

Civil Service LEADER

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News

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Tuesday, July 1, 1975

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Legislative Impasse Continues On State Contract

(Special to The Leader)

ALBANY—A joint legislative committee of the State Legislature continued in a mini-impasse of its own at Leader presstime, and as a result the 12-member committee named to come up with a recommended settlement in the contract dispute between the Civil Service Employees Assn. and the State had no report ready. Reports were that the committee would be meeting early this week again in an effort to come up with a settlement for recommended action by the full Legislature.

The ad hoc legislative committee conducted a public hearing on June 4 to receive pertinent information and data into the dispute, and has now been reviewing and discussing the situation for nearly four weeks without reaching agreement on a recommended settlement. The dispute was dumped into the laps of the State Legislature under the legislative hearing process of the Taylor Law after the State rejected the recommendations of a 3-member fact-finding panel appointed when negotiations reached impasse.

The contract dispute involves four areas,

including salaries, of the third year of the present three-year contract covering about 147,000 state employees in four bargaining units represented by CSEA. Negotiations which began in January broke down and went into impasse just prior to the start of the third year of the contract, which began on April 1.

With both houses of the State Legislature openly talking of possible adjournment shortly, the action on the contract settlement could be one of the final actions to be taken by the Legislature prior to adjourning the session in Albany.

Save Jobs For ACTEC Employees

(Special to The Leader)

ALBANY—A new arrangement worked out by officials of the Civil Service Employees Assn. with leaders of the State's Department of Correctional Services and Office of Employee Relations will allow "virtually all non-security employees" at the Adirondack Correctional Treatment and Evaluation Center (ACTEC) in Clinton County, threatened in recent weeks by possible layoffs as a result of the state's plan to close that facility, to be retained or re-employed, according to a spokesman for the 228,000-member public employee union.

As a result, CSEA cancelled a scheduled attempt to get a temporary stay in court last week to postpone implementation of the proposed layoffs. CSEA had sought to delay the layoffs at ACTEC pending a determination in an improper practice charge it had brought against the State contending that the proposed layoffs should be a mandatory subject of negotiations instead of a unilateral decision.

The scheduled reopening of ACTEC next month as a minimum-to-medium security annex to the adjacent Clinton Correctional Facility at Dannemora will create 135 non-security jobs. William Blom, director of research for CSEA, said that the goal of the new plan was to place as many as possible of the current non-security personnel—about 112 employees—into the new positions.

"The Department of Correctional Services has advised us that it hopes to be able to accommodate virtually all lower-grade non-security employees at the Clinton annex. Under the present arrangement, offers of employment to most employees who have received pink slips should be made by July 15," Mr. Blom said.

He added he felt that any remaining employees would be offered an opportunity for re-

(Continued on Page 3)



THREE FAIR LADIES — The campaign's over but the results are still out for these three contenders for the office of Civil Service Employees Assn. Secretary. When ballots are counted (presumably by July 5), CSEAsers will know whether they have re-elected Dorothy MacTavish, left, for a fifth term or if they voted in Syracuse Region V secretary Irene Carr, center, or Albany Region IV first vice-president Jean C. Gray. Secretary is one of four offices voted on by all CSEA members. The others are president, executive vice-president and treasurer. The vice-presidents are elected on a regional basis, with one from each of the six regions.

600 Labor Workers Facing Layoffs Get Two-Month Reprieve

(Special to The Leader)

ALBANY—A July 1 layoff threat facing some 600 State Labor Department employees was pushed back two months last week through a joint effort of the Civil Service Employees Assn. and the State which uncovered available federal money within the department to fund the additional payroll.

The extra federal appropriation came to light in the unemployment insurance division of the Labor Department after CSEA and State Office of Employee Relations officials had met on the matter several times. An arrangement was then worked out to permit the pink-slipped employees involved, whose jobs in the department's manpower services division have been elimi-

nated by a cut in federal funds, to transfer to unemployment insurance positions.

The reprieve came just two days before CSEA was to go to court simultaneously in four separate actions contesting the legality of the state layoffs. In announcing it would hold off on the lawsuits, CSEA emphasized that they would be held in abeyance pending an ultimate solution to the layoff problem.

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Region III Appeals DOT Layoffs; Ruling To Have Statewide Impact

(From Leader Correspondent)

MANHATTAN—Southern Region III, Civil Service Employees Assn., went to Federal Court here last Friday to appeal a Civil Service law which permits layoffs of non-competitive employees, the union alleged, "on the whim of supervisors."

The appeal was brought before Federal Judge Kevin T. Duffy of the Southern District of New York by Regional attorney Thomas Mahar. Judge Duffy will rule this week whether or not an injunction will be granted to prevent the firings of 77 laborers, machine operators and other non-competitive personnel in Poughkeepsie-based Department of Transportation Region 8.

It is believed that whatever the decision, it will have an appreciable impact on all New York State public employees filling non-competitive slots.

CSEA argued that the law permitting the layoffs violates state and federal constitutions in that it eliminates due process for persons and their right to be heard on grievances by a jury of their peers.

DOT officials claim that the layoffs are necessitated by current economic conditions. They also state that the affected employees are not being deprived of any constitutional rights since they have no seniority rights under state laws and that they

accepted employment with that understanding.

James J. Lennon, Region III president, said the appeal represents the union's "best hope to restore these people to their jobs and to eliminate once and for all a section of New York State law which eliminates any Civil Service protection or even

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Economy Shaping Up As Issue Of Greatest Importance To Voters

THE state of the economy shapes up as the most significant issue in next year's Presidential election, as political leaders gear up for what is obviously going to be a long and grueling campaign. As a result of the clearly emerging economic issue, politicians are

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INSIDE THE LEADER

Continuing Education Registration See Page 2
Dutchess Sets Strike Deadline See Page 5
County Workshop In Syracuse See Pages 8 & 9



FIRST AGREEMENT — The Downstate Medical Center's first Civil Service Employees Assn.-management contract was signed recently in Brooklyn. Above, seated, are Larry Kram, the Center's associate employee relations director and Robert Keeler, president of the CSEA chapter. Standing, from left, are members of the union's negotiating team: Bart Brier, CSEA field representative; Marie Langone; Linda Barra; Mary Robinson, and Frances DuBose. Not present were members Al Davis and Jay Helfgott.

Employee Benefit Program Registration Is Under Way

ALBANY—Course offerings for the Fall 1975 semester of the Civil Service Employees Assn.-State negotiated Employee Benefits Training Program have been announced and registration for these courses is now under way.

The courses, conducted throughout the state at colleges, schools, Mental Hygiene institutions and other facilities, are supported by funds negotiated by CSEA with the State and are administered by the training section of the Department of Civil Service.

There is no tuition charge for any of the courses. Textbooks and handout materials will also be supplied without cost. The list of courses to be taught may

be obtained in the personnel office or training office of each agency.

In addition to some courses which were offered last year, new courses and several new locations have been added as a result of surveys taken by CSEA. July 15 has been set as the deadline for applying to the program,

with the courses beginning during the week of Sept. 8. Because a heavy demand for the courses is anticipated, early application is recommended.

The following five-point procedure is necessary in making application for any course:

- Read the Training Announcement completely, including the last page.
- Obtain a Training Application Card, PS-220.5 from your supervisor.
- Fill out the card completely.
- Have your supervisor fill out the card.
- Forward the completed card to your facility's training office or personnel office before July 15, 1975.

Edward C. Diamond, director of education for CSEA, emphasized that this is a statewide interagency program, and every effort will be made to accept as many nominees as possible. However, there is no guarantee that all applicants will be accepted. Notice of acceptance or rejection will be received from the training office no later than Sept. 1.

Dr. Diamond stated that employees should apply for courses only if they are serious about taking them, as there are limited funds available and the monies should be used to serve as many interested persons as possible. Homework and satisfactory attendance are integral parts of the program, and courses offered for credit require certain prerequisites and a greater degree of homework.

Nominees will be ranked in priority order based first on applicability of the course to present job duties and second on the value of the course to the employee in any future position he might hold.

State Jobs In Health Fields Continue Open

Many state jobs continue to be open despite cutbacks made by city and state governments.

The state Civil Service Department is continuously accepting applications for electroencephalograph technicians (20-308), dental hygienists (20-107), hospital administration interns (20-555), nurses I and II and dietitians (20-124).

Salaries range from \$7,016 to \$11,337 a year and there are no residency requirements.

For the \$7,016 position as electroencephalograph technician, candidates must have completed courses in the operation of an electroencephalograph machine or have six months electroencephalograph experience or have a combination of training and experience.

The majority of positions are with the Mental Hygiene Department and openings exist in the city.

A written exam, testing knowledge of operations, techniques, and terminology relating to the electroencephalograph machine, is required of all applicants.

To become a dental hygienist—beginning salary is \$8,523—candidates must have a dental hygienist license or be in the process of obtaining one.

No testing is required for this position. Applicants will be rated on their training and experience.

Appointees living in New York City area for the electroencephalograph technician and dental hygienist positions will receive an additional \$200 annual salary differential.

Individuals with a bachelor's degree and who have enrolled in a hospital or health care administration master's degree program, are eligible for hospital administration intern, paying \$10,118.

The hospital administration internship is a three-year program leading to a master's degree in health care administration.

All applicants will be evaluated on training and experience. Also, candidates will be interviewed by an evaluation panel.

For the \$10,118 position of Nurse I, applicants must possess a state registered nurse's license or be eligible to take the exam for a license.

The nurse II candidates must have a license and have one year's experience. Applicants for nurse II in psychiatry or rehabilitation must have a year's specialized experience in their fields. All positions pay \$11,337.

The personnel staff office at

each recruiting institution will evaluate candidates' training and experience and will maintain individual eligible lists.

A bachelor's degree and a year of experience in hospital or therapeutic dietetic work or a master's degree in dietetics and nutrition, qualify individuals for the \$10,714 position of dietitian.

There is no written or oral test and appointments will be made on training and experience.

Appointees from the New York City area will receive \$200 salary differential.

For application forms and more detailed information applicants should contact the state Civil Service Department at: Two World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 W. Genesee St., Buffalo.

SUNY Stony Brook Re-Elects Varacchi

STONY BROOK—Albert J. Varacchi and Alexander Castoldi were re-elected president and vice-president, respectively, of the State University at Stony Brook chapter, Civil Service Employees Assn.

Other officers named to the two-year offices include Edward Zurl, second vice-president; Kathryn McKenna, corresponding secretary; Nina Sciafani, recording secretary; Estelle Gremmell, financial secretary; Helen Fox, treasurer; Libby Lorio, delegate, and Mildred Just, alternative delegate.

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

CAPITOL SPOTLIGHT

(From Leader Correspondent)

Hopes for an amicable adjournment and early resolution of remaining issues—including Civil Service Employees Assn.-State salary negotiations—suffered a jolt recently when Assembly Speaker Stanley Steingut and Senate Majority Leader Warren Anderson had an open falling-out with respect to a quitting date.

On Thursday morning the Speaker announced to the Assembly membership that they would be working all last week, but could plan on a long Fourth of July weekend this week. Mr. Steingut stated that the legislative business would resume July 8. Most of those listening immediately jumped to the conclusion that there had been an agreement between the Democratic Speaker and his Republican counterpart, the Senate Majority Leader.

