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In ODAS

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Vol. XXXVIII, No. 26 Friday, September 30, 1977 Price 20 Cents



Civil Service Employees Assn. president William McGowan, left, toured Willowbrook Developmental Center last Friday with the facility's acting director Elin Howe, right, and CSEA attorney James Featherstonhaugh, in background. Mr. McGowan and Ms. Howe discussed the layoffs threatened at the institution.

McGowan Requests Layoff Moratorium For Willowbrook DC

ALBANY—Following an investigatory tour of buildings at the Willowbrook Developmental Center on Staten Island Friday, Civil Service Employees Assn. president William L. McGowan is calling on Gov. Hugh Carey, Department of Mental Hygiene Commissioner Lawrence Kolb and members of the CSEA Willowbrook Local who are employed at the Mental Hygiene facility to immediately adopt a policy which will result in a layoff moratorium "along the lines of the policy suggested by state Senator John Marchi."

The CSEA is currently involved in legal action against the Department of Mental Hygiene to prevent some 400 layoffs that would result from the implementation of a contract between the state and United Cerebral Palsy for the takeover of patient care by the UCP at seven of Willowbrook's buildings.

Senator Marchi has called for a prompt settlement of the dispute and, in the meantime, for a moratorium on job layoffs on the part of the DMH and for CSEA "to refrain from engaging in an illegal strike."

While the CSEA president maintains that the UCP takeover is not legal, he is endorsing Senator Marchi's request for a maintenance of the status quo as the "best course of action at this time" until a satisfactory resolution can be reached.

During the tour, Mr. McGowan said he was "horrified by the conditions" he found in the buildings where the UCP has already taken over, mentioning such things as unclothed patients, a total absence of any patient programming—"they were just sitting there staring"—and, said the union president, all fire doors were locked and no employee had a key.

Mr. McGowan said, "No matter what happens now or in the

future, the top priority of all concerned must be the maintenance of safety and adequate care for the patients whose lives here been entrusted to the employees of Willowbrook."

Earlier last week the state's plans for significant layoffs at (Continued on Page 16)



"End Layoffs" Marchi Says

ALBANY — State Senator John J. Marchi (R-24) has called upon the state Department of Mental Hygiene to place a moratorium on job layoffs at Willowbrook Developmental Center on Staten Island.

The Civil Service Employees Assn. local at Willowbrook is involved in legal actions against the DMH to prevent the layoffs of some 400 employees which are presently scheduled as a result of an allegedly illegal contract between the state and United Cerebral Palsy.

Sen. Marchi said, "The time has come for the Governor to exercise promptly the authority he possesses to demonstrate concern for the plight of the Willowbrook patients, and for the employees whose jobs are on the line."

He added that the employees now confronted with layoffs are "dedicated to and skilled in treatment of the mentally retarded. Any solution to the problem before us should rightfully include full use of the conscientious attitude and tested skills of these employees."

CSEA Opposes Contracting Out SUNY Transportation

ALBANY—The Civil Service Employees Assn. is currently involved in discussions with officials at the State University of New York at Albany concerning the school's attempt to contract out its transportation services.

SUNY has begun negotiations with the Capital District Transportation Authority, a private firm, to transport students between the dorms and classrooms which are in different sections of Albany.

Remaining steadfastly opposed to contracting out, the CSEA is awaiting replies to comments directed to SUNY officials concerning the benefits and quality of the service to be obtained, SUNY's legal obligations to the 15 drivers presently employed, and the prospect of continued state funds for transportation costs.

Working together on the matter are Daniel Grygas, SUNY Local president, Jack Corcoran,

CSEA Capital Region field supervisor, and John Cummings, field representative. They contend that the move is illegal according to a job and salary protection provision written into the present statewide operational services contract, which does not expire until March 31, 1979.

The CSEA's legal firm, Roemer and Featherstonhaugh, has been requested to research the legal aspects of the move and possible suits to be brought against the school.

If the CSEA cannot prevent (Continued on Page 14)

Don't Repeat This!

Agency Shop Adds To Political Clout Of CSEA In State

One of the most significant changes in New York Civil Service unionism took place last week when some 53,000 state employees and 10- (Continued on Page 6)

School Bus Drivers Continue Strike

SARATOGA—A spirited strike by 65 bus drivers in the Saratoga School District was set to enter its fifth day Saturday, with mediation scheduled for the fourth consecutive day in an effort to end the walkout.

Nearly 1,300 pupils were absent from school in the district Friday. The drivers, represented by the Civil Service Employees Assn., are protesting the district's sub-contracting their jobs to a private company, called the Upstate Transportation Consortium, in the middle of a two-year contract CSEA has with the district.

The drivers were slated to get a 6 percent raise in July as part of the provisions of their CSEA contract. However, the district contracted with Upstate in July, and since then the drivers have been earning 50 cents an hour less than they got during the last school year.

CSEA spokesmen reported the strikers showing "total

solidarity" as the strike ended its fourth full day at Leader press-time Friday. The workers were also picking up added support from students, taxpayers and citizens of the district as the strike wore on.

Saratoga Springs resident Doris Jeske took out one-minute advertisements on local radio station WKAJ urging fellow Saratoga residents to keep their children home from school until the strike was settled, according to CSEA public relations director Roger A. Cole.

"She did this with no motive except sympathy for the cause of the strikers and concern for the safety of the students, whom the district is attempting to entrust to the care of inexperienced, novice drivers," Mr. Cole said.

The drivers point out that, as district employees, they had participated in an excellent, ongoing safety program guaranteeing well-trained, professional bus drivers and safe

(Continued on Page 3)

At ODAS, The Bottom Line On Drugs Is Jobs.

By JANE BERNSTEIN

Joseph shot heroin into his veins for seven years before he was arrested and sent to a methadone maintenance center on the Lower East Side of Manhattan.

When he became stabilized on methadone—that is, able to function normally on his dosage—he took a job with Con Edison reading meters. He worked at that successfully for one year, until it got back to his employer that he had been a drug abuser. Joseph was let go from the job.

The same thing happened with another job he obtained at a laundry, but this time, it took only two months for the owner to discover Joseph's problem.

This reporter met Joseph at the New York State Office of Drug Abuse's Central Job Development Unit in New York City, where he'd come to try to get a referral to a new job.

"Right now, I'll even wash dishes," he said. "I just want to get some kind of work so I can go back to school and get my high school equivalency."

But ODAS counselor David

Taylor, who was interviewing Joseph, had other ideas.

"I'd like to try to get him something that will last and could lead to a better position," Mr. Taylor said. "He needs training."

Mr. Taylor spent the rest of the late afternoon making calls, and finally sent Joseph out on an interview.

The Central Job Development Unit, established last June, was created to help people like Joseph. Its staff of four counselors, two assistants and its director, Genia Bonne, work to help get

jobs for the hundreds of former drug users in the remaining ODAS treatment centers, and in the funded and accredited community-based drug treatment programs in the New York City area.

The unit is a pilot program, which could be repeated in other parts of the state if it is successful.

ODAS Commissioner Daniel Klepak said, "The bottom line on drug abuse is jobs. We don't have any magic cure for the problem, but we know that if a former user can have the structure in his or her life that a job provides, there's a chance for success. I really push for vocational rehabilitation, and right now, I'm trying to put every cent I can lay my hands on into it."

Where does the unit get vocational opportunities for clients?

"We really had to scrounge around for jobs, because we started from scratch," said Ms. Bonne. "We get all of the daily newspapers where jobs are listed, and also, I had some contacts from my former job as assistant to Commissioner Ben Harris at the city Department of Employment."

Ms. Bonne worked at placing clients into Comprehensive Employment and Training Act (CETA) funded jobs. Because of her knowledge about CETA eligibility, she arranged to have job-ready individuals from drug treatment programs register at their CETA manpower centers before June of this year. She is now able to send clients to interviews for CETA jobs, because they were registered at the proper time.

The unit also has access to the New York State Employment Service's job bank computer. One of the counselors is stationed there at all times, and makes referral suggestions to the office.

"Before, there was no real organization," said Ms. Bonne. "But since I took over, the drug treatment centers have designated employees who act as liaisons with us, and send their job-ready clients here."

In order to be eligible to get a referral from the unit, the client must show that readiness to accept the responsibility of work. They must be drug-free for at least one year, or stabilized on methadone for at least six months.

In addition, the client must be an out-patient at a halfway house so that a full-time job does not interfere with the treatment program. He or she must not have any court case pending, or other problems which make full-time employment a problem.

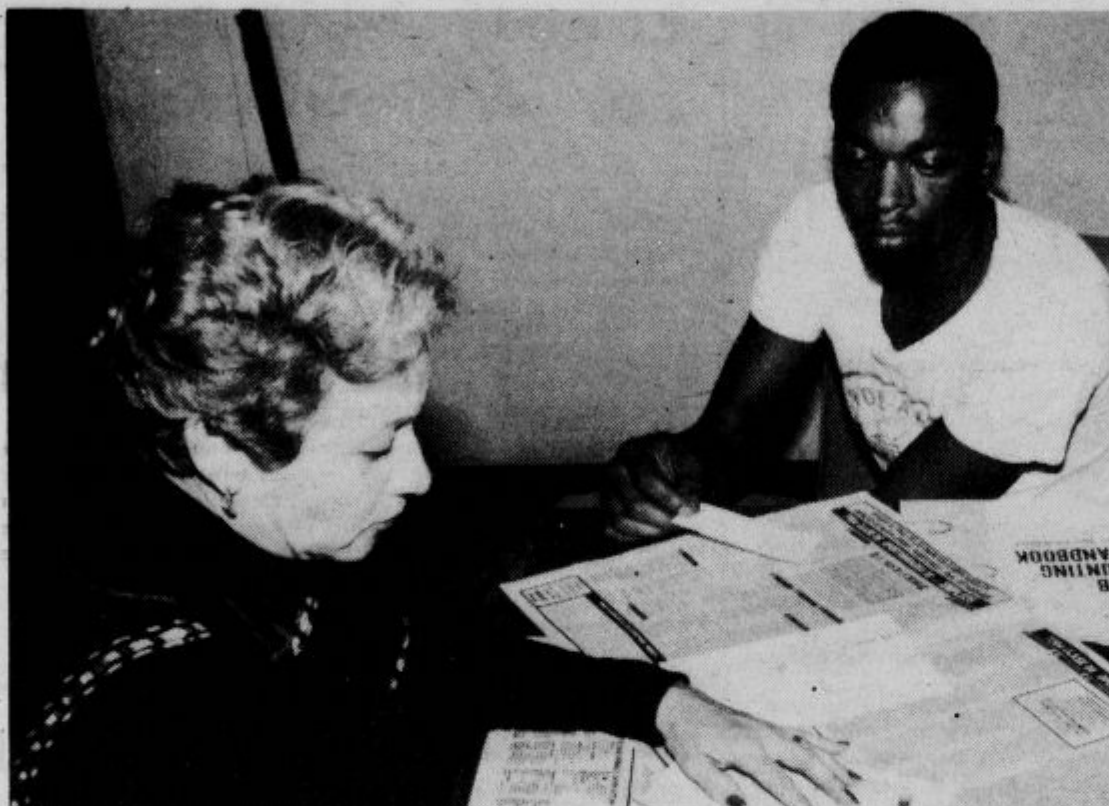
From July to August, the unit's counselors successfully placed 24 individuals in jobs. Also, staff assistant Ledell Rountree, who is under a CETA title, was able to place six former addicts into classes at Staten Island Community College.

"We are now dealing with procedures and proposals to increase the amount of seriously motivated ready-for-work clients who come here," Ms. Bonne said. "Everyone gets the best of counseling here—no one walks out without any kind of help. An average of one to two hours is spent on all new applicants, finding out information, making calls, and trying to match their background with a job."

The unit even managed to place a former drug user into a job as a key punch operator in an ODAS department, according to another counselor, Anna Perez.

Ms. Perez used to work as a vocational and placement counselor at another ODAS facility—the Brooklyn Rehabilitation Cen-

(Continued on Page 11)



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Vocational counselor Anna Perez interviews client, above, before sending him on job interview. Counselors try to match background of former drug abuser with jobs, so employment will be long range.

Genia Bonne, (left), director of ODAS Central Job Development Unit discusses matters concerning mutual cooperation among agencies in field of drug abuse with Ben Jones, Human Services specialist for Addiction Research and Treatment Corp.

Physical Education

ALBANY—The State Civil Service Department established an eligible list for physical education teacher on June 30 as the result of a Feb. 26 open competitive exam. The list contains 298 names.



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Continue Saratoga School Bus Driver Strike

CIVIL SERVICE LEADER, Friday, September 30, 1977

(Continued from Page 1)
equipment for the protection of the students. This program, drivers note, has not been continued by Upstate, which instead is conducting "an ineffective driver training program for new drivers, designed to put ill-trained and untrained novice drivers on school buses."

Meanwhile, students from all schools in the district have joined the strikers on their 24-hour picket lines around the district garage, and parents have brought food, coffee and moral support to the drivers. One 10-year-old joined the strikers and carried a picket sign while riding back and forth on his skateboard.

Mr. Cole said that a group of high-school students picketed in support of the strikers on Friday instead of going to school, and that after the drivers had thanked the youngsters and asked them to return to their school (at the request of district officials), the students continued to demonstrate in the school cafeteria.

Aside from the job security and student safety issues, which the drivers see as really being one large issue in itself, the strikers are also stressing the importance of the reinstatement of one of their colleagues who was illegally fired by the district.

State Mediation Board mediator William MacWilliams was scheduled to conduct another meeting between the two sides Saturday morning. Previous mediation sessions have produced no progress, but hopes were as high as spirits among the strikers, that the issues could be resolved. Until then, the drivers remain united in their feeling that "no buses will roll."

Bus Drivers May Strike Over Working Conditions

ALBANY—A curtailment in the number of individual bus runs and the consolidation of school children into fewer, but larger, groups has caused problems for bus drivers in the Clifton Park School District.

