

Civil Service LEADER

America's Largest Newspaper for Public Employees

Convention Coverage

See Pages 8 & 9

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ORANGE PAPERS — On the day before the 14-day strike by Civil Service Employees Assn. members in Orange County was ended by a unanimous vote of the county unit membership, an Orange County deputy served a Supreme Court injunction on union leaders at CSEA headquarters in Albany. From left are James Roemer, CSEA counsel; Theodore C. Wenzl, president of CSEA; the deputy; James Lennon, president of CSEA Southern Region III, and John M. Carey, CSEA assistant executive director for the State Division.

10-Month Year Scheme At SUNY Spiked By CSEA

ALBANY—The Civil Service Employees Assn. has won a victory for all classified employees of the State University of New York, which has made unnecessary a grievance and improper practice charges that were pending against SUNY.

SUNY had been attempting for some time to force many classified employees—those in the competitive, non-competitive, labor and exempt categories—out of their 12-month positions and into 10-month jobs. CSEA's held that this was illegal. A grievance and improper practice charge were initiated.

However, last week, SUNY administrators called officials on all campuses and told them that there would be no "involuntary movement of current permanent employees to 10-month jobs, either by leaves of absence or by short-term layoffs." The campus officials were also instructed to drop all mention of a shortened work year for classified employees.

"For all practical purposes, this means the 10-month year is dead," said Paul Burch, CSEA collective bargaining specialist for SUNY employees.

"The directive from SUNY central administration to its cam-

pus is, in effect, an admission that the union was right all along in its stand that this 10-month deal is a subversion of the merit system and an attempt to undermine the Taylor Law."

Some of the effects of change—
(Continued on Page 16)



Voter Apathy Due To Investigations, Bad Election Laws

THE big story about the Presidential primary in New York is that it was a flop. And it was a flop because of voter apathy and bad election laws.
(Continued on Page 6)

CSEA Political Action Head Urges State Adopt "LOBA"

(Special to The Leader)

ALBANY—The chairman of the Civil Service Employees Assn.'s political action committee testified last week before the Senate Committee on Civil Service and Pensions that proposed "Last-Offer-Binding-Arbitration" (LOBA) legislation has the strong support of CSEA.

Martin Langer, also president of CSEA's Rockland Psychiatric Center chapter, said that Senate Bill S.8200 would alleviate many of the problems that now exist when public employee unions reach impasse with their employers during contract negotiations.

"LOBA would impose on the parties the necessity to make realistic offers," Mr. Langer said. "The reluctance of one party or the other to make good-faith offers during bargaining would be tantamount to giving the other side an extreme advantage in the

(Continued on Page 16)



IRVING FLAUMENBAUM

Flaumenbaum Warns Of Nassau 'Chaos' If Layoffs Are Imposed

MINEOLA—Warning of "chaos" if public sector employee layoffs result, Irving Flaumenbaum, president of the Nassau chapter of the Civil Service Employees Assn. challenged the Republican and Democratic parties to settle the question of whether the county needs a sales tax increase in order to maintain services.

Mr. Flaumenbaum was working behind the scenes in an effort to break a deadlock between the parties on the question. He also proposed creation of a blue-ribbon panel of non-partisan citizens to study the question.

County Executive Ralph G. Caso has threatened to lay off up to 2,000 employees if he does not get state authorization to collect an additional 1 percent sales tax. The county's Demo-

cratic legislative delegation, however, has refused to allow the legislation to pass the Democrat-controlled Assembly.

The Democrats claimed there was enough fat in Caso's budget to avoid layoffs.

"There will be chaos in this county and people are going to lose their lives if these politicians keep playing their political games," Mr. Flaumenbaum declared. Observers said that Mr. Caso would blame the Democrats for any layoffs, while the Democrats apparently feel that if they approve the tax increase, Mr. Caso will build a budget surplus and reduce taxes next year in preparation for re-election.

Mr. Flaumenbaum, who conducted a private meeting with
(Continued on Page 3)

Court Rules Putnam Must Arbitrate Salary Freeze

By HERB GELLER

CARMEL—Putnam County chapter, Civil Service Employees Assn., won a victory in court last week when Putnam Supreme Court Justice William Walsh ruled that the County Board of Supervisors must arbitrate a wage freeze imposed on 1976 salary increases for county workers.

In the ruling, Justice Walsh ordered that an arbitration panel be selected to hear the CSEA

chapter's grievance about the denial of the wage increases in a contract negotiated in Febru-

ary 1975. Under terms of the contract, county employees were
(Continued on Page 16)

CSEA/Stein Waste Probe Meets In NYC

ALBANY—The Civil Service Employees Assn./Stein Joint Committee on Waste and Inefficiency in Government, co-sponsored by CSEA and Assemblyman Andrew Stein (D-L, Manhattan), with Mr. Stein as
(Continued on Page 3)

Medical Post Open At TA

The New York City Transit Authority will accept applications through April 26 for one management position.

The post is supervising physician and surgeon—Exam 601. It has a \$13,100-a-year starting salary. New York State Medical license plus six years' general medicine or surgery experience, including three years in a supervisory position, is required.

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

APPOINT COLWAY

ALBANY — An Onondaga County man, Victor J. Colway, of Camillus, has been appointed executive assistant to James C. O'Shea, Commissioner of the Office of General Services. Mr. Colway was recently vice-president for business and finance at Syracuse University, a post he has held since 1968. The post pays \$35,000 a year.

PROGRAMMER LIST

ALBANY — A computer programmer eligible list, resulting from open-competitive exam 24-343, was established March 30 by the State Department of Civil Service. The list contains 205 names.

VA Outlines Death Benefits

WASHINGTON, D.C.—The Veterans Administration has urged former servicemen and women to acquaint members of their families with the VA burial allowances available to veterans.

For example, VA will provide a payment of up to \$250 toward the burial expenses of eligible veterans. An additional \$150 is payable as a plot or interment allowance when burial is not in a national cemetery or other cemetery under United States government jurisdiction.

Burial or plot allowances are paid to funeral directors and cemetery owners if burial costs

are unpaid; otherwise the proper claimant is the person who bore the expense of funeral and burial.

In case the veteran's death is service-connected, payment of an amount not to exceed \$800 will be made. This payment is made instead of the usual burial and interment allowances.

Burial is available for all eligible veterans at all national cemeteries except Arlington. Burial in these cemeteries is also available to an eligible veteran's spouse, minor children and, under certain conditions, to unmarried adult children.

Since 1967 burial in Arlington National Cemetery has been limited to persons dying while on active duty, Medal of Honor win-

ners, former service personnel on official service retired lists, certain high government officials and certain members of the immediate families of those listed or those already buried there.

The VA will also, upon request, provide an American flag to drape the casket of the veteran.

A headstone or grave marker is available for eligible veterans. Memorial markers are provided for certain members of the armed forces who die on active duty and whose remains are not recovered.

Full information concerning these allowances and eligibility for them is available at any Veterans Administration office.

Special Notice

FOR CSEA MEMBERS ONLY

CSEA Basic Accident and Sickness Plan.

If you are a new employee under age 39½ and apply for this insurance within 120 days from your employment date, you are guaranteed \$150.00 per month in benefits. All other members may also apply and will be required to show evidence of insurability.

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CSEA Wins Reinstatement For Two At Willowbrook

STATEN ISLAND—The Civil Service Employees Assn. has won reinstatement for two Willowbrook Developmental Center employees suspended after the disappearance last December of a resident who subsequently died.

James Young, a ward attendant, and Rosalie Branch, a building supervisor, were cleared of misconduct charges after arbitration hearings at which they were represented by Louis Mauriello, an attorney engaged by the union.

Acting Director Stanley Slawinski had ordered the employees suspended when Luis Ramirez was found frozen to death after being missing for five days. Dr. Slawinski said that the employees had not followed proper procedures after Mr. Ramirez's disappearance.

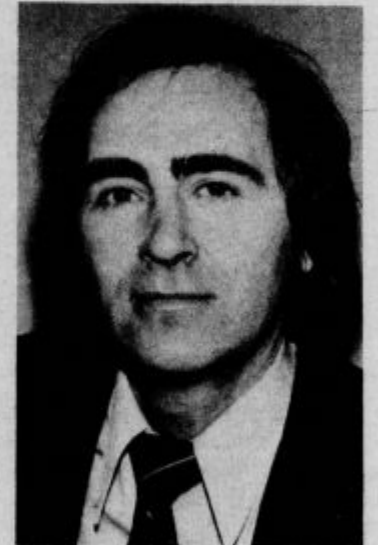
Willowbrook's CSEA chapter officials charged that in suspending the employees the administrators had engaged in a "whitewash" to cover up their own inefficiencies. Ronnie Smith, chapter president, said that the employees had followed proper procedures.

Mr. Smith said that upon finding the resident missing, the employees had notified the security guard, the local police precinct, the grounds supervisor and the resident's parents. Additionally, Mr. Smith stated that a record of the missing resident was made in a log book.

In winning reinstatement, Mr.

Young and Ms. Branch will have all disciplinary charges revoked and will be restored to duty with compensation for any wages lost during the period of suspension.

An Assembly committee, chaired by Assemblywoman Elizabeth Connelly (D-Richmond), is investigating the circumstances surrounding the death of the resident.



PAT FRASER

Radio Show Picks Fraser As Panelist

MANHATTAN—Pat Fraser, a Mental Hygiene representative on the Civil Service Employees Assn. Board of Directors, will be a panelist on a radio program dealing with "Abuses in Mental Institutions."

The discussion will be aired on the Sherrye Henry Program over WOR, on Friday, April 16, from 2:15 to 4:00 p.m.

Other panelists scheduled are Morton Posner, executive director, Federation of Parents Organizations for New York State Mental Institutions, and Alvin Mesnikoff, New York City regional director of the State Department of Mental Hygiene.

Mr. Fraser, who will present the employees' viewpoint, is also CSEA grievance committee chairman at Willowbrook Developmental Center on Staten Island.

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CONTRIBUTE — With a long way to go before the Civil Service Employees Assn.'s Dutchess county unit reaches its goal of \$52,000, every bit helps. Here, unit president Bernard Vlet, third from left, accepts contribution from Rensselaer chapter 842 president Samuel Ciraulo. Other Rensselaer members at the brief ceremony are, from left, Joseph Lazarony, Sue Ernst, and, fifth from right, Sayles Casey, Joseph Tobin, Grace Vallee, Marianne Herkenham and Genevieve Ryan. Dutchess unit has been seeking funds to repay the statewide CSEA organization for a loan to aid members who were penalized for successful strike action last summer.

A Putnam Employee Regains Job, Back Pay In CSEA Suit

CARMEL — Thelma Kaiser, a member of the Putnam County unit, Civil Service Employees Assn., has been reinstated to her typist position with full back pay to April 11, 1975 as a result of action initiated by CSEA last year.

State Supreme Court Justice Joseph Gagliardi last week upheld CSEA's contention that Ms. Kaiser had been illegally dismissed from her job with the Putnam County Civil Service Commission.

"The CSC summarily dismissed Ms. Kaiser, and refused to divulge the reasons for her dismissal," said CSEA field representative Larry Scanlon. "Their excuse was that she was not a permanent employee, but this was false."

"Our CSEA regional attorney, Arthur Grae, of White Plains, produced copies of the minutes of the CSC meeting at which she was made permanent."

CSEA took the case to court

because Ms. Kaiser was not given a disciplinary hearing nor presented with the reasons for her dismissal, as is required for all permanent employees under Civil Service Law.

"This case points up the inadequacies of the operations of the Putnam County Civil Service Commission," Mr. Scanlon said. "It also points up the urgent need for reform; perhaps for a change to a county personnel officer who is competent and professional."

He added that, "The county and its agents have been shown by Ms. Kaiser's courage in standing up to them that county employees are no longer willing to be pushed around. They are taking the time and trouble to stand up for their rights."

Ms. Kaiser said that she decided to fight her dismissal because "I had always been taught that your reputation is the most valuable possession you have, and I felt that my reputation was at stake in this case."

At press time, Ms. Kaiser had not yet received the back pay that she is due. She is expected to receive it shortly.



NEW DIRECTOR — Beatrice McCoy has been elected as a director of the Civil Service Employees Assn. She was the winner from a field of seven candidates seeking to represent the State Department of Audit and Control. A special election was held last month to fill the Board of Directors vacancy that resulted when Harold Ryan left state employment. Election results were certified by Bernard Schmah, chairman of the CSEA special election procedures committee. Ms. McCoy is also treasurer of Audit and Control chapter 651.

CSEA/Stein Probe Meets In NYC Region II

(Continued from Page 1) chairman, held a public hearing in Manhattan April 12 in a continued probe of waste in state and local governments.

The CSEA/Stein Joint Committee revealed tens of millions of dollars of waste and inefficiency through its initial public hearing recently in Syracuse, and said it expects to expose new examples of waste totaling additional millions.

Ultimately the committee will issue a full report on its findings to the Governor and state legislature.

In a joint statement by Assemblyman Stein and CSEA, the committee said "The committee can only point the way; can only expose the wrong, not reform. It will be up to the Legislature and the governor to follow up so that government in this state will be able to serve the people without further taxing them."

The CSEA/Stein Joint Committee independently verifies through staff investigations reports of waste, inefficiency or alleged wrong doings, and then reveals the results of those investigations through documented evidence at public hearings.

Many of the reports on waste or inefficiency originally came from governmental employees through a statewide toll-free telephone number established by the committee. In that regard, the committee statement points out that the identities of public employees who supply information to the committee are confidential. "The committee is satisfied that every possible precaution has been taken to protect those who have stepped forward to help this investigation. This committee has attempted to independently verify the reported waste so that no civil servant will face the possibility of hostile reprisals for assisting this committee."

