

Civil Service LEADER

America's Largest Newspaper for Public Employees

Joe Roulier

Retiree News

See Page 14

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DRUG ADDICTS: Where Do They Go Now?

By SUSAN DONNER

MANHATTAN — Pam Meiners is warm and outgoing, and has an easy, relaxed manner. But one senses turmoil just below the surface. She has been at Daytop Village here—a private drug rehabilitation facility—for 13 months. Pam is the mother of two little boys, aged six and four. If they close Daytop now, she is one of many who may have to go back to jail or return to the streets.

Pam is one of thousands of young,

intelligent people that, unaware or uncaring of the consequences, entered the drug subculture. Some were victims of their environment, growing up in poverty where they felt there was nothing to look forward to. Some were affluent and part of the drug scene of the 1960's, when it was the "in" thing to do.

Monsignor William O'Brien, president of Daytop Village, feels that his generation was the victim of the Depression. As parents, they wanted

to shield their children from the stresses and difficulties of life. The monsignor said, "As a result, we have young people coming to us who are emotionally eight year olds, with the bodies of 19- or 25-year-olds. "They are totally unprepared and unable to cope with the tensions, responsibilities and realities of everyday life. So they turn to drugs. Here we teach them to grow up."

After staying at Daytop for about

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Columbia Teetering On Strike

HUDSON—In an effort to avert a strike by Columbia County employees, the Board of Supervisors here set a legislative hearing for May 4.

At the hearing, held after Leader presstime, Civil Service Employees Assn. collective bargaining specialist Nels Carlson testified on behalf of the 400 members of CSEA's Columbia chapter 811.

Employees have been without a contract since the beginning of the year.

The situation worsened last month, though, when the state fact-finder's report was rejected by Samuel Simmons, chairman of the County Board.

The fact-finder had recommended a 7 percent raise for employees, but Mr. Simmons continued to press for a salary freeze.

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HAPPY 110TH — Louise Begley, seated, of the Sunnyside Nursing Home, East Syracuse, celebrated her 110th birthday on April 8. "Grandma" Begley, as she is known to her friends, was born in 1866 in Brooklyn. Her family moved to Oswego when she was a child, and she later lived in Syracuse. Among those at the birthday party were, from left, nephew Jack Gallagher, Civil Service Employees Assn. statewide treasurer; great-great-great-nephew John Gallagher, and niece Edith Bidwell, formerly of Central Square, and now residing at the Sunnyside adult home.

Wenzl To Solons: Preserve ODAS, Restore \$ Cuts

(Special to The Leader)

ALBANY—The president of the Civil Service Employees Assn., the union representing approximately 2,100 employees in the state's Office of Drug Abuse Services, has sent a written plea to all state legislators to restore \$38 million that has been cut from the agency's 1976 budget.

ODAS, which trains and rehabilitates drug addicts, will have to lay off 1,100 workers if the \$38 million is not restored. The CSEA chief, Theodore C. Wenzl, expressed concern not only for the employees, but also for the clients of ODAS and for all the citizens of the state.

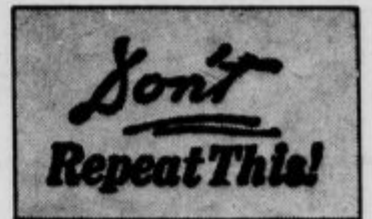
"Believe it or not, ODAS turns unemployed drug addicts, some of whom live on violent crime, into productive, tax-paying citizens," he wrote.

"Its rehabilitation and training programs have produced college graduates and responsible working people whose future, without ODAS, would have been a vicious cycle of drugs, crime and jail—all at public expense."

It is expected that the state's supplemental budget—the last chance for the Legislature to restore the ODAS funds—will come up for a vote some time this month.

"ODAS is a bargain in human terms, as well as financial ones," Dr. Wenzl wrote. "It costs much less to train and rehabilitate an

(Continued on Page 16)



6-Year Grievance Against Thruway Authority

Win Back Pay With Interest

ALBANY—Fourteen maintenance employees of the New York State Thruway Authority have received checks for back pay, plus interest, totaling almost \$10,000 based on a grievance begun six years ago by the Civil Service Employees Assn.

The case had been held up in courts for years after the Thruway Authority challenged an arbitrator's decision in favor of CSEA and the employees that they were eligible for the back pay.

A State Appellate Division court recently upheld CSEA's position and in mid-April, the Thruway Authority mailed out the back-pay checks. It was a costly decision for the Authority,

since the decision also involved payment of 6 percent interest on the back pay due in addition to the pay itself.

The case developed Oct. 1, 1969, when the Thruway Authority moved its headquarters garage from Elsmere to the present Route 9-W garage location.

The 14 maintenance people involved were required to work an additional one-half hour per day from Oct. 1, 1969, until July 15, 1970, when a new collective contract was negotiated by CSEA covering the Thruway employees. CSEA filed a grievance on behalf of the affected employees, claiming that they were due two and one-half hours of overtime pay per week from Oct. 1, 1969, to July 15, 1970. An arbitrator ruled

in CSEA's favor, but the Thruway took the decision to court, causing a delay of more than six years until the Appellate Court's recent decision upholding the union.

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CSEA Official Terms AFSCME Security Pact 'A Total Sellout'

(Special to The Leader)

ALBANY—A high-ranking Civil Service Employees Assn. official branded the newly negotiated agreement between the American Federation of State, County and Municipal Employees and the State for some 9,000 employees in the Security Bargaining Unit "outrageously deficient" and "a total sellout at the expense of the employees involved."

(Continued on Page 3)

Should Adoption Records Be Open For Inspection?

SENATOR Joseph P. Pisanl, Westchester Republican, and Assemblyman Richard N. Gottfried, of Manhattan's West Side and a Democrat, are

(Continued on Page 6)

Flaumenbaum Warns Nassau To Avoid Employee Layoffs

MINEOLA—"Layoffs are not the answer."

That was the message delivered to Nassau County officials by Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn., and that was the stand formally adopted last week by the bi-partisan county Board of Supervisors.

The supervisors ruled out layoffs as a solution to the budget crisis despite the refusal of the county's Democratic legislative delegation to permit a vote on the county's request for an additional one percent sales tax.

Earlier, County Executive Ralph Caso had threatened 2,000 layoffs if he did not get the taxing power to meet a deficit that he estimated at \$22 million.

Mr. Flaumenbaum had attempted to break a deadlock between the county officials and the Democratic state legislators by arranging an unprecedented face-to-face meeting the week before. This led to the creation of a subcommittee charged with examining the budget and recommending solutions.

When the subcommittee itself moved to deadlock, with the bi-partisan delegation from the board still favoring the tax and the Democratic legislators still opposed, Mr. Flaumenbaum broke open the layoff threat.

He claimed that layoffs could not save any money. Mr. Flaumenbaum announced that because the county is self-insured for unemployment benefits, it would have to reimburse the state for 100 percent of any unemployment benefits paid to laid off workers.

The unemployment benefits were estimated at \$10 million if 2,000 employees were laid off.

In addition, Mr. Flaumenbaum revealed that the county would lose \$7 million in federal and state reimbursement for programs that would be terminated or reduced.

Another \$3 to \$5 million would go to the employees in termination benefits. "Total, \$20 million to \$22 million. Net savings zero," said Mr. Flaumenbaum.

It was this data that moved the supervisors to rule that layoffs were no solution.

The Democratic legislators had vaguely recommended "economies" and layoffs of "non-essential" employees. They did not define "non-essential."

At week's end, Mr. Caso and Assemblyman Joseph Margiotta (R-Uniondale) were trying to persuade the Democratic legislators to reconsider.

It was reported that Mr. Mariotta was using his power as a senior legislator to bottle up bills providing financial assistance to cities—most of them Democratic controlled—until the Nassau tax is approved.

While layoffs were ruled out, according to the supervisors, the ultimate solutions to the budget gap remained unclear. Mr. Flaumenbaum declared that "If any layoffs do occur, and there is no movement to alleviate the situation, action will be taken."

LAB TECHS

ALBANY—A senior laboratory technician (clinical pathology) eligible list, resulting from open-competitive exam 24-100, was established April 23 by the state Department of Civil Service. The list contains 52 names.

Distribute Per Capita Aid

ALBANY — State Comptroller Arthur Levitt, announced the distribution of \$33,864,186.75 in per capita assistance to counties, towns, villages and town-outside village municipalities.

Included in the payment are all 57 counties of the State, excluding the five which comprise the City of New York, 556 villages and 930 towns.

Unlike other types of state aid, which are granted for a specific purpose, such as education, highways and health, the per capita aid can be used for any general municipal purpose.

This payment is allocated to the local units of government on a per capita basis. The payment formula for all units of government except counties has two parts, a basic minimum, and an

adjustment factor to compensate for deficiencies in local property taxes.

The formula for the following minimum annual payments per municipal resident is town-wide, \$3.55; village, \$3.60, and town-outside village, \$2.05. With the exception of town-wide, these minimums are increased by five cents per capita for each \$100 by which a municipality's per capita full valuation is less than \$8,000.

The county formula is an amount equal to the population of the county multiplied by 65 cents plus an increase of five cents for each \$100 or part thereof in which the county average of full value and personal income per capita is less than \$8,000.

NYC Retirees To Hold Meet

MANHATTAN—The New York Metropolitan Retirees chapter, Civil Service Employees Assn., will meet Tuesday, May 18, according to chapter president Nathaniel Ackerman.

Mr. Ackerman said the meeting will come to order at 1 p.m. in Room 5890, Two World Trade Center, Manhattan.

ANALYST LIST

ALBANY—A research analyst eligible list, resulting from open-competitive exam 24-300, was established April 5 by the State Department of Civil Service. The list contains nine names.

RETIREMENT AND PENSION SEMINARS

We are pleased to announce that one of this city's foremost pension and retirement analysts, David Moss will conduct Seminars on Retirement Problems at 45 East 33rd Street, New York City, Suite 601 at 5:30 P.M. on the following Wednesdays, May 12, May 19th, May 26th and June 2nd, 1976.

Absolutely no charge or obligation, however participation is limited, so please call Mrs. Cerisse Rubenstein at (212) 689-2016 for confirmation. A service of the Council of Civil Service organizations and Ramblewood East Information Center.

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At the FLAMINGO HOTEL.....\$279
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At the RIVIERA HOTEL.....\$289

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6206	14	Aug. 4-Aug. 18	To San Francisco/From Los Angeles	199
6210	14	Aug. 18-Sept. 1	To Los Angeles/From San Francisco	199

PRICES FOR ABOVE TOURS INCLUDE: Roundtrip air transportation; twin-bedded rooms with private bath; transfers and baggage handling; NOT INCLUDED: Taxes and gratuities.

All prices are based on rates existing at time of printing and are subject to change.

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Ed Chapter Rep Election Report Set

ALBANY—Details of the process for seating representatives from Civil Service Employees Assn. educational chapters on the CSEA Board of Directors will be presented in a report to be delivered at the Thursday, May 13 meeting of the Board at CSEA headquarters, 33 Elk St., Albany.