When school opened earlier this month, the drivers received notices instructing them to complete morning and afternoon runs in two hours of straight driving by picking up a greater number of children at each stop.

This tight scheduling spares no time between runs; in fact, it does not even allow for such contingencies as stopping to replace a burned out light bulb or to clean out the bus after a child had been sick on it.

In addition, the drivers are having trouble getting the children to school on time, in most cases arriving 20 minutes late.

Calling for a meeting in which the school board will be asked to justify these cost-cutting measures, Jack Corcoran, Capital Region Civil Service Employees Assn. field supervisor, commented, "The blocks of time in which the drivers are expected to make their runs are not constructed in the form agreed to in the contract."

School Board president Daniel Johnson has accused the drivers of engaging in a slowdown as a result of their dissatisfaction with the cut in hours.

However, the Clifton Park School District unit president, Leo Bonneau, said, "The blocks of time are too limited. Our

drivers are working in accordance with an order to obey a speed limit of 15 miles per hour."

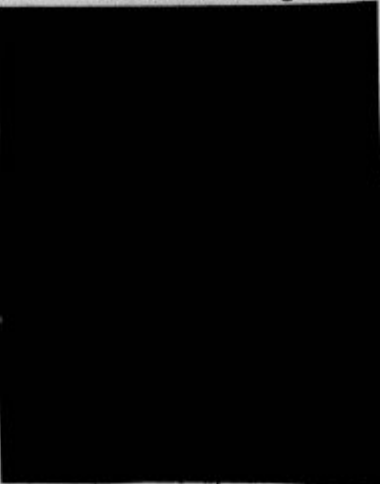
Mr. Corcoran added, "The drivers are attempting to work in a time frame devised by management; the adverse conditions should not be blamed on the employees."

He further stated that the run time should be lengthened and the district could put to use some 15 buses which now sit idle in a garage.

The taxpayers of Clifton Park, equally upset with the situation, have been invited by the CSEA to express their views at the meeting which was scheduled for this week.

One woman complained of her six-year-old daughter waiting on a busy highway for the bus, while another expressed dismay that her children have to spend two and a half hours on the bus getting to and from parochial schools outside the Clifton Park area.

The CSEA anticipates favorable results from the meeting. However, the irate bus drivers are threatening a strike if changes are not made soon.



folk; Westchester; Rockland; and New York.

The examination announcement, however, said that persons would not be admitted to the examination if they had competed in the senior stenographer exam given in November, 1976.

Attorney William M. Wallens of the CSEA law firm of Roemer and Featherstonhaugh instituted an Article 78 proceeding, claiming the barring of the individuals who competed in the Nov. 8, 1976 exam was "arbitrary and capricious."

"It appears that Civil Service was going to give the same exam on Sept. 24, 1977 as it gave on Nov. 6, 1976," Mr. Wallens added.

On Sept. 21, Supreme Court Justice John T. Casey granted CSEA a temporary restraining order, preventing the exam from being held until the lawsuit is resolved.

The arguments on the case will be heard in court Oct. 14.



HOLD ONONDAGA CLAMBAKE

Attending the Onondaga County Local 834 clambake were, from left, Joe Picciano, clambake chairman; Carm Bartholomew, tickets; Ventina Cerutti, secretary, and Sally Greco, Local treasurer and in charge of games and prizes. Also making an appearance were, from left, rear, Connie Bissi, Bob Obrist, Local president, and Bob Czaplicki, door prizes.

Sign 3-Year Pact in Onondaga County

SYRACUSE — Onondaga County and the Civil Service Employees Assn., Local 834, have signed a new three-year contract.

The county's 3,300 employees will be getting a 3 percent pay hike this year, retroactive to March 26, plus increments. Employees on the top step are to receive a 5.5 percent increase.

This will be duplicated in 1978, plus a \$125 bonus. There will be a 6 percent increase across the board in 1979 with no further increments.

The county employees, who have been working without a contract since Jan. 1, will also pick up increases in allowances for use of private vehicles and meal allowances. In addition, the

county will be paying the total health insurance bill for dependents.

Ron Smith, field representative, cited gains in layoff and posting and bidding procedures.

He said that layoffs "had been pretty much left up in the air," but the CSEA had gotten the county to agree to specific procedures with non-competitive and labor class employees gaining additional bumping rights.

With regard to posting and bidding, vacancies in the non-competitive and the labor class positions will be posted in all departments. The position will be awarded to the most senior employee in the department where the vacancy exists, if the employee meets the minimum requirements of the position. If no one in the department bids for the position, then the vacancy will be filled on a countywide basis, by seniority if the employee meets the minimum requirements.

The CSEA negotiators included Bob Czaplicki, probation; Joe Picciano, highway; Marie Kalbfleisch, health; Sally Greco, social services; Bob Obrist, Local president; Tom Murphy, Vanduy Home; Tony Sette, county unit; Sue Smith, library, and Ron Smith.

Region VI Political Action Seminar Hears Legislators Ask For Greater Involvement

BATAVIA—Members of the New York State Legislature took part for the first time recently in a political action seminar sponsored by Western Region VI of the Civil Service Employees Assn.

Their message was the same as that heard over and over again from union leaders—get involved.

Assemblymen Robin Schimlinger (D., 140th Dist.), Thomas Frey (D., 132d Dist.) and James F. Nagle (Rep., 135th Dist.) all took part along with Republican State Committee Woman Mary Rita Miller in the day-long seminar in the Treadway Inn in Batavia.

All echoed basically the same theme for nearly 75 CSEA members at the sessions—get involved as representatives of a special interest group; provide financial backing to the candidate of your choosing and work as a volunteer in the less-than-spectacular campaign areas of envelope stuffing and telephone calling.

Schimlinger's advice was all the more appreciated since he had not been endorsed by the union in the last election, which he won over a CSEA-backed opponent.

Patricia Koenig of Rochester, wife of the co-chairman of the Region's political action committee and a staff worker for Assemblyman Frey, also took part in the morning workshop along with CSEA attorney Stephen Wiley.

Martin Koenig and his committee co-chairman, Ramona Gallagher, a Regional vice-president, participated with Mr. Wiley in an afternoon panel moderated by Region education chairman Celeste Rosenkranz.

They urged fellow CSEA members to take more interest in political action and make up for ground lost in years of political inactivity.

Region president Robert Lattimer closed the session by reminding members the union politically has been getting "a maximum effort from a minimum number of people. Now we need a maximum effort from a maximum number of people."

Region V Confers

SYRACUSE—Central Region V of the Civil Service Employees Assn. will hold a conference Sept. 30 to Oct. 1 at the Marriott Inn, Thruway Exit 35, Syracuse. Upstate Medical Center Local 645 will host the event.

Ⓢ 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, 233 Broadway, New York, N. Y. 10007. Attn.: CSEA Calendar.

SEPTEMBER

- 27—Nassau Local board of directors meeting: 5:30 p.m., Salisbury Club, Hempstead.
- 29—Long Island Region I executive board meeting: 7 p.m., Region headquarters, Amityville.
- 29—Metropolitan Region II executive committee meeting: 5:15 p.m., Francois Restaurant, 110 John Street, Manhattan.
- 30—King's Park Psychiatric Center Local 411 reception night.
- 30-Oct. 1—Western Region VI meeting: Trenholm East Inn, Thruway Exit 44, Victor.
- 30-Oct. 1—Central Region V conference: Marriott Inn, Thruway Exit 35, Syracuse.

14% Problem

ALBANY—Joseph McDermott, president of the Capital Region of the Civil Service Employees Assn., requests that any state employee having problems obtaining the 14 percent increase according to the contract should contact the regional research office at 10 Colvin Ave., Albany.



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A Foolish Adventure

ABOUT 20 years ago, in Scarsdale, a policeman was killed in a shoot-out.

Some Westchester County old timers recalled that incident when, some time ago, it was announced in New York City that city officials were considering putting only one police officer in a patrol car.

The Scarsdale incident kicked off a moderate furor among police officers, the Westchester Patrolmen's Benevolent Association, officials and the public. Many insisted that it was not safe for police officers, even in Westchester where the crime rate is low, to travel alone in patrol cars.

A similar controversy is brewing in the Big Apple over the latest plan, which City police brass appear to support. Police officials—pointing out that there have already been for many years, one-way scooter patrols, one-man foot patrols and even one-man mounted police officer patrols—argue that one-man patrol cars present no greater hazards to police officers.

We believe this contention is faulty.

Many Westchester police departments still use one-man patrols with few instances of police officer deaths. A Pelham officer, who responded alone to an alarm, was gunned down last year in a shooting but this is still a rare occurrence north of the Bronx border. But the five boroughs are not Westchester. They are plagued by rising crime where even the murder of a police officer has become commonplace. The drug traffic, often the root cause of many other crimes, is rampant. Attacks on the elderly are on the rise. So is juvenile crime, particularly adult crimes committed by youths.

We do not intend to depict New York City as a jungle transplanted to where a great city used to be—many of our media associates have already done this—but it is clear that one must take greater care these days when walking the streets after dark than was necessary 5, 10, 15, 30 or 50 years ago.

We feel our police should also be permitted to take some precautions, even though the very nature of their oath to uphold the law and protect society implies that they are paid to accept danger as part of their daily routine.

We often forget that our police officers are also people, with human desires and needs. Often when we see uniformed police, we imagine they are some sort of sub or super humans.

They are neither. It may seem silly to say something everyone should know, but we believe it bears repetition. Policemen have wives and children, mothers and fathers, sisters and brothers, just like the rest of us. They breathe the same air and when they are hurt, they bleed just like other folks.

So we feel city officials and the public should not forget this the next time they are sitting safely in their homes and offices, thinking up new ways to save a few million dollars of city funds.

The police hierarchy has already won the right to initiate the plan and is reportedly ready to start fazing in one-man patrol cars just as soon as the city and the policemen's union sign a collective bargaining contract.

The union, however, is on record as opposed to the idea. We hope clearer thinking eventually prevails and that whoever is elected mayor next month will stop this foolish adventure that could one day result in more tragedy. (H.A.T.)

Don't Repeat This!

(Continued from Page 1)

000 local government workers joined the ranks of the Civil Service Employees Assn. (CSEA) via the new agency shop legislation.

Under a measure passed by the Legislature under the sponsorship of the Employees Association, all non-union state workers will now pay the equivalent amount of its annual dues to the CSEA and several local government units have authorized the legislation for their workers, too.

In addition to pushing CSEA ranks to the third-of-a-million status, these new contributors will add considerably to the political clout of this very big union.

No Mere Fund Raiser

Under the legislation, public employees do not have to become active union members and can forbid the use of the funds they pay for political action purposes. The CSEA, however, does not intend merely to serve as a fund collector. No sooner did the measure become law when William L. McGowan, CSEA president, vowed that a full range of union services would be offered to these new "members" and ordered an all-out drive to have them become active CSEA participants by signing enrollment cards. As of this writing, thousands of state and local government workers are signing up to take full advantage of the benefits of good unionism.

Representing One Million

In recent years, the CSEA has moved from practically non-involvement to become one of the most sophisticated forces in terms of political action in the state. From county clerks to state senators, awareness of the importance of CSEA help and approval at the polls has grown accordingly. Figuring an average of three voting persons per Civil Service family, CSEA will be speaking for nearly one million New York residents next year when everybody from Governor Carey on down will be seeking reelection. You can bet that the people representing CSEA in the halls of the Legislature will be walking very tall come January.

Your Social Security

Q. I'm 65 and the only things of value I own are the home I live in alone and an 8-year-old car, and my only regular income is from social security. Can I get SSI payments?

A. A home does not count as a resource under the supplemental security income (SSI) program. A car which has a retail value of \$1,200 or less or is used for transportation to a job or to a place for regular medical treatment is also disregarded. If your only income is your social security check, you should contact any social security office to find out if you might be eligible for SSI payments.

Q. Does the bonus value of food stamps count as income for SSI purposes?

A. No.



Civil Service Law & You

By RICHARD GABA

Mr. Gaba is a member of the New York Bar and Chairman of the Nassau County Bar Association Labor Law Committee.

The Motivating Cause

In a recent decision, the Appellate Division, Third Department, reviewed an Article 78 proceeding brought by the City of Albany to review a determination of the Public Employment Relations Board (PERB).

This case arose out of a section 75 disciplinary proceeding resulting in the discharge of an equipment operator for the City's Department of Public Works. The employee and his bargaining agent filed a charge with respondent PERB, alleging that the discharge was solely because of union activity. On April 10, 1976, PERB found that the discharge was motivated by anti-union animus and therefore was in violation of the Taylor Law.

Subsequently, petitioners commenced an Article 78 proceeding, arguing that PERB lacked jurisdiction to review a proceeding conducted pursuant to Section 75 of the Civil Service Law and that the board's decision was arbitrary and capricious. The Appellate Division held that PERB had jurisdiction to consider the legality of the dismissal and its ruling that the dismissal was due to anti-union animus was not arbitrary and capricious.

The court in its decision stated that the PERB inquiry centered upon whether the discharge was based on anti-union animus, therefore constituting an improper practice. The court held that "in this sphere, PERB is vested with the exclusive non-delegable jurisdiction to prevent such practices [Civil Service Law, Section 205, subd. 5, par. (d)]. The record, which was uncontested, demonstrated that the Public Works commissioner knew of the employee's union activities and was hostile to him because of those activities and that he would not have fired the employee but for the latter's union activities. As a result of this, the court ruled that there was "substantial evidence" on the record to support PERB's ruling and, therefore, it was not arbitrary and capricious. In conclusion, the court affirmed PERB's award of back pay and reinstatement because "anti-union animus was the substantially motivating cause of the dismissal and not merely one of the reasons thereof." *City of Albany v. Public Employment Relations Board*, 395 N.Y.S.2d 502.

