

# Civil Service LEADER

America's Largest Newspaper for Public Employees

Vol. XXXVI, No. 32 Tuesday, November 4, 1975 Price 20 Cents

## And Still More Convention Coverage

— See Pages 8 & 9

## Retirees News

— See Page 14



**QUALIFIES** — Jerry White, a CSEA Headquarters employee, approaches the finish line of the 26.2-mile Skylon Marathon last week in 2 hours, 36 minutes, a time good enough to qualify for the Boston Marathon in April. The 22-year-old CSEA mail and supply clerk from Rensselaer was one of 925 runners entered in the event. During the course of the Skylon, which winds from Buffalo over the Peace Bridge to Horseshoe Falls, Ont., the temperature dropped 26 degrees, from 70 at the start to 44 at the finish. It also rained during much of the event. The Boston Marathon next spring is an annual event each Patriots Day in Massachusetts.

# CSEA Wins "Lulu" Suit; Order Funds To Be Paid Back

ALBANY—The law passed by the 1975 State Legislature members authorizing some \$220,000 in extra expense money, or "lulus," for themselves has been declared unconstitutional by a State Supreme Court justice in a suit brought by the Civil Service Employees Assn.

CSEA filed the lawsuit following the passage of earlier this year of a supplemental budget which included a provision for increasing 11 existing lulus and creating 45 new ones.

Lulus are the special extra payments given to legislators for what is termed leadership duty, "in lieu of expenses." The lawmakers also receive a salary of \$23,500 plus \$40-a-day maximum for expenses.

The legislators' move to increase their own incomes was considered particularly blatant in the face of their approval of Gov. Hugh L. Carey's plan to give state employees a \$250

lump-sum payment instead of a pay increase.

A 6 percent salary raise for state workers had been recommended by a state-appointed fact-finding panel following a declaration of impasse in CSEA-State contract talks. Governor Carey refused to accept the recommendation, offering instead the \$250 "bonus." This plan was eventually agreed to by a special legislative committee and included in the supplemental budget.

CSEA's suit was argued by John T. DeGraff, of the union's legal counsel, DeGraff, Foy, Conway and Holt-Harris, on the grounds that the extra lulu expenditure violates Article 6 of the State Constitution, which prohibits legislators from raising payments to themselves during their current term of office.

Justice Conway, in his decision, said, "The Legislature itself and the Constitution have stated repeatedly that neither the salary nor any other allowance can be altered during a term of office, and the public policy embodied in the Constitution prohibits a member of the Legislature from gaining any benefits, direct or indirect during his term of office."

The total expenditure this year for lulus for 103 Assembly and 64 Senate leadership posts was about \$875,000, with the individual payments ranging from \$1,000 to \$14,000.

The Supreme Court ruling directs Comptroller Arthur Levitt to "obtain restitution for the

amounts unlawfully paid, by deducting such amounts from any payments due to the legislators."

The decision thus nullifies the 45 newly created lulus and the increases for existing stipends.

The State has indicated that it will probably appeal the Supreme Court decision.



**AGAINST LULU** — Not all legislators shared in the lulus. One of those who did not, Assemblyman Andrew Stein (D-L, Manhattan) urged Assembly Speaker Stanley Steingut to accept the ruling against legislative lulus in order to save taxpayers one million dollars. (Additional story on Page 2.)

## Job Protection Assurances Given Green Haven Foremen

ALBANY—The Civil Service Employees Assn. has won assurances from Department of Corrections officials that nine foremen at Green Haven Correctional Facility will retain their jobs or be absorbed into other programs there at no loss in pay.

There had been speculation recently that the Department intended to close some Green Haven industrial shops and that the foremen involved would be laid off or transferred to other state correctional facilities.

Following a meeting with Department officials, however, CSEA was assured that all shops at Green Haven will continue to operate with the exception of the brush and broom-making shop. The foremen there will be transferred to the prison's bleachery.

Last month, two of the foremen, James Goodbred and Logan Davis, were assured that they would be able to remain at Green Haven at no loss of pay, but the most recent CSEA-Department meeting resulted in the same guarantee given to all industrial foremen at the prison.

Aside from Mr. Davis and Mr. Goodbred, the other seven foremen are Salvatore Larca; John

Liller; George Chamberlin; Joseph Julian; CSEA Green Haven president Carl Golub; Robert Edwards, and William Whalen.

CSEA field representative John Deyo said, "We are extremely glad to have won this reversal from the Department on their previous stand. It shows the Commissioner has concern for both the inmates and the employees at Green Haven."

(Continued on Page 16)

## CSEA Girding For Battle In Coming PS&T Balloting

ALBANY—The Civil Service Employees Assn. will begin what its president called "an all-out campaign, based strictly on the facts, the issues and the truth to reinforce the point among PS&T state workers that CSEA has been, is and will be the best union to represent them and their special interest."

Theodore C. Wenzl added, "This strange collection of unions calling itself PEF has been spreading half-truths and untruths in a desperate attempt to win support among Professional, Scientific and Technical bargaining unit employees. PEF has underestimated the intelligence and

the tolerance of these people. In the end this election will come down to the issue of which labor union can do the best job; and that's where CSEA is so superior," he said.

The State's Public Employment Relations Board has ordered a

representation election between CSEA and PEF for bargaining rights of PS&T unit state employees, one of four major state employee bargaining units represented by CSEA.

CSEA has protested that PERB (Continued on Page 16)



### Default Not Unique, But NYC Is — And That's The Crux

If the Prince and Princess of Monaco ever feel inclined, they can paper the walls of their favorite casino with defaulted bonds issued by (Continued on Page 6)

### Inside The Leader

Oppose WTC Fire Co. Closing — See Page 2

Protect SUNY Layoff Rights — See Page 3

State Eligible Lists — See Pages 12-13

VanDuzen Is Cited — See Page 14

Exec Committee Balloting — See Page 16

# Stein: Accept Court Lulu Ruling

MANHATTAN—Assemblyman Andrew Stein (D-L, Manh.) last week called on Speaker Stanley Steingut to act and abide by Supreme Court Justice Edward Conway's ruling invalidating the legislative lulus, "bonuses for well-behaved legislators."

Mr. Stein called Judge Conway's decision, "clearly in the public interest."

"I am deeply concerned that Speaker Steingut will appeal this decision. A challenge in the courts by a Speaker asking for unwarranted raises of one million dollars for legislative friends is politics at its worst. It is time for Speaker Steingut to exert leadership for the people of the State of New York, and save one million dollars in taxpayer money. As the elected leader of the New York State Assembly, Speaker Steingut should view his role as greater than rewarding his camp followers and punishing his enemies.

"This time of fiscal crisis leaves no room for political games. One million dollars could pay for police and fire protection, keep senior centers open and create jobs for the unemployed," said Assemblyman Stein.

"How can the Democratic legislative leadership ask for discipline from the people when they have given themselves raises of up to 100 percent? The 163 Dem-

ocratic and Republican legislators who received lulus will have to explain to the voters in the next election why it was possible to give themselves raises and at the same time ask others to give up their jobs and/or go without raises.

"Governor Carey has acted in a fiscally responsible manner, cutting costs where possible; Speaker Steingut has acted in a fiscally irresponsible manner,

giving raises and adding public relations staff. I am sure Governor Carey could make better use of this million dollars for our taxpayers than having it land in the pockets of legislators for their own personal use.

"The people have lost faith in government. It is easy to understand why. Steingut cannot ask people to do what he will not do himself. Legislative sacrifice and discretion are needed now."

## NYC Union Opposes Closing Of Fire Co. Protecting WTC

MANHATTAN—The threatened closing of New York City's Ladder Co. 10 was deplored at the Civil Service Employees Assn.'s New York City chapter executive council meeting last week.

Ladder Co. 10 is part of the firehouse that would normally respond to fires at the World Trade Center, where many CSEA members work in state offices.

The chapter executive council directed chapter president Solomon Bendet to inform Mayor Abraham Beame and Fire Commissioner John O'Hagan of their opposition to the ladder company's elimination.

The motion was worded: "In view of the fact that there are numerous fire hazards in the World Trade Center, the New York City chapter of the Civil Service Employees Assn. implores Mayor Beame and Fire Commissioner O'Hagan not to close Lad-

der Company 10." In other action, the chapter voted to go on record against any agreement that could permit an arbitrator to increase the penalties beyond what had been recommended by the state.

An estimated 100 delegates representing various state agencies and departments took part in the meeting at Francois' Restaurant in downtown Manhattan.

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### Charter Meeting

ALBANY — The Civil Service Employees Assn. charter committee, in accordance with an agreement with the union's New York City chapter, will hear a petition Nov. 25 from certain members of the Social Services department for a new chapter.

# State Opens Engineering, Lab, Mental Health, Admin & Correction Area Posts

ALBANY—Applications are currently being accepted for open-competitive engineering aide, lab technician, mental hygiene specialist, correction officer, and administrator positions with the State. The posts have salaries ranging from \$6,450 to \$19,396 a year.

Applications for all jobs must be received by Nov. 10, with examinations scheduled for Dec. 13.

High school graduates may apply for engineering aide in Department of Transportation regions eight and 10. The posts in region eight exist in Columbia, Ulster, Dutchess, Orange, Rockland, Westchester and Putnam Counties; while Region 10 positions are open in the five boroughs of New York City plus Nassau and Suffolk Counties. Applicants may substitute satisfactory experience in engineering for high school at the rate of six months' experience for one year of high school.

For senior laboratory technician, applicants must have completed an approved six-month course in lab technology and have one year of full-time technical lab experience; or have an associate degree in medical lab technology plus six months' experience; or have a bachelor's degree in biology and chemistry; or have two and a half years of experience performing technical lab procedures. At present, vacancies exist throughout the state.

Mental hygiene staff development specialists I through IV are needed at developmental centers and psychiatric centers throughout New York State. For specialist I, candidates must possess a bachelor's degree in mental hygiene and have one year of experience in community health, alcohol or drug abuse prevention. For each higher grade level more experience is necessary.

For correction officer, both male and female, applicants must be at least 19 years, six months old, and must be high school graduates. The post has a starting salary of \$11,410 a year. Male correction officer posts exist throughout the state in various facilities of the Correctional Services Department.

Female correction officers are needed in the Metropolitan New York City area.

A bachelor's degree in gerontology, nutrition, community organization, public health or related subject and six years' experience with administrative responsibility for either nutrition or food services in a public social services program, will qualify applicants for administrator-nutrition programs for the elderly. Starting pay is \$19,396 a year.

Complete information and applications for all posts may be obtained from the following offices of the State Civil Service Department: State Office Building Campus, Albany; Two World Trade Center, Manhattan; or Suite 750, 1 West Genesee Street, Buffalo.

## Classes Begin

Five New York City firefighters are training at the Ladder Company Chauffeur School at the division of training on Roosevelt Island. Training will continue until Nov. 11.

Firefighters attending are: Gustave Schuck Jr., Ladder 20; Patrick Long, Ladder 21; Michael Whalen Jr., Ladder 147; Martin Fetzer, Ladder 164; and Lewis Watts, Ladder 165.

## 6 Attend School

Six New York City Fire fighters reported to Engine Company Chauffeur Class Oct. 29 to begin two weeks of training. It is held at the department's training division on Roosevelt Island. It runs through Nov. 11.

Attending are: Edward Pakstis, Engine 14; Paul Hamill, Engine 50; Lawrence Cannilo, Engine 82; Aldo Pellegrinelli, Engine 90; Paul Percoco, Engine 247; and Edward Geraghty, Squad 5.

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**UNIFORMED FORCES** — Attending the recent Civil Service Employees Assn. statewide uniformed forces committee meeting at CSEA Albany Headquarters were, from left: Civil Service Department representative Thomas Pillsworth; CSEA collective bargaining specialist Nels Carlson; CSEA assistant executive director - county Joseph J. Dolan; Rensselaer County deputy sheriff Mike Hayes; CSEA field representative Terry Moxley; Suffolk County deputy sheriff Herb Johnson, and Gary Johnson, CSEA staff coordinator.

# Protect Layoff Rights Of SUNY Fund Workers

ALBANY—A victory, concerning the rights of employees facing a period of possible layoffs, has been won by the State University Construction Fund chapter, Civil Service Employees Assn., Albany Region IV.

The Fund, a quasi-State agency, had a reopener provision in its contract similar to the CSEA-State agreement calling for a pact reopener in the final year of the contract on salary, increments, health insurance and an agency shop.

During the negotiations, the Fund management committed an improper practice by attempting to circumvent the employee union and deal directly with the employees on topics that were not negotiable: Abolition of the existing layoff notification procedure and payment for unused vacation time if laid off.

CSEA filed an improper practice charge with the Public Employment Relations Board and an informal hearing was held. At the hearing the Fund man-

agement declared that no discussion on topics opened to negotiations could take place until CSEA agreed to the elimination of the layoff notification procedure.

CSEA took the position that this topic was not negotiable at this time. PERB informed both sides that resolution of the matter, with normal appeals and trial procedure, would not occur until some time in 1976.

A compromise was then reached by both sides. The Fund agreed not to renegotiate the layoff notification procedure until 1977, in exchange for minor modifications in the current pro-

cedure. The Fund also agreed to payment of the one-time \$250 bonus to its employees, similar to the state-imposed agreement, and a full increment to all employees when due.

