

CSEA Whips SEIU 2-To-1 In Ulster Challenge

KINGSTON — The Civil Service Employees Assn. clobbered a rival union in a representation election by a nearly 2-to-1 margin, retaining the right to bargain for some 1,200 employees of Ulster County.

When the mail ballots were counted in Albany, 497 Ulster County employees had voted for the CSEA. There were 268 votes

for the Service Employees International Union. The latter union challenged the CSEA in a number of representation contests throughout the state but has yet to beat the CSEA.

Thomas Phillips, president of the CSEA Ulster chapter, said, "I wish to thank all the employees who voted for the CSEA and supported us so strongly during the two months of campaigning. But the real job was done by those who actively worked on the telephone squad, the people who passed out flyers for us, the people who did all the person-to-person contact."

"This victory means that the CSEA will remain the bargaining agent for all Ulster County employees: Those who voted for us and those who didn't. I would hope that those who worked for

the SEIU in this election will now turn their energies towards working with the CSEA and help us get the best contract possible."

CSEA president Theodore C. Wenzl, who was present with Mr. Phillips at the counting of ballots at the Public Employment Relations Board offices in Albany, added, "This is a tremendous victory for the CSEA. We

beat them last time, but this time, we beat them so decisively that it clearly demonstrates that their support is dying, while ours is getting stronger."

In 1974, the SEIU challenged the CSEA for the right to represent the employees of Ulster County. The CSEA beat the other union then but only by a relatively small margin.

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JOB PROTECTORS MEET

John M. Carey, left, assistant executive director for the State Division of the Civil Service Employees Assn., makes a point as members of the joint CSEA-State continuity-of-employment committee prepare for coming sessions with State officials. At the meeting last week at CSEA's Albany Headquarters were, in addition to Mr. Carey, from left: Western Region IV president Robert Lattimer; Southern Region III president James Lennon; Albany Region IV president Joseph McDermott; assistant director of research Thomas Coyle, and executive director Joseph D. Lochner. The three regional presidents together with the head of New York City Region II, Solomon Bendet, constitute the CSEA's membership on the joint C-of-E committee. It was negotiated as part of the 1976-78 CSEA-State contract to study and prevent layoffs. The committee, with an operating fund of \$1 million provided by the state, will also include four state officials and one impartial member as chairman.

'Anti-Employee' Bias Is Charged To Thruway Bigs

ALBANY—The Civil Service Employees Assn., now embroiled in a bitter negotiations dispute with the New York State Thruway Authority over a new contract for 2,200 toll collectors, maintenance and clerical employees, has formally charged the Authority with "deliberately interfering with employee and union rights."

The CSEA has filed an improper practice charge against Thruway management with the State Public Employment Relations Board, charging it with violations of the Fair Employment and Practices Act by refusing to negotiate in good faith, failure to implement continuation of the prior contract during negotiations and deliberately interfering with employee and

union rights. It is the third improper practice charge brought against the Thruway Authority in recent weeks by the CSEA. All three charges are still pending determinations by the PERB.

The CSEA and the Authority had been engaged in relatively routine contract talks for several weeks, "until the Thruway management abruptly, unilaterally—and we believe illegally—broke off all negotiations on June 1," said the union's chief negotiator, Patrick Monachino.

No talks have been held since that date between the two sides, but in the meantime the Thruway Authority has taken a number of actions "which have shattered employee morale and clearly indicate a sudden surge of anti-employee, anti-union tactics," Mr. Monachino said.

The CSEA filed the first in its series of improper practice charges shortly after the Authority broke off contract talks, alleging there was no legal basis for management to stop the negotiations. Management claims it was due to a pending union representation election involving the CSEA and the Service

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This Legislature Has Worked Hard For Little Praise

IT is hardly debatable that members of the current State Legislature, who were elected in 1974, worked harder and longer and dealt with

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High Court Blocks Monroe Plan For Unpaid Employee Furloughs

ROCHESTER—The Civil Service Employees Assn. won a landmark decision in Monroe County Supreme Court that prevents the county from suspending each of its 4,000 employees for 10 days without pay during the remainder of 1976.

On June 30, the County Legislature, citing alleged financial ills, passed a resolution ordering the county manager to "implement and administer a 10-day furlough-without-pay program for all county officers and employees for the remainder of 1976."

Martin Koenig, president of the Monroe County CSEA chapter, immediately sought legal help from the union. CSEA attorneys

charged that the proposed furloughs would violate both the state Civil Service Law and the current contract between the CSEA and the County.

Monroe County Supreme Court Justice Robert H. Wagner found last week that the union was correct in its contentions.

He noted that the Civil Service Law provides for suspensions of employees only in cases of physical or mental disability, misconduct, incompetence, or abolition or reduction of positions. Since none of these conditions applied in the Monroe County case, he found the county's resolu-

tion to be unauthorized by that law.

He also found that the proposed suspensions did not meet the requirements for "layoffs" sanctioned under the terms of

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Clarification Of Free Dues

ALBANY—Dues-free Civil Service Employees Assn. membership can be obtained for laid-off members and for disabled members on leave without pay.

A previous announcement of this privilege in the Leader (Continued on Page 3)

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- Coxsackie Pay Lag See Page 3
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- Monroe Sheriff Deputies Reinstated See Page 16

Charge Overtime \$ Abuse By Creedmoor PC Brass

QUEENS VILLAGE—The Creedmoor Psychiatric Center chapter, Civil Service Employees Assn., has charged the Creedmoor administration of not paying thousands of dollars of overtime due to ward service employees.

Dorothy King, chapter first vice-president, discovered the practice in early 1974 and brought it to the attention of Department of Mental Hygiene officials in Albany at that time. The commissioner ordered Creedmoor to pay the overtime immediately. In good faith, the chapter assumed that the administration would obey state law.

However, Ms. King learned this year that Creedmoor still has not yet paid overtime to ward and food service employees. Members explained to her that their supervisors told them they could only earn compensatory time off for overtime work.

The Creedmoor chapter has filed a grievance demanding that employees receive overtime pay retroactive to 1974.

Mental Hygiene's office of employee relations has committed itself to sending two staff members in auditing Creedmoor's books, Ms. King said.

CSEA field representative Bart Briar, accused the Creedmoor administration of "trying to dupe our members."

Nicholas Dubner, Creedmoor deputy director, has sent a memo to department heads ordering them to pay overtime. Yet, Ms. King said, the food service department is still giving employees compensatory time off rather than overtime pay and Mr. Dubner himself refused to pay overtime to the transition unit, so that the CSEA was forced to file a grievance against him.

"We suspect that the administration is practicing racial discrimination," Mr. Briar asserted. "They always have paid overtime pay to Operational Unit workers but not to ward service employees, many of whom are minority people."

Ms. King urged all employees who have not been paid overtime to contact chapter president Terry Dawson or herself.

Carey OKs Pension Bill

ALBANY — Among bills signed recently by Gov. Hugh L. Carey is one designed to overhaul the state pension system.

It is a temporary measure — unless extended, its provisions will expire June 30 of next year

—and affects persons hired by the state, localities and school districts after July 1. Under its provisions, employees will contribute 3 percent of their salaries to their own retirement. Employer contributions amounting to half of the accrued social security benefits of each employee will be eliminated. Savings are expected to amount to \$2 billion in the next 10 years.

The bill also creates a tax-sheltered annuity plan—"Deferred Compensation Plan for Public Employees"—which permits employee contributions of up to 6 percent annual income to a deferred compensation plan to supplement retirement benefits. It also makes permanent the temporary plans covering employees hired between July 1, 1973, and June 30, 1976, and permits persons laid off from public employment due to fiscal problems to reenter their former plans if rehired with no regard for the period of layoff.

The Governor also signed bills expanding health insurance plan emergency care coverage. They offer new rights to patients to get emergency care and some out-of-hospital pre-surgical testing paid for by their insurance plans; many policies formerly paid only for expenses incurred during hospitalization.

One gubernatorial veto affected the Public Employment Relations Board. The Governor declined to expand the power of the PERB to have jurisdiction in refusals, to negotiate in good faith.

PAROLE BOARD

ALBANY—Wilhelmina Holliday, a staff director of the New York City-based Vera Institute of Justice, has been named by Gov. Hugh L. Carey as a member of the state Parole Board. She was a caseworker for New York City for seven years and a probation officer for five years. The post pays \$36,100. Ms. Holliday replaces Louis A. Pterro, of Hudson, who resigned.

SANITARIAN LIST

ALBANY—A senior sanitarian eligible list, resulting from open competitive exam 24-401, was established July 27 by the State Civil Service Department. The list contains 45 names.

CSEA Spikes AFSCME Raid Attempt In Suffolk County

From Leader Correspondent)

HAUPPAUGE—The Suffolk County chapter, Civil Service Employees Assn., last week beat off an attempted raid by an outside union.

The raid attempt—which came after almost two years of effort by the American Federation of State, County and Municipal Employees—fizzled to a conclusion as AFSCME withdrew its petition to the Suffolk Public Employment Relations Board for a representational election.

James Corbin, president of the 9,000-member Suffolk CSEA chapter, expressed mixed feelings on the issue.

"I am glad that the matter is settled, but I remain angry because AFSCME disregarded the welfare of the employees," he declared. "Their activities here contributed to the delays in reaching a decision on a contract with Suffolk County."

"They have provided nothing but divisiveness and delay."

Mr. Corbin noted that it had been clear from the start that AFSCME organizers were not having success in seeking support among county employees.

The AFSCME had failed last year to secure the required minimum showing of interest to request an election and sought, instead, to fragment the bargaining unit. That effort was rejected by the Suffolk "mini-PERB" in a strongly worded ruling that said there was no reason to break off the Department of Social Services "because CSEA had provided that department with vigorous and effective representation."

The AFSCME renewed its efforts this year and filed a petition for an election while at

the same time renewing its request for fragmentation, according to Mr. Corbin.

"That action was merely a face-saving gesture because it was clear that the petition was not supported by a minimum showing of interest."

"Just to save face, AFSCME continued to maintain the appearance of a challenge," Mr. Corbin continued. "They knew

the county was using the situation as a basis to appeal for more delay in the fact-finding on the county contract. They showed an irresponsible disregard for the employees' need for a conclusion on this contract."

The fact-finders' report is expected this week. The CSEA is demanding increments and an adequate cost-of-living wage increase.

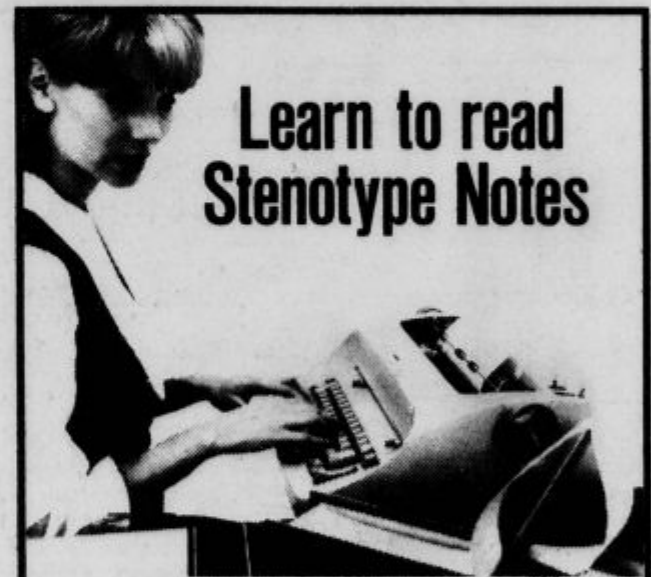
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State Extends Trainees' Filing

ALBANY—The State Civil Service Department has extended filing for employment security claims trainee and employment security placement trainee to Aug. 23 and liberalized the education requirement.

Applicants will be admitted to the Sept. 18 examination if they expect to receive a bachelor's degree by Jan. 31, 1977.

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RETIREMENT AND PENSION SEMINARS

We are pleased to announce that one of the city's foremost pension and retirement analysts, David Moss will conduct Seminars on Retirement Problems at 45 East 33rd Street, New York City, Suite 601 at 5:30 P.M. on the following Wednesdays, July 21, August 4 and 18, and September 1, 1976.

Absolutely no charge or obligation, however participation is limited, so please call Mrs. Corisse Rubenstein at (212) 689-2016 for confirmation.

A service of the Council of Jewish Organizations in Civil Service and Ramblewood East Information Center.

Thruway Called 'Anti-Employee' By CSEA Bargaining Specialist

(Continued from Page 1)

Employees International Union; however, the CSEA points out that on June 1 it had not been determined that any such election would be held.

A representation election was eventually scheduled. During that period, with talks broken off, the Authority announced it would not extend several major employee contract benefits beyond June 30, the expiration date of the existing contract.

The CSEA immediately threatened legal action to prevent that from happening, and the Authority management then declined to press its threat to withhold certain employee benefits. The Authority later stated it would refuse to extend the entire contract after June 30, an action which prompted the second improper practice charge by the CSEA now pending action by the PERB.

Meanwhile, the CSEA won reelection as the union representing Thruway employees. It immediately called upon the Authority to reopen contract negotiations.

Management said it would resume talks if the CSEA made a number of concessions including dropping the two improper practice charges pending against the Authority. Additionally, the Authority said it would grant time off to only six members of the employees' negotiating committee to participate in renewed negotiations, even though the employee negotiating team consists of 11 members.

The CSEA rejected the Authority's demand to drop the charges. Members of the CSEA negotiating team, meeting on their own time, rejected the concept of reducing the size and effectiveness of the employee negotiating team.

Since June 30, the CSEA charges, the Authority has refused to grant employees time off to negotiate their contract, denied employees access time under the contract to contact fellow employees who have designated them as their grievance representatives, denied the CSEA access to labor-management meetings, refused to allow CSEA representatives to handle griev-

ances or represent employees in disciplinary cases, and denied CSEA representatives time off for health and safety meetings, the latter an action which the CSEA says places the health and safety of all Authority employees in jeopardy.

Additionally, the CSEA says the Authority management has taken further steps to reduce and limit employee and union rights by unilaterally altering the grievance procedure by eliminating the arbitration step, and has reduced, from 90 days as provided for under the contract, to 30 days the period in which a grievance can be filed.

These and other actions by management led to the latest improper practice charge by the CSEA, Mr. Monachino said, adding: "The steady stream of anti-employee moves by management has reduced employee morale to the lowest point ever. But at the same time it has created a cementing effect with which employee unity and determination to fight back will be greatly strengthened.

"The plans under which the Thruway management tried to divide and weaken the employees have failed. Instead, they have served to unite every single employee behind the CSEA. Management has virtually destroyed relations with labor but has greatly strengthened employee unity to the point where everyone is now willing and determined to battle management for as long as necessary."

Mr. Monachino said that the actions of management have "outraged the employees and CSEA. I am not sure why the Thruway Authority adopted terror tactics designed to intimidate employees."

Relations Sour

The union spokesman said relationships between the CSEA and the Authority "have been reasonably good for a long period of time. While negotiations were not going really great prior to June 1, we had no indication that such drastic and ill-advised steps were being planned by the Thruway management."