AS A CONSEQUENCE of New York City's fiscal crisis, approximately 1,680 uniformed firemen, including the petitioners, were suspended from the Fire Department on June 30, 1975. Subsequently, the City received authorization to rehire, with CETA funds, a number of permanent employees who had been laid off, including 150 firemen. As required by law, the City gave assurances in its application for funding that it would comply with the CETA residency requirements. Reappointments to the Fire Department were made in the order of seniority. However, petitioners, whose seniority placed them within the group of 150 scheduled to be rehired, were deemed ineligible under the CETA program because they did not reside within the City.

The petitioners alleged that their rejection for re-employment was "arbitrary and unreasonable and in violation

(Continued on Page 7)

WHAT'S YOUR OPINION

By PAMELA CRAIG

THE PLACE: Creedmoor Psychiatric Center

QUESTION: There has been recent criticism of conditions for patients in state Mental Hygiene institutions. What are the conditions for employees?

Nattie Carlton, therapy aide: "The conditions are terrible on the evening shifts. There are usually two aides for two wards at night, and these wards are filled with very disturbed patients. It is actually a maximum security section. We have lots of criminal court cases and, if these patients escape at night the employees are blamed for it. How they escape, we don't know. Nevertheless, the evening staff is blamed. I don't feel it is right for an aide to have to always deal with the criminally insane. We are trained to deal with mental patients, not the criminally insane. There are also 60-year-old patients mixed with those in their 20's."

William Hawkins, supervisor: "The conditions are very bad. I feel that management harasses the employees. They seem to take matters personally with regard to injury on the job. I hurt my back twice at this hospital and have been forced to return to work before I should have. We are examined by state doctors who usually order us back to work. I go to a doctor for treatment twice a week, yet the state doctor says I am able to go to work now. I also must return to the most dangerous area which is admissions. The patients come right out of institutions for the criminally insane. I am filled with stress over this situation."

Joe Healy, grounds department: "The conditions are fairly good except for some of the safety factors which are often overlooked. The patients come out and throw garbage all over the place, and this is a health hazard. We clean it up three or four times a day and they have been told not to litter the grounds. Nevertheless, they continue to do it. I would also like to say that the employees are often abused and beaten up by patients. Nothing is ever said about the employees being beaten up and it's about time somebody heard the employees' side."

Lacie Williams, therapy aide: "There are not enough employees and there are not enough men employed as aides. The clients often need to be restrained by stronger individuals and I feel that having more men as aides would lessen the risks. I feel the clients should be separated from one another as to the gravity of their condition. Some are definitely worse than others. I don't feel one should have to call another ward for a man when a disruption occurs. I was once hit by a cocktail table when a patient was acting out."

Clinton E. Thomas, therapy aide: "The employees are suffering because of poor staffing. Management claims that it must make cutbacks and these cutbacks force the employees to work under more risks, that is, physical risks from patients. When there is less staff, the patients seem to be more aggressive and more prone to attack. Another condition imposed by an environmental group is that the therapy aide must perform patient care as well as maintenance. The new directive specifies that we must do general cleaning work."

Erma Vincent, therapy aide: "I feel they are not good. On weekends, we are chronically understaffed. There are more women working here than men and, at night, it is scary to be one of the only women working with the patients. If the ward contains dangerous patients who slip off the premises, and there are only two people on the ward, then one hesitates to leave to look for the patient. It is a bad situation if a lone person must leave at night to look for a wandering patient."

RETIREMENT NEWS & FACTS

By A. L. PETERS

Jury Duty

Retirees are eligible for jury duty. Because many had exemptions either because of job priority or other reason, they have been stricken from the rolls. A retiree should inform the commissioner of jurors of availability—indeed, a willingness to serve. Although the pay is nominal, travel expenses and "interesting work" is sometimes available.

Almost half of the married women in the nation work in jobs covered by Social Security, according to Social Security officials here.

Over 22 million married women—47.1 percent of them—have jobs outside their homes compared to 43.6 percent 10 years ago, according to the U.S. Department of Labor. Nine out of 10 jobs are covered by social security.

"Working women build Social Security disability, survivors, retirement, and Medicare protection for themselves and their families," a Social Security spokesman said. "More married women work now than in 1967 because families are smaller and there are more jobs for women and more day-care facilities for children."

Monthly Social Security benefits can be paid to a wife on her work record even if her husband keeps working, he noted.

"And," he said, "if a woman has worked long enough in jobs covered by Social Security and then retires, becomes disabled, or dies, her children can be paid benefits on her record until they are 18—or until 22 if they're full-time students in school and remain unmarried."

Full Social Security retirement

benefits can start when the worker is 65, reduced benefits at 62. Disability benefits can be paid workers under 65 and their families when the worker is disabled and not expected to be able to do any substantial work for a year or more.

To get social security disability payments, disabled workers generally need 6½ years of work covered by Social Security with at least five years of it in the 10 years before the disability began. "But workers disabled before 31 may be eligible for payments with at little as 1½ years of work covered by Social Security, depending on age," the spokesman said. Medicare starts for most people at 65, he noted. "But disabled people under 65 can get Medicare if they've been entitled to Social Security disability benefits for at least 24 consecutive months," he said.

The Social Security Administration is an agency of the U.S. Department of Health, Education, and Welfare.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of unclaimed checks from the New York State Employees' Retirement System and the State Policemen's and Firemen's Fund. The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to obtain the funds.

Following is a listing of those individuals whose membership terminated pursuant to the provisions of section 40, paragraph 1 of the Retirement and Social Security Law on or before August 31, 1974.

(Continued from last week)

Janet AckenhilPittsburgh, Pa.
Anthony J D'AngeloOradel, NJ
James J AnnuziataBuffalo
John H AtkinsPoughkeepsie
V William CaracciBrooklyn
Gerald W Cone SrRochester
Charles W CulverRochester
Lorraine L DaddazioOssining
James N DeLapLowville
Louis R DiLeoneFranklin Square
Doris E DombreckOrangeburg
Jeannette EhlerHolbrook
John T ElmoreAmityville

(To Be Continued)

LETTERS TO THE EDITOR

A Service

Editor, The Leader:

I would like to compliment you and William R. Williford on the "Go to Health" series presently appearing in the Leader. It is a service to our members and usually appears unbiased and accurate.

I would, however, like to bring attention to the article in the Friday, Sept. 16, issue. There is one inaccurate statement or a misprint which I feel you should correct in a future issue. I quote, "And remember, if you are overweight, it is probably because of a glandular problem or malfunction." We know that research indicates that this is not true.

ELIZABETH M. LUND, R.D.
Regional Public Health
Nutritionist
White Plains

No Excuses

Editor, The Leader:

The Daily News reports that Albany legislative leaders have agreed upon a proposal that nearly 47,500 state and local employees who retired before 1969 should be in line for 14 percent cost-of-living pension

increases. The rates would be automatic for retired state and local government employees outside New York City.

This proposal apparently would freeze out benefits of supplementation to post-1966 state and local retirees. It discriminates unfairly against all state retirees in New York City, who have been severely and adversely affected by loss of buying power and continuously rising costs of necessities during eight years of spiraling inflation.

Post-1966 state retirees have not received any cost-of-living supplementation of pension adjustment from New York State Employees Retirement System, to

which they have generously contributed. We urge all legislative leaders as well as Gov. Hugh L. Carey to enact S.910 and A.1336.

This legislation has been waiting for consideration since Jan. 6. Action is urgent and overdue.

The excuse that the state is unable to absorb the cost of supplementation is no longer valid. The state balanced its budget April 1, and is receiving new sales and income taxes at a considerable growth rate. Also, the state has received federal revenue sharing income totalling \$707 million during the last three years.

EDWARD J. POWERS
Bronx

Ready To Quit

Editor, The Leader:

I am a 62-year-old widow and have been employed as a seamstress in the New York City garment district for the last 25 years.

I recently read about a proposal before Congress, that the mandatory retirement should be postponed to age 68. This is all nice and fine, if good health prevents one from feeling the burdens of age. After so many years of hard work, in which I put in many hours—including overtime—and with vacations passing as soon as they started, my health has deteriorated. Not only my vision, but also my energy level is not the same as it once was.

I can't wait to retire, the sooner the better, so I can concentrate on my health and be a good grandmother to my five grandchildren.

I think that the choice of retirement over 65 should be left to the employee.

Name Withheld
New York City

BUY
U. S.
BONDS!

LETTERS POLICY

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

Civil Service Law & You

(Continued from Page 6)

of Section 81 of the Civil Service Law as well as state law prohibiting residency requirements as a condition of employment within the Fire Department. The Supreme Court, Special Term, New York County, held that even though the petitioners were qualified to be placed in the group to be rehired because their residence was outside the City, it made them ineligible for the CETA program. Also, the court stated that the provision of the Public Officers Law, allowing a "paid member of the uniformed force of a paid fire department" to reside in areas outside the political subdivision in which he performs his duties, had no relevancy to the CETA program and would not interfere with the City's rehiring of firemen under the program. *Carrilue v. Beame*, 395 N.Y.S.2d 573.

Constitution And By-Laws Committee Report

REPORT OF REVISION OF CONSTITUTION AND BY-LAWS COMMITTEE TO THE ANNUAL DELEGATES MEETING CONCORD HOTEL, KIAMESHA LAKE October 9 - 14, 1977

The Constitution and By-Laws Committee of the Civil Service Employees Assn. has met four times since the Special Delegates Meeting in March, 1977. It wishes to thank all the members of the Association for their support and continued interest in the activities of the Committee. The following report is respectfully submitted by Chairman Kenneth Cadieux, William Roberts, Nicholas J. Cimino, Joseph Kenney, Eugene Nicoletta, Audrey Snyder, Earl T. Mayfield, Sr. and Karen A. White. New material is in boldface. Language to be removed is bracketed.

The following items are presented to the delegates for a second reading and if passed, will become part of the CSEA constitution.

1. The following amendment was proposed by the Methods and Procedures Committee (formerly the Committee to Restructure CSEA) in its report to the Delegates in October, 1976. The amendment was referred to this Committee:

• Article IV, Section 5 "Officers"

"(a) ELECTION. Officers of the Association shall be elected by secret ballot in odd-numbered years in the manner prescribed in the by-laws. They shall hold office for a term of two years or until their successors shall have qualified, commencing July 1 in an odd-numbered year. Vacancy in the office of President shall be filled by the Executive Vice President. Vacancies in the office of Executive Vice President shall be filled by the Board of Directors by appointing any one of the six Vice Presidents. A vacancy in the term of any of the Vice Presidents shall be filled according to the Constitution and By-Laws of the respective regions. Vacancies in the office of Secretary and Treasurer may be filled for the remainder of the term by the Board of Directors. Commencing with the 1979 election, no statewide officer shall be an officer of a local or unit if such officer is serving on a paid basis from CSEA, exclusive of the honorarium or expenses approved by the CSEA Board of Directors."

Explanation: The Committee recommends approval of this amendment on the basis that one individual cannot effectively conduct the business of both a statewide office and a local or unit office at the same time.

2. The following amendment to Article VIII of the Constitution entitled "Delegates" was proposed from the floor of the Delegates' meeting in October, 1976 and referred to this Committee. The amendment would add a new paragraph to the existing Article:

• Article VIII "Delegates"

Entire Article remains the same.

New Paragraph:

"When State and/or County Division Delegates meet in official session, the motions passed with regard to items affecting solely their respective divisions and not the Association general policy shall be presented to the delegate body by the respective Chairmen for informational purposes only."

Explanation: The Committee recommends approval of this amendment. This amendment refers only to the regular order of business of the State and County Division Delegate meetings and does not seek to grant the power of the general delegate body upon the two Divisions.

The following items are presented to the delegates by the committee as proposed amendments to the constitution. The presentation to the delegates at this meeting constitutes a first reading of these amendments.

1. The following amendment to Article III, Section 1 of the Constitution is submitted by the Committee as mandated by the Delegates at the March, 1977 meeting.

Section 1. "Members"

(a) Persons who are employed in or who have retired from the civil service of the State of New York or any political subdivision thereof or any public authority, public benefit corporation or similar autonomous public agency shall be eligible for membership. An individual may be a member of only one local or unit thereof through which he pays membership dues.

(b) Persons who are employed by private employers which employers have contracted with the entities described in (a) to perform services normally performed by public employees shall be eligible for membership provided the person is actually performing duties normally performed by a public employee."

2. The following amendment to Article III, Section 2 of the Constitution was submitted to this Committee by Nathaniel Ackerman, President of New York Metro Retirees, CSEA Local 910, and by William Mensel, Nassau County Retirees Local:

• Article III "Membership," Section 2:

"Section 2: "Retiree Members." Any member of the Association who has retired from the civil service of the State of New York or any political subdivision thereof or any public authority, public benefit corporation, or similar autonomous public agency may elect to become a retiree member. [Retiree members shall not be eligible to vote or hold office but shall have other such rights and privileges as the Board of Directors may prescribe.]"

Explanation: The Committee recommends defeat of this amendment. The purpose of providing for a retiree membership in CSEA is to permit those who wish to remain affiliated with the organization, but who cannot afford to pay full dues, the privilege of participating in the activities of retiree locals. Any individual who wishes to vote or hold office in other than a retiree local may elect to do so by paying a full membership.

3. In the Report of the Methods and Procedures Committee (formerly the Restructuring Committee), three proposals were referred to the Constitution and By-Laws Committee. The Committee has acted upon these proposals as follows:

A. Refer to Report of Methods and Procedures Committee, Part II, No. 1. This proposal recommended that independent nominations (petitions) shall only be accepted from members not placed on the election ballot by application to the appropriate Nominating Committee. To implement this recommendation, the following language is submitted:

• Article IV, Section (c):

"(c) INDEPENDENT NOMINATIONS. Nominations for President, Executive Vice President, Secretary and Treasurer may also be made by official petition provided by the Executive Director of the Association upon written request [of any member] from members not placed on the election ballot by application to the appropriate Nominating Committee. Such petitions shall be signed by not less than two (2%) percent of the members of the Association. The names of such candidates shall be printed on the official ballot if such nominations are filed with the Secretary and the Executive Director of the Association on or before April 15th in the year of the election."