Under this settlement Construction Fund employees will receive the following layoff notifications if necessary: For those with five years or more service, a four-month notification with up to six weeks unused vacation pay; for those with three to five years of service, two months' notification with up to six weeks of unused vacation payment, and for those with less than three years, six weeks notification with up to six weeks of unused vacation pay.

Also, CSEA is to be provided notification and to be consulted before any possible layoff of employees of the Fund is begun.

CSEA spokesman Michael Carroll commented, "Faced with a long protracted court battle to just stay even, the Fund negotiation team, Dan DiNuzzo, chapter president, Henry Braun, immediate past president, and Virginia Dunn put together a compromise package that extends the very procedure the Fund management wanted to abolish completely. CSEA unit members will continue to receive substantial notification periods until 1977. Given the current economic situation and the ever increasing danger of layoffs, this was a significant compromise."

## Ⓞ 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.

### NOVEMBER

- 7-8—Syracuse Region V county workshop: Sheraton Motor Inn, Liverpool.
- 8—Suffolk County Educational chapter meeting: Island Squire Inn, Middle Island.
- 8—Syracuse Region V chapter presidents meeting: 1:30 p.m., Regional office, 700 E. Water St., Syracuse.
- 10—Creedmoor Psychiatric Center chapter dinner meeting: Koenig's Restaurant, 86 S. Tyson Ave., Floral Park.
- 12—Ithaca Area Retirees chapter meeting: 2 p.m., Moose Hall, 125 N. Fulton St., Ithaca.
- 14-15—Albany Region IV workshop: Queensbury Hotel, Glens Falls.
- 16-18—Long Island Region I workshop: Gurney's Inn, Montauk.
- 18—Utica Psychiatric Center chapter general meeting: 7:30 p.m., The Burrstone, New Hartford.
- 19—Buffalo chapter dinner meeting: 6 p.m., Plaza Suite Restaurant, One M & T Plaza, Buffalo.
- 21—Nassau Department of Public Works unit dinner-dance: Nassau Inn, New Hyde Park.
- 22—Workshop for Essex, Saratoga, Warren and Washington Counties school district employees: 9 a.m.-3:30 p.m., Gideon Putnam Hotel, Saratoga Springs.
- 24—Binghamton Area Retirees chapter meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.

### DECEMBER

- 1—West Seneca chapter general meeting: Veterans of Foreign Wars Post 8113, 299 Leydecker Road, West Seneca.

# Grievances, CETA To Be Highlighted In Syracuse Meet

SYRACUSE—Civil Service Employees Assn. delegates from 20 Syracuse Region V county chapters will assemble here for a workshop Nov. 7-8 at the Sheraton Motor Inn.

Heading up the two-day event are Francis G. Miller, chairman of the regional county executive committee; Region V president Richard Cleary, and regional supervisor Frank Martello.

Two meetings have been scheduled for Friday night to follow a 7 p.m. buffet dinner. The Saturday schedule holds a full day of seminars covering grievance and legal procedures and the Comprehensive Employment and Training Act. Guest speakers include Earl Boyle, Region V attorney, Marjorie Karowe, CSEA Headquarters attorney, and members of the Region V field staff with Mr. Martello serving as moderator.

Those wishing to attend the workshop are urged to contact chapter officers for reservation cards for return to the Sheraton Motor Inn. Room and meal accommodations are available separately. The Sheraton Motor Inn is located in the suburb of Liverpool and is accessible from the

New York State Thruway (Exit 36) and Interstate Route 81 (7th North Street exit).

## Franklin Fete Hosts Wenzl, Rep. McEwen

MOIRA — U.S. Congressman Robert McEwen (R-C-Ogdensburg) joined Theodore C. Wenzl, president of the Civil Service Employees Assn., as guests at the recent installation dinner of the Franklin County CSEA chapter at the Crossroads Restaurant here.

About 400 CSEAers and their guests attended the installation. Congressman McEwen spoke on federal revenue sharing and its potential importance to local communities.

Dr. Wenzl conducted the installation and administered the oath to the new officers including president Leonard LaMora, Tupper Lake; first vice-president Robert Fleury, Malone; second vice-president Roy Hall, Malone; third vice-president Jeanne Lang, Malone; secretary Bonita Oglivie, Constable; treasurer Gladys Chetney, Malone, and delegate Mildred Giordano, both of Malone.

James Thornton, of Malone, chaired the event.

## Buffalo Holds Dinner Meeting

BUFFALO—A dinner meeting of the Buffalo chapter, Civil Service Employees Assn., will be held Wednesday, Nov. 19, at the Plaza Suite Restaurant, One M&T Plaza, Buffalo, according to chapter corresponding secretary Sue Porpiglia. The event is set to begin at 6 p.m.

## Cnty. Chapter Endorses 22 Monroe Candidates

ROCHESTER—Nineteen Democratic and three Republican candidates for the Monroe County Legislature have been endorsed for election by the political action committee of the 4,100-member Monroe County chapter, Civil Service Employees Assn.

Martin Koenig, chapter president, said presidents of the Rochester area CSEA chapters, representing about 8,000 state employees, have been asked to join in the endorsements.

Members of the committee are Mr. Koenig; Jean McAvoy, first vice-president; Harold Fanning, third vice-president, and Ray Bauer, a chapter board member.

Candidates in seven legislative districts were not endorsed, Mr. Koenig said, because they failed to appear for interviews, are running unopposed or for other reasons.

Receiving chapter endorsements are:

- Second District — Susan Ireland, Democrat; Third — Elizabeth Mullaney, Democrat-Conservative; Sixth—William Cass, Republican-Conservative; Seventh—Marilyn Hars, Democrat; Eighth—Theodore Pucher, Democrat; Ninth — Lindsey Embrey, Democrat; Tenth—Janet Welch, Democrat; Eleventh — Louise Slaughter, Democrat; Twelfth—John Stanwix, Democrat; Thirteenth — Doris Van Vechten, Democrat; Fourteenth—Richard Wilson, Democrat; Fifteenth — Gary Wagner, Democrat; Sixteenth — Richard Scherberger, Democrat; Seventeenth—Anthony Costello, Democrat; Twentieth — Gary Proud, Democrat; Twenty-first — Nan Johnson, Democrat; Twenty-fourth — Bruce Lawrence, Democrat; Twenty-fifth — Anthony Reed, Democrat; Twenty-sixth—Joseph Ferrari, Republican; Twenty-seventh—Edward Calvaruso, Republican; Twenty-eighth—John Erb, Democrat, and Twenty-ninth—Robert Mulhern, Democrat.

## West Seneca Elects Bourkney

WEST SENECA — James Bourkney was elected president and Willie White was named first vice-president in recent balloting by members of the West Seneca Developmental Center chapter 427, Civil Service Employees Assn.

Other officers, all of whom will serve two-year terms, are Joe Metzger, second vice-president; Debra Lee, third vice-president; Betty Setlock, fourth

vice-president; Elizabeth Fassel, treasurer; Bill Kammerer, recording secretary; Dawn Garasz, corresponding secretary, and delegates Elaine Mootry and George Fassel.

The West Seneca board of directors includes Barbara Ninlecki, William Bolger, Don Busse, Amelia Clay, Glen Claybolt, Robert Coe, Dennis Heimborg, Martha Lombardo, Melvin Muck, Joanne Miller, Bernie Ozolins and Joseph Stanton.

# Therapist, Sanit, Analyst Other Suffolk Jobs Open

HAUPPAUGE—Occupational therapists, sanitation insectors, sanitation supervisors, sanitation foremen, drug abuse educators, systems analysts, communications analysts, computer programmers, incinerator plant foremen and plant supervisors are currently being recruited to work in Suffolk County departments. The open-competitive posts have starting salaries ranging from \$8,000 to \$14,430 a year.

There are no residency requirements for these jobs, however, Suffolk County residents will be given preference in hiring. Applications for all positions must be received by Nov. 14, with tests being held on Dec. 13.

Sanitation inspector, exam 15-290, is open to high school graduates with two years' experience in inspectional or investigational work. A satisfactory equivalent combination of education and experience will also be accepted.

A high school diploma and two years' supervisory experience in refuse collection and disposal will qualify candidates for sanitation foreman, exam 15-292. Six years' experience is good for sanitation supervisor, exam 15-291.

Occupational therapist, exam 15-285, is open to applicants with a bachelor's degree in occupational therapy. To be eligible for appointment candidates must possess a state occupational therapist license.

For drug abuse educator, exam 15-286, candidates must have a bachelor's degree in behavioral science and one year's experi-

ence in a post dealing with drug and alcohol abuse. Three years' experience will qualify candidates for senior drug abuse educator, exam 15-287.

High school graduates with four years' experience in systems analysis and computer programming, at least two of which must have been in data processing systems analysis, may apply for systems analyst, exam 15-281. Six years' experience will qualify candidates for senior systems analyst, exam 15-282.

To be eligible for communications analyst, exam 15-246, applicants must be college graduates with four years experience working with a large scale communications facility. An associate degree and six years' experience or a high school diploma with eight years' experience will also be accepted.

For senior computer programmer, exam 15-277, individuals must be high school graduates with four years' experience in electronic computer programming.

A bachelor's degree and three years of experience in programming and systems analysis will

qualify individuals for systems programmer, exam 15-279. One year of experience must have been in assembler and job control language analysis.

For incinerator plant foreman, exam 15-293, candidates must have completed eight years of school and have four years' experience in labor or plant supervision. High school graduates with two years' experience in labor or plant supervision may apply for incinerator plant supervisor, exam 15-94.

Surveyor, exam 15-295, is open to individuals with a New York State land surveyors license. All candidates must have the license before appointments can be made.

For detailed information and applications, candidates should contact the Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veteran's Memorial Highway, Hauppauge 11787; the East Northport Testing Center, 295 Larkfield Road, East Northport 11731; or the Riverhead Information Center, County Center, Riverhead 11901.

## Computer Field Promotions Are Scheduled For Suffolk

HAUPPAUGE—Promotional opportunities for positions as systems analyst, senior systems analyst, systems programmer and senior computer programmer currently exist in Suffolk County. Salaries range from \$12,754 to \$14,430 a year.

Applications for all promotional posts must be received by Nov. 14, with examinations scheduled for Dec. 13.

For systems analyst, paying \$12,754, candidates must be computer programmers with the county and have three years' experience. The written test will cover knowledge of programming techniques and concepts; systems analysis; data processing operations; and the preparation of written material.

County systems analysts with two years of experience may apply for the \$14,430 position of senior systems analyst. The written test will be basically the

same as for systems analyst with additional questions on supervision.

To qualify for systems programmer, candidates must have served as either a systems analyst or senior computer programmer with the county for at least one year. The post has a starting salary of \$13,754. Questions on operating systems, programming concepts and the use of pseudo language will appear on the test.

Computer programmers with the county who have at least two years' experience may apply for senior computer programmer. The written exam will cover such areas as programming techniques, data processing and supervision.

For applications and further information, candidates should contact the Suffolk County Department of Civil Service, H. Lee Dennison Executive Office Building, Veteran's Memorial

Highway, Hauppauge 11787; the East Northport Testing Center, 295 Larkfield Road, East Northport 11731; or the Riverhead Information Center, County Center, Riverhead 11901.

## Compensation Board Post For Kroeger

ALBANY — William Kroeger, 39, a former assistant city administrator for New York City, has been appointed to the Workmen's Compensation Board by Gov. Hugh L. Carey, who also designated him vice-chairman.

Mr. Kroeger was appointed to a term expiring Dec. 31, 1981. The appointment will be submitted to the State Senate for approval when that body reconvenes Jan. 7, 1976. The post carries a salary of \$37,200 annually.

In his New York City post, which he held from 1972-74, Mr. Kroeger represented the Deputy Mayor and City Administrator in matters covering health policy, planning and administration. He also served as a research analyst for the Prudential Insurance Co. and the Brookings Institute and is a candidate for a doctorate degree from New York University.

BUY U.S. BONDS

## Open Continuous State Job Calendar

|  |                     |        |
|--|---------------------|--------|
| Assistant Clinical Physician                           | \$27,942            | 20-413 |
| Associate Actuary (Life)                               | \$18,369            | 20-520 |
| Supervising Actuary (Life)                             | \$26,516            | 20-522 |
| Principal Actuary (Life)                               | \$22,694            | 20-521 |
| Associate Actuary (Casualty)                           | \$18,369            | 20-416 |
| Supervising Actuary (Casualty)                         | \$26,516            | 20-418 |
| Senior Actuary (Life)                                  | \$14,142            | 20-519 |
| Clinical Physician 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 |
| 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<br>(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<br>(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 |
| Varitype Operator                                      | \$ 6,211            | 20-307 |

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

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

## Service Is Set By Dongan Guild

MANHATTAN—The Dongan Guild of New York State Employees will hold its 37th Annual Communion Breakfast Sunday, Nov. 9.

Members will attend 9 a.m. Mass at St. Patrick's Cathedral, Fifth Avenue and 50th St., Manhattan, and the Communion Breakfast will be held at 10 a.m. at the New York Hilton, Avenue of the Americas and 53rd St., according to guild president Catherine C. Hafele.

