Vol. XXXVIII, No. 16

Friday, July 22, 1977

Price 20 Cents

Course Offerings, Locations

Fall 1977 semester courses and the locations where they are offered throughout the state for public employees participating in the employee training benefits plan are listed in this cition of the Leader. The free courses are part of a benefits package negotiated by the Civil Service Employees Assn. See Page 8.

Agency Shop To Governor



WARREN ANDERSON Senate Majority Leader



MANFRED OHRENSTEIN Senate Minority Leader



JOHN FLYNN



JOHN MARCHI Influential For Bill

All Public Employees Represented By A Union Must Pay Dues Equivalent

ALBANY—The New York State Legislature, nearing the end of its longest session since 1911, last week passed the Agency Shop Bill, considered a major victory by the Civil Service Employees Assn. and other unions that fought a difficult battle for its passage, against well-organized nationally-financed opposition.

The bill, which will take effect 30 days after being signed into law by Gov. Hugh Carey, mandates that all public employees represented by a union must pay the equivalent of dues to that 'union, whether or not they are members.

The bill is subject to legislative review after two years, at which time the lawmakers can decide whether Agency Shop should be continued into the future, and if so, for how long. The bill is now awaiting the signature of the Governor. (See box this page.)

The bill will affect not only state workers, but also employees of counties, cities, towns, school districts throughout the state. It puts public-employee unions on more of a par with their private-sector counterparts, which often enjoy "union shops," whereby employees must actually join the union that represents them in order to continue their employment.

"With the passage of this bill, we have finally eliminated the free-loaders who have for years benefitted from the negotiations of a union, without contributing a penny to the support of that union," said CSEA's director of

legislation and political action, Bernard J. Ryan.

The bill had been one of the top priorities of the CSEA, New York State's largest public employees union. Of the 150,000 state workers the CSEA represents, an average of about 40,-000 are not members and do not pay the union dues of \$58.50 required of members. Yet the (Continued on Page 3)

URGE GOV. TO SIGN BILL

ALBANY-The Civil Service Employees Assn. is asking all its members to write to Gov. Hugh Carey urging him to sign the Agency Shop bill as soon as possible.

The bill has passed both houses of the state legislature, but at Leader presstime had not yet been signed into law by the Governor.

Bernard J. Ryan, CSEA's director of political action, advises members to write to: Gov. Hugh Carey, New York State Capitol, Albany, N.Y. 12224.

New 'Members' Will Love CSEA, Declares McGowan

By PAUL KYER

ALBANY-State employees who do not belong to a union will soon be paying a fee equal to the annual dues of the labor organization representing the unit where they are employed.

As far as the Civil Service Employees Assn. is concerned these state workers will be treated as new members and William McGowan, Association president, has vowed to "make them love being a part of the CSEA."

Mr. McGowan said that the organization's Board of Directors last week voted to provide these new "members" with a full range of union services that would include legal aid, handling of grievances, receiving the Leader, field services etc.

The so-called Agency Shop Bill, which will require such employee payments, received final passage in the Legislature last week and has been sent to Gov. Hugh Carey for approval. The Governor has said he would sign the legislation, and it becomes effective 30 days later.

Mr. McGowan said he did not see the new money due the CSEA as a windfall but rather as a golden opportunity to strengthen the entire labor movement and to demonstrate to present non-union workers the value and intrinsic merit of belonging to a dedicated labor organization.

"We want to do such a good job in returning this money in

the form of fine union services that these new people will want to change their persent status from an involuntary one to active enrollment," he declared.

The new CSEA president had lavish praise for the forces that made the agency shop a reality. He said that, "the teamwork of our attorneys, James Roemer and James Featherstonhaugh, was superb, implemented by the skillful and harmonious teamwork of CSEA committees and individuals throughout the

"I intend to make such teamwork the keystone of my (Continued on Page 3)

Busy Year Ahead As State's Solons Study Gambling

Even before the end of the current legislative session, the longest regular session since anyone cares to remember, Senator Bernard G.

(Continued on Page 6)

Social Security Benefits Secure For Public Workers

ALBANY-Social Security benefits for local-government employees will continue, at least for the foreseeable future, as the result of the passage of a bill backed by the Civil Service Employees Assn.

The bill prohibits localities (including counties, cities, towns and school districts)

from unilaterally discontinuing payments into the Social Security system. Officials of several localities have recently proposed bailing out of the system, claiming it is becoming too expensive.

The great danger of such a move is that many public employees have been paying Social Security taxes out of their paychecks for 20 years and more," said Bernard J. Ryan, the CSEA's director of legislation and political action. "If the government they've been working for suddenly drops out of the system now, that means that all their money has gone down the drain and they will receive no Social Security payments when they retire."

The bill was originally sponsored in the Assembly by Jerrold Nadler of New York City and in the Senate by Senator Frans S. Leichter of New York City. The bill was later amended and taken over by the Senate Rules Committee, which made it a Rules

Senator Dale Volker (R-C Depew) noted that he was deluged with mail from public employees from the Western part of the state that he represents, urging him to vote for the bill.

Mr. Ryan said that "For a local government to unilaterally stop paying into the Social Security system amounts to an elimination of a fringe benefit without negotiation. This is forbidden by the Taylor Law." He added that another factor easing the bill's way through the legislature was a recent CSEA victory over the Yonkers City School District, which had notified the state and federal government of its intention to withdraw from the Social Security system. The CSEA filed an improper practice charge against the district for its action, and the hearing officer in the case held that participation in the system is a mandatory subject for union negotiations, and not something that management can decide upon unilaterally.



HARLEM VALLEY PSYCHIATRIC

Officers of the Harlem Valley Psychiatric Center Local of the Civil Service Employees Assn. were installed recently at a dinner held at the American Legion home, Wingdale. From left, Henry Arvisais, third vice-president; Frederick Frankie, first vice-president; Robert Scott, treasurer; Robert Thompson, president; Alice Boyce, secretary; Douglas Mayette, second vice-president; Beverly Mayette, executive board; William Boone, executive board; Kay Scott, executive board, and installing officer James Lennon, president of CSEA Southern Region III.

Pay Hikes Recommended For Walton Village Aides

Board fact finder has recommended an immediate 20-cent an hour wage increase for Walton (Delaware County), highway employees.

Perdinand A. Ermlich, of Cooperstown, the fact finder, ruled in a contract dispute between the village and the Walton Unit of the Civil Service Employees Assn.

At issue are a wage increase for the second year of a threeyear agreement, health insurance coverage increase dependents and a change over to a flexible work

Mr. Ermlich said the 20-cent an hour increase would represent a \$416 across the board increase and would "move toward a more realistic settlement of the present impasse between the parties."

The fact-finder also recommended increasing health insurance coverage for dependents by 15 percent. This recommendainterest of moving toward greater equity among all village employees where the present ratio is 100/100. This would have the effect of putting back approximately \$69 in the highway employees pay checks during the period of the present agreement. the State Health Insurance Plan recently announced a 11.7 percent reduction in rates for health insurance which would substantially offset the increase in the cost of dependent share for such coverage to be assumed by the village."

He recommended instituting the flexible work week for the two positions handling streetsweeping operations for part of the year and retention of the present regular work schedule for all other highway employees. He also proposed establishing a joint management/union committee to investigate the actual cost/savings of the present work

Back At Helm Corbin Group

HAUPPAUGE-James Corbin and other incumbent officers of Suffolk Local 852 reassumed leadership of the Union last week at the direction of the State Spe-

CSEA and Local constitutions and by-laws prohibit any change

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chair	man	of	the	Spe	cial	Elec-
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Bill I	ewis					
Mr	Sol	ma	hl .	onted	the	t the

FOR COMPLIMENTARY

of officers pending the committee's determination on Mr. Corbin's charge of election irregularities.

In any case, Schmahl ruled, the constitutions both prohibit the installation of new officers until 30 days after the election. The Suffolk ballots were counted June 29.

It was indicated that the Schmahl committee would hold a hearing this week to determine if the Suffolk election was valid.

Mr. Corbin, president for two terms, trailed Mr. Lewis in the ballot counting.

However, he had filed a fourpage protest detailing 13 charges of irregularity in the conduct of the vote, including the resignation of at least one member of the local's elections committee and statements by other members that the panel did not act impartially.

Mr. Corbin called for reforms to protect "this and all future elections," and has vowed to refrain from taking court action that would expose CSEA to public embarrassment.

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Praise Civil Service Unit

Victor S. Bahou, president of the State Civil Service Commission, has commended the Middletown Civil Service Commission for "substantial improvement" in its operations.

The commendation is in a letter from Commissioner Bahou, on behalf of the full commission, to Hewitt Teabout, chairman of the Middletown Civil Service Commission.

The letter accompanied a State Department of Civil Service Management Survey which the State Civil Service Commission recently reviewed and approved. The report covers operations of the local commission from March 1974 to April 1977.

In the letter, Commissioner Bahou said he and State Civil Service Commissioner Josephine L. Gambino "commend you for the substantial improvement in the administration of civil service for the City of Middletown.

SHORT TAKES

100,000 JOBS OVERGRADED

A House of Representatives investigation subcommittee headed by Rep. Robert N. C. Nix (D-Pa.) has concluded that as many as 100,000 federal jobs are overgraded because of "poor management and personnel practices." The Congressional unit adds federal managers have done little to give priority consideration to reclassified workers seeking upgrading.

WOMEN FIREFIGHTERS

Renita G. and Bernice L. Bolden, sisters, are among the first women to apply for firefighter jobs with the Buffalo Fire Department. The city recently announced a new firefighter Civil Service exam. but said, this time, women would be considered for the first time

State Penalizes Employees For Blackout; Bendet Angry

NEW YORK CITY-State employees who were forced to miss work because of the New York City-Westchester County Blackout last week will have the time charged against

According to James B. Northrup, deputy director of the Office of Employee Relations, the state is following its interpre-

Civil Service Employees Assn. As in the Buffalo snow-storm crisis last winter, employees will be given the choice of charging the day against personal leave, vacation time or sick leave. If an employee has no days left on which to draw, the time can be advanced.

tation of the contract with the

Mr. Northrup said that the Blackout situation had been studied to determine the state's policy, and it was decided circumstances were not covered by the contract, and, therefore, the time was chargeable against the em-

It is possible, however, for the Legislature to come to the aid of the affected employees, who were requested by New York City Mayor Abraham Bame to stay home during the 25-hour power failure in the Metropolitan area.

During the closing hours of the legislative session that ended last week, a bill was passed to prohibit employees from being charged with absence or forces to use leave credits because of weather conditions in the ninecounty disaster area that was snowbound between Jan. 29 and

Solomon Bendet, president of the CSEA's Metropolitan Region II, which includes most of the affected state workers, said he would ask the union's lawyers to begin action immediately to seek restoration of the charge time through legislative action.

"How can you draw up a contract to foresee a situation like this?" Mr. Bendet asked.

"I would expect Governor Carey to be a little realistic than to be so legalistic. It was an impossible situation," he said.

(Continued on Page 11)



BATTLE SCENE

vants during blackout in New York City last week. Firefighters battle blaze at Union Street and Utica Avenue, Brooklyn. Fire, allegedly the work of looters and arsonists, started in dress shop on ground level and spread to four apartments above. There were no injuries. Widespread looting and sporadic fires plagued both police and firefighters during emergency which hit all of New York City and Westchester County and parts of Long Island.

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Agency Shop To Governor For Signing

(Continued from Page 1) state's Taylor Law has always said that any benefits or raises won by union negotiators for its members must also be given to non-members.

The Agency Shop bill, which rectifies this inequality, passed the Senate by a 40-17 margin and the Assembly one day later by 120-14.

The bill was sponsored in the Senate by Senator John E. Flynn of the Bronx, and Mr. Ryan described the senator as "brilliant in defending the concept of Agency Shop during the debate on the bill."

Mr. Ryan said that five amendments were offered which would have weakened the bill considerably, but that all five were soundly defeated, by margins ranging as high as 31 votes.

"Many misconceptions were advanced during the debate by those who did not understand the Agency Shop concept," Mr. Ryan said, "but Senator Flynn summarised the spirit of the bill when he closed the debate by asking for complete support for it in the name of equity."

Another staunch supporter of the bill was Senator John Marchi of Staten Island, who described the passage of the bills as marking "one of the most important days in the history of the American labor movement." Senator Marchi is chairman of the Senate Finance Committee.

"Strong labor unions have consistently been the backbone in keeping societies from becoming totalitarian," Senator Marchi said

Senate Minority Leader Manfred Ohrenstein also attacked the misconceptions advanced in arguments against the bill. His support, along with that of Senate Majority Leader Warren Anderson, lent the bill the backing of two of the most powerful men in the upper house.

Among the bill's detractors

was Senator Tarky Lombardi Jr., who said, "What we're doing tonight smells like the stockyards." Another Senator, Fred Eckert of Rochester, described the bill as forcing non-union members to "pay tribute" to the union that represents them in negotiations.

