

Civil Service LEADER

America's Largest Newspaper for Public Employees

Union Action Plans

See Pages 8 & 9

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HAROLD RYAN



E. JACK DOUGHERTY



JOHN DRISCOLL



FRANCIS MILLER

ELECTED TO KEY CSEA BOARD CHAIRMANSHIPS

Four important committees of the Civil Service Employees Assn.'s 117-member Board of Directors are headed by the four directors pictured above. They were elected at the July meeting of the Board, and served for the first time at the monthly Board meeting at CSEA Headquarters last week. Heading the committees are Audit and Control representative Harold Ryan, Jr., budget and finance committee; Tax and Finance representative E. Jack Dougherty, personnel committee; Insurance representative John Driscoll, group life insurance committee, and Oswego County representative Francis Miller, charter committee.

Taxes Take First Bite From State Workers' Bonus

ALBANY—Aug. 19 was "payday" for all state workers eligible for the so-called \$250 "bonus" mandated by the State Legislature under provisions of the Taylor Law as the final settlement in recent contract reopener negotiations between the Civil Service Employees Assn. and the State.

And, as most state workers have now realized, that meager \$250 "bonus," a one-time additional compensation arrangement which does not adjust the basic salary structure, doesn't amount to \$250 in their pockets. After automatic deductions from the basic \$250 figure applicable to everyone, the actual "take

home" total ranges between a low of about \$168 up to a high of about \$187.

The "bonus" paycheck, dated Aug. 19, is being distributed via regular paycheck distribution systems and a spokesman for the Division of Audits and Accounts said everyone should have their check by Aug. 19, with many receiving them on Aug. 18.

The reason for virtually everyone receiving the same amount, regardless of salary or deductions claimed, is that basic salary withholding formulas are set up on a bi-weekly structure and the one-time "bonus" payment is not applicable to any one bi-weekly pay period but rather is applied as a year-long payment. Therefore, standard deductions will be applied to every individual, 20 percent for Federal tax; 5 percent for New York State tax; 1.8 percent for New York City resident tax, where applicable. (Continued on Page 3)

CSEA Repeats Its Opposition To MAC Pension Investment

ALBANY—The Civil Service Employees Assn., which represents some 300,000 public employees in New York State, has issued a strong reiteration of its opposition to the investment of public employees' retirement system pension funds in Municipal Assistance Corporation (MAC) securities.

In a double blast at what the big labor union called the "unwise investment in unsecured securities," CSEA's Board of Directors initiated the sending of a letter and a telegram to State Comptroller Arthur Levitt and CSEA Albany Region president Joseph E. McDermott issued a charge that the state is raiding the pension fund "solely to bail out the Governor on his promises to take care of New York City."

CSEA president Theodore C. Wenzl, at the direction of the union's Board of Directors, yesterday fired off a hand-delivered letter and a telegram to Comptroller Levitt stating "as forcibly as possible the unalterable opposition of the Civil Service Employees Assn. to your investment of our members' pension funds in any questionable securities, and in particular, those of the Municipal Assistance Corporation, which amount to unsecured securities."

The letter concluded, "The retirement security of 300,000 public employees in New York State represented by CSEA is dependent upon the wise and prudent investment of their pension funds by those entrusted with this responsibility. On behalf of these employees, I adamantly object to the investment of their pension funds in Municipal Assistance Corporation bonds. I urge

you to reject any future consideration of such unsound and unwarranted investments."

Meanwhile, Mr. McDermott, president of the Albany Region covering some 50,000 public employees, released part of a memorandum written by a high official in the Retirement Fund to Comptroller Levitt's office. The memorandum is extremely critical of suggestions to invest pension funds in MAC bonds. Mr. McDermott declined to reveal the author of the memorandum but quoted extensively from the copy obtained by the union.

The critical memo reads, in part, "This public corporation was formed by the Legislature to forestall what appeared to be impending bankruptcy for New York City. Its continued viability would require that New York City be able to meet certain enormous obligations coming due

(Continued on Page 14)



Solutions Needed—Not Scapegoats To Solve Budget Woes

ELECTED officials in many states, counties, cities, towns and villages are pursuing policies that not only are counter-productive, but in the long run may turn out to be disastrous, in making the public employees the scapegoats of their (Continued on Page 6)

Charges Levine With Bias

ALBANY—The Civil Service Employees Assn. has charged State Industrial Commissioner Louis Levine with discriminating against former Labor Department employees by using different criteria for the denial of unemployment insurance than are used for other out-of-work employees.

CSEA president Theodore C. Wenzl, in a letter sent last week to the Labor Commissioner, asserted that employees who were

affected by recent layoffs in the Manpower Services Division of the State Labor Department and who have refused to take another position at a lower grade or at a lower rate of pay are being "routinely denied unemployment insurance benefits."

Dr. Wenzl said that it is "outrageous to think that the Industrial Commissioner of the State of New York would treat his employees any differently than other members of the working community that the Labor Department services through the Unemployment Insurance Division. There is no reason why public employees should be considered second class citizens. . . ."

The union president explained that unemployed workers from other sectors of the labor force in the state have always had the right to refuse to take a job that offered less pay or grade opportunities than their previous position, without the loss of eligi-

(Continued on Page 3)

Ask Names

CSEA Headquarters needs a complete listing of all chapter or unit officers and delegates resulting from recent local elections. Send all names, work and home addresses, and work and home telephone numbers to the attention of the Executive Director, CSEA, 33 Elk Street, Albany, New York 12207. This same information should be furnished to your regional president.

Issue Dutchess Strike-Related Loans

POUGHKEEPSIE—Nearly \$1,500 in emergency loans was given out at the Poughkeepsie Holiday Inn in one four-hour period recently. The interest-free loans went to Civil Service Employees Assn. Dutchess County unit members who conducted a successful five-day strike in July.

CSEA's assistant supervisor of general accounts, Joseph Salvino, came from Albany to help disburse the funds. Mr. Salvino said the money had been transferred

from CSEA's general account to a special account called the "Dutchess Emergency Loan Fund."

Fifteen members applied for and received the loans. Dutchess County CSEA chapter president Ellis Adams said the amount each member received is confidential, but each loan was for a different amount because they were limited to the difference between the member's usual paycheck and the paycheck of Aug. 8.

The Aug. 8 paychecks reflected

a docking of the workers' salaries because of the strike.

The loans must be repaid to the Dutchess chapter by Sept. 8. They can be repaid in person at the CSEA Southern Region III headquarters at Old Albany Post Rd. North, Fishkill, or sent in the prepaid envelope supplied with the loans, Mr. Adams said.

Also assisting in the loan program where Dutchess chapter treasurer Barbara Hogan and Dutchess chapter secretary Helen McCollum.

Inside The Leader

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- CSEA Calendar — See Page 3
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BEST WISHES — Solomon Gordon, a field representative for New York City Region II, Civil Service Employees Assn., extends a hand in congratulations to Marvin Nallek, newly elected president of the CSEA's New York Psychiatric Institute chapter. Mr. Nallek and other NYPIC officers were installed for two-year terms in recent ceremonies.

Poston Urged To Suspend Drug Abuse Trainee Exam

ALBANY—The Civil Service Employees Assn. has asked Civil Service Commissioner Ersi Poston to suspend a proposed state examination for the title of Drug Abuse Rehabilitation Counselors Trainee II on grounds that it would affect the quality of services in drug treatment programs and result in "the dilution of the professionalism of the Drug Abuse Rehabilitation Counselors."

CSEA made the request after it was contacted by counselors concerning a civil service examination, No. 39-108, scheduled for some time after Aug. 11, 1975.

A CSEA staff spokesman said that according to the announcement for the exam, it will consist of evaluation of training and experience, rather than a written or oral examination, which "is more competitive in the strict sense."

In the Poston letter, CSEA said, "We must protest this examination, not to prevent the promotional opportunities of any employees, but the dilution of the professionalism of the Drug Abuse Rehabilitation Counselors."

We do not believe that an individual with only one year of participation in a counseling program with limited academic qualifications would be ready after six to 12 college credits and one more year of participation in a counseling program to perform the professional level or work necessary in this important program."

The CSEA letter also warns against "hurry up" programs to

correct the problem of drug abuse which has existed for a long time. It says that what is needed are individuals "whose performance will result in a cessation of the drug problem as quickly as possible and this can be done by well-trained individuals. The quality of all treatment programs is only as good as those individuals who conduct them and are responsible for them."

H. S. Grads May Qualify In Rockland Clerical Jobs

NEW CITY — Positions as typists, stenographers, and transcribers are currently open in various civil divisions in Rockland County departments and agencies. Salaries start at \$6,195 for typists and \$6,685 for stenographers and transcribers.

All applicants must be legal residents of Rockland County and be a high school graduate or possess a high school equivalency diploma. Clerical experience or academic or vocational training may be substituted for education on a year-for-year basis.

For typist positions, applicants must pass a written spelling test and a 5-minute typing test at 35 words per minute. Stenographers are required to pass a written spelling exam, a 5-minute typing test, plus a two and-a-half minute stenography test at 80 words a minute. A written spelling test and a five-minute test in which

candidates must score 55 words per minute with an error rate of 5 percent or less.

Candidates must achieve passing scores in all portions of the examination. Final scores will be determined on only the typing and stenography parts of the test.

To arrange for tests, held at frequent intervals, candidates should contact the New York State Employment Service office at 50 Commerce St., Spring Valley or by calling (914) EL 6-6500; completed applications should be sent to the Personnel Office, County Office Building, New City, N. Y. 10956.

James O'Shea To Head OGS

ALBANY — James C. O'Shea, 62, a Rome attorney, has been picked by Gov. Hugh L. Carey to succeed Gen. A.C. O'Hara as commissioner of the Office of General Services.

The post pays \$47,800 annually.

OGS is responsible for maintaining and operating all state office buildings, including the Albany South Mall complex, and handles state purchasing, data processing operations and disposal of excess state property. It had approximately 3,600 staffers.

Suffolk Nursing Director's Exam

HAUPPAUGE—The Suffolk County Civil Service Department is seeking applicants for the post of public health nursing director (exam 15-239).

A master's degree in nursing or related fields which includes courses in nursing administration and nine years' nursing experience will qualify candidates. All candidates must also possess a registered professional nurse license.

A Sept. 27 examination will test knowledge of administration, program planning, organization and administration of training programs and social factors related to patient care. Applications should be postmarked not later than Aug. 27. They may be obtained from Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veterans' Memorial Highway, Hauppauge, N. Y. 11787.

State Correction Deputy Super Exam Is Set For Oct. 4

ALBANY — Qualified employees of the state's Correctional Services Department have until August 25 to file for deputy superintendent for reception and classification. The job is at the G-27 level paying \$21,545 a year.

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5296 Lv. Sept. 27, Ret. Oct. 4
5297 Lv. Oct. 11, Ret. Oct. 18
5298 Lv. Oct. 25, Ret. Nov. 1
5299 Lv. Nov. 8, Ret. Nov. 15
3 Nights Mexico City, 1 Night Taxco or Ixtapan, 3 Nights Acapulco EP, From.....\$339
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5300 Lv. Sept. 13, Ret. Sept. 27
5301 Lv. Sept. 27, Ret. Oct. 11
5302 Lv. Oct. 11, Ret. Oct. 25
5303 Lv. Oct. 25, Ret. Nov. 8
5304 Lv. Nov. 8, Ret. Nov. 22
6 Nights Mexico City, 1 Night Taxco, 7 Nights Acapulco EP, From.....\$399
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5316 Lv. Oct. 10, Ret. Oct. 17
5317 Lv. Oct. 24, Ret. Oct. 31
At the Deluxe MERIDIEN HOTEL AB.....\$339
- GUADELOUPE** — 7 Nights
5319 Lv. Oct. 9, Ret. Oct. 16
5320 Lv. Oct. 23, Ret. Oct. 30
At the First Class ARAWAK HOTEL Or at the deluxe MERIDIEN HOTEL CB.....\$298 AB.....\$329
- GRAND BAHAMA ISLAND**
5324 Lv. Oct. 10, Ret. Oct. 13 (3 Nights) EP.....\$149
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LAS VEGAS — 3 Nights
5255 Lv. Oct. 9, Ret. Oct. 12
At the HILTON INTERNATIONAL CB.....\$239
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SURPRISE PARTY — Nicholas Fiscorelli, center, cuts a cake at a surprise party tendered him in Albany following his election as president of the Education chapter, Civil Service Employees Assn. Surprise party guests, from left, are Berniece Waldman, Jan Roberts, Laura Silverman, Helen McDermott, Donna DiPace and Bob Ackerman.