Reservations may be made through the guild at Room 4023, Two World Trade Center, New York, N. Y. 10047. The telephone numbers are (212) 488-3140 or 3141. The organization has meetings at Two World Trade Center on the first Friday of each month at 5 p.m.

## Cunningham Takes Kingsboro's Reins

BROOKLYN — William Cunningham has assumed the presidency of the Kingsboro Psychiatric Center chapter, Civil Service Employees Assn., following the resignation from that office of Joan Shaw.

Mr. Cunningham had been the chapter's first vice-president. Kingsboro Psychiatric Center recently changed its name from the Brooklyn Psychiatric Center.

## Flynn Named To Power Authy.

ALBANY — Richard M. Flynn, a Manhattan attorney specializing in large cable distribution systems, has been appointed by Gov. Hugh L. Carey as one of five trustees of the New York State Power Authority.

Mr. Flynn, 44, replaced Daniel J. Reidy, of Westchester, whose term has expired. Mr. Flynn was named to a term ending May 6, 1980. The appointment is subject to Senate approval.

The prospective authority member is a member of the Federal Communications Commission's Federal, State and Local Advisory Cable Television Committee and has taught courses on consumer and regulatory problems of cable distribution systems.

Other members of the Power Authority are James A. Fitzpatrick, of Plattsburgh, chairman;

George L. Ingalls, of Binghamton, vice-chairman; Raymond J. Lee, of Lockport, and William J. Ronan, of New York City.

## Metro Employment Setting Yule Party

MANHATTAN—The Metropolitan Division of Employment chapter, Civil Service Employees Assn., will hold its Christmas Party Thursday, Dec. 18. The event will be held at the Martin Luther King Jr. Labor Center, 310 W. 43rd St., Manhattan, and will begin at 6 p.m. Tickets are available from Carl Laurino, Roslyn Kantrowitz, Connie Minardi, Ralph Fabiano, Vincent DiGrazia or Martin Sherman.

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



**NORTH HEMFSTEAD INSTALLATION** — New officers of the Town of North Hempstead unit, Civil Service Employees Assn., were installed in recent ceremonies at the Knights of Columbus Hall, New Hyde Park. Seated, from left, are Karen Pollock, Kay Campbell, Barbara Murphy and Florence Kretsch. Standing, from left, are District Court Judge Richard Furlong, Receiver of Taxes candidate Robert Valli, Thomas Faticone, Supervisor Michael J. Tully Jr., Edward Schenkel, Councilman candidate Charles Fuschillo, Kari Held, Town Clerk John DaVanzo, Councilman Jerome Weinstein, Joe DaRocha, unit president Edward Ochenkowski and Frank Calabro.

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may be dying to get it.*

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## Nassau Offering A Broad Range Of Job Positions

MINEOLA—The Nassau County Civil Service Commission is currently accepting applications for programmers, computer operators, sanitation inspectors, construction inspectors, management officers, engineering technicians, physical therapists and civil engineers to work in various county and city offices. Salaries range from \$8,659 to \$12,095 a year, with all positions, except programmer and computer operator, open only to Nassau County residents.

For programmer and computer operator, candidates must have a bachelor's degree with course work in programming for electronic data processing. High school graduates with four years' experience may also apply.

High school graduates with two years' experience in sanitation collection may apply for the \$9,195 post of sanitation inspector I. Candidates also need a valid New York State Motor vehicle license.

For the \$9,846 position of construction inspector I, applicants must be high school graduates with two years' experience in the inspection of road construction or related structures. High

school graduates with three years of supervisory experience in general construction may also apply.

Assistant resources management officer, with a starting salary of \$9,846, is open to individuals with a bachelor's degree and two years of experience in a manufacturing, purchasing or logistics planning administrative post.

For engineering administrative technician I, applicants must be high school graduates with four years' experience in civil engineering. The \$10,606 post is also open to individuals with an associate degree in highway technology or civil engineering technology and two years' experience.

A bachelor's degree in physical therapy and two years' experience as a professional physical therapist, will qualify candidates for physical therapist II. Starting salary is \$11,459. Applicants must also possess a state Education Department physical therapist license.

Civil engineer I, a \$12,095 post, is open to applicants with a bachelor's degree with major course work in civil engineering. An associate degree in highway construction or civil technology and two years' experience will also be accepted.

All applications must be received by Nov. 12. Examinations are scheduled to be held on Dec. 13.

For complete information and applications, candidates should contact the Nassau County Civil Service Commission, 140 Old Country Road, Mineola 11501. Those requesting applications by mail should enclose a stamped, self-addressed envelope for each announcement requested.

### Creedmoor Chapter Invites McGowan To Address Dinner

FLORAL PARK — The Creedmoor Psychiatric Center chapter, Civil Service Employees Assn., will hold a dinner meeting Monday, Nov. 10, according to chapter president Terry Dawson. The meeting will be held at Koenig's Restaurant, 86 S. Tyson Ave.

William McGowan, first vice-president of CSEA, has been invited to address the meeting to discuss the coming CSEA-state contract negotiations and also the representation election challenge in the Professional, Scientific and Technical bargaining unit mounted against CSEA by the Public Employees Federation.

### SITKIN NAMED

ALBANY—Gov. Hugh L. Carey has named Louis Sitkin, a career employee of the State Department of Labor, as Deputy Industrial Commissioner for Labor Affairs. He succeeds Judd Grey, who transferred to the staff of the Unemployment Insurance Appeal Board. He will be paid \$38,533 a year.

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# Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

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TUESDAY, NOVEMBER 4, 1975

## Presidential Option

TRADITIONALLY there is conjecture about whether an incumbent President will retain the Vice President as a running mate.

It has been no different in the case of President Gerald Ford and Vice President Nelson Rockefeller. Generally, though, it is presumed that Rocky will get the Ford nod.

What this means for the Republicans, nevertheless, is that their national policy will drift further to the right, since this will leave as the only major contender to a Ford renomination the former liberal actor turned conservative Governor of California, Ronald Reagan.

This provides the Republicans with a choice of conservatives (provided that Reagan does enter the race).

The Democrats, on the other hand, have a veritable logjam of contenders of every political hue. Unless Massachusetts Senator Edward Kennedy can be prevailed upon to accept the nomination, the Democrats will probably have to endure one of the most drawn-out conventions in at least a generation. Not since Adlai Stevenson was nominated on the third ballot in the fifties has a nomination been in such doubt—and even then Stevenson was the predictable, eventual winner.

As a result of having such an overabundance of choice, the Democrats will most likely decide on a middle-of-the-roader. The degree of the nation's economic woes will be a determining factor as to how liberal-leaning the nominee might be. If a default by New York City results in the nationwide depression some people fear, the Democratic nominee could be quite liberal indeed. During crises, people want change and quick.

Considering the low ebb of President Ford's popularity, and the limitations of philosophical choice for the Republican voters, we wonder whether it would not be more reasonable for Vice President Rockefeller to be considering whether he wants to continue as President Ford's running mate, instead of the other way around. It would give Republicans an option.

## Fire Prevention

IN view of the long-standing fight by the Civil Service Employees Assn. to improve fire protection for the thousands of state employees at the World Trade Center, in downtown Manhattan, it is little wonder that the union's New York City chapter reacted in disbelief at proposals to close Fire Ladder Co. 10.

The ladder company is part of the house that is closest to the Twin Towers, and would be first on the scene in case of an emergency.

By now everyone knows that WTC is fire-prone, with several fires reported, including some presumably by arson.

Fear of a Towering Inferno may be exaggerated, but as with the New York City default crisis, we would rather be wrong than sorry: We would hope to prevent a disaster rather than recover from one.

CSEA vice-president Solomon Bendet, acting at the request of the local chapter he also heads, therefore, last week "implored Mayor Beame and Fire Commissioner John O'Hagan not to close Ladder Co. 10."

So do we, since our offices are also nearby.

## Don't Repeat This!

(Continued from Page 1)

the State of Mississippi. In 1933 the Principality sought without success to invoke the original jurisdiction of the United States Supreme Court in an effort to compel Mississippi to make good on the bonds. The Principality got nowhere.

There seems to be a prevailing myth that payments on municipal bonds are as inevitable as death and taxes. The fact is otherwise. In fact after the panic of 1837 through the end of the nineteenth century some 200 cases came to the United States Supreme Court involving defaulted bonds. Most of these originated after the Civil War, but were not a consequence of the war.

### An Old Story

What happened was that after the War, with the rapid growth of the West, practically every town, village and hamlet wanted a railroad line running to their place. It was the kind of raging fever that afflicts many communities today, that are falling over each other selling bonds in order to build sports stadiums.

Many of the railroad tycoons in those days were highbinders and pirates. The same was true of many local officials, who became wealthy on bribes they received from the railroad interests.

In any event, many a town sold bonds, turned the proceeds over to the railroad, and, of course, the railroad was never built. As a result, many of the communities defaulted on the bonds.

One of the communities that was caught in the swindle was the City of Watertown in Iowa. The City defaulted on the bonds and the bondholders won a law suit and got a judgment, which couldn't be enforced because the City just didn't have the money to pay. So the bondholders went back to court and got an order from the court mandating the Mayor and the Council of Watertown to levy sufficient taxes for the revenue needed to pay off the bonds.

Thereupon the Mayor and the Council promptly resigned so the federal marshal had no such official upon whom to serve the order of the court.

### Rotating Mayor

At the next election, a new mayor and council had to be elected to fill the vacancies and that was done. The Mayor and Council then had a fast meeting, appropriated money to keep police, fire protection and other services operating for a year and resigned again. Again the federal marshal could find no local official on whom to serve the court's mandate. Obviously, the bondholders were distressed at this procedure and again sought to invoke the help of the court.

However, the court decided that there was nothing further it could do until its mandate was served on the proper official and the service of the mandate was not the business of the court. It may indeed be that the court saw the humor of the situation. The court referred to the Mayor of Watertown as the "rotating Mayor." It just so happened that the same person was elected mayor on each occasion and on each occasion the Mayor resigned just in the nick of time. This went on for a period of ten

(Continued on Page 7)



"WELL, STANLEY, HERE'S ANOTHER FINE MESS YOU'VE GOT US INTO!"



## 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.

### Representation Challenge

A recent decision from the office of the Director of Public Employment Practices and Representation of New York State Public Employment Relations Board dealt with a petition which sought certification as exclusive negotiating representative of non-supervisory employees of the County of Clinton and the Clinton County Sheriff's Department. The same petition sought a corresponding decertification of the Clinton County chapter of the Civil Service Employees Assn. CSEA had, up to that point, been recognized by the County as the negotiating agent of an overall unit of its employees, including those in the Sheriff's Department.

A FORMAL HEARING was held in July at which all parties, including the Sheriff, were present. It was agreed by all parties that the County and the Sheriff are a joint employer of the employees at issue in this proceeding. The petitioning organization advanced the contention that without more, the joint employer relationship required a finding in its favor that a separate unit of the petitioned-for employees was appropriate for separate representation. Its second argument was that the proposed unit had a "unique occupational community of interest" which dictated a separation from the existing county-wide unit which included civilian employees in the Sheriff's Department.

THE DIRECTOR pointed out that the argument to the effect that the joint employer relationship in and of itself required separate representation was not persuasive. While it is true that both the County and the Sheriff would be required to negotiate jointly with the representative of the employees in question, that fact was not dispositive. The record in this case established that the Sheriff had participated in at least one round of negotiations on a county-wide basis as a member of the County's negotiating team, and in fact, he was a signatory to the collective bargaining agreement. He was bound by the applicable provisions of that agreement. Unlike the Sheriffs in other counties, such as Rensselaer and Ulster, the Sheriff of Clinton County has not over the years seen fit to exercise any independent control over labor relations.

IN DEALING with the second argument, the Director pointed out that PERB has dealt previously with the issue of whether peace officers and police personnel should be included in an overall negotiating unit. The Director pointed out that in some cases a separate community of interest for police is established by a primary commitment to law enforcement on a 24-hour basis, as well as obvious hazards involved in their work. Sometimes the historical development of labor relations with regard to policemen is an important factor. There are certain common interests among police in maintaining and attempting to upgrade their personal and professional status. Certain job-related standards

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## Civil Service Law & You

(Continued from Page 6)

are unique as well as the carrying on of employment relations with an administrator who also considers himself to be a member of that profession.

**THE DIRECTOR** pointed out that it was difficult to carry on meaningful negotiations if police were placed in an overall negotiating unit. In this case involving Clinton County, however, there was an 8-year negotiating history and ample opportunity to analyze the viability of the overall unit, which includes uniformed members of the Sheriff's Department. The Director reviewed in some detail the history of negotiations, including the interest and lack of interest of individuals employed in the Sheriff's Department. He pointed out that in some areas the CSEA was successful in negotiating items which were of interest to the deputy sheriffs and in some instances they were not.

**HE CONCLUDED** that the record as a whole indicated that the employees involved in this case have been able to effectively engage in collective bargaining within the existing unit. A factor that was considered by the Director was the disinterest and failure to participate in CSEA efforts by

## South Beach Installs Bucaro

**STATEN ISLAND**—Thomas Bucaro has been installed for a second term as president of the Civil Service Employees Assn. South Beach Psychiatric Center chapter.