The report is being prepared and will be presented by Bernard C. Schmahl, chairman of CSEA's special elections procedures.

EN CON DIRECTOR

ALBANY—Robert A. Van Benschoten, of Guilderland, has been named director of the law enforcement division of the Department of Environmental Conservation.



COUNTY BROTHERHOOD — Leaders of Saratoga County chapter 846 of the Civil Service Employees Assn. present donation to aid Dutchess County chapter 814 members who were penalized for successful strike last summer. Dutchess chapter president Ellis Adams, left, accepts check on behalf of members from Saratoga chapter treasurer Monica Jump and president Edward Wilcox.

Carey: AFSCME Pact 'A Sellout'

(Continued from Page 1)

John M. Carey, CSEA's assistant executive director-State Division, also accused Carl Gray, executive director of AFSCME's Council 82, which negotiated the new agreement, with "deliberately distorting the settlement by millions of dollars in the public press in an obvious effort to convince the AFSCME employees to accept an agreement that is, without a doubt, the worst settlement ever agreed to at the state level in history."

Mr. Carey, who had a major administrative role in CSEA's recently completed negotiations with the State for CSEA-represented workers in four major bargaining units, said AFSCME's new agreement, subject to membership ratification, "is terribly deficient in nearly every area compared to the agreement negotiated by CSEA."

"AFSCME is well-known as a me-too union, usually accepting carbon-copy contracts after CSEA has done all the hard bargaining and won all that could be achieved. But in this instance, AFSCME was unable to achieve a 'me-too' contract after CSEA

had done all the work for the other four Units."

Mr. Carey pointed out that while CSEA won guaranteed increments for each of the next two years as well as a guaranteed pay raise next year for its members, AFSCME only got increments guaranteed for this year and "got absolutely nothing in pay and no guarantee they will ever get any pay increase."

The CSEA assistant executive director noted that "CSEA negotiated truly important job protection improvements for our people, but AFSCME in truth got nothing for their people in terms of real job security. CSEA won the right for permanent employees to cross over into other layoff units to replace temporary and provisional people; AFSCME did not. CSEA won major job protection improvements for our

Win Back Pay

(Continued from Page 1)

The checks received by the 14 employees as a result of CSEA's action totaled \$8,305.84 in overtime pay plus \$1,338.57 in interest on the pay itself.

labor class and non-competitive employees subject to layoffs, but AFSCME got nothing. While CSEA negotiated for a special committee, funded at \$1 million to study layoffs and job protection, AFSCME was only able to get contract reference to an unfunded committee with basically undefined goals and authority."

Mr. Carey went on to challenge AFSCME's claim to preventing 400 layoffs in the Office of Drug Abuse Services.

"CSEA negotiated the requirement for a six-month notification on layoffs as the result of closing down agencies or facilities. AFSCME merely tagged along and took the same provision already negotiated by CSEA, thus in actuality extending for six months the 400 layoffs they—AFSCME—are trying to claim have been prevented. CSEA was responsible for getting at least a six-month extension for over 1,200 in ODAS long before AFSCME said 'me-too' to extend the additional 400 people they represent in ODAS," Mr. Carey stated.

Mr. Carey, noting that Mr. Gray claimed in the public press that their settlement represented a \$10 million package, labeled that claim "a lie, and a thinly veiled attempt to pull the wool over their own members' eyes." Mr. Carey said the State's own figures place the package costs at \$1.3 million in increments and \$378,000 in insurance costs, for a total of \$1,678,000.

"It appears that Mr. Gray realized what a rotten contract he and his people had negotiated, and had to try to distort its contents many times over in an effort to sell this mess to their members."

Mr. Carey noted that "this is the same union (AFSCME) that recently tried so hard to trick CSEA members into a costly merger on the grounds of superior ability." He said that since AFSCME has threatened to challenge CSEA in representation elections across the state in coming months, "it is important for every CSEA-represented employee to realize that AFSCME negotiated a really terrible contract and in doing so demonstrated that it cannot do the job it claims it can. I hope everyone will keep that in mind if the time ever does come when CSEA meets AFSCME in a representation election anywhere in this state."

Legislature Will Decide On Rensselaer Pact Fate

TROY—One hundred members of the Rensselaer County chapter, Civil Service Employees Assn., surrounded the Rensselaer County Legislature last week as the CSEA chapter and a county negotiator made their presentation at a legislative hearing to resolve a contract dispute after seven months of negotiations had placed both sides at extreme opposite positions.

County unit president Joseph Lazarony noted the Rensselaer Legislature has appeared sincere in efforts to settle the dispute with fairness.

The CSEA presentation continued with Nels Carlson, CSEA collective bargaining specialist, presenting the five points the CSEA considers to be necessary to resolve the contract dispute.

The five areas include a \$650 across-the-board increase to compensate for inflation; a salary schedule which would improve the functioning of the county; an improvement in the Health Insurance coverage to 100/80, to adequately protect the County employees; retention of the existing past practice clause in the contract, and overtime for all employees.

The county contends that it cannot accept any of these issues, but offered a \$400 across-the-board increase; no salary schedule at this time; continuation of the old insurance coverage of 80/70; elimination of the past practice clause, leaving

all such decisions to the county executive, and overtime for only those employees covered by Fair Labor Standards Act.

Mr. Lazarony noted, "It is in the hands of the Legislature now; we hope for a just and equitable settlement which our members can accept for the final decision is the decision of the chapter membership."

NYC Chapter Convention Set

MANHATTAN — The annual workshop and convention of New York City chapter, Civil Service Employees Assn., has been set for Monday through Wednesday, May 31-June 2, at the Concord Hotel, Kiamesha Lake.

Chapter president Solomon Bendet said the program will include panel discussions on health plans, insurance programs, pension programs and grievance procedures. Besides Mr. Bendet, the committee for the event includes Martha Owens and Seymour Shapiro.

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CSEA calendar

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

MAY

- 7—New York State Psychiatric Institute chapter 419 spring dinner-dance: 7:30 p.m., Astoria Manor, Astoria.
- 7-9—Mental Hygiene Department workshop: Friar Tuck Inn, Catskill.
- 8—Dorothy Moses' retirement party: 7:30 p.m., Karmac Manor, Geneva-Waterloo Road, Geneva.
- 11—Pilgrim Psychiatric Center chapter meeting: 8 p.m., Assembly Hall, PPC.
- 11—Nassau County Crossing Guards unit meeting: 8 p.m., Police Headquarters, Mineola.
- 12—Ithaca Area Retirees chapter meeting: 2 p.m., Moose Hall, 125 N. Fulton St., Ithaca.
- 12—Suffolk Area Retirees chapter meeting: 1 p.m., CSEA satellite office, 350 Motor Pkwy., Hauppauge.
- 13—CSEA Board of Directors meeting: CSEA Headquarters, 33 Elk St., Albany.
- 13-14—Conference of Army Employees meeting: Veterans of Foreign Wars Home, Cortland.
- 14—Suffolk chapter bicentennial party: Colonie Hill, Hauppauge.
- 14—Albany Region IV "Mix and Mingle" party: 5:30 p.m., Michael's Banquet House, Route 9, Latham.
- 15—Madison County chapter dinner dance.

Attack L.I. Workers' Seniority Loss

HAUPPAUGE—"It may be legally correct, but it is morally wrong."

With those words, representatives of former Long Island State Park Commission employees who have been transferred into the Department have opened a campaign against a state ruling that puts transferees on the bottom on the seniority list.

Men with up to 30 years on the job find themselves on the bottom of the totem pole with regard to vacations and overtime as a result.

The situation was exposed by Daniel Sullivan, the Region 10 Department of Transportation, Civil Service Employees Assn. chapter representative for the former park commission employees.

Mr. Sullivan noted that similar treatment may be accorded other employees upstate.

The first effect hit only five of 85 employees who maintain the Long Island State parkways. The group was shifted by state order from the commission to DOT last October. This month, Mr. Sullivan reported, five men assigned to the DOT maintenance shop in Central Islip learned that they got last choice on the vacation schedule. The other 80 men

are assigned to a new, separate DOT residency and maintained their relative seniority within that group.

However, Mr. Sullivan said CSEA has learned authoritatively that the separate residency will be dissolved next March.

Mr. Sullivan is calling for support throughout CSEA for strong contract language to be negotiated in the next contract to protect all state employees from losing rights because of state-

ordered transfers. "We didn't ask for this transfer," he asserted. "It was done at the state's whim, and employees should not thereby be deprived of rights."

Memorial Day To Be Noted

ALBANY—State employees will receive Monday, May 31, as a day off to mark Sunday, May 30, as Memorial Day.

Gov. Hugh L. Carey signed a bill last week fixing the Memorial Day observance on May 30 every year, ending the seven-year-old practice of marking the day on the last Monday in May.

Whenever a holiday falls on a Sunday, state law requires that it be observed with the closing of state offices, schools and courts on the following Monday.

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Help Wanted M/F

IMMEDIATE OPENING — Asst. Director with Youth Guardian Service of the Protestant Board of Guardians. Requirements M.S.W. with N.Y. State certificate (C.S.W.). Salary range — \$12,000 to \$15,000. Contact Ms. Gillead or Ms. Alexandra, 636-8103.

Set Cashier Promo Exam

MANHATTAN — The Administrative Board of the Judicial Conference is accepting applications until May 12 for the promotional exam of cashier, No. 55-492. A written test for the New York City opening will be June 12.

To qualify for the test, candidates must have a year's experience as an account clerk, clerk, stenographer or typist in the New York City Criminal Court. Applications may be obtained from court administrative offices or from 270 B'way, New York City.

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2 Work-Week Grievances Won By Newburgh Clerks

NEWBURGH—The Civil Service Employees Assn. has won an arbitration decision that requires the City of Newburgh to immediately re-establish a Monday through Friday work week for two clerk-typists in the records bureau of the Newburgh City Police Department. The city had required them to work a split weekend tour of duty.

CSEA had filed a contract grievance on behalf of Rose Gottbetter and Denise Lease when the city changed their normal Monday through Friday work week to Sunday through Thursday for Ms. Gottbetter and Tuesday through Saturday for Ms. Lease.

Arbitrator Daniel G. Collins, in his decision, agreed with CSEA's claims on behalf of the two typists that the city's action violated the work week-work day article and the conformity with law or practice article of the contract between CSEA and the City of Newburgh. The arbitrator ruled that the Monday-Friday work week is a condition of employment under the pact.

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CSEA CONVENTION REPORTS, PHOTOS

5
CIVIL SERVICE LEADER, Friday, May 4, 1976



Celeste Rosenkranz, right, statewide education chairman, meets with members of the Division for Youth Presidents Council to determine an ongoing comprehensive training program. Seated is Warwick State School chapter 557 president Solomon Williams. Standing, from left, are Annex Training School chapter 554 president Frank Mann, South Lansing School for Girls chapter 561's Judy Curry, Highland Training School chapter 550 president Mary Jackson, Highland's Clarence Minor and Albany Division for Youth chapter 663 president Roy Dingle.