• Article VI, Section 3:

"Section 3. INDEPENDENT NOMINATIONS. Nominations for members of the State Executive Committee may also be made by official petition provided by the Executive Director of the Association upon written request [of any member] from members not placed on the election ballot by application to the appropriate Nominating Committee. The petition must be signed by not less than ten (10%) percent of the members in the Department making such nominations but in no event will more than 450 valid signatures be required. The names of such candidates shall be printed on the official ballot if such nominations are filed with the Secretary and the Executive Director of the Association on or before April 15th."

Explanation: If these amendments are adopted by the Delegates, the Committee will recommend to the Charter Committee that the appropriate amendments be made in the Region, Local and Unit Mandated Model Constitutions in order that the independent nominating procedure is uniform for all offices in the Association.

B. Refer to Report of Methods and Procedures Committee, Part II, No. 2. This proposal recommended that candidates for Statewide President shall select their own candidate for Executive Vice President. Since this proposal was referred to our Committee during the latter part of August, we have tabled this item for further study and will place it on the agenda for the next meeting.

C. Refer to Report of Methods and Procedures Committee, Part II, No. 3. This proposal recommended that the term of office for all elective CSEA offices shall be three (3) years. To implement this recommendation, the following language is submitted:

• Article IV, Section 5(a) of the Constitution:

"(a) ELECTION. [Officers of the Association shall be elected by secret ballot in odd-numbered years in the manner prescribed in the by-laws. They shall hold office for a term of two years or until their successors shall have qualified, commencing July 1st in an odd-numbered year.] The four statewide officers of the Association shall be elected tri-annually (every three years) commencing with the term of office to begin on July 1, 1979. The six Vice Presidents of the Association shall be elected for a term of one year commencing July 1, 1979. Thereafter the six Vice Presidents of the Association shall be elected for a term of three years commencing with the term of office July 1, 1980. They shall hold office for the term for which they were elected or until their successors shall have qualified. Vacancy in the office of President shall be filled by the Executive Vice President. Vacancies in the office of Executive Vice President shall be filled by the Board of Directors by appointing any one of the six Vice Presidents. A vacancy in the term of any of the Vice

Presidents shall be filled according to the Constitution and By-Laws of the respective regions. Vacancies in the office of Secretary and Treasurer may be filled for the remainder of the term by the Board of Directors."

• Article VI, Section 1, "State Executive Committee"

"Section 1. STATE EXECUTIVE COMMITTEE. The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Faculty Student Association and Teachers' Retirement System shall as a unit be deemed a State Department. In addition to the foregoing, each State Department with more than 3,000 members as of January 1 in [an odd-numbered year] the year of an election, shall for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. The State Executive Committee shall elect from its membership one member to be known as the Chairman of the State Executive Committee. The State Executive Committee may create one or more subcommittees to perform such duties as the State Executive Committee shall delegate. Each department representative shall be elected by ballot by the members in his department in the manner prescribed in the By-Laws. No person shall be eligible for nomination unless he shall have been a member in good standing of the Association on or before June 1st of the year preceding the year in which the election is held. They shall hold office for a term of two years or until their successors shall have qualified. Commencing with the term of office beginning July 1, 1981 and each term thereafter, the term of office shall be three years. Vacancies in the office of the State Department representatives may be filled for the remainder of the term by members of the Association employed in such department at a special election to be called by the Board of Directors within fourteen days after the first meeting of the Board subsequent to the time that such vacancies occur under rules established by the Board."

• Article VII, Section 1, "County Executive Committee"

"Section 1. COUNTY EXECUTIVE COMMITTEE. The power and authority to transact business relating to employees of the political subdivisions of the state shall, except as otherwise provided herein, be vested in a County Executive Committee which shall consist of the officers of the Association and one representative from each County Division Local, and one County Educational Local Representative from each CSEA Region elected by the County Educational Local members within each region. In addition to the foregoing, each County Division Local with more than 10,000 members as of January 1 in [an odd-numbered year] the year of an election shall, for the term of office beginning the following July, be entitled to one additional representative. The County Executive Committee may create one or more subcommittees to perform such duties as the County Executive Committee shall delegate. The representatives of a County Local shall be elected by such local for a two-year term of office to be coincidental with the term of office for members of the State Executive Committee. Commencing with the term of office beginning July 1, 1981 and each term thereafter, the term of office shall be three years. The County Executive Committee shall elect from its membership one member to be known as the Chairman of the County Executive Committee."

Explanation: The Committee recommends approval of these amendments. The Committee concurs with the position of the Methods and Procedures Committee, as well as with input from Joseph Lazarony on behalf of the Rensselaer County Local, that the staggering of elections, in addition to lengthening the term of office, would afford candidates for these important offices in the Association the opportunity to solicit endorsements from Local Presidents at a time when the Local President is not involved in his own campaign for re-election, etc.

4. The following amendment to Article VI, Section 1 of the Constitution, which was originally proposed by Jack Weisz from the floor of the Delegates meeting in October, 1976, was presented by this Committee in its report to the Delegates in March, 1977. At that meeting, the Delegates tabled the amendment.

Motion by the Constitution and By-Laws Committee to remove the amendment from the table.

• Article VI, "State Division," Section 1.

"Section 1. STATE EXECUTIVE COMMITTEE. The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department."

(Continued on Page 9)

ment. The Judiciary, the State University, the Water-front Commission, and state public authorities as one unit, shall be deemed State Departments. The Faculty Student Association, Teachers' Retirement System, and the Higher Education Assistance Corporation shall as a unit be deemed a State Department. In addition to the foregoing, each State Department with more than 3,000 members as of January 1 in an odd-numbered year, shall for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. The State Executive Committee shall elect from its membership one member to be known as the Chairman of the State Executive Committee. The State Executive Committee may create one or more subcommittees to perform such duties as the State Executive Committee shall delegate. Each department representative shall be elected by ballot by the members in [his] the department which he seeks to represent or from which he is retired in the manner prescribed in the By-Laws. No person shall be eligible for nomination unless he shall have been a member in good standing of the Association on or before June 1st of the year preceding the year in which the election is held." REST OF SECTION REMAINS THE SAME.

Explanation: The Committee recommends defeat of this amendment. This amendment would allow any retired public employee the right to run for a position on the State Executive Committee for any department regardless of where the member was employed at the time of his retirement. In addition, the Committee believes that the interests of active, full-time employees can be best served by having their peers represent them on the Board of Directors.

5. The following amendment to Article VIII of the Constitution was submitted to this Committee by Francis Miller on behalf of the Charter Committee:

• Article VIII, "Delegates"

"Members of each local shall elect from their membership one or more delegates to represent the members of the local at all meetings of the Association, except that the local president shall, by virtue of his office, automatically be designated as a delegate. Prior to June 1 of each year, each local shall file with the Secretary of the Association an accurate list containing the names and addresses of its delegates for the ensuing year, and names and addresses of alternate delegates, may be submitted to the Secretary thereafter. Such delegate or delegates shall have one vote for each one hundred members or fraction thereof in such local, based upon the paid membership in the Association on the first day of June preceding the meeting. The number of votes each local or department is entitled to cast shall be determined by a Board of Canvassers appointed by the Board of Directors. Members in the State Division who are not entitled to representation by Local Delegates pursuant to this section shall be represented at all meetings of the Association by members of the State Executive Committee as delegates representing each of the State Departments, and each such delegate shall have one vote for each one hundred members, or fraction thereof, in the department from which he was elected, excluding those members who are represented by Local Delegates as provided in this section. All other members of the Board of Directors shall have all the rights and privileges of delegates at meetings of the delegates [except] including the right to vote. The votes of each local or department shall be cast as a unit unless the delegates have been instructed to split such votes on a particular issue in a manner prescribed by the members of such local or department. Such delegates selected or appointed pursuant to this section shall have and may exercise all the powers, rights and privileges of members at any meeting of the Association."

Explanation: The Committee recommends defeat of this amendment on the basis that it goes against the overall intent of having delegates elected from the membership.

6. The following amendment which would add a new paragraph to Article VIII of the Constitution was presented by this Committee in its report to the Delegates in March, 1977. At that meeting, the Delegates tabled the amendment.

Motion by the Constitution and By-Laws Committee to remove the amendment from the table.

• Article VIII "Delegates"

ENTIRE ARTICLE REMAINS THE SAME.

New Paragraph:

"Regional officers not in the capacity of Local delegates, shall be delegates at all delegate meetings of the Association. They shall have all the rights and privileges of delegates at the meetings except the right to vote. Allowed expenses may be paid by the region."

Explanation: The Committee previously recommended adoption of this amendment when the language was optional with regard to expenses, i.e., "Allowed expenses may be paid by the region." However, the original amendment as submitted to the Committee by Robert C. Smith, SUNY at Buffalo, Local 602, reads as follows and mandates that the Regions must pay expenses.

...To Delegates

The Committee takes no stand on the revised amendment.

• Article VIII "Delegates"

ENTIRE ARTICLE REMAINS THE SAME.

New Paragraph:

"Regional officers not in the capacity of Local delegates, shall be delegates at all delegate meetings of the Association. They shall have all the rights and privileges of delegates at the meetings except the right to vote. Allowed expenses are to be paid by the region."

The following items are presented to the delegates by the committee as proposed amendments to the by-laws. If passed at this meeting, the amendments will become effective immediately.

1. The following amendment to Article II, Section 1 of the By-Laws was submitted to this Committee by Giles Spoonhour, Co-Chairman of the New York City Chapter, Ad Hoc Committee on the Structure of CSEA:

• Article II "Meetings," Section 1:

"Section 1. ANNUAL MEETING. The Annual Meeting of the Association shall be held on call of the President between the 15th day of September and the 15th day of November in each year. The President shall give notice of the date of such meeting to the President of each Local, Region, and members of the Board of Directors before April 15th in each year. Each year the Annual Meeting shall last for five days. The first day of the Annual Meeting shall be devoted to separate State department meetings, County Division meetings and school district meetings. The first evening of the Annual Meeting shall be devoted to special sessions as determined by the Education Committee and the President. The second day shall be devoted to separate sessions of the State Division and the County Division. Necessary business appropriate to the separate divisions shall be conducted at these separate sessions, while business pertaining to the Association as a whole shall be conducted at the General Business meetings. Subsequent dates shall be devoted to an agenda fully prepared, described and distributed to local presidents, Region Presidents and delegates, thirty days prior to the Annual Meeting." REST OF SECTION REMAINS THE SAME.

Explanation: The Committee, although in general agreement with the intent of this amendment, recommends defeat on the basis that the language ("The second day shall be devoted to separate sessions of the State Division and the County Division") is too restrictive. Therefore, the Committee will propose a similar amendment.

2. The following amendment to Article II, Section 1 of the By-Laws is submitted by the Constitution and By-Laws Committee as a counter-proposal to the amendment by Mr. Spoonhour:

• Article II "Meetings," Section 1:

"Section 1: ANNUAL MEETING. The Annual Meeting of the Association shall be held on call of the President between the 15th day of September and the 15th day of November in each year. The President shall give notice of the date of such meeting to the President of each Local, Region, and members of the Board of Directors before April 15th in each year. Each year the Annual Meeting shall last for five days. The first day of the Annual Meeting shall be devoted to separate State department meetings, County Division meetings and school district meetings. The first evening of the Annual Meeting shall be devoted to special sessions as determined by the Education Committee and the President. Separate sessions of the State Division and the County Division shall be held prior to the general meetings. Necessary business appropriate to the separate divisions shall be conducted at these separate sessions, while business pertaining to the Association as a whole shall be conducted at the General Business meetings. Subsequent dates shall be devoted to an agenda fully prepared, described and distributed to local presidents." REST OF SECTION REMAINS THE SAME.

Explanation: The Committee recommends approval of this amendment on the basis that it clarifies the agenda of meetings and provides for more efficient and expeditious handling of business.

3. The following amendment to Article IV, Section 2(c), of the By-Laws was submitted to this Committee by Joseph E. McDermott, Region IV President:

• Article IV "Finance" Section 2:

"(c) RETIREE MEMBERS. Dues of retiree members shall be at the rate of [4.80 per annum] 10% of the regularly established annual dues."

Explanation: The Committee recommends approval of this amendment on the basis that it will provide an automatic escalation of the retiree dues each time the regular annual dues of the Association are increased. This will avoid amending the By-Laws in two separate sections.

4. Amendments to Article IV, Section 3 of the By-Laws were submitted to this Committee by Solomon Bendet, Region II President; Daniel J. Crowley, Transportation Main Office, Local 687; Earl H. Kilmartin, OGS Local 660; and Joseph E. McDermott, Region IV President:

• Article IV, Section 3(a), (b) and (c) of the By-Laws:

"(a) REFUNDS TO LOCALS. Each duly organized local of the Association which has complied with all of the provisions of the mandated Model Local Constitution shall receive from the Treasurer an annual payment of twenty-five per centum (25%) of the annual membership dues and twenty-five per centum (25%) of the Agency Shop fees collected from the [membership] employees in such locals. The expenses of the delegates to regular or special meetings of the Association shall be paid by the local from such funds as hereinafter provided."

"(b) REFUNDS TO UNITS. All recognized units established by locals shall receive a rebate of not less than twenty-five percent not more than fifty percent of the per capita rebate extended by the Association to a local based upon the [number of members in the unit] collection of the annual membership dues and agency shop fees collected from the employees in the unit."

"(c) REFUNDS TO REGIONS. Each region of the Association shall receive from the Treasurer an annual payment of [ten] twenty-five cents [per member of the dues collected from the membership] of the annual membership dues and agency shop fees collected from the employees in such region. In the event that a region adopts a plan for assessing the locals within its region, the State Treasurer may, upon notification by the Regional Treasurer that a local is delinquent in its regional assessments, deduct that assessment from the local's direct rebate from the Association and transmit, upon approval of the Board of Directors, the assessment to the Regional Treasurer."

