

IT'S STILL PRESIDENT WENZL!

McGowan Is Exec; Lattimer Only New Statewide Officer

SARATOGA—Theodore C. Wenzl has been re-elected president of the Civil Service Employees Assn.

Ballot results were announced last weekend by CSEA elections chairman Bernard Schmall.

Dr. Wenzl succeeded in molding an unprecedented fifth election victory against three contenders after a crisis-filled year that included his near-fatal automobile accident last year and the current state contract stalemate.

This is the second time in Dr. Wenzl's five election wins that he has defeated the second ranking statewide officer to win re-election. Coming in second in the presidential race was Thomas H. McDonough, who has held the second-ranking post for four years—two years as first vice-president and two years as executive vice-president. Four years ago Dr. Wenzl turned back then first vice-president Irving Flaumenbaum.

Completing the field of presidential contenders this year were Ethel Ross, Judicial representative whose campaign sparked interest about the chances of a woman candidate, and Gerald Purcell, Executive representative who waged a last-minute write-in campaign.

Mr. McDonough, Ms. Ross and Mr. Purcell were, however, re-elected to the Board of Directors in their respective departmental contests.

William McGowan was elected executive vice-president, the position vacated by Mr. McDonough in his quest for the presidency. Mr. McGowan, who is Western Region 6 president and Mental Hygiene Council chairman, defeated A. Victor Costa and Victor V. Pesci for the second-ranking position. Mr. Costa and Mr. Pesci were elected to the Board as departmental representatives.

In the other statewide elections, Dorothy MacTavish was re-elected to a fifth term as secretary, and Jack Gallagher was re-elected to a fourth term as treasurer.

In regional elections five regional presidents were re-elected while Robert Lattimer was elected Western Region 6 president, succeeding to the position vacated by Mr. McGowan in his successful bid for the executive vice-president post.

Re-elected regional presidents, who also automatically serve as statewide vice-presidents, are Irving Flaumenbaum, Long Is-

(Continued on Page 16)



CARUSO HONORED — Recognition as Civil Servant of the Year for Syracuse Region V of the Civil Service Employees Assn. was made last month to Philip J. Caruso, president of Fort Schuyler chapter of Utica and chairman of the Region V audit committee. Mr. Caruso, right, accepts award from A. Victor Costa, who was master of ceremonies at awards presentation dinner. Other awards were given in annual scrapbook contest, with first place going to Onondaga chapter. Other photos and story are on pages 8 and 9.

CSEA Members To Decide On '6% Or Strike'

ALBANY—A hastily called meeting of the Civil Service Employees Assn.'s Board of Directors has recommended authorization of a strike by its state employee members if the State Legislative Committee considering a CSEA-State contract reopener impasse fails to recommend a pay raise of at least 6 percent.

The meeting came about after the latest of several news leaks occurred late last week indicating the committee was prepared to recommend a settlement package identical to the final offer the state Administration made in late March. This would provide a bonus-type one-time payment of \$250 to each of the 147,000 state employees represented by CSEA in four bargaining units plus annual increments due to about 40 percent of the workers, payable July 1, 1975, instead of the traditional April 1 date.

CSEA president Theodore C. Wenzl said that union leaders had no choice but to regard the news leak as "apparently authentic." (Continued on Page 16)



New York's Crisis:

Are Big Cities Doomed To Die?

TIME is an enemy of all living things. At the moment it seems as if time's corrosive impact threatens the life and viability of all large cities. In ancient times, the culture of civilization was the product of the large cities: Athens.

(Continued on Page 6)

Federal Judge Says No To DOT Workers...

ALBANY—A federal court judge last week dismissed an application by the Civil Service Employees Assn. for an injunction preventing layoffs of 77 Department of Transportation Region 8 employees. CSEA had argued, in seeking the injunction, that firing of laborers

and others in the non-competitive category had violated the constitutional rights of the workers under the sixth and fourteenth amendments of the Constitution.

The appeal was first brought by CSEA regional attorney Thomas Mahar in federal court

of the Southern District of New York in Manhattan, but that judge granted a change of venue to the Northern District court, where arguments were heard before Chief Judge James T. Foley in Albany.

CSEA contended that the Civil Service Law permitting the lay-

offs of 77 laborers, machine operators and other non-competitive personnel in Poughkeepsie-based DOT Region 8 violates state and federal constitutions in that it eliminates due process for persons and their rights to be heard on grievances by a jury of

(Continued from Page 16)

... But CSEA Argues Before State Court

ALBANY — Civil Service Employees Assn. lawyers will be in State Supreme Court here later this week to argue that the July 1 layoffs of some 360 Department of Transportation employees violated the CSEA-State of New York contract. Supreme Court Justice DeForest Pitt of Troy issued a show cause order at the request of CSEA last week, returnable in court here on July 11.

On June 30 Justice Pitt also granted, at the request of CSEA, a temporary restraining order that would have prevented the

State from firing the employees on July 1, but the State filed a notice of intention to appeal that ruling to the Appellate Division, a move which automatically lifted the restraining order. The State then went forward with the layoffs as scheduled on July 1.

CSEA lawyers had contended that the DOT layoffs violated Article 36 of the unit contract which forbids loss of jobs by permanent employees as a result of the state's exercise of its right to contract out for goods and services. The union claims

that the work performed by the affected employees will now be done as a result of the state contracting out for the services. CSEA lawyers further argued that the manner in which the layoffs were conducted violated constitutional rights of the affected workers in that they were

done without reference to seniority and other rights.

In a related situation, a CSEA-filed grievance on behalf of the affected DOT employees has just cleared the third step, and CSEA has now requested that the matter go immediately to arbitration to resolve the situation.

INSIDE THE LEADER

Good News For Central Islip, Pilgrim See Page 2
Buffalo Man Wins Back-Pay Grievance See Page 5

Central Islip Threat Passes; Plan A Pilgrim Staff Boost

CENTRAL ISLIP—The threat to close one of the Long Island Mental Hygiene hospitals has passed, according to Joseph Keppler, Mental Hygiene departmental representative of the Civil Service Employees Assn.

The action followed the presentation to Gov. Hugh L. Carey of petitions containing thousands of names protesting the closing of Central Islip Psychiatric Center, where Mr. Keppler is the CSEA chapter president, or any other Long Island facility.

However, Mr. Keppler pointed out that the Department still had two upstate institutions—Marcy and Utica State—listed on a contingency plan for possible closing if the legislature bucks

Governor Carey's demand for additional taxes.

Mr. Keppler attributed the action to "the loud noise of protest that arose from employees, the community and local legislators." He cited Assemblyman Paul Harenberg (D-Bay Shore) and Senator Ceasar Trunzo (R-Islip) for their particular support and assistance.

Mr. Keppler reported the news following a conference of CSEA representatives with Mental Hygiene Commissioner Lawrence Kolb.

Meanwhile, Pilgrim Psychiatric Center on Long Island was ticketed for 1,000 or more employees this year and another 400 next year in a plan developed by regional administrator Henry Brill. Dr. Brill's plan has not yet been accepted by the

commissioner.

Dr. Brill said the plan would bring the institution's staff-to-patient ratio up to the national average of one-to-one, and, hopefully, regain official accreditation for Pilgrim. Dr. Brill fixed the cost at about \$18 million annually when in full effect next year.

If the plan succeeds in regaining accreditation, lost several weeks ago, it would preserve \$22 million a year in Medicare and Medicaid reimbursements, he estimated.

Yorktown Unit Meets Aug. 27

YORKTOWN HEIGHTS—A meeting of the Yorktown Custodial unit, Civil Service Employees Assn., will be held Wednesday, Aug. 27, according to unit president Henry Poglodek.

Appoint Mediator

WHITE PLAINS—Stephen J. Goldsmith has been named by the Public Employment Relations Board as a mediator in the dispute between Eastchester Union Free School District Number 1 and the Westchester County chapter, Civil Service Employees Assn. Mr. Goldsmith is a White Plains resident.

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5180 Lv. Aug. 23, Ret. Aug. 31	
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CAPITOL SPOTLIGHT

(From Leader Correspondent)

A final loophole was plugged last week in a 1970 measure which had been designed to protect news reporters from having to reveal their sources of information. The 1970 "Shield Law" granted news media personnel immunity from being held in contempt by courts and the Legislature for failure to reveal their sources. However, there was no protection for those called before a grand jury investigation. The amendment, signed last week by Gov. Hugh L. Carey, and sponsored for the past five years by Assemblyman Arthur J. Kremer (D-Long Beach), includes immunity from contempt charges sought by a grand jury.

As one law was being tightened, another was being weakened in the eyes of many critics. This was the new lobbyist control measure which had already passed the Assembly and which has been awaiting Senate action for more than three weeks. Late in the week the Senate passed an amended version of the Assembly measure, while voting down the original Assembly bill. Whether the Assembly will now act on the new proposal, which greatly reduces the powers of the Secretary of State in enforcement, is an open question. Common Cause and other consumer groups had been arguing for even stronger restrictions than those contained in the first bill. What is really new in either version is the requirement that anyone who spends \$500 in lobbying during any session must file a report with details as to the nature of legislative interests, position taken, and individuals contacted. Heretofore, public officials had been exempt from registering as lobbyists. The new proposal would require them to register also.

Bill Would Restore Improper Acts Jurisdiction To NYC

ALBANY—A bill that would restore jurisdiction over improper labor practices brought in New York City to the City's Office of Collective Bargaining was recently approved by the State Assembly.

Cases in the city are currently handled by the state's Public Employment Relations Board. The measure was introduced by Assemblyman Seymour Posner (D-Bronx), chairman of the Assembly Labor Committee. The Office of Collective Bargaining was empowered to decide improper employer and employee organization practices in New York City until March 1973. At that time the Public Employees Relations Board was given jurisdiction over all disputes about improper labor practices in the state.

Legislature caused the city's jurisdiction over improper labor practices to lapse," Assemblyman Posner said. "Jurisdiction then automatically went to PERB, which found itself with an avalanche of cases that formerly had been handled

by the New York City Board. "The result of this transfer has been confusion and duplication of effort as well as long delays before cases can be heard by the state board." The measure (A. 6591-A) now goes to the Senate for approval.

"The Office of Collective Bargaining handled all improper practices disputes until March 1973, when inaction on the part of the 1973 New York State

Snyder, Wassaic's Officers, Installed

AMENIA—New officers, all to serve two-year terms for the Wassaic Developmental Center chapter, Civil Service Employees Assn., were installed here at a dinner held at the Brookside Restaurant.

Elsie Bush, delegate. The master of ceremonies was James Deyo, CSEA field representative.

Besides Mr. and Mrs. Lennon, guests included Sandra Cappilino, Southern Region III secretary; Irene Hillis, MHEA president from Willowbrook Developmental Center; Robert Thompson, president of the Hudson Valley Psychiatric Center chapter, and Thomas Luposello, Region III field supervisor, and his wife.

The officers, who were installed by James Lennon, CSEA's Southern Region III president, are: Richard J. Snyder, president; Ruth Gordon, vice-president; Shirley Lamay, secretary; Florean Snyder, treasurer, and

Correction

In the July 1 issue of The Leader, it was incorrectly reported that Ed Reilly was elected first vice-president of the Nassau County Retiree chapter, Civil Service Employees Assn. The first vice-president of the Nassau Retirees is Harold Ruthazer.

