## Region IV Workshop

See Pages 8, 9 & 14

Vol. XXXVII, No. 17

Friday, July 30, 1976

Price 20 Cents

# CSEA Steamrollers SEIU In Thruway Vote

ALBANY - The Civil Service Employees Assn. scored an impressive victory over a challenging union last week to retain representation rights for more than 2,200 toll, maintenance and clerical employees of the New York State Thruway Authority.

In a mail ballot election supervised by the State Public Employment Relations Board, the CSEA registered a 901-632 victory over the rival Service Employees International Union, which was listed on the ballots as Local 698, AFL-CIO.

"This is an important victory

for the people themselves, because it means their negotiating team can go back to the bargaining table with the solid support of the membership behind their union," said Patrick Monachino, CSEA collective bargaining specialist, chief negotiator for the Thruway workers.

The CSEA and the Thruway at the table and hammer out a Authority had been engaged in negotiations on a new contract for several weeks prior to the challenge, but the Authority broke off all talks several weeks ago when the challenge became official.

"We're ready to get right back

respectable contract for these people," said Mr. Monachino.

The previous contract expired June 30. Negotiators will be working on an agreement retroactive to July 1.

Jean Gray, Thruway Author-(Continued on Page 16)



### WELCOME TO GLENS FALLS

Congressman Samuel Stratton, second from right, is welcomed to Albany Region IV meeting last month. Greeting him are CSEA vicepresident/Region IV president Joseph McDermott, CSEA State Division chairman Thomas McDonough and CSEA vice-president/Long Island Region I president Irving Flaumenbaum. Other photos, story

### **Dorothy MacTavish Dies; CSEA Secretary 9 Years**

ALBANY-Dorothy MacTavish, secretary of the Civil Service Employees Assn. since 1967, died last week after an extended illness

Mrs. MacTavish had seemed in good spirits at the July

8 meeting of the CSEA Board of Directors, although the strain of her long battle for health was evident. She had undergone numerous operations and treatments during the past two years.

A native of Amsterdam, she lived and worked in the Albany area for more than 26 years. It was in 1950 that she entered CSEA service, when she accepted a stenographic position at union headquarters.

Her employment there lasted for ten years. In 1960, she accepted a position with the state, and most recently was a secretary in the Division of Handicapped Children, Education Department. Before that she had been employed in the Lieutenant Governor's Office and that of the Presiding Judge of the Court of Claims.

Prior to her election as statewide CSEA secretary, she had been president of the Court of Claims chapter in Albany.

She was also an active member of the National Secretaries Assn. and the Order of the Eastern Star.

CSEA president Theodore C. Wenzl offered this tribute: "In the passing of Dorothy Mac-Tavish, the CSEA has lost a dedicated and most loyal statewide officer. Her long-time popularity amongst our membership attests to her outstanding and ever-faithful service in behalf of government employees. She will be sorely missed."



DOROTHY MAC TAVISH



### Throwing Open Convention For VP Nomination

N retrospect it appears that Gov. Jimmy Carter may have missed a great opportunity to electrify the Democratic convention by deny-

(Continued on Page 6)

# Monroe Is Seeking Arbitrator **Over Enforced Furlough Issue**

From Leader Correspondent)

ROCHESTER-The Monroe County chapter, Civil Service Employees Assn., wants the county to let an arbitrator decide whether the county's furlough plan is legal.

Martin R. Koenig, president of the 4,000-member chapter, said he asked the county to bypass the initial steps of grievance procedures and go directly to arbitration. If the

# CSEA Is Victorious In Sullivan Balloting

LIBERTY-The Civil Service Employees Assn. defeated the Service Employees International Union in a representational election for Sullivan County Employees. The final tally was CSEA 169, SEIU 108. A total of 285 votes were cast: two were for no union and six were challenged.

The election was held to determine which union would be certified as the bargaining representative for the 332 county workers. The victory for the

CSEA was the second over SEIU in the county.

The CSEA has represented county employees for eight years and in 1974 turned back another SEIU challenge. The current CSEA contract with the county expires on Dec. 31.

The election results were announced by representatives of the Public Employment tions Board, who ordered and supervised the election.

Hailing the victory as indica-(Continued on Page 3)



Sullivan employees respond to rally night before challenge election, as array of CSEA leadership present themselves for question-and-answer session. From left at speakers table are fieldmen Donald King and Frank Martorana, CSEA vice-presidents Richard Cleary and James Lennon (standing), Sullivan chapter president Earl Bivins, CSEA vice-president Irving Flaumenbaum, CSEA president Theodore C. Wenzi, Sullivan County College unit president Tony Coos, Infirmary unit president Walter Durkin and Southern Region III supervisor Thomas Luposello.

### Course Offerings, Location

More Fall 1976 semester courses and the locations where they are offered around the state for public employees participating in the employee training benefits plan are listed in this edition of the Leader. The free courses are part of a benefits package negotiated by the Civil Service Employees Assn. See Page 11.

# **CSEA Objects: Manhattan PC Employee Manual Is Withdrawn**

MANHATTAN-The Civil Service Employees Assn., charging violation of its contract, has caused a manual, "Time, Attendance and Accrual Procedure," prepared by the administration of Manhattan Psychiatric Center, to be suspended.

Citing 34 alleged violations, George Bispham, CSEA New York City Region II super-

visor, said, "The manual was prepared and implemented on May 20 without prior consultation with the CSEA." He charged violation of the contracts involving four units represented by the union, the Institutional, the Professional Scientific and Technical, the Administrative and the Operational Units.

A grievance against the use of the manual was initiated June 28 by Manhattan PC chapter president, James Fields, and CSEA field representative Harold Krangle. The remedy sought was the withdrawal of the booklet. Mr. Krangle said that the contract violations, affecting the working conditions of some 2,700 employees, included items in the manual dealing with work/daywork/week, tardiness, compensatory time, sick leave, leaves with pay and requiring of PS&T employees to sign in and out.

The grievance was denied on July 7, but an agreement was reached between the union and Manhattan PC providing that a joint labor-management group meet to resolve problems raised by the manual. The meeting was held in Albany July 16. In addition to Messrs. Bispham, Krangle and Fields, other CSEA officials were William McGowan, union vice-president; James Roemer, counsel; Robert Guild, collective bargaining specialist; Al Sundmark, chapter grievance committee chairman, and Floyd

Officials of the Department of Mental Hygiene were Commissioner Lawrence Kolb, Assistant Commissioner John Lagatt and Associate Commissioner Jerry

Following a discussion of the

issues, the union was requested to submit a brief listing the violations. Meanwhile, the department officials said, further implementation of the booklet would be suspended and that there would be a temporary halt on all grievances and disciplinary actions started since the booklet was issued.

Expressing guarded satisfaction over the manual's suspension. Mr. Bispham said that there is no doubt that the administration wilfully engaged in an unfair labor practice. He stated that he suspected a "planned, premeditated, programmed" effort on the part of the department to seek a confrontation with the union, not only in institutions in the New York City Region, but throughout the

Mr. Bispham further noted that Manhattan PC is in close proximity to the Harlem area and employs a large number of minority group workers. Certain administrative actions at Manhattan PC, including the current episode, he said, "could be racially motivated."

### **Heading Back** For Schooling

The U.S. Civil Service Commission is offering a course called "Construction Contracts" for government employees. Classes will be held in Washington,

Running from Sept. 27 through Oct. 1 it will train personnel in construction contracting.

Asked if he felt Manhattan PC was being used by the department as an opening wedge to attack employee rights, Mr. Bispham replied affirmatively saying, "They think if they can get away with it here, they will get away with it at other institutions."

A union spokesman said that he had knowledge of other institutions preparing booklets similar to that issued by Manhattan PC.

### **Court Exams** Will Be Held

ALBANY - The New York State Office of Court Administration has announced filing for two Sept. 18 open competitive examinations for law library clerk and one promotional examination for senior clerk. Filing closes Aug. 18.

The law library clerk jobs pay \$7,056-\$8,304 in the eighth Judicial District (Buffalo) (Exam No. 45-487) and \$10,275-12,515 in Westchester County (Exam No. 45-486).

The senior clerk promotional jobs pay \$8,155. Applications are available where the candidates

For the open competitive examinations candidates must have one-month residency in the county where they wish to be employed. They also need a high school diploma.

For further information contact Staffing Services Unit, Office of Court Administration, Room 1209, 270 Broadway, N.Y.

# Nassau Mounts Info Blitz To Win C-Of-L Increases

MINEOLA-The Nassau County chapter, Civil Service Employees Assn., has prepared an in-depth presentation of the case for a cost-of-living adjustment for county employees to be presented at an open legislative determination scheduled for Aug. 2.

A heavy emphasis on the facts, including the recommendations of two out of three members of a fact-finding panel that a 6.6 percent pay increase is justified, will be stressed.

The CSEA has prepared statistical data, research and graphs to make the points clear plus expert testimony for presentation before the Board of Supervisors.

"The facts of the case are overwhelming," asserted Irving Flaumenbaum, president of the 23,000-member chapter.

The action came following a pre-hearing conference between Mr. Flaumenbaum, who is also a CSEA vice-president and head of the union's Long Island Region I. and members of the board. The private conference had been arranged pending the setting of a date for a formal hearing.

The legislative determination of an imposed contract was the final stage prescribed by the Taylor Law following the collapse of efforts to negotiate a contract with the administration of County Executive Ralph G. Caso.

Mr. Caso had steadfastly refused to bargain throughout 10 months of negotiations and ignored the majority findings of the fact-finding panel that a cost-of-living pay increase was the minimum that should be granted. One fact-finder called

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for a 6.6 per cent increase retroactive to last Jan. 1. The chairman of the panel compromised what he called a proven case for the 6.6 percent with the county's pleas of fiscal crisis and recommended 6.6 percent effective at mid-year.

Mr. Flaumenbaum had earlier exposed the fact that the county's financial bind is attributable to capital spending and other projects, rather than payroll costs. The CSEA has advised both the fact-finders and the Board of Supervisors that payroll costs have been running below the budgeted amount.

Mr. Caso has claimed that the county faces a deficit of \$22 million.

"It has been shown to the satisfaction of the majority of fact-finders that the county's financial problems are not attributable to payroll," Flaumenbaum declared.

"The Board of Supervisors is on the spot to determine whether it will go along with the county executive's idea of making up his deficit spending by depriving the employees of their rightful pay."

The chapter has planned a stepped-up political action role to be determined by the outcome of the legislative hearing.

### Tri-County Retiree Chapter Will Meet

MIDDLETOWN-A meeting of the Orange, Ulster and Sullivan Counties Retiree chapter, Civil Service Employees Assn., will be held Wednesday, Aug. 11. Chapter president John VanDuzer said the meeting will be called to order at 2 p.m. in Room 210, Kiner Building, Middletown.

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# RETIREMENT AND

We are pleased to announce that one of the 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, July 21, August 4 and 18, and September 1, 1976.

Absolutely no charge or obligation, however participation is limited, so please call Mrs. Cerisse Rubenstein at (212) 689-2016 for confirmation.

service of the Council of Jewish Organizations in Civil Service and Ramblewood East Information Center.



THEY SERVE IN ONONDAGA — Officers for the Social Services unit of Onondaga County chapter 834 were installed at recent Civil Service Employees Assn. gathering in Syracuse. Chapter president Norm Fowler, right, administers oath of office to, from left, unit president Joanne Piumley; vice-president John Van Deusen; treasurer Dolores Demperio, secretary Sally Greco and corresponding secretary Helen Smith. Other officers are Jeanne Arnold, Alex Seeley, Beth Anwright, Diane Hogue, Anne Jamison, Rosemary Koppel and Barbara Farrow.

# Monroe Is Seeking Arbitrator

(Continued from Page 1) county agrees, he said, an arbitrator could be named in about 10 days to begin hearings.

"I expect the county will agree to this," Mr. Koenig said. He sent a letter requesting the arbitration to Carl Krause, attorney representing the county, and said he expects an answer in a few days.

The Monroe County Legislature has ordered county employees to take two-week unpaid furloughs to make up for a budget gap. The CSEA got a court order last week that has temporarily blocked the furlough plan.

The court order gives the CSEA breathing time to try to settle the dispute through a grievance procedure provided in its contract with the county and through a separate arbitration procedure with the Public Employment Relations Board.

"It's a three-pronged approach to the situation," Mr. Koenig said. If the court order did not prevent furloughs, employees might lose two weeks of pay and be unable to recover it later.

Mr. Koenig said he filed a request for arbitration hearings last week with the state board but has not received a reply yet.

The case can be arbitrated both by the state board and through the CSEA's contract with the county. If either or both of those arbitrators find the county can legally impose furloughs, Mr. Koenig said the CSEA will again go to court to appeal those decisions.

The CSEA's lawyer, James Hancock, and Mr. Krause argued in State Supreme Court about the validity of the present court case. Mr. Hancock said the court does have jurisdiction to issue restraining orders and injunctions until the county can prove its furlough plan is legal.

State Supreme Court Justice

Robert P. Wagner reserved decision on whether to grant a permanent injunction against the furlough plan or whether to dismiss the temporary restraining order granted last week. Justice Wagner allowed lawyers for the county and the CSEA 10 more business days to file papers before he makes a decision.

Justice Wagner said he will wait until Mr. Hancock provides more information about the court's jurisdiction on the case before issuing a decision. The judge questioned Mr. Krause closely about the county's claim that employees won't be "irreparably harmed" by the furloughs.

"How can you say that when you've got all these county employees losing pay for two weeks?" Justice Wagner asked.

Mr. Krause argued that any damages that can be compensated monetarily aren't irreparable. If the arbitrators agreed the furloughs were illegal, they could order the county to pay back furloughed employees.

"But look at what you're doing to the poor people," Justice Wagner responded. "This is really termination of employment and rehiring after two weeks . . . . there is nothing in the Civil Service law about furloughs."