The CSEA spokesman said the union "fully anticipates being upheld in our charges against management because their actions were so blatantly illegal," adding the entire situation could be quickly rectified if management would simply resume good faith bargaining and restore employee contractual rights during those negotiations.

"CSEA's interests lie in negotiating a fair and equitable contract while protecting employees rights throughout the process. We have stood ready and willing to resume negotiations for the past several weeks, and if we can't get management willingly to the bargaining table, then we're prepared to get them there through legal actions. This arrogant anti-employee, anti-union purge by the Thruway management is disgusting, and it's about time management came to its senses and goes back to the table before irreparable harm is done to the individual employees and the entire labor-management relationship," Mr. Monachino said.



BICENTENNIAL PARADERS

Members of the SUNY at Morrisville chapter, Civil Service Employees Assn., participated in recent Bicentennial festivities there and entered a float in the town parade. Above, in front of the decorated float, is chapter member Andy Parker and chapter president Stephen M. Zarod. Mr. Zarod expressed thanks to Madison County chapter president Joseph Capparelli and Transportation District 2 chapter president Nicholas Cimino, and the members of those chapters, for aid in making the Morrisville observation a success.

CIVIL SERVICE LEADER, Friday, August 20, 1976

① CSEA calendar ①

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.

AUGUST

- 20—Office of General Services chapter 660 clambake: Krause's Halfmoon Beach, Crescent.
- 20—Non-Teaching School Employees Committee bus drivers' workshop: 8 p.m., Dudley Motor Lodge, Salamanca.
- 21—Non-Teaching School Employees Committee bus drivers' workshop: 10:30 a.m., Regency Motel, Thruway Exit 56, Blasdell.
- 21—Sunmount Developmental Center chapter 431 picnic: 12 p.m., Little Wolf Beach, Tupper Lake.
- 23—Albany District DOT Good Will Assn.'s "Night At The Races": Saratoga Downs.
- 23—Town of Orangetown unit meeting: 8 p.m., Old Greenbush School.
- 25—West Seneca Developmental Center picnic: noon-10 p.m., Grandview Grove, 4685 Seneca St., West Seneca.
- 25—Nassau County Retiree chapter general meeting: 11 a.m., American Savings Bank, East Meadow Shopping Center.
- 26—New York City chapter executive board meeting: 5:15 p.m., Francois Restaurant, 110 John St., Manhattan.
- 26—Non-Teaching School Employees Committee bus drivers' workshop: 7 p.m., Holiday Inn West, Vestal Parkway—Route 434, Vestal.
- 26—Long Island Region I executive council meeting: 7:30 p.m., Medi-Screening Maintenance Center, Syosset.
- 27—Syracuse Area Retirees chapter meeting: 1:30 p.m., Riordan's Restaurant, Market Street, Auburn.
- 27—Department of Motor Vehicles chapter 674 clambake: Krause's Halfmoon Beach, Crescent.
- 27—Non-Teaching School Employees Committee bus drivers' workshop: 7 p.m., Midtown Plaza Auditorium, 700 E. Water St., Syracuse.
- 28—Non-Teaching School Employees Committee bus drivers' workshop: 10 a.m., Holiday Inn, 300 Washington St., Watertown.
- 30—Department of Labor chapter 670 steak roast/clam steam: 1 p.m., Krause's Halfmoon Beach, Crescent.
- 31—Rochester Area Retirees chapter meeting: 12 p.m., Community House, Driving Park Circle, Newark.

SEPTEMBER

- 1—Southern Region III political action meeting: 7:45 p.m., Holiday Inn, State Thruway Exit 17, Newburgh.
- 2—New York State Thruway chapter 056 (Western Division) meeting: Fecturs' Forks Hotel, Broadway Street at Union Road, Cheektowaga.
- 8—Statewide officers' meeting: CSEA Headquarters, 33 Elk St., Albany.
- 10-12—New York City Region II workshop: Falls View Hotel, Ellenville.
- 11—Binghamton Area "Meet The Candidates" dinner-dance: 6 p.m., Fountains Pavilion, Johnson City.

Coxsackie Teaching Staff Files Grievance To Stop Facility's Pay Lag Abuse

COXSACKIE—A group of state employees involved in the vocational and institutional teaching program at the Coxsackie Correctional Facility have filed a grievance against the state claiming they were not properly notified that payment of a large portion of their salaries for summer work would be deferred until late September.

Nearly all of the more than two dozen employees in the institutional teaching program at Coxsackie facility elected to work during July and August. A spokesman for the workers said, "like most working people we need a steady income to meet recurring monthly bills and other commitments."

The employees are upset because they received very short notice that they would be eligible to work during the summer. Then, they say, they were not notified until after returning to work that they would be paid under a "lag" system.

The institutional teaching employees at Coxsackie are part of more than 1,000 workers in the institutional teaching program statewide who work a 10-month schedule similar to conventional school teachers. They are normally off without pay during July and August. Usually they are given an option of electing to work on special payrolls during these two months to wrap up

the previous year's teaching program, do preparatory work towards the new teaching year starting in September and conduct special summer instructional programs for residents of the various state facilities involved.

A spokesman for the Civil Service Employees Assn., which represents the employees and is handling the grievance at Coxsackie, said the dispute is not over the legality of the pay system involved, but rather that the state failed to properly notify the employees of the new system.

"They feel working during the summer, but not getting much of the salary until late in September, doesn't help much with recurring bills that must be paid. They feel, and so does the CSEA, that the state should have notified them of the change in payroll systems so they could have considered that factor, and, perhaps, chosen to take some other type of work for the summer instead," the spokesman explained.

The grievance recently cleared the third step in the state's grievance procedure, resulting in a promise from the Department of Correctional Services to review the situation. However, the CSEA spokesman said, "that doesn't correct the situation at present, and, as it stands, the workers involved won't be getting the last of their summer salary until Sept. 22."

The union says it will decide shortly whether to seek arbitration as the next step in seeking satisfaction on the grievance of the employees.

Because of the "lag" system, the employees have been paid for only 12 days out of the first 27 days they worked under the summer program. The salary being withheld will constitute the amount in the Sept. 22 pay checks.

Correction

GENEVA—The location of the first workshop for school bus drivers sponsored by the Civil Service Employees Assn. was incorrectly given in last week's Leader. The session is to be held Thursday, Aug. 19, at the Chanticleer Lodge, 473 Hamilton St., Geneva, at 7 p.m. All other workshop sites and times are correct. The workshops, which will be held in co.ing weeks in five of the six CSEA Regions, are intended to familiarize drivers with changes and amendments to the New York State Traffic and Vehicle Law and Transportation Law.

How To Make Your Voice Heard Clerk, Transcriber Jobs Open

MANHATTAN — A recent issue of the New York Motorist, the publication of the American Automobile Club of New York, gave some guidelines for persons wishing to express opinions to elected officials by letter.

The letter should be written on stationery bearing a personal or business letterhead, the article suggested, with a signature over the typed name at the end of the letter. A return address should be contained in the letter, not just on the envelope.

Identify the subject clearly and state the name of the legislation you are writing about. The bill number, if known, should be included.

In stating your reason for writing, your own personal experience—how the issue would affect you, your family or job—is your best supporting evidence. Avoid stereotyped phrases or sentences which may give the impression of a "form" letter.

Be reasonable; don't demand the impossible or make threats. Ask the legislator to state his positions on issues in his or her reply. As a constituent, you're entitled to know.

Consider the factor of timing. Try to write when a bill is still in committee and the legislator can be more responsive rather than later when the bill has already been voted upon.

In writing elected officials, the following salutations and addresses may be used:

The President, The White House, Washington, D.C. 20500. Dear Mr. President:.

Hon. John Doe, U.S. Senate, Washington, D.C. 20515. Dear Senator Doe:.

Hon. John Doe, House of Representatives, Washington, D.C. 20515. Dear Mr. Doe:.

Hon. Hugh L. Carey, Governor of New York, Executive Chambers, Albany, N.Y. 12224. Dear Governor Carey:.

Hon. John Doe, New York

State Senate, Albany, N.Y. 12224. Dear Senator Doe:.

Hon. John Doe, New York State Assembly, Albany, N.Y. 12224. Dear Assemblyman:.

APPOINT MEAD

ALBANY—Anne F. Mead, of Suffolk County, has been named as a member of the State Public Service Commission. Ms. Mead, a lawyer and a judge of the Suffolk County District Court, will be a consumer representative on the seven-member board. The appointment, effective Sept. 6, is for a term ending Feb. 1, 1981. She will succeed Alan J. Roth, of Delmar, whose term expired. The position carries a salary of \$43,050 a year and will be sent to the Senate for confirmation.

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MANHATTAN — The U.S. Civil Service Commission's New York City area office has reopened filing for seasonal positions of clerk and of data transcriber, which require little or no experience, and are only at the Internal Revenue Service's Brookhaven Service Center in Holtsville. The jobs pay \$3.03 per hour or \$121.20 weekly.

Prior experience and training are no longer required to apply for the data transcriber positions. Applicants need only be able to type 25 words per minute and pass a written test of clerical ability. In addition to transcribing machine operation, the job entails editing and coding tasks or other clerical work.

Applicants for the clerk positions need either six months' experience of any type that demonstrates ability to follow instructions or a high school diploma.

Applicants for both seasonal

positions can call (516) 654-6055 for an appointment to take a test or they can send CSC Card Form 5000 AB to the Brookhaven Center, P.O. Box 400, Holtsville, N.Y. 11742. If unable to take the test at the service center, applicants can request it at a Federal Job Information Center. The Commission also announced that filing has closed for motor vehicle operator.

The job centers are at: 590 Grand Concourse at 150th Street, Bronx, N.Y., telephone: (212) 292-4666; U.S. Post Office Building, Room 413, 271 Cadman Plaza East, Brooklyn, N.Y., telephone: (212) 330-7671, and 26 Federal Plaza, New York, N.Y., telephone: (212) 264-0422.

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CSEA Counsel Foresees Turmoil In Court Worker Payroll Shift

By HARRY BERKOWITZ

ALBANY—A new state law that will transfer 9,500 court employees from municipal to state payrolls April 1, 1977, was described last week as "hastily and inadvisably drawn as concerns the rights of employees."

The description came from James Featherstonhaugh, counsel and chief lobbyist, for the Civil Service Employees Assn., which represents nearly all the present 1,500 state-paid court employees.

He added, however, that "all significant employee rights have been protected by this legislation," and that no employee will suffer "significant losses."

Mr. Featherstonhaugh also spoke of the influx of unions that will accompany the employees onto turf that is now almost exclusively the CSEA's. As contracts expire, unions will have the right to challenge other unions' hold over employees. He said it will create an "administrative quagmire" for the Public Employment Relations Board, which rules on union representation.

Employees will retain all their contract benefits under the switchover, including salaries, wages and hours, as long as their contracts run. New contracts will have to be negotiated with the Administrative Board of the Judicial Conference. Prior to April 1, new contracts will have to be approved by the Administrative Board or a local Emergency Financial Control Board.

Meanwhile, New York City will not get all the immediate financial help it was looking for under such a switchover. Mayor Abraham D. Beame had planned for

\$24 million in savings under a takeover that would include the full cost in the first year and would include the probation system. But the actual takeover of costs will not include probation or district attorneys' employees and will be spread over four years, with only a 25 percent takeover in the first year. Also, local assistance fund contributions from the state will be reduced and court fees transferred to the state coffers.

New York City's lobbyist in Albany, Mickey Beller, said the move would save the city only \$4.5-\$5 million in the first year and \$18 million in the second year.

Nassau County expects to save more than \$14 million over the next four years from the takeover. Suffolk County expects a \$10 million saving.

New York City employees have until Nov. 3 to elect whether to continue in the city's employees' retirement system or transfer to the state's.

All employees being switched will be able to carry over any vacation time and sick days they have accumulated, but only up to the limit for state employees, which is 280 hours for vacation leave and 1,400 hours for sick leave.

Contributions by public employers into employee welfare programs will end April 1, with the cash amount tacked onto weekly salaries. Mr. Featherstonhaugh said that the provision "may well be the subject of a lawsuit" as an abrogation of contracts. He said it is under study.

Another point he said could come into dispute is a provision for termination benefits to be vested when the employee switches over. Mr. Featherstonhaugh contends that the switchover constitutes a termination of employment with the municipality and so the benefits should be paid out.

Speaking from management's side of the switchover, the public information officer for the State Office of Court Administration said "No one will be poorer for having become a state employee. Whether they will be better off no one can say now."

Under the transfer, the Administrative Board of the Judicial Conference will redefine job descriptions in order to fit the new state employees into a grade

level. If the salary for a certain grade level is higher than what the employee had been earning, his wages will be boosted. If it is lower, his wages will not be lowered, but he will not be given raises to a higher amount than the grade level permits.

It is expected that the disparities in salaries for different workers doing the same job could create a furor when new contract negotiations come up.

CSEA Field Service Aide Position Open

ALBANY—Men or women interested in serving members of local chapters and units of the Civil Service Employees Assn. may apply for the position of field service assistant, now open in the Fishkill Southern Region III office of CSEA.

The job, which has a starting salary of \$12,475, requires residence in the Fishkill area, a car and driver's license and physical exam.

Applicants must have the ability to organize, develop and assist chapters and units with programs and activities beneficial to members. The position includes aiding members with employment problems, assisting in negotiating terms and conditions of employment including writing work contracts, promoting and organizing new chapters where possible, and arranging for and attending chapter and regional meetings.

Minimum requirements are a high school diploma and two years' experience in a job involving contact with the public. A bachelor's degree or specialized training in labor relations may be substituted for experience.

Those interested in applying for the position must write to Thomas S. Whitney, CSEA, 33 Elk St., Albany, N.Y. 12207 by Aug. 20.

MH NURSE

ALBANY—A community mental health nurse eligible list, resulting from open competitive exam 27-532, was established July 27 by the State Civil Service Department. The list contains 331 names.

of training and experience. Four years' experience as a machinist, electrician or electronics is required.

For computer programmer (exam 24-444) applicants need either one year's computer programming experience; or an associate degree in electronic data processing; or a bachelor's or master's degree in computer science; or 24 credit hours in computer science-related courses, including a minimum of 12 hours in programming.



NEW ORANGE OFFICERS

New officers of the Orange County unit, Civil Service Employees Assn., were installed recently at the Lakeville Restaurant. Above, standing from left: CSEA Southern Region III president James Lennon; field representative Frank Martorana; treasurer Harry Gass; first vice-president Louis Serra; president Marshal Garnier, and delegate Glen Erikson. Seated from left: secretary Pat Thomas; second vice-president Gertrude McNally, and third vice-president Kay Cayton.

10 State Promos Offered

The State Civil Service Department has announced inter-departmental promotion examinations for 10 titles, including supervising toll collector.

Filing for all but one of the posts closes Sept. 27. Written tests will be given for seven titles Nov. 6 and oral tests will be given for the other three at a date to be announced later.

The titles requiring written tests are supervising toll collector (Exam 35-982), which pays \$9,746 and is with the East Hudson Parkway Authority; senior and associate social services management specialist (Exams 35-977 and 35-978); social services program specialist and senior program specialist (Ex-

ams 35-907 and 35-908); highway safety technical training supervisor (Exam 35-975) in the Criminal Justice Services Division at the G-20 level, and associate training technician (police) (Exam 35-976) in the same agency at the G-23 level.