Other officers installed were Joe D'Amore, first vice-president; George Boncaraglio, second vice-president; Barry Markham, third vice-president; Frank Earle, treasurer; Marie Gena-

**A young woman awaiting open heart surgery. A child with Leukemia. Make a friend you'll never meet. Donate blood soon.**

tempo, recording secretary, and Rose Marie Truscello, corresponding secretary. Pat Fraser, Mental Hygiene representative of the CSEA Board of Directors, was the installing officer.

**DALEY APPOINTED**

**ALBANY**—Commissioner Benjamin Ward named Francis J. Daley as assistant deputy commissioner for the Department of Correctional Services. Mr. Daley has 28 years of experience in the department.

**Buy American!**

employees in the Sheriff's Department. He found that fragmentation, which is to be avoided whenever possible, consistent with effective negotiations, was not warranted in this case, and the petitions were therefore dismissed. **In the Matter of County of Clinton and Clinton County Sheriff's Department, Case No. C-1239, October 15, 1975.**

## Don't Repeat This!

(Continued from Page 6)

years, until the statute of limitations on the bonds had run.

There is an interesting aftermath to the story. After the statute of limitations had run and Watertown was now free of the obligation, the "rotating" Mayor and Council voted to pay off the bonds . . . at the rate of 10 cents on the dollar.

In more recent times, in the early thirties, the City of Detroit defaulted on bonds. After many headaches, the City finally worked out an arrangement with its bondholders to replace the defaulted bonds with 30-year callable bonds. In this interval, New Deal economic policies restored a degree of prosperity to the Nation, and in addition the Nation's defense program, put into high gear because of the war in Europe, brought many defense contracts to General Motors, Chrysler, Ford and other automotive industries in the Detroit area. As a result, Detroit enjoyed a new boom of prosperity and within a period of five years, the City recalled and paid off all those thirty-year bonds.

Thus, if New York City defaults, it would not be a unique experience for our country, except for the unique character of the City, and its significance as a banking and commercial center for the country and for the world.

## Letters To The Editor

### "Lulu" Returned

Editor, The Leader:

Your article on "Lulus" was inaccurate concerning Senator John D. Perry (D-53rd), in that I returned the \$3,500 check to Comptroller Arthur Levitt.

John D. Perry  
Rochester

**Know your type?  
Join the mainstream of good  
guys, who donate blood.  
Make a miracle.  
Make a friend you'll never  
meet. Donate blood soon.  
Lives Depend On It**

## LEGAL NOTICE

469

### GEORGIA AVENUE ASSOCIATES,

293 Central Park W. NYC.—Substance of Certificate of Limited Partnership filed in New York County Clerk's Office October 15, 1975. Business: Sell, purchase trade and deal in real property, mortgage leases and all other interests in real property. General Partners: Ralph I. Eagle, 940 Grand Concourse, Bronx, N.Y.; Joseph Kurtz, 72-39 43rd Ave., Woodside Queens, N.Y.; Samuel D. Hoffman, 293 Central Park West, N.Y. Limited partners' cash contribution and share of proceeds: Emma R. Hoffman, 293 Central Park W., NYC.; Samuel Greenberg, 116-10 226th St., Cambria Hts., Queens, NY; Ivan Goch, 19131 NE 20th Rd., N. Miami Beach, Florida; \$4,000 each, 11-1/9% each. Partnership to continue until midnight April 4, 1977, and may be further extended for a period of 5 years. None of the limited partners have agreed to make any additional contribution. Contribution to be returned upon termination. No additional limited partners. No limited partner has priority over any other limited partners as to contribution or compensation. On death, protracted disability, retirement or insanity of any one or two general partners the remaining general partner or partners may continue. No limited partner may demand or receive property other than cash in return for contribution. Each partner may assign or otherwise dispose of his interest and must notify partnership of such action by certified mail to partnership place of business 5 days prior to such action, giving name, business and residence address of person to whom disposition made. Such assignee bound by all the terms and provisions of this agreement, subject to other agreement of partners of even date (April 5, 1967).

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You see, in designing the Rabbit, we didn't just stop at things like front-wheel drive (for better tracking) and sports car rack-and-pinion steering—though they make the car handle so well, we probably could have.

We created, for example, a totally unique "independent stabilizer rear axle." This axle greatly increases the stability of the car on rough roads. And therefore the safety.

And speaking of safety, we gave the Rabbit features that you'll find on few other cars in the world. Like "negative steering roll radius," for ex-

ample, which helps bring the car to a straight stop in the event of a front-wheel blowout.

But it seems the two big things that everyone who drives the Rabbit really marvels at are: one, the amount of headroom and legroom (as much as some mid-sized cars); and two, its incredible pickup. 0 to 50 in 8.2 seconds. Which is pretty extraordinary for a car that rates an EPA-estimated 39 miles per gallon on the highway—and 25 in the city, with standard transmission. (Actual mileage may vary depending on type of driving, driving habits, car's condition and optional equipment.)

But don't just take our word for it. Stop in and take a Rabbit Test today.

## The Amazing Rabbit

Visit your local authorized Volkswagen dealer and find out why there are over 4½ million Volkswagens on the American road today.

# CSEA Insurance Committee Report

The insurance committee of the Civil Service Employees Assn. is chaired by Ernest DuMond, of the Albany Education Department, with committee members Ed Vail, Hugh Crapser, Carl Behr, Joseph Aiello, Patricia Crandall, Mary Converse and Paul Satz.

The Insurance Committee has met several times during this year. We have discussed all the various aspects of the insurance program offered CSEA members, and have reported to the Board of Directors whenever our discussions required their approval for implementation.

During this year we have begun a new life insurance program for retirees. It is now open to retired men between the ages of 55 and 72, and to retired women between 55 and 75. No physical examination or health statement is required.

Through the cooperation of the headquarters staff, we made a survey of female members insured under our Group Life Insurance Plan. The purpose was to determine whether or not they wished to be given the same insurance coverage as the men at the required increase in cost. The survey was sent to one of every ten female insured members. Of the 4,300 questionnaires sent out, only 409 requested additional life insurance; 16 percent indicated they would cancel their present Group Life Insurance if they had to take the same amount of insurance issued to the male members. From the survey it was concluded that a very small minority of female members are demanding more life insurance than is being provided under the present Group Plan. The results of the survey were presented to the Board of Directors by the Committee with the recommendation that the Group Life Insurance Plan be continued as it is at the present. The Board of Directors voted in favor of keeping the plan as is for the present.

The Committee requested Travelers Insurance Company to conduct a study of the feasibility of increasing the amount of life insurance coverage for all members. This information will be acted upon by your committee when all the data have been compiled.

Many other factors of the insurance programs have been studied by the committee, and further changes to improve the offerings to members will be made to the Board of Directors in the future.

The following report represents the information available to us, and we are transmitting it to you as a CSEA delegate.

## LIFE INSURANCE

The premiums used in this report are based on the amount of insurance contributions received by The Travelers during the insurance period, plus an estimate of amounts which may be payable.

The enclosed exhibit shows the experience of the 1967 through 1974 policy periods—which has customarily been a part of the annual report to the delegates.

Experience rating margins or surplus arising from the very good experience prior to the 1967 policy period were used

to provide an additional amount of insurance at no cost to the participants. These additional benefits were continued to November 1, 1973.

Included in the 1969 and 1970 policy periods is a substantial amount of expense differential for the period October, 1969 to October, 1970, which was left with The Travelers as a basis for continuing the additional insurance amounts for one year.

It is a generally accepted practice in the insurance industry to consider more than one year's experience in setting life rates. Current contribution levels have been in effect since February, 1964, at which time contributions were reduced for persons age 55 and over. The additional amounts of insurance at no cost to a member were in effect from November 1, 1964, to November 1, 1973. The loss ratio for the 1973 and 1974 policy periods demonstrates in part the removal of the additional amounts of insurance on November 1, 1973. However, more significantly, the lower losses of the period are the result of fewer death and accidental claims than in any period since the early 1960's. While this is gratifying, the premium waiver experience continued at a high level.

Enrollment activities requires a continuing effort to maintain the plan stability and growth in an uncertain market. We are pleased to report the continued efforts of The Travelers on-site/mail campaign, and the increasing enrollment strength of the Ter Bush & Powell agency on a day-to-day basis has produced over 9,000 enrollments in the plan year. Of this, approximately 35 percent represents new members and this is despite the loss of some payroll deduction sources—Management and Confidential plan—and existing conditions on freezing positions.

The Travelers agrees to a continuation of the same benefits for the period November 1, 1975, to November 1, 1976, without change in contribution. Special note should be taken that a continuation of the high premium waiver losses, coupled with more normal experience for deaths and accidental deaths, could lead to the need for corrective action at the end of that period. The Travelers will keep the Insurance Committee informed on this as future experience indicates.

## CSEA MASTERPLAN

(Auto-Homeowners)

As of August 1, 1975, 10,325 automobile policies and 5,204 home-owners policies were in force for CSEA members. This is a 23 percent increase in automobile policies and a 20 percent increase in home-owners policies since August 1, 1974. Additionally, there are approximately 170 miscellaneous policies written, mostly personal article floaters.

The experience for CSEA MasterPlan for 1974 is as follows:

|      | Twelve Months, 1974 |                 |     |
|------|---------------------|-----------------|-----|
|      | Earned Premiums     | Incurred Losses | L/R |
| Auto | \$2,185,339         | \$1,899,290     | 87% |
| HO   | 386,829             | 297,716         | 77% |

From inception to December 31, 1974

|      | Earned Premiums | Incurred Losses | L/R |
|------|-----------------|-----------------|-----|
| Auto | \$3,971,708     | \$3,320,041     | 84% |
| HO   | 684,385         | 501,616         | 73% |

During 1974, the loss ratio for CSEA MasterPlan continued to increase. This follows the trend of all Travelers countrywide personal lines business. The causes of this increase can principally be attributed to increased claims frequency and inflation. Ten individual losses in excess of \$20,000 occurred: these losses totaled \$378,432.

A review of the first six months of 1975 discloses the following premium and loss data:

|  | Auto & HO Premiums | Losses      | L/R  |
|--|--------------------|-------------|------|
|  | \$1,497,773        | \$1,524,273 | 102% |

This increase is extremely alarming and corrective measures are being made to bring the ratio down to a tolerable level. The combined loss ratio for three years ending on December 31, 1974 was

(Continued on Page 9)



Utica Psychiatric Center chapter president James Moore, right, speaks to delegate body as assistant sergeant-at-arms Floyd Peashey officiates at the microphone. Mr. Moore is also Syracuse Region State Executive Division chairman and Mental Hygiene representative to CSEA Board of Directors.



Education chapter president Nicholas Fiscarelli, center, was forceful speaker on issues. Waiting turn at microphone is James Gripper, left, chapter president at Kings County Developmental Center, as assistant sergeant-at-arms John Vallee, who is also Albany Region second vice-president, keeps order.



Onondaga County chapter delegates hustle from County Division meeting to combined county/state business meeting at other end of convention hall. Leading the way are Sue Placito, Rae Scharfeld and Leona Appel. Behind them are chapter president Andrew Placito and Hilda Young.

## THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

G-176800

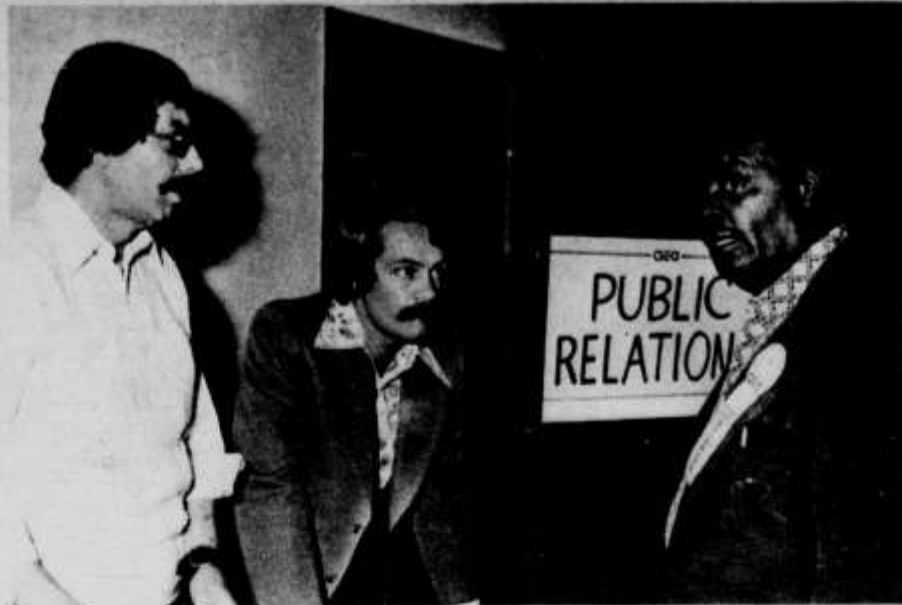
### Experience Exhibit — 1966 Through 1974 Policy Periods

|                            | 1967                  | 1968                  | 1969                 | 1970                 | 1971                 | 1972                  | 1973                 | 1974                 |
|----------------------------|-----------------------|-----------------------|----------------------|----------------------|----------------------|-----------------------|----------------------|----------------------|
| Premiums                   | 6,403,429             | 6,770,097             | 1,228,268            | 8,050,000            | 7,969,000            | 8,344,373             | 7,900,000            | 7,777,000            |
| Incurred Claims            | 6,454,085<br>(100.8%) | 6,809,845<br>(100.6%) | 6,710,228<br>(92.8%) | 7,601,000<br>(94.4%) | 7,231,484<br>(90.8%) | 8,851,175<br>(106.1%) | 7,084,108<br>(89.7%) | 7,073,271<br>(91.0%) |
| Adverse Loss Ratio Reserve | (357,474)             | (231,929)             | 18,369               | 37,946               | 338,139              | (394,454)             | —                    | 146,859              |
| Retention                  | 306,818               | 329,199               | 362,653              | 411,054              | 399,377              | 443,900               | 451,577              | 364,937              |
| Debit/Recoupment           | —                     | (137,018)             | 137,018              | —                    | —                    | (556,248)             | 364,315              | 191,933              |
| Accumulated:               |                       |                       |                      |                      |                      |                       |                      |                      |
| Adverse Loss Ratio Reserve | 231,929               | —                     | 18,369               | 56,315               | 394,454              | —                     | —                    | 146,859              |
| Debit                      | —                     | (137,018)             | —                    | —                    | —                    | (556,248)             | (191,933)            | —                    |





Representing Utica Psychiatric Center chapter, these delegates are attentive during discussion at business session. Seated, from left in front, are Lenore Polera, Jackie Chambrone and John Gieho. Behind them are James Bigelow and chapter vice-president Robert Greene.



