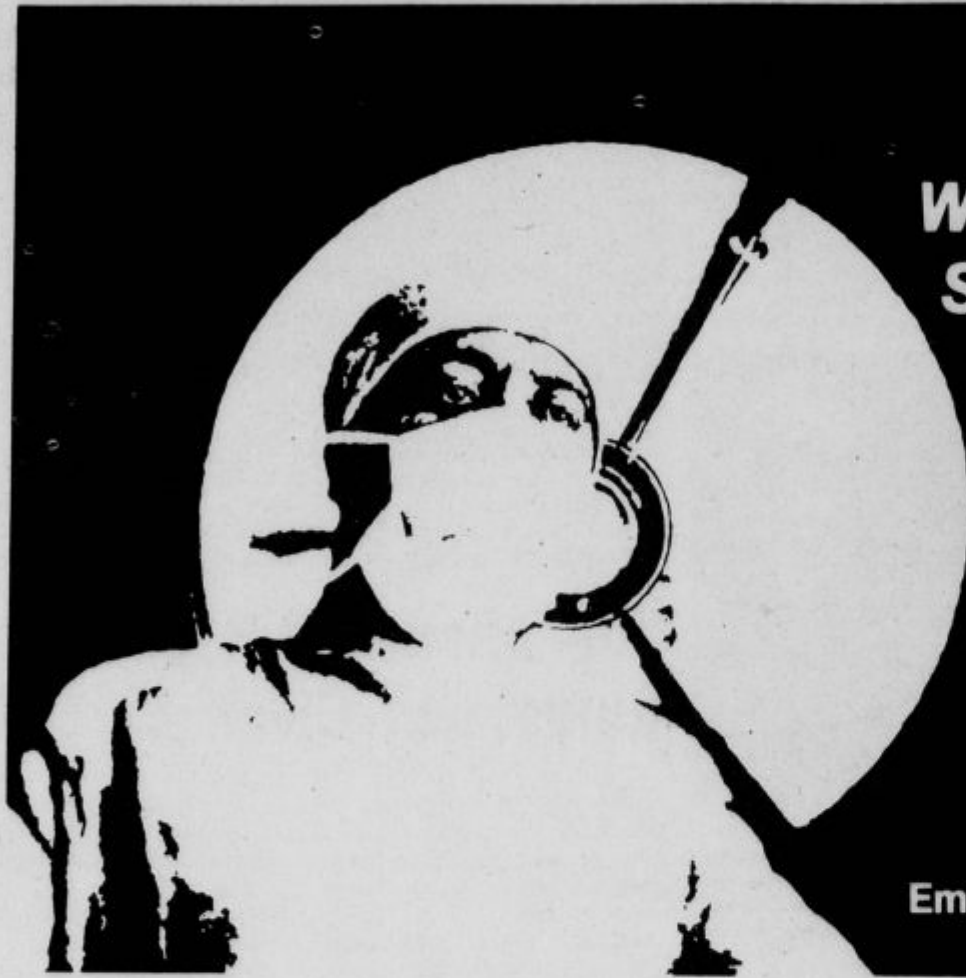
4. If you're a **SECRETARY** with two-five years of experience, this next position may be for you. The employer requires someone who can take dictation at 100 words a minute and type 50 on an electric typewriter. The job is in the personnel department of a Queens hospital and some personnel experience is preferred. Salary: \$200 a week.

5. A manufacturer of metal cabinets in Brooklyn is looking for a maintenance mechanic who has two-five years in the line. Will maintain and repair hydraulic presses and spot welding machines. Must be able to use hand and power tools, but no electrical work is required. The

job pays \$5 an hour and up, depending on experience.

6. Over in Queens, a firm making women's sportswear is calling for a **SEWING MACHINE OPERATOR** to do sectional work. The job is piece work and operator should average about \$130 a week.

7. Looking at the Long Island job scene now, there's an opening for a **DENTAL ASSISTANT** with at least three years' experience in four-handed dentistry. Will also develop X-rays and pour up models. Work Monday through Thursday and a half-day Saturday. The salary is \$130 a week.



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New York State Department of Civil Service

After Contracts Expire

ALBANY—Legislation is expected to reach the floor of the Assembly this week to mandate the continuation of public employee contract terms and benefits during an impasse period, following expiration of negotiated agreements.

The bill sponsored by Assemblyman Stephen R. Greco (R-C, Buffalo) would write into law the principle of the New York City "Triborough Bridge" decision of 1972 by the Public Employment Relations Board.

That decision, involving employees of the Triborough Bridge and Tunnel Authority, said the terms of an expired contract would remain in effect during an impasse, either until the union agreed to terminate the agreement or until impasse procedures were exhausted.

Mr. Greco, whose Assembly Governmental Employees Committee reported out the bill last week, said he may amend it to void public employee contracts in the event of a strike. He predicted passage in the Assembly.

In the Senate the bill is in the Civil Service and Pensions Committee of Richard E. Schermerhorn (R-C, Cornwall). Mr. Schermerhorn said he had not made up his mind whether to support it. He noted that the Assembly bill probably would be decided first. In that event, it would proceed either to his or the Senate Rules Committee.

The Greco bill is the lead element of several pieces of legislation which would amend the Civil Service Law. Gov. Hugh L. Carey introduced three program bills last week, two of which were attacked immediately by spokesman for the Civil Service Employees Assn.

One stands in direct opposition to the Greco bill. It would, according to Bernard J. Ryan, program administrator for the CSEA, give to public employers the right to terminate contract benefits at the expiration of an agreement.

Norman E. Brand, executive assistant to the director of the Office of Employee Relations, which drafted the three pieces of legislation, described it as being in line with private employment condition and a means to produce pressure to negotiate productively.

Governor Carey's second program bill in the package would remove an unspecified number of supervisory employees from their respective bargaining units. Mr. Brand described the legislation as aimed at avoiding the "divided loyalties" of supervisory personnel who must bargain with the personnel they direct. He termed it a measure to improve management.

Mr. Ryan termed the definition of supervisor contained in the legislation "vague." He said it could be applied against virtually all members of the 40,000-member Professional, Scientific and Technical State Bargaining Unit.

Mr. Schermerhorn said he would consider the benefit continuation bill, along with the bill carrying his name—which would do the opposite. He said the supervisory bill would never get out of his committee because he felt it would involve the state's picking up the cost of benefits for those persons lifted from bargaining units.

Mr. Greco said he had seen none of the Governor's program legislation.

The third measure was a technical one, lifting State University employees from application of impasse provisions intended to apply to school districts only.

In other Albany affairs:

Legislation reached Governor Carey to continue the current freeze on bargaining for retirement benefits to Aug. 31, amid informal indications that the Legislature's current plan is to avoid the issue for this election year by extending the freeze to next year.

Legislation cleared the Assembly Ways and Means Committee which would increase teacher pension formulas from 1-2 percent to 1.8 percent of final average salary for each year of service before 1960.

LETTERS TO THE EDITOR

Legal Counsel

Editor, The Leader:

I have dispatched the following mallogram to Civil Service Employees Assn. president Theodore C. Wenzl:

"I understand that, after I left the meeting of the Board of Directors last night, and after 6:30 p.m., the Board of Directors voted to terminate The Committee to Study and Report to you and the Board on the Question of Hiring Legal Counsel. Counsel fees constitute a huge expenditure of CSEA funds. The action of the Board may cause a dissipation of Association funds.

"I find no provision in the Constitution authorizing the abolition of a President's Committee by the Board of Directors. Had I been at the meeting at the time, I would have voted

against the abolition and objected to the entire procedure.

"In the interest of the financial integrity of the Association, I recommend and urge that the work of this important committee be continued."

SOLOMON BENDET
President
Region II, CSEA

Assail Letter

Editor, The Leader:

The reasoning espoused by R. J. Morris in your letters column of May is incredibly naive.

He tells us that our employers, the taxpayers of New York State (and doesn't that include all of us?) find many of our hard-won benefits "repugnant." Ergo, let us relinquish some of them and work longer hours to boot.

Frank Polizzotto, T.V. cameraman: "I believe a person can only help himself, but I also feel that there should be programs available to make them aware of why they're taking drugs. It's important to make them more aware of themselves. I don't believe in the idea of just giving drug addicts methadone. I think the idea of therapy programs is very important. If someone can understand his motives, it can change the things that he's



help himself to doing."

Michael Yoeli, law student: "I think it's very important for the state to trim its budget and have fiscal stability, but I think that in setting up priorities as to which programs to cut, the drug program should be the last to be cut, because I think they are some of the most important programs that we have in the City or the State now. I feel that a lot of money is being wasted on junk programs and there's really a lot of fat that can be cut off, but politicians are afraid to cut in certain areas where they might lose support. So they're cutting very important areas where it really doesn't affect what they consider to be their constituency. Many people are getting hurt simply because they don't have the courage to cut in the right places."



Rose Michaels, secretary, Board of Education: "It is a disgrace. People who are involved in these programs know a great deal about how to reach these kids. My friend's daughter had a serious drug problem at one time and they did a fantastic job helping her in one of these facilities. She's now perfectly happy and productive. Another friend had a son who died because of drugs before these programs were initiated. There are people who are in dire need of help. I think the people should get to the politicians and they should really see these programs in action. People don't listen, you have to see with your eyes. It's truly unfortunate that such good things get cut out."



By SUSAN DONNER

QUESTION

State funds have been drastically cut from the Office of Drug Abuse Services which will force many drug rehabilitation facilities both public and private to shut down if these funds are not restored. How do you feel about this?

THE PLACE

Downtown Brooklyn

OPINIONS

Bertha Hough, past president, Queens Confederation of High Schools: "I'm very much in favor of drug rehabilitation programs, especially for young people, some of them are only children. The only problem is what happens after we rehabilitate them? Do they go back into the same surroundings all over again? I think there's a whole investigation needed; an assessment of the problems and the parents.