CSEA Draws Up Plans For Its 65th Annual Delegates Meet

NIAGARA FALLS—The 65th Annual Delegates' Meeting of the Civil Service Employees Assn. is set here for Sunday through Friday, Sept. 28-Oct. 3 at the Niagara Falls Convention Center.

The headquarters hotel is the Niagara Hilton which is immediately adjacent to the Center. Other lodgings are available to chapter presidents, delegates, their guests and others but no arrangements for accommodations will be made through CSEA Albany Headquarters. Reservation forms will be made available to prospective attendees through the Niagara Falls Convention Bureau, c/o CSEA Convention Housing Bureau, P. O. Box 786, Falls Station, Niagara Falls, N. Y. 14303.

Other motels involved will be the Parkway-Ramada Inn; Howard Johnson's Niagara Falls Motor Lodge; Schrafft's Motor Inn; Travelodge; Scenic Inn; Red Coach Inn; Envoy Motor Inn; Coschman Motel, and the Treadway Inn. With the exception of the Treadway Inn, all lodgings are within walking distance of the Center. The Niagara Falls Convention Bureau will provide a 50-passenger bus which will be operated on a regular schedule between the various motels and the convention site.

CSEA Headquarters warned that rooms will be reserved on a first-come-first-served basis and will be held only until 6 p.m. on the anticipated arrival date, unless a later hour is indicated. Cancellations must be received 48 hours prior to the committed arrival date or deposits will be forfeited.

John Naughter, of CSEA Albany Headquarters, suggested that some groups of delegates may wish to charter a bus or buses to the meeting to provide an economical means of transportation and to help ease the energy problem. If this is the case, Mr. Naughter advised, he should be consulted at CSEA Headquarters, 33 Elk St., Albany, so that he may serve as liaison with the motels in giving estimated arrival times.

Regarding financial reimbursement, CSEA treasurer Jack Gallagher quoted the Association's by-laws (Article III, Section 3(c) (1):

"All chapters shall receive reimbursement for the expenses of one delegate to the annual meeting and chapters having more than 1,000 members shall receive reimbursement for the expense of one additional delegate for each additional 1,000 members or major fraction thereof. The maximum reimbursement for such delegate shall be his lodging expense for the duration of the meeting and the railroad or mileage expense."

Enlarging on the section, Mr. Gallagher noted: "This is in-

terpreted to mean that the Association will make the reimbursement provided to the treasurer of your chapter. Transportation by auto, including Thruway tolls, will be allowed and mileage from the chapter headquarters to the Niagara Falls Convention Center and return will be at the rate of 15 cents a mile."

Mr. Gallagher noted that maximum allowance for the five nights' lodging will be \$117.70, including tax, and will cover only the period of Sept. 28 through Oct. 2. He added that it is the responsibility of the chapter to arrange for the expenses of the delegate which are not reimbursable under the by-law.

The CSEA treasurer also urged delegates to consider sharing double rooms at the meeting.

"Each year, it is becoming increasingly difficult to house our delegates in one hotel because of the extensive use of single

room arrangements. Since there is a wide variance in rates for double and single rooms, it is more expensive for our Association if people use double rooms for single occupancy."

Amtrak has departures from Grand Central Station, Manhattan, for Buffalo at 8:30 a.m. and 1 p.m. arriving at 5 p.m. and 9:30 p.m. respectively. From the Penn Central Buffalo station, bus service is available to the Parkway-Ramada Inn at a cost of \$1.50 per person. The Greater Buffalo International Airport is served by American, Allegheny, United and Eastern Airlines. Airport service is available from the airport to all the participating motels at a cost of \$3 per person. For those traveling by auto, the exit from the New York State Thruway is Exit 50, thence to I-290 to I-190 (North) to the Robert Moses Parkway. Traffic signs will give the route to the Convention Center.

Taxes Take First Bite

(Continued from Page 1)
ble; and .0045 percent for NYC non-resident tax, where applicable. Social Security taxes are also deducted, up to the maximum withholding amount.

The \$250 bonus payment applies to the third year of the present 3-year contract covering state workers in four bargaining units represented by CSEA.

The one-time \$250 payment was contained in the State's supplemental budget, along with scores of important projects and programs plus substantial "lulus" for nearly all Legislators. In voting on the supplemental budget package the Legislators overwhelmingly approved the proposal, including the meager \$250 payment.

Legislators who voted for the supplemental budget, including the \$250 payment, have encountered considerable "heat" from state employees for their action in forcing the small one-time payment down state workers' throats. CSEA, in turn, has also threatened the institution of a massive political action fund to use against those same legislators who will be seeking reelection to office next year.

Those legislators have attempted to counter that they, in fact, had virtually no opportunity to express their wishes on the \$250 bonus because the Carey Admin-

istration tied it into the supplemental budget under one vote. CSEA, however, still plans to raise the giant political war chest and one of the considerations on whether to support or not support individual legislators will be their vote on the supplemental budget. Other considerations will also be given, however, especially on how each individual legislator is rated on supporting the union's position on a variety of bills and programs spread over the entire legislative session.

And so, with the payment of the bonus this week, CSEA now turns its attention to upcoming negotiations starting late this fall with the State on the issue of a completely new contract for state workers replacing the existing contract which expires on March 31, 1976.

Charge Levine

(Continued from Page 1)
bility for unemployment benefits.

In his letter to Mr. Levine, Dr. Wenzl concluded, "I am sure that you agree that this is an intolerable situation and that you will correct it immediately."

The CSEA leader also said that if any former Department of Labor employees encounter such a denial of unemployment insurance, they should contact their local CSEA representative.

Ⓢ CSEA calendar Ⓢ

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

AUGUST

- 21—Southern Region III meeting: 7:30 p.m., Holiday Inn, Newburgh.
- 22—Syracuse Region V special officers' meeting: 7 p.m., Region V office auditorium, 700 E. Water St., Syracuse.
- 22—Marcy Psychiatric Center chapter general meeting: 7 p.m., Burrstone Restaurant, New Hartford.
- 27—Yorktown Custodial unit meeting and installation: 3:15 p.m., Middle School cafeteria, Yorktown Heights.
- 28—Rochester chapter annual summer party: 6:30 p.m., Logan's Party House, Scottsville Rd., Rochester.

SEPTEMBER

- 5—Education Department chapter clamsteam and steak roast: 12:30 p.m.-9 p.m., Lanthier's Grove (two miles north of Latham Circle), Rt. 9.
- 5-6—Syracuse Region V meeting: Lake Placid Club, Lake Placid.
- 6—Saratoga County Educational Employees chapter clamsteam: 10 a.m., Krause's Half Moon Beach, Crescent.
- 7—Onondaga County chapter clambake: 1-6 p.m., Henderwade's Grove.

Region V Meet: 'Today's CSEA Role'

SYRACUSE — Richard E. Cleary, president of Civil Service Employees Assn.'s Syracuse Region V, has called a special meeting of all Region V chapter officers for Aug. 22. The meeting will be held at 7 p.m. at the Regional office auditorium, 700 E. Water St., Syracuse.

"The purpose of this meeting is to discuss CSEA's role today at the chapter level," Mr. Cleary said.

Topics for discussion will include improving communications between chapters, regions and headquarters and how to obtain available services from regional and headquarters offices.

A team from CSEA Headquarters attending the meeting will include John Carey, assistant executive director - state division; Thomas Coyle, assistant director of research; Dan Campbell, public relations associate; Rich Burstein, assistant counsel, and John Conoby and John Naughter, state collective bargaining specialists.

Frank Martello, Syracuse Region V supervisor, will serve as moderator, with members of Region V field staff available to discuss local level problems.

All Region V chapter officers planning to attend are requested to call the Regional office secretary to determine the prospective attendance. Arrangements have been made to assist any chapter officer with room reservations if required.

"It's extremely important that

(Continued on Page 14)

Lynch & Austin Take Top Slots In Taconic Vote

FISHKILL — Harry J. Lynch, of Beacon, and Lester Austin, of Hopewell Junction, were elected president and vice-president, respectively, of the Taconic State chapter, Civil Service Employees Assn. in recent balloting.

Other officers named to two-year terms were Ruth Decker, of Germantown, treasurer; Arthur Griffith, of Elizaville, delegate, and William Pitsing, of Gardnertown, alternate delegate. The Taconic chapter represents state park and historic site employees in Westchester, Putnam, Dutchess and Columbia Counties.

**BUY
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BONDS!**

Pharoah, Wooding Share Prize For Top Suggestion

ALBANY — Sixteen state employees won cash awards totaling \$1,220 in July for money-saving ideas submitted to the New York State Employee Suggestion Award Program. The program is administered by the State Department of Civil Service. The estimated first-year savings from these suggestions is \$14,956.

Awards, winners and their residences are:

\$230. Joint award to Jack J. Pharoah, Syracuse, and Frank Wooding, Liverpool, both Department of Transportation.

\$200. Richard R. Blackmore, Warsaw, Transportation, and Silvia Redding, Castleton, Department of Motor Vehicles.

\$120. Peter Zoellner, Smithtown, Department of Mental Hygiene.

\$100. Ralph Underwood, Lou-

donville, Department of Taxation and Finance, and Joanne Satalino, Albany, State Board of Social Welfare.

\$50. Nancy Menegio, Ballston Spa, Motor Vehicles.

\$35. Judith A. Parisi, Amsterdam, Motor Vehicles, and Robert Mic Arthur, Sterling, Transportation.

\$25. M. L. Hegeman, Remsen, Division of State Police; Harold R. Richardson, Latham, and William C. Miller, Lancaster, both Transportation; Karen Dee, Albany, and Delores E. Burrell, Lindenhurst, both Motor Vehicles, and Edward Nicholas, Troy, Public Service Commission.

Cash award winners also receive certificates of merit.

State Promotional Job Calendar

Applications Accepted To August 25
Exams in October

Title	Salary Grade	Exam No.
Associate Compensation Claims Auditor	G-23	35-829
Junior Compensation Claims Auditor	G-10	35-826
Compensation Claims Auditor	G-14	35-827
Senior Compensation Claims Auditor	G-18	35-828
Workmen's Compensation Examiner	G-14	35-833
Senior Workmen's Compensation Examiner	G-18	35-834
Associate Workmen's Compensation Examiner	G-21	35-835
Principal Workmen's Compensation Examiner	G-24	35-836
Security Hospital Sr. Treatment Asst.	G-16	39-086
Senior Examiner of Municipal Affairs	G-18	35-856
Senior Compensation Claims Examiner	G-18	35-830
Associate Compensation Claims Examiner	G-21	35-831
Principal Compensation Claims Examiner	G-24	35-832
Senior Civil Engineer (Structures)	G-23	35-795
Assistant Civil Engineer (Structures)	G-19	35-794
Senior Research Analyst	G-23	35-815
Senior Research Analyst (Municipal)	G-23	35-857
Senior Hospital Administration Consultant	G-28	39-107
Principal Heating and Ventilation Engineer	G-31	39-106

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

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

NIMITZ NAMED

Matthew Nimitz, a New York city lawyer and former White House assistant, has been appointed to the Port Authority of New York and New Jersey.

MANGES TO ONONDAGA

Roger J. Mangas, dean of the Fort Wayne campus of Purdue University, has been named president of Onondaga Community College, effective Sept. 1.

Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,942	20-414
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Administration Intern	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man		
(Mechanic—Statewide except Albany)	\$ 7,616	varies
Medical Specialist I	\$27,942	24-407
Medical Specialist II (Bd. Eligible)	\$33,704	20-408
Medical Specialist II (Bd. Certified)	\$35,373	20-408
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman		
(Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Principal Actuary (Casualty)	\$22,694	20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$35,373	20-391
Psychiatrist II (Board Certified)	\$35,373	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Medical Records Librarian	\$11,337	20-348
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Vartype Operator	\$ 6,811	20-307

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

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

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Municipal Credit Union reports financial condition excellent.

The Municipal Credit Union's Board of Directors, at the June 30, 1975 Quarterly Dividend Meeting, announced the paying of a 6½% per annum Dividend, compounded quarterly, for the quarter ending June 30, 1975, and anticipated paying the same Dividend, based on continued favorable earnings, at the end of the third quarter of 1975.

The Municipal Credit Union's corporate assets have increased approximately 200% since the end of 1971. The membership of the Credit Union now exceeds 100,000 shareholders, comprised of City employees, State employees, members of the various Authorities, and members of shareholders' immediate families.

Despite the economic downturn, the Credit Union still shows a healthy growth and still plans to have its data processing system operational by the Spring of 1976.

New Corrections Head Named

ALBANY—A bill has been signed by Gov. Hugh L. Carey restructuring the State Commission of Correction and the

Governor nominated Herman Schwartz, 43, a professor of law at the State University at Buffalo, as the commission's first full-time chairman.

The present commission, which would be altered by the bill, consists of seven part-time members. The new commission, which will go into operation in a month, will have three full-time members and will have increased powers to set and enforce standards in state jails and prisons.

Mr. Schwartz is a former U. S. Senate counsel and Buffalo assistant district attorney. The post will pay \$39,850 annually.

Rensselaer P.H. Nurse

The Rensselaer County Civil Service Commission is accepting applications for public health nurse, a \$9,131 to \$9,386-a-year position.

There are no residency requirements, but Rensselaer County residents will be given preference.

To be eligible candidates must possess a New York State registered nurses permit or license. Applicants must also have a bachelor's or master's degree in nursing.

No written or oral test will be held. Candidates will be rated on training and experience.

Applications will be taken until all positions are filled. There is no closing date.

To apply, candidates should send an application and college transcript to the Rensselaer County Health Department. Applicants must also apply at the county Civil Service Commission, Court House, Troy.

Community Worker, Clerk, Other Suffolk Exams Set

HAUPPAUGE—Medical records clerks, community service workers, water district supervisors, public health engineers, and chief management analysts are currently being sought by the Suffolk County Civil Service Department. Applications for all positions must be received by Aug. 27, with examinations being held Sept. 27.

The County Health Services Department has an opening for a medical records clerk (exam 15-244). The position has a starting salary of \$7,176 per year.

To be eligible, candidates must be high school graduates or have two years' experience in medical clerical work. A combination of education and experience will also be accepted. The written exam will test knowledge of record keeping, arithmetic reasoning, medical terminology, the use of number-letter codes and interpreting written material.

One year of experience in a position involving public contact or the successful completion of 30 credits at a college or university will qualify applicants for community service worker (exam 15-242) and community service worker (Spanish-speaking). Both jobs pay \$6,864 a year to start.

A written exam will test abili-

ties in such areas as techniques of interviewing, record keeping and the ability to understand and work with people in a variety of human services situations. In addition, the 30 candidates receiving the highest scores in the Spanish-speaking worker test, will be invited to a qualifying oral exam.

For water district supervisor (exam 15-241), a \$12,500 position, applicants must be high school graduates and have two years' experience in water distribution work, one of which should be in a supervisory capacity.

The Sept. 27 test will include questions on methods, materials, and equipment used in construction of water distribution systems; interpretation of plans and specifications; administration, and supervision.

A bachelor's degree in engineering and one year of experi-

ence as a public health engineer or two years' experience in sanitary or public health engineering qualifies candidates for assistant public health engineer (exam 15-247). A master's degree may be substituted for experience in the \$10,104 a year position.

Also, graduation from college with a bachelor's degree in sanitary and public health engineering and eight years of experience will qualify applicants for the \$17,446 position of associate public health engineer (exam 15-245). Both written exams will test knowledge of environmental health including communicable diseases; microbiology; water supply; water and air pollution, and solid waste disposal.

Chief management analyst is open to individuals with a master's degree in business or public administration and six years of responsible experience involving budgetary review and preparation, management systems analysis or a related field. A bachelor's degree and eight years of experience may be substituted for the above experience.

There will be no written or oral test. Candidates meeting the minimum requirements will be rated on the basis of their education and experience.

Applications and detailed information for all positions may be obtained from the Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veterans' Memorial Highway, Hauppauge, N. Y.

SELECT WATSON

State University Board of Trustees has approved the selection of Jack C. Watson, presently executive vice-president of Lincoln Open University in Springfield, Ill., as president of Niagara County Community College at an annual salary of \$31,500. He will succeed Ernest Notar, who is retiring.

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LEGAL NOTICE

THE PHANTOM PRODUCTION COMPANY, 211 East 51st Street, New York, New York. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on July 28, 1975. Business: Motion Picture Production and Distribution. General Partners: Caribbean Communications, Ltd., 211 East 51st Street, New York, New York; Mogul Productions, Ltd., 131 Prince Street, New York, New York; Vaquer Productions, Inc., 494 Broadway, New York, New York. Limited Partners: address and cash contribution: Bernard Coran, 3414 Frederick Street, Oceanside, New York, \$2,000.00; Benjamin Farber, Apt. 2816, 200 Winston Drive, Cliffside Park, New Jersey, \$5,000.00; Lukin Gilliland, 219 Argyle, San Antonio, Texas, \$40,000.00; Jeffrey J. Jable, 1520 York Avenue, New York City, New York, \$5,000.00; Walter A. Lubanko, Cedar Swamp Road, Brookville, New York, \$10,000.00; Eugene S. Madoff, 746 South Rainbow Drive, Hollywood, Florida, \$2,000.00; Michael P. McDonough, 130 East 67th Street, New York City, New York, \$1,000.00; Stephen J. McGruder, 513 East 86th Street, New York City, New York, \$5,000.00; Cathy Ming, Apt. 3-J, 790 Riverside Drive, New York City, New York, \$1,000.00; Hans Pasch, 217-54 77th Avenue, Bayside, New York, \$4,000.00; Lowell R. Patton, Jr., 115 Overlook Avenue, Leonia, New Jersey, \$2,000.00; Martin Reiser, 166-25 Powells Cove Blvd., Whitestone, New York, \$2,000.00; Sydney Rosen, 8 Hillside Avenue, Roseland, New Jersey, \$3,000.00; Elizabeth B. Schneider, 211 Tiffany Road, Oyster Bay, New York, \$2,500.00; Franz Schneider, 211 Tiffany Road, Oyster Bay, New York, \$2,500.00; Jane Schneider, 211 Tiffany Road, Oyster Bay, New York, \$4,000.00; Pascual Vaquer, 2743 Hollyridge Drive, Hollywood, California, \$1,000.00; Leo A. Wurtzel, 27 Woodland Drive, Sands Point, New York, \$2,000.00; Charles Zucker, 341 West 22nd Street, New York City, New York, \$6,000.00. Share of Profits shall be as provided in agreement. Partnership shall exist until July 8, 1990 unless sooner terminated. Additional contributions may be required upon ten (10) days written notice from the general partners for a sum equal to ten per cent (10%) of such limited partner's initial contribution. Partnership contributions shall be returned if and when there are net receipts. No priority among limited partners. No additional limited partners may be admitted. Limited partners are not entitled to demand or receive property other than cash in return of their contribution unless otherwise agreed to by all partners.

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TUESDAY, AUGUST 19, 1975

Democratic Body

ONCE a month the governing body of the Civil Service Employees Assn. meets at its headquarters in Albany, across from the state capitol.

The CSEA Board of Directors consists of 10 statewide officers, 51 state-employed departmental representatives and 56 local-government-employed county representatives. The Board meetings are presided over by the statewide president Theodore C. Wenzl, of Albany, or, in his absence, by the executive vice-president, William McGowan, of Buffalo.

In addition, the state and county representatives meet separately to discuss items of a specialized nature. These meetings are presided over by State Executive Committee chairman Thomas H. McDonough, of Albany, and by County Executive Committee chairman Salvatore Mogavero, of Buffalo.

Other statewide officers include the treasurer, the secretary and six vice-presidents representing the six geographic regions of CSEA.

Because the meetings of the Board, the Executive Committees and the officers are considered confidential policy-making sessions, the press has been traditionally barred, and the meetings consequently unpublicized.

We think it is time that the rank-and-file CSEA members be made better aware of the democratic procedures practiced by CSEA.

We don't think that the average member is actually aware of the extensive time and effort put into union business—mostly on a voluntary basis—by so many of their leaders.

At various meetings recently, we have seen these leaders criticized by rank-and-file members as being "high-paid."

Board members receive mere expenses, and the officers receive essentially small honorariums, with the exception of the statewide president, who devotes full time to his union duties. With only a couple of exceptions, all other officers and Board members have job responsibilities with the state or a local government jurisdiction.

There are paid, professional staff members at Headquarters, regional and satellite offices and in the field. These include the field representatives and a battery of behind-the-scenes people such as secretaries, clerks, researchers and others needed to keep a large organization functioning smoothly and providing services for its members.

But, the CSEA statewide, regional and chapter officers, as well as the Board members, are basically just volunteers who care about their fellow workers . . . and they are required to stand for election every two years.

Board members, for the most part, spend two days a month at Headquarters just for Board meetings. For example, last week, they were there on Wednesday for various Board committee meetings, on Thursday morning for the Executive Committee meetings and on Thursday afternoon—until after 9 that evening without a supper break—for the actual full Board session.

Adding to that the committee, chapter and regional responsibilities that most of them carry, it is plain to see that the two days detailed above are a mere start.

With so many committed members, CSEA's strength has been consistently growing in its 65-year existence. We presume it will continue on the same course into its 66th year.

Don't Repeat This!

(Continued from Page 1)
budget problems.

In the long run of history, life has become increasingly complex. As a result, the public needs and demands more rather than less public services. Volunteer firemen perform nobly in many rural areas. In such areas it is also possible to dispose of garbage by burning in a remote field. In urban areas fire protection cannot be provided by volunteers nor can garbage be disposed of by conflagration in the streets. In an urban area, with respect to both functions, it is essential that there be highly trained people whose skills require professionalism and craftsmanship.

Inconsistency

In virtually every aspect of life there appears to be an inconsistent demand that the government do something. Yet there is an inconsistency on the part of the public: even as government is called upon to accept more and more responsibility for the everyday life of the people, government is criticized more and more for its growing size, for its expanding bureaucracy, and for its ever increasing expenditures. Thus it is possible for a legislator to become a hero of sorts among his constituents by voting for every appropriation bill but voting against every revenue measure.

One of the most tragic things about dismissal of public employees for budget balancing purposes is that all too frequently the burden of such firings falls most heavily upon the most vulnerable in our society. Thus the closing of state Mental Hygiene institutions or municipal hospitals makes the poor, the ill, and the afflicted the most serious victims of this type of economy.