Public sector employees and others having information about governmental waste and inefficiency may contact committee aide Terrence Moan at 880 Third Ave., New York, N. Y. 10022. The telephone number is (212) 838-2942.

CSEA calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 11 Warren St., New York, N. Y. 10007. Attn.: CSEA Calendar.

APRIL

- 19—New York City Metro Retiree chapter meeting: 1 p.m., 2 World Trade Center Room 5890, Manhattan.
- 20—Syracuse Area Retirees chapter spring meeting: 1 p.m., Raphael's Restaurant, State Fair Blvd., Syracuse.
- 20—Madison County chapter board of directors meeting: 7:30 p.m., Morrisville.
- 20—Buffalo-Niagara Frontier Retiree chapter meeting: 1:30 p.m., Buffalo Public Library Main Branch, Lafayette Square, Buffalo.
- 21—Madison County chapter meeting: 7:30 p.m., Wampsville Fire Hall.
- 21—Buffalo chapter dinner meeting: 5:30 p.m., Statler Hilton Hotel, Buffalo.
- 21—Eleanor Roosevelt Developmental Services chapter executive Board meeting: 5:30 p.m., Oswald D. Heck Developmental Center Building Four cafeteria.
- 22—Central Islip Psychiatric Center chapter meeting: 7:30 p.m., Gull Haven clubhouse, Central Islip.
- 23—Onondaga County chapter dinner and installation of officers: Liverpool Golf and Country Club, Tulip Street, Liverpool.
- 23-24—Syracuse Region V spring conference: Treadway Motor Inn, Owego.
- 24—Albany Region IV Boston bus excursion.
- 26—Rockland Psychiatric Center chapter retiree dinner-dance: Colonial Manor, Old Tappan, N. J.
- 26—Auburn Correctional Facility chapter spring dinner: Polish Falcons Club, Pulaski Street, Auburn.

MAY

- 2—Motor Vehicle chapter 674 30th Anniversary Party: 5 p.m., Michael's Restaurant, Latham.
- 3—West Seneca DC chapter general meeting: Veterans of Foreign Wars Post, 299 Leydecker Road, West Seneca.
- 7-9—Mental Hygiene Department workshop: Friar Tuck Inn, Catskill.
- 11—Nassau County Crossing Guards unit meeting: 8 p.m., Police Headquarters, Mineola.
- 13-14—Capital District Armory Employees chapter meeting: Veterans of Foreign Wars Home, Cortland.
- 14—Suffolk chapter bicentennial party: Colonie Hill, Hauppauge.
- 14—Albany Region IV "Mix and Mingle" party: 5:30 p.m., Michael's Banquet House, Route 9, Latham.

JUNE

- 13-15—County Division workshop: Granit II, Sullivan County.

Flaumenbaum Warns Of Chaos

(Continued from Page 1) Democratic leaders, said that he challenged the Democrats to show CSEA where the fat is in the budget.

"I told them if they could give us proof that I would make the Republicans suffer, but we received no reply."

"I blame both parties," he asserted, "for putting their political considerations ahead of the welfare of the county."

Mr. Flaumenbaum earlier vowed to tie the county up in lengthy court battles if layoffs result. He said CSEA would demand strict adherence to federal and state protections, including

laws requiring that Comprehensive Employment and Training Act and provisional employees be the first to suffer layoffs.

Mr. Flaumenbaum warned the politicians that they will be held accountable when "the first school child is killed crossing a street alone, because school crossing guards have been eliminated, and when a patient dies unattended at the county hospital because the staff has been further reduced."

As a part of the political war of nerves, Mr. Caso had indicated that the delay already means that the tax cannot go into effect soon enough.

Oswego City Unit OK's New Contract

OSWEGO — By a 3-1 majority last week, members of the Oswego City unit, Civil Service Employees Assn. voted to accept the city legislators' contract offer that includes an average increase of approximately 9.3 percent per year for two years plus increments.

Adjustments were also made in shift differentials, holidays and personal days.

Herman Swits, CSEA collective

bargaining specialist, negotiated for the 150-member unit.

"We were not totally satisfied with the City's offer," Mr. Swits said. "But, in light of the current economic situation in Oswego and nationwide, we feel it is a fair and equitable offer that our membership can live with in the face of ever-rising costs."

"In the nine years that CSEA has represented the City of Oswego employees, the union has

negotiated some outstanding improvements in the employee wage structure and other benefits, and, after nine months of firm negotiations, tonight's vote of acceptance is another important step in upgrading employee pay scales," Mr. Swits concluded.

George Clark, president of the City of Oswego Unit, presided over the hour-long meeting that culminated with the vote of acceptance.

Expand Suffolk Welfare Fund Benefits

HAUPPAUGE — The Suffolk County Civil Service Employees Assn. welfare fund has increased benefits for the second time since starting operations in January, according to Suffolk chapter president James Corbin.

Added were allowances for maternity, wills counseling and an improved optical program.

The addition of legal services for wills was a breakthrough, representing the first time members have been provided with a non-medical benefit.

"The whole concept of self-insurance is working for us," declared Mr. Corbin. He credited hard work of the fund trustees for its success.

It was also noted that the fund has been forwarding reimbursement checks to members in only a few days.

The new maternity benefit provides a flat payment of \$100, designed to bring members' total maternity benefits closer to actual costs. This benefit is retroactive to Jan. 1.

The will-counseling benefit

provides drawing of wills for members and their spouses by the chapter's law firm, Mirkin, Barre, Saltzstein & Gordon, at no cost or an allowance of \$25 toward the cost of wills for both the member and spouse.

Improvement in optical benefits is provided by a guarantee by participating opticians that they will provide a selection of 50 frame styles under the fully

prepaid benefit, and will give members a discount of 20 percent on purchases that exceed the present fee schedule.

Past benefits had been expanded when the fund went into operation at the start of the year. The fund was negotiated in last year's Suffolk-CSEA contract.



JAMES CORBIN

Not Quitting, Says Vizzini

Former fire union head Richard J. Vizzini has denied reports he is asking for three-quarters disability pay from the New York City Fire Department because of an injured thumb.

In response to a March 27 Daily News article Mr. Vizzini, now assigned to Engine Company 41 in the South Bronx, said he was ordered to go before two Fire Department medical boards to examine injuries he sustained fighting a fire to determine his fitness for duty.

"I have never submitted retirement papers or asked for three-quarters disability pay," Mr. Vizzini said.

The present Uniformed Firefighters Association president, Michael Maye, backed Mr. Vizzini in a letter to the newspaper.

Mr. Maye defeated Mr. Vizzini last July for UFA president.

Officials On TV

New York City Human Resources Administration and Social Services Department officials will explain citizens rights Tuesday, April 20 at 3 p.m. on WNYC-TV's (Channel 31) "Frontline New York City" program. The program will be rebroadcast Thursday, April 22 at 7 p.m.

JEA Meeting Set

A regular meeting of the New York State Jewish Employees Association will be held Wednesday, April 28 at 5 p.m. at Two World Trade Center, Room 5890. Tickets for the June 17 Israeli Bond Rally and Dinner will be available that night.

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Six Take Top Cash Awards For March

ALBANY—Twenty-five state employees won a total of \$1,145 in cash awards in March for money-saving ideas submitted to the New York State Employee Suggestion Program. The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total \$36,145.

Awards, winners and their residences are:

\$100—Evelyn F. Schlein, Lawrence, Workmen's Compensation Board; Joan M. Williams, Albany, Division of Criminal Justice Services; Angela M. Cimino, Brooklyn, Workmen's Compensation Board; Jack R. Scott, Sr., Earlton, Office of General Services; Edna Cave, Albany, Department of State, and David Latrell, Ballston Spa, Education Department.

\$50—Francis A. Scherry Jr., Latham, Department of Audit and Control, and Joseph Dickler, Marlboro, N. J., Insurance Department.

\$35—Mary Alice Powell, Insurance Department, and Stephen L. Colfer, both Albany, Workmen's Compensation Board.

\$25—Harold Wollman, Whitney Point, Department of Agri-

culture and Markets; Julie F. Kane, Latham, Office of Drug Abuse Services; Christopher Forkeutis, Albany, Department of Labor; Warren A. Dorsch, Claverack, Division of State Police; Katherine Senese, East Meadow, and Jean Book, Albany, both Motor Vehicles, and the following employees of the Workmen's Compensation Board; Pablo Delgado, Bronx; Angela DelBalso, Brooklyn; Lawrence Parber, New York City; Ralph Welikson, Brooklyn; Geraldine I. Spillman, Rochester (two awards); Walter Z. Weltzman, Far Rockaway; Robert Keenan Jr., Green Island, and a joint award to Jack Browd, Plainview, and Helen Weinthal, Fresh Meadows.

SHORT TAKES

FACILITY TO CLOSE

Westchester County plans to close Woodfield Cottage, a children's detention institution, and to phase out the county's Office of Civil Defense. The cutbacks are intended to cut about \$2 million from the county's 1976 budget. County Executive Alfred B. DeBello said he intends to hold next year's welfare expenses at this year's levels. Woodfield Cottage is part of the Grasslands reservation at Valhalla and houses children sent there by the Westchester Family Court.

BIGGEST DEFICIT EVER

New York State ended its fiscal year March 31 with a deficit of \$382 million, apparently the largest admitted or alleged deficit in its history. From one bookkeeping point of view, the deficit was \$531.8 million. However, the \$382 million figure was obtained by making up an \$85 million shortfall in bank tax revenues by appropriating old bonds funds while another \$64.8 million was obtained from the state's tax stabilization reserve fund, the so-called "rainy day fund." The deficit was reported by the State Budget Division and Comptroller Arthur Levitt. The amount was generally in accord with previous projections. The 1976-77 fiscal year is budgeted at \$10.78 billion. It theoretically includes enough of a surplus to defray the deficit.

'BUY AMERICAN' KILLED

The Court of Appeals has struck down the "Buy American" regulations of the State Office of General Services. This kills the restrictions on purchase of foreign-made articles and commodities for state agencies. The Appellate Division decision reversed one by Supreme Court Justice Edward S. Conway. In a decision written by Justice Michael E. Sweeney, it was noted that under statute, five standards are set for bid-letting including reliability of bidder, quality of article, conformation to specification, purpose for which the article is needed and terms of delivery. The OGS ban, Justice Sweeney noted, would "add a sixth criterion and frustrate the real intent of the Legislature by eliminating an entire class of bidders."

PRISON SUIT FILED

Claiming that the state's corrections' personnel are "sitting on powder kegs that could explode any day in a fury no less severe than the life-taking Attica uprising of 1971," Council 82, American Federation of State, County and Municipal Employees, filed a suit in U.S. District Court "to force the state to secure correctional facilities with adequate staffing that protects inmates, facilities personnel and the public from the likes of a future Attica." Council Executive Director Carl Gray cited corrections' department statistics showing a 26 percent increase in inmate population since 1973, while the complement of corrections' officers has increased only 7 percent. "The admitted current inmate population of 16,000," said Mr. Gray, "exceeds the projected inmate population for 1978 set forth in the Department's Multi-Year-Master Plan dated April 1, 1973, which set the 1978 figure at 15,575." The present inmate population, pegged at 18,000 by independent investigators, exceeds the projected 1978 capacity by 9 percent.

OPEN STATE BOOKS

Seventy-eight independent auditors have checked the state's fiscal position—part of an effort organized to convince money markets of the state's solvency—and will report their findings shortly to Gov. Hugh L. Carey. The auditors were drawn from Peat, Marwick, Mitchell & Co. The Division of the Budget opened its books to the team as part of an agreement with the banking community which is considering buying or marketing \$3.6 billion in state notes which must be floated by the state within the next three months. Because of the precarious fiscal postures of New York City and several semi-independent state agencies, the state has found itself unable to float its own notes and has dipped into pension funds and other sources to meet its cash flow needs.

OK BILINGUAL FORMS

Assembly Labor Committee Chairman Seymour Posner (D-Bronx) announced committee approval of a bill to require that unemployment insurance and workmen's compensation forms be printed in Spanish. The law also instructs the Labor Department to determine whether multilingual forms are necessary in Chinese, French, Greek, Italian, Yiddish, or other languages. The bill's purpose, said Mr. Posner, is to ensure that Hispanics and others for whom English is a second language are not denied their rights to unemployment insurance and workmen's compensation.

BAN STRIKEBREAKERS

The Assembly Labor Committee has approved legislation to prohibit the use of professional strikebreakers during labor controversies. The bill allows state courts to issue injunctions against employers' use of strikebreakers, who are defined as persons who "customarily and repeatedly offer themselves during labor disputes as new employees to replace those involved in the disputes." Current law allows employers to hire whomever they want during disputes under the term "economic replacements."

TERMINATION NOTICE

The Assembly Labor Committee has approved a bill requiring employers to give a minimum of one to two weeks' notice to all laid-off employees. The bill would require at least one week's notice for an employee with 26 to 52 weeks' service, and two weeks' notice for a worker with over a year's service. The bill permits firing without notice in cases of misconduct.

