

Civil Service LEADER

America's Largest Newspaper for Public Employees

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Syracuse Region Meets

See Pages 8 & 9

100 Syracuse B Of E Clerical Employees Mount Demonstration

SYRACUSE — Syracuse Board of Education clerical workers took to the sidewalks recently in a protest against negotiation tactics of the Syracuse board.

Nearly 100 members of the clerical workers unit of Onondaga Civil Service Employees Assn. chapter picketed the board's headquarters at 409 W. Genesee St. here. CSEA also filed a charge of unfair labor practices against the Board with the Public Employment Relations Board. A hearing on the charges is scheduled the first week of October.

CSEA claims that on several occasions school negotiators told the clerical workers that approval of individual contract items by the Board of Education was necessary for a tentative agreement.

According to Ron Smith, CSEA field representative, the school negotiators gave the impression that the items had been approved by the Board, clearing the way for an agreement.

The Board of Education then rejected the tentative agreement citing numerous portions of the proposal, according to CSEA spokesmen.

CSEA charges "the actions of the district in implying that its negotiating team had the authority to enter into an agreement and in failing to vest in its negotiating team the authority to negotiate on its behalf, is a failure to negotiate in good faith within the meaning of Section 209-a, Subsection 1 (D) of the Taylor Law."

Mr. Smith said that CSEA represents about 150 workers in
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Syracuse Board of Education clerical workers "went public" recently with their charge of unfair labor practices. Pickets braved the rain and marched in front of Board of Education offices.

'Fight Of Life' Is Promised Legislators On MAC Issue

ALBANY—The Civil Service Employees Assn., which has thus far blocked the State Legislature's attempt to use the State Employees Retirement System pension fund to purchase New York City Municipal Assistance Corp. bonds, has promised lawmakers "the fight of their lives" amid reports that a special legislative task force is studying new efforts to force public pension funds to purchase municipal securities.

On Sept. 12, CSEA obtained a temporary restraining order preventing the State from investing \$125 million from the Employees Retirement System pension fund to purchase MAC bonds, an action that had been directed by the State Legislature as part of

a \$2.3 billion plan by the Legislature to aid financially distraught New York City. CSEA contested that legislation as being unconstitutional.

At Leader presstime, State Supreme Court Justice A. Franklin Mahoney had not issued a decision on the merits, although it was anticipated that Justice

Bargaining Demands Among Items To Be Debated By Delegates

Expect 1,200 Participants At Niagara Falls

NIAGARA FALLS—A number of major policy decisions shaping the future direction of the Civil Service Employees Assn. will be considered by the more than 1,200 CSEA statewide delegates attending the 65th Annual CSEA Statewide Delegates' Meeting Sept. 28-Oct. 3 here.

Among the priority items expected to be acted upon by the voting delegates is establishing a broad outline of bargaining demands by the union in preparation for CSEA-State contract negotiations scheduled to begin later this fall.

The delegates will also be voting on a wide range of proposals affecting the policy and operation of the union as part of the final report of the CSEA restructuring committee, as well as making key determinations on

several other committee reports and recommendations.

All meeting activities will be conducted within Niagara Falls' International Convention Center complex, opening with a meeting of CSEA's Board of Directors at 1 p.m. Sunday, Sept. 28, in the Hilton Ballroom. Registration and certification of delegates will begin at 3 p.m. the same day and continue throughout the convention.

Sunday continues as a busy opening day with Mental Hygiene chapter presidents and New York City chapter delegates meetings Sunday evening, and delegates from the various State Departments meeting in separate departmental sessions from 8:30 to 10 p.m.

Monday, Sept. 29, features day-long meetings for delegates from each of the four state bargaining units and a series of county delegates panel discussions. A special educational program is slated for Monday night at the Hilton Hotel ballroom for delegates as well.

Tuesday's schedule leads off with a seminar on parliamentary procedures, a meeting for all retirees delegates present, and a morning-long meeting of the State Division delegates, and a similar meeting for county division delegates. Tuesday after-
(Continued on Page 14)

Social Services Committee Holds Its First Meeting

AMITYVILLE — The Civil Service Employees Assn.'s statewide social services committee held its first meeting here last week with the aim of improving communications with social service employees throughout the state and to establish regional mini-social services committees.

The meeting was the first in a planned series to be held across the state in coming months.

An all-day work session of the statewide committee at CSEA Region I headquarters was followed by an evening general meeting for social service work-

ers on Long Island.

Haward Quann, a housing consultant with the Nassau County Department of Social Services, was named chairman of the Region I mini-committee. The mini-committee will serve as an adjunct of the statewide committee for communications with the field. Also named to the Long Island mini-committee were Fred Jordan, president, CSEA unit, Nassau Social Services, and Arthur Wegman, CSEA president of the Suffolk Social Services.

Phillip Miller of the statewide committee coordinated the meeting which was attended by committee members: Gerrie Mc-
(Continued on Page 16)

Arbitration Is Continuing For 369 DOT Employees

ALBANY—Arbitration hearings are continuing in the Civil Service Employees Assn.'s case against the State Department of Transportation, in which CSEA is attempting to obtain full back pay for 369 DOT employees laid off July 1.

The CSEA will have hearings on several dates in October, November and December, with the next four hearings set for Oct. 7, 8, 9 and 10, according to CSEA attorney James Roemer. An arbitrator has already conducted six hearings in the matter.

CSEA contends that the employees were laid off in direct violation of the CSEA contract, which forbids layoffs of permanent employees as a result of the State's contracting out to

private firms for goods or services.

The State Court of Appeals on Sept. 12 denied the state permission to appeal a temporary restraining order won by CSEA on June 30. The Sept. 12 decision, in effect, grants that the employees are entitled to back pay for at least three weeks, and perhaps for the entire period they remain laid off, depending on the outcome of future court decisions and the final decision
(Continued on Page 3)



Dems' Win In N.H. Signals Economy As Campaign Issue

EVENTS this month may have very little to do with what happens on Election Day in November 1976. Yet Democrats are elated by the election of Democrat John A. Durkin to the United States Senate from New Hampshire, while the result has cast a pall
(Continued on Page 6)



CSEA vice-president Irving Flaumenbaum, who heads Long Island Region I, and vice-president Solomon Bendet, head of New York City Region II, study papers for testimony before Standing Committee on Government Employees' retirement hearing.

CSEA Vice-Presidents Hit Plan Forcing Workers To Pay Their Own Pension

By JANE B. BERNSTEIN

MANHATTAN—Civil Service Employees Assn. vice-presidents Solomon Bendet and Irving Flaumenbaum testified last week before the State Assembly's Government Employees Committee against a proposal to make public employees contribute to their pension plans.

The hearing was one of three scheduled on the bill sponsored by Assemblyman Stephen Greco (D-Erie). If passed it would mandate an 8 percent contribution to the pension system by all state employees hired after July 1, 1973.

Both Mr. Flaumenbaum, head of CSEA's Long Island Region I, and Mr. Bendet, head of New York City Region II, stated, "We are unalterably, unequivocally and unconditionally opposed to any contributory pension system."

Mr. Bendet said in his testimony, "In 1930, the inducement to become a state employee was that the system was non-contributory, and you could retire after 30 years at half of your salary."

In 1960, CSEA members were contributing 7 to 10 percent of their salaries to the system. During negotiations that year, the state maintained that it was in financial trouble, and could not afford to provide salary increases. Mr. Bendet said that CSEA employees took a 5 percent reduction in contributions in lieu of the raise.

In 1964, the contributions were reduced further by 3 percent; by 1965 the system was non-contributory.

Mr. Flaumenbaum said, "We negotiated for the non-contributory arrangement by not taking pay increases at that time." He added, "CSEA members will not give up the rights that we paid for with blood. I'd be prepared to lead my people into a strike to preserve our present pension system."

He said that persons affected by the plan would lose their

constitutional guarantee that benefits would not be diminished in any way.

Mr. Flaumenbaum also said that the 8 percent contribution would not be tax deductible, so that employees would be taking home even less.

"This plan would be a breach of faith of our contract," he said. "And we're going to fight against it—there's got to be another way for the state to make money than off the backs of the workers."

VA Burial Benefits

WASHINGTON, D.C. — There are three basic burial benefits available for eligible former servicemen, the Veterans Administration reports.

These include a \$250 burial allowance, burial in a VA cemetery or a \$150 plot or interment allowance and an American flag with which to drape the casket.

Additional information is available from the nearest VA office, which is listed in the telephone directory under U.S. Government, or by writing the Veterans Administration, 271A, 810 Vermont Ave., NW, Washington, D. C. 20420.

O'NEIL TO MVB

ALBANY — Edward O'Neil, long-time political columnist for the New York Daily News, will join the Hugh L. Carey Administration as director of public information for State Motor Vehicles Department.

Veterans Administration Information Service
Call (202) 389-2741

Region II Picks Negotiators

MANHATTAN — The officers and chapter presidents of New York City Region II, Civil Service Employees Assn., have been urged to take the lead in fielding the strongest team possible in the forthcoming negotiations with the state for a contract effective April 1, 1976.

Addressing the Region II executive council at a meeting held at the union's office in New York City Sept. 18, Solomon Bendet, regional president, warned that state employees' faced a "clear and present danger" in having hard won pension benefits reduced or modified.

Mr. Bendet stated that modification of the state pension plan could possibly be effected in two forms, either through integration of the pension plan with social security or through combining the old plan with the less liberal new plan.

Expressing the concern of the Executive Council members against any such moves by the state, Roy Seabrook, president of the Metropolitan Armories CSEA chapter said, "We want people representing us, at the bargaining table, who will fight for our rights, and not be mere robots easily influenced by others."

The chapter presidents had previously submitted names of persons to serve on the four negotiating teams which will bargain for the units represented by the union. The executive council members went over each name individually and decided to

recommend from the area five names for each unit and voted for them in order of preference.

Those selected and the chapters of which they are members were:

Professional, Scientific and Technical unit: Jack Weisz (Div. of Parole); Canute Bernard (New York City); Marty Sherman (Div. of Employment); Tom Di-Natale (Div. of Housing), Eileen Whiteside (Brooklyn Developmental).

Administrative Unit: Stella Williams (State Insurance Fund); Elsie Yudin (New York City); Marvin Nalick (Psychiatric Institute); Rosemarie Trussello (South Beach), Lillian Adams (Div. of Employment).

Operational Unit: Sal Butero (Psychiatric Institute); James Gripper (Brooklyn Developmental); Robert Keeler (Downstate Medical), Bill Sayers (South Beach), Bill Duffy (Creedmoor).

Institutional Unit: Dorothy King (Creedmoor); Ann Wadas (Basic Research); Brenda Nichols (Brooklyn Developmental); Frances DuBois (Downstate Medical), George Boncoraglio (South Beach).

From the names submitted, Theodore Wenzl, CSEA president, will select those to represent New York City Region II.

The executive council members also expressed a strong consensus of opinion that the regional presidents be appointed consultants to the several negotiating units.

Turning to other matters, Robert Keeler, president of Downstate Medical chapter, warned all institutional presidents of a state action to contract out work now being performed by civil service employees.

Mr. Keeler said that work in the housekeeping department at Downstate Medical usually done by state employees had been let to outside contractors.

William McGowan, CSEA executive vice-president, who was a guest at the meeting, informed Mr. Keeler to immediately contact the union's legal department and have the matter grieved as a contract violation.

Mr. Bendet stated that the installation meeting of the Region will be held at the New Hyde Park Inn on Saturday, Oct. 25.

