

Civil Service LEADER

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West Region Meeting

See Pages 8 & 9

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'Sign-Up '76,' CSEA Member Drive, Begins

ALBANY — The statewide membership committee of the Civil Service Employees Assn. last week moved ahead with final plans for a six-month "incentive membership recruiting campaign" effective retroactively to the first of this month.

According to committee co-chairmen Samuel Emmett and Howard Cropsey, who represent the state and county divisions of the CSEA respectively, the concept behind the drive is uncom-

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Prior to settlement of the Columbia County contract crisis, employees, represented by the Civil Service Employees Assn., kept vigil at several county locations. This group is seen in peaceful protest in front of the County Office Building. (Other photos on page 16.)

Columbia Strike Ends: Win \$500 Over Two Years

HUDSON—Following intervention by a Public Employment Relations Board fact-finder, the ten-day strike by the Columbia County unit, Civil Service Employees Assn., ended with unit members winning a \$100 raise in the first year of a new two-year contract and a \$400 increase in the second.

Unit members struck the county at 12:01 a.m. June 8; the strike ended in the early morning hours of June 17. Negotiations had been carried on unsuccessfully for about seven months prior to the strike.

"We met at 1 a.m. June 17 and by 1:30 a.m. we had accepted the proposed agreement," said Columbia unit president Dale Funk. "Due to a PERB-imposed gag order, however, we could not publicize the terms and conditions of the agreement until the Board of Supervisors also ratified the pact.

"It isn't a million dollar win," Mr. Funk continued, but it isn't a wage freeze or a one-shot bonus, either.

"The next time we sit down

with the county to negotiate a new agreement, they will know we mean it when we say, 'We don't want to strike but we will if we have to!'"

The strike had been marked by several incidents of pickets being struck by vehicles passing through their lines around coun-

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Thruway Pact Talks Break Off; Charge Disdain For Employees

ALBANY—The Civil Service Employees Assn. last week charged the New York State Thruway Authority with "demonstrating an unconscionable disregard, bordering on disdain, for the welfare of its employees" in announcing it will not extend provisions of the full contract now in effect when that contract expires June 30.

Negotiations on behalf of 2,200 toll, maintenance and clerical employees represented by the CSEA have been under way for several weeks between the union and the Thruway Authority. The new contract would become effective July 1. However, the Thruway Authority recently broke off all contract talks because of the intervention by a rival labor organization, the Service Employees International Union. The SEIU is seeking to challenge the CSEA's representation rights for the 2,200 employees. According to the CSEA, the Thruway Authority management stated it will not extend the full contract provisions once the current contract expires.

It's incredible that the Thruway management would place their own employees' welfare in jeopardy by trying to strip them

of coverage of major benefits previously negotiated by the CSEA for the protection of the employees," said union collective bargaining specialist Patrick

Monachino, the organization's chief negotiator.

According to Mr. Monachino, Thruway Authority officials told

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Fight Is Launched To Halt Shift Of Utica Labor Offices

UTICA—"We will not be herded around like cattle, waste taxpayers' money by moving into privately owned office space nor pander to the special interests of political figures."

That was the tart message delivered by James Currier, president of the Fort Schuyler chapter, Civil Service Employees Assn., on the proposed relocation of the State Department of Labor's Employment Service offices from downtown Utica to a location 16 blocks from the city center.

Chapter officials, Mr. Currier said, recently learned that the Department plans to shutter present offices at 501 Bleecker St. and 225 Elizabeth St., the Utica downtown sites, and consolidate all program functions in an office building at 1508 Genesee St.

The Genesee Street building, Mr. Currier pointed out, is owned by long-time Democrat political figures Rufus Elephante and Joseph Marino.

However, chapter officials point out that nearly 30,000 square feet of office space is available in the Utica State Office Building located in the same general area as the present offices.

"The Department of Labor's position on this issue is so damned ridiculous it would be

funny if the matter wasn't so serious," Mr. Currier said.

"Here we have a 16-story building in the heart of downtown Utica; two complete floors

have never had a stick of furniture in them. Part of the lobby is empty and more of the lobby space will soon be available and

(Continued on Page 3)

Wage Increases Seen Sticking Point In Bridge Authority Talks

POUGHKEEPSIE—A state-appointed mediator is about to enter contract talks between the Civil Service Employees Assn. and the New York State Bridge Authority, and a spokesman for the labor union has accused the Authority administration of refusing to discuss salary increases.

The spokesman pointed out that the Authority showed a profit last year and is expected to show an even larger profit this year.

CSEA collective bargaining specialist W. Reuben Goring, negotiator for the 140 Bridge Authority employees represented by the union, said he is considering the filing of an improper practice charge with the State

Public Employment Relations Board against the Bridge Authority for refusing to discuss salary increases. Contract talks have been going on for the past several weeks.

Two weeks ago the CSEA declared an impasse in the talks and asked for the appointment of a mediator. The union charges the Authority's chief administrative officer, Edward J. Burns,

"attempted to unilaterally change a contract settlement previously agreed to by both sides, resulting in the Bridge Authority renegeing on its agreement."

Mr. Goring said the Authority's negotiating team not only privately refused to discuss salaries, but admitted so openly in a memorandum on June 9 which

(Continued on Page 14)



NYC Faces New \$ Crisis Treasury Ties Loan To Worker Salaries

NEW YORK CITY is again in a crisis situation, this time generated by the Federal Treasury Department, which has jurisdiction over renewing "seasonal" loans to the City under an Act of Congress.

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Joe Koulter

Flaumenbaum: Nassau Leaders Violating Taylor Law On Pact

MINEOLA—Irving Flaumenbaum, president of the Nassau County chapter, Civil Service Employees Assn., charged last week that Nassau County leaders had prejudged the legislative hearing step of the Taylor Law in precluding a wage increase this year for county employees.

Reacting to a statement by Hempstead Presiding Supervisor Francis T. Purcell on June 13 that the Board of Supervisors would "go along" with County Executive Ralph G. Caso's wage freeze, and would not grant a wage increase this year, Mr. Flaumenbaum, also leader of CSEA Long Island Region I, said that Mr. Purcell's comments "mean that we have been judged before we presented our case. The jury has made its decision without hearing all the facts."

The CSEA and the County concluded fact-finding recently with the issue of three fact-finder's reports.

One fact-finder, George Peak, recommended increments and a

6.6 percent raise.

The impartial chairman of the fact-finding board, Herbert J. Marx, agreed but wanted the 6.6 percent pay raise and increments to start in July rather than being retroactive to January as Mr. Peak had recommended.

The County's fact-finder, William B. Corbin, urged acceptance of the County Executive's plan virtually without exception—no raise, a job freeze, no increments and contributory retirement payments.

Mr. Flaumenbaum, at a press conference earlier this month, said that the CSEA would accept the Peak report and would consider negotiating with the county on the basis of the Marx report.

He said the union was willing to submit to its 23,000 members the Marx plan if it is accepted by the county supervisors. He

predicted, however, that County Executive Caso would reject the Marx recommendations and choose the Corbin report instead.

There was no word from Mr. Caso nor any indication of which report he would consider accepting until the statement by Mr. Purcell which appeared in the Long Island Press newspaper.

Mr. Flaumenbaum, who was attending a CSEA workshop upstate, immediately drafted a reply to Mr. Purcell's comments.

Doris Kasner, president of the Nassau Medical Center CSEA unit, appeared before a Nassau Board of Supervisors meeting to read Mr. Flaumenbaum's statement. It charged that "glaring headlines constitute an improper labor practice by virtue of the County Executive's decision being released to the media, rather than to the CSEA."

The statement further charged that the Nassau supervisors are "attempting to use employees' salaries as a red herring to draw attention away from the massive capital expenditures and the Board's lack of responsibility in balancing the budget."

"If officials of Nassau County see fit to break the law, then they are only encouraging employees to follow their example. I consider their actions a breach of honor, a breach of responsibility of office, a violation of the Taylor Law, and a provocation to every employee in the county," the Flaumenbaum statement said.

Following the Board of Supervisors meeting, Mr. Caso notified them that he has rejected the Marx and Peak recommendations and would accept only the Corbin report.

Since the report is not acceptable to the CSEA, the Board of Supervisors will make the final decision on increments, wages and pay raises in a legislative hearing.

No date has been set for this hearing, but a spokesman for the county said that a date probably would be selected within the next two weeks.

SUPREME COURT

ALBANY—John O'C Conway, a lawyer and former mayor of Oswego, has been appointed by Gov. Hugh L. Carey to the State Supreme Court. Mr. Conway will succeed the late Edward F. Crawford of Oswego. He was named for a term ending Dec. 31. The nomination is subject to Senate confirmation.

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FRIENDLY RIVALS — Not only do they head the two largest Civil Service Employees Assn. chapters in the union's Long Island Region I, but together they represent nearly 13 percent of the membership in the statewide organization. Here Irving Flaumenbaum, left, CSEA vice-president who heads Long Island Region I as well as the 23,000-member Nassau County chapter, congratulates James Corbin on his re-election as president of the 9,500-member Suffolk County chapter.

Suspend MTA Publication

The Metropolitan Transit Authority's employee house organ has screamed to a halt, stopped by the red light of fiscal austerity.

The May issue of MTA News is the last that will go to the 65,000 employees of the deficit-ridden agency. A spokesman said the publication, which incorporated several smaller house organs in November, 1974, costs \$57,000 in production costs each year.

Blaming the "financially critical times," MTA chairman David L. Yunich said "It was a most effective way for the MTA agencies to know and understand each other better." He also said

he hopes it won't be long before the authority can resume publication.

One part-time editorial worker was laid off because of the move and the editor, John Adams, was reassigned to other public relations duties.

HECK VISITORS

SCHENECTADY — Carol Ann Puntel, of Schenectady, has been named by Gov. Hugh L. Carey to the Board of Visitors at Oswald Heck Developmental Center. Her term will end Dec. 31, 1979. The post, which carries no salary, is subject to Senate confirmation.

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New Book Gives Federal Sector Labor Picture

WASHINGTON, D.C. — A book profiling past and present conditions of employees in federal service, "Labor Relations in the Federal Government Service," has been published by the BNA Books division of the Bureau of National Affairs, Inc.

The 552-page indexed work is written by Murray B. Nesbitt, associate professor in the Queens College Department of Political Affairs.

It traces the ups and downs of public sector unionism from the days of Andrew Jackson and reviews today's negotiating processes, the public sector strike issue, limitations on collective bargaining, grievance and disciplinary proceedings, union participation in personnel management and aspects of mediation, arbitration and fact-finding.

The book, priced at \$17.50, is available from BNA Books at 1231 25th St. N.W., Washington, D. C. 20037

Fed Computer Jobs Available

Computer operators and technicians are being recruited by the U.S. Civil Service Commission for federal agency posts in New York City and Northern New Jersey. The GS-5, 6 and 7 posts have starting salaries ranging from \$8,925 to \$11,046 a year.

No written test is required. Candidates will be rated on training and experience.

For GS-5 positions, applicants must have two years' general experience and one year of specialized work. General experience for both posts means experience operating electric accounting machines, sorters, tabulators, calculators, card punch and other wired equipment.

Specialized experience for computer operators means experience operating a computer system or peripheral devices used in support of computer operations. Work in translating actions into computer languages, heading and interpreting program charts, or other work requiring comparable knowledge of computer techniques will qualify for technician specialized experience.

GS-6 candidates must have two years' general and two years' specialized experience, while GS-7 candidates should have two years' general and three years' specialized.

Two years of study above high school may be substituted for two years' general experience. Four years' study past high school, including 12 semester hours in data processing may be substituted for all GS-5 requirements.

Additional information and applications are available at federal job information centers at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 90-40 161st Street, Jamaica, Queens.

Complete forms should be sent to Syracuse Area Office, U.S. Civil Service Commission, 301 Erie Boulevard West, Syracuse, N. Y. 13202.

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Thruway Pact Talks Stop; Charge Disdain

(Continued from Page 1)

him they would extend only portions of the present contract beyond the expiration date.

"They said they would extend increments, which do not affect every worker, but would cease to respect such previously negotiated benefits as meal allowances, overtime provisions and several other items such as the procedure for replacing full-time personnel. We aren't buying management's insidious scheme to strip away major benefits; our position is to extend the full contract or nothing."

The CSEA negotiator noted that "the employees are already entitled to extension of increments under the law, so that's just a smokescreen by management trying to give the appearance of being somewhat generous. What they really want to do is take everything away and force the union to begin bargaining all over again for major benefits previously negotiated. It is our position that extension of the contract is also a matter of law, enforceable by the Public Employment Relations Board or the courts. We will not be intimidated by management."

Concluded Mr. Monachino: "The Thruway Authority says it will not extend the contract, then unilaterally breaks off all talks. The want to be the judge, the jury and the executioner, totally disregarding that benefits and terms and conditions of employment are negotiable items that cannot simply be dictated by management."



BICENTENNIAL CHICKEN — Jeanne Hazilla, left, and Maria Holovka donned colonial style bonnets recently to provide atmosphere for the "Bicentennial Day in the Dining Halls" observance at SUNY Binghamton campus.

Cattaraugus Chapter Has Plan To Save 56 Employee Positions

SALAMANCA—In an effort to save the jobs of 56 workers, leaders of the Cattaraugus County Civil Service Employees Assn. chapter produced a plan to save the county \$115,000 in the operation of two nursing homes.