Numerous information booths were set up in the lobby outside the main meeting room to explain the various services offered by CSEA for its members. Tax and Finance chapter's Lee Johnson, right, of Albany, stops by the Public Relations booth to talk with Al Mrozek, left, Western Region VI public relations associate, and Roger Cole, CSEA assistant director of communications.

## Insurance Report

(Continued from Page 8)

82 percent. By July 1, 1975, this combined loss ratio had increased to 87 percent. Some of the things The Travelers is doing to correct this disturbing trend include:

- The revision of our automobile rating programs to include provisions for providing coverage for a greater number of members.
- A rate increase of approximately 10 percent for automobile and homeowners policies effective July 1, 1975, for new business and September 1, 1975 for renewal business;
- Increasing marketing activities to attract new business premiums;
- Re-underwriting of all business to insure that correct premiums are paid for the existing exposures.

The correction of this loss problem is difficult, but with cooperation of the CSEA Insurance Committee, we believe that we have the tools to make this, the CSEA MasterPlan, profitable.

Many hours continue to be spent by Ter Bush & Powell and The Travelers in a joint effort to provide professional counseling for the CSEA membership. This continues to be an effective marketing method and an important benefit to eligible members.

### Plans and Objectives

Beginning in September 1975, a concentrated marketing effort will be made by Ter Bush & Powell and The Travelers. The objective of this marketing plan will be to take the program to new political subdivisions as well as increase counseling activities at existing locations. With most insurance companies increasing premiums and restricting their underwriting, we believe that many CSEA members who rejected MasterPlan in the past will be extremely interested now. This new concentrated marketing program will give CSEA members a new opportunity to compare The Travelers with their existing insurance. This method of marketing will continue through 1976, and

it will be supplemented by coverage in The Leader.

The CSEA MasterPlan generates over \$2,500,000 in annual premiums. We are confident that this amount will continue to increase, and with the Insurance Committee's continued cooperation, it will increase profitably.

### SUPPLEMENTAL LIFE INSURANCE PROGRAM

Substantial progress has been made this year in resolving many of the administrative problems which have burdened this program. While there is yet more to be done, there are tangible signs that real gains have been made.

A recapitulation of the premium submitted:

|                    |           |
|--------------------|-----------|
| 11/1/69 - 10/31/70 | \$ 43,847 |
| 11/1/70 - 10/31/71 | 933,492   |
| 11/1/71 - 10/31/72 | 673,251   |
| 11/1/72 - 10/31/73 | 1,503,875 |
| 11/1/73 - 10/31/74 | 1,373,389 |
| 11/1/74 - 7/31/75  | 1,240,776 |

There are approximately 18,000 policies now in force with an annualized premium of almost \$1,700,000.

As of 10/31/74 the cumulative experience was:

|   |             |
|---|-------------|
| Earned Premium  | \$4,527,854 |
| Claims Paid   | 2,329,936   |
| Reserves for Unreported Claims, Claims Reported but Not Paid, and Waiver of Premium | 441,121     |
| Incurred Claims   | 2,771,057   |

During the current plan year claims paid have continued at approximately the same level, but there has been a marked increase in the number of waiver of premium claims. There are now 60 individuals on waiver and most of these have occurred within the past 18 months. A detailed analysis of the waiver claims is presently being made by the carrier who will submit a report at the next meeting of the Insurance Committee.

Last year a 5 percent dividend was declared. Based on current experience this dividend can be continued. It is possible that the dividend can be increased for those at younger ages, but this deci-

sion cannot be made until the experience of the entire plan year is known. The results of the waiver of premium study will be especially important in deciding the final dividend action.

A solicitation is being planned for the last quarter of this year. It will be directed primarily to those now insured for the group life program who are not enrolled in the supplemental life program. During this enrollment period, members under age 50 will be offered either \$5,000 or \$10,000 provided they are actively at work. By focusing on those who already have the group life insurance it is hoped that a more successful result will be achieved.

### ACCIDENT AND HEALTH

This report covers experience which developed between July 1, 1974, and June 30, 1975. It updates the experience previously reported on policy years prior to 1974 and provides an initial estimate of the experience for the 1974 policy.

For most of those years, the loss ratio was favorable and, through 1970, we increased the Morbidity Fluctuation every year. However, as the 1971 and 1972 policy years matured, it became apparent that these would be unfavorable years in terms of claim experience and that monies would have to be withdrawn from the Fund to support them. The 1973 policy year continued in this unfavorable manner. We attempted to return the case to a favorable basis and on July 1, 1974, certain of the Additional Benefits, which had been added at no extra charge during the favorable years, were reduced or eliminated. Your committee is anxious to restore this program to a sound basis. We were also anxious not to overreact. We did not want to take steps which would be too severe. The loss experience continues at an unfavorable

level and we continue to withdraw monies from the Morbidity Fluctuation Fund.

The chart below shows the progression of our loss ratios on a semi-annual basis for the last several policy years.

### PREMIUM AND LOSS EXPERIENCE

| Policy Year        | Reported As Of | Incurred Loss Ratio |
|--------------------|----------------|---------------------|
| 1963-1970 Combined | 6-30-73        | 74.5%               |
|                    | 12-31-73       | 74.4%               |
|                    | 6-30-74        | 74.3%               |
|                    | 12-31-74       | 74.5%               |
| 1971               | 12-31-74       | 74.5%               |
|                    | 6-30-75        | 74.6%               |
|                    | 6-30-73        | 82.4%               |
|                    | 12-31-73       | 84.6%               |
| 1972               | 6-30-74        | 82.4%               |
|                    | 12-31-74       | 82.9%               |
|                    | 6-30-75        | 83.2%               |
|                    | 6-30-73        | 80.2%               |
| 1973               | 12-31-73       | 81.1%               |
|                    | 6-30-74        | 84.8%               |
|                    | 12-31-74       | 86.3%               |
|                    | 6-30-75        | 84.4%               |
| 1974               | 12-31-73       | 86.4%               |
|                    | 6-30-74        | 86.5%               |
|                    | 12-31-74       | 89.9%               |
|                    | 6-30-75        | 89.7%               |
| 1974               | 12-31-74       | 77.3%               |
|                    | 6-30-75        | 80.8%               |

These figures represent the percentage of premium dollars which must be paid out as incurred claims for each of the policy years designated. For each year after the 1970 policy year, the total of the expense ratio and loss ratio has exceeded 100 percent.

Because of your committee's concern regarding continuing increases in this plan's loss ratio, I would expect that we will be meeting on a number of occasions with representatives of the Travelers Insurance Company immediately following this delegate meeting.

## THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

G-176800

### Experience for the Period 7-10-74 to 7-9-75

|   | Amount      | %     |
|---|-------------|-------|
| Earned Premium  | \$7,777,000 | 100.0 |
| Paid Claims:  |             |       |
| a. Deaths   | 4,981,628   |       |
| b. Premium Waiver                                     | 1,146,075   |       |
| c. Accidental Death                                   | 444,500     |       |
| d. Total  | 6,572,203   | 84.5  |
| Increase in Liability for Unreported Claims (Note A)  | 461,000     | 5.9   |
| Excess Mortality Charge on Group Conversions (Note B) | 40,068      | 0.5   |
| Total Mortality Charge Retention (Note C)             | 7,073,271   | 91.0  |
| Reserve for Adverse Loss Ratio (Note D)               | 364,937     | 4.7   |
| Balance - Debit Recoupment (Note E)                   | 191,933     | 2.5   |

Note A—The total liability for unreported claims held at the end of the year was \$2,515,000 to 32.3% of \$7,777,000 or approximately 4.3 mos. claims.  
 Note B—Based on the customary group conversion charge of \$65 per M.  
 Note C—This item is made of premium taxes \$132,832, Commission \$131,270, Solicitation expense \$19,300 and all other \$81,535. Total \$364,937.  
 Note D—Adverse Loss Ratio Reserve as of 7-9-75 equals \$146,859.  
 Note E—Accumulated Debit as of 7-9-75 equals D.



Mini-caucus is held by leaders of SUNY at Buffalo chapter: from left, Ted Kompinski, June Boyle and chapter president Robert Smith. Ms. Boyle is also a University representative to CSEA Board of Directors and chairman of the statewide University committee; Mr. Smith is also second vice-president of Western Region VI.



# ME AND BESSIE

**"TREMENDOUS  
JUST GREAT!!!**

**LINDA HOPKINS GOT A WHOLE LOT OF  
BESSIE IN HER!"**

—Clive Barnes, N.Y. Times

**"REKINDLES THE BESSIE SMITH LEGACY  
INTO A FIRESTORM OF EXCITEMENT!"**

—Maurice Peterson, Essence

**"GENIUS REBORN! RUSH TO 'ME AND BESSIE'. LINDA HOPKINS IS A MAJOR  
TALENT WITH TREMENDOUS VITALITY. BRILLIANT! SUPERB!"**

—Emory Lewis, The Bergen Record

**"AN ADORING MUSICAL. LINDA HOPKINS HAS A SOARING BLUES VOICE."**

—Kevin Sanders, WABC-TV

**"KNOCKS DOWN THE WALLS. TWO HOURS OF HIGH POWERED BLUES AND  
GOSPEL SINGING."**

—Stewart Klein, WNEW-TV

**"BRILLIANT AND IRRESISTIBLE! LINDA HOPKINS SINGS WONDROUSLY. AN  
EVENING OF JOY!"**

—Jeffrey Lyons, WCBS

**"A LOVING RE-CREATION BY A SUPERB SINGER."**

—Allan Wallach, Newsday

**"LINDA HOPKINS' VOICE IS STUNNING. LINDA AND BESSIE ARE SPECIAL."**

—Martin Gottfried, N.Y. Post

**"A STUNNING MUSICAL! MAGNIFICENT! LINDA HOPKINS SINGS HER SOUL  
OUT WITH VOLCANIC ENERGY. AN EARFUL OF GREAT MUSIC."**

—William Raidy, Newhouse Newspapers

**"WINNING! A CHEERFUL MUSICAL."**

—Douglas Watt, Daily News

**"HALLELUJAH! LINDA HOPKINS THREATENS TO BLOW THE ROOF OFF THE  
AMBASSADOR THEATRE."**

—Patrick Pacheco, After Dark

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—Ernest Albrecht, New Brunswick Home News

**"ENORMOUSLY ENTERTAINING! LINDA HOPKINS IS DYNAMIC—EXTRAORDI-  
NARY. A SPIRITED SONG FEST."**

—Marilyn Stasio, Cue Magazine

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—Glenn Currie, U.P.I.

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**AG AND TECH**

ALBANY—Gov. Hugh L. Carey has announced the appointment of Robert Michael Greene, a Buffalo lawyer, as a member of the council of the Agricultural and Technical College at Alfred.

**BRIDGE COMMISSION**

ALBANY—Leo Kelly, of Peru, has been appointed member of the Lake Champlain Bridge Commission. Mr. Kelly, a feed and fertilizer operator, succeeds Noel J. Brunell, of Plattsburgh.

**"'CHICAGO' IS A MARVEL!"**

—Time Magazine

**"THE BROADWAY MUSICAL  
AT ITS BEST."**

—Newsweek Magazine

GWEN VERDON · CHITA RIVERA

JERRY ORBACH

**CHICAGO**

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BOB FONE

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|-------|----------------------|------------|------------|------------|
| ORCH. | \$16.00              | \$17.50    | \$12.50    | \$14.00    |
| MEZZ. | 13.50                | 15.00      | 10.00      | 12.00      |
| BALC. | 11.00                | 12.00      | 9.00       | 10.00      |
|       | 10.00                | 11.00      | 8.00       | 9.00       |
|       | 9.00                 | 10.00      | 7.00       | 8.00       |
|       | 8.00                 | 9.00       |            |            |

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SIGHT TO BEHOLD,  
SPECTACULAR LOOK-  
ING AND SLICKLY  
DONE."**

—Douglas Watt, Daily News



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# Sales, Therapist, Clerk, Other Jobs Open

The following is a simulated radio broadcast from the New York State Department of Labor. The jobs mentioned, however, are real ones.

