

Civil Service LEADER

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By-Laws Changes

— See Pages 8 & 9

Nassau CSEAEr Receives Early Christmas Gift

MINEOLA—One of Mabel Stewart's Christmas gifts came a little early this year.

Ms. Stewart, a member of the Nassau County Civil Service Employees Assn. chapter and employed on the maintenance staff of the Nassau County Courthouse here, found a wallet Dec. 12 while she was working in the building. It contained a variety of credit cards and papers and the owner's name was given as James Fallon, an attorney living in East Hampton. Ms. Stewart immediately mailed the wallet back to Mr. Fallon.

Early last week, according to chapter president Irving Flaumenbaum, Ms. Stewart received a letter from Mr. Fallon with a check for \$11. One dollar was intended to cover the cost of first class postage for the wallet, Mr. Flaumenbaum said, "and the \$10 was for Ms. Stewart. Mr. Fallon, in his letter, said, 'I cannot tell you how much I appreciate your thoughtfulness in returning the wallet.'" Mr. Flaumenbaum noted.

"I think a story like this, at this time of year, is especially appropriate, showing, as it does, that there are still honest people in the world," the CSEA leader remarked.



ACTION KICKOFF — CSEA Region V president Richard Cleary, center, was on hand for "coaching" duty while Eleanor Korchak, of Binghamton, and Richard Grieco, of Watertown, "kicked off" the initial political action committee meeting at Region V Office in Syracuse. The recent Saturday meeting drew a select group of 60 CSEA Region V chapter and unit presidents to plan political action strategy prior to the upcoming legislative session. Further details on page 3.

Appellate Court Reinstates 7 Workmen's Comp Referees

ALBANY—As a result of a unanimous decision by five judges in the Appellate Division, Third Department, of the Supreme Court, seven referees of the Workmen's Compensation Board, represented by the Civil Service Employees Assn., have been reinstated to their jobs with back pay.

The employees, appointed to their positions a year ago, were awarded the right to back pay through April 1. Since their period of unemployment began last January, CSEA plans further legal action to secure back pay for the remainder of the year. Their jobs were abolished, according to the Division of the Budget, due to lack of funding.

Algird F. White Jr., of DeGraff, Foy, Conway and Holt-Harris, counsel to CSEA, termed the favorable decision of Presid-

ing Justice C. J. Herlihy, and four concurring justices as "a victory by CSEA over the state's action of arbitrarily and unilaterally abolishing these jobs which have set term of office pursuant to the Workmen's Compensation Law. This unanimous decision in favor of the seven referees should halt that practice in the future," Mr. White said.

The referees' case was argued in the Appellate Division by (Continued on Page 16)

Foresee 5,200 State Layoffs By April 1976

ALBANY—A total of about 5,200 state employees will be laid off by April 1976, according to late capital reports.

The figure represents the 3,000 firings ordered by Gov. Hugh L. Carey two weeks ago and which will take effect by Feb. 29, 1976, plus an additional

2,200 layoffs ordered last week. The layoffs were ordered, the Governor said, to meet an estimated \$107 million state deficit.

In addition to the layoffs, about 4,000 job vacancies will go unfilled through 1977. The firings and the unfilled slots are part of a \$1.1 billion plan the Governor insists must be put in force in order to reopen bond markets to the state.

At Leader presstime, specific details on where the layoffs will fall were not immediately available. However, it is anticipated that the firings will generally follow the pattern of those ordered two weeks ago by Governor Carey in which he directed a 3 percent cut in staff for nearly all state agencies and departments. Such broad scale layoffs chiefly affect lower level employees.

The 3 percent cut, it is estimated, will bring about the firings of about 780 Education Department employees; about 420 from the Department of Transportation; about 140 from the Office of Drug Abuse Services, and about 100 from the Department of Labor. Smaller state agencies and departments will lose fewer, but proportional-

ly equal, numbers of workers.

The additional layoffs were agreed to by state agency heads. The cost-cutting plans, including the layoffs, were compiled and revised by the Division of the Budget. They were accepted almost exactly as written by the Governor following a meeting with Division officials last week.

In addition to the layoffs, the Governor has approved "signifi-

(Continued on Page 16)

Don't Repeat This!

Stein Demands Credibility, Removal Of No-Show Jobs

ASSEMBLYMAN Andrew Stein cleared the air with his call for a wholesale political housecleaning, as an essential step to improve ef-

(Continued on Page 6)



GET SUPPLEMENTAL CHECKS — Civil Service Employees Assn. members of Dutchess County unit wait outside CSEA mobile unit to receive supplemental checks to compensate for penalties imposed by County for strike participation last summer. Fines equivalent to one week's gross salary per worker were to be deducted from the workers' pay checks of Dec. 12 and 26. Funds to pay the employees were secured by a loan from the CSEA Board of Directors and by contributions from other chapters and individuals. The week-long strike had been the largest by county employees in the state's history.

Christmas Greetings

To all our friends of the Christian faith, we extend best wishes for a meaningful holiday season and good health and prosperity in the new year.

Theodore C. Wenzl, President,
Civil Service Employees Assn.



Hundreds of SUNY at Stony Brook employees gathered in Student Union auditorium to unanimously vote on demonstration if they are locked out on Fridays after Christmas and New Year holidays. CSEA chapter president Albert Varacchi, in silhouette, updates the SUNY employees on the University's intent to force them to take the days off.

Stony Brook CSEAs Will Demonstrate If Locked Out On Two Post-Holidays



Albert Varacchi, left, president of CSEA chapter 612 at Stony Brook, checks work schedule with regional attorney Lester Lipkind, chapter delegate Libby Lorio, Ken Nugent and first vice-president Alexander Castaldi.

VA Questionnaires Mailed

WASHINGTON, D.C.—Annual income questionnaires will be included with Veterans Administration pension checks mailed to 1.3 million recipients, the agency reported. Questionnaires also will go to 34,000 parents receiving Dependency and Indemnity Compensation (DIC) checks.

Completed questionnaires must be returned to the VA by Jan. 1 to insure continued receipt of benefits.

Pensions are paid to veterans and widows of veterans with non-service-connected disabilities. Amount of the monthly stipend is based on the annual income of the recipient. Also governed by annual income are amounts

of DIC payments to certain parents of veterans who died of service-connected causes.

With some exceptions pensioners are required to file income questionnaires annually. Those 72 years of age or older are exempt from filing but must report income changes as they occur.

Some beneficiaries who normally are exempt, however, will receive questionnaires because of cost-of-living increases in annuities, a VA spokesman said. Prompt return of questionnaires will avoid suspension or delay of monthly checks in 1976, he added.

Full information on pensions and other VA benefits is available through local VA offices and veterans service organizations.

Law Officers Manual Available

WASHINGTON, D.C.—The Bureau of National Affairs, Inc. has released its 1976 edition of The Law Officer's Pocket Manual compiled by John G. Miles Jr., David B. Richardson and Anthony E. Scudellari. The manual is priced at \$3.

The manual, written in non-technical language, is designed to provide law enforcement personnel with knowledge of current constitutional law developments affecting everyday police work. It utilizes a situational format to provide law enforcement personnel with guidelines on what the Supreme Court has said they

may and may not do in performance of their duty. It also discusses legally sensitive areas of law enforcement such as hot pursuit, surveillance with electronic means, consent searches and use of force to make an arrest.

The 128-page manual is available from BNA Books, 1231 25th St. N.W., Washington, D.C. Multiple copy discounts are available.

Someone Needs You — You may not be dying to give blood, but some day you may be dying to get it.

STONY BROOK—A rally of several hundred members of the Stony Brook State University chapter, Civil Service Employees Assn., last week unanimously voted for demonstrations if the administration locks employees out Dec. 26 and Jan. 2.

Stony Brook chapter president Al Varacchi declared the plan "is an illegal lockout, and is an attempt to get a foot in the door toward imposing a 10-month year."

The membership approved his call to report to work and, if locked out, to demonstrate outside the main campus gate.

Mr. Varacchi reported that the issue had been carried to a third-stage grievance hearing at the departmental level in Albany. A decision is awaited.

The administration had initially planned forced vacations around the holidays, but dropped that idea after vigorous protests from a CSEA delegation led by Mr. Varacchi. The substitute plan was to require employees to take two holidays, charging the time to accumulated vacation, compensatory time or personal leave.

CAGLIOSTRO QUILTS

ALBANY—Anthony Cagliostro, former commissioner of the State Office of Drug Abuse, has submitted his resignation to Gov. Hugh L. Carey. Mr. Cagliostro has been faced with criticism from state investigators and his former department has sustained heavy budget cuts.

The State Investigation Commission called for Mr. Cagliostro's resignation about one month ago following hearings on a number of allegations involving sexual misconduct and other abuses at drug treatment centers at Ray Brook, in the Adirondacks, and Otisville, Orange County. No replacement has been announced by state authorities.

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Sullivan Sets Blood Drive

MONTICELLO — The New York State Employee Blood Credit Program will be in Sullivan County on Dec. 29-30 and will accept blood donations on those days, Earl Bivens, Sullivan County Civil Service Employees Assn. chapter president announced last week.

The unit will be in Liberty Dec. 29 from 11 a.m. to 4 p.m. and will be in Monticello on Dec.

30 during the same hours.

Mr. Bivens urged all chapter members to give blood. If they cannot do so for medical reasons, they are urged to provide a substitute.

Prospective donors should call the County Personnel Office for an appointment so that there will be a minimum of disruptions of department work schedules, Mr. Bivens said.

Vehicle Taxes Distributed

ALBANY—State Comptroller Arthur Levitt has announced the distribution of \$4,249,470.67 as the fourth 1975-76 installment of motor vehicle tax receipts to the counties of the state and to the City of New York for the counties comprising the City, New York City's share of this total is \$1,109,332.29.

This total is a share of the state-collected motor vehicle fees for the three months ended Sept. 30, which is being returned to the counties in accordance with

the State Highway Law.

Checks are being mailed to the county fiscal officers and to the Director of Finance of the City of New York.

AG AND MARKETS

ALBANY — Department of Agriculture and Markets Commissioner John S. Dyson has appointed Doris Cadoux as his executive assistant and Peter Barton as a special assistant.

Ms. Cadoux is a former business woman and real estate executive and was a member of the U.S. Surgeon General's Office in Washington, D.C. Mr. Barton is a former legislative analyst in Washington, D.C., where he specialized in agriculture-related legislation.

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Syracuse Region Political Action Leaders Preparing Grass Roots Mobilization

SYRACUSE—The Civil Service Employees Assn. plans to mobilize its membership for local level action on legislative and contract matters affecting the statewide organization.

CSEA objectives were outlined at a meeting of more than 60 members of the Association's Syracuse Region V political action committee held Dec. 6 in Syracuse. Richard J. Grieco, president of the Watertown unit of CSEA, was among the speakers in the role of chairman of the regional CSEA ad hoc political action advisory committee and member of the union's statewide committee. Chairman for the meeting was Eleanor Korchak, of Binghamton.

The meeting marked the start of early preparation for contract negotiations with the state, which union officials anticipate will be arduous. In attendance were local chapter presidents and other officers from CSEA units within Region V which covers Central and Northern New York.

Need Solid Front

In addressing the group, Mr. Grieco emphasized that the immediate concern of the CSEA is ongoing contract negotiations with the state. He cited the need for a solid front by CSEA membership to counter "state threats of a wage freeze, a ceiling on wages and tampering with the retirement system." He expressed concern over the apparent refusal of the state "to sit down and negotiate on contracts" as provided by the Taylor Law.

"Our program is designed to keep all CSEA members fully informed on legislative matters affecting them and prepare them to deal with legislators at the local level," said Mr. Grieco. "We

plan to go to every local unit and chapter to activate political action committees to direct full membership participation in voter registration along with chapter and unit endorsements of candidates seeking election."

Set Meetings

Monthly meetings will be held statewide to get the CSEA message across to the individual members, he said, adding that "legislators must be kept advised of the CSEA position on matters affecting the organization."

