



BANNER YEAR — Prior to opening of Civil Service Employees Assn. Syracuse Region V's latest meeting, regional executive secretary Joseph McDonald, of Willard Psychiatric Center chapter 428, hangs the official banner as CSEA vice-president and Region V president Richard Cleary and Beverly McDonald look on. Story and other photos begin on Page 8.

All State Talks Collapse; File Charges In PST Issue

(Special to The Leader)

ALBANY—Contract talks between the Civil Service Employees Assn. and the State of New York covering 147,000 state workers in all four Bargaining Units represented by CSEA collapsed late last week after more than four months at the table.

CSEA declared official impasses in talks affecting the 41,000-member Professional, Scientific and Technical Bargaining Unit last Wednesday and in the 39,000-member Administrative Services Unit and the 24,000-member Operational Services Unit on Thursday. The largest of the four CSEA Units, the Institutional Services Unit, declared an impasse about a month ago and, after unsuccessful mediation, is just entering fact-finding. Mediation was requested by CSEA in the dispute involving the PS&T, Administrative and Operational Units.

In an added development, CSEA late last week filed an improper practice charge against the state relative to the PS&T Unit negotiations, charging that the State had failed to negotiate in good faith with that Unit's negotiating team.

CSEA reported little or no progress at the tables since the start of contract talks late last year.

(Continued on Page 16)

Computer May Become Bargaining Tool In Onondaga's Negotiations

SYRACUSE—The Civil Service Employees Assn. has entered preliminary discussions with representatives of the American Arbitration Association, the Public Employment Relations Board, and Onondaga County on a "revolutionary concept in collective bargaining" involving the use of computers to assist in contract negotiations.

According to Joseph J. Dolan Jr., assistant executive director-county for CSEA, the pilot project, called Computer Assisted Negotiations (CAN), is being proposed for use in public em-

ployee negotiations in Onondaga County. CSEA represents the majority of public workers in the county. Discussions are so far only preliminary and no final

determination on testing the approach has yet been reached, Mr. Dolan said.

CAN is a research project of the AAA designed to explore the potential contribution of the computer to resolve conflicts. The concept is that data available in public employment collective bargaining are often inadequate, inaccurate or in a form difficult to readily use. Each side, as a result, often bargains using different, and conflicting, information and data.

Under CAN, both sides would use the computer to provide an agreed-upon set of data for research, and then have use of the computer available to determine how various proposals would fit into specified contract criteria, such as cost factors.

Additional briefings between all parties involved will be conducted before a determination to enter into the pilot project is made by CSEA.

A State Police 'Me-Too' Clause Draws Wenzl Fire

ALBANY—A "me-too" clause in a recent State Police bargaining contract means that the Civil Service Employees Assn. "is, in effect, negotiating for still another bargaining unit" in its current efforts to win a pay raise for state workers. This, continued CSEA president Theodore C. Wenzl, "is making our job that much harder."

Dr. Wenzl said that his union's membership should be aware that a month-old pact between the State and the Police Benevolent Assn. of the New York State Police contains a so-called "me-too" provision. Under it, most state policemen would automatically receive a salary increase won by "any union

presently negotiating with the State," in the words of the agreement.

"We don't like to accuse them of riding on our coattails," said Dr. Wenzl, "but the fact that whatever pay raise we negotiate for our own members has to go to the State Police, too, means

that we've got to squeeze that much more money out of the state.

"Maybe we should feel flattered that the troopers think CSEA can succeed where the PBA failed. It may be a compliment, but we don't need it.

(Continued on Page 16)



Banking Community Support Needed To Float Bond Issues

NORMALLY, public employees are not known as avid readers of the financial pages and of banking news in particular. With the City

(Continued on Page 6)

Gallagher Explains Needs For Dues Increase

KIAMESHA LAKE — Civil Service Employees Assn. delegates, gathering at a special delegate meeting March 14-18 at the Concord Hotel here, are expected to be asked to approve the first increase in CSEA dues since Oct. 1, 1972.

The request for a motion to increase the general dues will come at the conclusion of CSEA treasurer Jack Gallagher's report to the delegates. The report will outline a deficit spending history over the past several months

created, for the most part, by an enlarged membership service program and inflationary trends in the general economy.

Mr. Gallagher will suggest three dues increase alternatives, with total annual dues established at \$71.50, \$78.00 and \$84.50 per member respectively.

The present CSEA dues structure has been set at \$45.50 per year since 1972. It ranks as the lowest dues among leading labor organizations in the state. CSEA's statewide officers, after reviewing

the total financial picture along with future cost projections, have recommended a minimum dues increase to \$71.50 per year per member.

Any dues increase approved by the delegates, however, will be coupled with an efficiency and cost reduction program affecting all areas of CSEA. The statewide officers have suggested improved control over administrative travel, establishment of a vacancy control plan for CSEA Headquarters, and a closer review of appli-

cations for legal services as part of the program.

The recommended dues increase is designed to eliminate the present deficit financial situation and provide a modest anticipated surplus for emergency purposes, while improving member services. The minimum recommended increase would also allow a \$3 per member contribution to the union's contingency fund and, it is hoped, avoid further requests for dues increases through 1979.



JACK GALLAGHER

N. Y. Seeks Investigators

ALBANY—The State Department of Civil Service is accepting applications until Mar. 22 for the promotional exams of senior unemployment insurance investigator and associate unemployment insurance investigator. The jobs are at G-18 and G-21 levels, respectively.

Current vacancies for both posts exist in the Counsel's Office of the Department of Labor in New York City and Rochester. Written exams are scheduled for May 1.

Applications are available through Labor Department personnel or business offices. Forms

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

LABOR CHIEF

ALBANY — Philip Ross has been appointed State Labor Commissioner. Mr. Ross, a professor at Cornell University, will succeed Louis L. Levine. Gov. Hugh L. Carey's announcement of Mr. Ross' appointment had been expected since Mr. Levine revealed he was resigning. The salary will be \$47,800 a year.

Suffolk Seeks Clerks, Engineers, Investigators, Wardens, Others

HAUPPAUGE—Applications are being accepted until Mar. 10 by the Suffolk County Civil Service Department for open-competitive exams of mail clerk, dog warden, probation investigator, assistant law librarian, senior investigator (health services) and assistant sanitary engineer. Starting salaries range from \$5,000 to \$13,104 a year.

There are no residence requirements for all posts; however preference will be given to Suffolk County residents. Tests for posts will be held in April.

To qualify for mail clerk, exam 16-182, candidates must only possess a valid driver's license. The written exam will cover such areas as arithmetic computa-

tions, name checking, reading comprehension, filing and office practices.

A year's experience in the care and handling of animals will qualify candidates for dog warden. Tests for the post are held every weekday at the East Northport Testing Center, 295 Larkfield Road, East Northport. Candidates interested in the job should contact the center between 9 a.m. and 4:30 p.m. for a test appointment.

For probation investigator, exam 16-179, applicants must be high school graduates with two years' experience in investigative or interviewing work. An associate degree or a satisfactory equivalent combination of education and experience will also be accepted.

High school graduates with four years' public or private library experience may apply for assistant law librarian, exam 16-161. Candidates will be rated on the basis of their training and experience.

Senior investigator (health services), exam 16-178, is open

to individuals with a bachelor's degree and three years' experience in gathering evidence leading directly to criminal prosecution. Relevant additional education may be substituted for a maximum of one year of experience.

For assistant sanitary engineer, exam 16-135, applicants must have a bachelor's degree in engineering and two years' experience in sanitary, water resources or environmental engineering. A master's degree in engineering with specialization in sanitary water resources or environmental engineering is also acceptable.

Applications and further information are available from the Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge, N. Y. 11787; the East Northport Testing Center, 295 Larkfield Road, East Northport, N. Y. 11731; or the Riverhead Information Center, County Center, Riverhead, N. Y. 11901.

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.

If your annual salary is

\$4,000 but less than \$5,000
\$5,000 but less than \$6,500
\$6,500 but less than \$8,000
\$8,000 but less than \$10,000
\$10,000 and over

You can now apply for disability income benefits up to

\$150 a month
\$200 a month
\$250 a month
\$300 a month
\$400 a month

When your annual salary is increased to a new wage bracket, you should apply for additional disability income. YOUR INCREASE IN DISABILITY INCOME IS NOT AUTOMATIC.

For complete information and costs, complete and mail the coupon below or call your nearest Ter Bush & Powell representative for details.



TER BUSH & POWELL, INC.

SCHENECTADY NEW YORK
SYRACUSE

Complete And Mail Today

TER BUSH & POWELL, INC.
Civil Service Department
Box 956
Schenectady, N.Y. 12301

I am interested in further details. Please check for the proper application form
I wish to increase my monthly indemnity I wish to apply for benefits

Name _____
Home Address _____
Where Employed _____
Employee Item No. _____

Carey Sets Human Rights Observance

ALBANY—Gov. Hugh L. Carey has proclaimed Friday, March 12, "Human Rights Day" throughout New York State in commemoration of the enactment of the New York State Human Rights Law, the oldest in the nation, on March 12, 1945.

Affixing the official State Seal proclaiming the 31st year of the statute, Governor Carey noted that "New York became the first state to pass legislation designed to prevent practices of discrimination in employment because of race, creed, color or national origin. For the first time the right to employment without discrimination was affirmed in a state law as a civil right."

During its 31-year history, 66 amendments have been added to the Human Rights Law, which is administered by the Division of

Human Rights, successor to the Commission on Human Rights and the Commission Against Discrimination. These amendments include the prohibition of discrimination in the areas of employment, housing, education and public accommodation, because of race, creed, color, national origin, age and sex.

Under the administration of Human Rights Commissioner Werner H. Kramarsky, the law now forbids discrimination based upon marital status in the granting of credit; expands downward to 18-year-olds the age category protected from employment bias; includes "disability" in the list of reasons for barring discrimination, and prohibits racial, religious, sexual boycotts and blacklisting.

As a result of the changes of the Human Rights Law, more residents of the Empire State are protected against discrimination and more persons are availing themselves of this protection.

Commenting on the Governor's Proclamation, Commissioner Kramarsky noted that "From 1945 to 1949, this agency processed approximately 1,600 complaints of discrimination; 5,174 complaints were taken in 1975 alone. It is fairly obvious then, that discrimination still exists, and that there is still much work to be done to fulfill the mandate of the New York State Legislature and of our Governor."

Wanna be a good guy?
Make a friend you'll never meet. Donate blood soon.
The Most Precious Gift.

USE YOUR FINGERS TO GET AHEAD:

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

FOR FREE CATALOG CALL (212) WO 2-0002 or (914) 428-5353

STENOTYPE ACADEMY

259 BROADWAY 10007 • OPPOSITE CITY HALL
140 MAMARONECK AVE • WHITE PLAINS N.Y. 10601

CIVIL SERVICE LEADER America's Leading Weekly For Public Employees Published Each Tuesday

Publishing Office:
11 Warren St., N.Y., N.Y. 10007
Business and Editorial Office:
11 Warren St., N.Y., N.Y. 10007

Entered as Second Class mail and Second Class postage paid, October 3, 1939, at the Post Office, New York, New York, under the Act of March 3, 1879. Additional entry at Newark, New Jersey 07102. Member of Audit Bureau of Circulation. Subscription Price \$9.00 Per Year Individual Copies, 20c.

New 'Waste-Line' Numbers

ALBANY—The Joint Civil Service Employees Assn./Stein Committee on Waste and Inefficiency in Government announced that effective March 15 the toll-free "Waste-Line" telephone number in Albany will no longer be in operation.

Public employees who have information on no-shows or other waste or mismanagement of government funds should report their information to the CSEA regional office in their area. The committee is still taking such information and will use it in future public hearings, such as the one recently held in Syracuse.

CSEA Region office phone numbers are: Long Island: (516) 691-1170; New York City (212) 962-3090; Southern: (914) 896-8180; Albany: (518) 459-5595; Syracuse: (315) 422-2319, and Buffalo: (716) 634-3540.

All information reported to the committee will remain strictly confidential.

Reasons Given For Impasse Calls In Four State Units

(Special to The Leader)

ALBANY—William McGowan, executive vice-president of the Civil Service Employees Assn., has made public a list of some of the proposals the state administration has made at the bargaining table that contributed to the union's declaration of impasses in all four CSEA-represented Negotiating Units.

"The contracts for 150,000 state employees run out on March 31, and the state doesn't seem to care," he said. "They have continued to make ridiculous demands at the bargaining table which would bury the state workers financially at a time

when they are already desperately behind."

Mr. McGowan listed 12 of the demands the state has made which he feels would have the most serious effect on state workers. "Aside from the fact that they are offering no raise at all, for the second year in a row. That in itself would be a serious blow to the employees."

• The Carey Administration has proposed to take away the employees' right to paid sick leave on the first day of any absence due to sickness. This would mean that every one-day sickness would have to be charged against an employee's accrued vacation or personal leave days. Those employees who don't have any vacation days left would have to take the day without pay.

• The state has said at the bargaining table that it wants to reduce the number of additional vacation days employees can earn each year. For example, state workers now get one extra vacation day after one year's service, two extra days after two years, and so on. The state wants to change that to no additional days after one year, one day after two years, and so on.

• The state is also trying to limit the number of accumulated vacation days for which workers can get paid for in cash when they retire or are otherwise separated from service. They now have the right to get paid for up to 30 such vacation days, but the state wants to knock this down to 10. This proposal would also greatly reduce the employees' final average salary, which would in turn lower their pensions.

• The state is also trying to cut personal leave from five to three days per year.

• Another Carey proposal is to terminate the employees' dental plan as of April 1.

• The administration would also raise the number of hours in the workweek to 40 for those employees who now work a 37½ hour week.

• A monthly parking fee to workers who use state parking facilities has been proposed.

• The state also wants to

eliminate overtime meal and lunch allowances.

• Another Carey idea is to take away jury duty payments.

• An important reduction in benefits would occur if the state won its demand for changing the conditions under which Workmen's Compensation leave is granted, making it more difficult for employees to get such leave. The state also wants to reduce Workmen's Compensation benefits.

• Two final proposals the state has made would especially hurt workers who are members of CSEA. One would forbid the use of union leave, for committee and convention time, for example, unless paid for by CSEA. Another would allow other unions to use CSEA bulletin boards, meeting space and access to employees 90 days prior to the start of a representation challenge period. These changes would put a great drain on the dues paid by CSEA members. Mr. McGowan pointed out, involving dues that would otherwise be spent in direct member services.

Mr. McGowan stressed that these are not the only detrimental proposals made by the state during negotiations. "But they are the 'dirty dozen' as far as state employees are concerned, because they would be among the most harmful if they were ever effected.

"Once all state employees are fully aware of the vicious demands the state has been making at the bargaining table, it will surprise no one that we are now at impasse in every single Bargaining Unit," he said.

Binghamton Meeting

BINGHAMTON — The Binghamton Area Retirees chapter, Civil Service Employees Assn., will hold a meeting Monday, March 22, at Garden Village West, 50 Front St., Binghamton.

Secretary Florence A. Drew said the meeting will be called to order at 2 p.m. and all retirees from Broome, Chenango Otsego and Delaware Counties are invited to attend.