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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.

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Wenzl Repeats Warnings On Representation Cards



Thomas H. McDonough accepts plaque from Margaret Dittich, long-time first vice-president of CSEA's Motor Vehicles chapter and now Mr. McDonough's newly elected successor as president. The presentation was made at a Testimonial for Mr. McDonough recently at Michael's in Latham. Mr. McDonough is still executive vice-president of CSEA and Motor Vehicles representative to its Board of Directors.



Linking hands with new officers of Motor Vehicles chapter, Mr. McDonough pledges his aid and support in their efforts to serve the estimated 1,300-member chapter. From left are secretary Julia Braden, first vice-president Jean Book, president Margaret Dittich and second vice-president Mildred Buckley. Mr. McDonough served as chapter president for 15 years from 1960 to 1975.



Mr. McDonough's wife, Pauline, and mother, Helene, admire plaque, which is inscribed: "With deep gratitude and affection, the Motor Vehicles Chapter of the Civil Service Employees Assn. is pleased to present this plaque to Tom McDonough, President, 1960-1975. His unselfish devotion to the cause of the workers and his tireless efforts in their behalf have been a source of inspiration to all of us. To him go our deepest thanks for all he has done for the betterment of our conditions. Given in Albany, New York, on May 29, 1975. We Serve." Helene McDonough was Motor Vehicles chapter president in the mid-1950's, and Pauline McDonough is the Audit and Control chapter delegate.

ALBANY—Warnings recently issued by other leaders of the Civil Service Employees Assn. against signing representation cards issued by challenging unions were underscored recently by CSEA president Theodore C. Wenzl in a message to the union's membership.

The point of the letter, Dr. Wenzl wrote, "is simply this: Unless you feel that you want the opportunity to vote CSEA out as your bargaining agent, please don't — and we repeat don't — sign your name to any designation card."

If 30 percent of the number of employees in any bargaining unit sign the cards, the Public Employment Relations Board is obliged to conduct a representation election.

Two challengers could face CSEA. One is a coalition of four AFL-CIO unions and a Teamster local, called the Public Employees Federation, and the other an AFL-CIO affiliate, the American Federation of State, County and Municipal Employees. Dr. Wenzl's letter pointed out that as the summer wears on, other unions may decide to mount a challenge to CSEA.

Directors Concerned

On the challenges, Dr. Wenzl continued, "CSEA's Board of Directors are so concerned about them that they adopted a motion directing me to write to you about it.

"Why are they concerned? For the simple reason that some employees who are loyal to CSEA think there is no harm in signing a designation card and sending it in because they figure that if a representation election does occur they will vote for CSEA and against the other union anyhow. This is a fact: there are many people who sign cards with that thought in mind. Some do it to increase the official showing of interest reported for the challenger so that word will get back and shake up the CSEA leadership. Others do it because they enjoy misleading the challenging union into thinking it has a chance, then 'socking it to them' at the ballot box."

Costly To CSEA

Dr. Wenzl's letter pointed out that whatever the reasons some members sign the cards, if a representation election results, such a ballot can be very costly to CSEA.

"Representation elections in our huge state negotiating units are a tremendous drain on our resources, and we simply have too many other important things to do for you, our members, than to tie up your paid staff and squander your dues money in this manner."

The CSEA leader noted that a good deal of harm can be done by signing the representation cards "just for fun," adding: "If you want to sign them to force

an election and bring in a new union, that's your guaranteed right as a public employee. But if you like CSEA and want it to remain your bargaining agent, please give CSEA and yourself a break: do not sign any representation cards."

Chapter Election Coverage

Since so many Civil Service Employees Assn. chapters are having their installations within a relatively short span of time, The Leader regrets that it cannot provide photo coverage on all these installations.

In previous years, chapter elections were held at local option, but under rules that went into effect this year, chapter elections have been scheduled at the same approximate time as the regional and statewide elections.

This means that hundreds of installations will be held this summer.

In order to be fair to everyone, The Leader will print election results, and will consider using installation photographs submitted by the chapters, but we cannot pick and choose "favored" chapters for special consideration.

We hope that our predicament will be understood by the individual chapter leaders and members.

Plans Splitting Monroe Sheriff's Dep't, Rapped By CSEA, Appear Dead

ROCHESTER—A plan to split the Monroe County Sheriff's Department into a new Department of Corrections has been apparently killed. The plan had been sharply criticized by the Civil Service Employees Assn.

Martin Koenig, president of the 4,100-member Monroe County chapter, CSEA, charged that the new department would have meant reduced salaries and retirement benefits for about 80 sheriff's deputies now assigned as jail guards.

Mr. Koenig also contended the plan was a politically motivated one aimed at stripping Sheriff William Lombard, a Democrat, of part of his authority. He also argued that the plan was an attempt to fragment the chapter and make it more difficult to negotiate contracts with Monroe authorities.

Responding to those who claimed a new department was needed to reduce inmate problems at the jail, Mr. Koenig said the reason for the problems was obvious—understaffing.

While the ratio should be five inmates for every jail deputy, the Monroe County jail ratio varies between 30-1 and 50-1, Mr. Koenig said.

Following a hearing at which no one spoke in favor of the proposal, Republicans on the

County Legislature's public safety committee decided to keep the proposal in committee. The decision apparently kills the proposal. It needed the approval of both county and state legislatures.

Mr. Koenig said the county legislator who proposed the new Department of Corrections is running for a family court judgeship and that the chairman of the legislature's public safety committee was, but no longer is, a candidate for the Republican nomination for district attorney.

A Democratic legislator charged that the Republicans wanted to put the jail under Public Safety Administrator Andre P. Meloni. Mr. Meloni, a Republican, was undersheriff for former Sheriff Albert Skinner, whom Sheriff Lombard defeated in 1973.

Mr. Lombard argued that the new department would cost \$200,000 in additional administrative salaries. He said it also would add burdens to the county manager because the corrections commissioner would have to report to the manager.

Albany Region Supports Library Aid Bill

ALBANY—Officials of Albany Region IV, Civil Service Employees Assn., have endorsed Library Bill A4595 for passage by the Legislature.

The measure is intended to give additional aid to library systems and central libraries as well as increase incentive aid to a greater number of libraries statewide.

The bill was sponsored by Assemblyman Irwin J. Landes and has been reported out of the

Assembly Education Committee. It is now before the Assembly Ways and Means Committee.

Joseph McDermott, president of Region IV, recommended support of the bill saying, "Libraries are the most important information source for all CSEA members today. More people are looking to their local libraries to provide career information, job improvement help, guidance in independent study projects, information on how-to-do-it-your-

self projects, information on consumer education and the knowledge for survival in these chaotic times."

Mr. McDermott urged that CSEA members write letters of support for the passage of the bill to Assembly Speaker Stanley Steingut and Assemblyman Burton Hecht, Ways and Means Committee chairman. The letters should be addressed to the Assembly Chambers, The Capitol, Albany, N.Y. 12224.

Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
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
Hospital Administration Intern	\$10,118	20-555
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
Occupational Therapist	\$11,337	20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Physical Therapist	\$11,337	20-177
Senior Physical Therapist	\$12,670	20-551
Principal Actuary (Casualty)	\$22,694	20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$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
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Sr. Speech and Hearing Therapist	\$12,670	20-552
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Variety Operator	\$ 6,811	20-307

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.

CSEA Spokesman Responds To TV Station's Criticism

MANHATTAN—Randolph V. Jacobs, public relations specialist with New York City Region II, Civil Service Employees Assn., appeared recently on New York City's WNBC-TV to provide a rebuttle to an editorial given by the station on how to improve the New York State Civil Service System.

The Channel 4 editorial, and Mr. Jacobs' response, are given here in their entirety.

Said the television station:

The threatened layoffs of many city workers have disturbed administrators who must cut their staffs. But perhaps the department heads are most disturbed by their inability to determine which employees to keep. In New York State, the Civil Service System, rather than the supervisors, decide who to fire. And that system is one of the most rigid and meritless Civil Service Systems in existence. Perhaps the present fiscal crisis will force New York State to reevaluate and reform its Civil Service System.

"Right now, the system does next to nothing to encourage productivity. There are very few rewards for either ability, ambition or dedication. Jobs are filled on the basis of written examinations which do not always relate to job performance. Previous experience and training rarely count. Promotions are also based on test results and there are few punishments for inefficiency or poor performance. What was originally conceived as a Merit System has become a seniority system. And the time required to process the tests often results in the loss of the best applicants and the hiring of those who could not find other jobs.

"We recommend that Governor Carey move toward reforming the Civil Service System so that city and state will be better served by their employees and the employees will be encouraged to

really work for the citizens."

Mr. Jacobs, who spoke June 14 in response to the June 12 television editorial, observed:

"WNBC-TV in a recent editorial, charged that the Civil Service System, rather than supervisors, decide who to fire; that the system is rigid and meritless; and that what was originally conceived as a Merit System has become a seniority system.

"Seniority does play a major part in the civil service and for a valid reason. Any Civil Service employee who has been on the job for five, 10, and at times as many as 40 years must have proved his worth and productivity in order to be retained. Each employee's work is constantly being evaluated by the supervisor and annually a written report is submitted by the supervisor. To do away with the seniority system would in effect deny the employee the modicum of job protection he now enjoys in light of today's firings, and would permit the supervisor to engage in nepotism and favorit-

ism regardless of the employee's productivity.

"There are, however, certain aspects of the civil service system that could stand reforming and I agree with WNBC-TV that written examinations given by the Civil Service Department do not always relate to job performance. The state and its citizens have lost many proficient and experienced employees because questions asked on an examination did not pertain to the job actually being done. The Civil Service Employees Assn., the union representing 90 percent of state workers, has repeatedly brought this to the attention of the Civil Service Department in the past, and we have pressed for reforms in this and other areas.

"We have recommended improvements such as career ladders, intensive training periods and job related education for employees, all of which will help to improve and render the kind of service the citizen expects and should receive."

Discrimination Suit Alters Onondaga Maternity Rule

SYRACUSE—Complaints by two Onondaga Community College educators to the State Division of Human Rights charging sex discrimination in employment have resulted in a broad change in Onondaga County personnel rules applying to maternity absences.

Under a resolution adopted by the county legislature amending the personnel rules and the employees' handbook, all women county employees may now receive pay up to their full accrued sick leave time for disabilities incurred during maternity leaves. This application of sick leave accruals previously had been withheld with county statutes.

Neal Hoffman, division regional director, pointed out that the two complainants have received a combined total of nearly \$3,000, for the period of time that they

were disabled during their maternity leaves. He added that a current review by the county personnel office of other maternity absences indicated thus far that at least 34 other women would be eligible to make similar application of their accrued sick leave time.

Mr. Hoffman said that the amount of money involved would probably range between \$25,000 and \$50,000, depending upon salary rates, length of absence, the applicable sick-leave time and the number of women involved.

Orange Installs Six Leaders

MONROE — Newly elected officers of the Orange County chapter, Civil Service Employees Assn., were installed at the Hungry Lion Restaurant here recently.

John Mauro, president of the Rockland County CSEA chapter, administered the oaths of office to Carol Dubovick, president; Andrew Hall, vice-president; Gertrude McNally, secretary, and Jane Lewis, delegate.

