

Civil Service LEADER

America's Largest Newspaper for Public Employees

ALBANY NY 12224
33 ELK ST
P R CSEA
00000002-COMP-COMP

CSEA PUBLIC RELATIONS

And Yet Still More Convention Coverage

— See Pages 8 & 9

Vol. XXXVI, No. 33 Tuesday, November 11, 1975 Price 20 Cents

Wenzl Sees PS&T Ballot Result As Vital

ALBANY — The Public Employment Relations Board will send out approximately 40,000 ballots Nov. 11 to state employees in the Professional, Scientific and Technical Bargaining Unit in a union representation election which the chief of the Civil Service Employees Assn., the current union, calls one of the most vital union elections in which state workers have ever participated.

CSEA president Theodore C. Wenzl said, "The battle lines are already drawn for extremely tough negotiations this

fall, and one of the terrible consequences if PS&T people voted to switch unions would be that state workers would be divided and weak at the bargaining table.

"PS&T employees would be isolated from all other state workers and be especially weak, but such an action would also weaken their fellow employees and possibly cause a severe setback for everyone," he continued. "Unity is everyone's benefactor and that's why PS&T people should remain united with their fellow employees under the CSEA banner."

Dr. Wenzl said he was upset over the manner in which PERB has handled the

entire election procedure, especially in allegedly failing to determine if the challenging union, the Public Employees Federation, even filed required data on employee interest.

"But we're going on with this election because we're ready, and anxious, to get to the table on behalf of all state workers, and any additional delay would drastically shorten the time in which negotiations would be meaningful," he noted.

He also reminded PS&T employees who are on unpaid leave, but otherwise meet the voting requirements, that they

are eligible to vote in this election.

"PERB refused to mail ballots to people on unpaid leave, which is wrong, but will mail them a special replacement ballot if the individual calls PERB to request a ballot. I advise every eligible employee on unpaid leave of absence to take advantage of this by calling and requesting a ballot, and not let the powers that be disenfranchise their right to vote."

Replacement ballots may be obtained by calling PERB at: Albany (518) 457-2929; New York City (212) 661-6970, or Buffalo (716) 842-2357.

Part-Timers' Law Briefs Will Be Filed

ALBANY—Briefs will soon be submitted to an arbitrator in the Civil Service Employees Assn.'s case against the Civil Service Commission on rights of part-time New York State employees to receive benefits.

Hearings in the case were concluded in October. Briefs will be submitted to American Arbitration Assn. arbitrator Louis Yagoda, whose decision in the case is not expected until after the Thanksgiving holiday. Mr. Yagoda's decision cannot be appealed.

The case affects thousands of part-time employed by New York State, most of whom work in institutions such as mental hospitals and prisons.

Part-time state employees represented by CSEA had always received benefits such as vacations and sick leave, on a prorated basis, until September 1974, when former Civil Service Commissioner Erna Poston issued an order that all benefits to part-timers be cut off, unless they worked five days a week, for at (Continued on Page 3)



FOR DUTCHESS — Civil Service Employees Assn. vice-president James Lennon, left, on behalf of Southern Region III, which he heads, presents check for \$2,000 to Dutchess county unit president Bernard Veit to aid CSEA members who face financial hardships because of strike penalties. The presentation took place at regional meeting last month in Newburgh, Orange County. Story and additional photos of meeting are on pages 14 and 16.

Temporarily Block Carey's Earnings Disclosure Order

BUFFALO—A State Supreme Court justice late last week issued a temporary restraining order here affecting an executive order issued by Gov. Hugh L. Carey requiring state employees earning in excess of \$30,000 annually to submit a financial disclosure statement.

The Civil Service Employees Assn. instituted the legal action which seeks to have the executive order declared unconstitutional.

CSEA brought the case to the State Supreme Court in Erie County and it asks that the financial disclosure statement, ordered by Governor Carey's Executive Order Number 10, be declared illegal on the grounds that the required formal eight-page statement is too broad and requires disclosure of information protected by the Constitution.

If allowed to stand, the union said, the requirement would affect less than 1,700 of the nearly 150,000 State employees represented by CSEA. All the affected employees are in the Professional, Scientific and Technical Bargaining Unit, one of four major units of state workers represented by CSEA.

CSEA regional attorney Charles R. Sandler of Buffalo, who presented the union's case in Supreme Court, has also taken issue with the required filing date for submitting the financial disclosure statement.

In a recent letter to the New York State Board of Public Disclosure, Mr. Sandler said the affected CSEA state employees have been directed to submit the statement by Nov. 10.

"This conflicts with the language of Executive Order Number 10, date May 22, 1975, which provides that said statement be filed 'upon the filing of an oath of office and annually on May 15 thereafter.' We construe this to provide for a filing by May

15, 1976," he wrote.

Pending a determination on the constitutionality of the requirement, CSEA has urged state workers, for their own protection, to submit an incomplete report. CSEA has advised the employees not to complete those sections of the statement that it considers a direct violation of the protection of information offered by the Constitution.

Concerning the eight-page statement, CSEA's legal staff recommends that the affected employees complete page 1 in its entirety; omit all items on page 2; complete page 3 in its entirety; omit pages 4 and 5 in their entirety; complete Schedule C but omit Schedule D on page 6; omit page 7 in its entirety, and complete page 8.

Mr. Sandler said filing of an (Continued on Page 14)

Wenzl: DOT Release A Snow Job

ALBANY — Civil Service Employees Assn. president Theodore C. Wenzl has demanded an immediate meeting with Department of Transportation Commissioner Raymond

Schuler and Gov. Hugh L. Carey to clarify a DOT news release last week stating that snow and ice control operations for this winter "will be completely adequate throughout the State."

Dr. Wenzl sent telegrams to both officials when it was learned that the release had been issued as a CSEA special committee was meeting with officials from DOT's Office of Manpower and Employee Relations to discuss difficulties expected to arise from planned 'round-the-clock snow and ice control shifts for employees announced as part of the Department's austerity program.

In his telegrams, Wenzl attacked "inadequate and evasive responses" received by the union's DOT committee in its meetings with officials. Dr. Wenzl said details of the Department's (Continued on Page 3)

Candidates Have Till Nov. 23 To File For Education, Public Corp. Seats On CSEA Board

ALBANY — Candidates for the Education Department and Public Corporations seats on the Civil Service Employees Assn. State Executive

Committee and Board of Directors have until Nov. 23 to notify the special election procedures committee.

(Continued on Page 14)



Charter Approval Hikes Goodman's Mayor Prospects

THE election results last week will be intensively studied in the months and weeks ahead by political leaders throughout the State for (Continued on Page 6)

PERB Faults Oyster Bay In Working Hour Changes

OYSTER BAY—The Town of Oyster Bay has been ordered to negotiate in good faith concerning changes in the working hours of its employees as a result of an improper practice charge brought by the union of the town's workers, the Civil Service Employees Assn.

The 1,200-member CSEA unit filed the improper practice charge last January when the town unilaterally changed the working hours of sanitation foremen.

In a decision, Public Employment Relations Board hearing officer Zachary Wellman wrote that although the CSEA contract with the town "generally established a normal work day and week of 8 and 40 hours, respectively, for most other employees, the record established that employees in the title of Sanitationman I and II and Sanitation Foreman I have worked on a 'completion-of-task' basis for at least 20 years. They were permitted to sign out when all of the crews they supervised had completed their daily tasks."

Mr. Wellman referred to the 1973-74 CSEA contract, which said: "It is understood that seasonal requirements dictate the hours to be worked; and that sanitary collection men shall work until completion of regular tasks."

Last November, however, the

town's superintendent of collection unilaterally decided that the approximately eight foremen would no longer work on a 'completion-of-task' basis, but would work a regular eight-hour day. As a result, since then, foremen have been required to work from 6:45 a.m. to 2:45 p.m., several hours longer than in the past.

The town had contended that the term "sanitary collection men" did not refer to foremen. The arbitrator found that the parties "clearly understood the phrase . . . to be applicable to the foremen as well as the sanitation men."

Mr. Wellman also said he found the town's reliance upon the "management rights" article of the contract to be "equally unpersuasive."

He concluded, "I find nothing in the contract which would permit the town to act as it did. Thus, the town violated the Taylor Law by increasing the daily working hours of the foremen" without consulting the CSEA.

The Oyster Bay unit is one of the largest CSEA units in the

state. Its president, Pat D'Alessio, said of the decision, "We finally let the town know that they can't change anything in the contract just because they want to. They have to negotiate with the union first."

Mr. D'Alessio said he feels that the decision is already having an effect upon the town's administration.

"They used to try stuff like this all the time. Now they're calling me and letting me know what they're thinking about."

CSEA field representative Nat Zummo agreed with Mr. D'Alessio.

"The hearing officer's decision shows the town was wrong in trying to change the working hours without negotiating with the union," he said. "Their action was a clear example of an improper practice under the Taylor Law."

H.S. Equivalency Testing Scheduled

CONGERS—A free examination will be scheduled shortly in New York City for area residents interested in obtaining a New York State High School Equivalency Diploma. Candidates who have not completed high school, who pass the examination and who meet certain other requirements, will be awarded the diploma.

Applicants should be 19 years of age or over and residents of the state for at least 30 days prior to the date of the examination. Individuals under 19 years of age may also take the examination if they meet special requirements set up by the State Department of Education.

Applications and additional information may be obtained by contacting G.E.D., Box 289, Congers, N.Y. 10020. A stamped, self-addressed envelope should be enclosed.

Someone Needs You —
A young woman awaiting open heart surgery.
A child with Leukemia.
Make a friend you'll never meet. Donate blood soon.
The Most Precious Gift.

USE YOUR FINGERS TO GET AHEAD!

Learn to be a Stenotype Reporter. Work when you wish—for good pay. Licensed by N.Y. State Education Dept.

FOR FREE CATALOG CALL WO 2-0002

Stenotype Academy
259 Broadway - Opposite City Hall

CIVIL SERVICE LEADER America's Leading Weekly For Public Employees

Published Each Tuesday
Publishing Office:
11 Warren St., N.Y., N.Y. 10007
Business and Editorial Office:
11 Warren St., N.Y., N.Y. 10007
Entered as Second Class mail and Second Class postage paid, October 3, 1939, at the Post Office, New York, New York, under the Act of March 3, 1879. Additional entry at Newark, New Jersey 07102. Member of Audit Bureau of Circulation. Subscription Price \$9.00 Per Year Individual Copies, 20c.

Programmer, Engineering Slots Open In W'chester

WHITE PLAINS—Applications are being accepted until Nov. 14 for open-competitive vacancies for programmers, engineering aides and engineers in town, village and county offices in Westchester County. Salaries are not set as they vary with each hiring district.

There are no residence requirements for the positions, however, local residents will receive preference in hiring. Written tests will be held Dec. 13.

Programmer, exam 61-711, with Westchester school districts is open to candidates with a high school diploma and one year of experience in programming. For county programmer I, exam 61-335, applicants must be high school graduates with a year's experience in third generation internally stored programmed computers. A bachelor's degree in business administration, political science or a related field, and six months' experience will also be accepted for the county post.

A bachelor's degree and one year of experience in programming of internally stored program computers will qualify candidates for senior programmer in school districts, exam 61-430. The post is also open to those who have graduated from a two-year post high school course and have three years' experience; or high school graduates with five years' experience.

For junior engineering aide in towns and villages, exam 61-922, applicants must be high school graduates with a year's experience in general construction work, highway maintenance or survey work. High school graduates with either a bachelor's degree in civil engineering; or completion of a two-year post high school course in construction technology and two years' experience may apply for junior civil engineer, exam 61-960.

Village engineer, exam 61-955, with towns, villages and the City of Rye, is open to individuals with a bachelor's degree in engineering and five years' experience in civil engineering work. Two of those years must be in the design and supervision over the construction of public works facilities. High school graduates with nine years' experience, in-

cluding the specialized work may also apply. All candidates must have a New York State professional engineering license.

Application forms may be obtained in person or by mail from the Westchester County Personnel Office, Room 100, County Office Building, White Plains 10601. Those requiring forms by mail should include a stamped, self-addressed envelope with the exam number and title on the back flap.

Jewish Group Sets Pre-Chanukah Meet

MANHATTAN—Rose Feuerman, president of the Jewish State Employees Assn. of New York, announced the group will hold an open meeting in observance of the Chanukah season Wednesday, Nov. 19.

The meeting, which will begin at 5:30 p.m., will be held in Room 5890, Two World Trade Center, Manhattan. All Jewish employees and their guests are invited to the meeting to greet association officers and members as well as representatives from the Council of Jewish Organizations in Civil Service.

Ms. Feuerman promised that talks will be short. Refreshments will be served.

Compensation Board Names New Referee

ALBANY—Lee Blech First, a Riverdale attorney, has been named to a seven-year term as a referee of the Workmen's Compensation Board by Board Chairman Arthur Cooperman.

Ms. First is a graduate of Brooklyn College and Brooklyn Law School and is currently president of the Bronx Women's Bar Assn.