Costa Opposes Affiliation; Claims AFSCME Distorts His Comments

ALBANY—A. Victor Costa, a statewide director of the Civil Service Employees Assn., has expressed strong opposition to affiliation of his organization with any other union.

Mr. Costa, who is also vice-chairman of CSEA's expansion committee, until recently charged with exploring the desirability of affiliation for CSEA, specifically ruled out the merger currently sought by the American Federation of State, County and Municipal Employees, a nationwide AFL-CIO public employee union.

In releasing a statement to the Civil Service Leader, Mr. Costa said he "had no choice but to make his views known at this time," to counter "false reports" in recent AFSCME publications that he favored an alliance and that he had promoted the idea at meetings with CSEA members.

"They actually quoted remarks that I had never made in projecting a false impression of the facts I presented to various CSEA membership meetings as a representative of the expansion committee.

"On the contrary, in speaking to CSEA groups, as I did in one instance AFSCME cited before the OGS chapter in Albany, I was simply reporting to them in general on the fact that our committee had received and looked into requests from most of the major unions in the country asking CSEA for dialogue regarding some type of merger or affiliation," Mr. Costa explained.

Following is his statement to The Leader:

"CSEA should not affiliate with any union or employee representative group, directly or indirectly. CSEA is self-sufficient and effective in representing public employees in all jurisdictions of government in New York State.

"The key question is, why is there so much interest in CSEA? The answer is, of course, other unions see a financial gain in a CSEA affiliation.

"Under the current AFSCME proposal, the Association would have to raise its income about its present or future dues structure by \$28.80 per member per year for an annual total of \$6,480,000, all of which would go directly to maintaining an international union and, for which, we are told CSEA would receive certain services. The question is—what services?

"CSEA has 238 staff members. This staff services 230,000 members in 317 local chapters and 602 units within New York State. AFSCME services a nationwide membership of 700,000 with a staff of about 500.

"CSEA spends nearly \$1 million a year for legal assistance to its members, providing competent attorneys conveniently located

throughout the state.

"Over 1,000 contracts are negotiated annually by CSEA's elected officials, professionally trained collective bargaining specialists and field staff. After a



A. VICTOR COSTA

contract is negotiated, it is serviced by our own locally based staff, which is on call 24 hours a day, seven days a week, in Region offices located throughout the state.

"We have our own research and public relations specialists in each regional office and at headquarters in Albany as well as modern computer services.

"Our legal staff has won landmark decisions. While other unions were bargaining away negotiated employee benefits and funds recently, CSEA was in court protecting pensions and fighting layoffs.

"CSEA members receive all these services from dues which are the lowest in the country. Furthermore, we rebate 25 percent of members' dues back to their chapter while the balance remains for general purpose expenditures.

"AFSCME says that CSEA will realize 'increased political clout' by affiliating. This is a smoke screen. For nearly 70 years, CSEA members have received some of the best benefits offered to public employees anywhere in this country. These benefits were won through CSEA's legislative lobby

and negotiations with state leaders, without the help of any other union. Our CSEA representatives attend legislative sessions daily. Are competing unions there?

"AFSCME also claims that affiliation will put an end to challenges by them. While AFSCME was talking affiliation with CSEA, they were challenging us for the bargaining rights to 1,100 Social Services Department employees in Suffolk County. A merger will not guarantee that other unions will not challenge us.

"It is true that AFSCME's proposal will give us a voice on their national board of directors. Yet, how effective would one CSEA representative, out of 24, be on that board and who will really care about the problems of New York State? CSEA might also find itself involved in the many jurisdictional disputes of other unions with which we have nothing in common.

"Recently, Jerry Wurf, AFSCME president, withdrew AFSCME from the Public Employee Department of the AFL-CIO because, he admitted, 'It is dominated by private sector unions. Why would we want to become a part of that?'

"Finally, in every corporate, social or governmental merger, there is always an eventual absorption; this is how conglomerates grow and expand. CSEA has spent 65 years maintaining its independence. A merger with AFSCME at this time would seriously threaten this independence, an accomplishment achieved through the work of thousands of CSEA officers and members who have volunteered their time to help make CSEA the strong leader of public employees it is today.

"If all these factors can only hinder CSEA's stature, than why does AFSCME still pursue us? The answer, again, is money—\$6.6 million dollars—every year, forever. In return, they offer service and representation for CSEA members which cannot be any better than they already have.

"In reality, it is AFSCME, not CSEA, who will be helped. Affiliate or merge under these conditions? My opinion is no."

Pass your copy of The Leader on to a non-member.

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.

MARCH

- 9—South Beach PC chapter workshop for shop stewards: 6 p.m. South Beach PC.
- 12—Marcy Psychiatric Center chapter general meeting: 7 p.m., The Burrstone, Burrstone Road, Utica.
- 14-19—Delegates' meeting, Concord Hotel, Kiamesha Lake.
- 20—Westchester County chapter Third Annual Dinner-Dance: 8 p.m., Riviera Beach Club, 360 Davenport Ave., New Rochelle.
- 22—Binghamton Area Retirees chapter meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.
- 24—Buffalo chapter dinner meeting: 5:30 p.m., Plaza Suite Restaurant, I M & T Plaza, Buffalo.



Pat Morano, left, a Civil Service Employees Assn. organizer for Long Island Region I, and Service Employees International Union 100 representatives, right, watch as William Duggan of the Public Employment Relations Board, signs the official tally at the Riverhead School district certifying the election for CSEA. SEIU officials sent eight representatives to balloting, some from as far away as Pennsylvania, apparently expecting a victory.

L. I. CSEA Win At Riverhead Is Fourth In Row

RIVERHEAD — The Civil Service Employees Assn. took its fourth victory in a row from the Service Employees International Union recently in CSEA's Long Island Region I in the Riverhead School District.

Despite an all-out push by SEIU in efforts to capture the unit, the employee returned a 70-62 vote to stay with CSEA, the incumbent representative.

The election had been complicated by the defection of a CSEA leader in an attempt to deliver the unit to the rival organization. The president of the Suffolk County Educational chapter, Walter Weeks, noted there was "some discontent caused by the unit president who apparently broke the line of communication deliberately between local and union. The rank-and-file, however, were intelligent enough to know they would sacrifice their organizational strength if they were to follow their leader into the arms of SEIU."

SEIU had placed its reputation on the line in making the effort to woo the employees from CSEA. They employed 12 paid organizers from out of the vicinity and, as Mr. Weeks said, "spent a lot of money." He added the unit would be reorganized in coming weeks and would immediately prepare for the coming pact negotiations.

The Riverhead victory follows similar wins by CSEA in Franklin Square, Lynbrook and Sayville units which voted to rejoin CSEA after experiences with SEIU.

The Riverhead campaign was directed by field representative Pat Morano, who has handled the series of SEIU challenges.

LIBRARIAN LIST

ALBANY—A medical record librarian eligible list, resulting from open-competitive exam 24-308, was established Feb. 25 by the State Civil Service Department. The list contains 47 names.



Elated Civil Service Employees Assn. fieldmen and officials share a congratulatory handshake following the CSEA triumph at Riverhead School District. From left are: Irwin Scharfeld, field representative, Jose Sanchez, organizer, Walter Weeks, president, Suffolk Educational chapter, and Pat Morano, organizer.

CSEAr Is Shot, Gravely Hurt During Robbery Try

YONKERS—A parole officer and long-time member of the Civil Service Employees Assn. is under intensive care at Jewish Memorial Hospital in Manhattan for treatment of bullet wounds sustained while attempting to stop a holdup.

Nicholas Colasacco, 46, of Yonkers, was at a beverage distributorship on the evening of Jan. 24 when a woman ran in and said that two armed men were robbing a firm in another part of the building.

Mr. Colasacco immediately went to the scene. The pair fired two shots at Mr. Colasacco but missed. They then grabbed a clerk, using him as a hostage to make their escape. As they fled, they again fired at Mr. Colasacco, this time hitting him in the stomach. He had his parole officer's gun with him, but did not shoot for fear of hitting the hostage, according to Mr. Colasacco's colleagues at the Bronx parole office.

A second shot fired by the gunmen hit him in the left arm, but he continued chasing them for some time.

Ironically, police said, the

prime suspect in the case was a parolee, the kind of person with whom Mr. Colasacco deals every day at work. Parole Officers Millar and O'Neil of the Bronx Police office located the suspect, and Mr. Colasacco identified him from his hospital bed.

Mr. Colasacco's fellow officers are "having a running battle" with the state in an attempt to get his worker's compensation payments, they reported recently.

"A parole officer is a peace officer who always carries his gun and is never off duty," they said, "but since Nick got hurt, it's been like pulling teeth to get the state to even give him the forms he needs to collect the worker's compensation that he is due."

Mr. Colasacco is married and the father of three children.

IRS Extends Office Hours

MANHATTAN—Charles H. Brennan, Internal Revenue Service director for New York, Bronx, Richmond, Westchester and Rockland Counties, said IRS offices there will be open Saturdays from 10 a.m. to 2 p.m. until April 15, the end of the 1975 filing period, to assist persons with their federal income tax returns.

In addition to the extended Saturday schedule, office hours at IRS offices on Wednesdays will be from 8:30 a.m. to 7 p.m. Telephone assistance will also

be available during all hours of extended service. On other days, IRS offices are open from 8:30 a.m. to 5 p.m. The Manhattan office at 120 Church St. opens at 8 a.m.

Addresses and telephone numbers of IRS offices may be found in appropriate telephone directories.

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

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
---	-----------	---------

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

Data Transcribers	GS-2	NY-4-05
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

SHORT TAKES

MORE ON LULUS

New York Assistant Solicitor General Jean Coon said the Attorney General's office has filed an appeal with the State Appellate Court on a lower court decision that ordered lawmakers to return about \$882,500 in "lulus" or stipends paid in lieu of expenses. Since all legislative "lulus" are back in the proposed 1976-77 state budget, it is likely they will be approved—despite a Supreme Court ruling that they are unconstitutional—once again before a ruling comes down on the appeal. However, it is anticipated that State Comptroller Arthur Levitt will withhold payment of the latest round of "lulus" until the courts give a final ruling.

LABOR PRIORITIES

Seymour Posner (D-Bronx), chairman of the State Assembly Labor Committee, is polling state labor leaders to determine their priorities for 1976. The poll, distributed to more than 300 labor officials around the state, seeks to find the relative importance in the minds of the leaders of 13 possible measures now before the committee. The measures are: outlawing professional strikebreaking; requiring that Labor Department forms be printed in two or more languages in areas containing large numbers of foreign language-speaking residents; providing collective bargaining rights for household workers; prohibiting the use of lie detectors by employers; providing a two-week layoff notice; providing higher unemployment insurance benefits; determining unemployment insurance payroll tax rates by averaging all industry instead of on the basis of individual company "merit" ratings; providing unemployment insurance for public employees; setting workmen's compensation benefits to higher standards set by the National Commission on Workmen's Compensation; providing disability payments for pregnancy; setting a higher minimum wage; eliminating tips as part of the minimum wage standard; setting nine or 10 percent bidding preferences for state companies on state projects; providing an agency shop, and providing collective bargaining rights for agricultural workers.

WESTCHESTER CONSOLIDATION

Westchester County Executive Alfred B. DeBello has been meeting with Yonkers officials to explore the possibilities of consolidating all Westchester County services in Yonkers under a single roof. At present there are seven separate functions of county government operating branch offices in Yonkers. These include Social Services, Probation, Family Court and the Community Mental Health Board's Mental Health Clinic, all located at 70 Ashburton Ave.; an Alcoholism Clinic and a Special Children's Clinic at 53 South Broadway; the Yonkers Auto Bureau at 925 Midland Ave., and both the Health Department and District Attorney's Office at 87 Nepperhan Ave. According to the County Executive, any alternative arrangements arrived at would make every effort to insure that the property accommodating these government offices would remain on the Yonkers tax rolls.

REPLACE COMMISSION

A report prepared by the staff of a special state commission studying government efficiency has proposed replacing the State Civil Service Commission with a cabinet level post of state personnel director, United Press International reported last week. UPI quoted the report as saying the change would increase the number of appointive jobs at top management levels while giving agency heads greater discretion in policy matters. The news service said a part of the report notes the three-member commission makes the system of hiring public employees "autonomous from the elective process since the public has no way of protesting against performance." On public sector unions, the report notes they "provide a second personnel system, which together with the Civil Service System, have a stifling effect in the public sector." It goes on to state that a personnel director appointed by a governor would "increase managerial discretion so that, when bargaining with unions, public managers can ask for increased productivity in return for employee protection."

OFFICER AGE CUTOFF

The state's highest court, the Court of Appeals, has ruled constitutional the action of the State Civil Service Commission in establishing 32 years of age as the maximum for applicants seeking examination and appointment as correction officers. In a suit brought by William Figueroa, of New York City, the Court of Appeals ruled that Article V, Section 6 of the State Constitution, which sets forth the rule that appointments and promotions in civil service shall be made by merit and fitness as ascertained by competitive examination, "does not, however, preclude the adoption of age requirements." The Court, in its unanimous opinion, noted that Legislature by explicit provision of Section 54 of the Civil Service Law, recognized the right of civil service commissions to adopt "reasonable minimum or maximum age requirements for open competitive examination for positions such as policemen, firemen, prison guards, or other positions which require extraordinary physical effort, except where age limits for such positions are already prescribed by law." Finding no such age limit for correction officers in the law, the Court of Appeals said the Civil Service Commission therefore established 32 years as a maximum age and that act was valid.

BANKING HEAD

John G. Heinmann, a New York City investment banker, received unanimous State Senate confirmation as state banking superintendent. He has been acting superintendent since June 1975; the post pays \$47,000 annually. Mr. Heinmann, 46, was most recently senior vice-president of E. M. Warburg, Pincus & Co., Inc.

Bill Is Introduced To Eliminate Mandatory Age 65 Retirement

By ALAN BERNSTEIN

ALBANY—State workers reaching the mandatory retirement age of 65 may not have to step down if a bill introduced last week in the State Assembly becomes law. Besides prohibiting governmental agencies from forcing retirement at 65, the legislation would also apply to private employers.

"The bill represents a radical departure from past practices and attitudes concerning the elderly," said Assembly Speaker Stanley Steingut (D-Brooklyn). He added that the bill is part of the Assembly Democrat majority's legislative program in 1976. He said the general view that a person should retire at 65 was "arbitrary" and "intolerable in human terms and not affordable in economic terms."

Assemblyman Thomas R. Fortune (D-Brooklyn), chairman of the Assembly's Committee on Aging and sponsor of the legislation, said the measure would supersede existing state laws that set mandatory retirement ages for judges and state police. It would also prohibit the inclusion of mandatory retirement requirements in union agreements.

"Our bill would not prevent people who wish to retire from doing so," said Assemblyman Fortune, "but by doing this now we can help the elderly continue their careers if they want to, contribute more pension funds and draw out a smaller amount of such funds after they do retire."

William Banks, the Assemblyman's aide, explained the legislation does not necessarily mean "job security." State workers reaching 65 would be evaluated as to their competence, fitness and reliability to perform the jobs they hold. Positions such as firefighters and police, which need fitness and mental alertness, he said, would be scrutinized very closely.

According to the aide, the

philosophy of the measure is the conclusion of the committee members after 1975 statewide hearings that mandatory retire-



FRED FIELDS

ments are discriminatory. He said the requirements force people out of work without regard to their qualifications to do a particular job.

