

117160399-1100-0657
D M BUTCH
47 LANSING RD
SCHENECTADY NY 12304

Civil Service LEADER

America's Largest Newspaper for Public Employees

Vol. XXXVIII, No. 51 Friday, March 24, 1978 Price 20 Cents

Proposed Changes In Constitution, By-Laws

— See Pages 8 & 9

REPORT FROM THE PRESIDENT

It's up to you now. The PS&T election is well under way. Ballots have been mailed, you have read and heard the arguments of both sides, you have been urged and cajoled to vote one way or the other. For all intents and purposes the campaigning is over. The final decision is now up to you.

Some of you may have even voted already. For those of you who voted for CSEA, my sincere thanks and our pledge to continue to do the best job we can for you. For those of you who have not voted yet, please do!

The PS&T is your Unit. You are in that Unit by law. The winner of this election will have the exclusive rights to speak on behalf of all employees in the PS&T Unit, including you!

The winner will present demands to management on your behalf. The terms and conditions of your job are involved. It's that personal! Don't you think that you should help determine who will speak in your behalf? If someone is going

PERB mailed out ballots to PS&T employees' homes on March 17. Ballots must be completed and returned to PERB before April 12. If you have not received a ballot by March 23, you must call PERB and report the error. Call collect on the call-in dates of March 23, 24, 27 or 28. The numbers to call are: Albany—(518) 457-2676; New York City—(212) 488-4508; Buffalo—(716) 842-2357.

to demand raises and other employment benefits in your name, shouldn't you play a part in determining who makes those demands?

It only takes a few minutes to vote but you may have to live with the outcome for several years. You have a right by law to vote in this election. You have an obligation to yourself and your family to exercise that right.

We've been your union for over a decade. We have always tried to do the best representation job possible for PS&T and I think we have succeeded overall.

We've tried to stick with the

facts in this campaign despite the non-stop distortions by the opposition. We've tried to express to you in the clearest possible terms that CSEA is the intelligent choice in this election based on the facts. Anyone can make "pie-in-the-sky" election-day promises but we have been doing the job for state workers since 1910, the opposition hasn't.

But all of our strengths and all of our advantages don't mean a thing without the votes to back them up. Two years ago in a contest for PS&T against the same opponent we polled over 40 percent more votes, but we can't rely on history now.

This is your unit, your union and your future on the line. It only takes a few moments to make your voice heard and you don't even have to leave the comfort of your own home. Take a few minutes today and make the outcome certain. Don't take anything for granted. Vote for real union representation for the PS&T! Vote for CSEA!



WILLIAM L. MCGOWAN

Fight State's Probation Period Ideas

ALBANY — The state's largest public employee union has threatened the state with improper practice and grievance proceedings if it attempts to lengthen the maximum probationary period for state workers in, what the union alleges, is a violation of contractual agreements covering state workers.

The Civil Service Employees Association, which represents some 300,000 public employees in New York State, said its con-

(Continued on Page 3)



Solomon Bendet, president of the Civil Service Employees Association's Metropolitan Region II, addresses members of the state Senate Civil Service and Pensions Committee at hearings regarding possible Taylor Law legislation during the current session. In the background are, from left, Senator John E. Flynn, William Sinnott, director of the Committee, and Senator Richard E. Schermerhorn, chairman of the Committee.

Bendet To Senate: Taylor Law Reform Is Union Priority

By RON KARTEN

MANHATTAN—Labor leaders called the Taylor Law unfair to public employees last week and proposed legislative changes to make equal the provisions governing public and private sector employees.

Their remarks came during a public hearing conducted by the state Senate Civil Service and Pensions Committee, held at the World Trade Center, Manhattan.

Solomon Bendet, president of the Civil Service Employees Association's New York City region, suggested revisions in three areas of the law.

"Experience has shown," Mr. Bendet said, "that many public employers provoke strikes in order to secure revenue. By compelling an employee organization to go out on strike, the public employer can effectively cause the employee organization to pay for any concessions won during the strike."

"As the Taylor Law presently exists," Mr. Bendet continued, "there are no penalties which may be imposed upon the public employer no matter how reprehensible or provocative the conduct of the employer has been. At the present time, the Taylor Law is weighted so heavily in favor of the public employer that it is becoming almost impossible to arrive at collective settlements."

Mr. Bendet asked that provisions which enable public em-

ployers to "automatically obtain an injunction" to stop a strike be changed to put the process on a par with that of private employers.

Referring to the Taylor Law provisions which puts striking public employees on probation for a year, Mr. Bendet stressed that probation was designed to evaluate the performance of new employees and not for "union busting." He called this "an ar-

(Continued on Page 3)

'No Bargain Unit Change'

ALBANY—Attorneys for the Civil Service Employees Association have made a motion to the State Public Employment Relations Board to dismiss a petition filed by the state Office of Court Administration to exclude 4,000 court positions from judiciary bargaining units.

At Leader presstime, it was expected that papers would have been filed on Monday on the grounds that OCA's attempt to change thousands of jobs into managerial-confidential positions is untimely and insufficient under the rules of the PERB.

More than half of the 9,500 employees in the newly merged judiciary unit as well as the original state judiciary unit employees received forms last week soliciting their signatures as consent to being changed to managerial-confidential status. Under

the OCA's plan, almost 100 percent of court employees in the Appellate Division and the Office of Court Administration would be managerial-confidential.

William L. McGowan, president of CSEA, termed the proposed plan for exclusions as "shocking and very strange, to say the very least." He cautioned court employees against signing the consent forms because "employees now in the bargaining unit stand to lose all of their contract rights because, simply, there would no longer be a con-

tract to protect the individual," he said.

"The consent forms are not even valid, as far as we're concerned," Mr. McGowan said. "The definition of employees who are managerial-confidential are those persons who formulate policy or who may reasonably be required to assist in the preparation for and conduct of negotiations on behalf of the public employer. Also, those persons who may be required to administer agreements or personnel matters

(Continued on Page 3)

Federal Tinkering Threatens Merit At Other Levels

By RICHARD KARP

Is President Carter's so-called "reorganization" of the federal civil service really a veil behind which both the President and Congress are attempting to subvert the government's time-honored Merit System and undermine the integrity of federal agencies down to the lowest grade of civil servant?

(Continued on Page 5)



Group was on hand for first meeting of Center for Women in Government which held workshop last month. They are, from left, Kathleen Linnehan, assistant to Governor; Bruce Ennis, Civil Liberties Union lawyer; Tom Linden, assistant to CSEA president William McGowan; James Heaphey, SUNYA; Tom Frey, director, NYS state operations; Melinda Bass, NYS women's division; Rosa Graham, assistant to Assembly Minority Leader Perry Duryea.

Mashikian Wants 1,200 More Staffers

WEST BRENTWOOD—The Long Island regional director of the state Department of Mental Health last week called for an additional 1,200 staff positions and a 7 percent increase in the state budget to meet the needs of four psychiatric institutions here that house 30 percent of New York's mental patients.

Hagop Mashikian, the state

regional director, told a contingent of Long Island Assemblymen and Senators that the proposed state budget was inadequate because state institutions in his region have seen an increased population and a deteriorating physical plant. He added that additional staff and budget were also needed to help clean up Long Island's "impacted

areas," which are clogged with former mental patients.

"In Pilgrim we have a dire emergency. We have a power plant that is supposed to provide heat and electricity for 3,700 patients. The plant is currently operating on a prayer," he added.

The directors of King's Park, Koch and Northeast Nassau, Pilgrim and Central Islip Psychiatric Centers also attended the meeting and told of understaffing and the need for more funding.

The current proposed budget only provides about 107 new staff positions. Projections for the budget are based on a declining population in the psychiatric institutions. But Dr. Mashikian told the audience that at least 975 more positions are needed "if we are to provide the service the public demands."

Workers Tell Officials CETA Abuses Overflow

BOHEMIA—More than 200 Civil Service Employees Association members complained bitterly last week to

state and county officials that Comprehensive Employment Training Act (CETA) employees were taking civil service jobs away from permanent employees and hindering promotions.

The scene was a recent CETA hearing sponsored by Suffolk CSEA Local 852 at the Dutch Inn here. Among the officials attending were Congressman Thomas Downey (D-West Islip), members of the U.S. Department of Labor and Suffolk County Legislators John Foley, Jane Devine, John O'Neil and Denis Hurley.

Witnesses testified to CETA program abuses including: the use of CETA personnel kept on the job beyond the legal training period, and advancements blocked for permanent employees because of the congestion of CETA workers in county and local governments. The witnesses were from CSEA units throughout Suffolk and Nassau Counties.

William Lewis, the CSEA's Suffolk Local 852 president, claimed that hundreds of jobs have been lost to CETA workers over the years and that the CSEA is concerned that county governments are setting their operating budgets in advance after reviewing CETA personnel allocations.

The Suffolk hearing drew wide attention since it occurred two days after Westchester County District Attorney Carl Vegari said he had begun a probe of "pervasive corruption," misuse of funds and the hiring of ineligible employees in the Westchester CETA program.

Irving Flaumenbaum, president of the CSEA's Long Island Region I, was ill and unable to attend the hearings. He said, in a prepared text, that "CETA is a regional concern. We commend Mr. Lewis' efforts and give him the full backing of the Region."

Caputo To Lead CETA Exchange

NEWBURGH—CETA administration problems and purposes will be discussed by a panel including Congressman Bruce Caputo (R-Westchester) at a CSEA Region III educational workshop to be held Wednesday, March 29, at 8 p.m. at the Holiday Inn here. Other speakers include Benjamin Furman of the U.S. Dept. of Labor, Westchester County office, and David Mance, statewide chairman for CETA of the CSEA.

All members of CSEA units and Locals in the Region III area are invited to attend. The panel is sponsored by the Region III educational committee with Stanley Boguski, chairman, and Harold Ryan, Robert Watkins, Thomas Roth and Betty Kerney.

**BUY
U. S.
BONDS!**

Lottery

ALBANY — Winning numbers drawn March 17 for New York's weekly lottery:

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

434788

The five-digit \$1,000 number: 96033.

The four-digit \$100 number: 4662.

In the three-digit \$20 number: 861.

Flaumenbaum Hits Suffolk Co. Action On Dumping Study

HAUPPAUGE — The Suffolk County Legislature voted last week to accept a \$672,000 state grant to study how best to transfer mental patients from state institutions to community care.

But the grant was immediately attacked by Irving Flaumenbaum, president of the Civil Service Employees Association's Long Island Region I, as a "possible first step in county takeover of Mental Hygiene." Mr. Flaumenbaum demanded assurances there would be no layoffs of state Mental Hygiene employees because of the study.

David Harris, Suffolk County director of community mental health, defended the move.

"The proposal is not a plan for deinstitutionalization but a study of the economic impact of the state's plans," said Dr. Harris. "It will take into account job security for state workers. The money will be used to develop new approaches to the problems of community health resources while protecting the fabric and economy of the community."

County officials said that the grant is a response to Suffolk's recent problems with the Department of Mental Hygiene's policy of discharging mental patients to Long Island communities to receive them. Bayshore, Sayville

and Patchogue are among Suffolk communities plagued by indigent former patients who reportedly wander aimlessly through the streets, startling pedestrians and interrupting business.

(Continued on Page 4)

Browse through model home Open 7 days

florida

homes \$18,990

FROM Includes lot, garage, carpet Award Winning Mini-Community Visit Regency Park Model 131 Old Country Road Hicksville, N.Y. 11801 call (516) 681-6460 (212) 695-0034

Write for FREE FLORIDA HOME BOOK

Name _____
Address _____
City _____ State _____ Zip _____
Other Communities from \$40,000 _____

CIVIL SERVICE LEADER
America's Leading Weekly
For Public Employees
Published Each Friday

Publishing Office:
233 Broadway, N.Y., N.Y. 10007

Business and Editorial Office:
233 Broadway, N.Y., N.Y. 10007

Entered as Second Class mail and Second Class postage paid, October 3, 1939, at the Post Office, New York, New York, under the Act of March 3, 1879. Additional entry at Newark, New Jersey 07102. Member of Audit Bureau of Circulation. Subscription Price \$9.00 Per Year Individual Copies, 20c.

Admit it. New York isn't for retired people.

It's expensive. And cold. And for those on a fixed income, the sky-high cost of living is impossible. But there is a perfect place for you: Beverly Hills, Florida. It's warm. And inexpensive. And a great place to live. Our residents pay property taxes as low as \$110 a year. They enjoy a Homestead Exemption up to \$10,000. No State Income Tax. And low energy bills. The Beverly Hills homes - beautiful and well-built - start at \$17,990, including landscaped lot. Complete city services —

sewers, water and paved roads. They earned the "Quality Builder of the Year" award from Florida Builder Magazine last year. Our 6,000 residents say there's no better place to retire. Find out why.

Beverly Hills Model Home Corner of Old Country Road and Jerusalem Ave. Hicksville, NY 11802 Phone (212) 523-6160 or (516) 938-4488.

Start retiring in Florida right here on Long Island.

There's a little bit of Beverly Hills, Florida, in Hicksville: At the corner of Old Country Road and Jerusalem Avenue. Come see our model home and pick up free color brochures about Florida living today.



The "Beverly" Model

\$99 Florida Retirement Sampler Trip!

Be sure to ask about visiting Beverly Hills, Florida, for just \$99 per person - round trip air transportation, four days and three nights lodging and meals included! If you are planning an automobile trip to Florida be sure to ask about our special \$15 drive and buy Sampler program.



PS&T NURSES COMMITTEE MEETS

At the Civil Service Employees Association's Professional, Scientific and Technical Nurses Committee meeting are, from left, Susan Feinberg, Clara Franklin, Tim Mullens, Barbara Chapman and H. Zumms.

Hail CSEA Rockland Nurses In Professional Magazine

ALBANY—Nurses represented by Civil Service Employees Association's Rockland County unit were the subject of an article in this month's issue of a professional nursing journal, "RN Magazine."

The nationally distributed magazine titled the article, "Public Nurses Take On New York's Tough Anti-Strike Law—And Win." The article detailed how the nurses and CSEA working together won salary increases of up to 26 percent after a ten-day strike.

The article, complete with a chart showing the gains of the Rockland nurses, dealt with the problems confronting New York's public employee nurses with the

Taylor Law restrictions on their labor rights. The nurses and CSEA also faced the unfair penalties provided by the Taylor Law.

"The gamble was well worth taking as it turned out," the magazine reported. "The strike ended after 11 days and the nurses won a total package: a general upgrading, across-the-board raises, yearly merit raises, and a 5 percent bonus. . ."

Negotiations To Begin Soon In Judiciary Units

ALBANY — Negotiations are set to begin shortly in six judicial bargaining units comprised of merged court employees represented by the Civil Service Employees Association, according to Joseph J. Dolan, the union's administrative

director of collective bargaining and field services.

The first negotiating session for Judicial Districts 3 and 4 will be held on Friday, March 31, at CSEA Headquarters in Albany at 10 a.m. Charles Haskins, president of the CSEA's Judiciary Local 333, along with two negotiat-

ors from Judicial District 3 and two from Judicial District 4, will represent court employees at the bargaining table.

Judicial Districts 5 and 6 will have their first negotiating session in Syracuse on April 5, 1978. Eleanor Percy, acting president of CSEA's Judiciary Local 334, will represent court employees along with two negotiators from Judicial District 5 and two from Judicial District 6.

Rochester will be the locale for Judicial District 7's first negotiating session on April 5, 1978, while Judicial District 8 will hold its negotiating session in Buffalo, tentatively on April 6. The negotiators from these Judicial Districts will be joined by Elizabeth Kohl, president of CSEA's Judiciary Local 335.

Nels Carlson and Patrick J. Monachino, CSEA collective bargaining specialists, will assist in these negotiations.

No Bargain Unit Changes

(Continued from Page 1) not of a clerical nature but rather a job which requires independent judgment. I think it's safe to say that the majority of job titles which are being sought for exclusion from the bargaining unit do not fall in this category," Mr. McGowan noted.

He pledged that the CSEA would battle the plan "until no employee is threatened with the potential loss of his rights. We'll fight each case on its individual merits, if need be," he stressed.

Stephen Wiley, an attorney with the union's law firm, Roemer and Featherstonhaugh, has been assigned to the case.

Other speakers at the meeting included the Israeli ambassador to Mexico, Shaul Rosollo.

McGowan Endorses Jewish Appeal Campaign

ALBANY — Civil Service Employees Association president William McGowan has wholeheartedly endorsed the 1978 United Jewish Appeal Campaign, which had its kick-off ceremonies Sunday in Albany.

At a breakfast meeting of 300

CSEA Region III Plans Workshop

NEWBURGH — Region III of the Civil Service Employees Association will hold an educational workshop on CETA at 8 p.m., March 29, at the Holiday Inn, Newburgh.

The panel will include U.S. Representative from the 23rd District, Bruce Caputo; Furman Benjamin of the U.S. Department of Labor, and David Mance, CSEA statewide chairman for CETA.

Raskin

Harry P. Raskin passed away recently at the age of 65. He was a retired employee of Pili-grim Psychiatric Center and had been living in Port Charlotte, Fla., since his retirement. For

those who wish to remember him, a donation could be made to his favorite charity, The Lions Camp for the Visually Handicapped, Lake Wales, Fla.

Bendet On Taylor Law Reform

(Continued from Page 1) bitrary, capricious and unfair provision of the law."

Mr. Bendet also asked for an end to the two-for-one penalties imposed on striking public servants, which he said, "enrages the workers. It's like holding a club over their heads saying, 'you better not do this.'"

Senator Richard Schermerhorn, chairman of the Civil Service and Pensions Committee, noted that New York had far fewer strikes than Pennsylvania, where strikes are legal, and reported that a Pennsylvania spokesman had warned him not to legalize strikes here.

Mr. Bendet countered that he was not impressed by comparisons with other states. "Compare New York before and after the Taylor Law," he said. "What you'll see is that there were far fewer strikes before the Taylor Law. Negotiations and bargaining may have been less formal," he added, "but we got our increases and there were fewer strikes."

