

Civil Service LEADER

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And Yet Still More
Constitution Coverage

See Pages 8 & 9



NEWEST SENECA — Theodore C. Wenzl, president of the Civil Service Employees Assn., embraces Colleen Johnnyjohn, his Seneca Nation clanmother, following his adoption as a member of the tribe in ceremonies at Olean. At right is her husband, Richard Johnnyjohn, who conducted the colorful initiation. Dr. Wenzl was awarded the Seneca name "Hi-e-wah-shun-nes" which means "organizer, planner." The CSEA leader was in Olean to install new officers of the Southwestern chapter, CSEA, whose president, Mary A. Converse, nominated him for the honor. Applauding in the background is Roland Block, regional administrator of the Allegany State Park and Recreation Commission, who served as installation master of ceremonies. Story on Page 14.

Battle About Increments Moves On Several Fronts

ALBANY—When the State Legislature earlier this year mandated an increment schedule for state employees covering only nine months of the current fiscal year, it touched off a series of legal objections by the Civil Service Employees Assn. Those lengthy legal actions are continuing along several lines, according to a union spokesman last week, and the question of increments is not yet resolved.

The Legislature, under the legislative hearing process of the Taylor Law, mandated that increments for state employees be effective July 1, 1975, instead of at the start of the current fiscal year on April 1.

CSEA immediately processed a

Recommend 7% Hike For 32 Watertown Clerical Employees

WATERTOWN — A fact-finder has recommended a 7 percent pay increase, retroactive to Oct. 24, plus increment, for 32 Watertown Board of Education 10-month clerical employees represented by the Civil Service Employees Assn.

Fact-finder James D. Lacey, of Potsdam, also recommended that all vacant and new positions

number of grievances on behalf of affected state workers. A consolidation of non-contractual grievances is presently before the Grievance Appeals Board for consideration. In those cases, CSEA is claiming a violation of the Public Employees Fair Employment Act, in that refusal to pay increments during negotiations and after expiration of the contract, is improper.

A number of other grievances have been consolidated and moved to arbitration. Legal briefs will be presented soon to arbitrator Max Doner, of Great Neck, for his consideration. In those cases, CSEA points to a Public Employment Relations Board ruling which stated an employer cannot unilaterally alter existing mandatory subjects of negotiations while a successor agreement is being negotiated.

Action on an improper practice charge filed in July by CSEA against the State on the increment situation has been halted pending the outcome of the current arbitration proceedings on

(Continued on Page 3)



Presidential Stakes Move Into High Gear As Primaries Near

THE Presidential sweepstakes have moved into speed gear so early this political season that even the politicians are breathless. What is adding unusual spice to the

(Continued on Page 6)

Expansion Committee To Meet

ALBANY—The expansion committee of the Civil Service Employees Assn. will hold a "reorganization" meeting here Friday, Nov. 21, according to chairman Victor Pesci.

The meeting will orient newly appointed members on the scope and nature of the committee's chief function, the ongoing study and exploration of possible affiliation with other labor organizations, Mr. Pesci said. He noted, however, that there has been no official committee activity since the group's official

Arbitrator Upholds CSEA Case On PST Daily Time Records

MANHATTAN—An arbitrator has ruled that maintenance of a daily time record for a parole officer with the Department of Correctional Services here is clearly a violation of the Professional, Scientific and Technical Unit agreement between the state and the Civil Service Employees Assn.

CSEA counsel Richard L. Burstein represented parole officer Mary Sweeney in the arbitration. The union was upheld by arbitrator John W. McConnell in its claim that the Department of Correctional Services had violated Article 10.16 of the PS&T contract by directing Ms. Sweeney to prepare a daily time sheet for submission to her supervisor and by a later requirement of a daily oral report of her movements in and out of her office.

Article 10.16 reads that no PS&T employee "shall be required to punch a time clock or record his attendance with a time keeper."

The arbitrator ruled that Ms. Sweeney's supervisor was functioning as a time keeper and "the requirement of first a written accounting of daily time, then later an oral report of daily times of arrival and departure and periods away from the regular work place, was a violation of the meaning and intent of Article 10.16. Article 10.16 provides for a form of time keeping by professional staff. Had the parties contemplated the use of another form of time keeping they would have said so."

Mr. Burstein said that the union was particularly determined to win the arbitration for Ms. Sweeney "so that other PS&T employees will not be subjected to administrative procedures that hamper the need for flexibility in their work as professionals."

"These employees must have certain freedom in their work day to perform efficiently as

professionals and it was up to us to protect this status. The decision of the arbitrator should serve to make it perfectly clear to the state that time keeping is illegal unless it is kept by the employee himself.

"Mary Sweeney's case points out to PS&T employees throughout the state that they have won a clear victory. Employers who currently require written or oral reports for PS&T employees' daily attendance are in direct violation of the CSEA contract."

Jack Weisz, CSEA board member from the Department of

(Continued on Page 14)

Wage Freeze Special Meet Is Convened

ALBANY—At Leader press-time, the Board of Directors of the Civil Service Employees Assn. were meeting in an extraordinary emergency session at CSEA Headquarters here to determine action in the face of a proposed wage freeze for state employees urged by Gov. Hugh L. Carey.

The Governor has called the Legislature into special session to consider proposals designed to balance the state's budget for the next 16 months.

Included in his proposals, in addition to broad tax increases, is a request for the wage freeze as well as the freezing of all vacancies that occur in state service during the coming fiscal year. It is believed the wage freeze would also be extended to include local governments.

The Governor's call for a wage freeze comes just prior to the start of formal contract negotiations between CSEA and the state for some 147,000 workers represented by CSEA, and seemingly has serious implications relative to those contract talks.

The CSEA Board is expected to consider suggested legislative alternatives to the Governor's wage freeze proposal.

INSIDE THE LEADER

MHEA Supporting CSEA
Eight State Promos Filing Set

See Page 5
See Page 10

NYC Region Charts Its Battle Lines In Representation Fight

MANHATTAN — "What this meeting is about," commented William DeMartino, "is to work out our plans for us against them."

The president of the Metropolitan Area Division of Employment chapter, Civil Service Employees Assn., was referring to a strategy session held last week by the executive committee of CSEA New York City Region II. The New York City union leaders met to discuss means of defeating a representational challenge mounted by the Public Employees Federation for members of the state's Professional, Scientific and Technical Bargaining Unit.

The election, ordered by the State's Public Employment Relations Board, will see ballots mailed to unit members this month. Statewide, there are nearly 40,000 PS&T unit members and of this number, slightly more than 25,000 are currently CSEA members. In the New York City area, according to George Bispham, Region II supervisor, there are about 10,000 unit members with about 4,600 CSEAs. About 2,330 members or about a fifth of the members in the area work in the twin towers of the World Trade Center here.

Region II intends a direct mailing to area unit members, Mr. Bispham said, to be in the post prior to balloting. The messages contain a fact sheet on benefits won by CSEA for the unit members and on the alleged deficiencies of PEF as a potential representative of the unit.

Chapter presidents within Region II also plan such mailings. As part of the election effort, Mr. Bispham said the Region intends to sponsor advertisements in various area newspapers including the Daily News, The New York Times, The New York Post and Long Island's Press and Newsday.

New York City chapter and Region II president Solomon Bendet urged his leaders to present the case for CSEA representation at the chapter level.

"Region II can't do this by itself," he declared. "We can get the World Trade Center covered with great concentration on the PS&T unit members. But certain chapters will have to go by themselves in this campaign." Mr. Bendet stressed that the Region II headquarters facilities would be available to chapters in the battle.

Mr. Bispham noted that a number of CSEA field representatives have been concentrated in the Region to aid the effort and that any chapter could have the services of a representative if it wishes.

Vincent Rubano, president of

the State Insurance Fund chapter, promised "heart-to-heart talks" with PS&T unit members. As with a number of other chapters, he said, the Insurance Fund plans a direct mailing "showing not what is done in Buffalo or Watertown for the members but what is done right here."

Mr. DeMartino, who is also a Labor Department representative to the CSEA Board of Directors, cited the importance of emphasizing current CSEA achievements to the unit members.

"This business of going back 25 years or so just doesn't ring the bell," he said. "We've got to stress current accomplishments."

Equal Opportunity Council Is Formed In W'chester Cnty.

WHITE PLAINS — Westchester County Executive Alfred B. DeBello has named seven county employees to the newly formed advisory council to equal employment opportunity coordinator Louis W. Jones, III in the Westchester County personnel office.

Mr. DeBello stated, "These employees, representing a variety of departments in county government, will give advice, counsel and assistance to the EEO coordinator on matters concerning the discrimination complaint procedure which is part of the County's affirmative action program."

Those serving on the advisory council include Roger Williams of the Department of Public Works; Marilyn Menack of Westchester Community College; Ann Aukamp and Frieda Martin, Department of Social Services; Janet Hyatt, Department of Health; Joseph Tortelli of the County Executive's office for the aging, and Joseph West of the district attorney's office.

Members of the council will serve without compensation for one- and two-year terms.

Suffolk Ed Chapter Told Current Fiscal Troubles Are Caused By Politicians

MIDDLE ISLAND—"Politicians created the grave problems in New York City and throughout the state by their reckless mismanagement of public funds. Now they're trying to blame public employees for the mess."

Vowing to resist such tactics with a statewide united front, Theodore C. Wenzl, president of the Civil Service Employees Assn., concluded his address to more than 70 members of the Suffolk Educational chapter of CSEA at a recent chapter meeting at the Island Squire restaurant here.

Dr. Wenzl traveled to Long Island from Albany in an attempt to ease the Suffolk chapter's expressed concern over the increasing tendency of politicians to use the situation in New York to whip up sentiment against public employees.

Dr. Wenzl was accompanied to Long Island by A. Victor Costa, state representative for the Department of Labor and a CSEA Board of Directors member. The two were greeted by Walter Weeks, chapter president.

"Educational chapters were started here and have remained

staunch and loyal supporters of the CSEA over the years," Mr. Costa remarked. "The growth and gains of non-instructional workers in the educational chapters has been considerable. However, because of Long Island's proximity to New York City, these chapters are now under attack by unethical school administrators and local politicians who are trying to use the situation in New York to deny raises and overdue benefits to workers."

"I think that these people will find out that the CSEA is not going to let them get away with such deliberate distortions of the facts," Mr. Costa said.

Long Island, said Mr. Weeks, is the birthplace of educational chapters within the CSEA. The union now represents about 23,000 non-instructional employees statewide.

CSEA Aids Arthritis Telethon

AMITYVILLE — The Civil Service Employees Assn. is again throwing its weight behind the "Stop Arthritis" telethon to be aired in the New York City Area over WOR-TV Dec. 6-7.

CSEA Long Island Region I president Irving Flaumenbaum, who is to appear on the Channel Nine telethon as a representative of the civil service, recalled the generous response of civil service workers to last year's premiere telethon for the Arthritis Fund made a significant contribution to the success of the campaign.