Kenneth Lybolt, first vice-president, and Richard Mendres, second vice-president, were not present. They were represented by county unit members Charles Dessori and Everett Remington.

All officers will serve two-year terms.



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Pact Guide In New Edition

WASHINGTON, D.C. — A new edition, the eighth, of Basic Patterns In Union Contracts, published by the Bureau of National Affairs, Inc.'s BNA Books, has recently become available.

The editors claim the volume finds a good deal of use by both management and union collective bargaining negotiators. The latest edition contains a continuing series of surveys of current contract provisions. The purpose of the surveys, the editors note, "is to provide negotiators with yardsticks by which to measure their own agreements, bargaining proposals and counter-proposals.

A sample of 40 contracts in effect in 1973, drawn from an updated file of more than 5,000 agreements, forms the basis of the survey. It examines 17 broad categories of contract provisions from amendment and duration to working conditions and safety; some 200 provisions are discussed.

vided throughout, and include length of contract term, reasons for contract reopenings, discharge procedures, appeals procedures, employee insurance benefits, pension requirements and benefits, steps in grievance procedures, income maintenance provisions, overtime provisions, most common holidays, layoff provisions, seniority provisions, union strike liability clauses, union security provisions, wage provisions, and safety and health provisions.

Basic Patterns In Union Contracts contains 138 pages, is indexed and is in paperback. The book is available at \$8.50 per copy from BNA Books, 1231 26th St., Washington, D.C. 20037.

BUY U.S. BONDS!

Tabulations of data are pro-

Suggestion Awards Go To 19

ALBANY—Nineteen state employees received cash awards totaling \$885 in June for money-saving ideas submitted to the New York State Employee Suggestion Award Program. The program is administered by the State Department of Civil Service. Estimated first year savings from these suggestions is \$10,011.

Awards, award winners and their residences are:

\$100—Thomas J. Mahaney Jr., Fairport, Department of Trans-

Layoffs Force Service Cut

With its staff cut by more than half, the city's Municipal Reference and Research Center has reduced its hours of service to the public by 80 percent.

The center, located in the Municipal Building, lost seven of its 15 staff members.

The library will be open to the public Tuesday and Thursday from 1 to 5 p.m. Previously it was open 9 a.m. to 5 p.m. five days a week.

portation; Gordon E. Clickman, Albany, Department of Environmental Conservation, and Kenneth G. Cozy, Schenectady, Department of Audit and Control.

\$75—Eleanor M. Funk, Uniondale, Department of Motor Vehicles.

\$70—Adrian Van Bergen, Latham, Environmental Conservation.

\$50—Dominick A. De Rosa, Utica, Department of Agriculture and Markets, and a joint award to Adolph Barsky, and Dennis Smith, both Brooklyn, Department of Social Services.

\$40—Darrell A. Russell, Albany, Motor Vehicles.

\$35—Anne Elmore, Bronx, Social Services, and Albert Acker, Valley Falls, Education Department.

\$25—Stephanie M. Kowalski, Astoria, Social Services; Otis Ogletree, Albany, Office of General Services; Daniel J. Magee, Manhattan, Motor Vehicles; Gretchen L. Banta, Albany, Education; Joseph Pisani, Brooklyn; James M. Juliano, Saratoga Springs, both Workmen's Compensation Board; Angela Rainville, Glens Falls, and Edward

Sikora, Albany, both Department of Health.

Cash award winners also receive certificates of merit. A certificate of merit was also awarded to Linda L. Pendry, Buffalo, Education Department.

Honor Workers

Fourteen employees of the city's Housing Authority have been presented with cash awards and certificates for suggestions to save time and money for the agency.

Honored were: Sal Paglio (\$10), Harold Lyle (\$10), Marcia Eisen (\$10), Matthew V. Kozlowski (\$10), William Jacobs (\$10), Bernice Kramer (\$10), Joseph Rutigliano (\$10), Stephanie Silverstein (\$10), Esther Tenner (\$10), Andrew Korik (\$10 and \$25), Sari Bocker (\$25), John Crespo (\$25), Ned Sperlind (\$25) and Theodore Szwedt (\$50).

The awards were presented by HA chairman Joseph J. Christian and secretary Norman Parnass.

You may not be dying to give blood, but some day you may be dying to get it.

Medical Leave Back Pay Won By Buffalo PC Man In 'Second Injury' Action

BUFFALO—An employee at the Buffalo Psychiatric Center will be several thousand dollars richer as a result of a grievance filed successfully against the center by the Civil Service Employees Assn.

The grievance alleged that center authorities denied the employee Workmen's Compensation leave with pay in violation of Article 10.16 of the CSEA Operational Services Unit's agreement with the center.

Third-Step Decisions

The decision was made by John J. Lagatt, assistant Mental Hygiene commissioner.

In a third-step decision rendered June 16, Commissioner Lagatt ruled that the employee, Harold McGrath, should receive the difference between his usual pay and the amount he received from workmen's compensation funds because his absence did not fit the center administration's definition of pre-existing medical condition nor management's interpretation of time limits of such leave when a re-injury is involved.

Holding that "the management of Buffalo Psychiatric Center did violate the provisions of Article 10.16, . . . denying you workmen's compensation leave with pay," Mr. Lagatt told Mr. McGrath, "your grievance is, therefore, upheld."

Mr. McGrath was denied the leave because management contended that the injury in question constituted "pre-existing medical conditions," because it was a re-injury for which he had been previously granted leave. The center also contended "that management believed that because he (Mr. McGrath) accepted the loss award (on his initial injury), he was not entitled to receive any additional workmen's compensation with pay for a re-injury or any subsequent occupational injury to his right knee."

Represented by CSEA

Mr. McGrath was not present at a hearing conducted by Phillip D. Scott, a departmental labor relations representative, held Feb. 7, Mr. Lagatt recorded, however, that he was represented by CSEA field representative Thomas B. Christy, chapter president Sarah DaRe and Alan Long. Management's position was presented by personnel officers John Swearingen and Thomas Waite.

Management's definition of "pre-existing medical condition" was rejected. Mr. Lagatt said: "the phrase 'pre-existing medical condition' refers to a medical condition which existed prior to state employment and that it does not refer to a medical condition which resulted from a previous occupational injury which an employee suffered while with his present employer."

Eligible For Benefits

On the second point, Mr. Lagatt concluded that not only would Mr. McGrath have been eligible for the balance of the six-month leave, as provided in the contract, in the event of a re-injury, but that "the medical documentation presented" established that Mr. McGrath suffered a new injury and was, therefore, eligible for full benefits.

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Civil Service LEADER

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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-BEekman 3-6010

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

Jerry Finkelstein, Publisher

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Advertising Representatives:

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

ALBANY—Joseph T. Bellew—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, JULY 8, 1975

Facing Facts

"CALL a cop!" the young men yelled as traffic was blocked, air let out of tires and cars beat upon by fists as startled motorists wondered how they had become entrapped in the volatile situation.

Then phalanxes of police officers formed, and shouts of "get off the streets or you will be arrested" were heard. "Scabs" was shouted in reply.

New York City's Finest was facing a mob that only one day previously had been brother police officers. On this particular day, it was the men in blue versus hundreds of clean-cut, young, former civil servants in tee shirts, sports shirts and some shirtless.

It was a terrible day for 19,000 former civil servants who began their search for jobs in a city where unemployment is already staggeringly high.

New York City's Bravest, the firefighters, registered their protests by calling in sick, while the Sanitationmen engaged in a wildcat strike that left garbage piled high on the streets until an agreement was reached late last week.

While loss of uniformed services has the most nerve-racking effect on the public, there are many other important services that are also being affected in hospitals, schools and various agencies.

Expectation that many civil servants may regain their jobs as a result of last-minute negotiations by political leaders is somewhat reassuring, but we wonder if their loyalties can ever again be the same.

The financial stakes are high and the public's needs are great, but treating 19,000 civil servants as meaningless pawns is a terrible thing to do.

It must be remembered that part of the whole mess is the City's need to tax its own citizens to provide for services. A fact that may be overlooked by upstate New Yorkers is that the City's dilemma has been worsened by haggling of state political leaders over granting permission to the city to increase its own taxes—It has not been a matter of the state giving money to the city.

It may not be remembered by some people that in the mid-Sixties, New York City had to reduce its own sales tax because the state raised its. The combination of the two had exceeded limits allowable by law at that time.

In return, the City budget was supposed to be supplemented with additional aid. Consequently, New York City Mayors have had to go hat-in-hand to Albany to plead with state officials.

The irony is that city residents tend to blame their mayors when the state raises the sales tax, and upstate New Yorkers resent state funds being diverted to the City.

But the truth of the matter, in the current layoff situation in the City, is that civil servants are civil servants. If the City's public employees are allowed to be treated as second-class citizens, the same can happen to other civil servants throughout the state.

Congressman James Hanley (Dem.—32nd CD) recently told a group of Civil Service Employees Assn. members: "Let us not take a category of American citizens—just because they happen to work for government—and treat them as second-class citizens."

It seems clear to us that there are basic services to which the public is entitled—whether they be city, county, school district, state or federal services.

When 19,000 civil servants lose their jobs, that means that there are 19,000 fewer people paying for these services. Instead they are adding to the already heavy drain on unemployment and welfare.

Don't Repeat This!

(Continued from Page 1)
Alexandria, Rome. In modern times it has been New York, London, Paris.

Now each of these great centers of culture, art, communications is faced with the ravages of degeneration and decay. As the greatest of these, the symptoms of decay are more evident and more frightening.

If you pay heed to the policemen, New York is a Fear City. The sanitation workers pronounce New York a Stink City. According to the firemen, New York is on the verge of becoming one vast incinerator, because depleted firefighting resources will be unable to respond to alarms. With an increase in the property tax of more than 80 cents, real estate operators assert that they will no longer invest in New York's real estate, thereby helping to destroy one of the City's most important assets.

Woes in Other Cities

Other cities in the country are also on the verge of disaster. For example, the economy of Detroit is on the verge of collapse with an unemployment rate of 25 percent contrasted with a national rate of 9 percent. Like New York, Detroit has had to cut back seriously on its police and firefighting forces, as well as on other services that the City normally provided for its residents and business community.

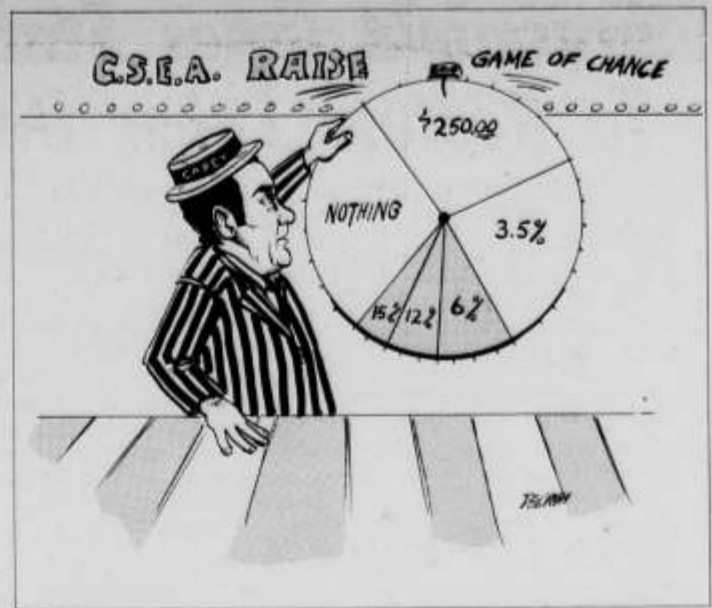
Similarly some of the larger of our industrial states are coping desperately with a financial crisis of one kind or another. In New Jersey, thousands of state and local government employees are facing dismissal because of the unwillingness of the State Legislature to enact an income tax law. In Pennsylvania, thousands of state employees hit the street because of the inadequacy of a wage offer. In New York, the crisis of the City and the potential crisis that may confront many school districts when schools reopen in September are also products of unwillingness on the part of elected officials to come to grips with the problem of taxation.