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

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

**SPEAKER 1.** A quilting manufacturer in Brooklyn needs a MENDER to work on quilted fabrics. Be able to do heavy lifting. Applicant must have one-two years experience in the trade. The job pays \$2.75 an hour.

2. There's an opening for an EEG TECHNICIAN with a Manhattan hospital. Some college and one-two years of job experience are required for this position paying \$10,500 a year.

3. Here's another hospital position waiting to be filled. This one is for a THERAPEUTIC RADIOLOGICAL TECHNICIAN to administer x-ray therapy. Applicant must have a four-year college degree and one-two years of experience. Must be experienced in cobalt-ortho voltage—superficial radiation molds. The

job is in Brooklyn and the salary is \$14,000 a year.

4. In the Bronx, a garment manufacturer is seeking a SEWING MACHINE OPERATOR to work on a better-priced line of street dresses. Must be able to do complete garment. The job is piece work and pay should average about \$125 a week.

5. This next opening is for an all-around FURNITURE FINISHER. Will sand, spray and polish. Applicant must have two-five years experience. The pay is \$3-4 an hour.

6. A MACHINE SHOP SUPERVISOR with at least five years' experience is also wanted today. Will be in charge of department with strip grinding machines for making razor blades. Employee will train on that machine. Salary \$17,000 a year.

7. In Westchester, there's an opportunity for a TRADE JOURNAL EDITOR with a BA in journalism or communications. Must have at least two years' experience writing, editing and producing employee publications. Must know layout, typography and production. Salary \$11,000-\$16,000 a year.

8. Another Westchester firm is looking for an INTERNAL AUDITOR. A BS in accounting is required for this position along with three years' auditing experience and CPA status. The job involves financial reviews at local and field locations and pays \$1,200 a month.

9. In Brooklyn, a SALESPERSON is wanted to do outside sales of home improvements. A real estate background would be helpful and a car is a necessity. The employer is offering a \$125 a week draw against commissions.

10. A testing bureau in Manhattan is interested in hiring an EXECUTIVE SECRETARY with some college background and two-five years of experience. Will serve two company executives. Must be able to work indepen-

dently. Do own correspondence and handle administrative duties. Typing is a large part of the job and applicant must be able to type 50 words a minute. The salary is \$195 a week.

11. Two Brooklyn hospitals are offering positions in non-medical areas. The first is for an APPLICATIONS PROGRAMMER. Will program in RPG for system 3 model 15 tape and disc. The job pays \$13,500-\$14,000 a year, depending on the job seeker's experience.

12. Another Brooklyn hospital is calling for a CLERK-TYPIST to work in an administration of-

fice near the emergency room. Must type 45-50 words a minute and must know stencils and tabulation. Will be tested for typing proficiency. Eight years of experience as a typist or secretary is required for this position paying \$176.50 a week.

13. On Long Island a HOUSEHOLD APPLANCE REPAIRER would fill the bill for one employer. Will do washing machine repairs in private homes. Connect water pipes and similar duties. The pay is \$135 a week.

14. A LANGUAGE TEACHER to instruct students in Russian and Spanish is also being sought

on Long Island. Must have New York State Board certification. Experience preferred, but not necessary. Salary \$9,459 a year to start, more for M.A. degree.

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

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U. S.  
BONDS!**

## Special Notice

FOR CSEA MEMBERS ONLY

### CSEA Basic Accident and Sickness Plan.

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

If your annual salary is

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

You can now apply for disability income benefits up to

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

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

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



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# Latest State And County Eligible Lists

(Continued from Page 12)

- 26 Fultz Jo-An Tonawanda .....70.2  
27 Kandel Dirtha Forest Hills .....70.2  
28 Okoronkwo Samuel Brooklyn .....70.2  
29 Feldman Debra S Mt Vernon .....70.1

EXAM 35-662  
HEAD ACCT AUD CLK  
Test Held March 1, 1975  
List Est. May 9, 1975

- 1 Cusack George E Troy .....97.9  
2 Donovan Timothy Troy .....96.7  
3 Terwilliger G R Poughkeepsie.....96.0  
4 Parent Lionel A Cohoes .....95.4  
5 Polansky Nelda Menands .....95.2  
6 Delaney Thomas Staten Is .....95.0  
7 Borrow Richard Albany .....94.7  
8 Heidenrich W A Hempstead .....94.5  
9 Polansky Paul L Menands .....92.7  
10 Linville D J Binghamton .....90.8  
11 Seger Marylou A Albany .....90.5  
12 Schmidt K Islip Ter .....90.5  
13 Scherry Francis Latham .....90.0  
14 Petronis W G Ballston Spa .....89.4  
15 McAuley E A Schenectady .....89.2  
16 Buckley C M Cohoes .....89.0  
17 Schaefer M M Buffalo .....89.0  
18 Rose Helen T Herkimer .....88.4  
19 Kernahan C W Nunda .....88.3  
20 Ziegler Beverly Minoa .....87.4  
21 Woodward L M West Seneca .....87.3  
22 Grzybowski S J Elnora .....87.3  
23 Greenberg G Bronx .....86.9  
24 Everett Doreen Binghamton .....86.6  
25 Pouloupoulos P A Albany .....86.6  
26 Bates Gail A Watervliet .....86.4  
27 Cook Charleen E Whitesboro .....86.4  
28 Mudgett Diane K Comstock .....86.4  
29 Theroux William E Greenbush .....86.2  
30 Strobeck Judith Saranac Lk .....86.1  
31 O'Dea John L Montour Fls .....86.0  
31A Silvern Dorothy Staten Is .....85.3  
32 Tyrrell Doris O Delhi .....85.1

- 33 Langley Joanne Amsterdam .....84.9  
34 Hogan Rita R Loudonville .....84.8  
34A Hyman Diane C NYC .....84.8  
35 Conway Eileen G Albany .....84.4  
36 Restina Frank D Schenectady .....84.3  
37 Evans Stafford Watervliet .....84.2  
38 Brandow Gladys Selkirk .....84.1  
39 Wagner Donald J S Plymouth.....83.9  
40 Pugley Blanche Oneonta .....83.9  
41 None  
42 None  
43 Horne Kathleen Elnora .....83.3  
44 Eisenried J P West Seneca .....83.2  
45 Keir Naomi O Coeymans Hiv.....83.0  
46 Hudson Marilyn Greenfld Ctr.....82.4  
47 Kline Barbara F Albany .....82.3  
47A Smith Francis E Hornell .....82.0  
48 Griffith Ellen Syracuse .....81.6  
49 Everett Joan E Potsdam .....81.5  
50 Derbyshire G C Troy .....81.5  
51 Taylor Virginia Rensselaer .....81.3  
52 Arnold Michael Gansevoort .....81.3  
53 Rockinger Ruth Albany .....81.1  
54 Crowley Alice M Albany .....81.0  
55 Luedike Barbara Albany .....80.9  
56 Schriver Sunny Holley .....80.9  
57 Maturi Gloria A Staten Is .....80.9  
58 Knox Edgar J Rensselaer .....80.7  
59 Bolliger R Troy .....80.2  
60 Humphrey Alma C Delmar .....80.0  
61 Fyderick Henry A Lyons .....80.0  
62 Santomauro B L West Seneca .....80.0  
63 Sitkowski W Islip .....79.9  
64 Vecchio Anthony Syracuse .....79.5  
65 Zinsar Barbara Waterford .....79.2  
66 Dana Carol A Albany .....79.0  
67 None

- 68 Vincent Gerald Loudonville .....78.9  
69 Williams John C E Greenbush.....78.8  
70 Hardie Irene S Cheektowaga.....78.6  
71 Smith Katherine Flushing .....78.6  
72 Reed Robert J Saratoga Spgs .....78.6  
73 Dean Jane C Red Hook .....78.6  
74 Durkin Robert P NYC .....78.6  
75 Noonan Ethel T Albany .....78.5  
76 Simetkol John P NYC .....78.4  
77 Forman Henry C Bronx .....78.2  
78 Sloboda Ruby M Waterford .....77.7  
79 Lurie Harold A Syracuse .....77.3  
80 Tomkowski J E Schenectady .....77.3  
81 Lippman Ronald Albany .....77.0  
82 Bates Susan E Voorheesvil .....77.0  
83 White Elizabeth Albany .....77.0  
84 Trembly M M Watervliet .....76.9  
85 Deet Donna L Perrysburg .....76.8  
86 Wood Patricia A Plattsburg .....76.8  
87 Urba Mabel D Schodack Ldg .....76.7  
88 Whitman Helen L Schenectady.....76.6  
89 Austin Howard D Rensselaer .....76.5  
90 Crosby Barbara Rensselaer .....76.4  
91 Cleland Maryann Green Is .....76.4  
92 Muncaster C J Elnora .....76.4  
93 Schaffer M Hauppauge .....76.3  
94 Gross Richard J Gansevoort .....76.0  
95 Connolly S J Sand Lk .....75.9  
96 Galarneau L P Rotterdam .....75.7  
97 Siusarenco C J Nyack .....75.6  
98 Chiplock Martha Troy .....75.5  
99 Brady Marion R Troy .....75.5  
100 Atlas Anne Flushing .....75.4  
101 McAteer Anne M Albany .....75.3  
102 Flynn William J Mechanicvil .....75.1  
103 None  
104 Chiavetta R L Brant .....74.2

- 105 Oliver James O Troy .....74.2  
106 Fitch Thomas R Troy .....74.0  
107 Rovelli Michael Whitehall .....74.0  
108 Howe William J Cohoes .....73.6  
109 Marshall F J Latham .....73.6  
110 McTague Francis Schenectady.....73.2  
111 Admire Dolores Troy .....73.2  
112 Sobolewski M A Albany .....73.1  
113 Stanton M A Elmira His .....73.0  
114 Lindgren M A Rochester .....72.9  
115 Johnson Loren E Saratoga Sp .....72.9  
116 Reis Yvonne J Voorheesvil .....72.9  
117 Bender Alice Monesey .....72.8  
118 Gorko Henry J Elnora .....72.8  
119 Wilder Erleen B Gowanda .....72.4  
120 Vanranken D Ballston Spa.....72.4  
121 Carpenter P V Albany .....72.0  
122 Stricos Carol V Albany .....71.8  
123 Zinn Raymond E Salamanca .....71.7  
124 Crooks Eleanor Staten Is .....71.6  
125 Quigley Kevin C S Bethelehem.....71.5  
126 Pearson Arnold Albany .....71.3  
127 Marriot B M Fort Ann .....71.2  
128 Kokalas Karen J Albany .....71.1  
129 Robinson Edith Brooklyn .....70.5

EXAM 24-126  
ASSOC CAPITAL PROG ANLYST  
Test Held Jan. 18, 1975  
List Est. May 6, 1975

- 1 Smolowitz Ira E Ballston Lk .....76.7  
2 Bregman Harriet Albany .....71.4  
3 Barber John F Schenectady .....71.4

EXAM 24-219  
SR MATHEMATICIAN  
Test Held Mar. 1, 1975  
List Est. May 3, 1975

- 1 Howe Stephen M Troy .....91.0  
2 Bas Harry E Tonawanda .....85.0  
3 Robbins Neville NYC .....82.0  
4 Krueger Richard Albany .....81.0  
5 Friedman Joseph Albany .....81.0  
6 Siemon Donald K Durham .....80.0  
7 Korbel Harold Brooklyn .....80.0  
8 Tierstein M N Brooklyn .....77.0  
9 Gasimo Vincent Brooklyn .....76.0  
10 Neumann Stanley Troy .....76.0  
11 Wright Arthur Buffalo .....76.0  
12 Loughlin T A Ballston Spa .....75.0  
13 Mensch Warren L Buffalo .....75.0  
14 Uppal Paul S Newtonville .....75.0  
15 Schulhoff Alan Floral Pk .....74.0  
16 Cochran Paul C Elnora .....72.0  
17 Drillick Albert Brooklyn .....72.0  
18 Farrell Louise Cohoes .....71.0  
19 Bortis David E Averill Pk .....70.0

EXAM 34-745

SR CLERK  
Test Held May 3, 1975  
List Est. Sept. 2, 1975

- 1 Sneed Edward L Albany .....99.9  
2 Cfeoy Thomas E Albany .....99.1  
3 Considine E D Troy .....99.0  
4 Marchewka Joel Menands .....98.9  
5 O'Leary C A Glens Falls .....98.8  
6 O'Brien K M Albany .....98.4  
7 Joyce Margaret Burnt Hills .....98.1  
8 Toole Anne M Albany .....98.1  
9 Beck Mary E Albany .....98.0  
10 Jorgensen S R Deed Park .....97.8  
11 Schutker W E Buffalo .....97.8  
12 Barr Louis A Schenectady .....97.8

(To Be Continued)

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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# Retirees Report

The retirees committee of the Civil Service Employees Assn. is chaired by Hazel Abrams, with committee members Meiba Binn, Nellie Davis, Florence Drew, John Joyce, John LoMonaco, Michael Murphy and Martha Owens.