The county has threatened to lay off the workers and contract out dietary, maintenance, housekeeping and laundry services in the face of a projected \$250,000-\$300,000 deficit this year.

Western Region VI supervisor Lee Frank has said the CSEA will take the county to court if need be, to save the jobs.

He said the cutbacks were unnecessary and "proper management practices" would save enough money to offset the proposed contract, reportedly with a firm from Philadelphia.

Contracting the services, Mr. Frank said, "would be sending county money to Pennsylvania at the expense of loyal, taxpaying employees who are being unfairly dealt with."

Jean Freeman, chapter president, said the nursing homes are "top heavy" with management.

"When management in industry and business proves bad, they get rid of management," she said. "They don't make the little guys the scapegoats for the top people. Why don't they contract out the management jobs, too?"

Ms. Freeman suggested eliminating at least one of two dupli-

Williamsville's Schoolers To Receive An 11% Boost

WILLIAMSVILLE — School employees of Williamsville represented by the Civil Service Employees Assn. will receive raises of at least 5.5 percent in each year of a two-year contract beginning July 1. Ratified by the school board and CSEA members, the document was signed earlier this month.

Cafeteria workers will get raises of 20 cents per hour, while the other non-teaching workers of the school system will receive the 5.5 percent pay improvement plus increments. The workers will also maintain health insurance benefits equal to any others in the district.

Year 'round employees will get 12 paid holidays; part-time workers will have five.

In addition to improvements in the grievance procedure, the

workers will also have access to their personnel files and have bad reports removed from their files after five years.

James F. Burgoyne, CSEA unit president, headed the union's negotiating team while personnel director William Ferrara negotiated for the school system.



GUEST SPEAKER — U.S. Rep. Samuel S. Stratton (D-Albany, Schenectady, Montgomery) will be featured speaker and guest of honor at the June 25-27 workshop of Albany Region IV, Civil Service Employees Assn. The three-day event will be held at the Sheraton Motor Inn, Glens Falls. The Amsterdam Congressman, now in his ninth consecutive term in Washington, is a member of the House Armed Services Committee and chairman of its Military Compensation Subcommittee.

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.

JUNE

- 25—Buffalo chapter dinner-dance: 7 p.m., Statler-Hilton Hotel, Buffalo.
- 25—Fort Schuyler chapter annual dinner-dance: Twin Ponds Golf and Country Club, Utica.
- 25-27—Albany Region IV meeting and workshops: Sheraton Inn, Glens Falls.
- 26—Hudson Valley Armories Employees chapter banquet and installation of officers: Windsor Inn, New Windsor.
- 26—Southern Region III workshop: Sheraton Motor Inn, Nanuet.
- 28—New York Parole District chapter 259 retirement dinner for Jack Weisz: 7 p.m., Brooklyn Navy Yard Officers' Club.
- 30—Nassau County Retiree chapter picnic: Lido Beach.
- 30—Orange County chapter executive board meeting: 7:30 p.m., Dikeman's Firehouse, New Street, Goshen.

JULY

- 3—Albany Region IV Andy Williams Show theater party: 10 p.m., Colonie Coliseum Theater, Colonie.
- 8—New York State Thruway (Western Division) chapter meeting: Fectur's Forks Hotel, Broadway Street at Union Road, Cheektowaga.
- 9-10—Central Region V (Syracuse) state workshop: The Beeches, Rome.
- 20—Metropolitan Retirees chapter meeting: 1 p.m., Room 5890, Two Trade Center, Manhattan.
- 21—Nassau County chapter 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Club, East Meadow.
- 22—Long Island Region I executive council meeting: 7:30 p.m. Region headquarters, 740 Broadway, Amityville.

AUGUST

- 5—New York State Thruway (Western Division) chapter 056 meeting: Fectur's Forks Hotel, Broadway Street at Union Road, Cheektowaga.
- 7—Chemung County unit annual outing: 1 p.m., Harris Hill Outing Center.

Fight Launched On Utica

(Continued from Page 1)

many floors are partly empty.

"All this is at the taxpayers' expense and yet the Department is determined to move our offices away from the neighborhood they were traditionally located in and spend more tax dollars duplicating the office needs in a building owned by well-known Democrat power brokers," Mr. Currier continued.

"Where is the sense to this, where is the fairness?" the Fort Schuyler leader asked. "The downtown merchants are all crying for business and the Department wants to move 60 lunch-hour shoppers away from the stores. I can't believe this."

Chapter officials have appraised OGS Commissioner James O'Shea and State Senator James Donovan (R-C, Oneida, Lewis, Herkimer) of the situation. In addition, Mr. Currier said, plans opposing the move are in the works. These include a media campaign to inform the public of the proposed shift of offices, enlisting the support of the Utica Taxpayers Action Group, and investigating the feasibility of legal action to block the relocation.

Mr. Currier also pointed out that the Employment Service offices provide job and job train-

ing aid to persons on public assistance.

"These people are funneled into the system by the Oneida County Department of Social Services offices located across the street from the Labor office," he said. "If the welfare office of

Labor is moved to the proposed uptown location, it would mean that welfare clients would be required to make a 16-block trip both ways for initial service by Labor since they are required to go from Social Services to Labor and back again."



WINGING IT — Barbara Crouch, above, treasurer of the Cortland County chapter, Civil Service Employees Assn., was recently named "Airport Operator of the Year" by the International Flying Farmers. She is the first woman to be so honored by the organization. Ms. Crouch is full-time assistant to the manager of the Cortland County Airport and she and her husband, Robert, are both licensed pilots. "We love our jobs, home and friends," Ms. Crouch commented, "but piloting your own plane with the freedom of the skies is the ultimate enjoyment."

Second In A Series On Robert's Rules Use Of Amendments

By ALAN BERNSTEIN
MANHATTAN — Often at meetings, delegates unhappy with a certain motion try to change it through an amendment. Sometimes a second delegate makes an amendment to a first delegate's amendment, and before you know it, the whole issue is confused.

Under "Robert's Rules or Order," just what does an amendment do and can one make an amendment to an amendment?

A subsidiary motion, an amendment modifies the wording and, within certain limits, the meaning of a pending motion before the question is acted upon. Of all subsidiary motions—postponements, limiting and extending debate, laying on the table—the amendment is probably the most widely used.

The adoption of an amendment does not mean the adoption of the motion being amended. That motion remains pending in its modified form until passed by the entire assembly. Rejection of the amendment, of course, leaves the main motion worded as it was before the amendment was offered.

An amendment, in addition, must always be germane; that is, it must be closely related to, or have bearing on, the main motion's subject. This means no

new subject can be introduced under the pretext of being an amendment.

To be germane, the amendment must involve the same question that is raised by the motion to which it is applied. "Secondary amendments"—revisions applied to other amendments—must apply in the same way.

General characteristics of amendments are as follows:

- When applied to main motions, amendments take precedent over main motions and subsidiary motions to postpone indefinitely. It yields to all other subsidiary motions, all privileged motions and all incidental motions except dividing the main question and considering the question by paragraph.

- When applied to questions other than the main motion, takes precedent over motion that it proposes to amend. Yields to any other motion that would take precedent over motion to be amended.

- Can be applied to itself, so that a secondary amendment will result. Amendments cannot be applied to secondary amendment.

- Motions to limit or extend debate can be applied to primary and secondary amendments.

- Amendment motion out of

order when another has the floor.

- Must be seconded.

- Is debatable whenever motion to which it is applied is debatable. Debate confined to desirability of amendment, however, and cannot go into merits of motion.

- Requires a majority vote.

- Can be reconsidered.

To complete amendments, there are three basic processes. First, words or paragraphs may be added to passages. Second, words or paragraphs may be struck from the passage. It should be noted that the word "delete" is not preferred parliamentary usage. Finally, the third process is a combination of the first two, in that it allows words or paragraphs to be struck out and substituted at the same time.

There are also times when amendments may be out of order. Amendments that are not germane, or are frivolous and absurd, or have incoherent wording are considered improper. Other improper amendments are ones converting a parliamentary motion into another, one making adoption of the amendment equivalent to a rejection of the original motion or one proposing to change one of the processes to another.

Brooklyn NARFE To Meet

BROOKLYN—Chapter 500 of the National Assn. of Retired Federal Employees will meet Saturday, June 26, at 1 p.m. at the Kings County War Memorial, Cadman Plaza and Orange Street, in the Borough Hall section of Brooklyn.

Secretary Samuel Komansky said the meeting will hear reports from the NARFE headquarters in Washington, D. C., concerning pending legislation of importance to retirees. A party will also be held to mark the 21st anniversary of the organization. Members will also read copies of their correspondence to their congressmen and Sena-

tors Jacob Javits and James Buckley concerning a current bill designed to reduce retiree cost-of-living provisions by 1 percent.

NAME PETROMELIS

ALBANY—Gov. Hugh L. Carey has announced the appointment of Angelo Petromelis, of Queens, as a member of the Crime Victims Compensation Board. The nomination is subject to Senate confirmation.

Mr. Petromelis, 47, is supervisor of the New York City office of the board. He transferred to the Crime Victims Compensation Board in 1967.

Open Continuous State Job Calendar

Assistant Clinical Physician	\$25,161	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,974	20-414
Clinical Physician II	\$31,055	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Nursing Services Consultant	\$16,538	20-112
Industrial Foreman	\$10,714	20-558
Legal Careers	\$11,164	20-113
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic) (Except for Albany area)	\$ 7,616	Various
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Mechanic (Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nutrition Services Consultant	\$31,404	20-139
Occupational Therapist	\$11,337	20-176
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Physical Therapist	\$11,337	20-177
Principal Actuary (Casualty)	\$22,694	20-417
Principal Actuary (Life)	\$22,694	20-521
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Public Librarians	\$10,714	20-339
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Actuary (Life)	\$14,142	20-519
Senior Medical Records Librarian	\$11,337	20-348
Senior Occupational Therapist	\$12,670	20-137
Senior Pharmacist	\$14,880	20-194
Senior Physical Therapist	\$12,760	20-138
Senior Sanitary Engineer	\$17,429	20-123
Asst. Sanitary Engineer	\$14,142	20-122
Senior Stationary Engineer	\$10,714	20-101
Specialists in Education	(\$16,358-\$22,694)	20-312
Stationary Engineer	\$ 9,546	20-100
Assistant Stationary Engineer	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
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.

Urge Strengthening Of FOI Law

ALBANY—The Committee on Public Access to Records, which administers the Freedom of Information Law, has urged leaders of the Legislature to strengthen and clarify the present law.

Under its responsibility to recommend changes in the law, the committee has proposed amendments which form the basis of legislation introduced by Senator Ralph Marino (R-Nassau) and Assemblyman Joseph Lisa (D-Queens).

Elie Abel, chairman of the committee, and Secretary of State Mario M. Cuomo have sent letters to Senate Majority Leader Warren Anderson (R-Broome, Chemung, Tioga) and Speaker of the Assembly Stanley Steingut

(D-Kings).

In their letters, the two said: "The Freedom of Information Law has been in effect for almost two years. Although enactment of the law in 1974 represented a major advance in promoting open government, the Committee on Public Access to Records, which was created by the statute, believes that the law must be strengthened and clarified. To this end, pursuant to its statutory duty, the Committee has recommended changes in the law."

If enacted, the bill would:

- Provide a definition of "record";

- Specifically include within its scope executive, legislative and judicial entities;

- Provide access to all government records, except those specifically deemed deniable, thereby reversing the logic of the current statute, which provides access to nine limited categories of records;

- Shift the burden of proof

to government in a judicial proceeding;

- Enable the courts to award litigation costs to members of the public who substantially prevail in court; and

- Enhance the ability of the Committee on Public Access to Records to oversee implementation and interpretation of the law.

Mr. Cuomo and Mr. Abel said the bill has received the support of the New York State Society of Newspaper Editors, the League of Women Voters, New York State Common Cause and the Citizen's Union.

APPOINT RUBERTI

ALBANY—Oscar Ruberti, of Gloversville, has been named by Gov. Hugh L. Carey to the Board of Visitors at the Wilton Developmental Center. Mr. Ruberti was named to a term ending Dec. 31 and will succeed Clarence V. Latimer Jr., of Hudson Falls. The appointment requires Senate confirmation and carries no salary.

Vets' Campsite Benefit

BRONX — Severely disabled veterans, according to Joseph C. Anderson, Director of the New York State Division of Veterans' Affairs, may be entitled to free use of public campsites and parks within the State.

The director explained that disabled veterans who are residents of New York State and who are eligible for an award from the federal government toward the purchase of a specially equipped automobile are entitled to free use of public campsites and parks within the state.

Admission to these areas may be obtained by presenting an exempt New York State motor vehicle registration certificate or certification from the Veterans Administration that the veteran is eligible for the federal allowance towards purchase of an automobile.

Veterans seeking detailed information on this and all other veteran benefits are urged to contact the local counseling center of the New York State Division of Veterans' Affairs located at 1910 Monterey Ave., or 2488 Grand Concourse, Bronx, N.Y.

Per Capita Aid Is Distributed

ALBANY—State Comptroller Arthur Levitt announced the distribution of \$3,815,589.75 in per capita assistance to villages whose fiscal year begins June 1 or July 1.

Unlike other types of state aid which are for specific purposes, per capita assistance may be used for any general municipal purpose. The formula includes a basic payment per person of \$3.60, plus five cents per person for each \$100 by which the municipality's full real estate valuation is less than \$8,000 per capita.

