

CSEA KO'S PEF IN ROUND TWO

Legislature's Anti-Wage Freeze Stance, Victory In PS&T Stirring Hope

After successfully rebuffing the attempts of a hastily formed, catch-all union to grab off representation rights of some 40,000 State employees in the Professional, Scientific and Technical Bargaining Unit from the Civil Service Employees Association, CSEA officials expressed cautious optimism that some more headway has

been made in fighting for all state employees this year.

Encouragement came earlier when some prominent Republicans and Democrats in the Legislature rejected Governor Carey's call for a state wage freeze. Leading the objectors was Senate Majority Leader Warren Anderson of Binghamton who said that a wage freeze would be a denial of employees' bargaining rights.

Another important voice strongly opposed to any such action is that of Sen. Richard E. Schermerhorn (R-Orange, Rockland and Ulster Counties), who heads the Senate's Civil Service Committee.

Democratic Senator Linda Winkow of Rockland County said she would continue to oppose any wage freeze because it "deprives one group of employees (the public sector) from working towards the same legitimate aspirations as other employee groups."

Sen. James H. Donovan (R-Lewis, Herkimer and Oneida Counties), called the freeze a

(Continued on Page 16)



VICTORY — CSEA president Theodore C. Wenzl flashed the victory sign immediately after the PS&T representation challenge vote was tallied in Albany last week.

Wins Decisive Victory In PS&T Challenge

By PAUL KYER

ALBANY—Round Two of a challenge to unseat the Civil Service Employees Assn. from representing some 40,000 employees in the State's Professional, Scientific and Technical Bargaining Unit ended last week when CSEA decked the challenger by a 4,000 plus margin of victory.

The result of the vote—14,321 for CSEA versus 10,184 for something called Public Employees Federation—was a dramatic contrast to Round One when the Employees Association edged PEF, but not by enough to claim victory.

"We really put it together," said a jubilant Theodore C.

Wenzl, CSEA president.

He credited the following events for the organization's success.

Tour With Stein

"We had the real issues and they didn't," he said. "While PEF was fighting a paper war with us, CSEA was fighting the real battles—layoffs, waste in government, lulus, you name it!"

Dr. Wenzl also credited the whirlwind tour around the state with Assemblyman Andrew Stein (D-Manhattan), telling about the CSEA/Stein Joint State Committee on Waste and Inefficiency in Government, with focusing employee attention to the fact that CSEA was acting, not talking.

The employee Association's public relations program hit

(Continued on Page 16)

No Snow Job! Time Off OK'd For Absences

ALBANY—Gov. Hugh L. Carey has announced that state employees unable to get to work during the fierce snow storm Feb. 2 will be excused for the day's absence.

Those who were able to report will be given compensatory time off, Carey said.

The snow storm, with high winds which reduced visibility to near zero in many areas, forced the closing of numerous state offices, including nearly all in the Albany area.

Carey's statement squelched rumors among state workers that he was planning to assess employees who were unable to report Monday one day's personal leave time.

The governor said the Civil Service Department was working on details of the implementation of his order.

Employees Assn. Gearing Up For PS&T Negotiations; Institutions At Impasse

ALBANY—Officials of the Civil Service Employees Assn., winner in the recent election for the right to represent the state's Professional, Scientific and Technical Unit employees, expects to begin negotiations on a new work contract for the 40,000-member bargaining group late this week.

Bernard Ryan, CSEA staff coordinator for state negotiations, told The Leader at presstime that bargaining would get un-

derway as soon as possible after the routine five-day period following the Feb. 4 runoff election during which the losing union,

(Continued on Page 16)

Flaumenbaum Shoots Down Caso Scheme For A Rifle Range

MINEOLA—Charging Nassau County Executive Ralph G. Caso with a "let-them-eat-cake" attitude, Civil Service Employees Assn. Nassau chapter president Irving Flaumenbaum last week denounced Mr. Caso's proposal to build a \$2.1 million underground rifle

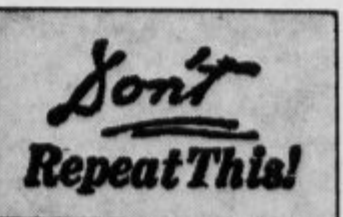
range while talking about layoffs in the name of economy.

"This is a shockingly callous attitude," Mr. Flaumenbaum declared.

It also reflected what the union leader termed "the imperial tastes of public officials and a new example of governmental

wastefulness."

Mr. Caso's plan surfaced after the county laid plans to tear down an existing indoor rifle range at Michell Field in order to make way for an interior road to serve traffic to and from the parking lots of the Nassau County Coliseum.



Last Say On Concorde Is Yet To Be Heard

THE decision of Secretary John T. Coleman of the Federal Department of Transportation to permit the supersonic Concorde to land and take off at Kennedy Airport is not likely to be the last word

(Continued on Page 8)

City Worker Ranks Continue Shrinking

Mayor Abraham D. Beame announced another round of city layoffs.

This time, 98 Transportation Administration, Youth Services Agency and Health Services Administration workers will join thousands of already out-of-work municipal employees.

Most of the upcoming layoffs resulted from reorganizing YSA. Seventy-nine YSA workers, including \$38,771-a-year Commissioner Nyrka Torrado, lost their jobs. The agency's functions will be taken up by other city departments including the Youth Board and the Department of Recreation. The Summer Youth Employment Program will be run by the city Department of Employment.

City officials estimate savings \$3.4 million.

The dismissal of eight persons

in the Health Services Administration is expected to save \$191,144 a year. Five of the soon-to-be-laid off workers earn \$25,000 or more a year. The Mayor's office and City Council also hope to reorganize HSA and are exploring the possibility of transferring the functions of the Addiction Services Agency to the Health Department.

"The fiscal constraints of the city and the need to provide the most efficient health services possible leaves us little alternative but to terminate these public servants," said Mayor Beame.

In the Transportation Administration 11 workers are being laid off, five demoted, and one employee is receiving changed work duties. This step will save the city \$538,000 a year.

Mayor Beame says the dismissals are effective Jan. 30. Pink slips are being sent out now.



VP's HOST — Vincent F. Albano Jr., chairman of the New York Republican County Committee, announced that Vice President Nelson Rockefeller will be the guest of honor at NYR-CC's Bicentennial and Lincoln Day Dinner and Ball Saturday, Feb. 14. The event will be held in the Grand Ballroom of the Waldorf-Astoria Hotel, Manhattan. Toastmaster will be State Senator Roy M. Goodman. "We expect this affair to be the greatest in our history," commented Mr. Albano, "not only in attendance but also in the number of dignitaries who will be present."

Nassau Cnty. Fact-Finder Is Appointed

MINEOLA — Herbert L. Marx Jr., has been named fact-finder for the 1976 contract negotiations between Nassau County and the 12,500-county worker members of the Civil Service Employees Assn.'s Nassau County chapter.

Mr. Marx was chosen from a list of seven nominees supplied by the state Public Employment Relations Board. He is a New York City arbitrator, fact-finder and mediator registered with PERB in New York and New Jersey.

Mr. Marx is a member of the American Association of Arbitrators and the New York State Mediation Board.

Irving Flaumenbaum, president of the Long Island region of CSEA said, "we are pleased with the selection of Mr. Marx. Now we can get on with the process of obtaining a just and equitable compensation for our labor."

Nassau Seeking Machine Ops, Rec And Purchasing Ass'ts, Catalog Writers

MINEOLA—Machine operators, recreation assistants, assistants to purchasing agents and catalog writers are currently being recruited by the Nassau County Civil Service Commission for jobs in county, town and village offices. Starting salaries range from \$5,638 to \$11,459 a year.

Candidates for all exams, for which filing close Feb. 18, must be Nassau County residents. Examinations are scheduled for Mar. 20.

For business machine operator, exam 62-932, candidates must have a year's clerical experience, of which six months' involved the operation of a bookkeeping machine. Business machine operator, exam 62-931, which is only for posts in Bayville and Plainview, is open to high school graduates with three months' bookkeeping or billing machine experience.

High school graduates with prior experience in the use of reproduction machines may apply for blueprint machine operator I, exam 63-086. Starting salary is \$7,236 a year.

For duplicating machine operator I, exam 63-006, candidates must be high school graduates with training in operating duplicating machines or an equivalent combination of training and experience. Two years' experience will qualify individuals for senior duplicating machine operator, exam 63-005.

High school graduates with a year's experience in the operation of addressing machine equipment may apply for addressing machine operator I, exam 62-998. A satisfactory combination of experience and training will also be accepted for the \$8,236 post.

Candidates for recreation assistant, exam 62-978, must have completed two years of high school or have two years' experience in recreation activities. Candidates with a combination of education and experience may also apply.

For assistant to purchasing agent, exam 62-899, applicants must be high school graduates with two years of purchasing office experience. The post pays \$9,697 a year.

High school graduates with seven years' business experience may apply for catalog writer II, exam 62-905. Three years' experience must have been in cataloging or a related field.

Completed information on all positions may be obtained through the Nassau County Civil Service Commission, 140 Old Country Road, Mineola, N.Y. 11501.

A Surgical Consultation Program Is Now Available For NYC Area Residents

ALBANY—The Civil Service Employees Assn. said effective this month, a surgical consultation program for persons covered by the New York State Government Employees Health Insurance Program will be available in the New York City area.

The surgical consultation program, available to enrollees only in the Albany area until now, is being extended as a result of negotiations for the reopener clause in the third year of the contract between CSEA and the State.

Surgical consultation offers a medical "second opinion" to persons who have been advised by a doctor of the need for elective or non-emergency surgery.

Persons who receive surgical consultation are examined by a consulting specialist and advised of the findings. The consultant will either confirm the need for surgery or suggest an alternate method of treatment. The consultant will not perform the

surgery.

The surgical consultation service in the New York area is intended primarily for the convenience of enrollees who work or live in New York City or Nassau, Suffolk, Westchester, Rockland, Putnam, Orange or Dutchess Counties. The service will also be available to enrollees from anywhere in the State who are willing to travel to the New York City area or Albany at their own expense for the consultation.

There will be no charge to the individual for the examination or any related laboratory tests.

Requests for surgical consultation may be made by phone. The New York City phone number for persons enrolled in the statewide plan is (212) 488-4070; the number for those in the GHI option is (212) 760-6543, and for those in the HIP option, the number is (212) 754-1186. In the Albany area the number for all enrollees is (518) 457-3198.

About 450,000 persons in the New York City area are covered by New York State Government Employees Health Insurance. Enrollees include active and retired State employees and dependents, as well as employees and retirees of some 800 counties, towns, villages, water districts, fire districts and other participating agencies, and their dependents.

