

Civil Service LEADER

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More Convention Coverage

— See Pages 8, 9 & 14



DAY OF DECISION — Yonkers school unit president Caroline Cava promises non-teaching employees that unit leaders will "do all in our power to avert a strike." Members of the unit, part of CSEA's Westchester chapter, voted to authorize the unit board of directors to take whatever job action necessary to resolve dispute with Yonkers Board of Education. Crisis came to a head following threat to dismiss 350 non-teaching employees. The unit has 1,100 members. The CSEA meeting took place on Oct. 13, and two days later the Board of Education met in a public hearing, but took no action to dismiss the workers, pending further negotiation with CSEA. (Additional photos on page 4.)

Swift Beginning For Pact Talks Urged By Wenzl

ALBANY—The Civil Service Employees Assn. has called upon the state administration to begin negotiations of new work contracts as soon as possible for CSEA-represented employees in four state bargaining units. Current three-year pacts covering the 147,000 workers will expire on March 31, 1976.

In a letter to Donald Wollett, director of employee relations in Gov. Hugh Carey's cabinet, CSEA president Theodore C. Wenzl transmitted a feeling of urgency on the part of the union that the talks get under way very soon. "I must ask," he said, "that we arrange to meet at the earliest

possible time, certainly before the end of this month."

Dr. Wenzl's insistence on an early opening date for the bargaining, with a deadline of Oct. 31, was not by personal choice, he said, but rather is in compliance with a negotiating timetable resolution voted by delegates at a statewide CSEA convention in Niagara Falls Oct. 1. This timetable includes an additional deadline for declaring an impasse, and a final deadline calling for a strike on April 1, 1976, if no tentative agreement is reached by that time.

In his message to Mr. Wollett, Dr. Wenzl expressed hope that the negotiations would "conclude in an amicable fashion and with contracts that reflect the needs that State employees deserve." He noted also, however, that "collective bargaining in these (Continued on Page 16)

PS&T Challenge Still Up In Air

ALBANY — The possibility of a challenge to the Civil Service Employees Assn.'s representation rights for state employees in the Professional, Scientific and Technical Bargaining Unit remains undetermined nearly two months after a coalition of rival labor

unions filed designation cards with the Public Employment Relations Board.

The challenging coalition, consisting of five labor organizations and calling itself the Public Employees Federation, filed cards with PERB in late August. The unusually long delay in any outward official activity since then, either by PEF or PERB, seems to support contentions by CSEA that large numbers of the PEF cards were fraudulent and that the number of claimed filed designation cards was inflated.

CSEA president Theodore C. Wenzl had demanded that PERB examine closely all cards filed by the coalition. The lapse of time would seem to indicate that PERB has complied with the request.

Although PERB activities relative to designation cards are secret and confidential, rumors have spread that thousands of the cards, originally filed and claimed by PEF to be authentic, have been thrown out by PERB during its ongoing investigation.

Adding to the speculation is the fact that PEF representatives recently refused to attend a meeting at PERB to discuss the official make-up of the bar-

gaining unit. State and CSEA representatives attended that session, the only one scheduled to date on the matter of the possible challenge, but PEF said it would not attend on two questionable grounds: that it had been given too short notice of the meeting and the fact that CSEA was also invited.

At Leader presstime, no additional meetings with PERB have been set, leaving the entire question of a possible challenge hanging up in the air.

There are also indications of a breakup of the PEF hierarchy. These have been at least partially substantiated by sources (Continued on Page 16)

Oneida City Talks At Impasse

(From Leader Correspondent) ONEIDA — Talks between the City of Oneida and city employees represented by the Civil Service Employees Assn. reached an impasse last week.

Roger Kane, CSEA field rep-

resentative, said, "The impasse was declared because of the inability to reach agreement on two key issues: longevity and wages."

"We are only seeking what has been granted to the other em-

ployees within the city," Mr. Kane said.

CSEA represents all city employees with the exception of police and firemen, Mr. Kane said. "We feel our employees are as important to the operation of the city as the police and firemen," he said.

The contract with the city ex- (Continued on Page 3)



Pace Of Presidential Politics Quickens As N.H. Primary Nears

IN the back rooms of politics, the pace of activity is rapidly quickening. What is of immediate concern to all Presidential hopefuls, whether they have formally declared their candidacy, or are still hanging back in the wings, is the primary in New Hampshire

(Continued on Page 6)

CSEA Wins Battle To Save Adam DC

PERRYSBURG — The Civil Service Employees Assn. chapter at J. N. Adam Developmental Center here appears to have won its battle to keep the facility open.

The state had announced that Adam was to be closed. However, last week Assemblyman Daniel B. Walsh, of Franklinville, informed staffers and administrators that the 320-patient facility will remain open "for the foreseeable future." (Continued on Page 16)



REBUTS — Civil Service Employees Assn. vice-president Irving Flaumenbaum appeared on television last week to rebut an editorial previously aired by New York City Channel 7, WABC-TV. Mr. Flaumenbaum's defense of civil servants, as well as the station's attack, are printed in full on page 7.

Drop Grievance Cases Charges

ALBANY—A lengthy grievance proceeding that had its start with the gigantic March 18 Civil Service Employees Assn. demonstration in Albany has finally ended for about 150 employees of the State Tax and Finance Department with a victory for the employees and CSEA.

The end came late last week when the Office of Employee Relations agreed to drop its cases against the final 13 Tax and Finance employees only hours before those cases were scheduled to go to arbitration. Earlier, Tax and Finance chapter president Ronald Townsend and other chapter officials had battled the (Continued on Page 16)



LEVITTOWN PICKETS — Members of the Levittown School District unit of the Nassau Education chapter, Civil Service Employees Assn., picket to protest alleged delaying tactics by school negotiators at recent fringe benefit discussions. Phil Alfano, CSEA

field representative, left foreground, discusses strategy with Clark Champney, president of the CSEA Levittown unit, as demonstrators ready their signs for picketing.

Eight L. I. Regional Committees Receive Their New Chairmen

NORTH AMITYVILLE — Civil Service Employees Assn. Long Island Region I president Irving Flaumenbaum has announced the appointment of new members for eight standing committees of the Region.

The committee chairmen will be: Auditing, George Harrington, Suffolk chapter; Constitution and Bylaws, Ben Kosiorowski, Pilgrim Psychiatric Center chapter; Education, Dorothy Rabin, SUNY-Old Westbury chapter, and Human Rights, Mike Braverman, Nassau chapter.

Also, Legislative and Political Action, Ralph Natale, Nassau chapter; Membership, Lou Mannellino, Region 10 DOT chapter; School Districts, Dave Silberman, Nassau chapter, and Social, Bill Kempey, Long Island Armories, and Tony Giannetti, Nassau chapter, co-chairmen.

Added Awareness Of Vet Benefits Is Region III Goal

FISHKILL—Civil Service Employees Assn. Southern Region III chapters, units and sections are campaigning to make public employees more aware of the financial aid programs for education available to veterans and other persons through Federal and New York State assistance.

Many people do not know all the facts about these programs, observed Region III president James Lennon, and often neglect to file for them.

The Southern Region Office in Fishkill and chapters, units and sections throughout the region have been asked by Mr. Lennon to assist wherever possible in providing information on these benefits.

The GI bill, whose earlier versions assisted many World War II and Korean War veterans in getting an education, is the best known of these programs. Those

who served on active duty in the U.S. Army, Navy, Marines or Coast Guard after Jun. 31, 1965, are eligible for these benefits.

The base figure in the GI bill is now \$270 per month, and veterans can get as much as 45 months of benefits as undergraduates and up to 36 months as graduate students, depending on length of service. Veterans benefits are also based on the number of dependents and the number of credits taken.

Veterans can also be repaid under another section of the GI Bill for the costs of hiring a tutor. Full-time students can obtain work study jobs on campus at a rate of \$2.50 an hour for up to 250 hours per semester.

New York State provides a veterans scholarship of up to \$350 for those legal residents of New York State who served on active duty after Sept. 30, 1961. Some 600 of these scholarships are awarded each year.

There is also a Tuition and Assistance Program (TAP) in which an amount of up to \$600 may be obtained by veterans who are full-time students. The amount depends on the New York State taxable income for the preceding year and the tuition paid at college.

A guaranteed student loan of \$1,500 for freshmen and \$2,000 for upper classmen may be taken out by students at 7 percent interest.

Mr. Lennon urged any persons interested in finding out more information on any veteran's assistance program to contact appropriate officials at the local or regional level.

Two Civil Service Courses Now Eligible For Collegiate Credit

ALBANY—Victor S. Bahou, president of the State Civil Service Commission, announced that two Civil Service Department training courses for state employees have been evaluated and ruled eligible for college credit by the Office of Noncollegiate Sponsored Instruction of the State Education Department.

The eligibility is subject to final approval by colleges.

The courses are the state employee trainee program, for employees enrolled in 1971 or later, accepted for five semester hours in the upper division baccalaureate category in public administration or the social sciences, and the introduction to electronic data processing technical course, for employees enrolled in 1974 or later, accepted for six semester hours in the associate-lower division baccalaureate category.

In notifying agencies that the

courses have been recommended for college credit, Herbert M. Engel, director of training for the Department of Civil Service, commented, "We are particularly pleased by this action since we are one of the small number of government agencies in the country to obtain such recommendations for college credit for in-house training activities."

CORNELL UNIVERSITY

ALBANY—Gov. Hugh L. Carey has announced the appointment of Morton Adams, of Sodus, as a member of the Board of Trustees of Cornell University.

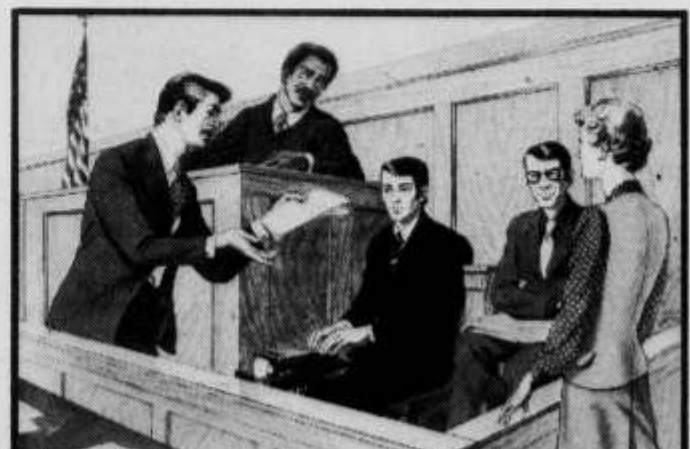
NYC Board Meets

MANHATTAN—The executive board of the New York City chapter, Civil Service Employees Assn., will meet Thursday, Oct. 30, at Francois Restaurant, 110 John St., Manhattan. The meeting is scheduled to begin at 5:15 p.m.