Mr. Flaumenbaum asserted: "Arthritis is the nation's number one crippling disease. As such, it is a special concern to working families."

"Furthermore, I hope the public will learn in this way that the civil service is not just always asking for something but is generous in its response to hu-

man need." Mr. Flaumenbaum and other CSEA representatives will appear on the telethon and take telephoned pledges.

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Martin Koenig, president of the Monroe County chapter, is shown delivering his address to the dinner-dance guests.



Members and guests at the annual dinner-dance of the Monroe County chapter, Civil Service Employees Assn., display obvious en-

thusiasm for the event held recently at Logan's Restaurant, Rochester.



This dinner-dance foursome is, from left, Margaret Mott; Judy Adams and her mother, Evelyn Sheldon, who is retiring after 17 years' service, and Minnie Mack, all of the Monroe County Hospital.

Parts Of Program Allowing Promotion Without Exams Is Found Unconstitutional

ALBANY—Part of a two-year trainee program for certain administrative positions in state service, which would allow for advancement without an exam at the discretion of the employer, has been declared unconstitutional in a unanimous Appellate Division decision.

The suit was brought on behalf of several groups of state employees, as well as for "all others similarly situated," who felt they were being discriminated against and that the trainee program was actually contrary to the civil service system of promotion and open competition for administrative titles.

The case had been dismissed by the State Supreme Court earlier this year. It was subsequently argued in the Appellate Division by Civil Service Employees Assn. counsel Richard L. Burstein of the Albany law firm of DeGraff, Foy, Conway and Holt-Harris.

A memorandum outlining the trainee program was issued by State Civil Service Department Commissioner Ersa Poston April 5, 1974, with the plan to take effect on April 18, 1974. The memo detailed a plan for reclassifying 20 Grade 14 civil service titles to Grade 18 and for future appointees to those positions to be required to complete two levels of training, Administrative Trainee I and Administrative Trainee II, each involving one year of service, to become eligible for permanent appointment at Grade 18.

The part of the plan to which state workers objected in their lawsuit stated that incumbents in a Grade 14 position, with one or more years of permanent service, may be advanced in a direct line to the senior level "without examination at the discretion of the appointing officer with the approval of the Division of Classification and Compensation and the Division of the Budget."

The petitioners, who were in Grade 14 positions, maintained that the new program was "arbitrary and capricious" in permitting advancement of incumbents at employer discretion, without examination, and without setting up any guidelines or standards. They added that this practice is unconstitutional. The suit also contended that, while such Grade 14 employees as assistant accountants had been eligible for competitive examinations for the administrative positions listed in the trainee plan

before the memorandum was issued, implementation of the program would limit access to those positions and was thus discriminatory.

The Appellate Division ruling, rendered by Justice Harold E. Koreman, says that the disputed part of the trainee program "is an impermissible method of promoting civil service employees without examination under the guise of reclassification . . . and, to the extent indicated, the plan is in violation of Section 6 of Article V of the State Constitution."

This reversal of the earlier Supreme Court opinion is subject to appeal by the State.

Increments

(Continued from Page 1)
the question of increments.

In the latest legal move by CSEA on increments, the union is anticipating the initiation soon of a law suit challenging the legislation which made increments a negotiable item under the Civil Service Law in the first place.

Saratoga Springs Is Site Of School Employee Workshop

SARATOGA SPRINGS — A workshop for school district employees in Essex, Saratoga, Warren and Washington Counties will be held Saturday, Nov. 22, at the Gideon Putnam Hotel here.

The workshop will run from 9 a.m. to 3:30 p.m. and will cover the role of the shop steward, chapter officers' responsibilities, grievance procedures and the duties of the treasurer.

Erie Dinner-Dance

LACKAWANNA — The Erie County Educational chapter, Civil Service Employees Assn., will hold a Thanksgiving dinner-dance here Saturday, Nov. 22, at John's Flaming Hearth, 1630 Abbott Road. The dinner-dance will begin at 7 p.m.



Up at the head table at the Monroe County chapter's dinner-dance are event chairman Angelo Monteleone and his wife; first vice-president Jean McAvoy, and third vice-president Harold Fanning.

West Seneca Hwy. Workers Win Grievance, Overtime Pay

WEST SENECA—Highway workers in the Town of West Seneca will receive overtime pay for certain days they spent on the town's "snow patrol," last winter, because of a grievance brought by the Civil Service Employees Assn.

A recent arbitrator's decision found that William Baker, James D. Brown and Eugene S. Kaky were correct in contending that they should have received overtime for working one Saturday each during the month of March 1975. All three normally work Monday through Friday, 8 a.m. to 4:30 p.m.

The Town of West Seneca, in the snowy western end of New York State, has had a "snow patrol" in effect for several years in which DPW employees were assigned work days and hours according to a rotating schedule posted in early November. No one employee is assigned to snow patrol for more than two weeks out of the entire winter season, which lasts officially from Nov. 15 to March 15.

Last winter, however, the town's highway superintendent added a further patrol. This ended in Mr. Zaky's being assigned to work from midnight Sunday, Feb. 23, through 8 a.m. Saturday, March 1 and again

from Tuesday, March 4, through Saturday, March 8. It also forced Mr. Baker and Mr. Brown to work from midnight Sunday, March 2, through 8 a.m. Saturday, March 8; and again from Tuesday, March 11, through Saturday, March 15.

The men worked the days and hours assigned, but filed a grievance. Working with them were CSEA field representative John Allen and CSEA regional attorney Ronald L. Jaros.

Arbitrator Charles Dougherty found that the change in the men's working hours was not in conjunction with any agreement between CSEA and the town.

"It seems clear," he wrote, "from all the testimony and exhibits that Saturday work was not a part of the normally scheduled work week. The issue is answered in the affirmative."

The men have not yet received their checks for the over-

time, according to CSEA's West Seneca Highway unit president Robert Dobstaff.

Mr. Dobstaff said he believes that the victory will eventually affect 26 workers who were in the same situation as the three who filed the grievance. He also feels the decision will have an effect in other CSEA units in Erie County.

"I think this is going to set a pattern for other units throughout the area," he said.

HRPC Sets Meeting

POUKHKEEPSIE—The Hudson River Psychiatric Center chapter, Civil Service Employees Assn., will hold its next meeting Tuesday, Nov. 18. The meeting, scheduled to begin at 7:30 p.m., will be held in the Center's Cheney Conference Room, according to chapter president Rick Reochia.

Explore Older Worker Problems

WHITE PLAINS—A panel discussion on "The Older Worker's Rights and Opportunities" will be held here

Friday, Nov. 21, by the Senior Community Service Employment Project of the Westchester County Office for the Aging.

The event, which will run from 2-4 p.m., will be held at 85 Court St. Attendance will be limited to enrollees and new applicants of the Project and administrators of programs that provide the older worker with training.



INSURANCE FUND OFFICERS — Officers of the State Insurance Fund chapter, Civil Service Employees Assn., were installed recently in Manhattan for their coming two-year terms. William DeMartino, left, Labor Department representative to the CSEA Board of Directors, served as installing officer. The installees are, from left: Vincent Rubano, president; Norman Satz, treasurer; Catherine Napolitano, subbing for Stella Williams, first vice-president; Rosemary Macejko, recording secretary; Sarah Johnson, corresponding secretary, and Walter Kelsey, second vice-president.

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Drivers And Custodians Sought In Westchester

WHITE PLAINS—Custodians and custodian-bus drivers are being sought by towns and school districts in Westchester County. Filing will close for the open-competitive posts on Nov. 26 with exams scheduled for Dec. 13.

For custodian and custodian-bus drive (school districts), exam 80-153, there are no training or experience requirements. In addition, there are no residence requirements; however, Westchester residents may be given preference in appointments. For appointment all candidates must possess a New York State driver's license.

The eligible list produced by this examination will also be used to fill the post of custodian bus driver-automotive maintenance man in the Lakeland School District. It requires high school graduation and two years' automotive repair experience.

Custodian and custodian-bus driver (Board of Cooperative Education Services 1 and 2), exam 80-152 is open to candidates with one year's experience working with children performing messenger work, driving a school bus or in the keeping of stores and records. Individuals with two years' experience or 10 years of school may also apply. For appointment all individuals must have a driver's license.

There are no residence requirements for the above exam.

Applications and detailed information may be obtained by mail or in person from the Westchester County Personnel Office, Room 100, County Office Building, White Plains 10601. Candidates requesting applications by mail should enclose a stamped, self-addressed envelope with the exam number and title on the back flap.

Guards' Yule Party

MINEOLA—The Nassau County School Crossing Guard unit of the Nassau chapter, Civil Service Employees Assn., will hold its Christmas Party Tuesday, Dec. 8, at 8 p.m. in the assembly room of Nassau Police Headquarters, Mineola. The announcement was made by unit president Elizabeth Martin.

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RETIREMENT NEWS & FACTS

City Worker Retirement Options

By A. L. PETERS

As most City employees know, when they retire they may make a choice of various options as to how their retirement fund is to be disbursed. If they take no option they get the maximum retirement allowance paid during their lifetime, but if they die a week after they retire, the estate receives nothing. This is known as the death gamble.

Option 1 provides a retirement allowance payable for life with a guarantee that the total initial reserve set up will be paid to the pensioner or his or her estate, but the allowance is somewhat less than maximum.

Option 2 provides for a fixed annual retirement for an employee and may continue for the lifetime of a spouse or other beneficiary.

Option 3 additionally provides a specific amount for the lifetime of a beneficiary, usually one half to the beneficiary for his or her lifetime.

Option 4 may provide for a lump sum payment to the beneficiary in case of death, or some other form of payment to the beneficiary.

There are variations known as Options 4-2 (which provides special benefits if your beneficiary pre-deceases you) and 4-3 which provides for the similar "pop-up" if your beneficiary pre-deceases you, but provides a fixed annual retirement allowance for the beneficiary).

The popularity of the various plans is indicated from last month's appraisals:

Without option	94
Option 1	53
Option 2	30
Option 3	70
Option 4	35
Option 4-2	6
Option 4-3	37

There were, in addition, last month, 45 disability retirements. Disability retirements were not approved for seven. Loans were made to 1,503 members amounting to \$2,189,120. Revisions of retirement allowances were made for 211 members. Continuance in service was approved for 165, and four members transferred to other reserves.

HMO are the initials that represent a new trend in Health Insurance plans. Under the new release of Health, Education and Welfare, Health Maintenance Organizations can qualify as substitutes for the present health insurance plans.

There were millions of dollars in unclaimed checks held by the New York City Retirement System and other Systems. We are going to try to publish the names so that you can help locate beneficiaries who don't know the money is waiting for them. The NYC Retirement System list is at 220 Church Street.

Your children under age 18 or, if they are full-time students until age 22, can get some of their support under your social security allotment. This also applies to disabled children at any age if they are disabled before age 22. The amount is set at 50 percent of your pension at age 65 but is limited by the maximum allowed by any family.