Victor Gotbaum, executive director of the American Federation of Service and Municipal Employees District Council 37, New York City's largest municipal union, told the hearing that "there is absolutely no way you can justify the variation in treatment of the public worker and the private worker."

Hitting the Taylor Law rationale that public workers may not strike because they perform critical, vital functions, Mr.

Gotbaum said, "If you really want to follow the courage of your convictions, you ought to state in law exactly which services endanger life and which ones don't."

He said that certainly a park worker who strikes and is penalized two days' pay for every day off the job is not going to harm the public as much as a utility worker who goes out on strike. Yet the utility worker is only penalized for the day he is off.

"Give us the same disease you visit on the private worker and we'll live with it," said Mr. Gotbaum.

He also noted a case several years ago in which fuel deliverers, elevator repairmen and Con Edison workers all struck at the same time.

"Nobody said you have to kill the first born son of a labor leader to stop it. We survived it," he said.

Arvid Anderson, chairman of the state's Office of Collective Bargaining, expressed views he said were shared by the city and the Municipal Labor Committee.

While the Taylor Law currently vests the Public Employment Relations Board with the power to suspend dues checkoffs from any

public union on strike, (although section 212 of the law creates a local option whereby in New York City the courts can take over that power) Mr. Anderson urged the legislature to write into law a separation of the prosecutorial functions from the mediatory functions. He suggested the prosecutorial powers ought to be vested in the courts, leaving the mediatory functions to PERB and OCB.

In another area Mr. Anderson called on the Legislature to restore OCB's jurisdiction over improper practices. The jurisdiction has, in recent years, been handled by PERB.

McGowan Testifies

William L. McGowan, president of the Civil Service Employees Association, was scheduled to testify before the Senate hearings on Taylor Law reform on Tuesday, March 21, at 11 a.m., in hearing room A of the Legislative Office Building, Empire State Plaza, Albany. He will present the position of the Public Employee Conference. CSEA Region IV president Joseph McDermott will also speak.

Probation Fight

(Continued from Page 1) tracts covering state workers prevents any extension of the probationary period without negotiation and it will enforce those contracts as necessary through appropriate contractual remedies and legal action.

In a letter to the deputy director of the governor's Office of Employee Relations, John M. Carey, CSEA's director of member services, told OER to notify the Civil Service Commission that if it attempts to tamper with the probationary period, ". . . it is our intention to not only file a grievance against the state but it is also our intention to file an improper practice

charge."

CSEA said that specific articles in its contracts with the state prohibit any changes in rules and regulations without prior negotiations with the union.

"We have a contract with the state of New York which we live by," Mr. Carey said, "and the state is going to have to abide by it too. If they attempt to push this probationary extension in violation of our agreements we will exercise the appropriate action to remedy any violation."

"They have no right whatsoever to modify rules and regulations that are clearly negotiable without prior negotiations with us," Mr. Carey said.

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

- 27—Binghamton area retirees Local 902 regular meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.
- 29—Region III educational workshop on CETA: 8 p.m., Holiday Inn, Newburgh.
- 29—Nassau County Retirees Local 919 meeting: 11 a.m., East Meadow Library.

APRIL

- 2—County Division delegates meeting: 11 a.m., Albany.
- 2—State Division delegates meeting: 12 noon, Albany.
- 2—Board of Directors meeting: 1 p.m., Thruway House, Albany.
- 2—Departmental delegates meetings: evening, various locations, Albany.
- 3-4—Statewide Delegates Convention: Empire State Plaza Convention Hall, Albany.
- 7—Rockland Children's Psychiatric Center and Research unit, Local 421, ninth annual dinner-dance, honoring retirees of 1977 and 25-year employees, Singers Hotel, Spring Valley.
- 11—Creedmoor Psychiatric Center Local 406: membership meeting: 5:30 p.m.
- 15—Cortland area coalition meeting of Locals including SUNY 605, DOT 520, ENCON 119, Cortland County 812: 2-7 p.m., American Legion Post, Homer.
- 18—Livingston county unit of Rochester Retirees Local 912 membership meeting: 2 p.m., Youth Center, Main St., Mt. Morris.
- 19—Nassau Local 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow, L.I.

Calls Contracting Out Main Issue

(The following article was written by Barry Markman, third vice-president, South Beach Psychiatric Center Local 446, Civil Service Employees Association.) He writes as a member of the Professional, Scientific and Technical Bargaining Unit.)

During March, South Beach Psychiatric Center Professional, Scientific, and Technical workers and other state PS&T workers will choose between the Civil Service Employees Association and the so-called Public Employees Federation.

The major issue facing state workers is the contracting out of services that are performed by the workers. Five-year Mental Hygiene and Mental Retardation plans would do away with community services by state employees, turning them over to private agencies, but leaving chronically ill patients to state workers' care.

For two years, CSEA and Local 446 have been initiating a campaign of job protection and quality services in institutions and in the community.

The Mental Hygiene budget calls for the layoff of approximately 1,300 Mental Hygiene and Retardation workers. The

CSEA is defending the contract, and lobbying throughout the state to change the budget. The campaign has already forced Governor Carey to set aside \$11.2 million for a pilot program to

reverse the detrimental effect of "dumping."

"Dumping" psychiatric patients into the communities without adequate support systems has already become the most explo-

sive issue in this year's gubernatorial race.

State workers should be fighting against Department of Mental Hygiene policies, and for better-quality patient care and job protection. But, instead, PEF has our money and energy tied up in a wasteful challenge campaign which state workers rejected once before. That is even more horrendous is that PEF has never addressed itself to the problems of staff shortages, violent patients, ineffective administration, unsafe working conditions, and the lack of support provided by state workers for patients in the communities. PEF knows nothing about the problems we face.

PEF is not an organization with a membership, but is a

bastard child created by George Meany and Albert Shanker. Its purpose is to swallow state workers for its own selfish interests.

PEF's answer to our problems is to isolate us from our brothers and sisters at South Beach and from fellow workers throughout the state. We would find ourselves without real power because we would only be speaking for a small part of the work force. Anyone who works in Mental Hygiene or Mental Retardation knows that the State can run the institutions for long periods of time without professionals.

The PEF campaign is aiding the Governor and his bureaucrats who would reduce the state budget by reducing services to those in need. Vote against PEF and remain united!

SHORT TAKES

EMPLOYMENT OUTLOOK ON UPSWING

An improvement in the hiring picture is forecast for the first quarter of 1978, according to the results of the "Quarterly Survey on Employment Outlook, Absenteeism, and Turnover," by The Bureau of National Affairs, Inc., a Washington, D.C. publisher of specialized information services. Of the 282 employers responding to the BNA survey, 32 percent report plans to increase the size of their production force between mid-January and mid-April. This is a rise of 10 percentage points over the fourth quarter of 1977, and 6 percentage points above hiring projections for the first quarter of 1977.

LEHMAN'S ANNIVERSARY TO BE CITED

A special exhibition of the Lehman papers—documents, letters, political cartoons and medals highlighting the career of former New York Governor and U.S. Senator Herbert H. Lehman—will open at Columbia University March 28, the 100th anniversary of his birth. It will be on display for a year, Mondays through Fridays from 9:30 to 4:30 p.m. at the University's International Affairs Building. In another Lehman centennial event, U.S. Senator Daniel P. Moynihan will deliver the annual Herbert H. Lehman Lecture at Lehman College, the Bronx, on the 28th.

NYCLU OPPOSES 'WELFARE CHEAT' BILL

The New York Civil Liberties Union is on record as opposed to a recently passed bill in the State Assembly requiring state agency heads to submit quarterly reports to the State Social Services Department in an effort to catch welfare cheats who may be on state payrolls. The measure passed the Assembly 112-28. NYCLU says the bill, which the governor supports, will enable the state to keep a file on the life story of every state worker, an invasion of privacy. Assemblyman Daniel Walsh (D-Erie) is the bill's chief sponsor.

JERSEY PUBLIC EMPLOYEES WANT THE RIGHT TO STRIKE

The New Jersey Civil Service Association's board of trustees has approved a move to seek new legislation in the Garden State giving public employees the right to strike. The move is a dramatic departure for the group. It follows what association leaders described as mistreatment from several County boards of freeholders and municipal governments.

House For Sale Amenia, N.Y.

BY OWNER

OLD COLONIAL — Completely renovated. Village of Amenia. Kitchen, dining room, living room, den, with fireplace; 3 bedrooms, 1½ baths, tile board flooring; garage with loft; 1.2 acres. Price, Low Forties. Must see to appreciate. Call 373-8482 after 4 p.m.

RETIRING?

SAFE, quiet, clean rooms near beach, shopping. Men only. Completely renovated. \$110 per month, annually. Willard Garden Hotel, 124 N.E. 14th St., Miami, Fl. (305) 374-9112.



Meet and Greet Your Friends
(Civil Service Headquarters on 41st St. Area)

Heart of Miami Beach • Close to Beaches, Synagogues, Churches, Shopping Area • Color TV • Luxurious Air-Conditioned Hotel Rooms, Beautifully Equipped Kitchens • Gym, Sauna, Pool, Sundeck • Fishing From Our Own Dock • Free Indoor Parking • Coffee Shop • Planned Entertainment • Discount For Extended Stay.

REASONABLE RATES
Write Dept. "Civil" for FREE Brochure or Call Toll Free:
800-447-4470
or (305) 532-3451



Hotel New Yorker

(CIVIL SERVICE HEADQUARTERS FOR LINCOLN ROAD AREA)
1611 COLLINS AVE AT LINCOLN RD.
ON THE OCEAN
MIAMI BEACH, FLA. 33139
PHONE: (305) 531-5502

(Owner Bernard Eilen, formerly of Brooklyn, N.Y.)
Beautiful Hotel rooms, kitchenettes & Apts. Air-conditioned, TV, Refrigerator, Swimming Pool, Beach, Free Parking.
(Recommended by Max & Eva Mantold)

GO TO HEALTH

By WILLIAM R. WILLIFORD

Warning Signs

If you drink, chances are you are either a social drinker, a heavy drinker, a problem drinker or an alcoholic.

Do you know your category? You might say heavy drinker, but your friends might say problem drinker or even alcoholic.

As you might expect, these categories are the subject of much controversy. Many professionals are against labeling people. Other people say alcoholism is not a neat illness that lends itself to easy labeling.

However, all people in the field agree that the earlier the drinking problem is recognized the better the chances of overcoming the problem. With this theme in mind you might care to react to the following characteristics of a problem drinker:

- Anyone who must drink in order to function or "cope with life."
- Anyone who by his own personal definition, or that of his family and friends, frequently drinks to a state of intoxication.
- Anyone who is intoxicated and drives a car.
- Anyone who goes to work intoxicated.
- Anyone who sustains bodily injury requiring medical attention as a consequence of an intoxicated state.
- Anyone who, under the influence of alcohol, does something he contends he would never do without alcohol.

Other warning signs facing certain situations, frequent drinking sprees, a steady increase in intake, solitary drinking, early morning drinking and blackouts. For a heavy drinker, a blackout is not passing out, but a period of time in which he walks, talks and acts—and does not remember. Blackouts may be one of the early signs of the more serious form of alcoholism.

If you are concerned or even irritated by these statements, then maybe you should check them out. What can you do? You can contact your county or city council on alcoholism or attend an open AA meeting or discuss your feelings about drinking with a friend who will be honest with you.

The worse thing that you can do is ignore the early warning signs.



(Continued from Page 2)

Under terms of the three-year grant, the County and the state Mental Hygiene Department will concentrate on three areas where "dumping," the term often used to describe patient transfers, has been most pronounced—the western part of Islip where Pilgrim Psychiatric Center is located, the eastern part of Islip where Central Islip Psychiatric Center is located and in Northwest Brookhaven near the State University at Stony Brook where a separate study to provide services from the Health Sciences Center is under way.

The proposal's key feature is the establishment of local councils made up of government, business, labor and civic leaders who will give the program "local sanction and leadership." Professionals from government and voluntary agencies, as well as private practitioners, will comprise a professional advisory board to the councils. Both groups will be appointed by Dr. Harris.

The grant will enable state officials to identify current services, project future service needs and search for state and federal funds, including 620 funds to finance the transition from institutional to community care for patients.

Under the plan, county officials will conduct a study of the economic impact caused by patient transfers to community-based programs. Data gathered from the study will be used to set up a model for other communities to follow.

The State University of New York at Albany is conducting a

Dumping Study Hit

separate study on the effect of deinstitutionalization on state employees. But, Hagop S. Mashikian, state Mental Hygiene Long Island regional director, testified at the March 14 meeting of the Suffolk Legislature that the State has no plans to lay off state employees.

"If anything, we are going to increase our facility staffs on Long Island," said Dr. Mashikian. "In 10 to 16 years there may be a shift of employees to new jobs in community centers but not in the immediate future."

Before the grant was accepted there was extensive debate in the legislature. Mr. Flaumenbaum expressed fears that acceptance of the grant was bait that could lure the county into full responsibility for 20,000 mental patients.

"This study could become a political albatross for the county and could wind up raising taxes to care for the thousands of critically ill patients in state institutions," he said.

The vote to accept came after Dr. Harris and Dr. Mashikian assured the legislature that the grant was not binding and that the County could "pull out anytime it wants."

But Legislator Tony Noto (R-Babylon) was wary of the grant.

"I fear that because of the models we are developing, we still end up putting more patients into the community," said Mr. Noto. "I do not trust the purpose of the grant. In the past, we have accepted grants that have come back to haunt us." Mr. Noto and Legislator Robert Mrazek (D-Center Port) voted against acceptance.

TAX

J D T TAX SERVICE

INCOME TAX RETURNS PREPARED

INDIVIDUALS - PARTNERSHIPS - CORPORATIONS
FEDERAL - STATE - CITY
BOOKKEEPING - PAYROLLS
ALL TAX RETURNS

429-2204

SERVING ROCKLAND COUNTY

OPEN ALL YEAR - DAY & NIGHT DURING TAX SEASON

ASK ABOUT OUR BUSINESS AND/OR FINANCIAL
PLANNING SERVICE

11 A B'WAY. - HAVERSTRAW, N.Y.

Carter Reforms Worry Federal Workers



PRISON GUARDS DONATE

Guards and civilian workers at Great Meadow Correctional Facility, Comstock, donated 140 pints of blood to the Red Cross Bloodmobile during recent blood bank co-sponsored by Civil Service Employees Association. Local 157 and Council 82 of the guards union. Blood was collected by Red Cross crews from Albany and Glens Falls.

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	5
Reporting Stenographer	3
Sales Store Checker	7,9
Shorthand Reporter	5
Travel Clerk (Typing)	5

TRADES AND CRAFTS

No Written Test

Title	Title
Boiler Plant Operator	Ordinance Equipment Mechanic
Chief Engineer (Ferryboat)	Refrigeration and A/C Equipment Operator
Electrician	Ship Surveyor
Master (Ferryboat)	

For further information, contact a federal job information center at either 26 Federal Plaza, New York, 10007 (telephone (212) 264-0422); 590 Grand Concourse, Bronx, 10451 (212) 292-4666; 271 Cadman Plaza East, Brooklyn, 11201 (212)330-7671.

*The salary grades pay as follows: grade 2 pays \$7,035; grade 3 \$7,930; grade 4, \$8,902; grade 5, \$9,959; grade 6, \$11,101; grade 7, \$12,336; grade 8, 13,662; grade 9, \$15,090.

Special Families For People With Special Needs

Family Residences is a not-for-profit program to provide decent in-community homes, linked up with a full range of supportive and rehabilitative services, for persons who are or will be discharged from State Psychiatric or Developmental Centers, as well as those in the community with such needs.

We are seeking qualified host families with appropriate homes in Suffolk County immediately, and in Nassau County for sometime in early spring of 1978. We are particularly interested in hearing from persons who are retired or nearing retirement, or are otherwise leaving public service employment, with mental hygiene (or related) background, or experience. Such expertise could be important to the program, and the position provides liberal financial and other benefits, along with great personal satisfaction.

Please write, giving background, interest and other pertinent information to:
FAMILY RESIDENCES & ESSENTIAL ENTERPRISES, INC.
275 WANTAGH AVENUE, WANTAGH, NEW YORK 11793
MARK ENVELOPE: "Host Family Application."

(Continued from Page 1)

Are the oft-used expressions "streamlining" and "efficiency" mere cloaks to disguise an effort to frighten and possibly corrupt honest civil servants?

Will the much-touted "reform" drag back into the now gargantuan federal establishment all the self-serving that one associates with political patronage and the discredited "spoils system"?

Will it eventually create the kind of job insecurity that will render federal workers docile servants of arbitrary power?

And, will it soon have a chilling effect on potential whistle-blowers, and faithful civil servants merely trying to implement the laws of the land?

Such, at least, are the deepest suspicions of tens of thousands of federal employees. James M. Peirce, president of the independent National Federation of Federal Employees, calls the reorganization plan "an erosion of the Merit System that will lead to a spoils system." According to Mr. Peirce, the President's proposal to allow the successor to the Civil Service Commission (which will be abolished) to delegate rule-making authority to separate government agencies will put into the hands of political appointees on top the power to hire and fire, reward and punish according to whim. The new dispensation will "open new jobs to political appointees" and "create new appointee positions" where none existed before.

Although the President's reform package—which Congress is only too eager to pass—contains a little rider about "protecting" whistle-blowers, the general thrust is to demolish the existing structure of due process. Under the present law, a federal employee who is fired has the right of appeal, and an evidentiary hearing must be held at which the burden of proof is on management. Under Mr. Carter's "reform," the old Anglo-Saxon precept that a man is innocent until proven guilty is turned on its head.

In the future, a dismissed employee will have to prove to someone that he has been wrongfully fired before he can get a hearing. And, that hearing will no longer be automatic, but "may" be granted—as the political appointees see fit, of course. Indeed, if the term "bureaucracy" ever meant caprice and irresponsibility, then Mr. Carter's scheme to "de-bureau-

cratize the federal government must mean to make it more bureaucratic.