The titles with oral tests required are principal rehabilitation counselor (Exam 39-147) at the G-28 level in the Education Department; associate director of the Workmen's Compensation Board (Exam 39-151) which closes Sept. 13, and associate director in the health department for hospital affairs, medical services and evaluation or epidemiology and preventive health service (Exam 39-150).

State Slates Six Promos

ALBANY—The State Civil Service Department has announced six competitive promotion exams for Oct. 16, including accountant, clerk, and engineering titles. Filing deadline is Sept. 6.

Candidates for principal clerk (corporation search) (Exam No. 35-964) need one year's service in a clerical or technical position at Grade 7 or higher. All qualified in the Department of State can apply. There is one vacancy in Albany.

One year's service as motor equipment mechanic qualifies you for motor equipment test mechanic at the G-13 level. Applicants must be employees of the office of general services. There is presently one vacancy for the job. A performance test will be given (No. 39-148).

Senior accountant (state accounts) No. 35-966 at the G-18 level is open to qualified employees of the Audit and Control Department. To qualify, three months' service as assistant accountant or assistant state accounts auditor is necessary. One year's such service is required for appointment from the eligible list. One vacancy exists in Albany.

Associate accountant (state systems) (No. 35-965) is open to audit and control department employees who have one year's senior accountant (state systems) experience. There are three vacancies in Albany for the G-23 level job.

Employees of the Environmental Conservation Department with one year's engineering experience at the G-23 level or higher can apply for associate

air pollution control engineer at the G-27 level (No. 35-970).

An oral test will be held during September for director of environmental conservation law enforcement at the G-30 level (No. 39-149). It is open to environmental conservation employees with four years' service as chief environmental conservation officer, G-20.

Contact your personnel or business office or the State Civil Service Department in New York, Albany or Buffalo. Mail completed forms to the department at State Office Building Campus, Albany, N.Y.

Rensselaer Opening 3 Posts For Filing

TROY — The Rensselaer County Civil Service Commission has announced filing for senior and principal sewage treatment plant operator (type A plant) and for physical therapist.

There are 12 vacancies for senior sewage treatment plant operator, which pays \$9,388. A written examination will be given Oct. 16 and filing closes Sept. 15.

Physical therapist also pays \$9,388 and there is one vacancy at the present time. Candidates will be rated on training and experience and must file applications by Sept. 8.

There are four vacancies for principal sewage treatment plant operator, which pays \$10,794. Candidates must file by Sept. 15 for an Oct. 16 written examination.

U.S. Workers Were Generous

Federal employees contributed over \$65.8 million to a charity drive last year, the largest amount ever, the U.S. Civil Service Commission announced last week.

"Federal employees have demonstrated once again their concern for those who need assistance," said Commission Chairman Robert Hampton, "through their generous support of health and welfare agencies serving the community, the nation, and other nations as well."

The amount given the Combined Federal Contribution Campaign for voluntary charitable organizations was 8 percent higher in 1975 than the year before. The campaign raises funds for local United Ways, the National Health Agencies, the International Service agencies, and the American National Red Cross. The average gift was \$23.68 last year.

Open State Computer Jobs, 5 Others

The State Civil Service Department has opened filing for six open competitive positions, ranging in salary from \$10,714 to \$17,429, including computer programmer.

There is a \$200 added salary differential for the New York City area.

The computer jobs require as little as one year's experience or college training and pay \$10,714.

Five of the jobs, including computer programmer, have Nov. 6

written examinations. These titles, which close for filing Oct. 4, are social services program specialist (exam 24-438), which pays \$13,404; senior training technician (police), (exam 24-442) which also pays \$13,404; highway safety technical training supervisor (exam 24-439), which pays \$14,880; and associate training technician (police), which pays \$17,429.

One job, laboratory equipment designer (exam 27-609) closes Oct. 12 and is based on a rating

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FRIDAY, AUGUST 20, 1976

Don't Repeat This!

(Continued from Page 1)

more complex and unprecedented problems than any other session in the state's history.

The fact that so many of its members, some two dozen, have decided that it is not worth their effort and energy to run for re-election, reflects, at least in part, their disenchantment with service in the Legislature. In 1975, the Legislature was in session virtually the entire year. This year, the Legislature finally completed its work two weeks ago, in a special session called by Governor Carey to deal with problems of court reform.

Sacrifice Too Great?

Legislators who decided that they have had enough find that membership in the Legislature demands too great a personal sacrifice, in terms of neglecting their families, their law practices and other business interests. Even now, with the session over, many of the more dedicated members, while faced with primary fights and re-election campaigns, find themselves preoccupied with legislative duties and responsibilities as members of joint legislative committees or temporary state commissions, engaged in extensive research and public hearings to prepare for legislative problems that will have to be dealt with by the Legislature that will meet in January.

Moreover, in spite of all the time that legislators have been devoting to their public responsibilities, they are keenly aware of the fact that they are held in generally low public esteem, like so many other public officials. Perhaps we ought to have a Be Kind to Your Legislator Week.

Apparently this is the year in which the outs seem to have a distinct advantage over the ins. Gov. Jimmy Carter, coming from virtually nowhere, was able to defeat his opponents, who were Washington luminaries, by running an anti-Washington campaign. And on the Republican side, Gov. Ronald Regan kept President Ford's campaign headquarters in a state of nervous aggravation by denouncing the Washington buddy system.

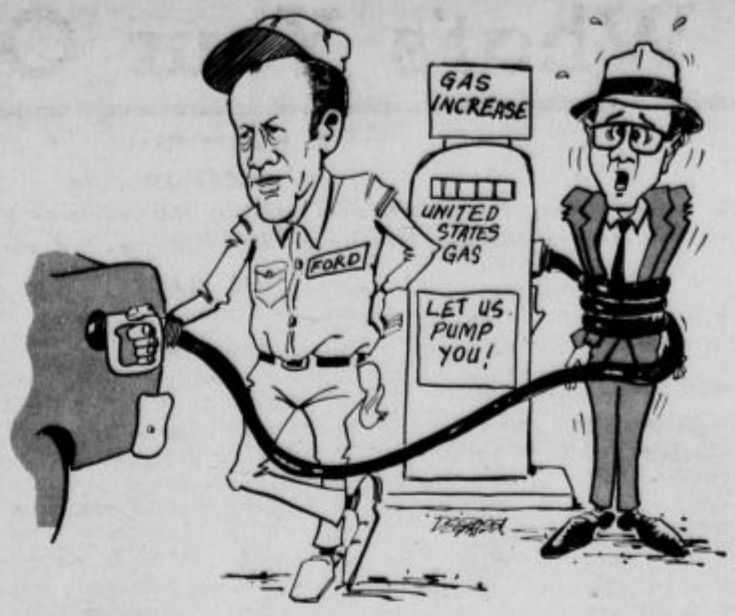
Legislators from marginal districts, many of whom are faced with tough primary and election campaigns, know that they too will be charged with being part of a political and governmental system, with which many voters, rightly or wrongly, are dissatisfied.

Little Appreciation

Ironically, in spite of the hard work the legislators put in during the past two years, and in spite of the fact that those efforts saved the state and some of its constituent agencies, the City of New York, Yonkers and other municipalities, from bankruptcy, there is little public appreciation or acknowledgement of the success of these efforts.

What the public is most concerned with is that the Legislature was obliged to enact laws authorizing New York City, Nassau County and other local governments to increase the burdens of local taxation. In addition, difficult budget balancing problems at all levels of government have resulted in layoffs of civil service employees and sharp retrenchments in the levels of government services. These are hardly issues on which candidates care to stand in re-election

(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.

Layoffs Of Veterans

In a recent case, the Supreme Court, Special Term, Albany County, held that labor class employees who were also honorably discharged veterans were not entitled to be reinstated to their abolished positions even though they were not notified of their special rights as veterans as provided in Section 86 of the Civil Service Law.

THE CASE AROSE when the Department of Transportation was forced to reduce its staff by laying off 200 labor class employees as a result of statewide budgetary cuts to meet a severe state fiscal crisis. Petitioners, who are honorably discharged veterans, instituted an Article 78 proceeding seeking an order that would cancel the layoff notices issued and restore the petitioners to the positions they held prior to the issuance of the layoff notices.

THE PETITIONERS based their argument on Section 86 of the Civil Service Law. This section provides that when positions in the non-competitive or labor class are abolished, the honorably discharged veteran "holding such position shall not be discharged from the public service but shall be transferred to a similar position wherein a vacancy exists, and shall receive the same compensation therein. It is hereby made the duty of all persons clothed with the power of appointment to make such transfer effective.

"THE RIGHT TO TRANSFER herein conferred shall continue for a period of one year following the date of abolition of the position, and may be exercised only where a vacancy exists in an appropriate position to which transfer may be made at the time of demand for transfer." The petitioners contend that the Department of Transportation abolished their positions and laid them off in complete violation of Section 86 in that they were not notified that as veterans they had any special rights. They stated that they were not advised that they could transfer to a vacant position, nor were they told that any vacancies existed.

THE COURT CONCLUDED that the Department of Transportation's failure to notify petitioners of their rights under Section 86 did not constitute adequate reason for reinstatement. Citing Section 80 and 80-a of the Civil Service Law, the court stated that "labor class employees, as petitioners herein are, do not acquire preference in retention on the basis of seniority or veterans' status upon the abolition of their positions as do competitive and certain non-competitive employees."

HAVING ESTABLISHED that labor class employees who are veterans receive no special preference, the court dealt with petitioners' argument based on Section 86 by concluding that although honorably discharged veterans should have been notified of their special rights upon discharge, failure of such notice is not specifically required by statute. Thus, the petitioners were denied reinstatement and the petition was dismissed. **Matter of Jones v. Carey, 84 Misc. 2d 505.**

Workers On Welfare

In a recent story by the Albany Times-Union's John Fairhall, an official of the state Department of Mental Hygiene noted he is not surprised by a report that many Department staffers in New York City receive, in addition to their salaries, welfare assistance.

The official, John J. Lagatt, assistant commissioner for manpower and employee relations, also said: "I think it is tough for the employees and it is tough for the state." Well. Yes.

Sympathy is always nice. But Mr. Lagatt's comment is a curious one. He appears to feel that the situation is bad for the state. We wonder why. The state doesn't have to make ends meet on a grossly insufficient salary. If cash is needed, the state can always crank out a new bond issue. It might even move to eliminate "lulu" payments to legislators.

DMH figures hold that 35,000 of its workers—with about 63,000 employees, the Department is the largest of all state entities—are in the lowest state salary grades. Many staffers, especially those with large families, qualify for welfare assistance under New York City Human Resources Administration guidelines.

Mr. Lagatt also said that the DMH has given "some recognition to the economic plight of those who are paid at that level" by developing a career ladder that enables those at Grade 7 to jump to Grade 9.

Grade 9 workers, in New York City, start at \$8,251 annually. In the city, there are about 20,000 DMH workers in grades one through 7; 8,000 are in the four lowest grades. Pay ranges from \$5,370 to \$8,532.

These are not wages to make anyone cry "Hoop-Dee-Doo!" A boost from Grade 7 to 9 is, we think, something less than bliss unbounded for a worker.

In Mr. Fairhall's story, Mr. Lagatt says he thinks many DMH staffers "probably" hold second jobs. We do not know if Mr. Lagatt thinks this is a good thing. We do not think this is a good thing. Why should these employees have to hold a second job to make ends meet?

We are, of course, interested in the welfare—no pun—of DMH employees. We are also interested in the welfare of the patients they serve. We think that a society can be measured, as to its compassion and sense of justice, in terms of how it treats those people who have become its wards. If the people who staff facilities that care for these people are ill-paid and treated with a sort of cavalier contempt, we wonder about the level of patient treatment.

In our experience, almost all Mental Hygiene staffers we have met were highly motivated, caring people. We feel their salaries, given the work they do and the responsibilities they bear, are absurd. We also feel that those who have sought welfare assistance were entirely justified and we deplore the fact that they had to seek such aid in the first place.

And we wonder if Mr. Lagatt has a second job. (C.O'N)

Questions & Answers

Q. I was told that if I apply for supplemental security income, the things I own may make me ineligible, even though I don't have any money coming in to speak of. Is this true?

check with your social security office and let them determine if your countable resources exceed the limit. If you exceed the limit by a small amount you may still qualify for payments if you agree to sell the excess resources within a specified period of time.

A. Possibly. But you should

What's Your Opinion

By PAMELA CRAIG

QUESTION

Considering the penalties imposed by the courts on workers who strike, do you think strikes by public employees are worth the trouble?

THE PLACE

Supreme Court Building, Brooklyn

OPINIONS

Randall Donadio, court officer: "Sure, it's worth it. Right now there is little respect or rapport between management and the civil service worker. It's very frustrating. When there are cuts to be made, the civil servant isn't brought in and talked to before the cuts. It seems that there is an ingrained lack of communication between management and the city, state and federal workers. The public servant really sacrifices various kinds of working conditions. These are the areas to fight for. It's easier for a bureaucracy to change working conditions than salaries."



Ed Thomas, senior court officer: "I don't think civil servants should be treated as second-class citizens. Just as in private industry, where strike action is sometimes necessary, we especially need the leverage to deal with city, state and federal agencies. Many benefits easily become shuffled into the bureaucracy of government. In days gone by, a civil servant job meant security and stability. This is now a thing of the past. Consequently, with the economic crisis in these agencies, sometimes a strike is the only resort."



Dom Ruggiero, court officer: "Sure, they're worth the trouble. Outside industry is getting raises even though these are tough times. We have the same problems of living as the worker on the outside. We have to pay higher and higher rents like everyone else. Why not have the same rights? Sometimes you have to fight for something to get something. If you can't strike for your rights, what can you do?"



Howie Rosenberg, court officer: "I definitely think it's worthwhile for public employees to go on strike. I think it's an important means for getting your point across. Without striking, I feel the city and state officials take advantage of public employees. The one time we went on strike in the court system, we got our point across. Up until that point, we were over two years behind in our overtime payments. Now we are working out a system whereby we'll be getting paid on a regular basis. This was a direct result of the strike."



Stan Bernstein, senior court officer: "Yes, I feel it's worth it for public employees to strike, but just if they do it in force. Often, in strikes, everyone doesn't pull together and unify. After a sick-out I was involved in, I found out who the sincere people were. I do disagree, however, with the way the penalties are imposed. They're not evenly distributed. One agency might have a different penalty than we do. It all depends where your agency stands politically."



Vinnie Digilio, senior court officer: "Yes, I feel it's worthwhile. I feel that everyone should have the right to strike. Even though penalties are imposed, and there is often a monetary loss, the benefits of the possible improvement of wages and working conditions are surely worth it."



LETTERS TO THE EDITOR

A Response

(Editor's Note: The following is a response to a recent column by Herbert Bauch on the working conditions of New York City's Triborough Bridge and Tunnel Authority toll taking personnel.)