Other members of the committee include Fred Field (R-Albany), Ronald Scott (D-L. Onondaga), Henry Dwyer (R-Nassau), Robert D'Andrea (R-Saratoga), Jean Amatuocci (D-Orange, Sullivan), and Andrew Virgilio (D-Monroe).

The hearings showed that workers in the public sector, many with solid pension plans, appeared less likely to take advantage of the bill's provision than those in the private sector.

The measure is viewed by the

elderly mostly as a civil rights measure, said the aide, but by the committee as both civil rights and an economic issue. He said society has drifted away from the idea of "the extended family" that would care for elderly, and that this had led to the generation of such costly programs as Supplemental Security Income Maintenance, Medicare and Medicaid. The proposed legislation is one way of cutting costs, he said.

Mr. Banks, who said he believes the bill stands a good chance for passage in the Assembly, added it will take quite a while until a trend can be seen.

"But feedback from constituents shows a great deal of sentiment for the legislation," he said.

Main opposition is expected—not from employers—but from people unfamiliar with the bill's intentions, Mr. Bank observed. To combat this, the committee is expected to begin a campaign to familiarize the public with it.

Assemblyman Field, the ranking minority member on the committee, said the bill deserves close examination because it could benefit the state economically. An opponent of lowering the mandatory retirement age, he said the bill could make it possible for the state to eventually retire higher paid older workers and replace them with lower paid younger ones.

Assemblyman Stott believes there will be little opposition to the measure in the Legislature.

"There is merit in the concept," he said.

State Sets Five Promos

ALBANY—The State Department of Civil Service is accepting applications until April 12 for promotional exams of engineering technician, section maintenance supervisor, general parkway foreman, director of the division of supervision education of handicapped children and supervisor of humanities and performing arts education. Tests for all posts will be held in May.

Employees of the Environmental Conservation Department with a year's experience in an engineering or drafting position allocated to G-11 or higher may apply for principal engineering technician (conservation), exam 35-921 or principal engineering technician (stream improvement), exam 35-923. Former engineers or draftsmen on a preferred list may also apply.

For section maintenance supervisor, exam 35-940, candidates must be a section maintenance foreman or bridge maintenance foreman with the State Thruway Authority for at least one year. The written test will cover areas such as equipment and materials used for reconstruction, supervision and scheduling work.

A year's experience as a parkway foreman in the East Hudson Parkway Authority will qualify applicants for general parkway

foreman, exam 35-939. Vacancies exist in Pleasantville and one is anticipated in Carmel.

Employees of the Education Department with a year's experience as bureau chief with the Office for Education of Children with Handicapping Conditions, may apply for director, division supervision education of handicapped children, exam 39-135. Candidates will be rated on the basis of an oral exam.

For supervisor of humanities

APPOINT GARCIA

WHITE PLAINS—Felix J. Garcia, a specialist in the bilingual program at Yonkers High School, has been named by Westchester County Executive Alfred B. DeBello as minority business advisor in the Westchester Office of Manpower Planning. Mr. Garcia, 26, is a member of the Westchester Bilingual Advisory Council. His new post pays \$14,735.

EQUIPMENT SPEC

ALBANY—An assistant traffic signal equipment specialist eligible list, resulting from open-competitive exam 27-542, was established by the State Civil Service Department Feb. 25. The list contains 14 names.

and performing arts education, exam 239-136, applicants must be Education Department employees with a year's service as associate in performing arts education or associate in music education.

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

Four Rockland Positions Open

NEW CITY—The Rockland County Personnel Office is accepting applications until March 10 for open-competitive posts of deputy director of parks and recreation, environmental health aide, laboratory helper and senior clerk-typist.

Applications, complete announcements and further information may be obtained through the Rockland County Personnel Office, County Office Building, New City, N.Y. 10956.

BUY U.S. BONDS!

Speak Up For America!
Buy U.S. Made Products!

A Pint Of Prevention...
Donate Blood Today

Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATIONS, INC.

Publishing Office: 11 Warren Street, New York, N.Y. 10007
 Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007
 212-BEEKMAN 3-6010
 Bronx Office: 406 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher
 Paul Kyer, Associate Publisher
 Marvin Baxley, Editor

Harcourt Tynes City Editor Charles O'Neill Associate Editor Alan Bernstein Features Editor

N. H. Mager, Business Manager
 Advertising Representatives:

UPTOWN NYC—Jack Winter—220 E. 57 St., Suite 17G, (212) 421-7127
 ALBANY—Joseph T. Bellew—303 So. Manning Blvd., (518) IV 2-5474
 KINGSTON, N.Y.—Charles Andrews—239 Wall St., (914) FE 8-8350
 20c per copy. Subscription Price: \$5.00 to members of the Civil Service Employees Association. \$9.00 to non-members.

TUESDAY, MARCH 9, 1976

War Of Independence

In this Bicentennial year, it is fitting to remember that even after the American colonies declared their independence in 1776, it took another five years of war to achieve that status as a matter of fact.

And, even then, independence had to be rewon by the War of 1812, often referred to as the Second War for Independence, because Britain continued to regard the United States as being in the British domain. This war was brought to a head by the continuing impressment of American sailors into the British navy, because their philosophy was "once British, always British."

Times have changed, of course, and now the United States and the United Kingdom are regarded as close allies, with a community of interest based on their common language, traditions of democracy and heritage of law.

In like manner, the Civil Service Employees Assn. has been especially beleaguered in recent years by continual attempts by AFL-CIO unions to topple the 65-year old CSEA from its position as the largest independent union representing public employees.

The latest onslaught is by the American Federation of State, County and Municipal Employees. One spokesman for that union was quoted recently in a Syracuse interview as saying AFSCME was prepared to spend up to \$25 million in representation challenges unless CSEA agreed to affiliate with it.

The irony of the AFSCME \$25-million figure can be realized when a recent statement by CSEA president Theodore C. Wenzl is taken into account.

Dr. Wenzl noted that CSEA had spent about \$2.5 million in fighting off challenges during the past four years. Yet, during that time, if CSEA had been affiliated with AFSCME, the Employees Association would have turned over \$26 million in increased dues to AFSCME. Thereby, Dr. Wenzl reckoned, his union had saved its members \$24 million during that four-year period.

It is difficult to argue with such hard facts.

It is equally difficult to understand how AFSCME can throw down the gauntlet to CSEA at a time when critical negotiations are being conducted with the state on contracts for state workers.

We think it would be far more to the workers' benefit if AFSCME would spend more effort in improving the lot of its members throughout the nation rather than festering a war between public employees in New York State.

Let the AFSCME leadership engage in its struggle for power within the AFL-CIO: The leadership of CSEA has more important things to do in working out an equitable contract settlement for its state employees (as well as those in local government areas that are also involved in contract negotiations).

Questions & Answers

Q. My uncle has worked all his life as a street vendor. I know he isn't making what he used to, and I think he might be eligible for supplemental security income payments. Can you tell me what the requirements are?

A. The supplemental security income program makes monthly payments to people with little or no income and limited resources

who are 65 or over or blind or disabled. People with some other income may be eligible for reduced payments. Your uncle can get information about applying for supplemental security income payments by calling or writing any social security office.

**Speak Up For America!
 Buy U.S. Made Products!**

Don't Repeat This!

(Continued from Page 1)

of New York continually coming unglued fiscally and state financial stability tottering dangerously, everyone is anxiously eyeing the banking community as the only school of medicine that can put Humpty-Dumpty back together again.

Both the city and state need to sell bond issues to secure a sound anchor for riding out the current fiscal storms. But buyers are extremely wary of the strength of such bond issues and banking purchases are absolutely necessary to bolster confidence in the safety of such investments.

Both city and state—and local government units everywhere in New York—need these new funds desperately to operate, and public employees have to have assurances that there are the monies needed in the till for civil service payrolls.

For this simple reason alone, a good many public employees could heave one slight sigh of relief last week when the major New York banks pledged to purchase the first billion dollars worth of new notes needed for the two-and-one-half billion dollar package the state will float to get through the current crisis.

Phase II A Worry

The second step in the state's selling plan—for various retirement systems to purchase these new bonds, too—causes some mixed emotions, however. Civil servants are being told that such sales are an investment in the future of public employees. At the same time, however, state and local government employees throughout the state are being told they must see things through by means of even further sacrifices—wage freezes, pension benefit reductions, cut-backs in other worker benefits, etc. In other words, public employees are being told to encourage use of their pension funds to save the state and its cities in what could be termed a risky financial venture and, at the same time, are told to lay off asking anything back in terms of their own security and future.

It is a grossly unjust position for any employee to have to put the years of his labor into. But at the moment there doesn't seem any other way out as far as the first step—bond purchases—is concerned.

NAME HENNESSY

ALBANY—Gov. Hugh L. Carey announced the nomination of John F. Hennessy Jr., of Manhattan, as a member of the Battery Park City Authority. He was named for a term ending Dec. 31, 1980. The nomination will be submitted to the Senate for confirmation.

Mr. Hennessy, 47, is chairman of the board and president of Syska & Hennessy. He is a member of the board of governors of New York Building Congress and the past president of the New York Association of Consulting Engineers. The position carries a salary of \$100 a day while on official business up to a maximum of \$5,000 a year. Mr. Hennessy would succeed Mario A. Procaccino, of The Bronx, whose term expired.

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



Civil Service Law & You

By RICHARD GABA

Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

A Dismissal Appeal

In December 1974, each of the petitioners in this case was duly appointed Workmen's Compensation referee to fill positions for which appropriations had been made in the New York State budget for the fiscal year commencing April 1, 1974. Subsequently, the chairman of the Workmen's Compensation Board notified each of the petitioners that his position would be abolished as of Jan. 22, 1975. The notice stated that the positions were being abolished in accordance with an oral directive from the Director of the Budget. Petitioners contended in their Article 78 proceeding that their dismissal on Jan. 22, 1975 was illegal. The respondents did not answer the petition but moved to dismiss the petition on the grounds that as a matter of law, the action of the Director of the Budget in advising the Workmen's Compensation Board Chairman to terminate these positions was not reviewable in this proceeding. Special term decided in favor of the respondents. Petitioners appealed.

THE WORKMEN'S Compensation Law provides that referees are appointed for seven-year terms. Their salaries are payable by the Workmen's Compensation Board within appropriations made for that purpose and may be removed by the Workmen's Compensation Board only after a notice of charges and an opportunity for a hearing. The Director of the Budget had no power to remove the petitioners, and the Chairman of the Workmen's Compensation Board likewise had no power to remove them without a hearing. The Appellate Court initially pointed out that the Article 78 proceeding was the proper method of reviewing the actions taken in this case. The respondents also argued that they had the authority to abolish positions, which was different from a dismissal, and therefore no hearing was required. The petitioners concede that the Legislature could have, by direct action, reduced their terms of office or otherwise affected their status as public employees. However, there was nothing in the record to indicate that the Legislature had taken any action to affect the petitioners' employment. The court observed that the issue here is whether or not the Legislature delegated its authority to the Director of the Budget.

THE WORKMEN'S Compensation Law is structured so that the chairman submits an estimated budget to the State's Budget Director. The Board may not spend more than the itemized amounts specified in its budget unless authorized by the Director. While the papers before the court indicate that the Director did not approve the proposed budget for the 1975-1976 year insofar as the petitioners' salaries were concerned, the Workmen's Compensation Law does not give the Director of the Budget the power to either create or abolish positions which may be created and filled only by the Workmen's Compensation Board. His power goes only to the approval or disapproval of the budget proposed by the Workmen's Compensation Board, and there-

(Continued on Page 7)

RETIREMENT NEWS & FACTS

By A. L. PETERS

Broad Pension Changes

Expect some very far-reaching changes in the whole pension system when the Richard Chinn group completes its report on the improvement of fiscal management of the city. The group was given a broad mandate to reorganize income and outgo for the city so that it should keep the cash flow in balance. The funding of the pension system has long been under criticism, not only because the contributions have been too small, but because the actuarial computations have been based on 1916 estimates of life expectancy. Retirees are living longer and collecting more than the designers of the fund anticipated.

Medicare hospital insurance deductible went up from \$92 to \$104, beginning January 1st. In addition, cost of a hospital stay over 60 days went up from \$23 to \$26 a day for the 61st through the 90th day, and from \$46 to \$52 a day if your hospital stay lasts more than 90 days. For a post-hospital stay over 20 days in a skilled nursing facility, the cost went up from \$11.50 a day to \$13 a day from the 21st through the 100th day.

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)

Cebfus, AlfredSyracuse
 Charlestream, ShirleyPerry
 Cherubin, Catherine W.....Center Moriches
 Chick, RobertaParkway Beach
 Childress, EdwardFreeport
 Clarke, Edwin LBronx
 Conner, Mattie ENew York City
 Conte, Joseph TBrooklyn
 Cooper, William E JrHuntington Sta.

Coran, Nancy AStony Point
 Corbin, Freda MStony Point
 Cornell, Esther CClifton Springs
 Cox, Lillian EBedford Hills
 Crane, HarrisEast Branch
 Crespo, Raymond IBay Shore
 Cross, TheodoreHopewell Jct
 Crossley, EdnaRochester
 Culkun, Naomi LIthaca
 Dagostino, Martha ARome
 Darden, Diane SHarpursville
 DeCrescente, AngeloMechanicville
 Deveaux, EloiseElmira
 Dillard, Clifton HNew York City
 Distelma, William LBrooklyn
 Dobozin, Carl HBuffalo
 Dooley, Mary FBrooklyn
 Drummer, John EBuffalo
 Drzewiecki, Marie MBuffalo
 Dudek, Caroline CBuffalo
 Duncan, Raymond LPoughkeepsie
 Durepo, Clark LGainesville
 Ebner, Fred J JrIslip Terrace
 Einstein, DonaldApalachin
 Elie, BeverlyBrunswick, Maine
 Elliot, Edam EFredonia
 Evans, Joan MPawling
 Falot, FrankNorth White Plains
 Faraci, Angelo GRochester
 Ferguson, Cora GSouth Ozone Pk
 Flynn, Elsie SFreeport
 Foley, Regina VRochester
 Fort, Dorothy JAlbany
 Franks, Charles WAmityville
 Galante, VincenzoValley Stream
 Galton, Nedro EWarsaw
 Gardner, Russell RDanby, Vt.
 Gilbert, EllamayWindsor
 Gilson, Ruth AAlbany
 Glocke, Katherine CStaten Island
 Goodwin, Beverly AOak Bluffs, Mass.
 Gore, John JSpringfield Gardens
 Gray, JackAmityville
 Green, Thomas MShushan
 Haddad, JosephinePerry
 Hale, George JVerona
 Halpern, FrancesBrooklyn
 Hanigan, KennethOlean
 Harris, Marion VBath
 Hart, Ray TBrooklyn
 Hawkins, James BNew York City
 Heard, Inez OSyracuse
 Higgs, AldenAdams
 Hobson, Frances EIthaca
 Hoey, Patricia AShirley
 Holsipple, Paul JPoughkeepsie
 Hoskins, HerneTroy
 Howes, FrancesDover Plains
 Ingles, Phillip WMillerton
 Iverson, Wilbur WNew York City
 Jackson, Bernice LWashington, D.C.
 Jacobson, HenryRochester
 Jamieson, Barbara ABronx
 Jennings, Mary AnneBrenwood
 Johnson, Francis WCazenovia
 Johnson, George JNew York City
 Johnson, Gladys AMassapequa
 Johnson, HaroldMedford
 Johnson, WillieMt Olive, N.C.
 Johnstone, Mary DLong Island
 Joseph, GeorgeNew York City
 June, IreneBear Mountain
 Kacko, CarlBuffalo
 Kahl, SuzanneAlbany
 Keciouris, KazysSchenectady
 Kellner, Candita GCheektowaga
 Kenneson, Robert ELenox, Mass.
 King, Leslie AnneOwego
 Kistner, Doris ALk Ronkonkoma
 Knauff, Edward F, MDBridgeport
 Knorr, Anna MarieOld Westbury
 Krahenbuhl, TheodoreWest Rush
 LaFever, Ernest RLancaster
 LaGore, Carolyn GOrangeburg
 (To Be Continued)

What's Your Opinion

By SUSAN DONNER

QUESTION

Do you think the Federal government should take over welfare payments currently underwritten by New York City and State?