N. Hempstead Unit Selects Candidates

NORTH HEMPSTEAD — The Town of North Hempstead unit, Civil Service Employees Assn., has unanimously endorsed Town Supervisor Michael J. Tully Jr. for re-election.

Unit president Edward Ochenkoski also said the unit endorsed Town Clerk John S. DaVanzo and Town Councilman Jerome J. Weinstein for re-election. Endorsed for election in the coming November contests are Charles Fuschillo, candidate for town councilman; Robert Valli, candidate for receiver of taxes, and Richard D. Purlong, candidate for district court judge.



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Improper Acts Laid To B of E In Lackawana

LACKAWANNA—Labelling the tactics of the negotiator for the Lackawanna Board of Education "damaging to the morale of the employees and a disservice to the taxpayers," Robert Young, chief negotiator for the school district's non-teaching employees, represented by the Civil Service Employees Assn. last week filed an improper practice charge against the negotiator and the Lackawanna School Board.

The charge against Earl Knight, board negotiator, was filed with the Public Employment Relations Board, Mr. Young said, "following another fruitless meeting, this time before a PERB mediator." Mona Miller, the mediator, was assigned to seek resolution of an impasse declared by CSEA on Sept. 16.

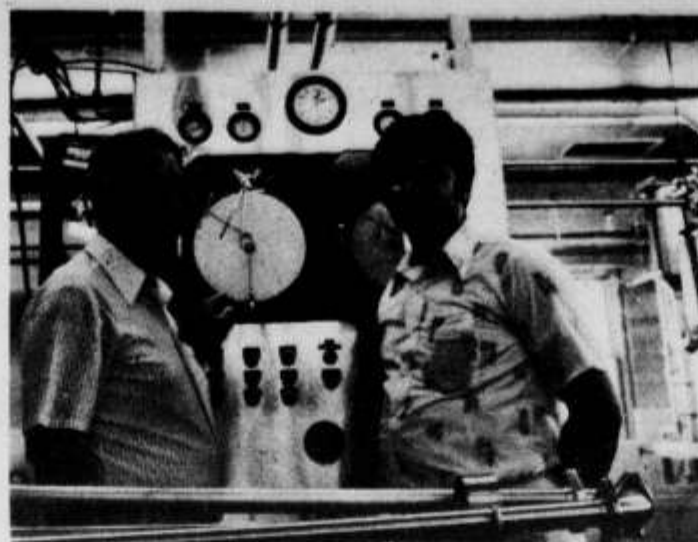
In the improper practice charge, alleging "failure to negotiate in good faith," Mr. Young related that at meetings held on June 26, Aug. 15, Aug. 26 and Sept. 15, Mr. Knight took the position that "no changes would be made in the contract," which expired July 1, "and that everything would be the same."

Mr. Young further charged that Mr. Knight "reneged" on an agreement reached Aug. 15 on standard contract language and cited this position by Mr. Knight "that there was no such agreement" as final proof of failure to bargain in good faith.

"Our workers, who are certainly not the highest paid in the world, are harassed enough by the ravages of inflation and don't need to be flogged by 'outside negotiators' who ruin their morale and perform a disservice to the taxpayers of the district," Mr. Young said.

Pay for the affected workers ranges from about \$4,600 per year for typists to about \$10,000 for some maintenance men who have extended service with the school system, Mr. Young said.

Although he would neither confirm nor deny the figures, the union is reportedly seeking raises of 20 percent or \$1 per hour, whichever is greater.



John McGinley, left, and John Miller flank equipment in the dairy processing plant at the State University Agricultural and Technical College at Morrisville. The two men were among a group of 14 former state meat inspectors who were retrained as dairy products inspectors under a plan made by the state and the Civil Service Employees Assn.

Ⓞ 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.

OCTOBER

- 21—Hudson River Psychiatric Center chapter meeting: 7:30 p.m., Cheney Conference Room, 2A, HRPC, Poughkeepsie.
- 23—Central Islip Psychiatric Center chapter meeting: 7:30 p.m., Gull Haven Golf Club clubhouse, Central Islip.
- 23—CSEA Board of Directors meeting: CSEA Headquarters, 33 Elk St., Albany.
- 23—Westchester County chapter executive committee meeting: 8 p.m., 196 Maple Ave., White Plains.
- 24—Education Department chapter Octoberfest: 7 p.m.-1 a.m., Knights of St. John Hall, Washington Avenue Extension, Albany.
- 24—SUNY at Albany chapter general business meeting: 5:30 p.m., Polish Community Center, Washington Avenue Extension, Albany.
- 24—Marcy Psychiatric Center chapter general meeting: 7 a.m., Club Monarch Restaurant, Yorkville.
- 25—Western Region VI satellite office dedication: Win-Jeff Plaza, Winston and Jefferson Rds., Rochester.
- 25—New York City Region II installation meeting: New Hyde Park Inn, Jericho Turnpike, New Hyde Park.
- 27—Rochester Area Retirees chapter meeting: 1:30 p.m., Monroe County Cooperative Extension Assn. Building, 249 Highland Ave., Rochester.
- 29—Binghamton chapter general membership meeting: 7 p.m., Elks Club, Washington St., Binghamton.
- 30—New York City chapter executive meeting: 5:15 p.m., Francois Restaurant, 110 John St., Manhattan.

Former Meat Inspectors Given A Second Career Through CSEA-State Plan

MORRISVILLE—Fourteen former state meat inspectors, laid off last July from the Department of Agriculture and Markets when the inspection function was passed to the federal government, have been retrained here at the State University Agricultural and Technical College as dairy products inspectors with the DAM.

Funds for the retraining program were provided following negotiations between the state and the Civil Service Employees Assn. to which a number of the inspectors belong. The funds were requested from the Agency Experimental Program and were administered by the Department of Civil Service. Frank Hubbard, Ag and Markets CSEA chapter president, was a prime mover in getting the program off the ground.

The Morrisville campus, in addition to classrooms and laboratories, also has a dairy barn and milk processing facilities. The retraining program was directed by William Sliva, Morrisville's professor of dairy science and microbiology. The course outline was developed by Robert Ryan, a dairy science specialist with the Division of Milk Control, following an assessment of training needs of the new inspectors by department training officer Mary Helen Rosenstein.

"It was quite an ambitious program," commented Professor Sliva. "Fortunately, the former meat inspectors all had a good base in microbiology." Professor

Sliva conducted lecture classes in physical and chemical properties of milk, definitions and standards for dairy products and microbiology relating to the dairy industry.

"They're going to be a very competent bunch of people," Professor Sliva predicted of the new inspectors.

Experienced milk control inspectors and senior inspectors conducted the 14 through the laboratory sessions. These included Kent Hibbard, Dale Chilton, Richard Fischer, Dominick DeRosa, James Pitts, Harold

Oneida City

(Continued from Page 1) pires Dec. 31. Mr. Kane said the city has offered \$300 across-the-board, less than 3 or 4 percent for some people.

Mr. Kane said CSEA is awaiting the appointment of a Public Employment Relations Board mediator.

"We are quite a ways apart," he said.

Oneida is the largest city in Madison County, and is located midway between Syracuse and Utica.

Region IV Taps Its Pact Reps

ALBANY—Joseph E. McDermott, president of Albany Region IV, Civil Service Employees Assn., announced that the Region executive board has approved two individuals for each of the four state CSEA bargaining units to represent it in bargaining negotiations.

The units and the Region IV representatives are:

Institutional: Jose Samson, Laboratories and Research, and

John Weidman, Agriculture and Markets; Administrative, Joan Tobin, Department of Transportation, Albany, and Thomas McDonough, Bureau of Motor Vehicles; Operational, Charles Schamper, Office of General Services, and James Hull, Region I, Department of Transportation; and Professional, Scientific and Technical, E. Jack Dougherty, Tax and Finance, and Timothy McInerney, Region I, Department of Transportation.

CSEA Leaders Answer Questions For Genesee Park Employees



Genesee State Park Commission chapter 110 of the Civil Service Employees Assn. held an information meeting for its members last month. CSEA officials, above, were on hand to answer questions. From left are field representative Charles Byrd, statewide executive vice-president William McGowan and statewide vice-president Robert Lattimer, head of Western Region VI.



Various groups of park employees attended the meeting at Trailside Lodge, Letchworth State Park, in Wyoming County.

YONKERS SCH. EMPLOYEES PUT IT ON LINE

ALTHOUGH Yonkers, with a population of 205,000 persons, is the state's fourth largest city, it generally is lumped in as part of Greater New York City.

Yonkers emerges from the shadows this week, as its non-teaching school employees authorize a strike. An estimated 700 members of the Westchester County CSEA unit took part in the decision on Oct. 13.

Down-to-the-wire negotiations involving the City Council, the Board of Education and the Civil Service Employees Assn. prevent the inclusion of a definitive story here, but these photos show the democratic way in which the strike authorization was reached.



Barbara Smith is shown at microphone (near center of photo) as she points out the problems faced by mothers who are working to bolster the family income during this time of inflation and high unemployment. Her concern was shared by many other working women who attended the open meeting.



Yonkers school unit president Caroline Cava looks over notes with CSEA vice-president James Lennon, center, and union field representative Joseph O'Connor, who will manage strike efforts, if necessary. Mr. Lennon, who heads CSEA's Southern Region III, is a resident of New Rochelle, one of Yonker's neighboring cities in Westchester County.



Joseph Maioni, left, and Michael Monterulo continue to discuss and check over background leading to strike authorization as they prepare to leave meeting. Here they use car hood as desk to read communication.



Josephine McKay asks questions from panel of CSEA leaders and staff members. She was one of many who sought to understand all aspects of the dilemma facing Yonkers non-teaching school employees.



Bernie Veit, president of Dutchess County unit, tells members to "prepare for future."



Yonkers school unit president Caroline Cava, standing near right of photo, meets with the unit's board members to discuss plans for the coming week, and to update them on other developments pertaining to the pending strike.



Westchester chapter president Raymond Cassidy, left, congratulates Patrick Comiskey and Julian Gunthorpe on their election as president and first vice-president, respectively, of the Yonkers Housing Authority unit. The three men offered support to their fellow chapter members in the Yonkers School unit.



Vote on strike authorization was taken by standing vote. Here one cross-section of audience is shown as decision is made to authorize unit board of directors to take action in the developing and rapidly changing situation. Strike headquarters have been set up in the Yonkers Holiday Inn.