Editor, The Leader:

Working conditions for bridge and tunnel officers must comply with a strict State Labor Department industrial code that imposes specific requirements as to air quality control. The ventilation equipment installed by the Authority maintains levels of air quality well above that required by the code. As a matter of fact, Dr. Stephen Ayres, a medical consultant selected by the Bridge and Tunnel Officers Benevolent Assn., Inc. to investigate the health aspects of bridge and tunnel employment, included the following statement in a recent report summarizing four years of health investigations:

"We have concluded that the air filtration is extremely effective and that the men are exposed to roughly the same level of pollutants as are other New Yorkers. We are unable to find any increases in incidents of heart disease. We did find evi-

dence of chronic bronchitis, as previously described. The effect of air pollution in producing chronic bronchitis is of some concern but the measures described in the conclusion appear to be capable of controlling that problem."

Note that Dr. Ayres, who has studied the health of these men in great detail, makes the statement that, "We are unable to find any increase in incidents of heart disease." In an earlier report, he made the following statements: "... the frequency of definite or possible heart attacks was no greater than would be predicted for the age and constitutional makeup of the sample ..." and "no statement concerning the mortality associated with tunnel or bridge work can be made as a result of this study ..."

In making any comparison with the Police Department, it must be recognized that police candidates are required to meet the most stringent physical standards, which differ substantially from those applied to bridge and tunnel officer candidates. As a matter of fact, a person can become a bridge and tunnel officer up to age 62 and

the average age is 44.

The Authority pioneered the development of a toll booth ventilation system that has become a model for toll authorities across the nation. Triborough spent well over \$1 million on this equipment and is funding on-going health surveillance programs costing in excess of \$100,000 a year.

George Schoepfer
Executive Officer and
Chief Engineer
Triborough Bridge and
Tunnel Authority
Manhattan

Picking VPs

Editor, The Leader:

I wish to applaud your stand in the "Don't Repeat This" column (July 30) about the selection, by a prospective presidential candidate, of his running mate. On this most important issue, I commend you for devoting the entire column to the mindless notion that the candidate for President should, on his own, determine his running mate.

Martin Gold
Bronx

RETIREMENT NEWS & FACTS

By A. L. PETERS

Pensions Worldwide

Who gets how much is always a matter of interest when it comes to the subject of pensions. "Pension World" has come up with a survey of how some of the western nations treat employees which has particular interest.

United Kingdom

In the United Kingdom, for instance, pensions are related to earnings and sheltered for inflation. Employees can take the government plan or work with a private plan. Plans are based on a subsistence level of 20 to 25 percent of the country's average earnings, equivalent to social security here. Most companies have supplementary pensions. A new law effective in 1978 increases social security taxes to 6.5 percent for employees and 10 percent for the bosses, with revaluation of pensions from time to time to provide minimum benefits. An employer can contract with the state to take over the whole plan if he wishes. Social security payments now run about \$26 a week for single people and \$42 a week for a couple, with \$13 a week for the first child and \$10 a week for each additional child. (We figure the pound at \$2.)

Germany

West Germany has a more comprehensive plan that covers old age, disability and survivors with private pension plans not used as frequently as in other countries. Employers and employees each contribute 9 percent of covered earnings and the government budgets a subsidy to supplement this. Fifteen years of coverage is required (versus 10 in the United States). Women with proper coverage can retire at 60 at the full benefit rate, and most do. Large companies—they employ 60 percent of all workers—have supplementary plans especially for salaried employees. Retirement pay in Germany is based on 50 percent of the final pay and a typical private plans adds 15 to 25 percent. Almost all plans are totally vested for employees of 10 to 15 years.

France

The pension system in France is made of three elements: The regular social security system, a compulsory system to supplement this, and some private benefit plans. The three together try to reach a level of 80 percent of the final year's pay after 40 years of service for executives and 60 to 70 percent for the salaried employees. In practice most employees get about 50 percent, but these figures are adjusted from time to time based on an index of wages paid generally.

(To Be Continued)

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)

Eggers, Anne O	Ellenville
Eisenberg, Francis A	Central Islip
Ellis, Carl H	Binghamton
Eskeland, Clara	Central Islip
Eyster, Charles L	Farmingdale
Fabinski, Stanley W	Brooklyn
Fairclorb, James M	Roseboro, N.C.
Fallin, Patricia S	Burnt Hills
Farrell, Theodore	Bronx
Felton, Thomas	Lakeview
Finch, Charles E	Pearl River
Finkel, Thelma G	Syracuse
Finn, James P	New York
Fisner, Lula Belle	New York
Fleming, Edward J	Elmont
Footman, Charles W	New York
Fortuna, Albert P	Berlin, N.H.
Frazier, Herbert	Newburgh
Fuller, Helen	Ithaca
Gadd, Loretta J	Brooklyn
Gaugh, Glenn J	Brooklyn
Gilliam, Freddie	New York
Goldbach, Kathleen	Bethpage
Goldberg, Regina R	Brooklyn
Goldstein, Edith J	Bronx
Good, Margaret L	Staten Is
Goodwin, James B	Hicksville
Gover, Richard J	Poughkeepsie
Grant, Hurley G	New York
Grant, James	Greene
Gray, Nineer	Jamaica
Greco, Philip	Brooklyn
Greggs, Redell	Brooklyn
Griswold, Richard	Binghamton

(To Be Continued)

Don't Repeat This!

(Continued from Page 6)

campaigns. With the increase in the variety and complexity of public service during the past ten years, the Legislature has moved from a part-time body to a full-time operation. In light of this development, it is not unlikely that the Legislature at its next session will take some action to increase legislative salaries.

In some respects, the Legislature has sought to accomplish this through the legislative lulu, a procedure which has properly aroused public resentment, since the lulu became a device to enable legislative leaders to reward pliable legislators and punish those who chose to exercise independence.

Salary Increase

It may indeed be that the

legislators can spell out a case for a straight salary increase for the members, which would treat all members equally, as opposed to the system of lulu. Whether the public will be convinced that they are entitled to an increase, in the face of freezes imposed by the state administration and certain local governments on salaries of the career civil service employees, is another question. Currently, the salaries are \$23,500 a year, plus \$40 a day for expenses while on government business.

Obviously, the public is more likely to accept an increase in legislative salaries, if it is accompanied by deserved increases for civil service employees, whose average salary is approximately \$10,500, less than half that of the legislators.

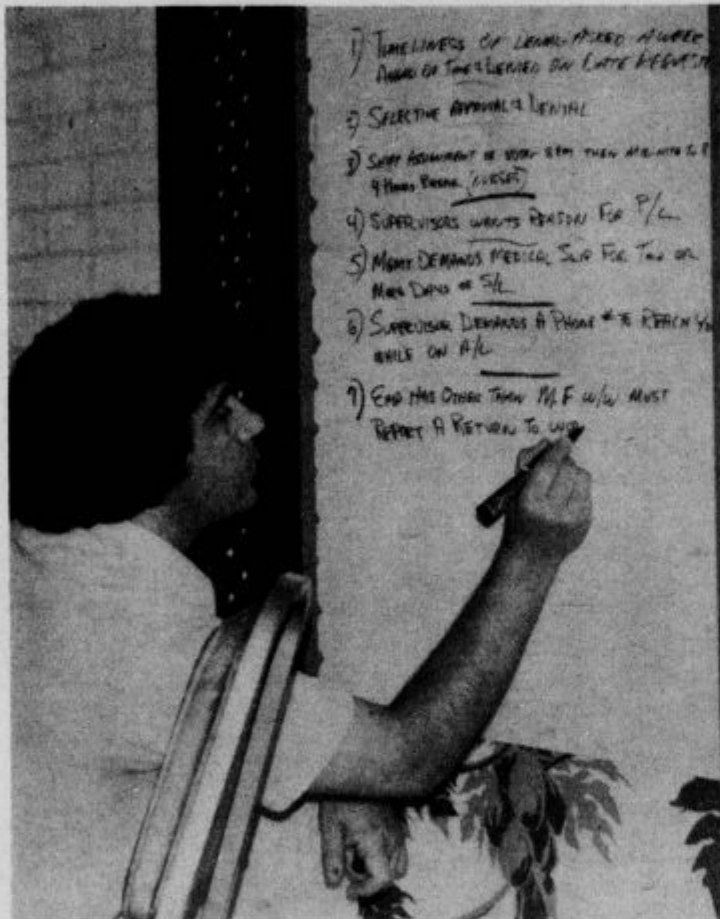


It's difficult to tell whether James Moore is speaking to the delegates as president of Utica PC chapter 425, vice-chairman of the CSEA State Division, vice-chairman of the Mental Hygiene Presidents Council, CSEA director (Mental Hygiene, Region V) or chairman of Region V's State Workshop, but listening are workshop treasurer Anna Mae Darby, of Utica PC chapter, and workshop vice-chairman Dale Dusharm, president of SUNY at Oswego chapter 611.



Binghamton Psychiatric Center chapter 441 executive secretary David Fukrow, left, and PS&T representative John Andrus are shown busy at work during one of the discussion groups.

(Leader photos by Thomas Hashem, Jr.)



James Currier, president of Fort Schuyler chapter 014 of Utica, lists grievances being suggested by members of discussion group that he headed.



Eleanor Korchak, president of Binghamton chapter 002 and Region V political action chairman, leads discussion in one of the groups. To her left is Carol Alexander, recording secretary for Fort Schuyler chapter 014 of Utica.



CSEA treasurer Jack Gallagher is greeted by Central Region V State Workshop treasurer Anna Mae Darby, of Utica PC chapter 425, left, and by the chapter's Lenore Polera, who handled arrangements for the function.



Upstate Medical Center chapter 615 was represented at grievance workshop by David LeFever, left, and Chet Liss, shown here looking over worksheet.



Loretta Rodwell, of State University Ag and Tech College at Canton chapter 603, reads from work booklet as she contributes to group discussion.



LEFT: Seneca County Department of Transportation was represented by Glenn Baker, left, and Edwin Avery, who is president of Waterloo DOT unit. Next to them are Binghamton PC chapter 441's Clara Pruitt and Barbara Allen.



RIGHT: From right are Willard PC chapter 428's Joe McDonald, first vice-president Hugh McDonald and third v-p Nelson Barber.

Deadlines, Documentation Emphasized By Moore At Workshop On Grievances

(From Leader Correspondent)

ROME—James Moore, chairman of the Civil Service Employees Assn. Region V (Syracuse) State Workshop, led an effort to instruct members who attended in proper grievance procedure.

Meeting last month at the Beeches Motel near Rome, approximately 100 members reviewed both contract and non-contract grievance procedure.

Mr. Moore urged members to file grievances and to adhere strictly to deadlines within the grievance process.

"Don't ever lose a grievance because of untimeliness or lack of documentation, because it's a big disservice to members," Mr. Moore warned.

He also said that there is adequate state staff to have hearings on grievances. "Don't say, 'Yes, I understand, you didn't have time to review my grievance.' If you are put off by the state. Appeal to the next step," he urged.

Members were told they have to know, and know well, the grievance procedure. "You're competing against \$45,000 lawyers who are paid by the state to foul up your grievances," Mr. Moore asserted.

In an afternoon session Saturday, the group broke up into six smaller units led by Charles Noll, Patricia Crandall, Eleanor Korchak, Richard Cleary, James Currier and Dale Dusharm. Possible non-contract grievances such as safety or health hazards, unsatisfactory physical facilities, unfair disciplinary practices and unjust treatment by fellow workers were discussed by the groups.

Out-of-title work grievances were reviewed earlier in the day.

Mr. Currier, president of the CSEA Fort Schuyler chapter, discussed one problem that comes up when CSEA members work out of title.

"A chapter president may find himself pitted against a member. You're telling a member who's comfortable with his job that you're going to yank it away from him," Mr. Currier observed.

The fact remains, Mr. Moore and others said, however, that the state is trying to have lower grade and less well-salaried employees do work that is not a part of their job description.

"We have to file these out-of-title grievances," Mr. Moore said, "and hit the state in the pocketbook. Then they listen. They are changing the terms and conditions of your employment without negotiating. I think we should file a grievance every time."

Mr. Moore also reminded his audience that working down—doing work of a grade level below an employee's job—is also wrong.

Before ending its Saturday

session, the group recommended that a trial statewide state workshop be held.

On Friday night, Thomas McDonough, CSEA State Division chairman, made a plea for unity and an alliance between state and county delegates.

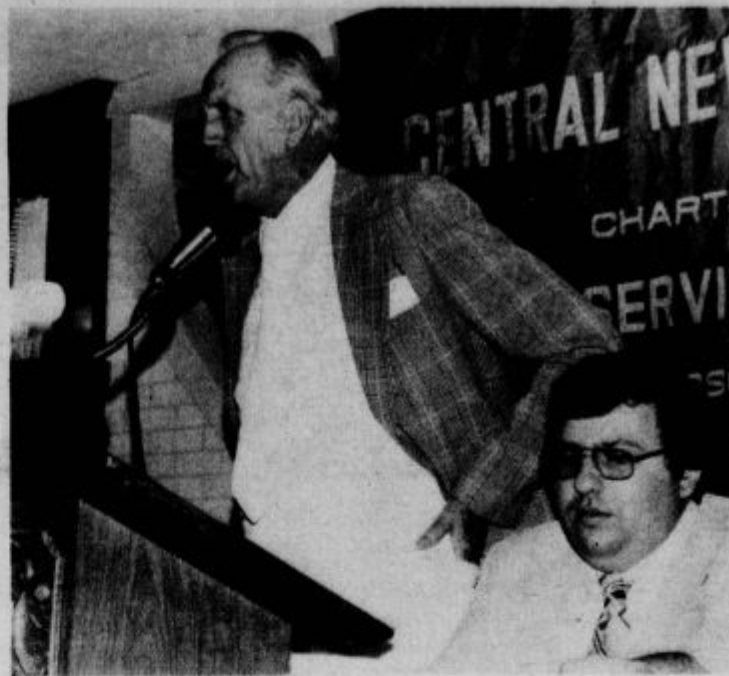
Workshop bylaws were discussed and later approved and will be sent on to the statewide charter committee for its OK.

Theodore Wenzl, CSEA president, attended as a special guest

(Continued on Page 14)



Charles Noll, president of Marcy Psychiatric Center chapter 414, reviews problems that his group had discussed as they probed grievance procedures. Standing by is Central Region V State Workshop chairman James Moore, who also is president of Utica Psychiatric Center chapter 425.



CSEA president Theodore C. Wenzl offers congratulations to participants on success of first regional workshop for state employees. Central Region V State Workshop chairman James Moore is shown in pensive mood at right.



One of group leaders, Patricia Crandall, Central Region V second vice-president and SUNY at Cortland chapter 605 president, reports on ideas generated by her group.



Listening intently are, from left, Marge Zwack, of SUNY at Cortland chapter 605; CSEA director Nicholas Cimino (Transportation), president of Transportation District 2 chapter 505, and Nicholas Serio, first vice-president of the DOT chapter.



Sam DeVito, of Syracuse Developmental Center chapter 424, and Linda Kingsley, of Batavia School for the Blind chapter 200, are attentive for ideas to report back to their membership.



Central Region V (Syracuse) officers check over source material used in grievance workshop. From left are first vice-president Dorothy Moses, of Willard Psychiatric Center chapter 428; president Richard Cleary, vice-president of CSEA and president of Syracuse chapter 013, and corresponding secretary Helen Hanlon, also of Syracuse chapter.