Set Social Services Newburgh Workshop

NEWBURGH — A special meeting, intended to cover four major items of interest, has been set for Thursday, Nov. 20, by the statewide social services committee and the Southern Region III subcommittee of the Civil Service Employees Assn.

The event, which will begin at 7:30 p.m., is set for the Holiday Inn here. Topics to be discussed include proposed reclassification of job titles; the recent case worker and examiner series of tests; Title XX welfare enumeration, and data on social service negotiable contract items.

What's Your Opinion

QUESTION

How will additional layoffs and service cuts affect New York City?

THE PLACE

New York City Hall Park, Municipal Building, Police Plaza

OPINIONS

Eugene Nickerson, former Nassau County Executive:



"I don't think we can yet tell the full extent of layoffs and service cuts. It depends on whether there are other federal funds that would become available to maintain those services. Obviously, if there aren't additional federal funds, it is going to mean a cut in police, fire, and particularly in the Health and Hospitals Corporation. Public assistance will probably also be hurt. In my judgment, it will be very serious. If cuts have to be made, the effect on the people who live and work in this city will be very adverse. But I don't think we can give an answer that will cover all of the eventualities that may come with this financial situation until we know if we're going to default and what kind of laws are going to be applied for New York.

Pamela Veerhusen, planned parenthood administrator:



"It's obviously going to be extremely difficult to run the city with the kind of personnel cuts that are being talked about. I think that one of the things that is going to have to happen is that there is going to have to be more citizen activity—volunteers. It's going to be hard to do, but we're all going to have to pitch in. We'll have to keep the city picked-up, observe laws and help others to observe laws. I would hope that the kind of personnel cuts they're talking of is a short-lived one and that once we begin to settle back and balance ourselves financially, we can rehire back some of the people who evidently are going to be laid off.

Gordon Joachim, advisor, U. S. Public Health Service:



"I work in a city agency and the impact is going to be well-felt, I think. I think services will be severely retarded to the point that we will be looking at things that may have occurred 15 or 20 years ago that have been developed through the years, but will be lost. The rich people will not suffer but the poor will be terribly hurt by it all—those who will be remaining in the city. These are the people who are so dependent on the necessary services to function. The ones who can leave this city won't have to worry, but we've got to consider the people who can't leave.

Peter Starr, photographer:



"I think the question is almost academic considering the city may be due for a default in December and we don't yet know if President Gerald Ford will use the federal government to bail us out. The city may not be affected by cuts in such essential services as fire, police and sanitation, because if we do default, they will be maintained by the federal government. But the area that will cause the city to suffer will be education, because there has not been any talk for providing money for teachers and schools in our public school system. The young people of this city will take the brunt of that—they won't get the education and opportunities that are essential in our economy."

Robert Velez, Police Department dispatcher:



"How can the city function with all the layoffs? I'm speaking for the Police Department, because that's where I work. As a dispatcher, I couldn't give the exact statistics of how many crimes have been committed since police were laid off, but in every division we have a heavy crime rate because of the layoffs. This is no good. There must be another way that we can achieve a financial balance. I don't know what I would do if I lost my job. I have so many obligations, with four children and a car and rent—unemployment insurance probably wouldn't help much. I'm sure many people are in the same situation and that's bad for this whole city."

Marietta Arenberg, senior computer systems analyst:



"I think the City's going to be in a lot of trouble because right now we're short on police, on firemen, on sanitationmen, and I think we're going to be in even more trouble. We can't afford to get rid of any more people. There are too many jobs to be done and not enough people to do them now. It will probably cost us more in the long run to lay off any more people. I think we're all going to suffer, not only the civil service workers, but the entire city. It's really poor economics to cut back in services in this way."

MHEA Leader Urges Support Of CSEA

STATEN ISLAND—Irene D. Hillis, president of the New York State Mental Hygiene Employees Assn., issued a letter Nov. 17 to members of the State Professional, Scientific and Technical Unit asking support for the Civil Service Employees Assn. in this month's union representation election.

Ms. Hillis noted: "A great many of you getting this letter are familiar with the Mental Hygiene Employees Assn. because you belong to it. We're happy to include a high percentage of professionals in our membership. To those who are not familiar, let me just say that our organization of 8,000 mental hygiene employees goes back many years in State civil service. We know what working in civil service is all about, and we know what it's like trying to deal with our employer, the State of New York. Most of all, we know, especially since the coming of the Taylor Law in 1967, how all important it is

to be represented by an effective, experienced employee organization. We mean, of course, CSEA, the Civil Service Employees Assn.

"Although we like the idea of having MHEA as a separate organization of our own for the exchange of ideas and information on all the interests we have in common as Mental Hygiene employees, CSEA has always been our first choice as bargaining agent. The reasons are simple and clear. CSEA has the experience, the strength in numbers and ability, and the established services and facilities throughout the State that no other union can begin to offer. Over the years, and especially the tough years under the Taylor Law, CSEA has won us excellent benefits. Perhaps one of the best indicators of how good CSEA is, is the fact that several rival unions have been trying over the past several years to get CSEA to affiliate with them. They've found that they can't

fight CSEA, so now they're trying to join them.

"Negotiations this year will be tougher than ever. State employees need a solid, united front like never before. If PS&T were to switch to another union at this time, it would weaken the negotiating position of all State workers, but especially the position of PS&T.

"The so-called 'PEF' coalition of unions that's challenging CSEA in the current representation election is actually two unions, the United Federation of Teachers and the Service Employees International Union. Both of these are in severe financial trouble. Moreover, neither has anything worthwhile to offer you, anyway, except much higher dues and the usual easy promises.

"Officially, please be advised that CSEA has the wholehearted endorsement of the Mental Hygiene Employees Association in this representation election. From a personal standpoint, for



IRENE HILLIS

your own good in the PS&T Unit and for the good of all State workers, we strongly urge that you vote for CSEA and keep the excellent representation that we now enjoy."

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Jerry Finkelstein, Publisher

Paul Kyer, Associate Publisher

Marvin Baxley, Editor

Harcourt Tynes, City Editor

Charles A. O'Neill, Associate Editor

N. H. Mager, Business Manager

Advertising Representatives:

UPTOWN NYC—Jack Winter—220 E. 57 St., Suite 17G, (212) 421-7127

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TUESDAY, NOVEMBER 18, 1975



State PST Election

AS PROFESSIONAL, scientific and technical employees of the state vote this month on a union to represent them in bargaining talks with the state, it is interesting to contrast the records of the contending organizations: the Civil Service Employees Assn. and the Public Employees Federation.

There is, of course, the obvious difference of the names: "Civil Service" with its implied dedication to principles of the Merit System and "Public Employees" with its less explicit insinuation that anyone on the public payroll is acceptable.

Comparing their track records is an impossible task, since CSEA has 65 years' experience as a bargaining agent for civil servants in New York, whereas PEF came into existence mere months ago. PEF is an organization without a constitution or officers, who borrowed "staff members," including at least one who was "asked to leave" CSEA employment.

Where are these staff members borrowed from? PEF is a collaboration of four AFL-CIO unions and a Teamsters local. It is interesting to note some recent news items dealing with these groups:

- The Illinois State Employees Assn. withdrew its one-year affiliation with the Service Employees International Union, one of the PEF collaborators. The Illini had grabbed at the SEIU affiliation when Illinois gave its employees bargaining rights. It was a marriage of convenience that proved unworkable.

- The Teamsters union this month canceled agreements with 22 AFL-CIO unions to honor each other's picket lines. This action came about after AFL-CIO president George Meany denounced the Teamsters as unworthy of being called trade unionists. Another marriage of convenience that fell apart.

In addition to its bargaining success—CSEA members' salaries have approximately doubled since 1967, there are other factors to be considered in choosing a representative. One of these is the protection of members' rights.

CSEA has been particularly active and successful in its court battles on behalf of civil servants. Recently CSEA was successful in stopping the investment of State Retirement System funds into Municipal Assistant Corp. bonds and in getting Legislative lulus ruled illegal. There are many other cases still being fought in the courts and through grievance steps. The 240,000-member CSEA has been fortunate in having the prestigious law firm DeGraff, Foy, Conway & Holt-Harris as counsel, as well as enthusiastic regional attorneys throughout the state.

CSEA also has its state headquarters in the heart of Albany, directly across from the state Capitol. In addition, there are six fully staffed regional offices and another seven regional satellite offices, as well as numerous local offices to provide direct service to its members.

In addition to the frequent meetings, CSEA communications is extraordinary. There are telephone committees, direct mailings, telecopier machines between offices and a weekly newspaper to keep members informed.

We believe that professional, scientific and technical employees would be foolish to weaken CSEA's united strength as it faces admittedly difficult times in negotiating a new contract. CSEA's negotiating teams have been elected and are set to go as soon as the PST employees give CSEA their mandate.

CSEA may not be perfect, but it certainly tries to be.

Don't Repeat This!

(Continued from Page 1)
political events is that the Republicans, who are normally staid and organized, are seemingly in as much a state of disarray as the Democrats.

What is clear from the Republican point of view is that President Gerald Ford is in difficulties with his own party. Theoretically, the announcement by Vice President Nelson A. Rockefeller that he would not be a candidate for re-election, should have cut the ground out from under the candidacy of former California Gov. Ronald Reagan. But it seems to have had a quite opposite effect.

It is clear now that Reagan will make a run for the nomination, and the first contest will take place in February in the snows of New Hampshire. Moreover, the declaration of non-candidacy by Rockefeller has created concern among those in the Republican liberal wing, that a Ford candidacy will lack middle-of-the-road support and lead to disaster.

What the politicians are worried about is whether another campaign by a candidate of limited support, regardless if it be a Senator Goldwater or a Senator McGovern, can lead to a landslide win by the opposition.

In light of the Rockefeller declaration, a liberal Republican, like George C. Mathias of Maryland, has indicated that he might announce for the Republican nomination to retain the support of liberals within the Republican organization—or Rockefeller himself.

Also waiting in the wings for a possible call to the colors is former Treasury Secretary John Connolly of Texas. While Connolly has denied any special ambitions for making the race, he has been quite deliberate in asserting that he would keep his options open. Thus, if things do not turn out too well for President Ford in either the New Hampshire or the Florida primaries, Connolly seems quite ready to pick up the pieces as a kind of compromise candidate.

On the Democratic side, Alabama Gov. George C. Wallace has at long last made it official that he will seek the Democratic nomination. While all leading Democrats are certain that the Governor has no chance of capturing the prize, he is the candidate who is causing the party the greatest headaches.

In view of the large number of candidates in the Democratic field, there seems to be little question but that Governor Wallace will come to the convention in New York City with the largest single bloc of delegates. However, the problem with the Wallace candidacy is that he will have little secondary strength and virtually none among power brokers who will be manipulating prospective tickets behind closed doors until they arrive at some agreement.