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RETIREMENT NEWS & FACTS

By A. L. PETERS

Legerdemain Time

In a feat of legerdemain, Mayor Abraham Beame's Advisory Board has come to the conclusion that the City's pension funds are not underfunded. Although they suggest an updated actuarial assumption (instead of the 1916 tables they have been using) and although they acknowledge that the fiscal year beginning next July 1 will probably require \$1.43 billion in receipts by the various pension funds, with the city budgetting only \$1.22 billion, they see no problem. "It should be emphasized that the existence of unfunded accrued liability does not mean that the fund is underfunded," they say. What causes a fund to require more funds? Increases in salaries that lead to increased pensions; longer life spans; more pension fringe benefits. Apparently the Advisory Board felt that these would work in reverse. They do point out that the City will have additional monies beginning April 1 when many employees will begin to contribute to the Pension Fund in place of the City's contribution negotiated in the "higher take-home pay" contracts. In addition, the City will discontinue payments to certain union annuity funds. Incidentally, the ratio of assets to liabilities in the five City Funds is 43 percent. The federal government apparently has only a 21 percent ratio.

Notwithstanding an overall excellent record, some public employee pension funds have taken a bad licking during the past few years. As a result, there is some pressure to place the systems under the same restrictions as private funds, regulated under the new Employee Retirement Income Security Act passed last year. Trustees for corporate

funds are under a stringent obligation to act prudently and must post bonds. The pressure on trustees in New York—at both state level (where Comptroller Arthur Levitt is sole trustee) and city level (a board of public officials as trustees)—amounts to "virtual blackmail," according to Albert Shanker, president of the United Federation of Teachers. In most cases, trustees have asked for special waivers of these obligations by legislation.

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)

- Keston, Albert SNew York
- King, Marilyn CIthaca
- Kocur, Theodore Jr.Frewsburg
- Kyle, Alvin LBinghamton
- Ladof, Nina SSeafood
- Lamphere, Joyce FEndicott
- Lanahan, Lucille GLk Ronkonkoma
- La Valley, Erta PWingdale
- Lawrence, KathrynPearl River
- Leavitt, BerthaBronx
- Leclerc, Eugene GBronx
- Leslie, Ruth WBuffalo
- Lewis, AnnLiverpool
- Littman, Raymond RBrooklyn
- Lotti, Ada BFloral Park
- Lyons, Edward JCheektowaga
- Lyons, Elsie LNew York
- Maccrea, Donald JBotsford, Conn.
- MacKiewicz, Chester JAmsterdam
- Maier, MargaretBeacon
- Majors, Gladys JBronx
- Mather, Mary JaneLynbrook
- Maynor, Dorothy IAmityville
- McCarthy, John BCongers
- McCoy, James AStuyvesant
- McKee, Paul RBuffalo
- McLoyd, GraceOrangeburg
- McVay, Nancy MJohnstown, Pa.
- Minck, BeatriceRochester

(To Be Continued)

What's Your Opinion

By SUSAN DONNER

QUESTION

New York City says it is considering pulling out of the Social Security System in two years. What do you think of the idea?

THE PLACE

Lower Manhattan

OPINIONS

Harry G. Sydor, probation officer, federal court:



"I'm against pulling out of social security. I think the people who have contributed are entitled to it. However, I would like to have the social security somehow be arranged with the pensions so that people who are retiring from the city do not get more in pension than what their last year's salary was. This to me is ridiculous. For people who do not have pensions to look forward to, social security is a must. The only alternative I can think of would be Socialism and I'm very much against it. But I think Socialism would supplement the people that social security does now."

Cathy Cook, Office of Court Advisers:



"The reason I support the city pulling out of the social security system is that if a private individual set up his own retirement plan, he'd get a much higher return than you can on social security. I'm 22 years old. If I worked for the city for 50 years, the amount of money I'd put into social security I'd probably have to live to 140 to recoup it. If I wanted to I could set that money aside in a bank account at 5 percent interest or invest it. The real problem is that social security is set up as a tax and the people who are getting the benefits now are getting the money from the people who are working."

George Kress, administrative aide:



"I don't think it's a good idea because it creates a hardship for the younger people coming into city employment today. The pension funds are up in the air. You don't know what the pensions are going to be 10 or 20 years from now and if these people are not covered by social security they will have a hard time when they get older. I can't think of an alternative solution right now with the terrible mess the city is in, but I don't think this is the answer."

Jack Chasin, supervising clerk:



"As far as I'm concerned, I'm in it since the inception which is 1958 and I'll be covered. But if to save the city and to save our jobs they have to cut it out, I can't do anything about it. I'm 52 years old and I will get something from social security so it really doesn't affect me one way or the other. I'd rather not see the city pull out of it because of the young people, but personally I'd rather have my job. I've been working for the city for 29 years. I think it will save them and I think it will save a lot of jobs."

George Moore, police aide:



"From what I've heard and read, social security on a nationwide basis is really broke anyway, and by the time we're ready to reap the benefits from this program there may not be anything there and we'll never get to see what we really put into the system. I don't think it's a good system the way it's set up now and I think the city's idea of pulling out is a good one. It will certainly help New York's economic crisis and perhaps will bring about a change for the better."

Mike DeCiccio, administrative assistant, (Model Cities):



"Unfortunately there doesn't seem to be any choice for people who work for the city. Hopefully it won't have to pass and if it does perhaps some measure can be reached whereby employees will have some say in the matter. There are many people working for the city who have put in many years and to have their complete social security being tapped in such a way without their say so seems a bit unfair."

LETTERS TO THE EDITOR

Correction

Editor, The Leader:

My name is Charles T. Burgio and I am writing this letter in regard to your Letters to the Editor Column, dated March 30.

I have never written to your column at any time. The letter captioned "Refuses Strike" which purportedly was signed Charles Burgio, Congers, was in fact not written by me and is not my position. Further, I refute that the Clarkstown employees either get nothing or got nothing and I am not in a position to express the feelings of the Clarkstown employees regarding a refusal to strike.

Charles T. Burgio
Congers

Editor, The Leader:

Regarding your March 30 letter to the editor, "Refuses Strike": Having known Mr. Charles Burgio employed by the Town of Clarkstown Highway Department, who purportedly authored the article, I must come to his aid as I believe Mr. Burgio never wrote the article or would

ever make such a statement publicly or privately.

Mr. Burgio's background is total unionism; he has served as an assistant shop steward, as shop steward and represented his fellow highway employees at the negotiating table. If in fact a strike was called for, I am certain Mr. Burgio and his co-workers would most probably honor such a vote, save for the mystery writer who attempted to implicate Mr. Burgio.

Even so, it would be callous for the Town of Clarkstown employees to think strike at this time as they are covered by a three-year contract that expires December 1977. Their contract calls for increments and salary increases each of the three years. That contract was ratified unanimously by an overwhelming majority of the Town of Clarkstown unit members. The contract contains provision for one of the most unique dental plans enjoyed by public or private employees in the State of New York.

The article stated "We get nothing, we got nothing and we

refuse to strike." I consider that statement to be the mumblings of an individual who is unhappy with himself and attempts to portray himself as someone who is highly respected (Mr. Burgio) to express his own feelings. CSEA officials in Albany have forwarded mystery letters to me. I have directly received mysterious anonymous letters, all of which have been investigated by chapter and Clarkstown unit officials and considered as being unprecedented and unfounded as well as this particular article.

I recommend that the person who wrote to the Leader editor in the name of Charles Burgio owes an apology to the editor, Mr. Burgio, his elected CSEA representatives, Town of Clarkstown officials and his fellow highway department employees.

In the event the so-called mystery writer or any other member of the Rockland County chapter, CSEA, has a complaint, legitimate or otherwise, I would be most happy to discuss any issue.

John Mauro, President
Rockland Chapter, CSEA

(Editor's Note: Leader policy is to print letters, so long as they are in good taste and of general interest, if they are signed and include an address. The letter in question was printed in good faith on the presumption that the signature and address were authentic. We regret any embarrassment caused Mr. Burgio.)

Dues Hike

Editor, The Leader:

The Civil Service Employees Assn. has recently increased its dues substantially. In my opinion any such increase should have been proportionate with the salary increase CSEA was able to effect for its membership. Using this formula, the Association should mail a refund check to each member since our salaries, in terms of purchasing power, have declined.

Ralph Judson
White Plains

Parks' Firings

Editor, The Leader:

I was one of the seasonal Parks and Recreation Commission patrolmen laid off and am in the process, along with my

ex-fellow workers, of contacting the legislators and citizens to inform them of the consequences of the Commission's actions.

We who worked at the state beaches and lakes held full-time jobs and gave up our own vacations and weekends to work with the state. All of us were laid off, and we feel that "recreation assistants" cannot adequately keep order in the parks during hot and crowded Saturdays and Sundays.

We received no adequate explanation from the assemblyman and senator who introduced the bill. We never wanted a better bargaining position and could never attend nine-week training sessions even if offered.

Edward J. Bourne Jr.
Manhattan

(Editor's Note: A bill was introduced by Assemblyman Arthur J. Kremer (D-Long Beach) and Senator Frank Padavan (R-C, Queens Village) calling for a nine-week training session to upgrade the quality of the Long Island State Parkway Police to give them better bargaining leverage for new contracts. Mr. Kremer, after introduction, said his bill was 'knowingly misinterpreted by the Commission.'

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FRIDAY, APRIL 16, 1976

Secretaries Week

WHO is a secretary?

First, we should point out that in this sex-disoriented world, a secretary could be a he or a she. That statement in itself should revise some people's instant image of a secretary: After all, it does boggle the mind to picture some big, hulking male balanced pettily on a boss-lady's knee.

Secretaries may be so busy taking minutes at a meeting that they do not have an opportunity to participate in the proceedings themselves—other than to take roll call and read the minutes of the previous meeting. Then, after the meeting is over, they still face the task of making sense out of what happened in order to have the minutes ready for the next meeting. (Of course, someone will always complain that "You forgot to mention my name.")

Secretaries may write letters for their bosses to sign, or remind their bosses to keep an appointment on time, or keep visitors away when there is the pressure of a deadline.

Every boss knows, deep down inside, that an office can be kept running quite well in his or her absence if there is a loyal and efficient secretary to keep things moving.

National Secretaries Week starts April 19, but it's nice to have them around all year long.

Penny An Hour

BY this time, some members of the Civil Service Employees Assn. will have received their checks with the additional dues increase deduction.

Even though it is probably the single largest dues increase in the entire 66-year history of CSEA, at less than one cent an hour, it remains one of the best buys around.

At \$58.50 a year, the CSEA dues structure is still one of the lowest of any union . . . especially when you figure that the amount for one week is only a fraction more than \$1.12.

So while there may be some folks who will grumble at the extra pennies, we think it appropriate to point out the large number of news stories in *The Leader* this week—or any week—detailing instances where employees' jobs have been saved or court cases fought to protect employees rights.

Union dues are a little like insurance. You pay them in the hope that your contribution to the total union strength will save you the troubles that would be your due without the union.

Rules Of Order

WE find one of the most time-wasting aspects of meetings to be people's lack of knowledge about rules of order.

To many well-meaning people, Point of Order means "I disagree," and Point of Personal Privilege is interpreted as "I want to interrupt."

What then happens is a shouting match as the original speaker is left dangling in the middle of his statement, the Point-Of-Whatever speaker is trying to insert his viewpoint, and everyone else starts yelling out for order—period.

Simply stated, Point Of Order is for the purpose of bringing attention to a possible technical error in the procedure, not for disagreement with the speaker. Point of Personal Privilege is to request that a window be closed because of a draft, or other such individual whim, not for permission to speak out of turn.

Until everyone is able to abide by the meaning of the rules, meetings will continue unnecessarily overlong.

Don't Repeat This!

(Continued from Page 1)

cause 80 percent of the eligible Democratic voters chose to ignore the polls, setting, proportionately, a new low in voter participation in a primary election here.

Initially, before the polling booths were opened, it was assumed that the primary here would be decisive for one of the three leading candidates: former Gov. Jimmy Carter, Senator Henry M. Jackson, or Representative Morris Udall. In terms of foreshadowing the probable nominee of the Democratic Convention, the primary here turned out to be a real dud.

Of approximately 3,500,000 eligible voters, only about 20 percent of the total, or fewer than a million, bothered to go to the polling booths. And with the totals distributed among Jackson, Udall, Carter and uncommitted delegates, no single candidate can claim the confidence of New York Democrats.

Archaic Procedures

There are a number of reasons that account for the unusually small turnout of voters. In the first place the state election laws, as they apply to presidential primaries, are archaic and have been appropriately described as Eyzantine. Under our laws, a candidate must qualify to run delegates in each Congressional district. This requires the circulation of designating petitions in 39 districts, a fragmentation of qualification requirements that makes the primary here the equivalent of primaries run in 39 states.

In other states, every declared candidate and others who are widely under consideration for the presidency are automatically listed on the ballot. In those states, such non-candidates as Senator Hubert Humphrey and Senator Edward M. Kennedy were required to take affirmative action to remove their names from the ballot.

As a result of the archaic and complex procedure followed, a substantial amount of time and energy was wasted here by campaign committee staff members, contending before election boards and in the courts over the validity of certain designating petitions.

