

FIELD STAFF MEETS IN ALBANY, PLAN PS&T REPRESENTATION

Civil Service Employees Association field staffers pay strict attention during speech by president William L. McGowan on subject of the upcoming representation election in the Professional, Scientific and Technical Bargaining Unit of state workers. In foreground are Nate Zummo, left, and John O'Sullivan; behind them, Larry Scanlon and, partially obscured, Frank Martorana; in third row, Jase McGraw, Greg Davis and John Naughter, and in fourth row, Joseph Reedy, Butch Ventura and Ed Diamond, CSEA's director of education.

Civil Service Employees Association Western Region field supervisor, Lee Frank, makes a point during staff meeting in Albany recently on the topic of the upcoming representation election in Professional, Scientific and Technical Bargaining Unit of state employees. Central Region supervisor Frank Martello, next to Mr. Frank, listens. Recognizable behind the supervisors are Pat Monachino, Larry Scanlon, Jack Conoby and Don McCarthy.

Predict CSEA Victory In PST

ALBANY — With ballots due to go out March 17 in a union representation election affecting 46,000 state workers in the Professional, Scientific and Technical Bargaining Unit, the Civil Service Employees Association, which represents the employees, said this week that indications point to an overwhelming victory for

the union which has represented state employees since 1910.

"PS&T employees are indicating to us that they are really turned off, to the point of being intellectually insulted, by the type of campaign the AFL-CIO bunch is running," says Paul T. Burch, CSEA collective bargaining specialist and staff coordinator for the campaign. The challenge to CSEA's 68-year history of representing the state workers comes from a paper union calling itself PEF and consisting of the New York State United Teachers and the Service Employees International Union.

"Apparently the campaign material being distributed by PEF is being developed by SEIU, which is a blue-collar union representing primarily janitorial and building maintenance people and some private hospital employees. It's real low-level stuff indicating a complete absence of knowledge of the issues affecting PS&T state workers," Mr. Burch said. "NYSUT is so deeply involved in fighting to save

its own skin against constant pressure from the rival NEA teachers organization that it has apparently not been much of a factor in the PS&T challenge. Of course that would hold true if PEF won this challenge, meaning professional, scientific and technical employees would be primarily represented by a blue-collar union unfamiliar with

their issues," he noted.

"There were clear indications months ago that this campaign would be run at a very low level by PEF," Mr. Burch noted. "It began in the haphazard manner they collected designating signatures, and continued when they tried to slip over 5,000 invalid signatures past the Public Employment Relations Board to jus-

tify holding the election. PERB threw out one-quarter of all signatures submitted as being invalid. But the true picture developed through the material PEF is passing out to employees, it's mostly distorted information, half-truths and such, really insulting stuff."

Mr. Burch continued, "But the (Continued on Page 3)

File Briefs On Blackout Grievance

ALBANY — The Civil Service Employees Association's battle to restore leave credits to those state workers forced to use them during the New York City area power blackout in July 1977 continued last week as the union's law firm filed briefs with Herbert Haber, arbitrator for the (Continued on Page 3)

CSEA Targets Legislation

ALBANY—The Civil Service Employees Association statewide political action committee has approved a number of program bills it wants passed by the state legislature this session. The bills would:

- provide for standardizing the workyear for teachers in state institutions and for standardizing the method of payment and of accruing leave credits for these teachers;
- clearly state the rights of Department of Mental Hygiene employees where either a consolidation or a closing of a state facility is involved;
- restore leave credits to those forced to use them during the power blackout of July 1977;
- eliminate the financial advantage to school districts which contract out the work of non-teaching employees, by making some services reimbursable by the state if operated by the school districts themselves;
- restrict the powers of the chancellor of the State University of New York to place positions in the unclassified service;
- restore leave credits to those in the western and northern counties of New York State that were declared disaster areas by President Carter, for the days in January and February 1977 on which they had to use such credits;
- extend the \$2,000 survivors' benefit to those who retired prior to January 1, 1966;
- prohibit the state Public Employment Relations Board from conducting a representation election until a valid showing of in-

terest has been made and reviewed by PERB; and

—suspend until 1981 the "countdown" for persons who have been laid off and are currently on five-year preferred lists.

In addition, CSEA has introduced a number of bills that (Continued on Page 3)

Retro Pay Due In 2 Weeks

ALBANY—More than \$17 million in retroactive makeup pay for thousands of state employees promoted since April 1, 1977, won for them by the Civil Service Employees Association as the result of two successful class action grievances filed by the union against the state, are expected to be reflected in paychecks issued March 29 and April 5.

Both houses of the State Legislature passed bills authorizing the funds last week and at Leader presstime the bills were before Gov. Hugh Carey for his expected signature. CSEA says thousands of state workers promoted since last April 1 and

many others who received less than a full increment as a result of the state's attempt to renege on one part of the current contracts negotiated between CSEA and the State will share in the more than \$17 mil-

lion retroactive makeup pay.

After the current contracts had been negotiated, the State suddenly reneged on the agreements by refusing to pay full promotional and incremental increases.

(Continued on Page 3)

Don't Repeat This!

Here Is Another Reason To Revise State Taylor Law

With an assist from the Taylor Law, the Internal Revenue Service imposes a tax on money not received by civil service employees.

(Continued on Page 6)

Union Supports Carter Civil Service Plan

By RON KARTEN

One major union has expressed support for President Carter's two-part Civil Service package aimed at revamping the 100-year-old system. The package, which promises to safeguard the Merit System and resolve employee abuses, re-

structure the salary schedules, establish a new system for managing and utilizing senior executive personnel and rebuild the collective bargaining mechanism, received the support of the AFL-CIO's president, George Meany, early this week. "We will support it," said AFL-CIO public rela-

tions director, Al Zack. "The President (Carter) has committed himself to a collective bargaining statute and we support that."

President Carter disclosed a two-part civil service package last week aimed at safeguarding the Merit System

and resolving employee abuses, restructuring salary schedules and establishing a new system for managing and utilizing senior executive personnel.

The package contains the Civil Service Reform Act of 1978 which Alan Campbell, U.S. Civil Service Commission chairman, said he anticipates will receive Congressional committee attention as early as this week. Both House and Senate committee leaders said they expect floor action on the bill during the current congressional session.

The bill will make basic merit principles law and specifically identify prohibited personnel practices. Recruitment will be mandated to include all ethnic groups and social classes. Selection and advancement will be based on ability, knowledge and skills determined under fair and open competition under the proposed law.

Equal pay will be made for work of equal value with incentives for excellent performance.

No longer will increments and longevity payments be made solely on the basis of time served. Employees will be protected

(Continued on Page 11)



Report From The Capitol The Kyer Wire

By PAUL KYER



Can it really be 20 years ago that we first met Attorney General Louis Lefkowitz at a meeting of Civil Service Employees Association delegates in Albany?

Louie, as everybody has called him since that first meeting, had been named to the state office to fill an unexpired term created by Jacob Javits, who went to the U.S. Senate. The new attorney general was an instant hit.

At that first CSEA meeting some 200 delegates met in the ballroom of Albany's DeWitt Clinton Hotel. You can be sure that Louie met and remembered a good many of them.

During the next two decades those delegate meetings got so large, CSEA had to book its conventions at resorts or hotels that could hold 1,500 or more people. You can be sure that as the delegate size grew, so did Louie's friendships among public employees.

One thing that has charmed state and local government workers is his long friend-

ship with Democratic State Comptroller Arthur Levitt, his only peer as a vote getter. They are often referred to as the "Gold Dust Twins" at meetings, and the fact that they are in opposite political parties didn't seem to show.

Of course, Louie isn't gone yet and you can be sure he'll be an active and hardworking attorney general right up to Dec. 31.

Increases in social security payments are producing the loudest outcry among taxpayers in memory but it's not only workers who are yelping. The higher payroll taxes are a burden to government, too, and a move is underfoot to do something about it.

A major reason for the increased social security rates is that there aren't enough people coming into the system to pay for benefits going out. One of the largest working groups not in the plan are federal employees, who number in the millions. State and local governments plan to change this if they can.

An informed source in Governor Carey's office last week told us that the state administration intends to encourage other governors to get behind a joint effort to force federal employees under social security coverage.

One of their biggest stumbling blocks will again be Congress. As it stands now, our Washington representatives can pile up a federal pension without paying out for social security. After leaving office, they can then take private employment—and, therefore, social security—and have two pensions. They will have paid for the second pension for a far shorter time than do the rest of us.

Rule Males Ineligible For Female Correction Officer Examinations

By MARTIN FOX

BROOKLYN — Is sex a proper occupational qualification for a state civil service examination for female correction officer?

Or does the prohibition against men taking the exam constitute a discriminatory employment practice in violation of the state and federal constitutions?

A state appeals court was asked to decide this question recently, compliments of a male applicant who was not allowed to take the exam. He sued the state Civil Service Department over it.

His effort was unsuccessful. The Brooklyn Appellate Division, relying upon what it called "judicial common sense," ruled that, in this case, "sex is a bona fide occupational qualification for the position of correctional officer."

The unanimous ruling by the four-judge panel upheld rulings by the state Division of Human Rights and the state Human Rights Appeal Board. Both agreed with the Civil Service Department that the applicant, Robert Carey, was not eligible to take the exam for female correction officer.

The appeals court emphasized that while state law prohibits discrimination in public employment, exceptions are made where sex is a "valid occupational qualification." Obviously, it said, this was the case for female officers because of the sensitive nature of their work with women prisoners.

The judges explained their ruling in this way:

"The needs of the correctional facilities to maintain security

(Continued on Page 10)

Lottery

ALBANY — Winning numbers drawn March 3 for New York's weekly lottery:

The six-digit number in the \$10,000 column or in the "millionaire numbers" box:

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The four-digit \$100 number: 6358.

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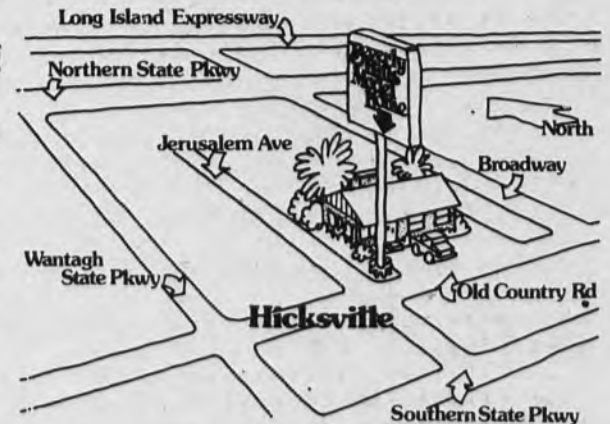
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Region V Hears Burch Say Prepare To Battle PEF

SYRACUSE—Civil Service Employees Association Region V Local officers were called together Feb. 27 in preparation for the upcoming Professional, Scientific and Technical representation election and heard a warning against complacency.

Paul Burch, CSEA collective bargaining specialist and coordinator of the challenge effort, cautioned that even though the PEF effort has not been as evident in the Region as it has downstate, it didn't mean the Region didn't have a fight on its hands.

"Just because they're not around, it doesn't mean we can be complacent," he said.

Mr. Burch said the difference in the PEF challenge from the last time around was the lack of visibility.

"President William L. McGowan has promised a total commitment. Knock 'em out once and for all.

"We're saying they (PEF)

Look Forward To PST Win

(Continued from Page 1)

worst occurred a few days ago, when PEF representatives approached state legislators in a vain effort to have more than \$17 million due state workers as a result of successful CSEA-filed grievances withheld. That really incenses state workers, and it should, because PEF tried to keep their money away from them."

The CSEA staff campaign coordinator also noted that PEF has not yet clarified itself on such key issues as dues, insurance programs, negotiation arrangements, staff field representation, membership services. "They have yet to deal with the main issues, not even one, really. And I doubt they will because they have nothing to talk about," Mr. Burch said.

"We're looking for an overwhelming rejection of PEF, and field reports indicate that it is going to occur," he stated.

don't exist this time for the same reasons they didn't exist last time—no phone, address, organization. They're using NYSUT's attorney," Mr. Burch said.

"Where has PEF been?"

CSEA is criticized for things we haven't been able to accomplish, according to Mr. Burch. "Much rather be criticized for trying, than not trying," he said.

Mr. Burch explained, "PEF has been around a few years now, and they haven't made one recommendation. But, they'll promise you the moon."

"They claim they are going to title bargain, but even in title groups there are several hundred. It's an impossibility. They are aiming for the most popular title groups, but what about the others?"

Mr. Burch stressed that PEF hasn't been heard from since the last election. He added that there is a public employee's coalition of which CSEA and NYSUT are a part, but not PEF.

There hasn't been a word about the 30,000 teachers losing their jobs in three years, or the 30,000 that will probably lose their jobs in the next five to 10 years, he charged.

"You haven't heard from them on CETA or the OSHA takeover. The reason they haven't said a word—if you don't do anything, you can't be criticized."

The state coordinator added one other element—the agency shop people. "They have to be a big question mark. These people could be the key. We have to convince those people to stay away from that no-union block.

Regional president James Moore and regional supervisor Frank Martello joined Mr. Burch at the front of the room, stressing the organizational steps and problems that have to be taken into consideration.

Those attending were briefed on staff assignments and some of the basic election information concerning the ballot, campaign material and mailing deadlines.

Mr. Martello said, "We want to see as many people as we can, when we can. You know where

the opposition is, where the problems are."

"Just because we're not seeing the opposition, doesn't mean it is not there."

Nearly 100 persons from throughout the 20-county Region gathered for the session at the regional headquarters.

Extend Convention Reservation Deadline

ALBANY—Edward C. Diamond, the Civil Service Employee Association's director of education, has announced that the deadline for room reservations for the April 3 Special Delegates Meeting to be held in Albany has been extended until March 10.

Dr. Diamond explained that Local presidents have already received color-coded cards designed to facilitate room reservations but the cards designated March 5th as the deadline. "Due to delays in mail service, we have determined that an extension of the deadline to March 10 would be beneficial in this instance," Dr. Diamond said.

Because each chapter president received one card, Dr. Diamond suggested that a list of names of delegates selected to attend the meeting be attached to the card for use in making room reservations.