Insofar as U.S. Government agencies and agents are the most honest and least bureaucratic in the world, is it not possible that the powers-to-be are irked by the integrity of civil servants rather than the lack of it? Could

A News Analysis

it be that Mr. Carter and Congress are a mite less anxious to excise "deadwood" than to squelch the moral outrage of an all-too faithful servant of the law?

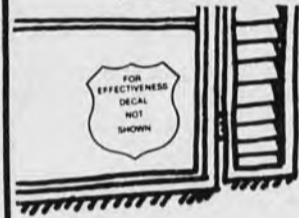
Each year, the President proposed and Congress disposes of scores of ill-conceived bills. Billions upon billions of public money is sent from the treasury into thousands of rat holes via pork barrels, boondoggles, giveaways, hidden subsidies, etc. Giant agencies like HUD (Housing and Urban Development) and HEW (Health, Education & Welfare) and DOD (Department of Defense) are set up to funnel the

vast wealth through a myriad of crooked channels. And hundreds of thousands of honest and loyal citizens are hired to man the pumps and spigots.

Time and again, Jimmy Carter has promised to restore the people's trust in their government. His bill to "reform" the civil service system, which Congress at this moment is so heartily entertaining, looks quite like a ploy to stifle criticism of public abuses where those abuses are most likely to be discovered while at the same time deflecting blame from those few who foment corruption to the many who are unwittingly ensnared in its coils for a humble paycheck.

Unfortunately, tinkering with the federal Merit System is a matter of concern to more than the federal civil service system. In too many instances actions at that level stimulate comparable programs at the state and local levels. Any program that disrupts the federal civil service system becomes a threat to all civil service employees.

BURGLARY PROTECTION FOR LESS THAN \$2



IF HE'S GOT HIS EYE ON YOUR PROPERTY...SHOW HIM SOMETHING HE WON'T LIKE!

AND HE SURELY WON'T LIKE SHEPHERD SYSTEMS BURGLAR WARNING DECAL!

What is it? It's a professionally designed, highly attractive 4"x4" black, red & gold self sticking decal that contains our carefully researched warning message in a police shield design.

Will it work? Yes! It works because it is cleverly designed to confuse and leaves the impression that any home, business or car carrying the decal is equipped with a highly sophisticated burglar warning system.

Who says it will work?

A) *Readers Digest* (August 1977 issue) Shell Oil Company's outstanding anti-car theft booklet quotes a known thief on the subject: "The first thing I do is look for an anti-theft device warning decal in the window and I don't hang around to see if the sticker is telling the truth or not!"

B) *Business Week* (June 6, 1977 issue) quotes the FBI: "Any sign of good security can deter house breakers... even stickers that say a house is protected."

C) *Money Magazine* (July 1977 issue) quotes a N.Y. City police detective: "Burglars are looking for an easy mark. They're not on an ego trip to prove they can get into the difficult places."

Is it legal? Absolutely! Thousands of factories, department stores and supermarkets now employ dummy TV cameras and signs to deter thieves.

Our concept is precisely the same—to confuse and stop thieves and burglars!

How many should I buy? We recommend one for each glass door or window near door in your home and one for each of your vehicles.

When should I buy? Right now! Burglaries are increasing at an alarming rate. Don't risk one. *The plain fact is that a good warning decal can be an effective burglary deterrent.*

Shepherd Systems P.O. Box 77 Blauvelt, NY 10913

Yes! I want to protect my property with your unique burglar warning decals. I have enclosed check or money order for:

- one decal \$1.98 plus 25¢ postage and handling
- three or more decals \$1.75 (each) plus 25¢ postage and handling

Satisfaction guaranteed! (Return unused in 10 days for refund)

Print Name _____

Address _____

City _____ State _____ Zip _____

Firemen Widows Overlook Claims

ALBANY—Secretary of State Mario M. Cuomo says some families of firefighters who died in the line of duty are not filing for their benefit claims.

The Public Safety Officers Benefits Act (PSOB) of 1976 provides a \$50,000 death benefit to the eligible survivors of law enforcement officers and firefighters who were killed while on duty.

Wanna be a good guy? Blood is meant to circulate. Keep it moving, by donating The Most Precious Gift. The Greater New York Blood Program

Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations
Published every Friday by
LEADER PUBLICATIONS, INC.
Publishing Office: 233 Broadway, New York, N.Y. 10007
212-8Eekman 3-6010
Bronx Office: 406 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher
Paul Kyer, Associate Publisher

Marvin Baxley, Editor
Harcourt Tynes, Associate Editor
Eva Feiler, Copy Editor
Kenneth Schept, Associate Editor
Harry Berkowitz, City Editor
Pamela Craig, Photo Editor

N. H. Mager, Business Manager
Advertising Representatives:
ALBANY—Andrew Delehanty—406 Hackett Blvd., (518) 438-1714
KINGSTON, N.Y.—Charles Andrews—239 Wall St., (914) FE 8-8350

FOUNDED 1939
Maxwell Lehman, Editor, 1939-55 Paul Kyer, Editor, 1956-73
20c per copy. Subscription Price: \$5.30 to members of the Civil Service Employees Association. \$9.00 to non-members.

FRIDAY, MARCH 24, 1978

'Merit' More Than A Word

SCRABBLE is one of the most popular games in America. Crossword puzzles are practically a way of life for some folks. Spelldowns are almost part of our national folklore.

When we hear talk of putting merit into the Merit System, we always listen with a degree of suspicion because such rhetoric usually means that someone is playing another word game.

This time we are reacting to President Jimmy Carter's program to reform civil service, a 100-year-old system that was developed under the guidance of two former Presidents from New York State: Chester Arthur and Theodore Roosevelt.

The heart and soul of the Merit System is competitive examinations.

Yet, when President Carter proposes performance appraisals for use in developing, rewarding, assigning, demoting, promoting and retaining or separating employees, we wonder what that means. Throughout the President's program, there are well-sounding phrases that are, in truth, word games.

It is easy to banter the word "merit" around, but without "system" it takes on an entirely different meaning.

"Merit," standing alone, is a term that implies that someone's judgment will be imposed in place of the time-honored exams. While there is no doubt that the tests fall short of perfection, there is equal certainty that personal judgments are not a proper substitute.

If such appraisals are felt necessary to properly sort out those people who are best qualified to hold their civil service positions, then those factors should be included in the testing procedure . . . albeit this could be a prolonged effort.

At any rate, we warn Congress to be wary of word games when they act on the President's proposals.

There is no need to warn the Civil Service Employees Association in this state that upheavals in the federal civil service system can have a dire effect on all levels of public employees.

The CSEA, largest independent public employee union in the nation, at its Board of Directors meeting earlier this month, unanimously directed its president, William L. McGowan to send a letter to Carter to express the union's concern with the President's attitude toward civil servants and the Merit System. (M.O.B.)

Your Social Security

Q. I've done odd jobs most of my life and rarely worked one place more than a year. Since I'm nearing retirement age I'm wondering if I'll have enough credits to get social security?

A. Since most jobs are covered by social security, chances are you'll have enough credits. For most jobs, you get credit for

a quarter year of work if you are paid \$50 or more during a 3-month calendar quarter. A person retiring at 62 in 1977 needs 26 quarters (6½ years) of work. Ask any social security office for a card you can send in to find out, at no charge, how many social security credits you have.

Don't Repeat This!

Lefkowitz Quits: Many Contend To Succeed Att-Gen

The announcement by Attorney General Louis Lefkowitz that he won't run for public office again removes a rare ornament from the Albany scene.

Lefkowitz had always regarded himself as the people's lawyer. He leaves behind a monument of programs and activities designed to protect the public from consumer frauds.

His retirement hardly means he will withdraw from the political scene. Lefkowitz is a vigorous campaigner who genuinely enjoys mingling with people. He can stay on the campaign trail from sunrise until the sun is ready to rise again.

His appeal to the voters crosses both ethnic and political lines. There is no doubt that Republican candidates this year will be looking for his assistance in the campaign. Nor is there any doubt that Lefkowitz will respond with the vigor he would have applied to his own candidacy.

Many Hopefuls

"The king is dead, long live the king" also applies to politics, and Lefkowitz' retirement announcement has opened the Attorney General office to many Republican hopefuls. By the same token, his retirement has made the Democratic nomination for that office more valuable. At least the Democratic nominee will not be running against one of the best vote getters in the state's history.

A number of Republicans have already manifested interest in the nomination. These include Senator Ralph Marino, chairman of the Senate Crime Investigating Committee, a great spot from which to attract headlines; Senator Joseph R. Pisani, veteran legislator from Westchester County; Herbert Roth, the former chairman of the State Liquor Authority; Westchester County District Attorney Carl Vegari, and Rita Hauser, a former United States delegate to the United Nations during the Nixon Administration.

On the Democratic side, the most active contender is Bronx Borough President Robert Abrams, who won the Democratic primary for that office four years ago, only to lose to Lefkowitz in the general election. Nicholas Scopetta, New York City commissioner of investigation in the Beame Administration, as well as Beame's Deputy Mayor for Criminal Justice, is another possible candidate.

Other Democrats who have indicated some interest in the nomination, or who have friends who have been stirring interest in their behalf, include Secretary of State Mario Cuomo, Westchester County Executive Alfred DeBello, and special Prosecutor for Nursing Homes Charles Joseph Hynes.

No doubt when the time for decision comes, other candidates will surface in both parties. It is not unlikely that Attorney General primary contests may

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

Past Service Credit

On April 4, 1974, 10th Judicial District Supreme Court reporters were allocated to grade 27 of the graded service salary plan under Section 219 of the Judiciary Law.

Section 219 was enacted in 1972. It directed that non-judicial court employees whose positions were not allocated were to be placed in the plan.

A group of court reporters who had been employed for more than 10 years were placed in the fifth step (maximum) of grade 27. They argued that they should have been placed in the graded salary plan as of April 1, 1972, and that they should receive longevity and extra longevity credit for every year of past service. The Judicial Conference held that they were not entitled to credit for past years and not even entitled to credit for the period of April 1972 to April 1974.

An Article 78 proceeding was commenced in Supreme Court, Albany County, against the Judicial Conference and the State Comptroller which resulted in a decision adverse to the employees. An appeal to the Appellate Division, Third Department, was also unsuccessful except that one justice dissented (Greenblott) making it possible to take the case to the Court of Appeals, the state's highest, which held that the court reporters were entitled to have their time towards longevity calculated from April 1, 1972, rather than from April 4, 1974, when the positions were first allocated. The court also held, however, that in order to reach longevity and extra longevity, the employees' time could be counted only from the date on which his position was allocated to the salary plan, i.e. April 1, 1972, and that service prior to allocation could not be counted. The statute speaks of service "thereafter," which the Court of Appeals said relates to service after allocation. . . "Thus, petitioners' reach for credit for past service prior to April 1, 1972, must fail." The matter was remitted to Supreme Court, Albany County, for the entry of judgment in accordance with the decision. The chief judge took no part in the decision because he is also a Judicial Conference member. In the Matter of Louis Abou-lafia v. Richard J. Bartlett (New York Court of Appeals, February 9, 1978.)

PETITIONER COMMENCED an Article 78 proceeding challenging New York City Transit Authority's determination of Jan. 21, 1977, in which petitioner was dismissed from his position as a conductor. It was alleged that he used cocaine without the authority of the T.A. medical director.

The Appellate Division, Second Department, held that a review of the record as a whole indicated that the respondent's determination to dismiss the petitioner was supported by substantial evidence. The court further found that the penalty imposed did not constitute an abuse of discretion.

The respondent was willing to pay back wages to the petitioner from Sept. 19, 1976 (the date 30 days after his suspension) to Nov. 10, 1976 (the date of the hearing), minus any earnings he received during this period from any other sources, and minus wages for the period of delay in holding

(Continued on Page 7)

WHAT'S YOUR OPINION

By PAMELA CRAIG

THE PLACE: Manhattan Psychiatric Center, Wards Island

QUESTION: The Leader series about assaults against staff in the Mental Hygiene institutions was initiated after an incident at Manhattan Psychiatric last June. Has there been any improvement in conditions?

Jeanette Breedy, Mental Hygiene therapy aide:



"The only improvement I have seen is the addition of guards. This happened when a television reporter came into the institution and walked into several of the wards. He was never stopped. There are still violent incidents. Recently an RN was stabbed. It happened in the Kirby Building. Three weeks ago, another person was cut on his face with a razor blade.

The patients know what they can do. They will tell you, 'If I hit you, I'm crazy, nothing is going to happen.' If a patient doesn't want to take his medication, he goes and gets his lawyer, who will sit on the ward and protect the patient from taking his medication. There will never be real improvement until our protection is equal with patients."

Francis Seabrook, Mental Hygiene therapy aide:



"No, there have been no improvements. This very morning one of the staff in Meyer was hurt. I was injured in 1975 and am unable to do strenuous work. If we had enough help, which includes doctors and nurses, we might not have this high rate of incidents. Our ward is understaffed yet they continue to transfer patients from other wards. I've been assaulted many times. There are no reasons. They just attack you. They are possibly hallucinating. Yet, if you are to defend yourself in a way which may look like an act of aggression, you are brought up on charges."

Joseph Alken, Mental Hygiene therapy aide: "No, I do not feel that the conditions have improved. They will never improve until the criminal justice system is changed. We have many patients sent from the courts. When they strike a staff member, we press charges and the police come and pick them up. What is going to keep this person in jail if you press charges against him? He can't stand trial for the first crime he committed. How can he stand trial for the second? It's a catch-22 because of the revolving door within the criminal justice system."

Joseph Alken, Mental Hygiene therapy aide:



"No, I do not feel that the conditions have improved. They will never improve until the criminal justice system is changed. We have many patients sent from the courts. When they strike a staff member, we press charges and the police come and pick them up. What is going to keep this person in jail if you press charges against him? He can't stand trial for the first crime he committed. How can he stand trial for the second? It's a catch-22 because of the revolving door within the criminal justice system."

he committed. How can he stand trial for the second? It's a catch-22 because of the revolving door within the criminal justice system."

Alfonso Marquez, Mental Hygiene therapy aide:



"No, I do not feel there has been any real improvement. They have never replaced people who left or retired. This situation causes undue hardship on the rest of the staff. We have no RN's in the evening or night shifts. They said they needed proper coverage on other wards. What about our ward? Our last LVN was injured by a patient and has never returned. We are never given an answer as to why we have no charge nurse to make decisions. We have a night administrator who is downstairs. If you make a decision alone, you are crucified. Yet there are no nurses to make the decisions."

never returned. We are never given an answer as to why we have no charge nurse to make decisions. We have a night administrator who is downstairs. If you make a decision alone, you are crucified. Yet there are no nurses to make the decisions."

Dorothy Miller, support service:



"No, I do not feel there has been an improvement. Recently, in Kirby 11, there was an assault by a patient. He used a spoon to cut the face of one of the RN's. The patient who cut her was transferred to another building. The employee morale is very low here. We are very short of staff, especially on the evening and night shifts. It's very dangerous here during those hours. Until the staffing problem is solved, the assaults will continue, regardless of the guards hired after the situation here became public."

Until the staffing problem is solved, the assaults will continue, regardless of the guards hired after the situation here became public."

Charles Perry, Mental Hygiene therapy aide:



"By and large, I can't really see much visible improvement, but I think that more people are becoming aware of the problem. I think that finally these acts are out in the open and that efforts are being done to remedy the situation. They are not the best remedies, but some are being made. The rehabilitation here in the hospital is fine to some degree, but I think it could go much farther. All facilities should be run collectively. It is vital to train the residents and house them in their proper places."

could go much farther. All facilities should be run collectively. It is vital to train the residents and house them in their proper places."

RETIREMENT NEWS & FACTS

By A. L. PETERS

Strange Cases

(Continued from last week)

- Woodridge, Karen LFulton
- Young, Rosalie FRochester
- Schilling, Gerald LLancaster
- Schmidhuber, CarolynBuffalo
- Schorin, YvonaHaverstraw
- Schreiber, Anna ARemsenburg
- Schreiner, Gunther LBrooklyn
- Schuler, Uta BGrand Island
- Scott, AlfredDeer Park
- Scribner, Ruth MWhitehall
- Selling, Ray AAngola
- Semon, Carolyn ATonawanda
- Sheehy, Timothy JBuffalo
- Show, Robert WMastic
- Sill, Albert FSo. Lansing
- Sims, Edward J JrCentral Islip
- Smith, Beatrice RSherman
- Smith, Bernice PSyracuse
- Smith, William GGreenwood Lake
- Snyder, BarbaraN. Babylon
- Stocker, Richard JBellrose
- Stone, Sonia SLiverpool
- Soules, AdrianLiberty
- Stearns, Luana BUtica
- Stott, Leslie AnnWatervliet
- Suber, Melvin DOrangeburg
- Sutorius, SharonRonkonkoma
- Tam, Kim PoonWest Haverstraw
- Tamm, RavioPoughkeepsie
- Taylor, Jeanne LBuffalo

(To Be Continued)

Increased questioning on disability retirements, both ordinary and accidental, is appearing all over the country.

Disability pensions are tax free and benefits are generally at a higher rate than ordinary pensions. In the District of Columbia, Michael Reynolds, 30, who injured both shoulders, retired in 1972 with a \$9,300-a-year pension. In 1977 it was discovered that Reynolds was coaching the Bowie State College football team. He claims it is an easy job.

About 20 cases were sent to the Retirement Board in 1977 by a police unit looking into alleged abuses in disability pensions in Washington. The unit has uncovered some strange cases, including a retired fireman working at the same job in another jurisdiction.

Advice for graceful retirement is given in a new book "The Retirement Handbook" by Joseph C. Buckley, published by Harper and Row (\$9.50). It gives a little more than the standard "how to get ready—how to stay healthy" information, including financial planning and leisure-time suggestions. It goes on to suggest ideas for small businesses, farming, where to live, and Social Security and Medicare program details.