In explaining how the meeting was conducted, Mr. Grieco said, "Initially, we wanted to work closely with a small group of union officers. They were instructed in political action procedure and in turn will instruct hundreds more at their respective chapter and unit levels. One of our prime objectives was to make the total CSEA membership aware of the importance of 100 percent voter registration. We covered this aspect thoroughly," he concluded.

"This kick-off meeting was called to better prepare our total membership for any action taken by the Government and Legislature in the forthcoming legislative session," Ms. Korchak said. "We anticipate a tough struggle with the session, and it's our strong intention to let the Legislature know we will be fully prepared to combat their actions through our membership's political action at the polls—where it counts. Call it a show of strength," she added.



Frank Martin, left, president of the Broome Community College unit, Civil Service Employees Assn., administers oath of office to new officers of the Broome County unit at ceremonies in Binghamton. They are, from left: Ruth Marsh, board member; William McMann, president; Barbara Pickell, first vice-president; Mary Battista, board member; James Lucas, second vice-president; Marlene Gioia, secretary; Jack Herrick, board member; Richard Torrey, treasurer, and Jenny Possemato, board member.

Install Broome Unit Officers; Stewards To Assist In Liaison

BINGHAMTON—The Broome County unit, Civil Service Employees Assn., has installed a new slate of officers.

The new officers are William McMann, president; Barbara Pickell, first vice-president; Jim Lucas, second vice-president; Marlene Gioia, secretary, and Richard Torrey, treasurer. Also sworn in were board members Ruth Marsh, Jenny Possemato, Mary Battista and Jack Herrick.

Frank Martin, president of the Broome Community College unit, CSEA, presided during the swearing-in ceremonies.

The unit also honored 14 recent retirees who represent a

total of more than 147 years of service to the people of Broome County.

Those honored included Mary Pompell, Ruby Wood, Dorothy Weymouth, Marian Arnold, Margaret O'Connor, Angelo Alexander, Lena Mould, Rita Rullivan, Marion Mollen, Anne Petrone, Angie Jurina, Walter Aston, Caryl Adams and Harriet Silvernail.

Each of the retirees received a special certificate commemorating their years of service and devotion to the people of Broome County and CSEA.

Special guests included Broome County Executive Edwin L. Crawford and County Personnel Director Kenneth Meade.

In his remarks, Mr. McMann announced plans for departmental elections for stewards. Once elected, the stewards will serve as a liaison between the membership and CSEA governing body and committee representatives in all facets of their employment and benefits derived from CSEA membership.

Diane Schaumberg was named by Mr. McMann to head the unit's special education committee

tee which will have responsibility of educating stewards and committee members on contract provisions, CSEA responsibilities and benefits and official duties of officers and committee persons.

Mr. McMann cited the appointment as a first step in his pledged campaign to strengthen unit committee functions and enhance a more efficient and more effective CSEA unit. He also expressed his pleasure with the participation of the membership in the recent unit elections. Mr. McMann said the membership and nominating committees reported 75 percent participation of the general membership in their balloting.

Fiscarelli, Helmes Elected To Board To Fill Vacancies

ALBANY — Two vacancies on the statewide Board of Directors of the Civil Service Employees Assn. have been filled by special elections.

Bernard C. Schmahl, chairman of the CSEA special election procedures committee, announced that Nicholas E. Fiscarelli will represent CSEA members employed by the State Education Department and Richard Helmes will represent those employed by public corporations.

Mr. Fiscarelli and Mr. Helmes will complete the terms begun by two Board members, Alvin Rubin and Al Halle, who resigned.

Ballots were counted Dec. 16.

BUY U.S. BONDS

Ⓞ 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.

JANUARY

- 5—West Seneca chapter general meeting: Veterans of Foreign Wars Post 8113, 299 Leydecker Road, West Seneca.
- 12—Mailing of ballots in CSEA-PEF PS&T Unit runoff representation election.
- 19—Albany Region IV meeting: 5:30 p.m., Michael's Restaurant, Route 9, Latham.
- 23-24—Western Region VI meeting: Marriott Inn, Route 15, Rochester.
- 31—Chemung County unit dinner-dance: Elmira Heights Legion Home.

FEBRUARY

- 2—West Seneca chapter general meeting: Veterans of Foreign Wars Post 8113, 299 Leydecker Road, West Seneca.
- 2—Counting of ballots in CSEA-PEF PS&T Unit runoff representation election.



PASS OF GAVEL—Joseph Hidy accepts gavel of office from Andrews Lezezon, his predecessor as president of the Civil Service Employees Assn.'s Messena Central School District unit of St. Lawrence County chapter 845. Officers of the unit pose together after their installation earlier this month. From left, front, are Vera LaBarge, board member; Dora Tregoe, board member; Dorothy Grant, treasurer. In back are Maurice Patterson, board member; St. Lawrence County chapter president Agnes Earle, installing officer; Mr. Hidy; Wilma Legacy, vice-president, and Mr. Lezezon.



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Levitt Reports Statewide Per Capita \$ Assistance

ALBANY—State Comptroller Arthur Levitt announced the recent distribution of \$31,488,096 in per capita assistance to counties, towns, villages and town-outside village municipalities.

Included in the payment are all 57 counties of the state, excluding the five which comprise the City of New York, 556 villages and 930 towns.

Unlike other types of state aid, which are granted for a specific purpose, such as education, highways and health, the per capita aid can be used for any general municipal purpose.

This payment is allocated to the local units of government on a per capita basis. The payment formula for all units of government except counties has two parts, a basic minimum, and an adjustment factor to compensate for deficiencies in local property taxes. The formula for the following minimum annual payments per municipal resident is town-wide: \$3.55; village: \$3.60; and town-outside village: \$2.05. With the exception of town-wide, these minimums are increased by five cents per capita for each \$100 by which a municipality's

per capita full valuation is less than \$8,000.

The county formula is an amount equal to the population of the county multiplied by 65 cents plus an increase of five cents for each \$100 or part thereof in which the county average of full value and personal income per capita is less than \$8,000.

In addition, all localities share on a pro-rata basis the difference between 9 percent of the New York State personal income tax collections for the state fiscal year ended March 31, 1975, and the total paid under the above formula.

APPOINT FORD

ALBANY—Gov. Hugh L. Carey has named David C. Ford, 27, as public relations director of the State Labor Department. Mr. Ford, who replaces Ned Shreve, a Rockefeller appointee, will have an annual salary of about \$26,000.

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
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
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
Variotype 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 Genesee 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.

Seek Analyst, Sales Rep, Nurse, Others

CIVIL SERVICE LEADER, Tuesday, December 23, 1975

MANHATTAN — The following is a simulated radio broadcast by the New York State Department of Labor. The jobs noted, however, are real ones.

ANNOUNCER: Are you looking for work? If so, you will want to check these openings listed with the New York State Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City call (212) 488-7330. For jobs outside of New York City in nearby New York communities, consult the Nassau or Westchester telephone direc-

tories. Look under New York State Department of Labor-Job Bank.

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

SPEAKER 1. An advertising firm is looking for a **MARKETING RESEARCH ANALYST**. Applicant must be in top 10 percent of the graduating class with a 3.8 cumulative grade average. Be able to use formulas and compu-

ter. Will research media problems, write reports and recommendations. Salary \$10,000 a year.

2. An OFFICE MACHINE SERVICER is needed in Manhattan to do field repairs on all kinds of typewriters and adding machines. The pay is \$175-\$210 a week, depending on experience.

3. There's also an opening for a **SALES REPRESENTATIVE** to interest students in enrolling in education courses. Sales experience is preferred but not essential. The position is in Manhattan and pays \$10,000 a year with the possibility of a bonus.

4. A BOOKKEEPER who

wants to get ahead will be interested in this next opportunity. It calls for someone with at least five years experience who can work up to general ledger. Must be excellent typist. Job is in Brooklyn and pays \$180 a week with the prospect of becoming office manager.

5. The next position is for a **MEDICAL LAB ASSISTANT** with a private lab in the Bronx. Applicant must be licensed in hematology and manual chemistry. Licensing in bacteriology is also desirable. Salary \$175 a week.

6. A Brooklyn firm is calling for a **WIRE DRAWER** who has at least five years of experience. Will set up and operate wire drawing machines, working from blueprints. Must be able to read wire gages and micrometers. The pay is \$4.50 an hour and applicant will be trained for supervisory work.

7. Taking a look at the Westchester job scene, we find an opening for a **METHODS ENGINEER** who has a degree in mechanical engineering and eight years of experience. Will determine FFG methods for complex electronic parts. Salary \$15,000 a year.

8. Your skills are also in demand in Westchester if you are an **ARCHITECT** with 10 years of experience and a degree in architecture. You'll be working in commercial interior design at a salary of \$300 a week.

9. Next on the wanted list: A **LICENSED PRACTICAL NURSE** to work in the first aid station of a large factory in Queens. Will also do clerical work and filing of forms. The ability to speak Greek is helpful for this position paying \$5 an hour.

10. A Manhattan employer needs a **BIAS CUTTING MA-**

CHINE OPERATOR. Applicant must have one-two years of experience on a Judelson or American seam binding cutter. The pay is \$125 a week.

11. There's a job waiting for a **LEGAL SECRETARY** who has at least a year and a half of experience in corporate litigation. Must be able to take dictation at 100 words a minute and type 65. A stenotype machine can be used for dictation. The position is in Manhattan and it pays \$200 a week. The hours are from 9:30 a.m. to 5:30 p.m. plus overtime.

12. A college in Manhattan needs an **ACCOUNTING CLERK** to process all financial documents in its budget office and maintain budget controls. Applicant should have some accounting or statistical training and be good at figures and detail. Should have some typing and office experience. Salary \$160 a week.

ANNOUNCER: The phone number again for New York City jobs is (212) 488-7330. For those Long Island and Westchester jobs, check the Nassau and Westchester telephone directories. Look for the Job Bank listing.

Mets' Dinner Tix Available

MINEOLA — Civil Service Employees Assn. Nassau chapter president Irving Flaumenbaum, a former president of the Mets Boosters Hot Stove League, announced that he has a few tickets available for the 18th Annual Pre-Season Dinner Jan. 30 at the Holiday Inn in Hempstead.

Fans rub shoulders with Mets stars and officials at the annual dinner. Tickets are \$10 each.

Female Coaches Win Sex Bias Action In Syracuse

SYRACUSE—After a struggle spanning six years, the Board of Education of the Syracuse City School District has been ordered by the State Division of Human Rights to pay two female coaches of girls' athletic teams the difference between salaries paid to male coaches, plus 6 percent interest from March 1969 to the present.

The order was signed by State Human Rights Commissioner Werner H. Kramarsky.

The Commissioner's order grew out of the complaints of teachers Carolyn Bratt and Marilyn Patrick against the Syracuse City Board of Education, the Syracuse Teachers' Assn., and Margaret Hanley, president of the Association from 1968 until 1972.

Employed at the Eastwood Junior High School by the respondent board, the complainants coached the Eastwood Junior High School girls' basketball team for the 1968-69 season, at the end of which their principal sent each a letter thanking them for "coaching and supervising (the) girls interscholastic basketball team." The complainants determined that a male mathematics teacher who coached the boys' basketball team that season had received \$308 for his coaching activities.

It was further determined that during the 1968-69 school year male coaches of boys' teams were paid for their coaching activities according to the schedule in the then existing contractual agreement between the board of education and the Syracuse Teachers Assn., but no female who

coached a girls' team in any Syracuse high school was compensated for her efforts.

When the complainants inquired at the school business office concerning the disparity between recompense for male and female coaches, they were allegedly told that no money had been appropriated for coaches of girls' basketball teams. Ms. Bratt and Ms. Patrick then filed complaints with the Division of Human Rights charging that they had been discriminated against in employment because of their sex in violation of the New York State Human Rights Law.

After investigation, the Division determined that there was probable cause to credit the allegations contained in the complaints and prepared to schedule the matters for a public hearing. In November 1970, the respondent board of education instituted legal proceedings to prohibit the Division's further action on the complaints.