In response, Senator Marchi branded those non-members as "free-loaders" and evidently the majority of his colleagues agreed with him, as the bill won its passage with the 40-17 score.

The Senate victory cleared the

way for the bill in the Assembly where its sponsor was Stephen R. Greeo of Buffalo, chairman of the Governmental Employees Committee.

Within a day of the Sensite passage, the bill passed the Assembly without debate, 120-14.

Strike Possibility Raised By Monroe County Local

ROCHESTER—The possibility of a strike by the 3,500 employees of Monroe County was raised recently by the president of the Monroe County Chapter of the Civil Service Employees Assn.

"If a fact-finder's report is rejected byeither side, I'll ask the members if they want to strike," said Local President

Martin Koenig. employees back to the old pay request to 5 percent or \$600.

Buffalo fact-finder Eric Lawson held hearings June 28 and 29 on the dispute between the Local and the county. Post-hearing briefs are due by July 22. Mr. Koenig said a report can be expected about the first week of

The hearings resulted from the failure of a state mediator to produce any agreement between the county and its largest employees union.

Contract talks had been stalled for several weeks until the county last month proposed a compromise that would bring employees back to the old pay levels, starting Oct. 1, with no pay hikes for 1977 and a 4 percent, across-the-board hike beginning July 1, 1978.

The CSEA had asked that the 5 to 10 percent paycuts imposed on employees earning more than \$12,000 be restored retroactivley to Jan. 14. In a budget-cutting move, the County Legislature had ordered the paycuts on Jan. 1, when the old CSEA contract expired.

The CSEA also had asked for an 8 percent pay hike for 1977. But Mr. Koenig said the county, in a counter offer, reduced the request to 5 percent or \$600, whichever was larger, for this year. Some other CSEA proposals were lowered or deleted in the counter offer, he said.

"But what the county is proposing is completely unacceptable to us," he said. "For one thing, the old pay levels wouldn't be restored until Oct. 1, which would wipe out 9/12ths of the restoration for 1977."

He said county manager Lucien Morin, county labor negotiator Barnard Winterman and other members of the administration cannot negotiate in good faith because of interference from members of the County Legislature.

"There's no cooperation between Morin and the Republican majority of the legislature. He has no control over them. He can't handle them," Mr. Koenig said.

Under state law, the factfinder will make his recommendations after hearing each side.
If either side rejects the recommendations, the county manager
will recommend a settlement to
the County Legislature. The legislature can choose the factfinder's recommendations, the
county manager's recommendation's, or arrive at its own. It then
can impose whichever recommendation it decides upon.

"If the fact-finder's report is rejected I'll recommend a strike," Koenig said. "If both sides accept the fact-finder's report, we'll have to see what the membership wants to do."

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: Givil Service Leader, 233 Broadway, New York, N. Y. 10007. Attn.: CSEA Calendar.

JULY

23-Oneida County Local 833 Vernon Downs Night: 6:30 p.m.

25—Binghamton Area Retiree Local 902 luncheon meeting; 12 noon. Ramada Inn, Front St., Binghamton.

28-Long Island Region I executive council meeting: 7:30 p.m., Region office, 740 Broadway, Amityville, L.I.

29—Department of Labor Local 670 Clam Steak/Steakroast: Krause's Halfmoon Beach, Crescent.

BROOKLYN—Contract signing for employees of the unified court system took place last Friday in Albany. Formula for the 14 percent increase is based on 5 percent retroactive to April 1, another 4 percent Oct. 1 and the remaining 5 percent next April 1. Supreme Court, the Office of

Court Workers Sign

Added On Schedule

Contract For 14%

The pact is for one year and a day, according to Civil Service Employees Assn. director Ethel Ross, who represents Judiciary employees on the union's state-

Ms. Ross pointed out that the increases are added to salary schedules for the jobs, thus entitling eligible employees to full increments.

wide Board of Directors.

The contract applies to employees of the Court of Appeals, the Appellate Division of the

New Members

(Continued from Page 1) administration," Mr. McGowan declared.

The legislation is mandatory for state employees and is permissive for local government units. Nassau County will probably be the first to adopt the Agency Shop on this basis, since it has had an agreement for some time with the Nassau County Local of the CSEA to grant an Agency Shop should the state

Court Administration, the Court of Claims, the Mental Health Information Service and others who were Judiciary employees prior to April 1.

There are major differences

between the contracts for Judiciary employees and the controversial pact recently concluded for employees of the state's executive branch, although both use the same 14 percent formula in three steps.

Ms. Ross explained that the executive branch contract is for two full years, with the increases being added to the individual employee's personal salary schedule. New employees would, therefore, be paid at a lesser rate than those on payroll prior to April 1, 1977, and some current employees might receive smaller increments next year. (The CSEA counsel has pledged to go to court, though, if the state holds back on increments next year.)

Court employees came under state control April 1, as the result of a law that placed state and local courts under a unified administration.

Saratoga Schools Face Contracting-Out Issue

ALBANY—After success in its attempt to dissuade the North Colonie Central School District from contracting out the transportation services, the Civil Service Employees Assn., may face greater difficulties in resolving the issue in the Saratoga Springs School

Last week the district ratified a contract with the Upstate Transportation Consortium—the highest and only legal bidder—in which the schools will maintain ownership of the buses and the firm will provide the drivers.

District.

A provision in the contract will require the firm to hire the drivers laid off by the district, however.

Despite letters questioning the motives for contracting out and numerous requests for meetings with district officials from Helen Tragni, president of the Saratoga Springs School District unit, Mike White, CSEA field representative, and Jack Corcoran, CSEA regional supervisor, the district has failed to respond.

CSEA officials plan to file an improper practice suit with the Public Relations Employment Board, charging the district with voiding the contract in its second year and failing to bargain in good faith. The PERB is expected

to issue an injunction to stop the signing of the contract between the school district and UTC and to order the district to negotiate with the CSEA.

Admitting that contracting out the transportation services will cost more initially, district officials claim that the state aid formula will allow more funds under this measure.

CSEA field representative Mike White points out that if, in fact, the aid formula is set up in this manner, "you are giving the advantage to the private firm and are usurping the negotiating process in the public sector."

The district was upset at the CSEA's approach to the problem, in which drivers distributed leaflets to the children to bring home to their parents Mr. White stated, however, that the response of the parents has been favorable, the schools were swamped with phone calls urging them to maintain their own transportation program.

Cancel Suspension After Grievance

CHEEKTOWAGA — A threemonth suspension was invalidated by arbitrator Rodney E. Dennis, in the case of a West Seneca Developmental Center worker penalized for failure to follow a supervisor's order to perform out-of-title work he considered harmful to himself.

Mr. Dennis's award also ordered that all references to the incident " shall be cleared from the grievant's file."

While noting the principle "work now and grieve later," Mr. Dennis said that the grievant, Thomas Michael, a senior speech and hearing therapist, "was justified in this case in refusing the assignment," because he (the arbitrator) was "persuaded by the CSEA that that work would have been detrimental to the grievant's health" and that "the state was not able to prove otherwise."

Binghamton Schools Ratify 3-Year Pact BINGHAMTON—A spokesman for the Civil Service Em-

ployees Assn. has announced that a three-year contract has been ratified by representatives of the Binghamton School District and the CSEA, which represents more than

200 district employees. A tentative agreement was reached June 24, followed by formal ratification by both sides June 28.

Jim Corcoran, CSEA field representative, negotiated the contract that now includes a 5-percent wage increase the first year, 4 percent the second year, and 4 percent the third year, with increments of from 2 to 4 percent each year for eligible em-

ployees.

Other new benefits include: equal distribution of overtime; a substitution clause for food service employees off three days or more; a new vacation schedule for 1978-79 to provide three weeks after eight years' service and four weeks after sixteen years.

SAVE A WATT

ALBANY-State Civil Service Department officials have added 12 more jobs to the list of open competitive state agency posts.

The new slots bring the total of current state openings to 30.

The new posts are health facility food manager, welfare inspector general, field representative I, narcotics investigator, senior compensation claims examiner, insurance fund hearing representative, principal workmen's compensation examiner, associate workmen's compensation examiner, associate investment officer, chief of development center community service, chief of development center treatment service, chief of mental health children's treatment service, and chief of mental health treatment

Earlier, state officials announced 18 job openings. They are mental hygiene program evaluation specialist (four levels), senior radiologic technololgist, medical social worker, cable telesearcher, senior stenographer, medical care administrator, senfor medical conduct investigator, community nursing services consultant, family planning, regional medical care administrator, consultant nurse, maternal and child care, Adirondack park project analyst for biological resources and physical resources, chief of bureau of statistical services, and director of program evaluation.

The newer jobs have Aug. 22 filing deadlines and seven of them have tests scheduled for Sept. 24. There are no qualifying tests for five titles.

Health facility food manager, a \$10,714-a-year post, is open to candidates with a bachelor's degree in dietetics, food and nutrition or food service management and one year of dietetic food service management experience or an associate degree and three years' experience or completion of a 90-hour course in food service supervision, and

Candidates for welfare inspector general field representative, also a \$10,714-a-year post, need three years welfare investigator, social services investigator, or health care investigator experience with at least one year of field investigation.

Candidates may substitute four years' social services caseworker experience, four years' criminal justice investigative experience, a bachelor's degree and one year's experience, or a master's degree in social services, health care services, health services of criminal

Applicants for narcotics investigator, a \$13,404 post, need a driver's license and a year's law enforcement investigation experience or a year's experience manufacturing drugs.

Senior compensation claims examiner (\$13,404) requirements are six years' insurance claims experience, college study, and supervisory experience.

Insurance fund hearing representative, which pays \$13,604, requires at least three years' workmen's compensation hearing representation or personnel injury claims experience.

Principal workmen's compensation examiner (\$18,369) and associate workmen's compensation examiner (\$15,684) candidates should have eight years disability insurance claims experience, at least two years of it supervisory or administrative. There is no written test.

Associate investigative officer

bachelor's degree and five years banking experience.

Chief of development center community service, treatment service, mental health children's treatment service and mental health treatment service, all of which pay \$27,942, have no listed requirements. There will be an oral test in the fall.

Applicants should contact the commission at 2 World Trade Center, Manhattan; State Office Building Campus, Albany; or 1 Genesee St., Buffalo.

Westchester Court, Aides Are Praised

NEW YORK-A report on Council of New York City, in an intensive five-week study of the Westchester County Family Court, conducted by Economic Development

JAPANESE PLUM WHE

the spring of 1976, praises the work of the court's staff and organization, says State Administrative Judge Richard J. Bartlett.

It also recommends changes in clerical procedures to save time, improve records-keeping, handle warrants, and, enable the court to operate even more efficiently.

It is part of a two-year study of the State Family Court system.

The report points out that although each clerk has specific duties, each also learns all related jobs and performs them as the workload may require.

"It may very well be," the report says, "that the flexibility of the clerical force is the factor which keeps down the nonjudicial to judicial personnel ratio."

The Westchester Family Court, the report notes, has a deserved reputation for efficiency. In the courtroom, the study found calendars of 60 or 65 matters for a morning not uncommon. Withtoo much haste, these were ordinarily finished by 12:30 or 1 p.m., leaving the afternoon for

"We believe," the report says, "the principal credit for this must go to organization."

The recommendations include: On petitions and docketing. The study found the court's present system accurate but time-consuming. It recommends a new method of control to reduce paperwork. This recommendation has been acted on.

· On calendaring. The study found an informal system of calendar cards varying from location to location, with staff workers' memories often the most reliable filing system. It proposes a new calendaring system with more effective controls and quick access to case files. This recommendation has been put into effect.



RICHARD J. BARTLETT . . . five-week study

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d by the Sidney Frenk Importing Co., Inc., N.Y.

Mr. Williford is a health and alcohol consultant with the State Division of Alcoholism and directs the State Employee Health Maintenance Program.

The late Bob Considine discussed in one of his articles a machine that is so easy to take for granted:

You are the most miraculous machine ever contrived.

You are mainly controlled by an electronic computer that puts



all other calculators to shame—your brain. It is a model that was completed about half a million years ago after many, many million years of development, but it works better than the most sophisticated products turned out yesterday. It is hardly as large as your hand but it contains about 14 million memory pods, billing systems, cross references, alarms, warning devices, escape hatches, and a mystifying attribute no other member of the animal kingdom posseses-your conscience.

Your heart, which weighs maybe 11 ounces, is the most efficient pump ever made. It beats 72 times a minute night and day. It needs no lubrication, thus is independent of Saudi Arabia. One side of your pump pushes and re-pushes blood to all points of your body via a network of pipe lines too baffling for a layman to describe. The other half of the pump concentrates on your lungs. Seventy-two beats a minute amounts to 4,320 thumps every hour, 103,680 per day or 37,843,200 a year.