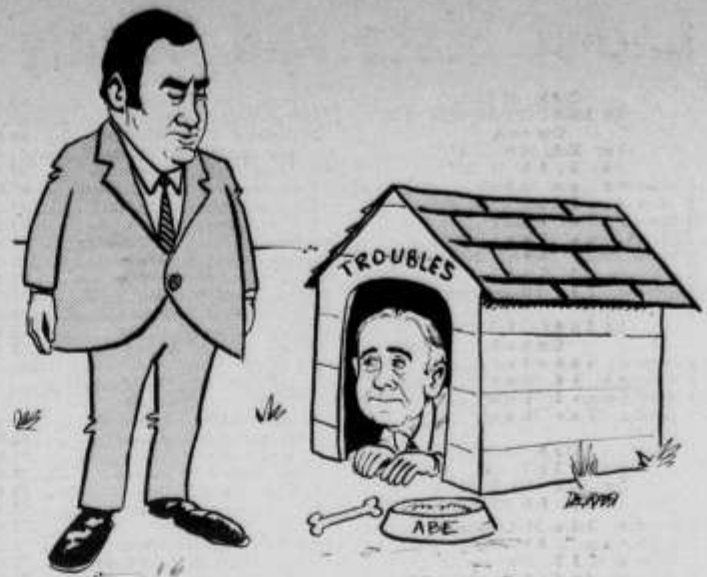
Unfortunately, the media have made too much of a big thing over the fact that organizations of public employees have been growing by leaps and bounds and over the fact that there has been an increase over the years in the number of public employee strikes. Actually, there is nothing unusual about these developments.

In the private sector, labor unions had their period of largest growth during the New Deal period, after Congress enacted the Wagner National Labor Relations Act. The result, of course, has been substantial improvements in the wage scales and fringe benefits of the working people in the private sector. It took some years before the public employee realized that he was consistently falling behind in his living standards compared to the standards of those doing like work in the private sector. With the growth of organizations such as the Civil Service Employees Assn., the public employee started on the road to progress to catch up with the salary and wage scales that prevailed in private employment.

Stronger Organization

Recent events have demonstrated that the real need is for stronger rather than weaker organizations of civil service employees. Up until recently tenure in career had been the greatest attraction for those interested in civil service. Now the civil service employee knows that the notion of tenure can be a rather slender reed on which to anchor

(Continued on Page 7)



"MOVE OVER, FELLA"



Civil Service Law & You

By RICHARD GABA

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

Supervisors and Managers

The Appellate Division, Third Department, in a recent decision held that not all supervisory employees are managerial employees within the meaning of the Taylor Law.

The Metropolitan Suburban Bus Authority (MSBA) is a subsidiary of the Metropolitan Transportation Authority and is a public benefit corporation of New York State. On Aug. 15, 1973, the Subway-Surface Supervisors Association filed an amended petition with the Public Employment Relations Board for certification as the exclusive negotiating representative for various MSBA personnel, including dispatchers and foremen. The MSBA opposed the petition with respect to dispatchers and foremen, alleging that they were not within the scope of Taylor Law coverage because they were managerial employees. After a hearing was held, PERB's director of public employment practices and representation issued a decision on Feb. 15, 1974 holding that the dispatchers and foremen were not exempt from Taylor Law coverage.

EXCEPTIONS WERE FILED by the employer and on April 29, 1974, PERB affirmed the Director's decision. The Association was designated as negotiating agent for the unit and MSBA was ordered to bargain. On July 26, 1974, MSBA commenced an Article 78 proceeding pursuant to Section 213 of the Taylor Law appealing the PERB decision. Section 201.7(a) of the Taylor Law excludes managerial or confidential employees from the definition of the term "public employee." The Taylor Law defines managerial employees as persons "(i) who formulate policy or (ii) who may reasonably be required on behalf of the public employer to assist directly in the preparation for and conduct of collective negotiations or to have a major role in the administration of agreements or in personnel administration provided that such role is not of a routine or clerical nature and requires the exercise of independent judgment."

PRIOR TO 1971 when this definition was added to the Taylor Law, PERB had only excluded executives from coverage. The Legislature stated in 1971 its intention that designations of employees as managerial reflects the extent to which a public employer has from time to time organized itself for collective negotiations. It was not the intention of the Legislature to destroy existing employer-employee negotiating units. The court in construing the pertinent language stated that the statutory amendment reasonably was construed as not intending to alter existing groups of organized employees even though they were clearly of a high ranking supervisory nature. This was especially true where the public employer had already recognized such groups and was negotiating with them prior to the enactment of the 1971 amendment.

IT HAS BEEN HELD by PERB that not all employees who perform supervisory tasks are considered managerial for purposes of Taylor Law coverage. PERB's determination

(Continued on Page 10)

Latest State And County Eligible Lists

Letters To The Editor

CIVIL SERVICE LEADER, Tuesday, August 19, 1975

EXAM 35-742
SR BIostatistician
Option A
Test Held May 3, 1975
List Est. July 14, 1975

- 1 Stenstrom John Latham92.1
- 2 Ives Aare Delmar82.3
- 3 Finkell Arthur Albany77.3
- 4 Farrell Louise Cohoes72.1
- 5 Uppal Paul S Newtooville71.2
- 6 Tierstein M N Brooklyn70.3
- 7 Labarba Claire Slingerlands70.0

SR BIostatistician
Option B

- 1 Blodgett James Albany86.4
- 2 Greenstein S C Albany75.0
- 4 Kash George D Albany72.1
- 5 Bartlett Wesley Brooklyn70.1

EXAM 35-793
MEDICAL TEST ASST TRNE
Test Held May 31, 1975
List Est. July 15, 1975

- 1 Seymour Debes M Loudonville89.6
- 2 Heidenstrom L Schenectady83.3
- 3 Kelleher C J N Troy81.3
- 4 Andersen Amelia Westerlo81.0
- 5 Lee Benjamin C Slingerlands80.8
- 6 Martone Judith N Troy71.5
- 7 Lafontaine G E Saratoga70.2

EXAM 35-743
SR STATISTICIAN
Option A
Test Held May 3, 1975
List Est. July 15, 1975

- 1 Stenstrom John Latham94.1

- 2 Nager Joel A Brooklyn93.3
- 3 Ives Aare Delmar92.3
- 4 Tierstein M N Brooklyn88.3
- 5 Krueger Richard Albany87.9
- 6 Uppal Paul S Newtooville87.7
- 7 Labarba Claire Slingerlands87.0
- 8 Subowinsky Gary NYC85.2
- 9 Farrell Louise Cohoes83.1
- 10 Binder Yvette M Brewster81.5
- 11 Lepak Greg M Albany79.4
- 12 Sullivan Robert Latham78.2
- 13 Frye Mary B Albany77.1
- 15 Whitehill R H Bronx73.5
- 16 Finkell Arthur Albany72.3
- 17 Krim Jerry C Albany71.2

SR STATISTICIAN
Option B

- 2 Harris Richard Albany84.1
- 3 Greenstein S C Albany82.0
- 4 Davies Charles Albany81.9
- 6 Woodard W F Albany78.1
- 7 Brady John R Troy75.1
- 8 Fryc Gregory J Amsterdam75.0
- 8A Wahrman Robert J Albany73.0
- 9 Kash George D Albany71.1
- 10 Richardson D J Schenectady70.4
- 11 Doyle Joseph F Albany70.0

EXAM 35-762
MOTOR EQUIP MTCR FOREMAN
Test Held April 12, 1975
List Est. July 15, 1975

- 1 Wiktoriski T Cheektowaga88.5
- 2 Nowack George A Constantia85.9
- 3 Scany Martin J Hudson84.5
- 4 Komjathy David Berne84.5
- 5 Siver Norman J Hannibal83.5

- 7 Finn Charles R Schenectady79.5
- 8 Dufel William H Ft Hunter78.5
- 9 Bartel Henry C Ghent78.5
- 10 Fusco Carmine J Albany77.0
- 11 Getman Harold J Bridgeport77.0
- 12 Oot James E Kirkville77.0
- 13 German Clarence Syracuse76.5
- 14 Dralle Heodore Albany75.5
- 15 Ceteraki T B Williamstown75.0
- 16 Hawks Dana R Liverpool74.7
- 17 Mitchell W C Waterford74.0
- 18 Gwarek Raymond Lancaster73.5
- 19 Baker Ernest D Newburgh71.2
- 20 Polnak Robert C Waterford71.0

HEAD MTCR SUPVR
Option B

- 1 Hedson William Bronx90.3
- 2 Winzig Francis Kingston87.8
- 3 Herrington G H Troy84.0
- 4 Forman Frank J W Haverstraw80.6
- 5 Barton Thomas I Tully80.4
- 6 Tice John Ct Islip80.3
- 7 Vecchione P Ballston Lk80.3
- 8 Egan Richard Albany80.1
- 9 Rehmman Donald Eden79.9
- 10 Lavender W S Johnstown78.3
- 11 Dandrow Leonard Plattsburgh78.1
- 12 Jones F B N Merrick77.4
- 13 Nikisher W M Bedford Hls76.4
- 14 Mayer Eugene J East Islip75.0
- 15 Hatch Carlton E Delhi74.9
- 16 Brant Kenneth Weedsport74.8
- 17 Raymish Robert Syracuse74.0
- 18 Feuerstein R D Lancaster73.1

SAVE A WATT

MAC Investment
(Editor's Note: The following was sent directly to Gov. Hugh L. Carey's office and a copy provided The Leader.)

Dear Gov. Carey:
May I express my dismay, and deep concern for your apparent disdain for the interest of state employees.

Apparently Comptroller Levitt had some concern regarding the inadvisability of investing state retirement funds in the bonds issued by the Municipal Assistance Corp. He refused to commit any of these funds until, meeting with you, apparent pressures were brought to persuade him to make a purchase, thereby giving credibility to—and instilling confidence in—the bonds.

You, as our Governor, may feel an obligation to take steps toward assisting New York City

during this financial crisis and difficulty.

However, after your complete disregard for state employees, as evidenced by your rejection of the proposal of your own fact-finding board relative to wage increases, you now have mandated that \$25,000,000 in funds to provide pension benefits for these employees be risked, despite Mr. Levitt's call for prudence and in the face of protests from the Civil Service Employees Assn.

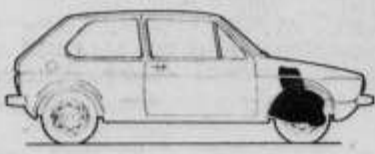
I met with you prior to your election, and my confidence in the mutuality of our interests prompted me to espouse your candidacy.

As a citizen who gave you my vote, may I request that you display some regard for state employees?

Muriel Newman
Bayside

A PINTO DOESN'T HAVE THE GUTS TO BE A RABBIT.

Pinto claims to be a better buy than a Volkswagen Rabbit. But it's really not. Because when you add up all the features that are standard on a Rabbit and optional on a Pinto, plus all the features you can't even get on a Pinto, you come to a startling conclusion. The Rabbit is not only a better engineered car. It's a bargain at the price.



The Rabbit has front-wheel drive. Like an Eldorado and a Toronado.

Features that are standard on a Rabbit and that cost more on a Pinto.
They compare a 2-door Pinto to a 3-door hatchback Rabbit. How much does a hatchback Pinto cost? \$215 extra.*
To get the same kind of performance as a Rabbit (0 to 50 in 8.2 seconds), you have to order a larger 6-cylinder engine with a special rear axle. \$272 extra on the Pinto.*
Of course, with the larger engine you'd only get 22 mpg on the highway and 16 in the city.**



The Rabbit has the engine mounted sideways to give you more passenger space.

The Rabbit gets 38 mpg on the highway and 24 mpg in the city.** So driving an average of 12,000 miles a year, you'd spend about \$10 extra for gas every month with the Pinto.

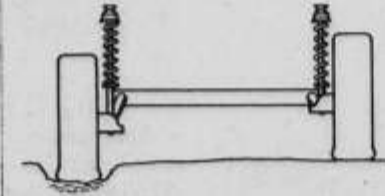
To get the same effortless 3.3 turn lock-to-lock steering as a Rabbit, you'd have to get power steering on the Pinto. \$117 extra.*

Features on a Rabbit that you can't get on a Pinto at any price.
Front-wheel drive. This gives the Rabbit greater tracking and stability. Not available on the Pinto.

Dual diagonal braking system. If one braking system should fail, another is there to help stop the car. Not available on the Pinto.