# Roswell Entryway Closed; CSEA Alleges 'Retaliation'

BUFFALO—Charging harassment in retaliation for a Civil Service Employees Assn. court suit that was filed seeking to overturn Gov. Hugh L. Carey's Executive Order 10, Robert W. Stelley, president of the Roswell Park Memorial

Hospital CSEA chapter said the union has placed a grievance over the closing of the High Street entrance to the cancer research and treatment center.

"It makes no sense to stop people using the High Street doors in the name of security when a security guard stands there," Mr. Stelley said.

The Governor's executive order demanded that state employees earning more than \$30,000 a year, or those holding policy-making functions, file statements annually describing the amounts and circumstances of any outside income. The CSEA is questioning the order's legality in the courts. A number of mental health professionals at state psychiatric and developmental centers are also affected.

Inconvenienced most by the entrance shut-down are employees who come to work by bus and patients and visitors who rely on public transportation or who stay at motels at Main and High Streets, Mr. Stelley said. Doctors and other medical personnel who use the route to Buffalo General Hospital, with an entrance directly across High Street, are similarly affected.

"This is not the safest area of the city or there would be no need for the hospital security patrols in the area," Mr. Stelley continued. "Exposing patients, visitors and our employees to additional risks—and then refusing even to discuss the situation—stinks."

Mr. Stelley said he has asked Buffalo fire officials to check the effects of the door closing on fire safety in the seven-story building. It houses several cancer clinics and has a storage area

for volatile liquids.

While he said he feels that the hospital administration was retaliating for the CSEA's suit—which enjoined the Governor from requiring the financial disclosure—Mr. Stelley said the move might also be designed to promote the use of a newly opened parking ramp that employees previously disdained in favor of neighborhood parking. The parking ramp is closer to the Elm Street entrance than to the closed High Street doors.



### PENSION CHAIRMAN

Dorothy Goetz has been appointed chairman of the Civil Service Employees Assn.'s pension committee, one of the union's 11 standing committees. As such she becomes a non-voting member of the Board of Directors. Ms. Goetz is also president of the Town of Huntington unit, treasurer of Suffolk chapter and secretary of Long Island Region I.

### 2.35% Boost For N. Colonie

NORTH COLONIE — The North Colonie School unit, Civil Service Employees Assn., has approved a contract holding a 2.35 percent across - the - board pay increase and a number of fringe benefits improvements.

than six years' service will receive half an incremental raise which translates into an additional 1.75 percent boost. Each worker had been receiving an automatic annual increment of just under 4 percent for each year of service until the maximum salary level is reached after six years.

Members of the unit with less

Other contract items include increasing the extended sick leave period from six to seven months (but reducing pay from 100 to 84 percent); establishment of pro-rated health benefits based on hours worked and months of the year employed; grievance machinery changes, and increasing custodial pay schedules generally by \$80 a year and maintenance mechanic salaries by \$300 annually.

### CSEA Is Victorious In Sullivan

tive of CSEA's strength and unity, CSEA Southern Region III supervisor Thomas Luposello said, "There was no doubt in my mind that we would win. The only unknown factor was the margin of our victory. We have a record of good and effective representation in Sullivan County, and the employees were not about to risk their jobs and livelihood with track record in has been pract Earl Bivins, president, explosion the employees confidence. He the SEIU distribution with track record in has been pract the employees with track record in has been pract the employees with track record in has been pract the employees with track record in has been pract the employees with track record in has been pract the employees with track record in has been pract the employees with track record in has been pract the employees with track record in has been pract the employees with track record in has been pract the employees with track record in has been pract the employees with the employees confidence. He are the employees were not about to risk their jobs and

livelihood with an outfit whose track record in the public sector has been practically nil."

Earl Bivins, Sullivan chapter president, expressed thanks to the employees for their vote of confidence. He said that with the SEIU disruption eliminated, "We can now get down to the serious business of negotiating a new contract."

### Alfred University FSA Chapter Has Tentative Pact

ALFRED — The Faculty-Student Assn. chapter of the Civil Service Employees Assn. at Alfred State University has reached tentative agreement with the administration on a three-year contract for employees of the Alfred FSA.

According to Gary Johnson, CSEA collective bargaining specialist who assisted the chapter in negotiations, the agreement provides for a 20 cents an hour wage increase in the first year, 20 cents for the second, and 25 cents in the third year, plus 10 cents an hour additional longevity in the second year for all employees with at least five years of service and another 10 cents for ten years of service in the third year of the agreement.

The contract also states that all holidays, sick, personal and vacation days should be counted as time worked for the computation of overtime. There is also provision for another paid holiday in the first year and an additional holiday in the third year of the pact.

Chapter president Betty Allen also took part in negotiations.

### 

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.

### AUGUST

- 5—New York State Thruway (Western Division) chapter 056 meeting: Fectur's Forks Hotel, Broadway Street at Union Road, Cheektowaga.
- 7—Chemung County unit annual outing: I p.m., Harris Hill Outing Center.
- 11—Orange, Ulster and Sullivan Counties Retiree chapter meeting:
   2 p.m., Room 210, Kiner Bldg., Middletown.
   12—Rochester chapter summer party: 5:30 p.m., Logan's 1420 Scotts-
- ville Road, Rochester.

  13—SUNY Stony Brook chapter "Night at Jones Beach."
- 14-SUNY at Buffalo chapter 602 picnic: Oppenheimer Park.
- 17-New York City Metropolitan Retirees chapter 910 meeting: 1 p.m., Room 5890, Two World Trade Center, Manhattan.
- 20—Office of General Services chapter 660 clambake: Krause's Half-moon Beach.
- 22-Long Island Region I executive council meeting: 7:30 p.m. Region headquarters, 740 Broadway, Amityville.
- 23—Albany District DOT Good Will Assn.'s "Night At The Races": Saratoga Downs.
   25—West Seneca Developmental Center picnic: noon-10 p.m., Frand-
- view Grove, 4685 Seneca St., West Seneca. 27—Syracuse Area Retirees chapter meeting: 1:30 p.m., Riordan's Restaurant, Market Street, Auburn.
- 27-Department of Motor Vehicles chapter 674 clambake: Krause's Halfmoon Beach.
- 30—Department of Labor chapter 670 steak roast/clam steam: 1 p.m., Krause's Halfmoon Beach.

# Low Income Wage Earners Suffolk Sets OC Exams, Promos **Could Have Money Coming**

MANHATTAN—Although the April 15 deadline for filing federal income tax returns is past, certain low-income individuals who did not have to file tax returns can still receive up to \$400 from the government by filing a return now, ac-

cording to Charles H. Brennan, IRS District Director for Manhattan, Bronx, Staten Island, Westchester and Rockland

The \$400 payment is the maximum provided under an "earned income credit" established by Congress. The credit can only be paid to those filing income tax returns, even though they would not otherwise be required to file a return because their earnings are so low, Mr. Brennan said.

To qualify for the credit, workers must have received less than \$8,000 in total income from all sources in 1975. This includes wages, salary, tips, or other compensation. Additionally, the individuals must have paid more than half the cost of maintaining a home in the U.S. for themselves and at least one dependent child for the entire year. The dependent child must be younger than 19 years old, or a full-time student.

qualifying for the Those credit who had total income of \$4,000 or less would receive a check for 10 percent of their earned income, up to the maximum of \$400. The amount of the credit is reduced when income from all sources runs between \$4,000 and \$8,000.

Individuals who believe they may qualify for the credit, but who have not filed an income tax return this year should contact their nearest Internal Revenue Service office

HAUPPAUGE - The Suffolk County Civil Service Department has announced Sept. 18 open competitive examinations for 11 positions and promotional examinations for six positions. The application deadline is Aug. 11.

The open competitive titles range in salary from \$8,000 to \$16,704. Ordinance inspector (No. 16-255) and fire prevention inspector (No. 16-269) each pay \$8,000. Human rights investigator (No. 16-265) pays \$8,978, and senior human rights investigator (No. 16-280) pays \$9,840.

A \$10,000 salary is given for senior fire prevention inspector (No. 16-270). Right of way agent (No. 16-263) gets \$10,858. Airport fire safety officer (No. 16-272) pays \$11,380; at the senior level (No. 16-273), it pays \$12,000. Ordinance enforcement officer (No. 16-256) also gets \$12,000. Chief fire prevention inspector (No. 16-281) pays \$15,-000. Public health nurse IV sal-

The promotional exams are for switchboard supervisor (No. 16-257), senior fire prevention inspector (No. 16-271), senior right of way agent (No. 16-264),

senior airport fire safety office (No. 16-274), chief fire prevention inspector (No. 16-282), and public health nurse IV (No. 16-

# Nurse, Medical Specialist, Psychiatrist Posts Open

ALBANY-Licensed practical nurses, psychiatrists and medical specialists are continuously being recruited by the State Civil Service Department for posts in state agencies. Salaries range from \$8,051 to \$33,704 a year.

For all posts no written examinations are necessary. Applicants will be rated according to their education, training and experience.

For licensed practical nurse, No. 20-106, candidates must have a license to practice as a practical nurse in New York or have a limited permit to practice as a practical nurse or have applied for a permit. Practical nurses

are employed with the Department of Mental Hygiene, Education and Health, as well as the State University.

A state medical license and completion of three years of residency training in psychiatry will qualify candidates for psychiatrist I, No. 20-390.

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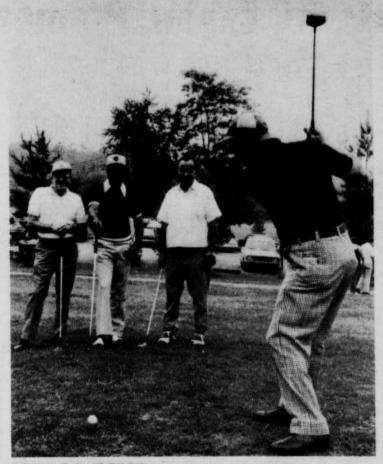
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FOUR GO 'FORE!' — There's a golf ball going places and Tom Santella, above, is going to put it there. Mr. Santella and fellow members of the East Hudson Parkway Authority chapter 051, Civil Service Employees Assn., recently participated in a golf outing of the chapter at the Beekman Country Club in Dutchess County. The other 75 percent of the foursome are, from left, Joseph Ozarowski, William Peterson and John Shumansky.

# A Fact-Finder Proposes 7% E. Ramapo School Hike

EAST RAMAPO—A Public Employment Relations Board fact-finder has recommended a 7 percent salary increase, including increments, for maintenance and special services staff and mechanics and bus drivers in the East Ramapo School District. Rockland Coun-

Joseph B. Stulberg, of Rochester, was the fact-finder named by the PERB in a contract dispute between the school district and the Civil Service Employees

Mr. Stulberg urged the parties to consider a roll-over effect utilizing the 7 percent as the maximum figure. This would, roughly speaking, result in a 3½ percent increase during the first six months of the contract and 3½ percent during the second six months, with a net cost to the district being approximately 4½ percent.

Other recommendations include:

 No change in longevity; rejection of job security clause, standardized eight-step salary schedule, proposals for changes in sick leave, bereavement and personal leave, health insurance benefits, tool allowance.

- Maximum number of persons on negotiating team during workday sessions to be four unit members plus unit president and CSEA representatives.
- No change in job reassignment provisions; compensation for out of title work.
- Rejection of premium pay for work performed on previously scheduled vacation days and for work performed on Sunday; rejection of meal allotment when employees work overtime; rejection of crediting authorized leave as hours worked for purposes of overtime computation.
- Workweek to remain 40 hours consisting of five eighthour days, excluding at least a 30-minute uninterrupted lunch period.

# **Grievance Workshops Set**

MANHATTAN — Five twoday workshops on Improving Employee Relations Through Effective Discipline And Grievance Procedures have been set for this autumn and winter by the New York State School of Industrial and Labor Relations of Cornell University.

The courses have been set for the Wednesdays and Thursdays of Sept. 22-23, Oct. 6-7, Oct. 20-21, Nov. 17-18 and Dec. 8-9. The courses, which will be given at NYSSILR's Conference Center at 3 E. 43rd St., Manhattan, will run from 9 a.m. to 4:30 p.m. Cost is \$220 per person which covers course materials and uncheons.

The workshops will cover such subjects as the disciplinary interview, the warning notice, analyzing discipline problems, basic concepts in contract administration and developing skills in grievance handling.

The workshops will be conducted by NYSSILR faculty members Wallace Wohlking and Matthew A. Kelly. Each workshop will be limited to 25 participants.

Additional information and registration forms are available from Cornell University, 3 E. 43rd St., New York, N.Y. 10017. The telephone number is (212) 697-2247.

# Arbitrator Decision In Warren Seen Holding Broad Implications

ALBANY—An arbitrator's decision in a case involving the Warren County chapter, Civil Service Employees Assn., and Warren County may cause a statewide and perhaps nationwide impact on public sector contract negotiations.

The American Arbitration Assn.'s arbitrator, Irving R. Shapiro, was presented with

two significant issues to decide. They were, first, whether arbitration which was provided for in a contract was advisory or binding, and, second, whether to sustain or reject a past practice even though the contract did not contain a past practice clause.

The case began as a result of the county's alleged failure to treat an employee who was promoted to a new position in the same way it treated an employee who transferred to a position in the same step level and time in grade situation.

The CSEA Warren County chapter, assisted by CSEA field representatives Aaron Wagner and Michael White, proceeded to follow the grievance procedure in the existing document. Unable to resolve union-county differences, they moved to submit the dispute to arbitration again in accordance with the contract. The county and the CSEA then chose an arbitrator from a list provided by the AAA.

The county later added another issue to the case by questioning if arbitration in the contract was advisory or binding.