I am for them, but I want to see more work, more research done in this area."

Edward M. Berman, attorney: "I strongly believe in the self-help programs where the individual is highly motivated. Programs designed to help the addict help himself. Of course in dealing with very young children (I know of addicts as young as eight) a program would have to take a young child under its wings until the self motivation sets in all by itself at a later age. To the extent that any federal, state, or city funds could be used for that purpose, I think all available funds should be used. During times like these, it's a question of how to spend the money in the best possible place. I think, to the maximum extent possible money should be passed along to the self-help rehabilitation agencies and organizations.



Laura Rosenthal, lab technician: "I favor methadone clinics over therapeutic programs, although a combination of both would probably be ideal. I don't think methadone was ever really given a chance, but I think it could be successful because you could hold a job and function quite well in the outside world. I think the therapeutic programs might be too insulated. I think methadone combined with private therapy would be the best if you could afford it. I think methadone programs should definitely be kept going."



FIRST PLACE TIE — Hempstead Town Presiding Supervisor Francis T. Purcell admires the bow tie of Kenneth Cadieux, president of the Hempstead Town unit, Civil Service Employees Assn., at the recent CSEA dinner-dance at the Bethpage Holiday Inn. Looking on is Nassau County chapter president Irving Flaumenbaum.

I don't know what value Morris places on his services. For myself, I work diligently, as do my co-workers. We merit shorter hours and more holidays. This we will not attain by groveling. When we get them we will get, as well, the respect, rather than the contempt, of our employers.

And when we gain that respect we will gain realistic salaries, too.

Ralph Judson
White Plains

ANALYST LIST

ALBANY — A principal air quality policy analyst eligible list, resulting from open-competitive exam 27-408, was established May 3 by the State Department of Civil Service. The list contains two names.

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FRIDAY, MAY 21, 1976

Unisex Titles

THERE have been some dreadful clangers made by otherwise sensible people who seek to remove what they feel is sexual bias in language. Our favorite was the proposal, made in complete seriousness, of changing the name of street manhole covers to "personhole covers."

The point has been repeatedly made, however, that linguistically, the use of "man" as in mankind and other common usages refers to human beings of both sexes.

However, a decision by the State Civil Service Department to rename 84 job titles, to make them equally descriptive for both men and women, strikes us as a sensible one. There have been, unquestionably, instances of sex bias in both public and private sector jobs—hiring, firing, pay, conditions of employment and other areas. Some women, however highly qualified, have no doubt in the past been reluctant to enter a "traditional" male job field with a masculine job title to boot.

The former state job titles such as bandmaster, foreman, draftsman, repairman and others seemed to suggest that the posts could be efficiently filled only by men. This, experience shows, is far from the case. The idea that one sex has an absolute lock on any job is being disproved daily. The title changes also affect "traditional" female jobs: Seamstress, for example, will now be called garment worker.

We repeat: The Department's decision is a sensible and fair one. We will draw the line at some things, however. We will not go to see musicals like "The Music Person" or the "Person of La Mancha." We will not hum such songs as "Old Person River" or "Candy Person." And, in the event of maritime accident, we cannot see ourselves giving the cry: "Person Overboard!"

Will Counselling

THE Welfare Fund of the Suffolk County chapter, Civil Service Employees Assn., should be commended.

James Corbin, chapter president, and other Fund officers have worked out a plan in which last will and testament counselling will be available to members through a law firm.

No charge is made to CSEAers or their spouses. For members preferring to use their own law firm, the Fund allows a \$25 grant.

The idea is unique, we think. No reasonable person enjoys the idea of his or her death. But, on the other hand, how much grief, unhappiness and family anger has been caused when an individual died intestate, without a will? Suffolk has a good idea here.

Questions & Answers

Q. My parents have never been through a formal marriage. They've been together 30 years now, and have raised six children. I know their marriage is considered legal under State law, but I was wondering if there will be any difference when they apply for Federal supplemental security income payments. Would their eligibility be affected?

A. People who hold themselves out as husband and wife in the community where they live are considered legally married in determining eligibility for supplemental security income payments. The Federal program generally follows State law and would give your parents the same marriage status as the State does.

Wanna be a good guy? Make a friend you'll never meet. Donate blood soon.

Don't Repeat This!

(Continued from Page 1)

fade away. The courts in Albany have repeatedly ruled that lulus voted for themselves by the Legislature last year were illegal, but the legislators are leaving no stone unturned to resuscitate lulu.

A "lulu" is simply an additional allowance that the legislators vote for themselves. Traditionally, they are appropriated in the supplement budget and are then awarded by the legislative leaders to those members of the Legislature who have played the legislative game according to the rules. Playing according to the rules means simply that a legislator has not rocked any boats during the session.

Stein Opposed

Last year the legislators voted themselves \$800,000 in lulus. Actions challenging the appropriation were brought by the Civil Service Employees Assn. and by the Public Interest Research Group, an independent civic organization. The appropriation was denounced by Assemblyman Andrew Stein as "politics as usual," played at a time when the State and the City of New York, a number of state authorities and other local governments were teetering on the brink of bankruptcy.

In its decision last week, the Appellate Division suggested that lulus might be legal, but only when voted by one legislature for a subsequent legislature. This ruling is consistent with a provision of the State Constitution that prohibits a legislative body from increasing its own salaries and allowances.

There is a great deal of irony in the fact that the legislative leaders are determined to appeal this latest ruling of the Appellate Division to the Court of Appeals.

The dismal fact is that all public budgets in the state are precariously balanced. The fiscal crisis confronting the state and its municipalities has meant wage freezes, dismissals and employment freezes for civil service employees at all levels of state government. It has meant increased taxes to the taxpayers at a time of sharp retrenchment in public services. The Legislature has voted a moratorium on notes issued by the City of New York, a law that means that investors in the City's general obligation notes can do no more than whistle for their money.

Thus, in order to meet the various fiscal problems within the state, all segments of the community have been required to make substantial sacrifices: the civil service employee in terms of a wage increase and an increased workload because of unfilled vacancies; the taxpayer in terms of higher tax payments; the public in terms of the deteriorated quality of public services.

Sacrifices Demanded

Only the Legislature refuses to join in the sacrifices that it has demanded from all other people and businesses in the state. The fact that lulus have been traditional over several generations is no reason for their continuance during this period of fiscal crisis.

Interestingly enough the Appellate Division held that the lulus the Legislature voted for its members last year need not be refunded. The Court reached this decision on the basis of the fact that the Attorney General

(Continued on Page 10)



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.

PERB's Authority

Does the New York State Public Employment Relations Board have the authority to issue a bargaining order to a public employer to negotiate with an employee organization without an election in a case where the public employer has refused to recognize the employee organization? This question came before the Appellate Division of the New York State Supreme Court in the Fourth Department in **Town of Clay v. Helsby (PERB)**.

IN 1971 there were discussions between union representatives and the Town Supervisor concerning union recognition. However, nothing concrete took place. In January 1972, a new supervisor was installed in office. Several days later, he personally interrogated employees of the Town as to their union desires. Later the same day, he addressed the employees as a group and apologized for what he had done, stating in effect that he was unaware of his obligation to remain neutral. He also stated to the employees, when asked about a promised wage increase that had been included in the 1972 budget, that he would not give the increase because it could be construed as a pro-union move on the Town's part.

CHARGES OF IMPROPER practices were filed with PERB which found that the employer had improperly interfered with the rights of its employees under Section 202 of the Act by virtue of the failure of the Town to grant recognition without an election in 1971 when the union had a majority of the employees signed up on authorization cards, the new supervisor's interrogation of employees, and his withdrawing of a wage increase which had been provided for in the 1972 budget. PERB found a violation of Section 209-a(1)(a) of the Act. This finding was upheld in part by the Appellate Division, Fourth Department (in an earlier decision) which said there was substantial evidence to support the PERB decision as to the interrogation and withdrawing of the wage increase, but not as to the refusal to bargain with the union after it demanded recognition and exhibited its signed cards. The Appellate Division sent the case back to PERB for further proceedings on the issue of whether or not "the employer's improper conduct has destroyed the climate in which a free election may be conducted." PERB decided that a free election could not be conducted and ordered the Town to negotiate with the Union.

THE APPELLATE DIVISION discussed several National Labor Relations Board cases that bear on the issue of "bargaining orders" and outlined three categories of improper practices under the National Labor Relations Act: (1) exceptional cases marked by "outrageous" and "pervasive" unfair labor practices, such that the coercive effects cannot be eliminated by traditional measures, (2) cases in which the improper activity has been less outrageous and pervasive and in which there has been a showing that the union

(Continued on Page 7)

Civil Service Law & You

(Continued from Page 6)

had a majority of the employees (the majority's stated basis for the order of PERB now before us) and (3) minor unfair labor practices which have minimal impact on the election machinery and which do not justify the issuance of the bargaining order (PERB's dissenting member believed the case fit into this last category).

IN THE instant case, the Appellate Division held that the practice of imposing bargaining orders when there is an unlawful failure to negotiate may be used in an appropriate case involving a public employer and

its employees. In this case, however, the court felt that an election would be the proper way to determine majority status and overruled PERB on the issue of forcing negotiations without an election. 9 PERB, 7001

SENIOR ANALYST

ALBANY—A senior air quality policy analyst eligible list, resulting from open-competitive exam 27-538, was established May 3 by the State Department of Civil Service. The list contains three names.

**BUY
U. S.
BONDS!**

TRANSIT CHIEF

WHITE PLAINS—The Westchester County Transit Board has elected Alphonse J. Cerrato, of Yonkers, to serve as the board's chairman for a term of three years.

Originally appointed to the transit board by former County Executive Edwin Michaelian, Mr. Cerrato served as vice-chairman and acting chairman prior to his recent election as chairman. In addition to serving on the transit board, the insurance firm executive has served in a number of elective and appointive offices including the Westchester County Board of Supervisors, the Yonkers Public Library Board and treasurer of the library board. He is currently a member of the new Charter Revision Commission in Yonkers.