The fact that Wallace can be frozen out brings but little comfort to the Democratic organization. What they fear is a bolt by the Governor, and a race by him for the Presidency on a third party ticket. Thus, Wallace is in a powerful position to play the role of a spoiler if he wishes to do so. And if he does he will carry with him a great many Democratic voters who are dedicated to the Wallace philosophy.

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THE STRAW THAT BROKE THE CAMEL'S BACK



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.

Arbitrating Staff Size

A recent decision from the Court of Appeals holds that an employee organization is entitled to arbitrate the issue of staff size since the public employer had freely agreed to negotiate concerning that subject and had included provisions on that subject in the collective bargaining agreement. The contract between the employee organization and the public employer had stabilized class size and staff size for the duration of the collective bargaining agreement. A grievance was raised on the issue of reduction in staff size in the 1973-1974 school budget.

THE EMPLOYEE ORGANIZATION alleged that this reduction was contrary to the collective bargaining agreement. The employee organization demanded arbitration pursuant to its contract seeking reinstatement of certain abolished positions. The public employer moved to stay arbitration pursuant to Article 78 of the CPLR and argued that as a matter of law and policy, staff size is within the employer's exclusive prerogative and therefore not arbitrable. In holding that the employees were entitled to arbitrate this issue, the court went into an explanation and analysis of several previous cases. It pointed out that in the **Huntington Teachers** case it was held that in the absence of statutory provisions which prohibit collective bargaining as to a particular term or condition, any subject matter in controversy between the public employer and the employee organization is subject to arbitration under a broad arbitration clause. That holding was restated and somewhat limited in the **Syracuse** case, where the court held that collective bargaining under the Taylor Law has broad scope with respect to terms and conditions of employment limited by plain and clear, rather than express, prohibitions in the statute or decisional law.

THE COURT went on to point out that those cases involved situations where the public employer and the employee organization had voluntarily agreed to negotiate with regard to certain specific terms and conditions of employment. This was distinguished from the **West Irondequoit** case, in which the court held that class size was not a mandatory subject of negotiations. The court then brought the entire matter into focus by pointing out that even though a particular issue is not a mandatory subject of negotiations, such as class size and staff size, once the parties have negotiated with regard to that matter and included provisions in the collective agreement, those provisions may be enforced pursuant to an arbitration clause except in situations where public policy would not permit it.

THERE WAS A concurring opinion which stated that it was unnecessary for the majority of the court to deal with the issue of public policy. The concurring opinion pointed out that the court should avoid assuming the role of arbiters of public policy, especially where there is a statutory scheme which carries with it its own policy considerations. The

(Continued on Page 7)

LETTERS TO THE EDITOR

Civil Service Law & You

(Continued from Page 6)

A Thank You

Editor, The Leader:

Creedmoor Psychiatric Center has given a refresher course to the stenographers in the institution for the promotion test held Nov. 1. We appreciate the efforts of the Department of Education and Training and extend our wholehearted thanks to them for doing such an excellent job.

Terry Dawson, President
Creedmoor Chapter, CSEA

Of Police Tests

Editor, The Leader:

So you want to become a cop in Nassau County? Why not? It's a good job with plenty of security, great benefits and the like. But, even more than this, you feel you can do a good job helping people. You realize it's not going to be any picnic. There are thousands of other men and women who also want the job. But you're sure you're good enough so you contact the Nassau County Civil Service Commission because they're the ones who give the exam.

But are you aware that your biggest obstacle is not going to be the other competitors for this job, but the arbitrary requirements, which have no relevance in determining whether you are capable to do the work of a patrolman, which are set down by the Nassau County Civil Service Commission.

It's true and, unfortunately, their requirements are keeping the residents of Nassau County from receiving the quality of police services they should have.

Let's start looking at where the Nassau County Civil Service Commission is at fault.

Perhaps the biggest travesty is the college requirement. According to Civil Service, "all applicants for Nassau County Patrolmen must have 64 college credits." Note that they do not say a degree, just 64 credits, and none of these has to be in police science!

Here's an example of how foolish this ruling is. There are 3,000 New York City cops who are laid-off. Many of these are Nassau County residents and some have as much as five years experience in the field of police work. Yet, no matter what mark they get on the Nassau County Civil Service exam, they cannot become a patrolman unless they have 64 college credits. But a person just out of college with 64 credits in animal husbandry or floral arranging, is, according to the Nassau County Civil Service Commission, better qualified to become a cop in Nassau.

Somehow it just doesn't sit right with me knowing that the Civil Service Commission feels a

tree trimmer or window decorator is more qualified to become a county patrolman than a laid-off cop, even if the laid-off cop gets a better mark.

Of course it's not all that bleak for the laid-off cop. He can always get on one of the 16 village police forces here in Nassau County. Or can he?

New York City follows the hiring guidelines set down by the Municipal Police Training Council in Albany. That means he can "be 5'7" tall and have vision that is 20/40, correctible to 20/20.

The Nassau County Civil Service Commission says "all candidates must be at least 5'8" and have 20/30 vision; no allowance for correction." They also insist on these requirements for the 16 village forces.

Then they include this reminder: "If you are found to be medically unqualified as of the date of the medical examination, this disqualification will be final for the examination in process. Submission of medical evidence from a private physician alleging you are qualified will not affect this determination." That means that they can allege that you are 5'3" tall and blind, even if you're a pro basketball player

who's studied to be a brain surgeon!

So if they say you're blind and 5'3" tall, you'd better believe them, because there is no appeal process with the Nassau County Civil Service Commission.

If you are an alleged bank robber or an alleged murderer, you can get an appeal. But, if you fail the Nassau County Civil Services physical, you're out of luck.

Somehow this just doesn't seem right.

Paul Agruso
Lynbrook

Invest Salaries?

Editor, The Leader:

I would like to offer the following as one more suggestion toward contending with New York City's and New York State's financial difficulties.

Pay a reasonable percentage of all City and State salaries in negotiable long-term City and/or State bonds (from 10 to 25 percent of all salaries) in various denominations which would bear some small rate of interest (not more than 2 percent per annum).

Isidore Weinberger
Brooklyn

court said, "It can hardly be disputed that legislative concern, activity and enactment are at the heart of the sensitive and growing field of labor relations in the public sector, not only in New York, but throughout the nation." The concurring opinion emphasizes that there is a well recognized statutory preference for collective bargaining and arbitration and that these forums should be used freely. It is not the duty of the court to encourage litigation but rather to look for resolution of differences in public employment disputes by the parties themselves. *Susquehanna Valley School District at Conklin, Appellant, v. Susquehanna Valley Teachers' Association, et al., Respondents, Court of Appeals, 10-29-75.*

Questions & Answers

Q. My husband is severely disabled and we think he's eligible for supplemental security income. I've heard that disability claims take a long time to process, and we need money now. Is there some way we can get some money to help us while he's waiting on his claim?

A. Under the law, a person who is found to be presumptively disabled and is otherwise eligible can get supplemental security income payments for up to 3 months while he waits for the decision on his disability claim.

An applicant can be presumed disabled if he has one of the following conditions: loss of two or more limbs; loss of a leg at the hip; total deafness; immobility (or bed confinement); stroke; cerebral palsy, muscular dystrophy, or muscular atrophy; diabetes with the loss of a foot; Down's Syndrome; or severe mental deficiency. When your husband applies for supplemental security income, the people in the social security office will tell him if he can get presumptive disability payments.

STORM WARNING - It came howling out of the desert: Scirocco by Volkswagen. And, like the desert wind it's named after, this automobile took people by storm. There is a 1.6-liter overhead-cam engine that means 0 to 50 in a blistering 7.5 seconds. Plus a free hatchback, rack-and-pinion steering and front-wheel drive. Yet, for all its power and performance, the EPA estimates that the standard shift Scirocco got 39 highway mpg and 25 in the city. Your actual mileage may vary, depending on driving habits, car condition and optional equipment. Power plus performance. Scirocco for 1976. So lean of line and sleek of look that, even standing still, it will take you by storm.



Don't Repeat This!

(Continued from Page 6)

In all of this, New Hampshire will become the focal point of political observers. Actually all the politicians know that the votes in New Hampshire will prove nothing in terms of clues to how the rest of the nation thinks. However, there is an overpowering psychological factor in politics. And no one dares deny the psychological impact of a victory or defeat in that state.

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



WHAT WENT ON AT CSEA CONVENTION?

Booths were set up to provide information on special topics . . .



CETA information was available from Donald Webster, president of White Plains unit. Joining Mr. Webster at table is Albany's Peggy Kozlowski as Westchester local 860 secretary Irene Amaral looks over brochures.

(Leader photos by Ted Kaplan)



CSEA director Jack Weisz (Correctional Services) stops by to consult with attorney Marge Karowe at the booth for legal services. Ms. Karowe is with CSEA counsel DeGraff, Foy, Conway and Holt-Harris.



Town of North Hempstead's Anthony Giannetti and Nassau County Health unit president Mary Calapietra stop by Ter Bush and Powell insurance booth manned by Ronald Lacey. In background are booths for field services and RSVP.

Meetings were held according to the four bargaining units . . .



Kings Park Psychiatric Center chapter 411 president Gregory Szurnicki was dynamic speaker during Institutional Bargaining Unit meeting to discuss contract demands to be put on the table in negotiations with state.



CSEA collective bargaining specialist Paul Burch, left, listens as Hudson River Psychiatric Center chapter 410 president Rick Recchia speaks out in meeting of Professional-Scientific-Technical Bargaining Unit delegates on second day of convention.

Staff members were on hand to provide professional advice . . .



James Bourkney, left, a CSEA director (Mental Hygiene, Western) and president of West Seneca Developmental Center chapter 427, confers with the union's assistant program specialist, Bernard Ryan.



Heidi Swits, of the headquarters RSVP unit, and David Talcott, computer services manager, demonstrate the information retrieval equipment to CSEA director John Mauro (Rockland County).



Clinton Correctional Facility chapter 154 president Ronald Marx gets legal advice from attorney Algird White, as the two men discuss problems being faced at the upstate institution.

Chapter leaders learn from each other . . .



Broome County chapter 804 first vice-president Ruth Marsh, center, stops by to check news with Cortland County chapter 812 alternate delegate Donald Crandall and delegate Janet McEwen.



Education chapter 657 second vice-president Gerry Dickson and Insurance chapter 666 president John Fitzgerald discuss implications of delegates' No Contract—No Work decision as part of negotiations timetable.



Middletown Psychiatric Center chapter 415 president Alexander Hogg, left, compares views with Edward O'Donnell, president of neighboring Mid-Hudson Psychiatric Center chapter 448 in Southern Region III.



Delegates line up to register at various tables set up to check credentials of arriving chapter representatives. Identifiable here are, from left, Nonie Kepner Johnson, Law Department chapter 672 and Albany Region IV social chairman; Vincent Rubano, State Insurance Fund chapter 351 president and New York City Region II first vice-president, and Genevieve Clark, Roswell Park Memorial Institute chapter 303 and Western Region VI first vice-president.