The code for the cards is as follows: Blue cards for Region 1 and Region 6 with rooms at Albany's Quality Inn; Orange cards for Region 2 with rooms at Albany's Ramada Inn and the Travelodge; White cards for Region 3 and the Board of Directors with rooms at Albany's Thruway House; Pink cards for Regions 4 and 5 with rooms at the Albany Turf Inn and Albany Holiday Inn, respectively.

Target Legislation

(Continued from Page 1)

would increase the amount of supplemental retirement benefits, and decrease the restrictions upon receiving them. Other retiree-oriented bills CSEA backs include two which would allow retirees to participate in a dental-insurance program and also allow health insurance premiums for a surviving spouse of a retiree to be paid from the value of unused sick leave.

The union's Political Action Committee members also voted at their last meeting to support Assemblyman John B. Daly's bill allowing city school districts to raise their tax limits, as suburban districts are now allowed to do. The committee also approved a bill to implement a portion of the Suffolk County contract dealing with investigators in the district attorney's office in that county.

Finally, the committee honored the request of Dorothy Goetz, chairwoman of CSEA's statewide pension committee, to support the bills recommended by State Comptroller Arthur Levitt's advisory committee. CSEA's representative on the Comptroller's Advisory Council is James H. Currier, president of the CSEA Fort Schuyler Local of Utica.



REVIEW MENTAL HYGIENE PLANS

State Senator Linda Winikow, (D-Rockland-Westchester) visited Civil Service Employees Association headquarters in Albany recently to personally express her support of the union's anti-deinstitutionalization campaign to CSEA statewide president William L. McGowan. Rockland Psychiatric Center CSEA Local president Martin Langer, who also chairs the union's statewide political action committee, has kept Mr. McGowan informed on Senator Winikow's continuing concern with the care of the mentally ill in New York State.

File Blackout Grievance

(Continued from Page 1)

grievance, and bills were introduced in the Senate and the Assembly in an attempt to resolve the issue with legislation.

The brief, which capsulizes the union's position that state workers who did not work during the power outage should not be penalized by being forced to charge the time to their accrued leave credits, was filed on Feb. 27.

Stephen J. Wiley, an attorney with the union's law firm, Roemer and Featherstonhaugh, also advised that the stipulation of fact, an agreement of facts between CSEA and the State Office of Employee Relations, contained the stipulation that "employees who did report to duty and did work, where conditions permitted it, and were later directed to leave work shall not be required to charge such directed absence to their leave credits."

Mr. Wiley said that lists of names of numerous people in that category have been forwarded to the OER for verification and eventual payment. He asked that any state workers who are included in the above category and have not reported their name, work location and work telephone to CSEA's New York City regional office, should do so promptly to insure payment for the time.

In addition to legal action, the CSEA statewide political action committee approved the concept of legislation designed to require that all leave credits used during the blackout shall be restored and further requested that such a bill should be introduced into the legislature.

This bill bears the number A.10036 in the Assembly and is sponsored by Assemblyman DeSalvio, and multi-sponsored by members Connelly, Finneran, Lipschutz, McInerney, Nadler,

Orazio and E. Sullivan. The Senate bill is number S. 7720 and is sponsored by Senators Calandra, Knorr, Marchi, and Padavan.

Retro Pay Due Soon

(Continued from Page 1)

if basic salary increases negotiated by CSEA pushed the affected individuals beyond certain levels of their pay scale. CSEA responded by filing two class action grievances against the State, and the union won when the State conceded the CSEA position was correct and that every single state worker should be given full promotional and incremental increases.

And in a related incident, CSEA has charged that two AFL-CIO unions attempted to coerce state legislators into withholding action on the necessary bills to approve payment to the thousands of state workers due the money. CSEA says representatives of both the New York State United Teachers (NYSUT) and Service Employees International Union (SEIU) directly contacted key legislators and asked them not to act on the bills and therefore withhold payments rightfully due the state workers. NYSUT and SEIU have joined together to form a single group known as PEF to challenge CSEA's representation rights for 46,000 state workers in the Professional, Scientific and Technical Bargaining Unit.

"PEF reached a new low by attempting to deny thousands of state workers more than \$17 million in back pay rightfully theirs and won for them by CSEA. It's disgusting but it's typical of their tactics," says CSEA president William L. McGowan. Ballots in the PS&T union election go out on March 17.

ⓐ CSEA calendar ⓐ

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 233 Broadway, New York, N. Y. 10007. Attn.: CSEA Calendar.

MARCH

- 10—Metropolitan Region II executive and legislative and political action committees meeting: 5:15 p.m., Region headquarters, 11 Park Place, Manhattan.
- 11—Most Populous Titles Committee, PST: 10 a.m., Thruway House, Albany.
- 13—Capital District Retirees Local general meeting: 1 p.m., meeting room 1, South Mall, Albany.
- 13-14—Health labor-management departmental meeting: Empire State Plaza, Albany.
- 15—Buffalo Local 003 general membership meeting: 7:30 p.m., VFW Post 2429, Harlem Road at Genesee Street, Cheektowaga.
- 15—Nassau Local 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow, L.I.
- 15—Southern Region III delegates meeting: Charter Oak Room, Holiday Inn, Newburgh.
- 20—Capital Region IV delegates meeting.
- 21—Livingston County unit of Rochester Area Retirees Local 912 meeting: 2 p.m., Youth Center, Main St., Mt. Morris.
- 21—New York Metropolitan Retirees Local 910 meeting: 1 p.m., 2 World Trade Center, room 5890, Manhattan.
- 23—Long Island Region I executive committee meeting: 7 p.m., Region office, 740 Broadway, No. Amityville, L.I.

Establish Nurses PS&T Committee

MANHATTAN—Susan Feinberg, a member of South Beach Local 446 of the Civil Service Employees Association, has announced the establishment of a nursing committee as part of the Most Populous Titles Committee of the Professional Scientific and Technical Bargaining unit.

"Issues such as loss of career ladder, deprofessionalization and the low pay scale are problems that we will focus on," said Ms. Feinberg, chairwoman of the committee.

"Any nurse who works for New York State and has an idea that should be discussed may contact me at South Beach, 777 Seaview Ave., Staten Island, 10305, or they may contact researcher Tim Mullens at CSEA Headquarters, 33 Elk St., Albany, N.Y. 12207," Ms. Feinberg said.

Testers, Inspectors, Others Sought By State

ALBANY—The state Civil Service Department is accepting applications until April 17 for gas and meter tester, gas inspector, senior store clerk (New York City only), chief housekeeper, senior clerk (transportation maintenance), senior planner, welfare inspector general field representative II, supervisor of rehabilitative hos-

pital fiscal administration and chief of regulatory research, all open competitive jobs.

Qualifying exams for all these jobs except chief of regulatory research are scheduled for May 20. There will be no chief of regulatory research exam. Appointments for this post will be based on training and experience.

Adirondack park project review specialist is open for filling until April 3. Psychiatrist I and II will be open until further notice, say officials.

Gas and meter tester (Exam. 24-640), which pays \$8,251 a year in New York City, requires six months' experience testing gas for heat content and purity or constructing, repairing or testing gas meters. Two years' general experience or four years high school or a combination of

education and experience is also required.

Gas inspector (24-641) pays \$9,546 and has the same requirements as the tester jobs, but one year's experience must be in gas industry operations. A year of scientific-technical college study can be substituted for the required experience.

Senior store clerk (24-620) pays \$8,251 and requires three years' experience in a storeroom or warehouse.

Chief housekeeper (24-622), which pays \$10,914 at level I and \$12,183 at level II, requires four years' experience in a housekeeping department, including two years in an administrative or supervisor capacity over a work force of 50 or more. Also qualifying is two years' experience, including one in administration, plus an executive housekeeping certificate.

Senior clerk (transportation maintenance) (24-646) pays \$7,204 and requires one year's office experience or high school plus business school training.

Senior planner (24-645) pays \$13,404 and requires a bachelor's

degree plus two years' planning experience. It is open only in Albany.

Welfare inspector general field representative II (24-647), a \$13,604-a-year post requires four years' welfare, social services or medical care investigation experience. College education may be substituted at the rate of 60 credits for one year's experience, for a maximum of two years.

For further information, contact the state Civil Service Department at 55th floor, Two World Trade Center, Manhattan.

SHORT TAKES

BLACK FIREFIGHTERS CHARGE BIAS

The Vulcan Society has filed suit in Manhattan Supreme Court charging fire departments in four Westchester cities with hiring and promotion discrimination against blacks. The black

firefighters group named White Plains, Mount Vernon, New Rochelle and Yonkers in the suit. It seeks to force the communities to give blacks preference in hiring, promotion and placement.

BUFFALO COPS EXPECTED TO RECEIVE PAY HIKE

An arbitration panel is to award Buffalo police officers a 5 percent pay increase for the 1976-77 fiscal year and another 5 percent hike for 1977-78, says the Buffalo Evening News. The

move ends a series of negotiations dating back to October 1976. The two-year pact is also expected to include a \$50 clothing allowance.



Amsterdam Aides May Win Raises

A state-appointed fact-finder has recommended that city employees in Amsterdam be granted a 5 percent salary increase plus increments retroactive to Jan. 1.

The fact-finder, Theodore Gerber, a staff mediator with the Public Employment Relations Board in Albany, was appointed to investigate the dispute between the city and the Civil Service Employees Association.

The dispute involves five basic issues, one of which is salary. The others are a proposal by the CSEA to extend a previous contract until a new agreement is reached; mileage allowance for employees required to use their own vehicle on city business, and new increases in the cost of health insurance.

Mr. Gerber recommended employees be given a second 5 percent increase on Jan. 1, 1979, plus increments. He recommended extending the old agreement for three months and that mileage allowance be raised from 10 to 15 cents in 1978 and to 16 cents in 1979.

The city sought to have employees pay all future hospital and insurance increases. The employer now pays 100 percent of hospitalization premiums. Mr. Gerber recommended continuing the existing benefit.

On the salary issue, CSEA sought a 10 percent salary increase of \$1,000, whichever is greater, for employees working 30 hours and a 10 percent or \$1,250 increase, whichever is greater, for employees working 40 hours. The city offered 4 percent plus increments in each of the two years of the agreement.

PR Job Open

NEW YORK CITY—The Civil Service Employees Association is seeking public relations specialist applicant for its Metropolitan Region office.

Applicants must have at least six years' newspaper, magazine, advertising, broadcasting or public relations experience, three years of which must have been in newswriting and contact with the public. A degree in public relations plus three years' experience, two in newswriting and contact with the public may be substituted.

Candidates should contact Thomas S. Whitney, CSEA Inc., 33 Elk St., Albany 12207 by March 20 for the \$17,404-a-year job.

SHE'S A VICTIM OF CONTRACTING OUT... AND SO ARE YOU!

When the State dumps tens of thousands of mentally disabled people out of State institutions into unwary communities, or private agencies, as it is doing, it's really part of a much bigger problem — CONTRACTING OUT FOR GOODS AND SERVICES!

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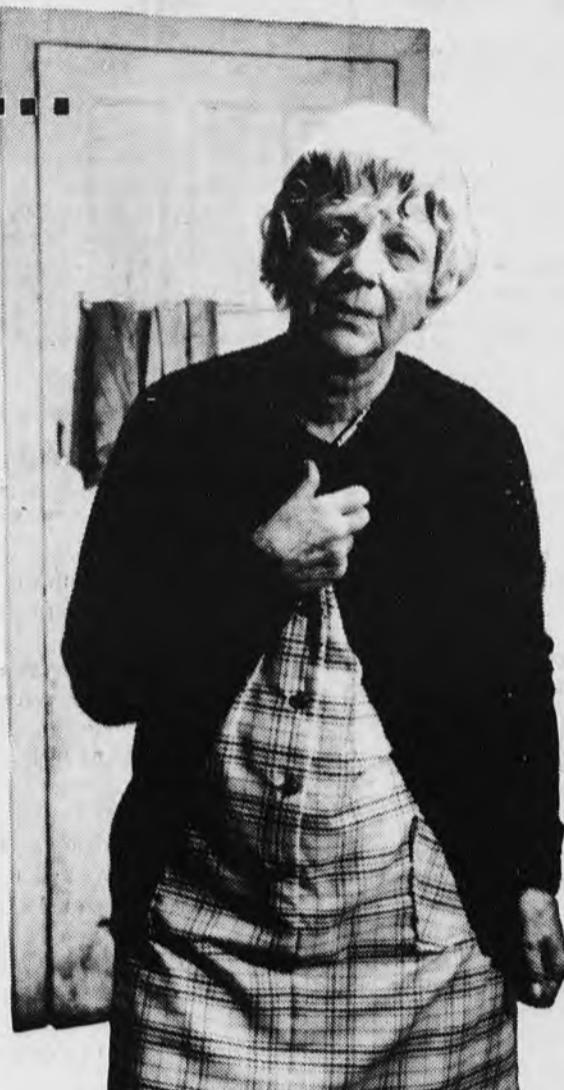
But it isn't just big, bureaucratic State agencies that fleece taxpayers through unnecessary awarding of multi-million dollar contracts every year. Taxpayers all over the state are also paying additional millions for contracts handed out by counties, cities, towns, villages, and school districts.

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Contracts totaling tens of millions of dollars annually are awarded unnecessarily by state and local governments. In those cases, completely competent public employees are already available to perform the services... and at well below what it costs governments to contract out. Governments contract out for political expediency, but it only creates a false sense of economy while actually increasing costs.

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BUY U.S. BONDS!

Westchester Jobs Opening

WHITE PLAINS—Applications are available for Westchester County's summer program for seasonal and temporary workers, says County Executive Alfred B. DeBello.

The program will offer jobs for young Westchester residents and provide workers for the summer season, said Mr. DeBello.

County funds and federal money are being used to finance the program.

The workers will staff county swimming pools, do clerical work and be park attendants. Some jobs, such as lifeguards and technicians, require experience or special skills.

Applications for jobs must be filed with the County Personnel Office, County Office Building, White Plains, by April 1.



SWEET VICTORY

Civil Service Employees Association officials celebrate recent victory over Service Employees International Union in challenge fight for the right to represent Yonkers School District non-teaching personnel. Yonkers workers voted 586 to 194 in favor of CSEA. In photo are, from left, Ron Mazzola, field representative; Michael Morvasky,

Yonkers unit vice-president; Arnie Wipfler, coordinator of school district affairs; Kathleen McDonnell, Yonkers unit president; James Lennon, CSEA's Region III president; Don Partrick, field representative; Joseph O'Connor, field representative, and Jose Sanchez, statewide organizer.