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.

Don't Repeat This!

(Continued from Page 6) overshadow all other races during the year.

Unique Personality

The first of next year will see a new face in the Attorney General's office. Whoever emerges from the donnybrook will bring his own personality to the office. Whatever the qualities of the new Attorney General will be, they will not match the style of Lefkowitz.

Lefkowitz is a unique personality. He brought exuberance and enthusiasm to the office. He was always ready to try new ideas, even to the extent of drafting legislation—which was approved—to regulate electronic dating bureaus so that the lovelorn should not fall into the hands of con artists.

Albany will not be the same without Louis Lefkowitz.

Civil Service Law & You

(Continued from Page 6) the disciplinary hearing attributable to the petitioner.

The record indicates that the determination to terminate petitioner's services was made on Jan. 21, 1977, not on Nov. 10, 1976, the date of the hearing. Pursuant to Subdivision 3 of Section 75 of the Civil Service Law, the petitioner is entitled to receive back pay until the date on which his services are actually terminated.

The court then directed the respondent to pay the petitioner back pay from Sept. 19, 1976 (the date 30 days after his suspension) to Jan. 21, 1977 (the date of the determination), minus compensation the petitioner may have earned in any other employment or from unemployment insurance during this period, and less wages received from Oct. 12, 1976, to Nov. 10, 1976, the period of delay in holding the hearing. In the Matter of Isaac Burrison v. New York City Transit Authority, 400 NYS 2d 364, Appellate Division, 2d Dept., 1977.

LETTERS TO THE EDITOR

The Other Side

Editor, The Leader:

I am compelled to write concerning your article, "No work?" (March 10, 1978) about unemployment insurance workers.

It appears that your article is biased in favor of the claims interviewer. Although I am sure that many interviewers are harassed by claimants and are unappreciated in their work, there is another side to the story. I have been there.

How about harassment of the claimant? I had been called off my line when I had to be unemployed and without explanation told to wait in Section C. After two hours (when, by the way, I missed a job interview and couldn't use the time I had planned to look for work), I was told, okay, I could leave. Why did I have to sit there? I was never given the courtesy of a reply. The prevailing attitude seemed to be that if you're collecting, you're a non-entity, your time is unimportant, and

you're not entitled to some decency.

I had a friend who had to work although she was pregnant. She was called to Section C every week to present a fresh list of places where she had sought work. If she brought 10, she was told it wasn't enough. If she brought 15, it still wasn't enough. They always wanted a few more than she brought. Paradoxically, she wasted a whole day each week when she could have been seeking work. Instead,

there she was, in Section C, waiting 'til they called her name, and then waiting again while a hostile interviewer called every name on her list. Does being pregnant make one unable to work? I worked up until the very last day.

The employment assistance I received was also no help at all. Each time I went they told me to come back in four months. No computer search, no nothing.

They marked up my card with strange initials, and when I asked what they were, I was told in an

ominous voice, "If you are supposed to know, you'll find out."

Again, although I am sure many of the interviewers are sincere in their work, I encountered many who were not. It seemed they felt it was some kind of crime to be out of work and try to collect the benefits to which we were entitled.

KATHY HARRIS
Brooklyn

Many Thanks

Editor, The Leader:

The Family of John E. Stoger wishes to express its gratitude to the many friends and relatives who offered their condolences during the family's time of need. Sincere thanks are extended to the Island Park Rescue Squad and the American Legion Post 1029 for their special services and to all the employees of Nassau County and Town of Hempstead for their respectful sympathy.

STOGER FAMILY

LETTERS POLICY

Letters to the Editor should be less than 200 words. The Leader reserves the right to extract or condense pertinent sections of letters that exceed the maximum length. Meaning or intent of a letter is never changed. Extensive letters that cannot be edited to a reasonable length are not used unless their viewpoint is so unique that, in The Leader's judgment, an exception should be made. All letters must be signed and bear the writer's address and telephone number. Names will be withheld upon request.

Proposed CSEA Constitution And By-Laws Changes:

The following amendments to the Civil Service Employees Association's Constitution and its By-Laws will be presented to union delegates for action when they meet in Albany April 2, 3, 1978. Chair for the committee on revision of constitution and by-laws is Kenneth Cadieux, of Nassau Local 830, with committee members William DeMartino, Earl Mayfield, Jon Schermerhorn, Nicholas Cimino, Mary Ann Bentham and Peter Blaauboer. Bold-face indicates material to be added, and that in [brackets] is to be removed.

The Constitution and By-Laws Committee has met once since the Annual Delegates Meeting in October 1977. Because of the limited time available at this Special Delegates Meeting, the Committee is reporting on completed work only and all other amendments will be reported out at the October 1978 meeting.

Constitution

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES FOR A SECOND READING AND IF PASSED, WILL BECOME PART OF THE CSEA CONSTITUTION:

1. The following amendment to Article III, Section 2 of the Constitution was submitted to this Committee by Nathaniel Ackerman, President of New York Metro Retirees, CSEA Local 910, and by William Mensel, Nassau County Retirees Local:

ARTICLE III "Membership", Section 2:
"Section 2: **RETIREE MEMBERS.** Any member of the Association who has retired from the civil service of the State of New York or any political subdivision thereof or any public authority, public benefit corporation, or similar autonomous public agency may elect to become a retiree member. [Retiree members shall not be eligible to vote or hold office but shall have other such rights and privileges as the Board of Directors may prescribe.]"

Explanation: The Committee again recommends defeat of this amendment. The purpose of providing for a retiree membership in CSEA is to permit those who wish to remain affiliated with the organization, but who cannot afford to pay full dues, the privilege of participating in the activities of retiree locals. Any individual who wishes to vote or hold office in other than a retiree local may elect to do so by paying a full membership. In addition, statistics provided by CSEA Headquarters show that as of 11/30/77, retiree members numbered 17,514; only 54 have opted to pay full dues, indicating that there is not an overwhelming sentiment by retiree members to vote or hold office. Other statistics of interest show that there are 15 retiree locals throughout the State with Region 4 having the largest number of retirees (3,330).

2. The following amendment which would add a new paragraph to Article VIII of the Constitution was originally submitted to this Committee by Robert C. Smith, SUNY at Buffalo, Local 602:

ARTICLE VIII "Delegates":
ENTIRE ARTICLE REMAINS THE SAME.

New Paragraph:
"Regional officers not in the capacity of Local delegates, shall be delegates at all delegate meetings of the Association. They shall have all the rights and privileges of delegates at the meetings except the right to vote. Allowed expenses may be paid by the region."

Explanation: The Committee recommends approval of this amendment on the basis that the amendment pertains only to regional officers and, in all probability, will affect only a small number of individuals. In addition, this amendment is optional with regard to expenses, i.e., "Allowed expenses may be paid by the region."

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE CONSTITUTION. THE PRESENTATION TO THE DELEGATES AT THIS MEETING CONSTITUTES A FIRST READING OF THESE AMENDMENTS.

1. This proposal was originally presented to the Committee for consideration by the Methods and Procedures Committee (formerly the Restructuring Committee) and was presented to the delegates at the October, 1977 Delegates Meeting. The delegates referred the matter back to the Committee for the addition of certain language. The Committee has inserted that language and is recommending passage of the amendment by the delegates. Since this is only a first reading of the amendment, it will not take effect unless it is passed again at the October, 1978 meeting.

For the purpose of explanation, the Committee has prepared a chart which is attached to this report which shows the gradual implementation of the three-year term for all elected officials within CSEA. It should be noted that a three-year term for the four statewide officers will take effect for the election to be held in June, 1979. All other officers will be elected at that time for a two-year term. In 1981, the Region Presidents and other Region officers will then be elected for a three-year term. In 1981, Local and Unit Officers, as well as the statewide Board of Directors, will again be elected for a two-year term. In 1983, these officials will be elected for a three-year term. It should be noted that the Board of Directors will be responsible for amending Region and Local Constitutions to effectuate implementation of this procedure. However, since the Region officers below the rank of region President will not be affected until 1981, the Board of Directors has ample time, if this procedure is adopted, to make the necessary changes. (If this procedure is adopted at a second reading in October, 1978, the Board will have a year and a half to make the necessary changes which may be made at one meeting of the Board of Directors, providing adequate notice of the proposed Region and Local Constitution changes is given.)

To implement this recommendation, the following language is submitted:

Article IV, Section 5(a) of the Constitution:

"(a) **ELECTION.** [Officers of the Association shall be elected by secret

ballot in odd-numbered years in the manner prescribed in the by-laws. They shall hold office for a term of two years or until their successors shall have qualified, commencing July 1st in an odd-numbered year.] The four statewide officers of the Association shall be elected by secret ballot tri-annually (every three years) commencing with the term of office to begin on July 1, 1979. The six Vice Presidents of the Association shall be elected for a term of two years commencing July 1, 1979. Thereafter the six Vice Presidents of the Association shall be elected for a term of three years commencing with the term of office July 1, 1981. They shall hold office for the term for which they were elected or until their successors shall have qualified. Vacancy in the office of President shall be filled by the Executive Vice President. Vacancies in the office of Executive Vice President shall be filled by the Board of Directors by appointing any one of the six Vice Presidents. A vacancy in the term of any of the Vice Presidents shall be filled according to the Constitution and By-Laws of the respective regions." **REST OF SECTION REMAINS THE SAME.**

Article VI, Section 1, STATE EXECUTIVE COMMITTEE:













"Section 1. **STATE EXECUTIVE COMMITTEE.** The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Faculty Student Associations and Teachers' Retirement System shall as a unit be deemed a State Department. In addition to the foregoing, each State Department with more than 3,000 members as of January 1 in [an odd-numbered year] the year of an election, shall for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. The State Executive Committee shall elect from its membership one member to be known as the Chairman of the State Executive Committee. The State Executive Committee may create one or more subcommittees to perform such duties as the State Executive Committee shall

delegate. Each department representative shall be elected by ballot by the members in his department in the manner prescribed in the By-Laws. No person shall be eligible for nomination unless he shall have been a member in good standing of the Association on or before June 1st of the year preceding the year in which the election is held. They shall hold office for a term of two years or until their successors shall have qualified. Commencing with the term of office beginning July 1, 1983 and each term thereafter, the term of office shall be three years. Vacancies in the office of the State Department representatives may be filled for the remainder of the term by members of the Association employed in such department at a special election to be called by the Board of Directors within fourteen days after the first meeting of the Board subsequent to the time that such vacancies occur under rules established by the Board."

Article VII, Section 1, COUNTY EXECUTIVE COMMITTEE:

"Section 1. **COUNTY EXECUTIVE COMMITTEE.** The power and authority to transact business relating to employees of the political subdivisions of the State shall, except as otherwise provided herein, be vested in a County Executive Committee which shall consist of the officers of the Association and one representative from each County Division Local, and one County Educational Local Representative from each CSEA Region elected by the County Educational Local members within each region. In addition to the foregoing, each County Division Local with more than 10,000 members as of January 1 in [an odd-numbered year] the year of an election shall, for the term of office beginning the following July, be entitled to one additional representative. The County Executive Committee may create one or more subcommittees to perform such duties as the County Executive Committee shall delegate. The representatives of a County Local shall be elected by such local for a two-year term of office to be coincidental with the term of office for members of the State Executive Committee. Commencing with the term of office beginning July 1, 1983 and each term thereafter, the term of office shall be three years. The County Executive Committee shall elect from its membership one member to be known as the Chairman of the Executive Committee."

(Continued on Page 9)

	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988
4 STATEWIDE OFFICERS										
REGIONAL PRESIDENTS (Other Regional Officers)*										
BOARD OF DIRECTORS (Locals, Units)**										

Proposed Official CSEA Election Timetable

* Board of Directors have to change REGIONAL CONSTITUTION.

** Board of Directors have to change LOCAL CONSTITUTION.

Check Them Out Now Before Delegates Convention

CIVIL SERVICE LEADER, Friday, March 24, 1978

(Continued from Page 8)

Explanation: The Committee examined several reasons why this procedure would be preferred over the present procedure. The major and most compelling reasons are as follows:

(a) Under the current procedure, a member receives several ballots at the same time which leads to confusion and uncertainty among the membership. For example, a State Division member now receives two or three separate ballots from the central election agency. The member is asked to vote for four statewide officers, six or seven region officers and as many as four members of the Board of Directors. During this same period of time, the member receives a separate election ballot, usually by mail, to vote for local officers and delegates. The Committee has concluded that the confusion created by the receipt of a number of ballots from different entities within CSEA to elect individuals to over twenty-five offices approximately simultaneously has discouraged a large segment of the membership from participating in the election process because they are utterly and totally confused. The best example to support this conclusion is that in the 1977 election for President of CSEA, while ballots were mailed to approximately 220,000 members, slightly over 46,000 members voted in that election. The number of members voting for the highest office in the union equaled 21 percent of those eligible to vote! In some cases the returns for Region Presidents were even lower than the return for the office of President. In the New York Region, only 4,586 ballots were returned out of a total of 23,123 mailed. This represents a slightly less than 20 percent participation. In the Southern Region, 6,748 votes were cast, while 33,153 ballots were mailed. This represents a 20 percent participation.

(b) The establishment of this procedure will provide for the staggering of terms for elected officials in the union which will lead to guaranteed continuity when incumbents elect not to run for re-election or are defeated during an election. Under the current procedure, it is possible for the ten statewide offices to change incumbents at the same time. While the event is unlikely, even a change of six or eight officers would lead to an undesirable turnover of a majority of those individuals in the highest level of administration within the union. This proposal would ensure that no more than six of the top ten statewide officers would be engaged in a re-election in the same year. This procedure would also enable those top officers who are not running for re-election in a given year, while others are, to continue to address their primary role, namely, carrying out the direction and policy for the union as established by the delegates and the Board of Directors. Currently, all ten officers are campaigning simultaneously which leaves little time for attention to pressing union matters. This is particularly important when serious challenges exist to our bargaining status in the major bargaining units represented by CSEA.

(c) Under the current procedure, all officers at every level within CSEA are campaigning for re-election simultaneously. Consequently, the membership is deluged with campaign material from individuals at all levels within the organization. Consequently, the membership is voting for three CSEA presidents at the same time but each at different levels. This procedure would eliminate this obvious confusion since local officers, region officers, and statewide officers would be elected in different years.

(d) Under the current procedure, it is difficult for the membership to receive enlightened recommendations from local officials with regard to region and statewide endorsements since the local officials are busy running for re-election themselves. The Committee believes that the new procedure will encourage a more healthy political climate within the or-

ganization and will provide for meaningful endorsements from locals when the region officers are being re-elected and from locals and regions when the four statewide officers are being re-elected. The ultimate result of this process is that the elected leadership of the union will become more responsive to the needs of the regions and locals in order to receive their endorsements and support upon re-election.

(e) The membership will also be able to attend "meet the candidate" meetings and hear presentations from a reasonable number of candidates seeking office. Under the current procedure, a CSEA "meet the candidates" night usually involves meeting as many as 40 or 50 candidates who are running for office at all levels within the Association.

(f) The procedure proposed by the Committee, which is different from the procedure proposed at the last meeting, will allow for the gradual implementation of the three-year term of office. An examination of the attached chart shows that implementation will take effect over a period of four years and will not be complete until the election in 1983.

2. From the floor of the delegates meeting in October 1977, Ms. G. Geraldine Dickson, Education Department, requested the Committee to study Article VI, Section 1 and Article VII, Section 1 of the Constitution with a view toward an amendment which would result in consistency between the State Executive Committee and the County Executive Committee. The Committee, after review of these two articles, submits the following language:

Article VII "COUNTY DIVISION"

"Section 1. COUNTY EXECUTIVE COMMITTEE. The power and authority to transact business relating to employees of the political subdivisions of the state shall, except as otherwise provided herein, be vested in a County Executive Committee which shall consist of the officers of the Association and one representative from each County Division Local elected by the members of that Local, and one County Educational Local Representative from each CSEA Region elected by the County Educational Local members within each region. In addition to the foregoing, each County Division Local with more than 10,000 members as of January 1 in an odd-numbered year shall, for the term of office beginning the following July, be entitled to one additional representative. The County Executive Committee may create one or more subcommittees to perform such duties as the County Executive shall delegate. The representatives of a County Local shall be elected by the members of such local for a two-year term of office to be coincidental with the term of office for members of the State Executive Committee. No person shall be eligible for nomination unless he shall have been a member in good standing of the Association on or before June 1st of the year preceding the year in which the election is held. They shall hold office for a term of two years or until their successors shall have qualified. Vacancies in the office of the County Executive Representatives may be filled for the remainder of the term by members of the Association employed in such Local at a special election to be called by the Board of Directors within fourteen days after the first meeting of the Board subsequent to the time that such vacancies occur under rules established by the Board. The County Executive Committee shall elect from its membership one member to be known as the Chairman of the County Executive Committee."

Explanation: The Committee recommends approval of these amendments on the basis that the language will be consistent for both the State Executive Com-

mittee and the County Executive Committee.

3. By a motion carried at the Board of Directors meeting on September 15, 1977, it was recommended that the Constitution and By-Laws Committee study that section of the Constitution which deals with the Board of Canvassers with the thought that it might no longer be required. After review of Article VIII, the Committee submits the following language:

Article VIII "Delegates"

"Members of each local shall elect from their membership one or more delegates to represent the members of the local at all meetings of the Association, except that the local president shall, by virtue of his office, automatically be designated as a delegate. Prior to June 1st of each year, each local shall file with the Secretary of the Association an accurate list containing the names and addresses of its delegates for the ensuing year, and names and addresses of alternate delegates, may be submitted to the Secretary thereafter. Such delegate or delegates shall have one vote for each one hundred members or fraction thereof in such local, based upon the paid membership in the Association on the first day of June preceding the meeting. The number of votes each local or department is entitled to cast shall be determined by the Membership Committee [a Board of Canvassers appointed by the Board of Directors]. Members in the State Division who are not entitled to representation by Local Delegates pursuant to this section shall be represented at all meetings of the Association by members of the State Executive Committee as delegates representing each of the State Departments, and each such delegate shall have one vote for each one hundred members, or fraction thereof, in the department from which he was elected, excluding those members who are represented by Local Delegates as provided in this section." REST OF ARTICLE REMAINS THE SAME.