RETIREMENT NEWS & FACTS

By A. L. PETERS

Retire — Where?

Where to retire to is a perennial question retirees ask. There are, of course, many factors to be considered, but the relative cost of living in various cities is a major factor. The cost of living is different at various budget levels. The Bureau of Labor Statistics selected several such budgets and gave the relative cost

of living (based on 1974 figures) on an index of 100 for the U.S. average. Here is a selection from the analysis:

Area	Budget Budget Budget		
	\$4,228	\$6,041	\$8,969
Urban U.S. overall	100	100	100
New York, N.Y.	112	118	119
Atlanta, Ga.	91	92	92
Austin, Tx.	90	91	93
Bakersfield, Ca.	93	93	93
Boston, Ma.	110	117	122
Buffalo, N.Y.	109	110	110
Denver, Co.	97	96	97
Hartford, Ct.	114	114	112
Lancaster, Pa.	100	100	97
Los Angeles, Ca.	100	100	103
Orlando, Fl.	97	95	91
Philadelphia, Pa.	99	105	105
Portland, Me.	106	107	103

Because most retirees are limited in their maximum income from work, the magazine Retirement Living suggests job seekers research the following sources of part-time jobs, in addition to the State Employment Office:

Church, YMCA and YWCA vocational services; labor union employment services; professional or trade associations; 40-plus clubs for executives in many cities; retired servicemen's associations; nonprofit volunteer employment agencies, and temporary employment agencies.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of unclaimed checks from the New York State Employees' Retirement System and the State Policemen's and Firemen's Fund. The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to obtain the funds.

Following is a listing of those individuals whose membership terminated pursuant to the provisions of section 40, paragraph 1 of the Retirement and Social Security Law on or before August 31, 1974.

(Continued from last week)

Dedrick, Dorothy L	Buffalo
Dennis, Harry	Newark
Dominy, Elizabeth A	Marcy
Dommen, Arthur J	Grenwich, Conn.
Dunbar, Vance E	Reading Center
Fallon, Michael W	Syracuse
Felsing, George H	E. Amherst
Ferguson, Lucille	Queens Village
Fitzgerald, Essie	Staten Island
Fitzpatrick, James P	Syracuse
Foard, Abraham	New York
Frazier, Billie D	Poughkeepsie
Free, Edyard C	Wingdale
Fuess, Robert H	Cortland
Gardiner, John J	Rochester
Geiger, Arthur	Brooklyn

(To Be Continued)

Based on Road & Track magazine's consideration of hundreds of 1975 automobiles:

You're looking at the best car in the world for under \$3500.*

There are winners in this world.

And there are losers.

The Volkswagen Rabbit is a winner.

After considering hundreds of '75 cars, the experts at Road & Track named it "the best car for under \$3500."

Toyota didn't make it. The Datsun didn't make it. Vega, Pinto, Honda, Fiat—did not make it.

Compare the Rabbit on performance. (From 0 to 50, a Datsun B-210 is 60% slower.)

Compare the Rabbit on roominess. (It has the head and leg room of some mid-size cars.)

Compare the Rabbit



on gas mileage.

39 mpg on the highway, 25 in the city. These are EPA estimates of what the Rabbit with stick shift got in 1976 EPA tests.

(The mileage you get can vary, depending on how and where you drive, optional equipment, and the condition of your car.)

No other car will give you the combination of performance, space and economy that you'll find in a Rabbit.

You owe it to yourself to try the best, before you settle for something less.

**IT'S THE
RABBIT.**

*Suggested 1976 retail price \$3,499 East Coast P.O.E. Transportation, local taxes, and dealer delivery charges additional.†Source: Agabian Associates test results.

Visit your local authorized Volkswagen dealer and find out why there are over 4½ million Volkswagens on the American road today.

See your participating dealer for Lime Rock Park discount tickets.

MEN—WOMEN
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Some of the best college students are veterans

If you think you might get more out of college a few years from now, think Army. You can earn college credits in the Army (up to 75% paid for), and also earn the GI Bill. Join the people who've joined the Army.

Call Army Opportunities 800 523-5000

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

an equal opportunity employer



ABOVE:
 "Know what it is to sit down with a kid and have him tell you his mother is a prostitute. They're asking you to love them and care about them."

(Harold Levine, counselor, Cooper Rehab) (pictured in photo with child is counselor Bill Levine)

RIGHT:
 "We don't use roughness to put down their roughness. We use other means."

(Roosevelt Barrett, gym teacher, Cooper Rehab)

"Hey you guys, why don't you try to get it together. It ain't easy out there."

(Charlie to group on return visit)



"Many of them are illiterate. At the age of 14 they are learning to read for the first time in their lives."

(Hector Cintron, teaching assistant, instructing student on reading machine.)



"Here they learn how to play together. They learn about sportsmanship and how to respect each other."

(Roosevelt Barrett, gym teacher, Cooper Rehab)



(This is the third article in a Leader series on drug addiction problems that must be faced in the light of threatened cutbacks in aid at both the private and the public levels. Leader staff member Susan Donner has been interviewing addicts, administrators and union leaders, joining them at protest rallies and touring various facilities. Photography, original artwork and story are by Ms. Donner. The problem is everyone's.)



"You really get hooked up with these kids. Some you get a little too close to and it's hard to break the ties."

(Harold Levine, counselor, Cooper Rehab)

(Continued from Page 1)

work. It's very unfortunate that most of this will be going down the drain, will be lost," says Mr. Goldman. Ben Scheingold, principal psychologist at Cooper, overhearing our conversation, comments: "There is a unique set of circumstances that developed Cooper. It's a shame. Years of experience, skill and knowhow—all out the window."

Cooper is now down to 57 residents and will be phasing out more and more youngsters in the weeks to come.

"We're just moving them out. We have to discharge them in a responsible manner," Mr. Goldman laments. "We transfer them to our after-care program, but it, too, is being phased out. Some we have to send back to the courts, to the probation departments, but these people are not in a position to deal with them. They have their problems too. As far as the child is concerned we are really in fact sending him back to the street."

Mr. Goldman realized early in his experience in this field that psychologically, the personality of the youngster is still very fluid. Adolescence is really a period of high psychic mobility. You can pick up with a kid at that time and do much more with him than you can four or five years later.

"Since I recognized this, I screened out all the older guys. I was left with a residual adolescent population. It wasn't done on the basis of a planned approach, it just worked out that way."

Although a Cooper visitor's identification and bags are thoroughly checked, and the visitor has to be buzzed in through two sets of locked doors, there is an open, cheerful feeling about the place. It does not suggest the atmosphere of a prison. Past the entrance is a glass cabinet filled with sculpture of all shapes and sizes—mainly clay or stone—ranging from the very primitive and abstract to realistic pieces that are extremely well done. They display an enormous amount of skill and involvement. They were all done by the young residents at this facility.

Later I have the opportunity to watch these youngsters in their art class. Their teacher, Jean Grey, speaks of "her boys" with great pride. "Stone carving brings out primitive instincts of man in relating to the universe," explains Ms. Grey. "It has nothing to do with society, only with themselves. The hand for the first time gives instead of takes. Not expecting anything in return. There's a pride. Their egos have been uplifted from a giving of themselves. The hurt becomes less through their own productivity, even their parents look at them in a different light."

"Being a drug abuser is inconsequential," explains Mr. Goldman. "Drug abuse is only a symptom of an underlying dysfunction between the kid and the world in which he lives. In treating a child you don't treat the symptom: You must treat the underlying problem. Our focus is on the kid as a human being. Where he comes from, what is happening to him at the moment, and what is going to happen to him once he gets out of here."

"Our program is based on this concept. You have to ask yourself the question: this group of people here, at this time; They



WHERE DO THEY GO NOW?

present what sort of problems? After you study a certain number of cases you come out with a view of a life experience which has affected a significant number of kids. Mainly children who have been brought up in families that totally rejected them. Youngsters who grew up in ghettos without fathers, where they were often farmed out and raised by a number of people, as well as children from families where the parents are emotionally disturbed. As a result of this initial experience and subsequent experiences which grew out of this initial experience, you develop certain character types who are drug and crime prone.

"So we find a group of abandoned kids who never had the kind of love, attention and stimulation that they needed to grow into human beings who have taken unto themselves a value system, and who have the emotional capacity to grow up and deal with life in a fairly normal way."

"Our goal here," Mr. Goldman continued, "is to provide opportunities for emotional and social growth by enabling the kids to 'hook-up' with individuals—the staff—with whom they can establish bonds of trust. This is the underlying, all pervasive concept of our program."

When a youngster enters Cooper there is a reception process with a physical examination. A social history is taken. He is introduced around the facility to get acquainted with staff and residents. He is assigned a living area and is evaluated in depth to find at what psychological and social level the child is functioning. This involves psychologists, counselors, social workers, a physician, the educational staff and others. The intramural stay is from 12 to 14 months. Some ask to stay beyond that, on occasion, up to two or three years. Cooper has a capacity of 90 beds. The stay is followed by an after-care program which supervises the youngster for another year or two after he leaves the facility. The after-care program is able to deal with approximately 270 youngsters living on the outside, attending school or working.

The program at Cooper must be structured so that the youngster is engaged in activities

which are meaningful to him in terms of his age level.

Most of these children rarely went to school because the school system was unable to deal with them. Many are illiterate. So school becomes a substantial program component.

"Here we have a so-called 'captive audience,'" says Mr. Goldman. "The kid has to go to school and a good deal of our therapy has to do with enabling him to do so. If he doesn't go to school, we then spend hours and hours dealing with him around that problem. In the process of dealing with him about why he doesn't, or can't, go to school, the counselor establishes a relationship. So you have a human tie emerging out of a problem situation in which we and the child are involved."