Fiscal Crisis Factor

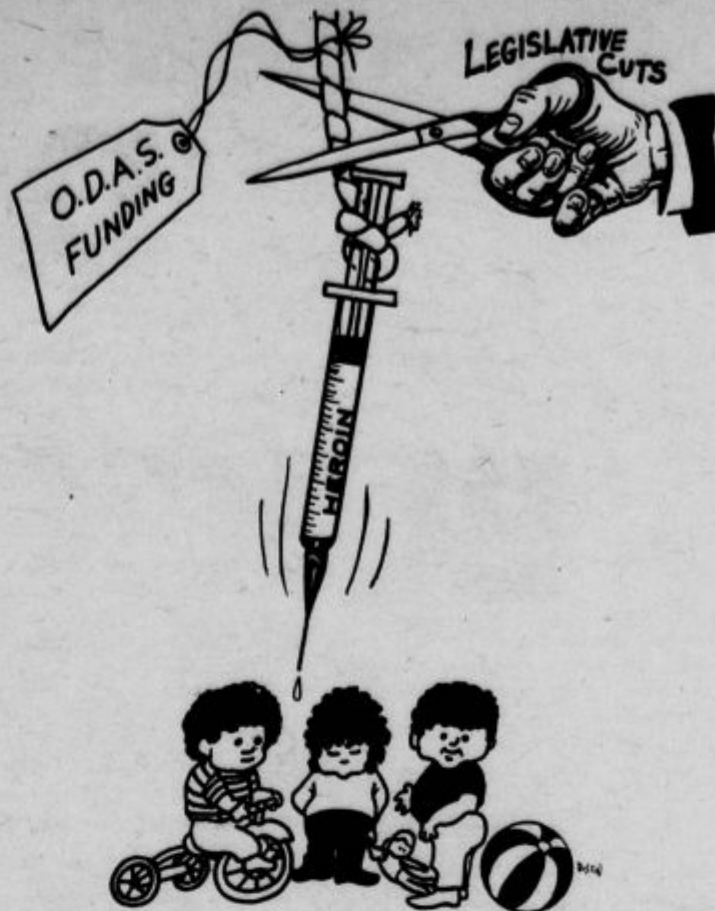
Another factor that may have been significant here in promoting general voter apathy is the series of fiscal crises during the past year that have plagued New York City, Yonkers, and other local governments as well as the state.

The fiscal crises, in particular, have been a major factor in the dwindling consideration being given Gov. Hugh Carey as an important contender for the Democratic nomination. As leader of the second-largest state, Governor Carey would normally have been the focus of considerable interest. He has been saddled, however, with the burden of solving one fiscal crisis after another, even though as a new governor, he had no hand in creating the problems.

Those events, coupled with sharp retrenchments in the levels of public employment and public services, no doubt contributed heavily to general public disenchantment with politics and politicians.

Another factor that may have played a role in voter apathy is the fact that there are two

(Continued on Page 10)



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.

Arbitration Legality

Plaintiff commenced an action for a declaratory judgment in an effort to hold unconstitutional the binding arbitration provisions of Articles 33 and 34 of a collective bargaining agreement between the Civil Service Employees Assn. and the State of New York. He thereafter moved for summary judgment. On Dec. 24, 1974, plaintiff, a permanent competitive class employee in the Department of Correctional Services, was served with an amended notice of discipline charging him with certain specific acts of misconduct in the performance of his duties. He was suspended from his position without pay pending a determination of his case in accordance with the provisions of Articles 33 and 34 of the contract referred to above.

ARTICLE 33 of the contract provides for a hearing to be conducted by a single independent hearing officer or arbitrator who makes a binding decision which is not subject to appeal by either side except in the manner set forth in Article 75 of the Civil Practice Law. (Not to be confused with section 75 of the Civil Service Law.) Prior to the contractual provisions in question in this case, an employee was entitled to the protection of sections 75 and 76 of the Civil Service Law which provided for hearings upon stated charges and rights of appeal either to the Civil Service Commission or to the Supreme Court pursuant to Article 78 of the C.P.L.R.

IN HOLDING THE contractual provisions constitutional, the court referred to a similar case decided a few months earlier in Chemung County Supreme Court. (*Hackett v. State of New York*). In *Hackett*, the court said that the policy of the State is to foster harmonious labor relations between the public employer and its employees. The right to bargain collectively and enter into a contract which binds the employee is part of that right. Obviously there are employees who would prefer to be on their own, just as there are employers who would prefer to deal individually with employees. "But the public interest in labor peace has resulted in the adoption of a public policy and implementing statutes which require that dissident individuals yield to the majority and accept the provisions of a labor contract made by the authorized representative on behalf of the group." The court pointed out that the plaintiff has not been deprived of any substantial rights of due process. One procedure has been replaced with another and the employee retained his rights to receive specific written charges, call witnesses, representation by counsel and cross examination. *Schoonmaker v.*

(Continued on Page 10)

DASHER VS. BUICK, PONTIAC, OLDSMOBILE.

DASHER HAS MORE PASSENGER ROOM THAN BUICK, PONTIAC, OLDSMOBILE.

DASHER

Buick Century Regal

Pontiac Grand LeMans

Oldsmobile Cutlass

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Oldsmobile Cutlass 14.8 cu. ft.

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Buick Century Regal	16 mpg.	25 mpg.
Pontiac Grand LeMans	17 mpg.	25 mpg.
Oldsmobile Cutlass	17 mpg.	25 mpg.

*EPA estimates, standard shift. Actual mileage may vary depending on type of driving, driving habits, car's condition, and optional equipment.

These features are standard at no extra charge on the Volkswagen Dasher.

- Front-wheel Drive**—better tracking, no rear axle or springs, no drive shaft or hump to take up passenger space.
- Rack-and-Pinion Steering**—sports-car-like system for sure, precise handling.
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- Dual Diagonal Brakes**—two brake circuits combine with negative roll radius for straight line stopping.
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CSEA CONVENTION REPORTS, PHOTOS

Approve Five Regional Board Directors To Represent School Chapter Members

Leaders of non-teaching educational employees have achieved another milestone in their efforts to gain a greater voice within the Civil Service Employees Assn.

Their newest gain is that five seats on the CSEA Board of Directors will be added. This was provided by a constitutional amendment approved by CSEA delegates last month at their spring convention.

What it means is that one school district employee representative will be elected at large within five of the union's six regions. (The exception is for New York City Region II, which has only state employees in its membership.)

How it will work is that members of CSEA's sixth largest chapter, the 3,423-member Suffolk Educational chapter, and its fourteenth largest chapter, 2,608-member Nassau Educational, will, between them, elect one school district member from Long Island Region I.

On the other hand, 542-member Dutchess Educational chapter has the field all to itself, since it is the only school district chapter in Southern Region III.

In Albany Region IV, educational chapters in Rensselaer and Saratoga counties, with a combined membership of 1,155 members, are entitled to a director's seat.

In Central Region V, the 1,036 members of the Broome and Onondaga educational chapters will gain a representative.

Only Erie Educational chapter is currently chartered in Western Region VI. The irony here is that Salvatore Mogavero, president of

the 1,755-member educational chapter, is the current director from that county, which also includes 2,865-member Erie County chapter. Mr. Mogavero had been the representative prior to the formation of the educational chapter, and has since been re-elected to represent both chapters. He is also the chairman of the statewide CSEA County Executive Committee, made up of representatives from each of the counties.

County Executive Committee vice-chairman Howard Cropsey is also a school district employee, although he serves as president of Albany County chapter.

As the CSEA constitution was worded, before the change last month, each county was entitled to one representative based on the combined memberships of the county and educational chapters within each county. If the combined membership exceeded 10,000 members, an additional seat was earned.

Under that rule, the aforementioned Suffolk Educational chapter, together with CSEA's third largest chapter, the 8,468-member Suffolk County chapter, would have been entitled to an additional representative, since their total membership is 11,891.

It is not known at this time when elections will be held for the five new educational employees representatives. Only members of the educational chapters will be eligible to vote. School employees who remain as members of county chapters will continue to be represented by the county reps.

The addition of the five new directors pushes the number of CSEA Board of Directors to 122 voting members. These are the 10 statewide officers, 51 state departmental representatives on the State Executive Committee, the current 56 county representatives on the County Executive Committee and the five to-be-elected school district representatives to the County Executive Committee.

Since only one of the statewide officers, vice-president Irving Flaumenbaum of Long Island Region I, is a county employee, the total county and school district strength on the Board will be 62 members, compared to 60 for the state employees.

The allotment of seats on the State Committee is based on 3,000 members or major portion thereof per representative seat.



Honor guard from Sienna College provided colorful opener for Wednesday evening banquet, which followed Bicentennial theme.



Gary Decker, left, and Anthony Fattarino, both of Ulster chapter 856, were attentive observers during one of the County Division meetings which were held for discussion of common problems faced by local government chapters.



From Clinton chapter 810, Phyllis Duval, left, and Jeanne Kelso are shown in moment of concentration as they wait for vote on controversial issue.



Housing and Community Renewal chapter 258 president Thomas DiNatale, right, has microphone as Oswego County State Transportation chapter 517 president Leonard Prins awaits turn.



Distribution of free flag decals is an annual event for the Fanelettes of Dutchess Education chapter 867's Poughkeepsie School District unit. Here John Jr. and John Sr. give one of the decals to Daniel Sullivan, delegate from Transportation District 10 chapter 508.



County Executive Committee chairman Salvatore Mogavero, right, president of Erie Educational chapter 868, presides over County Division meeting as Nassau chapter 830 vice-president Ralph Natale, center, and CSEA lobbyist James Featherstonhaugh stand by to answer questions on political action.

CSEA CONVENTION REPORTS, PHOTOS

CIVIL SERVICE LEADER, Friday, April 16, 1976



CSEA director Betty Duffy (Mental Hygiene, Region I) was spirited participant during debate on dues increase as she spoke for employees at Pilgrim Psychiatric Center chapter 418.



Operational Bargaining Unit team members face delegates during discussion of contract terms. From left are Joseph LaValle, Suffolk DC; Frank Napoleon, Newark DC; Francis DeLemo, Utica; James Gripper, Brooklyn DC; Salvatore Butero, NYS Psychiatric Institute, and James Hull, Transportation Region I.



Other Operational Unit negotiators listen as CSEA vice-president James Lennon explains point at microphone, while Unit chairman Edward McGreevy, of Hamburg, stands by. Team members, from left, are Arthur Hennessy, SUNY at Farmingdale; John Long, Jr., Helen Hayes Hospital; James Stanton, Delaware Valley; Robert Comcau, Eastern NY Correctional Facility, and Charles Schampier, General Services.



CSEA director Lyle Slocum (Steuben County) expresses views of membership of Steuben chapter 851, which he serves as president, as restructuring proposals are discussed.

Membership Committee Report

The membership committee report was submitted by chairmen Samuel Emmett, of New York City, and Howard Cropsey, of Albany County, with committee members Jon Schermerhorn, Terry Dawson, William Kempey, Michael Sweet, Karen Messier, James Mangano, Esther Throne, Theodora Kowalczyk and Eva Katz.

The Membership Committee continues to concern itself with the expansion of our Association through membership growth. The Committee members are cognizant of the financial impact of this objective. We were also made aware of the fact that CSEA has found itself in a predicament of increasing expenses with insufficient dues revenue income. Basically, the only source of revenue to the Association is from dues. Therefore, in these days of deficit financial position, our Committee must seek more innovative and more adventuresome ways to find new members.

The Statewide Membership Committee is planning a Bicentennial Membership Incentive Campaign to recruit each month during the next year at least 1,776 new members over the prior year's average. More definite details will be forthcoming after the plan receives final approval from this Committee in the very near future. Any suggestions from the Regional Presidents will be appreciated.

Attached is Exhibit A detailing the current membership statistics as compared to the 6-1-75 figures. The membership growth has shown no increase in the State Division while the County Division reveals an increase of over 5,000 members.

This Committee is gratified and encouraged that the staff at Headquarters is continuing to seek out new members by direct mail solicitations and the field staff is appealing to individual non-members in person.

CSEA MEMBERSHIP STATISTICS				
	STATE DIVISION	COUNTY DIVISION	RETIREE MEMBERS	TOTAL MEMBERS
6/1/75 Audit	123,637	92,327	16,409*	232,373
New Members on Notice from 6/1/75 to 2/29/76	10,219	13,198	—	23,417
Estimated Attrition Since 5/15/75	(10,039)	(7,914)	—	(17,953)
TOTAL	123,817	97,611	16,409*	237,837
Increase Over 6/1/75 Audit	+180	+5,284	—	+5,464

RECAP OF ABOVE		
	6/1/75	2/29/76
Full Members	215,964	221,428
Retirees	16,409*	16,409*
TOTAL	232,373	237,837

*Estimated Membership



Former CSEA vice-president and Central Conference president Raymond Castle was master of ceremonies for the Wednesday evening banquet. Mr. Castle is currently chairman of CSEA's memorial plaque committee.



Central Region V supervisor Frank Martello, at microphone, shared podium with CSEA assistant executive director Joseph Dolan, back, and arbitrator Donald Strauss during workshop on "Negotiations for the Future."



New York Parole District chapter 259 delegate and NYC Region II treasurer John Eversley, left, is shown here with NYC chapter delegate Canute Bernard, his wife Daisy and their six-month-old son Gregory as they pause between meetings during the five-day convention last month at Lake Kiamesha. (Leader photos by Ted Kaplan)

-1975 MEMBERSHIP REPORT	
REGION	TOTALS
I - LONG ISLAND	4,180
II - NEW YORK CITY	2,014
III - SOUTHERN	4,231
IV - ALBANY	2,883
V - SYRACUSE	3,568
VI - BUFFALO	4,413
TOTAL	21,289

Top State Post Opening

The State Civil Service Department is accepting applications until April 19 for the \$22,694 a year position of director, rehabilitation facilities division. One vacancy exists in the State Education Department's Office of Vocational Rehabilitation in Albany.

Candidates must have a bachelor's degree and six years' experience in rehabilitation facilities operations, including four

years' responsibility for the direction or administration of a major rehabilitation facility.

Application forms and additional information may be obtained from the State Civil Service Department, Two World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 West Genesee Street, Buffalo.