Basing his decision on the language of the contract, the legal definition of the word, the arbitrator found that unless the county held in full or in part the right to reject the awards of arbitrators in the contract, it was completely bound by the arbitrators' decisions.

On the second issue, the arbitrator found, after a review of all previous contract negotiations and testimony of various county employees, that the county normally treated promotions the same as transfers in regard to step and time in grade. The arbitrator found also that the employees assumed that the county would continue to treat this situation as similar.

Mr. Shapiro then issued his decision stating "through the process of collective negotiations they (the employees) seek to improve their terms and conditions of employment, as they see such.

"The conditions with which they are satisfied, they do not endeavor to change and naturally desire to be continued. The demands submitted for negotiations deal with facets of the job with which they are discontent. document which results from the negotiated settlement does not, in many instances set forth all of the working conditions and benefits which prevailed prior to the institution of the new relationship of collective as against individual 'bargaining' and which it is mutually assumed will endure.

"It is a well-established holding by arbtrators of disputes involving collectively bargaining agreements that the fashion in

Wanna be a good guy?
A young woman awaiting open heart surgery.
A child with Leukemia.
Make a miracle.
Make a friend you'll never meet. Donate blood soon.

which the parties acted, with reference to its various provisions, put the flesh upon the

bare bones of the language of the instrument which recorded their understanding."

# Judge Reserves Decision In CSEAer's \$1.5 Million Esopus Board Libel Suit

KINGSTON—Justice William Murray, in a special session of the Ulster County Supreme Court, reserved decision following a recent hearing on a \$1.5 million suit brought against the Esopus Town Board by former Esopus police sergeant Joseph Feraca Sr.

The suit, charging libel, names former Councilman John Bowman, present Councilmen George Villielm, Thomas Johnson and Frank Bell and Esopus Commissioner Frank Wiest.

Mr. Feraca alleges that after libeling him, the Town Board fired him from the police department without a hearing.

James J. Lennon, president of the Civil Service Employees Assn.'s Southern Region III, has gone on record defending Feraca's suit.

"Mr. Feraca has an impeccable record of good citizenship," the CSEA official declared. "In addition to his 17 years' experience on the force, he is a leader in the community and is widely admired by the people in this area. It seems awfully suspicious that he was suddenly thrown off the force with no explanation to the public even though an explanation was demanded."

Mr. Feraca is president of the CSEA unit in the Kingston City Consolidated Schools and is head of security at Kingston High School.

"The Town Board mysteriously appoints every single incumbent on the police force with
the exception of Mr. Feraca,"
Mr. Lennon continued. "What
are they trying to hide? Why
are they afraid of Joe Feraca?"
Mr. Lennon asked.

"The CSEA is proud to join the citizens of Uister County in demanding Mr. Feraca's reinstatement, especially since the Town Board refuses to reveal the reason why they refused to reappoint him," Mr. Lennon added. "It's about time the Board stopped regarding town government as their private clubhouse."

While on the town police force, Mr. Feraca helped to found the Ulster County Constables Assn. He was also a founder of the Rifton Youth Club and served as a fire captain for 14 years. Mr. Feraca is also a member of the Ulster County Safety Council. His libel suit is being pressed by attorney Joseph Spiegel of Miller, Moran and Spiegel, Poughkeepsie.



KEEP TRADITION — Hudson River Psychiatric Center employees have been fortunate through the years in developing top leaders for the Civil Service Employees Assn. chapter there, Here CSEA vice-president James Lennon pays tribute to three of the women who have served as union president at the Mental Hygiene institution, located within the geographic area served by CSEA Southern Region III, headed by Mr. Lennon. Standing is Madeline Mackey, who succeeded to the chapter presidency following the recent resignation of Rick Recchia. Seated left is former chapter president Tris Schwartz, who now serves as president of Dutchess-Putnam Retirees chapter 909, and at right is Neilie Davis, former president of the chapter and of the Southern Conference and currently chairman of the CSEA statewide retirees committee. Occasion for the get-together was the HRPC chapter 418 Bicentennial Ball at the Holiday Inn, Fishkill, last month.

# Civil Service LEADER

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FRIDAY, JULY 30, 1976



### Congratulations, CSEA

THERE is the venerable story of the man who, while banging his head into a brick wall, was observed by a friend. Asked why he was punishing himself so, the man replied, "Because it feels so good when I stop."

The story came to mind when we received news of the back-to-back victories scored last week by the Civil Service Employees Assn. in employee representation elections against the Service Employees International Union, AFL-CIO. The victories, both by appreciable margins, were notched in Sullivan County and the New York State Thruway Authority.

Hearty congratulations, of course, are due to both CSEA staffers and members whose hard and dedicated work was responsible for the wins. They are the latest in a long series of CSEA victories over the hapless SEIU. The latter union seems to take what has to be an almost masochistic relish in bringing about representation elections and then getting soundly trounced when it comes time to count the ballots. Perhaps, like the man and his brick wall, SEIU feels good when the balloting stops. But the most recent election results simply reinforce the old political axiom—you can't beat somebody with nobody. It is abundantly clear that CSEA is somebody.

One element in the Thruway election gave us pause, however. SEIU polled less than 30 percent of the votes cast. When 30 percent of a given union entity sign a petition for a rival union, the Public Employment Relations Board is obliged to call an election. Many times, people sign petitions requesting an election to oblige a friend or to shake up the leadership of his or her own union while intending to vote for the incumbent representative.

We feel this is essentially non-productive. While it is good to oblige a friend or fun to shake up union leadership, representation elections are costly affairs in terms of time, effort and money. The time, effort and money expended could be used far more effectively in negotiating new contracts with better pay and working conditions.

But it was a good week for CSEA. And we wonder when SEIU will get tired of hitting its head against a brick wall. (C.O'N.)

# Questions & Answers

Q. My father is 65 and doesn't have enough social security work credits to get Medicare hospital insurance. Is there any other way he can qualify for this protection?

A. He can get hospital insurance by paying a monthly premium of \$45 (effective for the 12 months starting July 1976). He also must sign up for medical insurance and pay the additional premium of \$7.20 a month. Your father should call, write, or visit any social security office for more information if he's interested.

Q. My husband died recently and even though I am over 50, I had to go back to work to support myself. A month ago I was involved in an automobile accident, and now it looks as if I won't be able to go back to work for a long time. I don't know if I've worked long enough under social security to get benefits on my own record, but what about my husband's? He worked for many years.

A. When you contact your social security office the people there will take an application to determine if you are eligible for disability benefits on your own work record or on your husband's. A disabled widow may qualify for disability benefits as early as age 50 if she becomes disabled within 7 years after the death of her husband. Generally you must be severely disabled and not be expected to be able to work for a year or more.

### Don't Repeat This!

(Continued from Page 1)

ing the delegates an opportunity to reach a free and independent decision about the candidate for Vice President from among the six prospects who, Governor Carter had announced, he had under active consideration.

This in no way reflects upon the qualities of Senator Walter Mondale, who might well have been the choice of the delegates had they enjoyed the opportunity to act upon the nomination for themselves. In some subtle respects that would have made the Senator a more powerful candidate.

#### Dramatic Changes

There is a lesson here that the Republicans might bear in mind when their convention meets in Kansas City in the middle of August. Obviously both President Cerald Ford and Gov. Ronald Reagan have given some thoughts about a running mate, Indeed, President Ford, who seems clearly to be the more likely nominee, has publicly announced that he has several persons in mind for the Vice Presidential nomination.

From a political, governmental and public relations point of view, whoever the Republican nominee might be, he would do well to permit the delegates to exercise free choice in the selection of a running mate, from a list proposed by the candidate for President.

The notion that the candidate for President should on his own determine his running mate is archaic, obsolete and fails to account for the dramatic changes that have taken place in the selection of delegates to the nominating conventions.

There was a time not too long ago when delegates to nominating conventions were handpicked by the professionals-the bosses, if you prefer a pejorative term. The selection of the candidate for President was the product largely of deals made in smoke-filled rooms by the political leaders. For example, in 1932, when Franklin D. Roosevelt was first nominated, the Democrats required a two-thirds vote of the delegates for the nomination. This was designed to give the so-called solid South a veto power over the nomina-

### 30 Primaries

Under the circumstances, Roosevelt's campaign manager, the late James A. Farley, entered into a deal with Southern delegations under which House Speaker John Nance Garner of Texas was nominated for Vice President.

However, political times have changed. During the present year delegates to the conventions were selected in primaries in some 30 states, more primaries than we ever had before. These open primaries have substantially curbed the power of the political leaders to dictate to their delegations. This is the circumstance that has caused both President Ford and Governor Reagan to direct personal appeals for support to individual delegates as against party leaders.

Adlai Stevenson was sensitive to the changing political winds when, in 1956, he threw open to the convention the freedom to nominate the Vice President.

(Continued on Page 7)



"AGAIN? BUT I JUST GOT THROUGH CLEANING . . ."



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.

### **Bargaining Complications**

In a recent decision, the Supreme Court, Rensselaer County, was faced with the issue of whether an expired collective bargaining agreement between a School District and the Teachers Assn. continued in force until a successor agreement between the parties was executed.

THIS CASE AROSE when the School District made an application pursuant to Section 7503(b) of the Civil Practice Law and Rules to stay arbitration of grievances on the ground that a valid agreement to arbitrate did not exist. The School District argued that the Teachers Assn. had no right to arbitration because the agreement providing that right had expired. The rationale of the District's position was that the contract remained in effect until June 30, 1975, and this contract contained no provision for an automatic extension of its terms. Therefore, when the contract that provided the Teachers Assn. with the right to arbitration expired, the teachers no longer had the right to arbitration. Relying on the holding of Board of Education of Connetquot Central School District No. 7 v. Connetquot Teachers Assn., the Teachers Assn. argued that the terms of the expired agreement remained in effect until a successor agreement was executed. Therefore, the Teachers Assn. concluded that they still had the right to bring a grievance to arbitration because the old contract granted them that right.

IN ITS DECISION, the court granted the stay of arbitration of grievances, thereby concluding that the terms of an expired collective bargaining agreement do not continue until the execution of a new agreement. The rationale of the court is as follows: The court stated that it would be grossly unfair to the School District at the negotiations of the new agreement to bind the District to the terms of the expired agreement. The court concluded that binding the School District to the expired terms would presuppose that the Teachers Assn. could negotiate an agreement that would provide its members with salary and benefits that were equal to or better than those of the prior agreement. In the words of the court, "The Assn. would be locked into a guaranteed gain position, and the employers in an assured losing stance."

THE COURT ALSO examined the Taylor Law to determine whether there were any specific provisions of the law which stated that the terms of an expired collective bargaining agreement continue until a new agreement is reached. Unable to find a provision that extended the terms of an expired agreement, the court concluded that "if the Legislature had been seeking this result, presumably direct language would have been employed." Thus, based on an attempt to keep the parties on equal footing at the negotiation of the new agreement, and absent language in the Taylor Law stating that the terms of an expired agreement continue until a new agreement is reached, the court held that the expired agreement did not continue until the new agreement was executed. Betts v. Teachers Assn., 92 LRRM 3132, April 15, 1976.

To the same of the same to be

# What's Your Opinion

By PAMELA CRAIG

#### QUESTION

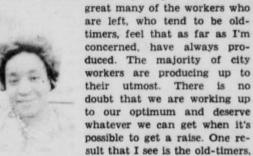
New York City Emergency Financial Control Board says all wage increases for city workers must be tied to increased productivity. What do you think?

THE PLACE

City Hall Park, Manhattan

**OPINIONS** 

Theresa Thomas, school principal: "I, like a



who have been doing good jobs right along, now think that because of the reductions in staff, and because they're expected to produce twice as much, are for the first time thinking strongly of leaving the system. You're going to lose your good, oldtime, hard workers because they can't produce any more than they've always produced; they're getting pretty exhausted.

Harry Silver, auditor: "It depends upon the job a



person has. Some jobs can be measured in productivity, but it may be difficult to measure productivity in other jobs. That's why the problem has to be studied. You can't just make an overall, across-the-board determination that people must produce more to get more. This isn't fair in certain positions where brain power is the important thing, not how much

you are producing. You might take twice as long to come out with something, but the results may be far better than those someone does quickly and which have no meaning or real results. Officials just can't say everyone must produce more to get an increase. That's not really fair. It has to be selective."

Andrew Zuber, small business specialist: "The



quality of work should be improved-that's increased productivity. Management should find ways within itself to cut out duplication of effort. Better supervision in guiding the workers to what is essential and what isn't essential. Right now they are doing away with one step of the management process; in many businesses they found out is wasn't really neces-

sary. I feel better productivity lies with management getting their ducks in a row, cutting out some of the unnecessary work and getting it down to where the worker can do meaningful work."

Marilyn Golub, administrative assistant; "That raises the big question of how is productivity measured-and by whom? Adequate job descriptions will then become very important to both employees and employers. Is quality going to be sacrificed for the quantity of work? I feel there should be specific job descriptions for each civil service job and the civil servant should be responsible for that specific job de-

scription. Supervisors should be responsible for seeing that the employees are working up to capacity and a higher superintendent should check that the supervisors are being fair. What about the question of increased responsibility without increased pay? That's the beginning of increased productivity."

Guy Warkin, computer programer: "Yes, I think



that should be a requirement. If employees expect to get more money and, with the financial trouble that the city is in right now, they should have their pay raises tied to an increase in productivity. If they can find a more effective way of doing their job, they should be rewarded with higher wages. I would say there are some who are effective and some who are

not. The big problem is how to screen the doers from the non-doers. Maybe they should make it a merit raise instead of a productivity raise. That should start screening out some of the people who are unsatisfactory.