Prep Classes Set For Westchester's Police Examination

WHITE PLAINS — Classes to prepare candidates for the Westchester County parkway police and town and village police officer examinations will be held Sept. 29 and Oct. 4 and 11.

The classes will meet from 9:30 a.m. to 12:30 p.m. at the Westchester County Center here.

County Executive Alfred B. Del Bello said, "Anyone who has filed for these tests is welcome to attend the Saturday courses. They are sponsored by the Law Enforcement Minority Manpower Project of the Urban League of Westchester and the County Executive's office."

Subjects to be covered include the penal law, technical procedures and firearms laws. They will be conducted by Bob Autorino of the Westchester County Parkway Police and Charles S. White of the Urban League of Westchester's LEMMP staff.

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HUDSON RIVER HANDSHAKE — Civil Service Employees Assn. vice-president James Lennon, second from right, extends greetings to State Senator Jay P. Rollison, Jr. (Rep.-Poughkeepsie), and to Assemblyman Emeel S. Betros (Rep.-Poughkeepsie). The two legislators attended CSEA Hudson River Psychiatric Center chapter meeting that focussed on political action. Behind Mr. Lennon, who heads CSEA's Southern Region III, are chapter political action chairman Conrad Reilly, in white suit, and chapter president Rick Recchia, right. Meeting was held last week at the Center's Cheney Conference Room.

CSEA Pressure Restores Job To Napanoch Teacher

NAPANOCH—A teacher who had been illegally fired is back on the job at the Eastern New York Correctional Facility here this fall as a result of action taken by the Civil Service Employees Assn.

Robert B. Houghtaling, a teacher of elementary subjects at Napanoch since September 1972, was notified last June that he had not satisfactorily completed his probation period, and that he was being terminated immediately.

"We began proceedings against the Correction Department because we felt this was a blatant violation of the State Civil Service Law," said CSEA Southern Region III attorney Ward W. Ingalsbe Jr., who handled the case for Mr. Houghtaling.

"In February 1973, after six months on the job, Mr. Houghtaling was evaluated as 'satisfactory' by the education supervisor at the prison. His probation period was never extended, either orally or in writing, beyond February 1973."

According to Civil Service Law, an employee's appointment becomes permanent at the end of his minimum probation period—six months for Mr. Houghtaling—unless it is extended to three years and the employee is notified in writing of such an extension.

"This case was unusual in that, during the proceedings, the state pulled in its horns and admitted that Mr. Houghtaling was completely in the right," Mr. Ingalsbe said.

State Supreme Court Justice Lawrence Cook, while the Houghtaling case was still unsettled, independently issued a ruling that an employee must be given two probation periods, a minimum and a maximum. If, at the end of the minimum pe-

(Continued on Page 14)

Snyder, Smith Are Installed At Hutchings

SYRACUSE—Audrey Snyder was installed as president and Jack Smith as first vice-president of the Richard J. Hutchings Psychiatric Center chapter, Civil Service Employees Assn., at recent ceremonies here.

The installing officer was Richard Cleary, president of CSEA's Syracuse Region V.

Other officers sworn for two-year terms included Peter Damento, second vice-president; Joni Hinds, treasurer; Sharon Ward, recording secretary; Frank Dougherty and Elizabeth Knickerbocker, delegates, and Mary Lou Karrat, alternate delegate.

Representatives from four of the center's units were also installed. They are Nancy Muldoon, PS&T unit; James Laundergan, operational unit; Mary Inman, administrative unit, and Kathleen Kuptill, institutional unit.

Cohoes' Unit Is Seeking Fact-Finder; Mohansen's Unit Declares An Impasse

ALBANY—Greg Davis, field representative for Albany Region IV, Civil Service Employees Assn., issued a status report last week on contract negotiations involving the Cohoes and Mohansen School Districts' Non-Institutional Employees units.

"The Cohoes School District Non-Instructional CSEA unit has gone to fact-finding after two unsuccessful mediations sessions," he said. The Board of Education has been unresponsive to our offers and counter proposals and their offer is totally unacceptable in light of the present economic situation.

"However, both sides have maintained open lines of communication and this willingness to listen to the facts may help clear the situation up for both sides of the table.

The Cohoes CSEA unit members are united and yet willing to work toward a reasonable settlement.

"The Mohansen Non-Instructional Employees CSEA unit in Schenectady have been forced to declare impasse in their negotiations, Mr. Davis continued.

"The whole package is up in the air. We believe that the teacher situation in this area, with various teacher strikes going on or about to begin, has affected negotiations for our unit members. Boards of education are not willing to make a decision concerning our contract before making sure that the teachers can not use a CSEA contract settlement to their advantage.

"I believe that once the teachers problems are settled our contracts will fly through with-

out many major changes," Mr. Davis predicted.

Await Decision On Rival's Use Of CSEA Logo

ALBANY—Decision on the Civil Service Employees Assn. motion for a preliminary injunction against unauthorized use of the CSEA symbol was still awaited at Leader presstime.

CSEA attorney Marjorie Karowe had argued the case in State Supreme Court before Judge Mahoney on Sept. 11, seeking to prevent a rival union, the American Federation of State, County and Municipal Employees, from using the red-and-blue CSEA service mark in such a way as to imply affiliation between the two organizations.

AFSCME has been soliciting support for its affiliation efforts by sending literature to CSEA leaders throughout the state. This literature combines the CSEA symbol with the AFSCME name in such a way as to imply that the two unions had formed a coalition.

CSEA president Theodore C. Wenzl has vehemently stated his opposition to merger at this time, pointing out that affiliation with other unions has been openly debated in the past, and would continue to be openly discussed should such a move prove advantageous and beneficial to the public employees represented by CSEA.

A temporary restraining order was issued Sept. 4 against unauthorized use of the CSEA symbol.

Action has also been initiated for a permanent order.

DOT Arbitration

(Continued from Page 1)

by the arbitrator assigned to the matter.

Independent of the arbitrations, the Appellate Division will hear the State's appeal of a preliminary injunction at the request of CSEA last July in connection with the layoffs. The State's appeal will probably also be heard in October, according to Mr. Roemer.

Walkie-Talkies Provide Quick Communication At Crucial Times

ALBANY—Having had several good experiences with citizen band walkie-talkie communication networks for use in crowd control and job action management, Albany Region IV of the Civil Service Employees Assn. made some equipment suggestions for any Region chapter interested in purchasing equipment for future use.

Dan Campbell, Region IV public relations associate, explained the network concept and its abilities.

"For the March 18 demonstration in Albany, the largest demonstration in the history of New York State, a system of 14 walkie-talkies and one mobile base was used," Mr. Campbell said. "Seven men controlled traffic and seven were in charge of crowd control, with the mobile base capable of contacting any individual or group instantaneously.

"This system worked extremely well and did not require

ments continuously during the period.

"We recommend the purchase of five-watt citizen band walkie-talkie plus battery charger. If purchased in individual sets the costs will be minimal. Bulk purchases could be arranged with the regional office.

"Any chapter that already has such equipment should contact the regional office for a channel check and location assignment," Mr. Campbell said.

"Easy communication during a job action is a big plus and CSEA Albany Region IV has the knowledge and the equipment ready for use when the time arises," Mr. Campbell added.

Any present CSEA CBER's with car or truck mobile units who would like to be part of the mobile units should contact the Albany Regional Office at

① CSEA calendar ①

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

SEPTEMBER

- 24—Nassau County School Crossing Guards unit meeting: 8 p.m., Mineola police headquarters building.
- 25—Utica Psychiatric Center chapter dinner meeting: 6:30 p.m., Club Monarch, Yorkville.
- 27—Orange County unit steak bake: 12 p.m., Thomas Bull Memorial Park Day Camp, Route 416, Montgomery.
- 27—Fulton County chapter annual clam steam: 12 p.m., Sherman's Amusement Park.
- 28—Board of Directors' meeting: Niagara Falls.
- 28-Oct. 3—Annual Delegates Meeting: Niagara Falls Convention Center, Niagara Falls.

OCTOBER

- 18—Mental Hygiene Employees Assn. meeting: Ramada Inn, Western Ave., Albany.
- 18—Syracuse Region V clambake: 1-6 p.m., Regan's Silver Lake, Oswego.
- 20—Albany Division Thruway chapter unit I "Night at the Races": 6:30 p.m., Saratoga Raceway.

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Veterans' Organizations Are Listed

WASHINGTON, D. C. — A recent edition of Army Times published a list of organizations which may be of interest to former service personnel. Information about these or-

ganizations may be obtained from the addresses listed.

The organizations and their addresses are:

Air Force Assn., 1750 Pennsylvania Ave., NW, Washington, D.C. 20006; Air Force Sergeants' Assn., P.O. Box 31050, Washington, D.C. 20031; American Legion, 1608 K St., NW, Washington, D.C. 20006; American Military Retirees Assn., P.O. Box 973, Saranac Lake, N.Y. 12983; American Veterans (AMVETS), 1710 Rhode Island Ave., NW, Washington, D.C. 20036; Armed Forces Benefit and Aid Assn., 3646 Long Beach Blvd., Long Beach, Calif. 90807; Armed Forces Retired Assn., California, P.O. Box 10357, Santa Ana, Calif. 92711; Assn. of the U.S. Army, 1529 18th St. NW, Washington, D.C. 20036; Chief Warrant Officers' Assn., U.S. Coast Guard, L'Enfant Plaza, Washington, D.C. 20024.

U.S. Coast Guard Chief Petty Officers' Assn., Town Center Plaza, Suite 813, 1001 3rd St., SW, Washington, D.C. 20024;

Disabled American Veterans, 1221 Massachusetts Ave. NW, Washington, D.C. 20005; Disabled Officers' Assn., 1612 K St. NW, Washington, D.C. 20006; Enlisted Retired Twenty and One Assn., P.O. Box 193, Tacoma, Wash. 98409; Fleet Reserve Assn., 1303 New Hampshire Ave. NW, Washington, D.C. 20036; Legion of Valor, 621 S. Taylor St., Arlington, Va. 22204; Marine Corps League, 933 N. Kenmore St., Arlington, Va. 22204; Marine Corps Reserve Officers' Assn., 888 17th St. NW, Washington, D.C. 20006; Military Order of the World Wars, 910 17th St. NW, Washington, D.C. 20006.

National Assn. of Armed Forces Retirees, P.O. Box 5327, North Charleston, S.C. 29406; National Assn. for Uniformed Services, 956 N. Monroe St., Arlington, Va. 22201; National Guard Assn. of the United States, 1 Massachusetts Ave. NW, Washington, D.C. 20001; Naval Enlisted Reserve Assn., 6703 Farragut Ave., Falls Church, Va. 22042; Naval Order of the United States, Seneca House, 311 Morris Ave., Elizabeth, N.J. 07208; Naval Reserve Assn., 1913 Eye St. NW, Washington, D.C. 20006; Navy League of the United States, 818 18th St. NW, Washington, D.C. 20006; NCO Assn. of the USA, P.O. Box 2268, San Antonio, Texas 78206; Paralyzed Veterans of America, 3636 16th St. NW, Washington, D.C. 20010.