C. S. E. & R. A.

FROM CIVIL SERVICE EDUCATION AND RECREATION ASSOCIATION FOR YOU AND MEMBERS OF YOUR FAMILY

WINTER PROGRAM

IRELAND—7 Nights
6059 Lv. March 12, Ret. March 20
Visiting Limerick, Killarney, Dublin & Galway
At First Class Hotels IB.....\$439

EXOTIC ST. MAARTEN—7 Nights
Sunday & Monday Departures—Mar. 1-Mar. 29 CB.....\$379
Sunday & Monday Departures:
Apr. 4-Apr. 19 AB & 4 Dinners, From.....\$329
At the Deluxe CONCORD HOTEL & CASINO

BERMUDA—3 Nights
6078 Lv. March 26, Ret. March 29
At the BELMONT HOTEL & GOLF CLUB MAP.....\$249

GUADELOUPE
7 Nights—Friday Departures Weekly
Feb. 20 through Apr. 9 AB.....\$399
7 Nights—Friday Departures: Apr. 16 & Apr. 23 AB.....\$379
8 Nights—Tuesday Departures (every other week)
Feb. 24 through Apr. 20 AB.....\$399
AT the Deluxe CARAIBE COPATEL

SPRING PROGRAM

LONDON — 7 Nights
6109 Lv. Apr. 17, Ret. Apr. 25
At the Superior First Class HOTEL METROPOLE CB.....\$359
FLIGHT ONLY.....\$289

AMSTERDAM — 7 Nights
6110 Lv. Apr. 17, Ret. April 25
At the HOTEL VICTORIA (or similar) CB.....\$379
FLIGHT ONLY.....\$289

ST. MAARTEN—7 Nights
Saturday & Monday Departures Weekly
Beginning Apr. 24 AB & 4 Dinners, From.....\$329
At the Deluxe CONCORD HOTEL & CASINO

BERMUDA
6138 Lv. Apr. 15, Ret. Apr. 22 (7 Nights) MAP.....\$379
6139 Lv. Apr. 22, Ret. Apr. 25 (3 Nights) MAP.....\$259
At the BELMONT HOTEL & GOLF CLUB

SAN JUAN—7 Nights
6132 Lv. Apr. 10, Ret. Apr. 17
6134 Lv. Apr. 17, Ret. Apr. 24
At the First Class REGENCY HOTEL EP.....\$279

ST. LUCIA—7 Nights
Friday Departures Weekly
Apr. 16 through Dec. 10
At the VIGIE BEACH HOTEL AB & 5 Dinners.....\$299
Or at the HALCYON BEACH CLUB AB 5 Dinners.....\$349

MIAMI—10 Nights
6189 Lv. Apr. 15, Ret. Apr. 25
At the Deluxe CARILLON HOTEL MAP.....\$429
Or at the Superior First Class SEVILLE HOTEL MAP.....\$379
Or at the DESERT INN MOTEL EP.....\$299
FLIGHT ONLY.....\$149

WEST COAST—9 Nights
6011 Lv. Apr. 15, Ret. Apr. 24
4 Nights San Francisco at HOTEL EL CORTEZ;
2 Nights California Parlor Car Coast Mission
Tour; 3 Nights Los Angeles at HOLLYWOOD
ROOSEVELT HOTEL 7 Meals.....\$369
To SAN FRANCISCO/From Los Angeles FLIGHT ONLY.....\$199

LOS ANGELES — 9 Nights
6012 Lv. Apr. 15, Ret. Apr. 24 FLIGHT ONLY.....\$189

ORLANDO—3 Nights
Visit DisneyWorld, Cypress Gardens & Sea World
At the ORLANDO TRAVELDGE
Departures Apr. 6, 9 and 12 EP.....\$149
Departures Apr. 15, 18 and 21 EP.....\$159
PLEASE WRITE FOR DETAILED FLYER OR COMPLETE WINTER/SPRING 1976 PROGRAM

PRICES FOR ABOVE TOURS INCLUDE: Air transportation; twin-bedded rooms with private bath; transfers and baggage handling; abbreviations indicate what meals are included.

ABBREVIATIONS: CB—Continental breakfast daily; IB—Irish breakfast daily; AB—Full American breakfast daily; MAP—breakfast and dinner daily; EP—No Meals.

NOT INCLUDED: Taxes and gratuities.

FOR ALL TOURS: Mr. Sam Emmett, 1060 E. 28th St., Brooklyn, N.Y. 11210 — Tel: (212) 253-4488 (after 5 p.m.)

All prices are based on rates existing at time of printing and are subject to change.

ALL TOURS AVAILABLE ONLY TO CSE&RA MEMBERS AND THEIR IMMEDIATE FAMILIES.

**CSE&RA, BOX 772, TIMES SQUARE STATION
NEW YORK, N.Y. 10036
Tel: (212) 575-0718**

USE YOUR FINGERS TO GET AHEAD!

Learn to be a Stenotype Reporter. Work when you wish—for good pay. Licensed by N.Y. State Education Dept.

FOR FREE CATALOG CALL
(212) WO 2-0002 or (914) 428-5353

Stenotype Academy

259 Broadway - Opposite City Hall
140 Mamaroneck Av White Plains NY

CIVIL SERVICE LEADER America's Leading Weekly For Public Employees

Published Each Tuesday

Publishing Office:
11 Warren St., N.Y., N.Y. 10007
Business and Editorial Office:
11 Warren St., 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.

MEN-WOMEN
AGE 17-34

We'll pay you \$361. a month to learn Law Enforcement.

We have excellent job openings right now. And if you qualify, you'll start at \$361. a month (before deductions). Join the people who've joined the Army.

Call Army Opportunities 800 523-5000

or write Box 800
Civil Service Leader
11 Warren St., New York, NY 10007
an equal opportunity employer

Or Write In

Toll-Free Number To Report Gov't Waste, Inefficiency

A toll-free 800 telephone number has become operational to assist the CSEA/Stein Joint Committee on Waste and Inefficiency in Government to collect and document examples of waste, inefficiency and 'fat' in government.

Anyone with information for the committee should immediately call this toll-free number, which is operational 24 hours a day with a recording device to receive messages around the clock: (800) 342-3697.

(800) 342-3697

In addition, any persons desiring to give more detailed information in any of the above mentioned areas may do so by writing directly to Box 25, The Civil Service Leader, 11 Warren St., New York, N. Y. 10007. All correspondence will be forwarded—unopened—to the Joint Committee at CSEA headquarters in Albany.

All information received will be confidential, but the caller should leave his or her name and telephone number so that the committee staff can follow up with a personal contact for complete information. Informants' names will be strictly confidential and will not be revealed.

Pleasantville Unit Asking Parity With Teachers & Administrators

PLEASANTVILLE—The Pleasantville School District unit, Civil Service Employees Assn., is asking for the same fringe benefits and salary increases for non-teaching employees as is granted by the district to teachers and administrators.

Connie Greene, unit president, said, "We have to pay the same increases for food and for doctors and dentists that the teachers do, so why shouldn't we receive the same fringe benefits and raises?"

The Pleasantville CSEA unit has been asking for a dental plan, disability benefits, life insurance and a 7.5 percent wage increase for the school district's 31 non-teaching employees. The contract expired January 1975. The school board has not agreed to the demands. A fact-finder's report was made on the question recently but it did not satisfy

CSEA or the school board. Another hearing is expected soon.

CSEA held a quiet demonstration outside the Pleasantville school board meeting Jan. 19 to dramatize its point of view, Ms. Greene said. The unit was commended by local police for the orderly way in which the demonstration was conducted.

Signs carried by the demonstrators, who were all tenured employees of the school district, read: "Why Must The Fringes

Proposed Prison Rule Changes Draw Criticism From CSEA Group

ALBANY—Members of the Civil Service Employees Assn.'s Law Enforcement Committee have objected to three proposals made by Herman Schwartz, acting chairman of the State Commission of Correction, to liberalize and expand prisoner's rights in the areas of correspondence, visitation, and religion.

The group represents jailers who are represented by CSEA in local sheriff's departments.

The committee cited a substantial decrease in security and control of the prisoners within an institution resulting in an in-

crease in danger to jail personnel, other prisoners and possibly visitors, as the reason for their objections to Mr. Schwartz' proposal regarding visitation. His proposed policy, according to the committee, called for no limit

on who may visit a prisoner, a guarantee of visits within 24 hours of commitment, limited searching of visitors and minimal supervision during visitation, among other suggestions.

In the area of religion, the committee opposed Mr. Schwartz' proposals for allowing prisoners the right to select their diet by observing "dietary laws," citing the inconvenience to jail personnel of cooking several different meals or obtaining meals from an outside source. The committee also objected to allowing unruly prisoners housed in disciplinary segregation religious rights which might result in decreased security. The wearing of religious metals or symbols, the committee reported, should also not be allowed because of the possibility of the jewelry being made into weapons.

Mr. Schwartz' proposal regarding correspondence "so greatly limits the jail personnel's right of control that a search warrant is needed to even open a letter," according to the committee's report. Permission to allow various foods, trinkets, published materials, including pornographic material, was also objected to by the committee.

The group accused Schwartz of "carrying his concern for the individual prisoner's freedom to such a degree that he has completely forgotten the rights of jail employees, law enforcement officers and the public."

The committee's findings have been sent to local CSEA representatives involved in law enforcement for their comments.

CSEA Wins Suffolk Case Involving Job Appointments

HAUPPAUGE—The Civil Service Employees Assn. has won a landmark decision in Suffolk County Supreme Court upholding the principle that a vacant civil service position must be filled by a person who has passed the examination for that position, once the exam is given. Otherwise, the position must remain vacant.

The Suffolk County sheriff tried in April 1975 to get around

this principle by appointing a woman to the position of female corrections officer II (sergeant) after the woman had taken the exam for the job but failed it. In doing so, the sheriff neglected to appoint Lorraine Weeks to the job. Ms. Weeks had taken the same exam and passed it.

Ms. Weeks filed a grievance through CSEA, claiming that if the job were to be filled at all, she should be the one who should be appointed to it.

Ms. Weeks and the other woman were the only women to take the exam for the vacant female corrections officer II position. Civil Service Law requires that vacant competitive jobs be filled by an appointment from among the three highest scorers on the eligible list—the list of those who passed the exam. Nevertheless, the sheriff disregarded the law in this case and appointed the other woman to the job, on a provisional basis.

Justice Scelleppi of the Suffolk County Supreme Court said in his decision, "If Ms. Weeks and the other person had both passed the competitive examination, and both were on the list, the sheriff could have validly appointed the other person rather than Ms. Weeks. The problem, however, is that the other person did not pass the test and was not even on the eligibility list . . . I hold that the appointment of the other woman to the

(Continued on Page 14)

Be On Top?"; "Don't Compare, Be Fair"; "We're Walking, They're Not Talking" and "Raises For All Except The Small."

Ms. Greene added the board has offered to provide a dental plan and a 3 percent raise or a \$250 bonus. "But this is not enough in today's continuing rising cost-of-living."

There is a 10 to 20 step program in effect now but the unit wants a six-step salary program, she said.

Ms. Greene said the unit and the school board are to meet soon. She said she would like to get facts and figures on the board's proposal before discussions take place.

"After all, they will have our proposals before them when we talk. Why shouldn't we know what they are proposing?"

Ⓛ CSEA calendar Ⓛ

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

FEBRUARY

- 18—Rockland County unit meeting: 7:30 p.m., Jon Michael's (formerly Ripples of Rockland), Phillips Hill Road, New City.
- 18—Marcy Psychiatric Center chapter executive council meeting: 5 p.m., Alexanders.
- 18—Buffalo chapter dinner meeting: 6 p.m., Statler Hilton, Buffalo.
- 20-21—Syracuse Region V delegates meeting: Syracuse Hotel, Syracuse.
- 21—SUNY at Albany chapter general membership meeting: 5 p.m., Pine Haven Country Club, Siver Road, Guilderland.
- 27—Capital District Armories chapter luncheon meeting: 10 a.m., New Scotland Avenue Armory, Albany.

MARCH

- 1—West Seneca DC chapter general meeting: Veterans of Foreign Wars Post, 299 Leydecker Road, West Seneca.
- 5—Binghamton chapter dinner-dance: 6:30 p.m., Fountains Pavilion, Johnson City.
- 5-6—Western Region VI meeting: Statler Hilton Hotel, Delaware Avenue at Niagara Square, Buffalo.
- 12—Marcy Psychiatric Center chapter general meeting: 7 p.m., The Burrstone, Burrstone Road, Utica.
- 20—Westchester County chapter Third Annual Dinner-Dance: 8 p.m., Riviera Beach Club, 360 Davenport Ave., New Rochelle.