From Nassau chapter 830 are, from left, Nicholas Abbatiello, Long Island Region I second vice-president; Ruth Braverman, Region fourth vice-president; Sam Piscitelli, Region treasurer, and Anthony Giannetti, of North Hempstead unit.



Informal group of Albany Region IV CSEA leaders shows, from left, convention parliamentarian Ernest Wagner, former Insurance chapter 666 president Rita Madden, Education chapter 657 president Nicholas Fiscarelli, Education chapter vice-president Ernest Dumond and Correctional Services chapter 656 president Alicia Fisher.



Helena Barlow, vice-president of Office of General Services chapter 660, takes turn at microphone during one of the debates.



Marilyn Zawoiskil, left, checks over brochures with Dorothy Goetz, the most titled woman in CSEA with three elective offices.



CSEA vice-presidents Richard Cleary, left, and James Lennon share a lighter moment. Mr. Cleary heads Central Region V (Syracuse) and Mr. Lennon leads Southern Region III (Fishkill).



Delegation from Roswell Park Memorial Institute chapter 303 includes, left, Mitchell Falenski, and, from right, Elizabeth Watts, Richard Wendle and chapter president Robert Stelley, Jr. Health Research chapter 315's Grace Steffen is in center of photo.



Orderly lines of delegates patiently wait for chance to register for the five-day convention at Concord Hotel, Kiamesha Lake. Estimated 1,300 delegates took part in the union deliberations.

(Leader photos by Ted Kaplan)

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FRIDAY, MAY 4, 1976

Game Of Chance

ALTHOUGH gambling is officially illegal in New York State (other than the state lottery), the Legislature is currently debating a new game of chance for the public.

Instead of "big winnings," though, the person who is "it" gets to pay.

The rules are quite simple:

First, you close the various drug facilities—whether they be privately funded places like Daytop, Phoenix House or Odyssey House or the 15 state facilities administered by the Office of Drug Abuse Services.

Then you turn the addicts back on the streets.

Next, whenever possible, you reduce the size of the police forces in order to heighten the excitement of the game. (Remember when crime in the streets was considered a major issue, and New York City Mayor John V. Lindsay fought for the Fourth Platoon system to provide increased protection during high-crime periods?)

Now the real fun can begin. Instead of everyone sharing some part of the burden for supporting the various drug treatment centers, we play a game similar to Russian roulette.

Senior citizens have a better chance of being "it" in this game, but other people have good opportunities to participate also. What you do is keep count of how many times you can go out on the streets alone before you get hit. You get more points if you are actually mugged than you do if your home or apartment is burglarized while you are gone.

In time, of course, you will have less need to go out in the evening, since stores will start closing up earlier, because of lack of business from customers and too much from hold-ups.

So regardless of how you feel about the people who are caught in the web of drug addiction, you will have a chance to pay part of the penalty in an all-or-nothing-at-all game of chance.

Who will be the first to be taken?

Security Pact

WHILE state employees in the four large bargaining units were making the agonizing decision on whether to accept the agreement of understanding negotiated for them by the State Administration and the Civil Service Employees Assn., spokesmen for a rival union spewed forth criticism.

Now that rival organization, the American Federation of State, County and Municipal Employees, has settled for contract provisions that fall short of those won by CSEA.

In the agreement announced last week for the Security Unit, smallest of the five statewide bargaining units, it became evident that AFSCME's efforts to interfere with CSEA negotiations will come back to haunt them.

CSEA, which had listened patiently to AFSCME's offers of a merger before CSEA delegates turned down the proposal at their statewide meeting in March, can now have the last laugh.

Instead of showing up CSEA in AFSCME's vow to challenge for representation rights, the Security Unit contract has proved to be only an echo.

CSEA members must be congratulating themselves on the dues money they saved by deciding to remain independent—the third largest independent union in the United States as a matter of fact.

Don't Repeat This!

(Continued from Page 1)

faced with a highly sensitive problem relating to adopted persons. Under existing law, all court records relating to adoption proceedings are under seal, and not available for inspection by either the public or by the persons who have been adopted.

Senator Pisani is chairman of the Temporary State Commission on Child Welfare and Assemblyman Gottfried is chairman of the Assembly Standing Committee on Child Care. What is specifically pending before both of those committees is a bill sponsored by Senator Albert B. Lewis, Brooklyn Democrat, which would amend the law to permit adopted persons, upon reaching the age of 18, access to those records.

Emotional Issue

This is a highly emotional issue that pits adopted persons against social service agencies that arrange for adoptions. This issue has arisen largely during the past several years, when seemingly substantial numbers of adopted persons have become more insistent in their search for more information about their biological parents.

All of us have an abiding sense of immortality. We know our parents, grandparents and sometimes our great-grandparents. Subconsciously we know that something living within us has been a living thing since the beginning of time. Somehow, we also have an abiding faith that something within us will remain alive in our offspring from generation to generation until the end of time.

This biological stream is lost for adopted children, who must go through life knowing nothing about their biological parents. The impulse for this information by many such adopted persons is not just a matter of biological curiosity. Essentially, it represents for these people a search for identity.

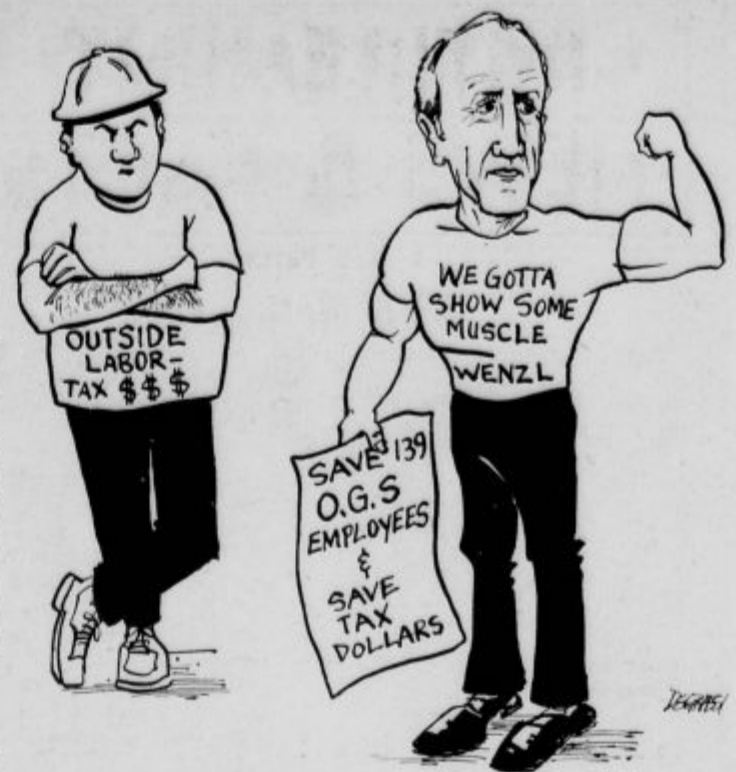
In an equally intense way, the social work agencies are opposed to making the adoptive court files available to adopted persons. In their opinion, these people are much better off not knowing about their heritage, because in some cases the parental background may be on the sordid side. They are concerned also about possible confrontation between adopted persons and their natural parents or siblings who may not have been surrendered for adoption.

Question Of Privacy

The adoption agencies also insist that the mothers who surrendered their children for adoption are entitled to privacy with respect to this matter. They express the fear that destruction of this right to privacy may create a situation in which mothers will prefer to abandon their children rather than turn them over for adoption to a recognized adoption agency. On the other hand, the adoption agencies do concede that health situations might arise, in which it would be of vast significance for the adopted person's medical welfare to have detailed information about the medical history of the natural parents.

Curiously enough, and perhaps by coincidence, the law sealing all adoption records was enacted during the administration of Gov. Herbert H. Lehman, who

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

Three NYC Cases

A New York City policeman was brought up on departmental charges for allegedly misappropriating a total of \$45 in four separate incidents which took place in his off-duty job as a bank teller. Following the departmental trial, the officer was found guilty and dismissed from the police force. An appeal was taken pursuant to Article 78 of the Civil Practice Law and Rules which resulted in an affirmance of the dismissal.

THERE WAS A DISSENT by one justice who pointed out that the police officer had "an admirable record in the department without any prior complaints against him." The dissenting judge said that the evidence was circumstantial and barely supported the charges. There were small discrepancies between the amounts deposited by the bank's customers and the amounts credited to their accounts. The judge said that the penalty of dismissal was so disproportionate to the offense, in the light of all the circumstances, as to be shocking to one's sense of fairness. The judge recommended a six-month suspension without pay, pointing out that such a penalty was adequate to achieve the aim of discipline for petitioner's shortcomings, "totally unrelated to his police work." The majority voted to affirm the dismissal, citing *Matter of Pell*, 34 N.Y. 2d 222. *Matter of Miller v. Codd*, 49 A.D. 2d 546(4).

A FORMER EMPLOYEE of the City of New York sued to recover monetary benefits which plaintiff allegedly earned while he was working for the City as a sanitation worker. He worked for approximately 10 years. After four years, he was injured on the job and remained out of work for six months. He came back on "light duty" and finally was involuntarily retired for accidental disability some six years after his accident. The plaintiff did not apply for retirement. The application was filed by the Sanitation Commissioner. Since plaintiff was notified just prior to his retirement date, he did not have a chance to use up his vacation time, terminal leave time, and unscheduled holiday time prior to his actual retirement. The plaintiff was covered by a collective bargaining agreement between the City of New York and the Union representing sanitationmen. There was no provision in the agreement providing for cash payment for unused time. The court in Special Term agreed with plaintiff that he was entitled to the money because the City did not give him sufficient time to use up his accrued time prior to retirement. Although the law permits cash payments to be made in lieu of unused accrued time, there was no contractual provision mandating such payment. Accordingly, on appeal, the Appellate Division held that the plaintiff was not entitled to any cash payment. *Coates v. City of New York*, 49 A.D. 2d 565(4) App. Div.

(Continued on Page 7)

RETIREMENT NEWS & FACTS

By A. L. PETERS

NYC Retirees

Four hundred and ninety-one city employees filed applications for retirement last month. Of these, 183 filed without option; 74 filed under Option 1; 31 under Option 2; 57 under Option 3; 45 under Option 4; eight under Option 4-2, and 21 under Option 4-3. Forty-six applications involved disabilities. Of these, 24 were cases of ordinary disability; 12 were cases of accident disability; and seven were revisions of accident disability.

Last year 7,600 New York City employees retired. This compares with 5,038 in 1974, and 5,480 in 1973.

There is much ado about underfunding Pension Funds, particularly in the light of recent purchases of city and state bonds. Some enlightenment on the philosophy of this is given in the "Shinn Report" in Mayor's Management Advisory Board:

"By its very nature, this means that during this 40 year period of amortization the plan will show an unfunded accrued liability. Accordingly, if contributions are made in accordance with cost estimates based on realistic assumptions, there is in fact no underfunding for a continuing plan. As shown in Table A-7 the ratio of assets to the accrued liability shows that for continuing plans both in government and private industry there is in fact a wide range of unfunded accrued liability.