Reserve Enlisted Assn., P.O. Box 21205, Seattle, Wash. 98111; Reserve Officers' Assn., 1 Constitution Ave. NE, Washington, D.C. 20002; Retired Armed Forces Assn., Inc., P.O. Box 605, New London, Conn. 06320; Retired Assn. Uniformed Services, 4004 Hillsboro Rd., Nashville, Tenn. 37215; Retired Enlisted Assn., 102 S. Weber St., Colorado Springs, Colo. 80903; Retired Military Assn. of America, P.O. Box 218, Orange Park, Fla. 32073; Retired Officers' Assn., 1625 Eye St. NW, Washington, D.C. 20006; Veterans of Foreign Wars, 200 Maryland Ave. NE, Washington, D.C. 20002.

50th Anniversary

ALBANY — Mr. and Mrs. Joseph Bellow will celebrate their 50th wedding anniversary on Sept. 26. Mr. Bellow is The Leader's advertising representative in the Capital District.

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Total State Unemployment Claims Decrease Slightly But New Claims Increase

ALBANY—Industrial Commissioner Louis L. Levine, head of the State Labor Department, said last week there were 650,844 persons claiming unemployment benefits under four separate programs in New York State in the week ending Sept. 5, as compared with 669,022 the previous week.

The statewide count in the week ending Sept. 5, the most recently tabulated period, included 362,497 persons claiming regular unemployment insurance, as compared to 377,041 a week earlier and 252,152 a year ago.

Among the persons registered for regular unemployment insurance, 37,480 were filing new claims. The new claims figure represented an increase of 3,447 from the level the previous week. A year ago, 32,032 new claims were taken.

Commissioner Levine said the increase in new benefit claims reflected seasonal layoffs in non-manufacturing industries, particularly construction and service industries.

There were 111,153 filings for extended benefits during the week by persons who had used

up their 26 weeks of regular unemployment insurance. The previous week, 113,155 persons were registered for these benefits. Some 90,490 claims for emergency benefits were taken during the week from jobless workers who had received both the regular and 13 weeks of extended benefits. The prior week, 100,004 persons were claiming emergency benefits.

There were also 86,304 claims for special unemployment assistance filed during the week by workers whose jobs had not been protected under the New York State unemployment insurance program. The number compares to 98,822 a week earlier.

The number of persons exhausting benefits under the Emergency Benefits Program totaled 2,366 in the week.

Suffolk Sets Exams For Stenos, Analyst, Plant Worker & Guards

HAUPPAUGE—Openings for sewage treatment plant operators, sewage plant operations supervisor, water distribution plant operators, campus security guards, management analyst, airport security supervisors, and labor specialists currently exist in Suffolk County. Applications are being taken through Oct. 8 with examinations scheduled for Nov. 1.

There are no residence requirements for positions, however, Suffolk County residents will be given preference.

For sewage treatment plant operator (type IIA) positions, candidates must have completed courses approved by the Commissioner of Environmental Conservation and have three months' experience in a sewage treatment plant. A grade IIA sewage treatment plant operator certificate is also necessary.

A type IIIA certificate and six months' experience is necessary for sewage treatment plant operator (type IIIA). Tests for both positions will cover such areas as operation and repair of pumps; reading of scales and gauges; and sewage treatment principles.

Sewage plant operations supervisor is open to applicants with a bachelor's degree in engineering or a related field and two

years of experience in sanitary, mechanical, water resources or environmental engineering or a satisfactory equivalent combination of education and experience. Candidates must also have a New York State Grade II—A Sewage Treatment Plant Operator's Certificate.

The written exam is designed to test for knowledge of equipment used in the operation of a sewage treatment plant; principles of physics, chemistry, and bacteriology; operation of pumps, motors and mechanical equipment; and supervision.

Two years' experience in plumbing and maintenance repair work in water distribution or water treatment will qualify individuals for water distribution plant operator. The position is also open to those with two years' experience in the operation, maintenance and repair of

pumps, motors or related mechanical equipment.

Questions on basic math; the reading of scales and gauges; elementary hydraulics; and water pumping operations will be included on the Nov. 1 written test.

For campus security guard I, there are no experience or education requirements, but candidates must be at least 20 years old and have a driver's license. Two years' experience in security enforcement is necessary for campus security guard II.

The written examination will cover such areas as situations involving public safety; understanding and interpreting written material; and preparing written material.

Graduation from college and a year's experience in devising, analyzing or reviewing administrative methods and procedures is necessary for management analyst positions. Graduation from college and four years' experience will qualify applicants for senior management analyst.

Questions dealing with administrative analysis; computer systems analysis; understanding and interpreting tabular material; and preparing written material may appear on written exams for both positions.

For airport security supervisor, \$14,000 to \$16,000 a year, applicants must have a high school diploma plus three years' experience in security operation. The written exam will cover abilities in areas such as supervision; preparing written material; and public safety.

Two labor jobs—labor specialist III and labor specialist IV are also open in the county. For specialist III, a bachelor's degree and three years' experience in personnel, employment or education counseling or labor relations is necessary. Four years' experience is needed for the specialist IV post.

Questions dealing with research methods and techniques; basic concepts in manpower and poverty economics; supervision; interpretation of data; and social science concepts will appear on both written tests.

For more detailed information and applications, candidates should contact the Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veteran's Memorial Highway, Hauppauge 11787; the East Northport Testing Center, 295 Larkfield Road, East Northport 11731; or the Riverside Information Center, County Center, Riverhead 11901.

CROTTY NAMED

BUFFALO—Tax Commissioner James H. Tully has appointed Peter Crotty, of Buffalo, to be a deputy commissioner and counsel of the State Department of Taxation and Finance. Commissioner Crotty succeeds Saul Heckelman, of Delmar, who was named special counsel to the Commissioner. The position carries a salary of \$37,000.

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TUESDAY, SEPTEMBER 23, 1975



Taking Care Of No. 1

PERHAPS, now that the Legislature is taking a breather, this would be an appropriate time to total up some of the accomplishments of the current legislative body in coping with the state's financial problems.

- Accepted salary increase from \$15,000 to \$23,500, effective Jan. 1, 1975. This amounts to an increase of \$8,500 per legislator, and is nearly a 57 percent increase. Of course, it must be remembered that it was the previous Legislature that voted the increase, and some of the current members of the Assembly and the Senate are first-termers. Nevertheless, the total salary increase for the 210 legislators amounts to \$1,785,000 annually.

- Placed expense accounts on the honor system, with the result that reimbursements doubled. The Albany Times-Union reported last spring that in the first three months of the year, State Senators applied for \$65,391 in expense reimbursements, itemizing food costs and hotel bills. After the so-called honor system was adopted, the Senators reported expenses of about \$62,000 within the next one and a half months. The honor system, by the way, was not even voted on by the Legislature, but handled by officers of both houses in consultation with the comptroller's office.

- Approved 3.5 percent pay raises for legislative aides. This means that a legislative worker making \$30,000 annually received a \$1,050 pay boost this year, whereas a civil service worker in the same bracket only got a \$250 one-time bonus. (The vast majority of civil service employees, of course, are nowhere near the \$30,000 bracket.) The real bone-in-the-throat here, though, is that the 3.5 increase is added to the basic salary, thereby counting toward higher pensions.

- Voted themselves \$878,500 in special allowances over and above their salaries. These infamous "Lulus" were shared by 167 Senators and Assemblymen in leadership positions, ostensibly on the grounds that certain committee assignments warrant additional financial rewards. Top recipients of the lulus were Assembly Speaker Stanley Steingut and Senate Majority Leader Warren Anderson, each of whom received an additional \$21,000. What we find interesting here is that only 43 legislators do not share in the largesse. The question in our mind, therefore, is: If 80 percent of the legislators have so-called additional responsibilities of leadership, then can't it be assumed that these responsibilities are part of the job? So why the extra compensation?

And lest Governor Carey feel neglected, it should also be remembered that he did not choose to veto the lulus. Even though they were included in the supplemental budget, he does have the power of line-item veto, and could have exercised that authority if he were truly intent upon keeping the state's spending at its lowest possible level—as he maintained when his administration refused to negotiate with the Civil Service Employees Assn. this spring.

The lesson to be learned from all this is that politicians take care of their own.

The Civil Service Employees Assn., among other unions, is talking political action with a vengeance this year. War chests are accumulated through employee contributions and committees are being formed to study the voting records.

If public employees and their families exercise their full voting strength, there could be some major changes in Albany in the next state election.

In any case, it becomes obvious that the politicians bear watching, and their records should be carefully scrutinized next time endorsements are to be made.

Don't Repeat This!

(Continued from Page 1)

of gloom over Republicans. While New Hampshire is not the whole country, politicians are always alert to signals, and to politicians the signal from New Hampshire is loud and clear.

The signal indicates that that state is disenchanted with the state of our economy. Unemployment is high in that state, the economy is sluggish, and like all New England states, this state is deeply concerned about the impact of the energy crisis this coming winter. There is a challenge here to the federal program for dealing with our economic situation, and the extent to which the Administration responds may be the key to the Presidential elections.

President A Symbol

The Republicans can spell out a case on this issue against the Democrats. Despite heavy Democratic majorities in both Houses, the Democrats in Congress have been unable to come up with a realistic program for dealing with the economy or with the energy crisis. The only difference is that it is difficult to get the voters mad at a diverse institution like Congress. It is much more simple for the voter to vent his spleen against the person who symbolizes our nation, the President.

Strangely enough, simultaneously with the counting of the ballots in New Hampshire, the Democrats in New York released a poll showing that Conservative-Republican Senator James L. Buckley would be re-elected in a contest against former New York City Mayor John V. Lindsay, former U.S. Attorney General Ramsey Clark, Congresswoman Bella Abzug, Bess Meyerson or New York City Councilman Robert F. Wagner, Jr. This suggests that perhaps the Democrats should look elsewhere for a standard bearer in the campaign against Senator Buckley.

It may indeed be that Buckley's showing is the result of the events in New York City, which has been dominated by the Democrats for so many years. If that is so, much will depend upon what happens in the City between now and next November. Whatever may be the attitude of the leaders of public employee unions towards the Senate campaign next year, the prospect is that the membership may act more independently of leadership in the political arena than the members have in the past. This must certainly be true of those civil service employees who have already lost their jobs and of those who fear job losses in the event of further budgetary cutbacks.

Political Consequences

The election in 1976 will have critical political consequences in our state. While the Democrats have a strong majority in the Assembly, they are seriously concerned whether they can duplicate in 1976 the overwhelming victories they scored in 1974. Should the Democrats lose, Assembly Minority Leader Perry B. Duryea, Jr., will once again be headed for the Speakership. From that vantage point, he will be able to challenge the special leadership role over Republican policies that is now exercised by Senate Majority Leader Warren M. Anderson. Both may then be engaged in a contest for nomination as the Republican candidate

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

The Albany Case

Approximately a year ago, improper practice charges were filed with the New York State Public Employment Relations Board against the City of Albany for its refusal to negotiate in good faith on a number of topics. It was alleged by the charging parties, the Albany Police Officers Union and the Albany Permanent Professional Firefighters Association, that the City had violated Section 209-a(1) of the Taylor Law. There was complete agreement on the facts and the case was submitted to PERB for a decision. PERB decided the case in favor of the labor organizations and directed the City of Albany to negotiate with the unions regarding several of the topics which PERB held were mandatory subjects of collective bargaining.

THE CITY OF ALBANY commenced a proceeding under Article 78, CPLR, to review PERB's decision and claimed that the following were not mandatory subjects for negotiation:

- Part time off for union activities.
- Work rules.
- Retirement benefits not requiring legislative approval.