SAVE A WATT

C. S. E. & R. A.

FROM CIVIL SERVICE EDUCATION AND RECREATION ASSOCIATION FOR YOU AND MEMBERS OF YOUR FAMILY

THANKSGIVING PROGRAM

SAN JUAN — 4 Nights
5257 Lv. Nov. 26, Ret. Nov. 30
At the Luxurious HOTEL AMERICANA EP.....\$239

MIAMI — 4 Nights
5251 Lv. Nov. 26, Ret. Nov. 30 MAP.....\$209
At the beautiful HOTEL MONMARTRE FLIGHT ONLY.....\$159

LAS VEGAS — 3 Nights
5256 Lv. Nov. 27, Ret. Nov. 30 EP.....\$229
At the FLAMINGO HOTEL

DECEMBER & YEAR-END PROGRAM

EXOTIC ST. MAARTEN — 7 Nights
Departures December 1, 8 and 15
At the luxurious CONCORD HOTEL & CASINO Most Meals.....\$299

LONDON — 8 Nights
5247A Lv. Dec. 23, Ret. Jan. 1
At the Superior First Class HOTEL METROPOLE CB.....\$309
FLIGHT ONLY.....\$249

COPENHAGEN — 6 Nights
5294 Lv. Dec. 23, Ret. Dec. 29, Ret. Dec. 30
At the Superior First Class HOTEL IMPERIAL CB.....\$389

ROME & FLORENCE — 8 Nights
5089A Lv. Dec. 24, Ret. Jan. 2
5 Nights Rome (HOTEL LONDRA & CARGILL) — CB
and 3 Nights Florence (HOTEL BAGLIONI) — MAP\$439

AMSTERDAM — 8 Nights
5247 Lv. Dec. 23, Ret. Jan. 1
At the First Class HOTEL VICTORIA CB.....\$309
FLIGHT ONLY.....\$249

PARIS & AMSTERDAM — 8 Nights
5360 Lv. Dec. 23, Ret. Jan. 1
3 Nights Amsterdam (HOTEL VICTORIA) and
5 Nights Paris (SCRIBE HOTEL) CB.....\$359

COSTA DEL SOL — 10 Nights
5349 Lv. Dec. 23, Ret. Jan. 3
At the Superior First Class HOTEL ALAY MAP.....\$349

ST. MAARTEN
5386 Lv. Dec. 22, Ret. Dec. 28 (6 Nights) AB.....\$349
5387 Lv. Dec. 28, Ret. Jan. 5 (8 Nights) AB.....\$409
At the luxurious CONCORD HOTEL & CASINO
Holiday Surcharge.....\$ 20

MIAMI — 9 Nights
5252 Lv. Dec. 24, Ret. Jan. 2
At the beautiful HOTEL MONMARTRE MAP.....\$399
FLIGHT ONLY.....\$159

LOS ANGELES — 9 Nights
5102 Lv. Dec. 23, Ret. Jan. 1 FLIGHT ONLY.....\$189

PLEASE WRITE FOR DETAILED FLYER ON FALL & YEAR-END PROGRAM

PRICES FOR ABOVE TOURS INCLUDE: Air transportation; twin-bedded rooms with private bath; transfers and baggage handling; abbreviations indicate what meals are included.

ABBREVIATIONS: CB — Continental Breakfast daily; AB — American breakfast daily; MAP — breakfast and dinner daily; EP — No meals.

NOT INCLUDED: Taxes and gratuities.

FOR ALL TOURS: Mr. Sam Emmott, 1060 E. 28th St., Brooklyn, N.Y. 11210 — Tel: (212) 253-4488 (after 5 p.m.)

All prices are based on rates existing at time of printing and are subject to change.

ALL TOURS AVAILABLE ONLY TO CSE&RA MEMBERS AND THEIR IMMEDIATE FAMILIES.

**CSE&RA, BOX 772, TIMES SQUARE STATION
NEW YORK, N.Y. 10036
Tel: (212) 575-0718**



DON'T SETTLE FOR LESS
Insist on

Quality.
(Only \$17.00*)

- Audio-visual CONFERENCE THEATRE
- The BOWERY Restaurant and Grill.
- Indoor/Outdoor Pool • 217 Rooms.

Quality Inn

1-90 Albany Arterial at Everett Rd.

(518) 438-8431

*Special State/Federal rate.

Challenge University Policies On Day After Thanksgiving And 10-Month Appointments

BUFFALO—The State University committee of the Civil Service Employees Assn., went on record last month against the changing of holidays for the day after Thanksgiving and in opposition to 10-month appointments for classified employees.

In letters sent to State University officials, the CSEA committee explained the union's views. The letters were signed by committee chairman June Boyle, of SUNY at Buffalo, and committee members Patricia Crandall, of SUNY at Cortland; Edward Dudek, SUNY at Buffalo, and Frank Gilder, SUNY at Albany. All four are statewide CSEA directors, representing University employees.

The letters were sent following a meeting of State University delegates at the CSEA Convention in Niagara Falls last month.

The issue concerning the day after Thanksgiving is complicated by the fact that several campuses have adopted separate policies on whether to grant the day as a paid day off, even though the campuses are closed for school business.

Ms. Boyle said that on the SUNYAB campus, for example, employees are asked to give up a holiday in exchange for having the day after Thanksgiving. She said that she recommends that employees sign up to work on the day after Thanksgiving so they will not lose their paid holidays.

In the letter to Dr. Caesar Naples, assistant vice chancellor of the State University, the committee suggests that he inform the various campus administrators that the changing of holidays is in violation of CSEA's contract with the state.

The second letter, to Dr. Jerome Komisar, vice chancellor of the State University, states the University delegates' opposition to his recent memorandum about 10-month appointments for classified employees. Dr. Komisar's memorandum had been sent in September to presidents of the various state-operated campuses.

In the memorandum, Dr. Komisar outlines the procedures by which classified employees are to be nudged into the ranks of the unemployed for two months

a year. He tells the campus presidents to determine those positions that are not required on a year-round basis. New hires are to be told they must take leave without pay during a specified period each year.

Current employees, on the other hand, are to be persuaded to volunteer for the two-month leaves. "If the number of volunteers is not adequate, then lay-off procedures should be implemented to identify employees whose employment will be affected," the memorandum states.

While the employees will be entitled to vacation, sick leave and personal leave accrual during the 10-month period, they would have to assume the cost of health and dental insurance while on leave without pay. Multiple deductions to cover the leave period would not be allowed. Neither would the apportionment of pay be allowed over a 26-week period. Checks would be paid at the appropriate rate on a bi-weekly basis.

Credit toward retirement benefits would be based only on time worked. Therefore, vesting would take 12 years instead of 10 years.

Classified employees on leave of absence would be entitled to unemployment insurance benefits during the summer recess, the vice chancellor explained.

CSEA's State University committee called the memorandum proposals "a change in the terms and conditions of employment and in complete violation of our present contract."

Copies of the two letters were also sent to CSEA president Theodore C. Wenzl, executive vice-president William McGowan and field representative Paul Burch.

Beulah B. Thull
TROY — Beulah Balley Thull, the last living former president of the Civil Service Employees Assn. and the only woman to hold that office, died Oct. 30 at Samaritan Hospital here after a brief illness. She was 84.

A pioneer in the union, Mrs. Thull was instrumental in organizing many CSEA chapters (Continued on Page 14)

Samuel E. Jacobs
ALBANY — Judge Samuel E. Jacobs, counsel for DeGraff, Foy, Conway and Holt-Harris, assigned exclusively as an attorney for the Civil Service Employees Assn., died here Nov. 6.

Judge Jacobs' most recent work for CSEA included a victorious lawsuit staying the Department of Transportation (Continued on Page 14)



BROOME COLLEGE OFFICERS — New officers of the Broome County Community College unit, Civil Service Employees Assn., were installed recently in ceremonies attended by about 60 of the unit's 80 members. Above, during ceremonies, are Mary Battisti, Broome County chapter president and installing officer; front row from left: Frank Martin, president; Isabelle Ferenczi, second vice-president; Debbie Bartolotta, secretary, and Sally Downey, treasurer. Second row from left: Board members Olga Finch, Ruth Revette, Roberta Taylor, Theresa Strong, Vivian Schell, Barbara Dearstyn and Roger Geesey.

Wenzl: DOT Release A Snow Job

(Continued from Page 1)
plans for maintaining "last year's level" of snow and ice control must be revealed as quickly as possible since most of the round-the-clock shifting is scheduled to go into effect this week.

Dr. Wenzl explained that CSEA has been trying to get interpretations from the state regarding the proposed shift work ever since the plans were announced earlier this year.

"Mr. Schuler's statement that snow and ice control will be kept at last year's level is incredible," said Dr. Wenzl, "when faced with the fact that some 240 maintenance employees have been terminated and there are plans for a 30 percent cutback of salt and sand supplies plus a 20 percent

reduction in fuel available for the trucks.

"Our members who are DOT employees are concerned about the planned use of 'round-the-clock shifting,'" said the CSEA president. "Not only because it will mean working weekends and nights and the workers will be away from their families for long stretches, but also they have a deep concern for the safety of the public who will have to drive on roads that may be plowed by an inexperienced laborer or perhaps not plowed at all because of inadequate staff to handle all emergencies."

A spokesman for the CSEA committee studying the situation said that proposed schedules indicate that some workers would

have two shifts in a row or 16 hours on the job. In other cases employees are scheduled for seven straight days of work. The spokesman indicated that this could be considered an infringement of religious freedom since workers would be working on their usual day of worship. He said that this situation exists "because DOT doesn't want to pay overtime."

Safety Factors

"During good weather, men sometimes will be getting paid for doing nothing during the sunset to sunrise shifts since many types of maintenance jobs cannot safely be done at night," the spokesman said. "But more significant to the taxpaying public is that when the bad weather does come, it's possible that the men on the shift at the time will have no experience in driving the heavy dump trucks that push the plows. Also, there may not be enough manpower to handle the automatic sanders."

"I think that the potential dangers of this situation should be more than obvious to the public who will be commuting or whose kids will be riding on school buses," continued the spokesman. "By inspecting DOT's proposed schedules, you can find shifts on which there are all laborers and no equipment operators. In such cases the question arises as to who is a qualified driver and, indeed, who is in charge. To save money by refusing to pay the qualified men overtime, the state may be risking lives and expensive equipment."

In addition to the potential hazards in the shifting system, the CSEA committee has had local level reports of massive layoff threats, warnings that the roads would not be safe for their own children if they didn't go along with the shifts, and suggestions that vacations or days off might not be honored after a certain date.

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

- 12—Ithaca Area Retirees chapter meeting: 2 p.m., Moose Hall, 125 N. Fulton St., Ithaca.
- 13—Rockland-Westchester Counties Retiree chapter meeting: 6 p.m., Holiday Inn, Route 303, Orangeburg.
- 14—Niagara County chapter "Boss's Night" dinner-dance: 6 p.m., Crown and Anchor Restaurant, Pine Avenue, Niagara Falls.
- 14-15—Albany Region IV workshop: Queensbury Hotel, Glens Falls.
- 16-18—Long Island Region I workshop: Gurney's Inn, Montauk.
- 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.
- 19—Buffalo chapter dinner meeting: 6 p.m., Plaza Suite Restaurant, One M & T Plaza, Buffalo.
- 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.

File For CSEA Board

(Continued from Page 1)
Chairman Bernard Schmahl has announced that the two vacancies, left by resignations, will be filled by elections later this month.

In the meantime, names, addresses and resumes of the nominees' backgrounds are to be submitted to Mr. Schmahl at CSEA Headquarters, 33 Elk St., Albany, N. Y. 12207 no later than Nov. 23.

Statewide members of the Education Department are eligible for the one seat, while employees of the Teachers' Retirement System and Faculty-Student Associations are eligible for the other position.

Part-Timer Suit

(Continued from Page 1)
least three - and - three - quarter hours a day.

The order contradicted the Department of Mental Hygiene Rules and Regulations which specify that part-time employees are eligible for paid sick leave and paid vacations in proportion to the hours they work.

There is no financial remuneration for either position, although fixed expenses are allowed while on official business for the union. The Board meets on an average of once a month.

The seats had been held by Alvin Rubin, Education, and Al Haile, Public Corporations. Both have resigned since their election last spring to the 116-member Board of Directors.

Niagara Sets 'Boss's Night'

NIAGARA FALLS — The Niagara County chapter, Civil Service Employees Assn., will hold its annual "Boss's Night" Friday, Nov. 14, at the Crown and Anchor Restaurant, Pine Avenue, here.

Cocktails will be served at 6 p.m. followed by a family style dinner at 7 p.m. with dancing to follow, according to chapter president William Doyle. Chapter secretary Dorothy Hy is chairman of the event.



HEROISM REWARDED — Two Nassau County Department of Recreation and Parks employees were cited recently for saving the life of a co-worker. Donald Boccafola, of Syosset, white shirt, was operating an earthmoving machine which burst into flames, igniting Mr. Boccafola's clothing. The burning garments were smothered by two other Department employees, Richard Giannaccora, of Uniondale, and Vincent Melillo Jr., of Glen Cove, flanking Mr. Boccafola. The two men were awarded plaques honoring their act by Andrew Russac, left, technical services administrator for the Department. Adding their congratulations are Thomas Gargiulo, of Elmont, president of the Department's Civil Service Employees Assn. unit, Department Commissioner Richard A. Fitch and Nicholas Dellisanti, director of Hempstead Harbor Beach Park.

Showdown Phase Looming On Canajoharie Contract

CANAJOHARIE—The Canajoharie Village Employees unit, Civil Service Employees Assn., has voted to accept a fact-finder's recommended settlement to a contract dispute. The village mayor and trustees have already rejected the recommendation, setting up a head-to-head showdown.