You've got hinges and joints that must have been the despair of Thomas Chippendale when he tried to duplicate them in wood and metal. You've got better brakes than discs, five superb senses, and maybe one to boot, called extra-sensory perception. You can see celestial bodies a million light years away, and hear a bleep

You own a cluster of nerve ends located on the mucous membrane of the upper site of your tongue and back of your mouth that inform you instantly that what you are eating is sweet, sour, salty, bitter and whether you should swallow it or

You own the most versatile recycling plant ever built-your liver. And the most incredible furnace, or Bessember Converteryour stomach. (Bob Considine, Times Union, Albany.)

It is unfortunate that many people take better care of their cars than they do of their bodies. Too many of us wait until we break down through neglect and abuse before we realize how miraculous the human machine is.

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GO TO HEALTH Help For Training Officers Coming

trainer's resource service (TRS) for government training officers is being introced this month by the National and Training Development Service (NTDS).

Until now there has not been any national training resource geared solely to the needs of the local and state government training workers.

"What TRS will do is channel support services to local and state government training officers through an inexpensive subscription program," says Graham W. Watt, NTDS President. "The TRS Advisory Committee and NTDS felt there was a great need for this kind of direct access to resources. Right now many public sector trainers feel professionally isolated. TRS will help to relieve that situation by creating a climate for transfer and sharing of resources.

Support services subscribers can expect include a new trainers' newsletters with reports on federal and other funding opportunities and legislation; clearinghouse reports; self-development opportunities; free and discounted resource materials; information on new training techiques and materials for use in local and state agencies; 15 percent discounts on all NTDS seminars, workshops, books and training modules; and a national conference organized around the professional and career interests of local and state trainers.

The TRS program will also provide the first national directory of local and state training officers

"When trainers know what's available in other localities, that broadens professional awareness

Budget Examiners

ALBANY - The State Civil Service Department established an open competitive Sr. Budget Examiner Management eligible list on May 27, the result of a Nov. 6, 1976, exam. The list contains 14 names.

College degrees by mail.

It is honestly possible to earn a legitimate, accredited bachelors, masters, or doctorate from well-known universities without taking any traditional courses whatsoever, often at suprisingly low cost. Free details from Dr. John Bear, 2150 Franklin Street, Dept. 60178, Oakland, California 94612. Or call toll-free 800-648-5300. (In Nevada 800-992-5710.)

and recognition and can elimin ate the need to reinvent what's already at hand," says Mr. Watt. That saves time and money for the localities involved and will help to make them aware of the importance of training to a

> BUY U. S. BONDS!

The TRS program was organized last spring by NTDS with a group of training and development practitioners who now comprise the TRS Advisory Council. TRS will begin its new services to local and state government training officers next month.

Open Continuous State Job Calendar

Actuary (Casualty), Associate	\$18,369	20-416
Actuary (Life), Associate Actuary (Casualty), Principal	\$18,369	20-520
Actuary (Casualty), Principal	\$22,694	20-417
Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14,142	20-519
Actuary (Casualty), Supervising Actuary (Life), Supervising Dental Hygienist	\$26,516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Dental Hygienist	\$ 8,523	20-107
Dietetic Trainee	\$10,118	20-116
Dietitian	\$10,714	20-124
Dietitian, Supervising Electroencephalograph Technician	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Engineer, Assistant Sanitary	\$14,142	20-122
Engineer, Junior \$11,33 Engineer, Senior Sanitary	7-\$12,275	20-109
Engineer, Senior Sanitary	\$17,429	20-123
Food Service Worker Hearing Reporter	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician Legal Careers \$11,16	\$ 8,051	20-170
Legal Careers\$11,16	4-\$14,142	20-113
Librarian, Public	\$10 155	and up
Medical Record Administrator	\$11,337	20-348
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aid Trainee		The state of the s
(Reg & Spanish Speaking)	\$ 7.204	20-394
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
Nurse, Health Services \$10,71	4-\$11.489	20-333
Nurse, Licensed Practical	\$ 8.051	20-106
Nutrition Services Consultant	\$31,404	20-139
Occupational Therapy Assistant I & II		
(Reg & Spanish Speaking)	\$ 9.029	20-174
Pharmacist, Institution	\$12,670	20-129
Physical Therapist	-	20-177
Physical Therapist, Senior	\$12.740	20-138
Physical Therapy Assistant I & II		20-130
(Spanish Speaking)	\$ 9.029	20-175
Physician, Assistant Clinical	\$25 141	20-175
Physician I, Clinical	\$27,101	20-414
Physician II Clinical	\$21,774	20-415
Physician II, Clinical Physician I, Compensation Examining	\$27,055	20-415
Psychiatrist I	\$27,742	20-390
Psychiatrist II	\$22,792	20-390
Radiologic Technologist, Radiologic	\$33,704	20-391
Radiologic Technologist, Radiologic		20 224
Technologist (Therapy) \$7,63	2-3 7,004	20-334
Stationary Engineer	¥,546	20-100
Stationary Engineer, Assistant	\$14,142	20-303
Stationary Engineer, Senior Varitype Operator	\$10,714	20-101
Varitype Operator	\$ 6,811	20-307
Yocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee		20-140
You may contact the following officer of	5 4- N V	-L CI-L-

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above, as well as examinations for Beginning Office Worker, Stenographer,

Stockroom Worker, and Typist.

State Office Building Campus, First Floor, Building 1, Albany,
New York 12239 (518) 457-6216.

2 World Trade Center, 55th Floor, New York City 10047 (212)

Suite 750, Genesee Building, West Genesee Street, Buffalo,

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Civil Service Don't Repeat This!

America's Largest Weekly for Public Employees

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> Jerry Finkelstein, Publisher Paul Kyer, Associate Publisher

> > Mervin Baxley, Editor

Hercourt Tynes, Associate Editor
Herry Berkowitz,
Jame Bernstein, Features Editor

Herry Berkowitz,
City Editor
Pamela Craig, Photo Editor

N. H. Mager, Business Manager

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FRIDAY, JULY 22, 1977

Agency Shop Now

EVENTS happen in rapid-fire order during the closing moments of a legislative session, and this year proved true to form

We are happy to acknowledge that our editorial last week, in which we denounced as gamesmanship the legislative buckpassing of the Agency Shop bill, was, in football jargon, a touchback.

It was one of the risks run in trying to anticipate events several days ahead. At the time, we thought it best to go on record in order to let the legislators know that members of public-employee unions were not going to be fooled by political games being played with the Agency Shop Bill.

It was hoped that our editorial would be read by legislators in time for them to have second thoughts before they let the bill die during the rush for adjournment.

As it turned out, the Legislature acted on its own, and our prodding turned out to be after the fact.

We don't mind a bit looking foolish when the results are so beneficial.

And we offer sincere congratulations to those legislative leaders in both the Senate and the Assembly who were willing to stand up for fairplay in providing that nonmembers pay an equal share of the costs in return for the equal share of union protection mandated by law.

The Leader has, in our estimation, devoted more editorial space to this subject than to others during the past years. Sometimes we have even been severely criticized by some union members for pointing out so forcefully the inequities that have existed. There was fear that our detailing of the problem would cause members to abandon the unions to join the free-riders.

It was always our view to drive home the facts of the situation, in the hope that we would provide support to those union lobbyists and the rank-and-file workers who were actively engaged in getting passage of the bill.

We believe we have played a major role in arousing that rank-and-file interest-even anger, and providing that support.

We believe the Governor should sign the bill.

We urge all public employee union members to deluge the Governor's office with letters asking him to sign. All Shop Bill." It should be sent to Governor Carey, State Capitol, Albany, N.Y. 12224.

We urge all public employee unions to use the additional moneys well to provide improved services for all public employees so that the public trust of the Legislature and the Governor may be justified.

And, we urge local governments to quickly follow suit in negotiating agency shops with their public employee unions.

New York State has the opportunity to prove, once again, that it deserves its nickname, the Empire State. The rest of the nation will be watching intently as we pursue this experiment in equality. (M.O.B.)

(Continued from Page 1) Gordon, Westchester County Republican, was already working away on a legislative assignment that should keep him busy for

the rest of the year.

Gordon, a 17-year veteran of Albany's wars whose regular legislative assignment is chairman of the powerful and busy Senate Judiciary Committee, is also doubling as chairman of the Senate Committee on Casino Gambling.

It was in connection with casino gambling that he held a public hearing last week in New York City at the World Trade Center. Before the year is out, he will have held similar hearings in all parts of the state, so that his committee will be ready to file a report and recommendations early when the next legislative session convenes.

Some of the important issues to which the committee will be giving special attention include the potential revenues that could be generated by casino operations, the impact of such operations on the tourist industry, employment and related business activity, the danger of infiltration by criminal elements, whether such casinos should be publicly or privately owned and operated, and whether their location should be limited to resort areas.

The question of casino gambling has been before the Legislature before, but always on the back burner. What has thrust the issue forward to the front burner is the legislation of casino operations in Atlantic City, N.J.

Inroads Made

As it is, New York is already suffering from inroads made by New Jersey into New York sports activities. Racing at Meadowland, in the Jersey Meadows, just a stone's throw from the bridges and tunnels that link the two states, has seriously undermined attendance and the parimutuel handle at Roosevelt and Belmont Raceways. The football Giants already have their home base in Meadowland. The Jets are half way out of Shea Stadium and half way into Meadowland. The Cosmos soccer team is also there. And the Nets basketball club plans to abandon the Nassau County Coliseum for what the owners perceive to be greener fields in New Jersey.

In light of these events, the Legislature cannot view lightly the threat that casino gambling in Atlantic City will make further inroads into the state's tourist and sporting activities. New Jersey, rather than New York, is likely to become the hottest sporting center of the East.

Based on preliminary, nonscientific soundings that Gordon has made throughout the state, he has come to the tentative conclusion that the vote would be extremely close if a casino gambling proposal were submitted to the voters as required by the State Constitution. In the upstate areas, Gordon found, the people seem to be about equally divided. In New York City, a small majority seems to be in favor of casino gambling.

Report Coming

Legalized gambling is widespread throughout the state, including parimutuel betting at the race tracks, the state lottery, offtrack betting, and bingo and other gambling practices permit-

(Continued on Page 7)





Civil Service Law & You

By RICHARD GABA

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

No Contempt

A school board's refusal to reinstate wrongfully severed teachers did not constitute either criminal or civil contempt in this Appellate Division, Second Department, decision of

Members of the Pearl River Teachers' Association brought a proceeding to punish respondent school district for contempt for their willful refusal to comply with an order and judgment of the Supreme Court, Rockland County, both dated April 23, 1975, which confirmed an arbitration award. This appeal is from an order of the same court, dated June 15, 1976, which dismissed the proceeding.

In Rockland County Supreme Court, an arbitration award which sustained the grievances of the individual appellants and ordered the respondent school district "to reinstate them for a period of one year to complete the evaluations required under the collective bargaining agreement" was confirmed, and respondents did not appeal therefrom, rendering the award final. Appellants had held positions respectively as a remedial reading specialist and a librarian. During appellants unemployment, however, the district abolished both of its remedial reading positions and appointed a senior person to the one open librarian position.

In view of the fact that appellants' respective positions no longer existed, the respondent school board interpreted the arbitration award's use of the word "reinstate" to mean to the exact same position, and if such position no longer existed, then the teachers were not to be restored to active teaching, but instead, their names were to be placed on a preferential re-employment list.

On the record, the Appellate Division concluded that the school board's refusal to re-employ these teachers did not constitute either criminal or civil contempt. The court could not assume that on reapplication for re-employment, the respondents will fail to abide by Subdivision 2 of Section 2510 of the Education Law which provides that when a position is abolished, services of the teacher with the least seniority within tenure of position abolished shall be discharged. Matter of Pearl River Teachers' Association, et al. v. George

Social

Q. My father is 74 and lives with my husband and me. As he has no regular income and owns very little, can he get SSI?

A. Possibly. You should have him get in touch with a social security office for information

about applying for supplemental security income (SSI) payments. Any SSI payments he is eligible for may be reduced since he lives with you. You can contact social security for him if he's not able.

WHAT'S YOUR OPINION RETIREMENT

By PAMELA CRAIG

QUESTION

Do you feel the reported improvements in the economy will improve public-employment job chances and working conditions?

THE PLACE

Department of Labor, Manhattan

OPINIONS

Clarence Guthrie, employment interviewer: "No,

I do not feel the reported improvements in the economy will improve public-employment job chances. The CETA funding was instituted for the purpose of training the unemployed, the underemployed, the disadvantaged and the welfare recipients for meaningful job opportunities. A large part of federal CETA money was not spent for that purpose. It was spent

by our government to rehire laid-off police and firemen. If public money is not funneled directly into the programs it was designed for, then it doesn't matter what remedial steps President Carter or Congress takes."