In addition, all localities share on a pro-rata basis the difference between 9 percent of the New York State Personal Income Tax collections for the state fiscal year ending March 31, 1976, and the total paid under the above formula.

State Agencies Need Safety Jobs Clinical Physicians

The State Department of Civil Service continually seeks **clinical physicians** for the Correctional Services, Health, Mental Hygiene, State University and Drug Abuse Services Departments. Starting salaries for the open-competitive range between \$25,161 and \$31,055 a year.

New York City area and Monroe County appointees receive an additional \$200 annual salary differential.

Candidates must have a state medical license. For **assistant clinical physician**, applicants also need a year's internship.

Three years' medical experience will qualify applicants for **clinical physician I** and five years' is good for **clinical physician II**. Candidates for **physician II** must also have 150 hours of continuing education three years prior to appointment.

Applicants will be rated on

training and experience. There will be no written tests.

Applications and information is available at the State Civil Service Department, State Office Building Campus, Albany; Two World Trade Center, Manhattan; Suite 750, 1 West Genesee St., Buffalo; or from local State Employment Service offices.

FLYNN NAMED

MONTICELLO—Robert Flynn, a state trooper, has been appointed by Gov. Hugh L. Carey as sheriff of Sullivan County. Mr. Flynn, 43, of White Sulphur Springs, succeeds Joseph Wasser, who resigned after he was named to the State Commission of Correction. Mr. Flynn was named to a term ending Dec. 31.

Make a friend you'll never meet. Donate blood soon.

The U.S. Civil Service Commission has announced openings for GS-5 and 7 level Consumer Safety Officer posts, some of them in New York City. The jobs pay \$8,925 and \$11,046 a year. Filing closes June 28.

Applicants must have a bachelor's degree in biological or agricultural sciences with at least 30 semester hours in biological sciences, chemistry, pharmacy, physical sciences, food technology, nutrition, home economics, epidemiology and engineering.

Applicants should contact the U. S. Civil Service Commission, 26 Federal Plaza, New York, N. Y. 10007.

RCC VISITORS

NEW CITY—Seymour Slovik, of Monsey, has been named by Gov. Hugh L. Carey to the Board of Visitors of the Rockland Children's Center. Mr. Slovik was named for a term ending Dec. 31, 1977. The appointment requires Senate confirmation.

Nassau Has Many Slots

MINEOLA—The Nassau County Civil Service Commission announced that applications will be accepted until July 14 for several jobs, ranging in salary from \$7,671 to \$34,062. Applicants must be county residents.

Photographic Identification Clerk (63-836) pays \$7,671 and requires a high school diploma, plus two years' general clerical experience in a photographic agency.

Experience in firefighting can get you the post of **Fire and Rescue Services Coordinator** (63-880) paying \$12,421. The experience required is five years as a volunteer fireman, and five in a fire marshal's office, with two years' administration work included. A high school diploma is also needed.

A pharmacy license and three years experience in the field, including one in a supervisory capacity, can get you a job as **Pharmacist II**, (63-910) which pays \$14,816.

A master's degree in hospital administration and one year's

formal residency training qualifies you for **Assistant Hospital Administrator I** (63-884), paying \$16,224. An additional two years' experience in hospital administration is required for **Assistant Hospital Administrator II**, which pays \$19,339.

Director of Recreation at Nassau County Medical Center (63-835), pays \$17,732. It requires a bachelor's degree in recreation or an allied field and six years' experience in the conduct of recreation activities, including two in a supervisory or administrative capacity.

The highest paying post is **Assistant Deputy Commissioner for Environmental Services** (63-837), with a \$34,062 salary. Applicants need a civil or sanitary engineering master's degree and 12 years' public health engineering experience, including two years' in administrative direction of environmental programs.

Applicants may contact Nassau County Civil Service Commission, 140 Old Country Road, Mineola, N.Y. 11501.

Troy Offering Three Openings

TROY — The Rensselaer County Civil Service Commission has announced open competitive examinations for school lunch manager, pharmacist, and staff psychiatrist.

There is one vacancy for **School Lunch Manager**, which pays approximately \$3,760 to \$5,372. There is one for the **\$12,901 Pharmacist** job, and three openings for **Staff Psychiatrist** at \$22,800.

Applications for the staff psychiatrist and pharmacist posts are due July 14; applications for lunch manager job are due Aug. 19 with a written test set for Sept. 18. They may be obtained by writing the Rensselaer County Civil Service Commission, Courthouse, Troy, N.Y.

Wage Equity Given For Food Servicers

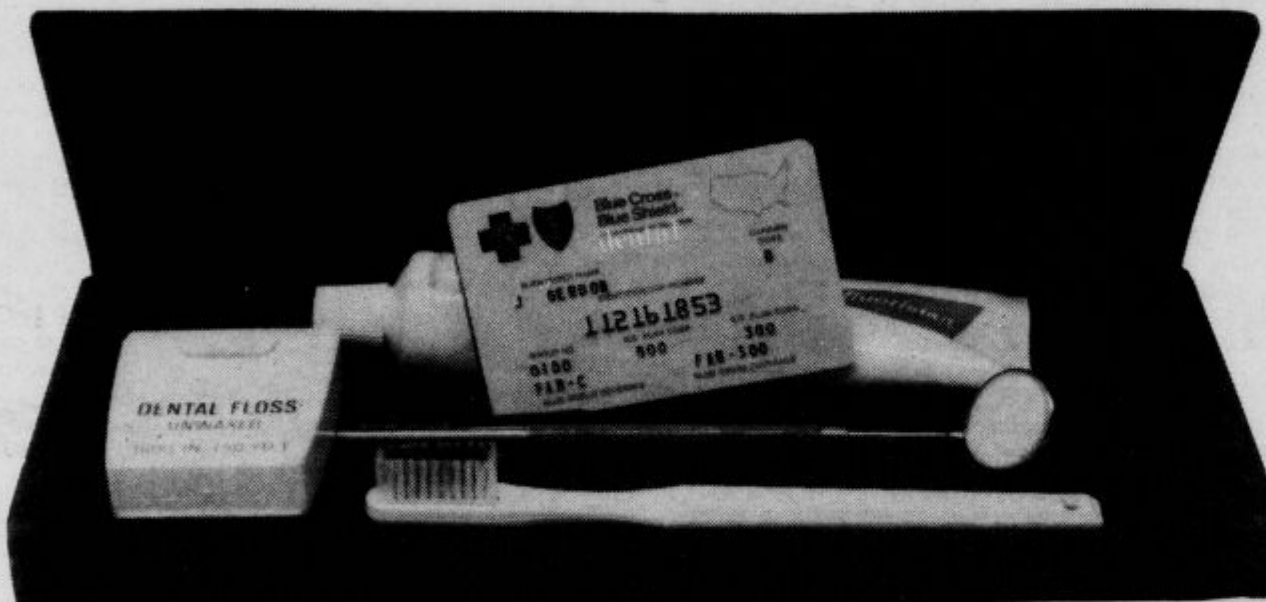
ALBANY — The Assembly has passed legislation sponsored by Labor Committee Chairman Seymour Posner (D-Bronx) that extends prevailing wage protection to food service workers employed under state or municipal contracts.

The bill, which entitles covered employees to at least the average wage for comparable service in privately funded industry, will cover an estimated 10,000 workers statewide.

Included are food service workers in state and city office buildings, universities and State Thruway concessions.

Current law already covers most other building service workers such as doormen, janitors, watchmen, elevator operators and others who work under public contract.

**Speak Up For America!
Buy U.S. Made Products!
Full Employment
Is The Key
To Prosperity.**



Smile Maintenance Kit

How do you keep a healthy smile? Good daily dental hygiene, a healthy diet, regular check-ups and a good dental plan so you don't have to worry about dental bills that you can't handle.

It's common sense, really. But all too many people put off regular check-ups because of the expense. That's where we come in.

As we say, "We've got great plans for you." Our Dental Care Plan is only one of them.

After all, the Blues invented pre-paid health care and doesn't it seem logical that we can deliver the best dental care promptly and efficiently.

If your employee group wants to discuss a dental plan, give us a call.



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Plans of New York State**

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FRIDAY, JUNE 25, 1976

No End In Sight

SUCCESSFUL outcome of the Columbia County strike—third major countywide strike in the state during the past year—leaves us wondering about the future trend of local negotiations.

When Dutchess County employees took to the sidewalks last summer, it was the first time in the state's history that such last-resort action had been followed through on a county level. It was provoked by the County Legislature's renegeing on its negotiated contract by refusing to ratify it.

The Taylor Law was further tested in March this year when Orange County employees were provoked to a job action when the Legislature there decided to reduce increments in the second year of a three-year contract that called for a salary reopener. The unbelievable aspect of this situation was the \$202,000 fine levied by a judge, even though he noted that the employees had been provoked into the action. The fine is being appealed.

How the contract dispute reached strike proportions in Columbia County seems to be anybody's guess. Suffice to say that the employees finally decided the only way they could put an end to the bullfight negotiations there was to take the bull by the horns.

Is this to be the way of life for county employees now? Strikes have been narrowly averted this year in Schenectady and Rensselaer Counties, and the potential for one may still exist in Putnam County where the Legislature has been trying to wangle out of its agreement.

In addition, Nassau, Suffolk and Rockland County employees are being pushed to the wall, and Cattaraugus union leaders are busy trying to prevent layoffs that would come about if the county has its way on out-of-state contracting for certain services.

Times may be tough for the state's local government entities, but what about the thousands of dollars that are squandered on prolonged contract negotiations that extend months beyond the expiration dates?

In similar manner, if you are looking for a line of work to recommend to your kids, maybe labor negotiator would be a good bet for steady employment, since the heart is being cut out of civil service.

Endless Borrowing

WHILE we congratulate State Comptroller Arthur Levitt on being able to complete the state's "spring borrowing" (\$3.72 billion at 7 percent interest), we note that several newspapers around the state have taken issue with the fact that borrowing has become a way of life for government.

We most heartily concur with our fellow editors who oppose this feckless and wasteful squandering of taxpayer money. In fact, we were saying so in this column as far back as December 1974.

Although we hereby cop out, and leave the solution to properly elected officials, we do believe there must be a way for the state (and local governments, too) to manage its money affairs to avoid this annual dole out of interest payments to the banks. If lessons were needed on the detrimental effects of the borrowing, Long Beach, New York City and Yonkers are prime examples.

It might be possible to accept borrowing in an emergency situation. Nevertheless, the practice of borrowing money at interest to replenish coffers depleted to repay previous loans at interest has been going on for too many years.

Since the state no longer has a rabbit to pull out of its hat, the time has come to stop buying lettuce.

Don't Repeat This!

(Continued from Page 1)

This time there is an implied threat to deny renewal of such loans, unless the City holds the line on civil service salaries and cuts back on fringe benefits.

New York City is not the only municipality that is in dire financial straits within the state. The attack by the Federal Treasury Department on salaries and fringe benefits of civil service employees in the City is in reality a warning to all other municipalities to follow the same pattern in attempting to balance their own budgets.

Civil Servant Scapegoat

The net result of all of this is to make the civil service employee the scapegoat of the inadequacy of public finance controls. It also reflects a sharp intrusion by the federal government in the affairs of local governments. Singularly enough, the Treasury Department, which also has jurisdiction over federal loans to Lockheed, has remained strangely silent over the disclosure that Lockheed has been engaged in international bribery on the scale of tens of millions of dollars.

The fact of the matter is that neither the State nor the City has moved ahead forcefully enough on improvements of management techniques and practices which could save governments hundreds of millions of dollars, and leave enough room for fair treatment of the civil service employees and for the maintenance of governmental services at high levels.

The extent of waste in government services is obviously shocking. Indeed it is not unlikely that what has already been disclosed is merely the tip of the iceberg.

There were the disclosures of nursing home and Medicaid scandals unearthed by Assemblyman Andrew Stein and his Temporary State Commission on Living Costs and the Economy. Some legislation has been passed to prevent the multimillion dollar ripoffs in the future, but legislation is hardly a substitute for administrative vigilance.

Continue To Pay Rent

No one knows fully the extent of welfare frauds throughout the state. The only thing clear about this is that the cost may run into hundreds of millions of dollars wasted annually.

More recently, Senator Franz S. Leichter and Assemblyman Mark Alan Siegel have brought to public attention the palpable frauds committed in the City's leasing of properties for day care centers. Apparently nothing has been done to rectify that situation, except that several dozen day care centers will be closed, but the City will continue to pay rent on property leased from politically connected landlords.

Recently there was disclosure of the failure of the City to enforce its mortgage rights against purchasers of property sold by the City where property owners were delinquent in payment of taxes. According to a report by the Senate Democratic Task Force on the City of New York, the City has been delinquent in enforcing its rights against mortgagors with the result that the City is suffering default losses of over \$2 million. This Senate Task Force is under

(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 Firing Appeal

On June 10, the United States Supreme Court decided the case of **Bishop v. Wood**. In this five to four decision, written by Justice Stevens (joined by Burger, Stewart, Powell and Rhenquist), the court held that the discharge of a policeman by the City of Marion, N.C., did not deprive him of a property interest protected by the Fourteenth Amendment.