The firing in New York City of thousands of civil service employees who have accumulated years of seniority has been a traumatic shock for the thousands of such employees who thought that security of tenure was the most significant aspect of their employment. It is now clear that security is a mirage and leaders of civil service employee organizations will necessarily have to reshape their thinking and programs in light of this disastrous experience. Perhaps out of this sad experience there may be an awakening among the public and the taxpayers of the incalculable contributions of the civil service employees to the life of their communities.

Counter To Policy

What is rather startling about these developments is that they run counter to national policies, and thus far the national administration has looked upon transpiring events with the detachment of an observer from Mars. Federal tax rebates and tax reductions were designed to stimulate the economy and to reduce the levels of unemployment. Instead, state and city governments are engaged in firing employees, adding to the unemployment rolls, and impairing their

(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.

A Resignation, A Dismissal

The Appellate Division, Third Department, recently affirmed a judgment of Supreme Court, Special Term in Albany County, and directed the reinstatement of the petitioner.

The Mayor of the City of Cohoes appointed petitioner to the position of planner in the Cohoes Planning and Development Agency. The title was later changed to housing project director. Petitioner performed the duties of his office for some six months until he received a memorandum dated July 23, 1973 signed by the executive director of the Agency advising him that he was suspended without pay for leaving his office on July 20, 1973 "without notification, justification or acknowledgment."

PETITIONER WAS not permitted to return to work thereafter. He sought reinstatement and back salary pursuant to an Article 78 proceeding in which he maintained that he had been dismissed improperly. The appellant, who was the respondent in Special Term, admitted that petitioner was suspended but denied that he was dismissed. He claimed that the petitioner had resigned by making a statement of his resignation over the telephone to be effective Aug. 30, 1973.

In affirming the reinstatement of the petitioner, the Appellate Division pointed out that "where not otherwise provided by law, an appointive officer of a municipal corporation may resign his office to the body, board or officer that appointed him. Such resignation must be in writing, addressed to the officer or body to whom it is made, and, in the absence of an effective date specified therein, it shall take effect upon delivery to or filing with the proper officer or body."

SINCE THERE WAS no proof in the papers that the petitioner's purported resignation was in writing or that any such writing was delivered to or filed with the proper party pursuant to the Public Officers Law, then as a matter of law, there was no resignation. The court felt that petitioner was illegally dismissed for the Mayor's failure to comply with pertinent sections of the Cohoes City Code relating to the removal of an appointive officer. In the Matter of Burke v. Buskirk, 365 N.Y.S. 2d 932.

IN A 1939 DECISION, the New York State Court of Appeals, in the case of Roger v. Valentine, it was held that "a police officer is guilty of serious fault when he does an act even without evil intent which tends to destroy confidence in his integrity and honesty." The Appellate Division, First Department, recently upheld a determination of the New York City Police Commissioner, dated Aug. 18, 1972, in which a police officer was dismissed from the force because of a minor shoplifting incident which occurred outside of the City of New York. The court said that the petitioner acted in the manner of a shoplifter and "such conduct tends to destroy public confidence in the integrity and efficiency of the police."

(Continued on Page 7)

Grossfield Urges State Campaign To Restore Labor Dep't \$ Cuts

ROCHESTER—Civil Service Employees Assn. chapters throughout the state should contact area congressmen, urging them to help restore the \$10 million cut in federal aid to the State Labor Department, the president of the Rochester CSEA chapter said.

"It's 'Alice-in-Wonderland' logic to reduce this aid when the unemployed and underemployed most need Labor Department employment services," Samuel Grossfield noted.

He said the 50 persons in the Rochester district employment service office and the other 350 Labor Department employees across the state who will lose their jobs July 1 "have the expertise for helping the people who need it most during this crucial period of a depressed economy."

The \$10 million, he said, is "a drop in the bucket" compared to the billions of dollars proposed for "makeshift" public service jobs to relieve unemployment.

Mr. Grossfield said he was attempting to set up appointments with Congressmen Frank Horton and Barber Conable from the Rochester area.

"Congress must reassess its position and restore these cuts within the next two or three weeks," he said.

He criticized Gov. Hugh L. Carey for not protesting the cuts strongly enough.

"There must be a massive assault by all branches of state government," he said.

Mr. Grossfield said it was "amazing that at a point when more people than ever are coming in to be served, we're losing more staff to serve them."

The cutbacks will leave the employment service with about 180 employees to serve an area within a 60-mile radius of Rochester, he said.

The jobs to be eliminated include typists, employment interviewers, rural manpower representatives, employment coun-

selors and community workers.

The highest paid among these are employment counselors, with a starting salary of \$11,900; the lowest paid are typists, with a starting salary of \$5,871. The employees will lose their jobs by seniority.

Mr. Grossfield said several employees have been sent notices of termination and others, with more seniority, are being offered a single opportunity to relocate.

"This short notice is ridiculous," he added. "This is false economy. The federal government

is throwing seasoned interviewers and administrators out of work and into the ranks of the unemployed, whom they've been trying to help."

He said the layoffs also are hurting the morale of "those unscathed so far."

"They're not in a mood to double their efforts when they don't know who'll be next."

Mr. Grossfield's sentiments echoed those recently made by William DeMartino, president of the CSEA's Metropolitan Division of Employment chapter.

Civil Service Law & You

(Continued from Page 6)

THE COURT HELD that the punishment involved was not disproportionate to the offense so as to shock one's sense of fairness. There was a dissent in this case by one Justice, who stated that in his opinion the measure of punishment was too disproportionate to the offense in the light of all circumstances as to be shocking to one's sense of fairness. He said that the stealing of \$4.17 worth of merchandise while off duty and outside of the city was not sufficient to justify a dismissal. He pointed out that the petitioner was not charged with any dereliction of duty nor any other offense involving his conduct as a police officer.

"WHILE THE ABSENCE of any proven line of duty, misconduct is not necessarily a determinative factor, it is a factor to be considered with all other relevant circumstances in reviewing petitioner's fitness to retain his position." He therefore dissented and recommended that the discipline imposed by the Police Commissioner was too severe as a matter of law and should be reduced. *Alfieri v. Murphy*, 366 N.Y.S. 2d 10.

Discrimination Is Found By Human Rights Division In Maternity Leave Case

BUFFALO—The State Division of Human Rights has found the New York Teamsters Council Welfare Trust Fund, a Buffalo local of the Teamsters Union and a Pennsylvania-based trucking concern guilty of sex discrimination against a woman union member employed at the company's terminal in Williamsville.

The case involved charges of unequal terms, conditions and privileges of employment in the denial to the woman of disability benefits for the time she was unable to work by reason of her pregnancy.

Claimed Same Rights

She claimed that she was entitled to the same payments from the union-management administered fund as other employees receive for other types of temporary physical disabilities.

The woman, Michele A. Panone, of North Tonawanda, a switchboard operator, named as respondents, besides the Welfare Trust Fund, Local 375 of the Teamsters Union and her employer, Halls Motor Transit Co., Mechanicsburg, Pa. The finding by Commissioner Werner H. Kramarsky of an unlawful discriminatory practice was made against all respondents.

Pregnancy Leave

Ms. Panone had taken a two and one-half month unpaid maternity leave. At the commencement of the leave, she made formal application to the Welfare Fund for disability benefits, but the claim was rejected on the ground that, "benefits are not payable when disability is due to pregnancy."

In addition, Ms. Panone was required to pay a total of \$307.20

into the Welfare Trust Fund during her maternity absence, the sum representing one-half of the contributions that normally would be paid fully by her employer. Under the union's collective bargaining agreement with the company, all payments to the fund are made by the employer, even when a "regular employee is absent because of illness or off-the-job injury." The agreement provides, however, that in cases of maternity leave "the employee must make suitable arrangement for payment into the Health and Welfare and Pension Funds during period of absence."

Directed Payment

Commissioner Kramarsky's order after hearing directed payment to Ms. Panone of disability benefits for the period of her maternity leave "to the same extent such payments are made to covered employees for non-pregnancy connected temporary physical disabilities, plus interest at the rate of 6 percent." Halls Motor Transit was ordered to pay her the \$307.20 she had put into the Fund, plus interest at the same rate.

All of the respondents were ordered to provide disability, health, welfare and pension benefits "to employees for pregnancy-related disabilities to the same extent such benefits are provided to employees for other types of temporary physical disabilities."

Letters To The Editor

Letter Of Thanks

Editor, The Leader:

In view of all that the officials have done so far for its CSEA members and as much as the

members are dissident, it should be printed that some of us deeply appreciate the efforts of all sides in regard to enhancing the employee's working condition.

It seems as though the unity of CSEA is slipping but it is not very decent to let all of its past and present energy be forgotten. So this is why I am writing to you to make public that, I, Gloria Diamond, thank everyone in an objective way, all those who have put their minds, bodies to reach a solution on just what should be done!

There is an old cliché which is apropos for now and that it gives a message which would indicate that it always gets dark before the sun shines, and this epoch will also pass. The sun never stops shining.

Hoping that this letter gives all its members a chance to think a little before they start diffusing themselves, for this is what many high officials would relish and is primarily what they intend. For whatever reason they have we must act intellectually and use every power of wisdom in our heads to protect all that we have today!

The principle of unification is strongly urged for that is the only power the members have to utilize and a reality which has proven from the beginning of the first covenant which commits us to social humanity.

Gloria Diamond
Stony Brook

Don't Repeat This!

(Continued from Page 6)

revenue potential. An unemployed civil service employee pays no federal, state or local income taxes. Instead he receives either unemployment compensation, welfare benefits, or both.

In the meanwhile, high interest rates on municipal bonds continue to consume an inordinate proportion of the taxpayer dollars. On the very day that a bond issue was floated by "Big Mac" at 9 percent interest, the State of Massachusetts floated half a billion dollars worth of bonds at a rate of less than 6 percent. Detroit, Cleveland and other cities have had to pay 8 percent to float their bonds.

It is evident that the federal government will have to step into the picture to take affirmative action to help save our cities. And from what is happening in New York, the sooner the better.

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Syracuse Region V president Richard Cleary listens as regional treasurer Helene Callahan gives her officer's report. Other regional leaders seated at dais are, from left, first vice-president Dorothy Moses, secretary Irene Carr, second vice-president Patricia Crandall and executive vice-president Louis Sunderhaft.

SYRACUSE REGION V MEETS IN ONEONTA

ONEONTA—Civil Service Employees Assn. Syracuse Region V delegates crowded the Holiday Inn in this Otsego County city to conduct regional business last month.