THE PLACE

Lower Manhattan

OPINIONS



Margaret Kogan, Administrative Assistant: "I think it's long overdue. I think the federal government has been leaving the burden of welfare payments on New York City. We get more than our share of immigrants and welfare clients and I think it will make a very big difference to New York's economic position. New York City's money could then be directed into other areas where it would benefit the middle class, especially to maintain essential services like education. I have young children and think it's criminal what's going on in school. The end result would be possibly an improvement of the quality of life in the city."



William Tandy, Attorney: "I think if the local governmental organizations operated the welfare program in the manner in which it should be operated, they'd be able to operate it efficiently. If that's not possible, I suppose, we might be better off getting it done by the federal government. The word seems to have gotten around to the rest of the country that New York City is probably one of the simplest places to come to for a free hand out. That's why I'm sure many of them are here. However, if any American citizen comes to this part of the United States from any other part of the United States I think that we all have an obligation toward that American citizen. Of course, we have no assurance that the federal government is going to run things any more efficiently."



George Strott, Salesman: "I feel it would greatly benefit New York City. I think it's the responsibility of the federal government to support these people that are coming in from other states and other countries and becoming the obligation of New York City. They come here, collect welfare and then tell their friends back home how good it is. There are other states that don't allow this. They at least have a waiting time which helps to prevent it. Something must be done. It's not working the way it is run now."



Julie Cialdella, New York State Assembly Speaker's Office: "I think the whole welfare program is run terribly. There are millions of dollars being collected under false pretenses for people who don't really need it. I think maybe if the federal government took it over, it could be run a lot better. I also think it's very unfair the way people migrate to New York City and start collecting welfare. The people who live here and pay taxes and social security are the ones who are entitled to its benefits. I think this is one of the biggest reasons for the fiscal crisis we are in today."



Gill Venegas, Computer Operator: Something must be done. It's so unfair. The lower middle class has to work its brains out to get anything, while so many who don't deserve it are getting a hand-out. If the federal government took over, perhaps it would keep other cities out of the position that New York City is in right now. I think New York City is in a very big hole because of welfare. I think the whole system must be changed."



Russell Rowe, Director of "Alternatives to Detention" Program: I think the federal government should assume the responsibility. New York City is paying more than its share. New York is burdened more than other cities and states around the country and I think things should be more evenly distributed. People come here from other states because they know that they can collect welfare so easily. Maybe if welfare programs were transferred to the federal government they would be run more efficiently."

LETTERS TO THE EDITOR

Bauch Disputed

Editor, The Leader:

Leader columnist Herbert S. Bauch complains that it is a bad thing that New York City cops and firemen should only be rehired if they live in the city. I think the idea is great and should go for all city employees; I think most New Yorkers would agree.

On Feb. 2, in my section, I was the only city worker of 10 to come in during the big snowstorm. I live in the city; 8/9ths of the others do not.

Mr. Bauch also thinks that cops who refuse reinstatement using federal funds should continue to receive unemployment insurance even though they've turned down the exact job and money they wish. That's ludicrous.

He writes that the parking meter personnel aren't crime de-

terrents. Not every employee's function is to be a crime deterrent and to cite these people is illogical.

His suggestions, when finally made, are quite reasonable but offer no solutions to the problems that he is attempting to remedy. For instance, his case of an assistant district attorney who was almost tossed in the clink (for contempt) while a prisoner was released. He claims that all these "situations can be resolved," etc., but doesn't state how he'd solve that one.

Does Mr. Bauch believe that an assistant D. A. could not possibly do anything to deserve a contempt citation or that a prisoner might not be guilty?

Kenneth McKenna
Bronx

Veterans Administration
Information Service
Call (202) 389-2741

Career Ladders

Editor, The Leader:

Well, the Department of Mental Hygiene has done it again. We are having another test for Grade Eleven. We had one in Rome about three years ago and no one got appointed. This career ladder, as it is called, sure didn't help the people that were senior or staff attendants in charge of wards.

When they first started talking about this career ladder we were to go to Eleven but we got sold out. The state has a lot of people that lost out this way. Now they are having another test for people who should already have had this years ago when the career ladder came out. We had to carry on in charge of these wards just the same with no pay for it.

G. G. Mason
Lee Center

Civil Service Law & You

(Continued from Page 6)

after he must control the expenditures beyond those specified for those items in the budget.

THE COURT pointed out that the attempt by the Budget Director to approve certain line items in part and thereby abolish established positions exceeded his power and authority. The court went on to say that the position of referee was created by the Legislature with the power of appointment given to the Workmen's Compensation Board. Therefore, it follows that the abolition of a position may be accomplished only by the Legislature within the specified seven-year term of incumbency. The statute contains no delegation of that power to the Director of the Budget.

THIS DECISION of the Appellate Division reversed the lower court which had originally held against the petitioners. The

Appellate Division directed that the referees be reinstated to their positions and receive their annual salaries to April 1, 1975. The court also pointed out that the petitioners were entitled to remain in their offices on and after April 1, 1975 and directed the respondents to answer the petition so that the question of appropriations for their services for the fiscal year commencing April 1, 1975 could be taken up by the court. In the Matter of William Friedman v. Albert D'Antoni, as Chairman and Administrative Head of the Workmen's Compensation Board, 50 A.D. 2d 9 (3d Dept. 12/11/75)..

New Assistant Due

It has been learned that New York City Board of Education Member Stephen R. Aiello is scheduled to be named executive assistant to Mayor Abraham D. Beame this week.



CSEA officers join with Assemblyman Andrew Stein prior to press conferences to publicize the CSEA/Stein Joint Committee to Investigate Waste and Inefficiency in Government. From left are executive vice-president

William McGowan, treasurer Jack Gallagher, president Theodore C. Wenzl, Assemblyman Stein, vice-president and Syracuse Region V president Richard Cleary, secretary Dorothy MacTavish and vice-president and Long

Island Region I president Irving Flaumenbaum. Other-statewide officers at the meeting were vice-presidents James Lennon, president of Southern Region III, and Robert Lattimer, president of Western Region VI.



Ramona Gallagher, Western Region VI third vice-president from the Department of Labor, Buffalo District chapter 352, attended the meeting as a member of the statewide political action committee. Shown with her are Black River Valley chapter 015 president William Dupee, center, and Utica Psychiatric Center chapter 425 vice-president Harry Letlough.

'They All Want Us,' Wenzl Responds To AFSCME Affiliate-Or-Else Threat

(By Leader Correspondent)

SYRACUSE—"The bigger they are, the harder they fall," Civil Service Employees Assn. president Theodore C. Wenzl said in responding to threats by a rival union to either merge or face a "bloodbath."

Dr. Wenzl made the comments to a gathering here of delegates at a meeting of CSEA's Syracuse Region V at the Hotel Syracuse last month.

"They all want us. I think that is a compliment to us," Dr. Wenzl said, referring to the sabre-rattling remarks made by a spokesman for the American

Federation of State, County and Municipal Employees as reported in a Syracuse newspaper.

At the meeting, Assemblyman Andrew Stein (D-L, Manhattan) was principal speaker at a dinner that concluded the weekend activities.

Mr. Stein pointed out that "You can't change things unless thousands of decent people like you get involved."

He was referring to the success his legislative committee had in uncovering irregularities within the nursing home industry, and how public anger kept the issue from being swept under a

rug. "The same anger must be aroused in order to rectify the abuses being uncovered by the CSEA/Stein Joint Committee to Investigate Waste and Inefficiency in Government," he said.

The Assemblyman, who is being prominently mentioned as a contender for United States Senator this fall, warned that "the Civil Service Merit System is facing its greatest challenge since its inception."

"We spend so much money for services that do not reach the people. But there is a tendency to make civil servants the scapegoat for this. It's not fair: They are the ones who are suffering the most."

At the general session earlier in the day, CSEA vice-president Richard Cleary, head of Region V, discussed the status of contract negotiations between CSEA and the State.

He expressed pessimism on the outcome of the negotiations, and reminded the delegates that the "No Contract, No Work" mandate is still in effect if a contract has not been reached by April 1.

CSEA executive vice-president William McGowan said that books are being prepared in Albany to instruct chapter presidents on how to prepare for a strike.

"Read them," Mr. McGowan (Continued on Page 9)



CSEA attorney James Featherstonehaugh, left, looks over documents being shown him by Oswego chapter 838 first vice-president Thomas Elhage, who is also Mexico School District unit president and Region V school affairs committee chairman.



Presidents of two Transportation chapters discuss mutual problems: William Reynolds, left, heads Cortland County DOT chapter 520 and Robert Spoor leads Otsego County State Transportation chapter 517.



Among those attending the regional sessions were, from left, Willard Psychiatric Center chapter 428 officers Sara Woledge Dawley, second vice-president; Doris Pratz, secretary, and Marge Scoles, treasurer, and Jefferson County chapter 823 president Eleanor Percy and vice-president Richard Grieco, who is also president of the Watertown unit.



Syracuse Region V president Richard Cleary responds to questions from interviewer from area radio station. Various representatives of area media had attended press conference for Assemblyman Andrew Stein and CSEA officers.



Region V second vice-president Patricia Crandall officiated at meeting of State Workshop due to absence of chairman James Moore, who was in Albany as head of Institutional Bargaining Unit team. Taking notes is workshop secretary Jackie Burgess, of Binghamton chapter 002.



Dutchess County chapter 814 president Ellis Adams, right, shows the certificate his chapter will give for donations to the chapter Welfare Fund to aid members penalized for strike participation last summer. From left are CSEA County Division chairman Salvatore Mogavero, Long Island Region I first vice-president Ralph Natale and Dutchess chapter secretary Helen McCollum.



Serious expressions indicate gravity of topic being discussed. Shown here are Joseph Madonia, of School for the Deaf chapter 201, and Claire McGrath, of Syracuse chapter 013.

Decent People Must Get Involved, Says Stein

(Continued from Page 8)
said. "Your negotiating teams are against a wall. The State keeps wanting to take things away, so prepare now, so we can let them know we'll fight to keep what we've got."

Mr. McGowan pointed out that "You can always call off a strike, but it's difficult to start one if you wait until two days before to prepare for it."

Mr. Cleary emphasized that strike committees should be lined up by April 1.

A plea also was made for political action donations. Mr. Cleary said that dues probably will go up and the delegates will vote on the proposal at the coming

meeting at the Hotel Concord. "I can assure you that our financial situation merits this," said Mr. Cleary. "Our legal expenses alone have zoomed to \$1 million from \$300,000 a few years ago. They'll probably go to \$2 million this year. The purpose of a union is to protect employees' jobs, and it costs money to do that."

The delegates also were told that CSEA has no interest in affiliating with any other union and rumors to the contrary were completely unfounded.

Another area of major concern to the delegates was the federal Comprehensive Employment and Training Act. At a state work-

shop meeting, Robert Lattimer, Western Region VI president, said that "field representatives are going to have to learn CETA law" to protect the members from abuses. Another problem, he said, is that CSEA's legal staff is overworked, but more attorneys are promised.

Regional second vice-president Patricia Crandall proposed a resolution that field representatives and chapter presidents be trained in CETA law so they in turn could teach the membership.

Dale Dusharm, who was elected vice-chairman of the Region's State Workshop, and Irene Carr, Region V secretary, expressed

(Continued on Page 14)



Leonard Prins, president of Oswego County State Transportation chapter 516, asks for clarification of question as Oneida County chapter 833 president Vincent Speciale listens.



Participating in the Saturday afternoon general business session are, from left, CSEA director Gerald Roseman (Onondaga County chapter 834), Hutchings Psychiatric Center chapter 435 delegates Frank Losurdo, Betty Knickerbocker and Jeanne Peters. Mr. Losurdo is the chapter grievance chairman and Ms. Peters is the chapter political action chairman.



Grouped here are Willard PC chapter 428 president Robert Lee, SUNY at Oswego chapter 611 treasurer Charlotte Murray, SUNY at Morrisville chapter 609 president Stephen Zarod, Tompkins County chapter 855 president Claude Colleyacme and Cortland County chapter 812 president Marie Daignault.



Intently listening during discussion are, from left, Francis White, Jr., president of Fort Stanwix chapter 422 at Rome Developmental Center; CSEA director Raymond Pritchard (Mental Hygiene, Region V), also of Fort Stanwix chapter, and Peter Sejan, president of Vestal School District unit of Broome chapter 804.



Giving attention to the discussion are, from left, Fran DeLemo, of Fort Schuyler chapter 014 of Utica and a member of the Operational Services Bargaining Unit team; James Currier, Fort Schuyler chapter president; Gene Treacy, of the same chapter and a member of the Professional-Scientific-Technical Bargaining Unit team; Linda Beard, and Ben Robbins, both delegates from SUNY at Cortland chapter 605.

Promos Set For Investigators, Sanitarians & Consumer Supers

ALBANY—The State Department of Civil Service is accepting applications until Mar. 22 for promotional exams of motor vehicle investigator, beverage control investigator, senior sanitarian, compensation investigator, law department investigator and gas consumer service supervisor. Exams for all posts will be held May 1.

Employees of the Motor Vehicles Department who have served as a motor vehicle investigator for one year, may apply for senior motor vehicle investigator, exam 35-498. Both a written and oral exam will be used in choosing applicants.

One year's experience as a beverage control investigator, executive officer E or assistant auditor in the Division of Alcoholic Beverage Control, will qualify applicants for senior beverage control investigator, exam 35-931. A year as a senior investigator or executive officer D is good for supervising beverage control investigator, exam 35-505 and a year as a supervising investigator will qualify for chief beverage control investigator, exam 35-779.

For senior sanitarian, exam 35-935, candidates must have

five months' experience as a sanitarian trainee in the State Department of Health. The written test will cover areas such as environmental health, investigation, supervision and preparation of written material.

Employees of the Workmen's Compensation Board with two years' experience as a senior compensation investigator, may apply for chief compensation investigator, exam 35-934. State employees on the senior investigator preferred list are also eligible to take the test.

Six months' experience as a Law Department investigator will qualify applicants for senior Law Department investigator, exam 35-933. To be appointed candidates must have one year of experience.