"If the new actuarial assumptions and funding method are accepted, and if the level of the City's contribution is increased by approximately 16 percent then in the view of the Board, the City would be meeting its obligations on a realistic basis and would be appropriately funded.

"However, in the light of the major changes in actuarial assumptions and funding method being suggested, the Pension Task Force has recommended

that the yearly increase of \$208 million be phased in over a five-year period commencing July 1, 1977.

If you quit a job that has a retirement fund and get a sum of money from the fund, they will be tax-free if you put them in another retirement fund. Up to now these transfers have been tax-free only if you had reached the age of 59½.

The "rollover" is expected to be signed by President Ford this week and will be retroactive to July 3, 1974.

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)

- Alexander, Myra CPhiladelphia
- Amodio, FrancescoMamaroneck
- Aquilina, Irene MLevittown
- Arcamuzi, Harry ELocust Valley
- Bachman, FrederickNewfield
- Barrett, William IElmira
- Bean, William FBerkshire
- Bernardo, Carol APerry
- Black, James G Jr.Central Islip
- Bohlmann, FredRidgewood
- Brann, Joseph ARochester
- Breiby, Allison WWhite Plains
- Browne, Alfred FBuffalo
- Browne, Elinor BGenea
- Bruss, George ECedarhurst
- Bryant, CarolynHollis
- Bryant, Mabel GBrooklyn
- Buchsbaum, Herbert JBrooklyn
- Byrd, VirginiaEndicott
- Campbell, MargaretBrooklyn
- Carter, Hazel MTownsend, Mass.
- Clark, Marjorie ADuBois, Pa.
- Conolly, JoannJersey City, N.J.
- Cook, Jams RMaima, Fla.
- Cooke, Edna M DunhamRochester
- Cooper, SandraNew York
- Corey, William ANewfield
- Curevich, Regina MCentral Islip
- Damico, Dorothy LBrooklyn
- Davis, Paulette CBuffalo
- Davis, RobertRochester
- Decker, Lewis GGloversville

(To Be Continued)

What's Your Opinion

By SUSAN DONNER

QUESTION

Do you think there should be a residency requirement for New York City employees?

THE PLACE

Brooklyn and Lower Manhattan.

OPINIONS

Solomon Doley 3rd, counselor, Division for Youth:



"I think there should be a residency requirement. That's one of the reasons that so much money is being lost. If I can move to wherever and make all my money here, when is the money going to come back to the city. Also, if my children had to go to the school around the corner, I would be a lot more concerned with who the teachers are and how it is run.

I think it would create a much greater interest in the city as a community. It would also create more jobs for the people that do live here. But this law will not be passed because those with the money don't want it and that's where the power is. Most of them live outside the city and they control the city."

A. Dedely, mechanic foreman, Board of Education:



"I feel there should definitely be a residency requirement for civil service workers. They should pay their taxes to New York City just like everyone else. The more money that comes in the better it will be for everybody. You work here, pay your rent here. It's as plain as that. We have a lot of these diehards that get a job here and then move out of the state altogether. I just don't see it."

Julius Nedboy, retired, Department of Corrections:



"I believe especially that civil service employees should live in the city. They earn their money here and the money that they earn should be kept here. When I worked for civil service I always lived in the city and I felt that the people who moved out weren't doing the city any justice. I believe that when people move out of the city their thoughts are no longer with the city, but rather with the communities they do live in. It's not helping New York City or the people who live here."

Sam Lobel, robe salesman: "I believe as a prerequisite for a city job one should be a city resident. All jobs originating in New York should have some basic requirements: New York for New Yorkers. The money they would be making would be spent here in New York and we could certainly use that type of movement. More stimulation of New York money in New York will be good for everybody. I don't think it will get passed though. There's too much money at stake here. Whenever there's a lot of money, there are always a lot of crooks. That's the balance of power. Between the politicians and the gangsters, each is trying to steal as much as he can, either for himself or his constituents."



Eureal Jackson, high school teacher: "Normally I would say that an individual should be free to live wherever he wants to. In the case of a civil service employee, however, I feel that the individual should have financial input and an investment in the city and should be required to live where he works. If people had their children in school here and had to worry about living with garbage in the street it would certainly create a much greater interest in New York City as a community."



Miriam Weiss, personnel dept., Board of Education: "I think there's merit to both sides of the situation. Since Civil Service is a merit system and you really want to draw the most qualified people, I don't think it would be such a good idea to exclude those living outside the metropolitan area. I don't know if a law like this would necessarily encourage people to stay in the New York area. It might just end up draining the service of people who might have been valuable. I believe that people who really want to move out of the city won't be deterred by a residency requirement. I think they would eventually get jobs elsewhere."



Don't Repeat This!

(Continued from Page 6)

was the father of two adopted children.

It is not certain whether the Legislature will take action on Senator Lewis' bill this year. But it is an issue that will not be easily swept under the rug. The fact is that groups of adopted persons have been organized, and they will continue to press the Legislature for affirmative action.

Many of them have written searing experiences about the search for their identities through the growing body of literature on this subject, increasing numbers of adopted persons have been encouraged to discover the facts about themselves and are prepared to keep after the Legislature until a bill like the one sponsored by Senator Lewis is ultimately adopted.

BUY U.S. BONDS!

LETTERS TO THE EDITOR

Two Proposals

Editor, The Leader:

Taxpayers and the general public across New York State have two major gripes about State employees. They think we have an overly generous pension system and too much time off.

Today's generation of taxpayers cannot and will not accept the civil servant's reminder that these benefits were granted during years when pay increases were minimal or non-existent.

For the Civil Service Employees Assn. to cling steadfastly to these benefits when our employers, the taxpayers, find them repugnant is to court disaster.

I propose that State employees agree to extend their work week from 37½ to 40 hours and that we give up some of the odd holidays we presently have off. Other time off benefits we might consider exchanging could be part of our personal leave or professional leave. If we would agree

to pattern ourselves toward private industry that criticism could be overcome.

With respect to our retirement system I think the normal retirement age should be 60 or 62 with earlier retirement possible at reduced benefit levels. This retirement age should apply to all including policemen and firemen. The early retirements of halfpay at 20 years and the age 55 plan only encourage second career situations. The public doesn't like that. A retirement plan should be essentially that—retirement!

I think we can all agree that a real wage gain is more important than time off with no money to spend and an early retirement system funded on less than competitive wages will only lead to an empty existence in our

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later years.

If we are to successfully negotiate a satisfactory pay raise in the second year of our contract, we had better seize the initiative and challenge the administration on a basis the taxpayers can and will understand.

R. J. Morris
Rochester

Rips Added Dues

Editor, The Leader:

The Civil Service Employees Assn.'s dues hike was not necessary because we haven't had a raise in pay.

With the cost of living going up, up and up, and our wages going down, down and down, we, the working people can't afford to pay that extra money. We wish someone would do something for us besides a deduction.

Hazel Sheffield
Newark, N.J.

Civil Service Law & You

(Continued from Page 6)

Second Dept. reversing, 76 Mis. 2d 769.

A TRANSIT AUTHORITY employee was dismissed from his position as a car maintainer after he pleaded guilty to sexual abuse in full satisfaction of the charge of rape of a 12-year-old girl. The T.A. dismissed the employee after a hearing after finding that security of the T.A.'s passengers and employees would be endangered by a person who was convicted of such a crime. Special Term and the Appellate Division both found and held that dismissal was excessive. The Court of Appeals, however, reversed and reinstated the penalty of dismissal which had been meted out by the T.A. The court cited Matter of Pell, 34 N.Y. 2d 222. In the Matter of Kutchera, 37 N.Y. 2d 732.



(This is the first of what may turn out to be a Leader series on drug addiction problems that must be faced in the light of threatened cut-backs in aid at both the private and the public levels. Leader staff member Susan Donner has been interviewing addicts, administrators and union leaders, joining them at protest rallies and touring various facilities. Photography, original artwork and story are by Ms. Donner. The problem is everyone's.)



WHERE DO THEY GO NOW?

(Continued from Page 1)

18 months, most are able to resume life on the outside. Daytop claims a 92 percent success rate—there are about 700 persons involved at a given time—in terms of clients staying drug free. Others who are too

young — some are hooked at 12 years of age or younger—or who have received jail sentences are usually sent to state rehabilitation centers maintained by the Office of Drug Abuse Services which are run more like correctional institutions in that the residents are not free to come and go freely.

Although at least one-third come of their own volition, most are remanded as a direct result of a felony or misdemeanor. There they receive counseling, psychotherapy, education, vocational training as well as programs in art, recreation and outside participation in cultural and sports events.

The state plans to eliminate about 80 percent of the ODAS rehabilitation facilities by October, a reduction from 15 to three centers. The private programs will be cut more than 40 percent, which will mean the closing of many of their treatment centers, both residential and outpatient.

Three weeks ago, for eight days and seven nights, residents and staff members from six private institutions demonstrated outside of Gracie Mansion. Mayor Beame, apparently moved during a visit to the demonstration site, promised to do everything within his power to help "The City of the Forgotten," the name they have given themselves.



Above: "When I finish the program I'd like to work on staff upstate or maybe in the legal department here. I guess because of my own personal problems with the law I'm very sympathetic to those people that are in jail on drug charges. I feel so many of them are there because they just don't know themselves."

Left: "I was looking at the people down there doing their own thing and thinking that's my reality. That's what I have to do—get out there and rejoin society. I'm becoming more prepared for it every day."

Below Left: "Every day you fight for the same inch. Every day for the rest of your life you're going to have to fight just as hard as you're fighting right now. It never stops."

Below Right: "We have to face the truth. There are group encounters where you can't b-s 'cause we all shot dope. We know our tendencies and know how to get around things. If you're sitting in a group trying to lie, you're talking to a guy who did the same thing as you and you're only fooling yourself."





"Demanding work is one of the principles on which our program operates. This is the first time I'm a part of a positive cause. I enjoy what I'm doing. It's part of a community effort. Every day is a step forward."



"We're on the same team. Lunch is a high point in the day. We look forward to talking, rapping about things that are on our minds. Friendship is an important part of what gets us through."



"Eight days and seven nights. What's it like to sleep in 25-degree weather with just a blanket? Are you kidding? The years I was out there hustling I slept on the street every night, with no blanket, no friends, no one who cared, in zero degree weather. And all I could think about was a fix. This is the most meaningful thing I've ever done."

Rehabilitation Facilities Face Budget Gun

One sensed an unusual camaraderie, spirit and quiet concern among these residents. They consider themselves an extended family.

If these facilities are shut down, where will they go?