CSEA vice-president Richard Cleary, who heads the region, presided at the business sessions. Oswego County's Francis Miller chaired the Counties Workshop and Utica Psychiatric Center's James Moore chaired the State Workshop.

Educational programs were presented Friday evening prior to the Saturday business sessions. The County program included a talk by Joseph Dolan, CSEA assistant executive director for counties, while the State program featured a question-and-answer session on insurance.

The traditional Presidents

meeting was held Saturday morning, followed by various regional committee meetings. A get-acquainted room for all retirees was sponsored by the Binghamton Area Retirees chapter.

Guest speakers at the Saturday evening dinner included Congressman James Hanley (Dem—32nd CD); Assemblyman Peter Dokuchitz (Rep—113th AD); Oneonta Mayor James Lettis and Robert Whittemore, executive assistant to State Senator Edwyn Mason (Rep—48th SD).



Syracuse Region State Workshop chairman James Moore, Utica Psychiatric Center, listens as Auburn Correctional Facility chapter president Austin Donovan explains problems of communication.



New CSEA charter was recently granted to SUNY College of Environmental Science and Forestry chapter, represented in front row by, from left, Gene Trendell, Gerry Owczarzak, vice-president Helen O. Martin and Martha Melfi. Behind them Leon Wilmot and Doris Campion, president and treasurer, respectively, of Binghamton Psychiatric Center chapter.



Attention to debate is given by delegates from Oswego County chapter: treasurer Dick Rice and representative Lyn Thompson. An estimated 150 delegates attended the meeting at the Holiday Inn in Oneonta, Otsego County.



Among leaders of county delegations at regional meeting were, from left, Gerald Roseman, Onondaga chapter executive representative, and Richard Grieco and William Miller, Jefferson chapter's Watertown unit president and first vice-president, respectively.



CSEA treasurer Jack Gallagher, left, represented the statewide officers at meeting. He is shown here with field representative Ted Modrzejewski. Two of the 10 statewide officers are from the Syracuse Region: Mr. Gallagher and regional president Richard Cleary.



Newly elected Broome County chapter president Mary Battista, left, and Broome unit delegate Barbara Pickell get some words of advice from the chapter's outgoing president Angelo Vallone.

(Leader photos by Ray Hoy)



Syracuse Region Counties Workshop secretary Leona Appel has microphone, as Workshop chairman Francis Miller, Oswego County, and CSEA field representative Thomas Dupee listen. County Workshop is traditionally held on Saturday morning preceding county and state combined delegates meeting in afternoon.



Officials of several University chapters occupied front row seats at business session. From right are former Central Conference president Floyd Peashey, SUNY at Oswego; Helen Raby, SUNY at Oswego chapter secretary; June Vesco, SUNY at Oswego chapter vice-president; Dale Dusharm, SUNY at Oswego chapter president, and Steve Zarod, SUNY at Morrisville chapter president.



Committee to set up a Cornell study program for the State Workshop gathers around SUNY at Cortland chapter president Patricia Crandall, who is recording their names and addresses. Standing, from left, are Syracuse Region Mental Hygiene representative Dorothy Moses, Willard Psychiatric Center; Clare McGrath, Syracuse; Mary Lauzon, SUNY at Potsdam chapter president, and Beth Stever, Binghamton PC chapter first vice-president.



Winners of annual scrapbook competition pose with their prize-winning entries and their trophies. From left, seated and standing, are: second-place winner Syracuse Area Retirees chapter's Hazel Ranger and chapter president John Tanzi; fourth-place winner SUNY at Cortland chapter's Marge and Edward Zwack; third-place winner St. Lawrence County chapter's president Flora Jane Beaton and Pat Elds-dale, and first-place winner Onondaga County chapter's Rae Scharfeld and chapter president Andrew Placito.



ABOVE: Grievance procedures are discussed by members of regional grievance committee. From left are Tony Calisi, Binghamton Psychiatric Center; chairman Hugh McDonald, Willard PC chapter first vice-president; Chet Palega, Central Barge Canal chapter president; William Deck, Syracuse Region Mental Hygiene representative, and Audrey Snyder, Hutchings chapter president.



RIGHT: Oswego chapter first vice-president Thomas Elhage, right, confers with Lou Tryon, who was Mr. Elhage's guest. Mr. Tryon attended the meeting in order to seek support for formation of BOCES chapter.



Dorothy Hautaniemi, of Tompkins County chapter, presents resolution to delegates for more field service for southwestern area of the region. Listening as the resolution is read, and later approved, is CSEA vice-president Richard Cleary, head of Syracuse Region V.



Mary Pompell, accompanied by her husband, Ralph, registers for meeting. Greeting them are members of host Oneonta chapter, from left, chapter vice-president Joyce Durgerian and former president Marion Wakin. Mrs. Pompell, a former officer of Broome chapter, has been recuperating from surgery, and this was her first opportunity to attend a regional meeting in more than a year.



Listening intently to debate on issues are members of Upstate Medical Center delegation, from right: second vice-president Nick Godino, treasurer Lois Toscano and president William O'Neil.

Suffolk Clerk, Officer Exams

HAPPAUGE—The Suffolk County Civil Service Department has announced filing for open-competitive positions as clerk, correction officer I (male), and correction officer I (female).

There are no residency require-

ments but preference may be given to Suffolk County residents for appointment.

For clerk (exam 15-231) there are no minimum education or experience requirements. The position has a starting salary of \$5,798 a year.

A written exam, scheduled for

Aug. 23, will test reading comprehension, vocabulary, arithmetic computation and reasoning, office practices and spelling. All applications must be received by July 23.

For male correction officer I (exam 15-234) and female correction officer I (exam 15-235) candidates must be between 20 and 37 years of age and have a high school diploma. There are no height requirements but applicants will be required to pass a qualifying medical examination.

The positions are available at county jails or honor farms. Starting salary is \$8,710 a year.

A Sept. 13 written exam will test knowledge, skills and abilities in areas such as reading comprehension, preparation of written material and judgment. Applications must be returned by Aug. 6.

Applications and further information may be obtained from the Suffolk County Civil Service Department, Happaugue, L.I., N.Y.

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LEGAL NOTICE

MMO ASSOCIATES, 1345 Avenue of the Americas, NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on June 13, 1975. Business: Acquire, hold, sell or otherwise deal with, on its own behalf only and not for others, in securities of any kind and nature. General Partners: B. Gerald Cantor, 30 W 54 St., NYC; George V. Delson, 135 E 83 St., NYC. Limited Partners, Cash Contribution and Share of Profit: Ronab Associates, 1345 Ave of Americas, NYC, \$206,500, 59%; Frank Bacher, 1025 Fifth Ave., NYC; Steven Tomkin, 301 E 66 St., NYC; John Langer, 3010 Grand Concourse, Bronx, NY; Andrew Grabia, 116 E 19 St., NYC; Joseph McCarthy, 511 E 80 St., NYC; David Goldblatt, 155 E 34 St., NYC; Paul Hart, 9472 Rembert Lane, Beverly Hills, Ca., \$14,000 each, 4% each; Camela Fellitti, 623 West Fingerboard Rd., S.I., N.Y.; Linda Peretz, 4105 Mourning Dove Way, Calabasas, Ca.; William Bellinsoni, 99 Randall Ave., Freeport, NY; \$7,000. each; 2% each; Daniel Orso, 2357 Davidson Ave., Bronx, NY; Lynn Tanzi, 1034 Neck Rd., Brooklyn, NY, \$3,500. each; 1% each; Jeremiah Carolan, 120 Central Park S, NYC, \$10,500., 3%. Term: May 30, 1975 to May 30, 1978 unless sooner terminated. No additional contributions to be made. No partner may assign his interest except as provided in agreement. No additional limited partners to be admitted. No priority among limited partners as to contributions or as to compensation by way of income. Partnership terminates upon death, insanity, bankruptcy or retirement of both general partners. No limited partner shall demand property other than cash in return for their contribution.

LEGAL NOTICE

QUINCY PARTNERS, 299 Park Ave., NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on May 23, 1975. Business: Developing and sponsoring investments. General Partner: Sans Pear Corp., 299 Park Ave., NYC. Limited Partners, Cash Contributions and Share of Profit: The Hillman Co., Grant Bldg., Pittsburgh, Pa., \$46,000., 40.01% less 1.43% for each \$15,000. of additional capital contributed by new partners up to 10.01%; Canny, Bowen, Howard, Peck & Assoc. Inc. 425 Park Ave., NYC, \$14,000., 16%; Donald J. Sutherland, High Farms Rd., Glen Head, NY, \$20,000., 35%. Limited partners may assign their interest as provided in agreement. Additional limited partners may be admitted.


LEGAL NOTICE

Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on May 14, 1975, duly executed. Name and principal office of partnership is TROUBLED TIMES COMPANY, 12 E. 46th St., New York, N.Y. Term — May 1, 1975 until all rights of partnership in the film to be produced have terminated. Purpose — Arrange for the production of a certain motion picture entitled "Troubled Times." General Partner is Diana Productions, Inc. residing at East Fair, Lloyd Lane Huntington, N.Y. Limited Partner is Thomas J. McGrath, residing at 6 Sniffen Court, New York, N.Y., who contributes \$1,000.00 cash and receives a percentage of the net profits equal to 1/6 of the fraction of his capital contribution over the capital contribution of the partnership, as his share of profits. Contribution of limited partner shall be returned to him at such times as the partnership has a cash reserve not less than \$5,000.00 after expenditures. Limited Partner shall have the right to assign his interest in the partnership to any other person, firm or corporation, subject to all the duties, liabilities and responsibilities of the limited partner

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JAWS

ROBERT ROY SCHNEIDER · SHAW · RICHARD DREYFUSS



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Lefkowitz Outlines Limits In State Military Retiree Pension Options, Benefits

ALBANY—In response to a question from Maj. Gen. John C. Baker, chief of staff to the governor, Atty. Gen. Louis Lefkowitz recently outlined limitations of retirement benefits of employees of the State Division of Military and Naval Affairs.

The Attorney General, commenting on a case brought by the chief of staff involving a retired officer, concluded: "An employee of the Division presently validly eligible, or who will be eligible for a pension under provisions of Military Law 214, is not and will not be eligible for a pension under the provisions of the Social Security Law."

Likewise, the Attorney General said, "Valid membership in the Employees' Retirement System precludes such member from receiving or being eligible for a pension under provisions of Military Law 214."

The retired officer, who left state service before age 55 under Military Law 214, left employee retirement contributions intact under the State Employees' Retirement System.

Mr. Lefkowitz ruled therefore that the officer "will not be eligible for an additional pension upon reaching retirement age under provisions of the Social Security Law."

Youth Job \$

WHITE PLAINS — Westchester County Executive Alfred DeBello has announced that \$927,994 for summer employment for disadvantaged youths in the Westchester-Putnam area has been granted by the federal government. The money was allocated by Congress under the Job Assistance Act.

"This will provide over 2,000 summer jobs for young people in the major poverty areas of both counties," said Mr. DeBello.

Job sites will be created in municipalities or non-profit agencies. Most of the summer workers will earn \$2.10 an hour.