In May 1971, the New York State Supreme Court in Onondaga County issued an order of prohibition against the Division. The Appellate Division reversed the Supreme Court order and affirmed the Human Rights agency's freedom to proceed with the complaints, which were amended to charge continuing discrimination against female employees of the board.

On Aug. 21, 1973, the respondent board and association entered into a Supplemental Agreement which, in relevant part, provided a schedule for junior and senior high school coaching salaries for girls' interscholastic athletics to be effective as of July 1, 1973.

After several adjournments, combined public hearing on the complaints took place in Syracuse on Sept. 23 and Nov. 13, 1974, and Jan. 28 and Feb. 28, 1975, before Alan Blernbaum, a hearing examiner for the Division, with Ann Thatcher Anderson representing the Division of Human Rights.

In going over the lengthy testimony, Commissioner Kramarsky found that the salaries provided in that agreement for teachers coaching high school girls' interscholastic athletic ac-

tivities of gymnastics, basketball, soccer, track and tennis, and the junior high school girls' interscholastic athletic activities of basketball and track "were substantially lower than coaching salaries provided for the respective high school and junior high school boys' interscholastic athletic activities."

Commissioner Kramarsky further found that "since most, if not all, the girls' athletic programs were coached by female teachers, the lower coaching salaries provided for girls' interscholastic athletic programs would have a disproportionate impact on female teachers because of their sex."

State Sets Clerk, Nurse, Agent & 4 Other Promos

ALBANY—The State Department of Civil Service has open filing for promotional posts of license clerk, cashier, supervising nurse, surveyor, social worker II, resource and reimbursement agent, and structural engineer, it was announced last week. Filing will close Jan. 19.

For senior motor vehicle license clerk G-7, or motor vehicle license clerk G-5, candidates must be employees of the Motor Vehicles Department with at least three months' experience in a clerical position at the G-3 level.

Any state employee with three months' clerical experience in a G-3 post, may apply for cashier G-9. At present there are vacancies in the Motor Vehicles Department, Office of Parks and Recreation, Department of Taxation and Finance and the State University.

Motor vehicle cashier, a G-9 post, is open to employees of the state Motor Vehicles Department with three months' clerical experience in a G-3 position. A written test will be held Feb. 28.

State employees with one year of experience as a health services nurse may apply for the G-16 position of supervising health services nurse. Currently, there are three vacancies in the Civil Service Department, two in Albany and one in New York City.

For assistant land surveyor I, a G-12 post, candidates must be employees of the Environmental

Conservation Department with one year's experience as an assistant land surveyor I. Two years' experience as an assistant land surveyor I or one year as an assistant land surveyor II, will qualify applicants for land surveyor G-19.

Six months' experience as a psychiatric social worker I with the Mental Hygiene Department will qualify applicants for psychiatric social worker II. No written test will be held for this post, with applicants being rated on their training and experience.

Resources and reimbursement agent II, a G-18 post, is open to employees of the Mental Hygiene Department with three months' experience as a resources and reimbursement agent I. Six months' experience as an agent II will qualify individuals for senior reimbursement agent, a G-20 post.

For assistant building structural engineer G-19, candidates must be employees of the Office of General Services with three months' experience in an engineering post allocated to grade 15 or higher. One year's engineering experience at grade 19, will qualify applicants for senior

building structural engineer, a G-23 post.

For detailed information and applications, candidates should contact department personnel or business offices. Forms are also available from the Civil Service Department at Two World Trade Center, Manhattan; State Office Building Campus, Albany; and Suite 750, Genesee Building, 1 W. Genesee St., Buffalo.

WORKMEN'S COMP

HEMPSTEAD—Monica Gollub, of New York City, has been named district administrator of the Hempstead Office of the New York State Workmen's Compensation Board, according to an announcement by Arthur Cooperman, WCB chairman.

Ms. Gollub attended and earned her B.A. degree from the College of the City of New York. Prior to her appointment, Ms. Gollub was director of consumer complaint centers, Department of Consumer Affairs, City of New York. She also serves as chairman, Women's Committee of the Metropolitan Council of the American Jewish Congress.

VA Should Be Told Of Change Of Addresses

BRONX — Veterans and their dependents receiving compensation, pension or other types of Veterans Administration checks should report any change in address as soon as possible, according to Frank V. Votto, director of the New York State Division of Veterans' Affairs.

Failure to do so, Mr. Votto said, could result in considerable delay in receipt of the checks. Both the VA and the local post office should be informed of any change in address.

VA change of address forms are available from the New York State Division of Veterans' Affairs, 1910 Monterey Ave., The Bronx, N.Y. or 2488 Grand Concourse, The Bronx, N.Y.

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TUESDAY, DECEMBER 23, 1975



Simplistic Solutions

ONLY a few years ago, so it seems, unions in private industry were stating demands that they wanted four-day work weeks at five days' pay. It was considered shocking at the time, although in some instances it was put into effect.

New York Lieut. Gov. Mary Anne Krupsak has come up with a new wrinkle on the idea—one that strikes us just as preposterous as the 4-for-5.

Ms. Krupsak suggests that state workers receive four days' pay for five days of work.

Needless to say, state workers have not been receptive to the idea.

The Lieutenant Governor's suggestion seems typical in its way of those being bandied about by the current crew of political leaders in their search for a way out of the fiscal morass that has oozed up the Hudson River from New York City and Yonkers to the state capital in Albany.

It has been too simple a solution to say that the government intends to lay off so many thousands of jobholders—or, in Ms. Krupsak's case, to ask them to "sacrifice" in order to save the jobs of other employees facing the ax.

The supposition is that civil servants don't matter: they are not providing any services of value. At the same time, high-level political appointments by both the legislative and the executive branches of our state government continue unabated.

It strikes us that the carte blanche layoffs of 5,200 state employees should be accompanied by an equally dramatic statement of what services will now be curtailed to the public.

Perhaps the layoff solution wouldn't be so readily accepted by John Q. Public if he or she were more informed of the services that will be lost because of understaffing.

Hordes of public relations specialists are floating around Albany bolstering the image of key politicians. More of their effort should be spent in preparing the public to a realization of what services they will lose as a result of the proposed layoffs.

Taxes in New York State are staggeringly high, we realize. But at least they are sacrifices that everyone in the state can share.

This continual expectation that the civil servant must make a greater sacrifice is unrealistic, since the civil servant has already made a sacrifice of sorts by agreeing to work for the government in the first place.

Above It All?

ALTHOUGH Governor Carey ordered a Nov. 10 deadline for certain state officials to file statements revealing their financial assets, incomes and liabilities, nearly 25 percent of the officials have ignored the order.

Those covered by the order are officials who were appointed by the Governor himself to positions paying \$30,000 or more. Other officials in policy-making capacities, regardless of salary, are also included.

This upper-echelon disregard for executive authority is only mildly shocking, however, when it is remembered that both the Governor and the Lieutenant Governor had to be reminded by the press last year that they had conveniently forgotten about their publicly announced intentions to take salary cuts.

Too many public servants at the highest levels seem to pay no attention to the advice that they lavish on civil servants at the lower levels.

Don't Repeat This!

(Continued from Page 1)
ficiency of government, to eliminate waste of taxpayer dollars, and to revive public faith in the responsibility and integrity of government.

What Assemblyman Stein did was to challenge the elected public officials of all levels of government . . . state, counties, cities, villages and towns, to remove from the public payroll holders of political no-show jobs. Specifically he called for the establishment of a Temporary State Commission to examine into and expose all those who hold jobs as a matter of political patronage without contributing anything to the levels of public service.

Credibility Of Government

To achieve this objective, Assemblyman Stein recommended that such a commission should be empowered to send a questionnaire to all persons on the public payroll who hold their positions by appointment other than through the civil service Merit System. Such employees should be required to disclose, he recommended, their place of employment, the number of hours they put into their public jobs, such other private jobs as businesses in which such persons are engaged, and what their income is from such other pursuits.

In urging such a step as a primary need in view of the critical fiscal situation facing the state and virtually at other levels of government within the state, Assemblyman Stein said: "I am confident that the credibility of government is being tested just as severely as the solvency of government. We should not act on one element of crisis while ignoring the other."

"In fact," the Assemblyman added, "It is on the issue of credibility that investors have turned away from New York State and New York City bonds and notes. Unless we restore credibility in government, we shall be unable to restore investor confidence in securities offered by governmental agencies."

The fact is, of course, and it is no secret, that there are countless no-show jobs at every level of government and that so called "lulus" have been, and are being used, to reward those who play the political game to the hilt. "Politics as usual," said Assemblyman Stein, can no longer be tolerated in view of plans to undermine the civil service through firing of career employees, or by the imposition of taxes that will drive middle income families, business and industry, and jobs out of our state into other states where taxes are lower, and where government operates more efficiently.

Protect Merit

It is one of the most tragic consequences of our financial crisis that countless loyal, dedicated and productive civil service employees have been removed from the payroll, while do-nothing, no-show jobholders draw their pay while they continue to do nothing and never show up at their ostensible places of employment. In fact, most of them are quite happy to have their salary checks mailed to them at home.

Moreover, there is no excuse for subjecting civil service employees to wage freezes and rollbacks, to deprive them of hard-earned fringe benefits, to jeo-

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

Managerial Roles

The Appellate Division, Third Department, held in *Matter of Metropolitan Suburban Bus Authority v. Public Employment Relations Board*, 48 A.D. 2d 206 (1975) that dispatchers and foremen employed by the Metropolitan Suburban Authority (MSBA) are not managerial employees and therefore, are not excluded from coverage of the Taylor Law. The employees involved work in the Transportation and Maintenance Departments of the MSBA. The dispatcher's basic duties are to direct and oversee the daily work of the bus drivers; to warn, reprimand, and remove employees where the reason of such removal is to maintain the safety and efficiency of operations; to recommend promotions, demotions, and discharge of employees to the superintendent; to handle complaints; to be formally advised in the first step of the grievance procedure; and to maintain employee records. The foreman's responsibilities are substantially similar, and, in addition, they have the authority to allow employees to temporarily work at a higher job classification.

ON AUGUST 15, 1973, the Subway-Surface Supervisors Assn. filed a petition for certification of the unit of employees at MSBA, including the dispatchers and foremen. The MSBA opposed the certification petition and contended that dispatchers and foremen were managerial employees and excluded from coverage of the Taylor Law. The PERB, in fact, found that dispatchers and foremen were only supervisors and not managerial. The MSBA then brought this Article 78 proceeding to appeal that determination. Section 201, Subdivision 7, Paragraph (a) of the Civil Service Law defines managerial employees as persons "(i) who formulate policy and (ii) who may reasonably be required on behalf of the public employer, to assist directly in the preparation for and conduct of collective negotiations or to have a major role in the administration of agreements or in personnel administration, provided that such a role is not of a routine or clerical nature, and requires the exercise of independent judgment."

IN DECIDING this case, the court noted that PERB has not considered employees managerial merely because they perform supervisory tasks. That fact alone is not sufficient to exclude them from being organized into a bargaining unit. Also, merely labeling a position as managerial or supervisory would not determine whether such employees were covered by the Taylor Law. The court stated that proper practice required consideration of the nature of the activities of the subject employees, and a determination of whether or not such activities came within the statutory definition of managerial employees. On the record of this case, the court found that dispatchers and foremen did not play any major role with regard to the administration of collective bargaining agreements. While these employees

(Continued on Page 7)

RETIREMENT NEWS & FACTS

Unclaimed Pension Checks

By A. L. PETERS

Dealing as they do with more than half a million members, the City and State retirement funds necessarily can not find some of the beneficiaries when they go off the public payroll. Sometimes the employee just drops out of sight; sometimes he does not know there is a sum of money due to him; and sometimes his beneficiaries do not realize that a parent or a spouse has such funds coming. Each fund goes through a routine procedure to locate beneficiaries, but in an age when few adult children live with their parents, and moving is not extraordinary, many beneficiaries are never found. As a public service, the Leader will attempt to publicize as many names listed for unclaimed accounts as space permits. The following are funds from the New York State Employees' Retirement System and the State Policemen's and Firemen's funds, for which the beneficiary has not been located. Please let us know of the location of any of these people, or advise them to write to the New York State Employees Retirement System in Albany.