The Supreme Court in Special Term decided that none of those subjects was a mandatory topic for collective negotiations. The Public Employment Relations Board appealed to the Appellate Division, Third Department. The Appellate Division held that part time off for union activity falls into the same category as other leaves of absence with or without pay, since it affects the hours of actual employment required by the employee. In that sense, it is no different from issues such as the length of the work year, vacations, sick leave and personal leave.

THE COURT then addressed itself to the general subject of work rules, which it said also involves a condition of employment, and consequently, is a mandatory subject for negotiations. No question was presented to PERB as to the negotiability of any specific work rule and PERB, therefore, did not determine that any specific proposed rule was included as a mandatory subject for bargaining.

The third subject was interpreted by Special Term in light of applicable statutory provisions to mean that only the employer has the option to negotiate employment of retirement benefits.

PERB CONSTRUED the statutory scheme as permitting employee organizations to negotiate for improvements in retirement benefits between July 1, 1964, and June 30, 1975, provided the improved benefits are among those already available under State law. (See Section 201.4, Civil Service Law.) The statute is clear that both the unions and the City could negotiate over Retirement System benefits which did not require legislative approval. That interpretation is supported by the message of Governor Wilson, who explicitly stated that the law would extend for an additional year the right of local governments and their employees to negotiate with respect to retirement benefit improvements not requiring approval of the State Legislature. Accordingly, the Appellate Division reversed Special Term and reinstated the order of the New York State Public Employment Relations Board. *City of Albany v. Helsby*, Appellate Division, Third Department, June 30, 1975.

Don't Repeat This!

(Continued from Page 6)
for Governor in 1978.

At the national level, President Ford remains very much in the driver's seat in view of his access to the media and in view of his power to take certain actions which may vitally affect the economy. In addition, the brighter prospect for victory for the Democrats may produce more vigorous campaigning among Democratic candidates for the nomination.

Thus far the contenders have treated each other with the deference due to a partner in a minuet. This is likely to change as primary day approaches next

winter in New Hampshire. By that time the various Democrats are likely to take off their gloves and start slugging it out with each other. How much bitterness will result from the primaries, of course, is uncertain.

Once the Democratic convention in New York City next July decides upon a nominee, the losers will dutifully offer their congratulations and help to the victor. But the amount of help invariably bears a direct relationship to the bitterness that has been engendered. This could be the biggest problem that the Democrats may have to overcome next year.

Suffolk Holds Continuous Search For Clerk, Steno, Keypuncher, Other Slots

EAST NORTHPORT—Examinations are continually being held for stenographers, motor vehicle license examiners, clerk-typists, dog wardens, keypunch operators, account clerks, engineering aides, and public health sanitarian trainees in Suffolk County. Vacancies occasionally occur in various county departments.

Testing is held every weekday at the East Northport Testing and Information Center, 295 Larkfield Rd., East Northport. Candidates must call the testing center between 9 a.m. and 4:30 p.m. for an appointment to take the test. Applicants should not send in applications in advance as they will be completed at the time of examination.

For stenographer, both English and Spanish speaking, there are no minimum education or experience requirements. The written exam is designed to test for knowledge in such areas as reading comprehension; vocabulary; arithmetic computations; filing; office practices; and English usage. Successful candidates will take a qualifying dictation test.

No education or experience requirements are necessary for motor vehicle license examiner I, which pays \$233 bi-weekly. Questions on name and address checking; office practices; spelling; public relations; and reading comprehension may appear on the written test. Successful candidates will take a qualifying performance typing test at 40 words per minute.

Clerk-typist candidates need no minimum experience or education qualifications to be eligible for the \$223 bi-weekly post. The written exam will test such areas as arithmetic reasoning; English usage; punctuation, and filing.

To qualify for dog warden, a \$5,600 to \$10,000 position, applicants must have one year of experience in the care and handling of animals. All candidates must also be 21 years old and have a valid New York State driver's license. Questions covering dog identification; dog terminology; care and handling of dogs, and canine disease will appear on the written test.

Individuals with proficiency in the operation of key punch

You may not be dying to give blood, but some day you may be dying to get it. Donate Blood. Lives Depend On It

machines may apply for keypunch operator. There are no other experience or education requirements. Candidates will be rated on the basis of a performance test on either an IBM or RR keypunch machine. A speed of 68 strokes a minute is necessary for passage.

Graduation from high school or a high school equivalency diploma plus two years of bookkeeping experience will qualify individuals for account clerk, a \$6,864 a year job. Other education may be substituted for experience on a year for year basis. The written exam will cover such areas as number checking; error detection; commercial arithmetic; business vocabulary, and applied bookkeeping.

For engineering aide, no minimum qualifications are necessary to compete in the exam. However, a knowledge of high school level algebra, geometry, trigonometry and general science is required for successful job performance. Questions on math; elementary civil engineering terminology; basic surveying; and construction practices may appear on the written exam.

A bachelor's degree including three semester hours in natural sciences or related courses or a public health sanitarian certificate is necessary for public health sanitarian trainee, a \$9,528 a year post. The written exam is designed to test for abilities and knowledge of abstract reasoning; report organization; general science, chemistry and biology; and public relations.

For further information contact the East Northport Testing and Information center at (516) 261-2634.

Regional TA

ALBANY—Gov. Hugh L. Carey announced the reappointment of Warren H. Frank, of Fayetteville, as a member of the Central New York Regional Transportation Authority. Mr. Frank, executive director of the Authority, was named for a term ending July 31, 1982. He will receive a salary of \$100 a day while on official business.



NEW SLATE — Nicholas Abbatiello, left, second vice-president of the Civil Service Employees Assn.'s Long Island Region I, administers the oath of office to the new slate of CSEA officers at the 2,200-member Central Islip Psychiatric Center chapter. From left are Danny Donohue, president; Eileen Gorski, first vice-president; Michael Montanino, second vice-president; Virginia Holmes, recording secretary; Margaret Spinks, treasurer, and Sheila Luisi, corresponding secretary. The ceremonies took place at the Center's Robbins Hall.

Order Nassau Sanitary District To Discuss Disputed C-Of-L Hike

MINEOLA—Steady legal pressure by the Civil Service Employees Assn. has produced a ruling directing the Baldwin Sanitary District in Nassau County to negotiate the application of a disputed cost-of-living adjustment for 1974 and to reinstate a fired employee.

Irving Flaumenbaum, president of the Nassau CSEA chapter, said the Baldwin dispute had been one of the longest in local CSEA history, adding he "Hopes that the ruling will clear the air and provide the basis for more harmonious negotiations from now on."

The ruling was issued by the New York State Public Employment Relations Board in a case handled by Long Island CSEA Region I attorney Richard C. Gaba.

The board directed the commissioners of the garbage collection district to discuss with CSEA the application of a 2.7 percent cost-of-living increase that the district had unilaterally applied to "fringe benefits."

At least two-thirds of that money, the PERB ruling indicated, could be paid in cash and, possibly, all of it.

The district had paid a 7 percent increase in 1974 and claimed 2.7 percent was to be applied to fringe benefits, although the CSEA contract provided for a full cost-of-living increase of 9.7 percent. The district claimed federal wage controls in effect at the time authorized the action.

CSEA charged the district with violating the union's contract by acting unilaterally. The PERB ruling agreed.

In addition, the ruling upheld CSEA's protest against the firing of per diem employee Nick Petro, ousted after requesting appointment as a full-time employee after six months of steady full-time work while rated as a per diem worker. The ruling ordered the district to restore Mr. Petro to duty with back pay since August 1974 and to consider him

for appointment to full-time status. The ruling indicated that Mr. Petro qualified for the appointment.

During the long dispute, CSEA sent its regional attorney into Supreme Court on two occasions.

Mr. Flaumenbaum said the case was significant because it illustrated the need in some disputes for determined legal representation by CSEA's specialist attorneys to enforce contractual rights.

Many Types Of Scientist Are Now Wanted By U.S.

WASHINGTON, D.C.—Applications are continuously being accepted by the U.S. Civil Service Commission for scientists with the federal government. The GS-5 through 15 positions cover such occupations as agricultural management, agronomy, botany, consumer safety, entomology, biology, genetics, home economics, pharmacology, and physiology.

They carry a salary range of \$8,500 to \$29,818 a year.

The best bets for employment are at the GS-5 and 7 grade levels. As the grade level increases, the number of positions filled decreases. The number of jobs in grades GS-13, 14 and 15 filled from outside the federal service is relatively small. This is because government agencies fill most senior positions by reassignment, transfer or promotion.

Positions filled from eligible lists are mainly in the departments of Agriculture; Interior; Health, Education and Welfare; the Veterans Administration; and other various agencies throughout the U.S., including New York City. A few positions may be filled overseas.

Basic requirements for life science positions is the successful completion of study leading to a bachelor's degree, with a major in a pertinent field of life science. Course study must include specific requirements for various positions for which candidates apply.

A combination of study and experience totalling four years will also be accepted for basic requirements. Individual posi-

tions require a certain amount of college courses to qualify.

For jobs such as agricultural management, soil science, wildlife biology and a few others, candidates must show the ability to work and deal with the public and the ability to maintain good public relations through contacts with organizations and representatives of other agencies.

For consideration in New York, applicants at the GS-5 to 7 level in agricultural management, consumer safety, entomology, general biology, microbiology, soil science, wildlife biology, and wildlife refuge management should submit applications to the U. S. Civil Service Commission, 310 New Bern Ave., P. O. Box 25069, Raleigh, N. C. 27611. Higher grades for these positions and all other jobs will be filled through the U. S. Civil Service Commission, 1900 E. Street NW, Washington, D. C. 20415.

Applications and full information may be obtained from any federal job information center in Manhattan, Brooklyn, Bronx or Queens.

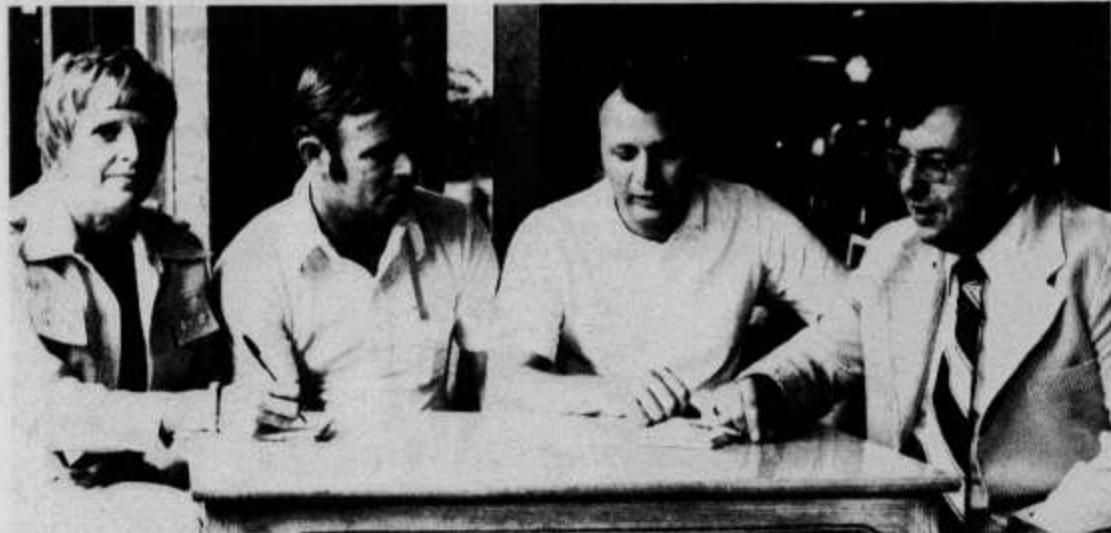
Veterans Administration Information Service Call (202) 389-2741 Washington, D. C. 20420



CSEA president Theodore C. Wenzl conducts installation ceremony for Syracuse Region V officers. Left from Dr. Wenzl are president Richard Cleary, of Syracuse chapter; executive vice-president Louie Sunder-

haft, of Oneida chapter; first vice-president Dorothy Moses, of Willard PC chapter; second vice-president Patricia Crandall, of SUNY at Cortland chapter; third vice-president Michael Sweet, of Herkimer chapter;

treasurer Helene Callahan, of Syracuse chapter; secretary Irene Carr, of Oneonta chapter, and appointed officers: corresponding secretary Helen Hanlon, of Syracuse chapter, and executive secretary Joe McDonald, of Willard PC chapter.