Explanation: The Committee recommends approval of this amendment in view of the fact that the information required to determine the number of votes to which each local or department is entitled should be readily available to the Membership Committee, which is already a functioning committee of the Association. In addition, the Board of Canvassers has not been utilized by the Board of Directors in the recent past since the information has become more accessible by use of the computer.

By-Laws

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE BY-LAWS. IF PASSED AT THIS MEETING, THE AMENDMENTS WILL BECOME EFFECTIVE IMMEDIATELY.

1. By motion carried at the Board of Directors meeting held on January 12, 1978, opinion of Counsel was accepted that the Not-for-Profit Corporation Law does not permit the use of proxies by members of the Board of Directors of such a corporation. Since CSEA is governed by the Not-for-Profit Corporation Law, that portion of its By-Laws permitting proxies for members of the Board of Directors is not valid. The Committee was requested to review Article II, Section 8 "Proxies" of the By-Laws. The Committee has done so and submits the following language:

Article II, Section 8 "Proxies":

"Section 8: PROXIES. A member of [the Board of Directors, the Directors Committee,] the State Executive Com-

mittee, the County Executive Committee, or delegate to any meeting of the Association who is unable to attend a meeting is empowered to appoint, by written designation filed with the Secretary of the Association, a member of his local or department to act in his place, except that delegates may not appoint their own proxy if the local which they represent has provided for the selection of alternate delegates to attend meetings of the Association which delegates are unable to attend, provided, that the Local has filed by written designation with the Secretary of the Association a description of said Local selection process. However, no officer of the Association shall be represented by proxy. [No member of the Board of Directors who is physically present at a Board meeting and who is entitled to vote in more than one capacity, shall have the right to a proxy; provided, however, that he may cast one vote for each office or capacity he represents.]"

Explanation: The Committee recommends approval of this amendment to conform with the Not-for-Profit Corporation Law. It should be noted that this amendment does not preclude an informal proxy or designee from attending a meeting for information purposes if the Board elects to adopt such a procedure. Also, members of the State Executive Committee and County Executive Committee may have proxies at those meetings since the meetings are not meetings of the Board of Directors.

2. The following amendment to Article VI, Section 1, of the By-Laws was submitted to this Committee by Bernard C. Schmah, Chairman of the Special Election Procedures Committee:

Article VI, "Committees"

"Section 1: STANDING COMMITTEES. The Standing Committees of the Association shall be as follows: Insurance Committee, Legal Committee, Revision of Constitution and By-Laws Committee, Retirees Committee, Convention Committee, Political and Legislative Action Committee, Grievance Committee, Pension Committee, Salary Committee, Committee for Methods and Procedure, [and] Education and Training Committee, and Election Procedures Committee. Standing Committee chairmen and members shall be appointed by the President for the duration of his term of office or until successor appointments have been made." REST OF SECTION REMAINS THE SAME.

Explanation: The Committee recommends approval of this amendment on the basis that the Election Procedures Committee functions in the interest of all members of the Association, acts in both State and County Local elections and the Statewide election of officers and Board members.

3. In the event that the above amendment pertaining to the Special Election Procedures Committee is adopted by the Delegates at this meeting, the following amendment to Article VI, Section 4 "Special and Ad Hoc Committees", will be necessary:

Article VI, "Committees"

"Section 4: SPECIAL AND AD HOC COMMITTEES. The Special Committees of the Association shall be as follows: Armory, Auditing, Membership, Human Rights, Memorial Scholarship Fund, Plaque, Civil Service, Regional Office, Platform, Social Services, Probation, Non-Teaching School District Employees, [Special Election Procedures,] Special Authorities, Work Performance Ratings and Examinations, and such other committees designated by the President of the Association." REST OF SECTION REMAINS THE SAME.

Latest State And County Eligible Lists

CIVIL SERVICE LEADER, Friday, March 24, 1978

EXAM 39191
SR LIB AUD VIS TECH PROC
 Test Held June 1977
 List Est. Dec. 12 1977

- 1 Yakel Grace K Latham102.1
- 2 Coonrod F E Cohoes99.5
- 3 Dickerson L J E Greenbush96.3
- 4 Britenbaker A L Albany95.8
- 5 Hargrave Jean F Troy94.2
- 6 Kokoszka Helen Albany94.1
- 7 Flood Kevin P Latham92.9
- 8 Roberts Donald Albany92.8
- 9 Carpenter Joan Albany91.2
- 10 Closson E A Delmar91.1
- 11 Legendre Sally Latham90.8
- 12 Stanton Lee W Albany90.7
- 13 Esposito M A Albany90.7
- 14 Ostrander S V Elsmere90.2
- 15 Ransom Olive E Albany89.6
- 16 Cairo Margaret Waterford89.4
- 17 Conron Francis Wynantskill88.6
- 18 Chung Chong C Latham88.2
- 19 Yee Virginia T Schenectady88.0
- 20 Douglas Marilyn Albany85.8
- 21 Pasternack M A Albany85.6
- 22 Beach Alta H Schenectady84.8
- 23 Douglas Peter A Albany79.4
- 24 Baker Pearl C Delmar76.6

- 8 Hargrave Jean F Troy94.2
- 9 Rhodes Marion E Scotia93.8
- 10 Kokoszka Helen Albany93.6
- 11 Flood Kevin P Latham92.9
- 12 Lawrence Susan Albany92.8
- 13 Roberts Donald Albany92.8
- 14 Wolff A M Guilderland92.6
- 15 Jackel Adele D Albany91.9
- 16 Legendre Sally Latham90.8
- 17 Stanotn Lee W Albany90.7
- 18 Carpenter Joan Albany90.7
- 19 Closson E A Delmar90.6
- 20 Ostrander S V Elsmere90.2
- 21 Esposito M A Albany90.2
- 22 Cairo Margaret Waterford88.9
- 23 Suits Jamie K Albany88.8
- 24 Carter Robert A Saratoga Spg.88.8
- 25 Ransom Olive E Albany88.6
- 26 Conron Francis Wynantskill88.1
- 27 Yee Virginia T Schenectady88.0

- 28 Doyle Margaret Albany87.7
- 29 Chung Chong C Latham87.7
- 30 Douglas Marilyn Albany84.6
- 31 Pasternack M A Albany84.1
- 32 Beach Alta H Schenectady83.8
- 33 Douglas Peter A Albany79.2
- 34 Baker Pearl C Delmar75.3

- 9 Roberts Donald Albany92.8
- 10 Carpenter Joan Albany92.2
- 11 Stanton Lee W Albany91.2
- 12 Esposito M A Albany91.2
- 13 Closson E A Delmar91.1
- 14 Legendre Sally Latham90.8
- 15 Ostrander S V Elsmere90.7
- 16 Carter Robert A Saratoga Spg.90.6
- 17 Yee Virginia T Schenectady85.4
- 18 Douglas Marilyn Albany85.1
- 19 Beach Alta H Schenectady84.8
- 20 Douglas Peter A Albany79.2
- 21 Baker Pearl C Delmar76.5

- 17 Carpenter Joan Albany91.7
- 18 Carter Robert A Saratoga Spg.91.6
- 19 Esposito M A Albany90.7
- 20 Suits Jamie K Albany89.8
- 21 Conron Francis Wynantskill88.6
- 22 Douglas Marilyn Albany86.8
- 23 Yee Virginia T Schenectady86.6
- 24 Beach Alta H Schenectady84.8
- 25 Douglas Peter A Albany80.2
- 26 Baker Pearl C Delmar76.5

EXAM 39193
SR LIB MS & RE RAR BK
 Test Held June 1977
 List Est. Dec. 12, 1977

- 1 Coonrod F E Cohoes100.8
- 2 Mace Henry L Averill Pk100.7
- 3 Yakel Grace K Latham97.6
- 4 Corsaro James S Albany97.6
- 5 Dickerson L J E Greenbush97.1
- 6 Rhodes Marion E Scotia96.9
- 7 Welden S H Lebanon Spgs96.2
- 8 Wolff AA M Guilderland95.6
- 9 Roberts Donald Albany95.2
- 10 Flood Kevin P Latham94.9
- 11 Hargrave Jean F Troy94.7
- 12 Closson E A Delmar94.1
- 13 Jackel Adele D Albany93.9
- 14 Stanton Lee W Albany92.3
- 15 Legendre Sally Latham92.3
- 16 Ostranders S V Elsmere92.2

EXAM 39194
SR LIB MED SCI & TECH
 Test Held June 1977
 List Est. Dec. 12, 1977

- 1 Coonrod F E Cohoes100.1
- 2 Yakel Grace K Latham97.6
- 3 Dickerson L J E Greenbush95.8
- 4 Britenbaker A L Albany95.3
- 5 Rhodes Marion E Scotia94.1
- 6 Flood Kevin P Latham92.9
- 7 Hargrave Jean F Troy92.9
- 8 Wolff A M Guilderland92.9
- 9 Roberts Donald Albany92.8
- 10 Legendre Sally Latham90.8
- 11 Stanton Lee W Albany90.7
- 12 Carpenter Joan Albany90.7
- 13 Ostrander S V Elsmere90.2
- 14 Esposito M A Albany90.2
- 15 Closson E A Delmar90.0
- 16 Beach Alta H Schenectady86.8
- 17 Douglas Marilyn Albany84.9
- 18 Douglas Peter A Albany79.2
- 19 Baker Pearl C Delmar75.9

Nassau Telephone, Clerk Jobs Opening

MINEOLA — Nassau County Civil Service officials are recruiting applicants for four jobs, three of which require only a high school diploma plus experience, and with salaries ranging from \$8,168 to \$15,282 a year.

Only assistant toxicologist, which pays \$15,282, requires more than a high school education. Candidates for this post must hold chemistry, biology or biochemistry degrees and have three years chemistry laboratory experience. Filing closes March 29. There is no written qualifying exam.

Filing for communications analyst, an \$11,973-a-year job, and telephone operator-telephone operator I, which pays \$8,168, also ends March 29.

Senior clerk, an \$8,531-a-year job, has a March 23 filing deadline.

Job hopefuls should contact the Nassau County Civil Service Commission, 140 Old Country Rd., Mineola, for details.

LEGAL NOTICE

PENBER 9TH ST. GARAGE CO.
 Substance of Certificate of Limited Partnership filed in New York County Clerk's Office, March 2nd, 1978: Name and Location of Partnership: **PENBER 9TH ST. GARAGE CO.**, 342 Madison Avenue, New York, New York, Business of Partnership: hold, operate, improve and lease premises 220-228 East 9th Street, New York, New York, General Partners: **DAVID I. BERLEY**, Limited Partners: **DAVID I. BERLEY**, 217 Hammocks Road, Larchmont, N.Y. \$14,400; **JACK DINOFFER**, Union Avenue, Harrison, N.Y., \$15,000; **ARNOLD S. PENNER**, 3 Willow Avenue, Larchmont, N.Y., \$15,000; **KENNETH SCHUR**, 350 East 52nd Street, New York, N.Y., \$7,500; **ROBERT SCHUR**, 14650 S.W. 69th Avenue, Miami, Florida, \$7,500; Term of Partnership: February 28, 1978 to December 31, 2006. On the death, retirement, bankruptcy or incapacity of the General Partner, if Arnold S. Penner is then alive and agrees to act as the General Partner, he shall become the General Partner and the Partnership shall continue and the interest of the General Partner shall be changed to that of a Limited Partner. If Arnold S. Penner does not so qualify or dies, becomes incapacitated, withdraws or becomes bankrupt, the Partnership shall dissolve unless all the Partners elect in writing to continue the Partnership. There is no priority in distributions among Limited Partners. Limited Partners may be required to make additional capital contributions as provided in Agreement. Limited Partners do not have the right to substitute an assignee as contributor in their place. General Partner may admit additional limited partners with approval of 50% of all partners.

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.

State Promotional Job Calendar

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.

THE WORLD'S GREATEST STAGE AND SCREEN SHOW
RADIO CITY MUSIC HALL
 SHOWPLACE OF THE NATION IN THE HEART OF ROCKEFELLER CENTER (212) 246-4600

THE GREAT EASTER SHOW

Another rollicking adventure from the creators of "The Three Musketeers."



CROSSED SWORDS
 In 70MM & SIX-TRACK STEREOGRAPHIC SOUND PG

The World Famous 2-Part Holiday Presentation
"THE GLORY OF EASTER"
 The celebrated Cathedral Pageant...
 plus "SPRINGTIME CAROUSEL"
 produced by **PETER GENNARO** featuring **THE ROCKETTES**,
 with special guest artists, Choral Ensemble
 and the Symphony Orchestra under the direction of **Will Irwin**,
 Settings by **John William Keck**, Costumes by **Frank Spencer**.

ON THE GREAT STAGE

GOOD SEATS AVAILABLE



THE WIZ

WINNER OF 7 TONY AWARDS 1975 including BEST MUSICAL

For Group Sales only call 382-6287

BROADWAY THEATRE, Broadway at 53rd Street • 247-7260


Grease

THE ONE AND ONLY LONGEST RUNNING SHOW ON BROADWAY

There's a reason for that!

ROYALE THEATRE, 45TH STREET W of BROADWAY
 (SEE ABC ADS FOR DETAILS)

"Timbuktu!" is spectacular!
 Watch the fireworks while it lights up Broadway!"
 —Rex Reed, N.Y. Daily News



TIMBUKTU!
 THE NEW MUSICAL
 EARTHA KITT MELBA MOORE
 GILBERT PRICE
 IRA HAWKINS
 DIRECTED AND CHOREOGRAPHED BY
GEOFFREY HOLDER
MARK HELLINGER THEA, 51st St. & B way, 757-7064

By PETER ALISON

How It Will Work

What happens if President Carter's reform of civil service goes through as proposed?

The Senate and House have 60 legislative days to act on the plan. Most experts feel it will go through. Best opinion is that nine out of 10 job holders will stay on the same job on the same basis. Of the 7,100 Civil Service Commission employees, 256 will go to a new agency, the Federal Merit Protection Board; 97 will go to the Equal Oppor-

tunity Commission. The rest will be part of the new Office of Personnel Management.

All that will really change would be the department name and paraphernalia—a flag, a seal. Executive Director Raymond Jackson will undoubtedly have a new title. Technically his job will be abolished, but he has rights to another top federal civil service job.

• • •
Social Security changes per-

mitting divorcees to receive part of their ex-husbands' pensions may be applied to military retiree benefits. A bill has been introduced by Rep. Patricia Schroeder (D.-Colo.) to accomplish this.

• • •
President Carter has approved a law allowing special tickets for older travelers on airlines. Allegheny and Continental Airlines offer one-third off for persons 65 or older on a stand-by basis. However, to be eligible, the travelers must purchase a special \$20 identification card—valid for two years. Discounts are available except on holidays.

Hawaiian and Aloha Airlines are offering a 35 percent discount, requiring a \$5 lifetime identification. Their applications with the Civil Aeronautics Board are pending.

In Canada, senior citizens receive a 10 percent discount on all airlines without the standby requirement.

56 Westchester Youth Jobs Open

WHITE PLAINS — The Westchester County Youth Conservation Corps has received an additional \$12,000 from the state Department of Environmental Conservation for the country's summer program, County Executive Alfred B. DeBello has announced.

The additional funding increases the state's allotment to \$60,000 permitting the hiring of 56 youths.

The program combines environmental education with outdoor work that includes streams, soil erosion conservation, construction, wildlife habitat improvement and selective tree thinning. It is open to Westchester residents 15 through 18. Enrollees are picked at random by a computer.

Applications are available at local youth employment services, libraries and at the Westchester County Youth Bureau at the County Office Building. The application deadline is April 1.

The seven-week program be-

gins July 3. Each enrollee will receive \$2.65 per hour.

For additional information contact Ann B. Spaeth, Westchester County Youth at (914) 682-2663.



AWARD WINNER

Paul Lein, the Air Force's outstanding management analysis civil service employee for 1977, chats with Staff Sergeant Judy Allen, a member of his staff. The 38-year federal service employee competed with approximately 300 other civil service workers for the award.

CIVIL SERVICE LEADER, Friday, March 24, 1978

NOT A DRUG

Amazing "Burn-fat-by-the-hour" program
Developed by Doctors at Boston Medical School

BURNS AWAY MORE FAT EACH 24 HOURS THAN IF YOU RAN 14 MILES A DAY!

Incredible "Crash-Loss" Breakthrough Reported in Reader's Digest Works So Fast You Can Actually Measure the Difference in Your Waistline in Just 24 to 48 Hours!

Yes, LOSE up to 6 POUNDS the first 48 HOURS — LOSE up to 12 POUNDS the first 7 days — LOSE up to 4, 8, even 7 POUNDS MORE the next 7 days — and continue to burn away as much as 7 to 9 pounds more fat every 2 weeks thereafter, (if you still need it) ... until you've finally lost 50 — 70 — 100 pounds OR MORE ... without fasting, without constant willpower, without constant pangs of hunger or a single moment of body-racking exercise!

Recommended by the U.S. Government's very own doctors to members of Congress who want to lose weight fast ... Hailed as the weight-loss "breakthrough of the century" by leading medical journals ... here at last is the most effective NO-DRUG program for FAST — INSTANT — PERMANENT LIFETIME WEIGHT-LOSS ever made available to the public without a prescription!

WORKS SO FAST THE FIRST WEEK ALONE YOU LOSE AS MUCH AS 1½ TO 2 POUNDS OF BOTH FLUID AND FAT EVERY 24 HOURS! Direct from the pages of the N.Y. Times and Reader's Digest come reports of an incredible "fat burning" breakthrough by medical researchers at one of Boston's foremost medical schools! Reports of a new "crash-loss" program (featuring a remarkable natural substance) that safely yet surely steps up FAT-BURNING METABOLISM ... forces your system to ATTACK bulging pockets of fat ... and starts to shrink and burn that fat in just a matter of hours!