Eligible applicants should apply at community action agencies in Peekskill, Ossining, Tarrytown, Elmsford, Mamaroneck, Mount Vernon, Eastchester, and Mount Kisco.

Those seeking additional information on the program may call the Office of Manpower Planning in the County Office Building in White Plains (516) 682-2890.



ACTEC MEETING — Officials of the Civil Service Employees Assn. are shown above at their meeting with leaders of the State Department of Correctional Services and the Office of Employee Relations on the fate of non-uniformed employees at the Adirondack Correctional Treatment and Evaluation Center (ACTEC), Dannemora. The facility was to be phased out this summer. However, the agreement reached at the meeting will enable virtually all of the jeopardized employees to be retained or re-employed. Above, clockwise from left rear, are Greg Davis, CSEA field representative; William Blom, CSEA director of research; Margaret Douglas, CSEA's ACTEC chapter president; Richard Burstein, CSEA legal counsel; Jeffrey Austin, assistant director of the Office of Employee Relations, and John VanDecar, director of manpower management for the Department of Correctional Services.

Booklet Outlines State Info Law

MANHATTAN—A seven-page booklet intended as a guide to the New York State Freedom of Information Law is now available from the New York Public Interest Research Group, Inc., a non-partisan research and advocacy organization funded and directed by state college and university students.

The booklet, written by NYPIRG staff attorney Nancy Kramer, points out that under the new law, nine categories of public records are available to interested parties. Categories which might be of interest to union members and officials involved in labor disputes include opinions and orders in cases; statements of policy and interpretation plus any documents or tables which led to the statements; minutes of meetings and public hearings; audits and tabulations made by or for public agencies; instructions to staff, including manuals, if they affect the public; records, names, titles and salaries of employees, except those of law enforcement agencies; final determinations of members of a governing body and records of final votes, and other records that any other law makes open.

Outlines Methods

The booklet outlines methods of obtaining needed records and what to do if the records are not provided. It points out that all state and local government agencies, boards, committees, legislatures and others are covered by the law. Federal government offices are not included but there is a federal FOI Act which is much broader than the New York State Law.

Open To Public

The booklet, entitled "Your Right To Know," points out that in addition to the state's FOI, "an important 'other' law to be considered is Section 51 of the General Municipal Law which applies to counties, towns, villages and other units of local government. It states that all the books, checks, and 'other papers connected with or used or filed in the office' are public records and open to the public.

Ms. Kramer points out that each agency is supposed to name someone as a "records access officer" to be in charge of helping people obtain the records they want.

Officer In Charge

"If the agency has not named such a person," Ms. Kramer advises, "go to the head of the agency and tell him or her that you want to know whom you can deal with in order to find out about some records. The records access officer is responsible for helping you find out exactly what record you want and for maintaining a subject matter list for all of the agency's records. The list only has to contain those records filed or kept after Sept. 1, 1974, but you have the right to see old records as well."

Ms. Kramer notes that an agency may require a written request for records or it may permit you to obtain a record in

person or by telephone.

"The agency may not charge you for help in finding records or for looking at them and taking notes," Ms. Kramer writes. "The agency may charge you up to 25 cents per normal-sized page for making photocopies (except in a few cases in which an older law allows it to charge more). If it has no photocopying facilities, the agency must honor a request for a typed or handwritten transcript of the record, but it may charge you for the clerical time involved in making the transcript."

Where Available

The booklet also describes what records are closed by law and what happens after a request for records is made.

Copies, priced at 25 cents each, are available from NYPIRG, 5 Beekman St., Room 410, New York, N.Y. 10038. A stamped, self-addressed envelope should be included.

Questions & Answers

Q. I think my sister might be eligible for supplemental security income payments. Should she take any special papers when she goes to the social security office to apply?

A. Your sister should take any records which show the amount of her resources and income. This includes, for example, checkbooks, savings account books, stocks and bonds, life insurance policies, auto registration cards, latest real estate tax statements, and last year's income tax returns and W-2 forms. She also should take her social security card and her birth certificate.

Q. I've heard that both parts of Medicare cover home health care. Is the coverage the same under both parts?

A. In general, Medicare's hospital insurance can pay for home health care after you have been in a participating hospital for at least three days in a row. Under Medicare's medical insurance, you don't have to have a 3-day stay in a hospital to get home health care. But, under each part, home health care is covered only if certain conditions are met. Your Medicare Handbook explains home health care in detail. If you don't have a handbook, you can get one at any social security office.

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The final deadline for applications for the 1975-76 academic year is July 15, 1975.

For bulletin and applications, call 741-7910 or write to:

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CONGRATULATIONS! — Ann Wadas, newly elected president of the Basic Research chapter, Civil Service Employees Assn., on Staten Island, is congratulated after installation by Ronnie Smith, first vice-president of New York City Region II. Other installed officers were, from left: Joe Scotto, treasurer; Peggy Clark, corresponding secretary; Ethel Ronavnik, recording secretary; Lew Hill, a former president; Charlotte Rue, second vice-president, and Marge Deger, first vice-president. Not shown is Michael Donadio, third vice-president. Mr. Smith, who is also president of Willowbrook chapter, was the installing officer.

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Gouverneur Leader Is Edmond Gagnon

MANHATTAN — Edmond Gagnon was re-elected president of the Gouverneur Hospital chapter, Civil Service Employees Assn. here.

Others named to two-year terms at the hospital chapter include Sadie Alexander, first vice-president; Pat Boyer, first secretary; Yvonne Anglero, second secretary, and David Marrero, treasurer.

Cemetery Plots For Sale

PINE LAWN cemetery — 2 plots (Double) on south side — Perp, care — Reasonable — John A. Robertson, 8 Keene St., Bedford, N.H. Telephone 603-669-9629.

State Eligible Lists

EKAM 35-638		7 Borodinsky M R Brooklyn82.8
UNDERWRITER		8 Hibbert M A Bronx79.6
Test Held Dec. 14, 1974		9 Simon Barnet Little Neck79.3
List Est. April 15, 1975		10 Capito G Brooklyn78.9
1 Barros Oscar E Jamaica94.2	11 Kahn Rosanne M Ozone Park78.1	
2 Beachley R W Clay91.4	12 Lynch Eileen C Glendale77.9	
3 D'Amico Maye M Bronx89.9	13 Bates Vera M Albany77.0	
4 Cleaver Donald Rochester86.0	14 DeStefano I G Brooklyn76.5	
5 Katzman Irene Brooklyn85.5		
6 Lebitz Francis Brooklyn84.0		

(Continued on Page 13)

State Promotional Job Calendar

Applications Accepted To July 14
Oral Exams In August Or September

Title	Salary Grade	Exam No.
Associate Budget Examiner	G-27	39-024
Associate Budget Examiner (Employee Relations)	G-27	39-025
Associate Budget Examiner (Management)	G-27	39-026
Associate Budget Examiner (Public Finance)	G-27	39-027
Principal Budget Examiner	G-31	39-020
Principal Budget Examiner (Management)	G-31	39-022
Principal Budget Examiner (Public Finance)	G-31	39-023

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.

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West Coast \$399
London \$309
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Mexico \$389

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Latest State And County Eligible Lists

(Continued from Page 12)

- 15 Shapiro Sam Brooklyn76.5
- 16 Edmond Lois Bronx76.4
- 17 Freeman J St Albans75.5
- 18 William M B Jamaica74.0
- 19 Mezzapelle Anne Queens73.0
- 20 Perri Joseph C Jackson Hts72.1
- 21 Webster Viola M Bayside70.6

JUDICIAL CONFERENCE

- EXAM 45-412
ACCOUNT CLERK
Westchester County
Test Held Feb. 8, 1975
List Est. April 23, 1975
- 1 Spitzer R D Yonkers97.0
 - 2 Leo C A Hartsdale94.0
 - 3 Wilson M K Yonkers89.5
 - 4 Katz R White Plains80.0
 - 5 Greene J R Yonkers74.5
 - 6 Schwartz D S Croton Hudson70.0

JUDICIAL CONFERENCE

- EXAM 55-418
ACCOUNT CLERK
Suffolk County
Test Held Feb. 8, 1975
List Est. April 23, 1975
- 1 Wagner R A Bay Shore90.1
 - 2 Rauch M M Deer Park86.1
 - 3 Dabramo M F Bay Shore80.2
 - 4 Marino T S East Quogue80.1
 - 5 Cicalese M A N Babylon79.2
 - 6 Kilkenny A B Kings Park70.1

JUDICIAL CONFERENCE

- EXAM 45-383
COURT ASSISTANT I
Onondaga County
Test Held Feb. 8, 1975
List Est. April 23, 1975
- 1 Kiernan C L Syracuse93.0
 - 2 Cozad S K Clay86.0
 - 3 Bario J M Dewitt80.0

- 4 Barker D E E Syracuse79.0
- 5 Klipp J A Fayetteville79.0
- 6 Wright J G N Syracuse76.0
- 7 Lewis J M Syracuse70.0

REVISED EXAM 35-611 SR CHEMIST IND HYGIENE

- Test Held Nov. 23, 1974
List Est. March 7, 1975
- 1 Michael M J Elmhurst93.0
 - 2 Anderson John Brooklyn81.2
 - 3 Gottesfeld R E Far Rockaway74.8
 - 4 Hon Joan T L I City73.2

REVISED EXAM 35-641 PRIN RET BENEFITS EXMR

- Test Held Dec. 14, 1974
List Est. April 15, 1975
- 1 McManaman John Albany95.7
 - 2 Rosenbaum D J Fairport94.7
 - 3 McAuley Daniel Latham91.8
 - 4 Yacobucci J R Blandell91.1
 - 5 O'Connor Jane A Schenectady91.0
 - 6 Smirensky A N Spring Valley87.7
 - 7 Silson Marjorie Troy84.0
 - 8 Lawton Paul V Albany84.0
 - 9 Childs Gregory Rensselaer82.7

REVISED EXAM 35-646 RET BENEFITS EXMR

- Test Held Dec. 14, 1974
List Est. April 15, 1975
- 1 Cummings Ethlyn Green Island98.8
 - 2 Naylor Candice Latham96.0
 - 3 Levine Margaret Albany89.8
 - 4 Olatz Laureta Rensselaer74.0
 - 5 Cross David R Cobleskill72.9
 - 6 Jennings Roland Hoffmann70.9

REVISED EXAM 35-586 SR ABANDONED PROP ACTS AUD

- Test Held Nov. 9, 1974
List Est. April 15, 1975

- 1 Mank Allan J Astoria76.5
- 2 Gidman Alvin H Elsmere76.4
- 3 Tannenbaum Paul Oceanside76.4
- 4 Stumacher Fred Brooklyn70.6

REVISED EXAM 35-595 SR SANITARY CHEMIST

- Test Held Nov. 23, 1974
List Est. April 25, 1975
- 1 Leikim Edward Albany88.8
 - 2 Hirschfield Jay Flushing88.5
 - 3 Seeger James I W Sand Lake83.3
 - 4 Franey Mark J Syracuse79.5
 - 5 Graziano Judy A Syracuse76.1
 - 6 Virgil Mark G Schenectady75.0
 - 7 Passalugo R J Victor75.0
 - 8 Ryan Francis J Albany71.0