The Retiree Division is still relatively new in CSEA and in a way is still seeking its own identity. There still remains a way to go to reach its full growth, to eliminate confusion as to its role within CSEA, and to improve its function as a beneficial organization for retired public employees to join. Its official day of birth is November 20, 1970 when the Board of Directors granted the first retiree chapter charter to the Capital District Retiree Chapter.

Early growth was rapid, as might be expected, and by the fall of 1972 membership had risen to 8,400, in 1973 to 11,000, in 1974 to 16,000, and now in 1975 the dues-paying membership is slightly more than 20,000.

This growth is encouraging to the Committee and projections indicate that, in view of certain factors, the retiree membership will pass the 35,000 mark during the next five-year period, despite deaths and drop-outs. In long range, the division's membership potential is conceded to be 80,000.

The most significant growth factor in the retiree ranks is, of course, the satisfaction experienced by the non-retired members of the Association. The retiree office often receives mail and calls to the effect, "CSEA has done a lot for us members, and after retiring I want to continue to belong." The Retiree Division will continue to grow in direct propor-

tion to that satisfaction and high morale.

Since the 1974 convention, Nassau County Retirees Chapter No. 919 has been chartered, bringing the total number of chapters to ten. As of this time, first organizational steps have been completed for new chapters in Buffalo, New York City, and the Allegany-Steuben-Yates Counties area. It is expected that these chapters will apply for a charter before the end of the year. Little progress can be reported on the proposed Utica area, Watertown area, and Plattsburgh area chapters. Steps will be taken in the near future to organize these three remaining chapters to meet the original Retirees Committee's ultimate number of sixteen chapters.

Another objective of the Retiree Division, expressed in its 1973 annual report, was to have a full-time staff person at Headquarters to coordinate the diversified activities of the retiree chapters and to provide services to the individual retiree members. This need was met by President Wenzl's appointment of Mrs. Carol Teal on September 4, 1974 as Coordinator of Retiree Recruitment and Services, subsequently succeeded by the present coordinator, Thomas Gilmartin on December 9. Until this key position was created, the burden was carried by Larry Kerwin, Committee chairman, his successor Hazel Abrams, and various staff members as their involvement with their regular duties permitted.

Growth, acceptance and recognition as a viable part of CSEA have brought their share of growing pains, or frustrations may be the better term.

Frustrations have been felt mainly in the area of trying to realize our legisla-

tive goals. Referring to its 1972 goals, the Committee reported to the Convention in 1973. "We recommended that the cost of living (increase) be made permanent, that it include all retirees who retired prior to April 1, 1970 and that the cost of living be considered on an escalator basis by using the federal cost of living index of the year prior to retirement of an individual." Thus it can be seen that this 1975 legislative goal has been on the Committee's agenda since 1972.

Action materialized in June 1974 when the Legislature passed into law a supplemental cost of living increase for retirees who had retired before January 1, 1969. However, it was not permanent and was not to be based on automatic increases tied to the Consumer Price Index. While it was satisfying because it did provide relief for our older retirees who desperately needed it, it was frustrating because it was just for one year, required that a retiree had to be 62 before June 1, 1972, and left out provision for many thousands of retirees who retired after January 1, 1969 and were now caught in the severe hardship of the sharply rising inflation of recent years.

In its October 1974 report to the delegates, the Retirees Committee re-stated its legislative goals for 1975, calling for a "realistic" cost of living increase bill to cover all retirees regardless of age or year of retirement, to be permanent and to be keyed to the Consumer Price Index.

Other legislative goals called for the \$2,000 death benefit to state retirees who had retired before October 1966, a reduction in utilities and transportation costs for senior citizens, as well as calling for a new tax base for financing education other than by real estate.

In January of this year a "CSEA bill" was prepared by CSEA's legislative pro-

gram specialist, containing all the factors enunciated by the Retirees Committee, and then presented to CSEA's chief counsel for the purpose of gaining legislative sponsorship and introduction in the Senate and Assembly. In late May the Retiree Coordinator was informed that the bill had gone nowhere for lack of sponsorship. Legislators apparently considered our bill "unrealistic" because "there just isn't the money." So it was never introduced. It was a bad year all around for CSEA, including its Retiree Division.

In fact, for a while it looked possible that even the limited gains of the June 1, 1974 law might be lost this year, and we swung our support to bills S 4150 and A 4134 to have last year's benefits extended for another year by the Governor's signature on June 1, 1975.

This report has gone into some detail describing the outcome of the Committee's principal legislative goal for 1975, because this is what it is all about. As with the Association, the Retiree Division is a broad and butter organization and retirees are deeply concerned about their retirement allowances and the rising cost of living.

At the Committee's March 25, 1975 meeting some members expressed the opinion that the Committee might explore alternate ways of getting its legislation introduced in the Legislature.

It should be reported that, everything considered, it has been a productive year—the Retiree Division continues to experience substantial growth, the ten existing chapters are active and successful in their local programs, new chapters will soon be chartered, and, despite lack of progress in attaining all of the Division's legislative goals, past gains have been retained and we have come through a politically and economically rough year in sound condition.



**CAPITAL DISTRICT LEADERS** — Thomas A. Gilmartin, left, coordinator of retiree activities for the Civil Service Employees Assn., was the installing officer for the new leaders of the Albany District Retirees chapter, CSEA, at ceremonies at the union's Albany Headquarters. The new officers are, from left, John J. Kennedy, president; Elizabeth Steenburgh, vice-president; Delores Fussell, recording secretary; Isabelle O'Hagan, treasurer, and Wilhelmina Neidel, corresponding secretary.

## Cite VanDuzer For Work In Behalf Of The Elderly

MIDDLETOWN—John VanDuzer, organizer and president of Retiree chapter 917, Civil Service Employees Assn., was honored for his activities in behalf of retirees and the elderly recently by a testimonial dinner and by having a week proclaimed "John VanDuzer Week" by Middletown Mayor Myron Perry.

Mr. VanDuzer became involved with CSEA as an employee at Castle Point Veterans Hospital. In 1956, he joined the staff at Middletown State Hospital and was appointed to represent the facility in the New York State Mental Hygiene Assn., a post he held until his retirement in 1966.

In 1973, Mr. VanDuzer was instrumental in forming CSEA Retirees chapter 917, which currently numbers about 800 members from Orange, Sullivan and Ulster Counties.

"Our chapter doesn't go in for social gatherings," Mr. VanDuzer commented in an interview. "We work very hard to

obtain senior citizens' benefits. High taxes have to go—we work all our lives and when we retire, we have very little to get along on."

One of Mr. VanDuzer's current battles is with increased rates for utilities and telephone use for the elderly.

Among the guests at Mr. VanDuzer's testimonial dinner were Mayor Perry; James Lennon, president of Southern Region III, CSEA; Thomas Gilmartin, CSEA coordinator of retiree affairs; Alex Hogg and Anita Salvagin, president and second vice-president, respectively, of the Middletown Psychiatric Center chapter, CSEA.

## Syracuse Meet Set For Senior Action Council

SYRACUSE — The New York Statewide Senior Action Council will hold its third annual convention Tuesday through Friday, Nov. 11-14 at the Hotel Syracuse, 500 South Warren.

The theme of the event is "The New Breed of the Elderly: Challenging America in Its Bicentennial Year." Workshops on a variety of topics will be held including ones on income maintenance for the elderly; the energy crisis and the older New Yorker; transportation; employment; housing; home health care; legal rights of the elderly; rural versus urban needs; governmental agencies, and others.

Registration information is available from the New York Statewide Senior Action Council, 19 W. Main St., Room 810, Rochester, N. Y. 14614. The telephone number is (716) 325-6342.

## Utica Retirees Chapter Forms

UTICA—A new Civil Service Employees Assn. retirees chapter has been formed here.

George Butler was named president, Esther Diamond, vice-president, and Margaret Penk, secretary. All are temporary appointments.

About 70 persons attended the organizational meeting at Burrstone Restaurant. They were addressed by Thomas Gilmartin, retiree activities coordinator; Richard Cleary, CSEA Region V president, and Frank Martello, regional field supervisor.



**SEVEN HONORED** — The Cortland County chapter, Civil Service Employees Assn., recently cited seven retiring members. They are Kathryn Smith, 35 years; Eugene Bates, nine years; Robert Tobin, 28 years; Marlin Hinkle, 27 years; Margaret Bush, six years; John Morris, 15 years, and Muriel Johnson 26 years. Two other retirees, Frank Smithkin, with 17 years, and Wendell Eaton, with 16 years, were unable to attend. Above, seated, from left: Mr. Bates, Ms. Hulbert, Mr. Hinkle, Ms. Bush and Ms. Smith. Standing, from left: John Kimmich, county clerk; John Ryan, toastmaster; Mr. Tobin and Mr. Morris; Marie Daignault, chapter president; Terry Maxley, CSEA field representative, and Victor Costa, speaker and CSEA restructuring committee head.

## Anderson To Speak

BINGHAMTON — State Senator Warren M. Anderson (R-C-Broome, Chenango, Tioga), Majority Leader of the Senate, will be the featured speaker at a meeting Monday, Nov. 24, of the Binghamton Area Retirees chapter, Civil Service Employees Assn.

In his position as Majority Leader, Senator Anderson has been deeply involved in the financial and political negotiations surrounding the purchase of Municipal Assistance Corp. securities to aid fiscally ailing New York City. Some of the funds in recent MAC security purchases have been drawn from state employee pension funds.

According to chapter secretary Florence A. Drew, the meeting

which will begin at 2 p.m., will be held at Garden Village West, 50 Front St., Binghamton.

All retirees from Broome, Chenango, Otsego and Delaware Counties are invited to attend this meeting.

## Ithaca Retirees Set A Meeting

ITHACA—The Ithaca Area Retirees chapter, Civil Service Employees Assn., will hold its next meeting Wednesday, Nov. 12, at 2 p.m. in the Moose Hall, 125 N. Fulton St., Ithaca. Retirees from Tioga, Chemung, Schuyler, Cortland and Tompkins Counties are invited to attend, according to chapter secretary Barbara B. Barrus.

# What's Your Opinion

## QUESTION

How political should a union be, and why?

## THE PLACE

Civil Service Employees Assn. Region II Meeting, New Hyde Park, Long Island

## OPINIONS

**Helen Murphy, Workmen's Compensation Board, Hempstead:** "I think it is about time for the Civil Service Employees Assn. to take a strong stand in the political scene of this state. We are in a good position to reward those who stand with us—and remove those who are against us. Records on legislative voting should be available to all members."



**Salvatore Amore, Downstate Medical Center, Brooklyn:** "A union and its members should come out politically and suggest candidates who are favorable to unions. Unions, especially civil service workers, have been bypassed for the past few years. People don't realize what we do. I think we should be heard."



**Grace Garside, Creedmoor Psychiatric Center, Queens:** "A union should become political, so that the elected legislators will begin to realize that the average worker is the legislator's employer, and maybe then they would work for the good of the public employee."



**Richard Hyter, Willowbrook Developmental Center, Staten Island:** "With the understanding that the union and its members, when it acts as a body, can be the political voice for itself—to make its voice be heard in all political fields for the working class."



**Gertrude Holley, Kingsboro Psychiatric Center, Brooklyn:** "Today everything is political, so why not the Civil Service Employees Assn.? If you are not political, you are left out in the cold. Every man or woman who casts a vote is political."



**Charles Bell, Creedmoor Psychiatric Center, Queens:** "Outstandingly and strongly political. Let the politicians know that we will take a positive stand and will strongly support or fight against people and issues that are pertinent to our causes."



## Federal Assistants Sought

Junior federal assistants and technical assistants are still needed by New York City federal agencies. Positions are at the GS-4 and 5 levels. Salaries range from \$7,976 to \$8,925 a year.

The best GS-4 junior federal assistant opportunities in the city are for tax examiners, taxpayer service representatives, audit accounting clerks and tax fraud clerks with the Internal Revenue Service and for service reps in the Health, Education and Welfare Department.

To qualify, applicants must have two years of college or responsible experience. A combination of both will also be accepted. Responsible experience means work in an administrative, technical or clerical field which has prepared candidates for positions covered by the exam.

Appropriate full or part-time volunteer experience gained in civic, educational, community or social service activity will also be considered in determining qualifications.

Applicants must also pass a written exam. Tests are held in Manhattan, Queens, Bronx,

Brooklyn, Staten Island and outside New York City.

Forms and additional information for both positions may be obtained from federal job information centers in New York City at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; 90-09 161st Street, Jamaica, Queens.

Completed applications should be returned to the New York City Area Office, U. S. Civil Service Commission, 26 Federal Plaza, Manhattan 10007.

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# Waterfront Commission, P.A., Are Urged To Adopt Collective Bargaining

MANHATTAN—Gov. Hugh L. Carey and New Jersey Gov. Brendan T. Byrne endorsed proposals that would institute collective bargaining procedures for the Port Authority of New York and New Jersey and the Waterfront Commission of New York Harbor.

Some New York Waterfront Commission employees are already represented by the Civil Service Employees Assn.

Under the terms of the proposal, the Authority and the Commission would adopt identical labor regulations covering the full collective bargaining process. Recognition would then be given to unions to represent employees in matters dealing with conditions of employment and the administration of grievances.