Yes, from one of New England's leading medical centers comes the new SUPER FAT-BURNER way to turn up your "inner furnace" ... unlock those clinging pockets of fat ... break them down SO FAST ... you burn off excess bulge at the unbelievable rate of up to 6 POUNDS of both fluid and fat MORE the very first weekend alone!

Think of it! You actually burn away more fat each 24 hours than if you ran 12 to 14 miles a day! Lose more inches each week than if you did 300 sit-ups each morning and 300 push-ups each night! Actually LOSE as much as a FULL SIZE THE FIRST 7 DAYS ... and from 3 to 6 inches off your waistline the very first month!

That's right! Weight-loss results and inches-off wonders that absolutely stagger the imagination. Just look:

U.S. ARMY OFFICERS LOSE WEIGHT 3 TIMES FASTER THAN EVER BEFORE!
Case History #1: When medical researchers in Boston, New York, Philadelphia and Los Angeles first tested this new hi-amino concept on a scientific weight-loss program ... they reported astonishing results of as much as 12 POUNDS LOST IN JUST THE FIRST 7 DAYS! — 16 to 18 pounds gone by the end of week number two — and most mind-boggling of all — U.S. Army Officers actually losing weight 3 times faster than ever before! As much as 50 POUNDS GONE, like that!
WAISTLINES SHRINK UP TO 3 INCHES IN 7 DAYS — A FULL 6 INCHES SMALLER IN A SINGLE MONTH!
Case History #2: When first rumors of this,

medical breakthrough leaked out to professional actors, actresses and celebrities ... they immediately rushed to the offices of America's leading weight-loss specialists to get their hands on this "magic compound"; and no wonder! Because the first week alone they carved away as much as 2 pounds a day ... 13 pounds a week ... were forced to take in their belts 3 notches smaller in just 10 days!

DOCTORS REPORT: AVERAGE LOSS — 67 POUNDS!

Case History #3: But most significant of all ... when universities, hospitals and medical schools, (such as New York's Leading Medical School and Cleveland's largest hospital) tested this newly discovered "crash-loss program" on patients who all their lives had been hopelessly overweight ... they reported astonishing losses of as much as 2 pounds a day at the start ... 20 to 30 pounds a month ... as much as 70 pounds lost over a single summer season! — by simply stopping up their fat-burning metabolism and burning, melting, existing 50, 70, 100 pounds of hard-set fat ... FASTER, SURE than they had ever dreamed possible!

WORKS LIKE "POWDERED MEAT" — MAKES YOUR INNER FURNACE BREAK DOWN BODY FAT!

What is this wondrous new development that helps safely stimulate fat-burning metabolism and shrink your body's fat cells the moment it starts working in your system? It is a totally new concept in the war against fat. An ANTI-FAT WEAPON unlike anything you've ever seen, or tried in your life. A FAT-BURNING aid that helps you convert body fat to body fuel AUTOMATICALLY ... and EVAPORATE excess pounds and inches starting the very first day!

Think of it! A medically proven formula that is such an effective reducing aid ... that when combined with the food you eat on this "crash-loss" program ... burns off as much fat each 24 hours as if you jogged up to 14 miles a day ... or played 3 hours of tennis in the most brutal heat!

The name of this wondrous amino formula is "THERA-SLIM-100" and here is precisely how you use it to win the body and figure of your dreams as you:

LOSE UP TO 4 TO 6 INCHES OFF YOUR WAISTLINE
LOSE UP TO 2 TO 6 INCHES OFF YOUR HIPS
LOSE UP TO 3 INCHES OFF YOUR THIGHS
LOSE UP TO 4 INCHES OFF YOUR BUTTOCKS
LOSE UP TO 4 INCHES OFF YOUR STOMACH

and as we've said before, starting not in weeks, but in mere days!

HELPS YOUR BODY CONVERT STORED UP FAT TO BURNED UP ENERGY! At this very moment — having read this far — you are but one short step away from LIFETIME IMMUNITY TO FAT! Now comes your FINAL

GIANT STEP into a whole new world of LIFE-TIME SLIMNESS.

Of course, there is one thing you must keep in mind. With the "THERA-SLIM-100" way to LIFETIME SLIMNESS you cannot gorge yourself on all sorts of fattening foods, candies and desserts. Not that you'd ever want to, because with "THERA-SLIM-100" — due to your new, stepped up metabolism — besides enormous weight-loss you also experience a loss of hunger. Which makes it one of the easiest ways to lose weight fast. Now here's how simple it is:

STEP #1 — YOU EAT
In addition to the wide and tasty selection of food you enjoy morning and night, (all scientifically programmed to help maintain a high-level of FAT BURN-OFF) ...

STEP #2 — YOU TAKE "THERA-SLIM-100" hi amino compound.
Once a day, you take "THERA-SLIM-100" in a glass of water, (just like refreshing fruit juice). This hi-amino intake helps keep the fat-burning chain-reaction going ALL 24 HOURS OF THE DAY — NON STOP!

STEP #3 — YOU HAVE AUTOMATICALLY STEPPED UP YOUR FAT-BURNING METABOLISM — SO YOU AUTOMATICALLY BURN OFF EXCESS WEIGHT!

In virtually no time at all, you make your inner furnace accelerate fat burn-off. Safely, gently, yet surely you cause a gradual change in your fat-burning metabolism as you "rev-up" that inner furnace.

The result: Your body begins to eliminate stored-up fat and fluid at a rate so incredibly fast, the very first weekend alone YOU DRAIN AWAY AS MUCH AS 5 OR 6 POUNDS!

In short, with the "THERA-SLIM-100" weight-loss program, you force your body to automatically convert body fat to body fuel ... automatically shrink fatty cells ... drain off excess flab ... flush it right out of your system ONCE AND FOR ALL!

Never before has medical science offered you a surer, faster, more effective weight-loss method, (short of total fasting) than this super fat-burning breakthrough development at one of Boston's Leading Medical Schools.

THE FACTS ARE IN! THE RESEARCH IS DONE! THE INCREDIBLE WEIGHT-SLASHING RESULTS HAVE BEEN PROVEN BEYOND A SHADOW OF A DOUBT BY MEDICAL SCHOOLS



HOSPITALS — DOCTORS — AND SCORES AND SCORES OF OVERWEIGHT PATIENTS! NOW THE FINAL STEP IS UP TO YOU!

REMEMBER: You must see dramatic results in just 24 hours — results you can measure with both your scale and your tape measure ... you must lose:

up to 6 lbs. the first 48 hours
up to 12 lbs. the first 7 days
up to 7 lbs. more the next 7 days

or it costs you nothing! Simply return within 10 days for full refund (except postage and handling, of course). Act now!

© 1977 American Consumer Inc., Caroline Rd., Phila. PA 19176

MAIL NO-RISK COUPON TODAY
Mead-Wilson Pharmacal, Dept. JPD-62
Caroline Road, Philadelphia, PA 19176

Yes, I want to burn away excess weight fast and permanently with this doctor's "crash-loss" program featuring amazing new high-amino compound "THERA-SLIM-100".

Please rush me the offer I have checked below. If not delighted, I may return it in 10 days and you will refund the full purchase price (except postage & handling, of course).

CHECK OFFER DESIRED:

(#009) Full 10-Day Supply ... only \$7.95 plus 50¢ postage & handling.
 (#017) Full 15-Day Supply ... only \$10.95 plus 75¢ postage & handling.
 (#025) Full 20-Day Supply ... only \$12.95 plus \$1 postage & handling.
 (#033) Full 30-Day Supply ... only \$17.95 plus \$1 postage & handling.

Amount enclosed \$ _____ PA residents add 6% sales tax. Check or money order, no CODs please.

CHARGE IT: (check one) Exp. Date BankAmericard/Visa Master Charge

American Express Bank Number _____

Card # _____

Name _____ Apt. # _____

Address _____

City _____ State _____ Zip _____

5480

Div. of American Consumer, Inc.

BUY U.S. BONDS!

Podiatrist

UNION PLANS accepted. Specializing in office correction of most foot problems. Dr. Robert Bennett, 88-35 Elmhurst Ave., Elmhurst (Queens), (212) 446-0074.

UNION DENTAL PLANS — All accepted evening hrs. available, Monday thru Friday, Dr. William Fortinash, 88-35 Elmhurst Ave., Elmhurst (Queens), N.Y. Tel. 446-0074.

DIVORCE SEPARATION WILLS BANKRUPTCY NAME CHANGE Fees \$50—\$150

Work Guaranteed. Get It or Money Back!

Do-It-Yourself Enterprises of New York (212) 242-2840

N.Y. State Ordinary & Accidental Disability Claims, also Social Security Disability Claims.

Marc L. Ames Atty at Law

11 Park Pl., N.Y., N.Y. Tel 962-2390

IF YOU READ NOTHING ELSE — READ THIS!

What you see on this page is the announcement of the latest breakthrough by medical science in the war against fat. Developed at one of Boston's leading medical schools, the incredible weight-loss results this new "crash-loss" program delivers are so astonishing (average loss 57 lbs.) it has been featured in every leading medical journal ... given headline coverage in such outstanding publications as Reader's Digest and the New York Times, to mention just a few. Aside from — ABSOLUTE STARVATION — there is no surer, faster, more effective way to slash away pounds and inches than with this Boston Medical School discovery.

However, before starting we advise you to consult with your physician to be sure you are in normal health and your only problem is obesity. Individuals with gout, heart disease, diabetes or pregnant women should not use it at all. As a matter of fact, we insist that you show this entire program to your family physician ... have him check you regularly to make sure you're not losing too much, too fast ... and advise when you've lost enough. See if he doesn't agree that the "THERA-SLIM-100" road to Lifetime Slimness, including the recommended progressive daily toneup, isn't by far the most effective approach to the conquest of obesity ever developed by medical science.

REAL ESTATE VALUES

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

Massau-Suffolk Co.

Quail Homes
Introduces
Homes of Excellence
in
Beautiful Deer Park

\$49,990 High Ranch
\$41,990 3 bedrm Low Ranch

FHA-VA Conventional. As Little as \$1,500 down
MORTGAGE PAYMENTS FROM \$207
PER MONTH, P.I. IF QUALIFIED

Directions: Southern State Parkway to Exit 39 North (Deer Park Ave). Continue North to Bayshore Rd. make right turn, Corner Bayshore & Skidmore Rd. YOU ARE HERE!
516-242-2929 516-242-6166

Massau County

HEMPSTEAD - UNIONDALE, SCHOOLS
Attractive 7 rm. Cape, 3 Lge. Br's, Lge. Den, 2 full tile baths, decorator E.I.K., Dining Rm., Full basmt., Appliances, w/w, custom drapes + shades, move-in cond., Lo Taxes \$38,900. 516-486-3814 Eves.

R.E.—Colorado

GROUSE MOUNTAIN CABIN
Perfect family or executive retreat at Eagle-Vail, Colo. 6 bedrooms, 5 bathrooms, Excellent cook and service. For rent available at Easter. Call owner. (703)687-6853

Suffolk Co.

SMITHTOWN—North of 25A, \$55,500 KITCHEN NUTS
Extra lg rustic L Rnch, 30' kit w/earth stn & widebd flrs, 30' thermo Payne wndws, look out on 2/3 acre of dogwd & fruit trees. LR w/tplc, study, 30' den w/tplc, Indry rm, 4 BR, 2 newly remodld lg bth, \$30,000 Mtg. assum at 7 1/2%. Walk to town & RR.
Owner (516)979-9079

Condo Real Estate
MEDFORD Condominium

5 rm ranch, upgraded w/w crptg, wash/dry, cent a/c, self-clean oven, S&S, encl patio, thermopane patio drs, indr/outdr pools, tennis cts, 9-hole golf crse & more in beaut cbbse & community, \$38,000. Must be seen. Days 516-234-2242; eve/wknd 516-736-0240.

Want A Civil Service Job?
Follow the

Civil Service LEADER

Have A Civil Service Job?
Follow the

Civil Service LEADER

Retired From A Civil Service Job?

Follow the

Civil Service LEADER

Follow it by subscribing—
You can't afford not to.

CIVIL SERVICE LEADER
233 Broadway
New York, New York 10007

I enclose \$9.00 (check or money order for a year's subscription) to the Civil Service Leader. Please enter the name listed below.

NAME _____
ADDRESS _____
CITY _____ Zip Code _____

Help Wanted M/F

THE ARMY RESERVE NURSE CORPS:
IT PAYS TO GO TO MEETINGS!

PART-TIME POSITIONS AVAILABLE THROUGHOUT NEW YORK STATE

Registered nurses, male and female, may join the U.S. Army Reserve Program through age 33 (up to age 39 with commensurate experience and education). Spend one weekend a month in a hospital near your home and two weeks a year at Army hospitals such as Ft. Benning, Georgia; Ft. Bragg, North Carolina; West Point, New York, and others.

To find out if you are eligible, please call (212) 836-4100, Extensions 6264 or 6209, or write for brochures without incurring any obligation.

Colonel Norma P. Bagley, Chief Nurse
Colonel Eileen M. Bonner, Coordinator, Nurse Recruiting

Nurse Recruiter
8th MEDICAL BRIGADE, USAR
Building 408, Fort Hamilton
Brooklyn, New York 11252

The Army Medical Reserve... Part Of What You Earn Is Pride!

Land—Florida

SILVER SPRINGS—Beautiful shaded high & dry lots 14 mi from world famous Silver Springs Fl 1/4 mi to excellent hunt'g & fish'g. \$3500, 10% dn. \$50/mo. Write C.R. Brown, 1616 Skinner St. Lakeland Fl 33801. Call 813-682-4579.

Business Opportunity

BEE KEEPING

A profitable and relaxing hobby. We can help you get started with very small investment. Send 50¢ (fifty cents) for our complete catalogue (deductible with first order).

BEE-JAY FARM
DACULA, GA. 30211
or call: 404-962-1067

Medical Product Sales

International Manufacturer of fast selling and accepted medical equipment is seeking in the NY, LI, Bklyn & Westchester City areas a distributor for available established exclusive franchised territories. Prior experience in medical products field desirable but not at all necessary as a comprehensive company sponsored training program is available. Must be financially responsible for those who qualify and a small initial investment is required interested parties for complete particulars please call collect (201)778-6000, 9-5, Mon-Fri. Ask for Mr. Savin.

COMPUTER AUTOMOTIVE TRANSMISSION CENTERS

An oppy never before offered. Only 6 NYC or LI locns avail. Callers will be on a priority 1st call-1st call back basis. Training provided for managing a computer automotive ctr. Coop advstg. DYNAMETER tested transmission. Immed delivery \$10M cash investment. We finance balance. Call Mr. Smyth 221-9750.

Legal Service

ATTORNEY, Uncontested.
Divorce, separations, incorporations, Securities Litigation, Reas. Fees.
(212) 840-8370

DIVORCES: fees as low as \$150 including court cost, call 475-7417 10 a.m. to 7 p.m. Mon. to Fri. and 10 a.m. to 3 p.m. Sat. For free estimate, ask for Mr. Cox.

ALTERNATIVES, Legal, to bankruptcy, collections, matrimonials, bankruptcy, R.E. closing, wills & estates, criminal matters. 516-822-2440, wknds 516-364-0203

IT PAYS TO ADVERTISE in the **CIVIL SERVICE LEADER**

Services
Fine Furniture

FURNITURE—We'll beat any price on name brand furniture and bedding. Before you buy elsewhere, call (212) 674-0802.

Help Wanted M/F

HIGH BLOOD PRESSURE?
Join a Health Research Project aimed at controlling hypertension. Openings for Healthy men and women 21-45 years in a free 6-month program in Mid-Town Manhattan. (Persons with diabetes and kidney disorders not acceptable).
Phone: (212) 489-8700 x 208/284
AMERICAN HEALTH FOUNDATION
1370 Avenue of the Americas
New York, N.Y. 10019

FINANCIAL
Accountant, attorney or engineer background helpful. Private investing, buying, selling, tax loss corporate coal mining, private placement financing requires astute right hand in each 3 days a week to interview & evaluate offerings to us & help structure presentations to corporations & lend negotiate acquisitions of property. Some participation avail. Should financially independent. Immaculate credentials. Expenses, comm, royalties. Call 914-834-9477.

TO HELP YOU PASS
GET THE ARCO STUDY BOOK

BOOKS	PRICES
Accountant Auditor	\$8.00
Administrative Assistant Officer	8.00
Assessor Appraiser (Real Estate)	8.00
Attorney	8.00
Auto Mechanic	6.00
Beginning Office Worker	6.00
Beverage Control Invest.	4.00
Bookkeeper Account Clerk	6.00
Bridge and Tunnel Officer	5.00
Building Custodian	8.00
Bus Maintainer	5.00
Bus Operator	5.00
Captain Fire Dept.	8.00
Captain P.D.	8.00
Cashier	6.00
Civil Engineer	8.00
Civil Service Arith. and Vocabulary	5.00
Civil Service Handbook	3.00
Clerk N.Y. City	4.00
Complete Guide to C.S. Jobs	3.00
Computer Programmer	6.00
Const. Supv. and Inspec.	8.00
Correction Officer	6.00
Court Officer	8.00
General Entrance Series	4.00
General Test Pract. for 101 U.S. Jobs	6.00
L4. Fire Dept.	8.00
L4. Police Dept.	8.00
Electrician	8.00
Electrical Engineer	5.00
Fireman F.D.	6.00
Foreman	5.00
Nurse (Practical and Public Health)	8.00
FACE Pro & Adm Career Exam	6.00
Parking Enforcement Agent	4.00
Police Administrative Aide	5.00
Dietitian	6.00
H.S. Diploma Tests	5.00
H.S. Entrance Examinations	4.00
Homestudy Course for C.S.	6.00
How to get a job Overseas	1.45
Hospital Attendant	4.00
Housing Assistant	5.00
Investigator-Inspector	5.00
Laboratory Aide	5.00
Librarian	10.00
Machinists	6.00
Maintenance Man	6.00
Maintainer Helper A and C	4.00
Man & Admin Quizzer	8.50
Mechanical Engineer	8.00
Motor Vehicle License Examiner	5.00
Notary Public	6.00
Police Officers (Police Dept. Trainee)	6.00
Playground Director — Recreation Leader	6.00
Postmaster	5.00
Post Office Clerk Carrier	6.00
Postal Promotional Supervisor-Foreman	6.00
Preliminary Practice for H.S. Equivalency Diploma Test	5.00
Principal Clerk-Steno	5.00
Probation and Parole Officer	8.00
Professional Trainee Admin. Aide	5.00
Railroad Clerk	4.00
Sanitation Man	4.00
School Secretary	4.00
Sergeant P.D.	10.00
Senior Clerical Series	6.00
Social Case Worker	8.00
Staff Attendant and Sr. Attendant	4.00
Stationary Eng. and Fireman	8.00
Storekeeper Stockman	6.00
Supervision Course	8.00
Transit Patrolman	5.00
Vocabulary, Spelling and Grammar	4.00

Contains Previous Questions and Answers and Other Suitable Study Material for Coming Exams

ORDER DIRECT—MAIL COUPON

LEADER PUBLICATIONS INC.
233 Broadway, New York, N.Y. 10007

Please send me _____ copies of books checked above.
I enclose check or money order for \$ _____
Add 75 cents for postage and handling and 8% Sales Tax.