Buschmer, Lois C. West Hempstead
Campbell, Laura R. Nanuet
Canavan, Charles E. Sunnyside
Carlos, Kathryn A. New York City
Carter, Anna M. Haverstraw
Carter, Irving Catskill
Casale, Peter Rocky Point
Cassidy, James New York City
Champoux, Rene J. Kenmore
Chiprawski, Nicholas Yonkers
Chobor, Olga New York City
Christmas, Walter R. New York City
Collin, William B. Alfred
Condon, Mary R. Lockport
Coanolly, Thomas J. New York City
Connor, Robert J. Brooklyn
Corbin, Henry W. Brooklyn
Corkish, William S. Union Hill
Cross, Norma R. New York City
Crough, James R. Syracuse
Crowell, Charles F. West Hempstead
Cummings, Gwendoline Buffalo
Curry, Philip Poughkeepsie
(To Be Continued)

To correct a misunderstanding, we must say that income-averaging is available to retirees only if the income for the latest year is higher than for the previous year or years. Thus, if you get a lump sum payment when you retire, say in 1976, and your income for that year is higher than it was for the previous years, you can average out your income and refile for the previous five or 10 years. If, for any other reason, your income is 30 percent higher than it was in the previous year, you can income-average for the previous five years. However, if your income is substantially lower when you retire—as it usually is—the income average does not apply.

Incidentally, payments made to the retirement fund by your employer through 1973 can be treated as capital gains. Ask for Form 4792.

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To Prosperity.
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What's Your Opinion

QUESTION

Do you believe the lower position city worker has been taking the brunt of the city's fiscal crisis?

THE PLACE

Lower Manhattan

OPINIONS

Joel Golub, office manager: "The city worker has always been exploited and I feel that right now he is taking on much of the burden. It's especially affecting the lower level employees of the civil service and the city government rather than the big-salaried higher city officials. The city could do without some of these higher people—some of their jobs are menial—even if they are supervisory. The lower level personnel are the ones that really keep the city alive and running and I think that their jobs are more important than the upper level roles. I think management should accept some of the burden of layoffs."



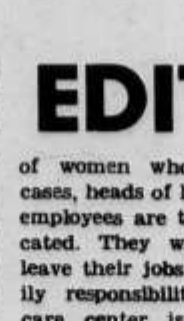
Carolyn Cox, secretary, State Div. of Human Rights: "I think the city employees and the officials both have been taking the brunt and it's a sad thing. I do think, however, that more city officials be let go—if they are making more than \$20,000 a year, the elimination of their jobs could save three jobs of people of lower income. I think the reason many city officials have retained their jobs is because of the pressure of political favors. But I think because of the current financial situation the officials who are not really qualified for their jobs will be let go in due time. These are the people who got their jobs because they knew someone in high city government."



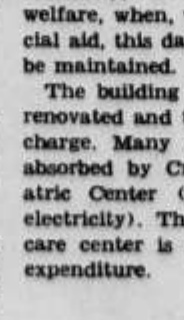
Vidyut Shinde, key punch operator: "The city worker is taking a lot of the static. They are overworked and if they are laid off that's not fair. I think this shows a lot of partiality toward the higher level people and I think politics has a lot to do with it. I don't know if the answer is to lay these people off either—because that would also be unfair to one particular group. There must be a way that money can be saved without being unfair to the workers of this city. Each individual should be given a fair chance at his work."



Allan Groswald, former media buyer: "I'm not sure what higher level people deserve to lose their jobs but I know there are many low-salaried people who really needed to work and have been dismissed. Some of these people cannot collect welfare or unemployment insurance and that's very unfair. This whole world's unfair—it's all a slap in the face. I guess the city feels it's easier to eliminate the stuff on the floor than the higher-ups. I imagine many of the higher-paying jobs are political patronage jobs and people who have been party-loyalists in a town like this are not easy to get rid of."



George Boyce, senior field representative, Human Rights: "There's no question in my mind that the city worker is being made to take the consequences of the fiscal crisis, because the sentence has been on the lower income workers. The clerical and lower professionals are suffering through the loss of their jobs. There has been little reduction in the big-money areas. This situation is inequitable—there should be some reflection in the higher grade levels too. In city agencies, they should start cutting some of the chiefs instead of all the Indians. I guess management has its political obligations to keep its chiefs."



Vincent Lincoln, statistic clerk: "As far as I've read, it seems that the lower workers are the ones who are losing their jobs the most. And the well-paid higher officials continue in their employment. I don't think this is fair, because if there have to be layoffs, there should be some high as well as low people laid off. If two high level people were let go, then the city could save six other jobs for people. I don't know what the city can do to correct this inequity—but whatever it is that can be done, the city hasn't done it yet."

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LETTERS TO THE EDITOR

Letter Of Thanks

Editor, The Leader:

While reading my copy of the Nov. 25 issue of The Leader, I came across a special article entitled "A Judge's Resolutions."

This reference to Judge Samuel Jacobs, who served as an attorney for the Civil Service Employees Assn., had a special meaning to me. The man was my father. Seeing this article in the Leader surprised me. I do not know how this information came into your possession, but I am grateful that it did and that you saw it as an appropriate tribute to the man who was so dedicated to the best legal interests of CSEA and its membership.

I believe that the ideals of those resolutions characterized the man, his sense of values, and his way of life. All those who knew him professionally and personally will miss his wise counsel and presence.

On behalf of Judge Jacobs' family, I wish to express our appreciation to the many people across the State who sent cards and notes of sympathy, and to those who made contributions to charitable causes in his memory.

RICHARD H. JACOBS
Delmar

(Editor's Note: Judge Jacobs' resolutions were brought to the attention of the Leader by CSEA president Theodore C. Wenzl.)

Creedmoor Protest

(Editor's Note: The following letter was sent to New York City Mayor Abraham D. Beame and a copy provided The Leader.)

Dear Mayor Beame:

Notice was received that the day care center at Creedmoor Psychiatric Center will no longer be funded as of Jan. 1, 1976.

The Creedmoor chapter, Civil Service Employees Assn., wishes to go on record charging discrimination against minority groups

of women who are, in many cases, heads of households. These employees are trained and dedicated. They will be forced to leave their jobs because of family responsibilities if this day care center is closed. Patient care will suffer if our employees are not protected.

We also wish to point out the fact that there is no logic, economically, to force people to welfare, when, with small financial aid, this day care center can be maintained.

The building has already been renovated and there is no rental charge. Many of the costs are absorbed by Creedmoor Psychiatric Center (i.e., heat, water, electricity). This particular day care center is not a prohibitive expenditure.

Terry Dawson
President
Creedmoor chapter, CSEA
Queens Village

SAVE A WATT

Civil Service Law & You

(Continued from Page 6)

formed the first level of the grievance proceeding, they would merely be ascertaining factual matters at that stage and not making any major interpretations of the agreements. Dispatchers and foremen clearly have no power to resolve actual grievances once they proceeded beyond the first step.

THE RECORD also established that, while dispatchers and foremen were given powers which directly affected the personnel administration, those powers were exercisable only in accordance with standards that they had no part in formulating. Thus, in substance, dispatchers and foremen were merely a basic level of management exercising "routine" roles and without any major role in personnel administration. Based on such findings, the court concluded that the rec-

ord contained substantial evidence to support the findings of PERB that dispatchers and foremen at the MSBA did not come within the definition of managerial employees.

Don't Repeat This!

(Continued from Page 6)

pardize their pension investment funds as a source of last resort for loans to municipalities and state agencies, which are unable to market their bonds and notes to the banks and to the public.

The call of Assemblyman Stein is a clear challenge to all elected officials to clear their houses of political waste, to operate effectively and efficiently, to provide the public with the highest possible levels of service, and to preserve the highest possible standards of performance within the civil service Merit System.

CSEA Constitution and By-Laws Committee Report

The constitution and by-laws committee of the Civil Service Employees Assn. is chaired by Kenneth Cadieux, of Nassau County, with committee co-chairman William Roberts, of Willowbrook Developmental Center, and committee members Nicholas Cimino, Joseph Kenney, Eugene Nicoletta, Audrey Snyder, Genevieve Luce, Karen White and Earl Mayfield, Sr.

Amendments to the Constitution were withdrawn and will be represented at the Special Delegates Meeting in March. The following changes in the By-Laws were voted upon by delegates at the October meeting. Those words in bold-face type are the additions to the current wording. Words in brackets are deletions.

1. Article I, Section 1:
"Section 1. **PRESIDENT.** The President shall preside at all meetings of the Association. His signature, . . . in an amount fixed by the Board of Directors. He shall by [November first] **September first** of each year furnish to each member of the Board of Directors a proposed budget consisting of an itemized statement of estimated revenues and anticipated and proposed expenditures for the then current fiscal year."
2. Article I, Section 2:
"Section 2. **EXECUTIVE VICE PRESIDENT.** There shall be an Executive Vice President who shall assume the duties of the President if the President is unable for any cause to act or if the office becomes vacant. **The Executive Vice President shall perform those duties assigned to him**

by the President or the Board of Directors of the Association."

3. Article I, Section 3:
"Section 3. **VICE PRESIDENTS.** There shall be six (6) vice presidents who shall be the regional presidents elected by the six (6) regions. **Each Region shall be under the direction of the Regional President who shall perform such other duties as assigned by the President of the Association or the Board of Directors of the Association.**"
4. Article I, Section 5:
"Section 5: **SECRETARY.** The Secretary shall be responsible for the custody of all official papers of the Association and the record of its proceedings [. He] and shall give notice of meetings as directed by the President."
5. Article II, Section 1:
"Section 1: [(a)] **ANNUAL MEETING.** The Annual Meeting of the Association shall be held on call of the President between the [15th] 1st day of September and the 15th day of [October] **November** in each year. The President shall give notice of the date of such meeting to the President of each Chapter, [Conference] **Region**, and members of the Board of Directors before April 15th in each year. Each year the Annual Meeting [may] shall be devoted to separate State department meetings, County Division meetings and school district meetings. The first evening of the Annual Meeting shall be devoted to special sessions as determined by the Education Committee and the President. Subsequent dates shall be devoted to an agenda fully prepared, described and distributed to chapter presidents, [conference] **Region pres-**

idents and delegates, thirty days prior to the Annual Meeting. The President may call a meeting of the Board of Directors . . ."

6. Article II, Section 1(b) and (c):
"[(b) **ELECTION PROCEDURE.** Officers of the Association and members . . . at which drawing each candidate or his representative may be present.]"
"[(c) **ELECTION AGENCY.** The Board of Directors shall, by contract . . . on or before June 28th of the results of the election.]"
The language contained in these two sections shall be placed in a new Article to be entitled "**Article III, STATEWIDE ELECTIONS**" with appropriate renumbering of sections.
7. Article II, Section 7:
"Section 7: **NOTICE AND QUORUM.** (a) **NOTICE.** Notice of all meetings of the Association, the Board of Directors, the Directors Committee, the State Executive Committee, or the County Executive Committee, shall be given in the official publication or by mailing or by telegram to each delegate or committee member at least [three days] **twenty-four hours** before the date of such meeting."
8. Article II, Section 7:
"Section 7. **NOTICE AND QUORUM.** (b) **QUORUM:** The presence in person or by proxy of one-third of the members entitled to vote shall be necessary to constitute a quorum at all delegate meetings of the Association, the Board of Directors, the Directors Committee, the State Executive Committee or the County Executive Committee. **The presence in person of one-third of the members entitled to vote of all committees of the Association shall constitute a quorum.**"
9. Article II, Section 8:
"Section 8. **PROXIES.** A member of the Board of Directors, the Directors Committee, the State Executive Committee, the County Executive Committee, or a delegate to any meeting of the Association who is unable to attend a meeting is empowered to appoint, by written designation filed with the Secretary of the Association



Kenneth Cadieux presides over meeting during reading of proposed changes in CSEA By-Laws. Constitutional amendments will be taken up at March Delegates Meeting.

at least three days prior to the meeting, a member of his chapter or department to act in his place, except that delegates may not appoint their own proxy if the chapter which they represent has provided for the selection of alternate delegates to attend meetings of the Association which delegates are unable to attend, provided, however, that no officer of the Association shall be represented by proxy.
No member of the Board of Directors who is physically present at a Board Meeting and who is entitled to vote in more than one capacity, shall have the right to a proxy; provided, however, that he may cast one vote for each office or capacity he represents." (Note: This language was formerly contained in Article IV, Section 4 of the Constitution.)