John Wyngaard, president of CSEA chapter 444 at Upstate Supply Support Distribution Center, takes turn at microphone.

CSEA Restructuring Committee Report

The restructuring committee of the Civil Service Employees Assn. is chaired by A. Victor Costa, of Workmen's Compensation, with committee chairman-designate C. Allen Mead, of James E. Christian Memorial Health Department, and committee members Ernest Wagner, George Koch, John Adamski, Salvatore Moga-vero, Charles Ecker, Nicholas Puziferri and Jack Welcz.

PROGRAM EVALUATION

Regions: The single outstanding proposal made by the Restructuring Committee was to Regionalize CSEA. We now find, as projected, better communications, local autonomy, growth and interest. Each Region is now guaranteed a voice at the Presidents' meeting.

However, we are experiencing new developments, namely the Regions should not be permitted to overshadow the work of the Association. We should not permit 8 CSEA's. There must be unity. The President, the Board of Directors and interested parties must meet this challenge in the years to come. Second, we cannot afford a power struggle as to who manages the Region. The Board and your delegate bodies must be very definite as to who does what.

The Regions are functioning well. Our Regional and satellite offices are a source of pride both on the statewide level and locally.

The voice of the grass-root membership is better heard through the chapter executive committee, Regional Executive Boards and a better committee system.

The Trial Boards, although new, seem to fill a void in the discipline a union must exert on its members. The Trial Board concept needs polishing and better direction.

Our Regions are now elected by members in a region — a true democratic concept.

Chapters: Our chapters have adopted a uniformed system of operation. We are now beginning to do things together, still maintaining the autonomy principle. Today our chapters enjoy better input as evidenced by interest in CSEA affairs. This must also be attributed to the Taylor Law. Members are more and more becoming involved when bread and butter issues are in the forefront.

Committees: Reduction of committees at every level of CSEA has reduced conflict of effort, expense and increased Region, Chapter and Association input to all committees. All of our committees have mandated operating procedures. All committees have regional representation. All committees have knowledgeable members in the committee's charge.

The Board of Directors: The Board of Directors has received a true balance of representation. In doing so we created other problems which were unknown to us at the time we discussed the Board. The main problem is its huge size and mass misunderstanding in general. More

on this is within this report.

Fiscal: We have made a complete turn from fiscal confusion to fiscal responsibility. The new comptroller and the new CPA have established new fiscal practices which if not implemented we would have had a dues increase many months ago. Our escrow account was a source of comfort during our recent crisis. Our purchasing, investment and budgeting policies have all been changed.

Training: The committee to Restructure is not satisfied with our training procedures. Our training and development should be geared to our chapters and unit and become more personal. We have an outstanding administrator. We have appropriated funds, we have a training committee. We have changed the duties. We have a manual. In studying we find the answer is that the area of responsibility is too vast. A new proposal is within this report.

Field Services: This is another area which not only your restructuring committee is interested in but the Board is conducting a separate study. With so many problems in every region, chapter, units, the question remains: "Are we using our field services to the maximum or are there areas of improvement?" A study by the new committee should be jointly undertaken with the special Board Committees, the Personnel Committee and the FSA. Their findings should be brought forth to the next delegate body.

Negotiations: Our negotiations on the State Level are not the most acceptable. Recent events displayed the fact that many of our teams were totally ignorant of the background, the facts and progress. More on negotiations are herewith presented.

Legal Services: CSEA must be proud of its legal services program and the number of cases we have won for our members. This truly is the heart of any union. The committee, however, feels we are burdening our legal staff with too many

responsibilities... legal services, lobbying, negotiations and all legal questions as to Region, Chapters, Board, and the Association. Some of these duties should be re-assigned.

Organizing: We are still very critical of organizing efforts. Believe it or not, we have had no banner year in the recruitment of new members. It is true in the State Division new members are scarce. Only an agency shop will help. However, in the schools we have a potential of 27,000 non-affiliated employees, and in other political subdivisions 222,000 non-affiliated employees. A more accurate reporting system of planning is mandated.

Internal Staffing: With the establishment of 2 assistant executive directors, we have been able to create a better line of communications for each of the 2 main divisions of CSEA. It is too soon to judge their effectiveness. Our contract concept with the 7 managerial positions seems to work out well. Better contracts will be developed as experience is gained.

Our CSEA employees now have a professional personnel manager to assist them in their problems and overseeing the observation of the provisions of our two unions.

Purchase and Headquarters care with emphasis on office and regional services is also under the direction of one responsible employee.

EDP: The greatest area of concern for the past 10 years has been our computer services. Our present operation under the direction of a professional and skilled technician has brought our system to modern day EDP management. A significant step has been the installation of a terminal. We can say that our State account and membership accounts are current. Our Local Government accounts are about to become current.

The mailing of the ballots has proved to us that our EDP listing is correct with 97 percent accuracy.

Our Research and Statistics were

priceless in the past negotiations and now with regional research position filled, more pertinent and current information can be expected.

Our Public Relations Section has assisted us 100 percent and their everyday effectiveness was witnessed by the largest demonstration ever gathered in Albany. Again, with Region Public Information positions now filled Regional public relations will be an everyday operation, ever enhancing the CSEA image.

We have tried to give you a bird's-eye view of the proposals adopted and their evaluation. The process is an ongoing one — changes must be made with new facts and experience. With time this will happen.

Since the work of the committee is no longer to restructure, its work now is one of evaluating, planning and setting procedures. We have recommended the new name of the committee be Committee on Methods, Planning and Procedure.

(Additional coverage of restructuring report will be featured in future issues of The Leader.)



It was an action-packed moment as Robert Comeau, president of CSEA chapter 159 at Eastern New York Correctional Facility (Napanoch) gestures emphatically to make his point during departmental meeting.



Mary Kennedy, of Western Thruway Authority chapter 056, takes notes during Authorities departmental meeting. Seated with her is CSEA collective bargaining specialist John McGraw. This was one of many departmental meetings held on first evening of the six-day convention in Niagara Falls last month.



Kingsboro Psychiatric Center chapter 402 president William Cunningham contributes to discussion, as delegates from three other Mental Hygiene institutions await their turns. Waiting, from left, are Dorothy Moses, Willard PC chapter 428; Gary Guisinger, Marcy PC chapter 414, and James Gripper, Kings County DC chapter 447.

Promotion Exams For Clerks, Engineers, Nurses, Others Set

ALBANY—The State Civil Service Department is currently accepting applications for promotional jobs as account clerks, audit clerks, statistics clerks, thruway storekeepers, and supervisors, draftsmen, nurse administrators and sanitary engineers. Applications will be accepted until Dec. 8, with examinations scheduled for Jan. 17, 1976.

State employees with three months' experience in a clerical post allocated to Grade 3 or higher may apply for the clerical positions exam, 35-874. Account clerk, audit clerk and statistic clerk vacancies will be filled from this test. The written exam will test knowledge in areas such as arithmetic computations, name and number checking, alphabetizing and following directions.

For principal thruway storekeeper, exam 35-882, candidates must have one year's work as a senior thruway storekeeper or thruway stores assistant. The \$10,826 a year post is also open to individuals in clerical positions allocated to Grade 7 or higher. Assistant thruway stores supervisor, exam 35-881 is open to workers with one year's experience as a principal thruway stores supervisor or two years' as senior thruway storekeeper. For thruway stores supervisor, exam 35-880, one year as an assistant thruway stores supervisor or two years' as principal thruway storekeeper is necessary.

The Jan. 17 test will include questions on storekeeping and inventory control; preparation of written material; administration; and supervision.

State workers who have served in a drafting post at Grade 8 or higher may apply for the G-11 post of senior draftsman (architectural), exam 35-878. One year's experience as a senior draftsman (architectural) will qualify applicants for principal draftsman (architectural), exam 35-879. Knowledge of drafting techniques, architectural prac-

tices, mathematics and architectural layouts and details will appear on the written test.

Nurse administrator I (psychiatric), a G-19 post, is open to employees of the Mental Hygiene Department who have one year's experience as a nurse II, G-15. Applicants must also have two years of college in courses in nursing, psychology and sociology. No written test will be held, with candidates being rated on the basis of their training and experience.

For assistant sanitary engineer (design), a G-19 job, candidates must have served in an engineering post with the Office of General Services, Executive Department for at least one year. The work must have been at the G-15 level or higher. Senior sanitary engineer, a G-23 post, is open to General Services workers in an engineering position allocated to G-19 or higher and one year's experience.

The written exam will test for

knowledge in sanitary engineering planning; site drainage; hydraulics; contract documents; and preparation of written material.

Employees of the Environmental Conservation Department with at least one year's experience in an engineering post allocated to G-23 or higher, may apply for associate sanitary engineer (solid waste management). The written test for the G-27 job will include questions on resource recovery technology; construction methods; state and federal solid waste management laws; and supervision.

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

SLA, Employee Reps To Meet

MANHATTAN — A labor-management meeting will be scheduled shortly between State Liquor Authority employee representatives and representatives from the office of SLA Chairman Michael Roth for a discussion of employee requests.

Anthony M. Papa, a Civil Service Employees Assn. delegate and an employee committee member noted that nearly all the employee requests are items in-

tended to increase productivity and efficiency in the SLA while reducing operational costs.

Among the suggestions to be proposed at the coming meeting, Mr. Papa said, is one to permit SLA inspectors to make routine investigations singly, instead of in pairs, as is now the practice. Another involves the sponsorship of legislation by the SLA to empower investigators to administer oaths and thus eliminate the payment by the agency of notary public fees.

Federal Retirees Schedule A Meeting

BROOKLYN — The next War Memorial, Fulton and Orange Streets on Cadman Chapter 500, National Assn. of Retired Federal Employees, will be held Saturday, Nov. 22, at the Kings County Plaza near Brooklyn Borough Hall. Time is 1 p.m.

SAVE A WATT

"CHICAGO" IS A MARVEL!
—Time Magazine

"THE BROADWAY MUSICAL AT ITS BEST."
—Newsweek Magazine

GWEN VERDON · CHITA RIVERA
JERRY ORBACH
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Mancini, Saffer Share Top Idea Award

ALBANY — Twenty-one state employees won a total of \$945 in cash awards in October for money-saving ideas submitted to the New York State Employee Suggestion Program. The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total \$4,553.

\$200—Joint award to Tommaso Mancini, Deer Park, and Ethan J. Saffer, Port Jefferson, employees of the Office of Drug Abuse Services in Brooklyn.

\$100—David J. Lynch, Schenectady, Office of General Services, and John Meenaghan, Flushing, Department of Taxation and Finance.

\$50—Bernard J. Gerrer, Binghamton, Department of Transportation; Mildred Bessenbacher, Albany; Claudia J. Olejnik, Delanson, and Christine Yeandle,

Schoharie, all employees of the Department of Taxation and Finance.