Explanation: The Committee recommends approval of these amendments.

5. The following amendment to Article V, Section 2 of the By-Laws was proposed by the Methods and Procedures Committee in its report to the Delegates in March, 1977. The amendment was referred to this Committee:

• Article V, "Expulsion of Members":

"Section 2. Any officer or member may be served with charges by registered or certified mail by his Local President upon approval of the Local Executive Committee, or by the Regional President, or by the President of the Association, for conduct detrimental to the best interests of the Association. All charges should be approved as to form and content by the Association Counsel. A Local President may be served with charges by registered or certified mail by a designated committee of the Local Executive Committee upon approval by the Local Executive Committee." REST OF SECTION REMAINS THE SAME.

Explanation: The Committee recommends approval of this amendment on the basis that it concurs with the desire of the Methods and Procedures Committee to protect the Association against legal action.

6. The following amendment to Article V, Section 2 of the By-Laws was submitted to this Committee by the Executive Committee of Commerce Local 654:

• Article V, "Expulsion of Members":

"Section 2. Any officer or member may be served with charges by registered or certified mail by his Local President upon the approval of the Local Executive Committee, or by the Regional President upon the approval of the Regional Executive Committee, or by the President of the Association upon the approval of the Board of Directors, for conduct detrimental to the best interests of the Association. A Local President may be served with charges by registered or certified mail by a designated committee of the Local Executive Committee upon approval by the Local Executive Committee." REST OF SECTION REMAINS THE SAME.

Explanation: The Committee recommends approval of this amendment in order to keep the language uniform throughout the Section.

7. The following amendment to Article V, Section 4 of the By-Laws, which was originally submitted by the Charter Committee, was presented by this Committee in its report to the Delegates in March, 1977. At that meeting, the Delegates referred the amendment back to Committee.

• Article V "Expulsion of Members":

"Section 4. The President of the Association or the Board of Directors may suspend from membership any member of the Association for [supporting a competing labor organization] conduct detrimental to the best interests of the Association. Within ten days of a suspension, the member shall be served with charges and a hearing will be afforded before a designated committee of the Board of Directors of the Association. A finding will be made by the committee as to the propriety of the member's acts and a recommendation for a penalty will be given to the President. The President

(Continued on Page 14)

Latest State And County Eligible Lists

EXAM 36010
ASSOC VOC REHAB CNSLR
Test Held March 19, 1977
Est. Aug. 2, 1977

- 1 Brown Charles E White Plains ...98.0
- 2 Emperor John J Auburn ...92.5
- 3 Fisher Samuel S Albany ...86.0
- 4 Tierney M A Albany ...81.9
- 5 Kilkenny Joan Albany ...81.4

EXAM 36012
SR MV LIC CLK & MV LI CLK
Test Held March 19, 1977
Est. July 28, 1977

- (Continued from Last Week)
- 69 Erickson B J Syracuse ...81.3
 - 70 Wheeler M L Frankfort ...81.3
 - 71 Anderson G Deer Park ...81.3
 - 72 Whitman Linda A Northville ...81.3
 - 73 White Louise Elmira ...81.3
 - 74 Frangella J A Ravena ...81.3
 - 75 Docalavich M A Binghamton ...81.2
 - 76 Seward Philip E Albany ...81.2
 - 77 Stillman Muriel Harpursville ...81.2
 - 78 Irish Keith C Albany ...81.1
 - 79 Postlethwaite E Johnson City ...81.1
 - 80 Powell Diane R NYC ...81.0
 - 81 Rover Lesell Brooklyn ...81.0
 - 82 Seney Suzanne S Albany ...80.8
 - 83 Willey Florence Centereach ...80.8
 - 84 Furey Victoria Terryville ...80.8
 - 85 Mogel Fred L Flushing ...80.6
 - 86 Buckley J M Schenectady ...80.6
 - 87 Messerle D A Albany ...80.2
 - 88 Leon Evelyn A Schenectady ...80.0
 - 89 Jacobs Monica M Albany ...79.9
 - 90 Labunski M C Albany ...79.9
 - 91 Slesman R R Cohoes ...79.9
 - 92 Lubinski Wanda Troy ...79.7
 - 93 Tibbitts James Albany ...79.7

- 94 Cuff Mary M Auburn ...79.7
- 95 Mohr Nancy A Averill Pk ...79.6
- 96 Irwin Lester P Napanoch ...79.6
- 97 Lippitt J A Albany ...79.3
- 98 Burton Robert F Albany ...79.3
- 99 Desorbo Roseann Albany ...79.3
- 100 Rapp Kathy A Albany ...79.3
- 101 Brice Mary A Rush ...79.2
- 102 Hertline C M New Hartford ...79.2
- 103 Larrabee Irene Amsterdam ...79.1
- 104 Reingold Marcia Staten Is ...79.1
- 105 Singer Rita Whitestone ...79.0
- 106 Shine L W S Ozone Pk ...78.9
- 107 Dincola L Schenectady ...78.8
- 108 Dittmer Mary E Albany ...78.8
- 109 Jones Gail M Grafton ...78.8
- 110 Pierrelouis L Brooklyn ...78.7
- 111 Zakutny Teresa Albany ...78.7
- 112 Cusack B J Cohoes ...78.7
- 113 Wille Marion M Rochester ...78.6
- 114 Pamineau E Troy ...78.5
- 115 Vergoni Gina L Cohoes ...78.5
- 116 Hall Julia L Endicott ...78.5
- 117 Baker Patricia Newburgh ...78.4
- 118 Cole Elizabeth Canton ...78.4
- 119 Holzer Sandra J Cheektowaga ...78.4
- 120 Scharett Sandra Potsdam ...78.3
- 121 James Mary M Albany ...78.3
- 122 Steinberg Ethel Staten Is ...78.3
- 123 Robles Patricia Brooklyn ...78.2
- 124 Cuskey Marcia A Albany ...78.2
- 125 Tripp Anne V Loudonville ...78.2
- 126 Poplawski Irene Buffalo ...78.1
- 127 Hearst Alice Albany ...78.0
- 128 Plesser Marvin Albany ...78.0
- 129 Sapone Donald L Troy ...78.0
- 130 Finnen William Troy ...77.9
- 131 Shultis T A NYC ...77.8
- 132 Merriman Connie Albany ...77.8
- 133 Orlando A S Brooklyn ...77.7

- 134 Seeley M L Ballston Spa ...77.7
- 135 Gangemi Mary C Liverpool ...77.7
- 136 Litts Janet B Ballston Spa ...77.6
- 137 Anderson Robert Schenectady ...77.6
- 138 Ebert Dawn M Pulaski ...77.6
- 139 Linitz John R Flushing ...77.6
- 140 Buckley Paul M Albany ...77.4
- 141 Burmaster David Albany ...77.4
- 142 Mutch J H Albany ...77.3
- 143 McCormack Nancy Rensselaer ...77.3
- 144 Ornoski Carol A Albany ...77.3
- 145 Howenstein P M Amsterdam ...77.3
- 146 Kruh Irving Kew Gardens ...77.3
- 147 Dabrowski D A Utica ...77.2
- 148 Mepias Betty Bronx ...77.1
- 149 Germain M A Waterford ...77.1

- 150 Wojcik Helen T Amsterdam ...77.0
- 151 Allen Millie Brooklyn ...77.0
- 152 Levine Carol R E Northport ...77.0
- 153 Pupps Fay Brooklyn ...76.9
- 154 Leonard Frank H Brooklyn ...76.9
- 155 Merriman Helen Tully ...76.9
- 156 Jankowski C G Elmira ...76.8
- 157 Miller Patricia Altamont ...76.7
- 158 Grimsley Helen Brooklyn ...76.6
- 159 Comanzo Thomas Albany ...76.5
- 160 Davie Barbara J Bronx ...76.5
- 161 Napierki Helen Albany ...76.5
- 162 Kozel Mary L Albany ...76.4
- 163 Ross Helen M Walkill ...76.4
- 164 Vogel Carl L Whitesboro ...76.4
- 165 Ramos Dorothea E Greenbush 76.4

- 166 Campbell B Brooklyn ...76.4
- 167 Culver John P Newburgh ...76.2
- 168 Zach Susan E Tonawanda ...76.1
- 169 Daly Virginia Carle Plase ...76.1
- 170 Jandreau M Scotia ...76.1
- 171 Porfirio Thomas Howe Caves ...76.0
- 172 Kopser E F Poughkeepsie ...76.0
- 173 Camely Margaret Middletown ...75.9
- 174 Rock Michelle E Latham ...75.9
- 175 Decaro Joann P Rochester ...75.8
- 176 Alsknis Elga Albany ...75.7
- 177 Callahan Keith Schenectady ...75.7
- 178 Chesley Dennis Albany ...75.7
- 179 Desalsi K A Troy ...75.7
- 180 Wachunos A A Saratoga ...75.7

(Continued on Page 15)

4.3% State Aides Are Disabled

MANHATTAN — Approximately 6,400 workers, 4.3 percent of 148,000 employees in 52 state agencies, are disabled, a survey conducted by the State Division of Human

Rights reveals.

Human Rights Commissioner Werner H. Kramarsky made public the survey last week. It took place this spring.

The data will be vital to the successful enforcement of Governor Hugh L. Carey's Sept. 15, 1976 Executive Order 40 edict which ordered state agency heads to develop affirmative action opportunity plans for minorities, women and the disabled, said Mr. Kramarsky. The affirmative action plans must be submitted to the commission for approval, he said.

Of the 6,428 workers classified as disabled, organic dysfunctions such as heart disease or respiratory impairments were the most frequently reported problems; there were 1,861 such cases. Back injury was the second most frequent disability reported—1,299 cases. Motor limb disabilities accounted for 1,239 cases. Less common problems were serious visual and hearing defects with 298 and 235 cases, respectively.

The largest numbers of disabled state employees were found to be in professional service and maintenance, and office-clerical groups, each with between 1,300 and 1,600 such workers.

"Any survey of this sensitive nature must be influenced to a degree by subjectivity," said the commissioner. "Although the survey has its limitations, its essential value is that it is the first of its kind in the area of growing and vital concern to the

people of New York State."

Survey instructions required that employees not be questioned. Supervisors were to obtain information visually or by personal knowledge.

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 4 p.m. Special hours for Thursdays are 8:30 a.m. to 4 p.m.

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

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

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060.

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 State 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 Building Campus, Albany 12239; 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.

Sked Workshop

NORTH AMITYVILLE—A program including speakers on the health - maintenance - organization idea, retirement and new legislation affecting civil service is being readied for the third annual Long Island Region workshop, it was announced by Long Island Region I president Irving Flaumenbaum, of the Civil Service Employees Assn.

The workshop will be Nov. 6 to 8 at Gurney's Inn at Montauk. Reservations are still being accepted at the region office, 740 Broadway, North Amityville 11790.

Region Caucus

NORTH AMITYVILLE—CSEA convention delegates from the Long Island Region have been called to a pre-convention caucus Oct. 2, it was announced by Long Island Region president Irving Flaumenbaum.

Mr. Flaumenbaum said the delegates will meet in Muscaro's restaurant, Melville, at 11 a.m. and continue until all convention issues have been discussed. Chapter presidents were notified to make reservations for their authorized delegates.

Training Of U.S. Workers; Story Now Being Unfolded

Papers on how the federal government manages and trains its work force were released last week by the Federal Personnel Management Project.

LEGAL NOTICE

LIMITED PARTNERSHIP
D.I.D. Associates, c/o Centurian Management Corp., 450 Seventh Avenue, N.Y. N.Y. Substance of Certificate of Limited Partnership filed in the New York County Clerk's Office on August 22, 1977. Business: Own and operate real property. General Partners: Ivor Braka and David Braka, 450-7th Avenue, N.Y. N.Y. Limited Partners name, address, cash contribution and share of profits: Beech Glenn, N.Y., c/o Fred Dachinger, 4814 Yonkum Boulevard, Houston, Texas, \$100.00; 25% of all income, gains, losses, deductions, credits more fully stated in partnership agreement. Present limited partner required to make additional contribution. Term: to December 31st, 2001 unless sooner terminated. No Limited Partner may substitute an assignee as contributor in his or her place without the prior written consent of all General Partners, subject to terms of partnership agreement. Additional Limited Partners may be admitted. Upon death, retirement or insanity of a General Partner, remaining General Partner has right to admit a Successor General Partner. Limited Partners have no right to demand or receive property other than cash in return for its contribution.

The two papers released last week discuss:

- Roles, functions, and organizations for personnel management;
- Composition, dynamics, and development of the federal work force.

The papers are being distributed to more than 700 federal agencies, public interest groups and individuals for comment by Oct. 3. Several weeks after comments are received, recommendations for change will be prepared for the President, say U.S. Civil Service Commission officials.

Previous option papers dealt with executive personnel management; and staffing, appeals, performance evaluation, and equal employment opportunity and affirmative action.

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SHORT TAKES

MORE WORKERS GETTING TO WORK

National job absence rates declined in the second quarter of 1977, averaging 2.6 percent of scheduled work time, compared to 3.0 percent average the first quarter of 1977, says the Bureau of National Affairs, a Washington-based publisher of specialized information services.

GOOD NEWS FOR FEDERAL RETIREES

A 4.3 percent increase in federal Civil Service retirement and survivor's annuities will mean bigger checks beginning Oct. 1 for federal retirees and survivors of deceased retirees. It follows a 4.8 percent increase that went into effect March 1. Under the Civil Service Retirement law, retirees and survivors receive cost-of-living checks twice a year, March 1 and Sept. 1.

CHRISTMAS CLUB FOR STATE WORKERS

A "sleeper" in the new state pay contract permits state workers to receive up to a week's salary by not using a portion of their vacation time. The contract permits state workers who signed up for the extra pay by July 1 to be paid the money in December.