10. Article II, Section 10:
"Section 10: **PARLIAMENTARY PROCEDURE.** Parliamentary procedure shall be in accordance with Roberts' Rules of Order, Revised. A Parliamentarian shall be appointed by the presiding officer at all meetings of the Association."

(Continued on Page 9)



Sergeant-at-arms George Fassel, of West Seneca Developmental Center chapter 427, checks credentials of Marti Coluccio, delegate from Fort Stanwix chapter 422 at Rome Developmental Center.



Attorney Jamest Roemer, left, and CSEA executive director Joseph Lochner observe proceedings during period when one or the other of them is not being asked for advice during business sessions.



CSEA director Bernard Dwyer (Public Service) takes notes as two CSEA vice-presidents share microphone. At left of mike is Richard Cleary, head of Syracuse Region V, and at right is Joseph McDermott, leader of Albany Region IV.

(Leader photos by Ted Kaplan)



Kind-hearted Cindy Wholey, delegate from Westchester County local 860, tries to help injured bird she found at entrance to Convention Center.



Southern Region III president James Lennon confers with Josephine Pfeffer, left, of Hudson River Psychiatric Center chapter 410, and Tris Schwartz, president of Dutchess-Putnam Retirees chapter 909.



Two Mental Hygiene chapter presidents confer between meetings. Martin Langer, left, heads Rockland Psychiatric Center chapter 421, and Marvin Nalick is president of New York State Psychiatric Institute chapter 419.



Three delegates from Hamburg chapter 514 discuss issues of importance to Department of Transportation employees. From left are Lou Bracci, Thomas Rizzo and Lawrence Smith.



Terry Dawson, right, led delegation from Creedmoor chapter 406. Here she talks with other chapter delegates: Kathleen Marlow and, from left, in back, Floyd Brosgdale, Shirley Kreisberg and Daniel Schultz.

By-Laws Report

(Continued from Page 8)

11. Article II, Section 11: "Section 11: SERGEANT AT ARMS. [A Sergeant at Arms] One or more Sergeants at Arms shall be appointed by the President from a list submitted by each Region for each annual or Special Delegates' Meeting."
12. Article [III] to be renumbered to Article IV.
13. Article III, Section 2: "Section 2. COMPUTATION. [(b) CHAPTERS. Twenty-five per centum (25%) of the dues collected by the Association shall be refunded to chapters as provided in Section 3 hereof.]"
The intent of this language is contained in Article III, Section 3 (a) REFUNDS TO CHAPTERS and is, therefore, repetitious.
14. Article III, Section 2: "Section 2. COMPUTATION. [(b) (1) UNITS. All recognized units established by chapters shall receive a rebate of not less than twenty-five percent nor more than fifty percent of the per capita rebate extended by the association to a chapter based upon the number of members in the unit.]"
This language is to be placed in Article III, Section 3, REFUND AND REIMBURSEMENT.
15. Article III, Section 2 [(c)] to be renumbered to (b).
16. Article III, Section 2 [(d)] to be renumbered to (e).
17. Article III, Section 2 [(e)] to be renumbered to (d).
18. Article III, Section 3: "Section 3. REFUND AND REIMBURSEMENT. (a) REFUNDS TO CHAPTERS. Each duly organized chapter of the Association shall receive from the Treasurer an annual payment of twenty-five per centum (25%) of the dues collected from the membership in such chapters [, except that no refund shall be made for associate members]. The expenses of the delegates to regular or special meetings of the Association shall be paid by the chapter from such funds as hereinafter provided."
19. Article III, Section 3: "Section 3. REFUND AND REIMBURSEMENT. (b) REFUNDS TO UNITS. All recognized units established by chapters shall receive a rebate of not less than twenty-five percent nor more than fifty percent of the per capita rebate extended by the association to a chapter based upon the number of members in the unit."
(Note: This language was formerly contained in Article III, Section 2 (b) (1).)
20. Article III, Section 3 [(b)] to be renumbered to (c).
21. Article III, Section 3 [(c)] to be renumbered to (d).
22. Article [IV] to be renumbered to Article V.
23. Article IV, Section 2: "Section 2. Any officer or member may be served with charges by registered or certified mail by his chapter president upon approval of the Chapter Executive Council for conduct detrimental to the best interests of the Association. A Chapter President may be served with charges by registered or certified mail by a designated committee of the Chapter Executive Council upon approval by the Chapter Executive Council. Such charges should contain specific allegations including times, dates, etc. Within 30 days of service of the charges the Regional President shall appoint and convene a Regional Trial Board which shall be composed of five members of the Regional Executive Board except no member of the subject member's chapter shall be appointed to the Trial Board. If the Region President is the subject of the charges by his chapter, then the Regional Executive Committee shall elect its own committee of five members to serve as Regional Trial Board. A hearing will be held before the Trial Board at which time either party may be represented by an attorney other than the regional attorney. Verbatim minutes . . . exceeding one year or withdrawal of membership.
If the member is aggrieved . . . sixty (60) days of the receipt of the appeal. Any member found guilty under this procedure may not hold office in any capacity for a period of five (5) years []."
24. Article IV, Section 3: "Section 3. Any statewide officer, member of the Board of Directors, Region or Chapter Officer who fails to support and to implement fully a mandated action voted by the delegates of the Association or the Board of Directors, may be removed by the Board of Directors from office after written charges have been served on said officer and an opportunity to be heard has been afforded. Such officer, if found guilty of the charges preferred, shall not be eligible to seek nor hold office for a minimum of five years."
25. Article IV, Section 4: "Section 4. The President of the Association or the Board of Directors may suspend from membership any member of the Association for supporting a competing labor organization or for conduct detrimental to the best interests of the Association. Within ten days of a suspension, the member . . ."
26. Article [V] to be renumbered to Article VI.
27. Article V, Section 1: "Section 1. STANDING COMMITTEES. The Standing Committees of the Association shall be as follows: Insurance Committee, Legal Committee, Revision of Constitution and By-Laws Committee, Retirees Committee, Convention Committee, Political and Legislative Action Committee, Grievance Committee, Pension Committee, Salary Committee, Committee to Restructure CSEA [and]. Standing Committee chairmen and members shall be appointed by the President for the duration of his term of office or until successor appointments have been made. No officer shall be eligible to be a member of a standing committee. No member . . ."
28. Article V, Section 1: "Section 1(b). The Chairman of the committee shall immediately notify the President of the Association of such vacancy and request a replacement."
29. Article V, Section 1: "Section 1(c). The President of the Association upon receiving such request from a committee chairman shall appoint a replacement within thirty (30) days of such request subject to Section 1(d)."
30. Article V, Section 1 [(b)] to be renumbered to Section 1(d).
31. Article V, Section 1: "Section 1(e). Notwithstanding any of the foregoing, the Political and Legislative Action Committee shall have a membership of not less than 14 nor more than 22 persons and shall include representatives from each Region and at least 2 members from the County Division. The Chairman of the Political and Legislative Action Committee in each Region shall by virtue of that position become a member of the Statewide Political and Legislative Action Committee."
32. Article V, Section [2] to be renumbered to Section 4(a).
33. Article V, Section [3] to be renumbered to Section 2(a).
34. Article V, Section [4] to be renumbered to Section 2.
35. Article V, Section [5] to be renumbered to Section 3.
36. Article V, Section [6] to be renumbered to Section 4.
37. Article V, Section 4: "Section 4. BOARD COMMITTEES. The Board of Directors shall establish and appoint committees to be known as Board Committees. The Board Committees shall consist of only voting members of the Board of Directors and each committee shall elect its own Chairman. At the organizational meeting of the Statewide Board of Directors the following committees shall be elected: 1. Budget [and Finance]; 2. Charter; 3. Committee to Study the Cost of Operating Group Life Insurance; 4. Personnel; 5. Directors. No officer shall serve on any Board Committee except the Directors Committee."
(Note: the Boldface language above was formerly contained in Article IV, Section 2(b) of the Constitution.)
38. Article V, Section 5: "Section 5: NEGOTIATING COMMITTEES. There shall exist the following negotiating committees: 1. Operational; 2. Administrative; 3. Institutional; 4. Professional, Scientific and Technical, in addition to any other duly certified state bargaining unit or units which CSEA may be elected to represent. All appointments to the Negotiating Committees shall be made by the President upon the advice and consent of the appropriate Regional Executive Board."
39. Article V, Section 6: "Section 6. SPECIAL AND AD HOC COMMITTEES. [There shall be the following special committees.] The Special Committees of the Association shall be as follows: Armory, Auditing, Membership, Human Rights, Memorial Scholarship Fund, Plaque, Civil Service, Regional Office, Platform, Education, Social Services, Probation, Non-Teaching School District Employees, Special Election Procedures, and such other committees designated by the President of the Association. Members of these committees shall be appointed by the President of the Association for the duration of his term of office or until successor appointments have been made. Special Committees should meet at least three times a year and review matters . . ."
40. Article [VI] to be renumbered to Article VII.
41. Article VI, Section 1: "Section 1. No chapter, [conference] Region, committee or group of members . . ."
42. Article [VII] to be renumbered to Article VIII.
43. Article VII: "These By-Laws may be amended by a majority vote at any meeting of the Delegates of the Association provided printed copy of such amendment . . ."



CSEA director of field services Patrick Rogers, left, talks with CSEA director William Deck (Mental Hygiene, Region V).

Latest State And County Eligible Lists

- EXAM 35-724**
PRIN SANITARIAN
 Test Held April 12, 1975
 List Est. July 7, 1975
- 1 Toly Martin H N Syracuse92.3
 - 2 Weinstein R M Syracuse89.9
 - 3 Berger S T Delmar89.0
 - 4 McConville G V Massena88.0
 - 5 Proschel M Rochester86.1
 - 6 Boehlecke A A Kenmore85.9
 - 7 Brown John J Lake Clear85.6
 - 8 Diamond Milton Watertown85.5
 - 9 Carter Harry V Gleason Falls83.0
 - 10 Busch Walter S Westbury82.9
 - 11 Lipsen Nathan M Mamaroneck 81.8
 - 12 Linse Michael G Canandaigua81.6
 - 13 Binkowski E F W Seneca80.3
 - 14 McFerran Henry Albany79.3
 - 15 Henderson R J Phoenix79.1
 - 16 Westphal Karl E Schoharie78.5
 - 17 Kenyon Everett Ballston Spa78.1
 - 18 Walther Edward Ballston Lk77.7
 - 19 Lawrynenko M Hawthorne77.3

- 20 Steinberg S Sherburne76.9
- 21 Burke William A Rochester76.6
- 22 Maguire Robert Canajoharie74.7
- 23 Krumanoeker W F Troy73.8
- 24 Kaczmarek Paul Carle Pl72.6
- 25 Dougherty R P NYC72.6
- 26 Trybinski J Schenectady71.3
- 27 McIlveen D M Staten Is71.1
- 28 Hendren Barbara Clinton70.9

- EXAM 35-708**
SR PURCHASING AGENT
 Test Held March 22, 1975
 List Est. June 19, 1975
- 1 Carlson Paula P Albany90.3
 - 2 Gleason John O Scotis88.4
 - 3 Bokus Richard W Albany87.9
 - 4 Becker Edward A Middleburg87.7
 - 5 Schottin Thelma Albany87.5
 - 6 Herzog Arthur E Brooklyn86.2
 - 7 Morris Eleanor Watervliet86.2
 - 8 Rendano Louis R Albany86.0
 - 9 Barry Lawrence Schenectady85.8