5
CIVIL SERVICE LEADER, Friday, March 10, 1978

Teacher Wants Prison Record Kept Secret, But A Judge Says 'No'

By MARTIN FOX

MANHATTAN — A state Supreme Court Judge says the state Parole Board cannot be forced to withhold information about an employee's prison record from an employer.

Judge Bernard Nadel, in a case that is expected to affect per-

sons applying for city and state civil service jobs, threw out a suit filed by a Brooklyn Catholic elementary school teacher who served a two years jail term for attempted rape and assault but who did not tell his employers about it.

The teacher, Andrew H. Eibel, sued to block the Parole Board from telling the school administrators of the 1975 conviction. The teacher quit his job in January, less than two months after being hired, fearing he would be fired if his criminal background became known. He had been a teacher for 25 years before going to jail.

In his lawsuit, he asked Judge Nadel to order the Parole Board not to inform future employers about his record. Judge Nadel refused. He said that under state law the Parole Board is responsible for supervising all prisoners released on parole, including notification to employers.

"Inherent in the legal duty to supervise all parolees," the judge said, "is the right to exercise discretion as to whether or not the present or prospective employer of such a parolee should be notified of the latter's status and of the facts and circumstances of his convictions."

Parolees, however, could halt the disclosure if they prove to a court that "such discretion is or is about to be exercised in an arbitrary or capricious manner"—that is if the information has no bearing on a sought-after job, the judge said.



Jack R. Blaunstein, Ter Bush & Powell representative in the Catskill region.

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FRIDAY, MARCH 10, 1978

Dumping Turnaround

THE Civil Service Employees Association campaign to bring public attention to the plight of mental patients being dumped back into the civilian community has proved to be extraordinarily successful.

"Dumping" is a descriptive word for what is more officially termed "deinstitutionalization," a nine-syllable jaw-breaker that covers a multitude of sins.

The most important sin, however, is that patients, with little or no after-care supervision, are turned out of the state's psychiatric and developmental centers in an effort to contain the state budget and to reduce the patient-staff ratio, as well as some other well-meaning reasons.

The current furor began at Willowbrook Developmental Center on Staten Island, when United Cerebral Palsy was given authority over several of the buildings at the institution.

Originally a series of protests was planned, but it was conceded that for this to be effective as a continuing news event, the protests would have to keep getting bigger and better until a strike became the ultimate resort.

The CSEA wisely decided to take the money that would be spent on the protests and, instead, buy advertising that would reach a greater number of people throughout the state without incurring a backlash of public anger over the demonstrations.

Starting with some radio spots, the campaign was enlarged to include newspaper ads, billboards and, in New York City, posters in the buses and subways.

The reaction was terrific. The state countered with some radio spots of its own; key legislators—including gubernatorial candidate Perry Duryea—lined up on the side of the CSEA; Governor Carey even blew his cool in a couple of face-to-face town meeting confrontations when the subject was brought up, and last month acting Mental Hygiene Commissioner James Prevost admitted the truth of the CSEA allegations and announced a pilot project in the Long Beach, L.I., area to return improperly deinstitutionalized patients to state hospitals.

Deinstitutionalization has been going on for nearly 10 years. It was a policy that probably started innocently enough. Yet, as the state's financial situation tightened and the courts ordered a reduction in the patient-staff ratio, dumping became an end unto itself.

We commend Dr. Prevost for having the courage to admit the error of a policy that he inherited.

More so, though, we congratulate the CSEA for having shown that an aroused public can change government policy. (M.O.B.)

Happy Negotiations

NEW YORK CITY Mayor Edward I. Koch and Deputy Mayor Basil Paterson say the City cannot afford to raise city employees' salaries. The officials' remarks were made on the eve of negotiations with the unions, all of whom are demanding sizeable wage increases in upcoming contracts.

We believe Mr. Koch and Mr. Paterson would carry far more credibility if the City had not earlier granted salary increases to thousands of management personnel.

Happy negotiations, Mr. Mayor. (H.A.T.)

Don't
Repeat This!

(Continued from Page 1)

A decision by the United States Tax Court upheld the ruling of the Internal Revenue Service.

The court's decision came in a case involving Carol Tucker, a teacher in the Harrison Central School District, Westchester County, who participated in a 21-day school strike. As a result, she was not paid \$1,509 for the days missed. She was also assessed an equal sum penalty, in accordance with the two-day penalty provisions of the Taylor Law.

Taxable Income

The W-2 form she received from the School Board, however, included the \$1,509 penalty money. Ms. Tucker demanded a revision of the W-2 form, to reflect the actual salary total she received, but the payroll supervisor refused.

In filing her tax return, Ms. Tucker deducted the sum of \$1,509 as a business expense. The deduction represented a deficiency in her return and concluded that the amount represented taxable income.

In sustaining the Internal Revenue Service, the Tax Court ruled that when Ms. Tucker engaged in a strike, she incurred an indebtedness, because of the Taylor Law penalty provisions, and noted that the withholding of the amount involved was the same as the garnishing of a debtor's wages by a creditor.

The Tax Court Judge said the Taylor Law "reflects a deeply and consistently held policy of New York with respect to the proper relationship between state and local governments on one hand and their employees on the other. To allow a deduction herein would frustrate that policy."

As to Ms. Tucker's attempt to deduct from her total income the penalty provisions of the Taylor Act, the court also ruled that the penalty was not deductible. The court pointed to provisions of the Internal Revenue Code, which provide that "No deduction shall be allowed for any fine or similar penalty paid to a government for the violation of any law. This section applies to both civil and criminal sanctions."

"An individual whose income is taxed at a marginal rate of 25 percent," the judge wrote, "would incur a net after-tax penalty equal to three days at the statutory rate for being on strike for four days. Certainly teachers are sophisticated enough to be aware of these economic facts," concluded the judge.

Changes Imperative

The decision by the Tax Court is subject to review on appeal. It is uncertain, however, whether Ms. Tucker will carry the case further, in view of the costs involved.

The additional tax burden imposed upon civil service employees simply points to another factor that makes changes in Taylor Law penalty provisions imperative. The Civil Service Employees Association is moving aggressively and with dedication to achieve that goal.



Civil Service Law & You

By RICHARD GABA

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

Dismissal Challenged

The petitioner was appointed county hospital superintendent in May 1973. According to the Erie County Charter, the county hospital superintendent shall be appointed by the county executive, subject to confirmation by the county legislature and that the appointment "shall be for the term or balance thereof of the county executive making such appointment."

After the county executive's new term of office began on Jan. 1, 1976, petitioner was not re-appointed. However, he held the position until Oct. 4, 1976, when he received written notice of his termination. Petitioner requested a hearing pursuant to the Erie County administrative code. This request was denied.

The petitioner brought an Article 78 proceeding alleging four causes of action: (1) that his termination without a pre-termination hearing violated Section 1903 of the Erie County Charter and Section 3.09(g) of the county code; (2) that because he was an honorably discharged veteran holding a permanent position in the classified service he was entitled to a hearing in accordance with Section 75 of the Civil Service Law; (3) that since the county executive did not issue a public statement explaining petitioner's termination, petitioner was deprived of "liberty" and "property" without due process of law; (4) that he was discharged in bad faith for political reasons in violation of the First and Fourteenth Amendments.

The Supreme Court, Appellate Division, Fourth Department held that the petitioner's termination was not in violation of the Erie County Charter or administrative code; that he was not entitled to the protections afforded under Section 75; that the failure of the county executive to issue a public statement did not deprive the petitioner of "liberty" or "property" without due process and his dismissal, even if for political reasons, did not violate the First and Fourteenth Amendments.

The Court noted that both the administrative code and the charter prescribe procedures for notice and hearing in the case of removal of officers appointed "... for the term or balance thereof of the county executive ... where the removal is 'prior to the end of such term. ...'" [emphasis added]. The court reasoned that since the county executive's term, at the time of petitioner's appointment, ended on Dec. 31, 1975, the petitioner's termination on Oct. 4, 1976, was subsequent to and not prior to the end of such term. Therefore, after Dec. 31, 1975, the last day of the term for which he was appointed, the petitioner became a "holdover" in office pursuant to Section 5 of the Public Officers Law. As such he could continue to discharge his duties, "but the office was deemed vacant for the purpose of choosing his successor."

The court found no merit in the petitioner's second cause of action demanding the protection afforded by Section 75 of the Civil Service Law. As mentioned earlier under the Erie County Charter and administration code the county

(Continued on Page 7)

WHAT'S YOUR OPINION

PLACE: Civil Service Employees Association Region V headquarters, Syracuse, organizational meeting of Local CSEA leaders for PS&T election.

QUESTION: (1) How can the CSEA get better input from its membership with regard to the PS&T, and (2) what do you regard as the key issue or issues for the PS&T.

Bill Gatowski, State Insurance Fund, Syracuse, section representative: "Input is contingent upon greater participation at the local level, which in our chapter is a problem we are trying to deal with on a general basis. Given the present circumstances, it is incumbent upon the individual representatives to canvass their membership and to be the messenger, so to speak, for that membership. Unfortunately, this puts a responsibility on the individual to interpret the 'burning issues' among the membership. (2) I have one overriding issue in my membership—the increase in mileage compensation. We also need increased medical benefits."

Charlie Price, senior compensation examiner, Department of Labor: "Greater input from the membership is a subject at our meetings all the time. We've constantly asked for suggestions. We've put out a newsletter asking for advice—begging for advice. I feel there is a sad lack of communication. There has been very little active input. There hasn't been enough input to determine all the key issues. If we solve the communications problem, we would probably solve most of CSEA's problems. (2) An item of concern has been the hospitalization plan—probably more so than money."

Doris Campion, staff development specialist, Binghamton Psychiatric Center: "You have to go out and ask them. Talk to them individually if possible. If that is not possible, then you have to have group meetings. Special meetings should be set up for the PS&T members. I don't think there is enough communication. It can be improved. (2) It is very difficult to say. At this point there are so many issues it is hard to begin, but there doesn't appear to be a main issue. You have to get out and mingle. There may indeed be main issues, but I can't say. I've heard one or two people ask about something, like communications, but that doesn't make it a central issue. There are so many titles, you hear everything."

Paul Peknik, instructor, State School for the Deaf, Rome: "It's just a matter of coming to meet the members on their home territory—a matter of small 'rap' sessions where the people work so they can talk to someone with the background and experience of someone in the field. The mountain has to go to Mohammed. We're invited to call or write, but in practice, people don't do that. (2) Job title representation. As a teacher, I don't feel represented by the CSEA. Now maybe the nurses do, but I don't. CSEA may have a tiger by the tail because of the thousands of job titles. You end up with small groups of people who feel disenfranchised."

Terry Sarsfield, Nurse I, St. Lawrence Psychiatric Center, Ogdensburg: "More meetings like this I would think. Even though we have to come quite a distance, we bring back the 'goods.' If the CSEA leadership is going to understand PS&T problems, the meetings should be held. (2) I think probably the biggest point is bargaining. We're a separate group and, up to the last few years, we haven't been getting the representation—mainly because of the large number of institutional employees. PS&T has too many entities to do justice to any of them. Perhaps it should be broken up."

Dave Grier, correction classification specialist, Elmira Correctional Facility: "We've got excellent input at our local. The trouble is that many times, for example, non-contract grievances are filed and submitted to a Step 3 hearing, and we either do not get an answer or we get it extremely late. It is our suggestion that CSEA show more muscle with the Office of Employee Relations. Right now it appears that we are not getting that support. The CSEA is trying to resolve this. The input is there, it is a matter of the CSEA responding to it—running with the ball. (2) Salary schedule—the clarification of language in that schedule. Any way you talk about it, it hasn't been straightened out."

RETIREMENT NEWS & FACTS

By A. L. PETERS

30-Year Soldiers

The New York City Retirement Board approved 986 applications for retirement at its January meeting.

Of these, 160 were ordinary service retirements, 21 for ordinary disability and 4 for accident disability. One hundred twenty were revisions of retirement, and 2 were revisions of disability without options.

Of the options selected, 110 were under Option 1; 123 under Option 2; 238 under Option 3; 105 under Option 4; 21 under Option 14; 75 under Option 43; 2 under Option 44; 3 under special Option 4; and 2 under Option 4½. Forty applications for disability were denied. Of these, 8 were for ordinary disability, and 12 for accidental disability. Loans of \$1,806,510 to 1,480 members were approved.

Tough new retirement standards for military personnel were proposed at a special Presidential Commission to save \$13 billion a year by the year 2000. One suggestion by the nine-member Commission would require servicemen to reach age 55 and serve at least 30 years to qualify for full retirement. An objective: to keep military personnel in service longer than 20 years, which is the current minimum service period for half-pay pensions. The record shows that three out of four in military service retire after the 20 years and draw half-pay checks for an average of 33 years, typically a total of \$190,000. Projections show that the present \$9 billion payout would reach \$37.5 billion by the year 2000.

There is much resentment about "double dippers"—retirees who get another job in public service. In Washington, D.C., some employees retire after 20 years and take the same or a similar job to begin all over again. One dispatcher came back at a cut salary of \$14,431 as a

civilian dispatcher when he gave up his job as a patrolman dispatcher at \$18,562. Someone discovered he was also receiving a retirement benefit of \$10,764, giving him a total income of \$25,000.

No one would have objected if they had hired an inexperienced civilian dispatcher.

A survey showed there were 11 former D.C. policemen in similar situations.