Sincerity of Joseph Martin was typical of Yonkers workers in their efforts to come to grips with difficult decision. (Leader photos by Ted Kaplan)

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TUESDAY, OCTOBER 21, 1975

Convention Appraisal

WHEN Civil Service Employees Assn. delegates remember their 65th annual convention earlier this month in Niagara Falls, they may think of it as the "Motel Convention."

On the other hand, many decisions and actions were taken that will have a far-reaching effect on the general membership of the 240,000-member public employee union.

Foremost, for state employees, was the decision to mandate a timetable for negotiations with the state, ending with a "no contract, no work" provision if a contract has not been agreed upon by April 1, 1976, when the current agreement expires.

For the local government people, greater recognition was given to their needs as being separate from those of state employees. In a dramatic "caucus," local government delegates temporarily left the general business meeting, bringing attention to their demands for equal consideration. Their point was generally well-taken by the stunned state delegates.

Intradepartmental communication between chapters was strengthened, as plans were set up for statewide departmental meetings and for exchange of information. Both the far-flung Authorities chapters and the University chapters arranged for statewide meetings in the near future. Division for Youth chapters organized a council for interchange of ideas, and the Conference of Armory Employees strengthened its organization.

Delegates also went on record against use of pension funds to bail out New York City. The union was successful in its court suit to prevent Comptroller Arthur Levitt from being forced to invest \$150 million in Municipal Assistance Corporation bonds, and a further suit by Westchester chapter sought to stop the Comptroller from voluntarily investing in state bonds. The courts have ruled that the Comptroller does have the right to use his own discretion.

Approval for four of the six regional presidents to devote full-time to CSEA duties was also decided upon by the delegates. This provides for the reimbursement to the state of their salaries through Sept. 30, 1976, bringing to eight the number of full-time elected officials of the Association. The president and the executive vice-president were previously covered, and two of the other regional presidents, for other reasons, were already serving as full-time officers.

And, of course, after so many meetings at the Concord Hotel in Sullivan County, it was good to be reminded that other areas of the state have deep commitments to the statewide union. We feel sure that members of Niagara County chapter were proud to show off the splendors of Niagara Falls and of Niagara County apples.

Big Time In Big Town

THE Big Apple did it again, narrowly averting the threatened default last week, as Big MAC managed to scrape together funds to guarantee the redemption of bonds and the payment of salaries to public employees for another month.

As the Big Crisis continues to affect other governments throughout the nation, and the Big Banks continue to raise the interest rates on the available money, the Big Man in Washington continues to think small.

C'mon President Ford. We need a touchdown. Even a first down will due. Come to think of it, what we need is a real football to play with—not just a political football.

Don't Repeat This!

(Continued from Page 1)

next winter.

The New Hampshire primary is a peculiar political phenomenon. Once the primary is over, no one pays any special attention to that state. Its population is small and its electoral vote is of very little consequence in the electoral process.

Moreover, the political affairs of the state are dominated by a rigidly conservative newspaper, whose views are hardly within the mainstream of American political thinking. In fact, that state is more a testing ground of the physical vigor of a candidate to survive the cold and heavy snows than ability to galvanize the voters.

Confrontation Expected

Yet it does have a significant meaning all its own. In 1968, the excellent showing there of Senator Eugene McCarthy in leading a peace movement became a significant factor in the determination of President Lyndon Johnson not to run for another term.

President Ford has been campaigning all over the country, and spent some time in New Hampshire in a futile attempt to elect a Republican Senator. Former Gov. Ronald Reagan also appeared there for the same purpose. It is now becoming increasingly clear that President Ford and Governor Reagan are moving toward a head-on confrontation in that state in the March primary.

While the former Governor has made no public disclosure of his plans, his principal advisers have been working hard on his behalf behind the scenes. This was indicated by the fact that his closely knit group had to file, in accordance with the new election campaign laws, a statement that they have already collected more than half a million dollars for his campaign chest. This is not a sum to be sneered at, especially by someone who has kept his own counsel on the subject, and has not publicly raised a finger to collect campaign contributions.

The new campaign control law created some strange political bedfellows. Both Senator James Buckley, of New York, an ideological conservative, and former Senator Eugene McCarthy, an avowed liberal, are joined as plaintiffs in a law suit to declare the act unconstitutional. Also joining as a plaintiff is Stewart Mott, a liberal heir of a General Motors fortune, who is a frequent contributor to liberal campaign causes and liberal candidates.

Among other things, Mott claims that the law, which limits political contributors to \$1,000, violates his freedom of speech. In that it impairs his right to make known his views about contending persons for a public office.

So far, the plaintiffs have lost in the lower courts. However, the United States Supreme Court has agreed to review the issue, and a decision is expected to be handed down before the end of the year.

Democratic Candidates

In the meanwhile, Democratic potential candidates are also looking ahead to the New Hampshire primaries. Indiana Senator Birch Bayh, who has not yet declared his candidacy, has designated Bronx Borough President Robert Abrams as his New York

(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.

Death Benefit Ruling

A New York City school teacher died three days after he retired. He was a member of the Teachers' Retirement System. In 1957 he named his then wife as beneficiary of all benefits payable by the Retirement System in the event of his death prior to retirement. He also made her the beneficiary of all benefits under Option I payable upon his death after retirement. In 1969 the teacher and his wife were separated and entered into a separation agreement which was incorporated in a Mexican divorce decree that same year. Both the parties subsequently remarried in 1969.

THE SEPARATION agreement, which was incorporated in the divorce decree, purported to make irrevocable the 1957 designation of the first wife of benefits payable in the event of death prior to retirement. It was also agreed that upon his retirement he would designate his "wife" as beneficiary of all benefits payable upon his death after retirement. The purpose of these provisions in the separation agreement was to create a vested right in the first wife to receive the benefits and to make irrevocable the 1957 designation of beneficiary for Option I benefits. A copy of the agreement was delivered to the Retirement Board and its receipt was acknowledged. The Board, however, noted that it did not bear any responsibility for the fulfillment of any part of the agreement.

IN 1971 THE DECEDENT filed a new designation of beneficiary with the Retirement Board naming his second wife as the primary beneficiary of all benefits payable in the event of his death either before or after retirement. The designation filed stated that it superseded all previously filed designations of beneficiary. In March 1972 the decedent filed a new selection of benefits under Option II and designated his second wife as the sole beneficiary to receive the benefits upon his retirement under Option II. This designation was unchanged at the time the decedent died in May, 1972.

THE BENEFITS payable upon death after retirement were claimed by the first wife on the basis of the separation agreement which was incorporated into the divorce decree and by the second wife on the basis of the new designation of beneficiaries which the decedent had filed subsequent to his divorce and remarriage. The court dealt at length into the statutory provisions involved and into the constitutional provisions as well. It also addressed itself to the public policy and historical purposes of a public retirement system.

THE LOWER COURT held in favor of the first wife, and that decision was affirmed in the Appellate Division. The Court of Appeals, however, held that the right to change the beneficiary was one which could not be taken from the retiree and accordingly reversed the Appellate Division and held in favor of the second wife. The court did not rule out the possibility of the estate of the decedent being liable to the first wife for breach of contract. The court pointed

(Continued on Page 7)

Flaumenbaum Defends Civil Service Workers In TV Editorial Reply

MANHATTAN—"Public service is an honorable profession . . . stop blaming public employees for the mistakes of the politicians . . . stop forcing us to pay the price for their mistakes and mismanagement."

Those were the words of Irving Flaumenbaum, president of Long Island Region I, Civil Service Employees Assn., in a televised rebuttal to an ABC-TV editorial that alleged civil service employees "have good jobs and in many cases are paid more than their private industry counterparts."

ABC-TV stated editorially during its telecast of Sept. 22, 23 and 24 that "civil service unions seem to think that it is against the law to fire their members . . . yet, every time there is a financial crunch and people have to be fired, there is a howl that can be heard from one end of the state to the other . . . civil service is necessary, but it should not be evil."

Demands Reply Time

After hearing the editorial, Mr. Flaumenbaum demanded, and was given, television air time to reply on behalf of the CSEA. His rebuttal, which was viewed by millions in New York, Connecticut, New Jersey and in parts of Pennsylvania, was aired Oct. 9, 10, 11 and 12.

The ABC-TV editorial, and Mr. Flaumenbaum's response to it, follow.

Said the station:

"No one knows how many civil service employees there are in New York. Between the city, state, county, town and authority employees, the figures are in the millions. They have good jobs and in many cases are paid more than their private industry counterparts."

"Yet, every time there is a financial crunch and people have to be fired, there is a howl that can be heard from one end of the state to the other. The same thing is true in New Jersey and Connecticut."

Don't Repeat This!

(Continued from Page 6)

State campaign manager, preliminary to taking part in the New York primary in April. Abrams had served in a similar capacity for Senator George McGovern four years ago. It is highly likely that the Senator will feel impelled to enter also the New Hampshire primary.

Gov. George Wallace of Alabama will definitely enter the New Hampshire primary. His present tour of Western Europe capitals is designed principally to assure the American public that he is physically fit to undertake the duties of the White House despite his near fatal shooting.

As it shapes up, New Hampshire will serve as the first obstacle in a long course of primaries which confronts the candidates. It actually will prove nothing, except to demonstrate that the shrewd Yankees in that state have a good thing going every four years, and they spare no effort to keep the New Hampshire primary alive as a matter of great national significance.

"When auto workers, or store employees, or construction workers get laid off, it's a very simple process. They are fired, just like that."

"But civil service unions seem to think that it is against the law to fire their members."

"In our opinion, politicians should start standing up to these unions who threaten them with a loss of votes if they don't vote in their favor every time we have a crisis. And then the cream of the civil service, the politicians themselves, should have their pay raises subject to voter review. Civil service is necessary, but it should not be evil."

Commented Mr. Flaumenbaum: "Civil Service status is not a guarantee of continuous employment. It only provides basic security necessary to keep qualified competent employees who would be purged by changes in administration."

Refutes Pay Charge

"Public employees are not highly paid. Senator Smith, Chairman Social Services Committee, reports the average State worker and his family clear \$368 more a year than a welfare family of four receives in tax-free benefits—that's about \$1 a day."

"The public employee suffers in any governmental cost-cutting effort and the public suffers by reduced essential services. The Taylor Law forbids strikes and forces employees to accept settlements dictated by the employer."

"This is why public employees have become more militant. Public service is an honorable profession and civil servants treat it as such. Stop blaming public employees for the mistakes of the politicians. Stop forcing us to pay the price for their mistakes and mismanagement."

What's Your Opinion

QUESTION

What is the most difficult problem faced by workers in Mental Hygiene institutions?