Name _____
Address _____
City _____ State _____

\$1000.00 WEEKLY
NOW POSSIBLE



Operating your own shoe store from your home. NEW store display makes sales easy. We furnish everything. FREE DETAILS by return mail.

NICHOLS BRONZE CO.
P.O. Box 1904-C,
Sebring, Fla. 33870

— Try Something New in '78 —
Fly to UNIQUE NORTHERN ADVENTURE SESEGANAGA WILDERNESS LODGE
 • AMERICAN PLAN • HOUSEKEEPING • OUTPOSTS •

— NEVER FISHED BEFORE —
 SPECTACULAR FISHING WILL BE YOURS AT ONE OF OUR REMOTE NORTHERN OUTPOST LOCATIONS JUST SOUTH OF HUDSON BAY OPEN FOR THE FIRST TIME IN THE SPRING OF 1977.

• ONTARIO'S THICKEST MOOSE POPULATION •
BOOK NOW FOR PRIME LOCATION AND DATES
 write for free color brochure
SESEGANAGA WILDERNESS LODGE
 PO Box 244, Ignace, Ontario POT ITO
 Phone (807) 934-2273

Camps - Co-ed

HAMAS OUT ISLAND CAMP
 In The Bahamas
 12-16 sailing—snorkeling
 ski—skiing—crafts—land sports.
 Write or call:
 Out Island Camp
 Box 681 Plandeme, NY 11830
 (516) 627-8834

Resorts—N.C.

VACATION COTTAGES
 Cottages to rent for a week or to own for
 time of pleasure and rental in
 Homesites near the ocean, too.
 For brochure and rental cottage
 information write:
BEAN ACRES REALTY, INC.
 11 Devil Hills, N.C. 27948
 919-441-7555

Vacation Services

SARASOTA FLORIDA FREE WELCOME KIT
 SOCIAL and COMMUNITY INFORMATION
 Write: Ellis Sarasota Bank and Trust
 P.O. Box 1718, Sarasota, Florida 33578 or
 (813) 366-2580.
 Attn: Ms. Wilcox.

STEEL IT
 STAINLESS STEEL IN A CAN
 Satin, durable, stainless steel protection.
 Household, boats, automotive, all
 metals. Wood, brick, plaster, leather
 goods. Protects surfaces, extreme heat
 to 1200 degrees F. — Rustproof, in-
 dustrial strength, protects minimum 8
 years, not a paint, a steel coating. 7 oz.
 \$3.75 ppd. Pa. 5% Tax.
SNOWDEN'S INC. • Est. 1866
 P.O. Box 228, Media, Pa. 19063
 (215) LO 6-0808.

Travel

ST. THOMAS BEACH VILLAS
 TENNIS-POOLS-ENTERTAINMENT
 DINING-HOUSEKEEPING-PRIVACY
 AT LUXURIOUS
 PINEAPPLE VILLAGE
 LOW RATE APR-DEC BROCHURE
 (914) 241-3504 or (914) 764-5402
 RRI, Box 305 Pound Ridge NY 10576

Southern Plantation
 Beautiful Boone Hall Plantation on U.S. 17,
 six miles north of Charleston, South
 Carolina. Founded 1681 by Major John
 Boone. Used in filming scenes of "Gone With
 The Wind" and others. Magnificent world-
 famous Oak Avenue. Slave Cabin and
 Colonial Mansion. Guided tours week day 9
 a.m. to 5 p.m. Sunday 1 p.m. to 5 p.m. Call:
 (803) 884-4371.

WHITE WATER WILDERNESS ADVENTURES
 1-5 Days
 Colorado River thru Canyonlands
 National Park. For color brochure
 phone or write:
NORTH AMERICAN RIVER EXPEDITIONS
 P.O. Box 1107CS, Moab, Utah 84532
 (801) 259-5845

PROUD OF YOUR DOOR?
 Let us beautify and identify your door or
 door-bell with this impressive 5" solid
 brass engraved nameplate. Your name
 masterly engraved in script. Money back if
 not delighted. Solid brass screws included.
 Full price \$7.50 each. Sorry, no COD's.
 We ship in 2 days. Mail to **ELGIN EN-
 GRAVING CO.** 579 EDWARDS AVE.,
 DUNDEE, ILLINOIS 60118.

LIVINGSTON BOAT DOCK DALE HOLLOW LAKE

- Housekeeping Cottages
- Boats, Motors & Bail
- Free info. Call or Write

For Reservations
LIVINGSTON DOCK
 R. 1, Alton, Tenn.
 Ph: 615-823-6666

RENTAL HOUSE BOATS

Camp Ranger
 On Beautiful Silver Lake
 3 1/2 Season

A unique and memorable experience for
 your child specializing in mountaineer-
 ing, technical rock climbing and guide
 training under the world renowned
 leadership of David Adams. Four to five
 day trips to the highest peaks in the
 Northeast United States. White water
 canoeing on challenging rivers geared
 to your child's ability. Magnificent
 glacier lake on premises. Camp also has
 all other land and water sports, in-
 cluding 8 tennis courts. Resident M.D.
 two R.N.s, mature experienced staff.
 Accredited member APC & ACA.

JERRY TURNER
 50 MONTGOMERY BLVD.
 ATLANTIC BEACH 2, NY 11509
 Tel: (516) 239-3835

Where to Go Vacations

Florida's Family Fishing,
 Boating Resort in the BASS
CAPITAL on Little Lake George
 and St. Johns River. Mod.
 privately owned condo, villas, in-
 cl. pool, tennis, deep boat ramp,
 54' slip dock. Golf nearby. Guide
 and rental boats on request. 45
 min. to beaches. 90 min. to Walt
 Disney World. Send for color
 brochure to: **Joe Scarborough,**
**Res. Mgr. RIVER BEND VIL-
 LAS, P.O. Box 190, Welaka, Fla.**
 32093 (904) 467-2900

ANTELOPE HUNTS
 Sept. 1st—Oct. 31st
 The finest hunting in Central Wyoming.
 We hunt all areas in Central Wyo. Average
 Hunts—Better than Average and Trophy Hunts.
 Licenses by drawing. Deadline June 10th for
 Antelope—March 1st for Deer. Reservations
 limited. 100% success most years. Fine ac-
 commodations avail. Applications and ref's.
 as request. For information contact:
DICK PAGE, INC.
 1625 Holly Canyon, Wyo. 82601
 Ph: 307-237-7866
 20 Yrs. Experience Licensed Outfitter/Guide

Vacations

HUNT MOOSE & CARIBOU
 in Nfld's Rugged Wilderness Interior.
 100% Kill on Caribou last 5 years. 95%
 Kill on Moose in '77. Govt. Licensed
 Guide & Outfitter. Commercial Bush-
 Pilot with own Aircraft.
Brochure & References Supplied
Gerry Pumphrey
LONG RANGE OUTFITTERS
 Highlands, Nfld., Canada
 Ph. 709-645-2789

Rentals—Denver, Colorado
 Motor Home and Mini Motor Home
 weekly rentals—75 units. For reserva-
 tions and information: A-K Recreation
 Village, 17301 West Colfax Ave., Golden,
 Colorado 80401. Ph. 303-279-6661.

HUNT WILD BOAR
 in Tennessee
WATTS BAR HUNTING PRESERVE
 Trophy: Wild Boar, Goat & Ram
 Mobile homes. Guides furnished. Reserva-
 tions required.
 Write or phone 615-263-9448
HARVEY MATTHEWS
 Taxidermist
 Rt. 2, Etowah, Tenn. 37331

Montana
Famous BOB MARSHALL WILDERNESS, exciting back packing
 trips. **SCAPEGOT WILDERNESS & CONTINENTAL DIVIDE OF THE ROCKIES**, Reached by Pack Trail
 only—Exciting BIG GAME HUNTS—
SUMMER PACK TRIPS, Elk, Deer,
 Goats, Bear (Trophy Heads). Write!
 Give Phone No. or call (406) 442-7127.
WILD COUNTRY OUTFITTERS.
Don & Meg Merritt
 713C W. Poplar, Helena, Montana, 59601 Lic.
 Prof. Outfitter & Guide, Charter Hunt, Hunt Out-
 fitter & Guide, Mont. Wilderness Guide.

WYOMING DUDE RANCH
 Summer pack trips
 Fall Elk, Moose Hunts
 Campground—All Hookups
 Miles of Fly Fishing

TRIANGLE C RANCH
 Dept. CS, Dubois, Wyoming 82513
 307-455-2225

JEFFREY H. STEIN D.D.S., P.C.
FAMILY DENTAL PRACTICE & COSMETIC DENTISTRY
 COMPLETE QUALITY DENTAL HEALTH CARE

FILLINGS • ROOT CANAL THERAPY • PERIODONTICS • CROWNS
 BRIDGES • COMPLETE & PARTIAL DENTURES • REPAIRS
 CHILDREN'S DENTISTRY • NITROUS OXIDE ANALGESIA (GAS)
 ANXIETY CONTROL • CLEANINGS • LICENSED DENTAL HYGIENIST
 EXTRACTIONS • EMERGENCIES • ORAL CANCER EXAMINATION
 ESTHETIC RESTORATIONS

UNION & INSURANCE PLANS HONORED

272-9292 Participating Dentist
 272-9595

GHI Dental DC 37,1199
 COBA, AMI
 Blue Cross Dental
 Phoenix Dental
 U.S. Admin. Others

805 Stanley Avenue, Brooklyn, N.Y.
 (NEXT TO SPEEDWAY SUPERMARKET)

PODIATRIST
DR. GARY BRAVSTEIN
 408 JAY STREET
 Downtown Brooklyn
 Union coverage accepted
 where applicable.
 (212) 875-8071

put a plus in your fireplace
 with an Orley Wood Stove

SITS ON THE HEARTH OF YOUR FIREPLACE

64 MODELS PLUS CUSTOM DESIGNS

Get more usable heat from less wood with an Orley Stove. Extra adaptable to the health of your fireplace you avoid fireplace waste and mess. Airtight construction and exclusive double draft venting give you complete control of the fire. 64 models available featuring double thermal glass cooking plate and endless variation.

ORLEYS
handcrafted
WOOD STOVES
 Lifetime Warranty
 free brochure

Dealer & Distributor Inquiries Invited

Please send more information about Orley's Handcrafted Wood Stoves

Name _____
 Address _____
 City _____ State _____ Zip _____

ORLEY'S MFG. CO.
 3320 N. Pacific Hwy, Medford, Or 97501
 Tel. (503) 779-3547

BUTTERFLY KITE



This super flying durable kite comes with 300 feet of 20 lb. test string on a wooden spool. 30" x 36" in size. Made in Germany.

\$8.00 postpaid

Your check, MasterCard, Bank Americard or American Express

Vermont Village Shops

In The Old Mill
 Dept. X1
 Bennington, Vermont 05201

Retiring Soon?

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

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

You'll find a lot of answers in

The Complete Guide To Retirement
 by Thomas Collins
 paperback \$3.95

LEADER PUBLICATIONS INC.
 233 Broadway
 New York, N.Y. 10007

You may send me a copy of "The Complete Guide to Retirement." I enclose \$3.95 plus 32 cents Sales Tax — or total of \$4.27. I understand mailing is free.

NAME _____
 ADDRESS _____

Trim and Tilt Your Outboard Motor with a DOLE Trim-N-Tilt Kit

Costs approx. 50% less than competitive makes
 A non-electric double action, hydraulic pump, mounted at the driver's seat, allows you to raise or lower your outboard motor to any position. Models for most outboard motors from 20 to 150 HP.

See at Leading Marine Dealers or Write for FREE Literature
DOLE Fluid Power Products
 Box 1987-28 CL, Hutchinson, KS 67501
 Telephone - 316-643-8361

4 OLD COINS \$2.00

2 different Liberty "V" Nickels minted before 1913.
 2 different Buffalo Nickels minted before 1939.

ALL 4 SCARCE COINS ONLY \$2.00

Add 25c postage immediate shipment. Catalog included. Satisfaction guaranteed.

Village Coin Shop
 DEPT. L.,
 PLAISTOW, N.H. 03845

Weight Lifters Body Builders NOW OPEN

NORTH JERSEY HEALTH CLUB
ONE YEAR CHARTER MEMBERSHIP \$150

Call or Come in for Information
 (201) 945-1444
 535 Bergen Blvd., Ridgefield, N.J.

Introducing a Unique New **WATER DISTILLER**

- Compact (6 x 9") (3 1/2 lbs.)
- Stainless Steel
- Fully Automatic
- 1/2 gal/hr. 12 gal/day
- Economically priced

Rated most efficient. Water purified by steam distilling process. Engineered to the highest standards. Removes odor, taste, chlorine, fluoride, metallics, and pollutants.

BETTER HEALTH PRODUCTS
 29822 Washington Square,
 Elkhart, Indiana 46514

Please rush me literature on the HOME STILL™ model #400.

NAME: _____
 ADDRESS: _____
 CITY: _____
 STATE: _____ ZIP: _____

DEALER INQUIRIES INVITED

ALFALFA AND BEAN SPROUT GROWING KIT



Enjoy a gourmet sprout farm in your kitchen everyday of the year. Have organic, healthful and easy to grow alfalfa and bean sprouts in just 5 to 7 days. . . . each kit contains several delicious harvest. Growing instructions and a handsome growing box that sets on your kitchen counter are included.

PRICE \$13.00 Plus \$2.00 Postage & Handling
 California Residents Add 6% Sales Tax.

GOURMET SPROUT FARM
 6036 American Ave.
 Modesto, California 95350

It PAYS to ADVERTISE
 in the **CIVIL SERVICE LEADER**

Change of Address for 'The Leader'

My Present 'Leader' Label Reads Exactly As Shown Here

(please print or type)

 (Name) _____ (Chapter Number)

 (Street)

 (City) _____ (State) _____ (Zip Code)

My Social Security Number is _____

STREET _____
 CITY _____ STATE _____ ZIP CODE _____

MY NEW ADDRESS IS:

Bring home the bacon.



Take stock in America. Buy U.S. Savings Bonds.



James Moore, CSEA Central Region V president, underlines key points during his officers training segment while Dick Brown, left, and Richard Grieco, Local 823 president, look on. Officers and delegates from 10 units, plus several state officers, attended the full-day workshop held recently in Watertown.



James Moore listens as an officer asks a question during the question-and-answer period which followed the speaker sessions at the recent workshop conducted by Local 823 in Watertown.

Hold Jefferson Grievance Workshop

WATERTOWN—Officers and delegates from 10 units of Jefferson Local 823, as well as representatives from area state Locals of the Civil Service Employees Association, attended a recent officers training session and grievance workshop held here at the Holiday Inn.

Richard Grieco, president of Local 823, coordinated the full-day

session. Guest speakers included James J. Moore, CSEA Central Region V president, who spoke of the importance of strong leadership and improving communication between officers and union membership. Regional attorney Richard Hunt stressed the timeliness in filing grievances and that special importance be placed on factual documentation.

Ercole Ventura, CSEA regional organizer, concluded the morning session with a review of stewards' duties with emphasis on proper techniques.

Frank Martello, Region V supervisor, opened the afternoon segment with a discussion of the varieties of grievances and procedure methods through the four steps. Mr. Martello also reviewed the many services and educational information available to units and locals.

Charles McGeary, regional public relations specialist, spoke to the gathering and suggested methods to improve communication through unit or Local newsletters. He also recommended ways of taking full advantage of news media public service announcements.

A question-and-answer period concluded the workshop.

Plans are under way to repeat the successful workshop format in other county and state Locals throughout Central Region V.

Why The Taylor Law Requires Reforming

A recent editorial in the Troy Times Record dismissing the need for Taylor Law reform brought a long response from Civil Service Employees Association Rensselaer Local president Samuel P. Ciraulo, in which he detailed why the Taylor Law requires reforming. Mr. Ciraulo's remarks are excerpted below.

The Taylor Law as it exists becomes a very one-sided law in favor of the employer if bargaining breaks down. The Public Employment Relations Board (PERB) has worked very hard to see that bargaining does not break down and, in most cases, is successful. However, when the bargaining process reaches the fact-finding stage, which is usually only after many months of intensive negotiations, PERB can only make a recommendation through a fact-finder's report for a settlement. If this recommendation is acceptable to the union, but not acceptable to the employer, a legislative hearing is then imposed. If the Legislature takes the side of the employer and also does not accept the fact-finder's report, the employees are left with nowhere to turn and must accept anything they are given by the legislators, no matter what. This becomes very difficult, placing the legislators in a position of having to do the job that management has failed to do over many months. They are disadvantaged since they have to absorb what was going on during the entire negotiating process prior to their receiving the ball. In most cases they get very little time to look into both sides. Also the legislative positions are not full-time positions and sometimes they have to depend quite heavily on what management tells them, the same management that has been unable to (or simply did not want to) resolve the problem.