Barbara Matos, employment interviewer: "In the



close to seven years I've been with the New York State Employment Service, the employment situation has deteriorated steadily. Although I have not yet noticed any marked improvement in the economy, I have a feeling our new administration will work in that direction. Any general economic improvement will most likely be reflected in the public sector.

The hotel and restaurant industry have not made an upward swing and I have no knowledge of new hotels to be built. Our computers are empty."

Tom Perlman,



employment interviewer: "I believe that public employment may increase as the economy improves, although wages and working conditions do not automatically get better as the economy improves. The reason we have unions is to insure such improvements through collective action. We will have to wait an awfully long time for the state to offer us a slice of the pie. It is, there-

fore, up to us to exercise whatever influence or pressure we have to secure improved wages and working conditions." Sid Lipson, employment interviewer: Probably. I



really think the prospects for the future are better in the long run, because of President Carter's philosophy of government. He believes in full employment at the local levels, which increases related employment. My hope is based on a gut feeling. I do know for a fact that the cost of training a new employee for the employer is higher than ever.

Therefore, the well-trained employee is worth much more. With that kind of capital investment, we can expect to see shorter layoffs and fewer terminations."

Alice Flateau, employment interviewer: "Yes, I



do feel that the reported improvements in the economy will improve public-employment job chances. Hopefully, the freeze will be lifted and there will be room for promotions. The CETA hirings are not permanent jobs, they are temporary until the funds run out. All of the CETA funding depends upon Congress. Even though the funding is for one

year, I feel the CETA workers' job opportunities have been enhanced because of the training they receive while working."

Lydia Berrios, stenographer: "I do not think it



will help very much. There is too much greediness around the publicly funded projects that aid the poor and disadvantaged. In 80 percent of the situations, there are many who work for their own interest and the poor continue to be short-changed. Carter is trying hard to improve the economy but this greediness is in people's hearts. No matter how hard

the President tries, the programs will be affected by people who work only for their own interests and not for the masses."

RETIREMENT NEWS & FACTS

By A. L. PETERS

Social Security In Red

Almost every week a new study comes out that shows the Social Security system is going deeper and deeper into the red. In the most recent one, the deficit is blamed partly on the recession of two years ago. This year, the outgo is expected to be more than \$5 billion to 33 million U.S. retirees. At this rate, the system would ordinarily go bankrupt early in the 1980's.

President Carter has indicated concern for the situation. His proposals up to now have included:

(1) Changing the 50/50 balance in the employer/employee contributions that has existed since the system began. He is asking employers to pay with a larger percentage of wages or the same percentage on the total salaries rather than on the amount set each year—currently \$16,500. This year both employers and employees will be paying 5.85 percent of this amount and/or:

(2) Inducing Congress to appropriate specific sums to fill the gap from general revenue.

Under the Carter plan, in any event, by next January the total contributions will be up from 11.7 percent to 12.1 percent with the percentage for employers going up slightly more than that for employees. The employers' share would go up to 7.4 percent gradually, until 1990. At the same time, the base wage on which taxes would be levied would increase \$600 on alternate years from 1979 to 1985.

In addition, the tax on the self-employed, now at 8.1 percent, would go up to 8.6 percent in 1979, 8.8 percent in 1981 and 10.5 percent in 1990.

On the other side of the picture the proposals would tighten some of the dependency rules. Under recent Supreme Court de-

never been in contention. Next

year's increments are a matter

cisions, men can claim benefits based on their wives' work records, regardless of whether they were dependents or not. The proposed regulation would require that only a spouse whose income for two years prior to making benefit claim is less than half the couple's total income would be eligible for a spouse's benefit. It is estimated this will save about \$2.6 billion through 1982.

Another aspect of the benefits side would be a cutback in the inflation adjustment formula for calculating the initial benefits for any retired persons. This formula considers both price inflation and wage inflation and allows newly retired persons to collect more benefits than older retirees. There have been many protests from older retirees who feel this is unfair. Under the Carter formula, earnings would escalate only with the consumer price index.

Some bookkeeping changes also would be made. About \$7.2 billion set aside to finance Medicare would go into the Old Age Fund.

As in all such proposals, there has been a mixed bag of protests, and undoubtedly some changes will be made by Congress.

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

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

Commence mone	
Little, JoAnn	Newark, N.J.
Latito, Anthony N .	Ithaca
Mack, Albert D	Jackson Hts
Massaro, Drusilla A	Schenectady
Massey, Mary E	Westbury
Mattson, Eleanor A	
May, Nancy F	
McKinley, Cecil M	
McLeron, Richard D	
McNeil, Frederick D	Poughkeepsie
Menhennett, Clair N .	
Merritt, Lila M	
Miller, Thomas O	
Mincer, James T	
Miron, Lawrence S	
Moore, Flora	
Moss, Delmus V	
Murano, Anthony N	
Murphy, Paul S	
Murphy, Raymond	
Murray, John J	
Natiella, Joan C	
Newberg, John J	
(To Be Con	
(10 pe (o	actioned)

LETTERS TO THE EDITOR

LETTERS POLICY

The Leader reserves the right to extract or condense

pertinent sections of letters that exceed the maximum

length. Meaning or intent of a letter is never changed.

Extensive letters that cannot be edited to a reasonable

length are not used unless their viewpoint is so unique

that, in The Leader's judgment, an exception should

be made. All letters must be signed and bear the

writer's address and telephone number. Names will be

Letters to the Editor should be less than 200 words.

Angry Letter

Editor, The Leader:

The editorial in your May 20, 1977, issue was great. Great, that is, if meant for ignoramuses, or yes-men. It was meant, however, to influence or calm down the angry letter writers you mentioned. You have falled miserably.

Can't you see that as a result of the recent inane, inept and totally dishonest salary negotiations a good part of the membership just doesn't believe the CSEA and its history of obfuscation?

The article mentions that Director Donald Wollett sent a letter to president Theodore Wenzl, putting many rumors to rest. Not only did he not put anything to rest, but also did a good job evading the only questions the membership wanted answers to.

I would appreciate direct and honest answers to the following questions:

 Isn't it a fact that many employees will lose increments that are due them now, or in the future?

2. Isn't it a fact that the so-

called 14 percent raise in effect includes these increments that employees would ordinarily have coming to them under previously negotiated contracts?

3. This being so, state employees are, in fact, getting 14 percent less the increments they would be receiving in any case, isn't this so?

These are the questions that angry letter writers want a straightforward answer to. They are angry because an analysis of the tentative agreement reveals that, in fact, they are merely receiving a slightly larger bonus

withheld upon request.

than we received in 1975.

Any increase that doesn't include a change in the salary scale cannot possibly be a raise.

I am sure you are not going to publish this letter but, at least, I have tried to set you straight.

> NAME WITHHELD Staten Island

EDITOR'S NOTE: To begin with, most state employees, in any given year, are not eligible for increments. Those who are eligible this year were given them, based on their March 31, 1977, salary; this fact has

of dispute, however, and CSEA counsel has pledged to take the case to court if the State attempts to renege on them. The 14 percent increase is a minimum, and is not "less" anything. although many people will receive more. In fact, since each succeeding increase in the three-step raise is based on the then-existing salary, the total approaches 15 percent, with a minimum \$1,400 increase for those making less than \$10,000 anually. In no event is any of this a bonus, since it beco of the permanent salary for each employee. We respectfully note that this letter-writer did sign his name, albeit with the request that the name be withheld. Why is it, though, that people who make the most sonal attacks prefer to remain anonymous.

> U, S. BONDS!

Don't Repeat This!

(Continued from Page 6)

ted for the benefit of non-profit institutions. Yet, there are many who are strongly opposed to its further spread, either on the grounds that betting is an immoral activity, or they fear that many poor people will lose their rent money trying to become instant millionaires.

The report that the Senate Committee on Casino Gambling will file should stir a great deal of interest and controversy.