For gas consumer service su-

pervisor, exam 39-130, applicants must be employees of the Public Service Department with a year's experience as a chief gas technician. Presently, there is one vacancy in New York City.

Information and applications are available through department personnel or business offices, as well as the State Civil Service Department.



MARATHONER — Gordon Steele, supervisor of the Nassau County Department of Recreation and Parks' mobile unit, is getting in shape for the county's Earthday Marathon in Eisenhower Park, East Meadow. The 26-mile long distance event will be held on Sunday, Mar. 21.

Nurse, Medical Specialist, Psychiatrist Posts Open

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

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

For licensed practical nurse, No. 20-106, candidates must have a license to practice as a practical nurse in New York or have a limited permit to practice as a practical nurse or have applied for a permit. Practical nurses are employed with the Department of Mental Hygiene, Education and Health, as well as the State University.

A state medical license and completion of three years of residency training in psychiatry will qualify candidates for psychiatrist I, No. 20-390. Candidates meeting requirements for psychiatrist I who have two years' post-residency experience may apply for psychiatrist II.

For medical specialist I, No. 20-407, candidates must be li-

censed to practice medicine and have completed a training program approved by the certifying board of the candidates specialty. Individuals with two years' post-residency experience may apply for medical specialist II, No. 20-408.

Application forms may be obtained in person or by mail from the State Civil Service Department at Two World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 West Genesee St., Buffalo.

FIELD REP

ALBANY—An insurance fund field services representative eligible list, resulting from open-competitive exam 24-338, was established Feb. 24 by the State Department of Civil Service. The list contains 125 names.

State Eligible Lists

EXAM 34-745		SR CLERK			
Test Held May 3, 1975					
List Est. Sept. 2, 1975					
(Cont. from Previous Edition)					
1852	Benne O L Bronx	76.1	1882	Dillon Florence Staten Is	76.0
1853	Gordon Diane M Schenecady	76.1	1883	Jones Rollin E Selkirk	76.0
1854	Karpiak Lillian Averill Pk	76.1	1884	Gonzalez Carmen Brooklyn	76.0
1855	Marin Teresa Commack	76.1	1885	Epps Claribell Cohoes	76.0
1856	Feron Kahleen Buffalo	76.1	1817A	Mazzara Linda J Voorheesvil	76.3
1857	Forbach C M Buffalo	76.1	1887	Kelly Anna E Greenbush	75.9
1858	Loblanco R Stony Point	76.1t	1888	Wilson Diane C Cortland	75.9
1859	Aldrich K A Elmira	76.1	1889	Whitney V L Averill Pk	75.9
1860	Labunski M C Albany	76.1	1890	Sronge Marilyn Fulton	75.9
1861	Calles Cheryl Auburn	76.1	1891	Allen Margaret Binghamton	75.8
1862	Latra Stephen R Albany	76.1	1892	Antoniak R M Menands	75.8
1863	Mandikas Irene Tappan	76.1	1893	Diodate A N Cheektowga	75.8
1864	Labera Mindy S Albany	76.1	1894	Sheehan Edmund Albany	75.8
1865	Carrow Mary T Albany	76.1	1895	Cox Elaine D Hempstead	75.8
1866	Carrigan Sharon Owego	76.1	1896	Fried Mary M Garnerville	75.7
1867	Kirshner Stuart Brooklyn	76.1	1897	Hanssen J J Albany	75.7
1868	Shapiro Gloria Staten Is	76.1	1898	Stover Beth E Binghamton	75.7
1869	Hemingway M Wappingr Fls	76.1	1899	Dellorto Fred E NYC	75.7
1870	Bruno Shirley A Watervliet	76.1	1900	Sefek Katie Hicksville	75.7
1871	Newton Margaret Syracuse	76.1	1901	Behrens Helen I Ctl Islip	75.7
1872	Barletta K I Schenectady	76.1	1902	Prine Florence Buffalo	75.7
1873	Murphy Margaret Guilderland	76.1	1903	Lesiak Olga Waterford	75.7
1874	Eaton Susan E Watervliet	76.1	1904	Emmer Mildred Little Neck	75.7
1875	Bethel Dolores Waterford	76.1	1905	Berra John A Buffalo	75.7
1876	Turner Ann G Troy	76.1	1906	Hudson Jean M Peekskill	75.6
1877	Morales Michael NYC	76.1	1907	Trupiano G Westbury	75.6
1878	Wrins Elsie A Richmond HI	76.1	1908	Middlebrook D A Stormville	75.6
1879	Kearney Toni M Troy	76.0	1909	Tansey Marian S Selkirk	75.6
1880	Giagni Isabele Rensselaer	76.0	1910	Ames Sandra C Oakfield	75.6
1881	Spivak Marsha E Brooklyn	76.0	1911	Carpenter E A Troy	75.6
			1912	Forgnone C L Artica	75.6
			1913	Vanwert James M Cropseyville	75.6
			1914	Abron Shirley Albion	75.6

(Continued on Page 15)

"CHICAGO" IS A MARVEL!

—Time Magazine

"THE BROADWAY MUSICAL AT ITS BEST."

—Newsweek Magazine

GWEN VERDON · CHITA RIVERA
JERRY ORBACH

CHICAGO

BOOK BY FRED EBB · MUSIC BY BOB FOSSE · LYRICS BY JONN KANDER · FRED EBB

DIRECTED AND CHOREOGRAPHED BY BOB FOSSE

MAIL ORDERS NOW!

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

46th STREET THEATRE
229 West 46th Street, 246-4271

Charge/Mail, Cred. Cards: (212) 239-7177



Grease

THE ONE AND ONLY LONGEST
RUNNING SHOW ON BROADWAY

There's a reason for that!

ROYALE THEATRE · 45TH STREET W of BROADWAY
(SEE ABC ADS FOR DETAILS)

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

—Douglas Watt, Daily News



the new musical version of The Wonderful Wizard of Oz

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

THE BIGGEST COMEDY HIT EVER!

MORE LAUGHS THAN EVER BEFORE IN THE HISTORY OF BROADWAY!

"A COMIC MASTERPIECE! A SMASH HIT!" —Pat Collins, CBS-TV



THE NORMAN CONQUESTS

HE MAKES LOVE—NOT WAR

CHARGE TICKETS BY PHONE WITH ALL MAJOR CREDIT CARDS (212) 239-7177
FOR GROUP SALES ONLY CALL: 575-5056

MOROSCO THEATRE 217 WEST 45TH STREET / 246 6230

4 WINNER OF ACADEMY AWARD NOMINATIONS

THE MAN WHO WOULD BE KING

PG-13 An Allied Artists Columbia Pictures Production
A Pasky Bright/Devin Picture. ©1976 An Allied Artists Release

MANHATTAN GUILD'S VICTORIA 8 W 4th St	NASSAU IMCO'S LEVITTOWN LEWISTOWN N.Y.'S ROSLYN ROSLYN
LOEWS 83rd ST. TRIPLEX 83rd St. & Broadway	RKO TWIN #1 LAWRENCE
RKO 88th ST. TWIN #2 AT LEXINGTON AVE	RKO TWIN ROCKVILLE CENTRE
WAVERLY 4th Ave. W. 3rd St	SUFFOLK TOWN & COUNTRY'S ELWOOD CINEMA ELWOOD
BRONX LOEWS AMERICAN PARKCHESTER	UA RIALTO PATCHOQUE
BROOKLYN RKO DYKER	UA SMITHTOWN SMITHTOWN
LOEWS GEORGETOWNE 1 LOEWS KINGS	RKO TWIN BAYLON
QUEENS BRANDT'S COLONY JACKSON HEIGHTS	WESTCHESTER LOEWS NEW ROCHELLE ACKERMAN'S FINE ARTS
RKO KEITH'S FLUSHING	SCARSDALE GROUP CINEMA'S
TRVLON FOREST HILLS	ROME PLEASANTVILLE
STATEN ISLAND ACKERMAN'S LANE NEW GORP	RYE HORN

ALSO PLAYING AT THEATRES IN NEW JERSEY & UPSTATE N.Y.

Major Overhaul Of Mental Hygiene Dep't Is Proposed

ALBANY—A complete overhaul of the state's Mental Hygiene system is proposed in a 220-page report released by Assembly Speaker Stanley Steingut (D-Brooklyn).

The report is the result of "more than nine months of intense study, including six public hearings and 16 site visits by the Assembly Joint Committee to Study the Department of Mental Hygiene," Mr. Steingut said. The joint committee is headed by Assemblymen James W. McCabe Sr. (D-Broome, Tioga) and John C. Dearie (D-Bronx). Mr. McCabe is chairman of the Assembly's Mental Health Committee; Mr. Dearie chairs the Ways and Means Subcommittee on Mental Hygiene.

Speaker Steingut emphasized the need for "bi-partisan action in dealing with this statewide problem. Our goal is to pass legislation that will provide better organized, more appropriate mental hygiene services throughout the state. We must recognize also the need for mandated citizen participation in all levels of planning and decision-making affecting this area," he said.

The report recommends changing the state's Mental Hygiene system from the current "dual" system of state and local services to a unified, single system. Local, regional and Department of Mental Hygiene responsibilities and authorities would be clearly defined and allocated under a unified system, the report said.

Funding would be rechanneled accordingly.

Mr. McCabe emphasized the need to develop community-based care programs, noting that "Over and over again our joint committee heard testimony that underscored the need to seek ways to create new alternatives to institutional care."

"We have not done enough to develop programs beyond those at state institutions," Mr. McCabe said.

Mr. Dearie pointed out that community opposition to increased numbers of mental patients re-entering localities "is a major hurdle that must be overcome if we are to achieve community-based care programs in this state. All our efforts will be wasted if we cannot win the

support of our local communities."

Buy American!

LEGAL NOTICE

KAYE 1976 ASSOCIATES.

Certificate of Limited Partnership filed in New York County Clerk's office January 15, 1975.—The name of the partnership is Kaye 1976 Associates, c/o Saul Duff Kronovet, Each, 425 Park Avenue, N.Y.C. The character of the business is to acquire, hold, improve, maintain, operate, lease and dispose of real property and interests therein including without limitation interests in general and limited partnership having interests in real property (the "Properties") and any business activities related or incidental thereto. General Partners: Stanley D. Waxberg, 480 Park Ave., N.Y.C., Saul Duff Kronovet, 167 East 62nd Street, N.Y.C., and Frederick Gelberg, 17 Clover Lane, Roslyn Heights, N.Y. Limited Partners: their place of residence (all N.Y.C. unless otherwise specified) and Capital Contributions are: Frederick R. Livingston, 1016 Fifth Ave., \$175,000, Bernard W. Nimkin, 116 East 63 St., Milton J. Schubin, Windmill Place, Armonk, N.Y., Gerald Feller, 12 Strathmore Rd., Great Neck, N.Y., and Milton Handler, 625 Park Ave., each \$150,000, Saul Duff Kronovet, 167 E. 62 St., \$135,000, Fred A. Freund, 400 E. 57 St., Sidney J. Silberman, 2 Knollwood Dr., Larchmont, N.Y., William J. Isaacson, 860 United Nations Plaza, Sheldon Ollenski, 925 Park Ave., each \$125,000, Stanley D. Waxberg, 480 Park Ave., \$110,000, Joseph G. Connolly, 9 Pine Tree Lane, Flower Hill, Manhasset, N.Y., Stuart Marks, 322 Central Park West, Bertram Abrams, 501 E. 79 St., Julius Berman, 62-15 Dieterle Crescent, Rego Park, N.Y., Martin S. Saiman, 2 Parkwood Drive, Great Neck, N.Y., James S. Hays, 110 Scottsdale House, 4800 North 58 St., Scottsdale, Arizona, each \$100,000, Frederick Gelberg, 17 Clover Lane, Roslyn Heights, N.Y., \$85,000, John A. Friedman, 245 West 107 St., Jay G. Strum, High Point Lane, Scarsdale, N.Y., Allen Kezsbom, 23 Fox Ridge, Road, Armonk, N.Y., Joel B. Zweibel, 14 Stratford Rd., New Rochelle, N.Y., John T. Dunne, 4 Oby Drive, Scarsdale, N.Y., Elizabeth Head, 812 Park Ave., each \$80,000, Arnold I. Goldberg, 455 E. 57 St., \$60,000, Milton Kunes, 35 Sutton Place, Peter H. Weil, 2 Country Club Drive, Larchmont, N.Y., Gerald Sobel, 1045 Park Ave., each \$50,000, David Klingberg, 5 Westview Lane, Scarsdale, N.Y., Frederick H. Bullen, 45 Highridge Road, Hartsdale, N.Y., David Goldberg, 75-03 138 St., Flushing, N.Y., each \$40,000, Sidney Kwestel, 108-55 67 Drive, Forest Hills, N.Y., \$35,000, Peter M. Fishbein, 35 Herkimer Rd., Scarsdale, \$30,000, Jacob Schoier, 30 E. 65 St., \$25,000, Andrea Christensen, 1 Gracie Square, Jeffrey Epstein, 26 Cushman Rd., Scarsdale, N.Y., Norman Slinrich, 12 Fernwood Dr., Stamford, Conn., Melvin Michaelson, Sands Point Rd., Sands Point, N.Y., Henry K. Uman, 12 Riverview Rd., Irvington, N.Y., each \$20,000, Michael D. Blechman, 48 Old Colony Road, Hartsdale, N.Y., Solomon L. Warhaftig, 15 Neustadt Lane, Chappaqua, N.Y., each \$15,000, Allan Pepper, 9 Kingwood Dr., Scarsdale, N.Y., Frederic W. Yerman, 32 Sherbrooke Rd., Hartsdale, N.Y., Richard C. Plesch, 270 Fox Meadow Rd., Scarsdale, N.Y., Ronald L. Unger, 20 Country Club Drive, Larchmont, N.Y., Jay O. Kramer, Dogwood Lane, Greenwich, Conn., each \$10,000. The term for which the Partnership is to exist is from the date of filing of a Certificate of Limited Partnership in the New York County Clerk's Office until December 31, 2025, unless sooner terminated by: (a) The General Partners upon at least one month's prior written notice to the Limited Partners of the dissolution of the partnership; (b) a sale by the Partnership of all the Properties; or (c) the resignation, death, adjudication of incompetency, or bankruptcy (as defined in the Agreement) of a General Partner where there is no remaining General Partner and a successor General Partner is not appointed or elected pursuant to the Agreement. No additional contribution is required to be made by the Limited Partners. The capital of the Partnership is to be distributed to the Partners upon the dissolution of the Partnership and may be distributed prior thereto, in whole or in part, at the discretion of the General Partners. The Limited Partners shall share proportionately in 95% of the profits of the Partnership based on their capital contributions. A Limited Partner may not assign his interest in the Partnership unless (a) the General Partners consent in writing thereto, and (b) his successor executes an assignment in form and substance satisfactory to the General Partners and pays all reasonable expenses in connection with such admission as a Limited Partner. Upon the resignation, death, bankruptcy or adjudication of incompetency of a General Partner, the Partnership shall be reconstituted and continued unless there is no remaining General Partner and a successor General Partner is not appointed pursuant to the Agreement. J27-Tu m2



READY FOR RESCUE — When conditions permitted during the past couple of months, members of the Westchester County Sheriff's Department taught ice-rescue procedures to various groups in the county. These photos were taken Feb. 18 when employees of the Palisades Interstate Park Commission were among observers who participated in the demonstration. Westchester Sheriff's Department employees are represented by Civil Service Employees Assn. Local 860, while Palisades IPC employees are represented by CSEA chapter 105. In the photo above, Deputy Sheriff Michael Shelton tosses out life preserver to two men in water (directly below life preserver and to right ladder). Below, Deputy Sheriffs Ralph Angeletta and Richard Palfy demonstrate use of ladder as they stage mock rescue. Rubber suits may not be realistic, but the men can certainly be forgiven for taking the liberty during the polar-bear weather.