THE PLACE

Civil Service Employees Association Delegates Convention, Niagara Falls.

OPINIONS

Ruth Gordon, housekeeper, Wassaic Developmental Center: "Negotiations between the workers and the authorities are the biggest stumbling block being faced today. Both sides can't seem to settle themselves on one thing. Without the two sides agreeing on one subject no problems are ever going to be solved. I think the State Mental Hygiene Department is also adding to this problem by not being able to see our side and what value and service we are to the community and State. All problems stem from the negotiations and the failure of both sides to sit down and agree on terms fair to both sides."



Jean Reisdorf, nurse, Craig Developmental Center: "I think having to put up with all the nonsense you get from administration is the biggest headache. They come in and say you're only supposed to have so much time off for sickness and vacation. They say you have to ask them a day ahead of time if you want the next day off. It's hard to know when you are going to be sick or when something will pop up. I think it's one of the stupidest things the administration has ever come out with. If an employee has time coming to him, he should take it. It's his time."



Florine Allen, therapy assistant, Pilgrim Psychiatric Center: "As I see it, the most difficult problem right now is keeping a center's accreditation and getting employees needed by psychiatric centers. We need all types of workers—therapy aides, attendants—the ground people. And we should have them on the wards to give the kind of care the patients deserve. We do the best we can with what we have at the present time, but at times that is not the best care. More workers would be part of having some centers become better facilities and would be a major step in centers regaining their accreditation. I think it would help a lot."



Barney Pendola, transfer agent, Kings Park Psychiatric Center: "The most difficult problem today is workers trying to keep their jobs. The state is closing down a lot of hospitals and they are not moving laid-off people to posts where they could be filled. All they are doing is shifting from one place to another. We're nowhere—we're just going around in circles. There are many posts that could be filled by these workers. The administration cries that the wards are short and the patient-worker ratio is not even and yet they're not putting anymore help in there. Without enough help many hospitals and centers can't get State accreditation."



Joseph Noya, therapy assistant, Pilgrim Psychiatric Center: "Job security is the workers main problem. You don't know if you're going to have a job today, tomorrow or whenever the administration decides to lay you off. As they phase out programs and close the buildings, you're out of a job. I think there are other jobs that could be filled if they wanted to, but the department isn't going that way. They're giving it to county workers and independent organizations and they should try to come up with legislation to give state workers real seniority in employment and guarantee his job."



Bobbie Chapman, account clerk, Rome Developmental Center: "I believe it is very poor morale among the staff at mental hygiene centers. I think in our situation at the center, we have had a few problems within and the administration doesn't seem to cooperate very much. The commissioners don't seem to be tuned in on what is going on in the institutions and we cannot communicate at all with them. Also the slight raise we got from the state this year has helped lower morale throughout the mental hygiene centers in the state."



LETTERS TO THE EDITOR

MAC Buy

(Editor's Note: The following letter was sent to State Comptroller Arthur Levitt and a copy provided The Leader).

Dear Mr. Levitt:

This letter is to thank you for the courageous stand you took regarding the purchase of

Municipal Assistance Corporation Bonds, as sole trustee of the Pension Funds of State Employees.

Since members of the State Legislature voted and mandated that you purchase "MAC" Bonds, it is the feeling of this state employee that you use the Legislative Pension Plan in its entirety to purchase "MAC" Bonds.

The recent Court of Appeals

Ruling stated that you may use your discretion in investing pension monies. Since the State Legislators were the only group to vote on the disposition of investing pension funds, it is appropriate that you use their pension funds for the purchase of any "MAC" Bonds.

Joseph N. Penn
CSEA Alternate Delegate
State Liquor Authority
Manhattan

federalized for one to seven days during the Post Office strike in 1970.

Legal counsel has been retained and litigation with reference to this issue is planned. I ask any veterans interested in joining this action to contact me.

Raymond P. Mazzarella
144-41 78th Ave.,
Flushing, N.Y. 11367

Civil Service Law & You

(Continued from Page 6)

out, however, that the specific assets which were the subject of the retirement were not subject to a lawsuit by the first wife and had to be paid to the second wife in accordance with the latest designation of beneficiary. The court held that to permit a civil service employee to bargain away his right to change his beneficiary as a concession in a moment of financial disadvantage or other transient exigency is tantamount to permitting an assignment of the right to receive his death benefits which is not permissible under the law. *Caravaggio v. Retirement Board of Teachers' Retirement System*, 368 N.Y.S. 2d 475; Court of Appeals, 36 N.Y. 2d 348.

Suit Planned

Editor, The Leader:

Some Vietnam-era veterans who were terminated by the City of New York July 1, 1975, are unemployed because the City has allowed veteran retention benefits to those men who served in the National Guard and were

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LETTERS POLICY

Letters to the Editor should be less than 200 words. The Leader reserves the right to extract or condense pertinent sections of letters that exceed the maximum length. Meaning or intent of a letter is never changed. Lengthy letters that cannot be edited to a reasonable length are not used unless their viewpoint is so unique that, in The Leader's judgment, an exception should be made. All letters must be signed and bear the writer's address and telephone number. Names will be withheld upon request.

Layoff Unit Committee Report

The joint CSEA-State layoff unit committee includes Civil Service Employees Assn. committee members Victor Pesci, Nick Cimino, James Currier, Jon Schermerhorn, John Clark, William Blom, Thomas Coyle, Paul Burch and John Conoby.

The Joint State-CSEA Committee on layoff units has met six times commencing on June 20, 1975.

CSEA staff and member representatives on the Joint Committee presented and discussed problems and inequities to the State members of the Committee in attempts to reach agreeable resolutions to such problems and inequities.

CSEA demanded that the State reconsider the composition of present layoff units in State agencies where layoffs have occurred or are occurring in order to resolve the necessity for an employee having to geographically relocate in order to continue his State employment. Subsequently, the State informed us that the Governor's Office has taken the position that there should be no change in composition of layoff units while layoffs are taking place. The State's position was that changes in layoff units in affected State agencies would create additional inequities and problems, not only for the State but for the employees as well, since there would be varying sets of circumstances under which employees in any given agency would be laid off.

It is expected that the current wave of State position abolishments will end sometime prior to the end of this calendar year and that we will then be in a position to discuss changes in the composition of layoff units with the hope of resolving some existing inequities through such changes.

CSEA requested a list of current consultation contracts covering all State agencies and indicating the effective date of such contract; the nature of the work to be performed under such contract; the amount of money already paid to consultants under the contract; the amount of money remaining to be paid to consultants under the contract; and, the termination date of the contract.

At the June 30 meeting of the Joint Committee the State indicated that it had sent a memorandum to State agencies requesting this information with a deadline for returning such information to the Office of Employee Relations on July 15, 1975. Upon receipt of such information by OER, it will be transmitted directly to CSEA. This information is now in the hands of the CSEA Legal Department.

The CSEA reiterated the request made by President Wenzl to the Governor in a letter dated June 10, 1975 that the State declare a moratorium on layoffs during the deliberations of the Joint Layoff Committee with the hope that many inequitable steps could be resolved before anymore layoffs took place. The State's response was negative to our request for a moratorium on layoffs.

CSEA also requested the implementation of a moratorium on hirings from open competitive eligible lists until such time as all permanent State employees laid off were rehired. The State's response to this request was negative, in that agencies were rehiring under an expenditure ceiling rather than a hiring freeze, and that under such arrangements, an employee might retire or resign creating vacancies in a title for which there were no layoffs. Under such circumstances, the agencies could hire from an open competitive list providing the job was at an entrance level position for which open competitive recruitment is appropriate.

CSEA explored with the State the possibility of offering a veteran the right to refuse to use the 30 or 60 months seniority credits, as the case may be, if he so desires thereby reserving the use of such right to a future layoff situation. The State explored this possibility with the result that John Cross, Counsel to the

Civil Service Department, reported that the Law presently does not give such rights to veterans concerning layoffs. This right is given to veterans only with respect to use of additional points on promotional examinations.

CSEA put forth the contention that section 80.6 of the Civil Service Law—"displacement in the State service"—should be amended in a fashion that would provide for retaining the most senior employee in his current geographic work location rather than requiring him to relocate while other employees with less seniority remain in their same work location. Discussions on this matter are continuing among the members of the Joint State-CSEA Committee since it is most difficult to resolve and requires an amendment to the State Civil Service Law which obviously cannot be enacted in this session of the Legislature.

CSEA demanded that there be no reinstatement of individuals to State service during layoffs. The State has not given us a definite answer on this item which is still under discussion.

With respect to an employee's right to retreat to a position he formally held, in a case where he has no bumping rights, CSEA indicated that the requirement that his service in the position to which he is permitted to retreat be satisfactory, represents "double jeopardy" in that he had already been punished, if rated "unsatisfactory," by losing his increments and his promotional rights for one year. We requested that the requirement of satisfactory work performance in the "retreat" title be eliminated. The elimination of this requirement would mean that section 80 and 80-a of the Civil Service Law would have to be amended.

Since Legislation obviously cannot be enacted during this year, CSEA asked that the State Civil Service Commission amend Rules 5.5 (4) and 5.6 (2) to indicate that the receipt of an "unsatisfactory" performance rating for retreat purposes be limited to the last year of service for the retreating position. The State Civil Service Commission will consider our proposal at its September meeting.

CSEA pointed out that the Labor Department was using the preferred list geographic location questionnaires for purposes of reassignment of employees prior to layoff and subsequently submitted the same questionnaires to the State Civil Service Department for the purpose of indicating each employee's geographic location preference for appointment from a preferred list. This procedure was very inequitable in that employees were not given a second opportunity to indicate geographic preference for a preferred list appointment, which might be more attractive to him than a reassignment. We asked that all employees in the Department of Labor be reexamined specifically for preferred list location preference and that all agencies be notified that preferred list location preference questionnaires must be separate and apart from any location preference questionnaire used for reassignment. This has been accomplished.

CSEA indicated that the layoff procedure should be amended to permit employees to make a separate selection for a geographic location for appointment to a lower grade title from a preferred list. Present procedure requires that an employee's name be removed for consideration for appointment to a lower grade title from all geographic areas except the one in which he is employed once he refuses appointment to a different geographic area for a lower grade position. The State agreed to accomplish this by only removing the employee's name for consideration in the geographic region or area wherein he refuses appointment having previously indicated he would accept such appointment. This has already been put into effect.