(Leader photos by Thomas Hashem, Jr.)

Latest State And County Eligible Lists

EXAM 35-900
PRINC STATE ACCOUNTS
AUDITOR
Test Held Mar. 20, 1976
List Est. July 13, 1976

- 1 Freedman B Brooklyn104.7
- 2 Ramage Robert B Albany100.3
- 3 Lindholm Robert Canajoharie.....84.3
- 4 Auerbach Edith Jamaica80.7
- 5 Joyce Philip E Voorheesvil79.1
- 6 Blot Robert F Albany78.6
- 7 Brennan John D Green Island.....78.5
- 8 Lockwood S P Ballston Spa75.0
- 9 Willhoff S A Buffalo75.0

EXAM 35-901
ASSOC STATE ACCOUNTS
AUDITOR
Test Held Mar. 20, 1976
List Est. July 13, 1976

- 1 Markowitz A C Bronx97.0
- 2 Molander H J Uniondale92.5
- 3 Tucker William Schenectady91.9
- 4 Houston Frank J Albany91.7
- 5 Schuh Philip A Brooklyn91.3
- 6 Fruchter Aaron Belle Harbor90.1
- 7 Nealon William E Greenbush.....90.0
- 8 Vanacore D B Bronx88.5
- 9 Schwager Steven Oakland88.0
- 10 Paolino William Piermont86.9
- 11 Bergh Clarence E Greenbush.....85.5
- 12 Feigenbaum H R Bayside85.3
- 13 Margaret G Brooklyn85.2
- 14 Communiello A M Woodside85.1
- 15 Hladek Anthony E Feadow83.7
- 16 Kraut Herbert M Forest Hills83.7
- 17 Brennan James D Wallington83.6
- 18 Davis David W N Massapequa.....83.6
- 19 Challice W P Hicksville82.6
- 20 Elliott Richard Maspeth82.1
- 21 Evans Stanley L Bayside81.5
- 22 Tysiak Gerald Averill Pk79.1

- 23 Segerdahl R C Bellmore78.7
- 24 Yarmish Eli K Brooklyn78.7
- 25 Hill Richard C Pomona78.0
- 26 Vanvoorst James Saratoga Spg77.8
- 27 Ryan Eugene W Delmar77.7
- 28 Spitzer Kenneth Forest Hills77.3
- 29 Spitzer Kenneth Forest Hills77.3
- 30 Mackin Joseph J Greenwich77.0
- 31 Armstrong Gary Watervliet76.2
- 32 Law John T Elnora73.7
- 33 Wagner L R Albany72.3
- 34 Pawlak Stanley NYC72.3
- 35 Maldonado C L NYC72.3
- 36 Grogin Neil C Douglaston72.2
- 37 Scharff Alan Flushing71.7

EXAM 35-941
SUPV MOTOR VEHICLE
INSPECTOR
Test Held April 10, 1976
List Est. July 9, 1976
(Continued from Previous Week)

- 16 Torpy Richard E Ontario87.8
- 17 Fox Roy Liberty87.7
- 18 Ransford Edmond Rhinebeck.....87.3
- 19 Abbondandolo M Glenwd Lndg86.8
- 20 Brandt Walter Carmel85.9
- 21 Lusino Frank J Ridge85.6
- 22 Currier Donald Port Henry85.2
- 23 Northrup W J Rochester84.9
- 24 Beveridge W H McGraw84.8
- 25 Crawford James Spencer84.1
- 26 Morris John B Hicksville83.9
- 27 Elkins Gerard A Brooklyn83.8
- 28 Burns Olsen D Bronx83.6
- 29 Donato Samuel Slingerlands83.5
- 30 Monahan John F Nassau83.5
- 31 Southard Robert Sayville83.4
- 32 Yuzwak Michael Darien Ctr83.0
- 33 Desena Sam Mastic Beach82.4
- 34 Ploof James H Middletown81.7
- 35 Stewart D D Depew81.4

- 36 Doherty W R Beacon80.3
- 37 Roney Edward C Albany80.0
- 38 Kanavaro J A Floral Pk78.6
- 39 Macaluso S West Islip76.5
- 40 Palmatier H P Greene74.7
- 41 Chapin E E Buffalo73.9
- 42 Dickenson R E Constable73.0

EXAM 35-914
MOTOR VEHICLE INSPECTOR
Test Held April 10, 1976
List Est. July 9, 1976

- 1 Stefanovich J Cambridge94.8
- 2 Tomes Joseph E Olean91.9
- 3 Fish Derwood A Massapequa90.8
- 4 Zaffuto George Bay Shore89.2
- 5 Herubin A P Clinton89.1
- 6 McKown Robert C Morris87.1
- 7 Stefanovich P G Cambridge87.1
- 8 Austin Roy E Leicester86.4
- 9 Smith Robert G Utica85.3
- 10 Hyde Richard G Herkimer85.2
- 11 Bendura Michael Pennellville84.6
- 12 Mason Eugene C West Islip83.4
- 13 Sutherland W H Pulaski83.3
- 14 Hanten F E Buffalo82.3
- 15 Vanwormer E J N Syracuse81.8
- 16 Wolck John J Ctl Islip81.8
- 17 Elbert Duane D Tully81.5
- 18 Meyer Donald N Babylon81.2
- 19 Maieli Anthony Islip Ter81.2
- 20 Northrup R J Bath81.1
- 21 Field Arnold H Lafayette80.3
- 22 Montemarano A J Hornell79.8
- 23 Armstrong J R Brooktondale79.7
- 24 Maiorano M Haverstraw78.1
- 25 Bracci Louis P Amherst77.8
- 26 Wellington G E Hornell77.7
- 27 Foy Kevin D Ctl Islip76.9
- 28 Smith John E Rochester76.8
- 29 Sinistore Frank White Plains75.9
- 30 Clabeaux Ronald Gowanda75.6
- 31 Bly John G Avoca75.2
- 32 Pawlowski S J Binghamton72.1

EXAM 35-921
PRINC ENGRG TECHNICIAN
CONSERVATION
Test Held May 22, 1976
List Est. July 15, 1976

- 1 Hesnor Thomas L Albany96.6
- 2 Lambert Raymond Mechanicvil.....86.7
- 3 Harmer Kenneth Nassau81.3
- 4 Harrington John Saratoga Spg.....80.5
- 5 Williams Gomer Mdl Granvil.....77.5
- 6 Clickman Gordon Albany77.1
- 7 Crawford R F Ballston Lk76.5
- 8 Austin Jere C Eastport76.1
- 9 Welch Wayne H Schenectady.....76.0
- 10 Moll Bruce P Niagara Fls75.6
- 11 Wazenkewitz D S Yorkville75.5
- 12 Suits Maurice C Galway74.8
- 13 Piazza Frank M Albany74.2
- 14 Pine Burton L Hoosick Fls72.9
- 15 Foersch Gary W East Aurora.....72.9
- 16 Beranek David W Huntington72.3
- 17 Neddo Bruce A Watervliet71.3

EXAM 35-923
PRINC ENGRG TECHNICIAN
Test Held May 22, 1976
List Est. July 21, 1976

- 1 Harmer Kenneth Nassau92.5
- 2 Harrington John Saratoga Spgs.....91.7
- 3 Suits Maurice C Galway86.0
- 4 Clickman Gordon Latham80.3
- 5 Crawford R F Ballston Lk76.5
- 6 Austin Jere C Eastport76.1
- 7 Cherry Patrick Little Val75.6
- 8 Wazenkewitz D S Yorkville75.5
- 9 Williams Gomer Mdl Granvil74.3
- 10 Wozniak Robert Boston71.5

EXAM 35-927
SR ENGRG TECHNICIAN SOLID
WASTE MANAGEMENT
Test Held April 10, 1976
List Est. July 16, 1976

- 1 Holmes Oliver S Glens Falls92.3
- 2 Moore Henry J Schenectady.....91.0
- 3 Beach James E Albany86.6
- 4 Rockhill Luman Watertown85.9
- 5 Neddo Bruce A Watervliet85.6
- 6 Jackson Thomas Lake George84.6
- 7 Haynes Walter L Latham84.6
- 8 Bisson Joseph Liverpool83.4
- 9 Sudol Walter S Boonville83.4
- 10 Bock John E Glen Head83.4
- 11 Wazenkewitz D S Yorkville82.3
- 12 Koch Thomas M E Greenbush.....82.1
- 13 Gabriel Raymond Cohoes79.4
- 14 Kersten James R Tonawanda78.2
- 15 Hanifin Kevin B Oneida78.0
- 16 Spiegel Susan S Schenectady.....76.8
- 17 Jensen James K Schaghticoke76.8
- 18 Beckert Robert Valley Falls76.6
- 19 Roberts Wayne J Holcomb75.9
- 20 Toomer Edward H Albany75.4
- 21 McDonald Joseph Chatham75.4
- 22 Gould Bruce A Latham74.6
- 23 Potter Hollis G Albany74.3
- 24 Daoust Donald A Coxsackie74.2
- 25 Heaton Richard Glen Oaks74.1
- 26 Cline John A W Lebanon73.2
- 27 Buccilli D P Buffalo73.0
- 28 Bologna Patrick Rensselaer71.1

EXAM 35-929
SR ENGRG TECHNICIAN WATER
POLLUTION CONTROL
Test Held April 10, 1976
List Est. July 14, 1976

- 1 Holmes Oliver S Glens Falls94.9
- 2 Jackson Thomas Lake George.....88.5
- 3 Rockhill Luman Watertown87.2
- 4 Wazenkewitz D S Yorkville84.9
- 5 Biscaglia V Wyanskill84.7
- 6 Sudol Walter S Boonville84.7
- 7 Kersten James R Tonawanda.....83.4
- 8 Bock John E Glen Head83.4
- 9 Gabriel Raymond Cohoes83.3
- 10 Neddo Bruce A Watervliet83.0
- 11 Beach James E Albany82.7
- 12 McDonald Joseph Chatham81.9
- 13 Bisson Joseph Liverpool80.8
- 14 Koch Thomas M E Greenbush.....80.8
- 15 Cline John A W Lebanon78.4
- 16 Daoust Donald A Coxsackie76.8
- 17 Bologna Patrick Rensselaer76.3
- 18 Buccilli D P Buffalo74.3

- 19 Bowman Charles Southampton.....73.1
- 20 Barylski M K Albany73.1
- 21 Lohmann Bernard Narrowsburg 73.0
- 22 Potter Hollis S Albany73.0
- 23 Hanifin Kevin B Oneida72.8
- 24 Basolt Robert F Adams Center72.6
- 25 None
- 26 Roberts Wayne J Holcomb70.7

EXAM 35-747
SR CLERK PURCHASE
Test Held May 3, 1975
List Est. Sept. 16, 1975
(Cont. from Previous Edition)

- 751 Tucci Maryanne Troy73.1

- 752 Jones Marilyn E Schenecady73.1
- 753 Bradt Virginia Albany73.1
- 754 Eaton Margaret Schenectady.....73.1
- 755 Brown Suzanne T Hallstead73.0
- 756 Siciliano M A Mechanicvil73.0
- 757 Jones Joyce A Amsterdam73.0
- 758 Green Linda M Waterford73.0
- 759 Pasquariella S Schenectady73.0
- 760 Holmes Iris M Walkill73.0
- 761 Flansburg Helen Hornell73.0
- 762 Vanclaw W M Staten Is73.0
- 763 Meres Joan I Delmar73.0
- 764 Frasco Janis C Haverstraw73.0
- 765 Rosenthal G Brooklyn73.0

(Continued on Page 12)

Nurse, Medical Specialist, Psychiatrist Posts Open

ALBANY—Licensed practical nurses, psychiatrists and medical specialists are continuously being recruited by the State Civil Service Department for posts in state agencies. Salaries range from \$8,051 to \$33,704 a year.

For all posts no written examinations are necessary. Applicants will be rated according to their education, training and experience.

For licensed practical nurse, No. 20-106, candidates must have a license to practice as a practical nurse in New York or have a limited permit to practice as a practical nurse or have applied

for a permit. Practical nurses are employed with the Department of Mental Hygiene, Education and Health, as well as the State University.

A state medical license and completion of three years of residency training in psychiatry will qualify candidates for psychiatrist I, No. 20-390.

State Agencies Need 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 jobs 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 experi-

ence 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 are available at the State Civil Service Department, State Office Building Campus, Albany; Two World Trade Center, Manhattan; Suite 750, 1 West Genesee St., Buffalo.

"An evening of musical enchantment. This new all-black production could hardly be better!"
—Maurice Peterson, ESSENCE MAGAZINE

BACK, BLACK & BETTER THAN EVER!

GUYS
and
DOLLS

THE NEW SEASON'S
FIRST SMASH HIT!

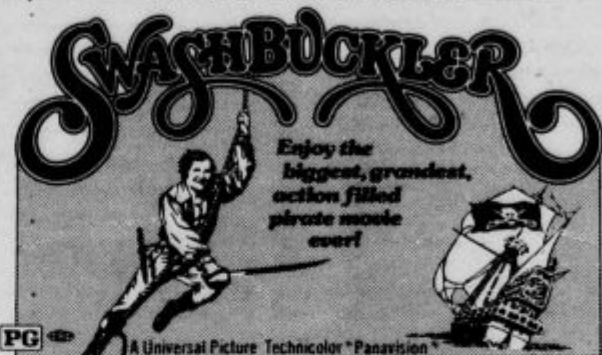
WEDNESDAY MATINEES START AUG. 18 AT 2 P.M.

Tickets by phone all credit cards: CI 7-7260. Also at all Ticketron locations: 541-7290.
Group Sales: 354-1032.

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RADIO CITY
MUSIC HALL 246-4600



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"la fantaisie du cirque"

Produced by John H. Jackson
featuring The Rockettes, Symphony Orchestra under the direction of Will Irwin
Settings by John William Cook - Costumes by Frank Spencer

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JOHN CULLUM
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JOHN CULLUM
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SHE NANDOAH

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SHORT TAKES

VACATION PAY BARRED

In a civil suit brought against the City of New York, a former confidential secretary to two former Queens County district attorneys was unsuccessful in his attempt to recover \$9,750 for unused vacation pay. Had the secretary, Milton Drucker, been successful in his recent suit, the decision would probably have been a landmark case in the area of municipal litigation. He sought to recover the monetary equivalent of 133 unused vacation days accumulated between Jan. 1, 1967, and June 8, 1973, when he resigned. Mr. Drucker, in testimony before Judge Theodore A. Bardy in the Queens County Civil Court, said "work pressures" prevented him from taking the vacation time to which he was entitled. Judge Bardy noted that there was no proof that the two former district attorneys had promised monetary recompense for the unused vacation days for Mr. Drucker nor was there any evidence that the officials have the authority to grant such a promise.

OF COLLECTIVE BARGAINING

Morton Shapiro, executive secretary of the Oregon State Employees Assn., in recent testimony before the Oregon Joint Interim Committee on Labor and Commerce, declared that when state government becomes settlement-oriented, only then can collective bargaining work. Mr. Shapiro noted that collective bargaining "can run smoothly if both sides accept it as something that is here to stay and grievance handling and contract negotiations are seen as problems to be solved under the law." He added that OSEA frustrations in the field stem not so much from the restrictions of Oregon law, "but result from management's ignorance of collective bargaining. What we have is not employment relations, it's litigation."