APRIL

- 5—West Seneca DC chapter general meeting: Veterans of Foreign Wars Post, 299 Leydecker Road, West Seneca.



NEW CORTLAND UNIT — Officers for the newly formed Cortland County Police Officers and Staff unit of Cortland County chapter 812 of the Civil Service Employees Assn. were sworn in at a recent ceremony. Chapter president Marie Daignault, left, administered the oath to unit treasurer Al Stephens, first vice-president Ed LaShomb, president Keith Poole and secretary Carolyn McEvoy (not shown). T. J. Moxley, far right, Region V field representative, was also on hand for the installation.



NASSAU HONORS — Cited for long time service to the Nassau County Department of Recreation and Parks at recent ceremonies were, back row from left: Joseph Ferrante, of Levittown; Dominick Famigletti, of Massapequa; William Baumgartner, of East Meadow; Peter Fugina, of Elmont; Ray Borquez, of Hempstead; Michael Fahey, of Albertson; Jack Miller, of North Bellmore; Anthony Fasano, of Elmont; Frank Piscetelli, of Westbury, and, front row left, Edward Smits, of Wantagh, all of whom received 20-year pins. Twenty-five year pins were awarded to, front row, second from left: Harvey Reese, of Oceanside; James Cowen, of Bellrose; John Simeone, of Westbury; Robert Turner, of Elmont, and Donald Brace, of Levittown.

Special Notice

FOR CSEA MEMBERS ONLY CSEA Basic Accident and Sickness Plan.

If you are a new employee under age 39½ and apply for this insurance within 120 days from your employment date, you are guaranteed \$150.00 per month in benefits. All other members may also apply and will be required to show evidence of insurability.

If your annual salary is	You can now apply for disability income benefits up to
\$4,000 but less than \$5,000	\$150 a month
\$5,000 but less than \$6,500	\$200 a month
\$6,500 but less than \$8,000	\$250 a month
\$8,000 but less than \$10,000	\$300 a month
\$10,000 and over	\$400 a month

When your annual salary is increased to a new wage bracket, you should apply for additional disability income. YOUR INCREASE IN DISABILITY INCOME IS NOT AUTOMATIC.

For complete information and costs, complete and mail the coupon below or call your nearest Ter Bush & Powell representative for details.



TER BUSH & POWELL, INC.

SCHENECTADY NEW YORK
SYRACUSE

Complete And Mail Today

TER BUSH & POWELL, INC.
Civil Service Department
Box 956
Schenectady, N.Y. 12301

I am interested in further details. Please check for the proper application form
I wish to increase my monthly indemnity I wish to apply for benefits

Name _____

Home Address _____

Where Employed _____

Employee Item No. _____

Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Region, at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 90-04 161st Street, Jamaica, Queens.

Applications for the following positions will be accepted until further notice, unless a closing date is specified. Jobs are in various federal agencies throughout the country.

Agriculture

Title	Salary Grade	Exam No.
Meatcutter	GS-8	NY-0-30
Warehouse Examiner	GS-5, 7	CH-0-02

Business

Computer Operator and Computer Technician	GS-5 to 7	NS-4-15
---	-----------	---------

Engineering And Scientific

Engineering, Physical Sciences and Related Professions	GS-5 to 15	424
Meteorological Technician	GS-6 to 9	NY-8-43
Technical Aide	GS-2, 3	NY-0-22
Technical Assistant	GS-5 to 15	421

General

Freight Rate Specialists	GS-7, 9	WA-6-13
Junior Federal Assistant	GS-4	411
Mid-Level Positions	GS-9 to 12	413
Professional and Career Exam	GS-5 to 7	
Sales Store Checker	GS-3	NY-3-07
Senior Level Positions	GS-13-15	408
Technical Assistant	GS-4, 5	NY-5-07
Telephone Operator	GS-3, 4	NY-5-01
Teletypist	GS-3 to 5	NY-4-02

Medical

Autopsy Assistant	GS-4, 5	NY-9-05
Careers In Therapy	GS-6 to 9	WA-8-03
Dental Hygienist, Dental Lab Technician	GS-5 to 7	NY-5-09
Licensed Practical Nurse	GS-3 to 5	NY-5-06
Medical Machine Technician	GS-5 to 8	NY-3-02
Medical Radiology Technician	GS-5, 6	NY-0-25
Medical Technician	GS-5 to 7	NY-3-01
Nursing Assistant	GS-2, 3	NY-1-16
Nursing Assistant (Psychiatry)	GS-2	NY-5-05
Nurses	GS-5 to 12	419
Physician's Assistant	GS-7 to 11	428
Veterinarian Trainee	GS-5 to 17	WA-0-07

Military

Air Reserve Technician (Administrative Clerical/Technical)	GS-5 to 15	AT-0-59
Army Reserve Technician	GS-4 to 9	NY-9-26

Social And Education

Professional Careers for Librarians	GS-7 to 12	422
Psychologist	GS-11, 12	WA-9-13
Recreational Therapist	GS-5 to 7	NY-5-09

Stenography And Typing

Data Transcribers	GS-2	NY-4-05
Keypunch Operator	GS-2, 3	NY-3-01
Reporting Stenographer and Shorthand Reporter	GS-5 to 9	NY-9-17
Stenographer	GS-2 to 5	WA-9-01
Secretaries, Options I, II, III	GS-5, 6	NY-5-04
Typist	GS-2 to 4	WA-9-01

Onondaga Seeks Investigators

SYRACUSE — There are now job opportunities for investigators with the Onondaga County Family Court.

The administrative board of the Judicial Conference has announced that filing will be open until Mar. 5 for investigator, exam 45-478. The job requires a high school diploma plus two years of experience as an investigator or social worker; or an associate degree and one year of experience; or a bachelor's degree from an accredited college.

Candidates must have been residents of Onondaga County for at least four months prior to the April 10 written exam. The salary range for the position is between \$9,128 and \$11,398 a year, depending on experience.

COUNSELOR LIST

ALBANY—An education counselor eligible list, resulting from open-competitive exam 27-546, was established Jan. 28 by the State Department of Civil Service. The list contains 192 names.

RETIREMENT NEWS & FACTS

By A. L. PETERS

NYC Retirements

A total of 527 New York City retirements were approved last week by the Retirement Board. Of these 114 retired without option; 144 under Option 1; 67 under Option 2; 82 under Option 3; 78 under Option 4; 11 under Option 4-2; 29 under Option 4-3; 2 under Option 4-4. Payment of ordinary death benefits was paid to 35, and approval for disability was approved for 80 and denied for 6. There were 26 revisions of retirement.

Loans amounting to \$6,993,360 were approved for 4,570 members. An additional 419 members withdrew excess contributions amounting to \$1,629,820.

If you have been disabled before the age of 24, you need not have the total of three years' work to be eligible for Social Security benefits. One and a half years of work will qualify you.

Sex discrimination pokes its head into the retirement picture with a curious problem: The EEOC requires that women and men should draw equal pension benefits when they retire. The Labor Department says employers must contribute equal amounts to the pension funds regardless of the benefits. However, inasmuch as women outlive men by an average of more than 10 years, if an employer makes equal contributions, the women's pensions will be lower; and if the women's pensions are equalized, the contributions for them have to be substantially higher. Detroit's Wayne State University is facing the problem. They were charged with pension bias against women in 1973 and claim they would have to put in \$1.2 million to equalize the fund for women and an additional \$225,000 a year to keep it that way.

If you are 22 years old today, and a middle-income wage earner, and you work until you are 65, you can expect to pay several hundred thousand dollars in Social Security taxes before you retire. This is substantially more than you would pay to get equivalent benefits if you just saved your money. This is one of many startling observations made by Warren Shore in a new book, "Social Security," just published by Macmillan. The author makes a point that Social Security is no longer a supplement to your private savings but actually a way of providing sustenance to everyone who does not have the means of support when he or she is unable to work.

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

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

(Continued from last week)

Thomas, Harold	Yonkers
Thomas, Viola J.	White Plains
Thompson, Theodore R.	New York City
Tindal, E. Lorraine	Rochester
Tinsley, Charles	New York City
Tooker, Marjorie L.	Bay Shore
Toubin, Sarah	Long Island City
Townsend, Dorothy	Union
Tracey, Jessie F.	Corning
Troup, Maria	Huntington Station
Tubbs, Herbert C.	Poughkeepsie
Tuitt, Hannah	New York City
Valasi, Kyriake	Amsterdam
Valentine, Gladys	Freeport
Vetter, George W.	Millwood
Vonglis, Joseph J.	Rochester
Walker, Catherine	Buffalo
Walker, Chester R.	Thurman

(To Be Continued)

What's Your Opinion

QUESTION

Do you support Assemblyman Leonard Stavisky's bill to restore millions of dollars to the New York City Board of Education?

THE PLACE

Lower Manhattan

OPINIONS

Joan Goldstein, former teacher: "All of the cuts in the city have been on necessary services, such as education and health and welfare. I have seen a great deal of money cut out of the education system in the city and I think it's absolutely a crime. I believe the money should stay in education—they should not be cutting it out as if it were an unnecessary frill to the people of the city. But to support the



bill is to say you support education and not necessarily other essential areas. We have to deal in a larger sense with how much we value not only education, but also health and other services in the city of New York."

Kate Klein, director, Mayor's Action Center: "I do not support this bill. And the reason I do not, is because it would jeopardize the whole financial recovery plan for this city. We are in a shrinking economic base in this city; our expenses are going up and up because of inflation, whether it's gasoline for police cars and ambulances, or for institutions like hospitals—we just can't afford to do it. The state probably will not be able to give additional aid—they are in a financial bind too, so I don't really know where they would get the sources from."



Michael Spano, Mall order clerk: "Yes I do support the bill, because I think education is very valuable. If the older generation shows youngsters different types of education, it's beneficial. They shouldn't cut back on areas like math and science, because if a child isn't introduced to this, he isn't aware of it. I don't know what agencies Mayor Beame could cut from to restore the money, but I'm sure there are agencies that could suffer the cuts better than education."



James Weigert, attorney, Human Resources Administration: "I feel this is another example of the state dumping the city. I agree with Mayor Beame that it's absolutely ridiculous to force New York City to do this when they don't have the money. They would be forced to make cuts in other areas. If the state wants to pass this kind of bill, then it should also pass some kind of appropriation bill to supply some of the funds. I recognize education as an essential service—I'm not happy with the educational cutbacks, but at the same time, there are a lot of other areas that can't afford cutbacks, and would be affected by this."



Ira Gottlieb, student: "I think there are some city agencies that might be able to be cut back, rather than education. The city's schools are a mortgage on the future, and the money should be restored. I think it's one of the most important priorities this city has. We would end up with worse problems in the future if we sacrifice the education of city's children now. There are overlaps between federal, state and city agencies—some of the duties may be assumed by any one of them, and these are the areas in which we should cut."



Naguib Yassa, accountant, Water Resources: "Education is very important to the city and to the people by all means. Especially to children and youngsters of all ages. At the same time, other agencies are important. But if it's possible to use money from some not so important areas for education, it would be a good idea. I'm not sure where they could cut from, but if they research it, they could probably find other areas that could be cut, and use that money to improve the educational system in New York City."