At some point Cooper must make a decision as to whether the child is ready to take his first steps outside the institution, whether he is prepared to go back into the community.

At first he goes out for a recreational event or other purpose with a staff member. After a time, if this is a successful experience for the youngster, he is permitted to go out on his own for a day or a weekend or a week until he is ready for after care.

A child may establish a close emotional bond with a staff member. Suddenly this bond is broken; he has to learn how to link up with other people when his ego capacity or his ability for establishing relationships with others is untested and fragile. He is asked, at a time when he is inexperienced, to give up something which had meaning to him. This is one of the basic contradictions in social programs.

"What we've discovered is that these kids have no real families. Most are totally disowned or disinherited. They have parental figures, nominal parents or guardians, or parent surrogates. Real parents, parents who do real parenting—they don't have and never did. In many instances the natural parents of these kids will tell us, 'Don't send him home, I don't want him, you keep him, he's yours.' So when we send kids out, we're really pushing them into an unknown future—no place to go, nothing

to do.

"Many of them are involved in a rehabilitative process. You cut the process short and you're separating them in some instances, interestingly enough, almost against their will. They feel more abandoned then ever because there are rejected kids to begin with.

"When they are here they establish meaningful ties with staff. Now they're being cut loose before they are ready from these meaningful relationships. This compounds the original rejection; this is another added rejection to all the multiple rejections they have experienced in life."

I sit in on a group therapy session. They are only children. Ten anxious faces, pouting at having to be there, but searching for some insight into their own behavior. Bill Levine, their counselor, works with each of them, trying to make them aware of their actions and movements; a few of them admit calling him names every time they leave a session. But there is a great bond of affection and admiration between counselor and his clients. A few minutes later Charlie walks in. He and Bill embrace, pat each other on the back several times. They are delighted with their reunion. Charlie has been out on his own for two years now. He "grew up" at Cooper. He tries to tell the youngsters about his experiences.

"Hey you guys, why don't you try to get it together. It ain't easy out there."

When he leaves, the group becomes pensive and seemingly more anxious than ever, but every face shows hope.

I end my second day in the gym and watch a basketball game on Cooper's rooftop court.

Roosevelt Barrett, gym teacher for nine years—"Old Man Pop" as the kids call him—watches them solicitously.

"Here they learn how to play together. They learn about sportsmanship, how to respect each other. We give them respect, they give it back to us. We see them grow up in here and become men."

This week in Albany the Legislators are expected to vote on the supplemental budget. Cooper's fate and the fate of other ODAS facilities will be decided.



"We could see them grow up in here and become men."

(Group therapy session with counselor Bill Levine)



"There's a pride, their egos have been uplifted from a giving of themselves. The hurt becomes less through their own productivity."

(Jean Grey, art teacher, Cooper Rehab)



"When they see what they've created here, their parents and society view them in a different light."

(Jean Grey, art teacher, Cooper Rehab)

NOMINATE TOIA

ALBANY—Gov. Hugh L. Carey announced the nomination of Philip L. Toia, of Menands, as commissioner of the Department of Social Services.

Mr. Toia, the executive deputy commissioner, has served as acting commissioner since the resignation of Stephen Berger to become executive director of the Emergency Financial Control Board. The nomination as commissioner is subject to Senate confirmation and carries a \$47,800 annual salary.

nation of Stephen Berger to become executive director of the Emergency Financial Control Board. The nomination as commissioner is subject to Senate confirmation and carries a \$47,800 annual salary.

Buy American!

Court Has Yonkers Guard Case

By JANE B. BERNSTEIN

YONKERS—The fate of 112 school crossing guards and others laid off because of this city's fiscal crisis now rests in the hands of the New York State Court of Appeals.

Arthur Grae, attorney for the Civil Service Employees Assn., which represents the guards, argued the job security clause in the guards' contract is valid and binding.

"Most groups do not have this security clause," Mr. Grae told Court of Appeals Justices. "The school crossing guards gave up other important benefits in return for this stipulation."

The guards were laid off late last year as part of Yonkers' effort to keep its rapidly sinking financial situation afloat. Mr. Grae represented them in Westchester County Supreme Court in December, but Judge Alvin Ruskin ruled the city had the authority to dismiss the guards under the Emergency Financial Control Act.

It was determined that a fiscal crisis did exist in the city.

TWO APPOINTED

ALBANY—Gov. Hugh L. Carey announced the appointment of Fred D. Willis and Gertrude W. Butler, both of Buffalo, to the Board of Visitors of Buffalo Psychiatric Center. The nominations are subject to Senate confirmation.

Mr. Willis, director of the Drug Abuse Research and Treatment Program in Buffalo, is a former chairman of the board of the Buffalo General Hospital Community Mental Health Center, and a member of the board of the Buffalo Psychiatric Clinic. He was named for a term ending December 31, 1978, to succeed Leon L. Sidell, of Buffalo, whose term expired.

Ms. Butler is secretary to the board of the Mental Health Assn. of Erie County, recording secretary of the board of Friends of Buffalo Psychiatric Center, and a member of the Community Board Planning Cluster of the Erie County Department of Mental Health. She was named for a term ending December 31, 1979.

Don't Repeat This!

(Continued from Page 6) had ruled last year's appropriation to be a legal one. However, in light of the Court's decision, that ruling is no longer applicable to the current session of the Legislature.

Actually, what will come before the Court of Appeals are two questions. Whether the Legislature may continue to appropriate lulus is one question. The other is whether the Appellate Division was correct in its ruling that those legislators who received lulus last year should not be required to refund them.

Obviously, there will be no ruling from the Court of Appeals on these issues before the Legislature adjourns according to its schedule within the next two or three weeks. This means that the Legislature may nonetheless appropriate lulus in its supplement budget, but it is not at all likely that the Comptroller will make any payment until the issue is finally determined by the Court of Appeals.

and so the administration had the power to take steps necessary to counter the crunch.

Judge Ruskin's decision was upheld by the Appellate Division Second Department, in Brooklyn. Mr. Grae argued the Control Act was unconstitutional, and amounted to illegal bankruptcy.

"If the city of Yonkers had filed legal bankruptcy under federal law, government employees would have been better treated," Mr. Grae said. "They are among those with first payment priority."

Yonkers teachers were also laid off despite a job security

clause in their contract. New York State United Teachers general counsel James R. Sandner and associate counsel David N. Stein also argued before the Court of Appeals.

James Rose, Mr. Grae's associate and assistant on the case, said the school crossing guards' unit suffered "total decimation."

"The work of labor is entitled to the highest consideration of the law," Mr. Rose said. "But the city of Yonkers gives highest priority to its note and bond holders."

A decision on the issue is expected next month.

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'Lulus' Ruled Unconstitutional, But Situation Remains Clouded

ALBANY—The extra cash allowances—"lulus"—that state legislators voted for themselves last year were held unconstitutional last week in a unanimous ruling by the Appellate Division of the State Supreme Court.

The challenge to the lulu payments was brought by the Civil Service Employees Assn. and the New York Public Interest Research Group, an independent public interest watchdog organization.

Although the lulus—shorthand for payments in lieu of expenses—were ruled unconstitutional by the five-judge panel, the court also ruled that the legislators need not return the money. The decision affirmed an earlier Supreme Court ruling that the allowances violated a state constitution provision which forbids any legislature from increasing benefits for its members during their current term of office.

Despite the court's ruling, the situation remains less than clear. It is regarded as significant that the court did not order the legislators who received the lulus to return them. About \$800,000 was voted last year for 163 legislators. The court noted that it did not order the cash returned because of earlier opinions by the Attorney General's office that the payments were legal and that from "years of practice" the legislators had

come to rely on them.

The court also did not outlaw the creation of lulu allowances by one legislature which would be paid to the next elected legislature. Thus it appears that the current legislature will be able to approve lulus for the next two years following this November's election, but not for this session.

Leaders in both the Republican-controlled Senate and the Democrat-controlled Assembly said they plan to appeal the decision. NYPIRG spokesmen said that the group plans to appeal the court's ruling that the lulus need not be repaid.

Many legislators maintain that whether the lulus are constitutional or not, they should be regarded as fair compensation

for a group that was in session most of last year. Lulus have been a fixture on the Albany scene for at least two generations. It was pointed out that the \$21,000 lulu paid to both the Senate Majority Leader and the Speaker of the Assembly, on top of their \$23,500 base salaries, has not been increased in nearly a decade.

In the seven-page decision written by Justice John L. Larkin, the court noted that "We have not held that the legislators were not entitled to the allowances, but rather have concluded that the particular payments were improperly authorized."

Justice Larkin added that the "constitutional harm of allowing these payments" should be measured against "the reliance upon them by the individual legislators, based on years of practice and opinions of the Attorney General . . ."

Madison Health Positions Open

WAMPSTON — Applications are being accepted until June 16 for open-competitive posts as **community mental health aide** in the Madison County Mental Health Department. A July 17 exam is scheduled for the \$7,237 to \$9,047 job.

To qualify for the test, candidates must have been legal residents of Madison, Onondaga, Cortland, Chenango, Otsego, Oneida or Oswego County for at least four months. Applications and information may be obtained from the Madison County Civil Service Commission, County Office Building, Wampsville, N. Y. 13163.

KING NOMINATED

ALBANY—Gov. Hugh L. Carey announced the appointment of Cyril B. King, retired executive editor of the Buffalo Courier-Express as a member of the Buffalo and Fort Erie Public Bridge Authority. The nomination is subject to Senate confirmation.

Mr. King, 70, served as general manager and currently is vice-president of Courier Cable Co. in Buffalo, which he joined in 1971 after his retirement from the newspaper. Mr. King was named for a term ending December 31, 1977, to succeed B. John Tutuska of Buffalo, whose term expired.

The position carries a salary of \$100 a day while on official business, up to a maximum of \$10,000 a year. The authority operates the Peace Bridge across the Niagara River between Buffalo and Fort Erie, Canada.