- 10 Delaney Thomas Albany85.5
- 11 Morroni John P Elora84.9
- 12 Scofield Harold Toowanda84.8
- 13 Palkovic Thomas Schenectady84.2
- 14 Daddio Pasquale Saratoga S83.9
- 15 Henline Dale W Tonawanda83.7
- 16 Wereskia George Albany81.9
- 17 Cane Edward P Delmar80.9
- 18 Vanslyke W R Albany80.6
- 19 Rickard Gordon Schenectady79.8
- 20 Sabini Barbara Rensselaer79.1
- 21 Ellsworth Lyon Albany78.7
- 22 Price Mary C Troy78.7
- 23 Drossel Wanda R E Serauket78.6
- 24 Bramer William Syracuse78.1
- 25 Buchholz B K Claverack77.7
- 26 Keenan Kevin E Albany77.6
- 27 Batson Edward J Scotia77.5
- 28 Mirabelli Louis Bellmore76.9
- 29 Curley Dennis C Troy76.8
- 30 Donegan John F Syracuse76.3
- 31 Weatherby R H Guilderland75.5
- 32 O'Bryan Norine M Troy75.5
- 33 Miller Charles Loudonville74.2
- 34 Welsh May Albany74.0
- 35 Epstein Herbert Kingston72.9
- 36 Lague Raymond G Cohoes72.7
- 37 Colello Joseph W Albany70.8

- EXAM 35-640**
SR PUB WORK WAGE INVSTGR
 Test Held May 3, 1975
 List Est. July 16, 1975
- 1 Wilson Arthur W Lake Clear99.1
 - 2 Batrouney C Elmira88.4

- 3 Covuto Richard Rochester87.0
 - 4 Alessi Sam M Fredonia86.6
 - 5 Lortie Charles Bay Shore86.1
 - 6 Kelley F J Endwell85.4
 - 7 Smith Frank A Hudson Fls84.6
- (Continued on Page 11)



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IN NEW JERSEY LOEWS JERSEY CITY PARAMOUNT



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- EXAM 35-522**
ASSOC BACTERIOLOGIST
 Test Held April 12, 1975
 List Est. July 7, 1975
- 1 Newman Robert B Elora77.0
 - 2 Gross Laurence Albany75.7
 - 3 Clarke Lorraine E Greenbush75.1
 - 4 Hickey Paul J N Syracuse71.4

- EXAM 35-737**
SR ACCTNT STATE SYSTEMS
 Option A
 Test Held May 3, 1975
 List Est. July 30, 1975
- 1 Divirgilio M A Mechanicvil91.3
 - 2 Burns Daniel J Watervliet82.5
 - 3 Butler Robert E Guilderland79.4

- SR ACCTNT STATE SYSTEMS**
 OPTION B
- 1 Donnelly Dennis Cohoes94.3
 - 2 Poltring Arthur Elora77.8
 - 3 Buchanan Thomas Bronx71.8
 - 4 Greenberg Mark Flushing70.3

- EXAM 35-585**
ASSOC ABAND PROP ACTS AUD
 Test Held Nov. 9, 1974
 List Est. July 25, 1975
- 1 Noel Clyde L Bronx88.6
 - 2 Joseph William Far Rockaway83.9
 - 3 Epstein Ben I Pomona82.5
 - 4 Margaretten G Brooklyn79.0
 - 5 Schwager Steven Oakland75.3

Four Fact-Finders Are Named By PERB

ALBANY—The Public Employment Relations Board has named four fact-finders to labor disputes involving state entities and the Civil Service Employees Assn.

The four are William Ernst, of Troy, to the dispute between the Town of Chester, Orange County, and CSEA; Phillip Ross, of Ithaca, to the dispute between Yates County and CSEA; David B. Lipsky, of Ithaca, to the dispute between the Cortland-Madison BOCES and the Homer Central School CSEA unit, and Charles E. Leonard, of Schenectady, to the dispute between Columbia County and CSEA.

CSEAs Win Arthritis Fund Success Credit

MANHATTAN—Participation by the Civil Service Employees Assn. has been credited with a part of the success of the Arthritis Telethon Dec. 6-7, which raised \$401,800 in pledges.

Long Island Region I president Irving Flaumenbaum represented CSEA in interviews on camera during the show and put in long hours manning a telephone. Mr. Flaumenbaum helped kick off the telethon by delivering more than \$1,000 in donations made by CSEA members throughout the state in advance of the show. Many members called in pledges while others helped man telephones at the Long Island campaign headquarters at Nassau Community College.

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 —Newsweek Magazine

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Latest 'State' And County Eligible Lists

CIVIL SERVICE LEADER, Tuesday, December 23, 1975

(Continued from Page 10)

- 8 Parker James A Clay84.5
- 9 Hornidge Edward Brooklyn83.5
- 10 Montgoris W J Staten Is83.4
- 11 Rysedorph C H Watervliet81.6
- 12 Morlock F E Troy80.6
- 13 Spada Frank T Kingston75.0
- 14 Newell Russell Jamestown74.1
- 15 Dominelli V G Utica73.0

**EXAM 35-697
SUP POS IN PARKS & REC I
Test Held March 22, 1975
List Est. June 24, 1975**

- 1 Oliver Don F Trumansburg86.0
- 2 Brown William H Fayette86.0
- 3 Edwards Carl F Ballston Spa83.5
- 4 Daane David R Miller Pt82.6
- 5 Finn Joseph J Stony Point81.5
- 6 Tryon Craig L Canastota81.1
- 7 Evans James A Lindenhurst80.0
- 8 Petersen Neil J Poolville80.0
- 9 Forbes John S Trumansburg80.0
- 10 Gulliver Peter Oakdale79.2
- 11 Lawton Robert L Oxford79.0
- 12 Haight Howard J Sparkill78.5
- 13 Vonhoefer Jacob Brentwood77.7
- 14 Lodinsky Louis Trumansburg77.5
- 15 Crater Lawrence Salamancas76.9
- 16 Bingham Kenneth Troy76.9
- 17 Betts Harold W E Islip76.8
- 18 Vanderloeki W R Ct Islip76.0
- 19 Reome Harold D Colton75.5
- 20 Lindblom James Bemus Pt75.5
- 21 Cline Frank J Babylon75.5
- 22 Grounds William Carmel74.5
- 23 Walquist P D Salamancas74.0
- 24 Swanner Walker Merrick73.6
- 25 Welton Howard L Oxford73.4
- 26 Schultz John D Youngstown73.0
- 27 Larsen George L West Islip72.6
- 28 Reilly Anna H Babylon71.6
- 29 Colley William Cuba71.5
- 30 Okeife Thomas J Floral Pk71.5
- 31 Helling Milton Lookport71.3
- 32 Walker Gerry L Saugerties71.2

- 33 Higbie Wilbur S Wantagh70.3
- 34 Cragle Jay R Richfid Spg70.1
- 35 Fiala Robert J Brentwood70.1
- 36 Austin Lester I Stormville70.1
- 37 Wyman George M Ithaca70.1
- 38 Delpuppa Peter E Meadow70.0
- 39 Kannengieser E Copiague70.0
- 40 Denardo Robert Watkins Glen70.0
- 41 Berry Robert R Lowville70.0

**EXAM 35-764
SR COMPENSATION INVSTGR
Test Held May 3, 1975
List Est. July 23, 1975**

- 1 Tilsley Kenneth Ballston Spa94.9
- 2 Kay Ernest J Buffalo85.0
- 3 Salamone Frank L I City79.7
- 4 Wasserman Max Jamaica76.6

**EXAM 39-093
PRINCIPAL
AQUATIC BIOLOGIST (Marine)
Test Held July, 1975
List Est. Oct. 6, 1975**

- 1 Kellar Alfred T Stony Brook98.3
- 2 Spagnoli John J Cambridge97.8
- 3 Fieldhouse R D Stamford95.0
- 4 Vanvolkenbrgh P Sayville84.8
- 5 Redman James H Brookhaven84.4
- 6 Koetzner K L Babylon82.5

**EXAM 34-894
SR O M O BLUEPRINTING
Test Held Apr. 12, 1975
List Est. Aug. 4, 1975**

- 1 Roshick Frank R Albany90.2
- 2 Duford Daniel M Waterford88.9
- 3 Didomenico A Albany87.1
- 4 Thompson Dana A Ballston Spa85.8
- 5 Grugan Dean F Albany85.8

- 6 Pearsall R A Albany82.2
- 7 Baird Sharon L Poughkeepsie80.5
- 8 Voght Darlene D Clinton Cors80.4
- 9 Guest David A Schenectady79.8
- 10 Kruger Richard Amsterdam79.5
- 11 McLaughlin P A Albany78.7
- 12 Hennington E E Troy78.6
- 13 Zaloga Martin F Albany78.4
- 14 Fiaschetti M Troy78.2
- 15 Cicchinelli L F Waterford76.8
- 16 Newberry Robert Albany76.2
- 17 Sherry Vincent Troy74.4
- 18 Forschner G A Bay Shore74.2
- 19 Bougourd B A Utica72.6
- 20 Scanlon William Albany72.1
- 21 Boomhower W E Albany71.6
- 22 Green John P Cohoes71.5

**EXAM 35-855
CHF FILE CLERK
Test Held Sept. 17, 1975
List Est. Oct. 1, 1975**

- 1 Sargalis L A Troy90.5
- 2 Leroy Violet T Loudonville89.2
- 3 Smith Joy Esperance82.5
- 4 Laroche V Cohoes79.4
- 5 Wehren Mary E Voorheesvil76.8
- 6 Buckley C Cohoes75.6
- 7 Evans Stafford Watervliet75.3

**EXAM 35-741
SR ECONOMIST SERIES
Option A
Test Held May 3, 1975
List Est. July 31, 1975**

- 1 Goldstein R J Flushing91.7
- 2 Krim Jerry C Albany90.2
- 3 Russell Thomas Babylon89.5
- 4 Lecheler Edward Rochester88.5
- 5 Groncki Paul J Stony Brook86.7
- 6 Binder Yvette M Brewster86.5

- 7 Frye Mary B Albany86.1
- 8 Burak Arthur I NYC84.1
- 9 Crowder Robert Guilderland84.0
- 10 Hayward D R Syracuse83.1
- 11 Katz Jack Brooklyn82.6
- 12 Kuras Thomas A Scotia82.6
- 13 Sakowitz S Bronx81.7
- 14 Vichor George T Delmar78.1
- 15 Bleckinger B E Eggertsville77.7
- 16 Steele Norma A Scotia77.0
- 17 Kozlowski J J Syracuse76.3
- 18 Fine Lawrence H NYC76.1
- 19 Harvey Andrew C Albany76.1
- 20 Fortran R D Binghamton76.0
- 21 Maichin Robert Glendale75.2
- 22 Keays Thomas R Albany73.8
- 23 Newman Paul S Bayside73.3

**SR ECONOMIST SERIES
Option B**

- 1 Davies Charles Albany88.9
- 2 Shanahan W J Troy87.6
- 3 Stone Henry B Schenectady87.1
- 4 Bartlett Wesley Brooklyn87.1
- 5 Trimarco George Schenectady86.7
- 6 Francisco W J Troy86.6
- 7 Doyle Joseph F Albany86.5
- 8 Weinblatt Allan Brooklyn82.4
- 9 Caffrey James M Albany81.0
- 9A Lorraine Edward Albany80.0
- 10 Bourdeau B N Cohoes79.1
- 11 Carter V P Buffalo78.2
- 12 Sanders Joseph Glen Oaks77.1
- 12A Stern Patricia Jamaica76.4
- 13 Frazier Maureen Smithtown76.1
- 13A Cotter Wayne B N Babylon74.1
- 15 Golos David C Bronx73.0
- 16 Corban Thomas S Hempstead72.4
- 17 Testa Carl A Dover Plains72.1
- 19 Smith Thomas W Slingerlands70.6