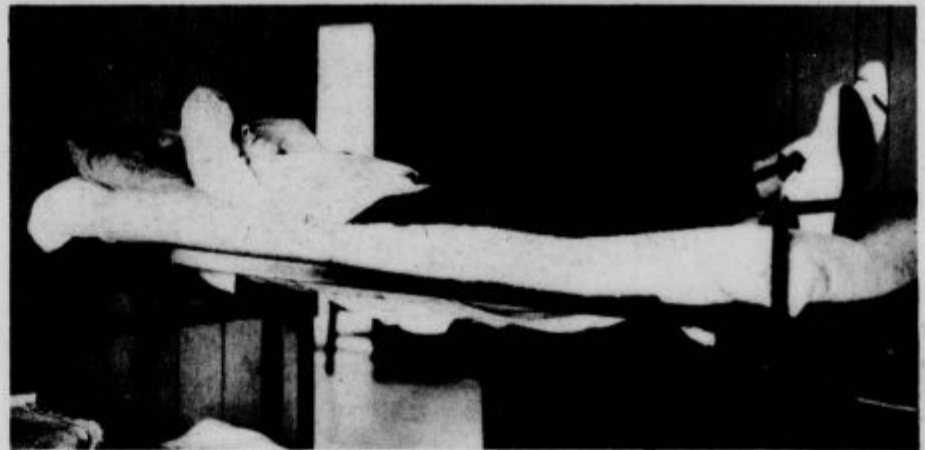
Many are young people who have no family, or families who don't want them, no jobs, no places to live and have not yet acquired the emotional resources to make it on the outside.

According to Giles Spoonhour, a counselor at ODAS' Brooklyn center, "They'll be back in the streets in no time, feeling more abandoned than ever. It cost an addict \$200 to \$300 a day in stolen goods to support a \$100-a-day habit.

Women usually turn to prostitution. Many will die.

"Illegal heroin has never been as easily available in New York City and throughout the rest of the country since 1971. We also find more and more addicts hooked on a combination of drugs such as barbiturates with speed and methadone and alcohol," Mr. Spoonhour said. Medical authorities feel the greatest lethal effect in overdose comes from combining different drugs.

Authoritative sources agree that the return of the convalescing addict to the street will cause a serious increase in crime and related disorders at a time when there is less police protection than ever throughout New York City and State.



"People of all backgrounds turn to drugs. Some are doctors and lawyers, others have never gotten more than an eighth-grade education," says Charles Devlin, administrator of Daytop Village, himself a former addict.

"It hits all socio-economic groups. Throwing someone into jail for a few years is never going to solve the emotional complexities or peer pressures that cause one to turn to drugs as a way of avoiding realities."

It is true that because of the severe economic crisis in New York City and State, budget cuts must be made. Some cutbacks pose temporary problems. Others might of their very nature cause terminal problems, to which the drug rehabilitators address themselves.

Who can say what order of priority should be made?

"Induction is a shock. What you're faced with is real and you've been escaping for so long. It's frightening to see where you are at your age and what you've gotten out of life, realizing that it's been such a waste."



"It's a matter of trusting the peer ahead of you. Looking at the staff, who are mostly themselves ex-addicts, as a peer model gives you a sense of direction. I knew some of them on the street. You look at them now and see this enormous change and you have something to go on. Something tangible."



Above: "After you learn all the reasons why, then try to get high. It doesn't work. I can't imagine sticking a needle in my arm knowing why I'm doing it. When I look at addicts now I feel above them, but I also feel scared 'cause I see myself as I once was."

Below: "It's good to get up in the morning and know you don't have to depend on something. You don't have to go hustling. I value just that. It's a drag living that way."



TECH LIST

ALBANY—A senior laboratory technician (chemistry) eligible list, resulting from open-competitive exam 24-098, was established April 23 by the state Department of Civil Service. The list contains 68 names.

ENGINEER LIST

ALBANY—An assistant sanitary engineer design eligible list, resulting from open-competitive exam 24-346, was established April 29 by the state Department of Civil Service. The list contains 11 names.

"'CHICAGO' IS A MARVEL!"

—Time Magazine

"THE BROADWAY MUSICAL AT ITS BEST."

—Newsweek Magazine

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ADDRESS

Six Open Tests Set By Nassau

MINEOLA — Applications are being accepted until May 7 for open-competitive posts of **cashier III, computer operator I, warehouse supervisor, stores clerk, building and plumbing inspector and supervising chauffeur** in Nassau County. Starting salary ranges between \$9,174 and \$15,250 a year.

To qualify for the June 12

A June Election Set For MHEA

BINGHAMTON—The Mental Hygiene Employees Assn. will elect officers in June. Offices to be filled include those of president and first through fourth vice-president. A number of MHEA members are also members of the Civil Service Employees Assn.

Leo J. Weingartner of the Binghamton Psychiatric Center is chairman of the MHEA nominating committee. He suggested that persons interested in running for any office submit a brief resume of their qualifications to committee members.

Mr. Weingartner may be reached at 8 Second St., Binghamton, N. Y. 13903. Other committee members and their addresses are: Carl Garrand, Wassaic Developmental Center, P.O. Box 639, Dover Plains, N. Y. 12522; Edmund Gagnon, Gouverneur Hospital, 37 Kalda Ave., New Hyde Park, N. Y. 11040; Helen Hall, Rochester Psychiatric Center, 44 High St., Victor, N. Y. 14564, and Dorothy King, Creedmoor Psychiatric Center, 214-19A Hillside Ave., Queens Village, N. Y. 11427.

State Seeks Consultants In Nutrition

ALBANY—Applications are accepted continuously for nutrition services consultants in the New York State Department of Health.

In order to qualify for the \$13,404 positions, applicants must have a bachelor's degree in foods and nutrition; have completed a dietetic internship or its equivalent; and have four years experience as a dietician in a health facility, two years of which was within the last 10 years. A master's degree in nutrition may be substituted for one year of experience. Appointees in the New York City area and in Monroe County receive an additional \$200 annual salary differential.

Application forms can be obtained from State Office Building Campus, Albany; Suite 750, 1 W. Genesee St., Buffalo; 55th Floor, 2 World Trade Center, Manhattan; or at local offices of the NYS Employment Service. Completed forms should be sent to State Department of Civil Service, The State Office Building Campus, Albany.

NEW LIST

ALBANY—An associate research analyst eligible list, resulting from open-competitive exam 24-281, was established April 21 by the State Department of Civil Service. The list contains one name.

exams, all candidates must be Nassau County residents.

For **cashier III**, no. 63-747, candidates must be high school graduates with three years' experience as a cashier, teller or in another clerical post. Jobs are available in North Hempstead and Oyster Bay.

High school graduates with two years' as a computer operator trainee may apply for **computer operator I**, no. 63-722. Two years' experience as a computer operator will also qualify candidates.

Warehouse supervisor, no. 63-549, is open to high school graduates with four years' experience in warehouse control work. One of those years must have been in a supervisory capacity.

For **stores clerk**, no. 63-543, candidates must be high school graduates with a year's experi-

ence in keeping of stores and stores records. Starting salary is \$11,342 a year.

High school graduates with three years' experience in building inspection work, installations of plumbing, heating and sewer systems, or related fields may apply for **building and plumbing inspector**, no. 63-637. Two years of college with courses in engineering and a year's experience will also qualify.

For **supervising chauffeur**, no. 63-668, applicants must have completed elementary school and have three years' experience as a chauffeur. A valid New York State chauffeur's license is also necessary.

Official announcements and applications may be obtained from the Nassau County Civil Service Commission, 140 Old Country Road, Mineola, N. Y. 11501.

Some rivers can't be dammed...
some people won't be broken.



Johnny, the father...



Mattie, the mother...



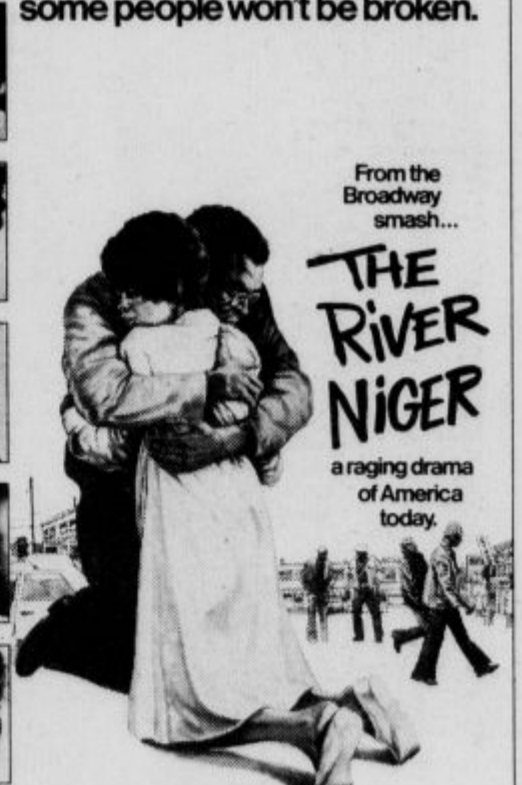
Jeff, the son...



Dr. Dudley, the friend...



Ann, the girl...



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

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

Department of Labor—Job Bank.

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

SPEAKER 1. A full-charge **BOOKKEEPER** is wanted by an engraving firm in Manhattan. Will work through general ledger. Be familiar with computerized payrolls. Accountant visits monthly or when needed. Applicant must have two-five years experience for this position paying \$200-225 a week.

2. Also in demand: A **PUMP SERVICER** to repair and troubleshoot industrial pumps and motors used to run heating, water and air conditioning systems in buildings. Must have good electrical background and be able to use hand and power tools. The pay is \$175 a week.

3. Out in Queens, a copper refinery is looking for a **MECHANICAL ENGINEER** who has an ME degree and at least five years' experience designing heavy machinery. Someone familiar with electric controls is preferred for this position paying \$17,000-19,000 a year.

4. A retailer of lighting fixtures in Brooklyn is calling for a **SALESPERSON**. Applicant should have a knowledge of electrical wiring and a driver's license. Prior selling experience is preferred but not required. The job pays \$3 an hour.

5. Also in Brooklyn, there's a job waiting for a **SEWING MACHINE OPERATOR** to work on bedspreads. Applicant must be experienced drapery operator on Singer and blindstitch machine. The employer will pay a qualified person \$160 a week.

6. Nursing home in Manhattan needs a **NURSE SUPERVISOR**. Applicant should have a BSN degree and at least three years experience as an assistant RN supervisor. A good work history and checkable references are also required. The salary is \$17,500 a year plus excellent fringe benefits.

7. On Long Island, there's an opportunity for a **TOOL and DIE MAKER** with at least two years' experience. Must be able to make all kinds of tools and dies. The pay is \$4-6 an hour plus overtime after 40 hours.

9. There's a position available today for a **COBOL PROGRAMMER** with a hospital in Queens. Applicant should be familiar with IBM 360/30 DOS. Two years experience is required for this position paying \$13,500 a year.

10. A Manhattan firm has a vacancy for a **SECRETARY** to work for two members of the company. Must be able to take steno at 80 words a minute, type 55, do statistical typing once a month. Responsibilities also include record-keeping and general secretarial work. The employer is asking for at least two years of experience and will pay \$165-175 a week plus good medical benefits.