Going over plans for State Workshop held Saturday morning are, from left, workshop secretary Jacqueline Burgess, of Binghamton chapter; Jack Carey, CSEA assistant executive director—State; Thomas Whitney, CSEA employee relations—personnel officer, and workshop chairman James Moore, of Utica Psychiatric Center chapter.



Black River chapter treasurer Sally Helmercl, left, and chapter secretary Shirley Abare attended the first regional meeting. Here they are greeted by Carlo Guardi, newly elected president of Broome Educational Employees chapter.



CSEA executive vice-president William McGowan was available during meeting to answer questions from delegates. In foreground is Loretta Sunderhaft, wife of Syracuse Region executive vice-president Louie Sunderhaft.



Taking active role at meeting of University committee are SUNY at Oswego chapter president Dale DuSharme and SUNY at Morrisville chapter president Steve Zarod.

(Leader photos by Brian Triller)



Roger Solimando, executive representative for Oneida County chapter, delivered political action report. Mr. Solimando called strikes a tool of political action, and said workers should not be afraid to use it.



Oswego County chapter delegation was headed by Fran Miller, left, who also serves as chairman of Counties Workshop. Seated next to Mr. Miller during regional business

session are delegate Lyn Thompson, historian Raymond Wallace, steward Pat Cooper and treasurer Richard Rice.



Mental Hygiene representative Raymond Pritchard, of Rome Developmental Center, made motion, later approved by delegates, to set up regional committee to study election procedures.

Wenzl Lashes Out At Propaganda By Rival Unions: 'Let's Have Confidence In Ourselves And Be United,' CSEA President Urges Syracuse Region V Leaders

CIVIL SERVICE LEADER, Tuesday, September 23, 1975

By MARVIN BAXLEY

SYRACUSE—"When confronted with these lies, tell them it is not so, because I haven't heard from my president."

Civil Service Employees Assn. president Theodore C. Wenzl angrily lashed out at a meeting of CSEA's Syracuse Region V this month to allegations that he and the top leadership of the union are engaged in secret negotiations with rival organizations.

"Until you hear from me," the CSEA president said, "all these charges from the American Federation of State, County and Municipal Employees and Public Employees Federation are untrue."

The allegations were provoked, in particular, by use of the CSEA symbol on propaganda fliers put out by AFSCME, leading some people to believe that use of the symbol was with CSEA approval. CSEA has filed a law suit to prevent further use by AFSCME of the symbol, and the courts have since granted a restraining order against its unauthorized use.

"Let's have confidence in ourselves and be united," Dr. Wenzl continued. "We're all CSEA. Have confidence in me as your leader. I'm one of you."

Much of the weekend meeting of Syracuse Region V at the Lake Placid Club was given over to reports. Because of the wide diversity of interests within the largest of CSEA's regions, headed by CSEA vice-president Richard Cleary, preliminary meetings are held by the various committees, and separate workshops are conducted for County Division and State Division chapters.

Giving the University report, regional chairman Eleanor Korchak called for better guidelines for conducting chapter elections. "There is no call for 62 challenges," she said, acknowledging that problems could be expected, since this was the first year that the new procedures, mandated by restructuring, were in effect for the chapters.

Raymond Pritchard, Mental Hygiene representative to CSEA's Board of Directors, noted that he is a member of the statewide election procedures committee, and that the committee will be working to avoid the challenges that occurred this year.

Mr. Pritchard later made a motion, which was accepted by the delegates, to set up a re-

gional committee to study revision of election procedures. This committee would consist of two county and two state members, plus the regional president.

Ms. Korchak, in making her report, also criticized the Taylor

Gallagher Absent

LAKE PLACID—After 16 years of perfect attendance, CSEA treasurer Jack Gallagher was conspicuously absent from the Syracuse Region V meeting at the Lake Placid Club, Sept. 5-7.

Mr. Gallagher and his wife, Arlene, who make their home in Herkimer County, had an important prior commitment.

Law. "It's about time we got the Taylor Law amended," she said. "It isn't fair that we have to swallow it, and get indigestion from it."

She announced that Oct. 4 there would be a seminar on the Taylor Law. The program, sponsored by the Broome Community College, will be from 9:30 a.m. to 3 p.m., and will feature panel speakers as well as group discussions for school, state, local government and police and fire employees. The \$10 registration fee should be mailed prior to Sept. 29 to the Continuing Education Department of Broome Community College, Mini-Course Program, Binghamton, New York 13902.

Discussion was also held on the problems at Binghamton Psychiatric Center, where three CSEA members are accused of actively working against the union. Chapter first vice-president Beth Stover explained the situation there.

A regional trial board was designated by the regional president, Richard Cleary, with himself as chairman and Irene Carr, of Oneonta; Richard Miller, of Chemung; Angelo Vallone, of Broome, and James Stanton, of Delaware Valley, as members.

In making the political action

report, Oneida County's Roger Solimando said, "Let's not say political action is a monster. Let's not say strike is a monster. They are political tools."

School affairs chairman Thomas Elhage, of Oswego County, warned of efforts to undermine the Merit System by creating non-civil service positions, promoting people into them and then firing them. "We have the same problems," he said, "only more of them."

Public relations chairman Helene Callahan, of Syracuse chapter, announced that the region would soon be starting up a newsletter to keep member chapters better informed on regional activities.

One such upcoming activity was detailed by ways and means chairman Steve Zarod, of SUNY at Morrisville. He announced a region clambake for Oct. 18 at Regan's Silver Lake, Oswego.

The event will be from 1 to 6 p.m., Mr. Zarod explained, and provision has been made at the site for campers. Tickets will be \$12 a person, with an Oct. 13 cutoff date.

Membership chairman Dorothy Moses, of Willard Psychiatric Center, requested that each chapter submit a list of all officers, with address and telephone numbers, to the Syracuse Region Office, CSEA/Midtown Plaza, Room 118/Syracuse, N.Y. 13210 and to Joseph Lochner/CSEA Headquarters/33 Elk St./Albany, N.Y. 12207.

She also pointed out that units should be properly identified as to parent chapter.

State Workshop chairman James Moore, of Utica Psychiatric Center, announced that a seminar on shop stewards will be featured at the next regional meeting.

County Workshop chairman Francis Miller, of Oswego County, said that the counties had gone on record in opposition to use of State Retirement Fund moneys to bail out New York

(Continued on Page 14)



CSEA vice-president Richard Cleary, head of Syracuse Region V, delivers president's report to delegates representing 40 region chapters after opening of Saturday afternoon joint business session of state and county delegates. Estimated 160 members attended weekend function.



Syracuse Region second vice-president Patricia Crandall, of SUNY at Cortland chapter, and delegate Roy Hall, of Franklin County chapter, served as chairmen of arrangements for the region's fall meeting at Lake Placid Club.



Bob Lee, newly elected president of Willard Psychiatric Center chapter, is greeted by Helen Musto, center, former Central Conference president and incumbent Ithaca Area Retirees chapter president, and Bonnie Barber, Tompkins County chapter treasurer.



University committee meets to consider difficulties at various campuses. From left are chairman Patricia Crandall, SUNY at Cortland; Lois Toscano, Upstate Medical Center; Eleanor Korchak, SUNY at Binghamton, and Suzanne Synder, SUNY at Binghamton.

Latest State And County Eligible Lists

EXAM 27-479
ASSOCIATE COMMUNICATIONS SERVICE ANALYST
Test Held February, 1975
List Est. June 23, 1975

1 Hock Ambrose G Johnstown	99.0
2 Johnston David Jamestown	88.0
3 Dwyer James M Gloversville	86.0
4 Metz Harry NYC	85.0
5 Baysa Michael Cohoes	85.0
6 Lackel Michael Kings Park	84.0
7 Murakami T Croton Hud	79.0
8 King Arthur A Loudonville	76.0
9 Bliss Lynn A Marcellus	73.0

EXAM 27-489
SR CONSULTANT PHYSICAL THERAPIST (Home Health Services)
Test Held June, 1975
List Est. June 23, 1975

1 March Robert W Gloversville	96.0
2 Snyder F Flanders Glens Falls	95.0
3 Cirillo Louis A Mohawk	95.0
4 Singer Janet Albany	89.0
5 Frey Ethel M Island Park	88.0
6 Shaw Dorothy Bdfalo	84.0
7 Duncan William G Loudonville	83.0
8 Pechstein Constance L Glen Cove	82.0
9 Sotelo Joseph F Middletown	81.0
10 Birdsall Grant F Belmont	76.0
11 Hooker Edward C Schenectady	74.0

EXAM 39-031
DEPUTY DIRECTOR FOR INSTITUTION ADMINISTRATION
Test Held May, 1975
List Est. June 26, 1975

1 Acrish Wendy Patterson	97.5
2 Riznyk Oteh V Oakdale	90.5
3 Rettig Gary F Sauquoit	83.8

(Continued on Page 13)

Open Continuous State Job Calendar

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

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

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

EXAM 35-701
HYDROELECTRIC OPR
Test Held March 22, 1975
List Est. June 19, 1975

1 Cox James M Nassau	78.8
2 Chapin Gordon W Fulton	77.7

EXAM 24-214
SR HYDROELECTRIC OPR
Test Held March 22, 1975
List Est. June 18, 1975

1 Clancy William Watervliet	81.0
2 Fort Robert A Latham	79.0
3 McCurdy Richard Voorheesvil	75.0
4 Sneed William J Whallonsburg	72.0

EXAM 35-702
SR HYDROELECTRIC OPR
Test Held March 22, 1975
List Est. June 18, 1975

1 Jerome Bruce C Cohoes	80.3
2 Chapin Gordon W Fulton	77.7

EXAM 24-213
HYDROELECTRIC OPR
Test Held March 22, 1975
List Est. June 19, 1975

1 Fort Robert A Latham	88.5
2 Demers Clyde H Cohoes	88.0
3 Clancy William Watervliet	87.0
4 Sneed William J Whallonsburg	80.5
5 McCurdy Richard Voorheesvil	78.0
6 Brandon George Burt	76.5
7 Curtin Thomas G Cohoes	70.0

EXAM 24-212
JR HYDROELECTRIC OPR
Test Held March 22, 1975
List Est. June 19, 1975

1 Fort Robert A Latham	93.0
2 Clancy William Watervliet	89.0
3 Demers Clyde H Cohoes	88.0
4 Sneed William J Whallonsburg	88.0
5 Pfeiffer Bruce K enmore	82.0
6 Vannorden F E Mechanicvil	78.0
7 Wells Glenn Troy	72.0
8 Curtin Thomas G Cohoes	72.0
9 Jabo Michael Binghamton	70.0
10 Madsen William Troy	70.0