SAY VOLUNTEER ARMY WORKS

This nation's shift four years ago from the draft to volunteer military forces has been a success but the manpower system still utilizes outdated policies costing \$5- to \$10 billion annually, says Richard V.L. Cooper, a senior Rand Corporation analyst. The all-volunteer force has proved more economical and socially equitable than the draft, which provided conscripts for more than a quarter of a century, Dr. Cooper says. "But the legacy of the draft has obscured and inhibited changes that should be made by Congress and the Department of Defense," he said.



WESTCHESTER EVENT

Civil Service Employees Assn. East Hudson Parkway Authority (Westchester) Local members got together recently for their annual picnic at Ridge Road Park, Hartsdale. James Lennon, president of union's Region III, second from left, was on hand. Mr. Lennon, a former East Hudson authority employee, is joined in picture by, from left, Charles Zoffer, president of the union's East Hudson chapter; Ray Radzivila, the authority's executive director; and Richard Gardener, chapter picnic chairman.

No Fiberglass At LI Office Building, Says State

HAUPPAUGE — The State Office of General Services (OGS) has agreed to give the Civil Service Employees Assn. (CSEA) a report showing no "identifiable" fiberglass particles in the air at the State Office Building in Hauppauge.

The agreement to release the report to the CSEA was reached at a Sept. 7 meeting in Hauppauge. State officials and union leaders, responding to CSEA demands for an earlier air quality survey conducted by the State Labor Department, were on hand for the meeting.

Alarmed by complaints about alleged fiberglass particles in the air of the six-story complex, which houses a large number of state and county offices, the union's Long Island region sent a telegram to the Department of Labor in August demanding that the results of the air quality survey be released to the union and the public.

David R. Rings, OGS employee relations officer, told Irving Flaumenbaum, CSEA Region I president, that the original air survey conducted by the Health Services Division of

the State Labor Department indicated that "the dust and fiber content did not exceed any health criteria now being suggested." Mr. Rings added that the Labor Department did not have authority over the Hauppauge building but OGS had conducted its own survey.

"Our laboratory analysis of samples taken from the air-handling system indicate that there is no particulate matter identifiable on the slides used for this test," said Mr. Rings. As soon as the report is put in writing it will be forwarded to the union.

Mr. Rings said fiberglass filters in the air circulating system may have caused the problem. The fiberglass filters were replaced with dacron filters more than a month ago, Robert Beicert, building manager, added.

Robert Pols, CSEA grievance chairman, said worker complaints declined the past two months. Complaints reached a high July and August over rumored carcinogenic effects of certain fiberglass particles in the air.

"Irritation of the skin and eyes has been reported from exposure

to particles of fiberglass and the binders used by some manufacturers to produce fiberglass filters," says the Labor Department report. Prepared by Martin Slotkin, a publicist, the report has never been made public. The Leader obtained a copy last week from unofficial sources.

Mr. Flaumenbaum described the meeting as "cordial" and "constructive." "Although we are grateful for the cooperation of the state, we'll wait until we see the OGS report before we take further action," he said.

Also attending the meeting were: Artie Allen, CSEA's Department of Transportation Local president; Joe Reedy, CSEA collective bargaining specialist; and

Call Working Bottom Line

(Continued from Page 2) ter which was closed October 1976. Ms. Perez had been laid off in May 1976, but was taken on as a counselor for the unit this past May.

All of the counselors and Ms. Bonne bring to the job previous experience of a similar nature.

"We need a sophisticated and well-trained staff like the unit's, because this is a very difficult job," said Marguerite Saunders, deputy commissioner of ODAS's Treatment and Rehabilitation Department. "We're very excited about the vocational program—even though it's not easy to make work seem attractive to former drug users."

"One of our problems is that clients don't come to us with the ability to cope in the job market," said counselor Moishe Slomowitz. "They may have technical abilities, but not the emotional makeup, and that's a major gap. But we're effective—25 percent of all applicants are placed, and I think this program could work in other parts of the state."

Anyone interested in sending clients to the Central Job Development Unit may contact its employees at (212) 488-5213, or write to the unit at 80 Centre St., New York City, 10013.

Sanitarian, Nursing, Computer Job Tests Scheduled In Suffolk

HAUPPAUGE—Suffolk County needs public health nurses, computer operators and sanitation trainees.

The county Civil Service Department has scheduled exams for candidates for these titles to fill what the department says are present and future vacancies in county agencies.

Job hopefuls should contact the department at the H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge 11787.

Public nurse I workers must hold a degree in nursing, a registered professional nurse license and a driver's license. There will be no written test for the \$469 bi-weekly post. Testing will be

based on training and experience.

A high school diploma or equivalent is the only requirement for computer operator I, a post paying \$300 bi-weekly. Applicants have until Oct. 19 to file for the test, scheduled for Nov. 19.

Candidates for public health sanitarian trainee, a \$328 bi-weekly post, must be college graduates with at least 30 credits in natural sciences and hold a public health sanitarian certificate. The filing date for the Dec. 10 exam is Oct. 26.

County officials say there are no residence requirements for either post but Suffolk County residents will be given hiring preference.

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Schedule Onondaga Police Job Tests

SYRACUSE — Onondaga County, the City of Syracuse and the Village of Baldwinsville are all seeking law enforcement personnel.

Police officer openings exist in Syracuse and Baldwinsville, both part of Onondaga County, and the Onondaga County Sheriffs' Department is recruiting deputy sheriff patrol officers. The salaries range from \$9,700 to \$14,097.

All three posts have Sept. 28 filing dates. The test date for all three is Oct. 29.

The Syracuse job pays from \$12,314 to \$14,097. Candidates must have lived in the state for at least a month but Syracuse residents will be given hiring preference. Candidates must also

be at least 19½ years old, high school graduates and be physically strong with no deformities. The physical requirements also include satisfactory hearing and sight without use of corrective lenses.

Syracuse police candidates must also hold a driver's license and be U.S. citizens.

Civil Service officials do not list the number of Syracuse police jobs open but say the test will be used to fill present and

future vacancies, an indication that perhaps quite a few police jobs are up for grabs.

Baldwinsville police earn \$9,700 a year. There are two openings.

Candidates from all over the state are eligible for the Baldwinsville jobs if they are at least 19½, no older than 29, hold an associate degree in police science or completed at least 60 liberal arts credits in a four-year school, are physically strong, hold a driver's license and are U.S. citizens. Candidates may also have to pass psychological, psychiatric and polygraph tests before being appointed.

For the sheriff's department jobs, Civil Service officials also say the test will be used to fill present and future vacancies. Candidates for the \$11,352 to \$13,782-a-year job must be Onondaga County residents for at least a month, be at least 19½ and no older than 29, high school graduate or possess a high school equivalency certificate, be physically strong and possess a driver's license. U.S. citizenship is also required.

Deputy sheriff candidates may also have to pass psychological and polygraph tests before being appointed.

Applications for all three jobs can be obtained at the Onondaga County Department of Personnel offices, 105 County Office Building, Syracuse. The applications, once filled out, should be returned there.



IRISHMAN OF THE YEAR

The Grand Council of United Emerald Societies' Irishman of the Year Award winner is Denis Hanrahan, senior vice-president for Aer Lingus, Irish Airlines in the United States and Canada. The award will be presented at the Emerald Ball, a dinner dance scheduled for Oct. 7 at Astoria Manor, Queens.

Pick Mediators

ALBANY—The State Public Employment Relations Board last week appointed three mediators to settle labor contract disputes between the Civil Service Employees Assn. and three municipal units.

Martin Scheinman of New York City will mediate the dispute between the union and Village of Hempstead workers. Mark Beecher of Buffalo has been assigned to the CSEA—Village of Holly dispute. The union represents Holly police officers. Leon Applewhite of New York City is handling the dispute between Lindenhurst School District workers and the Lindenhurst Board of Education.

Patient Services Director Sought In Madison Co.

WAMPSVILLE—The Madison County Public Health Nursing Department needs a new director of patient services.

Candidates for this \$18,300-a-year post have a 9 a.m., Nov. 19 test date at the County Board of Supervisors chambers, County Office Building, Wampsville. Candidates have until Oct. 19 to file.

The announcement was made last week by Alfred J. Keene, chairman of the Madison County Civil Service Commission.

The commission says job hopefuls must have been Madison County residents for at least four months prior to the exam.

To qualify, candidates must hold a bachelor's degree in nursing, and a masters in nursing or a non-nursing degree and a masters in nursing. An equivalent combination of experience and education is also acceptable, say Civil Service officials.

Applicants must also hold a state registered nurse's license. The county's regional community nursing services administrator must check and approve candidates' credentials.

Although there is only one opening, the officials say the eligible list resulting from the test will be used to fill other vacancies when they occur.

Applications should be sent to the Madison County Civil Service

Johnson Committee Seeks Public Views On Jobs, Business

WEST BABYLON—If you're concerned about employment and government regulations of business in the state, State Senator Owen H. Johnson (R-Suffolk-

Nassau) wants to know about it.

Senator Johnson was recently named chairman of the Senate Commerce Subcommittee on Government Regulation of Business.

Two public hearings are being held to get testimony on regulations which might be hampering business growth and jobs.



OWEN JOHNSON
... responses good

Both hearings are in October. The first is in Mineola on Oct. 5 and the second in Albany on Oct. 24.

Those wishing to attend or testify should contact Senator Johnson at his West Babylon office (516) 669-9200.

"So far, several leading businessmen and trade association heads and government officials have indicated they will attend the hearings, said the senator. "These include Commerce Commissioner Dyson, the Builders Association vice-president, Huntington Chamber of Commerce members, LIA representatives, and the Association for Advancement for Commerce and Industry. The initial response to the hearing has been good, and the feedback I'm getting is encouraging. The business and labor community alike are in agreement that my goal of eliminating some outdated, unnecessary regulations will greatly improve the future employment outlook in New York State."

Department, County Office Building, Wampsville 13161. Mailed applications must be postmarked no later than Oct. 18, say the officials.

State Dentist, Farm Posts Are Opening

ALBANY—Jobs for dentists in state hospitals across the state opened last week.

Chief farm products inspector and chief marketing representative jobs also opened last week in the State Department of Agriculture and Markets.

The State Department of Civil Service announced the openings.

Dentist-in-training, a \$20,428 post, dentist I, which pay \$22,694, and dentist II, which pays \$25,161, are open for filing until Oct. 31. Those appointed to dentist posts in the New York Metropolitan area and in Monroe County will be paid an additional \$200 a year.

Dentist-in-training candidates must hold a license to practice dentistry in the state. Dentist I applicants must be licensed and have a year's experience. Dentist II candidates must be licensed with two years' experience.

Dentist II candidates must also have completed 150 hours of post-graduate study within the last three years.

Oral tests for chief farm products inspector and chief marketing representative will be held during October and November. The exact test dates have not yet been announced. The filing deadline for both posts is Sept. 30. Candidates for the G-22 posts must have worked as associate market representatives, supervising farm products inspectors or associate livestock grading specialists for at least three months.

For details, applicants should contact the State Civil Service Department at either State Office Building Campus, Albany; 2 World Trade Center, New York City; or 1 West Genesee St., Buffalo.

Marine Tech.

STONY BROOK—The State Civil Service Department has opened filing for marine resources technician (exam no. 27-682) until Oct. 17.

There are vacancies in the Department of Environmental Conservation at Stony Brook in Suffolk County. The salary is \$7,816 a year.

Applicants must have two years of full-time experience in a marine-related occupation or have two years of college study in marine resources or marine resources technology.

Applications can be received at Two World Trade Center, New York 10047.

Braham Elected Treasurer

MANHATTAN—Marvin Braham was elected treasurer of the New York City Local 010 of the Civil Service Employees Assn. last week.

Mr. Braham replaces Seymour Shapiro who resigned the two-year term post to enter the state management-confidential unit.

Chapter president Solomon Bendet also appointed 13 committee chairmen. They are Martha Owens, Legislative and Political Action; Samuel Emmett,

Auditing; Victor Pesci, Budget; Abraham I. Libow and Willie J. Raye, Grievance; Rose Fuerman and Helen M. Murphy, Membership; Harold J. Goldberg and Irving M. Goldberg, Public Relations; Evelyn Glenn and Vincent Tristano, Resolutions; and Ralph Susskind and Giles R. Spoonhour, Revision of Constitution and By-laws.

Chapter members also elected four more delegates to the union's state convention and 10 alternates.

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Downstate Dinner

BROOKLYN—Downstate Medical Center Local 646 of the Civil Service Employees Assn. will hold its first annual dinner-dance on Saturday, Oct. 1, between 8 p.m. and 1 a.m. at the Deauville Yacht Club, 3939 Shore Parkway, here.

The cost for this formal affair will be \$20 per person. New officers will be installed.

Constitution And By-Laws Committee Report

(Continued from Page 9)

shall then invoke the recommended penalty submitted by the committee."

Explanation: The reasoning of the Charter Committee was based on the premise that there might be circumstances which justify the suspension of an individual which do not necessarily relate to supporting a competing labor organization. The Constitution and By-Laws Committee concurs with this. In addition, the Committee recommends adoption of this amendment on the basis that the wording in Section 4 will be parallel with that language in Section 2 of Article V. Individual members are protected from arbitrary or unreasonable suspensions by the union in that the Courts have continuously held that such actions are not permitted and will not be sustained by the Courts.

8. The following amendment to Article VI, Section 1 of the By-Laws was submitted to this Committee by June Boyle, SUNY at Buffalo, Local 602:

• Article VI "Committees"

"Section 1: STANDING COMMITTEES. The Standing Committees of the Association shall be as follows: Insurance Committee, Legal Committee, Revision of Constitution and By-Laws Committee, Retirees Committee, Convention Committee, Political and Legislative Action Committee, Grievance Committee, Pension Committee, Salary Committee, Committee for Methods and Procedures, (and) Education and Training Committee, and State University Committee. Standing Committee chairmen and members shall be appointed by the President for the duration of his term of office or until successor appointments have been made." REST OF SECTION REMAINS THE SAME.