11. Also in Manhattan, a textile firm is trying to locate an **ASSISTANT CONVERTER** who has one-two years of experience in the line. Must be able to use Olivetti 600 calculator. The salary is \$175 a week.

12. A lamp distributor in Queens is looking for a **WAREHOUSE SUPERVISOR**. Applicant must have some college background and a knowledge of shipping, receiving, material handling and related work. Will be considered for promotion to a managerial position. The starting salary is \$9,500 a year.

13. Checking Westchester now, a **RESEARCH PHYSICIST** is wanted to work on a synchrotron accelerator project with emphasis on extraction systems. Applicant must have a doctorate in physics and one-two years experience in accelerator physics. The position pays \$10,400 a year and up, depending on experience.

14. In Rockland County, there's a call for an **ANALYTIC CHEMIST** to supervise chemists in a

company's quality control department. A BS in chemistry and five years experience in analytical chemistry are required. Salary and pays \$200 a week.

15. Today's final want-ad opportunity is for an **AIR CONDITIONING MECHANIC**. Must be fully-experienced on commercial air conditioning and refrigeration units. Applicant must have at least five years in the line and be able to work independently. The job is in Queens ad pays \$200 a week.

ANNOUNCER: The phone number again for New York City jobs is (212) 488-7330. For the

jobs we've noted outside the City, check the Nassau and Westchester telephone directories. Look for the Job Bank listing under New York State Department of Labor.

FIVE NAMES

ALBANY — A senior research analyst eligible list, resulting from open-competitive exam 24-280, was established April 21 by the State Department of Civil Service. The list contains five names.

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Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Region, at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 90-04 161st Street, Jamaica, Queens.

Applications for the following positions will be accepted until further notice, unless a closing date is specified. Jobs are in various federal agencies throughout the country.

Agriculture

Title	Salary Grade	Exam No.
Meatcutter	GS-8	NY-0-30
Warehouse Examiner	GS-5, 7	CH-0-02

Business

Computer Operator and Computer Technician	GS-5 to 7	NS-4-15
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Engineering And Scientific

Engineering, Physical Sciences and Related Professions	GS-5 to 15	424
Meteorological Technician	GS-6 to 9	NY-8-43
Technical Aide	GS-2, 3	NY-0-22
Technical Assistant	GS-5 to 15	421

General

Freight Rate Specialists	GS-7, 9	WA-6-13
Junior Federal Assistant	GS-4	411
Mid-Level Positions	GS-9 to 12	413
Sales Store Checker	GS-3	NY-3-07
Senior Level Positions	GS-13-15	408
Technical Assistant	GS-4, 5	NY-5-07
Telephone Operator	GS-3, 4	NY-5-01
Teletypist	GS-3 to 5	NY-4-02

Medical

Autopsy Assistant	GS-4, 5	NY-9-05
Careers In Therapy	GS-6 to 9	WA-8-03
Dental Hygienist, Dental Lab Technician	GS-5 to 7	NY-5-09
Licensed Practical Nurse	GS-3 to 5	NY-5-06
Medical Machine Technician	GS-5 to 8	NY-3-02
Medical Radiology Technician	GS-5, 6	NY-0-25
Medical Technician	GS-5 to 7	NY-3-01
Nursing Assistant	GS-2, 3	NY-1-16
Nursing Assistant (Psychiatry)	GS-2	NY-5-05
Nurses	GS-5 to 12	419
Physician's Assistant	GS-7 to 11	428
Veterinarian Trainee	GS-5 to 17	WA-0-07

Military

Air Reserve Technician (Administrative Clerical/Technical)	GS-5 to 15	AT-0-59
Army Reserve Technician	GS-4 to 9	NY-9-26

Social And Education

Professional Careers for Librarians	GS-7 to 12	422
Psychologist	GS-11, 12	WA-9-13
Recreational Therapist	GS-5 to 7	NY-5-09

Stenography And Typing

Keypunch Operator	GS-2, 3	NY-3-01
Reporting Stenographer and Shorthand Reporter	GS-5 to 9	NY-9-17
Stenographer	GS-2 to 5	WA-9-01
Secretaries, Options I, II, III	GS-5, 6	NY-5-04
Typist	GS-2 to 4	WA-9-01

Open Continuous State Job Calendar

Assistant Clinical Physician	\$25,161	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,974	20-414
Clinical Physician II	\$31,055	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Nursing Services Consultant	\$16,538	20-112
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Legal Careers	\$11,164	20-113
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic)	\$ 7,616	Various
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman (Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nutrition Services Consultant	\$31,404	20-139
Occupational Therapist	\$11,337	20-176
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Physical Therapist	\$11,337	20-177
Principal Actuary (Casualty)	\$22,694	20-417
Principal Actuary (Life)	\$22,694	20-521
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Rehabilitation Counselor and Trainee	\$14,142	20-155
Senior Actuary (Life)	\$14,142	20-519
Senior Medical Records Librarian	\$11,337	20-348
Senior Occupational Therapist	\$12,670	20-137
Senior Pharmacist	\$14,880	20-194
Senior Physical Therapist	\$12,760	20-138
Senior Sanitary Engineer	\$17,429	20-123
Asst. Sanitary Engineer	\$14,142	20-122
Senior Stationary Engineer	\$10,714	20-101
Specialists in Education	(\$16,358-\$22,694)	20-312
Stationary Engineer	\$ 9,546	20-100
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Variety Operator	\$ 6,811	20-307

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

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

Latest State And County Eligible Lists

EXAM 35-565
SR LAB TECH BI PH SAN BAC
 Test Held Dec. 13, 1975
 List Est. April 12, 1976

1 Post Lynn O Albany	98.7
2 Piper Lawrence Albany	97.4
3 Drotar David L Albany	97.3
4 Olinsky Hope A Richmond HI	97.2
5 Middleton R Esperance	96.6
6 Hannett George E Greenbush	96.1
7 Midenberg Neal Jericho	96.1
8 Dean John K Albany	96.0
9 Traynor James F Gulfrind Ctr	95.5

10 Falconieri Mary Albany	95.3
11 Perecko John P Brainard	95.3
12 Beblowski Diane Schenectady	95.2
13 Schmidt Eugene Stillwater	95.2
14 Ruiz Victor Brooklyn	95.0
15 Stawasz Joseph Liverpool	91.5
16 Liseration S D Niagara Fls	91.3
17 Maraulja Nancy Albany	91.3
18 Boxill Claire C Brooklyn	91.1
19 Large Jill M W Sand Lake	89.1
20 McGreen Louise Albany	88.6
21 Heick J T E Syracuse	88.5
22 Sipos Sheila H Buffalo	88.4
23 Feller Ellen R Brooklyn	88.2
24 Sopchak N G Troy	88.2
25 Klavins Inese Albany	88.1
26 Woodward Fred J Schenectady	88.1
27 Marczak Eric P Schenectady	87.8
27A Buchheit David Varysburg	85.9
28 Tanski Joseph Buffalo	85.6
29 Imler James E Albany	85.5
30 Vogelien Leo J Albany	85.5
31 Koblinz R R Albany	85.4
32 Elettribi M A Pearl River	85.4
33 Maskin Paul A Ravenna	85.2
34 Fraiar Deborah G Albany	85.2
35 Blanchett K A Albany	85.1
38 Kneeskern David N Syracuse	84.6
39 Dunbar Deborah Mechanicvil	82.6
40 Schreck Edward E Northport	82.6
41 Miscione V M L I City	82.5
41A Fox John A Albany	82.4
42 Barnard Edward Albany	82.5
43 Barnard Gary P Albany	82.4
44 Bishop Susan H Troy	82.4
45 Jovell Robert J Albany	82.3
46 Morey Judith K Delevan	82.3
47 Pooler Allen T Schaghticoke	82.3
48 Khan Muhammad J Brooklyn	82.2
49 McRae Gerald D NYC	82.1
49A Peterson Vivian Centerport	82.0
50 Bushey Lewis C Pattersonvil	81.8
51 Shore Lillian J Teaneck	81.4
52 Hoffman Jean H Westmere	80.1
53 Vanslyke Harold Troy	80.0

54 Tenney M H Albany	79.3
55 Black Mary T Brooklyn N	79.7
56 Miller Thomas W Troy	79.6
57 Schling Marion E Greenbush	79.3
58 Madow Jane S Flushing	79.3
59 Poland Bruce T Latham	79.3
60 Szymonis Helga Staten Is	79.2
61 Fitzmaurice C M Albany	79.1
62 Root Timothy P Troy	79.1
64 Hall Bonnie J Altamont	77.8
65 Lakatos Julie Kenmore	77.0
66 Hallenbeck K R Schenectady	77.0
67 Sergott Raymond Utica	76.6
68 Blakemore E G Albany	76.6
69 Dennin Michael Latham	76.3
70 Morgenstein D S Freeport	76.3
71 Kelley Cheryl M Poughkeepsie	75.7
72 Juraski J J Amsterdam	73.7
73 Harple Morris G Lake Grove	73.5
74 Onaitis M M Buffalo	73.4
75 Patel Shantital Flushing	73.4
76 Trier Michael J Scotia	73.1
77 Frumin Natalie Brooklyn	71.9
78 Delong Kathy Hollnd Patnt	71.4
79 Houck Cheryl L Johnsonville	70.8
80 Rykflowski P A Schenectady	70.7
81 Kuhn Herbert B Albany	70.6
82 Boucher Beverly Albany	70.6

9 Hoole Paul M Albany	75.4
10 Albertin R D Albany	75.0
11 McColl William Schenectady	73.8
12 Piaracci Ronald Elnora	73.2
13 Yavonditte J A Guilderland	72.5
14 Bishop James H Albany	72.4
15 Knighton Robert Albany	71.9
16 Erenrich Gary R Slingerlands	70.3

10 Post Lynn O Albany	78.7
11 Stawasz Joseph Liverpool	78.6
12 Falconieri Mary Albany	78.3
13 Szymonis Hitga Staten Is	78.2
14 Cook Bruce B Buffalo	77.8
15 Hannett George E Greenbush	77.1
16 Olinsky Hope A Richmond HI	76.2
18 Kneeskern David N Syracuse	75.6
19 Traynor James F Gulfrind Ctr	75.5
19A Williams Diane L Gownda	75.5
20 Delong Kathy Hollnd Patnt	75.4
21 Elettribi M A Pearl River	75.4
22 Bigelow Mary E Kenmore	75.2
23 Kelley Cheryl M Poughkeepsie	74.7
24 Maskin Paul A Ravenna	74.2
25 Beblowski Diane Schenectady	74.2

(Continued on Page 13)

Eight Onondaga Jobs Available

SYRACUSE—The Onondaga County Department of Personnel is accepting applications until May 12 for open-competitive exams of stock clerk, license examiner, motor vehicle cashier, housing inspector, assistant project director, research technician, fiscal officer and motor equipment instructor. Exams for the \$6,587 to \$14,882 will be held June 12.

Applications and further information may be obtained from the Onondaga County Department of Personnel, 105 County Office Building, Syracuse, N. Y.