\$35—Christine Tarbox, Albany, Division for Youth, and Sylvia M. Cureton, Troy, Tax and Finance.

\$25—Gloria J. Conti, Jericho; Catherine M. Owens, Mineola, and Edith Reksoc, Amsterdam, all Tax and Finance; Julia H. Kennelly, Bayside, and a joint award to Anita Orsino, New Baltimore, and Jeanne L. Veltri, Hannacroix, all Department of Motor

Vehicles; Michael H. Roman, Lowville, Department of Agriculture and Markets; William G. Zielinski, Lancaster, Department of Transportation, Barbara L. Mowrey, Troy, Division of State Police; Meryl Amster, Queens Village, Department of Social Services, and two awards to Joyce F. McDermott, Lima, also Social Services.

Cash award winners also receive certificates of merit. Certificates of merit also were awarded to Mark G. Anderson, Hamburg; Paul G. Bardotz, West Seneca, (two awards); Kirk Beck, Buffalo; Anthony LaSpada, Dunkirk, and John H. Vjgrass, Tonawanda and Robert E. Crawshaw, Lockport, all Transportation, and George W. DeLong, Dansville, Department of Mental Hygiene. (Mr. DeLong is a former Civil Service Employees Assn. statewide vice-president.)

LEGAL NOTICE

Largo Properties, c/o William O. Burnett, Shaw & Co., 120 Broadway, NYC. Substance of Cert. of Ltd. Partnership, duly signed and executed by all partners and filed in the N.Y. Co. Clks Office Aug. 29, 1973. Business: to purchase all rights to one or more motion pictures for the United States and Canada, and to distribute exploit and turn to account the rights at any time held by the Partnership in connection therewith and for no other purpose. General Partner: William O. Burnett, 25 Strawberry Hill Avenue, Stamford, Conn., who has contributed \$1,000, P & L Percentages 1%. Limited Partner: Bruce Balaban, 200 Central Park South, NYC., who has contributed \$1,000, P & L Percentage, 99%.

The Partnership term shall commence on the day upon which pursuant to the Partnership Law of the State of New York, the Certificate of Limited Partnership is duly filed in the office of the County of New York, and thereafter from year to year, and shall terminate on December 31, 1999, unless sooner terminated. No additional contributions may be required to be made by the Limited Partners of the Partnership. The contribution of each Limited Partner shall be returned to him at such times (after distribution of the motion picture has commenced) as the Partnership has paid or made reasonable provision for all debts, liabilities, taxes and contingent liabilities; all cash received from time to time by the Partnership in excess of said cash reserve shall be paid to the Limited Partners until their total contributions shall have been thereby fully repaid, and thereafter, in accordance with their Partnership percentages, after payment of five (5%) percent to the General Partner as compensation. No Limited Partner shall have the right to substitute an assignee in his place, without the written consent of the General Partner. The General Partner may admit additional Limited Partners into the Partnership. No Limited Partner shall have any priority over any other Limited Partner as to contribution or as to compensation by way of income. In the event of the death, retirement or disability of the General Partner, the General Partner shall cease to function or have any authority as General Partner and the Partnership shall be dissolved and liquidated unless within 80 days thereafter all of the Limited Partners have given notice to the Partnership to continue the Partnership and thereafter the holders of a majority in interest of P & L percentages elect a successor General Partner. No Limited Partner may demand and receipt property other than cash in return for his contribution.

LEGAL NOTICE

CRYSTAL & CRYSTAL

—Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on October 2, 1973. Name and principal place of business—Crystal & Crystal, 235 Park Avenue South, New York, N. Y. Nature of business—to furnish office and management services. General Partner—Bernard S. Crystal, (Residence) 119 Meadowview Avenue, Hewlett Bay Park, New York. Limited Partner—Frederick H. Crystal, (Residence) 78 Neptune Avenue, Woodmere, New York. (cash contribution) \$100. (share of profits) 33-1/3%. Term of Partnership—July 1, 1975 to June 30, 1979, unless sooner terminated. No additional contributions required to be made by any Limited Partner, but failure to contribute when called upon may result in diminution of limited partnership interest. No agreed time prior to termination for return of Limited Partner's contributions. A Limited Partner may transfer his interest in the Partnership to a member of his immediate family or gift, devise or descent, all as more fully set forth in the Partnership Agreement, may assign his interest on notice to General Partner, but may substitute an assignee as a new limited partner only upon unanimous consent of all General and Limited Partners, all as more fully set forth in the Partnership Agreement. Additional limited partners may be admitted upon the unanimous written consent of all General and Limited Partners upon such terms as said Partners unanimously decide. No Limited Partner has priority over any other Limited Partner as to contributions or compensation by way of income. Partnership is dissolved upon the death, incapacity or retirement of a General Partner except that in the case of retirement, a new general partner may be admitted, all as provided in the Partnership Agreement. No Limited Partner has right to demand property other than cash in return for his contribution.

LEGAL NOTICE

469 GEORGIA AVENUE ASSOCIATES,

293 Central Park W. NYC.—Substance of Certificate of Limited Partnership filed in New York County Clerk's Office October 15, 1973. Business: Sell, purchase trade and deal in real property, mortgage leases and all other interests in real property. General Partners: Ralph I. Eagle, 940 Grand Concourse, Bronx, N.Y.; Joseph Kurtz, 72-39 43rd Ave., Woodside Queens, N.Y.; Samuel D. Hoffman, 293 Central Park West, N.Y. Limited partners' cash contribution and share of proceeds: Emma R. Hoffman, 293 Central Park W., NYC., Samuel Greenberg, 116-10 126th St., Cambria Hs., Queens, NY; Ivan Goch, 19131 NE 20th Rd. N. Miami Beach, Florida; \$4,000 each, 11-1/9% each. Partnership to continue until midnight April 4, 1977, and may be further extended for a period of 5 years. None of the limited partners have agreed to make any additional contribution. Contribution to be returned upon termination. No additional limited partners. No limited partner has priority over any other limited partners as to contribution or compensation. On death, protracted disability, retirement or insanity of any one or two general partners the remaining general partner or partners may continue. No limited partner may demand or receive property other than cash in return for contribution. Each partner may assign or otherwise dispose of his interest and must notify partnership of such action by certified mail to partnership place of business 5 days prior to such action, giving name, business and residence address of person to whom disposition made. Such assignee bound by all the terms and provisions of this agreement, subject to other agreement of partners of even date (April 5, 1967).

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EXAM 35-802
DIR OF ELECTRONIC DATA PRO
OPTION A
Test Held June 21, 1975
List Est. Oct. 8, 1975
(Cont. from Previous Edition)

9 Dwyer Thomas J Albany82.8
10 Oppe Richard C Albany80.8
11 Masrotaro B Castleton80.2
12 Lubinski Eugene Albany77.9
13 Zuk Theodore W Schenectady74.1
14 Syrett George J Selkirk73.3
15 Reintema R C Rensselaer72.5
16 Horan John J Albany71.8

OPTION B
1 Priess Gilbert Duaneburg76.0

EXAM 35-812
SR FLD REP OFC FOR AGING
Test Held June 21, 1975
List Est. Oct. 15, 1975

1 Lakritz Leland Elnora85.4
2 Benson John H Albany84.3
3 Killian Richard Albany83.1
4 Walter Steven T Delanson81.6
5 Alleyne Barbara NYC81.2
7 Vandenberg W H Latham79.3
8 Snyder John J Nassau75.6

9 Murray David R Amsterdam75.3
10 Koch Lauren R NYC72.3
11 Barton Gail M Schenectady71.3
12 Nilson Betty J NYC70.2

EXAM 35-853
DIR OF ELEC DATA PROC
OPTION A
Test Held June 21, 1975
List Est. Oct. 8, 1975

1 Perry David Slingerlands99.0

OPTION B
1 Albrecht Robert Scotia84.5

EXAM 34-745
SR CLERK
Test Held May 3, 1975
List Est. Sept. 2, 1975
(Continued from Last Week)

171 DeForge James M Troy92.4
172 Reilly Helen H Albany92.4
173 Hallenbeck Beth Beaver Dams92.4
174 Lynch Michael D Delanson92.4
175 Harvey Don S Buffalo92.4
176 Allen Barbara R Kings Park92.4
177 Williams Joan F Albany92.4
178 Doyle Judith E Schenectady92.4
179 Kabanek Bonnie Schenectady92.4
180 Wakefield David Loudonville92.4

181 Jacobson B A Saratoga Spa92.4
182 Volke Frances P Watervliet92.4
183 McDonald Joyce E Greenbush92.4
184 Thomas Michael Albany92.4
185 Liou Mimi Albany92.4
186 Endick Louis Forest Hills92.3
187 Connolly M C Albany92.3
188 Gow Nancy J Conklin92.3
189 Cohen Ben NYC92.3
190 Holmes Evelyn S Smithtown92.3
191 Chunis Dorothea NYC92.3
192 Smith Carol A Whitesboro92.3
193 Weiss William E Albany92.3
194 Coward J R Cobleskill92.3
195 Zeis Susan C Old Chatham92.3
196 Cross Christina Schenectady92.3
197 Lobe Anthony C Albany92.3
198 McBride Walter Brooklyn92.2
199 Jurczak Evelyn Clayville92.2
200 Heitzman Gerald Feura Bush92.2
201 Delarosa Julia Mechanicville92.2
202 Paluba Michael Rensselaer92.2
203 Cohen Donda Syracuse92.1
204 Spiegel Morris Bronx92.1
205 Gilbert Peter M Colonie92.0
206 Redmond Helen L Auburn92.0
207 Kelsey David P Clinton92.0
208 Reep Gertrude M Fredonia91.8
209 Baickle Rose Z Melrose91.8
210 Veneske Daniel Troy91.8
211 Stone Faye A Watertown91.8
212 Coventry Donna Gowanda91.8
213 Petersen Karin Albany91.7
214 Dilello C B Albany91.7
215 Merritt K J Oswego91.7
216 Whitney Theresa Merrick91.7
217 Traflet Holly A Delanson91.5
218 Francesconi C I North Troy91.5
219 Fritz Ethel C Rochester91.5
220 Brunwell Betty Schenectady91.4
221 Gray Victoria A Schenectady91.4
222 Vandusen Emille Delmar91.4
223 Conrad Deborah Schenectady91.4
224 Neary Suzan B S Bethlehem91.4
225 Lander Marilyn Artpport91.4
226 Brier Ida S Rhinecliff91.4
227 Lang David C Brockport91.4
228 Zummo John F Brooklyn91.3
229 Wayman Nancy A Duaneburg91.3
230 Cutty Robert B Albany91.3
231 Delehaeny Mary Albany91.3
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241 Donohue Harriet Staten Is91.2
242 Debonis Paul B Troy91.2
243 Falise Terry A Oswego91.2
244 Miller Laurel A St James91.2
245 Fox Berel Brooklyn91.2
246 Scalia Nancy A Elmira91.2
247 Dasenbrock John Schenectady91.2
248 Niedzieski B L Cheektowaga91.2
249 Knapp rances K Sommir91.1
250 Dandoo Kathleen Apalachin91.1
251 McIntyre Linda Albany91.1
252 Gowie Orville C Troy91.1
253 Siragusa Linda Tonawanda91.1
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268 Shoemaker P A Albany91.0
269 Adams Lorraine Earlville91.0
270 Cebowski John A Watervliet91.0
271 Sullivan M P Latham90.9
272 Dornbush John P Albany90.9
273 Kenyon Margaret Syracuse90.7
274 Hoyte Judith A Rome90.7
275 Vanschaack S R Coxsackie90.6
276 Winner Suzanne Gilbertsvil90.6
277 Vollmar Joan H Buffalo90.5
278 Murray E S Buffalo90.5
279 Kuhner Mary E Schenectady90.5
280 Carter Mary M E Moriches90.5
281 Carlisle P Buffalo90.5
282 Pritchard K Puffy Albany90.4
283 McKoon Richard Fredonia90.4
284 Tepper Judith Levittown90.3
285 Northrup John J Amsterdam90.2
286 Renaldi Stephen Troy90.2
287 Williams Judith Marcy90.1
288 Quinn Philip B Troy90.0
289 Nicoll Deborah Troy90.0
290 Rosri Iiona Brewster90.0
291 Sherman Gail C Schenectady90.0