Two Rockland Tests Are Set

NEW CITY — Applications are currently being accepted for open-competitive posts of **housing inspector** and **vocational instructor** in Rockland County offices. Filing for the inspector post will close May 30, with applications for instructor jobs taken until June 30.

Applications and complete announcements are available from the Rockland County Personnel Department, County Office Building, New City, N. Y. 10956.

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Trooper Wins Top Cash Award

ALBANY — Four state employees won a total of \$225 in cash awards in April for money-saving ideas submit-

ted to the New York State Employee Suggestion Program. The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total \$1,014.

Awards and award winners are:

\$100—Trooper Warren A. Dorsch, Claverack, Division of State Police.

\$50—Trooper William J. Hackenfort, Clay, Division of State Police, and Edward L. Barnard, Albany, Department of Agriculture and Markets.

\$25—Joan Samuelson, Whiting, N.J., Office of Drug Abuse Services.

Cash award winners also received certificates of merit. Certificates of merit also were awarded to Amelia S. Ducan, Troy, Department of Labor, and Elizabeth K. Kise, Schenectady, Department of Motor Vehicles.

ANALYST LIST

ALBANY—An associate air quality policy analyst eligible list, resulting from open-competitive exam 27-539, was established May 3 by the State Department of Civil Service. The list contains six names.

Open Continuous State Job Calendar

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

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

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A service of the Council of Civil Service organizations and Ramblewood East Information Center.

SHORT TAKES

URGE ETHICS UNIT

The State Senate Democratic Task Force on Legislative Ethics has proposed the establishment of an ethics commission that would govern the conduct of legislators and legislative employees. The panel, headed by Senator Joseph L. Gallber (D-Bronx), further suggested that neither legislators or employees of the Legislature be permitted to transact business with the state. The report also suggested that legislators and employees be barred from practicing before state agencies for a fee.

STRIKEBREAKERS PROHIBITED

The State Assembly has approved legislation prohibiting the use of professional strikebreakers during labor disputes. The bill, introduced by Assembly Labor Committee Chairman Seymour Posner (D-Bronx) allows state courts to issue injunctions against employer use of strikebreakers who were defined as people who "customarily and repeatedly offer themselves during labor disputes as new employees to replace those involved in the disputes." Current law permits employers to hire whomever they want during disputes under the guise of "economic replacements." Similar prohibitions are in effect in 13 other states including Delaware, Hawaii, Iowa, Louisiana, Maine, Maryland, Massachusetts, Michigan, New Hampshire, New Jersey, Pennsylvania, Rhode Island and Washington.

KRUPSAK SEES VP NOD

Lieut. Gov. Mary Anne Krupsak said she expects her name will be entered in nomination for Vice President at the Democratic National Convention this summer in New York City. "My own name will be nominated by the National Order of Women Legislators," she said. "They did this entirely on their own." Ms. Krupsak said, however, she would have to have a "heart-to-heart" talk with the presidential candidate before making any decision to run. The Lieutenant Governor suggested that other women possible for the Vice Presidential post include Connecticut Gov. Ella Grasso and Texas Representative Barbara Jordan.

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Seven Nassau Posts Available

MINEOLA — The Nassau County Civil Service Commission is accepting applications until June 11 for open-competitive posts of clinical technician I, respiratory therapist I, recreation facility manager I and II, job developer for the handicapped, recreation coordinator for the handicapped and nursing services consultant.

No written tests will be held for the \$9,174 to \$16,224-a-year posts. Candidates will be rated on the basis of their training and experience. Full information and applications are available from the Nassau County Civil Service Commission, 140 Old Country Road, Mineola, N.Y. 11501.

ASSISTANT'S LIST

ALBANY—A highway reports and inventory assistant eligible list, resulting from open-competitive exam 24-373, was established May 5 by the State Department of Civil Service. The list contains 82 names.

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South Beach Urges The Defeat Of S-1

STATEN ISLAND—The members of South Beach Psychiatric Center, Civil Service Employees Assn., have dispatched a telegram to U.S. Senate leaders, New York City Metropolitan Area newspaper editors and CSEA officials urging the defeat of Senate Resolution 1.

The broad resolution, called S-1, would, among other things, appreciably increase penalties imposed for the unauthorized publication of government documents.

The message read: "We of local 446, CSEA, New York State's largest public employee union, have read about the provisions of S-1 and unanimously demand that you disavow any support for such dangerous legislation. We must not risk our liberties in the name of such 'reform.' We

therefore request that you pledge your help to defeat S-1 so that we do not mark our bicentennial year by making this the year of an American police state."

NAME GLINSMAN

ALBANY — Gov. Hugh L. Carey has announced the appointment of Margaret M. Glinsman, of the Bronx, to the board of visitors of the Bronx Psychiatric Center. The nomination is subject to Senate confirmation.

Ms. Glinsman is chairman of the Community Advisory Board of the Throgs Neck Community Mental Health Center and formerly served as vice-chairman and secretary of the local community council.

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Greenburgh Unit Wins Injury Leave Decision

WESTCHESTER — Employees of the Town of Greenburgh, when absent because of a job-related injury, will receive up to six calendar months of administrative leave at full pay.

This decision by the American Arbitration Assn. is a result of a class grievance brought by the Town of Greenburgh unit, Westchester County local 860, Civil Service Employees Assn.

Unit president Eleanor McDonald said that the grievance was filed because of the town's policy to withhold pay or to

charge absences against sick leave when employees sustain injuries on the job. The town argued that employees would recover when—or if—the Workmen's Compensation Board decided in the employees' favor.

The union, however, through CSEA Southern Region III attorney Arthur Grae, claimed that its contract provided for administrative leave with pay for job-related injuries with reimbursement being made to the town whenever the compensation case was settled.

Mr. Grae said that the arbitrator's favorable ruling, contained in a 26-page decision, will have a far-reaching impact, "in that, in effect, it mandates the

town to grant administrative leave with pay to employees injured on the job. Any discretionary power the town interpreted it could exercise in situations of this kind has now been abrogated by this final and binding decision."

The grievance was taken to arbitration after it was denied by town officials on the grounds that class grievances were not permitted under the existing contract.

The union, nevertheless, successfully contended that a class grievance, in this instance, was appropriate since it was impractical to file several individual grievances covering the same subject matter.

Research Ass't, Science Chief Sought By N.Y.

ALBANY — The State Department of Civil Service is currently accepting applications for promotional exams of senior municipal research assistant and chief, bureau of science education. Filing for the education post will close June 7, with applications for research jobs accepted until June 14.


For senior municipal research assistant G-14, No. 35-954, candidates must have six months' experience as a municipal research assistant in the Department of Audit and Control. The July 17 written exam will test for knowledge in municipal fiscal operations, intergovernmental operations, intergovernmental fiscal relationships, preparation of written material and basic statistical concepts.

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

LEGAL NOTICE

RA ASSOCIATES, 11 Broadway, NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office December 31, 1975. Business: Acquire rights to motion picture "The Dirt Movie" and turn to account all rights therein. General Partner: Robert Abrams, 3 Weatherby Gardens, London, England. Limited Partners, Cash Contribution and Note contributed: Hemy Mermelstein, 7141 N Kadzie, Chicago, Ill; James W. Christoff, RR 1, Box 199, Crete, Ill; Marshall Geller, 10889 Wilshire Blvd, Los Angeles, Ca, \$15,000, \$10,000 each; Milton Engel, 1421 Holly St, NW, Washington, Dc; Christopher Streit, 40 Indian Head Rd, Brookhaven, NY, \$7,500, \$5,000 each; Thomas Noonan, 3152 Steven Dr, Baldwinsville, NY, \$3,750, \$2,500. Partnership to continue until December 31, 1990 unless sooner terminated. No additional contributions to be made. Limited partners shall receive 98% of the net profits. Limited partners have the right to assign their interest. No additional limited partners to be admitted. Upon death, retirement or insanity of the general partner, the limited partners have the right to continue the business. Limited partners have no right to demand property other than cash in return for their contribution.

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CSEA Protests Elimination Of Albany Nursing Facility

ALBANY—The Civil Service Employees Assn. said it will lodge a formal protest over the elimination of a nursing unit in Building 9 at the State Office Buildings Campus. The union claims the closing places the health of nearly 1,200 employees in danger because of the lack of immediate nursing services in the event of illness or accident.

A petition protesting the elimination of the Employee Health Service nursing station in Building 9 on May 14 was circulated by employees with support from CSEA and received 532 signatures within a short time, according to Jack Dougherty, an employee of the Department of Taxation and Finance and representative on the CSEA Board of Directors from the Albany Tax and Finance chapter.

According to Mr. Dougherty, the petition was circulated as soon as he was notified that the nursing unit would be eliminated for budgetary reasons.

CSEA president Theodore C. Wenzl filed a formal letter of protest with the State Department of Civil Service and with Gov. Hugh L. Carey. The Employees Health Service unit is a function of the Department of Civil Service. CSEA contends retention of the Building 9 nursing unit is vital to the health and well being of 1,190 state employees of the Tax Department and Department of Health assigned to the building.

Mr. Dougherty charged that not only was the state delinquent in notifying employees affected by the action, but "to date we have been unable to obtain any rational or sensible reason from

the state as to their thinking in closing down this particular nursing unit."

Mr. Dougherty said his investigations reveal that the funds for operating the Building 9 nursing facility were cut upon recommendation of the Legislative Finance Committee, but that no one from either the committee or the state has indicated a reason for the cutback. Under the state's proposal, the nursing unit located on the fourth floor

of Building 8 would assume responsibility for nursing services for employees located in Building 9.

"That's ridiculous," Mr. Dougherty stated, "because the Building 8 nursing unit is already understaffed. Dumping 1,200 more employees on it will only make the situation more critical." Mr. Dougherty said the employee Health Service nurse staffing plan calls for three nurses in Building 8 but only two nurses are actually there.