State Suffers Employment Slip

ALBANY—Industrial Commissioner Louis L. Levine, head of the State Labor Department, said that total employment in New York State in January, the reporting period most recently analyzed, was 6,661,200 as compared with 6,820,600 in December and 6,858,300 in January 1975.

Total unemployment in New York State in January was 830,400, an increase of 49,900 over the December total. In January 1975, total unemployment was 715,600.

The State unemployment rate for January was 11.1 percent, eight-tenths of a percentage point higher than the December rate. In January 1975, the unemployment rate for New York State was 9.4 percent.

In New York City total employment was 2,733,400 in January as compared with 2,789,300 in December and 2,861,600 in January 1975.

Total unemployment in New York City for January was 379,200, an increase of 17,100 over the December total. In January 1975, total unemployment was 327,500.

The unemployment rate for New York City in January was 12.2 percent, up seven-tenths of a percentage point from December. In January 1975, the unemployment rate was 10.3 percent.

Workshops Set At South Beach

STATEN ISLAND — South Beach Psychiatric Center chapter 446, Civil Service Employees Assn., will hold a series of workshops for persons interested in learning the skills and responsibilities of shop stewards.

The first of the workshops will be held Tuesday, March 9, at 6 p.m. at the Center. A dinner is included. Interested persons should contact Tom Gregor, training workshop coordinator, at (212) 390-6215, or Barry Markham at (212) 834-7363.

Levitt Reports Social Services Disbursements

ALBANY—State Comptroller Arthur Levitt has announced the distribution of \$87,043,372.52 for March to 57 Social Service Districts in the state.

These monies represent approximately 90 percent of the federal and state share of the anticipated welfare expenditures for March by the localities, as well as a settlement of claims for the month of December 1975. The Federal share amounts to \$57,363,500.92.

In addition, the Comptroller announced the distribution of \$55,689,900 in federal monies to the City of New York for anticipated welfare expenditures for the period March 1-15. New York City was previously advanced about \$67 million in state funds for the month of March. A payment of only federal monies will be made to New York City on March 15 for anticipated expenditures for the last half of March. Federal regulation requires semi-monthly payments to New York City.

State Promotional Job Calendar

Title	Salary Grade	Exam No.
Filing Closes March 22		
Senior Motor Vehicle Investigator	G-18	35-498
Senior Sanitarian	G-18	35-935
Senior Beverage Control Investigator	G-17	35-931
Supervising Beverage Control Investigator	G-20	35-505
Chief Beverage Control Investigator	G-24	35-779
Chief Compensation Investigator	G-20	35-934
Senior Law Department Investigator	G-21	35-933
Gas Consumer Service Supervisor	G-23	39-130
Filing Closes April 12		
Principal Engineering Technician (Conservation)	G-15	35-921
Principal Engineering Technician (Steam Improvement)	G-15	35-923
Section Maintenance Supervisor	\$13,556	35-940
General Parkway Foreman	\$10,714	35-939
Supervisor of Humanities and Performing Arts Education	G-28	39-136
Director, Division of Supervision Education of Handicapped Children	G-33	39-135

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.

Seek Steno, Technician, Carpenter, Others

MANHATTAN — The following is a simulated radio broadcast by the New York State Department of Labor's Manpower Services Division. The positions noted, however, are real ones.

ANNOUNCER: Are you looking for work? If so, you will want to check these openings listed with the New York State Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City call (212) 488-7330. For jobs outside of New York City in nearby New York communities, consult the Nassau and Westchester telephone directories. Look under New York State Department of Labor-Job Bank.

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

SPEAKER 1. There's a position available for a **CUTTING MACHINE OPERATOR** with a Manhattan bindery. Applicant must have at least five years of work as a book trimmer and cutter on a Seybold or Lawson machine. The job pays \$175 a week but employer may pay more, depending on experience.

2. Also in Manhattan, a non-

profit agency is looking for a **STENOGRAPHER** who can take dictation at 80 words a minute by shorthand or speedwriting method. Must also be able to type 45 words a minute on standard electric typewriter. Will work with three other secretaries. Two to five years' experience is required and the salary is \$8,500 a year plus medical, dental and other benefits.

3. An **ELECTRONIC TECHNICIAN** is wanted in Brooklyn to service and troubleshoot marine electronic equipment. Work on radar, sonar, echo sounders. An applicant with a first-class FCC license is preferred but a second-class license is acceptable. Some supervisory experience is also preferred for this position paying from \$4.58-7.75 an hour.

4. Up in the Bronx, an employer is seeking a **CARPENTER** who has two to five years of experience in the construction of metal and glass storefronts. Must have own tools. The pay is \$5 an hour, may go higher depending on experience.

5. A **SEWING MACHINE OPERATOR** is wanted in Manhattan to work on a high-priced line of casual dresses. Will do complete garment. Must be experienced on a single needle Singer machine. It's piece work and pay should average about \$125 a week.

6. Also in demand today: a **PROGRAMMER** with at least

two years' background on a Honeywell 2000 OS or above. Must know COBOL and Easy-coder. The position is in Manhattan and offers a salary of \$220-240 a week, depending on the job-seeker's experience.

7. Out on Long Island, there's a firm trying to locate a **COST ACCOUNTANT** with at least three years in the field. Applicant must also have an accounting degree or the equivalent. The salary is \$11,000-14,000 a year.

8. Elsewhere on Long Island, a **SUPERVISOR** is needed to take charge of the night shift in a factory's molding department. Must have extensive experience in molding diversified materials and a good technical background related to injection molding. The job pays \$210-250 a week, according to the job-seeker's ex-

perience.

9. A manufacturer of radio equipment in Brooklyn is calling for a **DIGITAL COMPUTER OPERATOR** for a systems three, model six IBM computer. Will process business data. Applicant must have prior experience or training on this equipment. The position pays \$175 a week.

10. Also in Brooklyn, a hospital advises us of an opening for an **AMBULANCE ATTENDANT**. Applicant must have hospital experience and EMT standard and advanced Red Cross cards. Will work 12-hour rotating shifts and alternate weekends. The pay is \$288 for a 60-hour week.

11. A **SALES ASSOCIATE** is being sought by a Manhattan electronics firm to sell intercoms to physicians and dentists. Applicant must have at least three years of outside sales experience in any field. The job also calls for some travel. A car isn't necessary, but applicant must be able to drive. The salary is \$9,000-13,000 a year.

12. A **TOOL and DIE MAKER** is being sought in Queens. Will work with progressive dies—lay out, set-up and operate. Must be able to handle both plastic and metal. Two to five years in the trade is required and the pay, keyed to the worker's experience, is \$6-8 an hour.

13. Up in Westchester, an employer is trying to fill a position for a **SYSTEMS ANALYST**. Applicant must have a BS in

math or engineering and at least five years' experience in software systems. Will be involved in all phases of program development. The salary is \$6.85 an hour.

14. An **ELECTRICAL ENGINEER** is also on the demand list in Westchester. Must have at least five years of experience in computer-controlled receivers and interface of hardware and software. A BS in electrical engineering is also required. Applicant will design system test set and will be paid \$8.32 an hour.

15. A small retail butcher shop in Brooklyn needs a **MEAT CUTTER** with two to five years of experience. Will do breakdown, cutting and boning, but will not serve customers. Work five days, including Saturdays. The pay is \$175-200 a week, depending on the job-seeker's experience.

ANNOUNCER: The phone number again for New York City jobs is (212) 488-7330. For the jobs we've noted outside the City, check the Nassau and Westchester telephone directories. Look for the Job Bank listing under New York State Department of Labor.

LEGAL NOTICE

OAK ASSOCIATES,

A Limited Partnership, 40 Wall Street, NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office January 28, 1976. Business: Trading in commodities future contracts, or commodities spreads and straddles, and in commodities options, puts calls and straddles and conduct all business related thereto. General Partner: Paul I. Willensky, 1065 Park Ave, NYC; Marc S. Sherman, 73 Jane St, NYC. \$7500.00 each Limited Partners, Cash Contributions and Share of Profits: Osias Biller, 10 Park Ave, NYC; ABC Industries Inc., 258 Broadway, NYC, \$50,000 each; Warren D. Manshel, 2 E 67 St, NYC; Anita Manshel, 2 E 67 St, NYC, \$25,000 each. Term: January 28, 1976 to January 28, 1986. Limited partners shall contribute their share of profits as additional contributions unless they are withdrawn. Contributions to be returned upon termination or upon request at end of any quarter. Additional limited partners may be admitted by general partners.

LEGAL NOTICE

McVEIGH ASSOCIATES

30 Bond Street, N.Y.C. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office January 21, 1976. Business: Acquire leasehold and operate premises 30 Bond Street, N.Y.C. General Partner: Robert B. Sterling, 25 E. 4 Street, N.Y.C. Limited Partner, Cash Contribution and Share of Profits: Joyce E. DeMar, 2425 Braeburn Avenue, Flossmoor, Ill., \$20,000, 50%. To continue until June 1, 2071, unless sooner terminated. Contribution of Limited Partner to be returned upon termination or dissolution. Limited Partner may assign inter vivos or by will to member of family, and partnership may admit additional limited partners. Partnership may continue with estate substituted for deceased or insane General Partner.

MOSHOLU PKWY
TRACEY TOWERS
Near transp., shopping and recreational facilities of Van Cortlandt Park & Golf Course

- 24 HR DOORMAN
- CONCIERGE
- ON SITE PARKING
- PLAYGROUNDS
- PRIVATE SITTING AREAS

1 Bdrm—\$240 to \$289
L.R., din. area & balcony (just 2)

2 Bdrm — \$325 to \$349
L.R., din. area & balcony (limited no. available)

3 Bdrm—\$410 - \$427
L.R., din. area, 1 1/2 bhs & bal. (waiting list)

ALL RENTS INCLUDE UTILITIES
Renting Office open everyday 10 AM to 4 PM Mosholu Pkwy bet. Jerome & Paul Avenues. 654-1400.
Built by The DeMatteis Organizations
Renting & Mtg. by A.D.A.M., Inc.

T Y P E W R I T E R A D D E R S

MIMEOS ADDRESSERS, STENOGRAPHS for sale and rent, 1,000 others.

Low-Low Prices

ALL LANGUAGES TYPEWRITER CO., Inc.
119 W. 23 St. (W. of 6th Ave.)
N.Y., N.Y. CHelsea 3-8086

a brand new very old idea.



Comfortably-rustic, your real log home brings new care-free year-round living. Complete pre-cut log packages have solid 8" to 11" diameter log walls. You can build your own dream, or rely on your contractor. Choose from 29 models—compact hide-aways to full two story all season homes.

Send for free brochure, or enclose \$3.00 for complete catalog of model plans and costs.

REAL LOG HOMES

DEIGHAN REAL ESTATE
VERMONT LOG BUILDINGS REP.
159 Main Street
Lake Placid, N.Y. 12946 518-523-2488

SCHOOL DIRECTORY

MONROE INSTITUTE — IBM COURSES Computer Programming Key punch, IBM-360.
Special PREPARATION FOR CIVIL SERVICE TESTS. Switchboard, NCR Bookkeeping machine, H.S. EQUIVALENCY, Day & Eve. Classes.
EAST TREMONT AVE. & BOSTON RD., BRONX — KI 2-5600
115 EAST FORDHAM ROAD, BRONX — 933-6700
Approved for Vets and Foreign Students. Accred. N.Y. State Dept. of Education.

REAL ESTATE VALUES

Publisher's Notice:
All real estate advertised in this newspaper is subject to the Federal Fair Housing Act of 1968 which makes it illegal to advertise "any preference, limitation, or discrimination based on race, color, religion, sex, or national origin, or an intention to discriminate by preference, limitation, or discrimination." This newspaper will not knowingly accept any advertising for real estate which is in violation of the law. Our readers are informed that all dwellings advertised in this newspaper are available on an equal opportunity basis.

Farms - NY State
FREE CATALOG of many real estate & business bargains. All types, sizes & prices. DAHL REALTY, Cobleskill 7, NY.

BUY U.S. BONDS!

Superior Farms For Sale N.Y. State
154 ACRES—\$127,000; 320 Acres—\$170,000; 100 cow capacity \$180,000; 400 Acres—\$180,000; 150 cow capacity—\$335,000. Also others 50 to 500 Acres. A. F. Triumpho, Broker, Canishtarie, N.Y. 518-993-2341.

Enjoy Your Golden Days in Florida

SAVE ON YOUR MOVE TO FLORIDA

Compare our cost per 4,000 lbs to St. Petersburg from New York City, \$583.20; Philadelphia, \$553.20; Hartford, Conn., 4,000 lbs., \$612.80, or an estimate to any destination in Florida.

Write SOUTHERN TRANSFER and STORAGE CO., INC.
Tel (813) 822-4241
DEPT. C, BOX 10217
ST. PETERSBURG, FLORIDA, 33733

FLORIDA MOBILEHOME LIVING IS EASIER

Your choice of 3 areas: Pompano Beach in S. Fla., Sebastian in Indian River country & Venice on the Gulf Coast. All homes backed with full 1 year warranty for your protection. Gene Metzger's Highland Mobile Home Sales, 4689 N. Dixie Hwy., Pompano Beach, Fla. 33064, (305) 946-8961.

VENICE, FLA. — INTERESTED? SEE H. N. WIMMERS, REALTOR
ZIP CODE 33595

BUY BONDS!

Civil Service Activities Association

Vacations are here!

Many of these programs are available in March at similar low prices!

1. Easter:

EUROPE		CARIBBEAN		U.S.A.—HAWAII & ORIENT	
<input type="checkbox"/> LONDON	\$289	<input type="checkbox"/> ST. MAARTEN	\$259	<input type="checkbox"/> LAS VEGAS	\$219
<input type="checkbox"/> PARIS	\$309	<input type="checkbox"/> SANTO DOMINGO	\$279	<input type="checkbox"/> HAWAII	\$299
<input type="checkbox"/> ROME	\$349	<input type="checkbox"/> CLUB MEDI-TERRANEE	\$461	<input type="checkbox"/> DISNEYWORLD	\$159
<input type="checkbox"/> ATHENS	\$419	<input type="checkbox"/> BERMUDA	\$199	<input type="checkbox"/> MIAMI	\$229
<input type="checkbox"/> SPAIN	\$279	<input type="checkbox"/> CURACAO	\$299	<input type="checkbox"/> LOS ANGELES	\$189
<input type="checkbox"/> ISRAEL	\$669	<input type="checkbox"/> ANTIGUA	\$249	<input type="checkbox"/> SAN FRANCISCO	\$199
<input type="checkbox"/> RUSSIA	\$599	<input type="checkbox"/> BARBADOS	\$289	<input type="checkbox"/> SAN DIEGO	\$199
<input type="checkbox"/> AMSTERDAM	\$339	<input type="checkbox"/> PUERTO RICO	\$299		
<input type="checkbox"/> MAJORCA	\$399	<input type="checkbox"/> JAMAICA	\$349		
<input type="checkbox"/> MONTE CARLO	\$399	<input type="checkbox"/> ST. LUCIA	\$289		
<input type="checkbox"/> GENEVA	\$429	<input type="checkbox"/> TRINIDAD	\$299		
<input type="checkbox"/> MUNICH	\$449	<input type="checkbox"/> MEXICO			
		<input type="checkbox"/> ACAPULCO	\$299		
		<input type="checkbox"/> CANCUN	\$369		

2. Write:

Send complete information on the checked off vacations.