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

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

(Continued from last week)

Barrett, James T	Delmar
Barton, Walter	Brenwood
Burlingham, Mary S	Middleburgh
Dickerson, Susan N	Elmira
Dolin, Thomas E	Voorheesville
D'Onofrio, Frank J	Saranac Lake
Dubose, William Jr.	Highland Falls
Field, Thomas	Jamaica
Granowitz, Lucy E	Massapequa Park
Hagan, Dolores M	Salamanca
Hartley, Wendy E	Ithaca
Hayes, Mary A	Rochester
Kehoe, John P	Woodhaven

Civil Service Law & You

(Continued from Page 6)

executive may remove the county superintendent without a hearing if the removal takes place after the expiration of the county executive's term. Therefore, since after Dec. 31, 1975, the petitioner was considered a "hold-over" he had no more tenure than a provisional or temporary appointee. As such, he is not entitled to review of his discharge under Section 75 of the Civil Service Law even though he is a veteran. In regard to petitioner third cause of action, the court held that the failure of the county executive to issue a statement explaining the petitioner's termination did not deprive him of his right to liberty without due process of law. The petitioner alleged no contractual or other assurance of his reappointment. In addition, since he was a "hold-over," petitioner cannot be said to have had sufficient expectancy of continued employment to constitute a protected property interest. Also, since there was no public communication of the reason of petitioner's termination, his reputation was not injured in any way.

The Court found no merit in the petitioner's fourth cause of action stating that the position of county hospital superintendent is a policy-making position, and thus the petitioner's dismissal, even if for partisan political reasons, did not violate the First and Fourteenth Amendments. *Ause v. Regan*, 399 N.Y.S. 2d 526.

LETTERS TO THE EDITOR

Women's Confab

Editor, The Leader:

With regard to your Jan. 6, 1978, editorial, I would like to point out that the Women's Convention held in Houston was funded by the American workers with money given by Congress.

To the best of my knowledge, no black organization has ever received tax money to help the black people's fight for civil and human rights. Passage of the ERA Amendment has nothing to do with equal pay for equal work. What if the wife of the boss gets promoted and receives higher pay than another better qualified man or woman?

I am surprised you didn't know that equal pay and equal opportunity have already been guaranteed by the Civil Rights Act of 1964 and the Equal Opportunity Act of 1972. Both Acts forbid discrimination in all areas of employment, including hiring, wages and promotions. Any woman or

man (regardless of color), discriminated against in employment, can file a claim with the Equal Employment Opportunity Commission, which will pay for the claim's processing costs and will file suit with back pay.

The Women's Convention supports the killing of unborn babies, especially those of the poor and the black. If you ask the poor what they want, the answer will be jobs and decent living conditions, not the slaying of their babies.

I hope the American poor take a good look at what is being imposed on them by a few unhappy women. Let's keep our country great and respect women, men and the family.

FRANCES POLLICK
Hastings

Homosexuality

Editor, The Leader:

I would sincerely appreciate it if this letter is published in your

next issue. It is in response to the letter under the title of "Discrimination," written by R. C. Vanbenschoten on Feb. 10, 1978. My letter is to Mr. Vanbenschoten:

Misinformation is the product of ignorance. Actualizing misinformation about human beings is a form of prejudice and hatred. Here are some facts:

—According to anthropological studies, homosexuality has nothing to do with the rise or decline of any culture. No reputable historian believes this.

—The American Psychiatric and Psychological Associations do not consider homosexuality an illness or perversion.

—Homosexual men and women have children, some are married, others live with their homosexual partner and children.

—There's no scientific proof that children were ever perverted to become homosexuals.

—Most homosexual children's parents and teachers were hetero-

sexuals. This did not change the homosexual children's sexuality. This is the case with homosexual teachers and parents with heterosexual children.

For hundreds of years homosexuals have been excellent workers in every field. Mr. Vanbenschoten, you have never noticed them in your "honorary field" because they do not follow your misinformed pattern. You have eaten with them and shared their work and likes. Try to find out more about homosexuals. It's not contagious. Do the names Michelangelo, Da Vinci, Christopher Marlowe, Gertrude Stein or Tchaikovsky remind you of indecency or perversion? If any information is needed, please contact COHLA—Comité Homosexual Latinoamericano, c/o GAA 37 9th Ave., New York City.

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New York's Federal, State Legislators

CIVIL SERVICE LEADER, Friday, March 10, 1978

Here is a listing of New York State Senators and Assemblymen printed occasionally as a service to those public employees who wish to write to their representatives urging support for measures that would affect their jobs, pensions and rights.

The (R), (D), (C) and (L) represent the political party of the office holder: Republican, Democrat, Conservative and Liberal.

The addresses listed are where these representatives may be contacted in their local area. You may also write to them in care of their respective legislative houses in Albany.

U.S. SENATE

Communications can also be addressed to: Senate Office Building, Washington, D.C. 20515.

Jacob K. Javits (R), 110 East 45th St., New York, N.Y. 10017.
Daniel P. Moynihan (D-L), Davenport, N.Y. 13860.

CONGRESS

Communications can also be addressed to House Office Building, Washington, D.C. 20515.

SUFFOLK

1st CD—Otis Pike (D-L), 132 Ostrander Ave., Riverhead L.I., N.Y. 11901.

2nd CD—Thomas J. Downey (D), 42 Sequams Lane, W. Islip, N.Y. 11795.

SUFFOLK-NASSAU

3rd CD—Jerome A. Ambro Jr. (D), 22 Zoranne Dr., E. Northport, N.Y. 11731.

NASSAU

4th CD—Norman F. Lent (R-C), 48 Plymouth Rd., East Rockaway, L.I., N.Y. 11518.

5th CD—John W. Wydler (R-C), 63 First St., Garden City, L.I., N.Y. 11530.

NASSAU-QUEENS

6th CD—Lester L. Wolff (D-L), 5 North Drive, Great Neck, N.Y. 11021.

QUEENS

7th CD—Joseph P. Addabbo (D-R-L), 132-43 86th St. Ozone Park, N.Y. 11417.

8th CD—Benjamin S. Rosenthal (D-L), 88-12 Elmhurst Ave., Flushing, N.Y. 11373.

9th CD—James J. Delaney (D-R-C), 45-14 31st Ave., Long Island City, N.Y. 11103.

QUEENS-BRONX

10th CD—Mario Biaggi (D-R), 100 East Mosholu Pkwy., Bronx 10458.

QUEENS-BROOKLYN

11th CD—James H. Scheuer (D), 138 Beach 149th St., Neponsit, N.Y. 11694.

BROOKLYN

12th CD—Shirley Chisholm (D-L), 1355 President St., Brooklyn, N.Y. 11213.

13th CD—Stephen J. Solarz (D-L), 241 Dover St., Brooklyn, N.Y. 11235.

14th CD—Frederick W. Richmond (D-L), 43 Pierrepont St.,

Brooklyn, N.Y. 11201.

15th CD—Leo C. Zeferetti (D-C), 9912 Ft. Hamilton Pkwy., Brooklyn, N.Y. 11209.

16th CD—Elizabeth Holtzman (D-L), 1169 Ocean Ave., Brooklyn, N.Y. 11230.

RICHMOND-MANHATTAN

17th CD—John M. Murphy (D), 150 Mada Ave., Staten Island, N.Y. 10310.

MANHATTAN

18th CD—S. William Green (R), 55 Liberty St., New York, N.Y. 10005.

19th CD—Charles Rangel, (D-R-L), 74 West 132nd St., New York, N.Y. 10037.

MANHATTAN-BRONX

20th CD—Theodore S. Weiss (D-L), 320 West 87th St., New York, N.Y. 10024.

BRONX

21st CD—Robert Garcia (D), 541 East 138th St., Bronx, N.Y. 10454.

22nd CD—Jonathan B. Bingham (D-L), 5000 Independence Ave., Bronx, N.Y. 10471.

BRONX-WESTCHESTER

23rd CD—Bruce Caputo (R-C), 250 Pondfield Rd. W., Yonkers, N.Y. (P.O. Bronxville, N.Y. 10798).

WESTCHESTER

24th CD—Richard L. Ottinger (D), 235 Bear Ridge Rd., Pleasantville, N.Y. 10570.

WESTCHESTER-PUTNAM-DUTCHESS-ULSTER-COLUMBIA

25th CD—Hamilton Fish, Jr. (R-C), Millbrook, N.Y. 12545.

ROCKLAND-ORANGE-ULSTER

26th CD—Benjamin A. Gilman (R), 10 Coolidge Ct., Middletown, N.Y. 10940.

ULSTER-SULLIVAN-DELAWARE-BROOME-TIOGA-TOMPKINS-CHEMUNG

27th CD—Matthew F. McHugh (D-L), 311 Richard Pl., Ithaca, N.Y. 14850.

ALBANY-SCHENECTADY-MONTGOMERY

28th CD—Samuel S. Stratton (D), 244 Guy Park Ave., Amsterdam, N.Y. 12010.

COLUMBIA-GREENE-ALBANY-RENSSELAER-WASHINGTON, SARATOGA-WARREN-ESSEX

29th CD—Edward W. Pattison (D-L), P.O. Box 474, West Sand Lake, N.Y. 12196.

ESSEX-CLINTON-FRANKLIN-ST. LAWRENCE-LEWIS-JEFFERSON-OSWEGO

30th CD—Robert C. McEwen (R-C), RFD No. 2, Ogdensburg, N.Y. 13669.

SCHENECTADY-SCHOHARIE-OTSEGO-MONTGOMERY-FULTON-HAMILTON-HERKIMER-ONEIDA

31st CD—Donald J. Mitchell

(R-C), Shell's Bush Rd., Herkimer, N.Y. 13350.

DELAWARE-OTSEGO-MADISON-CORTLAND-ONONDAGA

32nd CD—James M. Hanley (D), 316 Coleridge Ave., Syracuse, N.Y. 13204.

ONONDAGA-OSWEGO-CAYUGA-TOMPKINS-SCHUYLER-SENECA-ONTARIO-YATES-STEUBEN

33rd CD—William F. Walsh (R), 4954 Albart Dr., Syracuse, N.Y. 13215.

WAYNE-MONROE

34th CD—Frank Horton (R), 2123 East Ave., Rochester, N.Y. 14610.

MONROE-ONTARIO-LIVINGSTON-WYOMING-GENESEE

35th CD—Barber B. Conable (R), 10532 Alexander Rd., Alexander, N.Y. 14005.

MONROE-ORLEANS-NIAGARA-ERIE

36th CD—John J. LaFalce (D-L), 800 Starin Ave, Kenmore, N.Y. 14223.

ERIE

37th CD—Henry J. Nowak, (D-L), 31 Admiral Rd., Buffalo, N.Y. 14216.

38th CD—Jack F. Kemp (R-C), 3542 So. Creek Rd., Hamburg, N.Y. 14075.

ALLEGANY-CATTARAUGUS-CHEMUNG-STEUBEN-

39th CD—Stanley N. Ludine (D), 102 Forest Ave., Jamestown, N.Y. 14701.

HOT LINE

To find out the status of a bill in the State Senate, a special toll-free number has been put into operation. The number is:

800-342-9860

By dialing this number, the public can learn whether a bill has been reported out of committee, passed or killed. (In some areas, it is necessary to dial the number "1" first.)

NYS LEGISLATURE STATE SENATE

Communications to State Senators may also be addressed to State Capitol, Albany, N.Y.

SUFFOLK

1st SD—Kenneth P. LaValle (R), 6 Settlers Path, Port Jefferson, N.Y. 11777. 2nd SD—Bernard C. Smith (R-C), Franklin St., Northport, L.I., N.Y. 11768. 3rd SD—Caesar Trunzo (R-C), 105 Washington Ave., Brentwood, L.I., N.Y. 11717.

SUFFOLK-NASSAU

4th SD—Owen H. Johnson (R-C), 6 Learner St., West Babylon, L.I., N.Y. 11704.

NASSAU

5th SD—Ralph J. Marino (R-C), 3 Lea Court, Muttontown, Syosset, L.I., N.Y. 11791. 6th SD—John R. Dunne (R), 109 Fifth St., Garden City, N.Y. 11530. 7th SD—John D. Caemmerer (R-C), 11 Post Ave., East Williston, Williston Park, N.Y. 11596. 8th SD—

Norman J. Levy (R-C), 299 Merrick Ave. South, Merrick, N.Y. 11566.

NASSAU-QUEENS

9th SD—Vacancy.

QUEENS

10th SD—Sheldon Farber (R), 157 Onslow Place, Kew Gardens, N.Y. 11415. 11th SD—Frank Padavan (R-C), 84-48 Radnor Rd., Jamaica, N.Y. 11432. 12th SD—Jack E. Bronston (D-L), 575 Madison Ave., New York, N.Y. 10022. 13th SD—Emanuel R. Gold (D-L), 104-40 Queens Blvd., Forest Hills, N.Y. 11375. 14th SD—Anthony V. Gazzara (D), 33-11 28th Rd., Long Island City, N.Y. 11102.

QUEENS-BROOKLYN

15th SD—Martin J. Knorr (R-C), 61-46 Palmetto St., Ridgewood, N.Y. 11227.

BROOKLYN

16th SD—Howard Babbush (D), 11330 East 89th St., Brooklyn, N.Y. 11236. 17th SD—Major R. Owens (D-L), 335 Wyona St., Brooklyn, N.Y. 11212. 18th SD—Thomas J. Bartosiewicz (D), 142 Kent St., Brooklyn, N.Y. 11222. 19th SD—Jeremiah B Bloom (D), 3215 Ave. H, Brooklyn N.Y. 11210. 20th SD—Donald Halperin (D), 40 Girard St., Brooklyn, N.Y. 11235. 21st SD—William T. Conklin (R-C), 7905 Colonial Rd., Brooklyn, N.Y. 11209. 22nd SD—Martin Solomon (D), Brooklyn, N.Y. 23rd SD—Vander L. Beatty (D-L), 671 St. John's Place, Brooklyn, N.Y. 11216.

RICHMOND-MANHATTAN

24th SD—John J. Marchi (R-C), 79 Nixon Ave., Staten Island, N.Y. 10304.

BROOKLYN-MANHATTAN

25th SD—Martin Connor (D), Brooklyn, N.Y.

MANHATTAN

26th SD—Roy M. Goodman (R-L), 1035 Fifth Ave., New York, N.Y. 10028. 27th SD—Manfred Ohrenstein (D-L), 215 West 90th St., New York, N.Y. 10024. 28th SD—Carl H. McCall (D-L), 180 Riverside Dr., New York, N.Y. 10024. 29th SD—Franz S. Leichter (D-L), 448 Riverside Dr., New York, N.Y. 10027.

MANHATTAN-BRONX

30th SD—Vacant.