CSEA spokesman Roger Kane, chief negotiator for the village employees, said he is recommending that the employees refuse to participate in a legislative hearing process mandated by the state's Taylor Law as the next administrative step in the dispute. Mr. Kane said he will recommend to the employees that they undertake a work-to-rule job action against the village.

Negotiations on behalf of all Canajoharie village employees, including police, have been going on between CSEA and the village for several months. The last contract expired May 31, and employees have, in effect, been working without a contract since that time. All former contract provisions remain in effect since the dispute has been in an impasse condition since that time.

In rejecting the fact-finder's solution, calling for a two-year contract with wage increases of 8.5 percent the first year and 6.5 percent the second, village

mayor Mary Plank notified the State's Public Employment Relations Board that the village is requesting a legislative hearing.

But Mr. Kane balked at that suggestion, saying "a legislative hearing in Canajoharie, under the circumstances, would be nothing more than a kangaroo court."

Under the legislative hearing section of the Taylor Law, the employer conducts a hearing and establishes a mandated binding settlement to a contract dispute.

Mr. Kane noted that the village mayor and trustees took part in negotiations from the start, and now would be placed in the position of also making a binding settlement under the legislative hearing process asked for by the mayor.

"That's ridiculous and very unfair to the employees, and I am recommending to them that we refuse to participate in a legislative hearing and reject any forced settlement that might

come out of one because of the unusual circumstances. In fact, I believe a legislative hearing in this case would be illegal because of the direct dual roles of the mayor and her trustees," he stated.

The village has offered the employees a 6 percent hike effective Sept. 1 of this year and a 6 percent increase for next year.

"But," noted Mr. Kane, "that offer leaves open the period from June 1 when the old contract expired until Sept. 1, and actually reduces the offer from 6 percent to something like 4.5 percent on an annual basis for the first year. That's simply unacceptable."

CSEA suggests a return to the bargaining table to arrive at an acceptable contract offer for village employees. "That's the only real answer, because we cannot accept the village's last offer and it's certain that same offer would be forced upon us at a legislative hearing," Mr. Kane said.

Roswell Chapter Files Grievance On Reporting Moonlighting Jobs

BUFFALO—The 2,000-member Civil Service Employees Assn. chapter at Roswell Park Memorial Institute here has filed a grievance against a Health Department edict requiring all workers to list second jobs.

"A man's personal business is his personal business," said CSEA field representative James Stewart, explaining the department changed earlier rules that required only employees making \$17,500 a year or more to report "moonlight" activities.

Under the revised rules, all workers, including lab technicians, maintenance workers and operations personnel represented by CSEA at Roswell, were required to list other jobs.

"If a guy works as a cleaner at the hospital during the day, and he wants to drive a cab in the evenings, that's none of their business," Mr. Stewart said.

He said the state's intent in the order was to prevent conflict-of-interest situations by department employees. This, however, doesn't apply in lower pay grades, he added.

"I could very well see a cleaner working a certain number of hours every week at Roswell, and then working a certain number of hours as a cleaner at a pharmaceutical company. What difference does that make?" Mr. Stewart asked.

"It's not as if the employee was a doctor or an administrator working for a pharmaceutical company he deals with in his state job.

"We can certainly see the need for disclosure by doctors and administrators who are in the position of forming policy. But why should low-grade employees have to do it?"

Mr. Stewart said CSEA members were first told the other-

work survey, was confidential, but then learned one employee was forced to give up a second job.

"We were told the thing wouldn't be used against us, but it was," Mr. Stewart said.

Marvin Nailor, director of communications for the Health Department, said the "moonlight" edict was a matter of ethical principles and not designed to find out how much money employees make.

"We're not so much interested in what our employees are making—we're interested in what they're doing," Mr. Nailor said.

He said decisions on possible conflict of interest were made on an individual basis.

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 I	\$27,942	20-414
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
Medical Specialist I	\$27,942	24-407
Medical Specialist II (Bd. Eligible)	\$33,704	20-408
Medical Specialist II (Bd. Certified)	\$35,373	20-408
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman		
(Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
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
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$35,373	20-391
Psychiatrist II (Board Certified)	\$35,373	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior 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
Variotype 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.

Probation Group Tenders Endorsement To Sullivan

BINGHAMTON—The statewide Civil Service Employees Assn. probation committee, meeting recently here, threw its unanimous support to the appointment of Robert F. Sullivan for New York State Director of Probation.

James Brady, committee chairman, was directed by the group to forward its feelings to CSEA President Theodore C. Wenzel for his action.

The committee's vote came during a meeting called to discuss current problems faced by probation officers throughout the state. The committee consists of Mr. Brady, of Erie County; Jack Whalen of Westchester County; James Mattel of Nassau County; Hank Fanning of Monroe County; Allen Greenfield of Sullivan County; Eulis Cathy Sr., of Erie County; Joseph Gilligan of Suffolk County and Peter Grieco of Jefferson County. CSEA collective bargaining specialist Nels

Carlson is committee coordinator.

Mr. Carlson said the group supports Mr. Sullivan because of his long experience as deputy director and his proven ability during those occasions when he has taken over temporarily as head of the division. Mr. Sullivan has been acting director of probation since the death of Walter Dunbar.

The next committee meeting will be Nov. 23 in Albany with state officials to discuss complaints registered at previous meetings.

Veterans Administration
Information Service
Call (202) 389-2741
Washington, D. C. 20420

**INCREASE ATTIC
INSULATION
WEATHER STRIP WINDOWS
SAVE MONEY, ENERGY**

**Lives Depend On It
You may not be dying to
give blood, but some day you
may be dying to get it.**

Croton School Unit Wins Improper Practice Action

CIVIL SERVICE LEADER, Tuesday, November 11, 1975

CROTON—The Civil Service Employees Assn. has been sustained in a recent finding by the Public Employment Relations Board on an improper practice charge the union filed against the Croton-Harmon School District.

The CSEA Croton School unit charged in a PERB hearing that the school district had unilaterally altered the terms and conditions of employment of certain employees within the negotiating unit. The union also charged that the District had refused to execute a formal contract embodying terms of a memorandum of agreement reached by the parties at the conclusion of negotiations for a 1974-75 contract.

According to Joe O'Connor, CSEA field representative, the Croton School District created a bus driver title and eliminated two existing titles, night custodian-bus driver and custodian-bus driver. This resulted in a reduction in salaries for the affected employees.

Mr. O'Connor stated that the school district then proceeded to

implement the changes, although no agreement to delete the titles from the contract had been made by CSEA. Mr. O'Connor added that the district had not formally requested the deletions. He said that the district's board of education had refused a request for a meeting to discuss the matter after he had demanded it pay the proper rate of pay based upon proper classification.

PERB hearing officer Zachary Wellman found that the record "overwhelmingly supports CSEA's contention that it had not agreed to the elimination of the two positions or to their re-allocation," and that the district had failed to bargain in good faith.

The hearing officer further found that the district was in violation of the Public Employees' Fair Employment Act in that the District's improper conduct was designed to deprive the employees of their rights.

Mr. Wellman recommended that the district be ordered to negotiate in good faith with CSEA and that a contract be executed retaining the deleted positions. Additionally, the employees are to be reimbursed for any losses sustained by them as a result of the district's unilateral action.

Warn City Job Conditions May Become Bleaker

MANHATTAN — Felix J. Cuervo, president of the Native New Yorkers' Historical Assn., predicted last week that New York City employees "face unhappy futures if their union leaders fail to protect them against pressures of attrition and productivity."

Mr. Cuervo's organization marks sites of historical interest and conducts walking tours through the City.

"Attrition, as everyone knows, means that no one will get fired but as other employees resign, retire or die, their jobs will not be filled but will be parceled out among those remaining on the staff," Mr. Cuervo alleged. "Thus a work unit with 10 employees, now cut in half by attrition, will have the remaining employees doing both their jobs and that of a departed employee."

"Productivity means that the employee must show some productive accomplishment for every minute he or she is on the job. Visits to the rest room and water cooler are documented, rest periods are curtailed or eliminated and every word spoken on the job must be in connection with business. Often, the time used in maintaining the record negates any time saved."

Donate Blood.
Blood is meant to circulate.
Keep it moving, by donating
You may not be dying to
give blood, but some day you
may be dying to get it.

BUY U.S. BONDS

Civil Service Activities Association

Fall & Winter Travel Program is Here!

One Week Fall And Winter Packages

Canary Islands	\$299	Morocco	\$299
Puerto Rico	\$239	St. Maarten	\$299
Miami	\$169	Antigua	\$199
London	\$339	Hawaii	\$319
Acapulco	\$299	West Coast	\$369
Spain	\$340	Monte Carlo	\$399
Cancun (Mex.)	\$299	Rome	\$359

LAS VEGAS WEEKENDS FROM \$149

For Complete Information

Call [212] 586-5134

All prices are per person double occupancy and do not include tax and service where applicable. Subject to change. Prices higher for Christmas. Flights to and from U.S. on certificated jet airlines, incl. Pan Am, TWA, TIA and others. We now carry \$500,000 program insurance.

C.S.A.A. P.O. BOX 809
RADIO CITY STATION, NYC 10019
Tel. (212) 586-5134
CSE 11-11

Send the Fall and Xmas Schedule

Name _____

Address _____

City _____ State _____ Zip _____

All Travel Arrangements Through T/B Travel Service,
111 West 57th Street, New York City 10019
Available only to members and their families.

**NEW YORK STATE AND POLITICAL SUB-DIVISION EMPLOYEES...
NOVEMBER 1ST to DECEMBER 31ST IS YOUR TIME TO**

JOIN GHI

CHOOSE THE GHI/BLUE CROSS OPTION

Consider these advantages:

- **Unrestricted** annual physical examinations for yourself at any age and all covered dependents
- **First-dollar, no-deductible** coverage for all physician services in and out of the hospital including home calls, office visits, diagnostic examinations and annual physical exams
- **Low deductible** applied to drugs, nursing care and appliances

ENJOY FREEDOM OF CHOICE of Participating Doctors, Participating Medical Groups, Participating Screening Centers, and non-participating doctors. It is important that you know that Participating Practitioners have agreed to limit the charges they make to GHI subscribers.

For your own well-being and your family's, you should become a GHI subscriber.

Take advantage of this reopening period. Contact your personnel or payroll office for complete details and the necessary forms.



**ATTENTION
FEDERAL EMPLOYEES!**
Reopening period for
choosing GHI coverage is
NOVEMBER 15TH to DECEMBER 31ST.



"Innovating in the Public Interest"

Group Health Incorporated
The GHI Building 227 West 40th Street, New York, N.Y. 10018
212-736-7979

Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by
LEADER PUBLICATIONS, INC.

Publishing Office: 11 Warren Street, New York, N.Y. 10007
Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007
212-886-3610

Bronx Office: 406 149th Street, Bronx, N.Y. 10455

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
ALBANY—Joseph T. Bellow—303 So. Manning Blvd., (518) IV 2-5474
KINGSTON, N.Y.—Charles Andrews—239 Wall St., (914) FE 8-8350
20c per copy. Subscription Price: \$4.11 to members of the Civil Service Employees Association. \$9.00 to non-members.

TUESDAY, NOVEMBER 11, 1975

Civil Service Month

THIS is not a guest editorial, but we are lifting Governor Carey's proclamation statement of November as "Civil Service Organization Month" for direct quote in its entirety, since he states the case well:

"Ninety-two years ago, New York became the first state in the nation to establish a Civil Service system—a system in which state government employees are elected on the basis of merit.

"Today, New York State maintains its leadership role in Civil Service. A dedicated corps of Civil Service employees performs the vital work through which the various agencies of state government serve the 18 million citizens of New York State.

"These workers, carefully selected for their skills, knowledge and abilities, serve the public in a wide range of occupational specialties. Their work affects nearly every phase of our daily lives.

"Now, therefore, I, Hugh L. Carey, Governor of the State of New York, do hereby proclaim the month of November, 1975, as

CIVIL SERVICE ORGANIZATION MONTH

in New York State, in recognition of the historic and continuing tradition of service to the public performed by the Civil Service employees of the State of New York."

Early Warning

IN light of all the words that have been written this year against the use of State Employees' Retirement System funds to bail out New York City, we remember that one of the first warning voices against the fund's use was nearly a year ago by Civil Service Employees Assn. president Theodore C. Wenzl.

At that time, he raised objection to the threatened use of the employees' pensions "to make questionable investments such as buying bonds to support the ailing Urban Development Corp."

Just think now, if the Retirement Fund had been used then to bail out UDC, what would New York City have had to fall back on?

Prophetic Too Soon

THERE is a time lag between the time an editorial is written and the time that it is distributed to the readership.

This time lag was most evident last week as the contents of Vice President Rockefeller's letter to President Ford were made public only minutes after The Leader had been printed with an editorial suggesting that the Vice President consider declining renomination.

The intent of the editorial was that Rockefeller might exert more influence on Republican policies if he were to be unsilenced by Vice Presidential loyalty to a President who seems preoccupied by the threat of a primary challenge by the party's conservative Ronald Reagan.

In light of the editorial's coming true while the paper was in the process of distribution, what was intended as food for thought now seems susceptible to partisan interpretation. It was not meant to be a political diatribe.

Although the editorial proved to be prophetic, please remember that it was written before the Rockefeller action was known.

Don't Repeat This!

(Continued from Page 1)
clues and guidance to the politics of 1976.