That this was not so was borne out almost immediately, for at the same time the Speaker was making his announcement, the Senate was passing a GOP resolution calling for an adjournment June 25, with resumption of legislative activities on Nov. 17, "unless the Majority Leader and the Speaker determine a different date is required."

Obviously, there is no agreement at this time as to when, if ever, the current Legislature will adjourn, although the outlook seems stronger than ever that there could be a fall session called by the leadership, rather than a Special Session, which can only be called by the Governor and at which the Governor dictates just which measures may be on the agenda. Further proof of lack of amity was shown recently, when the Assembly worked a full calendar while the Senate chamber was empty, its members having called it quits for the weekend—Thursday evening.

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A new two-year contract, containing 7 percent increases each year and expanded medical fringes, was signed recently by Onondaga County representatives and members of the county's Civil Service Employees Assn. chapter. Negotiators included, seated, from left: Michael Shemo, Marie Kalbfleisch, Tom Murphy, county personnel officer Elaine Walter, county labor relations director Garry Luke, county labor relations technician Ron Longo, Norman Fowler, Gail Pallotta and Carm Bartholomeo. Standing, at rear are county administrative officer Dominick Pisegna and Jerry Roseman.

Onondaga Pact Has 14% Hike

(From Leader Correspondent)
SYRACUSE — Onondaga County Civil Service Assn. members have agreed to a two-year contract providing a 7 percent pay increase in each contract year.

The contract was retroactive to Jan. 1.

According to Andrew Placito, president of the CSEA county chapter, reaching agreement was "a long arduous task."

In addition to the pay pack-

age, county employees also will receive dental coverage, which, in the second year, will include 100 percent prosthetic coverage.

The county also agreed to provide 90 percent of the employee's health insurance for dependents and increased the meal allowance.

Mr. Placito said that there will be no increase in working hours and the mileage allowance for personal vehicles was increased to 15 cents per mile.

Effective this month, employees in the labor and noncompetitive classes shall receive tenure after two years of full-time service with the period cut to one year as of Jan. 1, 1976.

Negotiating for the CSEA were Gail Pallotta, social services, chairman; Norman Fowler, sanitation and parks; Michael Shemo, probation; Anthony Sette, county unit; Tom Murphy, VanDyne Home and Hospital, and Marie Kalbfleisch, health department.

Region III Appeals DOT Layoffs

(Continued from Page 1)
protection of constitutional rights."

The specific CSEA complaint is that the 77 workers and others in non-competitive slots around the state are being fired with no preference as to their seniority, veteran status and other considerations. Some of the Poughkeepsie workers have as much as 18 years on the job. Many are armed forces veterans.

"The worst case of blind, bureaucratic cruelty to people who have been faithful to their jobs

for years that I ever heard of," was the way Mr. Lennon described the layoffs. "The 77 were selected at random, depending on whether or not their supervisors liked them. Is this the fate that lies in store for other public employees if the economic situation gets worse?"

The Region III president, CSEA chief field supervisor Thomas Luposello and field representative John Deyo, who is handling the Region 8 layoffs case, met with many of the 77 last week in Poughkeepsie. Mr.

Lennon said it was revealed at the meeting that a layoff notice had been sent to the home of a Bedford Hills man who had died eight months ago.

"This is a classic example of how fouled up DOT is," Mr. Lennon commented. "They don't even know if their employees are alive or dead."

The deponent in the CSEA action is Alfred Weil, of Poughkeepsie. Mr. Weil had been an electrician for DOT until about a month ago when he was reduced to the non-competitive status of labor following a disciplinary action.

"The scenario of recent events would be a fine dramatization of the background of events that spurred man to take up the cause of liberty 200 years ago," Mr. Lennon said, calling for the end of what he termed "these Star Chamber proceedings."

2-Month Delay For Labor Employees

(Continued from Page 1)

In transferring to the unemployment insurance function, employees will move to comparable titles and salary grades, or to different but appropriate titles at a lower grade. Also, a state spokesman said that in many instances the U. I. jobs offered will be in the same geographic location in which the affected employee had been working previously. This, he noted, would reduce the number of cases where, since this year's layoffs began, employees have had to choose between unemployment and relocating.

State sources also said that those employees who had already accepted or declined job transfers prior to the newly available unemployment insurance openings would not be eliminated from receiving an offer for a U. I. job. Thus, an employee who had accepted a transfer involving relocation, might, by switching to

Committee Urges 'Funnel Bumping' In Mental Hygiene

(Special to The Leader)

ALBANY—The Civil Service Employees Assn. has insisted that the Department of Mental Hygiene adopt a "funnel bumping" layoff system if personnel reductions become necessary at any institutions within the Department. That was one of the requests made by union representatives at a recent Labor-Management meeting between CSEA representatives and Mental Hygiene administrators recently.

In reply to union questions, department spokesmen said staff reductions are contemplated in two locations, 45 people in Buffalo and 40 people at Creedmoor Psychiatric Centers. A department representative said most of those affected are scheduled for placement elsewhere within their regions, and only a very few are actually expected to be laid off. The CSEA representatives insisted that for all present and future layoff situations, if any, that a funnel concept of bumping be utilized, with affected people having the right to bump horizontally or vertically in their own institution and also to retain bumping rights within the geographic area. In effect the proposal establishes a "last hired, first to go" situation at any institution to be affected by layoffs.

CSEA people raised a serious question as to the status of people working at institutions under CETA, a federal-funded employment program. The union reps

stated flatly that CSEA demands that if one single permanent employee is displaced, the CETA program be immediately terminated. CSEA said it will not stand for any permanent people being fired while any federally-funded employees work.

— Anna Bessette —

CSEA director Anna Bessette died June 11. Her death occurred the morning before a testimonial dinner was to be held in her honor that evening.

Mrs. Bessette, who was first elected as a Mental Hygiene representative to the CSEA Board of Directors in 1961, was the longest-serving woman on the Board.

The testimonial dinner had been sponsored by the State Executive Committee to honor her contributions during the past 14 years. The Board meeting the next day would have been the last she would have attended, since she did not seek re-election this year.

She had also been honored with a testimonial dinner given by fellow employees at Harlem Valley Psychiatric Center following her retirement from state service in the spring of 1974. She had been chapter president there since 1971, but was defeated for re-election earlier this year.

The Mental Hygiene Presidents Council had presented her with a special plaque in June 1974 in recognition of her meritorious service to CSEA and to Mental Hygiene in particular.

Mrs. Bessette was also a former vice-president of the Southern Conference, although she was an unsuccessful candidate for Conference president in 1971.

Mrs. Bessette was often accompanied at various CSEA functions by her husband Armand, who survives her.

Ⓢ CSEA calendar Ⓢ

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

JULY

- 1—Capital District Retirees chapter Lake George cruise: 10 a.m., Steel Pier, Lake George (buses leave D&H Building, Albany Plaza 8:30 a.m.).
- 2—SUNY at New Paltz chapter installation: 7 p.m., Room 418, Student Union Building, New Paltz.
- 3—Long Island State Parks chapter meeting and installation: Amvets Hall, Massapequa Rd. and Jerusalem Ave., Massapequa.
- 9—Niagara County chapter picnic: 6 p.m., Niagara-Orleans Country Club, Royalton-Hartland Road, Middleport.
- 9—Orange, Ulster and Sullivan Counties Retiree chapter meeting: Middletown Psychiatric Center, Middletown.
- 12-15—Mental Hygiene Employees Assn. meeting: Trinkous Manor, Oriskany.
- 28—Binghamton Area Retirees chapter meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.

AUGUST

- 9—Nassau County chapter picnic: 11 a.m.-5 p.m., Mushrooms picnic area, Hempstead Town Park, Lido Beach.
- 13—Westchester County unit annual picnic: 12-6 p.m., Ridge Park picnic grove, Hartsdale.
- 13—Suffolk chapter picnic: 11 a.m., Southaven County Park, Yaphank.
- 16—SUNY at Fredonia chapter picnic: College Lodge.

SEPTEMBER

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

Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,942	20-414
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Administration Intern	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic—Statewide except Albany)	\$ 7,616	varies
Medical Specialist I	\$27,942	24-407
Medical Specialist II (Bd. Eligible)	\$33,704	20-408
Medical Specialist II (Bd. Certified)	\$35,373	20-408
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman (Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist	\$11,337	20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Physical Therapist	\$11,337	20-177
Senior Physical Therapist	\$12,670	20-551
Principal Actuary (Casualty)	\$22,694	20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$35,373	20-391
Psychiatrist II (Board Certified)	\$35,373	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Medical Records Librarian	\$11,337	20-348
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Sr. Speech and Hearing Therapist	\$12,670	20-552
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Variety Operator	\$ 6,811	20-307

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany 12226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.

State Budget Division Promos

The State Civil Service Department is accepting applications until July 14 for seven promotional positions with the state's budget division.

The positions—principal budget examiner (39-020), principal budget examiner management (39-022), principal budget examiner, public finance (39-023), associate budget examiner (39-024), associate budget examiner, employee relations (39-025), associate budget examiner, management (39-026), associate budget examiner, public finance (39-027)—have salaries ranging from \$21,545 to \$26,515.

Oral examinations for these positions will be held in August

or September.

For the principal budget examiner posts, candidates must have one year's experience as associate budget examiners in the specialized areas needed. A year's experience as an associate civil engineer will also be accepted for principal budget examiner no. 39-020.

A year's experience as a senior budget examiner will qualify candidates for the associate budget examiner positions.

Application forms (XD-5) may be obtained at agency personnel or business offices. Forms may also be obtained by mail or in person at the state civil service offices at State Office Building

• Campus, Albany; Two World Trade Center, Manhattan, and Suite 750, Genesee Building, 1 West Genesee St., Buffalo.

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Dutchess Sets July 18 Strike Deadline

POUGHKEEPSIE — The Dutchess County unit, Civil Service Employees Assn., has voted by two to one to strike July 18 if no settlement is reached in their year-long contract negotiations by then.

The unit unanimously ratified a new contract in May, after a memorandum of agreement on that pact had been signed by both the union and the county executives. However, the county board of representatives has, so far, not voted on a measure to appropriate the funds necessary to put the contract into effect.

The union has filed an improper practice charge against the county for the failure to do so.

Year Of Negotiations

"CSEA has exhausted all provisions of the Taylor Law. It has lived up to the spirit of the law throughout the 12 months of negotiations," unit president Bernard Veit said. "We have signed a memorandum of agreement along with the county, and now the county refuses to honor that agreement."

A spokesman for the Public Employment Relations Board in Albany has agreed that the July 18 deadline for the strike should

give the two sides ample time to come to an agreement. PERB will schedule a "super-conciliator" to the case to help reach a settlement.

Burden With County

Mr. Veit said the burden of avoiding a strike by the county's 900 employees appears to lay primarily with the county. "The strike is not inevitable," he said. "It is only as inevitable as the county wants to make it."

He stressed that the union would not settle for less than was called for in the original contract. "To renegotiate any area of the contract would be to let the county think that anything they have negotiated and signed, they can just take away from us at will," he said.