- EXAM 27-507
CLINICAL PHYSICIAN III
Test Held June, 1975
List Est. Aug. 11, 1975**
- 1 Ilem Priscilla Thiells96.0
 - 2 Bright Bertha G Wingdale88.0
 - 3 Rudolph Lionel Fayetteville86.0
 - 4 Wasserman Latio Otter Lake71.0

- EXAM 39-097
SENIOR SURPLUS PROPERTY AGENT
Test Held Sept. 29, 1975
List Est. Oct. 1, 1975**
- 1 Lynch David J Schenectady96.5
 - 2 Meier Alfred A Patterson84.9
 - 3 Pryzwara Joseph W Syracuse77.5
 - 4 Borutta Richard J Franklin Sq75.5

- EXAM 35-721
LANDSCAPE ARCHITECT
Test Held Apr. 12, 1975
List Est. Aug. 5, 1975**
- 1 Bartow Douglas Syracuse88.1
 - 2 Frederickson C W Rocky Point77.1
 - 3 Jarvis John T Schaghticoke71.2
 - 4 Iaconetti F L Rochester70.4
 - 5 Sengenberger M Albany70.1

- EXAM 34-894
SR O M O BLUEPRINTING
Test Held Apr. 12, 1975
List Est. Aug. 4, 1975**

- 1 Roshick Frank R Albany90.2
- 2 Duford Daniel M Waterford88.9
- 3 Didomenico A Albany87.1
- 4 Thompson Dana A Ballston Spa85.8
- 5 Grugan Dean F Albany85.9
- 6 Pearsall R A Albany82.2
- 7 Baird Sharon L Poughkeepsie80.5
- 8 Voght Darlene D Clinton Cors80.4

(Continued on Page 12)

LEGAL NOTICE

COVE COMMUNICATOR ASSOCIATES
—Substance of Certificate of Limited Partnership filed in the office of the County Clerk of the County of New York on December 3, 1975. The name and principal office of the partnership is Cove Communicator Associates, c/o Mount Shipping Incorporated, 88 Pine Street, New York, New York 10005. Its business is to engage in the ownership and operation of ocean-going vessels and other activities relating to the shipping business. The term for which the partnership is to exist is from November 13, 1975 to November 12, 1976 and thereafter from year to year, unless sooner terminated pursuant to the terms of the Partnership Agreement. The names and residences of the General Partner and the Limited Partners, their cash contribution and the share of profit and income of each Limited Partner as follows:
Warren B. Pack, 870 United Nations Plaza, New York, New York
General Cash \$ 300.00 10%
Herman Berke, 400 East 45th Street, New York, New York
Limited Cash \$1,350.00 45%
Samuel Kahn, 71 Muriel Avenue, Lawrence, New York
Limited Cash \$1,350.00 45%
No Limited Partner has agreed to make any additional contributions. The value of the contribution of each Limited Partner may be returned to him in whole or in part, as provided in the Partnership Agreement and shall be returned pro rata upon dissolution.

LEGAL NOTICE

CRYSTAL & CRYSTAL.

—Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on October 2, 1975. Name and principal place of business—Crystal & Crystal, 235 Park Avenue South, New York, N. Y. Nature of business—to furnish office and management services. General Partner—Bernard S. Crystal, (Residence) 119 Meadowview Avenue, Hewlett Bay Park, New York, Limited Partner—Frederick H. Crystal, (Residence) 78 Neptune Avenue, Woodmere, New York, (cash contribution) \$100, (share of profits) 33-1/3%. Term of Partnership—July 1, 1975 to June 30, 1979, unless sooner terminated. No additional contributions required to be made by any Limited Partner, but failure to contribute when called upon may result in diminution of limited partnership interest. No agreed time prior to termination for return of Limited Partner's contributions. A Limited Partner may transfer his interest in the Partnership to a member of his immediate family by gift, devise or descent, all as more fully set forth in the Partnership Agreement, may assign his interest on notice to General Partner, but may substitute an assignee as a new limited partner only upon unanimous consent of all General and Limited Partners, all as more fully set forth in the Partnership Agreement. Additional limited partners may be admitted upon the unanimous written consent of all General and Limited Partners upon such terms as said Partners unanimously decide. No Limited Partner has priority over any other Limited Partner as to contributions or compensation by way of income. Partnership is dissolved upon the death, incapacity or retirement of a General Partner except that in the case of retirement, a new general partner may be admitted, all as provided in the Partnership Agreement. No Limited Partner has right to demand property other than cash in return for his contribution.

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(Continued from Page 11)

- 9 Guest David A Schenectady79.8
- 10 Kruger Richard Amsterdam79.5
- 11 McLoughlin P A Albany78.7
- 12 Henningson E E Troy78.6
- 13 Zaloga Martin F Albany78.4
- 14 Fiaschetti M Troy78.2
- 15 Cicchinelli L F Waterford76.8
- 16 Newberry Robert Albany76.2
- 17 Sherry Vincent Troy74.4
- 18 Forschner G A Bay Shore74.2
- 19 Bourgond B A Utica72.6
- 20 Scanlon William Albany72.1
- 21 Boomhower W E Albany71.6
- 22 Green John P Cohoes71.5

EXAM 35-722

- SR LANDSCAPE ARCHITECT**
Test Held Apr. 12, 1975
List Est. Aug. 5, 1975
- 1 Satterlee James Ballston Spa96.5
 - 2 Buckley C W Fayetteville81.3
 - 3 Olinger Edward Rochester76.3
 - 4 Maciejak Dan P Brockton72.1

EXAM 34-895

- SR O M O PHOTOCOPYING**
Test Held Apr. 12, 1975
List Est. July 31, 1975
- 1 Grugan Dean F Albany89.7
 - 2 Duford Daniel M Waterford84.4
 - 3 Plank Douglas E Oswego83.8
 - 4 Guest David A Schenectady82.2
 - 5 Didomenico A Albany80.8
 - 6 Cushing Flora R St Johnsvil78.5
 - 7 Hull Barbara J Troy77.9
 - 8 Lupe Thomas Albany77.7
 - 9 Pearsall R A Albany76.2
 - 10 Henningson E E Troy73.2

Goetz Re-Elected By Huntington Unit

HUNTINGTON — Dorothy Goetz has been re-elected president of the Huntington Town unit of the Suffolk chapter, Civil Service Employees Assn., a unit which boasts 100 percent membership.

Ms. Goetz's entire slate was re-elected with the exception of corresponding secretary, where Rita Dougherty was voted in to replace a voluntary retirement. Others re-elected include Jack Bradlech, first vice-president; Ray Gargan, second vice-president; Shirley Classen, recording secretary; Teddy Moore, treasurer, and Roy Crane, sergeant-at-arms.

They are to be installed at a cocktail party to be scheduled.

- 11 Cicchinelli L F Waterford73.2
- 12 Baird Sharon L Poughkeepsie72.4
- 13 Voght Darlene D Clinton Cors72.0

EXAM 39-105

- ASSOCIATE IN PHYSICAL EDUCATION AND RECREATION**
Test Held July 30, 1975
List Est. Aug. 4, 1975
- 1 Timer Mae A Guilderland100.7
 - 2 Rantz John P Burnt Hills89.6
 - 3 Sculli Joanne W Schenectady86.7
 - 4 Lindell Donald D Delmar81.9

EXAM 35-813

- CHIEF TELEPHONE TECH**
Test Held June 21, 1975
List Est. Oct. 7, 1975
- 1 Tintri Kathleen Albany99.4
 - 2 Wikman Harry R Southampton79.9
 - 3 Peres Matthew A Brooklyn76.9
 - 4 McKnight K R Warwick74.9
 - 5 Bruch Frederick Buffalo71.4
 - 6 Eichele Daniel L I City70.4

EXAM 35-814

- COMMUNICATIONS SRVC SUPVR**
Test Held June 21, 1975
List Est. Oct. 7, 1975
- 1 King Arthur A Loudonville86.9
 - 2 Christofilas A NYC75.3

EXAM 39-083

- ASSOCIATE ARCHITECT**
Test Held June, 1975
List Est. Aug. 1, 1975
- 1 O'Connor William Averill Park103.1
 - 2 Browning John Feura Bush94.0
 - 3 Baker John F Troy90.1
 - 4 Sekellick D E West Sand Lake82.1
 - 5 Skarshinski G Defreestville80.5
 - 6 Ebbert Edward F Niskayuna79.4
 - 7 Jackson Robert Brightwaters77.5
 - 8 Way Terrell D Voorheesville75.1
 - 9 O'Brien Robert P Loudonville74.0

EXAM 39-084

- CLINICAL PHYSICIAN III**
Test Held June, 1975
List Est. Aug. 11, 1975
- 1 Hakim Fahmi Helmut85.3
 - 2 Zajackowski T Binghamton84.6
 - 3 Kaldany Albert Congers70.9

EXAM 27-493

- ASSISTANT TO THE DIRECTOR OF CORRECTIONAL HEALTH SERVICES**
Test Held April, 1975
List Est. Aug. 11, 1975
- 1 Clermont W A Ravena102.0
 - 2 Foley John W Pleasant Valley87.0
 - 3 Blum Thomas N N Lebanon Cir83.0
 - 4 Mason Dennis E Amityville70.0

EXAM 35-841

- SR CLERK**
Test Held May 3, 1975
List Est. Aug. 7, 1975
- 1 Shinder Gayle B Latham92.2
 - 2 Dean Carol A Troy89.5
 - 3 Kerrigan Sharyn Albany85.0
 - 4 Decker Frances Albany83.5
 - 5 Patterson Irene Rensselaer82.0
 - 6 Neese Doris L Berne80.5
 - 7 ScMartin G Menands79.0
 - 8 Corris Marie B Albany76.0
 - 9 Butch Cynthia E Schenectady74.5

- 10 Myers Ruth J Delmar74.5
- 11 Bachelor A Delmar73.0
- 12 Palleschi L Albany71.5
- 13 Vanderlinden E Albany70.0

EXAM 34-745

- SR CLERK**
Test Held May 3, 1975
List Est. Sept. 2, 1975
(Continued from Last Week)
- 659 Rozek Peggy J Depew85.4
 - 660 Lucas Carol L Kirkville85.4
 - 661 O'Connor Dorothy Albany85.4
 - 662 Cohn Fred D Albany85.4

LEGAL NOTICE

MID-PINES ASSOCIATES, 460 Park Ave., NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office December 2, 1975. Business Acquire title to motion picture "The Ones Who Count" fir U.S. and English speaking Canada. General Partner: Ira M. Pitalch, Trails End, Harrison, NY. Limited Partners, Share of Profits and Capital Contribution: William Hayes, 22-25 Steinway St., Astoria, NY, 34,542%, \$100,000; Mark E. Rosenberg, 7803 Crossland Rd., Baltimore, Md., 7,125%, \$20,625; Bert Padell, 405 Park Ave., NYC, 5,18%, \$15,000; Bernard L. Gottlieb, 50 Sonn Dr., Rye, NY, 5,043%; \$14,583; G. Edward Reahl Jr., 411 N Charles St., Baltimore, Md.; Joseph B. Francus, 23 Walker Ave., Baltimore, Md.; Richard Rynd, 3222 Midfield Rd., Baltimore, Md.; Melvin A. Steinberg, 13 Stone Hollow Ct., Pikesville, Md.; Renee Zales, 2030 Woodland St., Allentown, Pa.; 4,75%, \$13,750; Packard Graphics Inc., 575 Madison Ave., NYC; David Dembrozio, 305 E 40 St., NYC, 3,454%, \$10,000; Sidney Fox, 9 Rushfield Lane, Valley Stream, NY, 3,17%, \$9,167; Stuart Seiden, 3 Pond Rd., Smithtown, N.Y.; Joseph A. Plasparas, 7 Swan Lane, Hauppauge, NY, NY, 2,59%, \$7,500; Irwin M. Miller, 724 Secor Rd., Hartsdale, NY, 2,375%, \$6,875; Katherine McCallum, 40 E 62 St., NYC; Country Pleasures Productions, Inc., 405 Park Ave., NYC, 8635%, \$2,500. Term: Dec. 2, 1975 to Dec. 31, 1993 unless sooner terminated. Bert Padell has contributed brokerage services with an agreed value of \$15,000. No time agreed upon for return of contributions. Limited partners may assign interest with consent of general partner. No additional limited partners admitted after capitalization reaches \$275,000. No priority among limited partners as to contributions or as to compensation by way of income. No additional contributions to be made. No limited partner shall demand property other than cash in return for his contribution.