What they will find, by and large, is a confusing array of statistics that politicians can juggle to prove anything they wish. This necessarily follows from the fact that many of the results were fashioned by local issues and shaped by the personalities and qualities of candidates for local office.

Strangely enough the biggest winner last Tuesday was a person whose name was not even on the ballot—Senator Roy M. Goodman of Manhattan. He succeeded in winning voter approval for a new Charter for the City of New York, drafted by a Commission which he heads. This victory stamps Senator Goodman as a likely prospect for the Republican nomination for Mayor in 1977.

Dramatic Changes

Senator Goodman, a former City Finance Administrator, showed deft skill in getting unanimous approval for dramatic charter changes from a Commission, a majority of whose members are Democrats. He then succeeded in arousing public support, in spite of—or because of, depending on one's point of view—the opposition of the Beame Administration.

From a practical, political view, Senator Goodman will remain in the public limelight for the year ahead. In view of the Charter approval, his Commission will continue for at least another year to work on changes that need to be made in the City's Administrative Code to conform to the requirements of the new Charter.

This work will not be dramatic. As Senator Goodman put it: "The Administrative Code is a chaotic document." The business of bringing order out of the chaos will be detailed, complex and highly technical.

The public may not always understand the details and refinements that will be recommended by Senator Goodman and his Commission from time to time. However, he will continue in the public eye as the principal architect of the reordering and restructuring of the City government at a time when such restructuring is the order of the day for the City.

Crisis A Factor

Clearly, the crisis that confronts the City was the significant factor in the demand of the voters for change. The new Charter will significantly curtail the present authority of the Mayor over budgeting and spending by diffusing that responsibility among the Board of Estimate and the City Council.

The fiscal crisis in New York City no doubt contributed also to voter disapproval of proposed bond issues by the States of New York and New Jersey. Undoubtedly the voters want to see retrenchment in public spending and reduction in rates of taxation. There is a gnawing fear that other communities will suffer the City's fate unless massive public-works programs are cut back.

This public reaction to fiscal irresponsibility will be helpful to Senator Goodman in the months ahead. A substantial amount of the work in revising the City's Administrative Code can be tagged with the banner of im-

(Continued on Page 7)



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.

"Deemed Resignation"

Rule 15.4 of the Rules of the Westchester County Civil Service Commission states that "any employee who absents himself from duty for three (3) consecutive days without consent shall be deemed to have resigned in bad standing as of the beginning of such unauthorized absence, unless an explanation acceptable to the appointing officer is submitted by such employee within a reasonable time thereafter. Such unauthorized absence may also be made grounds for disciplinary action."

AN EMPLOYEE who held a permanent position as Correction Officer in the Department of Correction since 1971 was seriously injured while working at the Westchester County Penitentiary in March 1974. The employee went on sick leave with the knowledge of the Corrections Commissioner. The employee sought to return to his job on June 26, 1974 but was not permitted to do so. An Article 78 proceeding was commenced. The Commissioner contended that the employee was examined by Dr. "E" on June 14 who reported to the Commissioner that the employee was able to return to work. A letter was prepared by the Commissioner and sent to the employee by certified mail, advising the employee of Dr. "E's" findings. The letter was never produced for the court, and it is undisputed that the letter was never delivered to the employee. The employee alleged in his petition that he was informed by his personal physician (Dr. "P") that he could return to work on June 24. However, he did not report for work that day because under the existing work schedules, the 24 and 25 of June were his regular days off. When he reported on the 26, he was not permitted to work.

IN THE COURT PROCEEDING, the Commissioner took the position that because the employee did not report for work until June 26 when he was able on June 14, that he resigned his position under Rule 15.4 of the Westchester County Civil Service Commission Rules. The employee argued that Rule 15.4 had previously been held invalid in an earlier Supreme Court case in Westchester County on the grounds that it was in conflict with Section 75 of the Civil Service Law. In reaching its decision to order the employee reinstated without back pay, the court pointed out an apparent conflict between the Appellate Divisions in the Third and Fourth Departments concerning whether a "deemed resignation" rule was in conflict with Section 75, Civil Service Law. In this case, the Commissioner admitted he was aware of the employee's injury in March 1974, and that the employee never received the Commissioner's letter to return to work after the June 14 report by Dr. "E." Therefore, the court held, the bad standing resignation was equivalent to a dismissal without charges and a hearing in violation of Section 75, Civil Service Law.

FOLLOWING THE COURT'S DECISION to reinstate the employee without back pay, a motion was made by the employee for reargument. On this reargument, it was pointed

(Continued on Page 7)

RETIREMENT NEWS & FACTS

Will Default Affect Pensions?

By A.L. PETERS

What would happen to pensions if the city defaulted? Inasmuch as pensions are paid out of established funds, they would not be directly affected immediately. Pension checks would still go out as they have in the past. However, payments into the pension funds would be affected in the same way as payrolls and probably with the same priority.

In the long-term view pension funds themselves might well be radically affected in three ways:

- The courts may decide that pension fund payments have a lower priority.

- The New York City securities, and possibly the New York State securities held by the funds, might not receive the income from interest which was contemplated and even the principal would be worth less than was anticipated.

- The funds themselves are actuarially not valid. This means that even if all went well with payments into the fund and there was no default in interest or principal of the City and State securities, the fund could well run out as early as 1977.

A report from the Permanent Commission on Public Employee Pensions and Retirement Systems released last March pointed out that the figures on which the pension fund was created and still operates were based on 1916 life expectancy. People have learned to live longer and so the pensions go on longer. In that report, which is still largely overlooked in current crises, the statement was clearly made: "By 1977 . . . there will be no assets in the New York City employees retirement system and the New York City teachers retirement system which could be allocated to cover the liabilities for benefits already earned by active members—those not yet retired. The Commission explained that the assets would not be sufficient to cover the amount that should be set aside for retirees at that time. In such event the system can no longer be certified as being actuarially sound as required by law. In the same report, the Commission found that the City Fire Department Pension Fund is no longer actuarially sound and that its deficit has increased sharply from \$166-million in 1969 to \$380-million in 1973."

The New York City Retirement System controls a little more than \$4 billion of monies set aside to pay pensions to former city employees. It meets approximately once a month to approve the amounts and pension arrangements for an average of 10,000 retirees each year. Last Friday we attended one of the meetings to see how they go about this. The group—about 30 representatives of unions and others—met for two hours in executive session. At 12:45 p.m. they opened the meeting to the public. Four resolutions were proposed: to approve the minutes of the previous meeting (not read); to approve the calendar (not read); to set the next meeting

date, Dec. 5, and to adjourn. The session took four minutes.

The Board of Trustees issues reports from time to time. The last one covered 1969, 1970 and 1971.

Your deduction for social security in 1976 will be at the same rate as it was in 1975, but the total amount may be more. If you earn more than \$14,100, you will be paying 5.5 percent on your salary up to \$15,300. That means that the total deduction for social security will be \$70.21 more than the \$824.85 maximum in 1975.

The additional sum will go into the pot that has to pay higher benefits beginning next year—but even with this, the system will be losing \$6 billion a year.

There is one extra in the bill. If you are retired in 1976, you can earn \$230 a month instead of the \$210 maximum in 1975.

This isn't the end, of course. The tax base will go up to \$16,800 in 1977 and the rate is expected to go up from 5.85 percent to 6.5 percent in 1978. Some of us remember the maximum \$30 a year, one percent of the first \$3,000 of income, when the law became effective in 1937.

Don't Repeat This!

(Continued from Page 6)

proving efficiency and eliminating waste in the City's management and operation.

That is not a bad launching pad for a race for Mayor of the City.

LETTERS TO THE EDITOR

Attica Aid

Editor, The Leader:

Between Sept. 9 and 13, 1971, at the Attica Correctional Facility, an incident occurred that aroused the interest of the en-

tire nation.

Prisoners took control of the prison. As hostages they took prison guards and civilian administrative help. They stated that if their demands were not met the hostages would die.

Civil Service Law & You

(Continued from Page 6)

out to the court that Section 77, Civil Service Law requires that an employee who is reinstated be granted all his back pay and other benefits, less other earnings and unemployment insurance. The court, therefore, revised its decision to grant back pay. Upon appeal to the Appellate Division, Second Department, the appeals court sustained the Judge in Special Term, Westchester County Supreme Court, but never reached the issue of whether the "deemed resignation" rule was in conflict with Section 75, Civil Service Law. The court said that since the Commissioner knew of the employee's injury, and since the employee did not receive the certified letter to return to work, then it could not be said that the employee was absent without consent within the meaning of Rule 15.4. The decision, therefore, left open the question of whether Rule 15.4 is in conflict with Section 75, Civil Service Law. In the Matter of DeMuro v. Gray, App. Div. 2d Dept., May 5, 1975.

What's Your Opinion

QUESTION

Has the increased city transit fare caused any problems or hardships in traveling on public transportation?

THE PLACE

Police Plaza, Manhattan.

OPINIONS

Sam Feldman, computer technician: "I use transit daily and nowadays it's costing me about \$10 to \$15 a week to travel on business and just getting around. So it has really hurt me. In fact, it's causing a definite hardship on me. But since I have no other way of getting around New York, I'm stuck with traveling on public transportation. Going out to movies or to visit friends is about the only time I get to use another form of transportation—my car. At those times, I might be lucky enough to find a parking space, but never when I'm in Manhattan on business."



Jacqueline Friedman, anesthesiologist, Lincoln Hospital: "Definitely it has caused a hardship on me, but with my type of work I have to get around to many different places. When it is impossible to use my car to get somewhere, which is most of the time, I am forced to pay the higher fare and take public transportation. I have no alternative. If I didn't have my car, however, the expenses would increase heavily and I would have to pay much, much more. There would be no choice."



Bill Seidl, retired lawyer: "I'm afraid I don't see any improvement in the subway service for New Yorkers paying the higher fare. And that constitutes a hardship, of course. The increase is quite a jump from what it was before and we really don't seem to be getting anything better. But it seems that New Yorkers are getting so used to jumps that there is nothing we can do about it. We must continue to pay the increases. I have to get around. I don't have a car and taxicabs are too expensive. So subways and buses are the only mode of transportation available to me."



Alex McKenna, assistant custodian, Police Department: "The money has gone up, but it seems like the subway service has slowed down a little bit. At least more than it was during the 35-cent fare. Sometimes I have to wait five or six minutes longer for a train in the morning while coming to work. There should be much better service for the additional 15 cents, but the service instead is really lousy. I'd take my car to work, but it would cost me \$4 a day just to park it, so it's cheaper for me to ride the subway and suffer the hardships of paying the 50 cents."



Albert Tedesci, inspector, Buildings Department: "It has not made me change my way of thinking on how to get around the city. It's only made it more expensive to get to work. If I could use my car, I would, but with all the traffic congestion on highways and streets, subways are a faster form of transportation. So I continue to use it. However, I ride the subway out of necessity and I try to avoid riding any time I really don't have to. If I did, the increased subway and bus fare would really kill me."



Betty Cohen, housewife: "I don't work so that saves some money, but still I have to get around New York and the higher fares are a definite problem. Luckily for me, I have a half-rate senior citizens card which allows me to pay less to ride the subways at certain times. I try to avoid riding public transportation when the half-fare is not in effect, but if I am forced to ride, I ride. I have no other choice, so in that respect it is a hardship for me."



as citizens, are obligated to ensure the defense of our policemen.

Therefore, we of the Syracuse chapter of the Civil Service Employees Assn. pledge our support to those men who did their jobs in the public service and now stand accused.

Richard A. Bersani
Acting President
Syracuse Chapter CSEA

Our Jane

Editor, The Leader:

May I take this opportunity to thank you for the excellent coverage which you have given to the guidance counselors of the New York City Schools. The articles written by Dr. Bloomfield were brilliant, and we were delighted to share them with members of the staff and with parent leaders.

We are also grateful for the columns by Ms. Jane Bernstein. Our Jane — Hooray!

Her understanding of the school situation is quite unique.

Daisy K. Shaw
Director

Bureau of Educational and Vocational Guidance



Miss U.S.A., Summer Bartholomew, of Mercer, Calif., graced the head table during the banquet the last evening of the 65th annual CSEA Convention in Niagara Falls last month. She is shown here in the company of CSEA president Theodore C. Wenzl, as sites chairman and former CSEA vice-president Richard Tarmey beams in the background.



Russel Cheney, president of Putnam County chapter 840, leans forward in anticipation of key argument during discussion in County Division meeting.



Western Thruway Authority's Alfred Jeris and Attica's Mark Nowicki listen attentively as debate is held on a timetable to be followed on state negotiations.

CSEA Special Civil Service Committee Report

The special civil service committee of the Civil Service Employees Assn. is chaired by Jean C. Gray, of the Thruway Authority Headquarters, with committee co-chairman Robert Lattimer, of Buffalo Manpower Services, and committee members Nicholas Abbatiello, Canute Bernard, Betty Duffy, Jimmy Gamble, Timothy McInerney, Gerald Purcell, Ernst Stroebel, Jack Weisz and James Welch.

Your Special Civil Service Committee met four times during 1975 to discuss such subjects as Equal Employment Opportunities for Women in New York State Government, Ethnic Coding of State employees, State Layoff procedures, extended leaves of absences by certain State employees, Comprehensive Employment and Training Act (CETA) and other subjects covered by Civil Service Law. As you already know, this committee, when changed from the Ad Hoc Affirmative Action Committee to the Special Civil Service Committee, was charged with the responsibility of being a watchdog on the Merit System.