The original contract was a three-year pact calling for an 8.5 percent raise plus increments the first year; 8 percent plus increments the second year, and between 6 and 10 percent the third year, depending on the increase of the cost of living. This was the recommendation of a PERB factfinder who was called in when negotiations entered their tenth month. The fact-finder based his recommendations on the economic picture in Dutchess

on the rise in the cost of living.

Other provisions in the contract ratified by the union also followed the factfinder's report.

The legislature has still not voted the funds for the contract, however, even though it had been signed by both the union and County Executive William Bartles. It had also been ratified unanimously by the union.

Contract Approval

"This contract has already the approval of three parties," Mr. Veit stressed. "The objective factfinder appointed by the state; the union membership, and the county executive. 'We've gone through negotiations for over a year; we've gone through fact-finding; we've got a memorandum of agreement signed by both sides; we've got unanimous ratification by the union, and now we're going through 'super-conciliation.' Meanwhile, we've been working on last year's wages for the past six months. How much longer can we wait for a contract?"

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CSEA, Faced With 40 Creedmoor Aide Cuts, To Retaliate

QUEENS VILLAGE—Charging the administration of Creedmoor Psychiatric Center with "vicious and deceitful acts," the Civil Service Employees Assn. chapter there is seeking to block the proposed layoffs of 40 mental therapy aides.

The 40 will be laid off July 16, CSEA officials at Creedmoor said.

CSEA authorities said they were assured by the Creedmoor administration that the layoffs were mandated by state authorities.

"But the administration lied to us," said one angry spokesman. "They told us that the Department of Mental Hygiene and the Bureau of the Budget picked those aides who would be laid off, that they ordered them. But we checked and Dr. Kolb's office told us that the decision was made by the Creedmoor administration."

Dr. Lawrence Kolb is commissioner of the State Department of Mental Hygiene.

The staffer cuts were particularly painful, CSEA Creedmoor chapter officials said, since the

aides have the most direct and frequent contact with the patients at the center.

"It's not just an attack on us," the CSEA spokesman said. "It's a betrayal of the patients, too."

"They—the administration—were ordered to reduce their budget," the spokesman continued. "So instead of cutting the top-heavy administrative budget or letting provisional employees go, they decided to let the therapy aides go, the people who work directly with the patients, who are the primary source of patient therapy and care."

The Creedmoor chapter plans to fight the proposed layoffs. They have contacted Matthew Schneider, chairman of the Federation of Parents' Organizations for New York City Mental Institutions, Inc., to enlist that organization in the battle to retain the aides.

"The affected employees were not shown the city-wide layoff lists," the spokesman added. "They were pressured to accept positions at other facilities, regardless of their seniority. And in selecting the aides to be laid off, we have reason to believe that the Creedmoor administration 'pick and chose.' We have demanded that William Werner, the Creedmoor PC director, supply us with the seniority rosters for Creedmoor employees, the New York City layoff lists and a list of all CETA employees here."

Many Creedmoor staffers live closely to the large Queens County facility. Should they be transferred to other facilities, the spokesman noted, serious commuting difficulties will result.

The CETA (Comprehensive Employment and Training Act) workers at Creedmoor have been hired under a federally funded anti-unemployment measure. The CSEA officials view the plan with grave reservations, feeling that the CETA workers will be used to edge out regular employees.

"The situation is simply incredible," the CSEA spokesman concluded. "Here you have Creedmoor officials, piously going around the community stressing their concern for the patients here and then they fire the people who directly care for the patients."

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TUESDAY, JULY 1, 1975

Guaranteed Work

THANK God that Judge Andrew Tyler has compassion. He took a great political risk in making this decision."

New York City's Uniformed Sanitationmen's Assn. president John DeLury was obviously pleased last week with the court order that, momentarily at least, has saved the jobs of 3,000 sanitation workers.

The union had filed suit on the basis that its contract with the city guaranteed the workers 261 working days per year in the period between July 1, 1974, and June 30, 1976.

Mr. DeLury explained that sanitationmen may only be fired for just cause, which includes the worker's performance on the job, but not for economic factors.

There are many angles that have to be ironed out in the layoff dilemma faced by city employees—and which is starting to reach serious proportions for state workers, too.

As the crises deepen, we are sure various unions will find loopholes and clauses by which to challenge the actions of the Administrations involved.

It should be remembered, though, that the situations did not develop overnight. The Administrations should long ago have talked seriously to the employee unions to try to reach understandings on how to avoid these brinkmanship confrontations.

The case won by the Sanitation union is a stopgap measure (Its tenuousness is illustrated by the fact that the union must put up a \$1 million bond to reimburse the City in case the decision is reversed).

What is needed is more cooperation by all the affected unions and the Administrations, so that the situation does not degenerate into a series of skirmishes to see which union can best upstage another union.

Does one civil servant feel hunger more than another?

Reprieve In Labor

THERE is some gratification to be found in the two-month reprieve granted to some 600 employees of the State Labor Department slated to have been laid off this week.

The result of various meetings between the Administration and the Civil Service Employees Assn., the reprieve will allow for a more orderly transfer for the affected employees into other positions.

The affected employees are currently in the Manpower Services division of the Labor Department. The layoff procedures had begun when federal funds were cut back.

While we are glad for the affected employees, and we commend the efforts by the Administration and CSEA to resolve the problem, we are also a bit dismayed by the paperwork sleight of hand involved.

It is an all-too-obvious example of how easy it is for some statistician to arbitrarily say that these 600 jobs are expendable here or there.

Simply discussing the number "600" does not have the impact that it would have if someone required to personally notify each of those 600 people that their lives are being tampered with.

Don't Repeat This!

(Continued from Page 1)
studying economic statistics with the same intensity and fervor that ancient Greek soothsayers studied the entrails of birds.

From what all we know, it may indeed be that the ancient Greeks knew what they were doing. It is highly doubtful if the same thing can be said about the modern-day economists. Obviously, if economists knew what they were doing, they would all be multimillionaires, when the fact is that the only millionaires among economists are those who either inherited or married wealth. The other economists are suffering the pangs of inflation and the fears of potential unemployment like the rest of us.

Economic Indicators

At the moment, the economic indicators seem to be favoring the policies set forth by the Ford administration. Last week, for the third straight month, the basic economic indicators showed encouraging evidence of what appears a strong recovery in the economy. Apparently we are no longer in the midst of double-digit inflation—in contrast to the 25 percent inflation rate that afflicts the economy of England. Our oil imports show a decline of 21 percent and we have recorded a surplus in our international trade balance.

On the other hand, unemployment remains high, a fact which is of serious moment to the politicians, even though it may not especially worry the economists. In fact, the economists think that a high level of unemployment is a healthy sign, because they are in deathly fear that a substantial increase in the employment levels may further inflame the fires of inflation that continue to glow.

What is most encouraging to President Gerald Ford and the Republican Party is the obvious inability of the Democrats in Congress to come up with coherent programs on energy, and the inability of Congress to override the President's vetoes. Thus the President is showing firmness as against Democratic vacillation. Moreover, the inability of Congress to aggregate a sufficient proportion of votes to override the President's vetoes, in the face of the fact that by numbers Congress should be veto proof, has generated a sense of frustration and bitterness among the younger members of Congress against what they regard as weakness of those in leadership roles.

Thus, the Democrats are becoming engaged in internecine warfare at the very moment when the imperatives of politics dictate public displays of unity. Moreover, the younger members of Congress pulled a tactical blunder in attempting to oust Representative Carl Albert from his post as Speaker. In the first place, they were on wrong legal grounds to the extent that under the rules of the House the Speaker is elected for a two-year term. In the second place, they overlooked the fact that Speaker Albert is a highly respected Congressman.

"Buck Stops Here"

President Ford has repeatedly affirmed his high regard for President Harry Truman who made it the credo of his Administration that the buck stopped in his office. In his election campaign in 1948 against Gov. Tho-

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

Dismissal, Suspension Cases

The Appellate Division, First Department, recently passed on a dismissal of a housing patrolman by the New York City Housing Authority. The petitioner on appeal asserted, among other things, that there was a lack of substantial evidence to support the determination of the Housing Authority. He also asserted that the hearing officer had committed prejudicial error by admitting into evidence certain evidence which had been illegally obtained and which had been suppressed on a criminal case which had been brought against this petitioner.

IT WAS ALLEGED that the petitioner in this case possessed dangerous drugs and hypodermic instruments. The motion to suppress in court on the basis that evidence was obtained through an illegal search and seizure was granted. The court pointed out in its review of the disciplinary case that the United States Supreme Court decision in *Mapp v. Ohio*, 367 U.S. 643, applies to administrative proceedings as well as criminal prosecutions.

ACCORDINGLY, UPON this review the Appellate Division held that a finding of guilt upon that specific charge should be annulled and that charge dismissed. The court held, however, that the findings of guilt with respect to other charges were supported by substantial evidence on the record and would not be disturbed. *McPherson v. New York City Housing Authority*, 365 N.Y.S. 2d 862.

IN A CASE from the Appellate Division, First Department, it appeared that in May 1972 the petitioner was arrested and charged with the crime of murder. He was suspended from his position as a Housing Authority patrolman without pay. The hearing was scheduled for June 1972 but was unilaterally adjourned by the Housing Authority when requested by the New York County District Attorney in order to await the conclusion of the criminal trial. The petitioner was under suspension for a period in excess of 2½ years. The criminal trial was concluded. Petitioner was acquitted and reinstated to his position.

SECTION 75 of the Civil Service Law provides for a period of suspension pending hearing and determination of charges not to exceed 30 days. The period may be extended if the delay is due to the fault of the petitioner. However, in this case, the delay in proceeding was occasioned by the Housing Authority and was not the fault of the employee. The petitioner is entitled to his accumulated salary for the period involved less sums earned from other employment and is entitled to have an expedited hearing on the disciplinary charges against him. *Lytile v. Christian (City Housing Authority)*, 365 N.Y.S. 2d 865.

LETTERS TO THE EDITOR

'Destroy The Card!'

Editor, The Leader:

State workers may soon be handed an envelope from the AFL-CIO with the notation, "Here Is Your Designation Card." Inside is a pamphlet telling you all the reasons why you should fill out and sign the enclosed card.

It begins by telling you they will take your money—and let's not forget this is the main and only reason they want YOU. If you can spare a large amount of money deducted from your pay every two weeks, sign the card. They say they will blend power, money and talent of five big unions into one arm of labor in

the public sector. Don't be surprised if, when one of the other big sister unions goes out on strike, you will also be ordered out in support and sympathy.

Then they say, "The Federation gives them the money to act immediately and gives them expert local field representatives now and in the future." WE HAVE THOSE TWO THINGS NOW!

They go on to say that federation organizing is a permanent way to end union bickering and concentrate on the objective: a better lot for the state worker. Well, the first part is as un-American a statement as I have ever heard—AND THEY MEAN IT! As Americans we still

have freedom of speech in this country and the right to express ourselves. They mean that if they take over in the state YOU won't be able to bicker. YOU won't have anything to say; YOU won't have any power.