PRIN THRUWAY STOREKEEPER OPTION B

1 Lingle Lewis Warwick	86.4
2 Liberatore J W Phelps	82.8
3 Johnson Wylie W Croton Hud	82.4
4 Stehr Edward W Rensselaer	81.1
5 Figliacconi J R Florida	79.1
6 Bishop Thomas E Rensselaer	78.2
7 Dodge Dolores G Alplaus	77.5
8 Gontier Joseph East Chatham	75.3
9 McCormick M J Depew	74.7
10 Warren Maryann Buffalo	70.5
11 Kelso David C Val Cottage	70.3

EXAM 35-792 ASSOC RES ANLYST TRANS

Test Held Oct. 4, 1975
List Est. April 21, 1976

1 Civalier Joseph E Greenbush	86.2
2 Hecht Barry M Ballston Lk	79.4
3 Cottrell D P Schenectady	79.4
4 Fidler Jere E Guilderland	78.5
5 Erickson Donald Latham	78.0
6 Lemmerman John Schenectady	75.9
7 Keck Carol A Albany	75.6
7A Gerace Francis Utica	74.6
8 Herbert William Schenectady	74.2
9 Cavanaugh D G Schenectady	73.0

EXAM 35-570 SR LAB TECH CLIN PATH

Test Held Dec. 13, 1975
List Est. April 9, 1976

1 Piper L J Albany	85.4
2 Perecko John P Brainard	82.3
3 Drotar David L Albany	81.3
4 Middleton R Esperance	80.6
5 Vanderbrook K R Syracuse	80.1
6 Nordine oJa K Clay	79.9
7 Sopchak N G Troy	79.2
7A Peterson Vivian Centerport	79.0
9 Marczak Eric P Schenectady	78.8

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Retirees Backing Flynn 'COLA' Bill

ALBANY—Retiree members of the Civil Service Employees Assn. have pledged to support a bill by State Senator John E. Flynn (R-C, Bronx-Westchester), to supplement cost-of-living increases.

Nelle Davis, who chairs the CSEA statewide retirees committee, reported at the recent CSEA convention at Klamesha Lake that "Senator Flynn's bill, as amended this year, comes closest to our own legislative goal."

The bill (S-270A), and its companion Assembly bill (1326A), would provide a supplemental increase to all retirees from public service who attained the age of 62. The sponsor of the bill in the Assembly is Steven Greco (D-C, Erie).

The increase, based on the previous 12 months' consumer price index, would be a percentage of the first \$8,000 of retirement income, with a maximum of 3 percent.

The bill would apply to all public employees who have retired at least one year prior to June 1.

CSEA retiree members are also pushing hard for the passage of another bill sponsored by Mr. Greco and Mr. Flynn. This bill would provide a survivor's benefit of \$2,000 to former state employees who retired before Oct. 1, 1966. Currently, only state employees who retired on or since that date are entitled to this survivor's benefit. Those state employees who retired since 1970 are entitled to a \$3,000 benefit for their beneficiaries.

The retirees also have a federal bill (HR 1584) on their high-priority list for 1976. This bill would allow a federal tax exemption on the first \$5,000 of retirement income for citizens 65 years old or over.

The sponsor of the bill, Congressman Richard Ashbrook (R-C, Ohio) recently assured CSEA retiree coordinator Thomas Gilmartin that the bill is alive in the House Ways and Means Committee.

"Retired people everywhere should flood that committee with mail in order to get this much-needed legislation on its way," Mr. Gilmartin said.

CSEA's legislative and political action committee is organizing a

campaign in support of these bills, according to chairman Martin Langer. Presidents of all 14 CSEA retiree chapters are beginning a drive to have their members contact their legislators.

NYC Retirees Elect Ackerman

MANHATTAN — Members of the Civil Service Employees Assn.'s New York Retirees chapter 910 elected their first officers at the new chapter's meeting at the World Trade Center.

Nathaniel Ackerman was elected president. Other officers are: Ralph Brewster, first vice-president; Dorothy Lesser, second vice-president; Henry Jaffe, treasurer, and Herman Mushkin, recording secretary.

Martha W. Owens, first vice-president of New York City Chapter 010, presided as temporary chairman and conducted the elections.

The new president announced that future meetings would be in room 5890, 2 World Trade Center, 1 p.m. on the third Tuesday of every month.

Thomas Gilmartin, CSEA retiree coordinator, installed the new officers and congratulated them and the chapter's 1,400 members.

Retirees Feted At Alfred SUNY

ALFRED — The Alfred chapter 600 of the State University of New York Agricultural and Technical College, Civil Service Employees Assn., will host a dinner dance honoring all members who have retired within the past year.

The dinner, according to chapter president Annette M. Harding, will be held Saturday evening, May 22, at 6 p.m. at the Hornell Country Club, Hornell.



URGES POLITICAL ACTION — Arvis Chalmers, right, Albany political reporter for the Knickerbocker News, told a meeting of the Capital District Retirees chapter, Civil Service Employees Assn., that retirees must marshal all political strength possible to compensate for years of legislative neglect. Mr. Chalmers noted that he feels retirees are sometimes overly reluctant to get involved as individuals in matters of concern to themselves. Legislators do pay attention to their mail, he said, and urged the chapter members to write their senators and assemblymen to draw attention to the fact that those who retired since 1968 have not received any cost-of-living adjustments in their pensions and that those who retired before Oct. 1, 1966, do not get the survivors' benefits that all other State employees receive. "You can furnish the core of an action to really push for major political influence," Mr. Chalmers declared.

Dorothy Moses To Be Honored On Retirement



DOROTHY MOSES

WILLARD — A retirement party for Dorothy Moses, first vice-president of Syracuse Region V, Civil Service Employees Assn., and a state employee for more than 28 years, will be held by fellow staffers at the Willard Psychiatric Center, Willard, Saturday evening, May 8.

The party will begin at 7:30 p.m. at the Karmac Manor, Routes 5 and 20, between Waterloo and Geneva. Tickets for the event are \$8.

Ms. Moses was president of the Willard PC CSEA chapter for several terms and also held a number of other chapter offices. She has been active on the Region's political action and public relations committees and, when serving as the Region's second vice-president, was chairman of its program planning committee. She has served as Mental Hygiene representative from the Syracuse Region to the CSEA State Executive Committee and has participated in a number of Department of Mental Hygiene labor negotiations sessions and labor-management sessions.

Erie Retirees Install Officers

BUFFALO — The first installation of officers of the recently chartered Buffalo-Niagara Frontier Retirees chapter, Civil Service Employees Assn., saw Mary Gormley, of Buffalo, assume the duties of president and Charles W. Ernst, of Hamburg, those of first vice-president.

Other officers include Joan Fink, of Hamburg, treasurer, and Gertrude Grass, of Buffalo, recording secretary. Installing of-

ficer was Celeste Rosenkranz, a member of the CSEA Board of Directors. The ceremony was held in the Erie County Public Library's Lafayette Square Building.

Guest speakers included Thomas Gilmartin, CSEA retiree affairs coordinator, and Erie County legislator Michael Alspaugh.

The new chapter has a membership of approximately 1,400 retirees and encompasses Erie, Niagara, Cattaraugus and Chautauque Counties.

Syracuse Library's Irma Misita Retires

SYRACUSE — Irma Misita, a charter member of the Onondaga County chapter, Civil Service Employees Assn. and who rose from clerk in the bindery department of the Syracuse Public Library to library office manager, retired May 1 after 43 years' service.

In addition to her CSEA activities, Ms. Misita is a volunteer at Syracuse Community Hospital, a member of the Syra-

cuse Pompelan Players, a member of Friends of Retarded Children and an officer of the LeMoine College Guild. She is a former president of Our Lady of Pompei Church St. Therese Society and was the first president of the Syracuse Epsilon chapter of Delta Phi Sigma, a business women's sorority.

Ms. Misita was one of the first recipients of the Syracuse Public Library Board of Trustees' Award for Outstanding Service.



SENIOR RETIREE — Raymond Emerling, center, receives the congratulations of Salvatore Mogavero, left, head of the County Division for the Civil Service Employees Assn., and Donald Maloney, president of the union's Chautauque County chapter. Mr. Emerling, with 37 years' state service, was the senior retiree honored at recent chapter ceremonies held by the chapter.

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Occupational And Physical Therapist Job Slots Open

ALBANY—The State Department of Civil Service is continually accepting applications for occupational therapists and physical therapists for posts in the Department of Mental Hygiene, Health Department and The State University of New York. Starting salary is \$11,337 a year.

To qualify for occupational therapist, exam 20-176, applicants must have a bachelor's degree and registration as an occupational therapist with the American Occupational Therapy Association. A bachelor's degree in occupational therapy and a state occupational therapy license will also be accepted.

Candidates with a degree in

physical therapy and a license issued by the State Department of Education may apply for physical therapist, exam 20-177. Candidates who have a temporary license to practice in New York State may be appointed, but must obtain their license within one year.

Candidates for both positions will be rated on the basis of their training and experience. There will be no written test.

Applications may be obtained from the State Civil Service Department, Two World Trade Center, New York, N.Y.; Suite 750, 1 West Genesee St., Buffalo, N.Y. or the State Office Building Campus, Albany, N.Y.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

State Seeks 2 Engineers

ALBANY—The State Department of Civil Service is continuously recruiting state workers for promotional posts of assistant sanitary engineer and senior sanitary engineer in the Environmental Conservation Department. To qualify, candidates must take an oral test, which is frequently held in Albany.

Assistant sanitary engineer, No. 30-282, is open to Environmental Conservation Department employees with a year's experience as a junior engineer and an intern engineer's certificate. A year's engineering experience in a grade 19 or higher position is good for senior sanitary engineer, No. 30-281.

The oral exam for both posts is designed to test the applicant's ability to reason clearly and make sound judgments, present ideas clearly and establish a satisfactory relationship with others.

Application forms are available from department personnel offices. Completed forms should be sent to the State Department of Civil Service, The State Office Building Campus, Albany, N.Y. 12239.

Suffolk Court Promotions Set

HAUPPAUGE — The Suffolk County District Court is offering some of its employees a chance for promotions to account clerk or senior account clerk.

Applications should be in by May 10. Written tests will be June 12.

Account clerk (Exam 55-491) is open to court office assistants, key punch operators and stenographers. Candidates need one year's experience in these areas.

The senior account clerk test is open to account clerks, legal stenographers and court assistants with a year's experience.

Applications can be obtained in the District Court, Hauppauge.

REP LIST

ALBANY—A correctional services equal opportunity representative eligible list, resulting from open-competitive exam 27-553, was established April 23 by the state Department of Civil Service. The list contains 21 names.

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SHORT TAKES

MORE RN RESPONSIBILITY

Gov. Hugh L. Carey has proposed legislation that would expand the scope of nursing practice and permit nurses to assume more responsibility in diagnosis and treatment of patients. The measure would require the State Board of Regents and the Commissioner of Education to consider certain principles in the regulation of nursing practices. These include the evolution of healing arts and the developments in health care delivery; the need for the service and the nursing profession to perform it, and the knowledge and ability of the nursing and medical professions.