"It is quite possible that an employee in Building 9, needing medical attention, would be without that service for 15 minutes or more because of the necessity of going over to Building 8 to locate the nursing unit there. Sudden, severe illnesses and accidents require immediate nursing attention, and it just won't be available to Building 9 employees if the state is allowed to go through with eliminating this vital service," Mr. Dougherty said. "It's inconceivable that the state would eliminate a service that could be the difference between life and death for 1,200 people."

As a result of departmental agreements with CSEA, the state maintains Employee Health Services nursing units at work locations containing approximately 1,000 or more employees. On a statewide basis, the Employee Health Services nurse staff plan calls for 46 nurses at various work locations, including 30 nurses in the Capital District area. The Building 9 nursing unit is authorized as a result of a departmental agreement dated June 20, 1974, between CSEA and the state.



BINGHAMTON BICENTENNIAL — Eleanor Korchak, president of the Binghamton chapter of the Civil Service Employees Assn., welcomes guests to the chapter's "Bicentennial" meeting recently at the Fountain's Pavillion, Johnson City. Also pictured above is Assemblyman James Tallon, Jr. (D-Binghamton). Other prominent guests included State Senate Majority Leader Warren Anderson (R-Binghamton), Assemblyman James McCabe (D-Johnson City) and CSEA vice-president Richard Cleary, head of the union's Central Region V (Syracuse).

Wayne Sheriff Unit OK's Pact

LYONS — Representatives from Wayne County and the Wayne County Sheriff's Department unit, Civil Service Employees Assn., have agreed to a one-year contract retroactive to Jan. 1 which provides deputies with a lump sum payment of 13 vacation days in addition to normal vacation day accruals.

The contract also provides for a \$500 across-the-board salary increase, plus increments, an increase in sick leave and an agreement by the county to give deputies civil service status.

Corbin: We'll Do Members' Bidding On Contract

(Continued on Page 14)
been reached with the administration.

"It is the members' contract," Mr. Corbin said. "We are trying to do their bidding. We have kept in contact with unit leaders, and with their approval, negotiating teams were selected. We have had their continuous support."

"I urge the membership not to fall for misleading rumors by opposition unions, since it will only encourage the county to prolong achievement of an equitable settlement," he said.

The contract dispute in Suffolk is currently in fact-finding. Employees there have been working without a contract since Jan. 1.

Mr. Corbin assailed efforts to splinter the 8,000-member Suffolk chapter, saying that separate fact-finders had been assigned for the white-collar and the blue-collar units, although in the past there has only been one fact-finder.

White- and blue-collar negotiators agreed among themselves to attend fact-finding sessions as one group. Mr. Corbin acknowledged that the fact-finders, "in their wisdom," had accepted the full delegation.

So far, two fact-finding sessions have been held for each of the units, with the most recent one May 18 for blue-collar employees.

First priority, Mr. Corbin explained, is to keep the increments intact, retroactive to Jan. 1. "We have been to the Supreme Court, the Public Employment Relations Board and are now scheduled for the Appellate Division in our fight on the increments," he explained.

He noted that the PERB decision was supposed to have been made by Easter, but "we are still waiting."

Blue-collar negotiator Ed Valder, who is also chapter fifth vice-president and executive representative, noted that there are 35 other demands being made by the union.

"These demands would change the language of the contract on such items as the blue-collar career ladder, mileage reimbursement and vacation schedules," Mr. Valder said.

Members of the blue-collar negotiating team, which represents 2,000 members, are chairman Robert Mollet, Department of Public Works; vice-chairman Lillian Tully, School Crossing Guards; Hank Patow, Correction Officers; Vincent Valini, Buildings and Grounds; William Lewis, Police Department, Mr. Valder, and alternate John Camboni, Community College.

Negotiators for the 6,000-member white-collar unit are chairman Frank Randall, Environmental Conservation; vice-chairman Nick Marrano, Public Works, secretary Dorothy Victoria, County Clerk's Office; Ole Issacsen, Social Services Accounting; Joseph Osman, Uniformed Court Officers; Richard Chunko, Data Processing, and alternates Robert Speck, Health Services; Sid Grossman, District Attorney's Office, and chapter third vice-president Frank Giordano.

Another chapter vice-president, Frank Parker, noted that "when things were rough, CSEA went forward with a strong staff to save the infirmity. We were successful because we stuck together."

He also pointed out that when the chapter office was destroyed by fire, "within two days we had reopened in new headquarters—quick action that reflects the professionalism of our leadership, both staff and elected."

Mr. Corbin also called attention to the fact that 14 griev-

ances had been won so far this year "through the efforts of our legal staff."

He concluded by saying, "The county would like to see your current officers and leadership turned out of office, since their hand would be bolstered by dealing with newcomers."



DISCUSS SCHOOL EDUCATION — Bernard Schmahl, chairman of the Civil Service Employees Assn. committee for special election procedures, meets with members of the non-teaching school employees committee and County Division staff members. Under discussion is election for five new members of the CSEA Board of Directors. The five seats are to give representation for educational chapters in regions I, II, IV, V and VI. (No school chapters exist in Region II.) The additional seats are provided in a constitutional amendment approved by delegates in March. From left are Dominic Spacone, of Niagara; Ed Evans, of Rensselaer Educational; Hugh Crapser, of Dutchess Educational; Carlo Guardi, of Broome Educational; Jake Banek, of Oneida Educational; Charles Luch (behind), of Saratoga Educational; collective bargaining specialist and committee coordinator Danny Jinks, Mr. Schmahl and CSEA assistant executive director Joseph Dolan. Election recommendations will be submitted to the Board of Directors at their monthly meeting this week.

Latest State And County Eligible Lists

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

- (Continued from Last Week)
- 1511 Goot Jacqueline Cohoes74.3
 - 1512 Murphy E A Watervliet74.3
 - 1513 Foster Patricia Schenectady 74.3
 - 1514 Savage Teresa E Buffalo74.3
 - 1515 Baker Ann M Delmar74.3
 - 1516 Collins Frances Rensselaer74.3
 - 1517 Stueber V A Breatwood74.3
 - 1518 Rest Helen B Albany74.3
 - 1519 Gentle Helen S Mt Morris74.2
 - 1520 Surton Annette Glen Oaks74.2
 - 1521 Sherman April G Dover P74.2
 - 1522 Wing Patricia A Dannemora74.2
 - 1523 Marrone Joseph Selkirk74.2
 - 1524 McDermott B T Syracuse74.1
 - 1525 Meiler Anne E Buffalo74.1
 - 1526 Sherman C R Galway74.1
 - 1527 Shaut C A Iion74.1
 - 1528 Innis Patricia Marlboro74.1
 - 1529 Breivik M Stony Brook74.0
 - 1530 Giaguino B A Rensselaer74.0
 - 1531 King Eileen V W Haverstraw 74.0
 - 1532 King Roseann Glenwood74.0
 - 1533 Howe Catherine Amsterdam 74.0

- 1534 Albertson C H Valatie74.0
- 1535 Rhoades T P Gansevoort74.0
- 1536 Roach Constance Kirkwood 74.0
- 1537 Biski Kathy M Rensselaer74.0
- 1538 Palmquist Dane Albany74.0
- 1539 Nemley Alice M Massapequa 74.0
- 1540 Currier Sharon E Bethany74.0
- 1541 Majewski Joann Cohoes73.9
- 1542 Studnicki James Troy73.9
- 1543 Carney James J Albany73.9
- 1544 Young Hazel E Peekskill73.9
- 1545 Morgan William Horseheads 73.9
- 1546 Moller Rose N Chatham73.9
- 1547 Kemmer E J Albany73.9
- 1548 Armer Carl G Ballston Spa73.9
- 1549 Partak Judith M Waterford73.9
- 1550 Case Louise C Eggertsville73.9
- 1551 Veltri Joseph P Hannacroix73.9
- 1552 Pietrowski J A Yonkers73.9
- 1553 Cline Bruce G Albany73.9
- 1554 Terranova K W Fairport73.9
- 1555 Chapman Roberta Rome73.9
- 1556 Klapp Marion E Voorheesvil 73.8
- 1557 Ryan Timothy T Cohoes73.8
- 1558 Whitaker L J Brooklyn73.8
- 1559 Frodyma P A Loudonville73.8
- 1560 Phillips R C Clay73.8
- 1561 Yuschik Helen Buffalo73.7
- 1562 Whaley Sarah M E Syracuse73.7
- 1563 Vickery Sandra Spencerport73.7
- 1564 Fine Irma Spring Val73.7
- 1565 Hoiniski William N Troy73.7
- 1566 Franklin D A Saratoga Spg73.7
- 1567 Kelly Mary E Lindenhurst73.7
- 1568 Holbert Sally L Binghamton73.7
- 1569 Womer Marie E Schenectady 73.6
- 1570 Hoefer Linda L Waterford73.6
- 1571 McKee Dorothy J Staten Is.73.6
- 1572 McCadden G E Schenectady73.6
- 1573 Lansing Leslie Schenectady73.6
- 1574 Brenner Sylvia Brooklyn73.6
- 1575 Riedel Jay B NYC73.6
- 1576 Zareski Barbara Waterford73.6
- 1577 Rzadkiewicz P L Buffalo73.6
- 1578 Kahian Michael Albany73.6
- 1579 Koops Susan C Mechanicvil73.5
- 1580 Harris Mary C Albany73.5
- 1581 Quinn Mary A Ogdensburg73.5
- 1582 Waberski Hanna Setauket73.5
- 1583 McClure Helena Troy73.5
- 1584 Rivera Irving Amsterdam73.5
- 1585 Price Winifred Brooklyn73.5
- 1586 Batza Cynthia M Albany73.5
- 1587 McComb Camille Stuyvesant73.5
- 1588 Holman Deborah Watertown 73.5
- 1589 Newman Miriam N Babylon 73.5
- 1590 Teidman Carol A W Sand Lk 73.5
- 1591 Fetter J I Scotia73.5
- 1592 Nicholson Grace Elmira73.5
- 1593 Piduch Norine A Buffalo73.5
- 1594 Harmon Barbara Latham73.5
- 1595 Beauharnois M Plattsburgh73.5
- 1596 Frazer Mary L Ft Edward73.5
- 1597 Gibbs Sandra D Yorkville73.5
- 1598 Eaton Margaret Schenectady73.5
- 1599 Elliott Clement NYC73.5
- 1600 McMahon Eva M Latham73.5
- 1601 Tuttle Glenna M Conesus73.4
- 1602 Donovan Grace E Holley73.4
- 1603 Brehm Eleanor J Cohoes73.4
- 1604 Labarbara S A Buffalo73.4
- 1605 Balcom Betty J Lancaster73.4
- 1606 Jones Joyce A Amsterdam73.4
- 1607 Green Linda M Waterford73.4
- 1608 Barkman Belle M Oneonta73.4
- 1609 Burns Joan C Voorheesvil73.4
- 1610 Podolic Daniel Depew73.4
- 1611 Stencil Melanie Buffalo73.4
- 1612 Curran Joanne M Rochester73.4
- 1613 Derosa John I Albany73.4
- 1614 Cranfield John Alpaus73.4
- 1615 Messina Janet S Delmar73.4
- 1616 Meres Joan I Delmar73.4
- 1617 Colegrove P L Middletown73.4
- 1618 Mitchell Linda S Albans73.4
- 1619 Damico Jean M Liverpool73.4
- 1620 Reilly Joan I Auburn73.4