BRONX

31st SD—Israel Ruiz, Jr. (D), 952 Anderson Ave., Bronx, N.Y. 10451. 32nd SD—Joseph L. Gallber (D-L), 800 Concourse Village W., Bronx N.Y. 10451. 33rd SD—Abraham Bernstein (D-L), 115 Broadway, New York, N.Y. 10006. 34th SD—John D. Calandra (R-C), 88 Beech Tree Lane, Bronx, N.Y. 10803.

BRONX-WESTCHESTER

35th SD—John E. Flynn (R-C), 15 Huron Rd., Yonkers, N.Y. 10710.

WESTCHESTER

36th SD—Joseph R. Pisani (R-C), 18 Fairview Pl., New Rochelle, N.Y. 10805. 37 SD—Bernard G. Gordon (R-C), 1420 Riverview Ave., Peekskill, N.Y. 10566.

WESTCHESTER-ROCKLAND

38th SD—Linda Winikow (D-L), 62 Sutin Place, Spring Valley, N.Y. 10977.

WESTCHESTER-PUTNAM-DUTCHESS-COLUMBIA

39th SD—Jay P. Rollson, Jr.,

(R-C), 150 Kingwood Pk., Poughkeepsie, N.Y. 12601.

ROCKLAND-ORANGE-ULSTER

40th SD—Richard E. Schermerhorn (R-C), 12 Idlewild Pk. Dr., Cornwall-on-Hudson, N.Y. 12520.

COLUMBIA-RENSSELAER-SARATOGA-ALBANY

41st SD—Joseph L. Bruno (R), Bulson Rd., RD 3, Box 319A, Troy, N.Y. 12180.

ALBANY-GREENE

42nd SD—Howard C. Nolan Jr. (D), 7 Birch Hill Rd., Albany, N.Y. 12211.

WASHINGTON-WARREN-ESSEX-CLINTON-FRANKLIN-ST. LAWRENCE

43rd SD—Ronald B. Stafford (R-C-L), 14 Pleasant St., Peru, N.Y. 12972.

SARATOGA-SCHENECTADY-MONTGOMERY-FULTON-HAMILTON

44th SD—Hugh T. Farley (R-C), 2137 Niskayuna Dr., Schenectady, N.Y. 12309.

ST. LAWRENCE-JEFFERSON-OSWEGO-CAYUGA

45th SD—H. Douglas Barclay (R-C), 7377 Bentley Rd., Pulaski, N.Y. 13142.

ONEIDA-LEWIS-HERKIMER
46th SD—James H. Donovan (R-C), 9409 Elm St., Chadwicks, N.Y. 13319.

BROOME-CHENANGO-TIOGA

47th SD—Warren M. Anderson (R-C), 34 Lathrop Ave., Binghamton, N.Y. 13905.

DELAWARE-SCHOHARIE-OTSEGO-HERKIMER

48th SD—Edwyn E. Mason (R-C), Box 236, Main St., Hobart, N.Y. 13788.

MADISON-ONONDAGA

49th SD—Martin S. Auer (R-C), 809 Crawford Ave., Syracuse, N.Y. 13224.

ONONDAGA-CAYUGA-CORTLAND

50th SD—Tarky J. Lombardi, Jr. (R-C), 99 Burlingame Rd., Syracuse, N.Y. 13203.

TIOGA-TOMPKINS-SCHUYLER-CHEMUNG-STEUBEN

51st SD—William T. Smith (R-C), 3047 Olcott Rd., Big Flats, N.Y. 14814.

WAYNE-SENECA-YATES-ONTARIO-MONROE

52nd SD—Frederick L. Warder (R-C), 140 White Springs Rd., Geneva, N.Y. 14456.

MONROE

53rd SD—John D. Perry (D), 181 Lafayette Pkwy., Rochester, N.Y. 14625. 54th SD—Fred J. Eckert, (R-C), 2680 West Ridge Rd., Rochester, N.Y. 14626.

ERIE

55th SD—Joseph A. Tauriello (D-L), 713 Busti Ave., Buffalo, N.Y. 14213. 56th SD—Raymond S. Gallagher (D-C), Buffalo, N.Y.

ERIE-CHAUTAUQUA-CATTARAUGUS-ALLEGANY

57th SD—Jess J. Present (R), 41 Chestnut St., Jamestown, N.Y. 14701.

(Continued on Page 9)

Region II Exec, Political Meet

MANHATTAN—There will be a joint meeting of the Civil Service Employees Association Metropolitan Region II executive and

political action and legislative committees at 5:15 p.m., March 10, at regional headquarters, 11 Park Place, Manhattan.

New York's Federal, State Legislators

CIVIL SERVICE LEADER, Friday, March 10, 1978

(Continued from Page 8)

ERIE-WYOMING-LIVINGSTON

58th SD—Dale M. Volper, (R), 31 Darwin Dr., Depew, N.Y. 14043.

ERIE-GENESEE-MONROE

59th SD—James T. McFarland (R-C), 21 Grosvenor Rd., Buffalo, N.Y. 14223.

NIAGARA-ORLEANS

60th SD—Llyod H. Paterson (R-L), 1234 87th St., Niagara Falls, N.Y. 14304.

ASSEMBLY

Communications to Assemblymen may also be addressed to State Capitol, Albany, N.Y.

SUFFOLK

1st AD—Perry B. Duryea, Jr. (R), Old Montauk Hwy., Montauk, L.I., N.Y. 11954. 2nd AD—George J. Hochbrueckner (D), 1 Wycomb Pl., Coram, N.Y. 11727. 3rd AD—Icilio W. Bianchi, Jr. (D), 36 Bellport Lane, Bellport, L.I., N.Y. 11713. 4th AD—Robert C. Wertz (R-C), 37 Bethany Dr., Commack, L.I., N.Y. 11725. 5th AD—Paul E. Harenberg (D), 65 Harriet Rd., Bayport, N.Y. 11705. 6th AD—John C. Cochrane Jr. (R-C), 80 Concourse East, Brightwaters, L.I., N.Y. 11718. 7th AD—John J. Flanagan (R-C), 52 Dunlop Rd., Huntington, L.I., N.Y. 11743. 8th AD—Mary Rose McGee (D), 15 Brookside Dr., Hunting, L.I., N.Y. 11743. 9th AD—William L. Burns (R-C), 23 Whitney Dr., Amityville, L.I., N.Y. 11701.

SUFFOLK-NASSAU

10 AD—Lewis J. Yevoli (D), 29 Serpentine Lane, Old Bethpage, L.I., N.Y. 11804.

NASSAU

11th AD—Philip B. Healey (R-C), 32 Frankel Rd., Massapequa, L.I., N.Y. 11758. 12 AD—George A. Murphy (R-C), 3556 Tonopah St., Seaford, L.I., N.Y. 11783. 13th AD—Thomas Gulotta (R-C), 19 Alice Ave., No. Merrick, Merrick, L.I., N.Y. 11566. 14th AD—Joseph M. Reilly (R), 7 Hickory Lane, Glen Cove, L.I., N.Y. 11542. 15th AD—Angelo F. Orazio (D-L), 18 Crescent La., Albertson, L.I., N.Y. 11507. 16th AD—Irwin J. Landes (D-L), 8 Merrieles Circle, Great Neck, L.I., N.Y. 11021. 17th AD—Kemp Hannon (R), 41 Kenwood Rd., Garden City, L.I., N.Y. 11530. 18th AD—Armand P. D'Amato (R-C), 711 Koebel Court, Baldwin, N.Y. 11510. 19th AD—Raymond J. McGrath (R-C), 94 N. Corona Ave., Valley Stream, L.I., N.Y. 11580. 20th AD—Arthur J. Kremer (D-L), 605 E. State St., Long Beach, L.I. N.Y. 11561. 21st AD—George M. Madison (R).

QUEENS

22nd AD—Gerdj E. Lipschutz (D-L), 257 Beach 116th St., Rockaway Park, N.Y. 11694. 23rd AD—John A. Esposito (R-C), 222-01 101st Ave., Queens Village, N.Y. 11429. 24th AD—Saul Weprin (D-L), 82-09 188th St., Hollis, N.Y. 11432. 25th AD—Vincent F. Nicolosi (D-C), 32-30 214th Place, Bayside, N.Y. 11361. 26th AD—Leonard P. Stavisky (D-L), 161-21 Powells Cove Blvd., Whitestone, N.Y. 11357. 27th AD—Arthur J. Cooperman (D-L), 80-22 169th St., Jamaica, N.Y. 11432. 28th AD—Alan G. Hevesi (D-L), 68-10 Ingram St., Forest Hills, N.Y. 11375. 29th AD—Guy R. Brewer (D-L), 107-35 170th St., Jamaica, N.Y. 11433. 30th

AD—Ralph Goldstein (D-L), 61-20 Grand Central Pkwy., Forest Hills, N.Y. 11375. 31st AD—Alfred A. Delli Bovi (R-C), 85-47 109th St., Richmond Hill, N.Y. 11418. 32nd AD—Edward Abramson (D), 163-39 130th Ave., Jamaica, N.Y. 11434. 33rd AD—John T. Flack (R-C), 78-14 64th Place, Glendale, N.Y. 11227. 34th AD—Ian Lafayette (D), 30-20 90th St., Jackson Heights, N.Y. 11369. 35th AD—John G. Lopresto (R-C), 138-01 15th Ave., College Point, N.Y. 11357. 36th AD—Denis J. Butler (D), 31-59 47th St., Long Island City, N.Y. 11103. 37th AD—Clifford E. Wilson (D-L), 59-19 71st Ave., Ridgewood, N.Y. 11227.

QUEENS-BROOKLYN

38th AD—Frederick D. Schmidt (D), 85-14 86th St., Woodhaven, N.Y. 11421.

BROOKLYN

39th AD—Stanley Fink (D), 2249 East 70th St., Brooklyn, N.Y. 11234. 40th AD—Edward Griffith (D-L), 710 Warwick St., Brooklyn, N.Y. 11207. 41st AD—Stanley Steingut (D), 1199 East 53rd St., Brooklyn, N.Y. 11234. 42nd AD—David P. Greenberg (D), 3310 Nostrand Ave., Brooklyn, N.Y. 11229. 43rd AD—George A. Cincotta (D), 96 Maple St., Brooklyn, N.Y. 11225. 44th AD—Melvin Miller (D), 300 Rugby Rd., Brooklyn N.Y. 11226. 45th AD—Charles E. Schumer (D-L), 1755 E. 13th St., Brooklyn, N.Y. 11229. 46th AD—Howard L. Lasher (D-L), 2634 West St., Brooklyn, N.Y. 11223. 47th AD—Frank J. Barbaro (D-L), 7705 Bay Pkwy., Brooklyn, N.Y. 11224. 48th AD—Samuel Hirsch, 5418 17th Ave., Brooklyn, N.Y. 11204. 49th AD—Dominick L. DiCarlo (R-C), 1345 83rd St., Brooklyn, N.Y. 11228. 50th AD—Christopher J. Mega (R-C), 1022 80th St., Brooklyn, N.Y. 11228. 51st AD—Joseph Ferris (D), 974 47th St., Brooklyn, N.Y. 11219. 52nd AD—Michael L. Pesce (D-L), 606 Henry St., Brooklyn, N.Y. 11231. 53rd AD—Woodrow Lewis (D-L), 1293 Dean St., Brooklyn, N.Y. 11216. 54th AD—Thomas S. Boyland (D), 109 Christopher Ave., Brooklyn, N.Y. 11212. 55th AD—Thomas R. Fortune (D-L), 190 Ralph Ave., Brooklyn, N.Y. 11233. 56th AD—Albert Vann (D-L), 362 McDonough St., Brooklyn, N.Y. 11233. 57th AD—Harvey L. Strelzin (D-L), 270 Jay St., Brooklyn, N.Y. 11201. 58th AD—Joseph R. Lentol (D-C), 229 Monitor St., Brooklyn, N.Y. 11222. 59th AD—Peter G. Mirto (D-R-L-C), 180 Irving Ave., Brooklyn, N.Y. 11237.

RICHMOND

60th AD—Guy Molinari (R-C), 21 Merrick Ave., Staten Island, N.Y. 10301. 61st AD—Elizabeth A. Connelly (D), 94 Benedict Ave., Staten Island, N.Y. 10314.

RICHMOND-MANHATTAN

62nd AD—Louis DeSalvio (D-C), 90 Beekman St., New York, N.Y. 10038.

MANHATTAN

63rd AD—Sheldon Silver (D), 550 Grand St., New York, N.Y. 10002. 64th AD—William F. Passannante (D-L), 72 Barrow St., New York, N.Y. 10014. 65th AD—Steven Sanders (D), 66th AD—Mark A. Siegel (D-L), 239 E. 79th St., New York, N.Y. 10021. 67th AD—Richard N. Gotfried (D-L), 91 Central Park West, New York, N.Y. 10023. 68th AD—Alexander B. (Pete) Grannis (D-

L), 501 E. 87th St., New York, N.Y. 10028. 69th AD—Jerrold Nadler (D), 170 West 81st St., New York, N.Y. 10024. 70th AD—Edward Sullivan (D), 606 West 116th St., New York, N.Y. 10027. 71st AD—George W. Miller (D), 25 West 132nd St., New York, N.Y. 10037. 72nd AD—Angelo D. Del Toro (D-R), 129 106th St., New York, N.Y. 10029. 73rd AD—Edward H. Lehner (D-L), 680 Ft. Washington Ave., New York, N.Y. 10040. 74th AD—Herman D. Farrell Jr., (D-L), 159-34 Riverside Dr. W., New York, N.Y. 10032.

BRONX

75th AD—Jose E. Serrano (D-L), 888 Grand Concourse, Bronx, N.Y. 10451. 76th AD—Seymour Posner (D-L), 1020 Grand Concourse, Bronx, N.Y. 10456. 77th AD—Armando Montano (D), 634 Manida St., Bronx, N.Y. 10474. 78th AD—Estella B. Diggs (D-L), 592 East 167th St., Bronx, N.Y. 10456. 79th AD—Louis Nine (D), 1424 Wilkins Ave., Bronx, N.Y. 10459. 80th AD—Guy V. Velella (R-C), 1240 Rhinlander Ave., Bronx, N.Y. 10461. 81st AD—Elliot Engel (L), 4100 Hutchinson River Pkwy., East Bronx, N.Y. 10475. 82nd AD—Sean Walsh (D), 2373 Elm Place, Bronx, N.Y. 10458. 83rd AD—George Friedman (D-L), 357 West 195th St., Bronx, N.Y. 10458. 84th AD—G. Oliver Koppell (D-L), 3124 Henry Hudson Pkwy., E. Bronx, N.Y. 10463. 85th AD—John C. Dearie (D), 1735 Purdy St., Bronx, N.Y. 10462. 86th AD—Vincent A. Marchiselli (D-L), 4320 Van Cortlandt Pr. E., Bronx, N.Y. 10470.