Negative steering roll radius. This helps stop a Rabbit in a straight line. Not available on the Pinto.

4-wheel independent suspension. This gives added riding comfort and better handling on rough roads. Not available on the Pinto.



The Rabbit has 4-wheel independent suspension. Like a Porsche.

Interior room. The Rabbit is much roomier than a Pinto. In fact, it has as much leg and head room as some mid-size cars.

Visibility. A Rabbit has more overall glass area than the Pinto's big brother, the Lincoln Mark IV.

Protection. The Rabbit is built so well it's covered by the Volkswagen Owner's Security Blanket, the most advanced car coverage plan in the world.



The hatchback on a Rabbit is standard. On a Pinto, it's extra.

You should also listen to the experts. Popular Mechanics called the Rabbit The Best Value For 1975* and Road and Track named it The Best Sedan Under \$3500.*
But test drive the Rabbit yourself. It's really the best way to tell what they leave out of a Pinto to make it so cheap.

*All prices quoted based on manufacturers Suggested List Price.
** 1975 EPA BUYER'S GUIDE
© World Wide Volkswagen Corp.



SEE YOUR GUTSY RABBIT DEALER FOR A TEST DRIVE TODAY

BUY U.S. BONDS!

Not Defeated

Editor, The Leader:
Every once in a while the time comes to stand up and be counted. After the strike vote, I heard a lot of members in our union say, "To hell with Civil Service Employees Assn. I am handing in my card!" Now think.

We did stand and we were counted and "we" counted ourselves out, not the union.

CSEA is most likely the most democratic union a body could belong to. We vote for what we want.

It is not CSEA that is to blame but we the people, or rather, you the people, who did not vote, who did not mail in your ballot, or voted "no." Now we take the \$250 bonus and increment. In the eyes of some we lost a battle, true, but not the war. We will not give up; we are still 148,000 strong.

George H. Serrano
Treasurer, Chapter 610
New Paltz

Don't Repeat This!

(Continued from Page 6)
a career. About all it means now is the right to be fired in inverse seniority.

It is somewhat incongruous also to read all about productivity requirements in the jobs of civil service employees. With respect to firemen, presumably this means that a firefighter should moonlight as a pyromaniac to increase the productivity of his colleagues. A policeman directing traffic on a street corner for eight hours must find some way of increasing traffic on that corner so that in the course of his eight-hour day, he will have directed 10,000 instead of 9,000 automobiles. And doctors and nurses employed in public hospitals and health centers should be busily engaged in spreading disease, so that their patient load will show an increase.

It is high time that this nonsense be cleared away. With the morale of the public employee at its lowest ebb in years, any discussion about increasing productivity is not worthy of the time of its discussion. Elected officials ought to be able to find more productive ways in which to balance their budgets.

Update Albany, NYC Chapter Leaders On Immediate Plans For Union Action

By MARVIN BAXLEY

Once again the myth of the "Summer doldrums" has been exploded as Civil Service Employees Assn. staff members and chapter leaders cancelled vacations in order to alert the CSEA membership of plans to turn back challenges by competing organizations.

Stressing the theme that a united membership will be necessary to gain concessions from a budget-squeezing State Administration in contract negotiations due to get under way within a few months, task forces of top-level CSEA staff personnel have set out on a fact-finding/information-giving series of meetings with local union leaders.

Three teams of union experts headed by executive director Joseph Lochner, assistant executive director - state John Carey and assistant program specialist Bernard Ryan have or will meet with chapter leaders this month in all six of CSEA's geographic regions.

The Leader is reporting here in depth on the Lochner team that met with New York City Region II leaders on Aug. 9, the same day that the Carey team

"We must go ahead with our members to achieve their desires for improved benefits under a new contract. We must show we are interested in that primarily, and challenges by outside unions must come second. If we can serve our members' needs, no challenge would prevail against us."

JOSEPH McDERMOTT
CSEA Vice-President, Region V

met with Albany Region IV leaders and the Ryan team with Long Island Region I officials.

Syracuse Region V has since met on Aug. 16, and Southern Region III will meet Aug. 21 and Western VI on Aug. 22.

At the NYC meeting, Mr. Lochner stressed the need to plan for all eventualities. He noted that the final determination of CSEA policy rests with the members, referring to the recent majority decision in a mail ballot to abide by the terms of the settlement imposed on State employees by an unsympathetic Legislature.

CSEA's long-term successes as

a bargaining agent were outlined by the union's director of research William Blom.

He pointed out that since April 1967, state employees have received upward to 115 percent increases, depending on their grades, and not including two bonuses.

As examples he gave various grade levels and the percentage of the increases in the past eight years: Grade 3—nearly 115 percent; Grade 5—110.8 percent; Grade 9—104.5 percent; Grade 14—93 percent; Grade 18—87.8 percent; Grade 23—84.7 percent, and Grade 27—82.9 percent.

"This compares better than

most any other union," Mr. Blom said.

He also pointed out that CSEA's record in saving the jobs of state employees has been excellent, especially when compared to some of the organizations that seek to entice workers' loyalties in other directions.

As of July 23, Mr. Blom noted, 1,575 state employees are still laid off, with 1,171 of these in the competitive class; 102 non-competitive, 72 exempt, 188 labor, 37 unclassified and 5 miscellaneous.

Mr. Blom also pointed out that many local government entities have relatively low wages, as compared to the state. Conse-

quently, when compared in percentages, it may seem that they are getting far better contracts than those gotten by state workers or even some other local government jurisdictions.

There are three reasons for this seeming discrepancy, he explained.

First, each county is a political entity unto itself. Consequently, they are not all in the same fiscal situation.

Second, there is a tremendous lag in some political subdivisions as far as salaries are concerned. Therefore, they may not be starting from the same base.

Third, the counties are deal-
(Continued on Page 14)



ABOVE: Chapter leaders gather in Albany to decide policy during this current crucial period for the union. From left are Saratoga Educational chapter's Les Cole and Joyce Cole, Transportation Main Office's Shirley Humphrey, Gerry Sunderland and their chapter president, Joan Tobin.

RIGHT: With team leader Jack Carey, CSEA assistant executive director - state, in background, other participants in State Campus meeting observe proceedings. Seated from left are counsel Richard Burstein and assistant director of research Thomas M. Coyle.

BELOW: Delegates from many chapters attended Aug. 9 meeting in Albany.



CSEA vice-president Joseph McDermott, head of Albany Region IV, emphasizes need for the union to show by its actions that CSEA is best qualified to represent public employees in New York. In foreground is the Region's third vice-president, John Vallee.



Albany Region IV supervisor John Corcoran, center, confers with members of the regional staff, from left, field representatives Aaron Wagner and William Lochner, research analyst Michael Carroll and field representative Greg Davis, former president of the Civil Service chapter.

(Leader photos by Ray Hoy)

"CSEA is the third-largest independent union in America—right behind the Teamsters and the United Auto Workers. On the other hand, PEF has no structure; it exists on paper only. We are confronting a phantom."

PAUL BURCH
CSEA Collective Bargaining Specialist

"There is a struggle for power within the AFL-CIO between Albert Shanker (UFT) and Jerry Wurf (AFSCME), and CSEA is the prize that each of them is seeking to further his own ambitions."

SOLOMON BENDET
CSEA Vice-President—NYC Region II

"CSEA has a record of integrity, whereas SEIU in particular has a bad record in submitting signature cards. They dropped out of the Thruway challenge because they didn't want to be exposed publicly for it."

JOSEPH ROULIER
CSEA Director of Communications

"The AFSCME offer to affiliate with CSEA says the combined union would be the largest in the state. Of course, that is so—but mostly with CSEA members."

JOSEPH LOCHNER
CSEA Executive Director



CSEA executive director Joseph Lochner tells delegates "You have to plan ahead." Behind him, union vice-president Solomon Bendet, head of NYC Region II, considers what he will say to delegates.



NYC Region II third vice-president William Cunningham is joined here by a fellow delegate from Brooklyn Psychiatric Center chapter, Sharon Katz.



Metropolitan Division of Employment chapter president William DeMartino, right, listens to field representative Willard Wagner, formerly a chapter member.



Three NYC chapter delegates discuss their reactions to information given at meeting. From left are John Madlon, Tony Vericelli and Robert Diaz.



CSEA staff members conferring prior to meeting are, from left, director of research William Blom, executive director Joseph Lochner and collective bargaining specialist John McGraw.



Staff members were available during meeting to provide assistance for chapter leaders in solving local problems. From left are NYC Region II supervisor George Bispham; collective bargaining specialist John McGraw; field representative Sol Gordon, a former chapter president at Brooklyn Psychiatric Center, and field representative Bart Brier.



Among delegates attending NYC Region II meeting were, from left, Joseph Johnson, Jr., Appellate Division; Robert Keeler, Downstate Medical Center, and Francois Frazier, Motor Vehicles.



NYC chapter delegate Willie Raye, center, gets advice from Leader editor Marvin Baxley and CSEA field representative Anne Chandler, a former chapter president at Brooklyn Psychiatric Center.



Collective bargaining specialist Paul Burch, left, and director of communications Joseph Roulier were among staff members who updated delegates on statewide plans to turn back outside challenges.



CSEA counsel Marjorie Karowe, left, and NYC delegate Heien Kennedy engage in intense discussion. In background, another NYC delegate, Irving Goldberg, is talking with CSEA director of research William Blom (partially visible).

(Leader photos by Ted Kaplan)

Job Cutting And Budget Slicing Are Ordered By Governor Carey

ALBANY—Gov. Hugh L. Carey last week ordered 13 state agencies to slice their budgets by \$4.6 million in the coming fiscal year and served notice to all other departments that "state expenditures will not be allowed to increase in 1976-77 as they have in the past."

In making the belt-tightening announcement, the Governor appeared to be firing the state's first shots in the coming contract talks campaign between it, the Civil Service Employees Assn. and other public sector unions. The talks will begin later this year; CSEA's contract will expire in April 1976.

The 13 agencies were directed to cut the \$4.6 million by not filling or by abolishing about 340 jobs, eliminating programs and, in the case of the Division for Youth, hardest-hit among the 13, to close down the Hudson School for Girls by September. Employees there will be terminated; the facility has an authorized employee strength of 198 but Hudson's current staff numbers 125. CSEA representatives are attempting to work out alternatives to the announced firings. Hudson provides general rehabilitation programs for approximately 100 girls, mostly juveniles who have committed no criminal act but who have no home.

In previous budget cut announcements, Governor Carey ordered a \$36.2 million reduction through program eliminations, the firings of about 1,170 employees and increased productivity efforts.

The second hardest-hit agency in this latest announcement is the Department of Social Services. The Department was directed to fire 33 provisional and 45 clerical workers. The estimated saving was pegged at about \$459,400.

The Office of General Services will abolish two permanent and 12 temporary jobs under the Governor's directive. OGS officials were also ordered to reduce heating and air conditioning levels at night and on weekends in all state facilities and to defer "non-essential" equipment purchases.

The Department of Labor will

fire five people and eliminate some programs; the Racing and Wagering Board will lose 14 workers hired on a per diem basis. The Governor ordered elimination of Division of Youth's college scholarship program, termination of 29 of the agency's personnel at facilities other than Hudson and a freeze on the replacement of 86 workers who will depart state service at the end of the fiscal year. The Governor noted that his own executive budget will be reduced since a number of vacant staff assistant posts will not be filled.

The Adirondack Park Agency budget was reduced \$61,500 while the Department of the Budget's allowance was cut \$327,000, chiefly by delays in filling or keeping vacant a number of job slots.

Other agencies and the amounts cut from their budgets are: Civil Service, \$126,700; Board of Equalization and Assessment, \$50,000; Division of Human Rights, \$121,000, and Department of Taxation and Finance, \$580,000.

The Governor has predicted that state spending in the 1976-77 fiscal year will exceed revenues by more than \$500 million. The announcement of the latest in the series of state fiscal cuts accompanied guidelines to all agencies on how budget requests

should be prepared for fiscal 1976-77. The year will begin April 1, 1976.