- 1621 Smith Gladys M Albany73.4
- 1622 Ruso Charles A Albany73.3
- 1623 Spencer Drue A Schenectady 73.3
- 1624 Liberati M Port Chester73.3
- 1625 Totten Edgar L Albany73.3
- 1626 Stenman Karin E Lk Mohegan 73.3
- 1627 Tama Mary A Searford73.3
- 1628 Dougal F A Troy73.3
- 1629 Sengenberger J Poughkeepsie 73.3
- 1630 Patrignani P P Schenectady73.3
- 1631 Volz Kathryn A Wantagh73.3
- 1632 Conatos Lori I Duaneburg73.3
- 1633 Martin Maryla J Albany73.3
- 1634 Smith Deanna M Albany73.3
- 1635 Horan James C Albany73.3
- 1636 Hall Elizabeth Staten Is73.3
- 1637 Ellis Rebecca L Cheektowaga 73.3
- 1638 Keckelsen Irene Esperance73.3
- 1639 Peluso Joseph W Coxsackie73.3
- 1640 Coty Joan M Cadyville73.3
- 1641 Bierman Kenneth NYC73.3
- 1642 Raffaele D A Wappingr Fls 73.3
- 1643 Reynolds L A Selden73.3
- 1644 Andrews Mayme JJ White P 73.3
- 1645 Kuflik Rhoda B Brooklyn73.3
- 1646 Hayner Darla S Troy73.3
- 1647 Schuster Lena Brooklyn73.3
- 1648 Bastian Paul F Albany73.2
- 1649 Humphrey Helen Troy73.2
- 1650 Donovan Mary A Watervliet73.2
- 1651 Burns Karen A Watertown73.2
- 1652 Leavitt Sandra E Greenbush73.2
- 1653 Meagher Barbara Rochester73.2
- 1654 Hille Diana Lindenhurst73.2
- 1655 Ayoub Deborah A Utica73.2
- 1656 Sroka Sharon A Auburn73.2
- 1657 Haygood June E Watervliet73.2
- 1658 Russak Tina F Brooklyn73.2
- 1659 Sherman Manola Potsdam73.2
- 1660 Hart Catherine73.2
- 1661 Hicks Steven W Castletn73.2
- 1662 Riccobono T G L I City73.2
- 1663 Koeppe Janet A Stuyvesant73.2
- 1664 Ciesla Kathleen Buffalo73.2
- 1665 Mooney Eleanor Brooklyn73.2
- 1666 Sportman James Albany73.2
- 1667 Smirnof Linda Pt Jffsn73.2
- 1668 Shapiro Mona I Albany73.2
- 1669 Brant Barbara A Rensselaer 73.2
- 1670 Crane Mona J Syracuse73.2
- 1671 Alexin Mary Hornell73.2
- 1672 Wheeler Mary A N Syracuse 73.2
- 1673 Bingel Brenda A Dannemora 73.2
- 1674 Stoner Dorothy Williamsvil73.2
- 1675 Kuhaneck Bonnie Gowanda73.2
- 1676 Barbuto Susan T Guilderland 73.2
- 1677 Friebe Edward Ravenna73.2
- 1678 Bologna B Albany73.1
- 1679 Barkley Harry J Saratoga Spg 73.1
- 1680 Rubin J M Jackson Hts73.1
- 1681 Hiltosmith D E W Babylon73.1
- 1682 Sterio Lorraine Syracuse73.1
- 1683 Ames Bonnie K Hornell73.1
- 1684 Fink Helen A Latham73.1
- 1685 Burns Maureen F N Shirley 73.1
- 1686 Bear Colleen M Troy73.1
- 1687 Hall James K Albany73.1
- 1688 Internicola S C Tonawanda73.1
- 1689 Comerford F J Oswego73.1
- 1690 Knowles Denise West Seneca 73.1
- 1691 Merritt Richard Plattsburgh73.1
- 1692 Reimer Kathleen Cohoes73.1
- 1693 Mabie Gail E Schenectady73.1
- 1694 Foster Shirley Williamsvil73.1
- 1695 Gullotto C B Mechanicvil73.1
- 1696 Uhl Thomas D Cornwallvil 73.1
- 1697 Cumming L N Tonawanda 73.1
- 1698 Dougherty T S Albany73.1
- 1699 Brooks Arlene Brooklyn73.1
- 1700 Collandra M M Rensselaer73.1

- 189 Smith Donna M Albany88.3
- 190 Smith Carol A Whitesboro88.3
- 191 Russell J T Albany88.3
- 192 Empie Constance Cobleskill88.3
- 193 Leduc Barbara J Saranac88.3
- 194 Taylor Mary E Menands88.3
- 195 Rose Deborah P Ogdensburg88.2
- 196 Jacobson S Levittown88.2
- 197 Murphy E A Watervliet88.2
- 198 Woika Joyce R Attica88.2
- 199 Juliano James M Schenectady88.2
- 200 Butler Terrence Rensselaer88.2
- 201 Grant Anne C Oneonta88.0
- 202 Lyons Maryrose Utica87.8
- 203 Fickelscherer E N Tonawanda87.8
- 204 Stone Faye A Watertown87.8
- 205 Ashby April M Syracuse87.7
- 206 Renaldi Stephen Troy87.6
- 207 Gamble Diane I Albany87.5
- 208 Gaston C C Cortland87.5
- 209 Resak Helen A Endwell87.4
- 210 Wickert K M Albany87.4
- 211 Battaglia F P Albany87.4
- 212 Parks David W Schenectady87.4
- 213 Luzadis Dawn M Unadilla87.4
- 214 Belardo Joseph Castleton87.3
- 215 Farr Julie A Syracuse87.3

- 216 Rejack Peter D Schenectady87.3
- 217 Paige Patricia Schenectady87.3
- 218 Morrison Linda Latham87.2
- 219 Miller Cheryl L Binghamton87.2
- 220 Crouse Kathy A Syracuse87.2
- 221 Stevens L A Sayville87.2
- 222 Sedore Jennie R Sodus87.1
- 223 McIntyre Linda Albany87.1
- 224 Giammarco N D Oakdale87.1
- 225 Susser Wayne C Selkirk87.1
- 226 Clark Donald G Rensselaer87.1
- 227 Allen Barbara R Kings Park87.1
- 228 Hicks Susan E Castleton Hud87.1
- 229 Ryan Wesley M Cohoes87.1
- 230 Hiller Dawn E E Greenbush87.0
- 231 Schanz Carol M Menands87.0
- 232 Grattan Judith Sand lake87.0
- 233 Glucksman Nancy Slingerlands 87.0
- 234 Wontz Walter J Middletown87.0
- 235 Paye Maureen A Malone87.0
- 236 Barkley Cathy J Albany87.0
- 237 Lester Barbara Cheektowaga87.0
- 238 Wisniewski K B Elma87.0
- 239 Martone Judith N Troy86.9
- 240 Dornbush John P Albany86.9
- 241 Guarino T L Middletown86.9

(Continued Next Week)

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone: 488-4248; 10 a.m.-3 p.m.); State Office Campus, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