For your information, due to the complexities of the Comprehensive Employment and Training Act (CETA), an Ad Hoc Committee for CETA was formed and Robert Lattimer, the Co-chairman of this committee, was named Chairman in order that there would be close coordination between the two committees.

On Dec. 12, 1974, Miss Hilda Ford, a representative of Commissioner Poston, met with this committee in which she discussed the opportunities for women in New York State Government. Also dis-

cussed was the statistics showing the heavy concentration of females in the lower grades such as clerks, typists and stenographers, but it was concluded that this would change due to the increased opportunities for women in higher paying positions.

In January 1975, this committee met to discuss the Ethnic Coding of State employees. In September 1974 the coding of State employees was suspended by Governor Wilson due to the vigorous protests by CSEA. A task-force committee was appointed by the Governor to examine the issue and a representative from CSEA was appointed to that committee. As a result of various meetings and recommendations a report was issued by this task force in November 1974, and

the temporary suspension of the ethnic data systems was terminated and the survey was to be continued but with the recommendations of this committee to be included. During the summer Mr. Roche of the Civil Service Department met with this committee and explained the procedure of the Ethnic Survey as to the form now used and security taken. For your information, categorization must be based on a visual assessment of the individual's ethnicity. No one should be asked his or her ethnicity.

On April 25, 1975 representatives of CSEA appeared at a hearing before the Senate Committee on Civil Service in the Legislative Office Building in Albany, New York. The purpose was to bring to their attention some of the problems and

inequities encountered by CSEA. The areas discussed were equal employment opportunity, 1-out-of-3 rule for selection, oral examinations, job-related contents of examinations, requests by State departments and agencies for excessive exempt classification of positions and finally excessive leaves of absences.

In conclusion this committee wishes to bring to the attention of the delegates that this committee was formed basically to help the chapters in problems concerning affirmative action. As of the present time, we have received input from only a few chapters. It would be advisable for the chapters to appoint a small affirmative action committee to work with management in order to prevent problems from arising.



Sullivan County chapter 843's Alan Greenfield, executive representative, and Thomas Schmidt, from left, confer with CSEA field staffer Phil Miller and Syracuse Region V supervisor Frank Martello during break between business sessions.



Binghamton chapter 002's Jackie Burgess, who is also secretary of CSEA Syracuse Region V State Workshop, was a walking billboard expressing her feelings about Legislators' lulls.



Presiding over meeting of non-teaching school district employees at Monday panel discussion were, from left, Vincent DiBrienza, Suffolk Educational chapter; David Silberman, Nassau County; coordinator Danny Jinks, standing; chairman Edward Perrott, Nassau Educational; Jake Banek, Oneida Educational, and Hugh Crapser, Dutchess Educational. School employees, as well as probation officers and social service workers, had separate meetings to discuss particular problems faced by local government employees statewide.

CSEA Membership Committee Report

The membership committee of the Civil Service Employees Assn. is chaired by Samuel Emmett, of New York City, and Howard Cropsey, of Albany County, with committee members Jon Schermerhorn, Terry Dawson, William Kempey, Karen Messler, James Mangano, Esther Throne, Theodora Kowalszyk and Eva Katz.

The main concern of the Membership Committee continues to be the growth of our Association.

The continued increase in CSEA's membership is a result of the Association's effective mail campaigns to solicit non-members in both Political Subdivisions and the State on a regular and continuing basis. For the second year, we have increased our numbers even though there was an estimated attrition of 10 percent in our ranks each year.

This Committee has been made aware that membership is of major concern to all Staff Employees, Chapter Presidents, Statewide Officers and Delegates. A tally is now being kept of new member applications submitted by each fieldman. During the last year over 15,000 new members have been solicited by the Field Staff, direct or through chapters and units they serve.

The continual improvement of CSEA data processing systems and operations permit identifying non-member employees in those bargaining units which we represent. This ability permits direct-mail solicitations for membership to be made and chapter officers and representatives as well as CSEA staff the opportunity to appeal to non-members in person. With reference to the State service, our identification of non-members is very complete, but in the County Division it depends upon receiving machine readable information from each local government which has been arranged in some places. Our County Division Chap-

EXHIBIT B

CSEA MEMBERSHIP STATISTICS				
	STATE DIVISION	COUNTY DIVISION	RETIREE MEMBERS	TOTAL MEMBERS
6/1/74 Audit	118,808	84,890	16,409	220,107
6/1/75 Audit	123,637	92,327	16,409	232,373
NEW MEMBERS FROM NOTICE FROM				
5/15/75 to 9/17/75	4,569	5,898	*	10,467
Estimated Attrition Since 5/15/75	(3,205)	(2,455)		
TOTAL	125,001	95,769	16,409	237,139
Increase of 6/1/75 Over 6/1/74 Audit	+4,829	+7,437		12,266
RECAP OF ABOVE				
	9/17/75	6/1/75	6/1/74	6/1/73
Full Members	220,770	215,964	203,698	191,349
Retirees	16,409	16,409	16,409	15,381
Total	237,139	232,373	220,107	206,730

ter Presidents and representatives of County Division Chapters on the County Executive Committee could assist greatly by working closely with CSEA Manager of Computer Services to secure from each political subdivision machine readable information which would supply CSEA with ready information on all non-members so that we could solicit their membership directly by mail and through membership committees of chapters and units. Also very desirable is a provision in each local government work contract that would permit access to all employees during work hours for brief 15-minute interviews on a quarterly basis to explain

CSEA services and programs, including insurance programs.

Your Committee acknowledges the innovative and responsible efforts put forth by CSEA management at 33 Elk Street in the continued drive to solicit new members. Because of the importance of continued growth in membership for the success of CSEA, the Membership Committee recommends that the Director's Constitution and By-Laws Committee consider inclusion of the Membership Committee as a Board of Director's Standing Committee. This would allow the Membership Committee Chairman to attend all meetings of CSEA's Board of Directors.



Bicentennial spirit is displayed by James Corbin, president of Suffolk County chapter 852. Mr. Corbin pointed out that much good publicity could be gained for CSEA by participation in Bicentennial events.



It's an annual event for Dutchess Educational chapter 867's John Famelette to distribute United States flag decals. This year he set up a booth at the Convention and gave hundreds of Bicentennial flag decals to delegates.

1975 MEMBERSHIP REPORT TO DATE									EXHIBIT C
REGION	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	TOTALS TO DATE
I - LONG ISLAND	424	454	504	424	469	266	198	311	3,050
II - NEW YORK CITY	276	277	348	240	114	97	171	89	1,612
III - SOUTHERN	411	395	634	569	297	294	319	271	3,190
IV - ALBANY	317	365	468	241	253	145	192	138	2,119
V - SYRACUSE	415	549	399	275	317	160	257	183	2,555
VI - BUFFALO	766	291	549	340	341	317	233	302	3,139
MONTHLY TOTALS	2,609	2,331	2,902	2,089	1,791	1,279	1,370	1,294	15,665



Three of the Association's best known ladies exchange greetings. From left are Pauline Wenzl, wife of the CSEA president; Celeste Rosenkrantz, statewide education chairman, and Deloras Fussell, statewide social chairman.



Laboratories and Research chapter 665's Jose Samson and Alice Bailey exchange views during a break between business sessions.

(Leader photos by Ted Kaplan)



C. Rush, delegate from Green Haven Correctional Facility chapter 158, talks with Helen Hayes Hospital chapter 302's Patricia Comerford, treasurer of Southern Region III, and Health Research chapter 315's Barbara Fauser, treasurer of Western Region VI.



Among the large contingent from Westchester County local 860 were chapter secretary Irene Amaral and fourth vice-president Carmine DiBattista.



Years of dedicated service to CSEA have made New York City chapter 919's Martha Owens, left, and Albany Tax and Finance chapter 690's Santa Orsino among the union's most influential members.



Court of Claims chapter 694 president Julie Drew and Agriculture and Markets chapter 650 delegate Jon Schermerhorn were among attentive participants in combined Delegates Meeting at Convention Center.

Latest State And County Eligible Lists

EXAM 34-745

SR CLERK

Test Held May 3, 1975
List Est. Sept. 2, 1975
(Continued from Last Week)

- 13 Lacombe Joyce L Saratoga Spg97.6
- 14 Hawkes C A Schenectady97.6
- 15 Eldred Melody J Coxsackie97.5
- 16 Killelea S A Albany97.3
- 17 Montgomery K A Delmar97.2
- 18 Durocher C M Saranac97.0
- 19 Thomas V C Athens96.9
- 20 Morton C E Albany96.8
- 21 Suss Marshall Albany96.6
- 22 Sloghan N C Schenectady96.5
- 23 Linsey Marcia Albany96.5
- 24 Mercer Kathryn Morland96.4
- 25 Maraschiello J Kenmore96.4
- 26 Przewlocki V A Schenectady96.4
- 27 Epstein P S Poughkeepsie96.4
- 28 Carlson Carol J Jamestown96.4
- 29 Harlop Doreen M Albany96.3
- 30 Clark Harry R Albany96.4
- 31 Dibble William Watervliet96.3
- 32 Grubb Kathleen Saratoga Spg96.3
- 33 Clifford R C Albany96.3
- 34 Hasselbach Jane Albany96.3
- 35 Sullivan Marke E Albany96.3
- 36 Peet Marion Binghamton96.2
- 37 Shea Patricia A Latham96.2
- 38 Makowski Carol Albany96.1
- 39 Giblin Conie M Brockport95.7
- 40 Ashby April M Syracuse95.6
- 41 Becker Kathleen Centerech95.5
- 42 Ranagan P A Huntingtn Sta95.3
- 43 Lindemann Joan Nassau95.3
- 44 Hartshorne M F Slingerlands95.3
- 45 Montesi David V Cohoes95.3
- 46 Riese Anne Endicott95.3
- 47 Adams Alta Walton95.3
- 48 Webb Sandra H Horseheads95.2
- 49 Stupis Toni L Centerech95.2
- 50 Dassenbrack J M Schenectady95.2
- 51 Kaufman George Delmar95.1
- 52 Gorsetman Mark Bronx95.1
- 53 Masco Darlene Wingdale95.1
- 54 Wetzel Janet L Buffalo95.1
- 55 Tamres Phyllis Bronx95.0
- 56 Arnold Caroline W Lebanon95.0
- 57 Adams Alan J Albany95.0
- 58 Galinski F A Albany95.0
- 59 Garrison E H Schenectady95.0
- 60 Kaufman Joyce R Brooklyn95.0
- 61 Gaynor Thomas J Troy95.0
- 62 Mohan Marie L E Breenbush95.0
- 63 Panucci Michael Albany94.9
- 64 Murphy Penny S Stony Brook94.9
- 65 Gela Gregory H Cohoes94.9
- 66 Senter Joan C Rensselaer94.9
- 67 Casey Virginia Brooklyn94.9
- 68 Russell J T Albany94.9
- 69 Walsh Charlotte Troy94.9
- 70 Roberts Mary E Delmar94.9
- 71 Kelly Cynthia M Albany94.9
- 72 House ayne L E Greenbush94.9
- 73 Defuscio L F Cohoes94.9
- 74 Isniowski K B Elma94.9
- 75 Leduc Barbara J Saranac94.9
- 76 Lefave Ann T Tupper Lake94.9
- 77 Sopone Donald L Troy94.9
- 78 Boag Nancy L Hornell94.8
- 79 Massar Frances Dannemora94.8
- 80 Talmadge Evelyn Amsterdam94.8
- 81 Brenner Robert Buffalo94.8
- 82 Slattery James Watkins Glen94.7
- 83 Cleveland Gail Oneonta94.7
- 84 Kubala Jane B Buffalo94.5
- 85 Felter Louise E Latham94.5