Name _____
Address _____
City _____
State _____ Zip _____

CSAA P. O. Box 809
Radio City Station, N. Y. 10019

ALL TRAVEL ARRANGEMENTS THROUGH T/G TRAVEL SERVICE, 111 WEST 57th STREET, NEW YORK CITY 10019. Available only to members and their immediate families.

Tel: (212) 586-5134
Long Island (516) 487-9044
New Jersey (201) 568-7810

TO HELP YOU PASS

GET THE ARCO STUDY BOOK

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

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

ORDER DIRECT—MAIL COUPON

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

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

Name _____
Address _____
City _____ State _____

Be sure to include 8% Sales Tax
BOOKS NOT RETURNABLE AFTER 10 DAYS

Deadline Is Set For W'chester Seasonal Jobs

WHITE PLAINS — April 1 has been set by the Westchester County Personnel Office as the deadline for filing for temporary summertime jobs with all departments of the county.

Alfred B. DelBello, Westchester County executive, said the county will hire fewer workers this summer because of fiscal belt-tightening. There will be about 630 openings this summer, down from the 1,100 positions available last year.

"Our first priority will be to hire unemployed heads of households when possible," Mr. DelBello said. "Persons 18 years of age and older will be next in line for the jobs. There will be strict limitations on returnees from last summer and no children of ranking county employees will be hired."

NEW COMMISSIONER

MINEOLA — Inspector Daniel P. Guido has been named Commissioner of the Nassau County Police Department by County Executive Ralph G. Caso. Inspector Guido, 44, will replace Commissioner Louis J. Frank who will retire about April 15. The 4,000-person department is the second largest in the state. Inspector Guido, a Mineola resident, is commanding officer of the Nassau County Detective Special Squads. The appointee was first in his respective graduating classes at Nassau County Community College and Hofstra University.

LEGAL NOTICE

PONCA CITY DEVELOPMENT COMPANY.

c/o Robert L. Wickser, 250 E 63 St. NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office December 31, 1975. Business: Own and operate oil and gas leasehold interest. General Partners: Robert L. Wickser, 250 E 63 St, NYC; Yale Oil Corp., c/o Robert L. Wickser, 250 E 63 St, NYC. Limited Partners, Cash Contributions, Share of Profits on first \$369,000 and Share of Profits thereafter: Eugene Marion, 13 Erhan Allen Ct, Orangeburg, NY, \$30,000, .08118%, .06099%; Howard L. Marks, 75 E 55 St, NYC, \$25,000, .06765%, .05075%; Roger B. Clark, 10 Moss Lodge Rd, Westport, Conn; Millie B. Lassing, 3419 Beacon St, Pompano Beach, Fla, \$20,000, .05412%, .0406%; Robert H. Goetz, 1180 Morris Park Ave, Bronx, NY; Stanley G. Goult, 6016 Innes Grace Rd, Louisville, Ky; Robert Niehaus, 15 Queens La, Darien, Conn; Lionel J. Goetz, Sterling Rd, Harrison, NY, \$15,000, .04059%, .03045%; Joseph A. Buda, 396 Walnut St, Englewood, NJ; George De-Genaro, Palmer's Island, Old Greenwich, Conn; James J. Ferretti, 201 St. Pauls Ave, Jersey City, NJ; Lester Gottlieb, Pierson Dr, Greenwich, Conn; Robert J. Killgore, 98 Lorraine Ave, Upper Montclair, NJ; Sven J. Kister, 161 Ft Washington Ave, NYC; Albert J. Manganelli, 1224 Anderson Ave, Ft Lee, NJ; Ned J. Parsekian, 210 River St, Hackensack, NJ; Robert F. Ryder, 1224 Anderson Ave, Ft Lee, NJ; Anthony Schepisi, 1033 Inwood Terrace, Ft Lee, NJ; John Schepisi, 640 Palisade Ave, Englewood Cliffs, NJ; Carl Schiemann, 769 Highview Dr, Wyckoff, NJ; Gerald Toomey, 25 Autumn Lane, Middletown, NJ; Richard C. Weidenbaum, 1224 Anderson Ave, Ft Lee, NJ; Robert L. Wickser, 418 Sea Spray Ave, Palm Beach, Fla, \$10,000, .02706%, .021%; Richard E. Blackman, 43 Friarview Ave, Woodcliff Lake, NJ; Norman Weinstein, 33 Kenwood Dr, Woodcliff Lake, NJ, \$7,500, .020295%, .015225%; Howard Brownstein, 7510 Fourth Ave, Brooklyn, NY; Lore Brown, Woodhollow Rd, Colts Neck, NJ; Michael J. Ferro, 210 River St, Hackensack, NJ; William S. Howland, 345 E 68 St, NYC; John Pryon, Dana La, Colts Neck, NJ; John J. Ursino, 83 Sycamore Lane, Skillman, NJ; \$5,000, .01353%, .01015% each. Term: December 24, 1975 to December 31, 2005 unless sooner terminated. No additional contributions to be made. Limited partner may assign interest with consent of general partners. No additional limited partners to be admitted. No priority among limited partners as to contributions or as to compensation by way of income. No limited partner shall demand property other than cash for their contribution.

Make a friend you'll never meet. Donate blood soon. Make a miracle. Someone Needs YOU!

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

Open Continuous State Job Calendar

Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
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
Variotype Operator	\$ 6,811	20-307

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

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

FOLLOW THE LEADER REGULARLY!

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

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

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

You can subscribe on the coupon below:

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

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

NAME _____
ADDRESS _____
CITY _____ Zip Code _____

Cleary Urges Syracuse Region Delegates To Action



Broome County chapter 804 first vice-president Ruth Marsh and second vice-president Diane Schaumberg stop by the registration table where they are greeted by Region V treasurer Helene Callahan, of Syracuse chapter 013.

(Continued from Page 9)
concern that the State is now attempting to force 12-month employees to become 10-month employees to save their jobs.

Mr. Dusharm urged those at the workshop to refuse to become 10-month employees. "It will hurt all your benefits. Don't take it. My posture is to take the layoff, then fight for your job. But don't volunteer to be cut back to 10 months."

The Region V members also were addressed by Martin Langer, statewide legislative political action chairman, who gave priority to getting the Taylor Law modified. He called for legislation to aid retired employees and a program of reviewing the actions of state legislators.

Eleanor Korchak, of Binghamton, Region political action chairman, opened the session with a suggestion as to the proper answer to state layoffs.

"The only thing we have go-

ing for us is in political action," she said. "The statewide job layoffs, and the threat of more to come, have spurred our efforts to inform our elected legislators where we stand as dedicated civil service employees and taxpayers.

"If state budget cuts are followed by more job cuts, collectively we may issue some 'pink slips' ourselves in the form of some solid voting strength next election day," she said.

Webster To Speak

ITHACA—Tompkins County chapter 855 of the Civil Service Employees Assn. will meet March 25 at the VFW Hall here on West State Street, according to chapter president Claude Colleyacme.

Donald Webster, president of the Mount Vernon unit of CSEA Westchester local 860, will be guest speaker.

Housing Authority Incentive Program

(Continued from Page 16)

tatives of the Housing and Urban Development Department have been invited to participate in panel discussions on the topic at CSEA's spring delegates meeting which starts March 14 at the Concord Hotel in Kiamesha Lake.

"The federally supported study is designed to determine the effectiveness of a wage or salary system based on pay to performance rather than simply on number of hours per week worked. It will help us determine if the people we represent in local housing authorities are receiving a fair day's pay for their work," Mr. Dolan said.

Although CSEA represents workers at numerous local housing authorities throughout the state, the local authorities in Albany and Syracuse are the only ones thus far to request the union's endorsement of applications for the federal funds to participate in the pilot project.

Mr. Dolan pointed out that only four to eight local housing authorities will actually be sel-

ected nationwide for the project, and that there is no guarantee at the present time that the Albany and Syracuse housing authorities will be selected.

"This study is generally acceptable to our union because, in the end, it may help determine a pay system calling for a negotiated salary plus an additional bonus for meritorious achievements," he said.



Visitors from Albany Region VI included, from left, Region IV second vice-president John Vallee of Rensselaer County chapter 842, CSEA State Division chairman Thomas McDonough, of Motor Vehicles chapter 674, and Grace Vallee, who participated in the meeting as a member of the statewide social services committee.



Elizabeth Wemeier, president of the North Syracuse Central School Transportation Department unit of Onondaga chapter 834, seeks information. Also identifiable in photo are CSEA vice-president James Lennon, at left, and Region V secretary Irene Carr, at right background.

CSEA To Represent Irondequoit Division

ROCHESTER — The Civil Service Employees Assn. has been recognized by the Town Board of the nearby suburb of Irondequoit as the sole bargaining agent for the town sanitation department's general maintenance division.

Of 24 workers in the division, 19 signed cards asking to be affiliated with CSEA.

The maintenance workers thus become the town's only unionized employees. Treatment plant employees had belonged to another union but left it last year.

The Board's recognition of CSEA excluded two positions the CSEA wanted to have in membership. The general foreman and deputy general foreman were not included, Town Supervisor Donald A. Deming said, "because they are strictly supervisory personnel."

Maintenance work includes overseeing the town's pumping stations and sanitary sewers.

PATTERSON NAMED

ALBANY—Gov. Hugh L. Carey has named two-time heavy-weight boxing champion Floyd Patterson to the state Athletic Commission. Mr. Patterson, a New Paltz resident, will receive \$110 a day while on commission business. The three-member commission regulates professional boxing and wrestling in the state.

Black River Will Offer Scholarship

WATERTOWN—The Black River Valley chapter of Jefferson and Lewis Counties of the Civil Service Employees Assn. is accepting applications for a \$600 scholarship (\$300 a year for two years) to be awarded to a dependent of one of its members.

Any high school senior who plans to enter college in the fall may apply.

The winner will be selected by a three-member panel of prominent citizens from Jefferson and Lewis Counties. Information and forms may be obtained from the student's high school guidance counselor or from Larry Leddy, committee chairman, State Office Building, 317 Washington St., Watertown, N.Y. 13601, or by telephoning (315) 782-0100, Extension 206.



CSEA vice-president Robert Lattimer, president of Western Region VI, standing at right, spoke to delegates of his concern about the Comprehensive Employment Training Act. Identifiable in foreground are Ben Robbins, delegate from SUNY at Cortland chapter 605, and Fred Kotz, former president of St. Lawrence Psychiatric Center chapter 423.

Latest State And County Eligible Lists

(Continued from Page 10)

1915 Burg John E Albany75.6	1943 Horvath M C Buffalo75.3	1969 Saxman Lillian Forest Hills75.0	1999 Morczek Martha Rome74.9
1916 Miller Rosetta Albany75.6	1944 McGee Gerald T Albany75.2	1970 Capozzi Jane M Schenectady 75.0	2000 Fuller Teresa A Brooklyn74.8
1917 Langfeldt C E Bay Shore75.5	1945 Greene Mary E Albany75.2	1971 Mancusi P A Bethpage75.0	2001 Brown Margaret Albany74.8
1918 Johnson David L Buffalo75.5	1946 Kingman Brenda Brockport 75.1	1972 Leonard Robert Schenectady75.0	2002 North Patricia Albany74.8
1919 Tribble Mary C Waterford75.5	1947 Debellis K B Selden75.1	1973 Sowinski Joyce Schenectady 75.0	2003 Nordstrom Janet Schenectady 74.8
1920 Chartier L R Tupper Lake75.5	1948 Laferriere M H Cohoes75.1	1974 Drollette C J Saranac75.0	2004 Grady Teresa C Rye74.8
1921 Lynch Thomas R Cohoes75.5	1949 George Patricia Gulrind Ctr 75.1	1975 Wagner Evelyn E Warsaw75.0	2005 Walling Joan E Flushing74.8
1922 Liff Arthur Bayside75.5	1950 Cowley E M Rochester75.1	1976 Rowny Katherine Schenectady 74.9	2006 Brunelle C L Watervliet74.8
1923 Lessaro Ginette Cohoes75.4	1951 Brown M H Rensselaer75.1	1977 Perten Sharon Albany74.9	2007 Kashuba Judith Buffalo74.8
1924 Sosse Darcey L Schoharie75.4	1952 Cushman Kenneth Albany75.1	1978 Gallagher V E Troy74.9	2008 Gosse Karen M Schenectady 74.8
1925 Wodtke Wayne E Niverville75.4	1953 Schell Twylla Guilderland75.1	1979 Delsole Cathie Binghamton74.9	2009 Matthew Mildred Brooklyn74.8
1926 Rounds Justine Solvay75.4	1954 Cusano James J Rexford75.0	1980 Judah Morris Far Rockaway 74.9	2010 King Shirley A Watervliet74.8
1927 Thompson B E Bronx75.4	1955 Hughes M C Albany75.0	1981 Isham Nancy L Watertown74.9	2011 Green John P Cohoes74.8
1928 Whitmore Donna Oneonta75.4	1956 Gardner Linda M Utica75.0	1982 Waldron B Mechanicvil74.9	2012 Bradt Marion R Cohoes74.8
1929 Rutkowski A Schenectady75.4	1957 Strevel K Schenectady75.0	1983 Perkins Judith Averill Park 74.9	2013 Zyskowski E F Johnson City 74.8
1930 Oles Elizabeth Utica75.4	1958 Spiegel Lore A Staten Is75.0	1984 Cunningham CA Oswego74.9	2014 Miles June A Fort Edward74.8
1931 Brazell Jean H Syracuse75.4	1959 Wilson Sheila Schenectady75.0	1985 Greenspan Lila Oceanside74.9	2015 Bodenstab Lynn Scotia74.8
1932 Daley Margaret Rochester75.4	1960 Madigan C L Kenmore75.0	1986 Kubiak Louise R Kenmore74.9	2016 Goetz Karen Clayton74.8
1933 McCook Ruth S Woodhaven75.4	1961 Armer Joanmarie Rensselaer75.0	1987 Waltremath Bruce Rensselaer74.9	2017 Kelly Paul F Brooklyn74.8
1934 Christie C E Schenectady75.4	1962 Ryan Dorothy Albany75.0	1988 Keefe Barbara B Troy74.9	2018 Rimpel Asta L Queens Vill 74.8
1935 Clapp Maribeth Rensselaer75.4	1963 Pollack Mildred Albany75.0	1989 Hughes Adela P Schodck Lndg 74.9	2019 Abell Judy Camillus74.8
1936 Matlock Allen NYC75.4	1964 Gonsalves Mary Glendale75.0	1990 Stiles Kathleen Cattaraugus74.9	2020 Edwards Bonita Syracuse74.8
1937 Toleman Theresa Saratoga Spg 75.3	1965 Townsend Jennie Gowanda75.0	1991 Foster Barbara Schaghticoke74.9	2021 McCulley Molly Rochester74.8
1938 Willey F M Bay Shore75.3	1966 Mancino Doris M Troy75.0	1992 Walters Mary A Watervliet74.9	2022 Lemme Thomas Albany74.8
1939 Schwartz M R Elnora75.3	1967 Finkelshtein E Albany75.0	1993 McClelland C A Rensselaer74.9	2023 Devito John P Mechanicvil74.8
1940 Rufo Diane J Schenectady75.3	1968 Moore Ruth A NaNissau75.0	1994 Kelly Ronald J Albany74.9	2024 Connor Raymond Bronx74.8
1941 Green Mary L Andover75.3		1995 Sanford Marilyn Henrietta74.9	2025 Clough Ruth W Schenectady 74.8
1942 Lafrance Wayne Whitehall75.3		1996 Devico Mary E Troy74.9	2026 Stroyen Gregory Cohoes74.8
		1997 Szymanski Susan Gowanda74.9	2027 Gdluck Muriel NYC74.7
		1998 Barrea Lucy A Buffalo74.9	2028 Carnicelli J A Albany74.7
			2029 Baurdick Beverly Dansville 74.7
			2030 Gress Edward W Troy74.7
			2031 Hufford Evelyn Cheektowaga 74.7
			2032 Kurilovitch J M Oswego74.7
			2033 Weinberg Robert Brooklyn74.7
			2034 Wemett Barbara Saratoga74.7
			2036 Bernard Diana M Brooklyn74.7
			2037 Trimm Patricia Silver Spgs74.7
			2038 Flansburg Helen Hornell74.7
			2039 Ryan Jill A Troy74.7