Jenny Krivanek, editor: "I think it's fine. If



people aren't working for the money they are paid, they shouldn't be getting an increase. I don't know who's going to judge if people are producing up to standard. I've seen good and bad examples of productivity and I think the bad examples should receive decreases in their salaries. But overall, with the cutbacks, I think today, many people have

to fill in for people who have been laid off. Maybe the objective has already been met: city workers may be in the process of having to

Thus if a sufficient

policy makers of the Association. They represent the grass roots. Any attempt to remove that power, which under the Constitution, they now possess, should be resisted with the utmost vigor.

# RETIREMENT **NEWS & FACTS**

By A. L. PETERS

### **Bond Purchase**

The New York City Retirement System authorized and approved the purchase of \$58,700,000 of City Serial Bonds on July 1. This was done to satisfy the condition made by the Secretary of the Treasury of the United States for a loan of \$500 million of financing.

Pension plans are not required to register with the Securities and Exchange Commission. However, SEC is moving into the area and some recent court decisions have held that pension plans and investment contracts are subject to the anti-fraud provisions of the Federal Security laws. There will be more about this in the months ahead.

Discounts to senior citizens are being offered in some European nations on transportation, museums, park admissions, and hotel accommodations. These can run as high as 50 percent upon presentation of proof of age. Inquire in each country when you arrive.

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 pur-suant to the provisions of section 40, paragraph 1 of the Retirement and So-cial Security Law on or before August 31, 1974.

(Continued from last week)

Abagnale, Marie JEden
Abraham, Sandra HNew York
Ackert, Fannie MPoughkeepsie
Adams, Adell FNew Brighton
Adams, Wanda ESchenectady
Alberts, PhyllisBrooklyn
Alger Grace D Brentwood
Allen, Edward N JrRochester
Allgaier, Walter GLake Ronkonkoma
Altrowitz, ClaireQueens
Argento, Harry ORochester
Aubrey, WilliamHaverstraw
Babiarz, Victor SCheektowaga
Badgley, HowardSyracuse
Bailey, AnnetteSouth Nyack
Bailey, Bruce
Bailey, CatherineRockville Centre
Banford, Colleen EBinghamton
Bartholomew Richard CSyracuse
Beattie, J KeithMassena
Beil, Carl HCanisteo
Bennett, MaryStaten Island
Bergeron, FrancesStony Point
Bernabe, EsperanzaNew York
Berry, RichardRochester
Bertoni, Luisa FNew Milford, NJ
Bitter, Christopher JNesconset Blackham, George JrWestbury
Blackham, George JrWestbury
Blicker, Mildred PFarmingdale
Bonich, Rose MWest Babylon
Boyd, Elizabeth CDover Plains
Bradley, RussellSchenectady
Brady, JoanNew York
Brand, Barbara New York
Bridges, Charles RNew York
Brinkley, John L East Orange, NJ
(To Be Continued)
1 - 0 - 00 0000000000000000000000000000

### Don't Repeat This!

(Continued from Page 6) This resulted in a spirited contest between Senator Estes Kefauver and Senator John F.

Kennedy. Senator Kefauver won.

There was a time when the Vice President was regarded as musical - comedy bumbling Throttlebotton. That is no longer true. In recent years the Vice Presidency has become a stepping stone to the Oval office itself. Thus Presidents Truman, Johnson, Nixon and Ford had previously been Vice Presidents. Senator Hubert Humphrey was nominated for President after being the Vice President.

Important Responsibility This is a fact that the Repub-

licans, and particularly President Ford, since he is the likely candidate, ought to bear in mind. Apart from nominating a candidate for President, the nomination of the candidate for Vice President is the most important responsibility of the delegates. They should no longer be expected to act as robots in exercising that responsibility.

Instead, the Republicans could make a singular contribution to the democratic process by permitting the delegates to choose the candidate for Vice President from among those whom the candidate for President finds compatible with his views.

## Letters To The Editor

Of Decisions Editor. The Leader:

In the July 16 issue of the Leader it is stated: "Whereas the approximately 2,300 vote Delegate Convention is the ultimate policy making body of the Civil Service Employees Association, delegates meet only twice a year. In the interim, the Board (of Directors) is the supreme body and may, if circumstances warrant, reverse Dele-

I respectfully disagree. Article IV Section 2 of the Constitution provides that the acts of the Board of Directors shall be subject to the power and authority of the Delegates at meetings of

gates decision."

the Association. It follows that not only cannot the Board reverse the decisions of the Delegates but that the opposite is true.

The Delegates constitute the ultimate policy making body of the Association. While the Constitution and By Laws provide for one Annual Meeting and one Special Meeting yearly of the Delegates, it is also provided

### NAME FINNEY

ALBANY-Louise Finney, of Brooklyn, has been named by Gov. Hugh L. Carey as assistant industrial commissioner for the State Department of Labor. Ms. Finney will be based in the Department's New York City office.

that the President, as he has done in the past, may call a meeting of the Delegates as often as he deems it necessary; that the President shall call a meeting of the Delegates upon the written request of twenty-five members of the Board of Directors or upon the written request of twenty five chapter presidents. officials of the Association wish to have the Delegates reconsider any of their decisions, there is a Constitutional method for them to do so.

The Delegates are the ultimate

Solomon Bendet President CSEA New York Region II

### Questions & Answers

Q. I'm 69 and I'm considering applying for supplemental security income payments. The money I have saved from my husband's life insurance is just about gone and I have no other income. Will have to spend all of the money from my savings account to get payments?

A. Not necessarily. Your eligibility for supplemental security income will depend on whether your resources, including your savings, amount to \$1.500 or more. If you are eligible, the interest on your savings may affect the amount of your supplemental security income payments. Call or write any social security office for more infor-

Q. I'm getting social security student benefits and have a chance to earn \$500 a month on a job this summer. I'll make \$1,500. Will I still get my social security benefits?

A. If you have no other earnings in 1976, there's nothing to worry about because you can earn up to \$2,760 this year and still get all of your benefits. If your annual earnings exceed \$2,760, \$1 in benefits will be withheld for each \$2 earned above that amount. No matter how much you earn fon the year, however, you can still get a check for any month your wages didn't go over \$230 and you don't do substantial work in your own business.



Albany Region IV education chairman Betty Lennon, of SUNY at Plattsburgh chapter 623, briefs team leaders who headed discussion groups. Seated are, from left, Jeanne Kelso, of Clinton chapter 810; Ms. Lennon, and Barbara Crampton, O. D. Heck DC chapter 445. Standing are Helena Barlow, General Services chapter 660; H. William Lucas, Transportation Region 1 chapter 676; Karen Messier, Rensselaer chapter 842; Anson Wright, Executive chapter 659; Allen C. Mead, James E. Christian Memorial Health chapter 664, Les Cole, Saratoga Educational chapter 864, and Jack Fitzgerald, Insurance chapter 666.



Participants in one group discussion are, from left, CSEA director Bea McCoy, of Audit and Control chapter 651; discussion leader C. Allen Mead, of James E. Christian Memorial Health chapter 664, Gerald Toomey, president of SUNY Central Administration chapter 693; Mary Jaro, of Taxation and Finance chapter 690; Sue Crawford, Correctional Services chapter 656, CSEA director Jack Dougherty, of Taxation and Finance chapter 690, and CSEA director Frances Bessette, president of Clinton chap. 810.



Board of Directors members were among those who participated in the weekend worshop. From left are Jimmy Gamble, Environmental Conservation; Ernst Stroebel, Health, and James Welch, Executive.

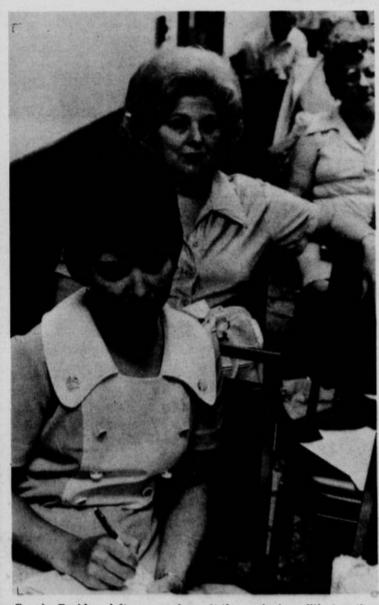
(Leader photos by Ray Hoy)



This discussion group met in the courtyard. From left are group leader Jeanne Kelso, of Clinton chapter 810; CSEA director Paul St. John, of Transportation Main Office chapter 687; CSEA director Jimmy Gamble, president of Environmental Conservation chapter 655; Gerry Dickson, Education chapter 657; Phil Planz, Columbia chapter 811; Larry Pfeiffer, O.D. Heck DC chapter 445; Genevieve Ryan, Rensselaer chapter 842, and Grace Vallee, Rensselaer chapter 842.



Reviewing their findings are, seated from left, Michael Steese, of Executive chapter 659; Mary Jarocki, SUNY at Albany chapter 691; Anne Murnane, Correctional Services chapter 656; Ruth Lovegrove, Commerce chapter 654; Les Cole, Saratoga Educational chapter 864; Wendell Lashua, Clinton Correctional chapter 154, and Jerry Hrbek, General Services chapter 660. Standing are John Wright, Executive chapter 659; Sam Ciraulo, president of Rensselaer chapter 842, and Cosmo Lembo, General Services chap. 660.



Connie Buckley, left, a member of the region's political action committee, takes notes on the proceedings, as Santa Orsino, secretary of Taxation and Finance chapter 690, listens.

# Stratton Favors Cost-Of-Living Pay Adjustment

GLENS FALLS—Congressman Samuel Stratton told public employees here that government has to make compensation to its workers to help them survive the effects of inflation.

"If we are going to prohibit the men and women who run our form of government from striking, then we have to make compensation to help them survive the cost-of-living that is eating away their take-home pay," he said.

The Schenectady Democrat was principal speaker at the dinner that highlighted the weekend workshop, last month, of the Civil Service Employees Assn.'s Albany Region IV at the Sheraton Inn here.

He said that at the state level, and possibly at the federal level, too, employees should have their salaries adjusted to take into account the cost-of-living.

"Bureaucracy is supposed to be a dirty word," he said. "All of us who are engaged in government, especially you who do the day-to-day work, should resent the public misconception of civil servants.

"Work, fight, give to make democracy live. That's what you people are doing."

The Saturday evening banquet also featured the 11th annual presentation of the President's Award for outstanding service to the region.

This year's recipient was Timothy McInerney, who is president of Transportation Region I chapter 676 and finance chairman of the region. Mr. McInerney is also a CSEA director, representing Transportation Department, and is chairman of the special Transportation committee.

Past winners of the award have been Mary Hart, Shirley Ellett, Mae DeSeve, Nonie Kepner Johnson, Marion Farrelly, Mildred Wands, Dorothy Honeywell, Irene Dougherty, Alphonse Briere and Gloria Fleming.

Regional president Joseph Mc-Dermott also acknowledged Insurance chapter 666 president Jack Fitzgerald, who had just received his law degree.

Good will and fair play were stressed many times during the Saturday workshop sessions.

For example in discussion of how to treat past chapter presidents, instructor Arthur Weinberg responded: "It doesn't matter whether you may have agreed with them, but you have to recognize that they tried to do their best."

Later on, Mr. Weinberg, who is coordinator of the Quality of Work Life Program for New York University's Institute of Labor Relations, applied the same thinking to negotiations:

"Bargaining requires unity." he said, "and you don't achieve that unless you accept the person next to you as your equal, regardless of job classification."

He also noted that there is probably no group that has more grades and classifications than public employees.



Preparing to enter Saturday evening banquet are, from left, Anne Kearney, president of Liquor Authority chapter 661; CSEA director Nicholas Fiscarelli, president of Education chapter 657, and Rita Madden, former president of Insurance chapter 666.



Regional secretary Julia Braden, center, and regional third vicepresident Eileen Salisbury, both of Motor Vehicle chapter 674, greet Leader editor Marvin Baxley, who conducted seminar Sunday.



Timothy McInerney, right, was recipient of 11th annual presentation of President's Award. He gets to keep the smaller plaque that he is holding. His name is also inscribed on the larger plaque, being held by regional president Joseph McDermott, for permanent display at the regional headquarters in Albany.



Region IV treasurer Mary Jarocki, of SUNY at Albany chapter 691, reads financial report to delegates at meeting Friday evening, prior to the Saturday workshop session.



Roundtable discussion was held by, from left, Dot Nadoraski and Marge Egan, both of Education chapter 657; Joyce Cole and Joan Tobin, both of Transportation Main Office chapter 687; Elmer Agnew, Adirondack Correctional chapter 155; Betty Kosinski, Employees' Retirement System chapter 652, and discussion leader H. William Lucas, Transportation Region 1 chapter 676.



Saturday workshop sessions on grievance procedures and leadership development were conducted by guest lecturers, shown here with regional education chairman Betty Lennon, president of SUNY College at Plattsburgh chapter 612. Behind her, from left, are Arthur Weinberg, David Harrison and Donald Meyerson, of Cornell University's School of Industrial and Labor Relations.

### **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 Cadma 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.

-			_		
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-		_		_	_

Title	Salary Grade	Exam No.
Food Inspector		CH-6-05 CH-0-02
Engineering And	Scientific	
Engineering, Physical Sciences and Related Professions	GS-5 to 15	424
Life Sciences	GS-5 to 15	421
Meteorological Technician	GS-6 to 9	NY-8-43
General		
Correction Officer	GS-6	431
Freight Rate Specialists		WA-6-13
Mid-Level Positions	GS-9 to 12	413
Senior Level Positions	GS-13-15	408
Technical Assistant	GS-4, 5	NY-5-07
Medica		

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 to7	NY-3-01
Medical Technologist	GS-5 to 11	NY-6-03
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

Clerical/Technical)			AT-0-59
Social	And	Education	

Professional Careers for Librarians	GS-7 to 12	422
Psychologist	GS-11, 12	WA-9-13
Psychologist Social Worker	GS-9 to 12	426
		-1000

Stenograp	hy And	Typing
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Stenographer	GS-2 to 4	NY-1-18
Secretaries, Options I, II, III	GS-5, 6	NY-5-04
Typist	GS-2, 3	NY-1-18

### Nassau CSEA Membership Soars Higher

ALBANY - The Nassau County chapter, Civil Service Employees Assn., has reached a new high of almost 23,000 members, according to the latest tally of the CSEA's computerized membership records.