WESTCHESTER

87th AD—Thomas McInerney (D-L), 412 No. Broadway, Yonkers, N.Y. 10701. 88th AD—Richard C. Ross (R-C), 24 Palmer Ave., Mt. Vernon, N.Y. 10552. 89th AD—William B. Finneran, (D-L), 30 Edgewold Rd., White Plains, N.Y. 10607. 90th AD—Gordon W. Burrows (R-C), 65 Harvard Ave., Yonkers, N.Y. 10710. 91st AD—Edward F. X. Ryan, Jr. (D), 32 W. Garden Rd., Larchmont, N.Y. 10538. 92nd AD—Peter M. Sullivan (R-C), 20 No. Broadway, White Plains, N.Y. 10601. 93rd AD—Mary B. Goodhue (R-C), McLain St., Mt. Kisco, N.Y. 10549.

WESTCHESTER-PUTNAM-DUTCHESS

94th AD—Willis H. Stephens (R-C), Indian Well Farm, Brewster, N.Y. 10509.

ROCKLAND

95th AD—Eugene Levy (R-C), East Place, Suffern, N.Y. 10901.

ROCKLAND-ORANGE

96th AD—Robert J. Connor (D-L), 29 Prides Crossing, New City, N.Y. 10956.

ORANGE

97th AD—Lawrence Herbst (R), 9 Leicht Pl., Newburgh, N.Y. 12250.

ORANGE-SULLIVAN

98th AD—Jean Amatucci (D), RD No. 3, Box 92, Huguenot, N.Y. 12746.

DUTCHESS-ULSTER

99th AD—Emeel S. Betros (R-C), 67 Grand Ave., Poughkeepsie, N.Y. 12603.

DUTCHESS

100th AD—Gleen E. Warren (R-C), 5 Rockwell Place, Glenham, N.Y. 12527.

ULSTER

101st AD—Maurice D. Hinchey Jr. (D-L), 68 Livingston St., Saugerties, N.Y. 12477.

GREENE-COLUMBIA

102nd AD—Clarence D. Lane (R-C), Windham Arms, Windham, N.Y. 12496.

ALBANY

103rd AD—Michael J. Hoblock (R), 104th AD—Richard J. Connors (D), 31 Bonheim St., Albany, N.Y. 12204.

ALBANY-SCHENECTADY-MONTGOMERY-SCHOHARIE-DELAWARE

105th AD—Charles D. Cook (R-C), 19 Prospect St. Delhi, N.Y. 13753.

RENSELAER

106th AD—Neil W. Kelleher (R-C), 406 Sixth Ave., Troy, N.Y. 12182.

SCHENECTADY

107th AD—Clark C. Wemple (R-C), 1760 Van Antwerp Rd., Schenectady, N.Y. 12309.

SARATOGA

108th AD—Robert A. D'Andrea (R), R.D. No. 1, Saratoga Springs, N.Y. 12866.

HAMILTON-FULTON-MONTGOMERY-FRANKLIN

109th AD—Glenn H. Harris (R-C), Long Lake, N.Y. 12847.

RENSELAER-WASHINGTON-WARREN

110th AD—Gerald B. Solomon (R-C), 23 North Rd., Queensbury, Glens Falls, N.Y. 12801.

WARREN-ESSEX-CLINTON

111th AD—Andrew W. Ryan Jr. (R-C), 40 Adirondack La., Plattsburgh, N.Y. 12901.

ST. LAWRENCE-FRANKLIN

112th AD—David O'B. Martin (R-C), 45 Bird St., Canton, N.Y. 13617.

HERKIMER-OTSEGO

113th AD—Peter S. Dukuchitz, (R-C), 1 Main St., Unadilla, N.Y. 13849.

JEFFERSON-LEWIS-ONEIDA

114th AD—H. Robert Nortz (R-C), 5274 Clinton St., Lowville, N.Y. 13367.

ONEIDA

115th AD—William R. Sears (R-C), Bear Creek Rd., Woodgate, N.Y. 13494. 116th AD—Nicholas J. Cologero, (R-C), 10 Proctor Blvd., Utica N.Y. 13501.

OSWEGO-ONEIDA

117th AD—John R. Zagame (R-C), R.D. No. 6, Oswego, N.Y.

ONONDAGA

118th AD—Leonard F. Bersani (R-C), 121 Rugby Rd., Syracuse, N.Y. 13206. 120th AD—Melvin N. Zimmer (D), 261 Hood Ave., Syracuse, N.Y. 13208. 121st AD—William E. Bush (R), 10 Gene-see St., Camillus, N.Y. 13031.

ONONDAGA-MADISON-DELAWARE

119th AD—Hyman M. Miller (R-C), 56 Lyndon Rd., Fayetteville, N.Y. 13066.

MADISON-CHENANGO-DELAWARE

122nd AD—Clarence D. Rappleyea, Jr. (R), 11 Ridgeland Rd., Norwich, N.Y. 13815.

BROOME-TIOGA

123 AD—James W. McCabe (D), 127 Massachusetts Ave., Johnson City, N.Y. 13790.

BROOME

124th AD—James R. Tallon Jr. (D), 47 Orton Ave., Binghamton, N.Y. 13905.

CAYUGA-CORTLAND

125th AD—Lloyd S. Rifford, Jr. (R-C), W. Genesee Rd., Box 681, Auburn, N.Y. 13021.

CHEMUNG-TIOGA

126th AD—L. Richard Marshall (R-C), 1849 W. Walter St., Elmira, N.Y. 14905.

STEUBEN-SCHUYLER-CHEMUNG

127th AD—Charles D. Henderson (R), 67 Seneca St., P.O. Box G, Hornell, N.Y. 14843.

YATES-SENECA-TOMPKINS

128th AD—Gary A. Lee (R-C), 940 Dryden Rd., Ithaca, N.Y. 14850.

WAYNE-SENECA-ONTARIO

129th AD—James F. Hurley (R-C), Lake Bluff Rd., Wolcott, N.Y. 14590.

MONROE

130th AD—Thomas A. Hanna (R-C), 1680 Lake Rd., Webster, N.Y. 14580. 131st AD—Gary Proud (D-L), 459 Central Park, Rochester, N.Y. 14605. 132nd AD—Audre T. Cooke (R). 133rd AD—Andrew D. Virgilio (D), 17 Lynwood Dr., Brockport, N.Y. 14420. 134th AD—Roger W. Robach (D-C), 171 Hewitt St., Rochester, N.Y. 14612. 135th AD—James F. Nagle (R), 801 Main St., East Rochester, N.Y. 14445.

ALLEGANY-LIVINGSTON-ONTARIO

136th AD—James L. Emery (R), 4330 Long Point Rd., Genesee, N.Y. 14454.

MONROE-ORLEANS-GENESEE-WYOMING

137th AD—Stephen R. Hawley (R-C), 8249 Bank St., Batavia, N.Y. 14020.

NIAGARA

138th AD—John B. Daly (R-C), 430 Dutton Dr., Lewiston, N.Y. 14092. 139th AD—Matthew J. Murphy, Jr. (D-C), 139 S. Transit St., Lockport, N.Y. 14094.

ERIE

140th AD—Robin L. Schimming (D-L), 605 Niagara St., Tonawanda, N.Y. 14150. 141st AD—G. James Fremming (D-C), 190 Countryside Lane, Williamsville, N.Y. 14221. 142nd AD—Stephen R. Greco (D-C), 795 Richmond Ave., Buffalo, N.Y. 14222. 143rd AD—Arthur O. Eve (D-L), 184 Jewett Pkwy., Buffalo, N.Y. 14214. 144th AD—William B. Hoyt (D-L), 16 Irving Pl., Buffalo, N.Y. 14201. 145th AD—Richard J. Keane (D), 265 Potters Rd., Buffalo, N.Y. 144220. 146th AD—Dennis T. Gorski (D-L), 123 Atlantic Ave., Sloan N.Y. 14212. 147th AD—Ronald H. Tills (R-C), 43 Union St., Hamburg, N.Y. 10475.

ERIE-WYOMING

148th AD—Vincent M. Graber (D), 148 Elmsford Dr., W. Seneca, N.Y. 14224.

CATTARAUGUS-CHAUTAUQUA

149th AD—Daniel B. Walsh (D), Rt. 16, Franklinville, N.Y. 14737.

CHAUTAUQUA

150th AD—Rolland E. Kidder (D), 33 Chestnut St., Jamestown, N.Y. 14701.

Latest State And County Eligible Lists

EXAM 39182
 PSYCHIATRIC SOCIAL WORKER II
 Test Held June 6, 1977
 List Est. Oct. 24, 1977
 (Continued from Last Week)
 158 Goldman Doris Old Brookville 73.1
 159 Stein Judith Z Huntington73.1

160 Schoenberg Rhea Flushing73.1
 161 Switzer Dennis NYC73.1
 162 Gringorten J E NYC73.1
 163 Bolier Kevin V Pt Jefferson 72.9
 164 Black Daisy St Albans72.9
 165 Murphy Charles Newark72.8
 166 Schindler K L Seneca Falls72.8

167 Spillan Jack E Amsterdam72.6
 168 Barth Francine NYC72.4
 169 Valenti John New Paltz72.1
 170 Kenyon Victoria Syracuse72.1
 171 Rutter Eileen R Nanuet72.1
 172 Robins Scott Central Islip72.1
 173 Finkelstein E Rockville Ctr72.1
 174 Zigler Andrea Smithtown72.1
 175 Guinard Ellen D Rome72.1
 176 Cooper Alan F Merrick71.6
 177 Frey Kim Tupper Lake71.6
 178 Dodkowitz Doris Buffalo71.1

12 Walsh James V Williamsvil80.5
 13 Ennis James F Lockport79.6
 14 Maxian Francis Johnstown77.4
 15 Kirk John W Waterloo75.7

16 Wallace William Glens Falls74.8
 17 Petrino Pascal Snyder74.4
 18 Murtagh Kathryn Plattsburgh73.9
 19 Spencer John J Binghamton71.4

EXAM 36076
 SUPVGR EL COMPTTR OPR
 Test Held June 18, 1977
 List Est. Nov. 20, 1977
 (Continued from Last Week)
 73 McMahon Michael Troy78.9
 74 McCue Michael Albany78.8
 74A Greene Allan A Albany78.4
 75 Starr Michael A Schenectady77.8
 76 Moore Francis J Rensselaer77.6
 77 Bolaski Leo F Cohoes77.6
 78 None
 79 Paupst Kenneth Schenectady76.9
 80 Cazasta Wayne S Troy76.3
 81 Persons John H Albany75.1
 82 Snow Ronald M Albany73.2
 83 Houle Terence J Troy72.7

EXAM 36119
 SR TITLE SEARCHER
 Test Held Sept. 10, 1977
 List Est. Oct. 31, 1977
 1 Paulus Herman W Mayville96.1
 2 Stifier Robert Rochester95.4
 3 Gordon Bernard Rochester94.5
 4 Murphy George E Avoca94.4
 5 Finnerty C J Ft Edward92.1
 6 Losh Harold T Bellerose88.0
 7 Fredette John H Adams Center87.5
 8 Perkins Raymond Schenectady86.1
 9 McNamara Robert Clay82.0
 10 Halstead K T Poughkeepsie81.5
 11 Paulus David E Mayville80.6

State Promotional Job Calendar

FILING ENDS MARCH 13

Supervisor of Office Building Maintenance Services \$19,868

FILING ENDS APRIL 10

Senior File Clerk \$ 7,204
 Senior Mail and Supply Clerk \$ 7,204
 Senior Mechanical Stores Clerk \$ 8,051
 Senior Stores Clerk \$ 8,051
 Welfare Inspector General Field Representative II \$13,404
 Welfare Inspector General Field Representative III \$17,429
 Senior Clerk (Transportation Maintenance) \$ 7,204
 Chief Beverage Control Investigator \$18,369
 Executive Officer A \$21,545
 Executive Officer B \$15,538
 Executive Officer C \$14,880
 Executive Officer D \$13,404
 Executive Officer E \$11,337
 Senior Beverage Control Investigator \$12,670
 Supervising Beverage Control Investigator \$14,880
 Associate Bacteriologist \$17,429
 Associate Bacteriologist (Virology) \$17,429
 Senior Bacteriologist \$13,404
 Senior Bacteriologist (Virology) \$13,404
 Chief Housekeeper I \$10,714
 Chief Housekeeper II \$11,983
 Chief Gas Technician \$14,142
 Senior Gas Inspector \$10,714
 Senior Bacteriologist \$13,404
 Assistant Thruway Stores Supervisor \$12,215
 Principal Thruway Storekeeper \$11,535
 Thruway Stores Assistant \$ 8,553
 Senior Thruway Storekeeper \$ 9,045

FILING ENDS MAY 10

Nurse Administrator I (Psychiatric) \$14,142

For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building Campus; 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.

Males Ineligible

(Continued from Page 2)
 by such means as body searches and the needs of the inmates for privacy in those aspects of their lives in confinement, which involve such matters as baths or showers, medical examination and treatment and their psychological security . . . combine to provide a rational basis and a governmental need for limiting contacts in such circumstances to correction officers of the same sex as that of the inmates.

CIVIL SERVICE LEADER, Friday, March 10, 1978

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Union Throws Support To Civil Service Reform

CIVIL SERVICE LEADER, Friday, March 10, 1978

(Continued from Page 2) from arbitrary action, personal favoritism and political coercion. So-called "whistle blowers" will not have to concern themselves with reprisals.

Additionally, employee appeal rights will be guaranteed and procedures for these appeals are proposed. Performance appraisals are proposed for use in "developing,

rewarding, assigning, demoting, promoting and retaining or separating employees. Permanent tenure of federal employees will not be automatic, according to the Presidential proposals.