EXAM 35-656
SR ENGRG GEOLOGIST
Test Held March 22, 1975
List Est. June 11, 1975

1 Vanalstyne Fred Saratoga Spgs	73.9
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EXAM 24-209
SUP POS IN PKS & REC 2
Test Held March 22, 1975
List Est. June 24, 1975

1 Edwards Carl F Ballston Spa	88.5
2 McCarthy R B Saranac Lake	87.5
3 Soricelli R C Kings Park	86.5
4 Mulvey Russell Warrensburg	85.0
5 Blatter Roger P W Hurley	84.0
6 Gulliver Peter Oakdale	82.0
7 Vonhoefer Jacob Brentwood	80.5
8 Bayce John M Northville	80.5
9 Smith James O Pine Hill	79.0
10 Lindblom James Bemus Pt	78.0
11 Lodinsky Louis Trumansburg	77.5
12 Vanderloski W R Cil Islip	77.5
13 Jones Theodore N Tonawanda	77.5
14 Keith Bertram G Staatsburg	77.5
15 Ryzek Robert H Wellsburg	76.5
16 Ramrill Clinton Warrensburg	74.5
17 Wyman George M Ithaca	74.5
18 DeNardo Robert Watkins Glen	74.5
19 Hooper Warren S Chester	73.0
20 Blank	
21 Tiedemann Anton Staten Is	71.5
22 Soper Richard A Sayville	71.5
23 Berry Robert R Lowville	71.5
24 Bober Robert S Williamsvil	70.0
25 Wheeler Bennett Steamburg	70.0
26 Drew Douglas L Trumansburg	70.0

EXAM 24-104
SR PUB HLTH EDUCATOR
Test Held March 22, 1975
List Est. June 25, 1975

1 Kalajian Karen Buffalo	73.0
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Institution Food Administrator	\$14,880	24-337
Director, Division of Language Skills	\$29,471	27-530

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

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



ON THE BALL — John Beazley, manager of championship Nassau County Medical Center team of the County's Civil Service Employees Assn. softball league, receives trophy from Nassau chapter president Irving Flaumenbaum. Team members are: first row, from left, Steve Wirth, Hank Gieckle, Rick Sloan, Howie Kweiler, Jerry Cimone and Dan Caualluzzo. Back row, from left, are: Pat DeRosa, Frank Fucharino, John Brosnan, Chris Jans, Bob Courtney and Paul Fucharino. Softball is one of year-round sports in chapter's recreational program.

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U.S. Now Recruiting Nurses

WASHINGTON, D.C. — Nurses, nurse anesthetists, clinical nurses, operating room nurses, occupational health nurses, psychiatric nurses, public health nurses are currently being recruited by the U. S. Civil Service Commission. The jobs are at the GS-4 to 9 levels paying \$9,873 to \$13,269 a year. Positions to be filled are located in federal installations throughout the United States including New York City. A small number of overseas vacancies may also be filled. About 80 percent of federal nurses work in hospitals, while the rest are in

employee health units, clinics, research centers, and other establishments. Eligibles will fill vacancies in the Commissioned Corps of the U. S. Public Health Service, the Veterans Administration, the uniformed military services or in volunteer agencies. For all positions, candidates must have a professional nurses license. However, if applicants have graduated in the last 12 months from a nursing school, they may apply provided they attain their license within six months of appointment. For a position at any grade,

applicants are required to have a degree from a nursing school; graduation from a three-year diploma program of professional nursing; or graduation with an associate degree or other program of at least two years' duration in a professional nursing school. Additional experience or education is necessary for different levels in various nursing positions. Applicants' qualifications will be reviewed and evaluated on the extent of their training and experience. They will be considered for the minimum grade which they will accept and for higher grades for which they are qualified. Eligibility of candidates will last one year. For all GS-4 to 9 positions, except nurse anesthetist (GS-9), candidates from the New York City area should submit applications to the Syracuse Area Office, U. S. Civil Service Commission, O'Donnell Building, 301 Eric Blvd., West, Syracuse, N. Y. 13202. Nurse anesthetist applicants should file their forms with the commission through its area office, 1900 E Street NW, Washington, D. C. 20415. Applications and detailed information may be obtained from the federal job information centers at: 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 90-04 161st Street, Jamaica, Queens.

REAL ESTATE VALUES

Publisher's Notice: All real estate advertised in this newspaper is subject to the Federal Fair Housing Act of 1968 which makes it illegal to advertise "any preference, limitation, or discrimination based on race, color, religion, sex, or national origin, or an intention to make any such preference, limitation, or discrimination. This newspaper will not knowingly accept any advertising for real estate which is in violation of the law. Our readers are informed that all dwellings advertised in this newspaper are available on an equal opportunity basis.

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Mental Hygiene
ALBANY—State Commissioner of Mental Hygiene Lawrence Kolb has appointed Anthony M. Primelo as director of Pilgrim Psychiatric Center, West Brentwood. Dr. Primelo succeeds Henry Brill who is now director of the Long Island Regional Office of the Department of Mental Hygiene. Dr. Primelo will receive a salary of \$43,834.

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State And County Eligible Lists

(Continued from Page 10)

- 4 Zazycki F J Rochester78.5
- 5 Murphy Thomas C Poughkeepsie 75.7
- 6 Morrison Robert Latham75.0

EXAM 37-475

DEPUTY DIRECTOR FOR
INSTITUTION ADMINISTRATION II
Test Held May, 1975
List Est. June 26, 1975

- 1 Wilson Egbert S Somerset96.0
- 2 Riznyk Oleh Oakdale88.0
- 3 Selber Paul L Brooklyn84.0
- 4 Margosian Hal Fayetteville84.0
- 5 Acrish Wendy Patterson81.0
- 6 Gonzalez W G Delmar79.0
- 7 Rerig Gary Sauquoit76.0
- 8 Rubinson Norman Suffern75.0

EXAM 27-443

Test Held May, 1975
List Est. June 26, 1975
DEPUTY DIRECTOR FOR
INSTITUTION ADMINISTRATION I

- 1 Wilson Egbert S Somerset98.0
- 2 Zaffino Joseph New Rochelle79.0
- 3 Rubinson Norman Suffern75.0
- 4 Fassetta James Garnerville73.0

EXAM 35-715

PURCHASING AGENT
Test Held March 22, 1975
List Est. June 20, 1975

- 1 McGill Roger R Cheektowaga99.3
- 2 Vincent Walter Loudonville95.0
- 3 Dubuc Russell W Albany91.0
- 4 Pryor Stephen A Elnora90.4
- 5 Howe William J Cohoes89.4
- 6 Scott Richard G Albany88.8
- 7 Segrue John F Dunkirk88.3
- 7A Esposito G J Albany87.4
- 8 Draggett John F Dunkirk87.3
- 10 Turner Harold E Sharon Spg86.0
- 11 Randall B J Homer85.3
- 12 Holmberg Arthur Staten Is84.8
- 13 Hamm Frederick Scotia84.5
- 14 Beardsley A P Slingerlands84.2
- 15 Mastromarchi J Albany82.3
- 16 Palefsky Henry Brooklyn80.8
- 17 Fort Richard R Cohoes79.8
- 18 Bryant Edna J Saratoga Spg78.7
- 19 Gelston James A Latham78.5
- 20 Benz William T Hamlin78.1
- 21 Parrington R T Stony Brook76.8
- 22 Sherwood Thomas E Greenbush76.3
- 23 McGuire Richard Bellerose74.1
- 24 Maher Robert A Brewster74.1
- 25 Schieder Robert Tonawanda72.8

EXAM 24-246

PURCHASING AGENT FOOD
Test Held March 22, 1975
List Est. June 20, 1975

- 1 Morris Eleanor Watervliet92.5
- 2 Seuse Harrison Athens86.5
- 3 Pape Joseph R Ravens86.0
- 4 Desmond P M Canton82.0
- 5 Aiello Joseph J Albany75.0
- 6 Thompson Frank Kingston74.5
- 7 Evans Frances N West Seneca71.5

EXAM 24-249

PURCHASING AGENT PRINTING
Test Held March 22, 1975
List Est. June 20, 1975

- 1 Klaf Herbert Schenectady98.5
- 2 VanBuren L E Loudonville89.5
- 3 Luberda Edward Scotia86.5
- 4 Fordyce Paul A Loudonville82.0
- 5 Vita Joseph D Albany77.5
- 6 Jarosz Ann H Waterford73.0
- 7 Krueger Frank D Glens Falls70.0

EXAM 35-709

SR VALUATION ENGR
Test Held March 22, 1975
List Est. June 20, 1975

- 1 Schultz Kenneth Albany83.4
- 2 Arnett Harvey L NYC90.4
- 3 Elberfeld Alan Glendale88.9
- 4 Levy Charles I Albany88.9
- 5 Burke Donald E E Greenbush88.4
- 6 Brown Edmund C Albany85.4

- 7 Steinberg R Albany82.9
- 8 Dowling John J Albany82.9
- 9 Mulcahy Gerard Brooklyn82.6
- 10 Scott Robert G Saratoga Spg81.8
- 11 Lukas Ronald G Brooklyn79.9
- 12 Krizan Rudolph Bayside79.5
- 13 Lee Kenton C Sunnyside78.1
- 14 Borst John J Schoharie76.3
- 15 Dugan Francis X Elnora7.6
- 16 Gay Robert C Kinderhook74.5
- 17 Grady David G Syracuse74.0
- 18 Markham Rudolph Bronx73.9
- 19 Grillo Joseph D New Rochelle73.9
- 20 Etter Carl T Lodi73.9
- 21 Peterson James W Babylon73.4
- 22 Downs Daniel G Averill Park73.0
- 23 Lubeck Eva Rego Park72.5
- 24 Thiele Robert E Bergenfld72.4
- 25 Burger Martin Staten Is72.4
- 26 Gutman Harry Schenectady71.9
- 27 May Douglas K Ballston Lk71.6
- 28 Kovar Edward H Guilderland70.5

EXAM 24-247

PURCHASING AGENT LUMBER
Test Held March 22, 1975
List Est. June 20, 1975

- 1 Maguire James A Snyder76.0
- 2 Whissel Richard Williamsville75.0

EXAM 24-186

SUPVG PUB HLTH EDUCATOR
Test Held March 22, 1975
List Est. June 20, 1975

- 1 Maloney William Cohoes74.0
- 2 Maynard Anna M Guilderland70.0

EXAM 24-248

PURCHASING AGENT MEDICAL
Test Held March 22, 1975
List Est. June 23, 1975

- 1 Ryan Francis X Croseyville90.0
- 2 Haskin Howard H Altona89.5
- 3 Nuffer George A Clayton85.5
- 4 Grandwitter J M Brooklyn77.5
- 5 Vonhahmann R E Worcester70.0

EXAM 35-723

SR CLINICAL LAB INVSTGR
Test Held April 12, 1975
List Est. June 20, 1975

- 1 Pignataro A J Catskill74.6
- 2 Grabianowski P Albany71.4

EXAM 35-689

ASST BLDG CONST PROJ MNGR
Test Held March 22, 1975
List Est. June 23, 1975

- 1 Heitzman R F Albany84.2
- 2 Terry Robert J Albany79.8
- 3 Maloney Thomas Elnora79.5
- 4 Iannacito J A Menands79.4
- 5 Lahey Francis J Cold Spring77.9
- 6 Denson Francis Delmar77.0
- 7 Kinal Michael R Albany76.7
- 8 Lefebvre E J Waterford73.0
- 9 Edwards John J Dobbs Ferry71.7