BUT YOU HAVE ALL THESE FREEDOMS RIGHT NOW WITH CSEA! You won't have them with AFL-CIO. They will TELL you what to do and you'd better do it. Read the history of AFL and CIO. Read about the lengthy strikes, the brutality connected with them and ask yourselves: do I want this? They say that, under CSEA, we aren't happy with the threat of being railroaded into a strike—how funny; THEY built their unions on just such a foundation. Strikes and strong-arm methods.

If you examine all the benefits CSEA has fought for over the years and secured for you, you know they have the objective of a better lot for you. It is a fact in the case of CSEA, fiction so far as AFL-CIO is concerned.

They say, "The high cost of living has taken its toll." Yet who was the cause of inflation in this country today if not union bosses telling the worker what they wanted.

Right now, CSEA is run by workers like yourself. We have strong leadership in Headquarters, but if we, the people, disagree with that leadership we let them know in no uncertain terms. Under AFL-CIO you will be muzzled.

They go on to say, "Sign the designation card." You'll regret it the longest day you work. I beg you: don't turn your back on CSEA, the organization that worked for you long and tirelessly over the years.

Be loyal—listen to your conscience—destroy the AFL-CIO card!

MARY E. WEIDMAN
Menands

Don't Repeat This!

(Continued from Page 6)

mas E. Dewey, President Truman made the do-nothing Congress the symbol of Congressional futility. Obviously, President Ford is prepared to follow the example of his mentor, and will consequently make the failures of Congress the butt of his campaign rhetoric.

Evidently what the President proposes to do is to total the full sums of Congressional appropriations that he vetoed and then seek to impress the voters with what the impact of such appropriations would have been on the Federal budget deficit and on inflation. This approach will touch upon extremely sensitive areas. Included among the bills vetoed by the President are those that would have provided federal funds for jobs for the unemployed and for the development of a massive housing program, an area of social need and of an economic importance of major significance. Both the President

and the Congress are making the record now. The question is how that record will shape up in November when the ballots are cast and the votes counted.

From that point of view, the judgment of the economists may be filled with appropriate learned jargon about laws of supply and demand, about unemployment and inflation figures, about international trade balances, and about the value of the dollar on the foreign exchange. However, from the voters' point of view, the question will be whether he has a job and can make both ends meet. Simply put, it is bread and butter and not economic theory that decides elections.

Saratoga Clamsteam

SARATOGA SPRINGS — The Saratoga County Educational Employees chapter, Civil Service Employees Assn., will hold a clamsteam Saturday, Sept. 6.

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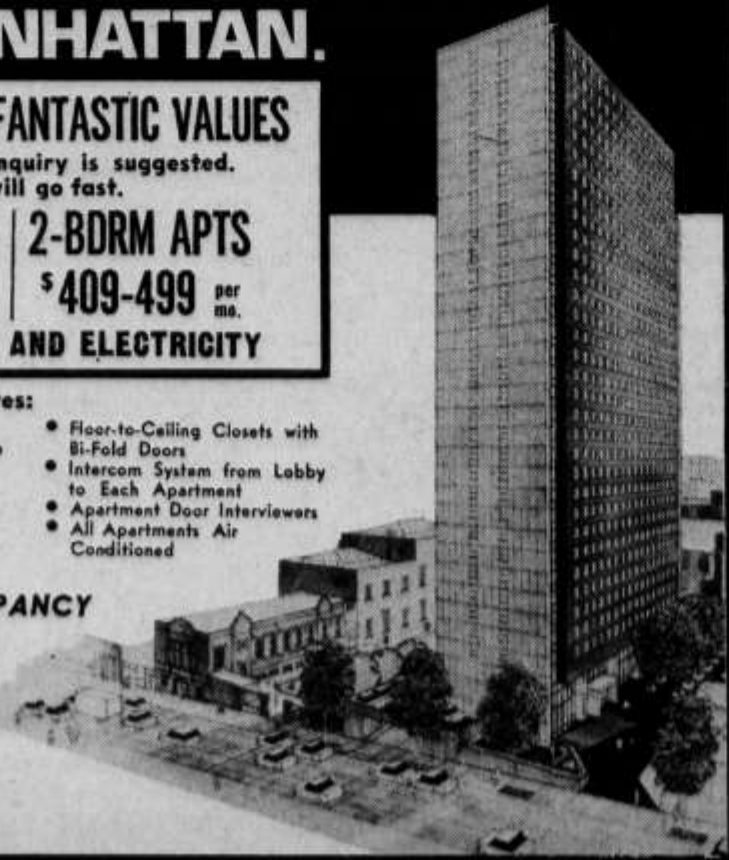
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James J. Lennon points to visual evidence of two of the problems caused by cutbacks in the Palisades Interstate Park Commission budget: increased fees and a late opening date. In addition to the park admission fee increase, Mr. Lennon alleges that a number of drownings over the Memorial Day weekend were caused by the lack of lifeguards on duty, a lack caused by the Park's late June 21 opening.

Palisades Cutbacks Assailed By Lennon

BEAR MOUNTAIN — James J. Lennon, president of Southern Region 3, Civil Service Employees Assn., in an angry news release sent to editors of newspapers in New York City and its suburbs, has denounced cutbacks in the Palisades Interstate Park Commission budget.

"The commission is already planning to build a new park in the Town of Wallkill and they can't even run their existing parks properly," he wrote. "The master plan for the new park will cost \$40,000, while the commission took a \$300,000 cut in budget this year.

"The nine existing parks have not yet opened their pools; have not yet hired summer help; are planning 'abbreviated seasons'; have shut down their bike paths and are charging \$1.50 per car for parking. Last year it was \$1.00," Mr. Lennon added. What a perfect example of the twisted priorities of the state. How many drownings on Memorial Day were caused because the pools at the parks, for the first time, will not be open 'til June 21, and there

were no lifeguards at the lakes? Talk to the families of those who drowned, and see if they think there should be yet another tragically understaffed state park in this region."

Mr. Lennon visited Bear Mountain State Park recently to obtain a first-hand look at the closed-down facilities.

"These parks are vital to the poor people, especially the minorities, in New York City. The state employees, as usual, take the brunt of the cutbacks in the budget. But we are not the only ones up in arms. Wait until mid-summer, when the minorities find they can no longer afford to go to the parks. As the city burns, Governor Carey and his commissioners will all swear they had absolutely nothing to do with it."

Dutchess' Flag Effort Goes Up To Full Staff

POUGHKEEPSIE—The success of its Flag Day campaign has prompted the Dutchess County Educational chapter, Civil Service Employees Assn., to extend its free flag-decal offer into the summer months.

John Famelette Sr., chairman of the chapter's flag committee, said he is ordering more flag decals to give away in July and August. The renewal of the free offer, he said, would help to kick off the U.S. Bicentennial celebration in 1976 by encouraging patriotic spirit.

"We had over 800 requests for the decals for Flag Day on June 14," Mr. Famelette said, "and the requests are still coming in. So it seems there is a great demand for the decals, and I think this demand will increase as 1976 approaches."

To get a free decal depicting two crossed United States flags—one a 50-star version and one a 13-star Betsy Ross version—write to Mr. Famelette at 46 Meyer Ave., Poughkeepsie, N.Y. or to Roy Rasmus, 23 Center St., Beacon, N.Y. enclosing a stamped, self-addressed envelope.

Mr. Famelette said that the

response to the decal offer in early June was overwhelming, both in numbers and in the types of mail it inspired. Several people, he said, sent along a dollar or two—even though the decals are free to help defray the expense of the mailing.

School Posts

Career positions for teachers in the Bureau of Indian Affairs, the Federal Bureau of Prisons, the U. S. Job Corps, Defense Department, the Office of Education, and National Institute of Education have been announced.

The jobs are available throughout the United States. Filing closes September 30.

Information (Announcement DM-501) and applications may be obtained from any federal job information center or by calling (212) 264-0422.



CSEA assistant executive director—county Joseph Dolan is presented first copy of new guidebook by CSEA education committee chairman Celeste Rosenkranz, center, and Westchester chapter secretary Irene Amaral.



Probation committee members, seated from left, are Jack Whalen, Westchester; James Mattel, Nassau; Eulis Cathey, Erie; Al Greenfield, Sullivan, James Brady, Erie, Hank Fanning, Monroe, and Joseph Gilligan, Suffolk. Standing are CSEA collective bargaining specialist Nels Carlson, left, and CSEA assistant executive director—county Joseph Dolan.

COUNTY WORKSHOP IN SYRACUSE



James Corbin, left, and Dorothy Goetz, president and treasurer of Suffolk chapter, the most southeastern county in state, chat with Joseph Lazarony, newly elected executive representative for Rensselaer County chapter.



CSEA vice-president Irving Flaumenbaum, left, who also heads Nassau chapter, voices his opinion to Suffolk's Carol Craig, Long Island Region I corresponding secretary, and Donald Rosenbaum, retirement information representative for the State Retirement System.



Raymond Cassidy, left, president of Westchester chapter, second largest in CSEA, discusses CETA problems with Marge Karowe, CSEA assistant legal counsel, and Donald Webster, president of Westchester's Mount Vernon unit, prior to their documentation for the delegates of Mount Vernon's CETA experiences.

(Leader photos by Tom Hashem)



CSEA president Theodore C. Wenzl, center, is surrounded here by various chapter leaders requesting consideration for their members. At Dr. Wenzl's left are Martin Koenig, president of Monroe chapter, eight largest in the statewide Association, and Dorothy Hy, Niagara chapter secretary and Western Counties Workshop vice-chairman.



Saratoga County chapter leaders compare notes on what they have learned at meetings. From left are chapter president Ed Wilcox, executive representative Harry Dutcher and Gerald Young.



Erie County chapter leaders confer with CSEA officials during break in meetings. From left are CSEA vice-president William McGowan, Erie chapter president George Brown, CSEA assistant legal counsel Algird White and Erie chapter president-elect Victor Marr. Mr. McGowan is president of Western Region VI and Mr. Marr is chairman of the region's Counties Workshop.



Oswego chapter president Francis Miller, left, and Oneida executive representative Roger Sallmando, right, receive attention from CSEA vice-president Richard Cleary, who heads Syracuse Region V, which includes the two county chapters. Mr. Miller is also chairman of the region's Counties Workshop.



Richard Grieco, left, president of Jefferson County's Watertown unit, and CSEA vice-president Joseph McDermott, head of Albany Region IV, greet friends as they move through the crowded hallways to attend various seminars at three-day meeting.

School, Probation, Social Services Union Leaders Updated On Ways To Better Serve Membership

CIVIL SERVICE LEADER, Tuesday, July 1, 1975



Rockland County chapter president John Mauro, left, takes opportunity for private conversation with CSEA executive director Joseph Lochner, as the two men pause between business sessions.

SYRACUSE—Hundreds of delegates representing local government chapters of the Civil Service Employees Assn. participated in a three-day seminar at the Hotel Syracuse here.

The first day was given to separate panel discussions by the statewide school districts committee, the social services committee and the probation committee.

The next two days were primarily full delegates sessions, presided over by Salvatore Mogavero, chairman of the County Executive Committee, and featured various state and federal speakers.

Included among the speakers were Donald Rosenbaum, of the State Retirement System, who spoke on "Changing Provisions in the New York State Employees Retirement System" and Paul Klein, of the Public Employment Relations Board, who talked on "What's New with the Taylor Law?"