- 86 Morgan Pamela Lancaster94.1
- 87 Piper Louise C Buffalo94.1
- 88 Geisler John R Elora94.0
- 89 Heins Henry H Albany94.0
- 90 Libotte Dana Albany94.0
- 91 Tarkowski S G Utica94.0
- 92 Coffey Michael Schenectady94.0
- 93 Tessitore R F Amsterdam94.0
- 94 Ruhn Catherine Whitesboro93.9
- 95 Lettore Donald Slingerlands93.9
- 96 Kimney Phyllis Troy93.9
- 97 Johnson Marilyn Tonawanda93.9
- 98 Green Richard T Albany93.8
- 99 Cary Mildred D Coxsackie93.8
- 100 Carter Alice E Binghamton93.8
- 101 Parker Alberts Medina93.8
- 102 Smith Barbara A Horseheads93.8
- 103 Vaughan Dorice Albany93.8
- 104 Lueck Sally A Morrisville93.8
- 105 Abern William P Troy93.8
- 106 Dugan Thomas J Valatie93.8
- 107 Desantis Sharon Schenectady93.8
- 108 Damato Linda J Lyons93.8
- 109 Kern Bernard J Binghamton93.8
- 110 Sutton Richard Freehold93.7
- 111 Bolliger Karen Troy93.7
- 112 Sentiwasny M J Ballston Spa93.7
- 113 Bowers Iva A West Seneca93.7
- 114 Adams John H Troy93.7
- 115 Mills Sharon A Albany93.7
- 116 Bergman Maxine Watervliet93.7
- 117 Elliott Lola D West Islip93.7
- 118 Gloss Susan J Rochester93.6
- 119 Normile James F Troy93.6
- 120 Jones Shirley A Buffalo93.6
- 121 Matson Mary A Schenectady93.6
- 122 Fleischman L F Coram93.6
- 123 Rogol J Yonkers93.6
- 124 Herbert Gayle E Albany93.6
- 125 Campbell Jill F Albion93.6
- 126 Martone Judith N Troy93.5
- 127 Jacobson S Levittown93.5
- 128 Cole Elizabeth Canton93.5
- 129 Brown Sharon L Canandaigua93.5
- 130 Clark Mary A Ferrysburg93.5
- 131 Delehanty Anne Albany93.5
- 132 Nicol Virginia White Plains93.4
- 133 Cavanagh Audrey N Babylon93.3
- 134 Dunkerley Paul Middle Grove93.3
- 135 Merihew Bernice McGraw93.2
- 136 Callahan I J Marcellus93.1
- 137 Fickelscherer E N Tonawanda93.1
- 138 Aeppil Mario E Johnson City93.1
- 139 Brooks Judith K New Hartford93.1
- 140 Deinzer Kathy A Cheektowaga93.1
- 141 Hunt Brenda R Binghamton93.0
- 142 Debarthe J C Albany93.0
- 143 Tomlinson Ann E Saranac Lake92.8
- 144 Bursor Elina Schenectady92.8
- 145 Valente Richard Schenectady92.7
- 146 Lanahan Susan M Round Lake92.7
- 147 Garrett Traudi Forest Hills92.7
- 148 Mirabile Paula Albany92.7
- 149 Ott Esther W New Palz92.7
- 150 Wickert K M Albany92.7
- 151 Hurley E B Wards Island92.7
- 152 Cecot Raymond W Schenectady92.7
- 153 Miller Anna J Maryland92.7
- 154 Wittkopp Elaine Niagara Fls92.7
- 155 Davidson Lynne Pt Jffsn St92.6
- 156 Mielnik Joan S Watervliet92.6
- 157 Ringer Margaret Stony Brook92.6
- 158 Morrison Linda Latham92.5
- 159 North Jonathan Albany92.5
- 160 Decenzo J A Albany92.5
- 161 Batchelor Bruce Albany92.5
- 162 Wagoner Alice I East Berne92.5
- 163 Vanwormer P S Albany92.5

- 164 Thue Valencia J Donkirk92.5
 - 165 Hopkins M E Albany92.5
 - 166 Merrigan V A Greenville92.5
 - 167 Weatherspoon C Buffalo82.4
 - 168 Fisher Arlene K Plattsburgh92.4
 - 169 Combs Mary C Troy92.4
 - 170 Bier Katherine Little Neck92.4
- (To Be Continued)

- 9 Reed Porter B Plattsburgh80.0
- 10 Cole Glenn M Pleasant Valley79.2
- 11 Clarke Stephen Guilderland78.3
- 12 Inslerman R A Saranac Lake77.8
- 13 Lamendola J E Carthage76.8
- 14 Knoch Harold W Brookhaven76.8

- 15 Parsons Gary R Pottersville76.0
 - 16 Husek Vernon P Berne75.7
 - 17 Miller Robert L Ravenna74.4
 - 18 Aldrow Denton C Livonia74.3
 - 19 Dickinson N R Springfield74.0
- (Continued on Page 12)

EXAM 35-785

SR ARCHITECT

Test Held May 31, 1975
List Est. Oct. 24, 1975

- 1 Matuzsek John F Slingerlands81.0
- 2 Demarrais D D E Greenbush78.3

EXAM 35-858

HOUSING MNGMNT REP

Test Held Aug. 23, 1975
List Est. Oct. 24, 1975

- 1 Swerdloff M Brooklyn79.7
- 2 Silber Ludwig L Brooklyn75.0
- 3 Carrood Yale Tenack70.2

EXAM 24-315

HOUSING MNGMNT REPR

Test Held Aug. 23, 1975
List Est. Oct. 24, 1975

- 1 Shreyar Louis Elmont97.0
- 2 Farkas Arthur Flushing88.0
- 3 Kotik Paul N Bellmore86.0
- 4 Bernstein Jack Bayside85.0
- 5 Smith John H NYC83.0
- 6 Margolis W NYC82.0
- 7 Owczarczak J Cheektowaga81.0
- 8 Soskin Daniel Woodmere79.0
- 9 Mendelson S Bayside79.0
- 10 Still Jacob C NYC76.0
- 11 Lattner Phyllis Buffalo73.0
- 12 Weig Steven Yonkers73.0
- 13 Cohen Victor Elmhurst72.0
- 14 Bell Alice K Brooklyn70.0
- 15 Fay Wilbur F Fulton70.0
- 16 Serber Martin NYC70.0

EXAM 27-464

CHIEF FISH AND WILDLIFE

ECOLOGIST

Test Held July, 1975

- 1 Spagnoli John J Cambridge81.7
- 2 Colson Ralph B Schenectady78.2
- 3 McCaffrey E R Schoharie74.4

EXAM 27-505

CHIEF WILDLIFE BIOLOGIST

Test Held July, 1975

List Est. Oct. 28, 1975

- 1 Schierbaum D L Altamont83.5
- 2 Parks Eugene Feura Bush78.5
- 3 Colson Ralph B Schenectady78.2
- 4 McCaffrey E R Schoharie74.4
- 5 Husek Vernon P Berne72.6

EXAM 27-504

SUPERVISING WILDLIFE BIOLOGIST

Test Held Sept., 1975

List Est. Oct. 28, 1975

- 1 Kelly James W Scotia85.7
- 2 Fried Eric W Albany85.1
- 3 Jackson L W Berne83.9
- 4 Chamberlaine L Henderson83.1
- 5 Sauer Peggy R Voorheesville83.0
- 6 Schroder Ronald Rochester82.8
- 7 Pell Clarke E Greenville82.4
- 8 Hauber John R Lima80.8

"'CHICAGO' IS A MARVEL!"
—Time Magazine

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

GWEN VERDON · CHITA RIVERA
JERRY ORBACH
CHICAGO

MAIL ORDERS NOW!
MON. THRU. FRI. SAT. WED. SAT.
EVS. EVGS. MATS. MATS.
ORCH. \$16.00 \$17.50 \$12.50 \$14.00
MEZZ. 13.50 15.00 10.00 12.00
BALC. 11.00 12.00 9.00 10.00
10.00 11.00 8.00 9.00
9.00 10.00 7.00 8.00
8.00 9.00

46th STREET THEATRE
228 West 46th Street, 346-4271
Chgo.Off. Crd. Cncls. (212) 239-7177



Grease

THE ONE AND ONLY LONGEST
RUNNING SHOW ON BROADWAY

There's a reason for that!

ROYALE THEATRE · 45TH STREET W of BROADWAY
(SEE A.D. ADS FOR DETAILS)

Candide

The theatrical event
of the year!

CANDIDE AT THE BROADWAY THEATRE

"THE MOST STYLISH
BROADWAY MUSICAL
SINCE 'PIPPIN.' A
SIGHT TO BEHOLD,
SPECTACULAR LOOK-
ING AND SLICKLY
DONE."

—Douglas Wolf, Daily News

THE WIZ

the new musical version of
The Wonderful Wizard of Oz

For Group Sales only call: 354-1032
MAJESTIC THEATRE 247 West 44th St. • 246-0730



LINDA HOPKINS
IN
ME AND BESSIE
A MUSICAL EVENING

**"TREMENDOUS
JUST GREAT!!!"**

—Clive Barnes, N.Y. Times

Tickets also available at TICKETRON (212) 541-7290
Reserve tickets with major credit cards (212) 265-1855
Tues. thru Sat. Evgs. at 8 P.M.; Wed. & Sat. Mats. at 2 P.M.; Sun. at 3 P.M.
FOR GROUP SALES ONLY CALL: 489-6287
AMBAADOR THEATRE
219 W. 49th St. • 265-1855

BOCCACCIO

AMERICAN

NOW PLAYING

American Express Accepted
Tickets also available at Ticketron: 541-7290
For Group Sales Only Call: (212) 354-1032
Charge: Major Credit Cards Call:
(212) 239-7177

Osion Theatre 47th St. W. of B'way
757-7164

Last 4 Weeks Prior
To National Tour
Sun. 3; Sat. 2 & 8; Fri. 8
Tues. 8; Wed. 2 & 8; Thurs. 8

BEST MUSICAL
THE GRAMMY & TONY WINNER

RAISIN

Groups: 354-1032 — Ticketron 541-7290
All Major Credit Cards: Tel. Res. 586-5555

AUTUMN DINNER SPECIAL
Orch seat & complete STEAK DINNER
at Steak & Brew, 221 W.
46 St. Call 265-0499 for \$14.95
details.

Lunt-Fontaine Thea. 265 W. 46 St. 586-5555

"She's still glowing, she's still growing, she's still going strong."


PEARL BAILEY
in
HELLO, DOLLY!

LIMITED
ENGAGEMENT
6 WEEKS ONLY!
Now
thru Sun. Dec. 14

Tickets available at
Ticketron: 541-7290
For Group Sales only call
(212) 354-1032

BILLY DANIELS
MINKOFF THEATRE
45th Street W. of B'way • 869-8558

Seats Now at Box Office



TO HELP YOU PASS GET THE ARCO STUDY BOOK

BOOKS	PRICES
Accountant Auditor	6.00
Administrative Assistant Officer	6.00
Assessor Appraiser (Real Estate)	6.00
Attorney	5.00
Auto Mechanic	6.00
Beginning Office Worker	5.00
Beverage Control Invest.	4.00
Bookkeeper Account Clerk	6.00
Bridge and Tunnel Officer	5.00
Bus Maintainer — Group B	5.00
Bus Operator	5.00
Captain Fire Dept.	8.00
Captain P.D.	8.00
Cashier	4.00
Civil Engineer	8.00
Civil Service Arith. and Vocabulary	4.00
Civil Service Handbook	1.50
Clerk N.Y. City	4.00
Complete Guide to C.S. Jobs	2.00
Computer Programmer	6.00
Const. Supv. and Inspec.	5.00
Correction Officer	6.00
Court Officer	6.00
Dietitian	5.00
Electrician	6.00
Electrical Engineer	5.00
Federal Service Ent. Exam	5.00
Fireman F.D.	5.00
Foreman	5.00
General Entrance Series	4.00
General Test Pract. for 92 U.S. Jobs	5.00
Lt. Fire Dept.	8.00
Lt. Police Dept.	8.00
H.S. Diploma Tests	5.00
H.S. Entrance Examinations	4.00
Homestudy Course for C.S.	5.00
How to get a Job Overseas	1.45
Hospital Attendant	4.00
Housing Assistant	5.00
Investigator-Inspector	5.00
Janitor Custodian	6.00
Laboratory Aide	5.00
Librarian	4.00
Machinists	6.00
Maintenance Man	5.00
Maintainer Helper A and C	4.00
Maintainer Helper Group D	5.00
Management and Administration Quizzer	6.00
Mechanical Engineer	8.00
Motor Vehicle License Examiner	5.00
Notary Public	4.00
Nurse (Practical and Public Health)	6.00
Parking Enforcement Agent	4.00
Police Administrative Aide	5.00
Prob. and Parole Officer	6.00
Police Officers (Police Dept. Trainee)	5.00
Playground Director — Recreation Leader	6.00
Postmaster	5.00
Post Office Clerk Carrier	4.00
Post Office Motor Vehicle Operator	4.00
Postal Promotional Supervisor-Foreman	5.00
Preliminary Practice for H.S. Equivalency Diploma Test	4.00
Principal Clerk-Steno	5.00
Probation and Parole Officer	6.00
Professional Trainee Admin. Aide	5.00
Railroad Clerk	4.00
Sanitation Man	4.00
School Secretary	4.00
Sergeant P.D.	7.00
Senior Clerical Series	5.00
Social Case Worker	6.00
Staff Attendant and Sr. Attendant	4.00
Stationary Eng. and Fireman	6.00
Storekeeper Stockman	5.00
Supervision Course	5.00
Transit Patrolman	5.00
Vocabulary, Spelling and Grammar	4.00

Contains Previous Questions and Answers and
Other Suitable Study Material for Coming Exams

ORDER DIRECT—MAIL COUPON

LEADER BOOK STORE
11 Warren St., New York, N.Y. 10007

Please send me _____ copies of books checked above.
I enclose check or money order for \$ _____

Name _____
Address _____
City _____ State _____

Be sure to include 8% Sales Tax

Political Ad Is Attacked By Mt. Vernon CSEA Unit

MOUNT VERNON—The contents of a political flyer distributed by Tom Sharpe, unsuccessful Democratic candidate for Mayor of Mount Vernon in last week's election, has brought a protest from Don Webster, president of the Mount Vernon unit, Civil Service Employees Assn.

Mr. Webster, in a letter to Thomas W. Wallace, executive director of the New York State Board of Elections, complained the advertisement "seriously demeans my members and is a flagrant misrepresentation of employee behavior in the City of Mount Vernon."

The flyer contained a photograph of an individual reading a newspaper. It was captioned: "If we don't stop the waste, Mount Vernon will become another New York. This city employee spent your tax-dollars on 9-25-75 reading the newspaper. Don't you think your money could be bet-

ter spent?"

Mr. Webster said that the candidate's campaign team was aware that reading newspapers is part of some employees' jobs. The jobs involve checking obituary columns to keep the tax exempt rolls up to date and to record changes of deeds and transfers of property. These duties, Mr. Webster added, occupy about 10 percent of the employee's time.