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ENGINEERS. F/Pd. \$Hi Sal. Local-national-international. We have numerous positions open for all types of engineers with all types of backgrounds and at all levels. Try us. Come in, call, or send your resume to: John Brady Personnel Inc., 18 East 41 Street, Suite 104, Mezzanine.

EXECUTIVE Secretary to Administrator. Civil Rights organization. "fee paid" \$200. Archer Personnel Agency, 301 Madison Ave. YU 6-7373.

FIGURE Clerks. Winston Agency, 18 E. 41st St. 889-1700.

FRENCH/English Secy. Typing 50-60 wpm. Fashion—fee pd. \$200 plus. Archer Personnel Agency, 301 Madison Ave. YU 6-7373.

INVENTORY Clerks. Atlas Temps (agency), 194 7th Ave. (21st) 243-4910.

LOADERS. Atlas Temps (agency) 194 7th Ave. (21st St.) 243-4910.

MACHINE Operators Key punch, console, etc. Winston Agency, 18 E. 41st St. 889-1700.

MAILROOM: Pitney Bowles, mail rates (domestic & foreign) sorting, inserting. Atlas Temps (agency) 194 7th Ave. (at 21st St.) 243-4910.

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PLATE Makers, Printers. Atlas Temps (agency) 194 7th Ave. (at 21st.) 243-4910.

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READY TO MAKE THE CHANGE? How much longer are you going to wait? We are a full service employment agency, specialists in recruiting of executives for middle and upper management. Plus a full range of office clerical staff openings. No contracts to sign. Most of our jobs are fee paid. Come in—call us or send your resume to: John Brady Personnel Inc., 18 East 41 Street, Suite 104, Mezzanine.

RECEPTIONIST. Fee paid \$125/150. Hotel chain. Vacation benefits. Meet & Greet, answer phones, typing. Mohawk Placement Service, 15 Maiden Lane, 233-4950.

RECEPTIONIST—Model. Will do receptionist work and also model for buyers. Mfg. Co. Salary to \$150. Mohawk Placement Service, 15 Maiden Lane, 233-4950.

RECEPTIONIST. F/PD. \$Hi Sal. Like to meet people? A diversified job for an attractive, well dressed, personable person, for a plush mid-town company. John Brady Personnel Inc., 18 East 41 Street, Suite 104, Mezzanine.

RECEPTIONIST Typist. Must have front desk appearance and pleasing personality to greet customers. Phone exp. helpful. To \$150 wk. Mohawk Placement Service, 15 Maiden Lane, 233-4950.

SECRETARIES: Good steno. (80 wds. up) Typing, at least 50 wds. Atlas Temps (agency), 194 7th Ave. (at 21st St.) 243-4910.

SECRETARIES—9: Steno/No Steno/Dict. Expansion. Career openings in several depts. Apply immed, start when you can. Eve interviews if nec. Cosmopolitan (agency) 15 E. 40St.—Suite 300. 686-9139. No fee.

SECRETARIES: Many spots available for those who have good typing & steno ability 50 typ./90 sten. Salaries range anywhere from \$125 to \$200 weekly. Mohawk Placement Service, 15 Maiden Lane, 233-4950.

SECRETARIES: Many positions available in all locations from Jr. to Executive. all industries. Never a fee. Never a contract. S to 225. Uniforce Personnel Agency, 41 E. 42nd St. 986-0600.

SECRETARIES: Winston Agency, 18 East 41st St. 889-1700.

SECRETARY: Fee paid \$185-210. International Public Relations dept. of a NON-PROFIT organization. Cornwall Agency, 179 Broadway, 349-2520.

SHIPPING CLERKS: Atlas Temps, 194 7th Ave. (at 21st St.). 243-4910.

STATISTICAL TYPIST: Must be able to use long carriage typewriter. Able to type financial reports. Salary to \$175. Mohawk Placement Service, 15 Maiden Lane, 233-4950.

SYSTEMS: Winston Agency, 18E. 41st St. 889-1700.

TYPISTS: Winston Agency, 18 E. 41st St. 889-1700.

TYPISTS: (at least 60 wds.) exp. in letter/mail shop very helpful or in publishing, advertising, printing or banks.

TYPISTS. Free jobs. \$Hi salary. Experienced typists. See us first—start work next Monday. Positions open in all areas. Uptown, downtown. These companies offer excellent benefits plus bonuses and a happy working atmosphere and most important, job security plus a wonderful vacation policy. No contract to sign at: John Brady Personnel Inc., 18 East 41 Street, Suite 104, Mezzanine.

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Most effective is the teamwork approach of psychiatrists, nurses, psychologists, social workers, occupational and recreational therapists. All modalities of psychiatric treatment are available - individual and group psychotherapy, hypnotherapy, electroshock, new multi-vitamin and supplemental drug therapy. Bright cheerful colors and spacious socialization areas immediately key this modern therapeutic approach to the care of the mentally and emotionally ill, the drug and alcohol addicted and those in need of custodial care.

Entrance to Brunswick Psychiatric Hospital is at 81 Loudon Avenue (directly off Broadway - Route 110)

For Color Brochure Call 516-264-5000, Ext. 227/Hospital of Physical Disabilities; Ext. 280/Psychiatric Hospital



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366 Broadway, Amityville, New York 11701
Tel: 516 - 264-5000

The Newest Seneca Is Hi-e-wah-shun-nes



CSEA president Theodore C. Wenzl appears in feathered headdress symbolizing his adoption by the Seneca Indian Nation. The union leader was given the adoptive name of "Hi-e-wah-shun-nes" which means "organizer, planner."



Roland Block, center, who served as master of ceremonies at the Southwestern chapter installation, joins the chapter's new officers. From left are treasurer Douglas Wallquist, president Mary A. Converse, secretary Sharon L. Fellows and vice-president Jerry Bromley. Mr. Block is regional administrator of the Allegheny State Park and Recreation Commission.



An Indian social dance followed adoption ceremonies of Dr. Wenzl by the Seneca Nation. Southwestern CSEA members in the line are Lorraine Milbrandt, Bennett Wheeler who is also a member of the Seneca Nation, and Al and Marie Sharpe.



Another view of the social dance with Colleen Johnnyjohn, Dr. Wenzl's Seneca clanmother, leading. The CSEA leader is at right and in the center are Robert Hoag and his wife. Mr. Hoag is president of the Seneca Nation.

OLEAN—"There are parallels in traditions of democracy and equality of sexes between your union and our Nation," said Robert C. Hoag, president of the Seneca Nation, following adoption by the Senecas of Theodore C. Wenzl, president of the Civil Service Employees Assn.

A surprise for Dr. Wenzl, the high honor was bestowed on him at the recent installation dinner-dance for officers of the 150-member Southwestern chapter 107, CSEA, at the Castle Restaurant here.

Explaining the parallel traditions, Mr. Hoag noted that the Seneca Nation has always arrived at decisions for the common good at "Long House" meetings, where the issues are discussed and decisions made by consensus and where both males and females have always participated.

"Your union, I've been told by Senecas who belong to CSEA, also has a rich tradition of giving everyone a voice and of having equal participation of both sexes," Mr. Hoag said, noting that the president of the chapter, Mary A. Converse, was a woman and that CSEA had its first woman president 42 years ago.

Others Honored

Mr. Hoag welcomed Dr. Wenzl into the Seneca Nation following a warm and colorful ceremony conducted by well-known Indian dancer Richard Johnnyjohn, his wife, Colleen, who became Dr. Wenzl's clanmother, and other members of the Johnnyjohn family presenting and explaining traditional Indian dances.

Ms. Johnnyjohn is also clanmother to Vice President Nelson A. Rockefeller who was adopted by the Senecas while he was Governor of New York. Among others accorded the rare honor are the late Senator Robert F. Kennedy and "super-builder" Robert A. Moses.

Clanmothers have traditionally elected Seneca chiefs.

Dr. Wenzl, who was given in perpetuity the name, "Hi-e-wah-shun-nes" which means "organizer, planner" is the first labor leader to have been adopted by the Senecas.

He was nominated for the honor by chapter president Converse, who prepared a resume of Dr. Wenzl's career and submitted it to the Seneca Nation for consideration.

"We always give Dr. Wenzl a gift or plaque when he visits the area, but this year we wanted to do something different," Ms. Converse explained.

Besides Ms. Converse, others installed were Jerry Bromley, vice-president, Sharon C. Fellows, secretary, and Douglas Wallquist, treasurer.

Outgoing secretary Alice Zanello received a gift and special thanks from Ms. Converse for her work in arranging the dinner.

Following brief remarks and the benediction offered by Leigh J. Batterson, retired regional director of parks and recreation of the Allegheny State Park Commission, Mr. Johnnyjohn led the 40 guests present in an Indian social dance.

Ⓞ 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.