The chapter, which has long been the largest in the statewide organization, has grown steadily throughout the 28 years since its founding in 1948.

Continued growth this year, in spite of job freezes by many employers, was attributed by Irving Flaumenbaum, chapter president, to a "spirit of unity" among civil service employees in the county, towns, villages, school districts and other local governmental units represented by the chapter.

"Many people who, in the past, have accepted the gains that the CSEA has negotiated without becoming members now realize that they can help themselves and their fellow employees resist the current attacks on the civil service by becoming CSEA members," Mr. Flaumenbaum said.

"We welcome them into membership. Together we are growing stronger," Mr. Flaumenbaum asserted.

### Job Title Changed

ALBANY-The State Civil Service Commission is changing the title of mental hygiene assistant therapy aide to mental hygiene therapy aide trainee. The requirements for the \$7,204 job, for which the commission continuously accepts applications, remain unchanged. Those who have already applied will not have to refile.

Applicants need no training or experience, but must pass a short written test showing ability to care for mentally ill patients. The change in title is effective Aug. 12. Applicants can contact individual Mental Hygiene facilities for additional information.

Blood is meant to circulate. Keep it moving, by donating

# Give a pint of blood. LIKE IT'S NEVER BEEN **SEEN BEFORE!** Tickets by phone all credit cards: C1 7-7992/Also Ticketron locations: 541-7290/ Group Sales: 354-1032.

BROADWAY THEATRE, Broadway at 53rd St., CI 7-7992 -

# SHORT TAKES

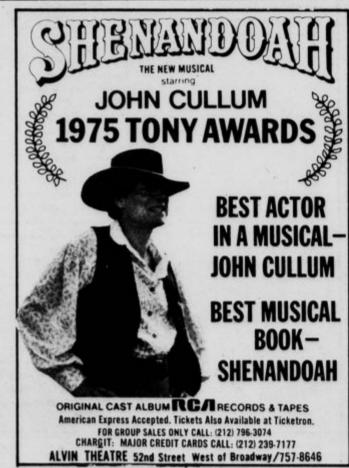
Three federal judges, sitting in Manhattan, recently struck down a state law that barred aliens from teaching in public schools unless they had applied for citizenship as unconstitutional. The Federal District Court decision said the law "seems repugnant" to the American heritage and noted in the particular case which triggered the decision, "It is undisputed that, in both cases, the denial of certification (to teach) has borne no relation to plaintiff's general character or qualifications, but, rather, is solely the product of their status as nonapplicant aliens." The decision stems from suits brought by Susan M. W. Norwick, a Scot, and Targa U. K. Dachinger, a Finn. The state had claimed in its suit that New York has a "compelling interest" to insure that public school teachers were qualified by profession and example to transmit the American heritage to students.

#### HIRING GOAL NEAR

Onondaga County is approaching its previously set goal of hiring percent minority group public employees, according to the county affirmative action officer. However, the official, Kathleen J. Howard, said the county's next goal, that of hiring minority group members and women to hold skilled or managerial posts, is expected to be more difficult. Presently, minority groups constitute 5.59 percent of the Onondaga County 4,000-person workforce. Overall, members of minority groups make up about 5.8 percent of the total Onondaga workforce. Approximately 58 percent of the county workforce is female although women constitute only around 49 percent of the total Onondaga workforce.

#### LEGISLATOR PENSIONS

A bill signed recently by Gov. Hugh L. Carey restarts the state legislature's pension program that was cancelled in 1973. The item was part of a proposal which extended current public employee pension benefits for a year. It allows anyone eligible for any of the old pension plans closed by the legislature in 1973 to sign up anytime from now to the end of the year.





# **CSEA-Negotiated Training Courses Available**

FACILITY	COURSE TITLE	DAY(S)	TIME	HOURS	CREDITS IF ANY	DATE
Harlem Valley	Abnormal Psychology	Ţ	3:30-6:30	30		9/14 9/15
Sychiatric Center Vingdale, N.Y.	Basic Conversational Spanish English as a Second Language	W	3:30-6:30 3:30-6:30	30 30		9/15
ludson River	Team Supervision	TH	3:30-6:30	30		9/16
sychiatric Center	Advanced Supervision	W	3:30-6:30	30		9/15
oughkeepsie	Basic Mathematics	M	3:30-6:30	30		9/13
	Behavior Modification	W	3:30-6:30 3:30-6:30	30 30		9/15 9/14
	Occupational Therapy Retirement Planning	Ť	3:30-6:30	30		9/14
	Basic Counseling Techniques	M	3:30-6:30	30		9/13
udson Valley	Principles of Accounting, Part I	т&тн	4:00-6:00	60	4	9/14
ommunity College	Principles of Accounting, Part II	T&TH	4:00-6:00	60	4	9/14
roy Campus	Fundamentals of Electronic Data Processing	TH TH	4:00-7:00 4:00-7:00	45 45	3	9/16 9/16
	Introduction to General Psychology Psychology of Personal Adjustment	TH	4:00-7:00	45	3	9/16
	Basic Electricity I	M	3:30-6:30	30		9/13
	Introduction to Sociology	w	4:00-7:00	45	3	9/15
	Introduction to Public Personnel Administration	W	4:00-7:00	45	3	9/15
	Refrigeration & Air Conditioning	TH TH	4:00-7:00 4:00-7:00	30		9/16
	Small Engine Workshop Interviewing: Approaches & Attitudes	тн	4:00-7:00	45	3	9/16
VCC at SUNY Albany	Concepts of Modern Public Administration	w	4:00-7:00	45	3	9/15
400 Washington Ave.	Governmental Accounting, Part I	T	4:00-7:00	45	3	9/14
	Introduction to General Psychology	w	4:00-7:00	45	3	9/15
	Abnormal Psychology Introduction to Sociology	T	4:00-7:00 4:00-7:00	45 45	3	9/14
				1		0/11
nterboro Institute 29 Park Avenue South	Principles of Accounting, Part I Principles of Accounting, Part II	M&W T&TH	4:00-5:30 4:00-5:30	45 45	3	9/13 9/14
lew York City	Basic Mathematics	M	4:00-6:00	30	3	9/15
en roll oily	Introduction to Electronic Data Processing	T&TH	4:00-5:30	45	3	9/14
	Introduction to General Psychology	M&W	4:00-5:30	45	3	9/13
	Introduction to Sociology	T&TH	4:00-5:30	45	3	9/14
	Basic Conversational Spanish	W T&TH	4:00-6:00 4:00-5:30	30 45	3	9/15 9/14
	Letter & Memo Writing Beginning Typing	M&W	4:00-5:30	45	3	9/13
	Beginning Shorthand	M&W	4:00-5:30	45	3	9/13
	Intermediate Typing	T&TH	4:00-5:30	45	3	9/14
	Intermediate Shorthand I	Т&ТН	4:00-5:30	45	3	9/14
J. N. Adam	Introduction to General Psychology	W	7:00-10:00 6:30-9:30	30 30		9/15 9/15
Developmental Center	Basic Counseling Techniques Effective Speaking Techniques	W	7:00-9:30	30		9/14
Kingsborough	Introduction to General Psychology	w	4:00-7:00	30		9/15
Psychiatric Center	Abnormal Psychology	T	4:00-7:00	30		9/14
681 Clarkson Avenue Brooklyn	Occupational Therapy Improving Reading & Writing Skills	W TH	4:00-7:00 4:00-7:00	30 30		9/15 9/16
						12000
Kings Park Psychiatric Center	Advanced Supervision — Institutional Setting Individual & Intergroup Relations	TH W	4:30-7:30 5:00-8:00	30 30		9/16 9/15
	Psychology of Deviance	TH	5:30-8:30	30		9/16
	Effective Speaking Techniques	T	4:00-7:00	30		9/14
Letchworth Village	Advanced Supervision — Institutional Setting	T	4:00-7:00	30		9/14
Thiells	Introduction to General Psychology	M	4:00-7:00	30		9/13
	Psychology of Interpersonal Relations Introduction to Sociology	TH W	4:00-7:00 4:00-7:00	30 30		9/16 9/15
Manhattan	Introduction to Public Personnel Administration	ТН	4:00-6:00	30		9/16
Community College	Basic Statistics	M	4:00-6:00	30		9/13
134 W 51 St.	Basic Mathematics	T	4:00-6:00	30		9/14
New York City	Computer Techniques Workshop	T	4:00-6:00	30		9/14
	Introduction to General Psychology	Ţ	4:00-6:00	30		9/14
	Psychology of Interpersonal Relations Developmental Psychology	W	4:00-6:00 4:00-6:00	30 30		9/15 9/16
	Introduction to Sociology	T	4:00-6:00	30		9/14
	Basic Counseling Techniques	T	4:00-6:00	30		9/14
	Understanding & Interpretation of Written Materials	M	4:00-6:00	30		9/13
	Basic Conversational Spanish	W	4:00-6:00 4:00-6:00	30		9/15 9/16
	Basic Conversational French Intermediate Conversational Spanish	TH W	4:00-6:00	30 30		9/16
	Fundamentals of Electronic Data Processing	w	4:00-6:00	30		9/15
	Effective Speaking Techniques	W	4:00-6:00	30		9/15
	English as a Second Language	TH	4:00-6:00	30		9/16
	Letter & Memo Writing Refresher in Secretarial Techniques	M	4:00-6:00 4:00-6:00	30		9/13 9/13
Manhattan	Behavior Modification*	T&TH	2:30-4:30	30		9/14
Developmental Center	Introduction to Social Work Practices**	W	2:30-4:30	30		9/14
75 Morton Street	English as a Second Language***	M&W	2:00-4:00	40		9/13
	Report Writing***	T&TH	2:00-4:00	40		9/14
	*Conducted at Gouverneur, 621 Water Street, Manhattan					

# Latest State And County Eligible Lists

SENIOR CYTOTECHNOLOGIST	
Test Held June, 1976 List Est. June 14, 1976	
Nelson Dawn Schenectady84.1	1
EXAM 39-138	3
CHIEF, BUREAU OF SCIENCE EDUCATION	4
Test Held June 25, 1976	
List Est. June 29, 1976	
Edward T Lalor Voorheesville96.0	

	EXAM 39-138
	CHIEF, BUREAU OF SCIENCE
	EDUCATION
	Test Held June 25, 1976
	List Est. June 29, 1976
	Edward T Lalor Voorheesville96.0
į	Douglas S Reynolds Rensselaer93.0
ï	Robert G MacGregor Delmar78.5

EXAM 39-140
ASSISTANT DIRECTOR OF WOMEN'S
COMPENSATION REHABILITATION
Test Held June 23, 1976
List Est. June 30, 1976
1 Campbell Audrey Staten Is92.5
2 Jankowitz P S Cliffside Pk92.3
3 Silverberg A Dewitt91.0
A Marrimillian D Londonville 84

	Massimillian D Loudonville84./
5	Sirken Norma S Jersey City74.5
	EXAM 35-911
	ASST PLUMBING ENGR
	Test Held March 20, 1976
	List Est. June 14, 1976
1	Dibble James H Cohoes82.0
2	Edwards John J Dobbs Ferry81.7
3	Broughel D J Troy80.1
4	Lemke William G Albany78.7
5	Curtin John T Albany74.5
6	Simon Frank G Albany72.9
7	Perry Dean B Castleton72.8
	Ketchum David J Latham71.5

	EXAM 35-918
	ASST MECH SPECS WRITER
	Test Held April 10, 1976
	List Est. June 22, 1976
1	Knoth Henry Glenmont88.2
ř	Innacito J A Menands79.2
4	Dibble James H Cohoes77.0
í	Lemke William G Albany74.8
	Harrigan M M Troy73.7
6	Kinal Michael R Albany72.5
	Reim William R New City71.4
	Porce Dann B Castleton 71

	EXAM 35-919
	JR MECH SPECS WRITER
	Test Held April 10, 1976
	List Est. June 18, 1976
1	Erno Raymond J Waterford85.4
2	Dibble James H Cohoes84.
3	Maney James E Cohoes75.
4	Berlin Raymond Kinderhook74.
	EV.W 14.343

EXAM 35-747
SR CLERK PURCHASE
Test Held May 3, 1975
List Est. Sept. 16, 1975
(Continued from Previous Week)
103 Zeleznik M F Poughkeepsie87.0
104 Shoemaker P A Albany87.0
105 Brown Sharon L Canandaigua86.9
106 Delehanty Anne Albany86.9
107 Redmond Helen L Auburn86.8
108 Fuller Sharlene Albany86.7

108 Fuller Sharlene Albany	
109 Morton C E Albany	86
110 Wickert K M Albany	
111 Yook Loretta M Mechanicvil	
112 Whittaker H H Utica	86
113 Ogsbury David E Guilderland	
114 Kaufman George Delmar	
114A Zimmerman John A Scotia	
115 Annette William Tupper Lk	
116 Zembrzuski T J Elnora	
117 Ruggeri Joan M Albany	
118 Kochan Joyce V Buffalo	85
119 Merrigan V A Greenville	85
120 Johnston Joan M Binghamton	85
121 Harvey Don S Buffalo	
122 Hasselbach Jane Albany	
123 Williams Joan F Albany	85
124 Hicks Susan E Castletn Hud	85
125 Jones Shirley A Buffalo	85
126 Cupina Robert F Binghamton	
127 Barrett Francis Mt Morris	
128 Parmelee Flora Perry	85
129 Russell J T Albany	85
130 Hitchcock Linda Harpursville	
131 Campbell Jill F Albion	
132 Lawrence W J Albany	85
135 Powell Ella L Troy	85
134 Debarthe J C Albany	85
135 Storey William Albany	
136 Gilbert Peter M Colonie	
137 Murray E S Buffalo	85
138 Carter Mary M E Moriches	85
139 Maryrose Utica	85

# **REAL ESTATE VALUES**

All real estate advertised in this news-paper is subject to the Federal Fair Housing Act of 1968 which makes it illegal to advertise "any preference, lim-itation, or discrimination based on race, color, religion, sex, or national origin,

### CAMBRIA HEIGHTS TWO BEAUTIES

4 bdrm brick cape, fin bsmt, gar, prime area. \$43,990.