Proposed modifications in veterans preference will focus on Vietnam-era veterans while pulling back from preferences for Korean and World War II vets.

The reform act encourages mobility of senior executives among agencies. It rewards high performance with additional compensation and annual bonuses. And it makes possible the removal of unsatisfactory employees, a task federal officials claim to be almost impossible under current rules.

The second part of the pack-

age is an executive reorganization plan which will be officially transmitted later this month to Congress.

Specifically, the reorganization includes designating two agencies to handle advising the President in personnel and policy matters and preventing abuses.

An office of Personnel Management is recommended to advise the President, provide leadership to agencies and administer central personnel programs.

Also recommended is a new Merit System Protection Board consisting of three members appointed for seven-year overlapping terms to insure equitable treatment for employees. Members are not removable (except for "cause") and are not reappointable.

The ordered federal labor-management relations program will oversee the integration of third-party functions under a new and independent Federal Labor Relations Authority. This will include establishing a general counsel to investigate and prosecute unfair labor practices.



U.S. Civil Service regional director John J. Lafferty listens as Civil Service Commission chief Alan Campbell fields questions about Carter's Civil Service package from Washington. The telephone press conference last week enabled reporters to speak to Mr. Campbell and to hear the questions posed by their colleagues around the country.

—Staff photo by Pamela Craig

GO TO HEALTH

By WILLIAM R. WILLIFORD

Health Living

I would like to share with you what I consider to be two beautiful statements on health and life.

On Being Healthy

"Being healthy is having confidence in the future. The healthy man's future does not happen passively to him; it is an active extension of his life. For him the future is created by his choices and decisions. Instead of the future coming to him, he takes himself to it and his living becomes a joint creation. Health is a participation in that creation, a participation in one's own being, a commitment to one's living in the world. To be healthy is to celebrate one's life."

Bob Hoke, "Promotive Medicine, and the Phenomenon of Health," Arch Environmental Health, February, 1968.



On Living

"I believe that life is to be enjoyed, to be tasted—or there isn't any point to it. I've found ways to live freely and joyously—because I was convinced there was no other reason for living . . . There's so much to be had from life. There's pleasure and satisfaction and love and entertainment and excitement. There are enjoyable ways of earning a living, and there are adventures, uncommitted hours, challenges and happy surprises. Use your imagination. Look for alternatives. Don't settle for less than the kind of life you need to make it worth having lived."

"Honesty is displaying yourself to others as you really are. But, of course, you can't be truthful about something you don't know. And that's why it's so important to examine yourself, understand yourself, and accept yourself. Only when you know who you are can you honestly represent yourself to others."

Harry Browne, How I Found Freedom in an Unfree World. Avon, 1973.

"Be good to yourself. Your body's best friend is you." William R. Williford

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 4 p.m. Special hours for Thursdays are 8:30 a.m. to 4 p.m.

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

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

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060.

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

STATE — Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone 488-4248; 10 a.m.-3 p.m.); State Building Campus, Albany 12239; Suite 750, 1 W. Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

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

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

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Federal Job Calendar

These jobs are open in New York City or surrounding counties until further notice. Applicants should contact U.S. Civil Service Commission's New York City Area office. Requirements vary.

GENERAL SCHEDULE POSITIONS

Written Test Required At Some Grade Levels

Title	*Salary Grade
Accounting Technician	5
Communications Technician	5
Data Transcriber	2,3
Dental Hygienist	4
Electronic Accounting Machine Operator	4
Electronics Technician	4
Engineering Draftsman	7
Engineering Technician	5,6,7,8
Examiner (Intermittent)	4
Fiscal and Accounting Support Positions	4
Medical Aide (Sterile Supplies)	2,3
Nuclear Medicine Technician	5,6,7
Park Aide	2,3
Physical Therapy Asst.	5
Power Folder Operator \$8.31 per hour	
Reporting Stenographer	5
Sales Store Checker	3
Shorthand Reporter	7,9
Travel Clerk (Typing)	5

TRADES AND CRAFTS

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CSEA Upheld As Broome Security Officers' Rep

(Special To The Leader)

BINGHAMTON—The State Public Employment Relations Board has dismissed an attempt to unseat the Civil Service Employees Association as the representative of some 20 security officers employed by Broome County.

PERB director Harvey Milowe said in a decision Feb. 6 that the petition by the American Federation of State, County and Municipal Employees to decertify the CSEA "should be dismissed in its entirety."

The CSEA represents the 1,059 employees of the county, including the security officers, and recently earned for them a two-year contract that expires Dec. 31, 1979. However, last May, the AFSCME filed a petition with the PERB seeking to decertify the CSEA and to take over as the exclusive bargaining agent for Broome workers. In subsequent hearings before the PERB, petitioners claimed that secur-

ity officers have special negotiating interests requiring representation in a separate unit.

At the hearings, the CSEA was represented by regional attorney Michael Sherwood, of Binghamton, and field representative Jim Corcoran. They argued that the CSEA has effectively represented the security officers in past contract negotiations and in the administration of the contracts.

Mr. Milowe, agreeing with the CSEA, wrote: "There is no evidence that security officers had . . . objected or been denied in-

put in the drawing up of demands, or that their concerns were submerged in the negotiations."

He added: "There is no evidence that CSEA ever failed to respond to any demand presented to it, and some evidence that certain items, including a shift differential and a shift assignment provision, were negotiated . . . specifically for the security officers."

The PERB director concluded: "CSEA has negotiated several contracts which include provisions specifically for the security personnel; has prosecuted and satisfactorily resolved grievances; and has accorded all employees, including security personnel, an opportunity for input in negotiations. Further, the security officers share a community of interest in the overall unit . . ."

In reaction to the decision, Mr. Corcoran noted, "Basically, this was simply a ploy by the AFSCME to try to get the dues of the security officers, and their case had no merit at all, as the PERB made clear."

The president of the CSEA Broome County unit, Barbara Pickell, said, "Our unit is pleased with the decision. Of course, there is strength in unity, so we are glad to keep the bargaining unit intact. And then, the decision confirmed our position that we have always addressed ourselves to the concerns of the security officers, and we will always continue to do so."



TRANSPORTATION LOCAL INSTALLS OFFICERS

Utica area Department of Transportation Local 505 installed the following new officers recently: from left, secretary Lauren Scholl, treasurer Eugene Torchia, recording secretary Beatrice Spears, first vice-president Michael N. Betrus, second vice-president Charles Whitney and president Nicholas J. Cimino. Guests at the ceremony included CSEA Central Region V supervisor Frank Martello and Local past officers.

CSEA Insists Taxpayers Picking Up Tab For NY's Charges Against Doctor

ALBANY—The Department of Correctional Services has illegally contracted out the inmate medical care program at both the Great Meadows Correctional Facility and the Mt. McGregor Correctional Facility, according to Civil Service Employees Association spokesman Daniel Campbell. He charged that the new arrangement would cost taxpayers five

to seven times the previous cost.

In order to justify its contract-breaking actions, the Department has filed a charge of insubordination against Joseph H. S. Foote, who has served the Great Meadow facility for the past twelve years, Mr. Campbell said.

CSEA Capital Region IV, which is representing Dr. Foote in his contract grievance against the Department and the State, believes the unfounded charge to be a cover-up tactic of the Correctional administration.

According to the union, the record proves Dr. Foote was hired to provide on-site medical coverage for four hours per day with all call-back, emergency, professional service time and weekend coverage adjusted to cover the Great Meadows facility over the year (approximately 2,080 hours). The doctor has performed for the past twelve years with a record of satisfactory service.

The Correctional Department, in its charge against the physician, stated "that its main thrust" in contracting out is "to guarantee on-site medical services on a regular basis" at the facilities.

However, the terms of the already signed contract with Glens Falls Hospital fails to do that, Mr. Campbell said. Rather, it re-establishes a four-hour coverage period at the Great Meadows facility and one-hour daily coverage at Mt. McGregor at a taxpayer cost of \$104,000 per year (\$83,200 for Great Meadows, \$20,000 for Mt. McGregor) with an additional charge of nearly \$30 per hour for any call-back at either facility.

Engineer's List

ALBANY—The state Civil Service Department established an eligible list for principal valuation engineer on Dec. 29, 1977, as the result of a December 1977 open competitive exam. The list contains 19 names.

Tompkins CSEA Wins Accord On Health Dispute

ITHACA—A spokesman for the Civil Service Employees Association Tompkins County unit of Local 855 announced a settlement has recently been reached with the County.

The agreement was brought about as a result of several successful legal actions—improper practice charges and grievances—initiated by the union, in which Tompkins County was ordered by the Public Employment Relations Board and an arbitrator to negotiate in good faith.

The settlement increases the county's percentage share of the employee dependent health insurance from 65 percent to 75 percent; grants the union office space, free of charge, for the purpose of housing a credit union; grants employees credit union payroll deductions free of charge, and provides for separating department heads, managerial and confidential employees from the bargaining unit.

In a statement following the announcement of the settlement, Louis Nayman, president of the Tompkins County unit, which represents approximately 1,000 employees, said, "The benefits contained in this agreement were won through the CSEA's determination to enforce contracts vigilantly on the local level. In a dollars and cents way, this settlement illustrates the importance of the union's role in holding the employers to their contractual obligations." Mr. Nayman concluded.

The addendum agreement covers the present contract in effect through Dec. 31, 1978.

CSEA Is Bargaining Agent For NY Judicial Districts 3 To 8, As Of March 20

ALBANY—The Civil Service Employees Association has won formal recognition, effective March 20, as the exclusive bargaining agent for the employees of state judicial districts 3 through 8.

The administrative board of the Judicial Conference authorized State Administrative Judge Richard J. Bartlett to recognize CSEA along judicial-district lines.

"This is the kind of recognition we have been asking for since last November," said CSEA collective bargaining specialist Pat Monachino, who will handle negotiations for the union.

Announcement of the recognition was posted at work locations and published in news-

papers of record throughout the state on Feb. 17.

Mr. Monachino said that a demand for commencement of negotiations has been submitted to the state Office of Court Administration, for those CSEA bargaining units established in judicial districts 3 through 8.

"Committees will be established shortly for polling the members on negotiation proposals, so that we can begin bargaining for a contract the week of March 20," Mr. Monachino said.

Call Albany Building Safe

ALBANY—Following more than a year of meetings with state officials, the safety committee of the Department of State Local of the Civil Service Employees Association has found that most safety problems of the office building located on Washington Avenue in Albany have been rectified.

According to Steve Cimino, Local president and chairman of the safety committee, the entire building was in a run-down state with unsanitary and sometimes inoperative restrooms, lack of fire alarms, bad wiring, electric fixtures obstructing traffic area, holes in the floors, loose ceiling tiles, poor lighting, bare floors and poor daily maintenance.

"Once they were made aware of the problems, state authorities were most cooperative and, in fact, were as anxious to make improvements as we were. All it took was a few concerned individuals to get together," he said.

Mr. Cimino noted that in addition to correcting the listed problems and stepping up general maintenance, the state provided additional parking for employees and sponsored fire drills and first aid programs for representatives on each floor.

No safety committees existed until October 1976 when a female employee tripped on a ramp and broke her glasses, but refused to report the incident. At Mr. Cimino's insistence, the management was informed of the accident, and a hearing was held to work out compensation. As a result of the hearing, both

sides recognized the need for strong safety measures and respective committees were formed.

June Scott, Local treasurer and a committee member, added that the state actually leases the building from a private owner and that person had to be called upon to make some of the changes. "At first we feared that we may have some problems here with the state and the owner shifting the responsibility to one another, but things were quietly

worked out and each took care of its own share," she said.

Much of the work for the CSEA safety committee consisted of obtaining complaints and reports from individual employees. "What we found was really surprising," commented J. Patrick Connolly, Local first vice-president and a committee member. "For years employees had been putting up with the poor conditions. There was a certain amount of grumbling among themselves but no one wanted to speak up to the proper authorities." The committee members went from floor to floor speaking with all employees in an effort to learn of unreported problems.

In agreement with committee members in other areas of the state this group commented, "A certain amount of blame has to be put on the employees when they won't speak up. Now that they've seen what can be done, this shouldn't be a problem in the future."

The safety committees on both sides still remain in existence and run periodic checks to see if problems reoccur or develop. None have been reported for six or seven months, said Mr. Cimino.

ASSURANCE MECHANISMS?

The word to watch in Carey Administration communications is "mechanism." Last month, we revealed that the Governor's job freeze was not a job freeze but a "vacancy control mechanism."

Now, however, the administration has released an "Executive Summary" for the "Five-Year Mental Health Plan." In it, a new job title was described thus: "Case managers, a new aftercare assurance mechanism, will be a critical element."

State Sets Promotions To Clerk, 28 Others

ALBANY — Hundreds of state workers are expected to win upgraded jobs in the wake of an announcement by state Civil Service Department

officials last week that 29 new promotional jobs are opening. Twenty-eight of the posts, which range in salary from \$7,204 to \$21,545 a year, have April 10 filing dates. Candidates for nurse

administrator I (psychiatric), a \$14,142-a-year post, have until May 1 to apply. There is no written qualifying test for nurse administrator. Appointments will be based on

training and experience. Applicants for the other jobs must pass exams scheduled for May 20. The five senior clerk jobs— senior file clerk (\$7,204), senior mail and supply clerk (\$7,204) senior mechanical stores clerk (\$8,051), senior stores clerk (\$8,051) and senior clerk—transportation maintenance (\$7,204) — are expected to be among the most sought after. Any clerical worker in state government since Feb. 23 is eligible to take all but the senior clerk—transportation maintenance test. That one is limited to Department of Transportation clerks on the job since Feb. 23.

many applicants. These tests are open to Thruway Authority clerks and storeskeepers. Some of the other jobs offered require more specialized skills and experience and pay higher salaries. Among these are welfare inspector general field representative I and II, which pay \$13,404 and \$17,429 respectively. Also listed are chief beverage control investigator, five Alcoholic Beverage Control Department executive officer posts, senior beverage control investigator and supervising beverage control investigator. Salaries for these posts range from \$11,337 to \$21,545.

The other jobs are associate bacteriologist, associate bacteriologist (virology), senior bacteriologist and senior bacteriologist (virology). Also, chief gas technician, senior gas inspector and another senior bacteriologist post will be posted.