Discussions were also held on

the Comprehensive Employment Training Act, led by Lawrence Rogers, of the U.S. Department of Labor; Edward McCarthy, of the State Public Employment Program, and Marge Karowe, CSEA assistant counsel.

Particular interest was shown to a report on CETA given by Westchester chapter president Raymond Cassidy and Mount Vernon unit president Donald Webster. They detailed the steps that they had taken, which resulted in an agreement with the Westchester County Executive to exercise greater control of CETA abuses in Mount Vernon. They also warned delegates that another CETA program—Title 8—will soon be here.

Other speakers included PERB's Harold Newman, who spoke on "What the Fact-Finder Expects." In addition, there was a treasurers' workshop conducted by CSEA treasurer Jack Gallagher and comptroller Thomas Collins.



Paul Klein, center, director of representation and improper practices for the Public Employment Relations Board, is greeted by Albany County's Howard Cropsey, left, vice-chairman of County Executive Committee, and Erie Educational's Salvatore Mogavero, Committee chairman. Mr. Klein spoke to delegates on "What's New with the Taylor Law?"



Clinton County chapter's newly re-elected president Frances Bessette, center, confers with CSEA presidential hopeful Ethel Ross and Albany Region IV supervisor John Corcoran. Clinton is the most northeastern of New York's counties, sharing borders with Canada and Vermont.



Chemung County chapter first vice-president Jack Farmer, left, and second vice-president Edward Deems exchange views on information they learned during seminar.



Kenneth Cadieux, left, president of Town of Hempstead unit, largest single unit in CSEA, has ear of his wife, Geri, and CSEA computer services manager David Tallcott.



Cayuga County chapter president Bruce Nolan, right, listens as CSEA executive vice-president Thomas McDonough, center, greets Dan Volpino, district manager for Ter Bush and Powell Insurance Agency.



Delegation from Nassau chapter, largest chapter in entire CSEA structure, was represented by, from left, Alex Bozza, North Hempstead; Ken Darby, Village of Garden City; Ralph Natale, Hempstead; Tom Stapleton, Long Beach; David Silberman, Schools, and Ann Rehak, Supreme Court.

Latest State And County Eligible Lists

EXAM 39-075
CHIEF, BUREAU OF MATHEMATICS
EDUCATION G-30
 Test Held April, 1975
 List Est. April 25, 1975

- 1 Paul Fredric Albany88.4
- 2 Negus Leroy B Voorheesville88.0
- 3 Buchman Aaron L Albany81.0
- 4 Richhart Lynn A Voorheesville79.1
- 5 Baker Bruno B Guilderland74.0

EXAM 35-652
SR MARKETING REP
 Test Held Dec. 14, 1974
 List Est. April 21, 1975

- 1 Shirley John F Rochester95.2
- 2 Tubbs Theodore Madison92.5
- 3 Stewart Larry J Malone91.5
- 4 Wood Sherman N Cossackie88.1
- 5 Trezza Joseph C Freeport86.3
- 6 Bradstreet R W Ontario84.8
- 7 Michne Ronald A Eastport83.1
- 8 Towne David E Munnsville82.4
- 9 Reynolds R M Shoreham79.7
- 10 Davis Robert E Latham79.0
- 11 Lewis Richard L Middletown78.8
- 12 Brigham Ronald Medina77.6
- 13 Godigkeit H C Schoharie77.1
- 14 Eaton Paul H Elba77.0
- 15 Clancy Michael Jamaica76.4
- 16 Keatts John M Gloversville76.2
- 17 Knaust Ralph A Baldwinville76.0
- 18 Rhoads Augustus East Aurora76.0
- 19 Mack Thomas M Napanoch75.6
- 20 Duncan Charles Sodus73.8
- 21 Allen William L Holley73.6
- 22 Greene Roger C Maybrook73.2
- 23 Jaeger Emery Malone72.6
- 24 Hollen Gary L Burnt Hills70.4

EXAM 35-637
SR UNDERWRITER
 Test Held Dec. 14, 1974
 List Est. April 27, 1975

- 1 Troianiello V M Brooklyn90.2
- 2 Woods Lillian E Richmond Hl.86.0
- 3 Adler Helen Rockaway Pk84.8
- 4 Feldstein Fred NYC84.4
- 5 Allanby Rose A Staten Is83.4
- 6 Palmeri Gaspar Brooklyn82.5
- 7 Leschkowitz V A Bronx82.0
- 8 Brady Maron B New Hyde Pk78.4
- 9 Kirchoff E Albany78.0
- 10 Griff Sadie Brooklyn78.0
- 11 Taverna C A Staten Is77.7
- 12 Bynum Helen L Rochester75.2
- 13 Silfen Elliot Brooklyn74.9
- 14 Demarco D A New Hyde Pk74.0
- 15 Rooney Anna V Brooklyn72.7
- 16 Imperio Joan M Brooklyn72.5
- 17 Ganci Anna S Ozone Pk71.1

EXAM 35-642
ASSOC RET BENEFITS EXMR
 Test Held Dec. 14, 1974
 List Est. April 21, 1975

- 1 Barr Marion G Albany95.0
- 2 Buckley Peter J Troy94.9
- 3 Brashers R Albany93.9
- 4 Rhubin Robert M E Berne90.8
- 5 Virano Margaret Albany88.2
- 6 Roberts G J Troy76.0
- 7 Bolliger R Troy75.6
- 8 Wagner Ernest K74.4
- 9 Cummings Paul L Albany74.0

EXAM 35-651
ASSOC MARKETING REP
 Test Held Dec. 14, 1974
 List Est. April 21, 1975

- 1 Dobbs Wiley A Delmar90.5
- 2 Fox Germain Montgomery88.5
- 3 Conners Donald W Henrietta88.2
- 4 Brand Alton Burnt Hills86.1
- 5 Aldrich Harold Buffalo85.2
- 6 Schweppenhauser Guilderland84.0
- 7 Doolittle James Schenectady82.9
- 8 Donovan Rodney Pine Bush79.1
- 9 Boynton Arthur Elmsra78.0
- 10 White Eldon N Victor77.6
- 11 Brokaw Neil W Freehold77.0
- 12 Rutkowski S J Jackson Hts76.2
- 13 Thrall Charles Riverhead75.2
- 14 Rathbun Kenneth Schenectady74.1

EXAM 35-643
SR RET BENEFITS EXMR
 Test Held Dec. 14, 1974
 List Est. April 21, 1975

- 1 Brown Diane C E Greenbush92.6
- 2 Hoaling C C Hudson89.8
- 3 Herzog Deborah Altamont88.3
- 4 Hill Geraldine Troy83.2
- 5 Snyder Maureen Castletn Hud76.3
- 6 Shea Barbara E Albany76.1
- 7 Mahar Susanne T Albany74.4
- 8 Rowe Lillian Schenectady70.6

EXAM 35-624
SUPV DAIY PROD INSPCTR
 Test Held Dec. 14, 1974
 List Est. April 21, 1975

- 1 Dutton Eric J Adams88.2
- 2 Fischer Richard Syracuse86.4
- 3 Rudnick Harold Dalton82.8
- 4 Fitzpatrick T J Marilla79.3
- 5 Straight B A Jay77.7
- 6 Koscielniak W P South Wales77.3
- 7 Rivenburg Elwin Walton77.3

LEGAL NOTICE

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

LEGAL NOTICE

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

LEGAL NOTICE

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

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A week ago today, at about 4:10 p.m., a second alarm was transmitted for Kennedy International Airport. Whenever there is a plane in trouble, such an alarm is automatic and, after a while, the troops out that way get sort of used to responding only to find that the plane got down o.k. and after waiting around, sometimes for hours, the order to "take up" finally comes and everybody, a little bored by it all, goes back to quarters.



THAYER

Unfortunately this time, it was a vastly different matter. Flight 66, Eastern Airlines, had come down at the foot of runway 22L, crashed, flipped over, then burst into flames, killing 110 souls.

The first engine to arrive was Engine 302 under command of Lt. Edward Ferrara. The first truck was commanded by Lt.

Walter Clark. The truck and engine went their separate ways but the principal job, as the Port Authority's fire chief said, was to "find the ones still alive. The bodies we can get later . . . find the live ones quickly!"

Lieutenant Ferrara and his nozzlemelters were met head on with a group of dazed, shocked and burned passengers huddled on the roadway opposite the crash site. The firefighters helped load as many of these people into a Port Authority ambulance as it would hold. Then came the time for decision. Without hesitation, Ferrara used the old beaneroo and quickly helped his men load the remainder of the survivors up onto the rig of Engine 302. Two were placed in the hosebed, one was placed on the back step, one in the Lieutenant's seat in front and one in a bucket seat. The Lieutenant then gave the order for the rig to go to Jamaica Hospital post haste while he, the first officer to arrive, would stay behind in order to fill in the first arriving chief on what was what.

Meanwhile because of the traffic and general confusion, Engine 275 arrived second on the scene although they were a second alarm company. They went to work at once at search and rescue as requested by the Port Authority chief. The fire had



been mostly extinguished with heavy streams of foam from the Port Authority crash truck (a real monster of a thing if you have never seen it) and Lieutenant Al Hankin and his men went about their work up to their navels in foam. Firemen Thomas Newbert and Richard Wieser went past a pretty good pocket of fire to get into the tail section of the plane where everything was upside down. The seats were on the ceiling and the bodies were hanging from them in a grotesque manner. However, as they got about five feet into the fuselage, they spotted a hand

sticking up out of the river of foam which surrounded them. They made a dive for it, grabbed the head of a man. He was still breathing. Tom Newbert says if he saw the victim 50 years from now, he would remember the face! Thus it went last Tuesday.

There were so many such incidents performed by firefighters that I'd need an entire page to record them here. The firefighters at the scene simply did their job well which means that you better believe they were magnificent.

There have been other holocausts and there will probably be others in future. From the tragic "General Slocum" disaster and before, right on up through the Triangle Shirtwaist fire, where "the sound of women jumping to their deaths sounded like pebbles falling upon the deadlights." My father, who was a fire patrolman, thus described it to me when I was about six years of age. They continued through the Brooklyn Union Gas Co. fire, the Socony tank fire in Greenpoint and into our own age with the U.S.S. Constellation fire. That was followed a week later by the mid-air crash of two planes over Staten Island, one of which crash landed there. The other crashed into the Brooklyn Park Slope section with all aboard lost.

There were several ironic twists to this most recent one, however. For instance, the first officer to arrive, Lieutenant Ferrara, was a fireman 12 years ago and

chauffeur of Ladder 158 when they rolled to the airport and found a Mexican Airlines plane crashed in the very same spot where last Tuesday's crash had taken place.

The really ironic thing however is that three of Ferrara's men are on the pink slip list and one, Eddie King, a terrific fireman, will be the first to go come June 30. In the case of Engine 275, where Firemen Newbert and Wieser made their rescue, both are "yellow slipmen" and in Newbert's case, he doubts that he will "make it" because there is a question about his preference. In his case, his wife was a policewoman and she is on vacation prior to dismissal on a pink slip.