In his message to the agencies, Governor Carey declared that no office's budget can exceed current appropriations, including salaries, unless certain conditions are met. The only exceptions, he said, are to place on a yearly basis salaries of jobs filled during the current year; costs of expanded operations arising from the completion of facilities now under construction, and increases due to inflation in non-personal service areas.

State agencies were also told to omit non-recurring items, such as the one-shot \$250 payment made this year to state workers in lieu of a salary increase, and the cost of terminated programs and those programs which have been turned over to the federal government. The only construction projects that should be planned, the agencies were informed, are those necessary to protect the state's investment in existing facilities, complete projects now under way, and to provide additional space in situations where an agency's increased workload has made the project unavoidable.

In his announcement, the Governor also said certain existing state fees will be increased.

88 Library Posts Retained In Queens

QUEENS—Despite budget cuts of \$1,012,000 which would have cost 100 full-time workers their jobs, the Queens Borough Public Library has saved 88 full-time workers from layoffs.

The library was able to close its budget gap by dismissing 12 staff members and 176 part-time employees from its 55 branches. Although five new branches will be opening, including the Leferts Reference Center in Richmond Hill, additional personnel will not be hired.

"We still hope to give adequate service," said Andrea Simon, public information assistant. "We don't believe the cutbacks will have a drastic effect on the library's ability to serve the public."

Ms. Simon said the remaining staff will be stretched. She said workers have not objected yet to the possibility of extra work loads or transfers.

"Everyone is very pleased that they're able to remain on the staff," she said.

Civil Service Law & You

(Continued from Page 6)

is reasonable and has a sound basis. It is noted that the definition of managerial employees in the Taylor Law is not the same as the definition of supervisor which is set forth in Section 2(11) of the National Labor Relations Act referred to in Section 14(a) of that statute. Cases in the private sector cannot be held applicable in the situation presently confronting the court. In this case, the employees' activities require solely a consideration of whether they have a major role in the administration of agreements or in personnel administration, provided that such role is not of a routine or clerical nature and requires the exercise of independent judgment. The record established that the employees were in fact involved in the administration of collective agreements as to subordinate employees. However, the record did not establish any major role performed by these employees regarding the administration of the agreements.

WHILE SUBORDINATE EMPLOYEES brought complaints, there was no power to resolve these complaints, and the court held that the record contained substantial evidence to support PERB's finding that the subject employees do not warrant a designation as "managerial" because of their role as supervisors in regard to the administration of collective agreements covering subordinate employees. The record established that the subject employees may terminate the employment of subordinates for misconduct. However, the record also established that termination of employment would be subject to further proceedings and could be overruled by higher authority within the MSBA. The court said in closing, "... it appears that the definition of managerial employees was only intended to apply to high-level employees having substantial discretionary responsibility as to the operation of the department for the public benefit, and, accordingly, as to personnel administration some power to set standards." The court upheld PERB's determination and dismissed the petition. In the Matter of Metropolitan Suburban Bus Authority v. Public Employment Relations Board, 368 N.Y.S. 2d 66.

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Wage Freeze Bill Signed; Mac Bond Sales Still Drag

Mayor Abraham D. Beame last week signed the wage and hiring freeze bill despite angry protests from city residents and workers

during a public hearing. The measure is part of the Mayor's program to aid the sale of Municipal Assistance Corpora-

tion bonds, by restoring investor confidence to the city.

City employees earning up to \$10,000. will take a 2 percent deferral on their 6 percent raises, workers with salaries ranging from \$10,000 to \$15,000 will take 4 percent deferrals, and those with salaries of \$15,000 and up will have the full 6 percent deferred.

While the hiring freeze has gone into effect, Mayor Beame did issue an executive order directing the Vacancy Control Board to approve the hiring of replacements for employees dismissed for incompetence.

Meanwhile, MAC has set record interest rates of up to 11 percent on its \$275 million issue of bonds.

Last week, city banks agreed to buy up the last \$100 million of the August bond issue, saving the package from collapse.

A Big MAC official said the bankers are not happy, despite the high interest rates.

Postal Employees Voting This Week; Strike Threatened

The New York Metropolitan Postal Workers and the New York Letter Carriers will complete voting this week on a tentative postal agreement that could settle the long-term dispute between the unions and the postal service, or force a nationwide postal strike.

Metro president Morris Biller and Carriers president Vincent R. Sombrotto are urging members not to ratify the contract. They said provisions are unacceptable.

The agreement does not provide for an area wage differential. The New York unions say the cost of living is higher in this area than in other parts of the country, therefore the increases should be higher here. They also say the wage package is meager and the salaries are below those in private industry. The contract provides for a \$1,500 increase over three years.

A postal management spokesman in Washington believes the contract is fair, however, and will wait to see how the unions vote nationwide.

Mr. Biller says if a majority of postal workers around the country do not ratify the contract, and management refuses to return to the bargaining table, there could be a strike. Either national or local union leaders could call it, he says.

The postal service sees no problem in resuming bargaining.

or going to arbitration, or fact-finding if there is a "no" vote, said a spokesman for management last week.

But Mr. Biller says he will only accept a return to the table. He says he won't support arbitration or fact-finding.

"I see going to arbitration as a break-down in the collective bargaining process," he said. "And if that happens, I would not hesitate to call a strike."

Mr. Biller says he cannot speculate about how other unions across the nation will vote.

"Attitudes tend to be different on the other side of the Hudson," he said. "I can only advise my people that this is a bad contract and hope they will listen."

National Letter Carriers president, James Rademacher, said it is the best possible package that could have been negotiated under the circumstances.

Lou Yockel, vice-president of the local letter carriers unit, says Mr. Rademacher is really saying it's not too good. "I don't see how anyone else can believe it is," Mr. Yockel said.

He added many members may vote to ratify the agreement, fearing a strike. He said non-ratification would not do this—at least not immediately. He said if a member feels the contract is bad, he should vote against it.

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Mayor Abraham D. Beame signing wage freeze bill last week, despite protests from city workers at public hearing. Deputy Mayor Stanley M. Friedman and his assistant, Martha Hoistein, look on.

Needs Tech Ass'ts.

The U.S. Civil Service Commission is continuously seeking technical assistants at the GS-4 and 5 levels. Appointees will provide support and assistance in

such occupations as: biological technician; computer operator; dental assistant; health aide; medical technician; pharmacy assistant, and many other related titles.

Salaries range from \$7,596 to \$8,500 a year.

For GS-4 titles, applicants must have completed two years of study above the high school level. Study must include courses in engineering, agriculture, biology, medical and physical science, and mathematics. Many titles require at least 24 semester hours in such courses while others require as few as 12 semester hours.

Two years' technical experience in engineering, agricultural, biological, or physical sciences may be substituted for education requirements, and a combination of experience and education will also be accepted.

The GS-5 posts are open to individuals who have completed college with courses included in the GS-4 category. Three years of technical experience or a combination of three years of experience and training may be substituted for education.

Candidates will be assigned a rating on the basis of education and experiences. No written test will be required.

Also, students who expect to graduate within the next nine months may apply for the technical assistant posts. Training received in military service or under manpower development and anti-poverty programs will be counted toward meeting the experience or educational requirements.

Application forms and detailed information can be obtained from any New York City federal job information centers. Completed forms should be sent to the New York City Area Office, Federal Building, 26 Federal Plaza, Manhattan 10007.

File For Paralegal Jobs Thru PACE

The U. S. Civil Service Commission has announced that newly created **paralegal specialist** posts will be filled as a result of the upcoming Professional and Administrative Career Examination (PACE).

The positions involve exercising judgment in legal affairs.

The jobs are designed to meet the needs of agency management for employees with specialized paralegal skills and knowledge, to free attorneys for greater concentration on their work and to provide promotional opportunities for non-attorneys working in legal organizations.

The new occupation was established in response to recommendations of federal agencies, edu-

cational institutions and the legal profession. Various federal agencies plan to utilize employees in this field.

Entrance level trainees and developmental positions at the GS-5 and 7 levels are expected to open following the September PACE exams. In addition, many other positions offering comparable career opportunities for candidates who are college graduates will be filled through the test.

The 4½-hour PACE exams will be held in September, November and from January through May, 1976. Salaries range from \$8,500 to \$10,520 a year. Applications for the September test must be received by August 25.

Registration forms and detailed information may be obtained from any New York City federal job information center. They are at: 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; and the Title Guarantee Company Building, 90-104 161st Street, Jamaica, Queens. Centers are also located in Suffolk, Dutchess, Rockland, Orange, Putnam and Westchester Counties.

Waterfront Chapter Hosts Dinner-Dance

NEW YORK — Waterfront Commission of New York Harbor chapter, Civil Service Employees Assn., will host its annual dinner-dance Sept. 13 on Governor's Island in New York Harbor.

The function will begin at 7 p.m. at the Officers' Club on the island.

Ticket information is available from Virginia Bartsch at (212) 492-0722 or Paul Gallucci at (201) 798-7700. Tables seat 10 persons and may be reserved for blocks of people.

Correction

The Leader incorrectly used a photograph of Wilbur McLaren of the Transit Authority, to identify Walter Kurtzman, on its education page last week. Mr. Kurtzman is the director of the Governmental Understanding for Today's Students Program, which will begin in several city schools this fall.

CIVIL SERVICE LEADER, Tuesday, August 19, 1975

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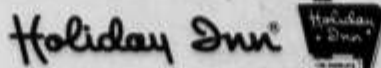
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Clerks, Stenos, Custodians, Others Sought In Nassau

MINEOLA—Nine varied jobs with agencies in Nassau County are now open for filing. Salaries range \$6,599 to \$22,779 a year.

To qualify for account clerk, applicants must be a high school graduate and have one year of clerical experience involving financial accounts and records. Applications must be received by Aug. 22, with an examination scheduled for Oct. 4.

The following positions are open until Aug. 27 and testing will be held Sept. 27.

One year of experience in building cleaning and maintenance work; or six months' experience as a carpenter, plumber, electrician, painter, mechanic or other related maintenance work will qualify applicants for custodian. The position has a starting salary of \$7,223.

Nursing instructor I is open to individuals with a bachelor's degree in nursing or nursing education and two years' professional nursing experience. In addition, candidates must possess a registered nurse's license.

For clerk II, applicants must be a high school graduate and have two years' general clerical experience. High school graduation and two years' clerk-stenographer experience in a business office will qualify candidates for clerk-stenographer II. Both positions pay \$8,107.

To be eligible for senior stenographer, applicants must be a high school graduate with two years' clerical work involving the taking and transcribing of dictation. High school graduates with a year of clerical work may apply for senior typist clerk. The positions are in Port Washington and Sewanhaka.

To be eligible for director of ambulatory care nursing services, candidates must have a master's degree in nursing or a

related field and eight years of progressive nursing experience in a home health agency. This position has a starting salary of \$22,779. The same qualifications will qualify candidates for director of home care nursing services.

For applications and detailed information applicants should contact the Nassau County Civil Service Commission, 140 Old County Road, Mineola.

Suggestions Needed

Municipal Services Administrator John T. Carroll is asking New York City employees to "get involved with the city's fiscal problems by submitting constructive suggestions" to his office.

Mr. Carroll said employees should make constructive suggestions and criticisms of their specific areas to help productivity and morale. The memo added

Mayor Abraham D. Beame has directed all agency heads to submit to City Hall detailed plans for increasing productivity and efficiency by Sept. 2.

MSA operates the Public Works, Real Estate, and Purchase Departments and the Office of Communications Service.

"The agency has moved on many fronts and is continuing its search for new approaches to the budget crisis," says Mr. Carroll.

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EAMES TO THRUWAY

Charles B. Eames, of Guilderland, who served from 1971 to 1973 as deputy commissioner of the N.Y. Office for Local Government, has been appointed assistant secretary of the State Thruway Authority at an annual salary of \$22,669.