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STATEN ISLAND ACKERMAN'S NYLAN CINEMA DEEP NEW SPRINGVILLE	ALBANY UA CARMEL #1 CARMEL UA HUDSON PLAZA POUGHKEEPSIE LIBERTY	FLORHAM PARK UA JACKSON UA LEFRANK LEFRANK CITY FLUSHING	NEW JERSEY UA CINEMA #1 SOUTH PLAINFIELD UA CINEMA #2 HAZLET UA FOX HACKENSACK UA HIGHWAY FAIRLAWN	FLORHAM PARK UA JACKSON UA LEFRANK LEFRANK CITY FLUSHING	FLORHAM PARK UA JACKSON UA LEFRANK LEFRANK CITY FLUSHING

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New York Premiere Wednesday
ON THE WEST SIDE: LOEWS STATE 1 / ON THE EAST SIDE: THE FINE ARTS / UA EAST

Don't Repeat This!

(Continued from Page 6) special prosecutors functioning in this area—one, headed by Maurice Nadjari with respect to corruption in the criminal justice system, and the other headed by Charles J. Hynes, dealing with abuses and corruption in the supervision of nursing homes. Thus far the principal targets of these investigations happen to be Democrats, and that fact may have also contributed to disillusionment of enrolled Democrats in the quality and integrity of their party leadership.

Humphrey Slates Win
All things considered then, the biggest winners here may be those who were not actively campaigning. Senator Humphrey wound up with several slates of delegates in Erie County, and a substantial number of other uncommitted delegates are known to be in his corner.

Other potential gainers are Gov. Jerry Brown of California and Senator Frank Church of Idaho, who by not participating in the primary here, lost nothing. The campaign events here make it clear that the New York laws governing presidential primaries are in serious need of overhaul. The same is true of the primaries for statewide offices, such as senator and governor.

For example there is no reason why the current Senate primary campaign should not have been held at the same time as the presidential primary—at a savings to taxpayers of several million dollars. We would think that this change will be made before the next presidential primary.

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Civil Service Law & You

(Continued from Page 6) State of New York 82 Misc 2d 16 (Ulster County 1975). Following the decisions in Hackett and Schoonmaker, the Appellate Division, Fourth Department dealt with the same, problem which came to it from the Monroe County Supreme Court. In that case the court decided in favor of the plaintiff, holding in a 1974 decision that the State and CSEA could not by contract deprive plaintiff of the rights granted him under the sections 75 and 76 of the Civil Service Law.

IN 1970 SECTION 76 C.S.L. was amended by the State Legislature to permit the statutory provisions to be supplemented or modified by a collective bargaining agreement entered into by the State and the employees' bargaining agent. That was followed by a contract which gave the employee the right to elect between the statutory hearing and appeal procedure on the one hand, or the binding arbitration procedure on the other. In 1972 the civil service law was again amended... this time to permit sections 75 and 76 to be "supplemented, modified or replaced

by agreements negotiated between the state and an employee organization..." pursuant to the Taylor Law. Following that amendment the State and CSEA agreed to replace the statutory procedure with binding arbitration as referred to in the Schoonmaker case.

IN REVERSING the Ulster County Supreme Court, the Appellate Division held that the procedural due process safeguards contained in Article 75 of the CPLR are built into the contractual provision. "Orderly process requires that agreements be made and complied with even in the face of minority dissent or disapproval Plaintiff, as employee, has the benefits of the contract; he must also accept what he may regard as the disadvantages, for in the bargaining process it may well be that the latter were assumed in exchange for the conferral of the former... Meantime, he can no more claim exemption from the negotiated agreement than may a citizen, with impunity, withhold compliance with a statute because he disfavored his legislator's affirmative vote on the enactment." *Antinore v. State of New York*, 40 AD 2d 6.

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Grants Go To Orange, Erie

ALBANY—Gov. Hugh L. Carey announced the approval of the distribution of \$88,000 in grants to aid in personnel management in Erie County and Orange County.

The federal grants are authorized under the Intergovernmental Personnel Act of 1970. A \$9,000 grant will fund the development of an automated personnel management system in Orange County. A grant of \$79,000 will fund the implementation of a personnel management information system payroll component in Erie County.

Governor Carey said the IPA

grants, administered by the New York State Department of State under the direction of Secretary of State Mario M. Cuomo, will help improve the quality of public services by upgrading personnel systems and practices and by training state and local government employees.

In addition to grants, the IPA provides for the temporary assignment of personnel between the Federal government and state and local governments and institutions of higher education.

IPA also permits state and local government employees to enroll in Federal training courses,

establishes projects to study and recommend improvements in personnel management systems, and gives technical assistance in a wide range of personnel services.

The grants also were announced by Virginia M. Armstrong, director of the New York Region of the U.S. Civil Service Commission.

Exams, Promos Set In Suffolk

HAUPPAUGE—The Suffolk County Department of Civil Service is accepting applications until April 28 for five open-competitive and six promotional exams.

Open-competitive exams available are for assistant town highway maintenance supervisor, senior engineering inspector, highway construction foreman, town highway maintenance supervisor and police chief II. Promotional exams include senior engineering inspector, police captain, police lieutenant and police chief.

Applications and detailed announcements may be obtained in person or by mail from the Suffolk County Department of Civil Service, H. Lee Dennison Executive Office Building, Veteran's Memorial Highway, Hauppauge; the East Northport Testing Center, 295 Larkfield Rd., East Northport; or the Riverhead Information Center, County Center, Riverhead. Applicants requesting forms by mail should include a legal size, self-addressed stamped envelope.

Rockland Seeks Investigators, Superintendent

NEW CITY—The Rockland County Personnel Office is accepting applications until April 21 for open-competitive posts of special investigator, criminal investigator, criminal investigator (Spanish-speaking) and superintendent of public works. Examinations for all posts will be held May 22.

For applications, complete announcements and further information, candidates should write or call the Rockland County Personnel Office, County Office Building, New City, N.Y. 10956 (telephone (914) 638-0500).

Nassau Court Rules In Favor Of Baldwin Worker Wage Case

BALDWIN—A Nassau Supreme Court judge ruled last week that 70 workers of the Baldwin Sanitary District No. 2 are entitled to the full 9.7 percent cost of living increase they claimed under their 1974 contract. They are represented by the Civil Service Employees Assn.

CSEA Long Island Region I attorneys argued that the Sanitary District management had only paid part of the raise in base pay, and falsely claimed to have paid the rest in fringe benefits.

The cost of living clause stipulated that in 1974, a wage increase in amount equal to the U.S. Bureau of Labor's Cost of Living Index would be paid to workers. Both CSEA and the District agreed that the increase was 9.7 percent. The Sanitary district, however, claimed it paid the workers that sum in general wage increase consisting of 7 percent salary and the rest in fringe benefits. Bringing suit for breach of contract, CSEA argued that the whole payment must be in base pay.

In its decision, the Nassau County Supreme Court found that "District No. 2 is obligated to pay the employees of the district in 1974 the full amount of the 9.7 percent increase called

for by reason of the increase in the cost-of-living index as base pay and not in part as fringe benefits and part in base pay."

According to attorney Richard Gaba, who brought the suit against the Sanitary District, the decision means that all 70 workers will get back pay for 1974, 1975 and 1976 to date.

"More important than the individual rewards, the victory means that the courts are starting to uphold the language and letter of contracts," Mr. Gaba said.

Irving Flaumenbaum, Region I president, was equally elated by the victory. "It's about time that the courts put a stop to legal gimmickry by management," he said. "We negotiated long and hard to get the cost-of-living clause in this contract and we weren't about to sit around and watch the district management make a sham of the contract by interpreting in a way and manner that subvert the meaning of the English language."

3 New State Auto & Law Investigation Jobs Open

Take out some time from the holidays and see if you are eligible for new state automotive facilities inspector, law department investigator or investigator trainee openings in state agencies.

Vacancies exist in the State Motor Vehicles Department for three levels of inspectors on Long Island and in New York City, Albany, Syracuse and Buffalo. Application deadline is May 10. Written tests will be June 12.

For the first level, which pays \$10,714, applicants must have five years' full-time automotive mechanic experience. Senior inspector positions, paying \$12,670, require seven years' experience, including one year of supervisory work. The top level, supervising inspector, pays \$17,429 and requires 10 years' experience, including three of supervisory work. It also requires an oral test. New York City area and Monroe County appointees will receive an additional \$200 annual salary differential.

A college degree in automotive technology may be substituted for up to four years' experience. Candidates must hold a New York State driver's license.

Law department vacancies exist in several areas of the State. Deadline is May 10. A written exam will be June 12. Law department investigator positions pay \$12,670 a year to start and require six years' experience in investigations, civil litigation or criminal prosecution. A bachelor's degree may be substituted for two years' experience. An associate degree can count as one year's experience.

Law department investigator trainee I positions begin at \$10,118 a year. Candidates need a bachelor's degree or law degree including 18 semester credit hours in criminal justice. Three semester hours in abnormal psy-

chology, three semester hours in investigative techniques, and three semester hours in criminal or constitutional law must be included. Candidates must submit detailed listings of all qualifying courses. A driver's license is also necessary.

Applications may be obtained from: State Office Building Campus, Albany 12239; Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo 14202

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.
Meatcutter	GS-8	NY-0-30
Warehouse Examiner	GS-5, 7	CH-0-02

Business

Computer Operator and Computer Technician	GS-5 to 7	NS-4-15
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Engineering And Scientific

Engineering, Physical Sciences and Related Professions	GS-5 to 15	424
Meteorological Technician	GS-6 to 9	NY-8-43
Technical Aide	GS-2, 3	NY-0-22
Technical Assistant	GS-5 to 15	421

General

Freight Rate Specialists	GS-7, 9	WA-6-13
Junior Federal Assistant	GS-4	411
Mid-Level Positions	GS-9 to 12	413
Professional and Career Exam	GS-5 to 7	
Sales Store Checker	GS-3	NY-3-07
Senior Level Positions	GS-13-15	408
Technical Assistant	GS-4, 5	NY-5-07
Telephone Operator	GS-3, 4	NY-5-01
Teletypist	GS-3 to 5	NY-4-02

Medical

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

Military

Air Reserve Technician (Administrative Clerical/Technical)	GS-5 to 15	AT-0-59
Army Reserve Technician	GS-4 to 9	NY-9-26

Social And Education

Professional Careers for Librarians	GS-7 to 12	422
Psychologist	GS-11, 12	WA-9-13
Recreational Therapist	GS-5 to 7	NY-5-09

Stenography And Typing

Keypunch Operator	GS-2, 3	NY-3-01
Reporting Stenographer and Shorthand Reporter	GS-5 to 9	NY-9-17
Stenographer	GS-2 to 5	WA-9-01
Secretaries, Options I, II, III	GS-5, 6	NY-5-04
Typist	GS-2 to 4	WA-9-01

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6844 Wagner, Detroit, Mich.
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828 Third St., Oakmont, Pa.
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State And County Eligible Lists

EXAM 35-744
SR ACCOUNT-AUDIT CLERK
Test Held May 31, 1975
List Est. Sept. 2, 1975
(Contr. from Previous Edition)

169 Valente Richard Schenectady...88.5
170 Lanahan Susan M Round Lk 88.5
171 Mirabile Paula Albany88.5
172 Wickert K M Albany88.5
173 Hurley E B Wards Island88.5
174 Cecot Raymond W Schenectady 88.5
175 Otan Harold Brentwood88.5
176 Debarthe J C Albany88.5
177 Wittkopp Elaine Niagara Fls88.5
178 Comstock E T Brockport88.4
179 Rosenberg M Bronx88.4
180 Davidson Lynne Pt Jfrsn88.4
181 Mielnik Joan S Watervliet88.4
182 Bursor Elisa Schenectady88.4
183 Ringer Margaret Stony Brook...88.4
184 Morrison Linda Latham88.3
185 North Jonathan Albany88.3
186 Batchelor Bruce Albany88.3
187 Vanwormer P S Albany88.3
188 Hopkins M E Albany88.3
189 Miller Anna J Maryland88.3
190 Merrigan V A Greenville88.3
191 Fisher Arlene K Plattsburgh...88.2

192 Bier Katherine Little Neck88.2
193 Deforge James M Troy88.2
194 Reilly Helen H Albany88.2
195 Hallenbeck Beth Beaver Dams 88.2
196 Lynch Michael D Delanson88.2
197 Harvey Don S Buffalo88.2
198 Allen Barbara R Kings Pk88.2
199 Williams Joan F Albany88.2
200 Doyle Judith E Schenectady88.2
201 Wakefield David Loudonville...88.2
202 Jacobson B A Saratoga Spg88.2
203 Volke Frances P Watervliet88.2
204 McDonald Joyce E Greenbush...88.2
205 Thomas Michael Albany88.2
206 Liou Mimi Albany88.2
207 Decenzo J A Albany88.1
208 Connolly M C Albany88.1
209 Cohen Ben NYC88.1
210 Smith Carol A Whitesboro88.1
211 Coward J R Cobleskill88.1
212 Zeis Susan C Old Chatham88.1
213 Weatherspoon C Buffalo88.0
214 Lobo Anthony C Albany88.0
215 Combs Mary C Troy88.0
216 Mosca Diane M E Greenbush...88.0
217 Kabanek Bonnie Schenectady...88.0
218 Babcock L D Albany87.9
219 Bailey Shirley Johnsonville...87.8
220 Paluba Michael Rensselaer87.8
221 Cohen Ronda Syracuse87.7
222 Heitzman Gerald Feura Bush87.7
223 Delarosa Julian Mechanicvil...87.7
224 Gilbert Peter M Colonie87.6
225 Schmidt Marie Schenectady87.6
226 Kelsey David P Clinton87.6
227 Redmond Helen L Auburn87.5
228 Poleto Jane Green Island87.5
229 Koren Joyce V Albany87.5
230 Reep Gertrude M Fredonia87.4
231 Baickle Rose Z Melrose87.4
232 Vesneske Daniel Troy87.4
233 Stone Faye A Watertown87.4
234 Petersen Karin Albany87.3
235 Dilello C B Albany87.3
236 Merritt K J Oswego87.3
237 Coventry Donna Gowanda87.3
238 Whitney Theresa Merrick87.3
239 Trafton Holly A Delanson87.1