I guess it's a sign of the times where nothing is really to be counted upon beyond the sunrise. Throughout the history of the Department, men did their jobs, faced similar situations, dropped in their tracks trying to come through with flying colors and sometimes died to make it happen. At least they knew that as officers and members of the Fire Department, their jobs were safe. If they lived long enough they would enjoy the fruits of their labors. Last Tuesday, they did their jobs as though nothing was in the wind. I have no doubt that those with pink slips in their lockers would have died if necessary to save any poor soul in that wreckage. Yet there will be June 30 and then what?

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Federal Grant Funding Seven State Programs

MANHATTAN — Approval of a federal grant totaling \$455,824 to New York State under the Intergovernmental Personnel Act was jointly announced by Mario M. Cuomo, New York Secretary of State, and John E. Sauerhoff Jr., acting director of New York Region, U.S. Civil Service Commission.

IPA grants are provided to help improve the quality of public services by upgrading personnel systems and practices and by training state and local government employees.

The latest grant will provide funds for seven programs. They are:

- Improvement of Buffalo's capability to develop written tests.
- Development of training manuals for Nassau County.
- Establishment of uniform staffing, guidelines, positions titles and position descriptions for the New York State Drug Abuse Control Commission.
- Establishing a study of the New York City Housing Authority's employment policies concerning ex-offenders.
- Development of a management improvement program for

the Town of Islip.

• Development of employment for handicapped persons within non-teaching positions with the New York City Board of Education.

• Development of the state's methods of administering IPA programs.

In addition to grants, IPA provides for the temporary assignment of personnel between the federal and state and local governments and institutions of higher education. To date there have been about 90 such assignments in New York.

The program also provides for admission of state and local government employees to federal training courses, the study of ways to improve personnel management systems and providing technical assistance in a range of personnel services.

Seek Library Director

One vacancy as director, Division of Library Development, exists with the State Education Department in Albany.

Applications for the \$26,516 a year position, (Exam No. 27-467), must be filed by July 21. An oral test is scheduled for August or September.

Candidates must have a master's degree and at least one year of professional training at a library school. In addition applicants must have a state librarian's certificate and eight years'

library experience, three of them in administrative work.

A doctoral degree may be substituted for one year of general experience.

Candidates will be evaluated on training and experience. The top 15 applicants will be invited to the oral test.

For application forms and more information, candidates should contact the state Civil Service Department, Two World Trade Center, Manhattan.

PERB Names Mediators & Fact-Finders

ALBANY—The Public Employment Relations Board has appointed mediators and fact-finders in 22 current labor disputes involving the Civil Service Employees Assn. and governmental or school units.

The mediators include Herbert L. Marx Jr., of New York City, to the dispute between the Village of Lynbrook, Nassau County, and CSEA, and the dispute between Walkkill Central School District, Ulster County, and CSEA; Ernest Franke, of PERB's Buffalo office, to the dispute between the Village of Dansville,

Livingston County, and CSEA; Theodore Gerber, of PERB's Albany office, to the dispute between Albany Housing Authority and CSEA; Allan Weisenfeld, of West Orange, N.J., to the dispute between Watertown Central Schools, Jefferson County, and CSEA, and Mark Beecher, of PERB's Buffalo office, to the dispute between Wilson Central School District, Niagara County, and CSEA.

Other mediators are Benjamin Westervelt, of PERB's Albany office, to the dispute between Lansingburgh School District, Rensselaer County, and CSEA; Marc J. Weisenfeld, of Canton, to the dispute between Watertown Central Schools, Jefferson County, and CSEA; Al H. Nothem, of Portville, to the dispute

between Richburg Central School District, Allegany County, and CSEA; Jack Bisco, of New York City, to the dispute between Oyster Bay East Norwich School District and CSEA; Katherine Webb, of Brockport, to the dispute between Port Byron Central School District, Cayuga County, and CSEA, and Leon Applewhite, of PERB's New York City office, to the dispute between Hempstead Public Schools, Nassau County, and CSEA.

The fact-finders named by PERB are Garnold L. Richards, of Elma, to the dispute between Akron Central School District, Erie County, and CSEA; Felician F. Foltman, of Ithaca, to the dispute between Broome-Delaware-Tioga Board of Cooperative Educational Services and CSEA; Katherine Webb, of Brockport, to the dispute between Town of Albion, Orleans County, and CSEA; Thomas G. Gutteridge, of Buffalo, to the dispute between Village of Blasdell, Erie County, and CSEA; Steven Gittler, of Buffalo, to the dispute between Dunkirk Public Schools, Chau-

tauqua County, and CSEA, and Wilbur Kldder, to the dispute between Village of South Glens Falls, Saratoga County, and CSEA.

Other fact-finders are Josef P. Sirefman, of Glen Head, to the dispute between Three Villages Schools, Nassau County, and CSEA and the dispute be-

tween Town of Ramapo, Rockland County, and CSEA; Lawrence I. Hammer, of Massapequa, to the dispute between Islip Central School District, Suffolk County, and CSEA, and Thomas A. Liese, of East Meadow, to the dispute between Wantagh Union Free School District, Nassau County, and CSEA.

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Associate Budget Examiner (Management)	G-27	39-026
Associate Budget Examiner (Public Finance)	G-27	39-027
Principal Budget Examiner	G-31	39-020
Principal Budget Examiner (Management)	G-31	39-022
Principal Budget Examiner (Public Finance)	G-31	39-023

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany 12226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York, 14202.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.

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(The following is a simulated radio broadcast. However, the jobs are real.)

ANNOUNCER: Are you looking for work? If so, you will want to check these openings listed with the New York State Employment Service. If the position is in New York City, call 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 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 listings:

SPEAKER 1. A metal-stamping firm in Brooklyn is looking for a **TOOL and DIE MAKER.** Will make stamping die for power presses. Must set up all machine shop tools and read blueprints. Applicants must have at least five years experience. The job

pays about \$6.50 an hour, depending on experience.

2. In Manhattan, a **SEWING MACHINE OPERATOR** who is experienced on bridalwear is also in demand. Will work on medium-priced line, using one-needle Singer machine. The job pays \$160 a week.

3. A **HOTEL MANAGER** with at least two years experience as an assistant manager is on the wanted list in Queens. It's a 36-hour a week job with split shifts. The employer is offering \$200 a week but indicates the salary is negotiable.

4. Also in Queens, a university is looking for a **TEACHER OF ECONOMICS.** Must have a doctorate in this field and at least five years experience teaching economics or finance at the graduate and undergraduate level. Salary \$12,000-\$16,000 a year.

5. A clinic in Brooklyn needs a **RECEPTIONIST.** Will be in charge of therapy reception desk. Must be well-groomed and have a good speaking voice. Do some clerical work and light typing. Employer prefers health-related

background. It's a 3-day a week job, from 5-9 in the evening and pays \$3.20 an hour.

6. This next opening is for a **MUFFLER INSTALLER** in the Bronx. Will also install exhaust pipes. Must have own tools and driver's license. Be able to use acetylene torch. The job pays \$135 for a 45-hour week plus overtime and possibly a commission for good work.

7. A Westchester employer is looking for a **CIVIL ENGINEER** with a degree in this field and 4-10 years experience. Will design and construct sewer lines, roads, buildings, etc. Salary, \$16,546 a year.

8. Elsewhere in Westchester, there's a job waiting for a **DUPPLICATING MACHINE OPERATOR.** Must be high school graduate and have four years experience in duplicating procedures, Diazo, Microfilm and copier. Supervisory and record-keeping experience helpful. This position pays \$175-\$210 a week.

9. A hospital in Brooklyn reports a vacancy for a **CYTOTECHNOLOGIST.** Must have four-years college degree and one to two years experience. Will prepare screens and read cytology slides. Must be ASCP-certified. The job calls for a 25-hour week which can be arranged to suit applicant and pathologist. The pay is \$6.74 an hour.

10. In Manhattan, the real estate department of an oil company is shopping for a **SECRETARY.** Must take steno at 100 words a minute, type at 50. Will work for four people. Salary \$180 for a 35-hour week and there will be overtime. Excellent benefits.

11. A fast-food restaurant in Queens is calling for a **MANAGER.** No prior experience is necessary for this position but applicant must be a high school graduate. It's a 40-hour week, with hours to be arranged. Two days off during the week. Salary \$140-\$180 a week, depending on experience.

12. Wanted, in Manhattan, a **FORESTER** with a four-year college degree and two to five years experience. Should have experience in timber evaluation plus one or more years in logging engineering, forest economics or

management. This position pays from \$15,461 to \$18,463 a year.

13. Here are two Long Island jobs to be filled. The first calls for a **MAILING SUPERVISOR.** Must be experienced on Phillipsburg Inserter or Pitney Automatic Burnster or Delever. Will supervise mailroom staff. Good promotional opportunity. The employer is offering \$146 a week.

14. The second Long Island opportunity is for a **SALESPERSON** on floor coverings. Must have some experience selling and working in warehouse. Will cut, measure and sell carpeting. Be able to lift heavy carpets. Have chauffeur's license. Six days a week, 10 a.m. to 6 p.m. Thursdays and Fridays to 9. \$150 a week.

15. Our listing ends in the borough of Brooklyn where a **MACHINIST** is wanted. Will install and repair naval ordnance. Seventy percent of work is on board ship. Navy veteran preferred. The job pays \$5-\$6 an hour, depending on experience.

ANNOUNCER: The phone number again for New York City jobs is 488-7330. Make a note of it—488-7330. For those Long Island and Westchester jobs, check the Nassau and Westchester telephone directories. Look for the Job Bank listing under New York State Department of Labor.

Parks Chapter Prevents Loss Of 5 L.I. Jobs

MONTAUK—As the result of efforts by the Long Island Inter-County Parks chapter, Civil Service Employees Assn., the jobs of five maintenance men employed at Montauk and Hither Hills State Parks have been saved.

Louis Colby, retiring chapter president, said that original state plans called for the firing of nine of the 12 full-time staffers who serve the two parks. Pressure by the chapter was applied to Albany and chapter officials and members also mounted a letter-writing campaign in local newspapers protesting the cuts.

"Three people were left to run two parks," Mr. Colby pointed out, "and one of them, Hither Hills, is a campsite that has been running at 100 percent capacity."

Last week, Mr. Colby said the chapter had been told that five maintenance workers would be restored to duty. The chapter is still working in behalf of the four laborers who remain laid off.

Chapter officials were assisted in their efforts to restore the men to duty by CSEA Long Island Region I president Irving Flaumenbaum.

Rip DOT Region 10 Firings

HAUPPAUGE—Layoffs of state workers have spread to Department of Transportation Region 10, where the effect was described as a "cruel blow to morale."

The action was protested at a DOT chapter presidents' rally at Albany attended by Region 10 Civil Service Employees Assn. chapter president Joseph Gambino, chapter president-elect, Sherman Glass and CSEA Long Island Region I president Irving Flaumenbaum.

The layoff notices went out June 6, effective June 30, to eight laborers, two secretarial staffers and three right-of-way agents. The grades ranged from laborer to Grade 19.

"There has been great tur-

moll," commented Mr. Glass. "Some of these people have been part of the organization up to eight years."

"You can imagine the reaction of the public," he continued, "if the Long Island Expressway is tied up with a large number of snowstorms next winter."