CSEA indicated that residual vacancies in lower grade positions should be offered to any qualified employees regardless of the title from which he is laid off (ex: meat inspector filling a



Victor Pesci responds to questions concerning committee report. Mr. Pesci, Banking representative to CSEA Board of Directors, is chairman of expansion committee and a member of layoff units committee.

clerk's job). This is currently possible only for similar grade positions, under the transfer provision of Section 70.4 of the Civil Service Law, wherein a qualified employee may request transfer to a vacant position and if such transfer is acceptable to the Agency from which and to which transferred, the employee need only take a qualifying test which is equivalent to the Civil Service examination for the position in order to be permanently appointed to the position. He need not compete with other employees but only need qualify by passing the test.

If he is on a preferred list, he may request transfer to a vacancy under Section 70.4 and only the approval of the receiving agency is required in addition to the passing the qualifying test.

Presently, if an employee is laid off and subsequently rehired or reassigned to a lower-grade position on a temporary appointment basis, and is then laid off from that lower-grade position, any vacation accruals for which he may be paid are paid at his daily rate of pay in the lower grade position. In such instances, CSEA feels that the employee should be paid for his vacation accruals up to the 30 daylimit, as the daily rate of pay he



At Executive Department meeting on first evening of convention, departmental representatives met with other delegates. From left are Mary Moore, Criminal Justice; Gerald Purcell, General Services; James Welch, Police Headquarters, and adviser Edwin Cleary, Long Island Region I supervisor.



County Executive Committee chairman Salvatore Mogavero, of Erie Educational chapter, confers with Anne Rehak, of Nassau County chapter, over wording of motion to endorse Equal Rights Amendment, which will be on state ballot this November.

was receiving in his permanent position immediately prior to layoff and subsequent reassignment or rehire.

It is hoped that the State and CSEA can reach agreement on CSEA's proposal after the current wave of layoffs ends.

Consideration of the strict use of seniority in a promotional series in making appointments from preferred lists for titles in the series was discussed and will continue under discussion. Presently, the law requires that preferred lists must first be used to fill vacancies in the exact position titles for which the preferred list is established. This creates a situation wherein employees on the preferred lists for higher titles in a promotional series, having more seniority than employees on preferred lists for lower titles in the same promotional series, cannot be appointed to the lower level titles until the lists for such lower level titles are exhausted, in spite of the greater seniority which they possess.

A summary of the layoff statistics through August 20, 1975 indicates that just slightly less than 1 percent of the total State employees in the four bargaining units represented by CSEA are still out of service.

The CSEA members of the Joint State-CSEA Layoff Unit Committee make the following recommendations in addition to those matters which still may be resolved by this Joint Committee:

1. That CSEA negotiate tenure for State labor class employees similar to that negotiated for non-competitive class employees in upcoming State negotiations.

2. That the dual definition of "Veterans" with respect to Sections 85 and 86 of the Civil Service Law be resolved through Legislation in accordance with the definition contained in Section 86.

3. That Counties and other political subdivisions of the State seek the provisions of Section 80-a of the State Civil Service Law for non-competitive employees in such jurisdictions, and further, seek a similar tenure provision for labor class employees as recommended for State labor class employees in item 1.

4. That State Departmental Representatives on the Statewide Board of Directors survey their membership as to suggestions on the composition of layoff units and any other inequities which they feel exist in the present layoff procedure.



Leader editor Marvin Baxley, right, checks assignments with staff writer Alan Bernstein as part of the team that covered multitude of events that were held in the Niagara Falls Rainbow Convention Center.

Salary Committee Report

CIVIL SERVICE LEADER, Tuesday, October 21, 1975

The salary committee of the Civil Service Employees Assn. is chaired by Natalie Yaskow, of Buffalo Psychiatric Center, with committee members Felton King, William O'Neil, E. Jack Dougherty, Evelyn Glenn and Felix Livingston.

moral acts. This Committee urges the CSEA to take all possible and feasible steps to bring about a day of reckoning for these "so-called" elected representatives of the State's citizenry including state workers.

The CSEA Salary Standing Committee met on August 28-29, 1975 and reviewed the now familiar events which occurred during the past year with respect to state salaries under the reopener clause of our State contract. Among the items reviewed were CSEA's fact-finding brief on salaries, the fact-finders report and recommendations on salaries, CSEA's salary brief to the Legislative Committee and the subsequent determination by the State Legislative Committee.

Through the news media, Governor Carey is alleged to have indicated that there will be no salary increase for State employees next year and that the most that can be expected is another non-salary bonus of between \$250 and \$500 per employee in CSEA's bargaining units.

Your Salary Committee, as presently constituted, was extended by the President of CSEA for the purpose of making this report to the Delegates as required by action of the Board of Directors. Since a new Salary Committee will be appointed to continue this function after the Delegates meeting, and since the negotiating procedure on salary has not been determined at the time this report is being written, we are not in a position to make definite recommendation with respect to salary facts or demands at this time. However, we strongly urge that steps be taken to commence negotiations with the State no later than mid-October, and that lacking any real progress, that the impasse procedure be invoked upon or shortly after the beginning of the impasse period in early December.

Your CSEA Salary Standing Committee has recommended to the Constitution and By-Laws Committee to provide for the following:

- Changing the name of this Committee from "Salary Committee" to "State Salary Committee."
- Removing the requirement that the State Salary Committee contain at least one County Division member.
- Remove the requirement that the "State Salary Committee" meet at least four times annually.

This would involve amendments to Article V, Sections I and I (a) entitled: STANDING COMMITTEES.

The reason why the "State Salary Committee" should be exempted from the requirement to meet four times a year is that multi-year contracts containing a salary settlement for more than one year eliminates the need for meetings until there is a reopener clause or until a new contract is to be negotiated.

Obviously, the CSEA salary brief and the subsequent report of the fact-finding panel indicated that a salary increase of at least 6 percent was justified for State employees in the four bargaining units represented by CSEA during the third-year of our present contract. The Governor's rejection of the fact-finding recommendations on salary along with the subsequent reaffirmation of the miniscule \$250 "bonus" magnifies the deficiencies in the Taylor Law with respect to the collective bargaining procedure specified thereunder. A law which places the employer in the position of negotiator and final arbiter makes a mockery of the collective bargaining process.

The fact that the Governor of the State of New York asked that CSEA join with the State in the fact-finding procedure to resolve the impasse between the two parties concerning third-year contract reopeners, and subsequently rejected the recommendations of the fact-finding panel in the most important areas of the reopener leads us to believe that he, never for one moment, intended to accept any fact-finding recommendations which would amend the offer of \$250 per employee made by his negotiators across the bargaining table. Purely and simply this represents the pinnacle of bad faith bargaining on the part of the State of New York. The Legislator is equally guilty by their reaffirmation of the Governor's position. Beyond this, we must view the actions taken by Legislators, which resulted in large salary increases for themselves (in the form of lulu's) and Legislative employees, as dastardly and im-



Tax and Finance departmental representative E. Jack Dougherty takes notes during debate as Civil Service chapter president Richard Barre and CS chapter secretary Mary Miller watch. In background is Ag and Markets chapter's Sandra Sokolinski.



Six of seven assistant sergeants-at-arms who kept order at the microphones and checked badges at entrances are, from left, Willie Raye, Carl Pugliese, William Deck, Ramona Gallagher, Pat Mascioli and Floyd Peashey. The seventh was John Vallee, of Rensselaer County.



CSEA collective bargaining specialist Nels Carlson updates delegates at County Division meeting. Seated behind Mr. Carlson at rostrum are, from left, CSEA assistant executive director - County Division Joseph Dolan, Long Island Region I supervisor Edwin Cleary and Southern Region III supervisor Thomas Luposello.

Expansion Committee Report

The expansion committee of the Civil Service Employees Assn. is chaired by Victor Pesci, New York City, with committee members A. Victor Costa, Joseph Lazarony, Dennis Renahan, Joseph Gambino, Robert Dobstaff, Frances Ellett and John Wolff.

The Expansion Committee was formed several years ago to ascertain the feasibility of joining forces with other labor organizations, either through merger or affiliation. It is our feeling that CSEA has much to offer a potential merger or affiliation partner because of its size and eminence in the public employee union sector, therefore, we have set high standards for prospective partners and proceeded with our deliberations in a cautious manner. We do not feel that it would be wise to come forth with a recommendation until we are certain that our proposal, if adopted, will result in substantial benefits for our membership.

To date, discussions have been held with the following independent public sector unions: (1) Assembly of Governmental Employees (AGE), (2) National Education Association (NEA), (3) National Federation of Federal Employees (NFFE), and (4) National Association of Government Employees (NAGE). Each of the aforesaid organizations have something to offer us; however, none has yet

shown such outstanding attributes that we could presently recommend serious merger/affiliation talks.

We are of the opinion that before making a recommendation, the committee should also meet with as many AFL-CIO affiliated unions as express an interest in talking to us. Accordingly, the Chairman, with the advice and consent of the committee, has engaged in preliminary dialogue with leaders of several AFL-CIO affiliates, namely, (1) Office and Professional Employees International Union, (2) American Federation of State, County and Municipal Employees, and (3) Seafarers International Union. As this was written, arrangements were being made for the entire committee to meet with the above named organizations and, as stated earlier, the committee will thereafter be prepared to meet with any and all interested parties.

The committee has and will continue to be guided by two precepts; first, that potential benefits to our members warrant merger or affiliation and second, that CSEA retains its autonomy to service its present area of jurisdiction in New York State. CSEA is large and strong enough to demand guarantees in these areas before commencing serious in-depth discussions with any organization.

CSEA has functioned successfully as an independent and democratic entity for

many years. Although we are faced with serious problems at this point in time, there is absolutely no reason for us to alter our course without carefully and deliberately weighing all possible alternatives. You have our assurance that before making any recommendation, the committee will thoroughly evaluate its consequences.



New York City Social Services delegate Evelyn Glenn makes impassioned plea as Suffolk County chapter president James Corbin awaits his turn at the microphone during Wednesday morning business session.



Nassau County's Ralph Natale, left, and Greene County's Alfred Jeune takes samples from the table containing latest literature and information made available to the union's public relations department.

World's Largest

The New York City rapid transit system is one of the world's largest, carrying more than 3.5 million passengers daily. A total of 1,099,948,000 were served during 1974.

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Education, Insurance, Medical, Other Slots Open With State

ALBANY—The State Department of Civil Service is currently accepting applications for insurance fund representatives, traffic signal equipment specialists, education counselors, medical assistance specialists and community mental health nurses for posts throughout the state. The open-competitive positions have starting salaries ranging from \$10,714 to \$26,516 a year.

For insurance fund field services representative, for which the vast majority of posts are in New York City, candidates must either have three years of sales experience in selling casualty, workmen's compensation or accident and health insurance; or a three years' experience involving the safety of individuals in mechanical, industrial or construction processes. In addition, applicants must have a bachelor's degree.