CSEA-Negotiated Training Courses Available

FACILITY	COURSE NUMBER	COURSE TITLE	DAY(S)	TIME	COURSE	CREDITS IF ANY	DATE
ADTRONDACK COMMUNITY COLLE	GE						
BAY ROAD, GLENS FALLS	A-2-90	PRINCIPLES OF ACCOUNTING I	HT&T	6:30-8:00	60	3	8/30
	8-1-289	PSYCHOLOGY OF PERSONAL ADJUSTMENT	T&TH	8:15-9:30	45	3	8/30
	B-1-406	INTRODUCTION TO SOCIOLOGY	T&TH	6:45-8:00	45	3	8/30
	Ç-1-130	BASIC CONVERSATIONAL SPANISH	MSW	6:00-7:15	45	3	8/29
	C-1-47	TECHNIQUES OF WRITING	M&W	6:45-8:00	45	3	8/29
ACC AT SARATOGA SPRINGS -	TBA A-2-90						0.00
	B-1-111	PRINCIPLES OF ACCOUNTING I	T&TH	6:30-8:00	60	3 .	8/30
	8-1-406	FUNDAMENTALS OF ELECTRONIC DATA PROCESSING	M&W	6:30-8:00	45	3 .	8/29
	C-1-47	INTRODUCTION TO SOCIOLOGY TECHNIQUES OF WRITING	M&W .	6:45-8:00 6:45-9:30	45 45	3	8/29
ACC AT WILTON DEVELOPMENTA		TECHNIQUES OF WRITING		6145-9150	45	3	0/31
CENTER	8-1-280	INTRODUCTION TO GENERAL PSYCHOLOGY	T	4:00-6:45	45	3	8/30
	C-1-41	HOW TO WRITE - A BASIC ENGLISH COURSE	T&TH	7:00-8:15	15	1	8/30
	C-1-151	IMPROVING READING & WRITING SKILLS	TATH	6:20-8:15	45	3	10/4
ACC AT GRANVILLE LOCAL			100				0.7757,040
HIGH SCHOOL	B-1-406	INTRODUCTION TO SOCIOLOGY	м	4:15-7:00	45	3	8/29
ACC AT CORINTH LOCAL							
HIGH SCHOOL	8-1-406	INTRODUCTION TO SOCIOLOGY	*	4:15-7:00	45	3	9/1
ACC AT WHITEHALL LOCAL	0.1.47						
	C-1-47	TECHNIQUES OF WRITING	м	6:45-9:30	45	3	8/29
ALBANY BUSINESS COLLEGE 130 WASHINGTON AVENUE	A-2-90 A-2-95	PRINCIPLES OF ACCOUNTING I	M&W	4:00-6:15	60	3	9/12
ALBANY	A-2-96	PRINCIPLES OF ACCOUNTING II	M&W	4:00-6:15	60	3	9/12
ALDANT	B-1-22	REVIEW OF INTERMEDIATE FINANCIAL THEORY & PRACTICES	TH	4:00-7:00	30		9/15
	B-1-47	BASIC STATISTICS	T	4:00-7:00	45	3	9/13
	C-2-52	BASIC MATHEMATICS	TH	4:00-6:15	30		9/15
	D-1-20	LETTER AND MEMO WRITING	T	4:00-6:15	30		9/13
		BEGINNING TYPING	T&TH	4:00-5:45	45	3	9/13
	C-1-40	BEGINNING SHORTHAND	HT&T	4:00-6:15	60	3	9/13
	D-2-20	INTERMEDIATE TYPING	HT&T	4,:00-5:45	45	3	9/13
	C-2-40 n-2-42	INTERMEDIATE SHORTHAND I	T&TH T&TH	4:00-6:15 4:00-6:15	60	3	9/13
		INTERNEDIATE SHORTHARD IT	TOTAL	4100-0113			
UNY ALBANY	8-1-290	INTRODUCTION TO GENERAL PSYCHOLOGY	MSM	5:10-6:25	45	3	8/29
ASHINGTON AVENUE	8-1-402	SOCIAL PSYCHOLOGY	TH	4:00-6:20	45	3	9/1
LBANY	B-1-420 B-1-293	CAREER PLANNING APPLIED PSYCHOLOGY	W	5:00-8:00	30		9/28
	B-2-40	TECHNICAL WRITING	M M	4:00-6:20 - 4:00-7:00	. 45	3	9/20
OURSES OFFERED BY SUNY/ALBA	NY, COLLEGE OF GE	NERAL STUDIES					
INCHANTON			-	4.00 5.00	70		0.01
INGHAMTON	A-2-91	PRINCIPLES OF ACCOUNTING II INTRODUCTION TO GENERAL PSYCHOLOGY	T	4:00-6:00	30		9/13
	B=1-280 D=2-42	INTERMEDIATE SHORTHAND II	Ť	4:00-6:00	30		9/13
OCES .	8-1-47	BASIC MATHEMATICS	w	3:30-6:30	30		9/14
	8-1-48	INTRODUCTION TO THE METRIC SYSTEM	м	3:30-6:30	30		9/1:
UTCHESS COUNTY	C-1705700055	FUNDAMENTALS OF ELECTRONIC DATA PROCESSING	М	3:30-6:30	30		9/1:
	8-1-111		М	3:30-6:30	40		9/1:
ALT POINT TURNPIKE	8-1-111 8-1-160	BASIC ELECTRICITY I					9/1:
ALT POINT TURNPIKE		BASIC ELECTRICITY I SMALL ENGINE WORKSHOP	М	3:30-6:30	40		9/1:
ALT POINT TURNPIKE	8-1-160		M M	3:30-6:30	40		
ALT POINT TURNPIKE	8-1-160 8-1-180 8-2-165	SMALL ENGINE WORKSHOP	M M W				9/1/
ALT POINT TURNPIKE	8-1-160 8-1-180 8-2-165 8-2-166	SMALL ENGINE WORKSHOP REPRIGERATION & AIR CONDITIONING	M M W	3:30-6:30	40		
ALT POINT TURNPIKE	8-1-160 8-1-180 8-2-165	SMALL ENGINE WORKSHOP REPRIGERATION & AIR CONDITIONING I BASIC ARC'WELDING II	M M W M	3:30-6:30 3:30-6:30	40 40		9/1
ALT POINT TURNPIKE	B-1-160 B-1-180 B-2-165 B-2-166 B-2-200 B-3-163	SMALL ENGINE WORKSHOP REPRIGERATION & AIR CONDITIONING I BASIC ARC'WELDING II SMALE ENGINE WORKSHOP (ADV.) PLUMBING & HEATING II	M W W M MSW	3:30-6:30 3:30-6:30 3:30-6:30	40 40 40		9/1
ALT POINT TURNPIKE	B-1-160 B-1-180 B-2-165 B-2-166 B-2-200 B-3-163 D-1-20	SMALL ENGINE WORKSHOP REPRIGERATION & AIR CONDITIONING I BASIC ARC'WELDING II SMALE ENGINE WORKSHOP (ADV.)		3:30-6:30 3:30-6:30 3:30-6:30 3:30-6:30	40 40 40 40		9/1:
ALT POINT TURNPIKE	8-1-160 8-1-180 8-2-165 8-2-166 8-2-200 8-3-163 0-1-20 0-1-40	SMALL ENGINE WORKSHOP REPRIGERATION & AIR CONDITIONING I BASIC ARC'WELDING II SMALE ENGINE WORKSHOP (ADV.) PLUMBING & HEATING II BEGINNING TYPING BEGINNING SHORTHAND	MSW	3:30-6:30 3:30-6:30 3:30-6:30 3:30-6:30 3:30-5:30	40 40 40 40 40		9/1: 9/1: 9/1: 9/1:
ALT POINT TURNPIKE	8-1-160 8-1-180 8-2-165 8-2-166 8-2-200 8-3-163 0-1-20 0-1-40 0-2-20	SMALL ENGINE WORKSHOP REPRIGERATION & AIR CONDITIONING I BASIC ARC'WELDING II SMALE ENGINE WORKSHOP (ADV.) PLUMBING & HEATING II BEGINNING TYPING BEGINNING SHORTHAND INTERMEDIATE TYPING	M&W M&W	3:30-6:30 3:30-6:30 3:30-6:30 3:30-6:30 3:30-5:30 3:30-5:30	40 40 40 40 40 40 40		9/1 9/1 9/1 9/1 9/1
ALT POINT TURNPIKE	8-1-160 8-1-180 8-2-165 8-2-166 8-2-200 8-3-163 0-1-20 0-1-40	SMALL ENGINE WORKSHOP REPRIGERATION & AIR CONDITIONING I BASIC ARC'WELDING II SMALE ENGINE WORKSHOP (ADV.) PLUMBING & HEATING II BEGINNING TYPING BEGINNING SHORTHAND	M&W M&W	3:30-6:30 3:30-6:30 3:30-6:30 3:30-6:30 3:30-5:30	40 40 40 40 40		9/1 9/1 9/1 9/1 9/1
ALT POINT TURNPIKE OUGHKEEPSIE	8-1-160 8-1-180 8-2-165 8-2-166 8-2-200 8-3-163 0-1-20 0-1-40 0-2-20 0-2-40 8-3-165	SMALL ENGINE WORKSHOP REPRIGERATION & AIR CONDITIONING I BASIC ARC'WELDING II SMALE ENGINE WORKSHOP (ADV.) PLUMBING & HEATING II BEGINNING TYPING BEGINNING SHORTHAND INTERMEDIATE TYPING INTERMEDIATE SHORTHAND. I REFRIGERATION & AIR CONDITIONING II	MSW MSW T&TH T	3:30-6:30 3:30-6:30 3:30-6:30 3:30-5:30 3:30-5:30 3:30-5:30 3:30-6:30	40 40 40 40 40 40 40 40		9/14 9/13 9/13 9/13 9/13 9/14
OUGHKEEPSIE	8-1-160 8-1-180 8-2-165 8-2-166 8-2-200 8-3-163 0-1-20 0-1-40 0-2-20 0-2-40 8-3-165	SMALL ENGINE WORKSHOP REPRIGERATION & AIR CONDITIONING I BASIC ARC'WELDING II SMALE ENGINE WORKSHOP (ADV.) PLUMBING & HEATING II BEGINNING TYPING BEGINNING SHORTHAND INTERMEDIATE TYPING INTERMEDIATE SHORTHAND. I REFRIGERATION & AIR CONDITIONING II	M&W M&W	3:30-6:30 3:30-6:30 3:30-6:30 3:30-6:30 3:30-5:30 3:30-5:30 3:30-6:30 3:30-6:30	40 40 40 40 40 40 40 40 40		9/14 9/13 9/13 9/13 9/14 9/14
OUGHKEEPSIE OCES IERKIMER COUNTY	B-1-160 B-1-180 B-2-165 B-2-166 B-2-200 B-3-163 0-1-20 0-1-40 D-2-20 0-2-40 B-3-165 B-1-160 B-2-165	SMALL ENGINE WORKSHOP REPRIGERATION & AIR CONDITIONING I BASIC ARC'WELDING II SMALE ENGINE WORKSHOP (ADV.) PLUMBING & HEATING II BEGINNING TYPING BEGINNING SHORTHAND INTERMEDIATE TYPING INTERMEDIATE SHORTHAND. I REFRIGERATION & AIR CONDITIONING II BASIC ELECTRICITY I REFRIGERATION & AIR CONDITIONING	MSW MSW T&TH T	3:30-6:30 3:30-6:30 3:30-6:30 3:30-5:30 3:30-5:30 3:30-5:30 3:30-6:30 3:30-6:30 3:30-6:30	40 40 40 40 40 40 40 40 40 40		9/14 9/12 9/13 9/13 9/13 9/14 9/23
BOCES HERKIMER COUNTY BOCKS HERKIMER COUNTY BOCKS HERKIMER COUNTY BOCKS HERKIMER	8-1-160 8-1-180 8-2-165 8-2-166 8-2-200 8-3-163 0-1-20 0-1-40 0-2-20 0-2-40 8-3-165	SMALL ENGINE WORKSHOP REPRIGERATION & AIR CONDITIONING I BASIC ARC'WELDING II SMALE ENGINE WORKSHOP (ADV.) PLUMBING & HEATING II BEGINNING TYPING BEGINNING SHORTHAND INTERMEDIATE TYPING INTERMEDIATE SHORTHAND. I REFRIGERATION & AIR CONDITIONING II	MSW MSW T&TH T	3:30-6:30 3:30-6:30 3:30-6:30 3:30-6:30 3:30-5:30 3:30-5:30 3:30-6:30 3:30-6:30	40 40 40 40 40 40 40 40 40		9/14 9/14 9/12 9/13 9/13 9/13 9/14 9/21 9/21 9/21

Many New Course Offerings This Semester

FACILITY	COURSE NUMBER	COURSE TITLE	DAY(S)	TIME	COURSE	CREDITS IF ANY	DATE
BOCES	B-1-160	BASIC ELECTRICITY	M&T	7:00-10:00	72	BILLINES	9/2
MONROE	8-1-169	BASIC WELDING	TH	7:00-10:00	50		9/2
FOREMAN CENTER	B-1-175	HEATING AND AIR CONDITIONING	T&W	7:00-10:00	-72		9/2
FAIRPORT	B-2-169	INTERMEDIATE WELDING	м	7:00-10:00	50		9/2
BOCES - (NORTHMEST TECH.) OGDENSBURG	8-1-180 D-3-40	SMALL ENGINE WORKSHOP ADVANCED SHORTHAND	*	6:30-9:30 6:30-9:30	36 36		9/7
BOCES	8-1-160	BASIC ELECTRICITY I	T.	3:30-6:30	40		9/13
SARATOGA-WARREN	B-1-169	BASIC WELDING.	T	3:30-6:30	40		9/13
HEMNING ROAD SARATOGA	B-1-180	SMALL ENGINE WORKSHOP	T	3:30-6:30	40		9/13
BROOKLYN	8-1-283	BÉHAVIOR MODIFICATION.	T	4:30-7:30	30		9/13
DEVELOPMENTAL CENTER	8-1-286	OCCUPATIONAL THERAPY	W	4:30-7:30	30		9/14
888 FOUNTAIN AVENUE	8-1-268	DEVELOPMENTAL PSYCHOLOGY		4:30-7:30	30		9/14
	B-2-49 C-1-35	INTERMEDIATE MATHEMATICS UNDERSTANDING & INTERPRETATION OF WRITTEN MATERIALS	, M T	4:30-7:30 4:30-7:30	30 30		9/13
ROOME COMMUNITY COLLEGE					-		
INGHAMTON	B-1-111	FUNDAMENTALS OF ELECTRONIC DATA PROCESSING	٧	5:30-8:30	45	3	9/14
	D-1-40	BEGINNING SHORTHAND	TATH	5:30-8:39	75	3	9/13
	8-2-189	ESTIMATING & CONSTRUCTION PLANNING	M&W	5:00-7:00	60	3	9/12
	0-1-50	SKILL REFRESHER FOR STENOGRAPHERS	À	5:30-7:30	20		9/12
CC AT BROOME EVELOPMENTAL CENTER	8-1-283	BEHAVIOR MODIFICATION		5 - 70 O - 70			
STREET SERVICE	B-2-500	INTELLIGENCE & THE MENTALLY RETARDED		5:30-8:30 5:30-8:30	45 45	3	9/14
CC AT BINGHAMTON DOT		THE TOTAL OF THE MENTAL OF THE		3130-3130	-	,	3/12
	B-1-152	FUNDAMENTALS OF PROFESSIONAL ENGINEERING II -	ТАТН	4:45-6:15	45	3	9/13
CC AT BINGHAMTON		STRENGTH OF MATERIALS					
SYCHIATRIC CENTER	8-1-285	ABNORMAL PSYCHOLOGY	TH	5:30-8:30	45	3	9/15
	B-2-315	BASIC COUNSELING TECHNIQUES	т	5:30-8:30	45	3	9/13
BUFFALO PSYCHIATRIC CENTER	B-1-283	BEHAVIOR MODIFICATION	т	4:30-7:30	30		9/1:
400 FOREST AVENUE	8-1-285	ABNORMAL PSYCHOLOGY	TH	4:30-7:30	30		9/1
	8-1-288	DEVELOPMENTAL PSYCHOLOGY	T&TH	4:30-6:00	30		9/13
	8-3-150	FUNDAMENTALS OF STATIONARY ENGINEERING III	٧	7:00-10:00	40		9/14
BUFFALO SUC . 1300 ELMWOOD AVENUE	B-1-282 C-1-13Q	PSYCHOLOGY OF INTERPERSONAL RELATIONS BASIC CONVERSATIONAL SPANISH	W T&TH	5:55-8:35 7:00-8:15	45 45	3	9/7
CANTON AG. & TECH. COLLEGE	0.1169	BASIC WELDING	Ţ	7:00-10:00	30		9/1:
CANTON AG. & TECH. COLLEGE	B-1-169 C-2-56	COMMUNICATIONS SKILLS	TH	4:00-7:00	30		9/1
	0-2-10						
CENTRAL ISLIP	B-1-412	COMMUNITY PSYCHOLOGY		4:30-7:30	30		9/14
PSYCHIATRIC CENTER	B-2-165 C-1-33	REFRIGERATION & AIR CONDITIONING .1	TH	4:30-7:30	30		9/1:
CARLETON AVENUE	C-1-151	IMPROVING READING & WRITING SKILLS	м	4:30-7:30	30		9/1:
CIVIL SERVICE	A-1-5	FUNDAMENTALS OF SUPERVISION	w	4:30-7:30	30		9/1
BUILDING NO. 1	A-1-10	ADMINISTRATIVE SUPERVISION	, м	4:30-7:30	30		9/1
STATE CAMPUS	A-1-132	WORK SIMPLICATION	T	4:30-7:30	30		9/1
ALBANY	A-1-160	INTRODUCTION TO PUBLIC PERSONNEL ADMINISTRATION	M	4:30-7:30	30		9/1
	A-2-5 B-1-47	CASE STUDIES IN SUPERVISION BASIC MATHEMATICS	TH	4:30-7:30	30		9/1
	8-1-95	COMPUTER TECHNIQUES WORKSHOP	T	4:30-7:30	30		9/1
	B-1-111	FUNDAMENTALS OF ELECTRONIC DATA PROCESSING	тн	4:30-7:30	30		9/1
	B-1-415	RET IREMENT PLANNING	T	4:30-7:30	30		9/2
	B-1-152	FUNDAMENTALS OF PROFESSIONAL ENGINEERING 1 - STATICS	T	4:30-7:30	36		9/1
	B-1-152	FUNDAMENTALS OF PROFESSIONAL ENGINEERING - ECONOMICS	М	4:30-7:30	36		9/1
CIVIL SERVICE							216
CUIT DAME NO. 1	8-2-150	FUNDAMENTALS OF STATIONARY ENGINEERING II	T	4:30-7:30	39		9/1:
BUILDING NO. I	The same of the sa						
STATE CAMPUS ALBANY	C-1-33 C-1-2	EFFECTIVE READING ORAL COMMUNICATIONS		4:30-6:30 4:30-7:30	12		9/14