gideon PUTNAM
HOTEL AT SARATOGA SPA
SARATOGA SPRINGS, NEW YORK 12866

STATE RATES
CONFERENCE CENTER
BANQUET CATERING

Yoel Eisen 518-584-3000

ALBANY BRANCH OFFICE
FOR INFORMATION regarding advertisement, please write or call:
JOSEPH T. BELLEW
303 SO. MANNING BLVD.
ALBANY 8, N.Y. Phone IV 2-5474

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

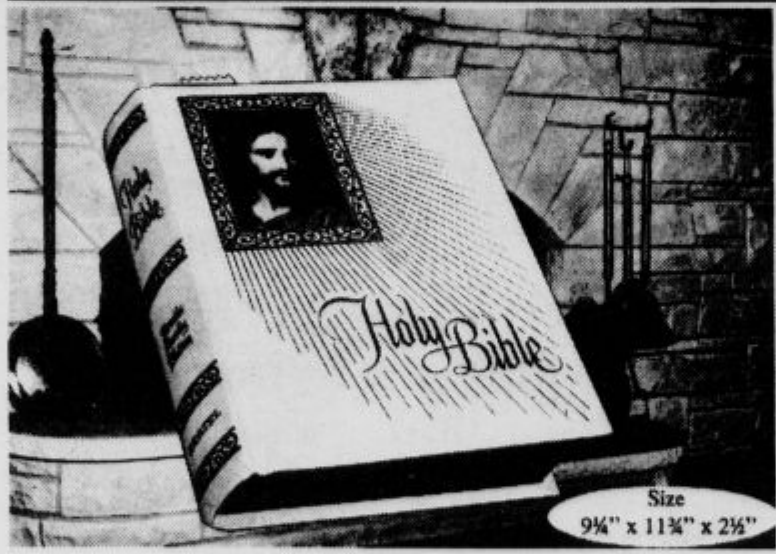
Various State Employment Service offices can provide applications in person, but not by mail.

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

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

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

Save on this magnificent Fireside Family Bible



Publisher's retail price \$39.95

only
\$21.95
from

Civil Service Leader
11 Warren Street
New York, N.Y. 10007

This distinguished beautiful Bible is one of the most useful ever published. Designed especially to give you easy understanding. Has large type on finest English finish paper. The words of Christ in red to facilitate reading and understanding. Gold stained page edges. Richly textured gold embossed padded cover that will last a lifetime.

OUTSTANDING INSTRUCTIONAL FEATURES INCLUDE

- Comprehensive Concordance of the Holy Scriptures.
- Brief history of the origin and purpose of the Bible.
- William Smith Bible Dictionary.
- References to inspiring and consoling Bible Chapters.
- Over 60,000 column references.
- Great Events in the lives of Noted Bible Characters.
- Synopsis of the Books of the Bible.
- Complete Bible course on Personality Development.
- Christian Character Analysis.
- Interesting Facts and Figures about the Bible.
- Select Scriptures for Special Needs.
- Bible Stories For Young People.

SPECIAL COLOR FEATURES INCLUDE

- Great Moments in Old Testament History.
 - Palestine Where Jesus Walked.
 - The Land of Israel in Modern Times.
 - Full Color Section of the Twelve Apostles.
 - Full Color Bible maps with cross reference index to give visual understanding of the Holy Land.
 - Family Record Section.
 - Presentation Page.
- Protestant edition is the authorized King James translation containing both the Old and New Testaments.
Catholic edition: THE NEW AMERICAN BIBLE. A faithful new translation in simple, modern, easily readable English for today. The First New Bible in English for the Roman Catholic Church in more than 200 years, under the sponsorship of the Catholic hierarchy in the United States. Nihil Obstat — Rev. Stephen J. Hartdegen, O.F.M., S.S.L. and Rev. Christian P. Crooke, O. Carm., S.T.D. Imprimatur — Patrick Cardinal O'Boyle, D.D. Archbishop of Washington. Catholic edition also contains full four-color sections of the Vatican, 32-page four-color Mass Section and full-color illustrations of the Life of Mary with the Story of the Rosary. In addition the Bible contains a Catholic Encyclopedia and is profusely illustrated with reproductions in full color of world-famous paintings by the old masters of religious art.

We have made special arrangements with the publishers of the Fireside Family Bible to offer this magnificent volume to our readers for only \$21.95 (The publisher's normal retail price is \$39.95.) It is available for immediate shipment in either the King James Protestant edition or the New American Bible Catholic edition. The Fireside Bible is a deluxe full family size Bible with classic gold embossed padded cover and more than 950 gold-stained pages. It is an exceptional value, and we are quite proud to make this special offer to our readers. To order, clip and mail the coupon at right.

MAIL TO:
CIVIL SERVICE LEADER
11 Warren St., New York, N.Y. 10007

City _____ State _____ Zip _____

Please send me the number of Fireside Family Bibles I have indicated in the squares at right. My check (or money order) in the amount of \$ _____ is enclosed.

Protestant Edition
 Catholic Edition

Please write the number of Fireside Family Bibles you want in the appropriate box.

Name _____
Address _____
City _____ State _____ Zip _____

Ballots Going Out In CSEA Board Voting

ALBANY—Ballots will be posted Thursday, March 11, in a special election for representative to the Civil Service Employees Assn. Board of Directors from the State Department of Audit and Control.

Bernard C. Schmahl, chairman of CSEA's special election procedures committee, reminded Audit and Control members that completed ballots must be returned by 6 p.m., Monday, March 29, and will be counted beginning at 10:30 a.m. the following day.

The post became vacant as the result of the retirement of the incumbent, Harold J. Ryan Jr., from state service.

Candidates in this election are Beatrice H. McCoy, Blanche O. Wright, Robert M. Rhubin, George LaPlante, John Randazzo Jr., Daniel L. Vesneska and Barbara L. Skelly.

Talks Collapse

(Continued from Page 1)

"We stayed at the table as long as we could, trying to get the state started on talking about the issues," said CSEA president Theodore C. Wenzl. "But they simply refused to engage in real negotiations and we had no choice but to declare the impasse in each unit's talks."

The talks broke down with less than a month before the expiration of existing contracts covering the four Units. CSEA delegates last fall voted a mandated strike if the contracts were not renewed by April 1. Delegates meeting at CSEA's special delegates meeting March 14-18 at the Concord Hotel, Kiamesha Lake, are expected to receive detailed reports on the progress of negotiations—or the lack of it—and reemphasize the edict concerning the negotiations timetable.

"We hope that mediators can get the talks on track quickly, but if they can't, we're prepared to move from mediation to fact-finding quickly in an effort to avoid a confrontation on April 1," Dr. Wenzl said.

CAMPUS OFFICER

ALBANY—A campus security officer II eligible list, resulting from open-competitive exam 24-236, was established Feb. 17 by the State Civil Service Department. The list contains 364 names.

CSEA Endorses A Study In Albany And Syracuse Of HA Incentive Program

ALBANY—The Civil Service Employees Assn. has endorsed applications by local housing authorities in Albany and Syracuse, whose employees are represented by CSEA, for federal funds to participate in a study of the effectiveness of incentive programs as a means of increasing productivity in local housing authorities.

Support of the applications by the union representing the local authority employees is necessary in order for the applications to be considered favorably by the Federal Department of Housing and Urban Development.

Joseph J. Dolan Jr., assistant executive director - county for



SOCIAL SERVICES — Members of the Civil Service Employees Assn.'s statewide social services committee held a two-hour session in Syracuse last month to discuss topical issues with delegates to the CSEA Syracuse Region V meeting at the Hotel Syracuse. Committee members, from left, are, staff coordinator Phil Miller;

Al Shanks, of Erie County; Pat Spieci, Rockland County; chairman Richard Tarmey, Montgomery County; Grace Vallee, Rensselaer County; E. Ben Porter, Suffolk County, and Howard Quann, Nassau County.

'Me-Too'

(Continued from Page 1)

Putting this extra burden on our negotiators simply impedes our efforts."

The PBA agreement, which covers troopers and sergeants in the main unit of State Police, is essentially a one-year extension of an existing contract. Besides the "me-too" clause on salary, the pact provides for the payment of annual increments to those eligible and state absorption of cost increases in health and dental insurance. The "me-too" clause also applies to any other benefits with a money value which might be won by another union now negotiating with the state.

Beyond these items, the PBA trooper pact includes a handful of changes providing for the establishment of additional joint labor-management committees, inclusion of moonlighting in labor-management discussions, and extension of time to obtain representation prior to interrogation when accused of violations.

Commenting on rumors at presstime that a settlement for state security employees might be imminent, Dr. Wenzl speculated that if this proved to be the case, "I would bet they'd be going the same route as PBA—settling for a 'me-too' clause that would give them a free ride on CSEA."

The Security Services Unit, represented by the American Federation of State, County and Municipal Employees, is currently negotiating a reopener covering salaries only in an existing contract.

**Pass your copy of
The Leader
on to a non-member.**

CSEA, said support by the union for a productivity study of this magnitude represents a first for CSEA. The federal pilot study program is designed to cover a two-year period and provides up to \$150,000 for each local housing authority whose participation in the project is approved.

Mr. Dolan said that represen-

(Continued on Page 14)

Special Statewide Delegates' Meeting Concord Hotel, Kiamesha Lake Tentative Program, March 14-18

SUNDAY, MARCH 14

4:00 p.m. - 7:00 p.m.
5:00 p.m. -
7:00 p.m. - 8:00 p.m.
8:30 p.m. -

Registration and Certification of Delegates—Promenade Lobby
Dinner Meeting, Board of Directors—Doric Room
Dinner for all Delegates—Private Dining Room
Orientation for New Delegates—Corinthian Room

MONDAY, MARCH 15

9:00 a.m. - 5:00 p.m.
9:30 a.m. - 12:30 p.m.

Registration and Certification of Delegates—Promenade Lobby
State Division Meeting—Cordillion Room
Thomas H. McDonough, Chairman, State Executive Committee, Presiding

9:30 a.m. - 12:30 p.m.

County Division Meeting—Columns Room
Sam Mogavero, Chairman, County Executive Committee, Presiding
Luncheon for All Delegates—Private Dining Room
Separate Meetings of State Negotiating Unit Delegates
Administrative Unit—Doric Room
Institutional Unit—Cordillion Room
Operational Unit—Corinthian Room
Professional, Scientific & Technical Unit—Ionic Room
County Workshops

1:00 p.m. - 2:00 p.m.
2:30 p.m. - 5:30 p.m.

1. Non-Teaching School District Employees—Room A-224
2. Statewide Probation Committee—Room A-233
3. Social Services—Spartan Room
4. Ad Hoc Uniform Forces Committee—Board of Directors Room
5. Negotiations for the Future—Athenian Room
Dinner for all Delegates—Private Dining Room
Education Program—Columns Room
"Health Maintenance Organization"

2:30 p.m. - 5:30 p.m.

7:00 p.m. - 8:00 p.m.
8:30 p.m. - 10:00 p.m.

TUESDAY, MARCH 16

8:30 a.m. - 9:30 a.m.

Parliamentary Procedure—Athenian Room
Richard Burstein, Assistant Counsel, CSEA, lecturer
Registration and Certification of Delegates—Promenade Lobby
State Division Meeting—Cordillion Room
Thomas H. McDonough, Chairman, State Executive Committee, Presiding

9:00 a.m. - 3:00 p.m.
9:30 a.m. - 12:30 p.m.

County Division Meeting—Columns Room
Sam Mogavero, Chairman, County Executive Committee, Presiding

9:30 a.m. - 12:30 p.m.

Lunch for All Delegates—Private Dining Room
First General Session—Imperial Room
Theodore C. Wenzl, President, CSEA, Presiding
Invocation: Rev. John Metallides, First Presbyterian Church, Monticello

1:00 p.m. - 2:00 p.m.
2:30 p.m. - 5:30 p.m.

Cocktail Party—Columns Room
Compliments of Ter-Bush & Powell and Travelers Insurance Company

2:30 p.m. - 5:30 p.m.

Dinner for All Delegates—Private Dining Room
Education Program—Columns Room
"Workmen's Compensation"

6:30 p.m. - 7:30 p.m.

7:30 p.m. - 8:30 p.m.
8:30 p.m. - 10:00 p.m.

WEDNESDAY, MARCH 17

9:00 a.m. - 12:00 p.m.
9:30 a.m. - 12:30 p.m.
1:00 p.m. - 2:00 p.m.
2:30 p.m. - 5:30 p.m.
7:00 p.m. - 8:00 p.m.

Registration and Certification of Delegates—Promenade Lobby
Business Meeting for All Delegates—Imperial Room
Luncheon for All Delegates—Private Dining Room
Business Meeting for All Delegates—Imperial Room
Cocktail Party, Compliments of the Concord Hotel—Columns Room

8:00 p.m. -

Delegate Banquet—Private Dining Room
Invocation: Rabbi Solomon Saphier, Resident Rabbi, Concord Hotel
Master of Ceremonies: Raymond Castle, Chairman, CSEA Plaque Committee
Benediction: Rev. John Bida, St. Peter's Church, Monticello

THURSDAY, MARCH, 18

9:30 a.m. - 12:30 p.m.
12:30 p.m. - 2:00 p.m.

Business Meeting for All Delegates—Imperial Room
Luncheon and Adjournment

Assemblyman Andrew Stein will address the Delegates on Wednesday, March 17.