FEDERAL \$ TO EDUCATION DEPT.

Federal funds will be used to retain most of the employees in the State Department of Education whose jobs were abolished by budget cuts. Cut dollar amounts were \$400,000 in the Education Department, \$250,000 in administrative positions and \$150,000 in support personnel. Executive Deputy Commissioner Gordon M. Ambach said the federal grants have already been approved or are currently being negotiated.

DEL BELLO EXPLAINS VETO

Westchester County Executive Alfred B. DeBello told the county legislature he vetoed an act which would spend \$200,000 for an expanded summer youth work program because "I cannot justify the firing of the parent to hire the child. This year Westchester County faced staggering increases in mandated welfare costs which necessitated the laying off of county employees, freezing vacant job lines and, in some cases, eliminating offices and programs." Mr. DeBello said that if his veto was overridden, his administration would be forced to make cuts in other areas of the budget including further layoffs.

MAIL DELIVERIES

State workers in some Albany state agencies may have to assume mail sorting and delivery jobs now performed by U. S. Postal Service employees. The Postal Service has cut back on sorting and delivery of mail at the Albany South Mall and State Campus offices in what it termed an "increased efficiency" program. However, an official of the inter-agency transportation services of the Office of General Services stated the reduction is the result of cutbacks at the federal level. Effective May 1, only offices that receive 1,500 pieces of mail or more a day will have their own zip codes and have mail sorted by postmen.

WORKLOADS TO INCREASE

Employment rates at Oswald D. Heck Developmental Center, Niskayuna, and at other Mental Hygiene facilities, will remain at present levels, according to an announcement by Mental Hygiene Department Commissioner Lawrence C. Kolb. However, Dr. Kolb said the facilities will be required to increase patient caseloads. "While the staffing levels of the newer developmental centers will remain at their present levels," he said, "each will be required to increase its workload to accept transfers from the older, less adequate developmental centers."

HECK VISITOR

ALBANY—Gov. Hugh L. Carey announced the appointment of Eleanor C. Pattison, of West Sand Lake, to the Board of Visitors of Oswald D. Heck Developmental Center in Schenectady. The nomination is subject to Senate confirmation.

Ms. Pattison, whose husband is Congressman Edward W. Pattison (D-L), is a former president of the Rensselaer County Assn. for Retarded Children and a mem-

ber of the board of governors of the New York State Assn. for Retarded Children. She also was a member of the Rensselaer County Mental Health Society and a consultant on volunteer participation to the New York State Department of Mental Hygiene.

Ms. Pattison was named for a term ending Dec. 31, 1978, to succeed James M. Conboy, of Menands, who resigned. The position is unsalaried.

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Instruct Troy SD To Honor Contract On Increment Pay

TROY—The American Arbitration Assn. found in favor of the Troy School District unit, Civil Service Employees Assn., concerning the payment of annual increments automatically, unconditioned by satisfactory performance or any other limitation established unilaterally by the school district contrary to the memorandum of agreement.

This situation developed when the School District refused to pay a \$200 increment to an employee who had been hired by the District on Aug. 26, 1974, and became eligible for an increment Aug. 26, 1975.

The school district informed the employee that the increment was not paid because of dissatisfaction with his work performance. It claimed that payment of such increments is based upon satisfactory performance of duties, attitudes and attendance as explained in the School District's letter of appointment.

The arbitrator stated: "I do not find that the District reserved as a managerial prerogative, any right to unilaterally condition the increment salary schedule."

On April 14, the arbitrator awarded the decision to CSEA and directed the District to grant the employee the increment effective as of that date.

The decision was greeted by

Ithaca Area's Retirees Meet

ITHACA—A meeting of the Ithaca Area Retirees chapter, Civil Service Employees Assn., will be held Wednesday, May 12, according to chapter secretary Barbara B. Barrus.

The meeting will come to order at 2 p.m. in the Moose Hall, 125 N. Fulton St., Ithaca. Retiree residents of Tloga, Chemung, Schuyler, Cortland and Tompkins Counties are invited.

Pauline Wenzl Still On Mend

SCHENECTADY—Pauline Wenzl, wife of Civil Service Employees Assn. president Theodore C. Wenzl, is currently recuperating at Sunnyview Hospital here.

CSEA's First Lady was injured in a fall last January when she slipped on ice and broke her arm.

She has lost some mobility in her right hand, and has been unable to personally respond to the numerous get-well wishes that she has been receiving. She has asked that her appreciation be extended through The Leader.

She may be contacted at Sunnyview Hospital, 1270 Belmont Ave., Schenectady, N. Y. 12308.

Albany Region Holding Meeting

ALBANY—Albany Region IV, Civil Service Employees Assn., will hold a meeting Saturday, May 22, at 10 a.m. at Herbert's, 138 Washington Ave., Albany, according to Region president Joseph E. McDermott.

CSEA field representative Joe Bakerian as an example of how a negotiated agreement that is enforced in every detail "keeps both sides aware of all rights and responsibilities."

McDermott Urges Changes In Bill Affecting Libraries

ALBANY—Joseph E. McDermott, president of Albany Region IV, Civil Service Employees Assn., suggested that librarians and other interested persons may wish to have their opinions heard regarding two copyright bills now pending before Congress.

"Librarians are concerned about the effects on libraries of certain sections of Bills S22 and HR 2223, both identical in wording," Mr. McDermott said. "S22 was passed by the Senate Feb. 4 by a vote of 97-0 and is now being considered by the House Judiciary Subcommittee on Courts, Civil Liberties and the Administration of Justice."

One section of the bill, Mr. McDermott pointed out, prohibits libraries and archives, or their employees, from engaging in systematic reproduction or distribution of single or multiple copies or photorecords of materials.

"What does this mean? In the hearings in the Senate committee, any arrangement where two libraries decide together that they will pool acquisitions of materials with one library buying one periodical and the second another, and each to supply the

Off-Time Extension

ALBANY—John M. Carey, assistant executive director, State Division, Civil Service Employees Assn., announced that the state has extended its May 15 deadline for state workers' applications to elect compensatory time off, in lieu of additional compensation, provided for under the present State-CSEA agreement for those employees who are required to work on holidays.

Eligible employees wishing to receive compensatory time off instead of additional compensation for holiday work will now have until June 15 to apply for this arrangement.

Employees may also revoke any waiver of holiday pay presently in effect by filing a written notification by June 15.

Appropriate forms are available at state work locations.

other with photocopies of material from the periodical they do not own, that this would be illegal and the library subject to up to a \$50,000 fine. Also compiling and providing a union list indicating which libraries have copies of particular materials so that other libraries know where to obtain reproduc-

Capital District Armories Meet

ALBANY—The next meeting of the Capital District Armory Employees chapter, Civil Service Employees Assn., will be held May 28 at the Guilderland rifle range, Guilderland. President James E. Stevens said the meeting will begin at 10 a.m.

tions of those materials would be illegal. And sending photocopies through in interlibrary loan networks such as our NYSILL network would be considered 'systematic reproduction' of materials, thus illegal. Strict enforcement could destroy interlibrary loan in the United States," Mr. McDermott said.

"There is a clause in the bill designating that under 'fair use,' single photocopies for distribution to a single person may be permitted. But we understand this is being interpreted to mean that once one copy of a particular item has been made it may never be copied again so long as copyright is in effect.

"Another portion of the law is of concern. Section 106 authorizes the owner of copyright to distribute copies by sale, rental, lease, or lending. Publishers are reportedly already urging that a clearing house be set up to collect royalties on library copies sold by the publishers. In order to copy or lend the books you buy you would have to pay a higher price than the regular trade price of the book in order to lend it to library patrons. It's even being suggested that publishers might refuse to sell books to a library except at higher prices and with restrictions on use specified by contract."

Mr. McDermott said he feels these sections should be deleted from the bill and urged interested persons to contact their congressmen regarding the matter.

"Congressman Edward C. Patterson is a key individual in this fight as he is a member of the committee which is currently considering the bill," Mr. McDermott noted.

Congressman Patterson (D-L, Columbia, Greene, Albany, Rensselaer, Washington, Saratoga, Warren, Essex) has offices in Room 1127, Longworth Office Building, Washington, D. C. 20515.

CLERK LIST

ALBANY—A senior clerk (surrogate) eligible list, resulting from open-competitive exam 20-992, was established April 23 by the state Department of Civil Service. The list contains four names.



CONTEST WINNER — Nancy Ferro, second from left, of Cortland, was recently selected first-place winner in the Bicentennial essay contest sponsored by the six units of the Cortland County chapter, Civil Service Employees Assn. Nancy, a student of St. Mary's School in Cortland, is shown receiving her winning certificate from Marie Daignault, left, president of the chapter. Looking on are Nancy's mother, Genevieve Ferro, and Richard Wilkins, chairman of the Cortland Bicentennial Commission. More than 250 Cortland County students submitted essays on "Why I Want To Take My Parents To Philadelphia During the Bicentennial Celebration." The chapter provided Nancy with paid trip for three to Philadelphia during the Bicentennial celebration. Theresa Thorsen served as chairman of the essay committee.

Preserve ODAS

(Continued from Page 1)
addict than to fund the recovery of stolen property, provide police manpower, jail terms and hospitalization involved when that same addict is on the streets, and not in an ODAS program.

"What is the price tag on fear?" Dr. Wenzl's letter asked. "In your home district, elderly citizens are afraid to leave their apartments, knowing an addict lurks outside. Drug addiction knows no geographic boundaries; it exists in the suburbs and in upstate villages as well as in the cities. ODAS is a program that works for people—people all across the state."

Dr. Wenzl pointed out that more than half the budget for ODAS is federally reimbursed through Medicaid funds. This, he said, was "the irony in the butchering of ODAS; it has always been one of the most economical of state programs. It was never wise to reduce ODAS fundings. It would be foolish not to restore those funds now."

He called the restoration of the funds "not an expenditure, but an investment in the welfare of the citizens and voters in your home district" and concluded by asking the state senators and assemblymen to "fight along with CSEA for the restoration of the ODAS budget to its 1975 level of \$65.5 million."

The letters were hand-delivered to members of the Assembly Ways and Means Committee and the Senate Finance Committee, and to every member of both houses of the State Legislature.

Columbia Teetering On Verge Of Strike

(Continued from Page 1)
Mr. Carlson has called the county position "regressive." He said it could result in a reduction of benefits already held by the employees.

Aside from salary, major issues in the dispute concern the county's plan to discontinue shorter working days in July and August, and the county's refusal to allow increased accumulation



of vacation time and quarterly notification of accumulated leave.

The neutral fact-finder, appointed by the Public Employment Relations Board, rejected several other of the county's proposals. These include a reduction in the number of vacation days and elimination of a 10 percent night-shift differential.

Mr. Carlson also took the Board to task for granting raises to certain department heads, while refusing "to give any to the average employee."

Columbia County is located in the most southeastern portion of CSEA's Albany Region V.