Correction

KINGS PARK—In the June 24 issue of The Leader, it was incorrectly stated that Martina Benjes was elected second vice-president of the Kings Park Psychiatric Center, Civil Service Employees Assn. chapter's Northeast Nassau unit. Ms. Benjes is vice-president for the professional, scientific and technical unit.

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New Retirees' Chapters Both Launched, Planned

ALBANY—Thomas Gilmartin, coordinator of retiree affairs for the Civil Service Employees Assn., said that with the chartering of the Nassau County Retiree chapter by the CSEA board of directors recently, the organization continues its lively rate of expansion.

The Buffalo Area chapter has submitted its constitution to the charter committee as the final step toward receiving charter approval by the board.

CSEA New York Metro Retiree chapter, still organized on a temporary basis, will meet again "in the latter part of September," according to Mr. Gilmartin, "to complete the details of preparing their constitution and other matters necessary before requesting a charter."

Attention is now turning to the formation of a retiree chapter in the Utica area, including Herkimer, Madison, and Oneida Counties. Leading the movement in that area is Esther Dyman, 7 Arbor Drive, New Hartford, N. Y. 13413. Retirees in that section who are interested in starting a

chapter may write to her at that address or call (315) 797-1807.

Initial steps have been taken in the Ogdensburg Area, including St. Lawrence, Jefferson and Lewis Counties. Interested retirees should write to Mr. Gilmartin at CSEA Headquarters, 33 Elk St., Albany 12207, or field representative Don Brouse at CSEA Region V office, 118 Midtown Plaza, 700 E. Water Street, Syracuse, N. Y. 13210.

According to the retiree coordinator, CSEA retirees in Allegheny, Steuben and Yates Counties who wish to start their own chapter should contact CSEA's field representative, Patrick Phelan, of the Region VI office at

4122 Union Road, Cheektowaga, N. Y. 14225.

Plans have been made for a chapter in the Plattsburgh Area for interested retirees in Clinton, Essex and Franklin Counties. Mr. Gilmartin said dues-paying CSEA retirees in those counties should contact him so that help can be given to take necessary steps in forming a new chapter.

"Retirees need a chapter to enjoy full benefits of membership, and we of the retiree division in turn need more chapters," stated the coordinator. "Until we reach our full growth our influence both within the Association and outside it will continue to be limited."

Retiree Chapters Name Leaders

ALBANY — Early election results have been announced by several Civil Service Employees Assn. retiree chapters. The newly elected officers will assume their responsibilities on July 1.

Members of the Rochester Area chapter re-elected their entire slate of incumbents, designating Ruth McFee, president; Walter Corcoran, first vice president; Nellie Pabrim, second vice president; Jo Ariens, secretary; Irene Darron, treasurer, and Melba Binn, chapter delegate.

The Rockland - Westchester

chapter voted George Celentano as president; Agnes Durantino, first vice-president; Elliott Sisco, second vice-president; Marie Swift, recording secretary; Mary Nimmo, corresponding secretary, and Gladys Hodge, treasurer.

The Ithaca chapter named Helen Musto president; Albert DeRenzo, vice-president; Barbara Barrus, secretary, and Edward Thomas, treasurer.

The Syracuse Area chapter re-elected John Tanzi, president; Tom Ranger, vice-president; Hazel Ranger, secretary, and Andrew Anderson, treasurer.

The Binghamton chapter voted president Donald Buswell for another term; Albert Dexheimer, first vice-president; Gladys Butts, second vice-president; Stanley Potter, third vice-president; Robert Sullivan, executive secretary; Florence Drew, recording secretary; Helen Hall, corresponding secretary, and Gertrude Mason, treasurer.

Nassau Chapter officers for the 1975-1977 terms are William Mensel, president; Ed Reilly, vice-president; Janet Bruder, secretary, and John Yeno, treasurer.



COMMISSIONER'S CONGRATULATIONS — Lawrence B. McArthur, associate commissioner of the Department of Mental Hygiene, offers best wishes to Harold A. Podeswa, who retired recently after 38 years' service to New York. Mr. Podeswa was formerly director of institution manpower management at the Bernard Finest Developmental Center, Corona, Queens. Mr. Podeswa, who was honored at a retirement dinner-dance, began his career as a messenger with the State Insurance Fund and also served with the State Parks Commission. On his right is Bert Piltz, deputy director of treatment services at the center and on his left is Marjorie McInerney, the center's chief of community services.

Westchester Senior I.D. Cards Schedules

WHITE PLAINS—Westchester County authorities have announced the July-August schedule for senior citizens who wish to obtain photograph identification cards needed for the county's discount program.

Proof of age and residence is required and a fee of \$1 will be charged for the lifetime card.

Locations, dates and times are: Yonkers, Salvation Army Building, 110 New Main St., Mondays July 14 and 28 and Aug. 11 and 25, 10:30 a.m.-3 p.m.; Peekskill, Kiley Building, 709 Main St., Tuesdays July 1 and Aug. 5, 10:30 a.m.-12 p.m.; Mount Kisco, Municipal Building lobby, 104 Main St., Tuesdays July 1 and Aug. 5, 1 p.m.-3 p.m.

Mount Vernon, Senior Citizen

Center, 5th and North Sts., Wednesdays July 9 and 23 and Aug. 6 and 20, 10:30 a.m.-3 p.m.; New Rochelle, Senior Citizen Center, 94 Davis Ave., Thursdays July 10 and 24 and Aug. 7 and 21, 10:30 a.m.-3 p.m.

In addition, identification discount cards may be obtained at Room 628, County Office Building, White Plains, Monday through Thursday from 10 a.m. to 4 p.m. and the Westchester County Center, Bronx River Parkway, Saturdays July 19 and Aug. 16, 10 a.m.-3 p.m.



HONOR RONNIE SCHARER — The past president of the State University of New York at Fredonia chapter, Civil Service Employees Assn., was cited at recent ceremonies at the Kosciuszko Club, Dunkirk. Ronnie Scharer, who began employment with the state at SUNY Brockport in 1959, also served as president of the CSEA chapter there. She transferred to Fredonia in 1967 and was president of that chapter from 1969-71. Above, seated, from left, are Trudy Wlodarek, dinner co-chairman; Sara Sievert, Fredonia chapter president; Fred Scharer; Ms. Scharer; Sara Looney, 3-1-3 coordinator; and Rosemary Patterson, co-chairman. Standing from left are Tom McDonough, CSEA executive vice-president; L. Walter Schultze; William McGowan, CSEA Region VI president; Robert Heichberger, assistant to the president, SUNY at Fredonia; Paul Burch, collective bargaining specialist for State University CSEA, and Jack Gallagher, CSEA treasurer.

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Pickets On The Line At Nassau Dems' Hq.

MINEOLA—A score of seasonal workers at Long Island state parks carried a protest against patronage appointments to the door of Nassau County Democratic Party headquarters here recently.

One picket's placard declared: "My job has been Carey'd away."

They were met by Matthew Bonora, Democratic candidate for Hempstead Town presiding supervisor, who pledged to intervene with the Governor's office to help the young people secure summer work. Mr. Bonora declared that the state has not practiced political patronage as some counties and local governments have, and said he was determined to fight any political interference with the civil service.

The pickets were joined by Irving Flaumenbaum, president of Long Island Region I of the Civil Service Employees Assn., who participated in a sidewalk

conference with the candidate.

The pickets were young people, mostly college and university students, who claimed that they would not be able to return to their studies next fall without their expected summer income.

They had picketed earlier at Jones Beach State Park, charging that the Carey Administration was cutting out up to 400 summer positions on Long Island and was hiring from a patronage list.

Mr. Flaumenbaum asserted that the state's cutbacks could jeopardize the future of hundreds of young people and would drastically affect the beauty and usefulness of millions of dollars' worth of recreational facilities.

WTC Still Holds Fire Peril: Levy

ALBANY — State Senator Norman J. Levy (R-Nassau) says despite assurances from the Port Authority, the World Trade Center contains numerous fire hazards.

However, a spokesman for the Port Authority said some of the violations have been corrected; others alleged, he added, do not exist.

Mr. Levy said he was told by New York City Fire Commissioner John T. O'Hagan that charges made by the Civil Service Employees Assn. had been substantiated by a department investigation. CSEA became involved in the safety issue because many of its members work in state agency offices located in the twin towers.

Mr. Levy said an inspection by the Fire Department found "unsafe stairway exits which lead the unwary public into a second-floor maintenance area cluttered

with rubbish and equipment, rather than the main floor."

Other hazards included missing ceiling tiles, and vertical openings between floors which could lead to the spread of a fire, and blockages of fire exits.

"The hazards found were caused through the neglect of World Trade Center officials, who failed to rigidly enforce basic fire-safety principles," said Mr. Levy.

Responding to the charges, a Port Authority spokesman said the stairways were in accordance with city regulations and empty onto a balcony leading to a concourse away from the building.

The spokesman said the vertical openings allow telephone conduits to pass from floor to floor. Following a major fire in February, a contract to close those openings was awarded, he said. The work is now being done, according to the Port Authority.

Probation Division Pledges Better Liaison In Rockland

NEW CITY—The State Division of Probation has promised to "intensify work with the Rockland County Probation Department and other officials of Rockland County to correct any deficiencies in the probation service as rapidly as possible."

The promise was made in response to a number of issues raised by a statewide committee of the Civil Service Employees Assn. which represents probation officers in Rockland and the majority of other counties in the state.

Division of Probation Deputy Director Robert F. Sullivan promised the intensified work with the Rockland County Probation Department in a letter to Neils E. Carlson, staff coordinator for CSEA's Statewide Probation Committee.

The CSEA committee, comprised of probation officers from several counties, had earlier asked the Division of Probation to investigate a number of deficiencies and problems which had been detailed to the committee during a meeting last month in Rockland County. That meeting was part of a series of meetings held periodically around the state by the committees to discuss problems of mutual interest with local probation officers.

The union complained of an "intolerable caseload" for some probation officers. The State replied that Rockland County probation officers assigned to Family Court were apparently not carrying an excessive caseload, but, "the caseload for the Criminal Court probation officers does, on the surface, appear to be high." Further analysis of this situation was promised.

In response to a CSEA complaint that investigators assigned to the Rockland County Probation Department are working out of title by handling caseloads, the state said its investigation did turn up one such instance and said the head of the county probation department has been advised to discontinue that assignment.

The department admitted, in reply to the union's complaint, that "the physical facilities for the Rockland County Probation Department are deficient," and said that semi-private offices are expected to become available to probation officers in six to eight months, when the department is given additional space on the second floor of the county office building.

The state reply to a concern among probation officers over the method used in transporting clients was to suggest that probation officers insist on proper custodial safeguards whenever transporting clients. On another

point raised by CSEA, the state disagreed with the union's contention that the county has an insufficient number of supervisors for probation officers or that the county should establish the position of senior probation officer, which it now does not have.

Joseph J. Dolan, CSEA's assistant executive director in charge of local governmental affairs, praised "the diligence, objectivity and success ratio of the statewide committee in uncovering and having corrected problems and deficiencies in every county in which they have conducted their ongoing investigations and inquiries into probation matters."