Custom built brick home, gar, fin bsmt, large modern spacious rms.

#### **FULL PRICE \$37,990**

BTO REALTY

723-8400

229-12 Linden Blvd, Cambria Hts OPEN 7 DAYS

### Real Estate - NY State

PREE CATALOG of many real estate & business bargains. All types, sizes & prices. DAHL REALTY, Cobleskill 7, NY.

#### **Property Bargains N.Y State**

PROPERTY BARGAINS — People re-locating before fall, 3 BR Split Level —\$48,500; 6 BR Restd. Col. 2 f/p— 150 Acres—miles of riding trails— \$95,000. 4 BR Superior Col., acreage —\$65,000. Specialist in Mohawk Val-ley properties Met. & Sub. area cal-us to relocate. TRIUMPHO, CANA-JOHARIE, N.Y. 518,993-2341.

### Real Estate - Upper NY State

FARMS, RETIREMENT HOMES, businesses investment land, low price Real Estate. Tell us your needs. Wood-Correll Realty Co., Parishville, N.Y. 13672. Phone (315) 265-6260. or an intention to make any such preference, limitation, or discrimination."
This newspaper will not knowingly accept any advertising for real estate which is in violation of the law. Our readers are informed that all dwellings advertised in this newspaper are available on an equal opportunity basis.

### House For Sale - L.I.

4 bedrooms, 2 baths, modern California style, 2-car garage, gas heat, ½ acre, immaculate, wallgas heat, ½ acre, immaculate, wall-to-wall carpeting, Middle Country School District, \$37,500. Call (516)

#### Cottage For Sale Far Rockaway

WITH front and back porch, liv. rm, 2 brm, utility room, bath & kitchen and lge dng rm. Gas heat. Priced at \$8,000 cash. Call 296-9272 after 6

### Property For Sale N.J.

Perfect for summer home or permanent residence. Land already surveyed. 3 big lakes on property. 100 x 235 feet, block No. 102, lot No. 76. Located on Handover Road, West Hampton. Only 85 miles from New York. In-quire J. Vecchione, (212) 235-1558 day or night. day or night

### **Houses Wanted**

WILLING to purchase houses under \$25,000 in need of repair. From West-hampton to Montauk. No Brokers. Mail replies to: WALTER THOMP-SON, 258 Broadway, New York, N.Y.

#### **Property Sought**

LAND, six acres or more sought in Suffolk County preferably Westhamp-ton to Montauk. No Brokers. Mail replies to: WALTER THOMPSON, 258 Broadway, N.Y. 10007.

# Salay Your Golden Days in Florida.

### SAVE ON YOUR MOVE TO FLORIDA

Compare our cost per 4,000 lbs to St. Petersburg from New York City, \$583.20; Philadelphia, \$553.20; Hartford, Conn., 4,000 lbs., \$612.80, or an estimate to any destination in Florida.

### Write SOUTHERN TRANSFER and STORAGE CO., INC. Tel (813) 822-4241

ST. PETERSBURG, FLORIDA, 33733

BUY U.S. BONDS

### FLORIDA MOBILEHOME

Your choice of 3 areas: Pompano Beach in S. Fla., Sebastian in Indian River country & Venice on the Gulf Coast. All homes backed with full 1 year warranty for your protection. Gene Metzger's Highland Mobile Home Sales, 4689 N. Dixie Hwy., Pompano Beach, Pla. 33064, (305) 946-8961.

#### **FLORIDA**

TO 10 ACRE RANCHETTES with used or refurbished mobile home from \$9,900. A minifarm to raise chickens. grow vegetables, a place to live real good and inexpensively. Easy terms. Call owner: (212) 866-5122 or write P & B Ranchestes, P.O. Box 437, Valley Stream, N.Y. 11580.

#### LEGAL NOTICE

A & M Realty Associates
Substance of Certificate of Limited
Partnership filed with the New York
County Clerk on June 24, 1976: 1.
Name—A & M Realty Associates. 2.
Character of business—to acquire and
own improved real property located in
Mariborough, Massachusetts, and the factory and other commercial structures lo-cated thereon and to develop, construct cared thereon and to develop, construct improvements upon, sell, maintain, operate, lease and manage the foregoing and all such other purposes as may be necessary or desirable to enhance or protect the assets of said partnership.

3. Principal place of business—1 East 53rd Street, New York, New York 10022; Limited partner—Lee H. Miller, 311 East 72nd Street, New York, New York 10021; Limited partner—Raffie Aryeb, 35 Kennedy Avenue, Teh-Raffie Arych, 35 Kennedy Avenue, Teh-ran, Iran. 5. Partnership begins on the date of the filing of its certificate of date of the filing of its certificate of limited partnership and ends on the date of the occurrence of any of the following: (a) the sale or other dis-position of substantially all its propposition of substantially all its property, and the distribution of the proceeds: (b) the disposition or attempted disposition by the general partner of all of his interest (without the written consent of the lmitted partner); (c) the written consent of the general partner and the limited partner to terminate, or the resignation or withdrawal by the general partner (except upon the written general partner (except upon the written consent of the limited partner to the admission of a substitute general partner), or his death, retirement or insanity or the death of the limited partner; (d) the filing of a voluntary petition under any bankruptcy or insolvency law by the general partner or the adjulaw by the general partner or the adju-dication of the general partner as a bankrupt or insolvent, or any similar proceeding, under any bankruptcy or insolvency laws. 6. Initial cash con-tribution of the limited partner—\$2,500. 7. If additional caiptal is required, the general partner and the limited partner may, but shall not be obligated to, contribute 50% of such additional capital and if one contributes less than 50%. and if one contributes less than 50%, the other may, but shall not be obligated to, contribute the remainder or any part thereof. 8. Contribution of the limited partner is to be returned upon termination, unless sooner returned out of the partnership cash flow. 9. Profits are to be shared equally by the general partner and the limited partner, but only after certain special distributions are made to the general partner or the after certain special distributions are made to the general partner or the limited partner, as the case may be, to take into account additional contributions, if any, by either in excess of the addi-tional contributions of the other, 10. Limited partner may substitute an as-signee as contributor in his place only with the written consent of the general partner. 11. No provision for additional limited partners, for priorities among limited partners, for the right of the remaining general partner or partners to continue the business on the death, retirement or insanity of a general partner, and no right in a limited partner to demand and receive property other than cash in return for his contributions.

### LEGAL NOTICE

SUBSTANCE OF CERTIFICATE OF LIMITED PARTNERSHIP OF PARK

LIMITED PARTNERSHIP OF PARK
FEE ASSOCIATES
FILED IN NEW YORK COUNTY
CLERK'S OFFICE
ON JUNE 15, 1976
Name: Park Fee Associates. Business:
to acquire the fee title to the premises
2 Park Avenue, New York, N. Y.
Principal place of business: 2 Park
Avenue, New York, N.Y. General partner and residence: Sheldon Lewis Breitner and residence: Sheldon Lewis Breitner and residence: Sheldon Lewis Brest-bart, 7 Catalina Drive, Kings Point, N.Y. Limited Partner, residence and value contributed: 2 Park Avenue Associates. A New York Limited Partnership with offices at 2 Park Avenue, New York, N. Y., all of the issued and outstanding shares of 1101 Westchester Avenue Corp. having an agreed fair market value. having an agreed fair market value of \$3,698,854.98. The Limited Partner has \$3,698,854.98. The Limited Partner has not agreed to make any additional contributions to the capital of the partnership. The term is from 6/15/76 until 6/30/86 unless sooner terminated by the sale or other disposition of all of the partnership's property or withdrawal, death, legal incapacity or bankruptcy of the General Partner. The contribution of the Limited Partner is to be returned to it upon termination or liquidation of the partnership, but distributions of capital or an account thereof may be or an account thereof capital or an account thereof may be made from time to time by the General Partner. The Limited Partner shall re-ceive 99% of the profits or other com-pensation by way of income of the partnership. The Limited Partner shall pensation by way of income of the partnership. The Limited Partner shall not have the right to substitute an assignee unless written consent thereto is given by the General Partner. The partners shall have no right to admit additional Limited Partners. There shall be no priority of any Limited Partner over another. The Limited Partner has no right to demand property other than cash in return for its contribution, but upon liquidation of the partnership the General Partner or other person winding up the affairs of the partnership may distribute the partnership property in kind.

2102-	
145	Tarkowski S G Utica
146	Waite Anne P Granville84.8
147	Bader Jane M Rochester84.8
148	
149	Sullivan Mary R Potsdam84.7
150	Stupia Toni L Centereach84.7 Schuteker W E Buffalo84.7
151	Schuteker W E Buffalo84.7
152	Ackert Mallory Rhinebeck84.6
153	Miller Cheryl I. Binghamton84.6
154	Ackert Mallory Rhinebeck84.6 Miller Cheryl L Binghamton84.6 Green Richard T Albany84.6 Weatherspoon C Buffalo84.5 Miller Ethel B Wappingr Fls84.5
155	Weatherspoon C Buffalo84.5
156	Miller Ethel B Wappingr Fls84.5
157	McIntyre Linda Albany
158	Arnold Caroline W Lebanon84.5
159	Siragusa Linda Tonawanda84.5
160	Abdo Selma Syracuse
161	Clark Donald G Rensselaer84.5
162	Allen Barbara R Kings Pk84.5 Amann Paula M Johsonville84.5
163	Amann Paula M Johsonville84.5
164	Hildenbrandt J Albany84.5
165	Hildenbrandt J Albany84.5 Romeo Mary Jane Slingerlands 84.5
166	Panucci Michael Albany84.4
167	Panucci Michael Albany84.4 Rauscher Jane M Malden Brdge 84.4
168	House Wayne L E Greenbush 84.4
169	House Wayne I. E Greenbush84.4 Paye Maureen A Malone84.4 Johnson P D Plainview84.4 Wisniewski Elma
170	Johnson P D Plainview84.4
171	Wisniewski Elma84.4
172	Tompkins Diana Albany84.4
173	Frazzetta Lisa Albany84.3
174	
175	Jurczak Evelyn Clayville 84.3 Stone Mary V Maryland 84.2 Spaight V L Poughkeepsie 84.0
176	Stone Mary V Maryland84.2
177	Spaight V L Poughkeepsie84.0
178	Bishon Phyllis Lake Placid 84 0
179	Hartigan V M Albany84.0
180	Hartigan V M Albany
181	Jones Beverly L Esperance83.9
182	Pritchard Kathy Albany83.9 Veley Georgiena Ellisburg83.7
183	Veley Georgiena Ellisburg83.7
184	Gamble Diane I Albany83.6
185	Kinbar Serena E Commack83.6
186	Smith Ruth A Ballston Spa83.6 Stotz Lois A Tonawanda83.5
187	Stotz Lois A Tonawanda83.5
188	Hurley E B Wards Island83.5 Sliwa Rita M W Seneca83.5
189	Sliwa Rita M W Seneca83.5
190	Nikles Frank I. Averill Pk83.5
191	Rotchford C F Schenectady83.5
192	Cherry William Albany83.5
193	Lang David C Brockport83.5
194	Ruth Annamae Schenectady83.4
195	Demarmels C B Harpursville83.4 Hayner Elaine D Troy83.4 Cook David T Auburn83.4 Chowaniec Susan Cheektowaga 83.4
196	Hayner Elaine D Troy83.4
197	Cook David T Auburn83.4
198	Chowaniec Susan Cheektowaga 83.4
199	Ackerman Robert Rensselaer 83.4
-	LECAL NOTES
	LEGAL NOTICE
-	

### 1775 HOUSING

ASSOCIATES, Suite 1400, 40 West 57th Street, NYC.
—Substance of Cert. of Ltd. Partnership, duly signed and executed by all the partners, and filed in the N.Y. Co. Clk's Office June 30, 1976. The character of business is the construction, ownership and operation of low income housing in New York, N.Y. General Partner: Inner City Realty Inc. Suite 1400, 40 West. New York, N.Y. General Partner: Inner City Realty, Inc., Suite 1400, 40 West 57th St., N.Y.C. Limited Partner: Craig Singer, 49 West 87th St., NYC., who was contributed 599.00, and share of profits is 99%. The term of the partnership shall commence on the date of the filing of this Certificate and shall continue until termination by adjudication of bankruptcy or dissolution of the General Partner, final disposition of General Partner, final disposition of property or the decision of the Gen-eral Partner to terminate, or December 31, 2126, whichever event shall sooner Occur. The contribution of the Limited Partner is to be returned upon the termination of the partnership, or sooner at the discretion of the General Partner. The Limited Partner has the right to substitute an assignee as contributor in his place with the consent of the General Partner. The Limited Partner, with the consent of the General Partner, may admit additional Limited Partners. The Limited Partners has no right to demand or receive property other than cash in return for his contribution.