THE POLICE OFFICER claimed that the reasons given for his discharge were so serious as to constitute a stigma that would severely damage his reputation in the community. Furthermore, he claimed the reasons given for his discharge were false. For purposes of this case, the Supreme Court assumed that the reasons for the policeman's discharge were false. The ordinance in Marion pertaining to the discharge of a public employee provides: "A permanent employee whose work is not satisfactory over a period of time shall be notified in what way his work is deficient and what he must do if his work is to be satisfactory. If a permanent employee fails to perform work up to the standard of the classification held, or continues to be negligent, inefficient, or unfit to perform his duties, he may be dismissed by the City Manager. Any discharged employee shall be given written notice of his discharge setting forth the effective date and reasons for his discharge if he shall request such a notice."

THE STATE COURT of North Carolina has held that an enforceable expectation of continued public employment in that state can exist only if the employer, by statute or contract, has actually granted some form of guarantee. Naturally, one must examine the ordinance in this case to see whether such a guarantee has been given. The Supreme Court says that the Marion ordinance may fairly be read as conferring such a guarantee. "However," the court pointed out, "such a reading is not the only possible interpretation; the ordinance may also be construed as granting no right to continued employment but merely conditioning an employee's removal on compliance with certain specified procedures." The Marion ordinance was construed by the Federal District Court Judge in North Carolina to mean the employee served at the will and pleasure of the city. That construction was upheld by the Circuit Court of Appeals for the Fourth Circuit by an equally divided court. The City Manager's determination of the adequacy of the grounds for the discharge is not subject to judicial review. The employee was given certain procedural rights which the U.S. District Court found were not violated in this case.

SINCE THE DISTRICT Court's reading of the ordinance is tenable, the Supreme Court held that the policeman's discharge did not deprive him of a property right protected by the Fourteenth Amendment. The property interest is not created by the Federal Constitution. It is created by ordinance or contract and protected by the Constitution. In addition to his claim that he had been deprived of a prop-

(Continued on Page 7)

What's Your Opinion

By SUSAN DONNER

QUESTION

A recent report says that New York City government is in danger of becoming an all-white and all-male work force because of the high number of minority layoffs. Your opinion?

THE PLACE

Downtown Brooklyn

OPINIONS



David Silber, real estate: "I feel there won't be anybody left to work in New York City because there'll be no money left. Everything is being used up. I feel that nothing is being done to help the business community in this city. The construction industry is completely dead and there is no new revenue coming in from business community. In light of this, there is no hope unless this administration does

something for the business community, and also creates more jobs. I believe in seniority rights in the civil service, but I believe that these will be destroyed also for the simple reason that there are way too many people on the payroll today. It must be cut down, and it is not being cut down enough compared to the revenue coming in."

Frank Portoles, unemployed: "It's a very sad situation. The minorities are always the ones that are hit the hardest: last hired, first fired. I think between the bums that we have in office and the union leaders, the taxpayer is caught in a vice. The politician is after votes and many times is not representing his people; the unions want to justify their existence by asking for the moon. It's a vicious circle. We

just can't continue like this. I would propose, starting with Washington, on six-year term for a president. This way he could spend those six years being a president, not running around trying to be reelected, like Ford is doing right now. The same with senators and all other politicians. I see it happening in New York. Our City Council is a joke; what have they done for us recently? They're not thinking about the public and I hold them responsible for a lot of the problems that we're having."

Jarvis Plummer, city employee: "I feel that the black male has been taking a very hard beating because of the fiscal crisis. Being a city driver, I get around to many of the city agencies and I've seen that minorities are the first to go—in many cases, regardless of their seniority. I think there are strings being pulled all over the place. The city is in a crisis, and when things get tough, people start

looking out for themselves. It's almost a natural law—self-preservation—which applies to any and everyone. Society and government are really looking out for themselves. I don't think they are out to intentionally hurt one specific group, but they are out to take care of themselves. In order to do this, they have to lay off many of the minority workers. Also, they're always laying off from the bottom. If they could lay off only one executive, they might be able to save five or six lower level jobs, but they don't look at it like that. They'd rather see five or six of these families suffer instead of one upper, well-to-do family suffer. And that's how it is."



Jeanne M. Seery, housewife: "Civil service workers wanted seniority in their contracts. Now minority groups are suffering for it, being that they're the last hired and the first to be laid off. Whether it's fair or not I don't know. I think ability should also be considered. I don't think someone should have a job because he or she is black or hispanic. From the other side, I think ability should be more important than seniority. I think city-worker ability should be constantly reevaluated. What happens is, once they're in a job, their seniority keeps them there no matter what their ability. This is a very negative thing in the system. I know many people that are in their present jobs only because of seniority, not ability."

Louis Pietrolungo, police officer: "It's obviously a fact that, with the current layoffs, this is the situation in New York City. I believe that the courts will have to decide whether or not the hiring and firings, as they went in the past, will continue. If they hire women and minority groups back is a decision that will have to be made by the courts. The city just came around to a certain way of thinking in

the recent past with the hirings of minorities and women. Unfortunately, it's a recent occurrence and they're going to be the first to be laid off. I haven't noticed really big changes on the force, except for the female police officers that have been laid off."

Rina Casco, student: "I just don't think they were right for hiring many of these people in the first place. I can see it if people are well qualified. But I think many were hired for the sake of having at least one black in the office which I think is unfair. I think the original way they hired minorities was wrong. Maybe they need a new system altogether. As far as getting minority groups into city jobs,

they have qualification tests, and I think that the part that asks what race you are should be left out. It's as simple as that; you'll never know what the person is. This would eliminate discrimination from either angle. That's always the first question that hits you. What's your race? We used to have it on all our tests at school. I also think to keep things equal, and keep as many jobs as possible going, they're going to have to cut back on somebody's salaries. There are a lot of people around that they don't need in the higher echelons. They should check up on the politicians more and what is really going on."

(Editor's Note: Hospitality House, Inc. is a rehabilitative agency with four residences in Albany providing service to people with problems with drug abuse, alcoholism and mental illness. Tickets for its Andy Williams concert are \$9.50 and \$15 each. They may be obtained from 527 Western Ave., Albany, N. Y. 12203. Checks should be made payable to Hospitality House, Inc.

Abuse Services. Although 75 percent of our funds come from the government, we still have to look to the community for \$25,000 to prevent deficits. Hospitality House will present Andy Williams in concert Thursday, July 1, at 8:30 p.m. at the Colonie Coliseum. I sincerely hope your readers can help us and also have a pleasant evening at the show.

Susan R. Mitchell
Director, Resource Development

Letters To The Editor

Concert Set

Editor, The Leader:

After reading your articles on the City of the Forgotten (Leader series on cutbacks in the State Office of Drug Abuse Services), I thought you might be interested in Hospitality House.

We also get some of our funding from the Office of Drug

RETIREMENT NEWS & FACTS

By A. L. PETERS

Useful, Not Useful

Some books sold as social security information are useful, but there are others that are inaccurate, misleading, overpriced, and deceptively advertised, according to social security officials here.

The Social Security Administration doesn't discourage the sale of commercial publications. At the same time, we don't endorse any non-government publication. People can get free, accurate, up-to-date publications and other information about social security by contacting any social security office.

Social security information is organized and illustrated in a different way in some commercial books, and some of them are well done, according to the spokesman. But the information in them isn't 'secret' or 'inside,' he said. If advertising suggests it is, the advertising is false.

Some advertising hints that a publisher has an official connection with the Social Security Administration and has access to people's social security records. This is never true. No advertiser has access to other people's social security records. These records are confidential under the law.

"Dramatic" claims for books can be misleading. For example: an advertisement says readers will learn 'how to collect \$300 a month from social security at age 30 while you are working full time.' The book tells you what any social security office will tell you without charge: if a young father and mother are both working under social security and one dies, their children may get monthly social security

payments.

People can call, write, or visit any social security office for information about the retirement, disability, survivors, Medicare, and supplemental security income programs, the spokesman said.

If you lose your Medicare card, you should ask the Social Security office to get you a new one. You will need this card whenever you receive medical services.

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

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

(Continued from last week)

Jackson, Ida M	Hillsdale, N. J.
Jackson, Lawrence	Bronx
Jacobs, Clara M	Hunt
Johnson, Juliette	Brooklyn
Johnson, Pearl	Staten Island
Johnson, Willie	Bronx
Jones, Anna Belle	New York
Jones, Ernestine M	Jamaica
Jones, Eunice M	Brooklyn
Jones, Ferdinand M	Buffalo
Jones, Odele C	Hempstead
Joseph, John W Jr	Yonkers
Joyner, Burgwyn Jr	Muffreesboro, N. C.
Kilmer, Lynn D	Hamden
Kincaid, Patlene	New York
Kobus, Kathleen C	Levittown
Krascella, Dorothy A	Syracuse
Lambrecht, Richard M	Walton
Langest, Erhel B	Ithaca
Lanning, Kenneth M	Franklin Sq.
Lauser, Judith	Cuba
Leftwich, Raymond	New York

(To Be Continued)

Don't Repeat This!

(Continued from Page 6) the guidance of Senator Carol Bellamy, as chairwoman, and Senators Major Owens and John Santucci as members.

According to their report, as of Jan. 1 of this year, 673 mortgagors out of a total of 1,780 are in default to the City on their mortgage payments. It re-

quires little but effective management and supervision to make sure that mortgage moneys are collected or the properties foreclosed.

It would indeed be unfortunate if the City defers to the demands of the Treasury Department to make the public employees pay for the failures of management.

Civil Service Law & You

(Continued from Page 6) terminable at the will of the employer when there is public disclosure of the reasons for the discharge.

The court assumed the reasons were false and that petitioner's discharge was a mistake and based upon incorrect information. The court held that it would stretch the concept too far to suggest that a person is deprived of liberty when he is not retained in one position and is free to seek another. Also, this conclusion would apply to a public employee whose position is

terminable at the will of the employer when there is public disclosure of the reasons for the discharge.

THE TRUTH or falsity of the City Manager's statement, made privately to the petitioner, determines whether or not his decision to discharge petitioner was prudent, but neither enhances nor diminishes petitioner's claim that his constitutionally protected interest in liberty has been impaired. "The Due Process Clause of the Fourteenth Amendment is not a guarantee against incorrect or ill advised personnel decisions," the Court concluded.



Erie County chapter 815 president Victor Marr, left, and Erie Educational Employees chapter 868 president Salvatore Mogavero, right, oversee registration for meeting hosted by their chapters. Checking in is SUNY at Fredonia chapter 607's Mary Ann Bentham. Registrars, from left, are Maryjean Senfelder, Kay Smallback, Barbara Justinger and Joanne Ripstein.



Southwestern chapter 107 president Mary Converse, armed with reports, seeks information to aid her members at Allegany State Park.



SUNY College at Geneseo chapter 608 president Walter Robards listens for response to his question during general delegate session.



SUNY at Buffalo chapter 602's Dorothy Lewis listens attentively to discussion on various important issues at meeting.



Western Region third vice-president Ramona Gallagher, of Buffalo District Labor chapter 352, confers with CSEA executive vice-president William McGowan, of West Seneca Developmental Center chapter 427, concerning political action.



Buffalo chapter 003 president Peter Blaauboer lives up to his reputation for speaking his mind on issues that concern his 1,600-member chapter.



Rochester Transportation Region 4 chapter 506 president Bud Saunders represented interests of region's other major metropolitan area.



West Seneca Central School unit of Erie Educational Employees chapter 868's delegation was headed by president Norman Lemke, who was accompanied at meeting by Rebekah Royle and June Fesner.



Representing E. J. Meyer Memorial Hospital unit of Erie County chapter 815 were, from left, Charlene Norman, Turner Lane, Florence Ott and Stephen Caruana. Here they are seen as they listen to educational program.



Monroe County chapter 828 second vice-president Robert Bray takes part in the interchange of opinions prior to vote on controversial motion.



CSEA director George Brown (Erie County) is flanked by two members of CSEA regional field staff who were former chapter leaders: James Stewart, formerly of Masten Park Drug Rehabilitation Center, and Robert Young, formerly of Erie County.



They may not look it here, but SUNY at Buffalo chapter 602's Roger and Jerry Frieday are two of region's most energetic workers. She is also chairman of the committee to coordinate regional meetings.

(Leader photos by Hugo Unger)

West's Delegates Back Resolution To Exclude Retired Workers From Statewide CSEA Office

Heated Debate Draws Charge Of 'Vendetta'

In Other Action, Lattimer Praises Fauser, Bull For Innovative Ideas; Gallagher Outlines Political Goals

(From Leader Correspondent)

BUFFALO—The status of retired persons in the hierarchy of the Civil Service Employees Assn. came up for sometimes heated debate at a recent meeting of the CSEA's Western Region VI (Buffalo).

In the end, delegates to the session, in a suburban Blasdell motel, approved a resolution seeking a change in CSEA rules to prevent retirees from holding statewide CSEA offices except posts in the union's Retiree Division.

The delegates also passed a resolution that would restrict statewide office to actively employed members, but turned down a proposed resolution to prevent retired CSEA members from voting except on matters pertaining to retirees.

The resolutions were introduced near the end of the session by Salvatore Mogavero, president of the Erie Educational chapter and head of the CSEA's County Division. Repeatedly, he emphasized he would soon be affected by the resolutions when he retires.

He had proposed the resolutions earlier, but withdrew them after William Doyle, a retiree and president of the Niagara County chapter, labeled them "a vendetta to get President (Theodore) Wenzl and Sol Bendet out of office." Mr. Bendet, a CSEA vice-president, leads both the New York City chapter and New York City Region II.

Mr. Doyle was not present when the resolutions were passed.