256 Dolly Richard A Albany86.9
257 Hicks Daria W Fort Ann86.9
258 Dornbush Mary D Albany86.9
259 Pollack Eileen Bellerose86.9
260 Wallace Joan M Mt Morris86.9
261 Butterlee E Latham86.9
262 Szyplulski D M Albany86.9
263 Paige Patricia Schenectady86.9
264 Zaremba Marie A Porters Cors 86.9
265 Donohue Harriet Staten Is86.8
266 Debonis Paul B Troy86.8
267 Fox Berel Brooklyn86.8
268 Scalia Nancy A Elmira86.8
269 Dasenbrock John Schenectady 86.8
269A Middlebrook D A Sharon86.8
270 Niedzielski B L Cheektowaga...86.8
271 Knapp Frances K Summit86.7
272 Landon Kathleen Apalachin86.7
273 McIntyre Linda Albany86.7
274 Gowie Orville C Troy86.7
275 Siragusa Linda Tonawanda86.7
276 Miller Laurel A St James86.7
277 Marlatt G Oneonta86.7
278 Stipano Arlene Schenectady...86.7
279 Colfer Stephen Albany86.7
280 Lavigne P M Troy86.7
281 Lemis Sheryl L Schenectady...86.7
282 Romeo Maryjane Slingerlands 86.7
283 Phillips R A Stuyvesant86.7
284 Graczyk L C Amherst86.6
285 Dobert Chris W Sand Lk86.6
286 Skelley Joseph Albany86.6
287 Watson Marcia A Selkirk86.6
288 Johnson B B Miller Pl86.6
289 Guzik Edythe M Val Stream...86.6
290 Holzwarth Cheryl A Albany...86.6
292 Lawrence W J Albany86.6
293 Shoemaker P A Albany86.6
294 Cehowski John A Watervliet...86.6
295 Sullivan M P Latham86.5
296 Dornbush John P Albany86.5
297 None
298 Wiles John W Albany86.4
299 Turcer Shirley Buffalo86.4
300 Compitello Jane Clyde86.3

(To Be Continued)

EXAM 35-869
SR TYPIST
Test Held Nov. 1, 1975
List Est. Feb. 6, 1976
(Continued from last week)

61 Elliott Lola D West Islip80.1
62 Putnam Ruht I E Northport80.0
63 Primerano Mary Kings Pk80.0
64 Pond Elizabeth Rocky Pt80.0
65 Jacobson S Levittown79.9
66 Brownstein F A Bay Shore79.8
67 Piersch Mamie Bayside79.6

(Continued on Page 15)

Rensselaer Seeking Computer Staffers

TROY — Applications for open-competitive posts as computer operator and senior computer operator are being accepted until May 12 by the Rensselaer County Civil Service Commission. Starting salaries range from \$8,062 to \$9,388 a year.

Applicants for both jobs must be residents of Rensselaer, Washington, Saratoga, Albany or Columbia County for at least four months to qualify for the June 12 exams. Applications and complete information may be obtained from the Rensselaer County Civil Service Commission, Third Floor, Court House, Troy, N.Y.

240 Francesconi C I North Troy87.1
241 Fritz Ethel C Rochester87.1
242 Resak Helen A Endwell87.0
243 Branwell Betty Schenectady87.0
244 Gary Victoria A Schenectady...87.0
245 Vandusen Emilie Delmar87.0
246 Conrad Deborah Schenectady...87.0
247 Neary Suzan B E Bethlehem...87.0
248 Lander Marilyn Arkport87.0
249 Brier Ida S Rhinecliff87.0
250 Lang David C Brockport87.0
251 Zummo John F Brooklyn86.9
252 Wayman Nancy A Duanesburg 86.9
253 Delehanty Mary Albany86.9
254 Silliman Sue A Albany86.9
255 Calkins Gary W Schenectady...86.9

NYC Retiree Meet

MANHATTAN—A meeting of the New York City Metro Retirees chapter, Civil Service Employees Assn., will be held Monday, April 19.

President Nathaniel Ackerman said the event, which is set to begin at 1 p.m., will be held in Room 5890, Two World Trade Center, Manhattan.

State Civil Service. Opens 4 New Jobs

The State Civil Service Department will accept applications until May 10 for unemployment insurance referees, energy and generation and transmission specialists and analysts and ecologists, all open competitive posts. Starting salaries range between \$19,396 and \$26,516 a year.

The June 12 written test will cover environmental and natural resources, federal laws, long-range planning, and preparation of written material.

Principal environmental program analyst, Exam 27-410, is open to applicants with college degrees in economics, government, political science, planning or public administration with six years' experience in policy analysis and policy planning.

Unemployment insurance referee—Exam 24-416—candidates must be state bar members with four years' law practice experience. Two years experience must have been as a trial attorney. Four years' experience with two years' in either adversary proceedings or as a law clerk is also acceptable. A written examination is scheduled for June 12.

For principal acoustics research analyst—Exam 27-406 candidates need a natural or physical sciences bachelor's degree and six years' acoustics or noise control experience. A bachelor's degree in biology, or a closely related field and six years' fish and wildlife biology, ecology or natural resource management experience is good for principal aquatic and terrestrial ecologist.

A bachelor's degree in physical or biological science or engineering and four years' experience evaluating and analyzing energy generation or transmission systems will qualify candidates for energy generation and transmission specialist—Exam 24-372. Candidates who previously filed for the examination announced for Feb. 28 need not file again.

Applications may be obtained from State Department of Civil Service, Two World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 Genesee St., Buffalo.

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
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman (Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Principal Actuary (Casualty)	\$22,694	20-417
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Medical Records Librarian	\$11,337	20-348
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
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.

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29 New PA Police Start

Twenty-nine area residents have become the newest members of the Port Authority Police Department following a 12-week training program. They were graduated last week at ceremonies in New York City's Hilton Hotel.

Of the 29 new officers, two will be wearing shields formerly worn by their fathers. Police officer Kenneth McCabe is a third generation PA officer. His grandfather was an original member of the 1927 class. His father recently retired from service.

Philip Montouri won the Inspector Edward M. Joseph academic achievement award and Anthony Marotta received the Inspector William J. Monahan Award for firearms proficiency.

A Fact-Finder, Mediator Named

ALBANY—The Public Employment Relations Board has named one mediator and one fact-finder in cases involving the Civil Service Employees Assn.

The mediator is Leon Applewhite, of PERB's Albany office, to the dispute between the Board of Trustees of the Peninsula Public Library and CSEA. The fact-finder, Benjamin Westervelt, also of the Albany office, will serve in the dispute between Warren County and the county's CSEA chapter.

Firefighter Unit To Aid Patients

For the 28th year in a row the Fire Department's Anchor Club will fill St. Rose's Home for terminal cancer patients in Manhattan with gifts and songs April 25.

Forty-five members of the club, which is part of the Knights of Columbus, will give each of the 65 patients a potted flower plant, cake, ice cream and candy. A barber shop quartet and glee club will sing for patients and the Hawthorne Dominican sisters, who run the free, non-sectarian home at 71 Jackson St.

NAME WERTHAMER

ALBANY—Gov. Hugh L. Carey has announced the appointment of N. Richard Werthamer, a physicist who aided in the Congressional analysis of federal energy studies, as a member of the New York State Energy Research and Development Authority and his designation as chairman.

At the same time, the Governor announced the appointment of David Sive, of Pearl River, who is active in environmental issues, as a member of the board. The nominations as board members are subject to Senate confirmation.

The position as chairman carries a salary of \$47,800 a year. Also serving on the board are James G. Cline, of Nanuet and David Z. Robinson, of Manhattan. The Governor names eight members to the authority. Serving as ex-officio members are the environmental conservation commissioner, the chairman of the Public Service Commission and the chairman of the State Power Authority.

Stein Offers Proposal To Save State \$350 Million For Use To Protect Jobs And Services

ALBANY—By consolidating moral-obligation authorities, New York could annually save \$350 million that would enable the state to save threatened jobs and services, according to Assemblyman Andrew Stein (D-L, Manhattan).

"The proposal would not affect or result in the elimination of one civil service job and would provide the funds for the retention of badly needed services for our state," Mr. Stein said.

His proposal is encompassed in a nine-point plan that would reduce bond interest, but surplus funds in the state treasury, reduce and eliminate unnecessary consulting contracts and leases and bar public authorities from increasing the outstanding debt without approval of the Legislature.

These proposals are for "moral-obligation-debt authorities" and would not include full-faith-and-credit-debt authorities such as the New York State Thruway Authority, the Port Authority of New York and New Jersey and the Job Development Authority.

"The surplus funds now collected by these authorities, which are profit-making, would be consolidated into one fund which would be used to either rehire laid-off civil servants or to repurchase outstanding high

interest bonds from money losing authorities, thereby reducing state payments to bail out these agencies," said Mr. Stein. "No matter how this money is used it would mean that more funds would be available to pay for the state's essential services. The purpose of saving money is to save jobs."

"The waste of millions of tax dollars in high rents, interest charges, and highly paid political patronage positions is intolerable when we are laying off thousands of civil servants. We, in government, must begin to challenge basic institutions like these authorities to see whether they now fulfill an essential service and ask whether other less expensive means can be found to provide that service. These authorities are one expendible institution we must challenge; there are many others."

"The goal is to find alternatives to layoffs and reductions of vital services to our citizens. This proposal is one alternative."

Joint Action Saves Nassau Tax Office

MINEOLA—Combined action by the leader of Long Island Region I, Civil Service Employees Assn., and CSEA members of the State Tax Commission averted the transfer of the Nassau County tax office to Suffolk County.

The crisis was caused by the deletion from the state budget of \$150,000 in rent money for the Nassau County tax office in Mineola. Because of that, the state planned to transfer approximately 200 employees to the State Office Building in Hauppauge, almost 40 miles east of the Mineola office.

However, action by Irving Flaumenbaum, president of the Region, and by state tax division employees blocked the transfer and restored the rent funds to the supplemental budget.

When notified of the crisis by CSEA members, Mr. Flaumenbaum began to gather support from Long Island lawmakers to put the rent funds back in the budget.

"It didn't make sense," Mr. Flaumenbaum said, "to move the operation out to Suffolk County. Besides the terrible burden to our people, it would mean that anyone in Nassau who had a tax problem would have to take a day off from work and make the 75 to 100 mile round trip to Hauppauge," he added.

One of the political leaders that Mr. Flaumenbaum contacted was Assemblyman Joseph M. Margiotta (R-Uniondale) who announced last week in Albany that he had been assured by legislative leaders in both the Senate and the Assembly that funds to keep the office open will be included in the supplemental budget.

"You can walk into the Nassau tax office any time of the day and see it jammed with citizens seeking help with their returns or with other tax problems," Mr. Margiotta said. While Mr. Flaumenbaum was gathering political support for their cause, CSEA tax division workers collected more than 800 signatures in support of keeping the office open. The petitions were sent to Mr. Margiotta. Tax staffers also carried signs in front of the tax office during their lunch hours protesting the inconvenience both to them and clients alike to make the trip to the Hauppauge office. The protest picketing received wide newspaper and radio coverage.

"This is a classic example of what cooperation and joint efforts between the union and its members can do," Mr. Flaumenbaum said. "By working together through public actions and lobbying pressure we were able to change misguided government policy, save the taxpayers great inconvenience and have a voice in determining our own futures."

PIETERS APPOINTED

ALBANY—Gov. Hugh L. Carey announced the reappointment of Robert Pieters, of Pittsford, to the Board of Visitors of Monroe Developmental Center. The nomination is subject to Senate confirmation.

Mr. Pieters was named for a new term ending Dec. 31, 1979, in the unsalaried position. He is vice president of administration of the Roehlen Engraving and Mold-Tech Divisions of Standard International Corp. Mr. Pieters is treasurer of Monroe County coordinating group for mental retardation and member of its executive council, and a member of the day care training center for handicapped children.

Cleary Provides Appointments To Syracuse Region Committees

SYRACUSE—Richard Cleary, president of Syracuse Region V, Civil Service Employees Assn., has made appointments to 21 committees serving Region members.

The committees, appointees and their chapters are: Audit—Anna Mae Darby, Utica PC, chairman; Philip J. Caruso, Ft. Schuyler; Marge Scoles, Willard PC; Richard Rice, Oswego; Jenny Possemato, Broome, and Pauline Delair, St. Lawrence.

Budget — William O'Neill, Syracuse SUNY, chairman; Marge Scoles, Willard PC; James Sauard, Sunmount; James Lucas, Broome, and Dorothy Hautaniemi, Tompkins.

Constitution and By-Laws — Leander Smith, Onondaga, chairman; Claude Colleyacme, Tompkins; Leon Appel, Onondaga, and Sally Woolledge, Willard PC.

Legislative and Political Action—Eleanor Korchak, Binghamton, chairman; James Currier, Ft. Schuyler; Robert Greene, Utica PC; Frank Dougherty, Hutchings; Gary Dougherty, Willard; Barbara Barnett, SUNY, Canton; Carlo Guardia, Broome Educational; Marjorie Coggeshall, Cayuga, and Angelo Vallone, Broome.