1111

Latest State And County Eligible Lists

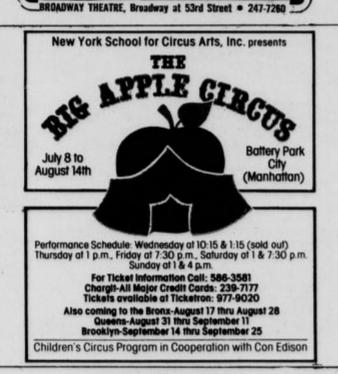
EXAM 55-495 SENIOR CLERK Test Held Sept. 18, 1976 List Est. March 24, 1977

	UNIFIED COURT SYSTEM, NYC	
1	Slovak J M Elmhurst10	0.5
2	Egan M P Brooklyn9	8.4
	Bernath A B E Northport9	
	Schimler B Brooklyn9	
1	Eberhardt J A New York9	5.4
6	Miller P M Brooklyn9	5.1
-	Base I I Now York 0	2 4
8	Derosa B J New York9	2.4
9	Derosa B J New York 9 Julian A C Woodside 9 Leonard R Yonkers 9	2.0
10	Leonard R Yonkers9	2.0
11	Murphy E M Brnox8	7.5
12	Lovett E Long Is City8	7.3
13	Lee M M Jamaica8	6.5
14	Dennis M E Jamaica8	6.5
15	Murphy E M Brnox 8 Lovett E Long Is City 8 Lee M M Jamaica 8 Collins K Richmond HII 8	6.3
16	Ascherman F Queens Vill	15.5
17	Weisenfeld I J. Bronx8	5.0
18	Caruso M S Bronx8	4.3
	Bethea G J New York	
20	Sullivan Ozone Pk	11.7
21	Mottola A R Brooklyn	11.5
22	Skutel H L Bronx	11.5
	Fischman G Flushing	
24	Moehring E Whitestone	10.3
	Williams M Queens	
26	Young P Bronx	9.6
	Northrup S M Far Rockaway?	
	Handler M R Queens Vill	
	Dunnom R St Albans	
	Karmel R New York	
	Palermo M M New York	
32	Lieberman S Bayside	7.9
	Rivera J A New York	
	Weiss F Brooklyn	
35	Daniels L M Jamaica	77.0
36	Rhodes M Brooklyn	76.3

37 Johnson J New York	
38 Sinno M T Bronx	
39 Buzzeo M T Bronx	
40 Ramos L M Brooklyn	75.4
41 McDermott E Jamaica	74.5
42 Romeo J Long Is City	
43 Cerabone C C NYC	
44 Perez W Brooklyn	73.6
45 Oliver L B Stony Brook	
46 Connor D Brooklyn	
47 Brown M I Bronx	
48 Williams B A Astoria	
49 Rudnick H I. New York	
50 Perez R Bronx	72.5
51 Bennette C Forest Hills	
52 Carlin E Bronx	
53 Ponce N Brooklyn	72.0
54 Watnick R Brooklyn	
55 Becker R Bronx	71.9
56 Simonson I Brooklyn	
57 Terziario A Elmont	71.6
58 Evangelist N A Brooklyn	
59 Dell T New York	
60 Ramos J Jamaica	71.5
61 Sanko M Howard Beach	71.5
62 Leslie M G Brooklyn	71.0
63 Caldwell L C Brooklyn	71.0
64 Fletcher E J Bronx	71.0
65 McMicheal L Brooklyn	70.6
66 Hall T R Brooklyn	
67 McLeod F T Brooklyn	70.4
68 Magro R D Pelham	
69 Mansell E J Brooklyn	
70 Harris V L Bronx	
71 Burden C Brooklyn	70.0
CRIMINAL COURT, NYC	
CRIMINAL COOKI, NIC	2000

Eberhardt J A New York Collins K Richmond Hll . Fischman G Flushing Dunnom R St Albans Rivera J A New York .







_	Score Scor
	CIVH. COURT, NEW YORK CITY 1 Miller P M Brooklyn
	1 Lee M M Jamaica
	FAMILY COURT, NEW YORK CITY
	SUPREME COURT 1ST JUDICIAL DISTRICT 1 Ryan I J New York
	NEW YORK COUNTY 1 Derosa B J New York
	OUNTY CLERK, BRONX COUNTY 1 Weisenfeld I J Bronx
	QUEENS COUNTY 1 Slovak J M Elmhurst
	1 Young P Bronx
	Test Held Jan. 1, 1977 Est. May 25, 1977 1 Sarsfield John Delmar
	Region Ten

Region Ien Unit Installed

HAUPPAUGE - Artie Allen heads the new slate of officers of the Region 10, Department of Transportation Local 508.

The officers were installed by Long Island Region 1 President Irving Flaumenbaum at a din-

The others installed were: Lou Mannellino, first vice-president; Tommy Tighe, second vice-president; Joseph Cervone, treasurer; Grace Dittmeyer, secretary; Dolly Pearsall, administrative representative, and Leo Spano, Philip Bertaglia, Eugene Box and Hank Jenny, operational represenatives.

> BONDS! BUY U.S.

5 Cahill Edward M Albany85.5
6 Dobbs Arthur I Frsh Meadows85.0
7 Herrera M R Broav 85.0
8 Martone Ronald Endicott85.0 9 Sutherland D G Voorheervil84.4 10 Burchette S A Jamaica84.2 11 Reisman George Flushing84.2
9 Sutherland D G Voorheesvil84.4
10 Burchette S A Jamaica84.2
11 Reisman George Flushing84.2
12 Weymouth R J Buffalo84.1
13 Papageorge T G Halesite84.1
14 Eisenberg S G Brooklyn84.0
15 Friedfel Alan M Forest Hills83.9 16 Duffy Sharyn M Rochester83.7
16 Duffy Sharyn M Rochester83.7
17 Geer Stephen L Downsville83.5
18 Kohlmeier S NYC83.2
18 Kohlmeier S NYC83.2 19 Weinblatt Allan Brooklyn83.1
20 Lucarello D Putnam Val83.1
21 Boquard Daniel West Seneca83.1 22 Cohen Allan S Flushing82.5
22 Cohen Allan S Flushing82.5
23 Davanzo Alan H Brooklyn82.2
24 Alston Martha I NVC 82.0
25 Miller James P Binghamton81.9 26 Barthel Mary C NYC81.5
26 Barthel Mary C NYC81.5
27 Cangiano A G Rochester80.8 28 Vanvalkenburg T Verona80.6
28 Vanyalkenburg T Verona80.6
29 Tannenbaum H Forest Hills80.4
30 Balsam Roberta Forest Hills80.3
31 Elser Donnajean Elmira80.0
32 Roddy James J Utica79.8
33 Braun Eric Oneonta79.6
34 Granger B B Ballston Lk79.4
35 Buff Carl Syracuse79.2
36 Pocaro Paul C Brooklyn79.2
37 Reamsnyder G C Camillus79.1
37 Reamsnyder G C Camillus
39 Locke Susan B Belle Harbor78.3
40 Eisen Dennis B Brooklyn78.2
41 Marnell K M Rochester78.1
42 Schaeffer M M Brooklyn78.0
43 Loveria Theresa Kirkwood78.0
44 Garvey John E Rochester78.0
45 Carbonaro Carl Bay Shore77.4
46 Eichen Robin E Forest Hills77.4
47 Lorenzo Robert Brooklyn
48 Janitz John E Syracuse
48 Janutz John E Syracuse//.2
49 Kaye Anthony F Avon77.2 50 Cain William W Gowanda77.0
50 Cain William W Gowanda77.0
51 Patelsky Robert Brooklyn76.6
52 Armstrong G M N Salem76.5
52 Armstrong G M N Salem76.5 53 Frank Joseph L Troy
55 Grossfeld Karyn Bayside
56 Kuty Joseph W Buffalo75.6
57 Forman Jerome Thiells75.6
58 Rosa Louis M Buffalo
58 Rosa Louis M Buffalo

	60 Finkel Naomi Flushing
	61 Billings C E Clarence
	62 Suarez Ricardo Dix Hills75.0
	63 Lovelace V T Brooklyn74.6
	64 Divietro Rona Flushing74.6
	65 Duvdevani D Yonkers
	66 Lombardini C A Rochester74.5
	67 Everest Dorothy Canandaigua74.5
	68 Devaney Patrick New Hartford73.5
	69 Moran J Brewster73.5
9	70 Bentley Judith Rochester73.5
	71 Sowinski Peter Sea Cliff73.4
	72 Draper Nancy C NYC
	73 Coughlin R L Tonawanda73.0
	74 Tucker Susan R NYC72.9
	75 Levin Herbert I Flushing72.8
	76 Noonan eJanne M New Rochelle 72.6
	77 Montag Ruth Flushing72.6
	78 Kalmar Jerome L Brouxville72.6
,	79 Gorsky Victoria Glens Falls72.6
,	80 Browne Michael Washingtovil72.3
2	81 McKendry S Snyder72.1
3	82 Stern Patricia Jamaica72.1
5	83 Vega William P Bronx72.0
•	84 Maragus N H Poltneyville72.0
3	85 Fishel Richard Ogdensburg71.8
3	86 Feinberg P L New York71.5
	87 O'Keefe Robert J Bayside71.4
5	88 Levitas Ned Mt Vernon71.4
	89 Rosa Jesus Bronx71.0
2	90 Baldovin Thomas Little Neck71.0
2	91 White Thomas A Eden71.0
5	92 Jamberdino G N Rochester70.9
6	93 Goodseit J Kew Gdns70.7
1	Of Correr Wayne B N Babylon 70.6
3	94 Cotter Wayne B N Babylon70.6 95 Leary James W Saratoga Spg70.5
i	96 Eveler Robert J Buffalo70.5
0	97 Rapp Gilbert A Saratoga Spg70.5
0	97 Kapp Gilbert A Saratoga Spg70.5
0	98 Chodan Diane R Rome70.5 99 Bank Sheldon H Brooklyn70.4
4	99 Bank Sheldon H Brooklyn70.4
	100 Marino Richard Lindenhurst70.4
4	101 Mehler Judith L Great Neck70.3
4	
2	EXAM 27-626
2	MOTOR EQUIPMENT MECHANIC
0	Test Held Feb, 1977
6	Est. May 25, 1977
5	1 Ryan Thomas R West Sand Lake 92.5
4	2 Middleton G W E Greenbush90.0
2	3 Kimble Earl S Kingston88.0
9	4 Wakewood John D Albany87.5
6	5 Gonyea William Selkirk87.5
6	6 Nowak Anthony J Watervliet87.0
6	6 Nowak Anthony J Watervilet87.0
-	(Classification of the second

(Continued on Page 15)





CARTHUR"ALSO PLAYING AT UA CINEMA 150 --- UA C



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Political Posts Attract U.S. Aides

WASHINGTON — Two recent studies by the Civil Service Commission reveal that relatively few persons move from political appointments to high-level jobs in the career civil service.

Conversely, career employees are selected to fill a substantial portion of high-level political positions, the reports say.

One study is "Careeer Patterns of Executive Branch Supergrades and Public Law Equivalents Under CSC Purview." It examines three groups of federal executives in General Schedule grades 16 through 18, including career "supergrades," non-career executives—those who advocate ad-

ministration policies and programs or who serve as personal assistants to key political figures—and other executives at the GS-16 through 18 salary level who enter federal employment non competitively.

The second study, "Noncareer Supergrade Government Employees Who Have Moved Directly into Career Government Positions," was prepared at the request of Rep. Jack Brooks, chairman of the House Committee on Government Operations. It is a statistical report on all such moves from 1973-1976.

Both studies found that:

• A substantial proportion of non-career supergrades come from the career ranks.