Mr. Mogavero withdrew the resolutions "at this time" after Mr. Doyle also characterized them as attempts "to push Wenzl and Bendet out the door unceremoniously."

Dr. Wenzl retired to devote full time to his duties soon after his election as president nine years ago. Mr. Bendet retired last year. If the resolutions were adopted by the CSEA, they would not be eligible to hold their current statewide offices.

Mr. Mogavero's resolution to limit the voting rights of retired members ran into opposition from another retiree, Celeste Rosenkranz, CSEA education chairman.

"I am trying to get something in motion where a retired person shall be limited to vote on retiree business only," Mr. Mogavero explained.

That resolution failed.

Currently, retirees who pay full dues may hold chapter offices. They are prohibited from seeking office as departmental representatives on the State Executive Committee, but may serve on the County Committee.

Two other resolutions proposed by Mr. Mogavero for CSEA statewide consideration also passed. One would require a majority of votes to win a CSEA statewide office. The other would require "at least one state and one

county person" in contention for all statewide and regional elections.

Robert Lattimer, in a letter distributed at the meeting, urged the delegates to examine and evaluate the CSEA with their fellow members to determine "how best to serve our members."

"The CSEA is in a period of self-evaluation, defining its priorities and establishing goals," Mr. Lattimer wrote. He defined self-evaluation as "an examination of how we have done things in the past, how effective such procedures or methods have been, and how, or if, they should be changed."

He suggested several categories for review, including the union's chain of command; roles of executive director, Region supervisors and presidents; volunteer status of the CSEA workforce; role of Board of Directors and the Board's responsiveness to the members, and awareness of chapter and Region officers in the roles of higher echelon officers.

He said he had supported recent meetings between Region presidents and CSEA department heads "to open up two-way communication, find out more about what these people are doing, and more importantly, obtain their ideas and viewpoints on what should be done and where we should be going."

His hope, he wrote, was that the meetings "will be able to accomplish something, that this will not be just another exercise in futility."

"If we are to realize our potential as an organization, we



We hesitate to call them the Grand Old Ladies of CSEA, even though they are retired, since they are two of the most active and youthful-spirited women in the union. Left is former Western Conference president and current statewide education chairman Celeste Rosenkranz, of Buffalo chapter 003, and at right, Gowanda Psychiatric Center chapter 408 president Maye Bull, who has been honored at plaque presentations within the past year by the Western Region and the Mental Hygiene Presidents Council.



What delegates see at Western Region VI (Buffalo) meeting is lineup of officers headed by CSEA vice-president Robert Lattimer, standing. Joining the regional president at the head table are from left, secretary Judy Burgess, of Ontario chapter 835; first vice-president Genevieve Clark, of Roswell Park Memorial Institute chapter 303; treasurer Barbara Fauser, of Health Research chapter 315; second vice-president Robert Smith, of SUNY at Buffalo chapter 602; and third vice-president Ramona Gallagher, of Buffalo District Labor chapter 352.



On the other side, what the officers see are representatives of the 44 state and 15 local government chapters that belong to the 14-county Western Region VI that extends from Seneca Lake in the east to Lake Erie in the west, and from Lake Ontario in the north to the Pennsylvania border in the south.

must encourage greater cooperation, become more knowledgeable about the structure of our association, and we must share our ideas, problems and accomplishments," he added.

During the session, Mr. Lattimer also had high praise for Barbara Fauser, Western Region VI treasurer. He congratulated her for providing the impetus for an Albany meeting of Region treasurers.

Ramona L. Gallagher, Region third vice-president and co-chairman of the Region's political action committee, outlined for the delegates what she said was Western's "game plan" for the November elections.

The principal element, she stressed, was to gather the sentiment of the chapters before endorsing candidates for office.

"These endorsements are coming from you," she said. "What we're trying to do is get ourselves together."

Once endorsed, she said, CSEA hopes to provide financial backing or volunteers for candidates. The money, she added, is being raised by a committee from personal donations.

The "game plan," she outlined includes:

- No endorsements of statewide candidates without consultation with the committee.

- Gathering information regarding candidates, including reasons why the committee should or should not endorse them.

- A survey letter to be sent to candidates seeking their positions on matters of interest to the CSEA.

- A "candidates' night" shortly after the Sept. 14 primary to meet and evaluate the office

seekers.

- Inviting candidates to chapter or unit functions.

- Urge voter registration among members and their families.

- Letters and visits to legislators.

Maye Bull, president of the Gowanda Psychiatric Center chapter, was singled out for praise for her chapter's packet to members containing suggested letters for legislators and other political action material.

The meeting was run on a different schedule, with a hospitality room Friday evening and no banquet Saturday evening after the business session.

The Erie Educational and the Erie County chapters were hosts.

Friday evening's session was highlighted by a discussion of the CSEA efforts regarding legislative "lulus" by James Roemer, CSEA attorney. The CSEA has sought to eliminate or reduce the payments "in lieu of expenses" which are drawn by legislators.

Columbia Strike Ends

(Continued from Page 1)

County authorities claimed the strike had little or no effect on county operations. This claim was scornfully denied by unit members.

During the strike, CSEA members noted that public support for the work stoppage was readily apparent. Local merchants provided picketers with free soft drinks and sandwiches and the Hudson Teachers Assn. contributed \$50 to cover the costs of refreshments to the strikers at various county locations.

During the strike, Columbia

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Latest State And County Eligible Lists

EXAM 35-886
SR BLDG STRUCTURAL ENGR
Exam Held Feb. 26, 1976
List Est. May 28, 1976
1 Amkstein Samuel Schenectady.....74.7

EXAM 39-136
SUPERVISOR OF HUMANITIES AND
PERFORMING ARTS EDUCATION
G-28
Exam Held May, 1976
List Est. May 26, 1976
1 Trupia Charles Averill Pk92.3

EXAM 39-139
DEPUTY SUPERINTENDENT OF
BANKS G-35
Test Held May, 1976
List Est. May 26, 1976
1 Kavanagh Donald Wantagh94.6

2 Eustace Edward Montvale93.0
3 Unger Andrew F Pittsford90.0
4 Heaney William Westbury87.0
5 Hannafey C T Brooklyn76.5
6 Benczak George London Engl75.9
7 Collins William North Chatham.....74.0
8 Parchment Roy A Woodcliff Lk.....74.0

EXAM 35-890
ASST LAND SURVEYOR 2
Test Held Feb. 28, 1976
List Est. May 28, 1976

1 Mack Ward J Newport93.5
2 Gnip Louis J N Syracuse91.5
3 Vanbeuren H A Thompson90.4
4 Kilner Robert L Saranac Lk88.5
5 McCracken R J Grand Gorge88.2
6 Schossek Paul G Kakonia86.8
7 Grimshaw Gary W Kanona86.5
8 Lawson Harold F Corinth82.7

9 Basolt Robert E Adams Center81.7
10 Johnson William Arkville80.4
11 Wingate James A Cohocton80.2
12 Weller Roy H Olean80.2
13 Kennehan Philip Potsdam74.2

EXAM 35-892
LAND SURVEYOR
Test Held Feb. 28, 1976
List Est. June 2, 1976

1 Lawrence John E Wayland92.0
2 Goodrich Edwin Olean88.5
3 Gnip Louis J N Syracuse86.7
4 Mack Ward J Newport86.1
5 Greve Norman F Carthage84.3
6 Schossek Paul G Kakonia81.5
7 Vanbeuren H A Thompson Rdg 81.4
8 Grimshaw Gary W Kanona81.4
9 Kilner Robert L Saranac Lk77.7
10 Basolt Robert E Adams Center.....76.8
11 Hyatt Harold T Arkville73.3
12 Johnson William Arkville71.3
13 Wingate James A Cohocton71.1

EXAM 35-893
SR LAND SURVEYOR
Test Held Feb 28, 1976
List Est. June 7, 1976

1 Dexter James B Herkimer92.8
2 Hulbert Philip Prattsville89.5
3 O'Brien Clarence Guelderland87.5
4 West James M Tannersville86.5
5 Yousey Kenneth Vermonsvil77.3
6 Dunham Daniel C Shandaken77.3
7 Ryan Richard C Laurel73.0


EXAM 35-746
SR CLERK PAYROLL
Test Held May 3, 1975
List Est. Sept. 16, 1975
(Continued from Last Week)

592 Bodenstab Lynn Scotia79.4
593 Collandra M M Rensselaer89.4
594 Caldara Anthony Gloversville.....79.4
595 Fridley Jerry B Livonia79.4
596 Rose Margaret A Kenmore79.3
597 Walsh Joseph M Troy79.3
598 Borowsky Mark E Loudonville.....79.3
599 Wickham V A Schenectady79.3
600 Hilfiger P A Gillett79.3
601 Sroka Sharon A Auburn79.3
602 Kurilovitch J M Oswego79.3
603 Banis Roberta S Staten Is79.3
604 Sherman Manola Potsdam79.3
605 Dehring Joseph Delmar79.3
606 Gordon Alice J Flushing79.3
607 Hasselbarth H C Delmar79.3
608 Riley Catherine Seneca Falls79.3
609 Pond Peter A Tonawanda79.3
610 Trowbridge Gail Catskill79.3
611 Lupe Thomas Albany79.3
612 Figler Rita E Schenectady79.3
613 Shapiro Mona I Albany79.3
614 Passineau E Troy79.3
615 Heckler Joy L Altamont79.3
616 Ahern Mary J Troy79.3
617 Grobeck Eileen Lindenhurst79.3
618 Flaberty Kevin Troy79.2
619 Putnam Ruth I E Northport.....79.2
620 Ksenich Sheila Albany79.2
621 Lindsay Susan P Amsterdam79.2
622 Diem Beverly E Scotia79.2
623 Fink Helen A Latham79.2
624 Mazur Marileen Amsterdam79.2
625 Burns Maureen F N Shirley79.2
626 Pacticeu C A Troy79.2
627 Internicola S C Tonawanda.....79.2
628 Grose NoNrene M Watervliet.....79.2
629 Giuliano Lynn M Albany79.2
630 O'Connor Steven Albany79.2
631 Smullen Sharon Amsterdam79.2
632 Lopez Joan E Albany79.2
633 Behrens Helen I Ctl Islip79.2
634 Badger Kari A Amenia79.2
635 Bernstein M R Slingerlands79.2
636 Pillmore Denise Marcy79.1
637 Burg John E Albany79.1
638 McDermott B T Syracuse78.9
639 Caputo Dominick Ft Edward78.9
640 McCarthy Joanne Rensselaer78.9
641 Sheldon Marcia Albany78.9
642 Needham Alice M Athol78.9
643 Carlile Joan F Brockport78.8
644 Johnson David L Buffalo.....78.8
645 Rose Marcene E Albany78.8

(Continued on Page 12)

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A Madison County Psychologist Post

WAMPSVILLE—The Madison County Civil Service Commission has announced an opening for a staff psychologist in the County Mental Health Department.

Applications must be filed by July 12 for the \$16,361-\$20,451 salaried position; additional vacancies may arise.

There are no residency requirements, but applicants must have a doctoral degree in psychology and two years of supervised employment or engagement in appropriate psychological activities. A license or limited permit to practice as a psychologist in the state is also required. Applicants will be evaluated on their training and experience.

Applications can be obtained from the Madison County Civil Service Commission, County Office Building Wampsville, N.Y. The telephone number is (315) 366-2341.

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find check (number) seats @ \$6.50 total \$
DATES REQUESTED (money order; (number) seats @ \$5.00
for (number) seats @ \$3.50

(day and date) Name _____
(2nd choice day and date) Address _____
(3rd choice day and date) City _____ State _____ Zip _____

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L.I. Committee Mulls MH Problem Areas

CENTRAL ISLIP — The newly formed Special State Affairs Committee of Long Island Region I of the Civil Service Employees Assn. has focused on a series of issues affecting large Mental Hygiene Department institutions in Suffolk County.

The new committee held its first meeting at Central Islip Psychiatric Center June 9 under the chairmanship of Al Varacchi, president of the CSEA chapter at Stony Brook University.

The group gave top priority to seeking speedy action on a 40-hour week for doctors; increased rents for on-site housing and fees for meals; farming out of employees work to private contractors, and the consolidation of Hoch and Northeast Nassau Psychiatric Centers.

Mr. Varacchi said he had determined that grievances had been filed on the first three issues and were in various stages. Attending the initial meeting

of the body, which had been established last month by Long Island Region I president Irving Flaumenbaum, were Mr. Varacchi; Kings Park Psychiatric Center president Greg Szurnicki; Pilgrim Psychiatric Center's Ben Kosiorowski; Central Islip Psychiatric Center president Danny Donohue; Long Island State Parks chapter president Pete Higgerson; Hoch Psychiatric Center chapter president Al Genovese, and Farmingdale University chapter president Art Hen-

nessy. Mr. Varacchi said the state chapter leaders were concentrating on pressing problems facing the Mental Hygiene Department chapters at the moment, but would expand to issues faced by other departments.

"Problems in one department or agency, if not checked, will eventually affect us all," Mr. Varacchi commented.

A second meeting was expected to be scheduled before the end of the month.

Weisz Fete Set June 28

BROOKLYN — Jack Weisz, president of the New York Parole District chapter 259, Civil Service Employees Assn., will be feted by chapter members and friends on his retirement after 39 years' service to the State Department of Correctional Services.