In all cases, Mr. Dolan said, the committee's primary objective is to upgrade working conditions for probation officers to provide improved services to the public.

Ruling By Court Seen CSEA Win

WHITE PLAINS—The Civil Service Employees Assn. is seen as the winner in a decision handed down by the Appellate Division of the state's Second Judicial Department in an appeal taken by Westchester County in the matter of Frank R. DeMuro, a Westchester correction officer.

CSEA had been successful in a Supreme Court action on behalf of Mr. DeMuro who the union alleged had been illegally fired for absence without consent.

Placed on sick leave, after sustaining an injury, Mr. DeMuro had denied receiving a letter from the county ordering him back to work.

When he did return, Mr. DeMuro was told that since more than three days had elapsed since his return was ordered, he was deemed to have resigned his job under Rule 15.4 of the County Civil Service Rules.

CSEA, in the Supreme Court action, in November 1974, argued that the county rule was in conflict with Section 75 of the Civil Service Law, in that Mr. DeMuro should have been given a hearing on stated charges.

The Supreme Court affirmed CSEA's argument and ordered Mr. DeMuro reinstated in his position with back pay.

Commenting on the Appellate Division decision Arthur H. Grae, regional counsel for CSEA, said, "the court basically ruled that, in view of the county's failure to notify Mr. DeMuro to report back to work, he should be reinstated with back pay."

The Appellate Division did not find it necessary to go into the issue as to whether or not Rule 15.4 was invalid. The lower court's ruling that the rule was invalid, therefore, still stands.

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

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

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

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

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

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048, (phone: 468-4248; 10 a.m.-3 p.m.); State Office Campus, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

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

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

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

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-8000; and for federal, 526-8192.

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NEW COMMERCE OFFICERS — Newly elected officers of the State Department of Commerce chapter, Civil Service Employees Assn., were sworn at a recent chapter meeting at the Albany Twin Towers. Above, Anne Urban, who led the chapter for the past four years, turns over the gavel to the new president, George Olson. Other officers are, from left: Marion Helfferich, secretary; Ruth Lovegrove, vice-president, and Kenneth Hunter, treasurer.

Nassau Court Ruling Affects No-Layoffs Clause In Watertown

WATERTOWN—The legality of a no-layoff guarantee clause contained in a contract negotiated between the Civil Service Employees Assn. and the City of Watertown has been placed in doubt in view of a ruling handed down by Nassau County Supreme Court Judge James F. Niehoff.

In a decision stemming from a suit involving City of Long Beach workers laid off for economic reasons despite a contract guaranteeing against such firings, Judge Niehoff ruled that a no-layoff clause was unenforceable.

Richard J. Grieco, president of the Watertown CSEA unit, said there was never any question during contract negotiations that the agreed-upon guarantee against lay-offs might be illegal. He said he had been advised throughout negotiations by top level CSEA officials and by state-appointed mediator Herbert VanSchaack that the contract provision was legitimate.

The Nassau County CSEA chapter has taken Judge Niehoff's decision to the Appellate Court. In the meantime, the Watertown contract remains in force pending action by the higher court.

Rensselaer OKs Challenge Ballot

TROY—Leaders of the Rensselaer County unit, Civil Service Employees Assn. have tentatively agreed to a county-wide representation election against the Service Employees International Union to end any further contract talks delays caused by SEIU.

Unit president Joseph Lazarony commented, "CSEA has told SEIU we will not allow them a chance to nibble at our chapter any longer.

"We just defeated SEIU in the Sheriff's Department by a vote of 37-17 and now SEIU wants to delay county negotiations by holding an election for Highway Department employees and the Van Rensselaer Manor employees.

"CSEA moved to eliminate SEIU from the scene by offering to hold a county-wide election and then push for the opening of county negotiations as soon as possible thereafter.

"While the specifics of the election have not been set yet, I am confident CSEA will emerge the victor and SEIU will disappear," Mr. Lazarony observed.

The Watertown City CSEA unit tied the no-layoff guarantee as a key factor in agreeing to a contract providing a 6 percent pay raise.

Sievert Heads Fredonia SUNY

FREDONIA—Sara Sievert was elected president of the State University of New York at Fredonia chapter, Civil Service Employees Assn.

Other officers named for the 1975-77 term were Mary Ann Bentham, vice-president for administrative unit; James Tofil, vice-president for operational unit; Jay Noble, vice-president for institutional unit; Florence Rich, vice-president for professional, scientific and technical unit; Marietta Godbey, treasurer; Frances Granata, corresponding secretary, and Barbara Salletta, recording secretary.

Edith Marullo Heads Oneonta Chapter

ONEONTA—Edith Marullo has been installed as president of the Oneonta chapter of the Civil Service Employees Assn.

Ms. Marullo succeeds Irene Carr in the position.

CSEA treasurer Jack Gallagher was installing officer in ceremonies at the Holiday Inn here, which were attended by delegates to a Syracuse Region V meeting hosted by the Oneonta chapter.

Other chapter officers are Joyce Durgerian, first vice-president; Raymond Tallman, second vice-president; Mary Higgins, secretary; Neal Buzzy, treasurer; Frank Carrol, delegate, and Marian Rammo, alternate delegate.

Budget Division Assailed On Juvenile School Policy

ALBANY—The State's Division of Budget has been severely attacked by a spokesman for the Civil Service Employees Assn., for what was termed its "callous attitude" regarding the proposed closing of two training schools for youthful offenders.

Thomas Linden, CSEA collective bargaining specialist, said, "We violently object to the threatened closing of the Highland Training School and the State Training School at Hudson. Transferring residents of these schools to facilities that are already painfully overcrowded demonstrates a complete lack of knowledge regarding this tragic situation on the part of the Division of Budget."

Mr. Linden cited overcrowded conditions at correctional facilities for youth as responsible for increased numbers of assaults on employees, increases in resident escapes and a general handicapping of rehabilitative programs.

"As the population increases at these facilities, especially at the State Industrial School in Rochester, the Tryon School in Johnstown and the Annex Training School in Goshen, the incidents of assaults and escapes rise concurrently. Although the division for Youth is not without fault in the matter, at least they are now working with us as we push to keep all DFY facilities open," Mr. Linden said.

The CSEA spokesman also accused members of the Division of Budget with ignorance regarding the nature of rehabilitative programs, juvenile offenders and "just about any other aspect of child care that I can think of."

"At this point, I even question their knowledge of financial matters. I would call their proposed policies penny-wise and pound-foolish. As the programs remain virtually ineffective because of overcrowded conditions, juvenile delinquents across the state are becoming the adult delinquents of tomorrow, thereby costing the

state four times the amount to rehabilitate them in their later years," Mr. Linden added.

Of special concern to CSEA is the welfare of hundreds of child care and support services personnel who are employed by these facilities and represented by the CSEA.

"Everyday there are assaults on these workers. We just received word of a 60-year-old staff member at the State Industrial School who was severely beaten and subsequently hospitalized following an attack by three residents at the school. Understaffing and overcrowding in these institutions lead to brutality," Mr. Linden said.

He also related incidences of escaped residents who have terrorized people in neighboring communities, breaking into homes and stealing cars.

"Everyone loses when this sort of thing occurs as it does, on a regular basis," Mr. Linden said.

"Less than a month ago, four escapees from Goshen stole a car, were involved in a high speed race with the police, hit a bridge abutment and two residents in the car were killed."

Mr. Linden explained his concern for what he termed "inhumane conditions in some of the schools."

At the Tryon School, he said, although each cottage is equipped with 20 individual rooms, the population is about 27 residents per cottage. Mr. Linden noted the facility is violating state law by using mattresses thrown on

lobby floors as makeshift beds for the youths.

"This is no way to treat human beings who, for one reason or another, have been placed in the state's care for rehabilitation. They can't receive group help in circumstances like this, much less individual help. This is also a result of overcrowding. Closing two more facilities and transferring those residents into crowded facilities will only, tragically, compound an already volatile situation. The Division of Budget must not be allowed to do this."

In a hearing last month before the Senate Committee on Crime and Correction chaired by Senator Ralph J. Marino, Linden proposed the following three-point plan:

- Resident intake at overcrowded facilities like those in Goshen and Johnstown be curtailed until the population is stabilized at the school.

- The Division of Budget should release monies in order to staff and reopen cottages which are already in existence at many facilities.

- A security patrol like the force that exists in Mental Hygiene and at state universities should be provided to the Annex Training School in Goshen.

"It is difficult for me to understand how the rehabilitation of these young people can be accomplished without taking positive steps in this direction as soon as possible," Mr. Linden concluded.

Oxford To Keep Vets Home

OXFORD—The question of the future location of the New York State Home for Veterans and Their Dependents has apparently been settled, and with it the removal of concern by State Health Department employees at the Home that they would be affected by its possible relocation.

The Civil Service Employees Assn., which represents employees at the home in Oxford, Chenango County, discussed the issue with State Senator Warren M. Anderson, the Senate majority leader. The home is located in his district.

An aide to Senator Anderson told CSEA that an agreement has been reached to provide \$8 million in capital construction funds, plus \$1.6 million in operating funds for the current fiscal year in the State Budget to keep the home in Oxford. Those funds are expected to be released shortly. Bids will then be received for construction of a new facility in Oxford, the senator's aide reported.

Health Department employees at the home, the only facility of its type in the state, had become anxious when funds for construction of a new facility to replace the old home were deleted from the State Budget by Governor Carey earlier this year. Senator Anderson of Binghamton, and Assemblyman Clar-

ence Rappleyea of Norwich led the effort to get the funds restored. That agreement was reached and the home definitely will be constructed in Oxford and remain at its present location, the senator's spokesman said.

A newspaper in neighboring Otsego County had led a campaign, supported by committees formed in that county, to get the State to move the facility to Oneonta, Otsego County. Otsego County boosters claimed the now-vacant Homer Folks Hospital in Oneonta could be renovated and used as the State Home for Veterans at less cost than constructing a new facility in Oxford. That public drive also added to the anxiety of employees at Oxford, since such a move would entail considerable travel and relocation problems for the employees.

The spokesman for Senator

Niagara's Picnic

MIDDLEPORT—The Niagara County chapter, Civil Service Employees Assn., will hold a picnic Wednesday, July 9, at the Niagara-Orleans Country Club on Royalton-Hartland Road here.

The picnic dinner will begin at 6 p.m. and the event will include opportunities for golf and dancing. Door prizes will be awarded.

Anderson, however, told CSEA that the Oneonta facility is not suitable for the programs planned for patients at the State Home for Veterans, and that the modern facility to be constructed in Oxford is the only real solution. Several pilot projects planned could only be carried out at such a new facility, he noted.

2-Year Mayville Contract Holds Boost of 16%

MAYVILLE — Non-teaching employees of the Mayville Academy and Central School District represented by the Civil Service Employees Assn. have ratified a two-year contract providing for raises of 8½ percent in the first year and 7½ percent in the second. The announcement was made by local president Cecil Harrington.

Mr. Harrington also disclosed that the pact, effective July 1, provides for use of earned but unused sick leave time towards retirement credit and improved health insurance benefits.

Workers performing duties not normally part of their job, will receive 25 cents per hour premium pay under the agreement, he said, and a more equitable method of assigning overtime was obtained.