 Comparatively few non-career appointees move into career positions.

 Non career supergrades have markedly longer federal tenure than the 18-month average that has been reported for executive level appointees.

The reports also say the median educational level of each group—career, non-career and other noncompetitive supergrades—is a masters or law degree. There is a heavier representation of doctoral level degrees among the career supergrades because of the larger proportion of scientific positions in this group.

Just over half of the career and other noncompetitive supergrades originally came to the federal service in the entry-level positions, GS-10 and below, the reports continue. This is true of not quite 20 percent of the non-career supergrades.

They add that about 12 percent of career supergrades entered government directly into supergrade ranks. This is true of 40 percent of the non-career supergrades and of 5 percent of those in other non competitive positions and that most career supergrades entered into the executive branch via occupational examinations, reflecting the specialized nature of many career supergrade positions.

The junior management assistant and management intern (JMA/MI) examinations have produced nearly as many supergrades as the junior professional assistant examination and the Federal Service Entrance Examination, although the initial intake of the latter examinations was many times greater than that of the JMA/MI examinations.

They continue

 Only 1.4 percent of present career supergrades have ever served in a non-career position at any grade level.

 Only 0.1 percent of present career supergrades entered government as non-career.

 The remaining 1.3 percent moved from career to non-career and back to career positions.

• It appears that career employees who move from career to non-career typically do not either return to, or remain in, the career ranks after serving as noncareer. The attrition among this group appears to have been substantially higher than for career supergrades who remained career.

There is considerable movement from the career to non career positions. Of present non career supergrades, 19 percent entered government as career, and other 3.2 percent have had career status.

LEGAL NOTICE

LIMITED PARTNERSHIP
HIGH QUALITY HAMBURGER ASSOCIATES, 122 E. 42 Se., NYC. Substance
of Certificate of Limited Partnership
filed in New York County Clerk's Office June 8, 1977. Business: Own or
lease real property for construction of
restaurants. General Partners: William
A. Meyer, 1311 Greenbrook Parkway,
Memphis, Tenn.; Gail Meyer, 3301 NE
5 Ave., Miami Pla. Limited Partner and
Cash Contribution: Paula Mooney, 5990
Hickory Hill Square, Memphis, Tenn.,
\$100. Term: May 24, 1977 to December 31, 2027. Contribution of original
limited partner returned upon admission of additional limited partners who
shall contribute \$25,000 per unit up to
36 units. Limited partners shall receive
59% of net profits based on contribution. Upon death, retirement, resignation, bankrupecy or incompetence of a
general partner, partnership shall terminate unless remaining general partner
agrees to continue business.

Penalize State Workers

(Continued from Page 2)

to disobey the Mayor's request? And, even if they did, how were they supposed to get to work in skyscraper buildings, such as the World Trade Center, without elevator service?" Mr. Bendet continued.

The union's Southern Region III president, James Lennon, was also incredulous about the state's action. There are more than \$6,000 local government employees in Westchester County, which is included in the region that he heads.

"Can the government legitimately expect people to work by candlelight in 90-degree weather while stores are being looted and buildings are being burned?" he asked.

If Westchester County attempts to penalize its employees, we will use the full resources of the CSEA to fight such an attempt, Mr. Lennon pledged.

Westchester employees are not covered by the state policy, and it is not known at Leader presstime what the Westchester reaction will be.

Retiring Soon?

There's a great deal you know—but a lot more you should know about:

Preparing for Retirement
Handling Your Finances
Choosing a Place to Live
Your Retirement Residence
Making Your Wife Happy in Retirement
Making Your Husband Happy in Retirement
Your Health in Retirement
Medicare and Medicaid
Your Legal Affairs in Retirement
Using Your Leisure
Ways to Increase Your Income
The Woman or Man Who Retires Alone
Conquering Your Worries About Retirement

You'll find a lot of answers in

The Complete Guide To Retirement

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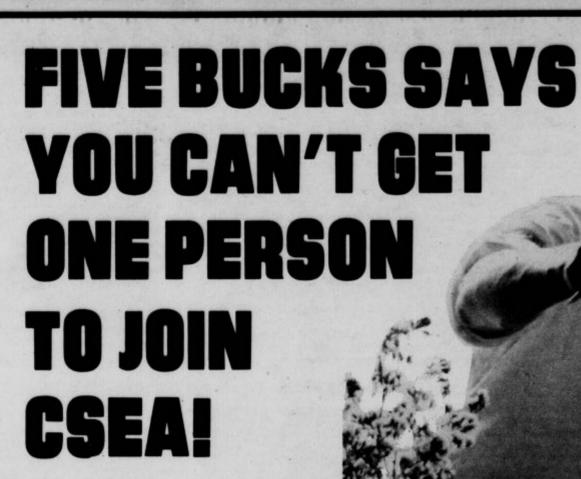
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The CSEA new membership drive is in full swing and now's the time for you to get off your duff and sign up non-members. With each new member you bring into the CSEA fold, you get five bucks cash! And there's no limit to how many new members (at five bucks each!) you can sign up.

But you've got even more than five bucks riding on the CSEA membership drive. The blunt truth is that the more public employees who belong to CSEA the stronger we all become. The opposition doesn't want to see us united because they know that our strength is in unity. With all of us on the same side we all will get the fair shake we deserve. It's up to each one of us in CSEA to strongly impress every non-member that our fight is also the fight of every public employee in New York. And that if we don't work together—as equal and participating members—our future goals will be harder to reach.

So, if you're a member in good standing, get going and sign up your fellow workers who are non-members in CSEA. See your Chapter or Unit president for special sign-up cards which have all the necessary information. The five-dollar cash award is yours with each new member you sign up but more importantly, with every new member in CSEA, you are helping to insure the future. For all of us.



CSEA's New Leaders Installed Around Sta

SYRACUSE RETIREES

AUBURN-The following were elected officers of the Syracuse Retirees Local 913 for the term 1977-79: president, Thomas W. Ranger; vice-president, John Tanzi; treasurer, Andrew Anderson, and secretary, Hazel C. Ranger. The new officers were installed by Doris LePever, past president of Syracuse Local.

HOUSING RENEWAL LOCAL

MANHATTAN-New officers of the Division of Housing and Community Renewal Local 258 of the Civil Service Employees Assn. were sworn in at a luncheon held last month at Miller's Restaurant, Manhattan. Installed were: Thomas A. DiNatale, president; Frederick Maltz, first vicepresident; John Finnie, second vice-president; Lawrence Becchina, third vice-president; Eldridge L. James, treasurer, and Sara Elkins, secretary. The board members installed were: Robert J. Wall, Hugo J. Forde, James T. Westover, Robert Benson, Gerald Corbin and Seymour Bader. Noel Harris was elected

ONEIDA EDUCATION

UTICA-In an election where all candidates won by narrow margins, the Oneida County Educational Local of the Civil Service Employees Assn. elected its new officers for two-year terms. Over 50 percent of the Local's members voted. The result of their balloting follows: president, Dolores Herrig; first vice-president, Ben Richmond; second vice-president, David Hughes; recording secretary, Betty Walker; corresponding secretary, Doris Badolato; treasurer, Jacob Banek, and delegate, James Joslin.

SYRACUSE DEVELOPMENTAL

SYRACUSE-Following is the

list of recently elected officers of the Syracuse Developmental Center, Local 424 of the Civil Service Employees Assn.: president, Santo DeVito; vice-president, William Wyler; treasurer, Rose James; secretary, Sally Zillie; executive council, Sherry Clarke, Tim McConnell, Kendrick Scott, Frank Loan, Delores Bruce, and Mary Wheeler; Operational Unit delegate, Joseph Iwariecki; alternate delegate, John Sparks; Professional, Scientific and Technical Unit delegate Victor Procopio; alternate delegate, Tom Clyne; Administrative Unit delegate, Mary Donnelly; alternate delegate, Ann Cook; Institutional Unit delegate, Ethel Murphy, and alternate delegate Mike

SYRACUSE LOCAL 013

SYRACUSE-The Syracuse Local 013 of the Civil Service Employees Assn. has released the results of the recent election of officers. Slated to head the 1600-member Local for the next two years is Frank Winslow, state DOT Department. Other elected officers were Nancy Morrison, Parole Department, first vicepresident; Claire McGrath, Rehabilitation Department, second vice-president; Anne Congel, DOT, third vice-president; Helen Hanlon, DOT, secretary, and Alma LaNigra, Labor Department, treasurer.

DOWNSTATE MED CENTER

BROOKLYN-The Downstate Medical Center Local of the Civil Service Employees Assn. has elected the following officers: president, Robert Keeler; first vice-president, James Wood; second vice-president, Pearline Bryant; treasurer, Sonny Sribani, recording secretary, Linda Barra; corresponding secretary, Marie Langone; Administrative Unit delegate, Ruth Landesman; Operational Unit delegates, Rupert Meyers and Lloyd Graham; Institutional Unit delegates, Al Davis and Francis DuBose, Professional. Scientific and Technical Unit delegate, Mary Robin-

Santa Orsino, seated left, has

moved up to the presidency of

Taxation and Finance Local 690 of the Civil - Service Employees Assn. after serving for many

TAXATION AND FINANCE LOCAL 690 OFFICERS



years as secretary of the 2,500member Albany Local. She is shown here with other officers at their installation dinner. From left are, seated, Ms. Orsino, former president Jack Dougherty, and secretary Helen Butryn; standing, first vice-president Carmine Bagnoli, second vicepresident Mary Jaro and treasurer Steve Coupas, Mr. Dougherty is also the newly elected first vice-president of Capital Region IV and a CSEA director representing Tax Department employees on the union's Board of Directors. Taxation and Finance Local 690 is entitled to 26 votes at statewide Delegates Conventions. Like many other large locals, only a relative few are elected to attend the meetings, since the cost of sending the full number would be prohibitively high. They do, however, cast the total number of votes. In addition to the officers, six local members were elected as delegates. From left are Steven O'-Connor, Molly Konezewski, John Shiely, Jim Nuttall and Alfred

Grieco Over Grieco In Jefferson Vote

WATERTOWN-Richard J. Grieco defeated his uncle, Peter G. Grieco, in winning the election as president of Jefferson Local of the Civil Service Employee Association.

The actual vote in the two-candidate race was not announced by the committee which tabulated ballots cast by about 45 percent of the 910 members of the unit.

Richard Grieco has been third vice-president of the Local for five years. He served as president of the City CSEA unit for five years, stepping down last May to make his bid for countywide president. Peter Grieco, first vice-president of Jefferson Local, has been serving as interim president of the Local since April when the post was vacated by Eleanor S. Percy, a city court employee who became a state employee when the state took over jurisdiction of the courts.

The race between Richard and Peter Grieco was conducted on a friendly note, respecting each other's CSEA contributions.

Other newly elected officers of the Jefferson Local are: first vice-presideint. Richard Brown defeating Donald Knight; second vice-president, Ross Bretsch in a win over Robert Anzalone; secretary, Marsha Coppola re-elected with no opposition, and treasurer Shirley Richardson in win over Luella Hale.

Ricard Grieco was elected representative to the CSEA Board of Directors, again defeating his uncle. Elected delegates to state conventions were William Murray, Richard Brown, Betty Rosecrans, Janice Cameron, Richard and Peter Grieco.



INSTALL OFFICERS OF CORTLAND COUNTY AND ITS 6 UNITS

Newly elected officers of the Cortland County Civil Service Employees Assn. Local and its six units took the oath of office recently in ceremonies at Knights of Columbus Hall Cortland. The Local has nearly 500 members in its six units: county employees; county police; city schools; Cortland-Madison BOCES; Homer chools cafeteria, and McGraw schools. Among the new officers are, from left, front row, Peg Taranto, McGraw treasurer; Phyllis Jackson, Homer treasurer; Joseph Presioso, county unit president; Donna Greene, BOCES secretary; Linda Conte, county unit recording secretary, and Melinda VanEtten, BOCES treasurer. Standing from left, are Howard Smith, McGraw president; Esther Warfield, McGraw secretary; Doris Preston, Homer vicepresident; Lee Dennis, BOCES president; Lorraine Janke, city schools treasurer; Janice Dillon, Homer secretary; Elizabeth Smith, Homer president; Lillian Cramer, county unit corresponding secretary; Hazel Mendillo, county unit treasurer; Shirley Mihalkovic, county unit second vice-president; Stanley Perry, city schools vice-president; Janet Welch, county police secretary; Robert Gailor, Local president; and Robert Burleigh, Local secretary. Other officers, not present for the photograph are: from the parent LocalFrank McAndrew, first vice-president; Don Crandall, second vice-president, and Lee Price, treasurer; from the County unit-Patrick Mooney, first vice-president and Linda Conte, recording secretary; from the County Police Officers and Staff unit-Keith Poole, president, Richard Niglli, vice-president, and Albert Stephens, treasurer; from the Cortland City Schools unit-Frank McAndrew, president, and Eleanor Schoonover, secretary; from the Homer Schools Cafeteria unit-Doris Preston, vice-president; from the McGraw Schools unit, Mary Bush, vice-president, and Esther Warfield, sec-

State And County Eligible Lists

(Continued from Page 10)

5.00
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	French Melvin L Ravena83.0
	Robidoux Roland Colton82.5
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	Biasini Julius Amsterdam81.0
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	Wozniak Louis J Albany77.0
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31	Malinoski Frank Watervliet76.5

House For Sale-Suffolk County

MT. SINAI—maision type house, Fenced ½ acre, Nr Beach, 2 Blocks to Shops & P.O. Commuting distance to NY Gity, 4 Rms & complete bath on 1st Fl; 5 Rms & Complete bath on 2nd Fl. Each Fl has own kitchen. Artic can be made into 2 Rm studio, Front & rear Patio. Hot water, oil heat. Own well \$45,000. Low Taxes. Cash over \$20,000 Mtge. Illness forces sale, 1st deposit takes it. Occupancy Sept. 1st. Call my tenant for Appt. (516) 928-8505.