Explanation: The Committee recommends defeat of this amendment on the basis that the State University Committee is a departmental committee only and does not affect the entire Association.

9. The following amendment to Article VI, Section 1 of the By-Laws was submitted to this Committee by Gennaro Fischetti, New York City Chapter, Local 010:

• Article VI "Committees"

"Section 1: STANDING COMMITTEES. The Standing Committees of the Association shall be as follows: Insurance Committee, Legal Committee, Revision of Constitution and By-Laws Committee, Retirees Committee, Convention Committee, Political and Legislative Action Committee, Grievance Committee, Pension Committee, Salary Committee, Committee for Methods and Procedures, (and) Education and Training Committee and Committee to Report on the Disposition of Convention Motions. Standing Committee chairmen and members shall be appointed by the President for the duration of his term of office or until successor appointments have been made." REST OF SECTION REMAINS THE SAME.

Explanation: The Committee recommends defeat of this amendment on the basis that the Committee to Report on the Disposition of Convention Motions is a

specialized committee serving a limited function and is more appropriately designated an Ad Hoc Committee of the Association.

10. The following amendment to Article VI, Section 3 of the By-Laws was submitted to this Committee by Giles Spoonhour, Co-Chairman of the New York City Chapter, Ad Hoc Committee on the Structure of CSEA:

• Article VI "Committees"

"Section 3. STATE NEGOTIATING COMMITTEES. There shall exist the following negotiating committees: 1. Operational; 2. Administrative; 3. Institutional; 4. Professional, Scientific, and Technical, in addition to any other duly certified state bargaining unit or units which CSEA may be elected to represent. [All appointments to the Negotiating Committees shall be made by the President upon the advice and consent of the appropriate Regional Executive Board.] There shall be two members for each negotiating committee from each region, elected by the members of the respective bargaining units in each region. This election shall take place at least six months prior to the commencement of negotiations. The elected negotiating team members, if they have not already received training in the art of collective bargaining in the public sector, shall be enrolled in an established school of labor relations. The expenses of this training shall be borne by the State Division of the Association."

Explanation: The Committee recommends defeat of this amendment for the following reasons: (1) this training should be the function of the Education Committee; (2) the election process would be unwieldy; (3) the expenses will ultimately be borne by the Association and not the State Division; (4) the County Division should then be entitled to attend the same schooling; (5) the President cannot be responsible for negotiating teams over which he has no control.

Items received and tabled by the committee:

1. Letter from Executive Committee, Commerce Local 654, dated August 15, 1977.
2. Letter from Irving Flaumenbaum, Region I President, dated May 27, 1977.
3. Letter from Walter Weeks, Suffolk Education Local, dated May 10, 1977.
4. Letter from Barbara Chapman, Local 640, dated September 1, 1977.
5. Letter from Mrs. Jerry Frieday, Local 602, dated May 18, 1977.

For informational purposes, the committee has attached hereto the amendments to Article IV of the by-laws as passed by the delegates at the special meeting held on August 17, 1977, in Syracuse.

• Article IV "Finance"

"Section 1. FISCAL YEAR. The fiscal year of the Association shall commence on the first day of October and end on the thirtieth day of September."

Section 2. DUES AND AGENCY SHOP FEE.

(a) (1) The annual membership dues and agency shop fee of the Association shall be fifty-eight dollars and fifty cents (\$58.50). Membership dues and agency shop fees collected by bi-weekly payroll deduction shall be at the rate of two dollars and twenty-five cents (\$2.25) each bi-weekly period. Members who elect to pay dues by direct payment may do so by paying the annual amount of the dues to the Association on or before October 1st of the fiscal year for which such dues are paid. A member who elects to pay dues by direct payment may pay such dues in two equal semi-annual installments on October 1st and April 1st of the year for which such dues are paid.

(a) (2) Members and persons paying an agency shop fee who are employed for an average of four hours or less per day or an average of twenty hours or less per week shall pay dues or an agency shop fee at a rate of one-half of the annual amount. Members or persons paying an agency shop fee must submit proof of qualification for this benefit to the Board of Directors of the Association.

(a) (3) Members or persons paying an agency shop fee who are employed on a seasonal basis may pay dues or an agency shop fee at the rate of two dollars and twenty-five cents (\$2.25) bi-weekly during the period of their employment.

(a) (4) An annual amount of two dollars and sixty cents (\$2.60) or ten cents (\$.10) bi-weekly of the dues or agency shop fee paid by an individual shall be appropriated by the Association for political or ideological purposes. Any dues paying member of the Association or person paying an agency shop fee who objects to the appropriation of this portion of their payment for political or ideological purposes shall have the right to object to such appropriation. An objector shall file written notice by registered or certified mail of his objection with the State Treasurer during the month of October of each year. Upon receipt of such objection, the State Treasurer shall remit to the objector two dollars and sixty cents (\$2.60), or if the objector has not paid dues or an agency shop fee for each of the preceding twelve months, the State Treasurer shall remit to the objector an amount equal to ten cents (\$.10) for each bi-weekly period for which dues or an agency shop fee were collected.

(a) (5) Any person paying an agency shop fee who asserts that the Association is expending more than the amount referred to in paragraph (a) (4) for political or ideological purposes may file a claim for such additional sum with the State Treasurer by registered or certified mail. The Treasurer will present the claim and substantiation therefor to the Board of Directors at its next regularly scheduled meeting. Based upon the substantiation submitted by the claimant, the Board of Directors shall either accept or deny the claim. The Treasurer shall notify the claimant of the determination of the Board of Directors within ten (10) days of said determination by registered or certified mail.

Opposes Contracting Out SUNY Transportation

(Continued from Page 1)

SUNY from contracting out, they will demand, again in accordance with the job protection provision, that the drivers be placed in comparable positions within the Albany area SUNY system, and be given assurance that salaries, benefits and job protection rights

will remain the same.

Seeking student support on this issue, the CSEA has sent an open letter and several flyers to the Student Association advising them of the crowded conditions and infrequent pick up schedules they will face riding CDTA buses.

The CSEA feels that "the best interests of the ridership will be better served by SUNY drivers."

SUNY officials have agreed to keep the CSEA posted on all progress made in negotiations with the CDTA and to provide the CSEA with copies of all correspondence and contracts.

In the past several months, the CSEA has been faced with the contracting out issue in other areas of the Capital Region. Officials have persuaded the North Colonie School District to retain its own drivers, but have been forced to bring an improper practice suit against the Saratoga

Springs School District where the matter is, as yet, unsettled. (See story page 1.) Mr. Corcoran commented, "We must be aware that institutions can contract out for transportation and many other services, as well, and must be prepared to prevent it when it happens."

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(Editor's note: Each member of the Civil Service Employees Assn., and CSEA retirees paying full dues, receives—subject to vagaries of the postal system—The Civil Service Leader weekly as a membership right. If you know of a member who does not receive The Leader, give the person the form at left. The completed form should be clipped, pasted to a postcard or put into an envelope, and mailed to: CSEA Headquarters, P.O. Drawer 125, Capital Station, Albany, N.Y. 12224. Allow up to six weeks for processing. This form is not to be used for change of address.)

Latest State And County Eligible Lists

(Continued from Page 10)

- 181 Sowden Laurie R Buffalo75.7
- 182 Weekes Ruby I Brooklyn75.6
- 183 Farrar Ronald C Bronx75.6
- 184 Shearin Audrey Brooklyn75.6
- 185 Ragone Darlene Albany75.6
- 186 Rice Helen L Albany75.6
- 187 Pendleton M S Teaneck75.6
- 188 Minucci Linda M W Babylon75.5
- 189 Jefferson W T S Ozone Pk75.5
- 190 Gulle Virginia Mechanicville75.5
- 191 Zimmatore V Bronx75.4
- 192 Chen Gar H NYC75.4
- 193 Hines Samson NYC75.4
- 194 Laforest Mark L Plattsburgh75.3
- 195 Carter Martha E Albany75.3
- 196 Buckley K M Troy75.3
- 197 Brower Michael Gloversville75.3
- 198 Smutek Christina Buffalo75.3
- 199 Reiter Lila Forest Hills75.3
- 200 Daniel Lorie A Syracuse75.2
- 201 Baskin Joel M Forest Hills75.2
- 202 Jacobson J A Rochester75.2
- 203 Derkowski Lynne Schenectady75.2
- 204 Smith Joan M Troy75.2
- 205 Chu Katty L Glenmont75.1
- 206 Mott Elsie P Brentwood75.0
- 207 Deragov V A Poughkeepsie74.9
- 208 Ingoldby J J Albany74.9
- 209 Elliott Joseph Menands74.9
- 210 Bartlett P A Albany74.9
- 211 Willis Earl F Troy74.8
- 212 Miles Alice P Ft Edward74.8
- 213 Veach Maxine M Syracuse74.8
- 214 Pollard Holly G Altamont74.8
- 215 Edmonds Eileen Ronkonkoma74.8
- 216 Hill Debra W Bronx74.7
- 217 Cary Thomas J Clifton Pk74.7
- 218 Darrigo J A Rensselaer74.7
- 219 Gruler Darlene Holley74.7
- 220 Needham Alice M Athol74.6
- 221 Burke Sandra A Brooklyn74.6
- 222 Corts Jeffrey W Albany74.6
- 223 Geleta Stephen Cohoes74.6
- 224 Sherman Manola Potsdam74.6
- 225 Tyrrell Charles Loudonville74.6
- 226 West Lorraine M Binghamton74.6
- 227 Lozotte Adrian Amsterdam74.6

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- 230 Lesniewski C G Jamaica74.5
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- 232 Brumagim M E Wells74.4
- 233 Martin Fred C Nunda74.4
- 234 Martin Julia S Troy74.3
- 235 Zajkowski Carol NYC74.3
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- 237 Sprey Louis J Waterford74.2
- 238 Coughlin Ann T Buffalo74.2
- 239 Dinicola Edward Schenectady74.2
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- 241 Trickey Stephen Troy74.1
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- 246 Miller Edelela A Red Hook74.0
- 247 Seeburger Rod G Altamont74.0
- 248 Pascarella R A Troy74.0
- 249 Pittinger B Saratoga Spg74.0
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- 251 Lenowitz L Y Commack74.0
- 252 White Frederick Latham73.9
- 253 Tepedino M Shirley73.9
- 254 Quattrone S H Syracuse73.9
- 255 Boni Jacqueline Albany73.8
- 256 Sano Joan M Albany73.8
- 257 Papa Parti Brooklyn73.7
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- 259 Solecki Sophie Woodside73.6
- 260 Bruckler A M Buffalo73.6
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- 262 Frank Joyce M Albany73.5
- 263 Hartman Linda K Selkirk73.5
- 264 McKeever E Staten Is73.4
- 265 Rossman C Albany73.3
- 266 Moede Barb Rochester73.3
- 267 Maruski Michael Cohoes73.3
- 268 Gorzycki Arlene Amsterdam73.3
- 269 Beauchemin J E Dannemora73.3
- 270 Anderson M E Schenectady73.3
- 271 Hannibal Nohemi Bronx73.3
- 272 Barton Harry W Utica73.3
- 273 Clarke Joyce M Queens73.2
- 274 Lodewick W Castleton-Hudson73.1
- 275 Tomaselli C M Utica73.1
- 276 Doerflin Karen Buffalo73.1
- 277 Pond Peter A Tonawanda73.1
- 278 Robinson Daniel Delanson73.0
- 279 Carson Patricia Schenectady73.0
- 280 Banis Roberts S Staten Is73.0
- 281 Neunzig Kenneth Oneonta73.0
- 282 Gauthier Gloria Buffalo72.9
- 283 Reges Doris Centereach72.9
- 284 Guia Donald F Cohoes72.9
- 285 Lapierre Mary J Schenectady72.9
- 286 Jacobson Ann B Menands72.9
- 287 Reuss Catherine W Babylon72.9
- 288 Jones Sue E Hicksville72.9
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- 290 Tevay Rita C Endwell72.8
- 291 Nowak Teresa A Albany72.8
- 292 Kimball Mary C Troy72.8
- 293 Plume Joyce T Loudonville72.8
- 294 Scott Robert R Clifton Park72.8
- 295 Swinger P B Brooklyn72.8
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- 302 Buono Luella L Rensselaer72.5
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- 304 Rokitski John Amsterdam72.4
- 305 Nardacci Noreen Watervliet72.4
- 306 Russell Rose M N Patchogue72.4
- 307 Papasodero E Schenectady72.4
- 308 Smith Valerie J Lima72.2
- 309 Meagher Barbara Rochester72.2
- 310 Humphreys D Ilion72.1
- 311 Ludwin Stephen Gloversville72.1