A degree in technology or engineering, with specialization in electronics, will qualify applicants for assistant traffic signal equipment specialist. The \$11,337 post is also open to candidates with two years of college in electronics and two years' experience in electronic trouble shooting, repair or maintenance.

Education counselor, both English and Spanish speaking, is open to individuals with a master's degree in educational guidance or rehabilitation counseling. Spanish speaking candidates must demonstrate their ability to speak English and to speak Spanish as spoken in the inner-city communities of New York State. Starting salary is \$14,142.

To qualify for associate social services medical assistance specialist applicants must have a bachelor's degree and five years' experience in the health services administration field. Two years of this experience must be in a supervisory capacity. Eight years' experience will qualify individuals for principal medical assist-

ance specialist. The posts pay \$21,545 and \$26,516 respectively.

Applications for all the above positions must be postmarked no later than Nov. 10. Examinations are scheduled for December.

Applications are being taken until Dec. 1 for the \$14,142 positions of community mental health nurse. All candidates must have a license to practice as a registered professional nurse and a bachelor's degree in nursing with two years of clinical

nursing experience; or 30 credit hours beyond a basic RN program and three years' experience.

Detailed information and applications may be obtained from State Civil Service Department offices at: Two World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 West Genesee St., Buffalo.

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Crane School Pact Holds 27-Cent-Per-Hour Boost

VALATIE—Settlement was reached and ratified late last week between the Ichabod Crane Board of Education and the Civil Service Employees Assn. Non-Instructional Employees unit there.

The new contract, retroactive to Jan. 1, calls for a 13 percent hike in pay the first year of the contract and 5 percent the second year.

Also granted were a uniform allowance plus personal time and union business time.

Jack Miller, CSEA field representative, said that there also will be a "75-I" retirement plan beginning in April. He said employees will receive \$100 cash each to cover the first three months of next year.

Mr. Miller said that retroactive pay ranged from \$500 to \$1,400. He said the contract covers 36 employees and this will be the first contract for the workers who have been covered for the past two years by the general county agreement.

W'Chester Seeks Draftsmen, Food Technologists, Others

WHITE PLAINS—Accountants, draftsmen, school lunch managers and directors, nutritionists and dietitians are currently being recruited by the Westchester County Personnel Office. Salaries for all positions will vary with location.

Applications must be received by Oct. 24 to qualify to the Nov. 22 examinations.

Assistant accountant with the county is open for candidates with a degree in accounting, business administration or finance and one year accounting or auditing experience. High school graduates with five years experience may also apply. The same qualifications will qualify applicants for junior accountant with the city of Rye.

A bachelor's degree and four years' experience in general or trust accounting, auditing or fiscal management will qualify individuals for trust accountant with the county. A master's degree and three years' experience will also be accepted.

Supervisor of payroll auditing is open to high school graduates with either a two year post high

school course in financial record keeping and four years of financial and clerical experience; or a bachelor's degree in accounting and 2 years' experience. Starting salary is \$13,640 to \$16,970 a year.

High school graduates with two years' experience in map drafting work in the field of assessment, tax work, title searching or mortgage work, may apply for tax map draftsman with towns, villages and the City of Rye.

For school lunch manager, applicants need a high school diploma and eight years' experience in institutional, hotel or restaurant management or in a school cafeteria. High school

graduates with 10 years' experience may apply for school lunch directors. Both positions are with school districts in Westchester.

A bachelor's degree in foods, nutrition or institutional management will qualify candidates for nutritionist. Also necessary to qualify is one year of experience as a community or clinic nutritionist or nutrition instructor.

For the \$11,245 position of dietitian, applicants need a bachelor's degree in foods, or institutional management and one year experience in an approved dietetic internship.

Applications are available at Westchester County Personnel Office, Room 100, County Office Building, White Plains 10601.

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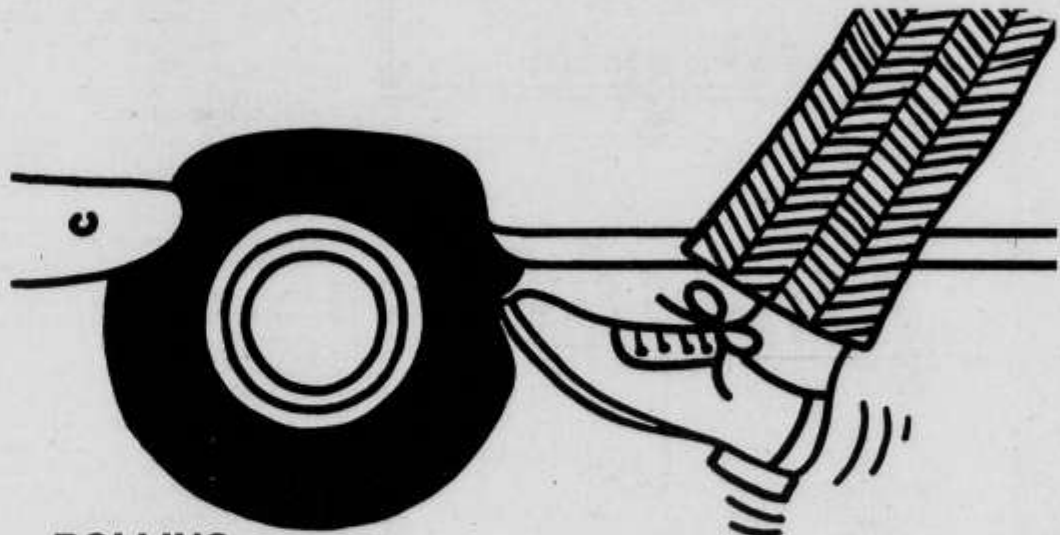
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LEGAL NOTICE

Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on Sept. 9, 1975 duly signed and acknowledged by all of the partners. Name and location—MOUNTBATEN EQUITIES, 210 E. 86th St., N.Y., N.Y. Purpose—To acquire, hold, improve, operate and dispose of certain property located in N.Y. County, N.Y. and to engage in any related activities. Term—Sept. 9, 1975 until Dec. 1, 2025 unless sooner terminated as per agreement. General Partners, names and addresses—Barnet L. Liberman, 15 Jones St., N.Y., N.Y.; Winthrop D. Chamberlin, 519 E. 82nd St., N.Y., N.Y. Limited Partners, names and addresses and contributions—Lawrence A. Benenson, 60 Sutton Pl. So., N.Y., N.Y., \$15,000; Barnet Liberman, 300 Central Park West, N.Y., N.Y., \$10,000; Samuel Malamud, 754 Eastern Parkway, Brooklyn, N.Y., \$10,000; Murray Liberman, 630 West 246th St., Bronx, N.Y., \$10,000; Dorothy Chamberlin, Lakeville, Conn., \$10,000. Limited Partners shall be required to contribute additional amounts of cash to the Partnership upon the terms of the partnership agreement. The capital of the Partnership shall be distributed to the Partners upon dissolution and termination of Partnership or prior thereto as per agreement. Limited Partners as a class receive 90% of profits of partnership until 50% of capital contribution is reached and then 20% of profits thereafter and in same proportion that their capital contributions bear to capital contributions of all the Limited Partners pursuant to the Agreement. A Limited Partner may not assign his interest in the Partnership without consent of General Partner. General Partners have the right to admit additional Limited Partners until aggregate capital contributions reach \$450,000. If Partnership is dissolved as per agreement, owners of majority in interest of Limited Partners may continue said Partnership. If a General Partner withdraws remaining General Partner continues the business unless Partnership's counsel deems otherwise as per agreement.



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Largo Properties, c/o William O. Burnett, Shaw & Co., 120 Broadway, NYC. Substance of Cert. of Ltd. Partnership, duly signed and executed by all partners and filed in the N.Y. Co. Clks Office Aug. 29, 1975. Business: to purchase all rights to one or more motion pictures for the United States and Canada, and to distribute exploit and turn to account the rights at any time held by the Partnership in connection therewith and for no other purpose. General Partner: William O. Burnett, 25 Strawberry Hill Avenue, Stamford, Conn., who has contributed \$1,000, P & L Percentages 1%. Limited Partner, Bruce Balaban, 200 Central Park South, NYC, who has contributed \$1,000, P & L Percentage, 99%.

The Partnership term shall commence on the day upon which pursuant to the Partnership Law of the State of New York, the Certificate of Limited Partnership is duly filed in the office of the County of New York, and thereafter from year to year, and shall terminate on December 31, 1999, unless sooner terminated. No additional contributions may be required to be made by the Limited Partners of the Partnership. The contribution of each Limited Partner shall be returned to him at such times (after distribution of the motion picture has commenced) as the Partnership has paid or made reasonable provision for all debts, liabilities, taxes and contingent liabilities; all cash received from time to time by the Partnership in excess of said cash reserve shall be paid to the Limited Partners until their total contributions shall have been thereby fully repaid, and thereafter, in accordance with their Partnership percentages, after payment of five (5%) percent to the General Partner as compensation. No Limited Partner shall have the right to substitute an assignee in his place, without the written consent of the General Partner. The General Partner may admit additional Limited Partners into the Partnership. No Limited Partner shall have any priority over any other Limited Partner as to contribution or as to compensation by way of income. In the event of the death, retirement or disability of the General Partner, the General Partner shall cease to function or have any authority as General Partner and the Partnership shall be dissolved and liquidated unless within 90 days thereafter all of the Limited Partners have given notice to the Partnership to continue the Partnership and thereafter the holders of a majority in interest of P & L percentages elect a successor General Partner. No Limited Partner may demand and receipt property other than cash in return for his contribution.

NEWMAN NAMED

ALBANY — Commissioner Frank J. Rogers announced the appointment of Leonard Newman as first deputy commissioner of the state's Division of Criminal Justice Services.

STATE PARKS

BUFFALO—Gov. Hugh L. Carey has appointed George Martin, of Buffalo, as a member of the Niagara Frontier State Park and Recreation Commission.

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ROBERT ABRAMS

Bronx's Abrams To Install NYC Region Leaders

NEW HYDE PARK—Bronx Borough President Robert Abrams will be the installing officer for the new leaders of New York City Region II, Civil Service Employees Assn., at ceremonies here Oct. 25 at the New Hyde Park Inn.

Mr. Abrams, 37, the youngest man ever to be elected chief executive of any New York State county, has been designated state chairman for the presidential campaign drive for Indiana Democrat Birch Bayh. He has also been instrumental in drawing up recent legislation designed to stiffen regulations governing the collection of delinquent real estate taxes. In New York City alone, it is estimated that about half a billion dollars in such taxes are currently overdue.