LETTERS TO THE EDITOR

Benefit Crisis

Editor, The Leader:

Civil servants are mostly docile people who meekly accept what city officials and union heads decide is best for them. The city has been gradually chipping away at our hard-earned benefits, usually with the tacit approval of top union leaders. Summer hours have been eliminated, probably permanently. Wage increases have been deferred, and only the most naive and glib believe that these deferred wages will ever be restored. As a result of the reduction by one-half of the increased take-home pay contributions made by the city to pension plans, employees will suffer a 2 percent cut in gross pay. There are serious doubts in my mind that will be granted the cost-of-living increases.

The cost-of-living is constantly on the increase. New taxes to be imposed include increased gasoline taxes, increased city and state income taxes as well as taxes on various personal services such as haircuts, beauty

parlors, etc. For many of us, the increased taxes and loss of salary increases will work an extreme hardship in these inflationary times. Indeed, for some it may be necessary to apply for supplementary relief, or moonlight on second jobs.

It is indeed unfortunate that most of our union leaders have become weak and ineffectual. Union members in private employment would never have agreed to such radical erosion of their contract. Several union leaders did a lot of sabre rattling, but in the final analysis gave in to the city.

Despite the current fiscal crisis, squandering of vast sums of money on needless projects continues unabated. Highly paid political appointees remain on the city payroll. City officials are still provided with chauffeured limousines. There is no reason why they can't take cabs or use public transportation. Why is the city spending \$58 million to renovate Yankee Stadium and \$30,000 to remove the roof of the New York State building on the World's Fair Site? Why are

many minor city officials provided with expensive furniture and carpeted offices? Why do Transit Authority employees still ride for free, causing a loss of hundreds of thousands of dollars in revenue? Why are police used to perform clerical functions when there are clerks available to do these jobs at less cost?

What happened to the much publicized increased productivity of city employees? True, memos and directives are periodically circulated requesting that employees take shorter rest periods, limit lunch hour to one hour, cut down on personal phone calls and socializing, etc. However, most employees ignore these orders and most supervisors and division heads seldom enforce the rules.

The very state legislators who do not hesitate to enact laws which increase our taxes and pension contributions, freeze wages, etc. see nothing wrong in accepting "lulus"—large sums of money in addition to their regular salaries. State senators and assemblymen receive \$23,500 a year in salaries for a few

months' work. They are usually lawyers with lucrative private practices on the side.

Any further erosion of union contracts will certainly emasculate civil service unions to the point where there will be a large exodus of members. We must not let this happen.

Paul Hoffman
Briarwood

Caso Suit

Editor, The Leader:

Recently I have been reading in The Leader about the lawsuit now pending in Supreme Court against Nassau County Executive Ralph G. Caso because of his decision to withhold increments from employees earning over \$25,000 annually.

No mention has been made of those employees of the Nassau County Department of Social Services whose increments were also withheld last year—regardless of their salaries—because they were hired after Nov. 30, 1974.

It was my understanding that at the same time the Public Employment Relations obtained a ruling that the withholding of increments was an unfair labor practice, the Social Services em-

ployees hired late in the year were also considered.

As the Civil Service Employees Assn. had previously fought and done away with any cut-off date for eligibility of new employees to receive increments, the withholding of increments from these employees was also declared an unfair labor practice by PERB.

Why, then, has no reference been made to the Nassau County Department of Social Services employees whose 1975 increments were withheld illegally? Does the current lawsuit affect only the civil service employees earning over \$25,000 annually whose increments were withheld? If so, what recourse do the Social Services employees have in order to be reimbursed?

SUSAN EGINTON
Oceanside

AUDITOR LIST

ALBANY — A senior medical facilities auditor eligible list, resulting from open-competitive exam 24-322, was established Jan. 19 by the State Civil Service Department. The list contains 106 names.

BUY U.S.
BONDS!

Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations
Published every Tuesday by

LEADER PUBLICATIONS, INC.

Publishing Office: 11 Warren Street, New York, N.Y. 10007
Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007
212-BEEKMAN 3-6010
Bronx Office: 406 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher
Paul Kyer, Associate Publisher
Marvin Baxley, Editor

Harcourt Tynes City Editor Charles O'Neil Associate Editor Alan Bernstein Features Editor

N. H. Mager, Business Manager
Advertising Representatives:

UPTOWN NYC—Jack Winter—220 E. 57 St., Suite 17G, (212) 421-7127
ALBANY—Joseph T. Bellew—303 So. Manning Blvd., (518) IV 2-5474
KINGSTON, N.Y.—Charles Andrews—239 Wall St., (914) PE 8-8350
20c per copy. Subscription Price: \$5.30 to members of the Civil Service Employees Association. \$9.00 to non-members.

TUESDAY, FEBRUARY 10, 1976

Mayoralty Manicness

LAST week was the week for showing us all that several mayors throughout the State are suffering a severe case of dingbat-itis when it comes to civil service employees.

Up in Utica, Mayor Edward A. Hanna continued his fascinating antics in dismantling city services by announcing the firing of everybody in Utica's public works department. His Honor promises more of the same in other departments in order "to help free us from the unions . . . because they are ruining the lives of our taxpayers."

Most of the town's needs can be handled by private contracts, he claims. In the meantime, Utica residents can look forward to lower taxes, higher crime, less service and a lot more cockroaches.

Down around New York City, Mayor Abe Beame joined five other mayors from various areas to plead with the State to match them in bloodletting in terms of firing more State workers "in order to keep up with municipalities' attempts to lower their budgets." What, when, where and how were not suggested. Nor, in a rare show of native cunning, did any of the seven mayors give an up-date on efficiency and waste-saving in their own bailiwicks. The theory is that if there are more State workers fired there will be more funds freed for solving local problems.

Meantime, back in Utica . . .!

The CSEA Win

WE WOULD like to tender our sincere congratulations to the Civil Service Employees Assn. in its resounding victory over the Public Employees Federation in the runoff election last week for representation rights in the state's Professional, Scientific and Technical Bargaining Unit.

The margin of victory was a comfortable one—14,321 votes for CSEA, 10,184 votes for PEF. It clearly shows that PS&T members around the state prefer to be represented by a union with a proven track record at the conference table and in other areas of interest to state workers.

CSEA president Theodore C. Wenzl summed it all up very neatly, we think. "We had the real issues and they didn't," he said. "While PEF was fighting a paper war with us, CSEA was fighting the real battles—layoffs, waste in government, lulus, you name it." Dr. Wenzl pointed out that the recent tour around the state by CSEA officials and Assemblyman Andrew Stein (D-L, Manhattan), head of the CSEA/Stein Committee on Waste and Inefficiency in Government, served to focus employee attention on the fact that CSEA was acting, not merely talking.

We hope that the PS&T victory for CSEA will be an omen for the coming contract talks between the union and the state.

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. Lengthy 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.

Don't Repeat This!

(Continued from Page 1)

spoken on that subject.

According to Assemblyman Oliver G. Kopell, Bronx Democrat and Chairman of the Assembly Committee on Environment and Conservation, the Legislature is likely to act this week on a bill which would establish noise standards for planes using Kennedy Airport at decibel levels below those which can be achieved by the Concorde. Equally expeditious action is expected in the Senate, where Senator John D. Caemmerer, Nassau Republican, and Chairman of Senate Committee on Transportation, is a sponsor of the contemplated legislation.

The principal sponsors of the bill in the Assembly are Assemblyman Alexander Grannis of Manhattan and Assemblyman Edward Abramson of Queens. The Assembly bill has 80 co-sponsors, or four more than the required 76 votes to pass a bill in that body.

Favorable action on the proposed legislation would foreclose contrary action by the Port Authority of New York and New Jersey which operates and maintains Kennedy Airport. Assemblyman Koppell has long been a critic of the Port Authority and is the sponsor of a number of bills to make that bi-state agency more responsive to public scrutiny and accountability.

Assemblyman Koppell has also been working with New Jersey Assemblyman Philip Van Waggoner, Chairman of that body's Committee on the Environment, for enactment by New Jersey of similar legislation to foreclose use of Newark Airport by the Concorde. If New Jersey acts accordingly, it would mean that the Concorde would effectively be barred from flights over this region. Assemblyman Koppell expressed confidence that New Jersey would act favorably on this legislative program.

The idea for barring Kennedy Airport to supersonic aircraft through control of noise levels, Assemblyman Koppell said, originated with Assemblyman Andrew Stein, who made a thorough study of the Concorde threat to the environment several years ago. In the course of that study, Mr. Stein travelled to England and France to get a first hand view of the problems from the engineers who were engaged in designing the aircraft.

The Port Authority has not yet, at presstime for The Civil Service Leader, made public its views on Secretary Coleman's decision. However, Gov. Hugh Carey has made it clear that if that agency takes steps to authorize the Concorde to use Kennedy Airport, he would veto such action. The veto of the Governor is sufficient under the law to override a decision of the Port Authority. By the same token, Gov. Brendan Byrne of New Jersey has also announced that he would veto any action that the Port Authority may take in the future to permit Concorde landings at Newark Airport.

While Secretary Coleman's decision aroused widespread public concern and fears over the environmental impact of Concorde flights, in view of the prospective action by the State Legislature, it seems hardly likely that the Concorde will be landing here in the very near future.

(Continued on Page 7)



HAPPY ST. VALENTINE'S DAY



Civil Service Law & You

By RICHARD GABA

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

Negotiation Subjects

The issue of mandatory and non-mandatory, or permissive, subjects for collective negotiations continues to be a difficult one to deal with. A recent decision by the New York State Public Employment Relations Board dealt with several negotiating demands by the Scarsdale Police Benevolent Assn., Inc. The case came before PERB on a charge of improper practices filed by the Village of Scarsdale against the SPBA because the police group had continued to insist upon several negotiating demands to the point of impasse and right into the fact-finding procedure. The matter was heard by PERB pursuant to Sec. 204.4 of the Rules of Procedure which provides for an expedited hearing procedure on the rules of "scope of negotiation."

Some of the demands made by SPBA, and PERB's decision on each, follow:

DEMAND NO. 2. "All promotions are to be filled within thirty (30) days after vacancy." SPBA argued that this was a question involving the safety of the remaining subordinate employees. The Village argued that such a demand would preclude the employer from effecting reductions in personnel. PERB agreed with the Village and held that a demand which would restrict reductions in staff size is a permissive and not a mandatory subject of negotiations.

DEMAND NO. 4. "If any mechanical or safety defect in a patrol vehicle has been properly reported and not corrected within two (2) days, such police vehicle shall be considered not fit for use by the Police Department and removed from service until the mechanical or safety defect has been corrected." SPBA argued that this demand involved safety. The Village took the position that there might be very well a mechanical defect in a vehicle which does not involve safety. PERB held that the unit employees could not be required to ride in unsafe vehicles and that this would be a mandatory subject of negotiations. However, the Village is correct insofar as the demand may go beyond that. The Village could very well assign such a vehicle to a non-unit employee.

DEMAND NO. 5. "No superior officer shall assign, direct or order a member to operate a municipal vehicle which is mechanically deficient or does not satisfy the safety requirements of the New York State Vehicle Inspection Law." Both SPBA and the Village viewed this as an extension of Demand No. 4. PERB held that to the extent it involved safety of unit employees, it is a mandatory subject for negotiations.

DEMAND NO. 6. "No member shall be assigned, directed or ordered to do any type of repair on any police vehicle." The Village argued that negotiations concerning job content

(Continued on Page 7)

Civil Service Law & You

(Continued from Page 6)

unduly restricted its managerial function. PERB held that "Job content of current employees is a mandatory subject of negotiations so long as the negotiations demand would not narrow the inherent nature of the employment involved. The demand under question would not so narrow the nature of the work of policemen."