EXAM 35-596

SR PARI-MUTUEL EXMR
Test Held May 3, 1975
List Est. June 20, 1975

- 1 Harkaway Isaac Seafood92.5
- 2 O'Brien Peter J Brooklyn83.5
- 3 Hittleman M New Hyde Pk81.6
- 4 Fischer Abraham Monticello73.3
- 5 Coon G R Ballston Spa72.4

EXAM 24-018

PRK PTRLMN TRPC PRK OFFCR
Test Held Nov. 9, 1974
List Est. April 18, 1975

(Cont. from Previous Edition)

- 1310 Yodice Steven M Freeport82.0
- 1311 Young Roger A Truxton82.0
- 1312 Rymarczyk F P Kenmore82.0
- 1313 Prusak Mark P Bladell82.0
- 1315 Cavanagh Kevin Massapequa82.0
- 1316 Tavernier R New Rochelle82.0
- 1317 Davis William G Latham82.0
- 1318 Gavryt Paul S Staten Is82.0
- 1319 Hanson Kenneth NYC82.0
- 1320 Fleming Kenneth Troy82.0

- 1321 Duncan Fred W Raybrook82.0
- 1322 Emery Diane M Plattsburgh82.0
- 1323 Beers Clifford Gouverneur82.0
- 1324 Mennig Donald E Peterboro82.0
- 1325 Devir John P Staten Is82.0
- 1326 Denega Richard Bronxville82.0
- 1327 Neville John F NYC82.0
- 1328 Fee Kevin F Tupper Lk82.0
- 1329 O'Neil James G Brooklyn82.0
- 1330 Reepmeyer H T Cohoes82.0
- 1331 Reed Elvin H Albany82.0
- 1332 Bonn Denise C Masspequa82.0
- 1333 Boniface Tho Franklin Sq82.0
- 1334 Kooppen S J Bohemia82.0
- 1335 Console Albert Frsh Meadows82.0
- 1336 Lonnie Kevin E Albertson82.0
- 1337 Donnelly James Brooklyn82.0
- 1338 Goebel Kurt P Flushing82.0
- 1339 Then John W Levittown82.0
- 1340 Kiesling Ronald Richmond82.0
- 1341 Kinirons Joseph Freeport82.0
- 1342 Brechko Thomas Binghamton82.0
- 1343 Cremarty W Glens Falls82.0
- 1344 Treffi Thomas Glens Falls82.0
- 1345 Wielgoszynski M Depew82.0
- 1346 Wrenn John Astoria82.0
- 1347 French John Brooklyn82.0
- 1348 Gregory William Rensselaer82.0
- 1349 Rivera Frank Suffern82.0
- 1350 Paonessa S A Niagara Fls82.0
- 1351 Pawlowich David Little Fls82.0
- 1352 Scorrow John F Albany82.0
- 1353 Lloyd Gregory J Niagara Fls82.0
- 1354 Foote Paul W Utica82.0
- 1355 Lyons Eugene C Rensselaer82.0
- 1356 Brown Donald R Hollis82.0
- 1357 Brooks Wayne N Buffalo82.0
- 1358 Brown Eugene F Rockvil Cr82.0
- 1359 Fiorella Dean M Staten Is82.0
- 1360 Fiorucci R J Huntington82.0
- 1361 Gros Alfred L Hicksville82.0
- 1362 Prochilo Paul J Burlington Fls82.0
- 1363 Gifford Stephen Yorktown H82.0
- 1364 Caputo Paul J Buffalo82.0
- 1365 Lapp Donald W Perry82.0
- 1366 Eagle Gene Rego Pk82.0
- 1367 Supernaut T J Bruston82.0
- 1368 Impellizzeri S Wallkill82.0

(To Be Continued)

Ulster Chapter Hears Political Office Seekers

PORT EWEN — The Civil Service Employees Assn.'s Ulster County chapter held its first annual "Meet the Candidates Night" at the Dolphin Inn, Legion Court here recently. The meeting was chaired by Thomas Phillips, chapter president, Anthony Fattarino and Nina Yeager, chapter vice-presidents.

Candidates seeking public office in the City of Kingston and the County of Ulster as well as for the City of Kingston School Board were present and made timed presentations.

Ms. Yeager observed, "As residents of Ulster County, CSEA members need good government; as employees, we need a good employer."

More than 40 candidates seeking office as mayor and aldermen for the City of Kingston and the City of Kingston School Board as well as candidates for Ulster County surrogate court judge, county coroner, county clerk and the county legislature were in attendance. Political parties represented included the Conservative, Democratic, Liberal and Republican Parties.

Also in attendance were Thomas J. Luposella, CSEA Southern region field supervisor and Thomas Quimby, field service assistant.

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Install Farone And Nicolella In Schenectady

SCHENECTADY — Alfred Farone and Frank Tomecko were installed as president and vice-president, respectively, of the Schenectady County chapter, Civil Service Employees Assn. in recent ceremonies here.

Joseph McDermott, president of Albany Region IV, CSEA, was the installing officer. Other officers installed, all of whom will serve two-year terms, are: Gladys Karlin, second vice-president; Helen Willock, third vice-president; Bertha Kriegler, secretary; Eugene Nicolella, delegate, and Vicki DeFilippo, alternate delegate.

Schenectady County unit officers who were not previously installed were also sworn into office at the ceremonies. Guests included Jack Corcoran, Region IV supervisor, and Donald McCarthy, CSEA field representative.



CSEA president Theodore C. Wenzl answers questions posed by chapter members.



Robert Smith, right, newly elected president of SUNYAB chapter, accepts congratulations from chapter's first president, John Warren.



SUNYAB chapter first vice-president June Boyle explains fliers distributed at meeting.



Members are attentive as names of scholarship recipients are announced. Meeting earlier this month at Sheraton East Hotel in Cheektowaga also featured talks by CSEA collective bargaining specialists Paul Burch and John Conoby.

Wenzl Lashes Out

(Continued from Page 9)

City. Mr. Miller also called attention to the fact that when the private sector strikes, prices go up and the public sector has to pay. He called it a two-faced attitude that has resulted in an unfair Taylor Law that denies public employees the same rights as private workers.

A separate Workshop for County employees will be set up in the near future, Mr. Miller continued, so that their unique problems can be better studied without the time restrictions imposed at the quarterly joint meetings with State Division delegates.

Next meeting of the region has been tentatively set for Feb. 5-6 in Syracuse.

Albany Thruway Unit To Races

ALBANY — A "Night at the Races" will be sponsored Monday evening, Oct. 20, at the Saratoga Raceway by the Albany Division Thruway chapter unit 1, Civil Service Employees Assn.

Tickets for the evening, at \$9.50 each, include clubhouse admission, a complete smorgasbord dinner, tax and gratuity. Reservations, due by Oct. 15, may be made through Carm Fusco or John Hollaran.

BUY U.S. BONDS!

Napanoch Teacher Restored

(Continued from Page 3) riod, the employee is not notified in writing that his probation period is being extended, his appointment becomes permanent automatically.

This ruling had direct bearing on the Houghtaling case, and the state Attorney General's Office directed the Corrections Department to discontinue its opposition to Mr. Houghtaling's reinstatement.

CSEA field representative John R. Deyo commented, "This shows the results public employees can get by working with their union."

Bargaining Demands 'Fight Of Life' Pledged Solons

(Continued from Page 1)

noon will witness the first general business meeting for all delegates at the Convention Center ballroom.

The entire program for Wednesday, Oct. 1 and Thursday, Oct. 2, is devoted to full-scale business meetings for all delegates at the Center. The traditional delegate banquet is slated for 8 p.m. Thursday at the Convention Center ballroom.

The concluding business session will be held starting at 9:30 a.m. Friday morning and continuing until the session closes later that day.

Special invited guests are expected to address the union delegates during the six-day convention, but one of them won't be the Governor. CSEA president Theodore C. Wenzl had issued an invitation to Gov. Hugh L. Carey to address the delegates and comment on his first nine months in office and explain

why all the promises the Governor made to delegates a year ago at the last annual CSEA meeting were not kept. Governor Carey, through a top aide, declined to appear before the CSEA delegates, claiming a previous scheduled commitment.

A Taylor Law Seminar Is Set At Binghamton

BINGHAMTON — A one-day seminar entitled "The Taylor Law—Today and Tomorrow" will be held Saturday, Oct. 4, from 9:30 a.m. to 3 p.m. at Titchener Hall, Broome Community College here.

The seminar will be conducted by staffers from the Public Employment Relations Board and the School of Industrial Relations at Cornell University.

Topics to be covered include representation and improper practice; conciliation; school negotiations; state employee negotiations; local, municipal and government negotiations, and police and firefighter negotiations. A number of workshops will also be held and these will be coordinated by Sally C. Gillespie, a PERB mediator and fact-finder.

The fee for the seminar is \$10, which includes a luncheon. Registration forms, which should be sent to the college by Monday, Sept. 29, are available from the Office of Continuing Education, Broome Community College Mini-Course Program, Binghamton, N. Y. 13902 or by telephoning (807) 772-5107.

Dorothy L. Reichart

LIVERPOOL — Dorothy L. Reichart, of 7648 Commodore Circle here, died recently after a lengthy illness.

Mrs. Reichart retired in January 1974 as a supervisor in the Onondaga County clerk's office where she was employed for 25 years. A member of the Civil Service Employees Assn., she was also active in a number of Syracuse area civic groups and bowling leagues.

Coalition Forms

(Continued from Page 16)

any other public employee representative organization.

Mr. McMann, Mr. McGeary and Harman Swits, CSEA collective bargaining specialist, said a tentative meeting with county, state and federal officials has been set for Sept. 22 at the Ramada Inn, Binghamton, to discuss public employee negotiation problems at all levels.

Ask Names

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

Syracuse B of E

(Continued from Page 1)

the unit; the unit's contract with the school district expired Dec. 31, 1974. He added that the school had been agreed to by the Board, but met with rejection.

CSEA spokesmen said they hoped the picketing would bring to the public's attention the bad faith negotiating of the Board and that the Board would reconsider and sign the already agreed upon proposal.

Pass your copy of
The Leader

Clerk, Roofer, Secretary, Others Sought

The following is a simulated radio broadcast by the New York State Employment Service: The jobs noted, however, are real ones.

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

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

SPEAKER 1. A State agency in Manhattan wants to hire a **CLINICAL PSYCHOLOGIST**. Applicant must have a Master's in psychology and study toward a Ph. D. is preferred. Must also have three years experience in clinical psychology. Will work in

a resident program with male adolescents. Do evaluative testing, prepare reports, supervise therapists. Salary \$17,629 a year.

2. There's an opening for an **ACCOUNTING CLERK** with a Queens hotel. Will do sales reports, using adding machine and calculator. Saturdays and Sundays off. The job pays \$145 a week.

3. An **AUTO BODY REPAIRER** with two-five years experience is needed by a collision shop in Brooklyn. Will do fender work at \$200 a week. Employer will pay more for ability to do chassis work.

4. This next opening is for a **FURNITURE UPHOLSTERER** who can work with all type of fabric. Will reupholster furniture for offices, showrooms and homes. The job is in Brooklyn and offers \$5.00 an hour to a worker who has five years of experience in this line.

5. In Manhattan, there's a good opportunity for a **SECRETARY** with a non-profit agency. Must be able to take dictation at 80 words a minute, type 45. All legal and Jewish holidays observed. The position pays \$185 a week plus good benefits.