A delegate to the 1972 Democratic National Convention, Mr. Abrams was subsequently elected co-chairman of the New York State delegation.

To be installed as officers of New York City Region are president Solomon Bendet, of New York City chapter; first vice-president Vincent Rubano, of State Insurance Fund chapter; second vice-president William DeMartino, of Metropolitan Division of Employment chapter; third vice-president William Cunningham, of Brooklyn Psychiatric Center chapter; secretary Gloria Kanfer, of Metropolitan Division of Employment chapter, and treasurer John Eversley, of New York Parole District chapter.

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2 Historic Flag Decals Offered

POUGHKEEPSIE—To mark the coming American Bicentennial Year, the Dutchess County Educational Employees chapter, Civil Service Employees Assn., is distributing free of charge decals of two historic United States flags.

The chapter has been distributing decals of the 50-star flag since 1967 on Flag Day.

The two historic flags are the Bennington 1776 and the "Betsy Ross" colors. The first, marked with a "76" in the canton corner,

flew in a decisive battle between American and British troops in Bennington, Vt., on Aug. 16, 1776. The Betsy Ross flag, with a circular design of stars representing the 13 original states, is the more familiar Revolutionary War era banner.

The flag decals may be obtained by contacting Ray Rasmuss, 22 Center St., Beacon, N.Y. 12508 or John Famelette, 46 Meyer Ave., Poughkeepsie, N.Y. 12603. Requests for the decals should be accompanied by a stamped, self-addressed envelope.

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
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Principal Actuary (Casualty)	\$22,694	20-417
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
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Vartype Operator	\$ 6,811	20-307

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

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

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ALBANY—Applications are currently being taken for promotional examinations for senior laboratory technician, forester and licensing services supervisor with State agencies. Posts are at G-12, 18, 21 and 23 levels.

Senior lab technicians in biology, physiology, sanitary bacteriology, microbiology, biochemistry, biophysics and clinical pathology are needed by agencies throughout the state. To qualify candidates must be state employees with six months' experience as a laboratory technician, histology technician or cytology technician. All posts are at the G-12 level.

Employees of the Department of Environmental Conservation with one year of experience as a senior forester or three years' experience as a forester may apply for associate forester, a G-21 post. One year of experience as a forester will qualify individuals for the G18 position of senior forester.

The deadline for all above positions is Nov. 3. Examinations

will be held Dec. 13.

Employees of the State Education Department with one year's experience in a staff administrative position, have until Nov. 3 to file for licensing services at the G-23 level. The oral test, scheduled for December, is designed to evaluate the candidate's knowledge in such areas as the ability to reason clearly; present ideas; and the ability to establish satisfactory relationships with others.

Application forms may be obtained through department personnel or business offices, as well as the offices of the State Department of Civil Service.

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

Lawmakers Speaking At Central Islip PC

CENTRAL ISLIP — Three Long Island state legislators will be guest speakers at the Thursday, Oct. 23, meeting of the Central Islip Psychiatric Center chapter, Civil Service Employees Assn.

The three are Senator Bernard C. Smith (R-2nd District) and Assemblymen Icillo W. Bianchi Jr. (D-3rd District) and Paul Harrenberg (D-5th District). Senator Smith was a member of the joint Legislative committee that recommended the recent one-time \$250 bonus in lieu of a salary increase for state workers.

The meeting will begin at 7:30 p.m. at the Gull Haven Golf Club clubhouse, Central Islip, according to chapter communications and publicity officer Lynn Judge.

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Information Service**
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LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK: COUNTY OF NEW YORK — HARLEM SAVINGS BANK, Plaintiff against TRUMP REALTY CORP., 356 WEST 36TH ST. CORP.; JERRY SLUTSKY, THE CITY OF NEW YORK; THE PEOPLE OF THE STATE OF NEW YORK; STATE TAX COMMISSION; UNITED STATES OF AMERICA, if the aforesaid individual defendants are living, and if any or all of said individual defendants be dead, their heirs at law, next of kin, distributees, executors, administrators, trustees, committees, devisees, legatees and the assignees, lienors, creditors and successors in interest of them, and generally all persons having or claiming under, by, through or against the said defendants named as a class, of any right, title, or interest in or lien upon the premises described in the complaint herein: "JOHN DOE #1" through "JOHN DOE #900" inclusive, the names of the last 900 defendant being fictitious, the true names of said defendants being unknown to plaintiff, it being intended to designate tenants or occupants of the mortgaged premises and/or persons or parties having or claiming an interest in or a lien upon the mortgaged premises, Defendants. Plaintiff designated New York County as place of trial.

SUPPLEMENTAL SUMMONS: TO THE ABOVE NAMED DEFENDANTS: YOU ARE HEREBY SUMMONED to answer the amended complaint in this action, or to serve a notice of appearance, if the amended complaint is not served with this supplemental summons, within twenty days after the service of this supplemental summons, exclusive of the day of service, or within thirty days after service is complete if this supplemental summons is not personally delivered to you within the State of New York. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the amended complaint.

The basis of the venue designated is that the real property involved in this action is situated within the County of New York.

Dated: New York, New York
November 1, 1974

THACHER, PROFFITT & WOOD, Attorneys for Plaintiff, Office and P.O. Address, 40 Wall Street, New York, New York 10005, Telephone No. 483-5800. TO DEFENDANTS SIDNEY CHERNUCHIN, SUED HEREIN as "JOHN DOE #1" AND LILLIAN LITT, SUED HEREIN AS "JOHN DOE #4," if living, and if either of them be dead, their heirs at law, next of kin, distributees, executors, administrators, trustees, committees, devisees, legatees and the assignees, lienors, creditors and successors in interest of them, and generally all persons having or claiming under, by, through or against the said defendants named as a class, any right, title, or interest in or lien upon the premises described in the amended complaint herein. The foregoing summons is served upon you by publication, pursuant to an Order of Hon. Irving G. H. Saypol, Justice of the Supreme Court, New York County, dated September 25, 1975 and filed with other papers in the Office of the Clerk of New York County, at the Supreme Courthouse, New York, New York.

The object of the above entitled action is to foreclose a mortgage recorded in the Office of the City Register, New York County, on July 8, 1965, in Liber 6397 of Mortgages, Page 81, said mortgage securing the sum of \$415,000.00 and interest and covering premises known as and by the street numbers 356-60 West 36th Street, New York, New York; and being more particularly described in said amended complaint. Dated: September 26, 1975.

THACHER, PROFFITT & WOOD
Attorneys for Plaintiff

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Mental Hygiene delegates thrash out departmental problems at meeting on first evening of convention. Shown at microphone are CSEA executive vice-president William McGowan, of West Seneca DC, and Raymond Pritchard, of Fort Stanwix chapter at Rome DC.

Seated at left of front table are Dorothy King, of Creedmoor PC, and stenographer Kathy Ryan. Seated at right are Salvatore Butero, of New York Psychiatric Institute, and Nicholas Puzzerri, of Rockland PC.

At rear table are Charles Peritore, of Craig DC; Ben Koslorowski, of Pilgrim PC; Joseph LaValle, of Suffolk DC; James Bourkney, of West Seneca DC; James Moore, of Utica PC, and Betty Duffy, of Pilgrim DC.

Delegates Play Active Role At CSEA Convention



Social Services meeting was presided over by Karen White, departmental representative to CSEA Board. Here she is seen talking to group from Broome County: Diane Schaumberg, Barbara Pickell, Barbara McMann and Broome county unit president William McMann. In background is New York City Region II supervisor George Bispham.



Earl Mayfield, left, of New York Division, Thruway Authority, chapter, takes time out to chat with Edwin Fitts, of the Maritime College, New York City chapter.



Correctional representative Jack Weisz, left, talks with leaders from chapters he represents on CSEA Board. Center is John Eversley, of New York Parole District chapter, and Larry Natoli, president of Matteawan State Hospital chapter.



Officers from Oneida County chapter get together to review developments at convention. From left are executive representative Roger Solimando, delegate Jeanette Evans, delegate Eleanor Johnson, president Vincent Speciale, delegate Rosemary Baker, vice-president Emil Hein and delegate Carmen Graziano.



Chapter presidents Ellis Adams, left, of Dutchess County, and John Mauro, of Rockland County, talk things over with CSEA statewide treasurer Jack Gallagher.



Niagara County chapter's president William Doyle and secretary Dorothy Hy are shown at Thursday evening banquet. Niagara chapter members served as unofficial hosts for the convention, since it was held in their territory.



Cayuga County's Marjorie Coggelshall, left, and Cattaraugus County's Gerrie McGraw, both members of CSEA Board of Directors, get information from Richard Merkel, of TerBush and Powell insurance agency.

(Leader photos by Ted Kaplan)

State Eligible Lists

EXAM 24-201 ASST. ACCNT. AUDITOR Test Held March 1, 1975 List Est. May 3, 1975 (Cont. from Previous Edition)	134 Hamelin George Glens Fls82.0 135 Clement Thomas Cohoes82.0 136 Evert Gary F Troy82.0 137 Gerber Allen A Buffalo82.0 138 Scaringi Dennis Liverpool81.0 139 Sklar Michael G Brooklyn81.0 140 McClellan P J Malverne81.0 141 Ruth Walter H Schenectady81.0 142 Wilson Paul D Orchard Pk81.0 143 Lim Joseph J Brooklyn81.0 144 Cantone John A Ozone Pk81.0 145 Vanwormer Alan Albany81.0 146 Thompson D P Pr Wash81.0 147 Lapaglia James Urica81.0 148 Depasquale V Schenectady81.0 149 Regan Linda K Bedford His81.0
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150 Bernat Joan M Loudonville81.0 151 Feipel Martin Williamsvil81.0 152 Quattrini John Tonawanda80.0 153 Castiglione A J Blue Point80.0 154 Laboski Paul J Rochester80.0 155 Gutierrez Edgar Brooklyn80.0 156 Peters Richard Watervliet80.0 157 Gellman Stephen Brooklyn80.0 158 Seeley Joseph Schenectady80.0	159 Levinson M A Brooklyn80.0 160 Wnek Bronislaw Brooklyn80.0 161 Jones Carlton W Watervliet80.0 162 Schranz L E Somers80.0 163 Elias Jeff M Fredona80.0 164 Quinn Kevin P Westbury80.0 165 Kaalund Leroy L NYC79.0 166 Glass Edward J Rochester79.0 167 Sharon Gabriel Whitestone79.0 168 Malecki L S Hamburg79.0 169 Estacion A Elmhurst79.0 170 Adas Steven L Watervliet79.0 171 Fetcho Ronald Johnson City79.0 172 Boucher Paul R Mechanicvil79.0 173 Dommer James H W Seneca79.0 174 Mang William F Lancaster79.0 175 Mundra Jaswant Flushing79.0 176 Levic Roland F Albany79.0 177 Soni Verendar N Brooklyn79.0 178 Chernay Eleanor Guilderland79.0 179 Sienkiewicz R H Syracuse79.0 180 Mazur Charles M Tonawanda79.0
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181 Buicko David M Rome79.0 182 Smith William T Watervliet79.0 183 Messineo P J Amsterdam78.0 184 Pistolesi M J Rochester78.0 185 Galasso Lucille Queens Vill.78.0 186 Sclar Lauren M Albany78.0 187 Culhane John P Rochester78.0 188 Melinski R Cheekiwaga78.0 189 Pautler William Albany78.0 190 Cavagnero C D Rochester78.0 191 Mone James C Syracuse78.0 192 Ahern William P Troy78.0 193 Leonovich N C Yonkers78.0 194 Kapral Joseph R Binghamton74.0 195 Israel Jack Freeport78.0 (To Be Continued)

CIVIL SERVICE LEADER, Tuesday, October 21, 1975

WHERE TO APPLY FOR PUBLIC JOBS

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

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

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge). For 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: 488-4248; 10 a.m.-3 p.m.); State Office Campus, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

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

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

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

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, 526-6192.