Calling the flyer "despicable and reprehensible," Mr. Webster demanded that the State Board of Elections employ the Unfair Practices Act "to insure that none of my members be subject to this anguish and humiliation again."

The executive committee of the CSEA Westchester chapter, of which the Mount Vernon unit is a part, voted to censure Mr.

Sharpe for the derogatory remarks and false depictions allegedly made against the employees of the City of Mount Vernon.

Mr. Webster said that the State Board of Elections reported that the constitutionality of the misrepresentation provisions of the Fair Campaign Code is now before the U. S. Supreme Court and, until a decision is made, the board said it is unable to act.

Mr. Webster, asked to comment on the election results, said "We caused the defeat. Our union members were angry and engaged in a concerted effort to let Mr. Sharpe know that we will not stand for such scurrilous tactics."

The 600-member CSEA unit had, prior to the election, officially endorsed incumbent Mayor August Petrillo.

LEGAL NOTICE

CRYSTAL & CRYSTAL.

—Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on October 2, 1975. 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, 1975. 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 226th St., Cambria Hts., 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).

Rockland-W'Chester Retirees To Meet

ORANGEBURG — The Rockland-Westchester Counties Retirees chapter, Civil

Service Employees Assn., will hold a dinner meeting Thursday, Nov. 13, at 6 p.m. at the Holiday Inn here on Route 303.

Onondaga Schedules A Variety Of Exams

SYRACUSE—The Onondaga County Department of Personnel is accepting applications until Nov. 12 for posts as engineering aides, engineering technicians, foresters, sanitation foremen, sanitation inspectors, superintendent of street cleaning, physical therapists, and civil engineers. All posts are open-competitive and have starting salaries ranging from \$6,634 to \$19,502.

Examinations are scheduled to be held on Dec. 13. For complete information and applications, candidates should contact the Onondaga Personnel Department, 105 County Office Building, Syracuse.

Speakers will include Thomas Gilmartin, CSEA coordinator of retiree activities, and Martin Langer, the union's statewide political action committee chairman, according to chapter president George Celentano. Invitations to address the meeting have been sent to State Senators Linda Winkow (D-L, Westchester-Rockland) and John E. Flynn (R-C, Bronx-Westchester), Assemblyman Eugene Levy (R-C, Westchester) and CSEA Southern Region III president James Lennon.

Reservations may be made by contacting dinner chairman Margaret James, 124 Sickles Ave., Nyack, N.Y. 10960. The telephone number is (914) 358-1880.

**BUY U.S.
BONDS!**

**If you want to know what's happening
to you
to your chances of promotion
to your job
to your next raise
and similar matters!**

FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have and the job you want.

Make sure you don't miss a single issue. Enter your subscription now.

The price is \$9.00. That brings you 52 issues of the Civil Service Leader filled with the government job news you want.

You can subscribe on the coupon below:

CIVIL SERVICE LEADER
11 Warren Street
New York, New York 10007

I enclose \$9.00 (check or money order for a year's subscription) to the Civil Service Leader. Please enter the name listed below.

NAME _____
ADDRESS _____
CITY _____ Zip Code _____

Grievance Victory Brings Bridge Workers Back Overtime Wages

FISHKILL—A third-step grievance decision has been won by the Civil Service Employees Assn.'s Bridge Authority chapter, resulting in back overtime pay for two of the union's members.

Milton Zwickel, chairman of the State Bridge Authority, issued the decision after the matter had been denied by administrative officers at the first two steps of the grievance procedure.

The two CSEA members who brought the successful grievance were Stephen P. Doonan and Phillip R. Mikesh, both of whom work on the Kingston-Rhinecliff Bridge. They received their checks on Oct. 15.

At issue was whether the authority could bring in part-time employees at regular pay to substitute for permanent, full-time employees who are out sick.

CSEA maintained that this

practice was a direct violation of Article 36 of the workers' contract, which states: "Overtime for toll collectors will be given to the permanent Civil Service toll collectors for the first five days of each employee's sickness. All collectors, when called, are required to come to work."

CSEA field representative John Deyo said the Authority had been illegally calling part-time employees, at straight pay, to avoid paying overtime to full-time, permanent employees who

would otherwise work at overtime rates in place of the sick employee.

"The wording in the contract was absolutely clear," Mr. Deyo said, "but it took Mr. Doonan and Mr. Mikesh to put an end to the abuse of the contract. This was the first test of that situation, and it now stands as a precedent for all Bridge Authority employees."

The decision affects more than 60 such employees, Mr. Deyo said.

Armory Employees Pose Suggestions To CSEA & State

NIAGARA FALLS—A wide variety of proposed contract demands, including future contract lives of one year and full state underwriting of family hospitalization insurance, were suggested for inclusion in the coming pact talks between the state and the Civil Service Employees Assn. by the Conference of Armory Employees meeting here at the recent CSEA Delegates' Convention.

The Conference consists of eight CSEA Armory chapters throughout the state and the meeting was conducted by conference president Dick Houghtaling, of Genesee Valley Armory Employees chapter.

It was also suggested that CSEA encourage passage of bills before the Legislature to provide coverage for all armory

workers under all sections of the Taylor Law, the addition of a third annual increment step to the state pay scale and the extension of major medical insurance to conclude preventive inoculations of all state workers and their families.

Also recommended was a 30 percent increase in dental care allowances, a \$10,000 increase, to \$30,000, of ordinary death benefits, the extension of inconvenience pay for employees working weekend days and basing state employee salaries on a 364-day year.

Suggestions by Conference members were also passed on to the Chief of Staff of the Governor who heads the Division of Military and Naval Affairs.

These included improved DMNA layoff procedures, the start of statewide armory worker workshops to better qualify existing and potential armory superintendents, payment for the overtime required annually for armory emergency duty training, changes in promotional policies and reimbursement for personal property lost or damaged in the line of duty.

**Full Employment
Is The Key
To Prosperity.
Buy U.S. Made Products**

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, 1975. 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 term inate 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 90 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.



In HIP your money stays in your wallet!

**Family Doctors,
Pediatricians,
Gynecologists,
Maternity Care,
Super-Specialists
and more -
NO CLAIM FORMS,
NO MONEY
WORRIES!**

Government Employees

To Join: See your payroll clerk for information on how to transfer into HIP.

For facts about your HIP health benefits call

212 - 754-1144

Mon. - Fri. 9AM to 5PM

HEALTH INSURANCE PLAN OF GREATER NEW YORK
625 Madison Avenue, New York, N.Y. 10022



Southern Region III officers are attentive as regional president James Lennon talks to delegates at meeting last month in Newburgh. Seated from left, are treasurer Patricia Comerford, Helen Hayes Hospital; secretary Sandra Cappillino, Transportation Region 8, and second vice-president Richard Snyder, Wassala Developmental Center.

Region III Assails Pension Use To Aid New York City

NEWBURGH—Members of Southern Region III, Civil Service Employees Assn., gave unanimous support to the proposition that State Comptroller Arthur Levitt should keep hands off state employees' pension funds, even for the purpose of aiding New York City in its current financial crisis.

The Region III members voted unanimously at a meeting at the Fishkill Holiday Inn recently to ask CSEA Headquarters to back the Westchester County CSEA chapter's court action intended to prevent Comptroller Levitt from investing \$25 million in New York State tax anticipation notes in order to help New York City in its fiscal crisis.

The suit was heard by the State Court of Appeals Oct. 17. It was rejected by the court, which allowed Comptroller Levitt to invest the money as he saw fit. The funds were invested in state notes that day in order to prevent the city from going into default.

Members of Southern Region and its Westchester chapter were of the opinion the night before the court decision, that regardless of how it was decided, bringing the case to the state's highest court would be a moral victory.

They believed the case would uphold the principal that the pension funds, held in trust by Comptroller Levitt, who is the official trustee of pension money contributed by state employees, should be held inviolate and should not be imprudently invested.

The resolution backing the Westchester County suit was first approved by a meeting of the county division of the Southern Region. It was then approved at a full membership meeting which followed separate meetings of the Region's county and state divisions.

The resolution asked full moral and financial backing for the Westchester chapter's efforts to bring the pension fund expenditures before the courts.

Regional attorney Arthur Grae outlined the moral and legal case against the Comptroller's spending the pension funds to the Southern Region members. The suit seeks the removal of Mr. Levitt as pension fund trustee.

Mr. Grae said Mr. Levitt's action as trustee of the pension

funds was in conflict with his job of state Comptroller. The trustee of the pension funds, Mr. Grae said, is expected to obtain the greatest interest possible when investing pension money. As comptroller his job calls for him to try to get the lowest amount of interest possible when selling state bonds or notes.

"How can he get both the lowest amount of interest and the highest amount of interest?" Mr. Grae asked.

Mr. Levitt, Mr. Grae alleged, is investing the fund's money in a way that no prudent investor for a private company would do. If he invested the funds of private employees in this manner, he would be criticized and stopped by the courts.

"Does this mean that private employees have more rights than public employees?" Mr. Grae inquired.

The attorney said in the legal brief he submitted that there were numerous violations of the U.S. and State Constitutions by Mr. Levitt.

The court action stemmed from a resolution made by Stanley Boguski, Westchester chapter legislative chairman, at the statewide CSEA convention in Niagara Falls on Oct. 1. Mr. Boguski made the resolution during a speech on the convention floor denouncing the use of pension funds to help New York City. The resolution, which sought legal action to prevent the use of pension funds for such purposes, was approved by the convention delegates.

There were numerous questions at the Southern Region meeting as to why CSEA as a whole did not back the suit against Comptroller Levitt, but left it to be brought by Westchester chapter.

"All the credit would have gone to the entire CSEA and not just to the Westchester chapter if the state officers had backed his suit," Phil DePizzo of the Middletown Hospital chapter said.

Southern Region III president



Westchester County local 860 second vice-president Stanley Boguski explains reasons for his opposition to use of employees' pension funds to aid New York City.

James J. Lennon voted to abstain from taking on the suit against the Comptroller on the incorrect information that he was going to invest the money in state bonds, not short term notes.

"The statewide officers stick together when they make a decision. Having been given no authorization on the question from Southern Region, I did not feel that I was empowered to go ahead on my own on this lawsuit," Mr. Lennon said.

The Southern Region president also pointed out that his name was put on the lawsuit as a courtesy by Westchester chapter.

"Since several of the people bringing the lawsuit live in the same city I do, New Rochelle, why wasn't I given the additional courtesy of being called up and informed of all of the details regarding this lawsuit?" Mr. Lennon asked. "I might have voted differently on the question if they had done so."

Taylor Law & Job Actions Scheduled On The Agenda At Albany Region Meeting

ALBANY—Albany Region IV, Civil Service Employees Assn. will hold a regional workshop at the Queensbury Hotel, Glens Falls, Friday and Saturday, Nov. 14-16.

The Friday night session will include a general business meeting and a separate school district session.

The Saturday session will have two separate presentations. The morning session will deal with the Taylor Law, with various aspects and implications of the law to be presented. John Sands, from the New York State School of Industrial and Labor Relations at Cornell University and a professor at the Albany Law School, will present the main address of this session. Mr. Sands will also serve as a member of a discussion panel with Martin Barr, counsel with the Public Employment Relations Board that enforces the various rules of the Taylor Law, and James Roemer, counsel for CSEA. The panel will be open to questions from the floor.

The afternoon session will have a presentation, "How a Union Organizes for a Job Action," and will deal with the various types of job actions that have been utilized in various situations in the past. CSEA organizer Lee Frank will lead the session.

A discussion will follow with questions on the two topics discussed.

A late Halloween Dinner party will be held that evening. Participants are asked to dress accordingly.

The Sunday morning session will handle any business left on the agenda.

Correction

In recent editions of The Leader, details of two contract settlements involving the Chemung Solid Waste District and the Ichabod Crane Board of Education, Valatie, and employees represented by the Civil Service Employees Assn. were reversed.

In the Chemung settlement, the new contract, retroactive to Jan. 1, calls for a 13 percent hike in pay for the first year of the pact and a 5 percent boost in the second. Also granted was a uniform allowance plus personal and union business time off. The Chemung settlement also calls for a "75-F" retirement plan. Retroactive pay ranged from \$500 to \$1,400 for the 36 workers covered in the agreement. It was the first CSEA contract for the workers, according to union field representative Jack Miller.

The non-instructional Crane School employees won an across-the-board wage increase of 27 cents per hour with the exception of bus drivers who will receive 15 cents per hour more. All eligible employees will receive increments. The increase is retroactive to July 1, the date the previous contract expired, according to CSEA field representative Michael Carroll. Overall the settlement will cost the school district 7.8 percent but some employees will receive increases of up to 15 percent during the 1975-76 school year.

Disclosure Order

(Continued from Page 1)

incomplete statement, as recommended by CSEA, does not constitute a waiver of the individual's right to object at a future date to the various inconsistencies and ambiguities contained in Executive Order Number 10, or the Financial Disclosure Statement, or to challenge the legality of the order and statement."

Beulah B. Thull

(Continued from Page 3)

throughout the state and laid the cornerstone of the CSEA Headquarters building, 33 Elk St., Albany, when it was built. Mrs. Thull was a graduate of Cornell University and attended its graduate school of library science and school of public finance. She was a librarian for the State Tax Department and ultimately became a research assistant to the New York State Tax Commission and the State Comptroller's Office.