NOVEMBER

- 18—Utica Psychiatric Center chapter general meeting: 7:30 p.m., The Burrstone, New Hartford.
- 18—Hudson River Psychiatric Center chapter meeting: 7:30 p.m., Cheney Conference Room 2A, HRPC, Poughkeepsie.
- 18—Representation ballots to be mailed to members of the New York State Professional, Scientific and Technical Bargaining Unit.
- 18—Westchester County chapter executive committee meeting: 196 Napier Ave., White Plains.
- 19—Buffalo chapter dinner meeting: 6 p.m., Plaza Suite Restaurant, One M & T Plaza, Buffalo.
- 19—Central Islip Psychiatric Center chapter: luncheon for PS&T, Gullhaven Clubhouse, 11 a.m.-1 p.m.
- 20—Central Islip Psychiatric Center chapter general meeting: Gullhaven clubhouse, 7:30 p.m.; speaker on retirement.
- 20—Statewide Social Service Committee and Region III Subcommittee workshop: 7:30 p.m., Holiday Inn, Newburgh.
- 21—Nassau Department of Public Works unit dinner-dance: Nassau Inn, New Hyde Park.
- 21—SUNY at Albany chapter executive committee meeting: 5:30 p.m., Holiday Inn, Central Ave., Albany.
- 22—Workshop for Essex, Saratoga, Warren and Washington Counties school district employees: 9 a.m.-3:30 p.m., Gideon Putnam Hotel, Saratoga Springs.
- 22—Erie County Educational chapter Thanksgiving dinner-dance, 7 p.m., John's Flaming Hearth, 1830 Abbott Road, Lackawanna.
- 24—Binghamton Area Retirees chapter meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.

DECEMBER

- 1—West Seneca chapter general meeting: Veterans of Foreign Wars Post 8113, 299 Leydecker Road, West Seneca.
- 4—SUNY at Buffalo chapter meeting.
- 5—Morrisville SUNY chapter Christmas party: Nelson Inn, Route 20, Nelson.
- 5—Albany County DOT chapter Christmas Party: 6 p.m., Germania Hall, Troy.
- 5—Representation ballots counted for New York State Professional, Scientific and Technical Bargaining unit election.

School Worker Committee Will Have Region VI Visit

ALBANY—The Civil Service Employees Assn.'s statewide non-teaching school district employees committee is coming to the Western Region VI Dec. 5-6 as part of its continuing series of informational meetings. The sessions are being held to discuss matters of concern to non-instructional school district employees throughout the state.

A spokesman for the committee said the group will hold its first Western Region VI open session on Friday, Dec. 5, in the Chautauqua area. The meeting will be on Saturday, Dec. 6, in the Buffalo area. Exact locations and times of the meetings will be listed in a coming issue of The Leader.

The spokesman said subjects to be discussed include negotiations, working conditions, legislation and others. He said committee members hope that all non-teaching employees in Region VI will plan to attend one or both of these sessions.

Members of the committee are Edward Ferrott, chairman; Salvatore Mogavero, vice-chairman; Jacob Banek; Charles Luch;

Albany County DOT Christmastime Fete

TROY—The Good Will Assn. of the Albany County Department of Transportation chapter, Civil Service Employees Assn., has scheduled its annual Christmas Party for Friday, Dec. 5. According to Michael F. Antidormi, Good Will Assn. president, the party will get under way here at the Germania Hall at 6 p.m.

Howard Cropsey; Les Banks; Hugh Crapser; Irene Izzo; David Silberman; Vincent DiBrienza, and Neil Gruppo.

Watertown

(Continued from Page 1)

tions in the unit be posted for 10 days before being filled and if there is a reduction in force, the least senior employee will be the first to be laid off and the last recalled. He said both sides had agreed to the provisions.

Gary A. Jadwin, the school district's chief negotiator, said the Board has not yet decided on acceptance or rejection of the report. Salary hikes retroactive to Oct. 24 were recommended by the fact-finder because it was the date of the fact-finding hearing. The increase recommended will, on the average, be around 9.5 percent if accepted by the Education Board.

Not yet published is a report of another fact-finder in the contract dispute involving another CSEA unit covering 57 maintenance employees.

Daily Time Records

(Continued from Page 1)

Correctional Services and president of the New York Parole District chapter, represented Ms.

Sweeney during the first three steps of her grievance and also appeared on her behalf at the hearing.

Nurse, Tailor, Clerk, Secretary Needed

The following is a simulated broadcast by the New York State Employment Service. 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 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 listings:

SPEAKER 1: Today's first opening is for a **SHOE REPAIRER** experienced in all phases of

this work. The job is in Manhattan and the pay is \$120 a week, could go higher depending on experience.

2. In Brooklyn, there is a job waiting for a **PLUMBER'S HELPER**. Will help install scrubbers and filters on boilers to eliminate smoke emission. Applicant must be mechanically inclined and able to use wrenches and tools. A driver's license is preferred for this position paying \$3.25 an hour.

3. A Manhattan law firm needs a **LEGAL SECRETARY** with two to five years experience. Legal background is preferred but employer will also consider someone with good basic skills; must be able to take steno at 90-100 words a minute and type 70. Dictaphone work not required. The salary is \$165-225 a week, depending on the applicant's experience.

4. A Queens employer is asking for a **BOX MAKER** to make wooden crates for the export of heavy machinery. Will use power tools to cut lumber. Must be able to measure, mark, assemble and nail. The pay is \$5.80 an hour

for a 40-hour week.

5. A **TEXTILE DESIGNER COLORIST** with mill strike-off experience is high on the wanted list in Manhattan today. Must be experienced on missy prints. Salary \$225 for a 40-hour week.

6. The next position calls for a **METAL FABRICATED INSPECTOR**. Will check incoming and outgoing parts in a metal stamping plant, using gauges. Will also do first piece inspections. Must be able to read blueprints for dimensions and alignments. The job is in Brooklyn and the pay is \$5 an hour.

7. In Westchester, a **PHYSICIST** with an MS degree and two to five years of experience is being sought. Will research mechanical, thermal and electrical properties of materials. Salary \$1,000 a month.

8. Also in Westchester, there's a good opportunity for an **ELECTRONIC ENGINEER** with at least two years of experience. Will sell instruments and sophisticated components to electronics manufacturers. The position pays \$12,000 a year, plus expenses and use of a car.

9. A children's shelter in Queens is looking for a **LICENSED PRACTICAL NURSE** to work on a per diem basis. Pediatric experience is required. The job pays \$4 an hour and up, depending on the job-seeker's experience.

10. In Manhattan, an experi-

enced **ALTERATION TAILOR** is in demand to work on French design suits. Will have contact with customers. The pay is \$250 a week, but can vary according to applicant's ability.

11. An insurance brokerage in Brooklyn is trying to locate an **UNDERWRITER** with two years of experience in fire and commercial lines. Will service total accounts for commercial clients. Do light typing. Possible dictaphone work. Salary \$150 a week and up, depending on experience.

12. If you're a **HOTEL CLERK** with at least five years experience, you'll want to check out this next position. The employer is in Manhattan and is offering a salary of \$156.85 a week for a 35-hour week.

13. On Long Island, an **ELECTRO-MECHANICAL INSPECTOR** is in demand. Applicant must have knowledge of government specifications and be able to read blueprints. At least five years experience is required for this job paying \$200 a week.

14. Another Island firm is seeking an **ELECTRIC APPLIANCE SERVICE WORKER**. Will visit homes to repair major electrical appliances. The salary is \$150 a week and up, depending on experience, plus a car allowance.

ANNOUNCER: The phone number again for New York City jobs is 488-7330. For those Long Island and Westchester jobs,

check the Nassau and Westchester telephone directories. Look for the Job Bank listing under New York State Department of Labor. You have been listening to another edition of the Want-Ad Column of the Air.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone: 488-4248; 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.

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-6000; and for federal, 526-8192.

Open Continuous State Job Calendar

Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician II	\$31,056	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
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man		
(Mechanic—Statewide except Albany)	\$ 7,616	varies
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman		
(Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Principal Actuary (Casualty)	\$22,694	20-417
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Medical Records Librarian	\$11,337	20-348
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Variety Operator	\$ 6,811	20-307

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

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

Seek Positions For Vets With Medical Background

ALBANY—The State Health Department is trying to find jobs for 650 medically-trained military veterans seeking employment in health-related fields, State Health Commissioner, Robert P. Whalen said.

Doctor Whalen said the last several months have seen a marked influx of job-seeking veterans who have applied to the Department's Veterans Health Manpower Center which is responsible for administering the federal **MEDIHC** (Military Experience Directed Into Health Careers) program in the state. "There has been a dramatic increase in the center's caseload since last June," the commissioner explained. "In June, only 39 veterans were added to the center's active file, but that number nearly doubled in July and in August and September 278 new applications were received."

Doctor Whalen said the Veterans Health Manpower Center has a caseload of 650 veterans who are seeking jobs in health-related fields. He said letters have been sent to all hospital administrators in the state asking their cooperation in placing qualified veterans.

The center has been working with the State Labor Department in an attempt to place veterans in health-related positions. Dr. Whalen noted that 50 percent of the veterans were registered with the center in the past three months through a cooperative referral effort between the two departments.

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NINE REASONS TO VOTE CSEA IN THIS ELECTION

- 1. EXPERIENCE**
- 2. TRACK RECORD**
- 3. NEGOTIATORS SET**
- 4. UNITY A MUST**
- 5. SECURE PENSION**
- 6. "LULU" FIGHTERS**
- 7. LOW DUES**
- 8. ESTABLISHED ORGANIZATION**
- 9. SOLID STRUCTURE**

- In 1910, when employees of the State of New York wanted to be represented, they created their own organization — CSEA. It's been doing the job the members wanted ever since. That's a solid 65 years history of representation.
- CSEA has negotiated salary increases of up to 115% for N.Y. State workers since 1967. That makes employees of this state number two in the country in wages and benefits.
- The P.S. & T. negotiating team has drawn your demands and is ready to go. The team is made up of your fellow members, with CSEA staff professionals there to assist. The opposition hasn't yet developed a list of demands.
- The coming negotiations will be the toughest ever. If P.S. & T. switches unions now, all four bargaining units will suffer a loss of "clout" — especially P.S. & T. You can't afford anything less than a solid front.
- CSEA went to court to stop the state from raiding your pension fund. The opposition was silent.
- CSEA went to court to stop illegal "lulus" for legislators. And won. Once again, the opposition was silent.
- A total of \$45.50 a year, and one quarter of that goes back to your local chapter. The opposition has no announced dues structure, but the present range within the coalition is from \$100 to more than \$200 a year — before special assessments.
- CSEA is a visible entity, with nearly 200 full time professional staff members all over the State, a large modern headquarters in Albany, and full time regional offices in its six geographic regions. The opposition has no permanently assigned staff or facilities.
- CSEA operates under legally binding constitutions with democratically elected officers at state, regional and local chapter levels. The opposition has no constitution, no elected officers — apparently, nothing at all. In fact, a lot of folks feel that "PEF" has to mean Phantom Employees Federation.

COMMENT: As far as we can determine, the opposition in this election is a sort of mish-mash of teachers, construction and transportation oriented groups who seem to have little relationship to public employees. It looks simply like another attempted "raid" to swell the coffers of the various unions involved.

VOTE



RETURN YOUR BALLOT PROMPTLY — THEY WILL BE COUNTED ON DECEMBER 5th. DON'T WAKE UP ON DECEMBER 6th AND FIND YOURSELF REPRESENTED BY A COLLECTION OF UNIONS YOU KNOW NOTHING ABOUT.