32 Johnson Paul H Arkville76.5
33 Vascellaro M A Catskill75.5
34 Bedford Alfred Berlin75.0
35 Noxon Grover G Duanesburg75.0
36 Johnson Garold Halcott Center 74.5
37 Okesson Robert Voorheesville74.0
38 Hurd Douglas C Greenfield Ctr 73.5
39 Adamson Aerbert Schuylerville72.0
40 Boucot Lucien F Petersburg72.0
41 Gibbons Martin Averill Pk71.5
42 Eggleston C J Saratoga Spgs70.0

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For Sale-Whitehall, N.Y.

YELLOW BRICK School House Built 1810, Two Apartments, one furnished, Gas heat; storm windows, Landscaped Lot. Village water, etc. ONLY \$23,500. Dial 1-802-287-5549.

House For Sale—N.Y. State

Like New, Immaculate, 3 bedroom Hi-Ranch, Aluminum Siding, Garage, Red-wood Deck, Thermo-Pane Windows, finished basement, 10 x 10 Custom Storage shed with a treed back yard— 3/4 acre, overlooking Kinderhook Lake, Lake Rights, approximately 20 min-utes from Albany via 190. Price right at \$38,900. 518-784-3702.



TOWN'S HERO

William B. Cook, a North Hempstead employee, has been cited for bravery by town officials. He received a certificate of award from town Supervisor Michael J. Tully for rescuing a helicopter pilot trapped in his damaged craft submerged in water June 24. Mr. Cook jumped into a pond near the Roslyn incinerator to pull the pilot to safety.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY - Persons eeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays be-tween 9 a.m. and 4 p.m. Special hours for Thursdays are 8:30 a.m. to 4 p.m.

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

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

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

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

STATE - Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2 55th floor. New York 10048 (phone (88-4248: 10 a.m.-3p....); State Building Campus, Albany 12239; Suite 750, 1 W. Genesee St., Buffalo 14202: 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

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

FEDERAL - The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are \$: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.

Veterans Administration Information Service Call (202) 389-2741 Washington, D. C. 20420

> House For Sale-Spring Valley, N.Y.

Spring Valley, N.Y. 2 Family, Monthly income \$625.00, Excellent Condition, Mid \$40°s, Call owner 914-354-4377 after 5 p.m.

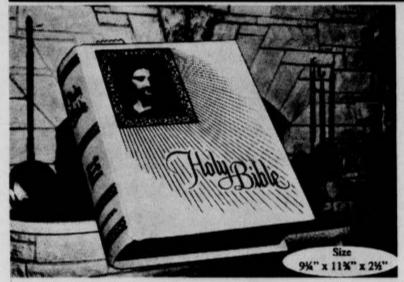
Condo For Sale-West Palm Beach, Fla.

Condo—2 Bedroom, Central Air & Heat, w/w Carpet. All appl. Pool. \$22,500. Call or write, Mrs. E. Tubbs, 107 E. Tiffany Dr., Bldg 4, Apt. 1 West Palm Beach, Fla. (305) 845-7035.

House For Sale-Hampton Bays

Brand new 5 Br 2½ baths Dutch Colonial on private wooded ½ acre. Sep Dia Rm, fpl & more. A great buy at \$48,000. Galhue RE (516) 728-1121.

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Pending Civil Service Legislation

This weekly Legislative update is provided by Civil Service Employees Assn.'s office of legislation and political action.

BILL AND SPONSOR	SUMMARY OF PROVISIONS	STATUS	POSITIO
.2434, Schermerhorn .2928, DelToro*	This would allow local governments to negotiate disciplinary procedures with an employee organization.	A. Passed 6-6. S. June 6 first rept., June 7, A2928 Sub	FAVOR
.781A, Landes*	This bill amends Section 75 of the Civil Service Law, allowing employees who are suspended pending a determination of charges, to elect to have a civil hearing deferred pending the conclusion of criminal action on which charges may be based.	A. 2/14 passed. S. 2/15 Civ. Service Comm.	FAVOR
.2308, Nine multi sponsors 3.3082, Flynn	When person with lower rating on eligible list has been appointed to a position, the employee who was passed over may request and receive from the Appointing Officer, the appropriate reasons.	A. Passed March 9 S. Rules Committee	FAVOR
3.126, B. Smith 3.140, Posner 3.1980 Tauriello	Authorizes probation officer who has reason to believe a warrant exists for probationer, to take him into custody. Declares it a public policy of the State to prohibit the use of professional strike breakers.	2/7 Passed. 1/17 Passed — A 1/18 Labor Com. — S	FAVOR
6.6564, Volker, multi. 8.8114, Greco, Fremming, multi.	Prohibits State employees from being charged with absence or requiring the use of leave credits due to extreme weather conditions in the nine counties declared a disaster area between January 29 and February 5, 1977.	Passed both houses.	FAVOR
8.6475, Eckert 8.6476, Eckert	Continues until June 30, 1980, COESC. Retirement Plan.	S. Civil Serv. Com.	FAVOR
3.3566, Schermerhorn A.6025, Marchiselli	Allows members of the Division of State Police to buy back military service credit. This includes Commissioned Officers Unit represented by CSEA.	S. Passed, June 14 A. Referred to Ways & Means Comm.	FAVOR
A.8987, Rules Committee 6.6859, Rules Committee	Eliminates that part of Section 210 of the Taylor Law regarding persons being on one year's probation who were deemed to be on strike.	S. Civ. Ser. Com. A Passed	FAVOR
A.4830, Greco 6.6860, Rules Committee	Eliminates the two for one penalty for people found to be on strike.	A. Ways & Means Comm. S. Civ. Serv. Comm.	FAVOR
S.1148, Stafford A.1435, Solomon	Creates a Statewide promotion unit for Correctional Services Dept and mandates residency requirement.	S. Passed, June 8 A. Gov. Emp. Com.	
5.6376, Anderson A.8040, Greco	This extends power of PERB to include issuing a decision and ordering an offending party to cease and desist from any improper practice, and to take necessary action to effectuate the policies of the Taylor Law.	June 28 passed both houses	FAVOR
A.3849, Amatucci S.2586, Schermerhorn	Extends benefits payable only to wives and widows under a retirement plan to husbands and widowers.	A. Passed, June 8 S Civ. Ser Com.	FAVOR
S.6835, Flynn Note new number for Agency Shop Bill)	This bill provides for an Agency Shop fee to be collected from non-members who are employed by the State of New York. In addition, it allows for non-union members employed by a local government to have the Agency Shop fee deducted from their salary if the certified bargaining agent can negotiate this benefit into the collective bargaining agreement. The bill further provides for a refund to the non-member of any portion of the Agency Shop fee that is used by the union for causes or projects of political nature. This bill is for a two-year period.	Passed both houses.	FAVOR
5.6868, Rules Com. 1.8994, Rules Com.	This bill implements the pay raises for the CSEA/State Contract, the State Police Contract and the Security Unit Contract. In addition, the bill provides for the opportunity for employees who were employed prior to June 30, 1976 and through no fault of their own, did not join the Retirement Plan to be eligible for coverage in Tier Two.	Signed into Late.	FAVOR
8.6795, Flynn, multi A.8950, Greco, multi	This bill provides for the continuation until December 31, 1980, the names of people who appear on a Preferred List.	S. Rules Com. A. Rules Com.	FAVOR
S.6833, Padavan, multi	This bill reorganizes the Dept. of Mental Hygiene into three autonomous offices and makes provisions for budgeting, staffing and program development.	Passed both houses.	FAVOR
S.6246-B, Padavan, Schermerhorn, multi	This establishes a three-member Quality Of Care Commission to over- see the reorganization and operation of the Department of Mental Hygiene.	Passed both houses.	FAVOR
S.6249-A, Padavan, multi	This bill would allow for the local government funding of patients in local facilities.	Passed both houses.	FAVOR
S.6244-A, Levy A. Posner	This is an omnibus bill providing for an increase in unemployment insurance and workmen's compensation benefits; in addition, this bill would provide for payment of unemployment insurance benefits to non-teaching school district employees if the negotiated agreement between the union and the employer did not specifically guarantee reemployment.	Passed both houses.	FAVOR
S.6683, Levy A.8899, Posner	This bill would extend for one year to employees of the Dept. of Labor, Div. of Occupational, Safety & Health for the purpose of conducting a study to determine the best program for inspection of facilities where public employees are employed, this would include establishing of standards as well as providing for sanction.	Passed both houses.	FAVOR •
S.6775, Leichter, multi A.8925, Nadler, multi (Note new bill numbers for So- cial Security bill) (Rules Com.)	This bill would prevent an employer from withdrawing from the Social Security System.	Passed both houses.	FAVOR
S.1275, Knorr, multi A.1584, DeSalvio, multi	This would entitle Veterans of WW II and Korean Conflict to obtain retirement credit if they were honorary discharged veterans and residents of NY State at time of entry into service.	S. 3rd Rdg. A. Gov. Emp. Com.	FAVOR
S.6862 A.8992	Judiciary pay raise bill.	S. 3rd Rdg. A. 3rd Rdg.	FAVOR
S.6248, Padavan, multi	This bill would provide for Medicaid reimbursement for retarded children living apart from their family.	Rules Com.	FAVOR
S.6856, Padavan	This bill would provide for public or voluntary agency to assume the responsibility for demonstration projects.	Rules Com.	FAVOR
A.7854-A, Connelly, Walsh	This bill provides for Department to contract for food, supplies and maintenance with the Office of General Services.	A. Passed S. Rules Com.	FAVOR
Unknown as of 7-7	Bill would provide for the Facilities Development Corporation to be subject to the normal budgetary process and restrictions.	Rules Com.	FAVOR

Grievance Against Tompkins County

ITHACA-An improper practice charge and a grievance have been filed by the Tompkins County unit of the Civil Service Employees Assn. against the action of the Tompkins County Board of Representatives in raising the salaries of two hospital radiologists to \$80,000 a year. Unit president Louis Nayman charges the county "unilaterally altered a term and condition of employment without negotiating said changes in good faith with the duly recognized representative, CSEA." Mr. Nayman has told the county that the union is willing to reopen negotiations to discuss the salary matter and other issues.

The new grievance follows the decision of PERB that Tompkins County violated the identical part of the Taylor Law by unilaterally instituting a policy to pay moving expenses for new labor relations specialists.

The County has been ordered to negotiate any such matters in good faith with the union. Mr. Nayman said he was confident, in view of the favorable PERB decision, that the CSEA would be upheld on the new grievance.

Rensselaer Local Retains Law Firm

RENSSELAER — The Rensselaer County Local of the Civil Service Employees Assn. has recently entered into an agreement with a local law firm, Roemer and Featherstonhaugh, to provide legal services at a substantially reduced fee to eligible members.

Effective as of January 1, this program is in addition to the present one which aids in employment hassles, and covers the spouse and dependent children of the member.

Roemer and Featherstonhaugh, a ten-man firm, is retained as general counsel to the CSEA. Two of the partners, James Roemer and James Featherstonhaugh, have been associated with the CSEA for several years and are 1969 graduates of Albany Law School.

Specific eligibility requirements and a schedule of fees have been drawn up and agreed to by the Local executive committee and the law firm.

7% Salary Increase For Newark Schools

CHEEKTOWAGA — Newark Central School workers, represented by the Civil Service Employees Assn., will receive raises of 7 percent as of July 1, under a one-year pact signed recently by unit president Dorothy Albrecht and field representative, Vince Sicari, for the union, and negotiator Robert Thompson and assistant superintendent Merle Harrington, for the Rochester area school district.

An additional personal leave day was also gained, as were upgradings for several workers and improvements in contract language.

CAR INSPECTORS

ALBANY—The State Civil Service Department established on May 3, an open competitive motor vehicle investigator eligible list, resulting from a Feb. 26 exam. The list contains 67 names.