Active in many fields, Mrs. Thull was Rensselaer County historian emerita. Earlier this year she was presented with a

certificate of commendation from the American Assn. of State and Local History citing her "long and continuous service to the field of local history as county historian."

Mrs. Thull was a charter member of the State Federation of Women's Clubs and was listed on that organization's honor roll. A campaigner for women's suffrage, she was also a charter member of the State Women's Legislative Forum and the founder and first president of the Rensselaer County League of Women Voters. She was also a founder of the Rensselaer County Campfire Girls.

Judge Samuel E. Jacobs

(Continued from Page 3)

from laying off 369 and successful legal action against the forced use of state employee pension funds to purchase Municipal Assistance Corp. bonds.

Long active in civic affairs, he served as an assistant corporation counsel for the City of Albany and was elected to two terms as a Judge of the City Court here. In 1968, as an asso-

ciate of DeGraff, Foy, Conway and Holt-Harris, he began his work with CSEA while maintaining the position of special assistant corporation counsel for the City of Albany. Judge Jacobs was also past president of the Albany County Bar Association.

He is survived by his wife, Shirley, five children, and nine grandchildren. Memorial contributions may be made to the Heart Fund.

Need Manager, Secretary, Clerk, Others

The following is a simulated radio broadcast by the 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 (212) 488-7330. For jobs outside of New York City in nearby communities, consult the Nassau and Westchester telephone directories. Look under New York State Department of Labor-Job Bank.

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

SPEAKER 1. A retail apparel chain with headquarters in Manhattan needs a **STORE MANAGER**. Applicant must have four-year college degree and some experience as a management trainee. Will rotate among six New York City stores relieving other managers. Will work Saturdays and some evenings. Salary \$10,000 a year.

2. A Queens service station has an opening for an experienced **AUTOMOBILE MECHANIC**. Knowledge of automatic transmissions not required. The pay is \$5 an hour, could go higher depending on experience.

3. A **SECRETARY** is being sought by a Manhattan insurance company. Must be able to take steno at 100 words a minute. Will do typing, make appointments, perform other secretarial duties. The position pays \$200-\$225 a week, depending on the job-seekers' experience. Some overtime is required.

4. Up in the Bronx, a machine shop has the help wanted sign

out for a **TOOL AND DIE MAKER** with at least four years of experience. Will lay out metal stock and set up and operate machine tools. The pay ranges from \$3.50-\$7 an hour, depending on experience.

5. There's an interesting opportunity waiting for a **COST ACCOUNTANT** with a Manhattan steamship line. Applicant must have four-year college degree in finance or accounting, and five to eight years of financial planning experience in transportation-related employment. Must know sales and marketing operations. Will represent company in dealings with South American clients. Fluency in Spanish is required and the offered salary is \$23,000 a year.

6. In the apparel field, a Manhattan manufacturer of ladies sportswear is looking for a **SEWING MACHINE OPERATOR**. Must be experienced on Rimaldi safety stitch machine. Will do all sections on maternity slacks. This is piece work and employer says pay should average \$140-\$150 a week.

7. On Long Island, a **LATHE OPERATOR** with at least a year of experience is in demand. Will operate lathe to make aluminum spools for X-ray machine housings. There is no set-up work on this job. The hours are 7:30 a.m. to 4 p.m. and the pay is \$3 an hour.

8. Elsewhere on the Island, an employer is trying to locate an all-around **UPHOLSTERER**. Will work on expensive custom furniture. The job pays \$5 an hour and up, depending on experience.

9. Back in the City, a health care facility in Manhattan is calling for an **ELECTRONIC TECHNICIAN**. Must have some college background and two-five years experience. Will set up, maintain and repair electrical and electronic instrumentation for laboratory test animals. Must have lab background and some

knowledge of animal physiology. Salary \$12,000 a year.

10. Next on the wanted list: A **CLERK-TYPIST** for a machine shop in Brooklyn. Type inventory lists and correspondence. Must be able to do 50 words a minute. The pay is \$3.50 an hour for a 20-hour week. Hours to be arranged.

11. In Queens, a firm making insecticides is in the market for a **BUSINESS PROGRAMMER**. Must be fully-experienced in A.N.S., COBOL, D.O.S. and J.C.L. Will be required to pass employer's flow chart test. It's a 40-hour week plus some overtime and the salary is \$13,000-\$15,000 a year, depending on ability and experience.

12. A Manhattan hotel is seeking an **ELECTRICIAN** with at least five years experience. Must have checkable references. Will work Saturdays and Sundays. Days off to be arranged. The job pays \$181.85 a week.

13. There are some professional-level positions in Westchester that are worth some attention. The first is for a **STATISTICAL BIOLOGIST** with an MS in statistics and two-five years of job experience. Will do design of research experiments with emphasis on biological application. Salary \$13,000-\$16,000 a year.

14. Another Westchester opening calls for a **CERAMIC ENGINEER**. The requirements to qualify include an MS in chemical or ceramic engineering and five-seven years of experience. Will work on development of zeolite absorbents and catalysts. The position pays \$1,100 a month.

15. Another listing is for a **HAND CARVER**. Will follow drawings, carve designs into wooden picture frames. Use chisel and mallet. Must have own tools. Must join union. The starting salary is \$150-\$175 a week, depending on the applicant's ability and experience.

16. In Manhattan, there's an opening for a **TRAFFIC AGENT**

experienced on steamship cargo sales. Will sell commercial and industrial freight. Must be fluent in English and Spanish. The position pays \$10,000-\$12,000 a year.

17. A book publishing firm in Manhattan is looking for a **BOOKKEEPER** with at least five years experience. Will work to general ledger. Prepare payroll for seven people. Type invoices. It's a one-person office located in Manhattan. The pay is \$180 a week.

18. A hospital in the Bronx needs an **OCCUPATIONAL THERAPIST**. Must be registered and have B.S. degree, and preferably some job experience. Will help plan suitable activities for persons with spinal cord injuries. Salary \$12,000 a year.

ANNOUNCER: The phone number again for New York City

Metro Employment Setting Yule Party

MANHATTAN—The Metropolitan Division of Employment chapter, Civil Service Employees Assn., will hold its Christmas party Thursday, Dec. 18.

The event will be held at the Martin Luther King Jr. Labor Center, 31 W. 43rd St., Manhattan, and will begin at 6 p.m. The party will have live music and a continuous open bar and buffet.

Tickets—\$5 for members, \$10 for non-members—are available from the following: Carl Laurino, telephone number (212) DE 6-2210; Roslyn Knatowitz, (212) 855-7500; Connie Minardi, (212) 855-7500; Ralph Fabiano, (212) 488-6158; Vincent DiGrazia, (212) DE 6-2210, and Martin Sherman, (516) 623-1950.

Checks should be made payable to Division of Employment chapter, CSEA.

Officials Explaining

Officials of the Human Resources Administration and the Department of Social Services will explain citizens rights on the television program "Frontline New York City," WNYC-TV, Channel 31, Monday, Nov. 17 at 8 p.m. It will be repeated Tuesday, Nov. 18 at 3 p.m.

Public Forum

A public forum on the impact of bus and subway fare increases after three months, will be held Tuesday, Dec. 2. Sponsored by the Institute for Public Transportation, it will be held at the Carnegie International Center, 345 East 46th Street, First Avenue, at 9:30 a.m.

GIDEON PUTNAM
HERALD SARATOGA SPA
SARATOGA SPRINGS, NEW YORK 12866

STATE RATES
CONFERENCE CENTER
BANQUET CATERING
Yoel Eisen 518-584-3000

ALBANY BRANCH OFFICE
FOR INFORMATION regarding advertisement, please write or call:
JOSEPH T. BELLEW
303 SO. MANNING BLVD.
ALBANY 8, N.Y. Phone IV 2-8474

Suggestion Awards Go To 47

Forty-seven New York City employees have been awarded certificates of merit and cash awards for suggestions to save New York City money.

The suggestions—the project is sponsored by City Personnel Department—saved the City an estimated \$23,257 the first year.

The top award of \$250 went to park foreman Anthony Guiliano of Queens. He suggested moving the 18th green at Forest Park Golf Course near the main entrance instead of at the far end of the course. This change reduces cost of maintaining gate watchers at the old exit.

Other winners were, from the Bronx: Sol Elbaum, Fire Department; Joseph Gang, Human Resources Administration; William McGarry, Transit Authority; Louis Trophy, TA; and Joseph Rodriguez, TA.

Brooklyn winners were Robert Ackerman, Health and Hospitals Corporation; Bertram Alexander, TA; Edith Armstrong, TA; Salvatore Bevilacqua, TA; Manual Booker, TA; Anthony D'Angella, TA; Rhys Domens, Finance Administration; Deborah Pindlay, TA; Ronald Pitzer, Office of the Comptroller; Archie Friedberg, HHC; Anthony Gardine, TA; Herbert Gross, HRA; George Hosch, TA; Herman Kaslow,

TA; Verneal Kizer, HRA; Nicholas Lamattio, TA; Edward Lauer, Board of Education; Dennis Leahy, TA; Elsie Mallow, HRA; Frank Mermelstein, HRA; Arthur Peskin, TA; John Puritz, TA; and Domenick Schiuno, TA.

Manhattan winners are Merrill Cleghorne, TA; Alan Ehrlich, TA; Arthur Fox, Finance Administration; Eliot Landsberg, Office of the Comptroller; Lillian Newirth, Fire Department; Jacqueline Silkman, Health Department; and Donald White, TA.

Queens winners were Quincy Arabio, Parks Department; Giovanna Bellino, TA; Sal Cirami, Board of Ed; Robert Guinta, TA; William Kelly, TA; Peter Maszie, TA; Elliot Medoff, TA; Diego Perez, TA; Oswald Reid, TA; Bruce Snider, TA; and Charles Sullivan, TA.

Staten Island winners were Robert Dolan, TA; and Alexander Watson, Fire Department.

Honorees from Long Island were Vincent Boland, TA; Philip Martello, TA; A. Tortarella, TA; Arthur Ciampiti, Finance Administration; Brant Isaacoff, HRA; William Kennedy, PRCA; James Little, TA; Nicholas Mastangelo, HHC; Anthony Onorato, HHC; Louis Meinick, TA; John Stackowitz, Transit Police;

and Nancy Zweig, Finance Administration.

From New York State, Daniel Angioletti of the TA was honored and from New Jersey Lawrence Weingroff, Comptroller's Office was an award recipient.

BUY U.S. BONDS!

XMAS PARTIES OFFICE LUNCHEONS OR DINNERS
THE ALL NEW
Herbert's
138 WASHINGTON AVE.
— 482-2268 —
ON CAPITOL HILL
SMORGASBORD OUR SPECIALTY
Two Floors - Separate Bars
Seating 175-250
No Party Too Large
Weddings - Meetings

DEER HUNTING
on 2600 Catskill Mts. acres! Bucks everywhere. Deluxe steam heated rooms. Cocktail Lounge. For reservations:
paramount motel/hotel
PARKSVILLE, N.Y.
Direct Wire: (212) 524-3370



Westchester County local 860 president Raymond Cassidy explains reasons behind his chapter's law suit to prevent State Comptroller Arthur Levitt from investing pension funds in tax anticipation notes. Listening are Westchester's Edward Carafa and, in background, Sullivan County chapter president Earl Blvins.



John Van Duzer, president of Orange-Ulster-Sullivan Retirees chapter 917, speaks his mind during debate.



Highland Training School chapter 550 president Mary Jackson was spirited participant during discussion.



Letchworth Village chapter 412's Manny Ramirez is shown in thoughtful pose as he seeks information for his members.

South Region Takes Stand On Pension Investments

See Story on Page 14



ABOVE: Donald Webster, White Plains unit president, clarifies Westchester chapter's position on suit to block investment of employees' pension funds.



RIGHT: Green Haven Correctional Facility chapter 158 president Carl Golub asks support for nine prison foremen, who have since received assurances of job replacement. Listening in foreground is CSEA director Nicholas Puziferri (Mental Hygiene, Southern Region).

BELOW: Bea Kee, of Helen Hayes Hospital, explains her views for upcoming state negotiations.



Elected as Southern Region III members of statewide negotiating teams are, seated from left, Rose Marcinkowski, Highland Training School; Patricia Comerford, Helen Hayes Hospital, and Marie Romanelli, SUNY at New Paltz. Standing are Harold McKinney, Hudson River PC; John Long, Jr., Helen Hayes Hospital; Robert Comeau, Eastern New York Correctional Facility; Phil DePizzo, Middletown PC, and Alexander Hoag, Middletown PC.



Jane Lewis, left, and Carol Dubovick, both of Orange County chapter 836, exchange views. In background are Dutchess County chapter 814 leaders Scott Daniels and Ellis Adams.



Rockland County chapter 844 president John Mauro presided over meeting of Southern Region County Division in his capacity as regional first vice-president. Dutchess chapter's Pat Robins is shown with him.



Meeting on social services problems are, from left, H. Larry Jonke, Westchester; Alan Goodman, Sullivan; Pat Thomas, Orange; Sharon Vance, Putnam; Helen McCullun, Dutchess; Larry Scanlon, CSEA field representative, and chairman Pat Spicci, Rockland. The regional committee was set up last summer in an effort to better coordinate and aid in communications between the statewide social services committee and the local units.



Southern Region supervisor Thomas Luposello, left, listens as Letchworth Village chapter's John Clark informs him of conditions at his institution. Mr. Clark is also a CSEA director (Mental Hygiene, Southern).

(Leader photos by Ted Kaplan)