Ad Hoc Political Activity Advisory—Richard Grieco, Jefferson, chairman; Edward Knight, St. Lawrence; Albert Abdo, Marcy PC; K. Paice, Rome PC; C. Pruitt, Binghamton PC; Vonnie O'Brien; Ben Robbins, Cortland SUNY; Greg Rowley, Sunmount; Stephen Regan, St. Lawrence; D. McElroy, Tompkins, and R. Petrisko, Broome

Ways and Means — Steve Zarod, SUNY Morrisville, chairman, and R. Torrey, Broome.

Public Relations—Carol Warne, Willard PC, chairman; Marsha Coppola, Jefferson; Doreen Hahner, Tompkins; W. Woodward, SUNY Canton; Patricia Ridsdale, St. Lawrence, and Tony Phillips, Elmira PC.

Program Planning—Pat Crandall, Cortland SUNY, chairman; Doris Pratz, Willard PC; Anne Russell, SUNY Canton; Bonnie Barber, Tompkins, and F. Hoffman, Syracuse.

Grievance — Hugh McDonald, Willard PC, chairman; Jim Cagney, Canton; E. Knickerbocker, Hutchings PC; G. Gulsinger, Marcy PC; Robert Vincent, Syracuse SUNY; F. Martin, Broome; Claire McGrath, Syracuse; C. Gregory, Binghamton PC, and D. Madison, Potsdam.

Insurance — Joseph LaLonde, Sunmount, chairman, and June Faureau, Willard PC.

Human Rights — David Strader, St. Lawrence, chairman, and Barbara Pickell, Broome.

Site Committee—Francis Miller, Oswego, chairman; Dorothy Moses, Willard PC; T. McNabb, Cayuga, and Louie Sunderhaft, Oneida.

Hospitality—Flora Jane Beatson, St. Lawrence, chairman; Lynde Thompson, Oswego; L. Gicora, Cayuga; William McMann, Broome, and J. Wojtanik, Tompkins.

Resolutions—G. McCarthy, St. Lawrence, chairman.

Education, Dale Dusharm, Oswego SUNY, chairman; Pat Crandall, Cortland SUNY; Mary Lauzon, Potsdam SUNY; Steve Zarod, Morrisville SUNY; James Moore, Utica PC, and Hugh McDonald, Willard PC.

Civil Service—David Strader, St. Lawrence; Agnes Earl, St. Lawrence, and Mary Battista, Broome.

Membership—R. Wallace, Oswego, chairman; J. Battle, Marcy PC; Carol Warne, Willard PC; Ruth Marsh, Broome, and P. Jager, Tompkins.

School Affairs—Thomas Elhage, Oswego, chairman; Anne

Maywald, Broome Educational; Carlo Guard, Broome; G. Flick, Cayuga; P. Cooper, Oswego; A. DeLair, St. Lawrence, and S. Dickens, Tompkins.

Political Action Audit—Louie Sunderhaft, Oneida, chairman.

Social Arrangement — Bruce Nolan, Cayuga.

The Region V retirement committee consists of all retirees chapter presidents in the region and any interested members. State University, Department of Transportation and Department of Mental Hygiene Committees are composed of the respective chapter presidents and those they choose to appoint. These committees select their own chairmen.

Rochester Leader Assails State-CSEA Agreements

In his last week before retiring from his state job, Samuel Grossfield, president of the Rochester chapter, Civil Service Employees Assn., let loose an attack against the new state-CSEA contract.

He called it a "catastrophe," and claimed 75 percent of the membership "didn't even mail in ballots."

"The impression shouldn't be left that this is a great contract," Mr. Grossfield said.

Mr. Grossfield's chapter second vice-president, John Garvey, said he was "disappointed by the fact no raise is provided. But our negotiators felt this was the best possible agreement, so that's the way it goes."

"The members in all four Units accepted it. Whether we like it or not, we're stuck with

it. If the members had turned it down, that would have been a different story."

Mr. Grossfield said the contract not only provides no pay raise this year "but also contains no protection against layoffs, no provision for an agency shop and no guarantee, beyond a 'promise,' for a raise next year."

Low morale resulting from the settlement will create a loss of

productivity, he suggested, and state employees will vacate their jobs as soon as positions in industry are available.

Mr. Garvey said he thinks Mr. Grossfield was influenced in his statements by complaints at a chapter membership meeting attended by about 200 March 31.

At that meeting, Mr. Grossfield said, "going the legislature route" would have provided a better contract. He referred to last year's negotiations, which were turned over to a fact-finder. The full legislature voted on the proposed agreement, which included one-time \$250 "bonus."

Mr. Garvey said practically everyone who spoke at the convention delegates' report meeting sponsored by the chapter last week complained about the contract.

"The gist of their complaints was that, like employees everywhere, state workers are subject to cost-of-living increases, higher taxes and so on." He said, however, that those who didn't object to the contract also didn't express their opinion.

Mr. Grossfield, now on a two-month tour of the United States with his wife, retired after more than 38 years of state service with the Department of Labor. He retired as senior training technician. He will continue to teach at the Cornell University School of Industrial and Labor Relations in Rochester.

Mr. Grossfield said he will complete the one year he has remaining in his term as president of the Rochester chapter, which has 1,000 members.

Auburn Spring Fete

AUBURN—The spring dinner of the Auburn Correctional Facility chapter, Civil Service Employees Assn., will be held Monday evening, April 26. The event will be held at the Polish Falcon's Club, Pulaski Street, Auburn.

Set Syracuse Meet

OSWEGO—Syracuse Region V, Civil Service Employees Assn., will hold a two-day meeting Friday and Saturday, April 23-24. The conference will be held at the Treadway Motor Inn, Oswego.

BUY U.S. BONDS



WESTCHESTER INSTALLATION — Officers of Westchester local 860 of the Civil Service Employees Assn. were sworn into office March 20 by CSEA vice-president James Lennon, lower right. At center of photo is local president Raymond Cassidy, elected to second term. Going up the steps, in order, are Carmine LaMagna, first vice-president; Stanley Boguski, second vice-president; Pat Mascioli, third vice-president; Anthony Blasi, fourth vice-pres-

ident; Marlene High, secretary, and William Magrino, sergeant-at-arms. The local treasurer is Cindy Wholey. Numerous celebrities turned out for the installation at the local's dinner-dance. In top right photo, Mr. Cassidy and Mr. Lennon greet Congressman Richard Ottinger (D, Westchester), left, and State Senator John Flynn (R-C, Westchester, Bronx). In middle photo, they welcome Westchester County Executive Alfred Del Bello. Below, it is CSEA vice-president Irving Flaumenbaum who is greeted.

Latest State And County Eligible Lists

(Continued from Page 12)

68 Blennan Daisy Sr Albany	79.6
69 Bagley Margaret Bronx	79.5
70 Kuczienski Fara Bay Shore	79.4
71 Smith Georgia E Rego Pk	79.4
72 Jones Ruth E Mohegan Lake	79.4
73 Schierholz D K Levittown	79.3
74 Graf Donna M Bronx	79.0
75 Ridley Barbara L I City	79.0
76 Dundon Dorothy Centerreach	79.0
77 Jarolem Gail R Briarwood	78.9
78 Artis Teresa NYC	78.8
79 Harrigan Marva Far Rockaway	78.8
80 Mandell Elaine NYC	78.8
81 Minter John L Brooklyn	78.8
82 Ermilio J J Smithtown	78.8
83 Edwards Penny A Brooklyn	78.7
84 Corday Sandra J Bronx	78.7
85 Stiegler E Bay Shore	78.6
86 Starr Eva Howard Bch	78.6
87 Russell C L Franklin Sq	78.6
88 Salvatore Diane Kings Pk	78.6
89 Widman Mary R Babylon	78.5
90 Franklin M T Arverne	78.4
91 Scunneen Eileen Brooklyn	78.4
92 Rogers Rosemary Stony Brook	78.3
93 Zwerin Marilyn Brooklyn	78.2
94 Shipman Edith Kings Pk	78.2

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 West 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.

95 Bucci Ruth Bronx	78.1
96 Hibbler Justine Brooklyn	77.9
97 Rose Delores M NYC	77.8
98 Pickman Selma Staten Is	77.7
99 Ferlazzo M Brooklyn	77.6
100 Lyon Lucille J Yorktown Hts	77.6
101 Pendergrass A Brooklyn	77.5
102 Murphy Theresa Farmingdale	77.5
103 Chalke Shirley Haverstraw	77.4
104 Vickers A R Bay Shore	77.4
105 Iannacone Anne Brooklyn	77.4
106 Thomas Yvonne A Brooklyn	77.4
107 Mills Pamela D W Hempstead	77.3
108 Hoffman Pauline Coram	77.3
109 Rogers Rosemary Hempstead	77.3
110 Dean Truemella L I City	77.2
111 Patterson Diane Brooklyn	77.2
112 Perlestein Hilda Brooklyn	77.2
113 White Roslyn Brooklyn	77.2
114 Sammartano A New Hyde Pk	77.2
115 Bryle Elaine M W Babylon	77.0
116 Larney Dorothy Staten Is	77.0
117 Cohen Norma Brooklyn	76.9
118 Yost Lavergne A Lindenhurst	76.9
119 Schubert Judith Farmingdale	76.9
120 Singer Louise F Floral Pk	76.9
121 Armstead Myrtle Hollis	76.7
122 Hammer Ruth Commack	76.7
123 Quinones Hilda Bronx	76.6
124 Begansky Mollie Bayside	76.6
125 Banks Rosetta P Whitestone	76.5
126 Geffen eBatrice NYC	76.5
127 Lewis Ruth K Forest Hills	76.3
128 Debellis K B Selden	76.3
129 Brazin Bernard Brooklyn	76.2
130 Lindstrom Lucy Cl Islip	76.2
131 Lovett Mary T Brooklyn	76.2
132 Gerber Shirley Brooklyn	76.0
133 Jaffe Beatrice Brooklyn	76.0
134 Lipkin Natalie Commack	75.9
135 Dunbar Claire A Bronx	75.8
136 Presky June Floral Pk	75.8
137 Nealiouss Cleo Brooklyn	75.8
138 Cicha Rhonda I Floral Pk	75.8
139 Rao Margaret M Bay Shore	75.8
140 Kennedy K L Staten Is	75.8
141 Gilliam J S Bronx	75.4
142 Davis Grace J NYC	75.4
143 Davis Helen A Middle Is	75.4
144 Winter Dorothy N Massapequa	75.4
145 Sachs Betty Bethpage	75.2
146 Betha Ava M Brooklyn	75.2
147 Guttenberg R New Hyde Pk	75.1
148 Morton Isadora Coroga	75.0
149 Hines Janice M Elizabeth	75.0
150 Mitchell J NYC	74.9
151 Mention Sara L Yonkers	74.9
152 Bond Mary N Brooklyn	74.8
153 Agnew Cynthia L Brooklyn	74.8
154 Manne Sylvia NYC	74.7
155 Gutterman G Ronkonkoma	74.7
156 McElhill Sharon Flushing	74.6
157 Luffman P A Kings Pk	74.6
158 Stevens Marcia Brooklyn	74.5
159 Hooi Harriet Jamaica	74.5
160 Herrmann Leslie Farmingdale	74.4

210 Golden Linda S Merrick	71.6
211 Crooner Lorraine E Northport	71.6
212 Abraham Rose Jackson Hts	71.6
213 Abadie Margaret Howard Bch	71.5
214 McDermott M C N Babylon	71.5
215 Schaffer J Kings Park	71.3
216 Henry Eleanor M Ronkonkoma	71.3
217 Arlotta Raejean Lindenhurst	71.1
218 Pedone Phyllis Commack	71.1
219 O'Connell F Pt Jefferson	71.1
220 Burch Lorraine Cambria Hts	71.1
221 Jones Rosemarie Cl Islip	71.0
222 Spina Jeanne Kings Pk	71.0
223 Edwards Zoe F Brooklyn	71.0
224 Graves Angie E Brooklyn	70.9
225 Sewell Joann E Milton	70.8
226 Horwitz M Pomona	70.7

(To Be Continued)

Five Nassau Jobs Open

MINEOLA — The Nassau County Civil Service Commission is presently accepting applications for open-competitive exams of **detective investigator; assistant to superintendent of commerce, industry and labor; assistant youth corps project director, assistant to commissioner of recreation and parks for public information; and coordinator of educational affairs.**

Filing for all exams except investigator will close April 28, with the investigator applications accepted until April 16.

To qualify for detective investigator, Exam 63-504, applicants must be high school graduates with three years' general criminal investigation experience. The job pays \$13,537 a year.

A bachelor's degree and two years' experience in industrial and business location research will qualify candidates for assistant to superintendent of commerce, industry and labor, Exam 63-313. The posts are available in North Hempstead and Oyster Bay.

For assistant youth corps projects director, Exam 63-416, a

master's degree with specialization in vocational-educational guidance or social work, and five years' experience in vocational-educational counseling is necessary. Two years must have been in an administrative or supervisory capacity.

A bachelor's degree in journalism, recreation, social or political science and seven years' experience in promotion or publicity work will qualify applicants for assistant to commissioner of recreation and parks for public information, Exam 63-312. Three years' must have been in a supervisory capacity to qualify for the \$21,600 post.

Coordinator of education affairs, Exam 63-317, is open to individuals with a master's degree in social work and eight years' experience in casework and/or community organization work related to drug and alcohol addiction.