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

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

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

EXAM 35-746 SR CLERK PAYROLL

- Test Held May 3, 1975
List Est. Sept. 16, 1975
(Continued from Last Week)
- 146 Velej Georgiena Ellisburg88.9
 - 147 Rielly William Troy88.9
 - 148 Kahian Judy A Albany88.9
 - 149 Farrell Toni L Syracuse88.9
 - 150 Beck Mary E Albany88.8
 - 151 Samartino P A Dunkirk88.8
 - 152 Kinbar Serena E Commack88.8
 - 153 Smith Ruth A Ballston Spa88.8
 - 154 Schmid Joyce M Attica88.7
 - 155 Nicoll Deborah Troy88.7
 - 156 Townsend Harvey Setauket88.7
 - 157 Conrad Deborah Schenectady88.7
 - 158 Stringer Joann Port Crane88.7
 - 159 Wittkopp Elaine Niagara Fls88.7
 - 160 Kruppner E J Wyoming88.7
 - 161 Henry Sandra A Dansville88.7
 - 162 Delebrant Mary Albany88.6
 - 163 Lucas Carol L Kirkville88.6
 - 164 Schillinger P A Watervliet88.6
 - 165 Stupia Toni L Centereach88.6
 - 166 Guyton Kathrene Albany88.6
 - 167 Parzych E N Latham88.6
 - 168 Green Richard T Albany88.5
 - 169 Carter Alice E Binghamton88.5
 - 170 Desiena Anthony Ballston Lk88.5
 - 171 Miller Ethel B Wappingr Fls88.4
 - 172 Clapper Laurel West Fulton88.4
 - 173 Combs Mary C Troy88.4
 - 174 Deforme James M Troy88.4
 - 175 Thorne Steven Buffalo88.4
 - 176 Reilly Helen H Albany88.4
 - 177 Adams John H Troy88.4
 - 178 Mason Lawrence Altamont88.4
 - 179 Meluch Karen E Schenectady88.4
 - 180 Stumpf Tressa V Holley88.4
 - 181 Thomas G Fredonia88.4
 - 182 Riggs Kris Ballston Spa88.4
 - 183 Goad Cathy A Albany88.4
 - 184 Volke Frances P Watervliet88.4
 - 185 Hildenbrandt J Albany88.4
 - 186 Phillips R A Stuyvesant88.4
 - 187 Malone Joanna C Schenectady88.3
 - 188 Connolly M C Albany88.3

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Federal Job Calendar

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

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

Title	Salary Grade	Exam No.
Agriculture		
Meatcutter	GS-8	NY-0-30
Warehouse Examiner	GS-5, 7	CH-0-02
Business		
Computer Operator and Computer Technician	GS-5 to 7	NS-4-15
Engineering And Scientific		
Engineering, Physical Sciences and Related Professions	GS-5 to 15	424
Meteorological Technician	GS-6 to 9	NY-8-43
Technical Aide	GS-2, 3	NY-0-22
Technical Assistant	GS-5 to 15	421
General		
Freight Rate Specialists	GS-7, 9	WA-6-13
Mid-Level Positions	GS-9 to 12	413
Sales Store Checker	GS-3	NY-3-07
Senior Level Positions	GS-13-15	408
Technical Assistant	GS-4, 5	NY-5-07
Telephone Operator	GS-3, 4	NY-5-01
Teletypist	GS-3	NY-4-02
Medical		
Autopsy Assistant	GS-4, 5	NY-9-05
Careers In Therapy	GS-6 to 9	WA-8-03
Dental Hygienist, Dental Lab Technician	GS-5 to 7	NY-5-09
Licensed Practical Nurse	GS-3 to 5	NY-5-06
Medical Machine Technician	GS-5 to 8	NY-3-02
Medical Radiology Technician	GS-5, 6	NY-0-25
Medical Technician	GS-5 to 7	NY-3-01
Nursing Assistant	GS-2, 3	NY-1-16
Nursing Assistant (Psychiatry)	GS-2	NY-5-05
Nurses	GS-5 to 12	419
Physician's Assistant	GS-7 to 11	428
Veterinarian Trainee	GS-5 to 17	WA-0-07
Military		
Air Reserve Technician (Administrative Clerical/Technical)	GS-5 to 15	AT-0-59
Army Reserve Technician	GS-4 to 9	NY-9-26
Social And Education		
Professional Careers for Librarians	GS-7 to 12	422
Psychologist	GS-11, 12	WA-9-13
Recreational Therapist	GS-5 to 7	NY-5-09
Stenography And Typing		
Keypunch Operator	GS-2, 3	NY-3-01
Reporting Stenographer and Shorthand Reporter	GS-5 to 9	NY-9-17
Stenographer	GS-2 to 5	WA-9-01
Secretaries, Options I, II, III	GS-5, 6	NY-5-04
Typist	GS-2 to 4	WA-9-01

Political Breakfast For South Region



Congressman Peter Peyser (R, C-Irvington) was among Hudson Valley politicians who accepted invitation to share breakfast with Civil Service Employees Assn. members from union's Southern Region III. Others at head table, besides Mr. Peyser, who is standing near right, are meeting moderator Pat Mascioli, standing at left, Assemblyman Peter Sullivan (R-White Plains), CSEA counsel James Featherstonhaugh, CSEA political action chairman Martin Langer, of Rockland Psychiatric Center, and CSEA president Theodore C. Wenzl.



CSEA president Theodore C. Wenzl expresses union views to State Senator Bernard Gordon (R, C-Peekskill) as the two men engage in personal diplomacy during the informal meeting.

(Leader photos by Ted Kaplan)



James Lennon, left, CSEA vice-president who heads Southern Region III (Fishkill), seems to have made thought-provoking comment to regional political action chairman Pat Mascioli, of Westchester local 860, and State Senator John Flynn (R, C-Yonkers).



Assemblywoman Jestn Amatucci (D-Newburgh) joined union leaders at one of the breakfast tables during the meeting last month at the Holiday Inn in Newburgh. CSEA attendance at the meeting was more than double what had been anticipated by regional leaders when the experimental program was set up.

Rensselaer Situation Showdown

TROY — The Rensselaer County unit, Rensselaer County chapter, Civil Service Employees Assn., has reviewed the terms and conditions of a legislative mandated contract settlement imposed by the Rensselaer County Legislature after a 10-month attempt at negotiating a contract.

A motion not to sign the agreement unless required under law was made and unanimously passed by the members.

"This is not our agreement," president Joseph Lazarony said at a membership meeting.

"It is their agreement. They negotiated with the county executive and not with CSEA."

The pact includes a \$400 across-the-board wage increase, plus longevity and increment payments.

Insurance coverage was im-

proved but the cost increase claimed by the county, alleged inaccurate by the union, eliminated the summer hours previously enjoyed by county employees.

"It's a legal ripoff" one of the audience yelled after reading one section of the imposed agreement. "The politicians took care of the politicians in this one."

All alternatives to the imposed settlement were discussed. One alternative gained overwhelming support.

"Politicians always say they take care of the taxpayer. Substitute the word voter and you can see that's who the elected officials really worry about. Well, we are taxpayers and voters too

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

and there are no penalties for striking at the ballot box in November. So—let's Remember in November from now on out," Mr. Lazarony said.

Columbia Girds Its Loins

HUDSON—With time running out, the Columbia County chapter, Civil Service Employees Assn., was gearing up at Leader presstime for reaction to a forthcoming contract settlement to be mandated by the Columbia County Legislature.

"We are ready to start marathon negotiations with the county to overtake the situation which may develop May 18," said CSEA collective bargaining specialist Nels Carlson.

Correction Officer Dress Code Voided

ALBANY—All non-uniformed employees of the State Department of Correctional Services will not be required to adhere to the directives of a dress code issued by the Department last July as a result of a class action grievance brought by the Civil Service Employees Assn.

Richard L. Burstein, counsel for CSEA, called the dress code "illegal and unconstitutional" because it specifically directed all non-custodial male personnel to wear "a business suit, or sports jacket and trousers, dress shirt and tie."

Female personnel were directed to wear a dress or skirt "no shorter than the mid-point of the thigh" and "pants suits should be interpreted to include matching or contrasting slack outfits. The overall costume effect should be opaque," according to the directive.

By instituting the grievance on behalf of all non-uniformed employees in Correctional Services, Mr. Burstein challenged man-

agement's right to dictate specific rules regarding personal appearance and dress.

Following an appeal to John E. Van De Car, manpower management head in the Department of Correctional Services, the issue was settled in CSEA's favor.

In his decision, Mr. Van De Car sustained the grievants' right to "use their discretion to deviate from prescribed clothing for the purposes of comfort and as circumstances dictate as long as they are dressed in good taste."

Using this statement as a basis for interpreting the new dress code, Mr. Van De Car concluded that the directive "does not mandate ties and jackets for male professional staff."

Rockland Goes

(Continued from Page 1)

simply trying to impose their will upon us regardless of the facts.

"The county will now have to bear the consequences of any actions the employees find it necessary to take, in order to get a fair contract," he added.

The union placed an advertisement in the Nyack-Rockland Journal-News urging the county's voters to get in touch with their legislators "and let them know the employees deserve a chance at binding arbitration."

The CSEA unit has also begun informational picketing at the business places of the legislators, whose county duties are only part-time jobs.

Union members are calling and writing their legislators to inform them of their feelings, detailing for them the financial bind in which they have been forced by the rising cost of living.

At the same time, CSEA members are facing a raid by the Service Employees International Union.

"This is just another attempted dues grab by a union that we have beaten in representation elections time and time again," Mr. Scanlon said. "But in Rockland County they have come in at a time that is most detrimental to the employees. The workers are aware that it is urgent for us all to stick together, now more than ever, so that we can stand united in our fight for a decent contract."

Mr. Scanlon said that employees who need them can obtain forms from the Rockland County CSEA chapter office at 169 S. Main St., New City, on which to revoke their signatures on SEIU petitions.

"As far as any further actions the employees may take, we intend to keep in close communication with the membership through our section presidents so that the union can stay united throughout the coming weeks," Mr. Spicci said.

"We will be getting suggestions from our members and letting the membership know where and when the rallies will be held. It is most important right now for the workers to show their strength and unity by coming out in force at every opportunity."

Capital District Retirees Meet

ALBANY — The Capital District Retirees chapter, Civil Service Employees Assn., will hold a business meeting Wednesday, May 26, according to chapter publicity chairman Eva Z. Sweeney.

The meeting, which is set to begin at 1 p.m., will be held at CSEA Headquarters, 33 Elk St., Albany. Guest speaker will be Greg Gardiner, program coordinator of the Albany County Council of Senior Citizen Centers and Clubs.

situation. Dale Funk, chapter president pro-tem, explained the various preparations.

"We have a 'crisis center' that has served as an information center for our members. It can be easily transformed into a communication center to coordinate through a citizens' band radio system to report various developments to news outlets.

The mobile CSEA office, plans say, will be available at various county sites.