DEMAND NO. 8. "If a member is investigated by any unit or appointee of this Department, he shall be notified at the completion of the investigation as to the results thereof." PERB held that this is a non-mandatory subject of negotiations. A policeman who is investigated for possible criminal conduct is in the same position regarding the protection of his rights as any other

citizen.

DEMAND NO. 21. "All patrol vehicles shall be equipped with air conditioning as agreed to in previous negotiations." The Village argued that because there are no safety implications in this demand, it is not a mandatory subject of negotiations. SPBA argued that since the comfort of the employees is involved, it is a term and condition of employment. PERB agreed with SPBA on this demand and held that the "Village's objections are more properly directed to the merits of the demand than to its negotiability." Scarsdale PBA and Village of Scarsdale, Case No. U-1698 8 PERB 3131.

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

Solace For Cops

New York City policemen who want to get away from all the crime, the layoffs, and the noise can find solace across the Verazano Bridge for the weekend of March 26.

Mount Manresa, a Jesuit retreat house in Staten Island, is holding its 36th annual retreat for policemen and their friends. It will include meditation, dialogues, prayers and lectures.

A member of the New York Police Group, Lt. Martin J. Lannigan, said "It's hard to tell a cop sitting up on 35th Street seeing bums and knifings that Christ is with him, but we try to help him realize it."

For further information contact Lt. Lannigan at 374-6817.

**BUY
U. S.
BONDS!**

Don't Repeat This!

(Continued from Page 6)

Assemblyman Koppell, Senator Caemmerer, and their colleagues in the Legislature deserve the plaudits of the public for their

response to the urgent needs to protect our people from the potentially disastrous impact of the Concorde on our health and well being.

Questions & Answers

Q. My grandfather thinks he may be able to qualify for supplemental security income payments. But he wonders whether the \$10 or \$20 or so he gets now and then from me and my sister will be considered as part of his regular income. Will it?

A. Not necessarily. Irregular or infrequent unearned income, if it totals no more than \$60 a quarter, may be discounted in

figuring the amount of the supplemental security income payment. (A quarter is any three months beginning with January, April, July, and October.) Your grandfather can get information about applying for supplemental security income payments by calling, writing, or visiting any social security office.

Q. My cousin has an 8-year-old child by a previous marriage. Two months ago she remarried, and only a couple of weeks later her second husband was killed in an automobile accident. Can she and her daughter get any kind of monthly social security payments?

A. Your cousin and her daughter may be eligible for survivors payments if your cousin's late husband worked long enough under social security. She can get information by calling, writing, or visiting any social security office.

Q. I'm going to operate a private camp next summer, and I'll soon be interviewing young people for counselor jobs. The counselors I hire will get free room and board and a small salary. Will I have to pay social security contributions on the value of their room and board?

A. Yes. The fair value of their room and board plus their cash salaries are their total earnings for social security purposes and must be reported when you send in the social security contributions for them.

Q. When my property was assessed a few months ago, the market value of my home was listed at \$22,000. Will this count against me when I apply for supplemental security income payments?

A. Probably not. A home of moderate value doesn't count as a resource under the supplemental security income program. Generally, a home with a market value of \$25,000 or less based on the latest real estate tax statement is considered a home of reasonable value. In Alaska and Hawaii, the amount is \$35,000 or less.

Road & Track magazine considered hundreds of 1975 cars:

The best car in the world for under \$3500.*

The Volkswagen Rabbit was picked to be the best car in the world for under \$3500 for the right reasons.

Handling, acceleration, ride, comfort, space, luggage capacity, brakes, durability, reliability—all these entered into the selection.

We at Volkswagen are proud to take our place next to Mercedes-Benz and the other fine cars chosen "The Best."

39 mpg on the highway, 25 in the city, is another reason the Rabbit was picked. The Rabbit, with stick shift, got that mileage in 1976 EPA tests. (The mileage you get can vary, depending on how and where you drive, optional equipment, and the condition of your car.)



**IT'S THE
RABBIT.**

*Suggested 1976 retail price \$3,499 East Coast P.O.E. Transportation, local taxes, and dealer delivery charges additional. ©Volkswagen of America.

Visit your local authorized Volkswagen dealer and find out why there are over 4½ million Volkswagens on the American road today.

13 Principal Openings Set

The New York City Board of Education has announced 13 elementary and junior high school principal openings in the Bronx, Queens, Brooklyn and Richmond.

They are:

Bronx, school dist. 7, P-29; dist. 9, P-64.

Brooklyn, school dist. 17, J-61; dist. 23, P-125; dist. 23, P-155; dist. 23 P-165; dist. 23, P-284.

Queens, school dist. 25, P-22; dist. 27, P-105; dist. 27, J-198; dist. 28, P-121; dist. 29, P-138.

Richmond, school dist. 31, P-69.

The filing deadline is Feb. 16. Interested persons must contact the local districts.

**Veterans Administration
Information Service
Call (202) 389-2741**

Southern Region At Meeting Prepares Its Political Muscle



Among delegates from county chapters were, from left, Everett Remington, of Orange chapter; Carole Dubovick, president of Orange chapter 836, and Earl Bivins, president of Sullivan chapter 853. Behind them are Ulster chapter 856 president Tom Phillips and Nina Yaeger.

NEWBURGH—Southern Region III of the Civil Service Employees Assn. "is going all out to develop political muscle for public employees," regional president James J. Lennon pledged at a meeting of the region's political action committee chairmen at the Holiday Inn here.

As a first step, Southern Region will launch a voter registration drive to insure the maximum amount of public employees votes are cast in next November's election, president Lennon said.

The Southern Region political action chairmen also voted to back a proposal that state employees' salary increases be negotiated through "Last Offer Binding Arbitration." A better deal could be obtained for state em-

ployees' raises through impartial arbitrators, than through the State Legislature, it is believed.

Methods of gaining advantages for public employees through political action were explained to the PA chairmen by Martin Langer, chairman of the CSEA statewide political action committee.

One of these methods, he said, is to build a solid block of pro-CSEA legislators through selective backing of pivotal members

of both the Assembly and the State Senate.

"This means not endorsing someone for every seat in the Legislature, but only backing those running for key positions and who we are sure will go down the line in support of CSEA."

This selective approach can be used in lobbying for bills affecting public employees.

"You don't introduce a flood of bills and then try to get support for them from members of the Legislature," Mr. Langer said.

"Instead, you bring up one important piece of legislation and mobilize support for that. When that bill gets passed you work on the next most important bill."

Mr. Langer pointed out that the efforts of the joint committee on waste and inefficiency in government headed by Assemblyman Andrew Stein (D-L, Manhattan) are also going to help to protect public employee jobs and salaries. The joint committee formed by Mr. Stein and CSEA is trying to identify places where the millions of dollars are lost each year in state and municipal government through administrative inefficiency and political patronage.

President Lennon, who headed Southern Region III's political action committee four years ago when CSEA first began the (Continued on Page 9)



Ric Recchia, president of Hudson River Psychiatric Center chapter 410, emphasizes the need for political involvement.



Regional officers prepare for start of meeting. From left are sergeant-at-arms Carl Garrand, of Wassaic DC chapter 426; past president Nicholas Puziferri, of Rockland PC chapter 421; treasurer Patricia Comerford, of Helen Hayes Hospital chapter 302, and second vice-president Richard Snyder, of Wassaic DC chapter. Mr. Puziferri and Mr. Snyder are also CSEA directors (Mental Hygiene, Region III).



Thomas Brann, a member of the Southern Region field staff, discusses problems with Marie Romanelli, president of SUNY College at New Paltz chapter 610.



Looking over informational material are these three delegates from Putnam County chapter 840. From left are Irena Kobbe, Millicent DeRosa and Marie O'Dell.



Staff members on hand for the meeting were collective bargaining specialist John Naughter, Jr., left, and Southern Region field representative John Deyo.



Westchester County local 860's Edward Carafa was spirited participant in the regional meeting. The local is the largest single chapter in the region and the second largest in the state.



Joseph Schehl, of Eastern New York Correctional Facility chapter 159 at Napanoch, speaks out during the debate.



Serving on the Southern Region III political action committee are, seated from left, Millicent DeRosa, Putnam chapter 840; committee secretary Eva Katz, Rockland PC chapter 421, and committee chairman Pat Mascioli, of Westchester local 860. Standing are Alexander Hogg, of Middletown PC chapter 415; Margaret Connors, of Hudson River PC chapter 410; Nina Yaeger, of Ulster chapter 856, and Earl Bivins, of Sullivan chapter 853.

(Leader photos by Ted Kaplan)



CSEA director Ralph Natale (Nassau County) emphasizes facts of political life as he addresses Southern delegates. Mr. Natale serves on the statewide political action committee headed by Rockland Psychiatric Center chapter 421 president Martin Langer, left.



Donald Fuller, an employee with the Department of Transportation, was involved participant during the discussions at Southern Region III meeting.



James Lennon, Civil Service Employees Assn. vice-president who heads the union's Southern Region III, presided at meeting last month at Holiday Inn in Newburgh, Orange County. Mr. Lennon urged voter registration campaign to maximize public employee input in election this fall.

Launch Registration Campaign

(Continued from Page 8)
 political action effort, said that one of the most effective things public employees and their families can do is to contribute some of their time and energy to pro-CSEA candidates.

"Give the candidate one day or one evening a week or even a month, answering telephones or working in their headquarters. If you even give them three hours a month, it is a lot more than they often get from their other political supporters. The important thing is that the candidates get to know that the extra boost they need to make the differ-

ence between victory and defeat will come from CSEA backing," Mr. Lennon said.

To make sure efforts are concentrated in behalf of candidates, Southern Region III will have a political action fund, the region president said. Priorities can be set up for spending the money collected, he added.

In response to a request from John M. VanDuzer, president of the Orange, Ulster and Sullivan Counties Retirees chapter, president Lennon also promoted to put a retired representative on the regional political action committee.

"Retirees can provide a lot of the manpower needed to make the political action effort a success," Mr. VanDuzer said.

John Clark, of Letchworth Village chapter and the former chairman of the state political action committee, said a message has to be brought to the people of the state that public employees are just like anyone else.

"We are the same as the guy who works for Con Edison or for the A&P. We pay the same taxes and are suffering from inflation and now even from unemployment just like anyone else," he noted.



Southern Region first vice-president John Mauro, left, confers with CSEA state programs administrator Bernard Ryan. Mr. Mauro is also the CSEA director from Rockland County, where he serves as president of chapter 844.



Among the delegates from Mental Hygiene institutions were, from left, Manny Ramirez and John Clark, both of Letchworth Village chapter 412, and from the Health Department, Bea Kee and Viola Svensson, both of Helen Hayes Hospital chapter 302. Mr. Clark is also a CSEA director (Mental Hygiene, Region III).



Meeting participants included, from left, Arnold Wolfe, of Rockland Psychiatric Center chapter 421; Larry Natoli, president of Matteawan State Hospital chapter 160, and Frank Merritt, also of Matteawan chapter.

Laid-Off Employees May Continue CSEA Insurance

ALBANY—State employees who have been laid off due to the State's economy measures may continue their Civil Service Employees Assn. insurances by observing the following procedures, a union spokesman said.

He outlined the following procedures:

CSEA Group Life Insurance

1. Members who are laid off, whose CSEA Group Life Insurance was in effect on the date of layoff, can continue such insurance for one year from date of layoff.