A retirement dinner will be tendered Mr. Weisz on Monday, June 28, at the Brooklyn Navy Yard Officers' Club. Cocktails will be served at 7 p.m. with dinner at 8 p.m. Tickets are \$13.50 each and the event will feature a band and entertainment, according to dinner chairman John Eversley. Checks should be made payable to the CSEA, N.Y. Parole District chapter. A donation toward a gift for Mr. Weisz would be appre-

ciated from those unable to attend the dinner.

Committee members are Samuel Schwartz, Jean Burke, Elaine Childers, John Hart, Veronica Serafin, Joanne Bruno, Linda Norton, Linda Ferrara, Claudette Robinson, Elizabeth Credle, Abe Simon and William Weinstock. Checks should be sent to Mr. Eversley at 314 W. 40th St., New York, N.Y. 10018. His telephone number is (212) 594-5800.

SURVEYOR LIST

ALBANY — An assistant land surveyor 2 eligible list, resulting from open-competitive exam 24-369, was established June 8 by the State Department of Civil Service. The list contains 71 names.

SHORT TAKES

LOTTERY TO RESUME

The state lottery, crippled by management problems since last October, is set to resume operations in mid-August. The August operation will be introduced by the sale of \$1 "instant lottery" tickets. With the "instant lottery" game—tried in other states but not by New York—purchasers can find out immediately if they are winners by scratching off a foil-like substance from the lottery card. This reveals a number which is then compared to a previously selected winning number. Other innovations, including a second "instant lottery" game and a revival of a form of the old 50-cent ticket weekly drawing will be added after August. Prize amounts have not yet been set. Despite negative comments from the Legislature, it is reported that new lottery director John Quinn remains firm in his plans to contract with out-of-state firms to develop and produce new varieties of the game. Gov. Hugh L. Carey predicted that even with the lottery's mid-August start-up date target, the state will manage to make \$60 million in this fiscal year. The old lottery raised \$40 million in its last full fiscal year of operation.

INCREASE BIAS SUIT POWERS

The U. S. Supreme Court has ruled unanimously that federal employees have the same rights as those working in the private sector to have full trials in federal district courts when filing Title VII job discrimination complaints. The decision was seen as a victory for several civil rights groups which have been arguing the issue with the Justice Department with mixed results. It is also expected to give added force to 1972 legislation that extended Title VII coverage under the 1964 Civil Rights Act to include federal workers.

PRISONER EMPLOYMENT

A reform bill intended to encourage private enterprise to provide jobs for prison inmates by building facilities adjacent to state prisons has been unanimously passed by the State Senate. The sponsor, Senator Emanuel Gold (D-Queens) described himself as "still a little bit stunned" by the rapid passage of the measure. The bill authorizes the State Commissioner of Correctional Services to sell or lease state-owned land near prisons to private concerns willing to employ or train at least 50 inmates. The employer would also be obliged to hire an equal number of persons not in prison who are receiving unemployment benefits. Inmates would receive the same pay as other workers. However, some portion of their salaries would revert to the state to underwrite their upkeep "and perhaps some restitution to anyone they may have victimized," said Senator Gold, ranking minority member of the Senate Crime and Correction Committee. About 10,000 acres are available at various state prisons.

STATE SECRETS

United Press International's Albany office notes that due to Republican efforts to force a \$300 million tax cut in the state budget, the Carey Administration has placed a freeze on "untimely disclosure" of information about the growth of state revenues. To guard against leaks, Budget Director Peter Goldmark has ordered all departments involved in collection of state revenues to leave dissemination of such information to his office. However, a New York Times story of last week quoted Comptroller Arthur Levitt and Mr. Goldmark as saying tax revenues to the state for the first two months of the fiscal year "had come in near or at projected levels." No figures were released, but the Times story noted that the revenues are 12.3 percent ahead of the two-month period of last year. The state has since completed a \$3.7 billion spring borrowing package and the news blackout was seen as a means of protecting the package's prospects.

IDLE SITES

About \$1.1 million will be spent this year, according to Gene Weingarten of the Albany Knickerbocker News, to heat, light and provide security for five vacant state facilities. The five are Office of Drug Abuse Services facilities at Raybrook, Otisville and Yonkers; a former girls' training school at Hudson, and a tuberculosis treatment center in Oneonta. The Office of General Services, the state's landlord, said it expects the bills to increase as the state proceeds in its plan to decentralize various types of patient care and to close large institutions which had served a state region. The bill for serving the vacant institutions—until they are sold or leased or otherwise disposed of—breaks down to \$600,000 for staff maintenance personnel and \$500,000 for repairs and utilities. Mr. Weingarten's story said that OGS First Deputy Commissioner John Egan has offered the Raybrook and Yonkers facilities to the Department of Corrections. The offer was declined. Raybrook, near Saranac Lake, is being considered as an Olympic Games village for the wintertime Olympics set for 1980 there. Otisville, near Middletown, has been offered to the U.S. Bureau of Prisons and negotiations are continuing.

INDUSTRY ENCOURAGEMENT

A task force set up by Gov. Hugh L. Carey to suggest ways of keeping industry and business in New York State has recommended cuts in state income taxes and tax breaks to manufacturers. The task force had four main recommendations: Eliminate the state 2.5 percent surtax on personal income; reduce over five years the maximum rate of the income tax from 15 percent on taxable income in excess of \$25,000 to 10 percent on \$15,000; halve city and state taxes on the first \$50,000 of firm corporate earnings, and ease the stock transfer tax to halt the exodus of Wall Street firms from New York City.

Nassau Board Meet

EAST MEADOW—A meeting of the board of directors of the Nassau County chapter 830, Civil Service Employees Assn., will be held Wednesday, July 21, according to chapter president Irving Flaumenbaum. The meeting, set to begin at 5:30 p.m., will be held at the Salisbury Club, Eisenhower Park, East Meadow.



REQUEST FOR STATEMENT OF EARNINGS

SOCIAL SECURITY NUMBER

DATE OF BIRTH MONTH DAY YEAR

Please send a statement of my social security earnings to:

NAME

STREET & NUMBER

CITY & STATE ZIP CODE

Print Name and Address in Ink Or Use Typewriter

SIGN YOUR NAME HERE (DO NOT PRINT)

Sign your own name only. Under the law, information in your social security record is confidential and anyone who signs another person's name can be prosecuted. If you have changed your name from that shown on your social security card, please copy your name below exactly as it appears on your card.

EARNINGS REPORT — Persons can obtain a report of earnings credited to their social security account free of charge by sending the above form to Social Security Administration, Post Office Box 57, Baltimore, Md. 21203. The amount of monthly social security retirement, disability or survivors' benefits is based on a worker's average earnings over a period of years.

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State And County Eligible Lists

(Continued from Page 10)

646 Palmquist Dane Albany	78.8
647 Holes Helen R Albany	78.8
648 Dence Kathryn M Hudson	78.8
649 Hartigan V M Albany	78.8
650 Polabie Muriel Levittown	78.7
651 Fischer K E Liverpool	78.7
652 Seaman Eileen R Lindenhurst	78.6
653 Allen Tiffany H Wyanntskill	78.6
654 Scott Robert R Mechanicvill	78.6
656 Dwyer Dorothy A Albany	78.6
657 McCadden G E Schenectady	78.4
658 Domras H H Lancaster	78.4
659 Stellato Linda Peekskill	78.4
660 Tazzer Steven A New Hyde Pk	78.4
661 Valente Richard Schenectady	78.3

662 Lahera Margaret Albany	78.3
664 Smith Edna P Guiderland	78.3
665 Wilder Mark Albany	78.3
666 Aray Gail P Holbrook	78.3
667 Rivera Irving Amsterdam	78.3
668 Smith Maureen L Menands	78.3
669 Bump Patricia E Altamont	78.3
670 Frazer Mary L Ft Edward	78.3
671 Ugram Linda M NYC	78.2
672 Green Linda M Waterford	78.2
673 Burns Joan C Voorheesvil	78.2
674 Smith Kathleen Cobleskill	78.2
675 Wyzomirski Mac Amsterdam	78.2
676 Wallace K A Dansville	78.2
677 Connolly L M Albany	78.2
678 Lancier M M Albany	78.2
679 Graham Rosemary Albany	78.2
680 Esser Barbara Shaghticoke	78.2
681 Gatto Patricia Schenectady	78.2
682 May Patricia A West Monroe	78.2
683 Brown Margaret Albany	78.1
684 MacLaughlin P M Tonawanda	78.1
685 Field Marilyn A Castleton	78.1
686 Pellegrino K A Loudonville	78.1
687 Dugan Thomas J Valatie	78.1
688 Urso Anita L Staten Is	78.1
689 Mitten Joseph P Lindenhurst	78.1
690 Kuflik Rhoda B Brooklyn	78.1
691 Murray M A Troy	78.1
692 Gorman Richard Ballston Spa	78.1
693 Lensau Catherine Stony Point	78.0
694 McDonald M M Albany	78.0
695 Ayoub Deborah A Utica	78.0
696 Smith Ruth E Albany	78.0
697 Snajder Rosalie Depew	78.0
698 Pazinko Dorothy Troy	78.0
699 Czajkowski L M Buffalo	78.0
700 Rolston K M Binghamton	78.0
701 Barber Lauren M Albany	78.0
702 Stachewicz D M Buffalo	78.0
703 Acker Robert W Watervliet	78.0
704 Greene George J Brooklyn	78.0
705 Briggs Janet L Frankfort	78.0
706 Ehmann C M Albany	78.0
707 Barrett Eileen Bay Shore	78.0
708 Watson Elaine J Elmira	77.9
709 Burr Cynthia S Rochester	77.9
710 Krill Carol L Troy	77.9
711 Grask Ellen M Delanson	77.9
712 Nellist Diane C Albion	77.9
713 Knowles Denise West Seneca	77.9
714 Callea Cheryl A Auburn	77.9
715 Dunbar Vivian B Ballston Spa	77.9
716 Carrigan Sharon Owego	77.9
717 Gersten Irving NYC	77.9
718 Klases Virginia Brooklyn	77.9
719 Drobits E A Tonawanda	77.9
720 Branick Sheila Johnson City	77.8
721 Ruschak C L Auburn	77.7
722 Satterlee Judy Silver Spgs	77.7
723 Falter Della A Baldwinvil	77.6
724 Hudson Jean M Peekskill	77.6
725 Winter Suzanne Gilbertsvil	77.6
726 Richenberg K L Leroy	77.6
727 Furlong Dorothy N Hornell	77.6
728 Leonard Lesley Castleton	77.5
729 Albertson C H Valatie	77.5
730 Hume Alice Endwell	77.5
731 Majewski Joann Cohoes	77.4

732 Rabush Eileen M Ronkonkoma	77.4
733 Kent Anne Kings Park	77.4
734 Bushell Julia L Troy	77.4
735 Kenner E J Albany	77.4
736 Palitsch P Watervliet	77.4
737 Vickery Sandra Spencerport	77.4
738 Terranova K W Fairport	77.4
739 Schwartz M R Elnora	77.3
740 Gerasia Rosario Albany	77.3
741 Golloub R Brooklyn	77.3
742 Smith Kathryn A Niskayuna	77.2
743 Perkins Dorothy Schenectady	77.2
744 McMahon Thomas Troy	77.2
745 Sargent Helen A Rensselaer	77.2
746 New Valerie A Brockport	77.1
747 Rallo Susan Levittown	77.1
748 Hornbeck C F Kingston	77.1
749 Laffin Barbara Wappingr Fls	77.1
750 Bursor Elisa Schenectady	77.1
751 Cusano James J Rexford	77.0
752 Surowiec F S Schenectady	77.0
753 Sherman Gail C Schenectady	77.0
754 Schaible David Guildrdnd Cr	77.0
755 Holman Deborah Watertown	77.0
756 Sherwood R L Brockport	77.0
757 Peppin Mark N Cohoes	77.0
758 Nicholson Grace Elmira	77.0
759 Manzella Mario Albany	77.0
760 Bader Jane M Rochester	77.0
761 Wagner Evelyn E Warsaw	77.0
762 Brown Suzanne T Hallstead	76.9
763 Barkman Belle M Oneonta	76.9
764 Oliver Patrick Albany	76.9
765 Fiorillo C L Schenectady	76.9
766 Waltemath Bruce Rensselaer	76.9
767 Townsend D J Albany	76.9
768 Horn Mary A Mechanicvil	76.9
769 Nass Paulette A Selkirk	76.9
770 Sloan Kathleen Castleton	76.9
771 Tack Maureen E Newark	76.8
772 Elmer Christeen Homer	76.8
773 Murphy J Y Greenwood	76.8
774 Tyrrell L A Gloversville	76.8
775 Carlisle A Carthage	76.8
776 Donovan Mary A Watervliet	76.7
777 Beglinger K J Attica	76.7
778 Meagher Barbara Rochester	76.7
779 Maffeo Annette N Bellmore	76.7
780 Brown Rosemary Albany	76.7
781 Wisley Patti A Plattsburgh	76.7
782 Leslie Alice M Brooklyn	76.7
783 Monaco Nicholas Schenectady	76.7
784 Feinzig Mildred Queens Vil	76.7
785 Pitts Fred T Albany	76.7
786 Grugan Dean F Albany	76.7
787 Protko Joseph R E Schodack	76.7
788 Morris Agnes L Albany	76.7
789 Bunt Marlene A Schenectady	76.6
790 Lapierre Mary J Schenectady	76.6
791 Duncan Anne S Madrid	76.6
792 Loblanco R Stony Point	76.6
793 Gaudette M E Cohoes	76.6
794 Caron Nancy L Elnora	76.6
795 Goldberg E Middle Is	76.6
797 Lemonier G E Middletown	76.5
798 Hoagland Sherry Rochester	76.5
799 Grime Glenda P Cazenovia	76.5
800 Jones Rollin E Selkirk	76.5
801 Ingraham Marie Niagara Fls	76.5
802 Anthony Marlene Albany	76.5
803 Trupiano G Westbury	76.3
804 Kopcha Marie T Schenectady	76.3
805 Ochs Eleanor A Babylon	76.2
806 Knab Doris P Varysburg	76.2
807 Borliska Sharon Whitesboro	76.2
808 Hannaford Larry Amsterdam	76.1

(Continued Next Week)

SLA Agents Lobby For Passage Of Bill

ALBANY — Investigators for the State Liquor Authority, members of the Assn. of State Liquor Enforcement Agents, passed through Albany recently to lobby in favor of a bill to expand the Agency's jurisdiction.