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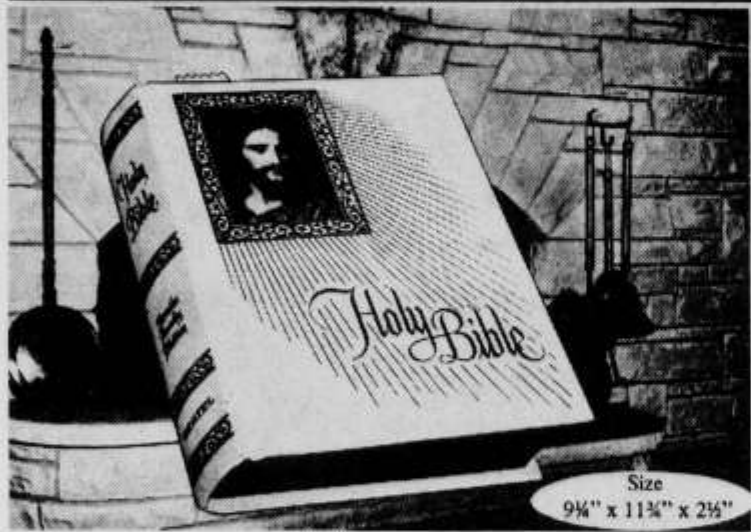
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Provide Legal Assistance For Dutchess Employees Cited On Strike Action

By MARVIN BAXLEY

POUGHKEEPSIE—The Dutchess strike may have been settled, with resultant benefits for the workers, but the legal battle continues.

Dutchess employees are now being served with papers accusing them of violating the state's Taylor Law, which prohibits strikes by public employees and sets up harsh penalties.

To aid the employees, the Dutchess county unit of the Civil Service Employees Assn. has put its full resources to work.

Using the Mental Health Center in Poughkeepsie, the unit has set up mass sessions with employees to assist them in filing objections to the county's charges.

A multitude of tables at the Mental Health Center have been manned by various members of the union's staff to go over the affidavits. Earlier this month, 250 Dutchess employees received this assistance, and last week another 250 workers were aided, according to CSEA Southern Region III supervisor Thomas Luposello.

"Extreme provocation" will be cited as the reason for many of the objections, since the union had resorted to the strike after the County had stalled for months in approving a contract that had been worked out by CSEA and County negotiators.

Regional attorney Thomas

Mahar will handle the individual hearings for the employees.

Mr. Luposello warned that the union will file improper practice charges or proceed to court under Article 78 if any supervisor seeks to terminate any employee who is under probation as a result of a strike penalty.



Rows of tables were set up to accommodate the Dutchess employees who filed protests against strike penalties. CSEA staff members and officials were on hand to aid the employees. Identifiable at table in front are, from left, Frank Martorani, Southern Region III research assistant; Richard Ehlenberg, notary, and Bernard Veit, Dutchess county unit president.



Dutchess County unit president Bernard Veit, right, reviews contributions sent in by other CSEA chapters to Dutchess strike fund. At table are CSEA field representatives Thomas Quimby, left, and John Deyo.



Regional attorney Thomas Mahar, left, and Bernard Veit offer advice to Janet McClelland on filling out affidavit protesting the County's attempt to impose Taylor Law penalties.

Drop Charges

(Continued from Page 1)

state and won at the second and third steps on a series of grievances filed on behalf of the rest of the 150 affected employees.

The 150 employees had been docked for unauthorized absence by the department for attending the massive CSEA rally at the State Capitol on March 18. They had requested charged time off prior to March 18, but responding to a state directive issued the day before the rally that only 25 percent of the department employees would be allowed to attend, the department rescinded its earlier approval. After the March 18 rally, the department charged the 150 employees with unauthorized absences.

CSEA filed grievances for all employees, and won the grievances at second and third steps for the bulk of those charged. The final 13 cases were scheduled for arbitration hearings to begin last Friday. At a meeting last week between OER representatives and CSEA attorney Richard Burstein and Mr. Townsend, the state offered to settle some of the last 13 cases and take a smaller number to arbitration. Mr. Burstein and Mr. Townsend refused that offer and the next day OER agreed to drop all 13 final cases prior to arbitration.

As a result, all of the approximately 150 Tax and Finance employees originally charged with unauthorized absences for attending the March 18 CSEA rally may now charge that time off.

Meat Inspectors

(Continued from Page 3)

Rudnick, Thomas Fitzpatrick, Michael Roman and Harold Chapman.

The new inspectors expressed enthusiasm about the program.

"We'll be able to feel our way into it and not go in entirely green," commented one. Another said an important aspect of the program was learning about the problems faced by dairy farmers. "You've got to be able to relate to the farmer about what goes on in the lab," he noted.

The 14 former meat inspectors who are now checking the state's dairy products are Glenn Wilson, Ed Daley, Philip Spencer, Leonard Kain, John Meginley, Eugene Pond, James Hermin, William Irvin, Michael Bezanilla, John Miller, Frank Janusz, Don Spencer, William Maroney and Joseph Petiney.

BUY U.S. BONDS

A Fund Drive, To Aid Workers If April Strike Called, Is Begun

ALBANY—"If we're forced to strike, we'll be ready."

That was the promise from William McGowan, executive vice-president of the Civil Service Employees Assn., following the initial meeting last week of CSEA's ad hoc contingency action planning committee.

The committee, comprised of rank-and-file members from the six CSEA Regions, was formed to prepare for a possible strike by CSEA represented state workers on April 1, 1976.

That possibility was established by CSEA delegates on Oct. 1. Meeting in Niagara Falls, they voted a CSEA-State negotiations timetable calling for negotiations to begin by the end of this month; an impasse to be declared, if necessary, not later than Dec. 20, and a firm "no contract-no work" posture by CSEA on April 1, 1976. The present contract expires March 31, 1976.

Mr. McGowan, chief advisor to the committee, said the group is determined to amass a strike fund capable of sustaining employees on strike as long as necessary.

"The committee determined that a contingency fund should be established through voluntary contributions from public employees across the state, and that this fund, separate from any financial arrangement CSEA as an organization may make, should be used to pay money directly to every striking worker for each day they are out on strike," he said.

Letters will be mailed shortly to upwards of 300,000 public workers in the state asking for a one-time donation to the fund. Letters will be directed to all CSEA members, both State and

County Divisions, and to all non-CSEA member state workers.

"With just a one-time small donation, we have a potential strike fund of between \$2 million and \$3 million, and that can go a long way toward sustaining our people on the picket lines if a strike becomes a reality," Mr. McGowan said. The committee will soon establish the framework for operating the fund, and has initially discussed paying each worker \$20 a day for every day they participate in the strike.

CSEA Wins Adam Battle

(Continued from Page 1)

The State Department of the Budget, citing fiscal reasons, had proposed that the patients be transferred to Gowanda Psychiatric Center.

"We agree with the staff and parents that such transfers would be 'traumatic' to all concerned, especially because of the grossly inadequate facilities at

Binghamton Meet

BINGHAMTON—A meeting of the Binghamton chapter, Civil Service Employees Assn., will be held Wednesday, Oct. 29. The meeting, which is set to begin at 7 p.m., will be held at the Elks Club, Washington Street, Binghamton.

"We all recognize that a strike requires individual sacrifices, and this committee wants to be able to ease somewhat the financial sacrifice to the worker willing to take his case to the picket line," Mr. McGowan stated. "Also, there is less likelihood of a strike occurring if the State realizes we are prepared and willing to strike if necessary."

The committee will meet again on Nov. 6, and frequently thereafter to continue arrangements in preparation for a possible April 1 showdown.

Gowanda," said Mr. Walsh.

He added "dollars . . . simply are not in sight" for the estimated \$1.75 million remodeling job needed under federal guidelines at Gowanda to house the additional patients.

CSEA had criticized as "high-handed" an inspection of both facilities in August without prior notice.

Assemblyman Walsh said Lawrence Kolb, Commissioner of Mental Health; Sidney Platman, the department's regional director, and a five-member bipartisan legislative committee agreed that further transfers be stopped "until such a time as facilities are made available at Gowanda that are equal to or better than at Perrysburg."

Wenzl Seeks Swift Start To Pact Talks

(Continued from Page 1)

units may well be most difficult."

Observers close to the scene feel that the latter speculation is more likely to come true, a feeling borne out by the general bitterness among state workers following the meager \$250 contract-reopener settlement meted out to them by the state last summer, the bleak overall outlook for the near future, the hard-line austerity policy voiced by the Carey Administration and the widely publicized "no contract-no work" posture of CSEA at its recent convention.

In comments to "The Leader" on CSEA's stance in the coming negotiations, Dr. Wenzl has openly confirmed that a walk-out on April 1 will be the union's only alternative if an adequate settlement is not reached.

CSEA's current bargaining problem for state workers is compounded, he noted, because of having gotten so little this past summer.

"When we talk about an acceptable salary adjustment at this time, we mean a sizeable amount of money. Before we move ahead next April even a little, we've got to come from way behind, where the Carey administration left us this year."

PS&T Challenge

(Continued from Page 1)

close to the coalition. The break-up of the top staff would indicate discord and internal problems for PEF and could also be a sign that the challenge has fizzled.