2. Premium payment. Premium payment must be made direct to CSEA Headquarters, 33 Elk St., Albany, N. Y. on a quarterly, semiannual, or annual basis during the one-year period. Deduction from salary for insurance on a bi-weekly pay period pays the insurance during the following pay period and thereafter there is a grace period of thirty days to make the direct payment to Headquarters. An approximate quarterly payment is six times the amount deducted on a bi-weekly basis. Upon receipt of the initial direct payment, CSEA will establish direct pay accounts and bill the member for future premiums as they become due during the one-year period.

3. End of one-year period. At the end of the one-year period if the member has not been rein-

stated to State employment, he has the right to convert his Group Life Insurance without a medical examination, and at the attained age to any form of insurance underwritten by the Travelers Insurance Company except term insurance. Application for such conversion must be made to the Travelers Insurance Co., 80 Wolf Road, P. O. Box 199, Albany, N. Y. 12201 in care of Walter M. Novak Jr.

4. Right of reinstated member. If a laid-off member is reinstated and he has continued the Group Life Insurance during the layoff period, he can merely request CSEA Headquarters to convert his direct payment to payroll deduction and have subsequent premium payments taken from his salary. If reinstated member did not continue the Group Life Insurance during layoff, he will be treated as a new member and can secure the Group Life Insurance without medical examination if he applies for it within the first 120 days of employment after reinstatement.

CSEA Supplemental Life Insur-

ance

1. Laid off member can continue his Supplemental Life Insurance after layoff.

2. Premium payments after layoff must be made direct to Ter Bush & Powell, Inc., P. O. Box 956, Schenectady, N. Y. 12301, on a quarterly basis. The same grace period applies as explained in "CSEA Group Life Insurance."

3. If member is reinstated to State service, he can make arrangements through Ter Bush & Powell for return to payroll deduction method of premium payment. If this insurance is not continued during the layoff period by payment of premiums, the member, upon reinstatement, can make application for insurance and will be treated as a new member in that if under age 50, and an application is made within the first 120 days of reinstatement, the member will be eligible for a guaranteed issue of a \$10,000 policy, and those in ages 50-59 will be issued a \$5,000 policy regardless of medical history.

BUY U.S. BONDS

Occupational And Physical Therapist Job Slots Open

ALBANY—The State Department of Civil Service is continually accepting applications for occupational therapists and physical therapists for posts in the Department of Mental Hygiene, Health Department and The State University of New York. Starting salary is \$11,337 a year.

To qualify for occupational therapist, exam 20-176, applicants must have a bachelor's degree and registration as an occupational therapist with the American Occupational Therapy Association. A bachelor's degree in occupational therapy and a state occupational therapy license will also be accepted.

Candidates with a degree in physical therapy and a license issued by the State Department of Education may apply for physical therapist, exam 20-177. Candidates who have a tempor-

ary license to practice in New York State may be appointed, but must obtain their license within one year.

Candidates for both positions will be rated on the basis of their training and experience. There will be no written test.

Applications may be obtained from the State Civil Service Department, Two World Trade Center, New York, N.Y.; Suite 750, 1 West Genessee St., Buffalo, N.Y. or the State Office Building Campus, Albany, N.Y.

SAVE A WATT

THE BIGGEST COMEDY HIT EVER!
MORE LAUGHS THAN EVER BEFORE IN THE HISTORY OF BROADWAY!

"A COMIC MASTERPIECE! A SMASH HIT!" —Pat Collins, CBS-TV



THE NORMAN CONQUESTS
HE MAKES LOVE—NOT WAR

CHARGE TICKETS BY PHONE WITH ALL MAJOR CREDIT CARDS (212) 239-7177
FOR GROUP SALES ONLY CALL: 575-5056

MOROSCO THEATRE 217 WEST 45TH STREET / 246-6230

"AN EXPERIENCE AS LIMITLESS AS YOUR IMAGINATION!"



"ROCKABYE HAMLET"
A MUSICAL
Directed & Choreographed by GOWER CHAMPION

LOW PRICED PREVIEW TONIGHT AT 8 P.M.
PREVIEWS NOW THRU MON., FEB. 16
OPENS TUESDAY EVENING, FEBRUARY 17th

TICKETS AT TICKETRON (212) 541-7290 • GROUP SALES ONLY (212) 354-1032

CHARGE TICKETS BY PHONE WITH MAJOR CREDIT CARDS CALL CHARGEIT
N.Y.C. (212) 239-7177 • L.I. (516) 354-2727 • N.J. (201) 302-6360

MINSKOFF THEATRE 45th STREET WEST OF 8 WAY. (212) 069-0550

PERFORMANCES WEDS. THRU SAT. EVGS. AT 8 P.M.
MATS. WEDS. AT 2, SAT. AT 2:30, SUN. AT 2:30 & 5:30

LINDA HOPKINS
AS THE LEGENDARY BESSIE SMITH
IN
ME AND BESSIE
"A TREMENDOUS MUSICAL EVENING!"
—Clive Barnes, N.Y. Times

Edison Theatre 47th St. West of B'way • 757-7164

Group Sales & Theatre Party Rates Available
Call: (212) 489-6287

Purchase Tickets by Phone With Credit Cards:
757-7166

Human Rights Division Restores Former Job To Injured Woman

ALBANY—A 47-year-old employee of a hospital and health care union has been upheld by the New York State Division of Human Rights in her complaint that she was unjustly dismissed from her position because she was "not physically capable of resuming her duties" following an injury resulting from an automobile accident.

Shirlee Evans, of New York City, a \$224 per week union field organizer from January 1972 until May 1975, alleged in her complaint that the union discriminated against her employment because of her disability.

She cited the period beginning March 6, 1974, when she suffered a spinal injury which hospitalized her for two weeks. Four months after, she suffered a recurrence of the injury, and it was not until May 20, 1975 that she was "ready, willing and able to go to work."

Reporting to the union office, she was allegedly told by the executive vice-president that, in his opinion, she was not physically capable of resuming her duties as an organizer because she was using a cane.

The union official backed up his decision not to reinstate her "without consulting a physician," according to Ms. Evans. She then filed a complaint against the union and the executive vice-president, charging them with violating the New York State Human Rights Law.

After investigation, the Division of Human Rights determined that it had jurisdiction in the complaint and that probable cause existed to believe that the respondents had engaged in an unlawful discriminatory practice. The matter was thereupon referred to a Public Hearing.

During the course of the hearing, it was ruled that there was insufficient evidence to establish that the union officer had discriminated against the complainant. "Since any action he took was in his representative capacity and not individually," the complaint against him was dismissed.

However, based on the evidence, the union was found to have discriminated against Ms. Evans because of her disability. On Jan. 20, the union was ordered by Werner H. Kramarsky, State Commissioner of Human Rights to take the following affirmative steps:

- Offer reinstatement to Ms.

Evans in the position she last held. 20, 1975.

- Pay to her as compensatory damages the money she would have earned had she been employed from May 20, 1975 until the day she accepts or rejects the offer of reinstatement, (with interest at 6 percent per year).

- Grant to Ms. Evans "all the rights, benefits, privileges and seniority to which she would have been entitled" had she been employed continuously from May

The union was further ordered by the division to "send a memorandum to all its supervisory employees, agents and officers, and to all recognized unions of other organizations representing its employees, instructing them that the union has a policy of non-discrimination because of disability in the treatment of employees, as well as in employment and work assignments."

"'CHICAGO' IS A MARVEL!"
—Time Magazine

"THE BROADWAY MUSICAL AT ITS BEST."
—Newsweek Magazine

GWEN VERDON · CHITA RIVERA
JERRY ORBACH
CHICAGO
A MUSICAL MASTERPIECE
BOOK BY FRED EBB · LYRICS BY BOB FOSSE · MUSIC BY JOHN KANDER · LYRICS BY FRED EBB
DIRECTED AND CHOREOGRAPHED BY BOB FOSSE



MAIL ORDERS NOW!

MON. THRU. FRI. EVGS.	SAT. EVGS.	WED. MATS.	SAT. MATS.
ORCH. \$16.00	\$17.50	\$12.50	\$14.00
MEZZ. 13.50	15.00	10.00	12.00
BALC. 11.00	12.00	9.00	10.00
10.00	11.00	8.00	9.00
9.00	10.00	7.00	8.00
8.00	9.00		

46th STREET THEATRE
239 West 46th Street, 246-4271
Charge/Maj. Cred. Cards (212) 239-7177

Laid-Off Horses Are Sold

MANHATTAN — Remember the seven police horses being "laid-off" because they didn't take to working in New York traffic?

Well, they found good homes, and helped the city at the same time.

Last week, six lucky New York State residents, three from New York City, became the proud owners of ex-Police Department horses. A total of 59 competitors bid for them.

The top bidder, Peter Askin of Manhattan, came away with two horses. Mr. Askin, who bid \$610 for nine-year-old Breen and \$660 for 16-year-old Muers, said he will keep the horses on his 80-acre farm in Salem, N.Y.

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)

"THE MOST STYLISH BROADWAY MUSICAL SINCE 'PIPPIN.' A SIGHT TO BEHOLD, SPECTACULAR LOOKING AND SLICKLY DONE."

—Douglas Watt, Daily News



For Group Sales only call: 364-1032
MAJESTIC THEATRE 247 West 44th St. • 246-U730

TO HELP YOU PASS

GET THE ARCO STUDY BOOK

BOOKS	PRICES
Accountant Auditor	6.00
Administrative Assistant Officer	8.00
Assessor Appraiser (Real Estate)	6.00
Attorney	8.00
Auto Mechanic	6.00
Beginning Office Worker	5.00
Beverage Control Invest.	4.00
Bookkeeper Account Clerk	6.00
Bridge and Tunnel Officer	5.00
Bus Maintainer — Group B	5.00
Bus Operator	5.00
Captain Fire Dept.	8.00
Captain P.D.	8.00
Cashier	4.00
Civil Engineer	8.00
Civil Service Arith. and Vocabulary	4.00
Civil Service Handbook	2.00
Clerk N.Y. City	4.00
Complete Guide to C.S. Jobs	2.00
Computer Programmer	6.00
Const. Supv. and Inspec.	5.00
Correction Officer	6.00
Court Officer	6.00
Dietitian	5.00
Electrician	6.00
Electrical Engineer	5.00
Fireman F.D.	5.00
Foreman	5.00
General Entrance Series	4.00
General Test Pract. for 92 U.S. Jobs	5.00
Lt. Fire Dept.	8.00
Lt. Police Dept.	8.00
H.S. Diploma Tests	5.00
H.S. Entrance Examinations	4.00
Homestudy Course for C.S.	5.00
How to get a Job Overseas	1.45
Hospital Attendant	4.00
Housing Assistant	5.00
Investigator-Inspector	5.00
Janitor Custodian	6.00
Laboratory Aide	5.00
Librarian	4.00
Machinists	6.00
Maintenance Man	5.00
Maintainer Helper A and C	4.00
Maintainer Helper Group D	5.00
Management and Administration Quizzer	6.00
Mechanical Engineer	8.00
Motor Vehicle License Examiner	5.00
Notary Public	4.00
Nurse (Practical and Public Health)	6.00
PACE Pro & Adm Career Exam	6.00
Parking Enforcement Agent	4.00
Police Administrative Aide	5.00
Prob. and Parole Officer	6.00
Police Officers (Police Dept. Trainee)	6.00
Playground Director — Recreation Leader	6.00
Postmaster	5.00
Post Office Clerk Carrier	4.00
Post Office Motor Vehicle Operator	4.00
Postal Promotional Supervisor-Foreman	5.00
Preliminary Practice for H.S. Equivalency Diploma Test	4.00
Principal Clerk-Steno	5.00
Probation and Parole Officer	6.00
Professional & Administrative Career Exam	6.00
Professional Trainee Admin. Aide	5.00
Railroad Clerk	4.00
Sanitation Man	4.00
School Secretary	4.00
Sergeant P.D.	7.00
Senior Clerical Series	6.00
Social Case Worker	6.00
Staff Attendant and Sr. Attendant	4.00
Stationary Eng. and Fireman	6.00
Storekeeper Stockman	5.00
Supervision Course	5.00
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 BOOK STORE

11 Warren St., New York, N.Y. 10007

Please send me _____ copies of books checked above.
I enclose check or money order for \$ _____.