MORE ON DISCLOSURE

An attorney for the Civil Service Employees Assn. said plans are underway for health professionals around the state to mount a lobbying effort to modify a public disclosure order on finances issued by Gov. Hugh L. Carey. The order would oblige state employees earning more than \$30,000 annually, or those in policy-making jobs, to reveal the circumstances and amounts of outside income. The attorney, Charles R. Sandler, of Buffalo, said that the outlook for an appeal of the order "is not too bright, considering that the Appellate Division was unanimous" in overturning a lower court ruling that the order was unconstitutional. The order has come under fire from several members of the Carey Administration, too, who feel that the order should also apply to more than 300 State Supreme Court judges and other judges who earn more than \$50,000 a year plus officials of state authorities, public benefit corporations and legislators. More than half the 210 members of the state legislature are lawyers and there is presently no requirement for them to report outside income. The CSEA case against the order was brought in behalf of 42 physicians and researchers at Buffalo's Roswell Park Memorial Institute.

YESSES AND NOES

A Governor traditionally has 30 days after a legislature adjourns to act on all bills produced by the legislature. This year, for the first time in history, Gov. Hugh L. Carey approved or vetoed all bills sent to him before the recent adjournment of the legislature. The Governor approved 965 bills and disapproved 120.

TIME-OFF VETO

Gov. Hugh L. Carey has vetoed a bill which would have allowed civil servants who serve as members of local legislative bodies to get an unpaid leave of absence during the time when the body is in session.

NEW STATE OFFICE

A State Energy Office within the Executive Department has been created under legislature approved recently by Gov. Hugh L. Carey. The new entity will have the organization of a comprehensive energy policy for the state as its prime duty. The energy-related responsibilities of the Department of Environmental Conservation, Public Service Commissions and the Energy Research and Development Authority will now be consolidated under the new office. The new office will be initially funded by a grant of \$700,000; appropriations for energy development which formerly had gone to other entities will now be administered by it. The office will be governed by five persons named by the Governor and the commissioners of the Departments of Commerce and Environmental Conservation, the chairmen of the Consumer Protection Board, Public Service Commission, Power Authority of the State of New York and the commissioner of the new Energy Office.

CONTROVERSIAL CENTER CLOSING

An Office of Drug Abuse Services center for addicts in Brooklyn that was attacked last month by area residents is set for closing according to ODAS Commissioner Daniel Klepak. The closing is expected to take place in six months. There are 270 employees at the Fort Greene area facility and a number are members of the Civil Service Employees Assn. Last July 6, hundreds of local residents stormed the building, set fire to two ODAS vehicles and broke the windshield of a third before police arrived. They reportedly had been provoked by instances of center residents throwing garbage and debris from windows. The patients at the facility, the Brooklyn Central Community Rehabilitation Center, will be transferred to a Bronx center. There are about 170 patients in-house and more than 900 out-patients. The Melrose Center in the Bronx had been scheduled to close in October due to ODAS budget cuts but, apparently, will remain open for the foreseeable future.



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 Type-writer

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' insurance is based on a worker's average earnings over a period of years.

NYC DMHers' Welfare: Official Is 'Not Surprised'

ALBANY—John J. Lagatt, assistant commissioner for manpower and employee relations for the State Department of Mental Hygiene, has said he is "not surprised" that many DMH staffers in New York City are on welfare.

Mr. Lagatt noted that about 35,000 of the Department's 63,000 employees—it is the largest of all state agencies—are in the lowest nine state salary grades. About 20,000 workers are in grades one through seven in New York City and are paid from \$5,370 to \$8,532. Approximately 8,000 employees occupy the lowest four grades and earn starting pay of up to \$6,348.

Many of the workers, especially those with large families, can qualify under New York City Human Resources Administration guidelines for welfare assistance.

State Welfare Inspector General Richard V. Horan revealed recently that approximately 1,200 state workers were receiving welfare payments in addition to their regular salary checks. A random sample taken of 436 of

the 1,200 indicated most are DMH staffers. The State Office of Drug Abuse Services employs the second largest number.

It is legal for persons publicly and privately employed to receive welfare payments if they qualify under appropriate regulations. Mr. Horan said there will be no immediate accusations of fraud, but added that his office has passed along to New York City authorities the random sample list of state workers on welfare. He said there were many questionable cases found and more than half of these cases involved DMH workers.

Mr. Lagatt said his department will become involved only if employees are convicted of fraud. In such cases, he said, some administrative action might be taken. The DMH official stressed that he has no evidence at present of "wrongdoing on the part of the employees."

"I think it is tough for the employees and it is tough for the state," the DMH official commented. Most of the low-salaried DMH workers are ward aides

and food service employees.

Mr. Lagatt said the DMH has given "some recognition to the economic plight of those who are paid at that level." One of the remedies, he said, has been the development of a DMH career ladder that enables grade seven employees to jump, if qualified, to grade nine.

Many DMH staffers, Mr. Lagatt said, "probably have second jobs."

Mr. Horan's office also said that similar studies will be made in the future in upstate areas.

BASALDUA NAMED

ALBANY — State Commerce Commissioner John S. Dyson has announced the appointment of Carlos A. Basaldua as director of New York State's European office in London.

Mr. Basaldua, 44, will receive a salary of \$30,000. He formerly headed his own public relations firm in London.

The office was recently moved there from Brussels. Mr. Basaldua will direct efforts to increase export sales for New York State

N.Y. Steno, Typist Promo

ALBANY — Interdepartmental promotion examinations for senior stenographer, senior stenographer (law) and senior typist have been announced for Nov. 6 by the State Civil Service Department. Laid-off state employees can apply.

To take the test, candidates must have at least three months' clerical or stenographic permanent competitive service at Grade 3 or higher by Nov. 12. To be appointed from the resulting eligible list, candidates will need

one year of such service.

In addition to written tests, candidates for the senior stenographer (exam No. 35-980) and senior stenographer (law) (exam No. 35-981) will have to take qualifying performance tests in stenography. Successful candidates for these two titles, as well as for senior typist (Exam No. 35-979), who have not held the title of stenographer, typist or dictating machine transcriber, will have to pass a typing test.

For each year of seniority, 0.2 points will be added to the eligible score.

Suffolk Holds Lifeguard Test

HAUPPAUGE — The Suffolk County Civil Service Department has announced a pool and still water lifeguard performance examination at Byron Lake Pool, Bayview Drive, Oakdale, on Monday, Aug. 23 at 7 p.m.

The candidate must be 16 years old and present a fully completed lifeguard application form.

For further information, contact Suffolk County Department of Civil Service, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge, N.Y. 11787; Telephone (516) 979-2266.

MH ASS'T

ALBANY—A mental hygiene therapy assistant I eligible list, resulting from open competitive exam 24-361, was established July 19 by the State Civil Service Department. The list contains 3,786 names.

Latest State And County Eligible Lists

(Continued from Page 10)

766 Hathaway Nicola Galway.....73.0	812 Callahan W K Newtonville.....72.2	873 Smullen Sharon Amsterdam.....71.4	11 Belles Patricia Fredonia.....94.1	37 Ryan Wesley M Cohoes.....91.9
767 Guyton Kathrene Albany.....73.0	813 Vickery Sandra Spencerport.....72.2	874 Boehlke Gail A Albany.....71.4	12 Bacher Eileen M Albany.....93.8	38 Hildenbrandt J Albany.....91.9
768 Tuzzolo P Delmar.....73.0	814 Fedele L M Buffalo.....72.2	875 Drobits E A Tonawanda.....71.4	13 Ryan Betty P Brockport.....93.7	39 Mihalek Daniel Albany.....91.9
769 Papo Cynthia P Beacon.....72.9	815 Jeniz Helen Ct Islip.....72.2	876 Swift Robert Brooklynn.....71.4	14 Lafontaine K E Altamont.....93.6	40 Young Donald J Menands.....91.8
770 Halloran P E E Greenbush.....72.9	816 Allen Tiffany H Wyncskill.....72.1	877 Wrins Elsie A Richmond Hl.....71.4	15 Hanchar Dorothy Johnstown.....93.2	41 Burke John F Binghamton.....91.7
771 Bechard Pauline Cohoes.....72.9	817 Rose Ann H Stony Point.....72.1	878 Ondriska Sharon Albany.....71.3	16 Marx Barbara S Schenectady.....93.2	42 Liburdi Cheryl Cohoes.....91.6
772 Lewis Barbara B Brooklyn.....72.9	818 Weaver J O Troy.....72.1	879 Lindh Nancy L Albany.....71.3	17 Filler Donna M Marcy.....93.1	43 Zynda Sharon A Depew.....91.4
773 Nixon Norma J Perry.....72.9	819 McClure Helena Troy.....72.0	880 Burg Maryclaire Buffalo.....71.3	18 Timothy Rogetta Dalton.....93.1	44 Laroe Kenneth J Schenectady.....91.4
774 Horan James C Albany.....72.9	820 New Valerie A Brockport.....71.9	881 Piper Cynthia J Rensselaer.....71.2	19 Lindsay Susan P Amsterdam.....93.1	45 Berra John A Buffalo.....91.4
775 Chartzand Mary Troy.....72.9	821 George Patricia Guldred Cr.....71.9	882 Myers Kathy L Scotia.....71.2	20 Smith Donna M Albany.....93.0	46 Keck Sharon K Fulton.....91.4
776 Caldera Anthony Gloversville.....72.9	822 Bursor Elisa Schenectady.....71.9	883 Emmer Mildred Little Neck.....71.2	21 Heckler Joy L Albany.....92.8	47 Kenific Mark D Albany.....91.3
777 Butta Adeline NYC.....72.9	823 Clark Madelyn Mechanicvil.....71.8	884 McCullough K A Albany.....71.1	22 Carlile Joan F Brockport.....92.7	48 Joyce Joseph A NYC.....91.2
778 Belles Patricia Fredonia.....72.9	824 Sweeney Madelyn Mechanicvil.....71.8	885 Rose Linda A Albany.....71.1	23 Lowell Charles Albany.....92.5	49 Devico Mary Troy.....91.2
779 Hoefs Robert H Amsterdam.....72.9	825 Lahera Margaret Albany.....71.8	886 Sheldon Marcia Albany.....71.1	24 Cliff Deborah M Hamlin.....92.5	50 Rodwell Ann M Delanson.....91.2
780 Murray M A Troy.....72.9	826 Gardner Linda M Utica.....71.8	887 Innis Patricia Marlboro.....71.1	25 Nephew Debra A West Chazy.....92.5	51 Eppig Leonard H E Patchogue.....91.2
781 Ecker Leona G Eggerville.....72.8	827 Spiegel Lore A Staten Is.....71.8	888 Knab Doris P Varysburg.....71.0	26 Lahera Joseph R Albany.....92.5	52 Garavelli Diane Albany.....91.1
782 Sheehan John Brooklynn.....72.8	828 Isdell Kathleen Mechanicvil.....71.8	889 Recker Ellinor Ogdensburg.....71.0	27 Seymour Debra M Loudonville.....92.4	53 Holzer Sacla J Cheekowaga.....91.1
783 Johnson William Troy.....72.8	829 Bailey Lorraine W Sand Lk.....71.8	890 Leonard Lesley Castleton.....71.0	28 Bethel Dolores Waterford.....92.4	54 Cohen Evelyn Brooklynn.....91.1
784 Carvell Sandra Syracuse.....72.8	830 Brazinski D L Utica.....71.8	891 Hume Alice Endwell.....71.0	29 Ward Paul N Ridgewood.....92.4	55 Berliner Ellen Brooklynn.....91.0
785 West Lorraine M Binghamton.....72.8	831 Mizel Donald W Attica.....71.8	892 Studnicki James Troy.....70.9	30 Cassarino Alan Albany.....92.3	56 Hicks Susan E Castleton.....91.0
786 Long Barbara L Poughkeepsie.....72.8	832 Baron Joanne C Schenectady.....71.8	893 Strojenski G H Medina.....70.9	31 Boag Nancy L Hornell.....92.3	57 Valente Donna M Albany.....91.0
787 Babie Wayne T Troy.....72.8	833 Graves Barbara Liverpool.....71.8	894 Parker Dorothy Medina.....70.9	32 Cronk Amyjo Albany.....92.2	58 Pavarini Anne M N Massapequa.....91.0
788 Gallo Ruth M Wingdale.....72.8	834 Scaglione J Brooklynn.....71.8	895 Notar Andrea L Schenectady.....70.9	33 McCormack Betty Schenectady.....92.1	59 Kaktins Uldis Albany.....90.9
789 Davidson Martha Selkirk.....72.8	835 Holdridge J C Niverville.....71.8	896 Grimmick June A Latham.....70.9	34 Sackett Erna L Bovina Ctr.....92.1	60 McGuire Janine Syracuse.....90.9
790 Epicopo Sharon Syracuse.....72.8	836 Meyer Jane A Stanley.....71.8	897 Holmes Donna L Stillwater.....70.9	35 Dunn Cathy M Valatie.....92.1	61 Hannaford Larry Amsterdam.....90.8
791 Barkley Harry J Saratoga Spg.....72.7	837 Labonte Donald Schenectady.....71.7	898 Nadler Yvonne M Hagaman.....70.9	36 Drake Donna Wyncskill.....92.0	62 Place Loren W Albany.....90.8
792 Cardettino P A Albany.....72.7	838 Monry Kathryn M Schenectady.....71.7	899 Baker Patricia Newburgh.....70.9		63 Uiter Cora L Cobleskill.....90.8
793 Ames Bonnie K Hornell.....72.7	839 Scott June M Troy.....71.7	900 Cline Bruce G Albany.....70.9		64 Cullen Gregory Albany.....90.8
794 Ullis Esther Glen Oaks.....72.7	840 Salak Dave G Amsterdam.....71.7	901 Christie C E Schenectady.....70.9		65 Jones Gary R Pennellville.....90.8
795 Callea Cheryl A Auburn.....72.7	841 Vann Sharon A Redford.....71.7	902 Mignacci John P Mechanicvil.....70.9		66 Martino Ann M West Seneca.....90.8
796 Hartlee Susan M Albany.....72.7	842 Roebuck Robin M Walkkill.....71.7	902A Gainey Marie S Bronx.....70.9		67 Fryc Mark N Amsterdam.....90.7
797 Bogardus Joseph Valatie.....72.7	843 Reilly Joan I Auburn.....71.7	903 Coil Donna M Troy.....70.9		68 Protko Joseph R E Schodack.....90.7
798 Rubel Leslie H Flushing.....72.7	844 Sloan Kathleen Castleton.....71.7	904 Miller Ruth G Albany.....70.8		69 Kline Catherine Oneida.....90.7
799 Seymour Debra M Loudonville.....72.7	845 Mueller Rose A Albany.....71.6	905 Sawaryn K M Auburn.....70.8		70 Schanz Carol M Menands.....90.6
800 Lovering K A Troy.....72.7	846 Dingledy Mary J Buffalo.....71.6	906 Perkins Dorothy Schenectady.....70.7		71 Boyea Christine Chateaugay.....90.6
801 Keil Richard A Schenectady.....72.7	847 Dow Thomas I Shoreham.....71.6	907 Wilson M Albany.....70.7		
802 Benson John F Watervliet.....72.6	848 Goss Agnes M Schenectady.....71.6	908 McMahon Thomas Troy.....70.7		
803 Sala Jennie I Jamesville.....72.6	849 Markel Marie M Brockport.....71.6	909 Vincent Mary L Altamont.....70.7		
804 Nail Barbara R Elmira.....72.5	850 Goss Karen M Schenectady.....71.6	910 Woemer Marie E Schenectady.....70.6		
805 Westfall Donald Broadalbin.....72.4	851 Gasiewicz Susan Blasdell.....71.6	911 Duquette Elaine Buffalo.....70.6		
806 Kopcha Marie T Schenectady.....72.4	852 Keckeisen Irene Esperance.....71.6	912 Dennis Margaret Latham.....70.6		
807 Hayner Sharon M Albany.....72.4	853 Boltz Barbara J Portland.....71.6	913 Hughes M G Albany.....70.5		
808 Ocha Eleanor A Babylon.....72.3	854 Pfleger P A Tonawanda.....71.6	914 Edelstein M Rochester.....70.5		
809 Boguslaw Ruth Queens Vill.....72.3	855 Kuflik Rhoda B Brooklynn.....71.6	915 Nicholson Grace Elmira.....70.5		
810 Rabush Eileen M Ronkonkoma.....72.2	856 Gonzales Nancy NYC.....71.5	916 Sefcik Zigmood Watervliet.....70.5		
811 Martz Lynda M Lancaster.....72.2	857 Fuss Christine Albany.....71.5	917 Tuttle Glenna M Conesus.....70.4		
	858 Sroka Sharon A Auburn.....71.5	918 Litwiler D A Elmira.....70.4		
	859 Boardman P A Schenectady.....71.5	919 Trux Marjorie L Hornell.....70.4		
	860 Hamlin William Albany.....71.5	920 Sach Alice S Scotia.....70.4		
	861 Ziobro Elaine M Buffalo.....71.5	921 Winnie Garry L Greenville.....70.4		
	862 Weiss Cecile Queens.....71.5	922 Moody Dorothy M Buffalo.....70.4		
	863 Blake Martha M Plattsburgh.....71.5	923 Burr Marguerite Oriskany Fls.....70.4		
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	871 Lucas John S Oneonta.....71.4	932 Hilfiger P A Gilletts.....70.2		
	872 Connors Gloria Albany.....71.4	933 Vergoni Louise Cohoes.....70.2		
		934 Shelley Colombe Cohoes.....70.2		
		935 Verhoeven Garry Vestal.....70.2		
		936 Sutter K B N Tonawanda.....70.2		
		937 Lewis Sherri L Albany.....70.2		
		938 Briggs Janet L Frankfort.....70.2		
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		940 Bohlander E M Stony Pt.....70.1		