The agents were from SLA zone offices in New York City, Buffalo and Albany. They were seeking support of legislators for Assembly Bill A12732 and its Senate counterpart, S10270. The bill, which would increase the number of SLA agents, would aid the agents in controlling licensed and unlicensed "nuisance" premises where liquor is served.

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FARMS, RETIREMENT HOMES, businesses investment land, low price Real Estate. Tell us your needs. Wood-Correll Realty Co., Parishville, N.Y. 13672. Phone (315) 265-6260.

Property Sought

LAND, six acres or more sought in Suffolk County preferably Westhampton to Montauk. No Brokers. Mail replies to: WALTER THOMPSON, 258 Broadway, N.Y. 10007.

Ms. Storm Wins In Islip Ballot

ISLIP—Doris Storm has been re-elected to a second term as president of the Town of Islip White-Collar unit of the Civil Service Employees Assn.

More than 50 percent of employees eligible to vote turned out for the balloting of the Suffolk County CSEA chapter unit. Other officers elected were Al Di Martino, first vice-president; John Jewels, second vice-president; Leroy Williamson, third vice-president; Dorothea Hilpl, secretary, and Susan Krenicky, treasurer.

Orange Board Meet

GOSHEN—The executive board of the Orange County chapter, Civil Service Employees Assn., will meet Wednesday evening, June 30. The meeting, which is scheduled to begin at 7:30 p.m., will be held at Dikeman's Firehouse, New Street, Goshen, according to chapter secretary Rose Marie Fogarty.

L.I. Exec Meeting

AMITYVILLE—The executive council of Long Island Region I, Civil Service Employees Assn., will meet Thursday evening, July 22, according to Region president Irving Flaumenbaum. The meeting, set to begin at 7:30 p.m., will be held at Region I headquarters, 740 Broadway, Amityville.

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Maintainer Helper A and C	4.00
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Outdoor Job? It's Here

MANHATTAN — Job seekers who like to travel and also become involved with law enforcement work should take notice that applications are being accepted for special agent (wildlife) with the U.S. Civil Service Commission.

July 6 is the deadline for filing applications.

The job pays \$8,925 at the GS-5 level, for which only general experience is required, and \$11,046 at the GS-7 level, which also requires specialized experience.

Applicants with sufficient experience will be given a four-hour written test. The GS-5 level requires three years' general experience, which should show ability to work with people, assemble pertinent facts, prepare concise reports and accept responsibility.

In addition to three years' general experience the GS-7 level requires one year's specialized ex-

perience, in progressively responsible criminal or comparable investigative work.

Education can be substituted for experience. One year of college study counts as nine months' experience; one year of graduate study in law enforcement or related fields may be substituted for specialized experience.

Applicants may obtain Announcement No. 432 at Federal Job Information Centers and should complete application card form 5000-AB and send it to Washington Area Office, U.S. Civil Service Commission, 1900 E. Street, N.W. Washington, D.C. 20415.

FINANCE SVCS

ALBANY—An Educational Finance Services eligible list, resulting from open-competitive exam 24-353, was established May 21 by the State Department of Civil Service. The list contains 1,539 names.

Brooklynite Wins Top Suggestion Prize

ALBANY — Eighteen state employees won cash awards totaling \$780 in May, for money-saving ideas submitted to the New York State Employee Suggestion Program. The program is administered by the State Department of Civil Service. Net first-year savings resulting from these suggestions is \$6,624.

Awards and winners are:

\$200—Steven Zwickler, Brooklyn, an employee of the Department of Social Services.

\$100—Rita M. Rosencrans, Albany, Education Department.

\$50—Peter Zoellner, Smithtown, Department of Mental Hy-

giene; Edward Palmer, Earlville, Department of Correctional Services; Harold G Morrow, Albany, Department of Health, and Hillard Hood, Albany, Education Department.

\$45—Joint award to Salvatore J. Cipolla, Mt. Morris, Mental Hygiene; Francis B. Thompson, Conesus, and Andrew Crane, Scottsburg, both retired from Mental Hygiene.

\$35—Allan I. Burstein, Brooklyn, Department of Taxation and Finance.

\$25—Dominick R. Pollicello Jr., Staatsburgh; Manford H. Sannerter, Tupper Lake; Ann Mulhern, Brentwood, all employees of the Department of Mental Hygiene; Kenneth Dwyer, Hilton, Tax and Finance; Frederick J. Guntrum, West Sand Lake, Department of Agriculture and Markets; Everett E. Kenyon, Ballston Spa, Health Department; Janet L. Wright, Schenectady, Tax and Finance, and Norbert Chwat, Forest Hills, Division of Alcoholic Beverage Control.

Cash award winners also re-

ceive certificates of merit. Certificates of merit also were awarded to Elizabeth Clundt, Orchard Park, retired from Mental Hygiene; Donald Fasking, Redford, Department of Environmental Conservation, and Edith Wattman, Flushing, Office of Drug Abuse Services.

CRAIG DC HEAD

ALBANY—Lawrence C. Kolb, State Commissioner of Mental Hygiene, has appointed Nadene D. Hunter as director of Craig Developmental Center, Sonyea. She succeeds Vincent I. Bonafede, who retired earlier this year. Dr. Hunter, who has been clinical deputy director of Craig since 1969, became a supervising psychiatrist at the then Craig Colony School and Hospital in 1965. Her salary will be \$43,834 a year.

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

Federal Job Calendar

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

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

Agriculture

Title	Salary Grade	Exam No.
Environmental Special Agent (Wildlife)	GS-5, 7	
Food Inspector	GS-5	CH-6-05
Warehouse Examiner	GS-5, 7	CH-0-02

Engineering And Scientific

Engineering, Physical Sciences and Related Professions	GS-5 to 15	424
Life Sciences	GS-5 to 15	421
Meteorological Technician	GS-6 to 9	NY-8-43

General

Correction Officer	GS-6	431
Freight Rate Specialists	GS-7, 9	WA-6-13
Mid-Level Positions	GS-9 to 12	413
Senior Level Positions	GS-13-15	408
Technical Assistant	GS-4, 5	NY-5-07

Medical

Autopsy Assistant	GS-4, 5	NY-9-05
Careers In Therapy	GS-6 to 9	WA-8-03
Dental Hygienist, Dental Lab Technician	GS-5 to 7	NY-5-09
Licensed Practical Nurse	GS-3 to 5	NY-5-06
Medical Machine Technician	GS-5 to 8	NY-3-02
Medical Radiology Technician	GS-5, 6	NY-0-25
Medical Technician	GS-5 to 7	NY-3-01
Medical Technologist	GS-5 to 11	NY-6-03
Nursing Assistant	GS-2, 3	NY-1-16
Nursing Assistant (Psychiatry)	GS-2	NY-5-05
Nurses	GS-5 to 12	419
Physician's Assistant	GS-7 to 11	428
Veterinarian Trainee	GS-5 to 17	WA-0-07

Military

Air Reserve Technician (Administrative Clerical/Technical)	GS-5 to 15	AT-0-59
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Social And Education

Professional Careers for Librarians	GS-7 to 12	422
Psychologist	GS-11, 12	WA-9-13
Social Worker	GS-9 to 12	426

Stenography And Typing

Keypunch Operator	GS-2, 3	NY-3-01
Stenographer	GS-2 to 4	NY-1-18
Secretaries, Options I, II, III	GS-5, 6	NY-5-04
Typist	GS-2, 3	NY-1-18

LEGAL NOTICE

The National Wiz Company

The following is the subst. of a cert. of Ltd. puship: Cert. of Ltd. puship subscribed & ack by all ptrs & filed in NY Co Clks off on June 18, 1976. Puship name is THE NATIONAL WIZ COMPANY; puship bus is prod & pres of play WIZ. Itsp rin pla of bus is 165 W 45th St., NYC. Gen ptrr is Ken Harper. Ltd. ptrr is 20th Cent Fox Flm Corp., Box 900, L.A., CA and amt it contrib is \$475,000.00. Ltd. ptrr receives 60% of net prof and ltd. ptrr is liable for losses up to cap contrib. Puship commen June 18, 1976 and term on death of gen ptrr. Assignee of ltd ptrr may not be subst unless gen ptrr consents.

LEGAL NOTICE


MEMORY PRODUCTIONS

Substance of Ltd Partnership Certif filed NY Co Clk 5-19-76. Name & Location: Memory Production, c/o Suite 2120, 1775 Broadway, NY, NY 10019. Business: Motion picture distribution. Name & residence of Gen'l Partners: Creative Entertainment Ltd, Suite 1612, 1888 Century Park East, Los Angeles, CA. Name, residence & capital contribution of Ltd Partners: William J. Dunsmore Jr., 3000 Park Ave., Merced, CA, \$1000. Term: 12-31-2004 unless terminated. No additional contributions. No time agreed for return of contribution. Ltd Partners may not assign without consent of Gen Partners except to family members. Additional partners admitted by amendment. No priority among Ltd Partners. Majority of Ltd Partners may elect to continue upon incapacity of Gen. Partners. Ltd Partners can demand only cash in any distribution. Profits and distributions are shared pro rata by ratio of investment to total capital. Ltd Partners receive aggregate of 97% of net profits.

LEGAL NOTICE

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

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Accident & Sickness Insurance Rate Change Effective July 1

ALBANY—Accident and Sickness Disability Plan policyholders have been notified of a premium rate increase to take effect July 1.

For policyholders who did not receive notification from Travelers Insurance, their

letter is reproduced below.

Company spokesmen have requested: "If you are enrolled in the plan and did not receive this letter, notify our plan administrator immediately by writing Ter Bush & Powell, Inc., CSEA A&H Plan, P.O. Box 956, Schenectady, N.Y. 12301.



THE TRAVELERS

Life, Health and Financial Services Department

Dear CSEA Member and Travelers Policyholder:

The Accident and Sickness Disability plan for CSEA members has been administered by Ter Bush & Powell since its inception in 1936 and underwritten by The Travelers since 1953. Benefits paid to policyholders are currently in excess of Five Million dollars per year; and on an accumulated basis since 1953, CSEA members have received over Fifty Three Million dollars in plan benefits. In the most recent policy year, one out of every five insureds received benefits from their accident and sickness insurance.

The ever increasing number of dollars being paid as benefits under the Accident and Sickness plan underscores the value of this protection. It has also made evident the fact that in order to continue the policy at the same level of benefits, a small increase in premium is now necessary. This will be the first rate adjustment since 1953.

Accordingly, the New York State Insurance Department has approved a 20% rate increase for one year to be effective with the first pay period following July 1, 1976.

We regret the necessity of the rate adjustment. However, even after the rate increase, the premium for a CSEA accident and sickness disability policy remains competitive to similar policies offered to the general public. For instance, a 50 year old worker would pay 25% to 50% more for comparable Travelers coverage outside the CSEA plan depending upon age, sex, and occupation.

If you have any questions concerning your policy or if you wish to make any changes in your coverage now, I urge you to contact your Ter Bush & Powell representative immediately.

Sincerely,

Frank S. Forbes

Frank S. Forbes
Secretary

P.S. Also enclosed is your copy of the Additional Benefits Rider NYR(A4813Z Rev. 7/76) which extends the additional free benefits you have under your policy for one year beginning July 1, 1976. Retain this important document with your policy.

Charge Discrimination Against Union Officer At Madison Infirmary

CANASTOTA—The Madison County chapter, Civil Service Employees Assn., has filed an improper practice charge with the Public Employment Relations Board against the Madison County Gerrit Smith Infirmary.

The charge was filed jointly by Theodore Modrzejewski, CSEA field representative, and Earl Boyle, Syracuse Region V attorney, on behalf of Florence Miller, president of the CSEA infirmary unit and a former nurse's aide at Gerrit Smith.

The charge resulted from action involving Ms. Miller's being laid off, rehired, and again laid off, allegedly because of her status as CSEA unit president at the institution.

A spokesman for CSEA said, "We hold a hand-written document, signed by a former member of the infirmary administration, that states Ms. Miller's work at the infirmary was 'outstanding.' The letter also reveals the infirmary administrator's second layoff directive was because of Ms. Miller's official position with the union.

"According to the letter," the spokesman continued, "Ms. Miller was to be the last person called for work, no matter how great the need."

Mr. Modrzejewski said, "We are very confident that we have a solid case involving a violation of the Civil Service Law. We have documented proof and a sworn affidavit stating that a

violation did, in fact, occur on the part of the infirmary administration. Now we plan to do everything in our power, under the law, to correct the injustice. CSEA has an obligation to Florence Miller—and to all its members—and our pledge is to continue that obligation to a successful conclusion."