- 312 Bucca Anna L Albany72.1
- 313 McKie Pamela A Delmar72.0
- 314 Keil Richard A Schenectady72.0
- 315 Julian Rita C Latham72.0
- 316 Hines Paul K Castleton72.0
- 317 Washington T L Troy71.9
- 318 McAndrew Sharon Macedon71.8
- 319 Roberts Terry A Troy71.8
- 320 Petersen D Watervliet71.8
- 321 Addario Marie J Albany71.8
- 322 Conlon Janet A Whitehall71.8
- 323 Leisenfelder J Albany71.8
- 324 Perriman Pamela Albany71.8
- 325 Kozakiewicz B A Albany71.8
- 326 Barkevich Peter Amsterdam71.8
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- 328 Noonan Eileen T Walden71.7
- 329 Small Robert C Schenectady71.7
- 330 Secor Bertha R Nassau71.7
- 331 Halpin Michael Troy71.6
- 332 Sawczak Rick S Albany71.6
- 333 Chiera John J Troy71.6
- 334 Taylor Albert J Jamaica71.6
- 335 Nicholson L B N Tonawanda71.5
- 336 Graczyk Barbara W Seneca71.5
- 337 Cimino Angela M Brooklyn71.4
- 338 Russell John M Troy71.3
- 339 Barger Darleen Albany71.3
- 340 Young Danny G W Winfield71.3
- 341 Pierson Barbara Troy71.2
- 342 Tucker Denise M Schenectady71.2
- 343 Wheeler Ann L Troy71.1
- 344 Kozatowski R Selkirk71.0
- 345 Pury Juanita S Terryville71.0
- 346 Kopeck John W Whitesboro71.0
- 347 Broshke Jean Schenectady70.9
- 348 Klein Karen P Shirley70.9
- 349 Hungerford N L Nassau70.9
- 350 Jandovitz C A L I City70.8
- 351 Cohen Mariya H Syosset70.8
- 352 Morrissey R J Troy70.8
- 353 Carroll P A Bayport70.8
- 354 Eastling Sheila Corning70.7
- 355 Sapienza Santo Albany70.7
- 356 Majewski Nancy Cohoes70.7
- 357 Olmstead P H Albany70.6
- 358 Rizzo Carol A Rochester70.6
- 359 Weisenborn S H Penfield70.6
- 360 Valente Donna M Albany70.5
- 361 Delaney Loretta Albany70.5
- 362 Holstrom B A Syracuse70.5
- 363 Stanley M St Albans70.5
- 364 Dunn Deborah J Endwell70.5
- 365 Dibble Anne E Ballston Spa70.5
- 366 Smith Donald J Potsdam70.3
- 367 Coughlin M Watervliet70.3
- 368 Hendricks Julie Brewerton70.2
- 369 Brodine Judy A Rochester70.2
- 370 Batorski Paul T Bladell70.2
- 371 Farrell J Saugertie70.1
- 372 Kirnon W Brooklyn70.1
- 373 Mitchell R Staten Is70.1
- 374 Ryan Elizabeth North Troy70.1
- 375 Ennis Barbara A Troy70.1
- 376 Capritta Donna Schenectady70.1
- 377 Madden James E Wynanskill70.0

- 378 Dewitt Maryanne Binghamton 70.0
- 379 Barreca E Brooklyn70.0

EXAM 36013 MOTOR VEHICLE CASHIER

Test Held March 19, 1977

List est July 28, 1977

- 1 Tarkowski S G Utica96.9
- 2 Fortin Mildred Schaghticoke91.3
- 3 Hazel Paquita Brooklyn87.3
- 4 Desimone D J Rome87.3
- 5 Johnson Alice I Staten Is86.8
- 6 Jesberger S E Kew Gardens86.6
- 7 Burns Helen F Yonkers85.6
- 8 Lorentz Carol L Lancaster85.1
- 9 Lenau Catherine Stony Point84.6
- 10 Dee Karen M Albany84.3
- 11 Squires Michele Troy83.9
- 12 Shover Sandra J Troy83.8
- 13 Cicero Diane E Solway82.5
- 14 Darrett Bobbie Bronx82.1
- 15 DePaul Virginia Albany81.8
- 16 Manger Loretta Brooklyn81.5
- 17 Gross Barbara Bronx81.3
- 18 Gangemi Mary C Liverpool81.3
- 19 Kirkwood R Bronx80.5
- 20 Bodane Gloria M Fairport80.2
- 21 Hatcher P A Bronx80.1
- 22 Branion Audrey Rensselaer80.0
- 23 Funk Eleanor M E Meadow79.6
- 24 Cygan Olga E Elmhurst79.4
- 25 Brown Elaine B Elmhurst79.3
- 26 Flynn Donna M Albany79.2
- 27 Sowden Laurie R Buffalo79.0
- 28 Cossey Donald A Greenfld Ctr79.1
- 29 Herlinger J Albany78.7
- 30 Lafreniere J A Schenectady78.6
- 31 Raimo Grace M Albany78.4
- 32 McDermott M S N Babylon78.4
- 33 Minardo Mary Staten Is78.3
- 34 Saladino Lynda Bellport77.9
- 35 Golombar Ida H Buffalo77.8
- 36 Werner Meta J Islip77.6
- 37 Ross Winifred C Brooklyn77.6
- 38 Kimball Mary C Troy77.4
- 39 Harrell Yvonne Staten Is77.4

(To Be Continued)

GO TO HEALTH

By WILLIAM R. WILLIFORD

The proposed banning of saccharin and the Laetrile controversy have stimulated the examination of the role of government in protecting our health.

To what extent can the government prohibit hazardous behavior? Do we need a national health policy for the citizens of the United States of America? Elected policy makers someday probably soon will be asked to determine, in the name of health, the powers government will have in regulating our daily activities. In achieving this task, these officials will certainly have to take into consideration the following opinions:



"I would like to address myself to the problems that flow from the Delaney Amendment to the 1958 Food, Drug and Cosmetic Act. "A good many years ago Gagnon of Canada did an in-depth study of the incidence of squamous cell carcinoma of the cervix uteri in Catholic nuns and found that they were free of this disease. Since these nuns were virginal, he and others reached the conclusion that this form of cancer was caused by sex. Though I realize that sex is not a food additive, I still feel that the spirit of the Delaney Amendment would demand that sex be outlawed throughout the United States."

Paul L. Stuck, M. D.
Winnsboro, Texas
American Medical News

"Cigarettes can cause cancer, and emphysema and heart disease. And, we have just recently been told, they can cause women to become menopausal prematurely. They are also dirty, malodorous and occasionally start fires.

"At a time when the government is talking about banning all sorts of things—saccharin, Tris-treated garments, aerosol spray cans—shouldn't it be looking for more effective and dramatic ways to discourage people from committing slow suicide by smoking cigarettes?"

Editorial, 7-14-77
Albany Knickerbocker News

Carter Approves New Pay Schedule

President Jimmy Carter approved a 7.05 percent pay raise for 3 million federal employees last week.

The across-the-board raise becomes effective Oct. 1, but

will take a few weeks to show up in paychecks.

The Federal Employees Pay Council, a panel of unions, is pleased with the amount, but argued that because of the time lag since the amount was computed, the figure should be raised to 8.8 percent.

The Advisory Committee on Federal Pay, consisting of private sector members, supported the 7.05 percent figure, which had first been recommended by the President's pay advisors.

The chart below, reprinted from previous editions, tells the story:

Jobless Decline

ALBANY—A total of 412,218 persons claimed unemployment benefits under four separate programs in the state the week ending Sept. 9, compared to 434,048 the previous week. This decline was due mainly to recalls in food processing, school and school related industries.

October 1 Federal Pay Raise Schedule

	1st Yr.	2	3	4	5	6	7	8	9	10
GS-1	\$6,219	\$6,426	\$6,633	\$6,840	\$7,047	\$7,254	\$7,461	\$7,668	\$7,875	\$8,082
2	7,035	7,270	7,505	7,740	7,975	8,210	8,445	8,680	8,915	9,150
3	7,930	8,194	8,458	8,722	8,986	9,250	9,514	9,778	10,042	10,306
4	8,902	9,199	9,496	9,793	10,090	10,387	10,684	10,981	11,278	11,575
5	9,959	10,291	10,623	10,955	11,287	11,619	11,951	12,283	12,615	12,947
6	11,101	11,471	11,841	12,211	12,581	12,951	13,321	13,691	14,061	14,431
7	12,336	12,747	13,158	13,569	13,980	14,391	14,802	15,213	15,624	16,035
8	13,662	14,117	14,572	15,027	15,482	15,937	16,392	16,847	17,302	17,757
9	15,090	15,593	16,096	16,599	17,102	17,605	18,108	18,611	19,114	19,617
10	16,618	17,172	17,726	18,280	18,834	19,388	19,942	20,496	21,050	21,604
11	18,258	18,867	19,476	20,085	20,694	21,303	21,912	22,521	23,130	23,739
12	21,883	22,612	23,341	24,070	24,799	25,528	26,257	26,986	27,715	28,444
13	26,022	26,889	27,756	28,623	29,490	30,357	31,224	32,091	32,958	33,825
14	30,750	31,775	32,800	33,825	34,850	35,875	36,900	37,925	38,950	39,975
15	36,171	37,377	38,583	39,789	40,995	42,201	43,407	44,613	45,819	47,025
16	42,423	43,837	45,251	46,665	48,079*	49,493*	50,907*	52,321*	53,735*	
17	49,696*	51,353*	53,010*	54,667*	56,324*					
18	58,245*									

*Rate for this level limited to \$47,500 (Executive Schedule Level V).

Request Layoff Moratorium At Willowbrook

(Continued from Page 1)
Willowbrook were revealed during a meeting between union and state officials and executives of United Cerebral Palsy of New York, Inc., which was held in the Brooklyn Federal District Court Chambers of Judge John H. Bartels.

That conference, on Sept. 20, was called by Judge Bartels in response to a union request in an attempt to mediate the crisis caused by the takeover of seven buildings by UCP on Sept. 8 and the loss of civil service status by

a number of Willowbrook employees. The CSEA is maintaining that UCP is subcontracting work illegally and that the state is abrogating its responsibility under the state constitution to care for the mentally ill or handicapped.

During the meeting, Thomas A. Coughlin, deputy state commissioner of mental hygiene, startled CSEA leaders when he mentioned that Willowbrook would try to "avert" 400 layoffs.

"It was a bombshell," said Bart Brier, Region II field representa-

tive who attended the meeting. "here was a high state official who had said publicly and privately to the union, UCP and the Federal court that there would be no layoffs because of the takeover now admitting that the state obviously planned all along to lay off employees."

On Friday, Sept. 23, President McGowan flew to New York and was met by Region II officers who escorted him to the Willowbrook grounds where he made a personal assessment of the situation and returned to Albany the

same afternoon. CSEA officials were expected to confer over the weekend about Willowbrook.

Although Local 429 refused a court request to rescind its vote authorization for a job action, Judge Bartels did not grant the Department of Mental Hygiene's request to sign an order barring the work stoppage as illegal under the state's Taylor Law.

CSEA leaders said that although the situation was bleak there were sporadic contacts between the union and state offi-

cials. Labor observers here said that the admission that the state is planning layoffs is solidifying employee resentment towards UCP and the state.

Commissioner Coughlin was quoted in the Sept. 21 New York Times as saying that he had expressed "the hope that the required Willowbrook staff reduction could be achieved by attrition during the current state fiscal year, ending next March 31, with 900 resignations or retirements, along with 200 voluntary transfers."

CSEA Officers Installed Throughout State



ST. LAWRENCE PSYCHIATRIC CENTER LOCAL 423

Business and pleasure were the order of the day when CSEA Local 423 at St. Lawrence Psychiatric Center recently held its installation of officers and followed with an annual family picnic. William McGowan, CSEA statewide president, administered the oath to the new officers. First row, from left are: Mr. McGowan; Edward "Pete" Newton, second vice-president; George McCarthy, Local president; Jack Fisher, first vice-president. In the middle row, from left are: Joseph Cosentino, delegate; Jackie Williams, secretary; George Griffith, treasurer. In the back row, from left are: Henry Mulnick, operational representative; Elva Scott, administrative representative; Mary Bush, delegate; Jim Amo, operational representative.

UTICA PSYCH. LOCAL

UTICA—The Utica Psychiatric Center Local of the Civil Service Employees Assn. installed its new officers recently during a meeting at the Moose Lodge here.

Sworn in by CSEA statewide treasurer Jack Gallagher were acting president Roger Piersall, first vice-president Bob Greene, second vice-president John Glehl, recording secretary Jackie Chambrone, treasurer Anna Mae Darby, parliamentarian John Blair, sergeant-at-arms Don Delia, corresponding secretary Marie Soldato, administrative delegate Wanda Piersall, institutional delegate Debbie Powers, operational delegate Jim Herron, and PS&T delegate Gary Powers.

REGION IV MOTOR VEHICLE

ALBANY—Newly elected officers for the Motor Vehicle Local were recently installed by Jean Gray, of the CSEA Board of Directors, at a dinner held recently at the Americana Inn in Albany. Those installed were: president, Jean Book; first vice-president, Barbara Stack; second vice-president, Eileen Salisbury, treasurer, Thomas Pritchard; secretary, Julia Braden. Immediate past president Margaret Dittich is also a member of the Board of Directors. Newly elected delegates also installed were: Toni Hess, Jean Myers, Mary Toomey and Dann Wood.

Install Black River Valley Officers

WATERTOWN—Officers of the Black River Valley Local of the Civil Service Employees Assn. were installed recently by CSEA state executive vice-president Thomas H. McDonough.

The leaders include William F. Dupee, president; Lawrence E. Leddy, first vice-president; William Cleary, second vice-president; Debby Holman, secretary, and Sally R. Helmerci, treasurer.

Elected representatives of the multiple unit Local are: Garry McGivney, department of labor; JoEllen Percy, conservation; Rocco Crescenzi, Thousand Island Park Commission; Ray Foster, Office of General Services; Ralph Green, executive, and department of transportation, John Charlebois, engineers; Elizabeth Bird, clerical; Jack Bassette, equipment management; Karen Cross, real estate; David Shortleeve,

Jefferson County maintenance, and Larry Cross, special crews.

Jane Phelps, daughter of Mr. and Mrs. Frank Phelps, Chaumont Star Route, is the recipient of a two-year scholarship, valued at \$300 for each year, awarded by the Local. She plans to attend Jefferson Community College. She was selected by a judges panel of Lieut. Col. Henry R. Northridge, Fort Drum; Steve Mitchell, and Frank Cole, Watertown.



FREDONIA LOCAL 607

Recently installed officers of Civil Service Employees Assn. Local 607 of the State University College at Fredonia are front row from left: Mary Ann Bentham, first vice-president; Sara Sievert, president; Anthony J. Tofil, second vice-president; Paul Duck, third vice-president. Standing are, from left: Patricia Green, recording secretary; Mary Crea, administrative unit representative; Marietta Godbey, treasurer; Rick McKoon, institutional unit representative; David Johnson, operational unit representative; Florence Rich, PS & T unit representative; Barbara Saletta, corresponding secretary.

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