6. Also in Manhattan, a building contractor is seeking a **ROOFER** with five years experience. Driver's license and tools preferred. Salary is union scale, \$7.00 an hour, but employer will pay more depending on ability.

7. On Long Island now, a **TILE SETTER** is wanted to install linoleum and tiles. Must be familiar with all types of floor. Five years experience is required for this job paying \$200 a week.

8. Also on the Island, an opening for a **LATHE SET-UP WORKER**. Will do own set-ups on engine lathe. Must be able to do tracing to machine first run piece. The employer wants someone who's been doing this work for at least five years and is offering \$5.75 an hour.

9. Back in the city, a Brooklyn

manufacturer of ladies' coats is looking for a **LINING SETTER**. Will also make linings. Pay piece work or week work, average about \$150 a week.

10. Wanted: a **PARTS CLERK** with one-two years experience with a new car dealer in Brooklyn. Able to do catalogue work. Will pick up and order parts. Ford experience preferred and a driver's license is required. Salary \$160 a week.

11. Next on today's demand list—a **SALES REPRESENTATIVE** for a real estate firm. Must have real estate license before starting work. Will sell, lease and identify property. It's a five-day week with occasional Saturdays. Will draw \$100 a week against 45-50 percent commission on sales. The employer is in Manhattan.

12. A **WINDOW SHADE CUTTER** is needed in Queens. Must have at least a year of experience with a shade or custom drapery manufacturer. Use machine for cutting on custom basis. Salary \$175 a week and up, depending on experience.

13. A Westchester employer is in the market for an **ELECTRONIC ENGINEER** with a BS in engineering and two-five years experience. Must have background in instrumentation, analog or digital work. Be familiar with layout, cabling and production techniques. Salary \$12,000-\$16,000 a year.

14. A mental-stamping firm in Brooklyn is calling for a **TOOL AND DIE MAKER** to make progressive and compound dies for heavy metal stamping. Must be able to use all machine shop tools, read blueprints and mike.

Applicant must have at least five years experience for this job paying \$6.00 an hour.

15. Last today's wanted list is a job for a **VOCATIONAL TRAINING INSTRUCTOR**. Must have at least four years teaching and/or related food service experience. Will work in detention home teaching and food purchase, food standards and cost control, short order food service. The job pays \$24 an hour; it's part-time, five hours a week.

ANNOUNCER: The phone number again for New York City jobs is 488-7330. For those Long

Island and Westchester jobs, check the Nassau and Westchester telephone directories. Look for the Job Bank listing under New York State Department of Labor. You have been listening to another edition of the Want-Ad Column of the Air.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 528-8000; and for federal, 528-8100.

Library Directors Sought Statewide

ALBANY — Assistant library director III, library director IV and library director V positions are currently open with municipal, school district and cooperative library systems in New York State. Salaries for these jobs vary depending on location and level of responsibility.

For all open-competitive positions, applicants must submit applications by Oct. 20, with oral examinations scheduled for November.

All applicants must have completed five years of college training, one of which was in professional library training in a recognized library school. In addition for assistant library director III and library director IV (exam 27-544), candidates should have eight years' experience, one of which was in an administrative capacity. For library director V (exam 27-545), applicants must have ten years' experience, three of which should be in administration.

The oral test is designed to evaluate candidates against the general background of a high level library administrative position. They will be rated on their ability to analyze administrative problems and make sound decisions; ability to present ideas clearly and effectively; and ability to establish satisfactory relationships with others.

Applications and further information may be obtained by contacting the New York State Civil Service Department at: Two World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 West Genesee St., Buffalo.

KOVNER NAMED

ALBANY—Gov. Hugh L. Carey has appointed Victor A. Kovner, a New York City attorney active in court reform, to the temporary State Commission on Judicial Conduct. Mr. Kovner, 38, succeeds William F. Fitzpatrick, whose term has expired, in a new term ending Sept. 1, 1979. Members of the commission are paid \$150 a day while on official business up to a maximum of \$10,000 a year.

COURT JUSTICE

MONTICELLO—Milton Levine, of Monticello, court attorney of Sullivan County, has been appointed supreme court justice in the State's Third Judicial District, effective immediately. Justice Levine, 58, fills the Supreme Court vacancy caused by the election of Justice Lawrence H. Cooke to the Court of Appeals. He has an annual salary of \$48,000.

Federal Retirees' Brooklyn Meeting

BROOKLYN — Brooklyn Chapter 500 of the National Assn. of Retired Federal Employees will hold its next meeting Saturday, Sept. 27, at 1 p.m. at the Kings County War Memorial, Fulton and Orange Sts. in the Borough Hall section of Brooklyn.

Topics to be discussed at the meeting include pending federal legislation affecting retirees, means of improving pensions and fringe benefits, increases in retirees' retirement income credits and others. The chapter meets on the fourth Saturday of each month September through June.

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A Coalition Is Formed To Battle Broome County Contract Tactics

BINGHAMTON—The president of the Broome County unit, Civil Service Employees Assn., has announced the formation of a coalition of public employee representatives' organizations throughout Broome County into a new, loosely knit organization calling itself the Broome Public Employees Coalition.

William McMann, president of the Broome County CSEA unit, said the move was taken "to deal with special problems encountered by public employee groups negotiating with Broome County."

Mr. McMann said the organization—two units of CSEA, the American Federation of State, County and Municipal Employees, the Amalgamated Transit Union, Broome Community College Assn. and the Broome County Sherriffs' Benevolent Assn.—have agreed to become part of an informal confederation designed to serve as a clearinghouse for collective bargaining information and strategy.

In making the announcement, Mr. McMann charged the county with "bastardizing the negotiating process and turning contract talks into farces."

"There is no collective bargaining anymore in Broome County," Mr. McMann alleged. "The county budgets money for salaries and then the public employees don't even get that." Mr. McMann contends that the county's favorite ploy is to sit down with public employees who have with them their list of demands, then wait until an impasse is reached in the talks.

"The county," he said, "then ignores the recommendation of fact-finders and imposes a settlement on a 'take-it-or-leave-it basis' within the county's predetermined guidelines." Mr. McMann added that the ultimate insult came when, after all of these tactics have succeeded, the County Legislature subsequently rejects the whole package.

Mr. McMann said the coalition's basic objective is to "prevent the county from whipsawing us on negotiations in the future."

He said the coalition has been about a month in its formative stage and will meet in the future as needs dictate.

Representatives from each of the participating groups would

be notified of proposed meetings and any employee representative authorized as a participant would be empowered to call the group into session.

Mr. McMann added that the two Broome CSEA units represent about 75 percent of the total number of public employees involved in the coalition, and that the formation of the coalition "does not mean we are going to bed with any other union."

He also said that an agreement had been reached among all participants and that there would be no attempt at raiding each others' organizations or to impinge on any other organization's sphere.

Chuck McGeary, CSEA public relations associate from Syracuse Region V office, said the coalition has the approval of the union's Albany Headquarters, primarily because of the unique problem faced by Broome County employees, including members of the CSEA. He added that the coalition, to his knowledge, is a one-of-a-kind organization in the state.

Mr. McGeary reiterated Mr. McMann's declaration that the formation of the coalition was not to be construed as an overture to any other union anywhere in New York State, or as the forerunner to a merger with (Continued on Page 14)



GENERAL IS CITED — Earl Kilmartin, right, president of the Office of General Services chapter, Civil Service Employees Assn., presents a plaque "in recognition of the many dedicated years of meritorious service" to Gen. A. C. O'Hara, outgoing OGC Commissioner. General O'Hara served as commissioner since 1971. The award was presented at recent ceremonies at the Albany South Mall Tower Building.

Region IV Info Station Meets Good Reception

ALBANY—The Civil Service Employees Assn.'s "information station" of Albany Region IV has been exhibited for the past two weeks and has met with a positive response. Region IV field supervisor Jack Corcoran reports.

"The station is just a large backdrop emblazoned with the CSEA service mark but it does draw the attention of the members that CSEA is ready to provide them with up-to-date information on all current situations plus statewide, regional and local chapter activities.

"Presently the station is being used to distribute state contract demand sheets and a regional membership profile developed by our research analyst, Michael Carrol. The profile will be used to develop future CSEA programs to fit the wants of the ever-changing CSEA membership," Mr. Corcoran explained.

Colonie Unit Declares Impasse

ALBANY—Albany Region IV, Civil Service Employees Assn., has informed the Public Employment Relations Board that the Town of Colonie units declared impasse in negotiations with the Town Administrator.

John Tweedie, unit president, stated, "Politics, of both union and town, have been brought directly into the negotiations by the administration. The town is a Republican Party stronghold in a Democratic Party area, and

the town's negotiator is also the attorney for the American Federation of State, County and Municipal Employees (AFSCME) in this area."

Because of this, Mr. Tweedie alleged, pressure has been mounting on the employees to the point of considering both political action against local politicians and a job action to force real negotiations to begin.

"We are not teachers stopping children from learning by any job stoppage, but we are human

beings seeking a fair contract with an employer who has stacked the deck against all public employees who dare to belong to a union," he added.

"Negotiations have been going on for four months. Money is not even an issue. We just want to put the terms and conditions of employment in the Town of Colonie down in black and white so that the local politicians can not use public funds to build a power base in Colonie any longer."

Because of this, Mr. Tweedie continued, both CSEA Colonie blue- and white-collar employees units formed a political action committee to interview and evaluate all candidates for this coming November town election.

"We are also asking the Town Board to consider removing the present contract negotiator because of a possible conflict of interest due to his professional involvement with a competing union that is presently in court concerning illegal use of the CSEA service mark," Mr. Tweedie concluded.

Social Services Committee Meet

(Continued from Page 1)
Graw, Cattaraugus County; Grace Vallee, Rensselaer County; Steve Ragan, St. Lawrence County; Patricia Sicci, Rockland County, and Mr. Quann.

"We're trying to improve communications with workers in various regions. We want to learn firsthand about local conditions and problems so that we can serve the members better," said Ms. Spicci, vice-chairman of

the statewide committee.

Among the topics discussed at the general meeting were income maintenance, manpower services, state procedures, and new Federal laws affecting social services.

Local conditions were examined in detail including available space for interviewing, nursing, medical and housing services available in the region, and working out of title.

Victor School, In First CSEA Pact, Wins 12% Wage Boost & Benefits

ROCHESTER — Non-instructional employees of the suburban Victor Central School District will receive a 6½ percent pay raise in the first year and a 5½ percent raise in the second year under a new contract negotiated by the Civil Service Employees Assn.

The 6½ percent raise is retroactive to July 1; the 5½ percent raise will become effective next July 1.

The contract, ratified 36-2 by CSEA members, is the first since CSEA became bargaining agent for the employees three months ago.

Other features of the contract include:

- An additional two personal leave days.
- Four more vacation days for employees with 12 months or more of service.
- An additional day of vacation for each year of service after 15 years, to a maximum of

20 days for 20 years of service.

• New seniority clauses, a new grievance procedure with binding arbitration and a fair dismissal clause for all employees.

Al Aldridge, unit president, was chairman of the CSEA negotiating team and Thomas Pomodoro, bargaining specialist, was chief negotiator.

Laskey Reappointed

ALBANY—Harold Laskey has been reappointed to the Board of Trustees of the Rockland Community College. Mr. Laskey, of New York City, has been a member of the board Trustees since 1959. The post is unsalaried.

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