LEGAL NOTICE

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Suite 1400, 40 West 57th Street, NYC.
Substance of Cert. of Ltd. Partnership, duly signed and executed by all the partners, and filed in the N.Y. Co. Clerk's Office June 30, 1976. The character of business is the construction, ownership and operation of low income housing in New York, N.Y. General Partner: Inner City Realty, Inc., Suite 1400, 40 West 57th St., N.Y.C. Limited Partner: Craig Singer, 49 West 87th St., NYC., who was contributed \$99.00, and share of profits is 99%. The term of the partnership shall commence on the date of the filing of this Certificate and shall continue until termination by adjudication of bankruptcy or dissolution of the General Partner, final disposition of property or the decision of the General Partner to terminate, or December 31, 2126, whichever event shall sooner occur. The contribution of the Limited Partner is to be returned upon the termination of the partnership, or sooner at the discretion of the General Partner. The Limited Partner has the right to substitute an assignee as contributor in his place with the consent of the General Partner. The Limited Partner, with the consent of the General Partner, may admit additional Limited Partners. The Limited Partner has no right to demand or receive property other than cash in return for his contribution.

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State Seeks 2 Engineers

ALBANY—The State Department of Civil Service is continuously recruiting state workers for promotional posts of assistant sanitary engineer and senior sanitary engineer in the Environmental Conservation Department. To qualify, candidates must take an oral test, which is frequently held in Albany.

Assistant sanitary engineer, No. 30-282, is open to Environmental Conservation Department employees with a year's experience as a junior engineer and an intern engineer's certificate. A year's engineering experience in a grade 19 or higher position is good for senior sanitary engineer, No. 30-281.

The oral exam for both posts is designed to test the applicant's ability to reason clearly and make sound judgments, present ideas clearly and establish a satisfactory relationship with others.

Application forms are available from department personnel offices. Completed forms should be sent to the State Department of Civil Service, The State Office Building Campus, Albany, N.Y. 12239.

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(Continued from Page 12)

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73 Swithers June M Pine City	90.6	147 Collins Lois A Loudonville	88.5	176 Mazur Laura Amsterdam	87.7
74 Siciliano M A Mechanicville	90.6	148 Graf Dianne G Seafood	88.4	177 Holbrook Craig Troy	87.7
75 Galvin John M Elmira	90.5	149 Haygood June E Watervliet	88.4	178 Proctor Janet E Binghamton	87.7
76 Gleba Joanne K-Rome	90.5	150 Kelly Mary P Earlton	88.3	179 Plesser Marvin Albany	87.6
77 Rigney Judith B Elnora	90.5	151 Demeo Sandra A Glens Falls	88.3	180 Appiarus L M Elnora	87.6
78 McDonald M M Albany	90.5	152 Lippitt J A Albany	88.3	181 Dudek Edith A Cohoes	87.6
79 Ravish Patricia Albany	90.4	153 Gervasio Faye L Green Is	88.3	182 Desantis J A W Babylon	87.6
80 Garvey Marjorie Schenectady	90.4	154 Passineau E Troy	88.3	183 Lewis Ruth K Forest Hills	87.6
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88 Montone Donna M Schenectady	90.2	162 Eisler Laura Schenectady	88.1	191 Tribble Karen M Albany	87.4
89 Heleniak John J Albany	90.1	163 Smith Harold B Elmira	88.1	192 Krupa Ronald F Amsterdam	87.4
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91 Pellerin Linda Elmbrg Depot	90.1	165 Scropo Diane C Buffalo	88.0	194 Carlson Rita G Scotia	87.3
92 Moore Grace M Loudonville	90.1	166 Alcott Diane L Rensselaer	88.0	195 Pettigrew Anna Schenectady	87.3
93 Ksenich Sheila Albany	90.1	167 Seeley Margaret Ballston Spa	88.0	196 Siwiec Helen B Binghamton	87.3
94 Reynolds Joan F Albany	90.1	168 Monahan Deborah Valatie	88.0	197 Connis Stephen Binghamton	87.3
95 Todd Marie G Maryland	90.0	169 Connolly M C Albany	88.0	198 King Sue L Keeseville	87.3
96 McLoughlin E F Albany	89.9	170 Shemo Mary A Mechanicville	87.9	199 Walsh James P Troy	87.2
97 Cunningham R F Albany	89.8	171 Kirby Alice V Schenectady	87.9	200 Vanburen B R E Worcester	87.2
98 Brown Helen L Auburn	89.8	172 Ongstad Elaine Plattsburgh	87.9	201 Spooner Miriam Massena	87.2
99 Foster G A Green Island	89.7	173 Tubbs Daniel J Albany	87.7	202 Phillips V M Coeymans Hlv	87.2
100 Cristello Gail Schenectady	89.7	174 Lindsay Dorothy Amsterdam	87.7		
101 Cronin Kathy F Johnson City	89.6				
102 Bayeri Marian A Buffalo	89.6				
103 Vasquez Sharon Brooklyn	89.6				
104 Salak Eva M Amsterdam	89.5				
105 Monaco Nicholas Schenectady	89.5				
106 Ludwin Stephen Gloversville	89.5				
107 Jette J A Plattsburgh	89.5				
108 Scott Catherine Albany	89.5				
109 Porcelli Donna Staten Is	89.5				
110 Eagen Ann E Valatie	89.5				
111 Rapp Constance Schenectady	89.4				
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129 Cook Claudia J Albany	88.9				
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133 Reilley Joan I Auburn	88.8				
134 Branick Sheila Johnson City	88.8				
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141 Kritz Matthew E Schenectady	88.7				
142 Erickson B J Elmira	88.6				
143 Carey Stephen J Albany	88.6				
144 Boule Cathy A Rensselaer	88.6				
145 Pasquariella S Schenectady	88.6				

Occupational And Physical Therapist Job Slots Open

ALBANY—The State Department of Civil Service is continually accepting applications for occupational therapists and physical therapists for posts in the Department of Mental Hygiene, Health Department and The State University of New York. Starting salary is \$11,337 a year.

To qualify for occupational therapist, exam 20-176, applicants must have a bachelor's degree and registration as an occupational therapist with the American Occupational Therapy Association. A bachelor's degree in occupational therapy and a state occupational therapy license will also be accepted.

Candidates with a degree in physical therapy and a license issued by the State Department of Education may apply for physical therapist, exam 20-177.

Candidates who have a temporary license to practice in New York State may be appointed, but must obtain their license within one year.

Candidates for both positions will be rated on the basis of their training and experience.

Applications may be obtained from the State Civil Service Department, Two World Trade Center, New York, N.Y.; Suite 750, 1 West Genesee St., Buffalo, N.Y., or the State Office Building Campus, Albany, N.Y.

There will be no written test.

Suffolk Sets Five Exams

HAUPPAUGE — The Suffolk County Civil Service Department has announced filing for five open-competitive titles.

Three of the examinations will only consider training and experience. They are for assistant program director (Exam No. 16-259), which pays \$11,000; program director—exceptional children (No. 16-260), which pays \$13,000; and migrant worker affairs coordinator (No. 16-286), which pays \$13,154.

Filing for these jobs closes Aug. 25.

The two other jobs are assistant public health engineer (No. 16-285), which pays \$13,154, and real estate agent (No. 16-294), paying \$16,704. Filing for these jobs closes Aug. 20; a written test will be given Sept. 18.

Further information and applications may be obtained from Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge, N.Y. 11787. The telephone number is (516) 979-2266.

Women's Seminar Planned

Expectations of a female manager and the female and ego development are just a few of the discussion topics planned for the Women Managing seminar to be held in New York City Sept. 21 and 22.

The seminar will be hosted by the Center for Organizing Development of Rochester.

Participants test themselves to discover management styles, research styles for effectiveness and analyze the organizational forces influencing them toward that style. Civil servants throughout the nation have attended the seminar and many say they found it helpful in nursing, directing programs, food managing and school administration, among others.

Twelve discussion sessions are planned within the two-day period. Films designed to aid organizational procedures are also planned.

Dr. Joyce M. DeHann, senior partner of the center, is in charge of the activities. Dr. DeHann is a management consultant and trainer for organizations such as Xerox, Marine Midland and health care, education and government institutions.

Those seeking to register may contact Center for Organization Development, Suite 1239, 183 East Main St., Rochester 14604.

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Grievance Procedures Explored At Syracuse Region Workshop

(Continued from Page 9) and cited Mr. Pace of the Fort Stanwix chapter for saving the life of a Rome Developmental Center patient who nearly drowned on a recent outing.

Lenore Polera of the Utica Psychiatric Center chapter was workshop organizer, assisting Mr. Moore.

State workshop officers, besides Mr. Moore, are Mr. Dus-

harm, vice-chairman; Jackle Burgess, secretary, and Anna Mae Darby, treasurer.

RIGHT: George McCarthy, president of St. Lawrence Psychiatric Center chapter 423, participates in discussion, as Fort Schuyler chapter 014 of Utica's Margaret Welsh, St. Lawrence PC's Pete Newton and Myron Jacque listen.



There seems to be mixed reaction, judging by the smiles of some and serious expression on other faces. From left are Binghamton chapter 002 treasurer Margaret Campoli and second vice-president Toni Began, Fort Schuyler chapter 014 of Utica's Elizabeth Stumpf and Nancy Goworek and Binghamton chapter president Eleanor Korchak.



Performance, Exam Group Meet

ROCHESTER — A number of controversial issues were to be discussed at a meeting with the Civil Service Employees Assn.'s statewide work performance ratings and examinations committee and state officials during the second week in August.

Samuel Grossfield, committee chairman and president of the Rochester chapter, said the committee has not met for nearly

18 months because of time needed for contract negotiations and ratification and also because of problems connected with the now inapplicable proposals to merge with The American Federation of State, County and Municipal Employees, AFL-CIO.

For those reasons, appointments to the committee also were delayed, he said.

Unfinished business to be discussed by committee members with state officials includes a CSEA request to eliminate the inter-filing of civil service job candidates' examinations, otherwise known as "continuous recruitment."

Under present practice, Mr. Grossfield said, additional examination lists are published before the names on each list are exhausted. "We want every available person to be appointed before another list is released," he said.

Another item involves the return of a probationer's right of appeal of an unsatisfactory rating after intra-departmental promotion examinations.

"We want this right returned because, otherwise, careers can be blighted," Mr. Grossfield said.

The return of an employee's right to review both the questions and the answers after he takes an examination will also be considered. As of now, the employee may only review the answer he gave, but not the questions asked.

A limitation on the number of oral examinations, which supplement written exams, and the conditions under which the oral exams are given will be discussed, plus moving the places for stenographic examinations

from large auditoriums to smaller halls or rooms because of auditory problems and other interruptions. "The conditions have been very poor for those taking the exams," Mr. Grossfield asserted.

He strongly urged members with specific problems related to work performance ratings and examinations to contact him or any member of the committee before the August meeting with state officials. The problems will be added to the agenda, he said.

The meeting in Albany will be with James Dermody, director of work performance ratings for the State Department of Civil Service, and Charles Wolz, who's in charge of the department's examinations division.

Committee Members

Members of the Grossfield committee are Harriet Casey, Mental Hygiene, Ovid; Al Castaldi, SUNY, Stony Brook; William Gagnon, Mental Hygiene, St. Lawrence; Carl Garrand, Mental Hygiene, Wassaic; George Kawas, State Education Department, Delmar; Lloyd Tipton, SUNY, Brockport, and Robert Weinbloom, State Health Department, Albany.

In a meeting with CSEA staff liaison member Thomas Coyle to prepare for the August meeting, committee members paid tribute to the late Irving Handler, former assistant to Mr. Wolz, who died several weeks ago.

"Despite the fact that he was always on the other side of the table, he was a very sincere and straightforward individual," Mr. Grossfield said. "We respected him. He was very knowledgeable and impartial. We regret his untimely death."

Offers Conversion Of Insurance Until Sept. 1

ALBANY—The Civil Service Employees Assn. has announced that certain members who are insured under CSEA's group life insurance program will be allowed to convert part of their coverage to permanent form of individual life insurance which contains cash and paid-up values, without medical examination. The deadline for this offer is Sept. 1, 1976.

The offer provides that any actively employed insured member of the group life insurance plan who became age 50 on or after Jan. 1, 1976 or whose 55th or 60th birthday is during 1976 may convert \$1,000 or \$2,000 of this group insurance to a permanent individual insurance.