For details, contact the Civil Service Department at State Office Campus, Albany; 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.

The Federal Employee

By PETER ALISON

The Federal Elite

Yet another part of White House plans to change the civil service procedures will include legislation creating a senior executive service containing both career and political employees.

It would include managers and supervisors in grades GS-15 through the current executive level IV.

A "special case" situation would be created in this group to permit employees to move from agency to agency. This elite group might be asked to take sabbaticals for up to 11 months without pay. On the other hand, they could earn bonuses up to \$5,000 a year for five years. They could also seek assignments outside the senior executive ser-

vice. As the President envisions it, veteran's preference would not be a factor in the group. They would have no civil service job protection.

For GS-9 to 15 supervisors and managers and GS-16 to 18 non-managerial employees, a "pay for performance" system would be instituted. Payment would be based on performance appraisals and awards without considering tenure.

For the rest of the Merit System, the pay plan would include a basic salary range for each grade. Steep wage increases would

be eliminated. Automatic increases would be determined by a new Office of Personnel Management which would set up a system to appraise work, and to weed out incompetence.

Standards of performance would be developed for each job. The plan is currently being circulated among agencies and includes a number of other facets, such as eliminating 15 percent of executive jobs.

Emergency situations jobs and political or non-career employees would be limited to 18 months.

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LEGAL NOTICE

CARLYE BUSINESS ARCHIVES, 57-61 West 38th St., NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office Dec. 28, 1977. Business: Own and operate real property. General Partners: Stanley Fuchs, 97 Bayberry La., New Rochelle, NY; David Sokol, 14 Allison Dr., Englewood Cliffs, NJ. Limited Partners: Robin M. Fuchs, 97 Bayberry La., New Rochelle, NY; Steven J. Fuchs, 97 Bayberry La., New Rochelle, NY; Stanley Fuchs as custodian f/b/o Charles S. Fuchs, 97 Bayberry La., New Rochelle, NY; Donna J. Conrad, 17-85 215th St., Bayside, NY; Lynn S. Sokol, 14 Allison Dr., Englewood Cliffs, NJ. Partnership to continue until death of both general partners unless sooner terminated. Each limited partner has contributed a 4% undivided interest in premises 57-61 West 38 St., NYC having an agreed value of \$6,000 representing a 4% interest in the partnership. No additional contributions to be made. Contributions to be returned upon consent of general partners or upon termination. Limited partners shall not assign their interest without consent of general partners. Additional limited partners may be admitted. No priority among limited partners as to contributions or as to compensation by way of income. Limited partners shall not demand property other than cash in return for their contribution.

LEGAL NOTICE

ANCHOR REALTY COMPANY, 663 Fifth Ave., N.Y.C. Substance of Limited Partnership. Certificate filed in New York County Clerk's Office November 15, 1977. Business: own and operate real property. General Partner: Michael J. Robinson, 200 East 50 Street, N.Y.C. Limited Partner and cash contribution: Janice C. Griffith, 30 East 95 Street, N.Y.C., \$15,000. Partnership to continue until Dec. 31, 1978 and shall continue thereafter from year to year until terminated as provided. No additional contributions to be made. Limited partner shall share in net profit as provided in agreement. Contribution of limited partner to be returned upon termination or dissolution. Limited partner may assign her interest subject to restrictions in agreement. No additional limited partners except on consent of original limited and general partner. If termination or dissolution limited partner may receive property other than cash in return for her contribution at the value at which such property is then held as shown on the partnership books.

CSEA Officials Will Investigate CETA Misdeeds

AMITYVILLE—Irving Flaumenbaum, president of Region I of Civil Service Employees Association, said Long Island CSEA locals are launching a full-scale investigation into CETA (Comprehensive Employment and Training Act) and how Long Island governmental units use it.

Officials from the two largest Long Island CSEA locals, Suffolk 852 and Nassau 830, have met

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with county officials testifying before recent public hearings, and took evidence from members concerned about CETA abuses.

Nicholas Abbatiello, Local 830 president, said the county is hiring employees to fill jobs left vacant by attrition.

William Lewis, Local 852 president, recently held a CETA seminar at the Suffolk County legislative chambers. Suffolk County officials, including Lou V. Tempera, from the Suffolk Commission of Labor, heard a barrage of complaints including: advancement stalled because of job congestion caused by CETA workers, CETA employees kept on the job beyond the legal training period, and blocking new employee positions because of CETA programs. Suffolk has approximately 6,200 CETA employees.

The U.S. Labor Department notified Nassau officials in January, that unless it places 1,280 additional persons in jobs in February and March the county's CETA funds would be stopped. The county gives vocational training for another 3,000 more people for employment in local government and nonprofit institutions jobs.

The CSEA Suffolk Local is sponsoring a CETA hearing March 11, chaired by Congressman Thomas J. Downey (D-West Islip) at the Dutch Inn in Bohemia.

SKI VERMONT: BROMLEY-STRATTON-MAGIC-OKEMO or CROSS COUNTRY. The Black Shutters Inn. Guest house and Housekeeping cottages. \$5.50 p.p. midweek; \$9 and up weekends includes continental breakfast. Call direct 802-824-3223 or Toll free 1-800-541-4261, Bob Roses, Innkeeper.

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Open Continuous State Job Calendar

Title	Salary	Exam No.
Actuary (Casualty), Associate	\$18,369	20-416
Actuary (Life), Associate	\$18,369	20-520
Actuary (Casualty), Principal	\$22,694	20-417
Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14,142	20-519
Actuary (Casualty), Supervising	\$26,516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Dental Hygienist	\$ 8,523	20-107
Dietetic Trainee	\$10,118	20-888
Dietitian	\$10,714	20-887
Dietitian, Supervising	\$12,670	20-886
Electroencephalograph Technician	\$ 7,616	20-308
Engineer, Assistant Sanitary	\$14,142	20-122
Engineer, Junior	\$11,337-\$12,275	20-109
Engineer, Senior Sanitary	\$17,429	20-123
Food Service Worker	\$ 5,827	20-352
Histology Technician	\$ 8,051	20-170
Legal Careers	\$11,164-\$14,142	20-113
Medical Record Administrator	\$11,337	20-348
Mental Hygiene Therapy Aide Trainee (Reg & Spanish Speaking)	\$ 7,204	20-394
Motor Carrier Transportation Specialist	\$13,404	20-889
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nurse, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$14,880	20-139
Physical Therapist	—	20-177
Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant I & II (Spanish Speaking)	\$ 9,029	20-175
Radiologic Technologist, Therapy	—	—
Stationary Engineer	\$10,714	20-100
Stationary Engineer, Assistant	\$ 9,546	20-303
Stationary Engineer, Senior	\$14,142	20-101
Variotype Operator	\$ 6,811	20-307
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140

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

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

2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248.

Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.

Details concerning the following titles can be obtained from the Personnel Offices of the agencies shown:

Public Health Physician—NYS Department of Health, Tower Building, Empire State Plaza, Albany, New York 12237.

Specialist In Education—NYS Education Department, State Education Building, Albany, New York 12234.

Maintenance Assistants (Mechanic) Motor Equipment Mechanics—NYS Department of Transportation, State Office Building, Albany, New York 12232.

No Work? They're Here To Serve You

By RON KARTEN AND KEN SCHEPT

What if you spent every day talking with people who had just lost their jobs, had been on their feet for at least three hours and, by the time they reached your desk, were sure that you were responsible for their lack of employment, their aching feet, their indigestion, a dreadful subway ride and a bad marriage?

You would be working as a claims examiner in an unemployment office, and it would be your job to tell these people whether or not they were entitled to receive unemployment insurance benefits.

Saying yes to an applicant would be easy. And there are many examples of claims examiners bending over backwards to find the loophole in regulations which might entitle a needy person to money. Saying no would be the problem.

BLEEDING AT MY DESK

Michelle Jackson, Claims Examiner

"Let me tell you about the time I ducked out of the way and the supervisor got punched: I had a claimant. The issue was failure to report. OK. He didn't report because he was in the hospital recovering from stab wounds. They didn't discharge him but it was his reporting day and he walked out of the hospital because he wanted to come sign for his check. You could see through his shirt that he was starting to bleed. People are very desperate for this money. It's sad in a way.

"I disqualified him for unreported vacation pay, for his failure to report previously, and I made him unable to work because of the stab wounds.

"At this, he became very irate. He didn't understand. I also made continuous suspension until he could bring us back a medical saying he was ready, willing and able to work. And that's where he had a lot of problems. He didn't understand why he should have been suspended for an indefinite amount of time. He said he was ready willing and able to work even though he was about to pass out at my desk. So he was becoming very irate. His hand on my desk and the foul language.

"At that point I pulled my chair out and looked toward my supervisor. She walked over because she heard the ruckus. She was explaining to him why he couldn't get benefits and he was cursing and screaming all over. I ducked and she got punched."

"I had a claimant who told me that on the day after he left work, he went to some hospital's psychiatric center because he felt he was having a nervous breakdown. He had documentation that he did see a psychiatrist but it was for a month after the fact. Not immediately, as he had alleged. (The reason he was fired according to the employer is that he left the job and never came back.)

"He was qualified for benefits but also charged with a WM (willful misrepresentation) because



he had lied about it when he saw the psychiatrist. It went to a hearing and he won the hearing because he told the referee that he was crazy when he made that application."

"When all the snow had just fallen last month, some little kid was having fun and threw an ice ball at our window. All the claims examiners turned to look. One guy hit the floor under the table and I was out the back door.

"I told my supervisors, I didn't know what it was. I didn't care, I was going."

"One time I had a lady come up to my desk and she was fired. She just said, 'He fired me.' She was an account executive. And when I called her employer and said, 'Why did you fire her?' He said, 'I just couldn't look at her. She was just too ugly.' And that's why he fired her."

TOILET HABITS

Walter Harris, Sr. Claims Examiner

"We have an incident of a woman who was wandering out in the hall and she came up on the porter's closet and she decided to take her clothes off and take a bath. The guard came and he grabbed me. He said, 'Harris, you got to see this.' I took one look and said, 'Oh, my God.'"

"We had a claimant who was fired from his job for urinating in the dishwasher. We disqualified him. He asked for a hearing and the employer's information concerning the incident wasn't specific enough to overcome his objections or his denials to satisfy the referee. So the referee and the appeals board allowed payment on that claim.

"Just recently, we had another claimant who was also fired from the same place for urinating into the dishwasher. All right. So the employer learned this time. This time he's got his witnesses and everything ready, except, they were not available at the hearing. But, in the meantime, he did get them together for the appeal and he did win the appeal.

"As an additional follow-up on that, a few weeks ago, this last claimant came into the office two or three days later than he ought to have. Except, by now, he's worked again and he has another claim going. We inquired as to how come he was late. He said he had been in jail for urinating in the subway."

Once a claim is accepted, the claimant sees an employment interviewer who attempts to find this person a job. Jobs are not the easiest thing to come by these days. An employment interviewer spends eight hours a day finding and filling as many jobs as possible.

I'LL DRINK TO THAT

Delethia Ferguson, Sr. Employment Interviewer

"We have these applicants who come in repeatedly and it's hard to find them a job and it gets to be known by each unit who the hard person to find a job for is. One applicant came into the construction unit, a repeater in the construction unit, and one of the interviewers was able to find him a job, finally, I don't know how long it took before they found it. But anyway, her unit got together and bought her a little bottle of champagne and put it on her desk at the end of the day just to say success and thanks for getting him a job."

"There's an interviewer in my unit who keeps a list of names of interviewers in the unit who have come and gone. He's been keeping it for three-and-a-half years and he's got 100 names for the 25 jobs here."

OFF THE WALL

Thelma Gutman, Acting Sr. Employment Interviewer

"We sent out a welder one day who went to the company. We called about an hour later, just to find out if he was hired, and the employer said, 'I'm sorry, I can't talk to you right now. The fire department is here. The welder set fire

to the building."

"Here's an employer story. This is an apparel industry employer who called up one day. He's a covered button manufacturer. He had a thick accent and he called up one day and said to the operator, 'I want to talk to my friend, Mrs. Buttons.' At that time we had specific interviewers who were in charge of specific trades. So she put him on the phone to me because I was the button lady, and he says, 'Darling, I forgot your name. They painted the wall. They painted my office.'"



Supervisor Walter Elterman checks the files at the Unemployment Insurance Office, Local 511, at 3 Carlisle Street, Manhattan. Pamela Craig photo

"I was questioning an employer because I was thinking of having someone field visit there. I asked him, 'Tell me, Mr. Whatsis. How many employees have you there?' And he says, 'Darling, you could count them all on the fingers of your two hands: thirteen.'"

"A lot of sweet, nice things happen. A man I got a job for sent his wife down here from the Bronx three times on the bus so I should be sure to know he got hired. She brought a cake down each time but couldn't find me the first two. She didn't know, it's a big office. She made different cakes each of the times. The third time she found me and we all ate the cake. Sweet, you know."

A truck loader came in. I asked him what he wanted to do. He says, "be an airline pilot."

"Are you a veteran?" I asked one applicant. "Yes, he says, 'I've been married five years.'"

"We used to have many, many bomb scares. Like three times a week. Twice a week. Everyone would vacate the building. We stopped vacating because they decided that nothing was happening and we haven't had another in a very long time."

"One day, when I was in the welfare department, we were on the second floor. Somebody lit a fire in the third floor bathroom. And we kept interviewing while the firemen chopped down the ceiling."

"I have a Bowery bum. He comes in every three or four months and he'll wait all day to see me. I'm his regular. He's very well spoken. And he comes with two shopping bags, everything he owns is with him when he comes in. He yells and he screams when I go over his work history because I treat him seriously. At one time he was a high-powered fireman in a tannery. This is a high-level skilled job. The first time he came in I told him he's got to get his certificate because you can't do that without a certificate. I gave him where you go and everything, but of course he didn't go. It satisfies some need for him to come in here. He's not employable. Under any circumstances. I don't know whether he's drunk or not, but he's certainly not rational.

"OK. So I have him stored in the computer. I make a search every time he comes in. He goes downstairs. Picks it up at the computer and you know what, there's no jobs. He's perfectly happy. You see, he's covered himself. If he doesn't get a job, it's not his fault."

Missing
Issue(s)