### LEGAL NOTICE

#### The National Wiz Company

The following is the subst. of a cert. of Ltd. ptship: Cert. of Ltd. ptship subscribed & ack by all ptnrs & filed in NY Co Clks off on June 18, 1976. Ptship name is THE NATIONAL WIZ COMname is THE NATIONAL WIZ COM-PANY: peship bus is prod & pres of play WIZ. Itsp rin pla of bus is 165 W 45th St., NYC. Gen ptnr is Ken Harper. Ltd. ptnr is 20th Cent Fox Fim Corp., Box 900, L.A., CA and amt it contrib is \$475,000.00. Ltd. ptnr receives 60% of net prof and ltd. ptnr is liable for losses up to cap contrib. Ptship commen June 18, 1976 and term on death of gen ptnr. Assignee of ltd ptnr may not be subst unless gen ptnr consents.



# Gulliver Ruth A Oakdale Jelicks Brenda Staten Is Carter Alice E Binghamton Masseo Durlene Wingdale Ahern William P Troy Thorner Steven Buffalo Dehring Joseph Delmar Marlatt G Oneonta Jacobs Olympia Johnson City Hill Harris H Marathon Sowek T M Albany Goodman Stanley NYC Liou Mimi Albany O'Hare John E Scotia Grattan Judith Sand Lake Glucksman Nancy Slingerlands .83.2 Glucksman Nancy Slingerlands 83.1 Guzik Edythe M Val Stream ....83.1 218 Wontz Walter J Middletown .... 233 Snyder Janet L Round Lk 234 Lander Marilyn Arkport 235 Ryan Mary J Franklin Sq 236 Tessitore R F Amsterdam .82.2 Wittkopp Elaine Niagara Fls ...82.2 Kruppner E J Wyoming ......82.2 Wyszomirski Mac Amsterdam...82.1 240 Ferris Maureen Cohoes 241 Wallace Joan M Mt Morris ... 242 Parzych E N Latham ...... 241 Wallace Joan M Mt Morris 82.1 242 Parzych E N Latham 82.0 243 Sander Janice P Binghamton 82.0 244 Seifert Cheryl Tupper Lk 82.0 245 Morrison Linda Latham 82.0 246 Petrak E A Wappingers 82.0 247 Lowman M J Latham 82.0 248 Scalia Nancy A Elmira 82.0 249 Mitten Joseph P Lindenhurst 82.0 250 Barber Lewis H Cortland 82.0 251 Schwartzbach B Glenmont 81.9 252 Borowsky Mark E Loudonville 81.9 253 Hollenbeck C R Johnson City 81.9 254 Gile Barry B Albany 81.9 255 Lavigne P M Troy 81.9 256 Barber Lauren M Albany 81.9 257 Acker Robert W Watervliet 81.9 258 Lapierre John A Dannemora 81.9 259 Mayo John R Albany 81.9 260 Slawek Jerome S Cheektowaga 81.9 261 Fuller Patricia Buffalo 81.8 <t O'Connor Claire Latham 81.7 Hughes Patricia Albany 81.7 Swithers June M Pine City 81.7 Guarino T L Midoletown 81.7 Murphy E A Watervliet 81.7 Snead Edward L Albany 81.6 Wulforst P M Elnora 81.6 Geraci Rosalie Mt Morris 81.6 Rosenzweig M M New Paltz 81.3 Wolff Marion E Schenectady 81.3 Wolff Marion E Schenectady 81.3 Whitney Theresa Merrick 81.2 Renaldi Stephen Troy 81.1 McKelvy Linda L Rochester 81.1 Domras H H Lancaster 81.1 McKelvy Linda L Rochester Domras H H Lancaster Valente Richard Schenectady. Schmidt Joyce M Attica Smith Edna P Guilderland Battaglia F P Albany Morrison G M Wingdale 289 Morrison G M Wingdale 290 Lee Margaret H Commack 291 Gentner Eileen Albany 292 Lawler June A Auburn 293 Steger Jean C Dunkirk 294 Henry Sandra A Dansville 295 Peppin Tod S Troy 296 Balcom Betty J Lancaster 297 Rimmer Harriet Albany 298 Barkman Belle M Onconta (Continued on Page 1 .80.9 (Continued on Page 15)

#### LEGAL NOTICE

#### WOODBOURN COURT ASSOCIATES,

ASSOCIATES,
Suite 1400, 40 West 57th St., NYC.—
Substance of Cert. of Ltd. Partnership,
duly signed and executed by all the
partnersh and filed in the N.Y. Co. Clk's
Office June 30, 1976. The character of
the business is the construction, development, ownership and operation of
low income housing in Binghamton,
Transurhan Housvelopment, ownership and operation of low income housing in Binghamton, N.Y. General Partner: Transurban Housing Systems, Inc., 727 Azon Road, Johnson City, N.Y., and Craig Singer, 49 West 87th St., NYC., who has contributed \$99.00, and his share of profits is 99%. The term of the partnership shall commence on the date of the filing is 99%. The term of the partnership shall commence on the date of the filing of this Certificate and shall continue until termination by adjudication of bankruptcy or dissolution of the General Partner, final disposition of property or the decision of the General Partner to terminate, or December 31, 2126, whichever event shall sooner occur. The contribution of the Limited Partner is to be returned upon the termination of the Partnership, or sooner at the discretion of the General Partner. The Limited Partner has the right to substitute an assignee as contributor in his place with the consent of the General Partner. The Limited Partner, with the consent of the General Partner. The Limited Partner, may admit additional Limited Partners. The Limited Partner has no right to demand or receive property other than cash in return for his contribution.

### Seventh In A Series On Robert's Rules

# Objection To The Question

MANHATTAN — If members of an assembly believe a particular main motion should not come before the entire assembly, they may make an objection to the Consideration of a Question—thus voiding the motion altogether.

The objection motion is similar to a point of order, in that the presiding officer, on his own initiative, can submit his objection of this kind to a vote, just as he can raise a question of order on his own accord.

It is important, however, to distinguish between occasions in which an objection to the consideration of a question and a point of order are used.

An objection to the consideration of a question is not used if a main motion is outside the organization's objects as defined in the bylaws or constitution. It is also not used outside the announced purpose for which a mass meeting has been called. Such a motion should be ruled out of order.

If an objection is sustained, the main motion is dismissed for that session and cannot be renewed during the same session except by unanimous consent or by reconsideration of the objection vote. If it isn't sustained, consideration of the main motion proceeds as if no objection had been made.

When the objection is put to a vote, members are asked to vote for or against consideration of a question objected to (not for or against sustaining the objection). Therefore, those wishing to prevent consideration of the question should vote in the negative.

An objection to the consideration of a question:

Takes precedence over main

motions, but can be raised only before there has been any debate or before any subsidiary motion has been stated by the chair.

- Yields to the motion to Lay on the Table, to all privileged motions and to incidental motions arising out of itself.
- Can be applied to main motions and to petition and communications that are not from a superior body. Cannot be applied to incidental main motions.
- Is in order when another has the floor, until consideration of the question has begun.
  - Does not require a second.
- Is not debatable.
- · Is not amendable.
- Two thirds vote against consideration is required to sustain the objection.
- Negative vote, that is, vote sustaining the objection can be reconsidered. An affirmative vote cannot.

### Visual Arts Slot Opens

ALBANY—The State Civil Service Department has announced filing for audio visual training and production specialist (Exam No. 27-612). The filing deadline is Aug. 16 for the \$13,456 job.

Applicants must have an associate degree in electronics or an appropriate related field and two years' specialized experience. An additional two years' experience can be substituted for the associate degree.

The opening is at the training academy of the Department of Correctional Services, Albany. Applicants will be evaluated on training and experience and then 10 applicants with the highest ratings will be given a performance test.

For further information contact an office of the State Civil Service Department, State Office Campus, Albany, N.Y.

### Rensselaer Seeks HVCC Senior Clerk

TROY — The Rensselaer County Civil Service Commission has announced a Sept. 18 promotional examination (No. 73-606) for senior clerk. Filing deadline is Aug. 18.

Applicants must have six months' clerical employment in a Rensselaer County department, town, village or school district or in Hudson Valley Community College. There is presently one vacancy for the \$5,563 job at HVCC. There will be a written test; credit will be given for seniority.

For further information contact Rensselaer County Civil Service Commission, Third Floor, Court House, Troy, N.Y.

### CBS Vs. Cops

The WCBS-TV Softball All Stars will play the all star team from the 112th Police Precinct for the benefit of St. John's Queens Hospital. The game will be played at the Far Rockaway High School Field, 821 Beach 25th St., Far Rockaway, at 2 p.m., Sunday, Sept. 26.



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# Albany Region Workshop At Glens Falls .



Members of regional social committee turn horticulturists as they check over petunias used to decorate tables. From left are Grace Fitzmaurice, of Audit and Control chapter 651; Margaret Dittrich, president of Motor Vehicle chapter 674, and Nonic Johnson, of Law chapter 672.



Check for \$575 is presented by Albany Travel Service to regional officials. The payment is based on registration fees by region members during first six months of travel program. Presenting the check, at left, are Robert Milstein and Mary Ann Gerwin. Accepting on behalf of the region are regional travel director Cosmo Lembo, of General Services chapter 660, treasurer Mary Jarocki, of SUNY at Albany chapter 691, and first vice-president Jean C. Gray, Thruway Headquarters chapter 052.



The region's banner is put in place, prior to the concluding banquet, by members of regional social committee. From left are Wayne Dessingue, of Labor chapter 670; Jane Perry, Agriculture and Markets chapter 650; Norma Paige. Audit and Control chapter 651, and Donald Ruggaber, president of Audit and Control chapter.



Lee Johnson, of Taxation and Finance chapter 690, and Sylvia Henry, of Environmental Conservation chapter 655, prepare to attend dinner at which Congressman Samuel Stratton is guest



Columbia County chapter president Dale Funk, left, and county unit treasurer Phil Planz are able to relax a bit now that the strike situation by Columbia employees has been resolved.



Barbara Stack, left, of Motor Vehicle chapter 674, joins CSEA directors Gerald Purcell and Mary Moore, both of whom represent Executive Department, as they check over documents.



Larry Nealon, district manager for Ter Bush & Powell insurance agency, provides information on latest plans to Murici Milstrey, of Motor Vehicle chapter 674. Mr. Nealon had set up booth at workshop to distribute literature.

(Continued from Page 12)
299 Burns Joan C Voorheesvil80.8
300 O'Connor Dorothy Albany80.8
301 Janik Ottilia Ballston Spa80.8
302 Tyrrell Valerie Rensselaer80.8
303 Baker Wayne T Troy80.7
304 Bouck James G Schenectady80.7
305 Demjanec M White Plains80.7
306 Glasheen Susan Troy80.7
307 Vaughan Dorice Albany80.7
308 Gorman Richard Ballston Spa80.7
309 Walsh Joseph M Troy80.6
310 Henningson E E Troy80.6

(To Be Continued)

EXAM 39-125
DEPUTY DIRECTOR FOR
TREATMENT SERVICES
(Developmental Center) G-35
DEPUTY DIRECTOR FOR MENT RETARDATION COUNTY UNIT G-35
Test Held March, 1976
List Est. July 2, 1976

	Raha Michael A Rome9
2	Raymondjack J T Pittsford8
3	Shaw Hollis W Sharon8
4	Lillis Thomas J Tonawanda8
5	Slawinski S A Staten Is8
6	Sternlicht M Staten Is8

### 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 am.-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

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.

7 Bernstein Owen Brooklyn80.
8 Soper Charles S Dover Plains79.
9 Kevefich B B Chatham77.
10 Wolfe Richard P Stony Pt77.
11 Eisler Susan L Albany77.
12 Sorhaindo A L New Rochelle77.
13 Calior Phyllis Hamburg75.
14 Robidoux Albert Wilton73.
15 Ratzlaff Allen Rome72.
15A Garrison Ellen J N Tonawanda 72.
16 Bertrand P T NYC70.
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DEPUTY DIRECTOR OF CHILDREN'S PSYCHIATRIC CENTER
Test Held March, 1976
List Est. July 2, 1976
1 Kirkpatrick J Thornwood .....

EXAM 39-127
DEPUTY DIRECTOR OF
DEVELOPMENTAL CENTER
Test Heid March, 1976
List Est. July 2, 1976
1 Rosenblum E L Albany

EXAM 39-128
DEPUTY DIRECTOR FOR
TREATMENT SERVICES (Psychiatric Center) G-35
Test Held March, 1976
List Est. July 2, 1976
Plotnick H D Great Neck
Smith Barbara D NYC 

EXAM 39-115
PSYCHIATRIC SOCIAL WORKER G-19 Test Held Feb. 1976
List Est. June 25, 1976
List Est. June 25, 1976  1 Cohan David J Rochester99.3  2 Rogers David F West Park92.8
2 Rogers David F West Park92.8
3 Regan John F Gowanda
5 Sferre Mary L Syracuse86.5
6 Barberis Robert Mastic Beach86.1
6 Barberis Robert Mastic Beach86.1 7 Perlman Karla D NYC86.0 8 O'Grady Margaret E Williston85.9
9 Seeland Albert Modena
10 Baker Frank V Syracuse85.5
11 Schaffa John Little Neck85.2
13 Gonzalez Carmen NYC85.1
14 White Horrace Broox       84.7         15 Ling Katherine NYC       84.0         16 Haas John W Goshen       84.0
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17 Sehgal Rajinder Brooklyn83.5
18 Hodax Donna A NYC83.0
17 Sebgal Rajinder Brooklyn         85-5           18 Hodax Donna A NYC         83.0           19 Smith Ellen E NYC         83.0           20 Ebenau Susan Blue Point         82.7           21 Merritt Betty J Metuchen         82.5           22 Lavilla Doris Jackson Hts         82.2           23 Cerniglia R P Staatsburg         82.1           24 Salzman Ann NYC         81.7
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22 Lavilla Doris Jackson Hts82.2
23 Cerniglia R P Staatsburg82.1
25 Kent Lowell M Newark 81.5
26 Moores E. A Hempstead81.5
23 Cerniglia R P Staatsburg     82.1       24 Salzman Ann NYC     81.7       25 Kent Lowell M Newark     81.5       26 Moores E A Hempstead     81.5       27 Pavlick David E NYC     81.2       28 Katz Eve NYC     81.0       29 Steele Donald H Buffalo     81.0       20 Steele Donald Buffalo     81.0
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34 Lichtenstein M NYC
35 Serrano Lillian Brooklyn81.0
36 Gelfand Sylvia Lido Beach80.5
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40 Spruchman L A Brooklyn80.5
41 Grant Ellen E Buffalo80.3
43 Schottland A Medford80.1
41 Grant Ellen E Buffalo
46 Mazzello P S Pomona
47 Iglesiaas Juan J Rockaway Pk79.5
48 Tam Hall P NYC79.5
50 Todd Carolyn NYC79.5
51 Velasco Relinda Forest Hills79.2
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56 Ford Emma L Jamaica79.0
58 Hines Vivian Bronx78.6
59 Kyriannis Chris Whitestone78.5 60 Clement J B Albany
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61 Isaacs Madeline Brooklyn
63 Citron Miriam G Syracuse78.5
64 Nagro Maryann Mineola78.5
65 Rubin Myrna L New Rochelle78.0 66 Tidmore Peggy L Syracuse78.0 67 Bender Sondra L Stamford78.0
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68 Johnson Ann B Brooklyn
69 Gunn Edward J Saugerties78.0 70 Lagin Adrienne NYC77.7
71 Gagliano J Rego Park
72 Diamond Ray Levittown
73 MacPherson D NYC
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(To Be Continued)

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# State Eligible Lists Attica CSEA Chief Warns Of Overcrowding At Prison

ATTICA-Declaring that "nothing short of reducing the prison population will work," Richard A. Becker, president of the Attica Correctional Facility chapter, Civil Service Employees Assn., called on Gov. Hugh L. Carey "and others interested in making the system work" to take immediate steps to alleviate prison overcrowding "before there is loss of life as there was under similar con-

ditions in 1971.'