Group insurance would be reduced by the amount converted, and the payroll deductions of such insurance would be reduced accordingly.

The conversion plan features many other items of interest to group life insurance members.

All of those interested may request information on the conversion privilege by writing to the Civil Service Employees Assn. at 33 Elk St., Albany, N.Y. 12207 prior to Sept. 1, 1976. The effective date of the converted insurance will be Nov. 1, 1976, contingent on the premium payments for the converted insurance to be made directly by the individual to the Travelers Insurance Co.

Fill Out and Mail Today

CIVIL SERVICE EMPLOYEES ASSN., INC.
33 ELK STREET
ALBANY, NEW YORK 12207

PLEASE SEND ME INFORMATION CONCERNING THE "CONVERSION PRIVILEGE" OF CSEA GROUP LIFE INSURANCE.

NAME (Please print)

HOME ADDRESS City State Zip Code

DEPT. DIVISION OR PAYROLL
EMPLOYED INSTITUTION ITEM NO.

DATE OF BIRTH SOCIAL SECURITY NO.

Clarification Of Free Dues

(Continued from Page 1)
has been misinterpreted by some members. The rules governing the dues-free membership are:
• laid-off members are eligible for up to one year from the date of the layoff, provided that the member has been placed on a preferred list by the employer.

• disabled members on leave without pay are eligible for the duration of such disability and leave without pay.
Application forms for dues-free membership may be obtained from CSEA chapter presidents or by writing CSEA Headquarters, 33 Elk St., Albany, N.Y. 12207.

Latest State And County Eligible Lists

(Continued from Page 13)

- 203 Bacher Carol Smithtown87.2
- 204 Sinkevich S M Albany87.1
- 205 Curtis Susan E W Sand Lk87.1
- 206 Todd Merrilee D Staten Is87.1
- 207 Schaible Janel Knox87.1
- 208 Butler Mary B Defreesvil87.1
- 209 Gile Barry B Albany87.1
- 210 Sowinski Joyce Schenectady87.1
- 211 Gminski J E Schenectady87.1
- 212 Morby Eida J Delmar87.1
- 213 Dionisio D K N Lindenhurst87.1
- 214 Perry Pamela J Albany87.1
- 215 Ruzznica Linda Amsterdam87.0
- 216 Muller Deborah Oneonta87.0
- 217 Lumm Carol A Albany87.0
- 218 Derose Carol M Amsterdam87.0
- 219 Buckley J M Schenectady87.0
- 220 Witter Carole L E Syracuse87.0
- 221 Jurczak Evelyn Clayville87.0
- 222 Woika Joyce R Attica87.0
- 223 Furey Victoria Terryville86.9
- 224 Rohloff Lois A N Troy86.9
- 225 Piazza Dennis A Cohoes86.9
- 226 Geleta Stephen Cohoes86.8
- 227 Slater Virginia Schenectady86.8
- 228 Lynch David J Albany86.8
- 229 Tripp Anne V Loudonville86.8

- 230 Gailor Dianne M Ballston Spa 86.8
- 231 Sichel Barbara High Falls86.8
- 232 Mihrania S C Loudonville86.8
- 233 Wortham James D Schenectady 86.8
- 234 Dadio Mary A Troy86.7
- 235 Hendel Jeanne M Buffalo86.7

- 236 Sheldon Harold Ogdensburg86.7
- 237 Lucin Ruth A Troy86.7
- 238 Mosher Shirley Harpurville86.7
- 239 Dubois Sylvia K Stillwater86.6
- 240 Zeh Mary J Schoharie86.6
- 241 Smith Donald J Potsdam86.6
- 242 Meineker Pamela Castleton86.6
- 243 Lawson C E Voorheesvil86.5
- 244 Cloonan Marie C East Meadow 86.5
- 245 Fox Mildred R E Greenbush86.5
- 246 Shields Susan M Albany86.5
- 247 Irish Keith C Albany86.5
- 248 Albert Sandra A Watervliet86.5
- 249 Perkins Dorothy Schenectady86.4
- 250 Fabritius Ann J Dunkirk86.4
- 251 Hayostek Gary S North Troy 86.4
- 252 Bond Kathleen M Albany86.4
- 253 Raimo Grace M Albany86.4
- 254 McCorry K E Dannemora86.4
- 255 Leonard Janice E Schodack86.3
- 256 Kopsch E F Poughkeepsie86.3
- 257 Chermack D G Schenectady86.3
- 258 Bryk Joy K Latham86.3
- 259 Primeau Susan B Averill Pk.86.2
- 260 Salsburg Linda Albany86.2
- 261 Tobish Goldie Brooklyn86.2
- 262 Yarling Linda S Buffalo86.2
- 263 Macfawn Cathy L Albany86.2
- 264 Taft Chrystal F Beaver Dams86.1
- 265 Willbrant Debra Averill Pk86.1
- 266 Trax Marjorie L Hornell86.1
- 267 Jacobson S Levittown86.1
- 268 Tator Cheryl A Rensselaer86.1
- 269 Callahan T J Schenectady86.1
- 270 Sanchez M B Oneonta86.0
- 271 Guiffreda R A Auburn86.0
- 272 Vaughan Delores St Albans86.0
- 273 Higgins K Ctl Islip85.9
- 274 Boni Dawn M Albany85.9
- 275 Way Carla J Scotia85.9
- 276 Kosarovich A Cohoes85.9
- 277 Enfield Doris E Albany85.9
- 278 Forner Karen S Menands85.8
- 279 Mack Charles V Ballston Spa85.8
- 280 Konnick E M Johnson City85.8
- 281 Piquet Gail A Hopewell Jet85.8
- 282 Bushek Kathryn Albany85.8
- 283 Eaton Susan E Watervliet85.8
- 284 Teti Joanne M Schenectady85.8

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.
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
Meteorological Technician	GS-5 to 15	421

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

Stenography And Typing

Life Sciences	GS-5 to 7	NY-5-09
Stenographer	GS-3 to 5	NY-5-06
Secretaries, Options I, II, III	GS-5 to 8	NY-3-02
Typist	GS-6 to 9	WA-8-03

Medical

Autopsy Assistant	GS-6 to 9	NY-8-43
Careers In Therapy	GS-4, 5	NY-9-05
Dental Hygienist, Dental Lab Technician	GS-2 to 4	NY-1-18
Licensed Practical Nurse	GS-5, 6	NY-5-04
Medical Machine Technician	GS-5, 6	NY-0-25
Medical Radiology Technician	GS-5 to 7	NY-3-01
Medical Technician	GS-5 to 11	NY-6-03
Medical Technologist	GS-2, 3	NY-1-16
Nurses	GS-2	NY-5-05
Physician's Assistant	GS-5 to 17	WA-0-07
Veterinarian Trainee	GS-2, 3	NY-1-18

Military

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

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

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.

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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 Therapy Aide Trainee	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Mechanic (Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nutrition Services Consultant	\$31,404	20-139
Occupational Therapist	\$11,337	20-176
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Physical Therapist	\$11,337	20-177
Principal Actuary (Casualty)	\$22,694	20-417
Principal Actuary (Life)	\$22,694	20-521
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Public Librarians	\$10,714	20-339
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Actuary (Life)	\$14,142	20-519
Senior Medical Records Librarian	\$11,337	20-348
Senior Occupational Therapist	\$12,670	20-137
Senior Pharmacist	\$14,880	20-194
Senior Physical Therapist	\$12,760	20-138
Senior Sanitary Engineer	\$17,429	20-123
Asst. Sanitary Engineer	\$14,142	20-122
Senior Stationary Engineer	\$10,714	20-101
Specialists in Education	(\$16,358-\$22,694)	20-312
Stationary Engineer	\$ 9,546	20-100
Assistant Stationary Engineer	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Vartype Operator	\$ 6,811	20-307

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

Judge Orders Back Pay And Promotion For Five Monroe County Deputies

(From Leader Correspondent)

ROCHESTER—Five Monroe County sheriff's deputies, whose demotions were protested by the Civil Service Employees Assn., have won back their positions and two-and-a-half years of back pay after a lengthy legal dispute.

In a decision filed this week, State Supreme Court Justice Austin W. Erwin ruled that Sheriff William M. Lombard did not have good reason for demoting the deputies when he took office in 1974. Justice Erwin also ruled that Lombard's action violated an agreement with the CSEA.

The five men were promoted on Dec. 8, 1973, by the late Sheriff Albert W. Skinner. When Sheriff Lombard took office a week later, he demoted the men to their former ranks.

The suit claimed that Sheriff Lombard failed to give any reason for demoting them and did not demote them for disciplinary reasons. Under the CSEA contract with the county, the Sheriff must have a good reason for making non-disciplinary demotions.

Sgt. C. William Sexton, one of the five reinstated deputies, said each of the five has accrued about 4,000 hours for which they must be reimbursed. He said his back pay should amount to about \$5,000. He must be promoted to lieutenant, according to the court order.

Sheriff Lombard said the men are owed a total of about \$17,000 in back pay. He said the money has not been spent and is available, but no one was sure when the men will be repaid.

Three of the men are deputies and must be promoted to sergeants. They are Albert Detandt, George Reese and David Steinmiller. The other man, Cpl. Richard C. Schott, must also be promoted to sergeant.

CSEA Whips SEIU In Ulster

(Continued from Page 1)

In other CSEA Southern Region III contests, the union has beaten the SEIU in several towns and school districts as well as in Orange, Ulster and Sullivan Counties. The Sullivan County victory came just last month.

"Maybe the size of this victory will convince SEIU to get out and stay out of Ulster County once and for all," Dr. Wenzl said.

"The employees are not interested in listening to phony promises by a bunch of losers like the SEIU who come around every so often and accomplish nothing except to set back the employees' negotiations plans.

"The workers are interested in solving their job problems and in getting and enforcing a good contract. This they know they can do through CSEA," he observed.

McDermott Urges Caution On Adopting Experimental Health Maintenance Plan

ALBANY—Joseph McDermott, president of Albany Region IV, Civil Service Employees Assn., has issued a statement on an experimental Blue Cross-Blue Shield health care program that is being tried out by the Fulton-Montgomery Counties Board of Co-operative Educational Services.

"First, I must state I am not against the employer saving money or cutting costs when the savings or cost reduction does not diminish a benefit or service employees enjoy," Mr. McDermott said.

"But I do not advocate that large, multifarious groups of public employees risk their present health care coverage under the state plan to see if a new experimental plan could provide the same benefits at a lower cost to the employer. Rather, I suggest that CSEA and the health insurance organizations let the present experiment run its full course and then evaluate the results before advising other public employers or employees that they might benefit from a

change to the 'new program.'"

Mr. McDermott's statement follows the actions of several public employers in the Albany Region who have been attracted by the alleged better cost performance of the new health care program being used in the Fulton-Montgomery BOCES. It reportedly lowered the employer cost while increasing employee coverage.

However, some observers feel that due to factors such as low participation, low claim rates and overestimating of probable experience costs, the charges to the employer have been reduced.

The carriers, Blue Cross and Blue Shield, indicated that this initial cost reduction is a unique situation and does not foreshadow any future reductions in funding by the employer if more members participate.

Mr. McDermott ended his warning by noting, "If too many people leave the state plan and join this experiment, both programs could suffer. We should wait and see what happens before taking a chance with our health coverage."

SWEET CORN

Standard Brands, Inc., one of the nation's top manufacturers and distributors of food items, plans to produce "Made in New York" starch, sugar and syrup products in a plant at Montezuma, Cayuga County, the State Commerce Department notes.

Block Monroe's No-Pay Leaves

(Continued from Page 1)
the current CSEA contract with the county.

Justice Wagner added that the county's furlough program also would have violated Monroe County's charter, which states that the legislature may not "direct or request" an employee's removal "by the county manager or any of the officials under his jurisdiction . . . or in any manner take part in" that kind of action.

As a result, he issued a permanent injunction against the county's program of suspensions.

CSEA chief counsel James Roemer, Jr., called the decision "the first of its kind," adding, "It should stand as a warning to all other public employers that

furloughing is an illegal method of avoiding paying employees the raises they are due."

Mr. Koenig pointed out that if each employee of Monroe County were to be suspended or "furloughed" for 10 days without pay, it would wipe out 4 percent of the 7 percent raise won

SINCLAIR NAMED

ALBANY — Gov. Hugh L. Carey has appointed Leroy W. Sinclair, of White Plains, an executive of a financial service company, as executive deputy commissioner of the New York State Department of Commerce. In his new position, Mr. Sinclair will work with Commissioner John S. Dyson. He will receive a salary of \$43,259 a year.

by the CSEA for those employees last Jan. 1.

"They can't just grant employees a raise and then take it away by suspending them," Mr. Roemer said. He and Mr. Koenig agreed that if Monroe County got away with this furlough program, it would be copied by other counties throughout the state.

"I am very elated with the decision," Mr. Koenig said. "It shows that just because a county legislature passes a resolution, it doesn't mean you have to accept it. It shows that by going through CSEA, you can fight it and win."

The Monroe County chapter is the largest CSEA chapter in the union's Western Region VI.



CSEA
STRENGTH IN UNITY
MEMBERSHIP DRIVE
JUNE 1-NOVEMBER 30

Never in the history of our union has it been so vital to stick together — grow together and share the load to keep us strong. In these tough times, the greater the percentage of membership of any county unit or chapter, the greater the strength at the bargaining table. The greater the percentage of state employees belonging to CSEA, the greater the strength of the state bargaining units.

Therefore, we are offering members in good standing a cash incentive to recruit new members. There is no limit to the number of new members you may sign up. And while the cash incentive is nice to receive, the most important factor is the strength you will be helping to build for you and your fellow worker.

ONE (Member) WILL GET YOU FIVE (\$5)

For each new member you sign up between June 1 and November 30, CSEA will award you \$5.00. After you have signed up the new member he must be on the payroll for four bi-weekly pay periods or the equivalent thereof. Many members are planning their Christmas shopping around this membership drive. The Christmas Club bonuses for all members signed up before September 15 will be paid on December 15th. The second payoff, for new members signed between September 16 and November 30, will take place on February 15.

CHAPTER OR UNIT PRESIDENT HAS CONVENIENT SIGN-UP CARDS

Ready to go? See your Chapter or Unit president for special sign-up cards which have a place to rec-

ord all the necessary information. Send your cards in as soon as you sign up a new member — and we'll credit your account with \$5.00 for each member signed up.

We'll keep your account up to date and will return to you, in writing, a receipt for each new member you've signed up.

Only CSEA members in good standing as of June 1, 1976, may recruit new members during this drive. New members must work in a unit of government represented by CSEA. So we urge you CSEA members — go to it — start signing up non-members for cash in your pocket and security in your future.

NON-MEMBERS SHOULD HELP SHARE THE LOAD

If you're a non-member, we ask you to think of this: sharing the load in these tough times is important. Legally, we represent you — at the bargaining table — and even in processing grievances. And we need your support — morally and financially — to fight the battles ahead. Our dues are most reasonable for the services provided . . . services which benefit you in many ways.

So help us share the load by signing up with us. CSEA — the most powerful force in New York State working for public employees.