Name _____

Address _____

City _____ State _____

Be sure to include 8% Sales Tax

Levitt Reports Social Services \$ Distribution

ALBANY—State Comptroller Arthur Levitt announced the distribution of \$93,772,578.10 for February to 57 Social Service Districts in the State.

These monies represent approximately 97.5 percent of the Federal and State share of the anticipated welfare expenditures for February by the localities, as well as a settlement of claims for the month of November 1975. The Federal share amounts to \$63,853,961.61.

In addition, the Comptroller announced the distribution of \$55,981,638.71 in Federal monies to the City of New York for anticipated welfare expenditures for the period Feb. 1-Feb. 15, as well as a settlement of claims for the month of November 1975. New York City was previously advanced about \$67 million in State funds for the month of February. A payment of only Federal monies will be made to New York City on Feb. 16 for anticipated expenditures for the last half of February. Federal regulation requires semi-monthly payments to New York City.

COUNSELOR LIST

ALBANY—An education counselor (Spanish-speaking) eligible list, resulting from open-competitive exam 27-547, was established Jan. 28 by the State Civil Service Department. The list contains 30 names.

BUY U.S. BONDS!

LEGAL NOTICE

PONCA CITY DEVELOPMENT COMPANY,

c/o Robert L. Wickser, 250 E 63 St, NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office December 21, 1975. Business: Own and operate oil and gas leasehold interest. General Partners: Robert L. Wickser, 250 E 63 St, NYC; Tale Oil Corp, c/o Robert L. Wickser, 250 E 63 St, NYC. Limited Partners, Cash Contributions, Share of Profits on first \$369,000 and Share of Profits thereafter: Eugene Marton, 13 Ethan Allen Ct, Orangeburg, NY, \$30,000, .08118%, .0609%; Howard L. Marks, 75 E 55 St, NYC, \$25,000, .06765%, .05075%; Roger B. Clark, 10 Moss Ledge Rd, Westport, Conn; Millie B. Leasing, 3419 Beacon St, Pompano Beach, Fla, \$20,000, .05412%, .0405% each; Robert H. Goets, 1180 Morris Park Ave, Bronx, NY; Stanley G. Gouli, 6016 Innes Grace Rd, Louisville, Ky; Robert Nishaus, 15 Queens La, Darien, Conn; Lionel J. Goets, Sterling Rd, Harrison, NY, \$15,000, .04059%, .03045% each; Joseph A. Buda, 298 Walnut St, Englewood, NJ; George DeGenaro, Palmer's Island, Old Greenwich, Conn; James J. Ferretti, 201 St. Pauls Ave, Jersey City, NJ; Lester Gottlieb, Pierson Dr, Greenwich, Conn; Robert J. Killgore, 95 Lorraine Ave, Upper Montclair, NJ; Eben J. Kiester, 181 Pt Washington Ave, NYC; Albert J. Manganello, 1224 Anderson Ave, Ft Lee, NJ; Ned J. Parselkian, 210 River St, Hackensack, NJ; Robert F. Ryder, 1224 Anderson Ave, Ft Lee, NJ; Anthony Schepisi, 1033 Inwood Terrace, Ft Lee, NJ; John Schepisi, 640 Palisade Ave, Englewood Cliffs, NJ; Carl Schlemann, 769 Highview Dr, Wyckoff, NJ; Gerald Toomey, 26 Autumn Lane, Middletown, NJ; Richard C. Weldenbaum, 1224 Anderson Ave, Ft Lee, NJ; Robert L. Wickser, 418 Sea Spray Ave, Palm Beach, Fla, \$10,000, .02704%, .021% each; Richard E. Blackman, 43 Fairview Ave, Woodcliff Lake, NJ; Norman Weinstein, 33 Kenwood Dr, Woodcliff Lake, NJ, \$7,500, .020295%, .015225% each; Howard Brownstein, 7510 Fourth Ave, Brooklyn, NY; Lore Brown, Woodhollow Rd, Colts Neck, NJ; Michael J. Ferro, 210 River St, Hackensack, NJ; William S. Howland, 345 E 65 St, NYC; John Pyron, Dana La, Colts Neck, NJ; John J. Ursino, 83 Bycamore Lane, Skillman, NJ, \$5,000, .01353%, .01015% each. Term: December 31, 1975 to December 31, 2005 unless sooner terminated. No additional contributions to be made. Limited partner may assign interest with consent of general partners. No additional limited partners to be admitted. No priority among limited partners as to contributions or as to compensation by way of income. No limited partner shall demand property other than cash for their contributions. J27-Tu m2

Make a friend you'll never meet. Donate blood soon. Make a miracle. Someone Needs YOU!

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

Open Continuous State Job Calendar

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

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

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

If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters!

FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have and the job you want.

Make sure you don't miss a single issue. Enter your subscription now.

The price is \$9.00. That brings you 52 issues of the Civil Service Leader filled with the government job news you want.

You can subscribe on the coupon below:

CIVIL SERVICE LEADER

11 Warren Street
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 _____

Low-Price Insurance Available During Feb.

ALBANY—Enrollment in a special, low-cost group life insurance plan, which does not, in most cases, require a medical examination, is available during the month of February to state employees and employees of local governments, where the plan is already in force, who are members of the Civil Service Employees Assn. or who apply for membership when they apply for insurance.

Applications, with signed authorization to have premiums deducted from salary, should be sent to the Insurance Department, CSEA, 33 Elk St., Albany, N. Y. 12207, prior to Feb. 29, 1976.

Applications and literature explaining the group life insurance plan may be obtained from local CSEA chapter representatives or from the union headquarters at 33 Elk St.

CSEA members under 50 years of age, who have not been previously rejected for this insurance on the basis of a medical examination, are eligible for the plan without a medical examination.

Members over 50 must take a medical examination at the expense of the insurance company.

The cost of the insurance is 10 cents bi-weekly per \$1,000 worth of coverage for members 29 years or younger. Older members may obtain this insurance at proportionate rates. Members pay their insurance premiums through the automatic payroll deduction plan.

Final Fringe

Once upon a time there was a worker who never joined his union. All his life he took the benefits won him by the union, but refused to join.

Then, on his death bed he told his wife: "Please do something for me. I want union members to be my pallbearers."

"But you never belonged to the union," his wife reminded him. "Why do you want union members to be your pallbearers?"

"Dear," he replied, "they've carried me this far, they might as well carry me the rest of the way."

Thanks to:

Bon Smith,
Field Representative, CSEA,
Syracuse Region V

**BONDS!
BUY
U. S.**

Not Receiving The Leader?

(Editor's note: Each member of the Civil Service Employees Assn., and CSEA retirees paying full dues, receives—subject to vagaries of the postal system—The Civil Service Leader weekly as a membership right. If you know of a member who does not receive The Leader, give the person the form at left. The completed form should be clipped, pasted to a postcard or put into an envelope, and mailed to: CSEA Headquarters, P.O. Drawer 125, Capital Station, Albany, N.Y. 12224. Allow up to six weeks for processing. This form is not to be used for change of address.)

SUNY Classified Workers Told 10-Month Appointments Illegal

ALBANY—The Civil Service Employees Assn. assured all members of the classified service of the State University of New York that there is no legal 10-month appointment for classified employees.

CSEA collective bargaining specialist Paul Burch announced that "There has never

been, there is not now and there will never be any legal 10-month appointments for classified employees of SUNY, with the exception of part-time employees. The Central Administration has been illegally attempting to find a way to place 10 percent of existing classified employees on a 10-month obligation, but this is clearly in violation of all four CSEA contracts with the state."

The union plans to file a class-action grievance on behalf of approximately 15,000 persons it represents in the classified service of all campuses of the state university system, charging the administration violated its contracts.

In addition, CSEA legal staff is investigating the possibility of filing an improper practice charge against the state for unilaterally changing terms and conditions of employment in violation of Sec. 209-a. 1 (d) of the Civil Service Law.

Benefits that could be eliminated or substantially reduced by the institution of the 10-month appointment include: the ordinary death benefit; the survivors death benefit; health and dental insurance; seniority for examination and layoff purposes, vesting rights and many more, according to Mr. Burch.

"The attempt to institute the 10-month appointment is really an insidious plot to undermine the classified service in New York State," he said. "It would allow

SUNY to predetermine which 10 percent of the work force they want to release for two months out of each calendar year. And this type of arrangement, once established, would quickly spread to other state agencies and departments."

He added that CSEA is urging its SUNY chapter members and all other classified employees not to discuss any alternative calendar year with campus officials. "We wish to inform all such employees that SUNY officials have no authority to make 10-month appointments of full-time classified workers, nor do they have any authority to even discuss such appointments with workers we represent," he said.

"CSEA has a statewide SUNY committee which is prepared to discuss calendar changes when SUNY approaches us in the proper labor-management context as detailed in our contracts. But the SUNY administration has no right to unilaterally make 10-month appointments, as it has been trying to do."

Mr. Burch said that CSEA was taking it upon itself to inform the employees of these facts because the SUNY administration refused to do so when asked by the union.

Classified employees include those in the competitive, non-competitive, labor and exempt categories. They are found in all four CSEA statewide bargaining units.

Syracuse DC Cites Employees

SYRACUSE—Retirees, 25-year workers, and the employee of the year were honored at a ceremony held recently at the Syracuse Developmental Center.

The retirees include Minnie Anthony, Edna Purtell, Anthony Partell, Catherine Johns, Mary LaGruff, and Gerald LaGruff.

Also, Joseph Oster, Mabel Minton, Betty Thater, Arthur Sheley, Dorothy Emerson, Hazel Dunn, Michael Klodzen, Kathryn Cashman, Russel Fowler, Avis Reynolds, James McEneny, William Kane, and Louise Gilbo.

Recognized for more than 25 years of service were Thomas Angiolillo, Sherry Clarke, and Dorothy Goodfellow.

Betty Thater was again selected employee of the year by her fellow workers.

In presenting the honors, Theodore DiBuono, deputy director clinical, noted that the retirees accounted for over 377 years of experience. Thomas Cullen, deputy director administrative, noted that the three 25 year workers are still employed with no apparent intention of retiring as yet.

Rockland

NEW CITY—The Rockland County unit, Civil Service Employees Assn., will hold a meeting concerning the state of their negotiations on Wednesday, Feb. 18 at 7:30 p.m. at Jon Michael's (formerly Ripples of Rockland), on Phillips Hill Road, New City.

CSEA collective bargaining specialist Phil Miller said it is urgent that every member of the 1,700-member unit attend the meeting. The nine-member negotiating team for the unit will be there along with Mr. Miller to explain the situation in the contract talks and to answer all questions.