REVISED EXAM 35-626 SUPVG FARM PROD INSPCTR

- Test Held Dec. 14, 1974
List Est. April 24, 1975
- 1 Conners Donald W Henrietta94.2
 - 2 Brand Alton Burnt Hills91.1
 - 3 Aldrich Harold Buffalo87.2
 - 4 Schweppenhauser Guiderland87.0
 - 5 Dobbs Wiley A Delmar85.5
 - 6 Fox Germain Montgomery85.5
 - 7 Donovan Rodney Pine Bush82.6
 - 8 White Eldon N Victor80.6
 - 9 Brokaw Neil W Freehold80.0
 - 10 Thrall Charles Riverhead78.2
 - 11 Boynton Arthur Elnora78.0
 - 12 Rutkowski S J Jackson Hts74.7
 - 13 Watson Charles Williamson74.7

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- Test Held Dec. 14, 1974
List Est. April 22, 1975
- 1 Bowne Norman L Broadalbin90.4
 - 2 Robertson G W Cambridge86.9
 - 3 Freitag Victor Bellerose85.2
 - 4 DeRosa D A Utica82.5
 - 5 Crowell Elwyn C Canandaigua81.1
 - 6 Blow Oswald Ballston Spa80.0
 - 7 Thomson Everett Dekalb Jct77.3
 - 8 Mother Gerald W Gowanda74.0
 - 9 Walsh Dermot P Wellsboro74.0
 - 10 Schmit Frank L Walton73.3
 - 11 Schmidt Robert Wells71.6
 - 12 Vanalstynne R H Waterford71.1

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LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK, WOODSIDE SAVINGS AND LOAN ASSOCIATION, Plaintiff, against EZRA LEBOVICS, if living, and if he be dead, any and all persons, unknown to plaintiff, claiming, or who may claim to have an interest in, or general or specific lien upon the real property described in this proceeding; such unknown persons being herein generally described and intended to be included in the following designation, namely: his respective heirs at law, next of kin, distributees, executors, administrators, trustees, devisees, legatees, assignees, lienors, creditors and successor in interest, and generally all persons having or claiming under, by, or through said defendants who may be deceased, by purchase, inheritance, lien or otherwise of any right, title or interest in and to the premises described in the complaint herein, and the respective wives or widows of them, and the respective husbands or widowers of them, if any, all of whose names are unknown to plaintiff and cannot after diligent inquiry be ascertained; et al. Defendants. Plaintiff designates New York County as the place of trial, based on the location of the premises herein. SUPPLEMENTAL SUMMONS. Plaintiff resides in Queens County. To the above named defendants: YOU ARE HEREBY SUMMONED to answer the Amended Complaint in this action and to serve a copy of your answer, of if the Amended Complaint is not served with this Supplemental Summons, to serve a notice of appearance, on the Plaintiff's attorneys within twenty days after the service of this Supplemental Summons, exclusive of the day of service or within thirty days after completion of service, where service is made in any other manner than by personal delivery within the State; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the Amended Complaint. Dated: April 1, 1975. FRANK, STERNAT AND GENEROSA, Attorneys for Plaintiff, Office and Post office address, 60-20 Woodside Avenue, Woodside, N.Y. 11377. 639-6100. To the above named Defendants in this action: The foregoing SUPPLEMENTAL SUMMONS is served upon you by publication pursuant to Order of Mr. Justice Sidney H. Asch, Justice of the Supreme Court, New York County, dated June 27, 1975 and filed in the New York County Clerk's Office, 60 Centre Street, New York, where the Amended Complaint is also filed. The object of this action is for the foreclosure of a mortgage made by Singer Equities Inc. to Woodside Savings and Loan Association for \$116,000.00, recorded in the New York City Register's Office, New York County, in Liber 6415 of mortgages, page 308 on September 14, 1965, which mortgage is now owned and held by the plaintiff herein, and for the sale of the mortgaged premises No. 510/14 West 176th Street, New York City, New York, on the southerly side of West 176th Street, 187 feet 6 inches west of Amsterdam Avenue being 87 feet 6 inches wide front and rear by 99 feet 11 inches deep on each side, the easterly side running partly through party walls. Dated: June 30, 1975. FRANK, STERNAT AND GENEROSA, Attorneys for Plaintiff.

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\$13,500 AWARD —Senior caseworkers with the Onondaga County Department of Social Services were among those who shared in an award paid by the county for supervisory work performed out of category. Seated, from left, are Mary Lynne Cassalia, Joanne Plumley, Catherine Cohen, Olivia B. Greggs and Mary Blakely. Standing, from left, are James O'Dell, Myroslaw H. Krause, Dianne Manning, Philip Money and Ralph Lorenzini.

Rensselaer Impasse Called; CSEA Rep Terms Town 'In Dark Ages'

RENSELAEER—The Civil Service Employees Assn. has declared an impasse in negotiations with the City of Rensselaer on a work agreement for city blue-collar employees. The union claims the administration has refused to make any movement to correct a work situation CSEA describes as "still in the Dark Ages."

CSEA field representative Joseph Bakerian, announcing the stalemate, said that the last negotiating session was last week. "There has been absolutely no significant offer on the part of the city that could be used to draw up a contract that even resembles a decent work agreement," Mr. Bakerian said.

Earlier this year, the city employees chose CSEA as their union representative in an election conducted by the Public Employment Relations Board. Mr. Bakerian claims that at that time, the city "tried to retaliate for the employees' decision to join a union by changing the work-week to four 10-hour days." After CSEA filed an improper practice charge with PERB, the

city withdrew and reinstated the original work-week schedule.

Mr. Bakerian said that existing salaries "are absolutely the lowest and most degrading of any comparable city employees to my knowledge. Equally appalling is the virtual lack of any fringe benefits," said the CSEA representative.

1960's Wages

Mr. Bakerian said that the Rensselaer City blue-collar pay schedule is similar to wages earned in the early or mid-Sixties. On fringe benefits, he said that only recently have the employees been given four paid holidays, "when employees in comparably sized cities in New York State have as many as 13

paid holidays.

"Our research people did extensive background preparation for these contract talks, compiling statistics on benefits and salary schedules showing the vast disparity between Rensselaer employees and those in cities with similar populations, such as Auburn, Cohoes, North Tonawanda, Glen Cove and about 10 others from all over the state. Throughout negotiations these figures have been virtually ignored by the administration.

"The workers currently have no personal leave, no sick leave, no bereavement leave, and, to top that off, the city now wants its employees to work on Saturdays, practically the only time they have with their families."

Each employee gets one week of vacation, no matter how long they have been employed, according to Mr. Bakerian, "And this is the first time in my life I have heard of city employees who do not know when or if they will receive a paycheck." He cited the fact that the City Council must meet every two weeks to authorize each payday; if they do not meet, the workers are not paid.

"No Cooperation"

Mr. Bakerian said that during negotiations CSEA made every effort to help "free-up" extra funds so that a salary increase could be worked into the budget, "including revising the PERB-designated bargaining unit to exclude some temporary and part-time workers. We received no cooperation."

He added that at every negotiating session they had, the City's corporation counsel, Richard Reilly, was "totally unprepared" and that "they still haven't given us an offer on a grievance procedure."

The CSEA unit president, Chaney Tiernan, said that he is disappointed and discouraged with the attitude of management toward people with many years on the job.

Mr. Bakerian concluded, "These are career public employees who devote their full energies and time to working for the City of Rensselaer. They certainly deserve the respect they have earned for their devotion."

Wage Boost Issue Delays Orleans Sheriff Contract

ALBION—The Orleans County Board of Supervisors has accepted all but the salary portion of a fact-finder's report in a contract dispute with county sheriffs represented by the Civil Service Employees Assn.

The fact-finder John R. Everett, of Rochester, recommended

a \$750 raise for both deputies and jailers, who now make \$8,433-\$10,433 and \$7,191 respectively.

The board had offered a straight 7 percent across-the-board increase.

Other points of the report included deputizing jail guards, denial of a request for two deputies per patrol car, no increase in shift differentials, a two-year contract with a wage re-opener after a year and tenure lowered from three years to two.

Mental Hygiene Might Merge Four Facilities

ALBANY—A meeting between representatives of the Civil Service Employees Assn. and State Mental Hygiene Department officials has disclosed that plans are being considered to combine the J.N. Adams State School, Perrysburg, with Gowanda Psychiatric Center and Utica Psychiatric Center with Marcy Psychiatric Center.

The department officials added, however, that "a great deal" of planning and consideration will be required before such consolidations can be firmly approved or disapproved. They added that there are no current plans to close any such facilities.

The CSEA committee meeting with the department administrators consisted of Nicholas Puziferri of Rockland, Joseph Keppler of Central Islip, Dorothy Moses of Willard, James Bourkney of West Seneca, Richard Snyder of Waasaic, James Moore of Utica, William Deck of Marcy and Gregory Szurnieki of Kings Park. CSEA staff members assisting the union committee were Robert Guild, collective bargaining specialist, and Walter Leubner from the CSEA Research Department.

Joseph Eiss Leads Erie's Health Unit

BUFFALO—Joseph P. Eiss has been elected president of the Health Department unit of the Erie County chapter, Civil Service Employees Assn.

Mr. Eiss and other officers were installed Sunday, June 29.

Others elected include: vice-president, John Daleo; secretary, Kathy Pomietlasz; treasurer, Barbara Justinger; parliamentarian, Shirley Heron, and sergeant-at-arms, David Lang.



DISCUSSING PLANS — New officers of the State Insurance Department chapter, Civil Service Employees Assn., discuss the role of the chapter in coming days following their installation recently in Colonie. Above, from left, are Joan Anderson, treasurer; Ginie Kiddle, delegate; Jack Fitzgerald, president; Betty Collins, vice-president, and Sandy Relyea, secretary.

Binghamton Area's Retirees To Meet

BINGHAMTON — Newly elected officers of the Binghamton Area Retirees chapter, Civil Service Employees Assn., will be installed in ceremonies at a meeting Monday, July 28.

The installing officer will be Thomas A. Gilmartin Jr., coordinator of retiree activities for CSEA. The meeting will be held at 2 p.m. at Garden Village West, 50 Front St., Binghamton. All retirees from Broome, Chenango, Otsego and Delaware Counties are invited to attend.

Sloan Education Workers Obtain A 13% Increase

SLOAN—The Board of Education in this Buffalo suburb has signed a two-year contract with non-teaching and non-secretarial help that provides a 13 percent raise over the life of the pact.

The Civil Service Employees Assn. represents the 75 workers covered by the pact.

The pact provides a 7 percent pay hike for the 1975-76 school year and a 6 percent raise for the following year.

It also improves the CSEA retirement plan by giving workers the opportunity to retire at 56 with 30 years service. Previously, the retirement age with 30 years service was 62.

Ⓛ 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.

JULY

- 9—Ithaca Area Retirees chapter meeting: 2 p.m., Moose Hall, 125 N. Fulton St., Ithaca.
- 9—Niagara County chapter picnic: 6 p.m., Niagara-Orleans Country Club, Royalton-Hartland Road, Middleport.
- 9—Orange, Ulster and Sullivan Counties Retiree chapter meeting: Middletown Psychiatric Center, Middletown.
- 10—CSEA Board of Directors, State Executive Committee and County Executive Committee meetings: CSEA Headquarters, 33 Elk St., Albany.
- 12—Audit and Control and SUNY Central Control Administration chapters installation: 6:30 p.m., Cordial Greens Country Club, 1400 Schurrman Rd., Castleton.
- 12-15—Mental Hygiene Employees Assn. meeting: Trinkous Manor, Oriskany.
- 13—Westchester county unit picnic: 12-6 p.m., Ridge Park, Hartsdale.
- 28—Binghamton Area Retirees chapter meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.