"After 43 persons, including a number of our members, lost their lives, Attica's inmate population was reduced to 1,200 in a matter of days," said Mr. Becker, whose union represents about 300 non-uniformed correctional facility personnel. These include about 100 counselors, teachers and medical personnel performing some security functions who work within the walls of the maximum security facility.

"Despite the recent inmate flare-up, which resulted in injuries to correction officers and an inmate, and despite the unanimous agreement by all authorities that Attica is overcrowded, nothing is being done," Mr. Becker continued.

Mr. Becker declined to draw parallels between conditions in 1971 and the present because he was not at Attica then. Nevertheless, he explained that the current overcrowding is worse because the population exceeds 2,000 in less space than that which the McKay Commission said was adequate for no more than 1,250 inmates. Space available in 1971 has been reduced by remodeling now under way in 250 cells.

He said the situation is further aggravated by the presence of more than 150 psychotic or severely retarded inmates, some of whom were transferred to Attica from the specialized facilities at Matteawan and Fishkill.

"There are no care programs for those inmates here. Their idle presence, particularly in cellblock D, where the July 11 disturbance and the 1971 riot took place, aggravates other inmates and causes frustration for correctional facility staff," Mr. Becker explained.

He added the overcrowding causes inefficient use of programs for inmates, "and is counter productive to the rehabilitation aims of the correctional system.

"When the inmates have to stand around for hours waiting to est, waiting to get a hair cut, waiting to see a doctor-waiting. waiting and waiting-it's going to be frustrating to them and this frustration is going to rub off on the guards, instructors and others."

Programs for the inmates have been reduced to such an extent, he said, that class time available for those enrolled in many education programs has been reduced by more than one

"Where we formerly had the students in the classroom at 8:10 a.m., now it's more likely to be 9:20 a.m. before they're here said Mr. Becker.

"This is frustrating to us as education staff because we know

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the programs are working just by listening to the animated discussions among classmates long after they've left the classrooms,' Mr. Becker said.

"It makes no sense to increase the availability of programs, commit the funding, find success and then abort the whole

Assistant Clinical Physician

thing by overcrowding. It's frustration that leads to aggrava-

Mr. Becker said there were fewer than 10 persons on the prison's education staff in 1971. Now there are 56.

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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 Compensation Examining Physician I	\$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		
Hearing Reporter		20-211
Histology Technician Hospital Nursing Services Consultant	\$ 8,051	20-170
Hospital Nursing Services Consultant	\$10,538	20-112
Industrial Foreman		
Legal Careers Public Librarians	#10 IEE # II-	20-113
Licensed Practical Nurse	\$10,135 & UP	20-106
MaintenanceM an (Mechanic) (Except for Albany area)	. 7414	Various
Medical Specialist I	\$27.043	20-407
Medical Specialist II	\$27,777	20-408
Mental Hygiene Therapy Aide Trainee	\$ 7 204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7.41/	20-394
Motor Equipment Mechanic		20-314
(Statewide except Albany)	¢ 0 546	varies
Nurse I	\$10.118	20-584
Nurse II	\$11.33	7 20-585
Nurse II (Psychiatric)	\$11.337	20-586
Nurse II (Rehabilitation)	\$11.337	20-587
Nurse II (Rehabilitation) Nutrition Services Consultant	\$31.40	4 20-139
Occupational Therapist	\$11.33	7 20-176
Occupational Therapist Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Physical Therapist	\$11.33	7 20-177
Principal Actuary (Casualty)	\$22.694	20-417
Principal Actuary (Life)	\$22,69	4 20-521
Psychiatrist I	\$27,94	2 20-390
Psychiatrist II		
Public Librarians	\$10,71	4 20-339
Public Librarians Radiology Technologist	(\$7,632-\$9,004	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797	20-334
Senior Actuary (Life) Senior Medical Records Librarian	\$14,14	2 20-519
Senior Medical Records Librarian	\$11,33	7 20-348
Senior Occupational Therapist	\$12,67	0 20-137
Senior Pharmacist	\$14,88	0 20-194
Senior Physical Therapist		
Senior Sanitary Engineer		
Asst. Sanitary Engineer		
Senior Stationary Engineer		
Specialists in Education	\$16,358-\$22,694	1) 20-312
Stationary Engineer	\$ 9,54	6 20-100
Assistant Stationary Engineer		
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Additional information on require	d qualifying av	nariance and

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, I 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.



NEW CHAPTER, OFFICERS AT MONROE DC

The newly formed Monroe Developmental Center chapter, Civil Service Employees Assn., recently elected its first slate of officers. They are, above, from left: Ed Pfenniger, delegate; Chris Parnell, alternate delegate; Mary Cartwright, vice-president, and Pat Timineri, president. Monroe DC members were formerly part of the CSEA's Rochester Psychiatric Center chapter. Other officers include Emporia Smith, vice-president; Ora Banks, recording secretary; Eugene Clark, treasurer, and Randy MacDonald, corresponding secretary.

# Rockland's Unit Meets To Plan Representation Vote Strategy

NEW CITY—The Rockland County unit, Civil Service Employees Assn., held an open meeting July 21 to discuss a representational challenge election mounted by the Service Employees International Union, AFL-CIO.

Patsy Spicci, unit president, said, "I am sure there were many questions in the

minds of our members as to the status of our negotiations and the representational challenge by SEIU. The meeting provided an opportunity for these questions to be answered and for an exchange of ideas and strategy."

The county workers have been without a contract since Jan. 1. In early May, the CSEA members, in a three-to-one vote, rejected a county offer to pay increments and a flat \$150 to workers not eligible for the increment.

Doris Pesner, in the discussions, said CSEA won over SEIU in Sullivan County "and that's a good sign. Let's determine what we have to do in Rockland and do it. We will do what our leaders tell us but they must tell us." Applause followed this remark.

Larry Scanlon, CSEA field representative, said, "In all candor, the situation in Rockland bids fair to come down to a 'push-and-shove' situation and the Taylor Law does recognize 'extreme provocation.'"

Remarks were made to the effect that the legislators should realize that the situation may develop into a "hot war." John Mauro, Rockland chapter president, said to the meeting: "You are CSEA. You must get to your co-workers and keep them informed."

Some members of the units said that, because of the CSEA's immediate preoccupation with challenges elsewhere in the Region and the state, Rockland County was being short-changed and was not getting its fair share of staff help.

Ms. Pesner moved that a strong appeal in the form of a letter be made to CSEA Albany Headquarters for more assistance and more field staff.

"They should realize that we're in a crisis," she declared. The motion was passed unanimously. The members also voted to demonstrate Tuesday, Aug. 17, the

occasion of the next county legislative meeting.

Marion Aicher, chapter political action committee chairman, made an appeal for more members to serve on her committee.

"We've got to let the legislators know that we're interested in them and where they stand," she said. The next committee meeting will be held Tuesday, Aug. 3, at chapter headquarters, New City.

Patsy Spicci, Rockland unit president and a chapter vicepresident, made reference to the membership drive currently under way by CSEA and reminded members they would receive \$5 for each new member they recruit.

Meanwhile, a court order restraining the county from begining its furlough plan has been extended for at least two weeks.

Larry Scanlon, CSEA field representative, called the offer "ridiculous" and proposed that the county join the CSEA in submitting the issues to arbitration. The union is seeking regular increments plus a 5 percent salary increase or \$500, whichever is higher.

The offer to arbitrate was not picked up by the county legislators who apparently seem to prefer a legislative hearing. Under the Taylor Law, this would give them the opportunity to impose a one-year settlement.

The county and the CSEA were subsequently ordered by the Public Employment Relations Board to submit their proposals to a fact-finder by June 25. This was done and a PERB decision should be forthcoming shortly.

The CSEA, meanwhile, was challenged by the SEIU for employee representation. Five days of hearings on unit determination have recently been concluded before a PERB hearing examiner. The parties involved have been asked to submit briefs by July 30.

Mr. Spicci charged that the SEIU broke its pledge to Rock-land County employees when, in an open letter, the union promised "to postpone any SEIU/CSEA election until after the contract is settled."

**CSEA Drives** 

ity representative on the CSEA's Board of Directors, travelled across the State during the campaign on behalf of the CSEA efA Thruway Steamroller

Iort.

"A great win, and the employees are a lot better off than before this election, because now the Thruway management knows the vast majority of the employees are strongly behind the CSEA and its efforts at the bargaining table," she said after the victory.

Ms. Gray, who had sent letters to all Thruway employees during the campaign, capped off the win by sending a thank you message to every worker.

"Your CSEA negotiators have just gotten a big vote of confidence, and you can bet your life the Thruway management knows it," she wrote. "Let's take advantage of this and use every opportunity to show that we're all united for the big, common objective—a good, new contract."

The CSEA win was the latest of several challenges from the SEIU that the CSEA has turned back successfully, including a number among Thruway workers. It preceded by one day a win by the CSEA over the SEIU to retain representation rights for Sullivan County employees.

CSEA president Theodore C. Wenzl issued a "thank you and well done" message to all CSEA staff, chapter officers and members who worked on the successful campaigns.

"Two major wins in two days is something everyone can be proud of, especially the employees themselves who made good use of the democratic process by electing to carry on their fight for fairness and justice in labor-management relations under the guidance of CSEA," he said.

# SHENENDEHOWA — Impasse has been declared in negotiations between the Shenendehowa school unit of the Civil Service Employees Assn. and the Shenendehowa Board of Education.

Shenendehowa •

Calls Impasse

Livingston CSEA Convinces

**County Board To Cancel** 

**Private Contracting Plans** 

victory for employees of Livingston County by defeating a proposal by the County to contract out for food services at

the infirmary.

CSEA collective bargaining spe-

cialist Gary Johnson said that last fall, a committee of the Liv-

ingston County Board of Supervisors advertised for bids for the contracting out of the infirm-

ary's food service department.

formerly staffed by county em-

Mr. Johnson said that by De-

cember, the County had received

one bid from a private food serv-

ice company outlining costs for

running the infirmary operation.

the union obtained a copy of

the cost figures and after sev-

eral weeks of analyzing the costs

of contracting out, compared

with the cost to the county for

running its own food service.

the CSEA determined that the

private contractor would not save

Mr. Johnson, accompanied by James Murray, Livingston chap-

ter president, and several other

food service workers, attended a

special meeting of the Board of

Supervisors and presented them

with figures supporting their de-

representative, after several more

weeks of studying additional sta-

tistics from other contractors

and "counter statistics" from the

CSEA, the Board of Supervisors

voted to reject the food service

contractor's bid and to continue

to operate its own service, staffed

by county employees.

Then, according to the CSEA

the county any money.

termination.

The CSEA negotiator said that

GENESEO-The Civil Service Employees Assn. scored a

The Shenendehowa unit has also filed an improper practice charge with the Public Employment Relations Board over the board of education's refusal to grant longevity and increment payments. A grievance has also been filed on behalf of the employees affected by this action of the board of education.

#### - MacTavish -

(Continued from Page 1)

Mrs. MacTavish is survived by her husband, John, as well as a son who is a high school music teacher in Connecticut and a daughter who is a secretary in Boston.

The CSEA Constitution makes provision for a vacancy in the office of secretary to be filled for the remainder of the term by the Board of Directors.

> Pass your copy of The Leader on to a non-member.



POLITICAL ACTION — Buffalo area newspapers were unanimous in giving credit to the Lake Shore Central School unit, Civil Service Employees Assn., in the defeat of two incumbent school board members and the election of George C. Antholzner, left, and William P. Dispence, second from right, in their places. Organizers and leaders of the successful political action were unit president Jack Schlenker, second from left, and Sam Mogavero, chairman of CSEA's County Division and Erie Educational chapter president at right. The effort included monetary contributions, formation of volunteer committees, telephone and personal campaigning and a get-out-the-vote effort on election day. This included providing transportation to the polls for elderly and handicapped in the largely rural area.