Official announcements and application forms may be obtained from the Nassau County Civil Service Commission, 140 Old Country Road, Mineola, N.Y. 11501.

Rensselaer Wants Chief, Top Mechanic

TROY — The Rensselaer County Civil Service Commission is presently accepting applications for open-competitive exams for **police chief** in Schodack and Nassau, and for **head automotive mechanic** in the Berlin Central School District. Filing for police chief will close April 22 and May 12 is the last day for mechanic.

Complete information and applications are available from the Rensselaer County Civil Service Commission, Third Floor, Court House, Troy, N.Y.

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.

State Seeks Supervisors

ALBANY — The State Department of Civil Service is accepting applications until May 3 for promotional exams of **supervising nurse anesthetist, director of the bureau of law and state records and principal medical care administrator.**

To qualify for **supervising nurse anesthetist, No. 39-137**, candidates must have a year's experience as a nurse anesthetist in the Department of Health. Candidates will not be required to take a written test, but will be rated on their training and experience for the G-21 post.

A year's experience in an administrative, clerical or legal post in the Department of Health will qualify candidates for **director of the bureau of law and state records, No. 35-948**. A written test covering filing, records main-

tenance, administrative supervision and preparing written material will be held June 12.

For **principal medical care administrator, No. 39-134**, applicants must have three months' experience as an associate medical care administrator in the Department of Health. A June oral test for the G-28 job will cover ability to reason clearly and make sound judgments, presenting ideas clearly and relationships with fellow workers.

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

State Promotional Job Calendar

Filing Closes May 3

Title	Salary Grade	Exam No.
Associate Computer Programmer	G-23	35-951
Associate Computer Programmer (Scientific)	G-23	35-952
Associate Computer Systems Analyst	G-23	35-953
Senior Computer Programmer	G-18	35-949
Senior Computer Programmer (Scientific)	G-18	35-950
Principal Medical Care Administrator	G-29	39-134
Supervising Nurse Anesthetist	G-21	39-137
Director, Bureau of Law and State Records	G-24	35-948

Additional information and application may be obtained from department personnel and business offices or from the State Department of Civil Service: State Office Building Campus, Albany 12226; Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo 14202.

South Beach Holds A Steward Seminar

STATEN ISLAND — Officers and members of the South Beach Psychiatric chapter, Civil Service Employees Assn., recently attended a seminar on the responsibilities and duties of shop stewards.

Leading the discussions were Vincent Rubano, first vice-president of New York City Region II, and Ronnie Smith, president of the Willowbrook Developmental Center chapter.

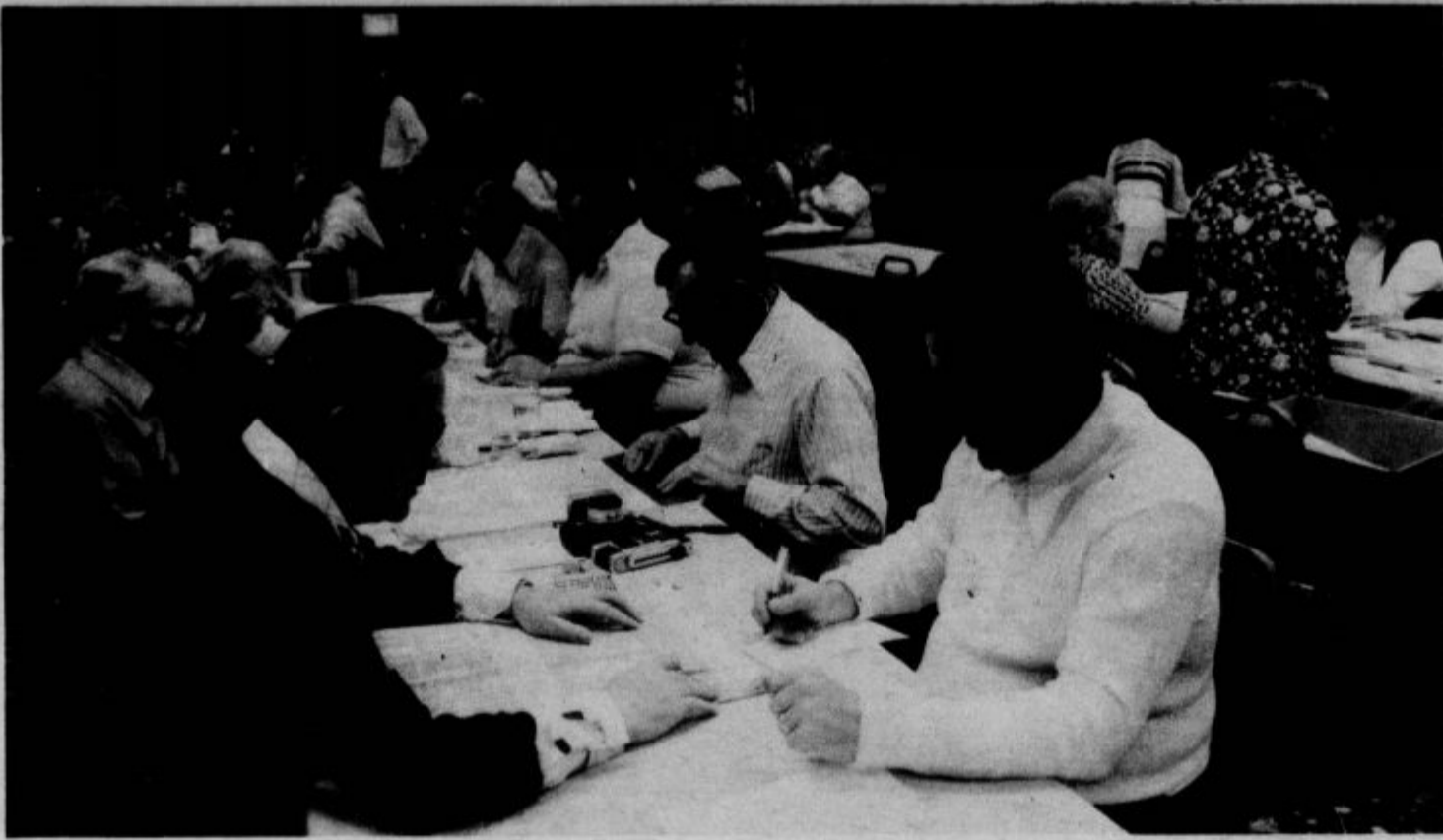
Mr. Rubano spoke on the history of CSEA, its past and its future goals, while Mr. Smith discussed the structure of the union.

George Boncaraglio, chapter grievance committee chairman, spoke on the internal machinery of the chapter in the handling of grievances and disciplinary actions.

Tom Gregor, chapter treasurer, was the moderator and indicated that this was the first of a planned series of seminars to familiarize members with the workings of CSEA.

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OVERSEE RATIFICATION COUNT — Members of the Civil Service Employees Assn. Board of Directors and of the four state bargaining unit negotiating teams individually verify the accuracy of ballots in the contract ratification vote last month. Since there had been rumors of irregularities in the vote, the Board agreed to check each envelope, before any of them were opened, to make sure that each vote was properly distributed to its correct bargaining unit. The volunteers compared the names and social security numbers on the envelopes against the master list of members to determine to which unit the voter belonged. Thus, even if a member received the wrong-color-coded ballot, his vote would be counted

in the correct unit. As a result of the tedious hand process, the vote tabulation was delayed for three days. Members of all four bargaining units—Administrative, Institutional, Operational and PST—voted overwhelmingly to accept terms of the individual Agreements of Understanding with the state. Terms of the agreements included guarantees of increments, retention of current benefits and a re-opener clause for salary improvements next year. Among those checking over the envelopes were Arthur Allen, left, of Transportation District 10 chapter, and Jack Dougherty, of Taxation and Finance chapter. Both are members of the PST negotiating team, and Mr. Dougherty is a CSEA director, as well.

Political Action Head Endorses LOBA

(Continued from Page 1)

final-offer arbitration proceeding."

Under LOBA, an arbitrator would choose either the union's or the employer's last offer, and that choice would be binding upon the parties. This would tend to force both sides to attempt to make the more reasonable offer.

Under the impasse procedures that now exist, Mr. Langer said, "It is possible for the award of the arbitrator to be outside the parameters discussed during negotiations." In a few cases, this has actually happened, he said. LOBA would eliminate that possibility, since the arbitrator's award would be one of the offers made during negotiations.

LOBA would also eliminate another objection to the current arbitration procedure. This objection is that often neither of the parties is left satisfied. Under a LOBA law, at least one of the parties would be satisfied at the final decision, since it would represent that party's own offer.

Mr. Langer gave the committee some background on the history of a successful experience with LOBA in the city of Eugene, Oregon. Since the implementation of LOBA in that city in 1971, nine sets of negotiations have been conducted. There have been no strikes and only during the latest negotiations was the settlement reached by mutual agreement rather than by invoking the arbitration clause.

"We feel that Last-Offer-Binding-Arbitration is the only vehicle that will require good-faith bargaining by both parties," he concluded.

The sponsors of the LOBA legislation are Senator Richard E. Schermerhorn (R-C, Orange, Rockland, Ulster), who chairs the Senate Committee on Civil Service and Pensions, and Assemblyman Stephen Greco (D-C, Buffalo), who chairs the Assembly Committee on Government Employees.

Brady Joins Group Studying Probation

BUFFALO—James K. Brady, an Erie County Probation Department officer who has served on the probation committee of the Civil Service Employees Assn. since 1971 and as its chairman since 1973, has accepted an invitation to serve on an eight-member state advisory committee studying probation officers' duties, responsibilities and training requirements.

Mr. Brady will serve on the Advisory Committee for the Job Analysis and Examination Methodology along with representatives of the judiciary, probation, and civil service departments and other unions.

The committee, according to acting state director of probation Robert F. Sullivan who made the appointments to it, "will meet with the project staff at select intervals" to review staff work being done under a grant from the New York State Division of Criminal Justice Services.

Mr. Sullivan said the grant ob-

jectives "are to assess and modify the existing job specifications" for probation officers and that the findings will be submitted to the Division of Criminal Justice Services and the State Department of Civil Service.

In addition to on-site job analysis, Mr. Sullivan said the seven-person project staff will also review current recruitment, training, and equal opportunity programs.

Mr. Brady and the CSEA committee on probation have conducted similar hearings throughout the state. They have concluded, according to Mr. Brady, that "drastic changes in criminal justice administration, with greater emphasis being placed on probation, require drastic changes in personnel requirements."

Mr. Brady claims that probation departments have responded with the "required professionalism," but that civil service administration recruitment and examination standards "have lagged."

10-Month Year

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ing SUNY employees' work year to a 10-month period were discussed by CSEA attorney Richard Burstein, who initiated the grievance and improper practice suit on behalf of the employees.

"The employees would have to pay premiums on health and dental insurance for the two months each year they weren't working," he said. "They would-

n't be eligible for unemployment insurance during those two months, they would lose valuable time-on-payroll, which is a factor in the taking of competitive exams, and they would lose service credit for those two months in the computation of survivors' benefits and of their pensions.

"That is why CSEA considers this such an important victory for SUNY employees."

Mr. Burstein added that a letter from SUNY to Mr. Burch last week gave written confirmation of the fact that SUNY is giving up its 10-month schemes and, on the basis of this letter, Mr. Burstein is dropping the grievance and the improper practice charge.

Mr. Burch issued a warning to CSEA members on all SUNY campuses to "remain alert to the possibility that some campus officials may still try to reclassify vacant positions to 'less-than-calendar-year obligations."

"When the administration tries to reclassify positions, we should watch out for Taylor Law violations, because campus officials could be negotiating with individuals, rather than with the union. There might also very well be violations of the layoff procedure in Sections 80 and 80A of the Civil Service Law.

"If any SUNY employees suspect such violations, they should contact their CSEA chapter president immediately."



FIRST FESTIVAL — More than 200 members, their families and guests attended the first annual festival of the Chemung County unit, Civil Service Employees Assn. Shown above at the event, held recently in Elmira Heights, are Nancy Roark, unit delegate, Mary Nelan, corresponding secretary, Richard Cleary, president of CSEA Syracuse Region V, Mary Karski, second vice-president and Frank McCutcheon, recording secretary.

Putnam

(Continued from Page 1)

to receive a \$600 increase on Jan. 1 and another \$600 increase July 1, plus normal increments.

The case was argued for the chapter by Arthur Grae, CSEA Southern Region III attorney. County attorney Arthur Lyons, of Mahopac, defended the Board. Larry Scanlon, CSEA field representative, and Russel Cheney, chapter negotiating team chairman, assisted Mr. Grae in collecting facts for the case.

The issue in the case involves the contract for county employees in which negotiations began in August 1974. The contract negotiations went through impasse, fact-finding and mediation and finally a settlement was made Feb. 26, 1975.

A resolution to sign the contract was made by Supervisor Thomas Bergin, of Carmel, and seconded by Supervisor Peter Housekeeper, of Putnam, on March 13, 1975, but a majority of the Board rejected the contract and imposed a wage freeze on county employees on the grounds that they were obligated to keep the county tax rate down.

Putnam County employees became angered with the situation and voted to strike on Aug. 29, 1975. The contract was then ratified by the Board on Aug. 28, 1975, and the 1975 wage increase was granted.

County attorney Lyons advised the Board not to abide by the pact and the Board imposed another wage freeze on Jan. 26, 1975. CSEA went to court after the second freeze was imposed.

"The fact that the Board of Supervisors never signed the contract shows that the Board was bargaining in bad faith," Mr. Scanlon observed.