AUGUST

- 9—Nassau County chapter picnic: 11 a.m.-5 p.m., Mushrooms picnic area, Hempstead Town Park, Lido Beach.
- 13—Suffolk chapter picnic: 11 a.m., Southaven County Park, Yaphank.
- 16—SUNY at Fredonia chapter picnic: College Lodge.
- 27—Yorktown Custodial unit meeting and installation: 3:15 p.m., Middle School cafeteria, Yorktown Heights.

SEPTEMBER

- 6—Saratoga County Educational Employees chapter clamsteam: 10 a.m., Krause's Half Moon Beach, Crescent.

And Will They "Remember In November?"

On July 1, at about 1:15 a.m., a second alarm took place at 111 W. 138 St. in Harlem.

At about 2 a.m. there was broadcast over the Fire Department radio with a message to the effect that although the commissioner had waited for word from Albany for as long as was humanly possible, word had not come. Therefore, notifications would begin at 6 a.m. and 1,600 firefighters and 150 officers would be fired.



THAYER

Thus did July 1, 1975 become a day of infamy, infamy of such magnitude that persons such as this writer, who have enjoyed a love affair with the New York City Fire Department for these many years—in my case 50—find ourselves distressed to the

point of physical illness. The mind becomes filled with anguished questions crying to be hurled at the guilty ones. Why was there no clarion call sounded years ago about impending danger of fiscal disaster?

There are many brands of politics to be played nowadays. There is the school of thinking which wraps it up in one sentence: "Don't rock the boat!"

There is another brand of politics which encourages the boy from the farm country, going to the State Capitol with power, and once there, his all-consuming ambition is to teach the city-slicker a lesson he will long remember. In this case I have serious doubt that the issue of school money is legitimate, at least to the extent which Warren Anderson would have us believe. However, if this is the issue which will make them remember the country boy with the big stick, then, so be it!

The final variety of political poison is "gun to the head" politics. It is also sometimes described as political chess, played for keeps with citizens, those poor souls who must eventually, in one way or another, pay the bill for all this, being used as pawns.

Some of the pawns unfortunately may not be around to see

how the whole mess works out. Because they will have either burned to death by fire while awaiting help which came too late (budget crunch you know!), or they will have died by strangulation, or a bullet through the head in the process of being mugged by thugs who will now be encouraged to ply their trade with a feeling of greater safety against being caught. (Budget crunch!).

I was once told that the public, God bless 'em, are the greatest

Fire Flies

By PAUL THAYER

friends the politician has. Why?, I asked. My friend, old Pete McGuinness from Greenpoint, Brooklyn answered: "because they forget so quick."

Said Pete: "They will be mad as heck at you today, but in a couple of months, they forget and forgive... and just in time for next election."

Well, Mr. Anderson has had his moment of politics and as a result, men will remain bitter for the rest of their lives, all for the sake of that gentleman's passion to let New Yorkers know who is boss in Albany.

There are those who, in the

past, have found my writing offensive. If they are displeased, they call me a muckraker, and my sentiments as expressed here are dismissed as "overkill."

Usually, sometime toward the end of October, the UFA and the UPOA print a special edition of their respective house organs in which they say that the members always "remember in November." Come next November, and for many Novembers after that, I trust that not only firefighters, fire officers and their families but those who have been placed in jeopardy by this display of "gun to the head" politics, will

Lifeguard Exam Set For July 11

HAUPPAUGE—The next ocean performance examination for prospective lifeguards will be held July 11 at 10:30 a.m. at Pongogue Beach, Southampton.

To be eligible, candidates must have reached their 16th birthday. They must present completed lifeguard forms at exam time.

For further information contact the Suffolk County Civil Service Department, H. Lee Denison Executive Office Building, Veterans Memorial Highway, Hauppauge.

really remember. Its the very least we can do for our esteemed friends in Albany.

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

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

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

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

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

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

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

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

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

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

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-6000; and for federal, 526-6192.

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Johnson Rips Parks Cuts

WEST BABYLON — State Senator Owen H. Johnson (R-Nassau/Suffolk) has severely criticized Governor Carey's reduction and curtailment of services at Jones Beach, Robert Moses and Bethpage State Park.

"The cuts in service, which apparently are tied to a reduction of \$294,700 of the Long Island State Park Commission's

budget, appear to be politically motivated," Senator Johnson stated.

"It is difficult for me to understand how the Governor can ask for \$100 million to subsidize the poorly run city transit system and then reduce \$294,700 from the State Park Commission's budget as an economy move. It has also come to my attention that widespread political patronage is being used to fill those jobs that are remaining rather than retaining qualified employees who have worked for the Commission in prior years," Senator Johnson noted.

"I have trouble relating to the Governor's politically oriented budget making. Most of these fa-

cilities which are being closed are income producing, and there is little reason for their not being placed in operation this summer.

"It now appears that all the games at Long Island State Park Commission's facilities will be closed for the year. Rowboat rentals will also be closed, the East Bath House at Jones Beach will have its hours severely limited and will close in the middle of August. There will be no security in the parking fields and the staff of 70 formerly engaged in parking field supervision will be entirely eliminated. Seasonal employees will be terminated Aug. 17 to Labor Day, during which time there will be little or no staff to help the citizens enjoy these facilities," Senator Johnson concluded.

During last month, more than 200 seasonal workers demonstrated on the Jones Beach main hall in a protest against staff cutbacks. The picketing was coordinated by the Long Island State Parks chapter, Civil Service Employees Assn.

The pickets were told by Irving Flaumenbaum, president of CSEA Long Island Region I, and Louis Colby, retiring president of the chapter, that they had the wholehearted support of CSEA. Mr. Colby pointed out that the usefulness, cleanliness and safety of the parks, which have been developed at the cost of many millions of dollars, will be seriously curtailed by the loss of the seasonal workers.

In addition to the picket lines, a delegation representing the seasonal workers was sent by the chapter to Albany where they called upon legislators urging their support of a bill restoring the parks positions. The measure was proposed by Assembly Minority Leader Perry Durysa (R-Montauk).

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THE WINNERS

(Continued from Page 1)

land Region 1; Solomon Bendet, New York City Region 2; James Lennon, Southern Region 3; Joseph McDermott, Albany Region 4, and Richard Cleary, Syracuse Region 5.

There will be 17 newcomers on the 51-member State Executive Committee.

Of the 17 new State Executive Committee members, 10 defeated incumbents; 4 gained newly created positions and 3 succeeded incumbents who did not stand for re-election.

In the winners list below, asterisks indicate the incumbents.

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FIRST BANQUET — The Fredonia State University College Faculty-Student Assn. chapter, Civil Service Employees Assn., held its first annual banquet recently with 120 members and guests attending. Guests included Dallas K. Beal, president of Fredonia State University College, and Theodore Wenzl, president of CSEA. Glenn Halladay, of Cassadaga, is chapter president. Pictured, from left, standing: Joseph Kozlowski, banquet chairman; Dr. Wenzl; W. Thomas Smith, executive vice-president, Faculty-Student Assn., Dr. Beal and Mr. Halladay. Seated, from left, Mesdames Kozlowski, Smith, Beal and Halladay.

'6% Or Strike'

(Continued from Page 1)

entic." He felt that immediate consideration by the union's interim governing body was imperative since it had rejected the offer in question out of hand when it was made earlier.

Reaffirming the earlier stand, the Board members early-on in the meeting unanimously approved a recommendation made by Joseph McDermott, president of Albany Region IV, that a mail strike ballot be sent out along with a recommendation from the Board for a "Yes" vote if the legislative committee report calls for a less-than-6-percent salary increase. The possible strike date was set for July 21 at 8 p.m.

The 6 percent raise figure was established as acceptable to

Federal 'No'

(Continued from Page 1)

their peers.

CSEA said that the 77 workers plus others in non-competitive slots around the state are being fired with no preference as to their seniority, veteran status or other considerations. The state went ahead with the layoffs effective July 1 while the issue was being determined in the courts.

Carey Vetoes Vets' Priority Bill

ALBANY—A bill that would have given absolute job-security priority to civil service employees who are war veterans was vetoed last week by Governor Carey.

In his veto message, the Governor acknowledged that veterans should be given some preference in job security policies regarding public employment, but said that the bill, if signed, would do away with the present "rational system of preference for veterans." The proposed law outlined a procedure whereby, in the event of layoffs or job eliminations, all non-veterans would be terminated from public service first, before any veteran

CSEA when it was arrived at after lengthy consideration by an impartial fact-finding panel appointed by the state last April. In a mail ballot at that time, CSEA rank-and-file voted "reluctantly" to accept it as an "equitable compromise" although the union stood firm on its claim of having fully substantiated an original demand for 15½ percent.

CSEA leaders noted that there still remained a possibility that the legislative committee's final recommendation might reach the 6 percent level demanded by the union, but they emphasized they held out little hope. Also, CSEA spokesmen admitted there was a "slim chance" that the Legislature as whole might decide to increase the package once the committee had made its report. Generally, however, the CSEA feeling was that the Legislature would act swiftly to pass on the recommendation as soon as it is reported.

The report was expected early this week, with final action by the Legislature predicted by the weekend, just prior to expected adjournment.

The long-standing impasse started last March following slowmoving negotiations which began between CSEA and the Carey Administration in January.

Seek Injunction Against Layoffs At Creedmoor

NEW YORK—A permanent injunction preventing the layoff of 40 employees at Creedmoor Psychiatric Center will be sought by the Civil Service Employees Assn. this week following the granting of a temporary injunction last Thursday in Queens Supreme Court.

The case, being argued by Mailman and Volin, regional attorneys for the Association, follows protests led by chapter president Terry Dawson and Mental Hygiene representative Dorothy King on behalf of affected members.

CSEA field representative Bart Brier explained that the union was basing its arguments on three primary grounds:

— that employees with less seniority in the New York City layoff unit (of which Creedmoor is part) are not affected by the layoffs.

— that people laid off at Creedmoor were not shown displacement lists so they could intelligently exercise any bumping rights they may have.

— that the Creedmoor director does not have authority to transfer employees to other facilities.

was laid off.

The Civil Service Employees Assn. has been pressing for the retention of the present civil service law which uses seniority in position as the sole basis for job-security priority. Under this statute, which has been in effect since 1972, veterans still do receive some preference since public employees receive additional credit for service in the armed forces. Disabled veterans are considered to have served an additional five years beyond their actual service. Non-disabled veterans are credited with an extra two and one-half years. CSEA has said that this advantage is entirely reasonable and justified

and Governor Carey agreed with this in his veto message.

The Governor added that the bill would have had the de facto effect of discriminating against women and the effect of "discriminating against persons who have dedicated substantial periods of their life to public service."

The Governor said, "While I am not unmindful of the important public policy implicit in granting certain preferences in public employment to veterans, I am deeply concerned that such preference should never have the effect of unreasonable and unwarranted discrimination against other dedicated public employees."