Oops: Two Goofs

Gremlins struck twice in Leader photo coverage of the Civil Service Employees Assn.'s Albany Region IV meeting featured in the June 11 edition of the paper.

On page 9, the caption under the photo of Harry Arthur, Grace Vallee and Eugene Nicoletta incorrectly identified Mr. Arthur as Edward Wilcox. Mr. Arthur is a CSEA director representing Essex County.

On page 8, the caption beneath the photo of Howard Cropsey was switched beneath the photo of Julius Stein and Jack Dougherty. All three men are CSEA directors, representing, respectively, Albany County, Law Department and Taxation and Finance Department.

CSEA In PCs Fight

(Continued from Page 1)

area's state legislators to save the two facilities.

CSEA executive vice-president William McGowan called the news conference last Wednesday to clarify the impact of the proposed consolidation "in both economic and moral terms."

Mr. McGowan said, "There has been a lot of misinformation given out by politicians concerning the intent and impact of several bills sponsored by State Senator James H. Donovan (R-C, Oneida, Lewis, Herkimer).

"The whole situation has been muddled by contradictory statements about these bills. The truth is, that if signed into law, they would be disastrous to the patients, the employees and the citizens of the Utica-Marcy area."

Mr. McGowan warned that the closing of either hospital would have a drastic effect on the economy of the area. He predicted at least 1,000 staffer layoffs and at least 3,000 mentally ill patients being forced into the communities when they are unprepared and unable to support themselves.

The CSEA has urged area residents to write or call their state legislators to prevent the merger or closing of Utica and

Marcy. Legislators include Senator Donovan, State Office Building, Utica, N.Y. 13501, telephone (315) 797-6120 ext. 384; Assemblyman William R. Sears (R-C, Oneida), 218 W. Dominick St., Rome, N.Y. 13440, telephone (315) 336-3630, and Assemblyman Nicholas J. Calogero (R-C, Oneida), 258 Genessee St., Utica, N.Y., telephone (315) 724-2185.

On June 16, Mr. McGowan said he inspected some of the adult care homes in Utica to which many mentally ill patients have already been released. He also toured the grounds and wards of Marcy PC with CSEA chapter president Charles Noll, Marcy public relations chairman Sue Burzinski, and Rome Developmental Center CSEA chapter president Francis White.

The tour, in addition to testimony of CSEA members and mental patients he met, convinced Mr. McGowan that, as he put it, "The only rational and humane position on this issue is that the merger of these two hospitals must be stopped.

"The communities are not prepared to give adequate care to patients released from the hospitals, nor is there an adequate system for determining who gets released."

Sticking Point On Bridge Auth Talks

(Continued from Page 1)

was distributed to employees.

"Salaries are a negotiable item in contract talks, and it is improper for the Authority to refuse to discuss such items," Mr. Goring said.

"The Bridge Authority is attempting to hide behind a smoke screen, saying that the State of New York has no money. The fact is we are negotiating only with the Bridge Authority on behalf of their employees, and the Bridge Authority showed a profit of 5 percent last year and anticipates a profit of at least 7 percent this year."

Mr. Goring further accused the Bridge Authority of buying five new cars and five new trucks, "which it absolutely does not need. They found the money to waste on those vehicles, but they have no concern for the welfare of their employees, who are forced to try to subsist on a salary that is nowhere near adequate now because of the huge increase in inflation since the

last contract."

The disputed contract affects toll collectors and maintenance employees of the Bridge Authority assigned to five bridges spanning the Hudson River. They are the Mid-Hudson Bridge at Poughkeepsie; the Rip Van Winkle Bridge at Catskill; the Bear Mountain Bridge at Peekskill; the Kingston-Rhinecliff Bridge, and the Newburgh-Beacon Bridge.

The last contract expired on March 31. Negotiations have been under way since well before

that date.

"We had an agreement by both sides and had withdrawn our own original salary demands until Mr. Burns sabotaged a peaceful settlement by trying to unilaterally change an agreement his own negotiating team concurred with. I sincerely believe a mediator will primarily be working to bring the Bridge Authority back toward the middle ground both sides had reached independently before Mr. Burns destroyed the accord," Mr. Goring concluded.

CSEA's Membership Drive To Begin; Recruiter Prizes

(Continued from Page 1)

licated. Payment of a \$5 award will be made to any CSEA member responsible for a new member enlisting in the union through Nov. 30.

Promotional kits will be mailed to all CSEA chapters, along with instructions and application

forms for signing up eligible employees.

At the local chapter level, CSEA officials will distribute the recruiting materials to individual members. In the union's County Division, chapters will also forward supplies of the materials to unit representatives.

Payment of awards to successful recruiters will be made at two different periods, one during the campaign on or shortly before Dec. 15 and one following its conclusion, on or before Feb. 14, 1977.

The date for the Dec. 15 awards was selected to serve as

a "Christmas Club" type of fund.

To sustain interest and enthusiasm in the drive, however, acknowledgment cards indicating that awards are forthcoming will be mailed to all recruiters who submit applications as soon as the first payroll deduction of dues is made for a new member.

CSEAr Will Sit In State Retirement Advisory Body

ALBANY—For the first time, the Civil Service Employees Assn. will have a representative on the advisory council to the New York State Employees Retirement System.

Deputy Comptroller John H. Mauhs has asked CSEA president Theodore C. Wenzl for a list of at least five CSEA members. From this list Mr. Mauhs will choose one to "assist Comptroller Arthur Levitt in the development of policies for the operation and management of the System, to recommend benefit levels and benefit changes, and to provide him with advice and counsel regarding the general administration of the System."

Dr. Wenzl called the move a "long overdue step in the right direction."

"We have long felt that since the employees have such a large stake in the operation of the retirement system, there should be union representation in any advisory council such as this one," he said.

"This is truer right now than ever before, in view of the numerous sources currently seeking to whittle away at the long established basic benefits in our pension plans."

"CSEA representation is particularly appropriate on the advisory council, since it was the only employee group to contribute significant thinking to the system over the years, even before it officially came into being in 1920. It's no secret that CSEA was instrumental in bringing about every major improvement," Dr. Wenzl concluded.

PERB APPOINTEE

ALBANY — Ida Klaus, of New York City, has been named as a member of the New York State Public Employment Relations Board for a term extending to May 31, 1981. Her appointment by Gov. Hugh L. Carey has been confirmed by the State Senate.

An attorney and arbitrator, Ms. Klaus has been active in the labor relations field for more than 30 years on both the local and federal levels and has played a key role in shaping collective bargaining rights for public employees.

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Bendet: Money Issue Is THE Issue

MANHATTAN — The issue of greatest importance for state workers today is a salary increase, according to Solomon Bendet, a Civil Service Employees Assn. vice-president and leader of both the union's New York City chapter and New York City Region II.

"The amount must be equal to the erosion which inflation has caused during the past two and one-half years, when state employees received no salary increases," Mr. Bendet declared.

"We do not accept the state administration's contention that the state has no money. There is a possibility that state taxes will be reduced by \$300 million because the state income is exceeding expectations," Mr. Bendet continued. "It may be a mere coincidence that shortly after this information was given to our members, the state administration clamped a lid on information regarding state income."

There are two other important priorities for public sector workers, the CSEA leader said. One concerns the present system of arbitration and the other concerns the Taylor Law which governs conduct of state employees.

"The present arbitration proceeding must be changed so that employees against whom the arbitration proceedings have been brought have a choice of going to court or arbitration," Mr. Bendet declared. "The present system is not only too costly to the CSEA but also makes it very easy to discipline state employees."

Regarding the Taylor Law, long a sore point with most

CSEA leaders and members, Mr. Bendet said it must be amended to make it a true collective bargaining instrument, "and not the one-sided punitive law it now is."

Mr. Bendet said he would submit these three suggestions to

Dorothy Rabin, chairman of the CSEA platform committee. The committee is charged with receiving suggestions for possible inclusion among the union's demands in its next contract.

NYC Community Service Society Official In Call For ODAS' Preservation

MANHATTAN—Eliot D. Hawkins, chairman of the committee on youth and correction of the New York City Community Service Society, in a letter to Gov. Hugh L. Carey, called for the restoration of funds to the State Office of Drug Abuse Services.

Through budget cuts, ODAS facilities have been drastically reduced — the former 15 treatment centers for drug abusers around the state will be reduced to two in the New York City metropolitan area and one in Buffalo — and many ODAS staffers have been laid off.

(The Leader recently concluded a seven-part series by staffer Susan Donner on the reductions and staff cuts and what they will mean to ODAS clients and New York State citizens.)

Mr. Hawkins' letter called for three things: Retention of methadone maintenance programs at present capacity, retention of drug-free treatment options and continuation of significant medical research on the causes, control and treatment of addiction.

"Our concern is the preservation of essential drug treatment and research activity," Mr. Hawkins' letter noted. "We view as beneficial budget cuts that reshape the top-heavy administrative structures of the state and city drug agencies and reduce their overlapping and duplicative functions."

However, the letter added, "We urgently recommend that funds be found through administrative streamlining and the Supplemental Budget to assure the continuation of services."

APPOINT RICHARDSON

ALBANY—Gov. Hugh L. Carey has announced the nomination of David Joseph Richardson, of New Rochelle, as a member of the New York State Energy Research and Development Authority.

Mr. Richardson, 53, is secretary-treasurer of the Building and Construction Trades Council of Nassau and Suffolk counties. He was elected to that post in 1971 after 16 years as a business agent for Local 36 of the Metal Lathers Union. He is a trustee of the United Way of Long Island, a director of the National Conference of Christians and Jews, a vice-president of the Long Island Federation of Labor and a vice-president of the Union Label and Service Trades Council.

Mr. Richardson was named to a six-year term as an unsalaried public member of the authority, which succeeded the Atomic and Space Development Authority. The new authority will study and develop new forms of energy and energy conservation technologies with an emphasis on renewable energy resources. The nomination requires Senate confirmation.

The letter stressed that the narcotics problem is a growing one.

"Through treatment services, the City has achieved a measure of control over the drug problem," Mr. Hawkins' letter noted. "Because of the relationship of untreated addiction to crime, loss of treatment capability would victimize the public at large as well as patients or potential patients of treatment programs."

Fund To Assist Cortland Family Begun By CSEA

CORTLAND — A fund to help underwrite the heavy medical costs now being carried by a Cortland couple has been launched by members of the Cortland Residency of the State Department of Transportation.

For the past year, Rosalie Mason has been undergoing extensive medical treatment in Upstate Medical Center, Syracuse. Her husband, Mark, is an employee of the Cortland DOT Residency and has been a member of the Civil Service Employees Assn. since 1972. The couple has two children, Deborah, aged four, and Daniel, aged two.

After major surgery during the Christmas holidays in 1975 at Upstate, Mrs. Mason has been obliged to visit the hospital for stays that total many days for chemotherapy and cobalt treatments. The Masons carry health insurance, but as one CSEA official pointed out, "Anyone who is familiar with the cost of a serious or lengthy illness will realize that even the 20 percent not-paid-for costs of major surgery and continued treatment can produce an awesome amount for a family to cope with."

"These costs, along with transportation and such expenses as baby-sitting, have grown to a sizable and worrisome proportion."

Contributions may be sent to the Mark Mason Fund in care of Velma Wheelock, New York State Department of Transportation, Box 909, Cortland, N. Y. 13045.

AUDIT SVCS

ALBANY—A Program Auditing Services eligible list, resulting from open-competitive exam 24-358, was established May 21 by the State Department of Civil Service. The list contains 283 names.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

Columbia County Contract Crisis Is Resolved.



Tension Mounts

Gathered around car to hear radio announcement of latest development in Columbia County contract dispute early last week, employees — including Alban Lasher, top left — hear that substitutes will be hired to replace workers during the labor crisis. Moments later, County officials left County Office Building where they had issued their statement. Shown as they leave are, from left, County Attorney William Scampinato, Board of Supervisors Chairman Samuel S. Simmons and chief negotiator John Nord.

Pickers Confident

Despite the increasing tensions, employees continued to picket county buildings. Some of the random reactions, following announcement of replacement hirings, were:

"I'm so mad, I don't care if I do go to jail."

"If it takes six months, I'll stay here six months."

"We'll be the new welfare recipients. They got a 14 percent raise and we got nothing."

"Who will train the new people, and put up with the insults that we receive from the public every day?"



Aid For Troops

Support for picketers took many forms, including financial contributions from other concerned organizations. In photo at left, CSEA Albany Region IV second vice-president John Vallee, left, reviews the situation with Martin Phillips and Joseph Plass. Columbia County is in the southeastern corner of Albany Region. In photo at right, Kenny E. Burger, left, and Fred Eggleston, both Highway employees, bring refreshments and snacks for picketers' lunch. Note that many of the marchers wore CSEA tee shirts in order to dramatize the union cause.



Crisis Center Corps

At the Columbia Crisis Center in downtown Hudson, chapter leaders and CSEA staff members man the temporary nerve center during the 10-day labor dispute. In addition to telephones, the center was also equipped with a citizens band radio to keep in touch with the CSEA mobile unit. In first picture, Albany Region IV public relations specialist Daniel Campbell answers phone as, from left, Columbia negotiator Pete Mullins, unit president Dale Funk and field representative Aaron Wagner confer. In other photo, collective bargaining specialist Nels Carlson reviews situation with field rep Donald McCarthy.