HEIMANN TO BANKS

John G. Heimann, senior vice-president and director of E.M. Warburg, Pincus and Co., Inc., a Manhattan investment firm, has been appointed State Superintendent of Banks by Governor Carey. The post pays \$47,800 per year.

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Senior Clerk Surrogate	\$ 7,204	24-311
Compensation Claims Auditor	\$10,714	24-325
Sr. Compensation Claims Examiner (Upstate)	\$13,404	24-290
Hospital Administration Consultant	\$19,396	27-531
Sr. Hospital Administration Consultant	\$22,694	27-529
Hospital Nursing Surveyor	\$15,684	27-525
Medical Record Librarian	\$ 9,029	24-308
Printing Audit Supervisor	\$19,396	24-310
Printing Audit Assistant	\$10,714	24-309
Principal Environ. Analyst	\$21,545	27-514
Research Analyst (Correct. Svcs)	\$13,404	24-303
Research Assistant (Correct. Svcs)	\$10,714	24-302
Sr. Research Analyst (Correct. Svcs)	\$17,429	24-304
Associate Research Analyst	\$21,545	24-281
Sr. Research Analyst	\$17,429	24-280
Research Analyst	\$13,404	24-300

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

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

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CORRECTION

There are only 6 issues per yr. of the "Florida Civil Service Bulletin." Their advertisement previously stated that there were 8.

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The mobile van of the Civil Service Employees Assn. was a focal point for the hundreds of persons who attended the recent Fishkill Fair. CSEA distributed free, among other items, fans with the legend: "I'm A Fan Of CSEA" to passersby at the van which helped ease the discomfort caused by 100-degree temperatures at the fair site.

A Van, Fans And Bumper Stickers Enliven CSEA's Fishkill Fair Exhibit

FISHKILL—Hundreds of Dutchess County residents viewed a Civil Service Employees Assn. exhibit at the Fishkill Day Fair here recently. The appearance of the CSEA mobile unit and the distribution of thousands of free promotional items made the union's exhibit one of the more popular.

CSEA had completed a successful strike of Dutchess County employees—the first strike ever by county employees in New York State history—only a few days earlier. This seemed to generate additional interest in the CSEA exhibit. The white CSEA mobile unit had become a familiar sight in local newspapers during the strike as it carried staff and supplies to the various picket

lines. Many visitors to the Fishkill Day Fair took the opportunity to tour the 30-foot van that had served the more than 1,000 strikers.

Outside the mobile unit was a table containing a wide variety of promotional items. While many of the other exhibitors were selling their wares, CSEA gave away pens, coloring books, key chains, fly swatters, nail files, smile buttons, pencils and other items.

As the temperature climbed to 100 degrees at the treeless fairgrounds area, the most popular item was the stiff fans with the legend, "I'm a Fan of CSEA."

Among the informational services provided by CSEA was a list of the county legislators and how they voted on the union's contract. Many Dutchess County legislators are up for re-election this year.

As the day drew to a close, "Remember in November" bumper stickers were second in popularity only to the CSEA fans. Staffers promised the fair-goers that a new shipment of the bumper stickers would be arriving soon.

LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent—To Attorney General of the State of New York; Society of the New York Hospital; And to the distributees of Grace White, also known as Grace V. White, Grace Virginia White, Grace Virginia Sims and Grace V. Sims, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Grace White, also known as Grace V. White, Grace Virginia White, Grace Virginia Sims and Grace V. Sims, deceased, who at the time of her death was a resident of 344 East 66th Street, New York, N.Y., Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office in Room 309, in the Surrogate's Court Building, 31 Chambers Street, New York, N.Y., as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, 31 Chambers Street, in the County of New York, on the 26th day of September, 1975, at 9:30 o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

(Seal) WITNESS, HONORABLE MIL-LARD L. MIDONICK, a Surrogate of our said County, at the County of New York, on the 1st day of August, in the year of our Lord one thousand nine hundred and seventy-five. David L. Sheehan, Jr. Clerk of the Surrogate's Court.

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MAC Investment

(Continued from Page 1)
this month, as well as obligations coming due in the near future. Even at this late hour, there is no evidence that New York City has taken, or will take, any but the most meager steps towards fiscal responsibility. The reception which Municipal Assistance Corporation bonds have received in the market thus far is evidence both of New York City's inability to act decisively in a fiscally responsible manner and of the riskiness of the bonds themselves. Many reputable bond dealers want nothing further to do with the corporation. In fact, the corporation's credit is so poor that other New York State obligations have already suffered.

"It has been suggested that the Retirement System buy some of these MAC bonds. To do so would be totally wrong. These bonds might be an appropriate speculation for an individual in a very high tax bracket who can afford a substantial risk of loss in return for the possibility of a high, tax-exempt return. Of course, the Retirement System pays no taxes, so the bulk of the inducement that a highly taxed individual would have for speculating in these bonds is missing in our case. The fact that these bonds carry a high yield does not change the fact that it is never appropriate for trustees of a qualified retirement plan to invest in tax-exempt issues. In this case the yield is high because the risk is extremely high.

"It is vital to keep in mind the nature of the Retirement System's fund. It is not a pool of public resources to be used for a socially desirable purpose. The fund represents the obligation incurred by the State and other participating employers to pay retirement benefits to members for service which has already been rendered. This money is held in trust for the members who have earned these benefits. It must be invested in accordance with standards applicable to trust funds. The responsibility for investment of the fund rests with the Trustee of the Retirement System, which in this case coincidentally happens to be the State Comptroller. His reputation as guardian of the trust and as a wise financial manager would be forever destroyed if he were to permit Retirement System funds to be diverted into so poor an application as speculation in Municipal Assistance Corporation bonds.

"The Employee Retirement Income Security Act of 1974 sets strict standards which the trustee of a private pension plan must follow in the investment of the pension fund, the trustee must follow the 'prudent man' rule. He must act solely in the interest of the participants and beneficiaries of the plan. He is forbidden to divert the plan's assets to any purpose other than the direct benefit of the members under the terms of the plan, and he may not discriminate in favor of any individual or group of members. Plan participants have the right to sue the trustee in the event of a breach of fiduciary responsibility. Although public plans have been temporarily exempted from these provisions, it would be highly unwise even during this temporary period for the Comptroller to follow any lesser fiduciary standards."

Referring to the memorandum

as "extremely revealing and enlightening," Mr. McDermott said. "The Comptroller, in making a decision to invest \$25 million after being wined and dined by Mr. Carey's (Gov. Hugh L. Carey) henchmen rather than investing the \$150 million the party demanded from the Employees Pension Fund, obviously recognized his unsureness of Big MAC being a safe depository for our hard-earned money." He added, "Funding of the Big MAC with hundreds of millions of dollars of New York City employees' pension funds as agreed to by their high AFL-CIO union officials is one thing, but CSEA will never agree that it is right or proper to risk our members pension money on political schemes."

Mr. McDermott concluded, "We all expect this money to earn a safe and fruitful return for use in our retirement years. I wonder whether the Democratic Comptroller would likewise have capitulated to a Republican Governor when he has all the authority in the world to say 'No.'"

Immediate Plans For Union Action

(Continued from Page 1)

ing with many kinds of employees and may require different capabilities and different standards than does the state.

The Lochner team also discussed the tactics that may be used by outside unions in trying to persuade state members to sign designation cards.

CSEA director of communications Joseph Roulier warned that SEIU, one of the member unions in PEF, has a particularly bad record in submitting signature cards. He noted that it dropped out of the Thruway challenge because it didn't want to be publicly exposed for discrepancies. Other instances, such as an attempted SEIU raid in Babylon three years ago when

Region V Meet

(Continued from Page 3)

good communications continue between CSEA chapters and Regional headquarters for better understanding."



TROY UNIT OFFICERS — New officers of the Troy unit of the Rensselaer County chapter, Civil Service Employees Assn., were installed recently at the American Legion Post, Wynantskill. From left are John Vallee, third vice-president of the CSEA Albany Region, installing officer; Joe Bakerian, CSEA field representative, master of ceremonies for the event; Jim Laird, treasurer; Sam Ciraula, re-elected president; Gerri Sheedy, recording secretary; Cathy Murray, corresponding secretary, and Mike Dillon, vice-president.

a public PERB decision ruled that SEIU had submitted forged cards, were cited by Mr. Roulier.

CSEA counsel Marjorie Karowe described possible campaign violations concerning the use of bulletin boards. She noted that it is improper for an employer to give preferential treatment to competing unions and warned members to monitor the bulletin boards, especially at election time.

"It's a usual practice, as elections near, for campaign literature to be put up by one side and removed by the other. We'll face these individual situations as they arise," Ms. Karowe said.

Mr. Lochner then cautioned the chapter leaders that they should make every effort to get signed affidavits from people on "things that you think may be irregular."

Paul Burch, one of CSEA's collective bargaining specialists, informed the delegates that PEF is still short in its efforts to get enough signature cards to force a representation election, so to

prepare for an all-out effort to gain the needed signatures by the end of this month.

Solomon Bendet, CSEA vice-president who heads New York City Region II, described the current power struggle between Albert Shanker of the United Federation of Teachers and Jerry Wurf of the American Federation of Federal, State, County and Municipal Employees. He contended that CSEA is the prize that each is seeking in his efforts to attain greater personal authority within the AFL-CIO.

William DeMartino, Region II second vice-president, said, "Don't be beguiled by propaganda the other sides are putting out." He cited the sweetheart terms on some contracts by the Teamsters, another of the PEF collaborators. He also noted the lack of seniority rights for construction workers in another of the PEF collaborating unions.

Paul Burch noted that CSEA is the third-largest independent union in the nation, right behind the Teamsters and the

United Auto Workers. He noted the spectacular growth of CSEA, especially in the last decade of its 65-year existence.

On the other hand, he termed PEF as a phantom that exists entirely on paper.

"They have no elected structure to be responsible to," he said. "The people in the field are their organizers. I understand that 95 percent of them are UPT staff people. If we correlate all the facts that we know about PEF, I think we can be very successful in stopping cold any potential challenge by it.

He then asked delegates to remember four questions to ask PEF organizers if they attempt to woo state employees.

- Who are the elected officers of PEF?
- Who elected them?
- What does its constitution look like?
- What are the dues?

"If honest answers are given," Mr. Burch said, "people will see PEF for what it is: the Phantom Employees Federation."



COURT OF CLAIMS — New officers were installed recently for the Court of Claims chapter of the Civil Service Employees Assn. Albany Region IV first vice-president Jean C. Grey, right, administered the oath to, from left, delegate Carol Talaris, secretary Yvonne Elmendorf, vice-president Martha Bass and president Julie Drew. Chapter treasurer Patrick Kane did not attend the installation ceremonies at Tall Timbers. In the photo at right, Ms. Drew, center, receives congratulations from her predecessor as chapter president, Mary D. Lynch, left, and from Ms. Gray.



A Situation: Horatio Could Become Napoleon

The thought which comes to mind most often nowadays is that men never seem to learn from the mistakes of themselves or others.

This thought is produced by the deplorable state of affairs within the New York City Fire Department. Not only from personal observation but from comments from others who are in a position to know, it becomes more obvious than ever that when one man pits himself against what was once a force of 11,000, and lets it be known that it will be his way or no way, trouble is bound to follow.

Back in 1971, Commissioner John T. O'Hagan, then Chief of Department, along with others in top echelon, sought justification for something which has now come to be known as "O'Hagan's Innovations." There are two categories: Planned and implemented. With the ones which are only "planned" you have plenty of trouble. When you get hit with one which has

Suffolk Holding Lifeguard Exam

HAUPPAUGE — The next Suffolk County pool and still water lifeguard exam will be held Wednesday, Aug. 27 at Hauppauge High School. The test will begin at 7 p.m.

An ocean lifeguard performance test will be held at Smith Point Park, Shirley, on Friday, Aug. 29. Tests are scheduled to begin at 10:30 a.m.