"It is vital that every CSEA member attend, in order to ensure total participation in the decisions that are to be made regarding future courses of action," Mr. Miller said.

The unit has been working without a contract since Jan. 1, 1976. Negotiations with the county began on July 14, 1975 and have already gone through the impasse stage. The first fact-finding session has been set for Feb. 23.

Mr. Miller also revealed that the union plans to file an improper practice charge against the county in the near future, charging the county with failure to bargain in good faith.

Dinner-Dance Date Set By Binghamton

BINGHAMTON—The Binghamton chapter, Civil Service Employees Assn., will hold a dinner-dance Friday, March 5, at the Fountains Pavilion, Johnson City.

Chapter secretary Jackie Burgess said the dinner-dance will begin at 6:30 p.m. Senate Majority Leader Warren Anderson and other area legislators have been invited. Tickets are \$7.50 each.

Rensselaer Opening 3 Employment Slots

TROY—The Rensselaer County Civil Service Commission is currently recruiting telephone operators, senior welfare investigators for posts in county offices. Starting salaries range from \$5,305 to \$9,834 a year.

Filing for telephone operator will close Mar. 3, with all other filing ending Mar. 10. Written examinations will be held in April.

Application forms and detailed announcements may be obtained through the Rensselaer County Civil Service Commission, Third Floor, Court House, Troy, N.Y.

Pass your copy of
The Leader
on to a non-member.

CSEA Wins Suffolk Case

(Continued from Page 3)

position of female corrections officer II, when there was a certified eligibility list, and she was not even on that list, was unlawful, and such appointment is hereby revoked."

He concluded, "In other words, the sheriff now has two options regarding this position: either appoint Ms. Weeks or leave it vacant."

Despite the clarity of the justice's ruling, the Suffolk County sheriff provisionally appointed someone other than Ms. Weeks to the position, according to CSEA field representative William Griffin.

The sheriff has appealed the decision. The union is awaiting word on the date for the hearing on the appeal.

Maine To Lead Ilion DPW Unit

ILION—Mike Maine was named president in recent balloting by the Village of Ilion Department of Public Works unit, Civil Service Employees Assn.

Daniel Laymon Jr. will serve the unit as vice-president and steward and the secretary will be Tom Allen.

Not Receiving 'Leader'

NOTICE: Not Receiving 'The Leader'

- NAME: (please print)
- HOME ADDRESS: Street, City, State, Zip Code
- SOCIAL SECURITY NUMBER: [] [] [] [] [] [] [] [] [] []
- Check the appropriate box and write the specific name of the () STATE or () COUNTY or () CITY or () TOWN or () VILLAGE or () DISTRICT for which you work:
- Name the DEPARTMENT or DIVISION or INSTITUTION or OTHER BRANCH in which you work:
- WORK ADDRESS: Street, City, State, Zip Code
- OFFICIAL TITLE:, PAYROLL NUMBER:
- YOUR CSEA CHAPTER:



CONGRATULATIONS — Solomond Bendet, left, president of CSEA New York City Region, and statewide CSEA president Ted Wenzl exchange congratulations on victory in the PS&T representation challenge as Richard Cleary, president of Syracuse Region, looks on happily.

PEF Poops Out In Round Two

(Continued from Page 1)
heavily—and tellingly—at the danger of PS&T aides voting for a proposed union—PEF—that had no known officers, no headquarters, no staff, and no program. CSEA's long and successful track record in all areas of representing public employees was illustrated heavily through the news media, mass meetings and individual contact.

"Shock Troops Score"

"In addition," said Dr. Wenzl, "our local chapter officers and members proved to be the best shock troops in the business. They carried the battle in the grass roots, got out the larger vote, and did it relentlessly. It was typical of CSEA's ability to produce great team effort."

The CSEA leader expressed his hope that the continuing success of the organization in beating back consistent attempts by outside groups of organized labor to

end the independent stance of the employee Association would not be lost on Governor Carey, the Legislature and the public in general.

"Once again, State workers have a shown everybody concerned that they want the kind of unionism created by CSEA. I would hope that the general public would take careful note that this was not only a union representation fight but also a bat-



OFFICIAL — Dr. Wenzl signs a document making the vote count official and in behalf of CSEA as the continuing bargaining agent for PS&T employees.

tle to get from government the same things every rank and file voter demands—efficiency, service and the rooting out of waste in government," Dr. Wenzl declared.

Any hopes held by the State Administration that a new union on the labor scene could create divisiveness and thus make it easier to dismiss State worker demands are now dashed, according to Dr. Wenzl.

"They (the State) must stop stalling and get down to serious and realistic negotiations—now!" he added.

CSEA Will Commence Contract Talks With State This Week

(Continued from Page 1)

the Public Employees Federation, has the right to appeal the decision.

"Since there are no grounds for an appeal, there should be no further delay. We'll have our negotiators at the bargaining table just as soon as we can get through the state's red tape, probably by this weekend," Mr. Ryan said.

He noted also that although the PS&T Unit was unable to begin negotiations until the question of who had bargaining rights and the actual certification was entered into the record by the State Public Employment Relations Board, CSEA had established its negotiating team for the unit, it had met numerous times and drawn up a final program of demands to present to the state.

There had been much concern by CSEA officials and members over the long delay in the start of PS&T bargaining, brought about when neither union won a clear majority in the original election last Dec. 5. CSEA admits that, as a result, time is now short and emphasizes that negotiations, once started, "will have to move ahead intensively, in a no-nonsense manner."

Contract Ends March 31

The union's present three-year PS&T contract expires March 31, as do its pacts for the other

three state worker groups it represents—the Administrative, Operational and Institutional Services Units. Negotiations for these three groups began fairly on schedule last November, continuing intermittently through December and January.

While the Administration and Operational talks are still in progress, the Institutional Unit broke off negotiations and declared an impasse on Jan. 30. The break came, according to CSEA, when the state consistently refused to discuss any improved benefits, insisting instead that CSEA consider various state proposals to actually reduce existing benefits.

Reductions Hit

James Moore, chairman of CSEA's Institutional Unit negotiating team, said these proposed reductions include the loss of two days personal leave; being "docked" for the first day of sick leave; the loss of 20 days from the maximum to be paid in cash for accruals upon retirement or separation, and other cutbacks in present benefits.

Calling the state's position "irreconcilable," Institutional bargainers declared institutional bargainers declared an impasse and, at Leader press-time, were meeting with the state to arrange for the intervention of a mutually acceptable mediator to enter the dispute

and get the talks moving again. Failing this, the normal next step would be to present the whole contract dispute to a fact-finding panel to come up with a recommended settlement for consideration by the parties.

A controversial resolution adopted by delegates at CSEA's statewide convention last fall is considered by many sources in the union as a binding commitment to a "no contract-no work" policy should CSEA's state workers not have settled new contract agreements on April 1. A definitive final interpretation of this so-called mandate is expected at the union's spring convention set for the third week of March.

Albany Region IV To Host Workshop

SARATOGA — A county workshop sponsored by Albany Region IV of the Civil Service Employees Assn. is scheduled to be held at the Holiday Inn here on Saturday, Feb. 21.

The tentative schedule for the all-day workshop begins with a registration period for all participants from 9 to 9:30 a.m. Morning sessions include a discussion of CSEA's legal assistance program, with Joseph Conway as the scheduled speaker, and a discussion on retirement, with Ernest Wagner set to talk on the subject.

From noon to 1 p.m. a buffet will be available at \$5.75 per person. Following this break, a workshop on officer training will take place with Edward C. Diamond and Joseph Salvino of the CSEA Headquarters staff. The final session of the day will be a discussion of the Taylor Law with Richard Burstein, CSEA counsel.

For further information on the workshop, CSEA members can contact Charles Luch, R.R. 1, Box 236 D, Schuylerville, N. Y. 12871.

PERB Appoints 5 Fact-Finders

ALBANY—The Public Employment Relations Board last week named five fact-finders to disputes around the state involving Civil Service Employees Assn. groups.

The five are: Mark Beecher, of PERB's Buffalo office, to the dispute between CSEA and Livingston County; Felician Fortman, of Ithaca, to the dispute between CSEA and Madison County; Thomas Joyner, of PERB's Albany office, to the dispute between CSEA and Rensselaer County; Eric Lawson, of PERB's Buffalo office, to the dispute between CSEA and Niagara County, and Frank McGowan, of PERB's New York City office, to the dispute between CSEA and the Town of Islip.

MED AUDITOR

ALBANY—An associate medical facilities auditor eligible list, resulting from open-competitive exam 24-323, was established Jan. 19 by the State Civil Service Department. The list has 26 names.

CSEA Spikes An Attempt To Bypass Civil Service Law By Onondaga County

SYRACUSE—The Onondaga County Employees unit of the Civil Service Employees Assn. won a precedent-setting decision which holds that an employer cannot bypass State Civil Service Law by using a local work rule to impose a fine.

The Onondaga County Metropolitan Water Board had withheld two hours' pay from Onondaga County CSEA unit president Anthony Sette on the grounds that he had violated a local work rule in failing to "punch out" at the end of a work shift. Mr. Sette is a water plant operator for the county.

Mr. Sette was found not guilty of incompetence or misconduct at a hearing pursuant to Section 75 of the Civil Service Law. However, the hearing officer, who is also an attorney for the county, held that the hearing was not required and that the fine could be imposed as though the hearing had never taken place.

CSEA immediately appealed the decision and, late last month, Justice Stewart F. Hancock Jr., of the State Supreme Court found that Section 75 of the Civil Service Law, "adopted for the protection of public employees, should not be so easily evaded." He ordered the county to refund Mr. Sette's pay.

CSEA field representative Ron Smith said recently that the county may still appeal the CSEA victory. He added, however, that he expects the higher courts to uphold the decision of Justice Hancock.

Mr. Sette said the county has not yet refunded his money. He reported that there are 10 other CSEA members who are in the same position as he, having been

fined illegally by the county. All are awaiting the return of their money on the basis of the Hancock decision.

CSEA regional attorney Earl P. Boyle commented that the CSEA victory set a precedent. "It holds that an employer cannot circumvent a Section 75 hearing by promulgating a local work rule which includes automatic penalties in the nature of a fine without a Section 75 hearing."

Justice Hancock, in agreeing with the union, wrote that Section 75 of the State Civil Service Law prohibits "any disciplinary penalty except for incompetency or misconduct shown after a hearing upon stated charges pursuant to Section 75." He added, "A fine or deduction from wages is a 'disciplinary penalty' requiring a hearing."

There are approximately 350 members in the Onondaga County Employees unit. Mr. Sette has been president for three years.

CANCEL EXAM

WAMPSVILLE — Open-competitive exam 62700, activity leader, which was due to close filing on Jan. 28 has been cancelled. The Madison County Civil Service Commission said filing will be reopened at a later date.

BUY U.S. BONDS!

Hope Stirring

(Continued from Page 1)

"demand for public employees to subsidize government." Last year, Sen. Owen H. Johnson of Long Island said that he voted for a 6 percent wage increase for state workers (it was later defeated) and would vote for a raise this year if given the opportunity.

PS&T Victory Helps

With the PS&T victory the CSEA — with its quarter-million membership still intact — has dashed any secret hopes that its vast majority in State employment representation would be broken. A new union on the scene, representing those 40,000 workers in the PS&T unit, could have provided the stage for "divide and conquer" tactics on the part of State negotiators.

As things stand now, the Carey Administration still faces the same strong union—the Civil Service Employees Assn.—and CSEA officials feel that the feet-dragging might stop now.