There have been times in the past, because of the disadvantaged position legislators are placed in by management, when public employees came out of a legislative hearing losing some of the benefits that were negotiated in years past. If the employees can not accept this and decide to fight back by going on strike (which is what happens in private industry) we in public service are subjected to the following:

1. Loss of tenure for one year for each employee, thereby denying him/her the protection of the Civil Service Law against dismissal regardless of the number of years of service.
1. Loss of tenure for one year for each employee thereby making the employee "pay" the employer the equivalent of two days pay for each and every day on strike.
3. The leaders of the union can wind up in jail for participating in a strike with their fellow employees.
4. If the employees' union is found guilty of participating in the strike, they could lose their dues-checkoff privileges and be subjected to some very stiff financial penalties.

As you can see, the employer can do very well if the employees are forced to go on strike, and yet there are no penalties for an employer who is found guilty of negotiating in bad faith. By no stretch of the imagination can this be considered as fair treatment, especially when you consider (contrary to public opinion created by the press) that no working man or woman, public or private, likes to go on strike. Need, frustration, and desperation are the creators of a strike when all else has failed to resolve the problem.

Announce Labor/Management Committee: Parole Division

ALBANY—A statewide Civil Service Employees Association labor/management committee for employees of the new Division of Parole has been announced.

CSEA president William L. McGowan has named the following persons to represent the union at labor/management meetings: Michael Bell, parole officer at Edgecomb; Peter Blaauboer, senior parole officer at Buffalo; Zeld Crane, senior typist at Ossining; Joseph Early, parole officer at Albany Area; Lawrence Ibsen, parole officer at Taconic; Robert Kent, parole officer at Binghamton; Nancy Morrison, senior stenographer at Syracuse; Paulett Parfitt, parole officer at Clinton; Sheldon Swirsky, parole officer at Hempstead; Alicia Fisher Yarter, senior data entry machine operator at Central Office, and John Eversley, senior parole officer in New York City.

Additional people may be appointed as needed, according to Mr. McGowan.

CSEA collective bargaining specialist Jack Conoby will be the staff representative at the first labor/management committee meeting, which will be held this month. In attendance at the meeting will be Edward R. Hammock, chairman of the Division of Parole, and Henry Bankhead from the personnel department of the Division, according to Mr. Conoby.

Mr. Conoby advised the more than 1,000 CSEA members in the

Division to get in touch with the committee member nearest them with suggestions for topics to be taken up at this and future labor/management meetings.

Parole became the newest division of state government on Jan. 1.

Form New CSEA Unit In Onondaga County

LIVERPOOL — The Onondaga County employees of the Department of Parks and Recreation, a newly formed unit of the Civil Service Employees Association, recently elected their officers.

They are president Fred Ladouceur, first vice-president James Bishop, second vice-president Anthony Sokolowski, treasurer Helen Windhausen and secretary Florence Spencer.

The election committee included Palmer Burbidge, Dave Moltion, Raymond Owens, Michael Cathers, James Abbott, Jeanette Heldeffer and Anthony Arnold.

Mary Matteson and Alan Cox comprised the nominating committee.



Frank Martello, Central Region supervisor, "touching all the bases" of grievance procedure at the recent County workshop held by Jefferson Local 823 in Watertown.

Onondaga Local Installs Leaders

SYRACUSE—Onondaga County Local 834 of the Civil Service Employees Association has announced the installation of new officers at a dinner ceremony held recently at the Camelot Restaurant, in Syracuse.

James J. Moore, president of CSEA Central Region V, administered the oath to the new officers who will represent the 20-unit Local for a term of two years. Those installed were Robert Obrist, president; Thomas Murphy, first vice-president; Joseph Caputo, second vice-president; Pat Callahan, third vice-president; Ventina Cerutti, secretary; Sally Greco, treasurer; Gerald Roseman, Local representative, and Carm Bartholomeo, corresponding secretary.

BINGHAMTON RETIREES MEET MARCH 27

BINGHAMTON—There will be a regular meeting of the Binghamton Area Retirees Local 902 of the Civil Service Employees Association 2 p.m., March 27, at Garden Village West, 50 Front St., Binghamton.

Retirees from Broome, Chenango, Otsego, and Delaware Counties are invited to attend. Ben Fisher, director of Action for Older People, will be the guest speaker.

Field Asst. Jobs At CSEA Open

ALBANY—The Civil Service Employees Association is seeking applicants for two field service assistant staff positions, one the CSEA Central Region servicing St. Lawrence County and the other at union's Capital Region servicing Saratoga and Washington Counties.

Field service assistants help union members with employment problems, securing formal recognition and certification problems, and help negotiate conditions of employment including the contract writing. Field service assistants also visit chapters and

units to confer with, advise, and aid chapter and unit officers and committees on CSEA's policies, programs and services.

Minimum qualifications are a high school diploma and two years' business or investigative experience involving extensive public contact; or a bachelor's degree or a satisfactory combination of training and experience.

Candidates must live within reasonable commuting distance from the areas to be serviced and hold a driver's license and have a car available.

Applicants must also submit to a physical examination. They should contact Thomas S. Whitney, director of employee relations and personnel, CSEA, Inc., 33 Elk St., Albany 12207, by April 10.



PROTEST GROUP HEADS NORTH

This group of Long Island state employees led by Irving Flaumenbaum, left, president of the Civil Service Employees Association's Long Island Region I, were about to enter bus for trip to Albany when picture was snapped. Group made trip recently to protest policies of state Mental Hygiene Department.

Audit, Accounting

ALBANY—The state Civil Service Department established an eligible list for professional auditing and accounting on Feb. 6, as the result of a November 1977 open competitive exam. The list contains 471 names.

State Open Competitive Job Calendar

The following jobs are open. Requirements vary. Apply with the state Civil Service Department, Two World Trade Center, Manhattan; State Office Building Campus, Albany, or 1 West Genesee St., Buffalo.

(5 percent salary increase anticipated April 1, 1978)

FILING ENDS APRIL 3

Adirondack Park Project Review Specialist	\$10,714	27-709
Adirondack Park Project Review Specialist II	\$13,404	27-711

FILING ENDS APRIL 17

Clerk (Transportation Maintenance), Sr.	\$ 7,204	24-646
Chief of Regulatory Research	\$26,516	27-697
Gas Inspector	\$ 9,746	24-641
Gas and Meter Tester	\$ 8,251	24-640
Housekeeper I, Chief	\$10,914	24-622
Housekeeper II, Chief	\$12,183	24-622
Planner, Senior	\$11,983	24-645
Stores Clerk, Sr. (NYC Area Only)	\$ 8,251	
Supervisor of Rehabilitation Hospital		
Fiscal Administration	\$21,745	80-011
Welfare Inspector General Field Rep. II	\$13,604	24-647

Filing Opens In February Postal Clerk-Carrier

Start Your Study Program
With An Arco Study Book
At The Leader Book Store
233 Broadway, 17th Floor
New York, New York 10007

Contains Previous Questions and Answers and
Other Suitable Study Material for Coming Exams

\$600

ORDER DIRECT—MAIL COUPON

LEADER PUBLICATIONS, INC.
233 Broadway, 17th Floor, N.Y., N.Y. 10007

Please send me copies of Postal Clerk-Carrier
I enclose check or money order for \$

Add 50 cents for postage and handling and 8% Sales Tax.

Name _____

Address _____

City _____ State _____

BOOKS NOT RETURNABLE AFTER 10 DAYS

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
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Radiologic Technologist, Therapy		
Stationary Engineer	\$10,714	20-100
Stationary Engineer, Assistant	\$ 9,546	20-303
Stationary Engineer, Senior	\$14,142	20-101
Varitype 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.

You can also contact your local Manpower Services Office for examination information.

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.

PRISON

It's Foreboding First

By RON KARTEN

Richard Becker is a teacher. He arrives at work at 7:30 a.m., and says good morning to a guard in a glass booth. The guard opens up three electric gates, which are 50 yards from the administration building but further than that from the classrooms.

A guard buzzes open another electric gate, and this leads to the lobby. Half a dozen more electric gates get him to the A-block gate, which is a manual gate requiring a guard to open it with a key. It's 200 yards through Cell Block A until he reaches "Times Square" where the four main cell-block corridors come together.

He goes through another manually opened gate here, turns right and heads down the hall to Cell Block D where another manual gate has to be unlocked. Then he's at the chapel. He goes up three stories and down the end of the hall to his office.

Mr. Becker, president of the Civil Service Employees Association's Local 152, works at Attica Correctional Facility, a 55-acre rural prison surrounded by a concrete wall that extends 30 feet above ground and 12 below.

Are all these gates—which slam shut with the finality of death—disturbing?

"There's a very definite psychological reaction when you first go through," said Mr. Becker, "and it's not accidental. It's very foreboding and the feeling they give is one of oppression. But after five years, I have no feelings about them at all."

Jeanne Westby, teacher of English at the Bedford Hills Correctional Facility, has had similar experience. "There are times when I forget I'm working in a prison and times when it is very, very evident. When a resident tries to escape, they lock everything down and I can't move, and the residents can't move. It's a very nervy situation and then you know where you are."

Edward Gorton, a math and reading teacher at Wallkill Correctional Facility, said he feels safer in the prison than on the streets. In 10 years, he's only seen two fighting incidents and neither were directed at him. He explains his success with inmates saying, "I treat the men like men."

All aren't so equitably treated in the Corrections system, however.

A problem that Attica shares with the general population is that the facility is a recipient of dumped mental patients. A few years back, when the state began releasing mental patients into unprepared communities, a lesser known facet of that program was that the state released the dangerous mental patients into unprepared correctional facilities like Attica.



Institutional Teachers Committee Meets

"They send in the 'bugs' from Matteawan (State Hospital) and they don't belong in prison at all. They're heavily medicated. They have auditory hallucinations in class. At least one third of them are psychotic or in a state of remission." (A state of remission, Mr. Becker said, means they haven't attacked anyone in a week or two.)

"You can't deal with them in jail. It's a potentially volatile population to begin with, and the mental patients may strike out at any time creating a dangerous situation for staff and inmates.

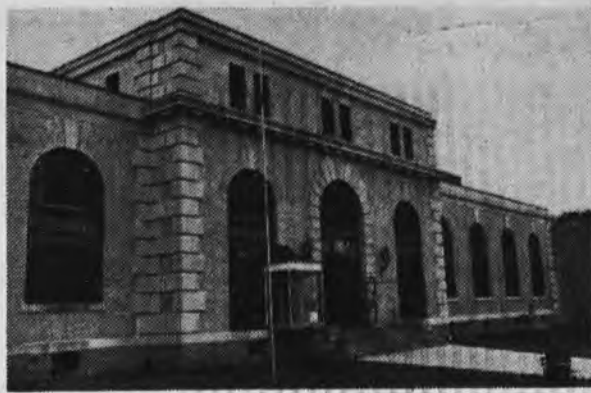
"We've complained consistently about the problem but the (Corrections) department says they have no money for separate facilities."

Fred DePew, president of CSEA Local 156 and teacher of building trades at the Elmira Correctional Facility, cited the same problem there. "About 25 percent of the population here (nearly 1,500 men) are mental hygiene patients. There's a satellite unit for mental patients but it only holds eight at a time.

"Those in my classes are highly sedated and hard to control. They pay no attention to orders or directions."

In response to this growing crisis, the CSEA's state-wide institutional teachers committee, one of the most populous titles committees, has held the first of a series of labor-management meetings with the Corrections Department.

Other problems faced by Corrections teachers, cited



Ossining Correctional Facility

by Ronald Marx, the State Correction Department CSEA Board representative and president of Local 154 at the Clinton Correctional Facility, are the political appointments made at the top echelon of the system.

"The three top men in the department," he said, "have less than five years of corrections experience among them."

David Miller, president of CSEA's Local 151 at the Albion Correctional Facility, attributed another problem to "political hacks at the top who don't understand how a prison works." He said that the department is planning to institute a "Comprehensive Day," which will mean that inmates will switch from a full day of work activities to a half day of work and a half day reserved for administrative purposes.

While this will prevent inmates from being called out of work assignments and classes, Mr. Miller stressed that it will leave most of them idle during the day. "They'll have too much free time."

In addition, this plan will involve a reduction in the number of teachers and service people.

He also said that locally, the teachers are forced to work from 1 p.m. to 9 p.m. in violation of their contract. When Mr. Miller brought this to the attention of his supervisor, he was reportedly told, "If you don't like working here, find a job elsewhere."

CSEA is currently lobbying feverishly in the state Legislature, according to CSEA spokesman, Gary Fryer, to insure that institutional teachers have as close to a normal public school schedule as possible; to increase teachers' salaries by one half during July and August (optional teaching months); to insure one sick day for every 28 days worked and 5 personal leave days for teachers working a full 12-month year, and to insure one sick day for every 28 days worked and 3 personal leave days for teachers working the 10-month year.

Between the nearly predictable struggles that labor traditionally fights with management, correction teachers like their work and take pride in their successes.

Mr. Marx noted that there is plenty of money at Clinton for books and supplies. He said that the school building was renovated recently and that the classrooms are nice. In terms of teaching success, he said that 75 percent of those who take the high school equivalency exam pass.

"I've had immensely good luck. Many older men actually break down and cry when they receive their results. Pass or fail."

While Alan Grosskopf, teacher of basic education at Clinton Correctional, said that 80 percent of his students are "going to school because it's the easiest job," Mr. Becker stressed that 80 percent of his students show "real interest," and this, he agrees, makes his work gratifying.

Mr. Becker told of the success he had with one inmate. The man had raised four sisters by hustling cards, drugs, anything, but after they were all grown up, he got caught and landed in Attica.

"He had very little formal education," Mr. Becker said, "but a lot of native intelligence. Now he's an Edgar Allan Poe fanatic. He can probably quote the first two paragraphs of 'Ligeia' and he's got a great interest in Shakespeare plays and Arthur Miller. He's taking a creative writing course and has come a tremendously long way. He's a little guy with a lot of determination."

Ms. Westby cited the case of a young woman at Bedford Hills who was reading at a third-grade level a year ago. Last week, Ms. Westby said, the woman completed the test for her high school equivalency diploma. She said that the resident was rated at an 11th-grade level just prior to taking the test and her chances for passing were very good. "And there are many, many like her."

Peter Willis, vice-president of CSEA Local 162 and a math teacher at the medium-security Coxsackie Correctional Facility, called his work with inmates "emotionally draining. I go home tired at the end of the day. But many times," he adds, "it is, in fact, rewarding."

He said that all instruction at Coxsackie is modular. Assignments are tailor-made for the inmates and they proceed at their own rate. During the most recent survey of school successes, 100 high school equivalency diplomas were awarded in a one-year period.

Mr. Gorton said that he had an inmate who, in two years, earned both a high school equivalency diploma

TEACHERS

Some Inmates Succeed

and an associate degree in sociology. He added that he never looks at inmates' records because he does not want to form prejudices about his students. He said that in two cases he did look and regretted it.

In problem situations, Mr. Gorton tries to motivate an inmate by dealing with his interests. "I pull him over to the side and talk to him, man to man. I ask, 'Are you reluctant to get involved because you're afraid you don't know anything?' Then I tell him, 'There's nothing wrong with not knowing anything now, but if you stay here for two years and still don't know anything, that's your fault.'"

Mr. DePew said that nearly all of his students at Elmira come out of the facility with a trade they can sell. His students worked on the South Mall project in Albany and many get jobs as carpenters, electricians and plumbers when they leave. "In 13 years, I only know of two men paroled from my shop who have returned."

Corrections teachers respond very emphatically to claims that prisons don't rehabilitate. "Horse—!" said Mr. Becker from Attica. "On what criteria do you base rehabilitation? There are a lot of reasons for recidivism. Everything else has failed them. We can get an inmate a high school equivalency diploma, but when he gets out on the street, who's going to get him a job?"

"If he gets out on a Friday and the welfare and employment offices don't open until Monday, what's he going to do. He knows he can make a lot of money hustling one thing or another. Why should he take a job pushing a broom at minimum wage? There needs to be a more coordinated effort."

Mr. Miller, at Albion said, "Personally, I think it's like saying high schools are a waste just because they don't guarantee you a job. You may not be able to demonstrate that what we give them is rehabilitation, but you can't demonstrate the reverse either. If you give them something positive while they're here, there's just that much less chance that they'll do something negative when they get out."

Categorically, prison life is not good. One teacher said that if the Governor's proposal for life sentence without a chance of parole were to become law, he wouldn't blame a prisoner so incarcerated for killing anyone and everyone he had to in order to escape.

Things are lighter, however, at Albion, a minimum-security prison that looks like a college campus. It was built out of public works funds in the 1930s. It's a red-brick facility where inmates may be sent if they are well-behaved and on their way to parole. Two-hundred fifty men and 50 women share certain facilities and are due in the coming years to share more. The school



Jeanne Westby and Resident

rooms are blue and white and there are flower gardens around the buildings. The chain link fence surrounding the facility, says Mr. Miller, is more to keep people out than to lock inmates in.

Take the case of an inmate who had a pet squirrel. He made the squirrel a leash out of paper clips.

Take the case of a quiet little man in his fifties, who sat in the corner of Mr. Miller's class and for months never said a word. He never missed a class and never made any trouble. When one day he didn't show up for class, everyone noticed. The lack of his silence made too much noise. Someone said, 'He probably escaped,' and everyone laughed. Then they found out he had used a ladder to climb the fence and make his escape.

Women came to the facility last September, so before they came, the administration built a fence between the women's yard and the men's. The fence wasn't up long before a terrific rainstorm washed over Albion. Lightning hit the fence and someone said, "That's a sign of things to come."