To be eligible, candidates must be at least 16 years old and must present a fully completed application form at the time of testing. For further information, applicants should contact the Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge, N. Y. 11787.

been "implemented" you REALLY have trouble and somebody is bound to get hurt.

In the 1971 caper, the head man decided that on an overall basis, spread over a 20-year period, it would be cheaper to not hire more firefighters but, rather, pay overtime to those already on the job. All the information was thrown into a Lindsay computer and out came the answer. VOILA! It will only cost you \$5 million bucks to pay overtime. You'll be ahead of the game in the long run by not having to pay fringe benefits and retirement contributions etc., etc.!

So there stood Car No. 1 with the line drawn. And on the other side, 11,000 men who, as firefighters, have to be very sharp thinkers. When one of them gets caught in a burning building and things look pretty impossible, the guy usually gets out without a scratch. Generally however, he has to be really "on the ball" just to stay alive. Now, when he feels that somebody is trying to give him the fast shuffle, that same ability to think quickly and shrewdly comes to the fore. Then the fellow, the one little fellow, standing there looking much like a dime-store Napoleon, becomes suddenly aware that HE is the one with the trouble. You just have to get

Tubby Is Named As Parks Deputy

ALBANY—Roger Tubby, who served under three former Democratic presidents and was a press secretary under the late President Harry S. Truman, was named last week by Gov. Hugh L. Carey as deputy commissioner of operations and maintenance for the state Office of Parks and Recreation. The former newspaperman, a Saranac Lake resident, was Ambassador to the United Nations at Geneva during the Kennedy and Johnson Administrations. The post will pay \$35,759 annually.

up early as hell in the morning to out-think a fireman.

Some Commissioners have learned it early and to their sorrow. Others just stand like Horatio defending the bridge, not realizing that the bridge has, in fact been burned behind him by his own hand.

Thus it was in 1971. The computer said \$5 million and so the innovation was implemented. The

Fire Flies

By PAUL THAYER

total cost however ended up as \$30 million and the question was asked in wide-eyed amazement: "Whahopped?"

Well, the same thing happened then which is happening now. I can see it. The unions can see it and the fellow who REALLY knows about it is the little guy who's getting a kicking around from Horatio at the non-existent bridge. And 'ya know what's gonna happen?

You haven't seen anything yet!

In the Bronx about 10 days ago three men from one house refused a direct order to work overtime. They had worked over 60 hours overtime and were exhausted. They went to the medical office where two medical officers examined them (so in case maybe one should make a mistake!), were treated with dis-courtesy, according to them, and were found to be "medically fit for duty." However, the M.O.'s failed to say that they were physically fit. The three went home and accepted charges for refusal to perform ordered overtime.

Now, let's not kid ourselves. If a firefighter wishes to make a pretty good buck he can work overtime like crazy these days and do just fine. However, firemen are the most fair, honest and honorable group of men em-

ployed by this or any other city. They are completely devoted to their jobs and the performance of their jobs to the very best of their ability is strictly a matter of honor, because they are dealing with other people's lives.

I spoke to some friends about this present "ordered overtime" bit and they side with the men who refused. One man cited the case of Fireman O'Neil of the Boston Fire Department whose picture was published all over the world a few weeks ago. Suddenly a fire escape collapsed on which he was standing. There also was a woman and a child. Six seconds more and they would all have been safe. Suddenly the fire escape collapsed. O'Neil made a grab for the woman with one hand and the rung of the ladder with the other. The woman slipped while holding onto O'Neil and held until she could no longer and fell to her death, even as O'Neil tried to lift her with one hand up onto the ladder. In O'Neil's case, he was an old man as firefighters go: He had 25 years in the Boston Fire Department and, at that point, most Boston firefighters in the busy areas are ready for lighter duties—same as any firefighter in a tough area for that matter! The man to whom I spoke in New York put it this way: Suppose on that nine-hour tour which that truckie was ordered to work, the same type of fire, or any tough type of fire happened, in which he would have to do the same kind of trapeze job, and because of his fatigue from overtime work, he didn't have the strength to do it, and a life or lives were lost?

That firefighter would be a broken man for the rest of his life and there would be those in top echelon who would accept no excuse for his failure.

The conclusions are sad. Nobody dares to tell Horatio that the bridge is no longer there. Perhaps a line of angry firemen and their families picketing his house twice in two weeks could suggest that perhaps something MAY be slightly wrong. But when you cannot reason with a man,

and he goes his own way in spite of good advice freely given and well meant, then you just have to wait for the inevitable. That is how Bonaparte ended up on Elba. What is left to say?

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone: 468-4248; 10 a.m.-3 p.m.); State Office Campus, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room 1209, Office of Court Admin., 270 Broadway, N.Y., phone 468-4141.

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

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

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-6000; and for federal, 526-6192.

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Drug Agency Alters Name & Structure


ALBANY—The state agency responsible for anti-drug abuse programs has had a name and structuring change.

The agency, previously known as the Drug Abuse Control Commission and before that the Narcotic Addiction Control Commission, is now the New York State Office of Drug Abuse Services. Legislation has also been signed eliminating the agency's five-member control panel. The office will now be directed by a single commissioner, Anthony Cagliostro, the former chairman of the commission.

The legislation is retroactive to April 1. Albany authorities said the name change was made to more accurately describe the functions of the office.

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CSEA Profiles The \$250 One-Time Bonus

ALBANY—The Civil Service Employees Assn. has issued a fact sheet on the \$250 one-time bonus which will be paid this week to state employees.

The bonus or, rather, the size of it and the fact that the state did not give its workers a percentage wage increase, has been condemned by CSEA on several recent occasions.

The bonus was obtained under provisions of a third-year reopener clause in the current three-year state-CSEA contract. CSEA initially had pegged its desired percentage boost at around 15 percent. After an impasse was declared, a state-appointed fact-finding team recommended a 6 percent increase. Although CSEA members voted to accept the compromise, Gov. Hugh

Carey refused to. Under provisions of the Taylor Law, the matter was placed in the hands of a bipartisan legislative committee. The committee endorsed the \$250 bonus, and it was approved by the Legislature as part of its supplemental budget in action taken on the last day of its session.

The CSEA fact sheet tells who is eligible for the bonus or portion thereof and increments. These include:

- Full-time annual employees who were incumbents on April 1. Employees who were laid off or who retired April 1 are eligible.

- Part-time annual employees, incumbents as of April 1, will receive a portion of the \$250 based on their part-time percentage as of April 1.

- Bi-weekly employees, incumbents as of April 1, will receive \$250.

- Hourly or per diem employees, incumbents as of April 1, will receive a pro rata share of the bonus.

- Employees on paid or half-paid leaves of absence as of April 1, will receive \$250.

- Employees on leaves of absence without pay will be eligible only upon reinstatement.

Those eligible for increments, the CSEA fact sheet noted, will have them paid retroactively to July 1. Employees terminated prior to July 1 are not entitled to the increment adjustment and employees who receive the adjustment must have qualified for it as of April 1.

State Workers' Health Insurance Is Expanded

ALBANY—Health coverage and insurance for state workers has been increased in several areas including added coverage in the major medical area to \$15,000 annually.

The previous limit was \$10,000 in cases where medical expenses were incurred and not covered through Blue Cross-Blue Shield.

A new benefit added to the Blue Cross portion of all options is hemodialysis treatment. It provides for payment of costs carried on an out-patient basis.

The surgical consultation program within New York City was extended. At the present time, such a consultation program exists in the Albany area and may be used by all employees enrolled in the State Insurance Plan.

The expanded medical coverage now provides that employees may change their enrollment options once annually during an open transfer period which will be set by the state. These transfers will be permitted without regard to the participant's age or the number of times he or she has previously changed options.

The benefit, CSEA notes, liberalizes option change require-

ments. Prior to this benefit, participants could change their options only twice during their lifetimes; a one-year participation in an option was required before the transfer became effective and applications for transfer could not be accepted within two years of an employee's first eligibility for retirement.

The new coverage allows eligible employees to participate in federally qualified health maintenance organizations when available in the employee's area of residence. Where more than one such organization serves the area, the state reserves the right to contract with only one such group.

A new item in health coverage provides that the unremarried spouse of a covered employee, with at least 10 years'

service with the state, can retain coverage on the same basis as had been enjoyed while the employee was working.

Presently, the law provides that the unremarried spouse of a deceased worker can continue in the health insurance plan by paying its full cost. The new provision allows its continuance through the payment of only that cost which was borne by the enrollee at the time of death.

Another new item permits enrollees in the statewide plan's Blue Shield program of 50 years of age or more a yearly routine physical exam. However, this provision does not cover present or prospective retirees.

Another statewide Blue Shield program extension now allows removal of such items as sutures, casts and others. These removals are covered when they result from out-patient care.



NEW BSH OFFICERS — New officers for the Binghamton State Hospital chapter, Civil Service Employees Assn., were sworn recently at ceremonies at that city's Chenango Country Club. The installing officer was Thomas McDonough, CSEA State Executive Committee chairman. Top photo shows, from left, Doris Campion, treasurer; Estelle Swingle, second vice-president; Charles Gregory, third vice-president; Beth Stover, first vice-president; Leon Wilmot, president, and Mr. McDonough. Lower photo shows, from left, Cy Soules, operational alternate delegate; Leo Weingartner, operational delegate; Barbara Allen, administrative alternate delegate; John Andrus, PS&T delegate; Leo Blodgett, PS&T delegate; Ann Marie Lenkiewicz, administrative delegate; Bob Rouse, institutional delegate; Clair Pruitt, institutional alternative delegate, and Mr. McDonough.



Revisit Wage History

ALBANY—A history of wage and fringe benefit increases from April 1, 1968, to the present which were won by state workers has been compiled by the Civil Service Employees Assn.

1968

On that April day seven years ago, state employees received a salary increase of 10 percent with a minimum increase of \$600.

1969

On the same date a year later, there was a salary increase of 5 percent, also with a minimum of \$600. A \$4,900 minimum wage was set for upstate workers and a \$5,200 minimum wage was guaranteed for workers in the New York Metropolitan area. These included employees in the five boroughs of New York City and Nassau, Suffolk, Westchester and Rockland Counties.

The agreement on April 1, 1969, also extended the \$600 minimum salary increase of the previous year to all employees hired on or before April 1, 1968, and prior to April 1, 1969. It provided \$200 location pay to full-time employees in the New York Metropolitan area and an annual \$300 "inconvenience pay" to full-time staffers working more than four hours between the hours of 6 p.m. and 6 a.m.

1970

On April 1, 1970, a salary increase of 7.5 percent, with a minimum of \$750, was obtained. Payment of \$250 of the minimum, however, was deferred until Oct. 1, 1970. That year also saw the extension of \$600 minimum salary increases to employees hired April 1, 1969, or later and still in state employ as of March 31, 1970. The April 1970 agreement also provided a minimum wage floor of \$5,400 to upstate workers and a \$5,700 minimum annual salary in the New York Metropolitan area. In October 1970, these figures were revised upwards to \$5,650 upstate and \$5,950 in the Metropolitan area.

1971

A salary increase of 6 percent, with a minimum of \$525, was achieved on April 1, 1971. The minimum salary was moved to \$6,000 and the first step of the salary schedule was dropped. There was an extension of the \$600 minimum salary increases of 1968 and 1969 to employees hired on or after April 1, 1970, who were in full employment status as of March 31, 1971.

1972

On April 1, 1972, a salary hike of 4 percent was ratified and provision was made for the payment of 1.5 percent, not added to base salary, as a productivity bonus.

1973

One year later, on April 1, 1973, there was a salary increase of 6.5 percent. That year also saw the increase of inconvenience pay to an annual rate of \$400.

1974

A salary jump of 5.5 percent was recorded April 1, 1974. A minimum salary of \$6,500 for each employee on full-time status as of March 31, 1973, was also achieved.

1975

This year saw the payment — this week — of the \$250 bonus, plus increments.