There are about 5,000 Authority workers and about 150 Commission employees to be covered. The Authority employs about 7,000 and the Commission about 200. Managerial and confidential workers would be excluded.

The new regulations would continue the current prohibition against strikes, but mediation and fact-finding procedures would be provided to assist in the resolution of contract disputes. Current penalties for strikes range from reprimand to dismissal; a striking union could lose its check-off privilege.

Most of the proposed labor regulations deal with procedural details such as the contents of petitions, charges, answers and other jurisdictional documents and election procedures, filing and serving provisions including time requirements. The regulations are based on New York's Taylor Law and New Jersey's Employer - Employee Relations Act.

The proposed regulations

would be administered by neutral agencies to be known as employee relations panels. Members would be jointly named by the chairman of the New York Public Employment Relations Board and the New Jersey Public Employment Relations Commission.

## 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.

## No Accidents

Officers and men of Engine Company 69, Manhattan, have been awarded a Fire Department safe-driving award for achieving a vehicular accident-free record from May 4, 1970 to July 12, 1972. During that period the company has responded to over 10,000 alarms.

The company also received two other safe-driving awards for responding to 15,000 alarms from May 1970 to Sept. 1973 and 20,000 alarms from May 1970 to Dec. 1974, without accident.

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# Balloting Set To Fill Exec Committee Slots

ALBANY — Bernard C. Schmahl, chairman of the Civil Service Employees Assn.'s special election procedures committee, announced

that the CSEA Board of Directors has ordered special elections be conducted to fill two vacancies caused by resignations from the State Executive Committee.

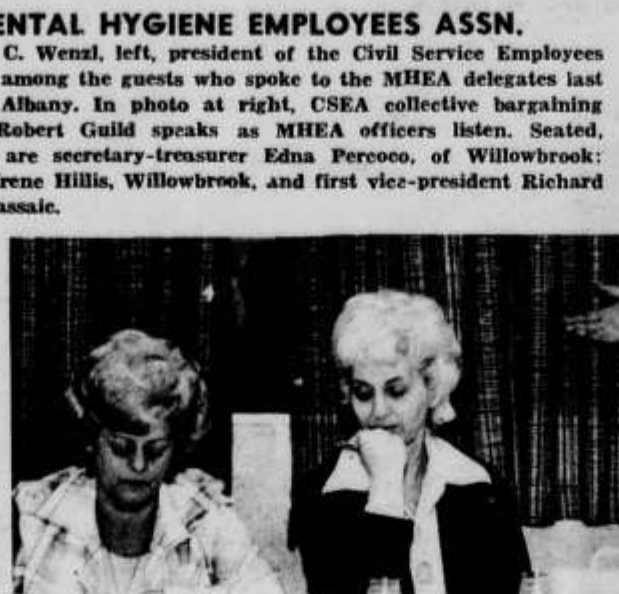
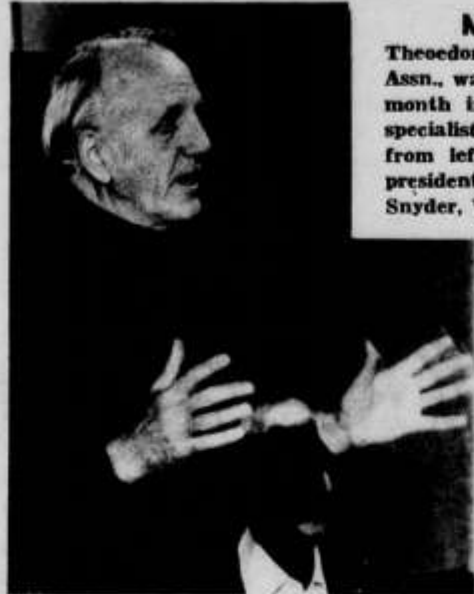
Mr. Schmahl said that chapters will be asked to send names and addresses of nominee who are CSEA members in good standing to union Headquarters, 33 Elk Street, Albany, New York

12207, no later than Nov. 23. Representatives for CSEA members employed by the State Education Department and representatives for members employed by the Teachers' Retirement System and Faculty-Student Assn. are needed to fill the two vacancies on the Executive Committee.

All names for nomination must be accompanied by a resume of the background of the nominee which will provide information concerning the CSEA activities of the nominee at chapter or statewide levels as well as any information concerning the nominee's interest or ability to serve in the office for which he is being nominated.

Mr. Schmahl also noted that CSEA members in good standing may seek nomination by independent petition to be a candidate for one of the two vacancies. In the election for a representative on the State Executive Committee for members employed by public corporations, nominees by petition must be employed by one of the following agencies: Potsdam College Development Fund, Alfred Faculty Student Assn., Oswego Faculty Student Assn., Plattsburg Faculty Student Assn., Faculty Student Assn. of SUNY Brockport, Student Faculty Assn. at Binghamton, Faculty Student Assn. at Delhi, Faculty Student Assn. at Fredonia, Genesee Faculty Student Assn. or New York State Retirement System.

For this vacancy, 10 percent of the signatures of the members employed by the above agencies, or a minimum of 88 signatures, is necessary on a petition for a candidate to be placed on the election ballot. In the election for a representative on the State Executive Committee for members employed by the State Education Department, the nominees by petition must be employed by one of the following agencies: State Department of Education, Division of Vocational Rehabilitation, State School for the Blind at Batavia, State School for the Deaf at Rome, or New York State Higher Education Assistance Corp. Ten percent of the signatures of the members employed by the above agencies, or a minimum of 257 signatures, is necessary on a petition for a candidate for this vacancy. All such independent petitions must also be received by Mr. Schmahl at CSEA headquarters by Nov. 23. Ballots for the election are expected to be in the mail within the week following the Nov. 23 deadline.



**MENTAL HYGIENE EMPLOYEES ASSN.**  
Theodore C. Wenzl, left, president of the Civil Service Employees Assn., was among the guests who spoke to the MHEA delegates last month in Albany. In photo at right, CSEA collective bargaining specialist Robert Guild speaks as MHEA officers listen. Seated, from left, are secretary-treasurer Edna Percoco, of Willowbrook; president Irene Hillis, Willowbrook, and first vice-president Richard Snyder, Wassaic.

## Insurance Rate Changes

CSEA insurance rate changes are made on the first payroll in November of each year. This applies to the CSEA group life insurance, accident and health insurance and supplemental life insurance as explained below. To avoid many unnecessary contacts with CSEA headquarters in Albany, you should be guided by the following information:

### CSEA Group Life Insurance

Effective on the first payroll in November of each year amounts of insurance issued are adjusted in accordance with the annual salary based on the following table:

| Insurance Class | Annual Salary                 | Males   | Females |
|-----------------|-------------------------------|---------|---------|
| I               | Less than \$1,400             | \$1,500 | \$1,500 |
| II              | \$1,400 but less than \$2,100 | 2,600   | 1,500   |
| III             | 2,100 " " " 3,500             | 4,000   | 1,500   |
| IV              | 3,500 " " " 4,500             | 5,500   | 2,600   |
| V               | 4,500 " " " 5,500             | 6,500   | 2,600   |
| VI              | 5,500 " " " 6,500             | 8,000   | 4,000   |
| VII             | 6,500 " " " 7,500             | 10,000  | 5,500   |
| VIII            | 7,500 " " " 8,500             | 11,500  | 5,500   |
| IX              | 8,500 and over                | 12,500  | 5,500   |

The cost to each insured member, per thousand dollars of insurance, increases each five years, after age 30, in accordance with the following table:

| Age Group | Attained Age (Nearest Birthday as of November 1) | The Bi-Weekly Deduction Is |
|-----------|--|----------------------------|
| A         | 29 and under                                     | \$.10                      |
| B         | 30 to 34, inclusive                              | .15                        |
| C         | 35 to 39, "                                      | .20                        |
| D         | 40 to 44, "                                      | .25                        |
| E         | 45 to 49, "                                      | .34                        |
| F         | 50 to 54, "                                      | .51                        |
| G         | 55 to 59, "                                      | .70                        |
| H         | 60 to 64, "                                      | .95                        |
| I         | 65 to 69, "                                      | 1.20                       |

### Accident & Health Insurance

On the Nov. 1 following attainment of 39½ years of age the premiums under the CSEA accident and health insurance increase between 10 percent to 20 percent depending upon the type of coverage. The increased payroll deductions for these rate adjustments are made effective on the first payroll period ending on or after Nov. 1 each year. This occurs because a number of years ago CSEA negotiated with the insurance company a reduction of premiums for people under age 39½, which reduction the employees enjoy up to that particular age.

### Supplemental Life Insurance

Under the CSEA supplemental life insurance plan, starting at age 30 the cost of the insurance increases each five years in accordance with the following table, which shows premium rates per \$5,000 amount of insurance issued to the member. These particular rates do not apply to coverage for spouse or children, which is available under the program. The premium rates for spouse and children, under the supplemental plan, also increase every five years starting at age 30.

| Ages     | Bi-Weekly | Semi-Monthly |
|----------|-----------|--------------|
| Under 30 | .50       | .55          |
| 30-34    | .80       | .85          |
| 35-39    | 1.00      | 1.10         |
| 40-44    | 1.30      | 1.40         |
| 45-49    | 1.75      | 1.90         |
| 50-54    | 2.60      | 2.80         |
| 55-59    | 3.65      | 3.95         |
| 60-64    | 5.30      | 5.75         |
| 65-69    | 7.60      | 8.25         |

The above information will furnish any CSEA member who enjoys CSEA low-cost insurance with information as to why there has been an adjustment in deductions for such purpose from his salary beginning with the first payroll in November and will eliminate unnecessary telephone calls or letters to CSEA Headquarters or to the payroll source concerning the matter.

## Girds For Battle

(Continued from Page 1)

ordered the election without first determining if the challenging union met the lawful requirement of filing a 30 percent showing of interest.

"But we're going ahead with the election because we're confident PS&T people appreciate and understand the job CSEA has done for them in the past and realize CSEA is the only labor union that can do the proper job of representing them in the future," the CSEA president stated.

PERB will mail out mail ballots to all eligible PS&T employees on Nov. 18, and will count returned ballots on Dec. 5. By the time PS&T people receive their ballots in the mail, however, they will have been provided fact sheets and other informational material concerning CSEA capabilities both by mail and in person at work.

Arrangements have been made by PERB to provide ballots for those employees who do not receive them in the mail. Collect calls will be accepted from unit members on Nov. 24, 25, 26 and 28 between 8:30 a.m. and 5 p.m. In Albany, the telephone number is (518) 457-2929; in New York City (212) 661-6970; and in Buffalo (716) 842-2357.

Employees will vote for CSEA, the Public Employees Federation or "no representation." PEF is composed of NYSUT, SEIU, New York State Building Trades Council, International Laborers Union and Teamsters Local 237.

CSEA has prepared a campaign putting emphasis on personal contact, telephone contact and mail contact with heavy responsibility on the local chapter leadership, augmented by extensive support from CSEA field staff. A newspaper advertising campaign involving major daily papers across the state will add support to CSEA's effort to reach every eligible voter during the relatively short campaign.

CSEA's State Executive Committee, which has assumed responsibility for the campaign, met last week again in Albany to firm up campaign strategy and policy.

"We're trying to give every PS&T employee the renewed opportunity to appreciate the significant difference between CSEA and the challenging union," Dr. Wenzl said.

"We'll be bringing out all the issues, and then place the results squarely in the hands of an intelligent and informed group of employees to determine. On that basis, I am confident CSEA will win easily."

### Field Rep Weds

ROCHESTER — Thomas Pomodoro, a field representative for Monroe and Genesee Counties with the Civil Service Employees Assn., married Mariha Zaremski, an employee of the Monroe County Department of Social Services. The wedding was held at Brighton Community Church.

### Utica PC Sets A General Meet

NEW HARTFORD—The Utica Psychiatric Center chapter, Civil Service Employees Assn., will hold a general membership meeting Tuesday, Nov. 18.

The meeting, at 7:30 p.m., will be at the Burrstone Restaurant.

### Green Haven Foremen Protected

(Continued from Page 1)  
Jack Weisz, CSEA's Correctional Department representative to the Board of Directors, agreed with Mr. Deyo.

"We are most grateful to the Commissioner for this just and moral decision," he said. "It will certainly inspire the employees at the prison to renew their efforts on behalf of the inmates."

Attending the last meeting were Mr. Deyo, Mr. Weisz, Mr. Golub, Mr. Whalen and CSEA research analyst Joseph Abbey. Also, Allen W. Mills, the Corrections Department's director of industries; Wilson Deane, Mr. Mills' assistant; Wim Van Eekeren, deputy commissioner of correctional services; John Van

deCar, director of the department's manpower and employee relations office, and Nicholas Serio, of the Department's personnel office.

## Correction

Two photograph captions were reversed in the Oct. 28 edition of the Civil Service Leader. The caption appearing on Page 3 entitled Baldwinsville Contract should have appeared under a photograph on Page 16 depicting the signing of a new two-year contract for non-teaching employees of the Baldwinsville School District. The photograph on Page 3 depicts the new officers of the Marcy Psychiatric Center chapter, Civil Service Employees Assn.