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- C. Imaginative communications analysts, with PDP-11 computer experience required under either RSTS or RSX. We are building a complex computer network, connecting several large computer centers with our regional offices.
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EXECUTIVE Secretary to Administrator. Civil Rights organization. "fee paid" \$200. Archer Personnel Agency, 301 Madison Ave. YU 6-7373.

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NASSAU DPW, PARKS SEMINAR — Some of the 60 Civil Service Employees Assn. members of the Nassau County Public Works and Parks and Recreation Departments are shown above during a materials training seminar held recently at the County Executive Building in Mineola. The seminar was held to acquaint the county employees with a computerized inventory control system intended to prevent overstocking of materials used by the county. Three CSEAs received recognition awards for their efficient handling of the county's automated material inventory system. They are Daniel D. Danseglio, Highway and Bridge; Ralph J. Spangolo, Sanitation and Water, and Murray Paneta, Recreation and Parks. The awards were made by L. C. Hasl, senior deputy commissioner.

State Agencies Seeking Analysts, Others

Highway reports and inventory assistants, social workers, licensing specialists, analysts and psychiatry service chiefs are being recruited for several State agencies. Starting salaries range from \$6,811 to \$38,451 a year. Applications must be post-marked by Jan. 26. Qualifying tests are to be in February.

The State Transportation Department has 61 highway reports and inventory assistant vacancies—Exam 24-373. The post pays \$6,811. To qualify, applicants must have at least a year's highway maintenance or highway construction experience. Highway maintenance or con-

struction clerical experience is also acceptable.

Senior, associate, and principal transmission facilities analyst posts are open in the Public Services Department in Albany. For senior analyst—Exam 24-364—candidates must have two years' control of land use, resource development and the analysis of electric transmission facilities experience. Associate analyst—Exam 24-365—requires four years' experience and principal analyst—Exam 24-366—is open to candidates with six years' experience.

In the state Mental Hygiene and Correctional Services Departments there are vacancies for psychiatric social worker I—Exam 27-550—and psychiatric social worker II, Exam 27-551. Beginning salaries are \$12,670 and \$14,142 a year, respectively.

Social worker I candidates must hold a master's degree in social work. Social worker II applicants must have a master's degree plus two years' experience.

In Albany, a dredging operations licensing specialist—Exam 27-554, is needed in the Office of General Services. The post has a \$14,142-a-year starting salary. Applicants must hold a state land surveyor license and have two years' engineering, surveying and administrative experience with dredging operations.

Information and applications may be obtained from the State Civil Service Department at Two World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 W. Genesee St., Buffalo.

BUY U.S. BONDS!

LEGAL NOTICE

CDR ASSOCIATES
Substance of certificate of Limited Partnership filed in New York County Clerk's Office November 14, 1975.
Principal Office, c/o Graham-Werwais, 570 Seventh Avenue, New York, New York.
Business: Invest garden apartments complex, South Pasadena, Florida.
Term: October 1, 1975-December 31, 2025, unless sooner terminated.
General Partners: Thomas M. Graham, Jr., 32 Washington Square West, New York, New York; John A. Werwais, 1140 Fifth Avenue, New York, New York; and Vincent S. Andrews, Jr., Holly Hill Lane, Katonah, New York.
Limited Partners: Michael D. Dowd, Jr., and Genevieve Down, 57 Crosby Brown Road, Gladwin, Pennsylvania, \$30,000.00; Marilyn H. Lewis, 273 Elmwynd Avenue, Orange, New Jersey, \$5,000.00; Murray Platt, 420 East 51st Street, New York, New York, \$5,000.00. Additional capital contributions, proportionate to the original contributions are due on January 2, 1976 totalling \$30,000. Contributions returned upon termination or dissolution. Limited Partners share 80% of the profits in proportion to the amount that their respective capital accounts bear to the total capital accounts of all Limited Partners, with special allocations for specific items. Limited Partners' interest is assignable with written consent of General Partners. Upon the death of a General Partner, the survivors shall have the right to continue the business.

LEGAL NOTICE

QUINCY PARTNERS. Substance of Amendment of Certificate of Limited Partnership filed in New York County Clerk's Office November 7, 1975. The following have been admitted as limited partners and their cash contribution: The Hillman Company, Grant Bldg., Pittsburgh, Pa. \$46,000; Canny, Bowen, Howard, Peck & Associates, Inc. 425 Park Ave. NYC. \$14,000; Donald J. Sutherland, High Farms Rd. Glen Head, NY. \$20,000; George J. Hauptfuhrer, Jr. Robert P. Hauptfuhrer as Tenants in Common, 1710 Martins Lane, Gladwyne, Pa. \$15,000; Vestor Corporation, 72 Colonia Miramonte, Scottsdale, Ariz. \$15,000; Swiss American Corporation, 100 Wall St. NYC. \$15,000; Edith P. Murnane, Box 505 Locust Valley, NY. \$15,000; Siragusa Brothers Partnership, Box 883, Lake Forest, Ill. \$15,000; Diana H. Parkinson, Valley Road, Locust Valley, NY. \$15,000; Rund & Co. Winters Bank Bldg., Dayton, Ohio. \$15,000.

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Taylor Law was subject discussed by John Sands, of NYS School of Industrial and Labor Relations at Cornell University. Seated are Albany Region IV education chairman and SUNY at Plattsburgh chapter 612 president Betty Lennon and Region second vice-president John Vallee, of Rensselaer chapter 842.



These days especially, it's good to have friends in the Tax Department. Here CSEA president Theodore Wenzl chats with Mary Jaro, left, and Santa Orsino, third vice-president and secretary, respectively, of Taxation and Finance chapter 690.

(Leader photos by Brian Triller)

Albany Region Workshop

GLENS FALLS—Members of Albany Region IV of the Civil Service Employees Assn. met last month for a two-day meeting and workshop at the Queensbury Hotel here.

The Friday meeting was covered in a news story in the Dec. 2 issue of the Leader. The photos on this page are from the Saturday workshop.

Featured at the workshop were seminars on the Taylor Law and on job action procedures. The Taylor Law seminar was handled by John Sands, from the New York State School of Industrial and Labor Relations at Cornell University, and by Martin Barr, of PERB. CSEA organizer Lee Frank led the session on "How a Union Organizes for a Job Action."



During lunch break between seminars, SUNY at Albany chapter 691 president Arthur Burt and treasurer Mary Jarocki discuss information they learned during morning session.



Commerce chapter 654 president George Olson awaits his turn to ask question.



Joseph Tocco, of DOT Main Office chapter 687, was participant in discussion.



John Gully, second vice-president of Taxation and Finance chapter 690, gets update on benefits from Larry Nealon at the Ter Bush & Powell information table.



Albany Region IV first vice-president Jean Gray looks over report.



Timothy McInerney, president of DOT District 1 chapter 676 takes part in the discussion, as Albany Region IV president Joseph McDermott, seated right, and other delegates at table listen. Standing at far right is Leader staff writer Alan Bernstein.



John Sands, of the NYS School of Industrial and Labor Relations at Cornell University, is at lectern. Seated at head table, from foreground to back, are Albany Region IV treasurer Harold Ryan, secretary Julia Braden, second vice-president John Vallee and PERB's Martin Barr.

Latest State And County Eligible Lists

(Continued from Page 12)

663 Kirker Mary A Albany	85.4
664 Mikaloni D M Accord	85.4
665 Janik Oritia Ballston Spa	85.4
666 Cook David T Auburn	85.4
667 Prager Gertrude Schenectady	85.4
668 Tyrrell Valerie Rensselaer	85.4
669 Balinski F K Massena	85.4
670 Gresens P A Williamston	85.4
671 Willis Linda M Albany	85.3
672 Wobfeld Jacob E Greenbush	85.3
673 Surprenant T D Cohos	85.3
674 Baker Wayne T Troy	85.3
675 Dolonos Sharon Kenmore	85.3
676 Annette William Tupper Lake	85.3
677 Nowak Kathleen Albany	85.3
678 Rich Jeanne A Albany	85.3
679 Meegan E A Albany	85.3
680 Line oJan D Katonah	85.3
680A Cahill Theresa Schenectady	85.3
681 Crouse Kathy A Syracuse	85.3
682 Kuziora Nancy L Kenmore	85.3
683 Sullivan P A Iushing	85.3
684 Hoefs Robert H Amsterdam	85.3
685 Walsh Joseph M Troy	85.2
686 Rasmussen ML Harpursville	85.2
687 Uiter Cora L Cobleskill	85.2
688 Rimmer Harriet Albany	85.2

689 Smith Ruth E Albany	85.2
690 Beale Wayne T Waterford	85.2
691 Juffs Clarence Holley	85.2
692 Knippenberg H J Averill Park	85.2
693 Searles Candace Waterford	85.2
694 Chasin Jay NYC	85.2
695 Suser Wayne C Selkirk	85.2
696 Willetts L A Waterford	85.2
697 Riley Margaret Cortland	85.2
698 Anderson Susan Schenectady	85.2
699 Schwarz Ruth E Albany	85.2
700 Garstang Jane M Troy	85.2
701 Clark Donald G Rensselaer	85.2
702 Salak Dave G Amsterdam	85.2
703 Hicks Susan E Castletn Hud	85.2
704 Greene George J Brooklyn	85.2
705 Mayor John R Albany	85.2
706 Weidman P S Rensselaer	85.2
707 Slawek Jerome S Cheektowaga	85.2
708 Ryan Wesley M Cohoes	85.2
709 Jacobs Olympia Johnson City	85.2
710 Fullington T W Albany	85.2
711 Fitzpatrick C E Tupper Lake	85.2
712 Paulaitis Anne Delhi	85.2
713 Seeley Margaret Ballston Spa	85.2
714 Sheehan W J Troy	85.2
715 Mihalek Daniel Saratoga Sp	85.2
716 Abrams Anne J Guilderland	85.2
716A Morrissey James Troy	85.1
717 Hiller Dawn E Greenbush	85.1
718 Mancuso Mary G Albany	85.1
719 Diem Beverly E Scotia	85.1
720 Beauchaine Dawn Albany	85.1
721 Grattan Judith Sand Lake	85.1
722 Delany Joann Horseheads	85.1
723 Haughie Vincent Tivoli	85.1
724 Fuller Patricia Buffalo	85.1
725 Willey Robert M Scotia	85.1
726 Young Danny G W Winfield	85.1
727 Brown Nancy L Accord	85.1
728 Krakat James M Watervliet	85.1
729 O'Connor Steven Albany	85.1
730 Moore Susan F Jamaica	85.1
731 Angelone Joyce Schenectady	85.1
732 Weigand Carol G Huntington	85.1
733 Gaudette M E Cohoes	85.1
734 Rauscher Jane M Malden Bdrge	85.1
734A Houle Mary K Troy	85.1
735 Edwards Rita V Syracuse	85.1
736 Stevens William Ravens	85.1
737 Schmidt P M Stillwater	85.1
738 Bartleson P J Endwell	85.1
739 Moran Pamela I Hagaman	85.1
740 Miller Patrice Catskill	85.0
741 Scharett Sandra Potsdam	85.0
742 Guarino T L Middletown	85.0
743 Mullanphy Alice Poughquag	85.0
744 Wilfore Gail R Plattsburgh	85.0
745 Blodgett Agnes Albany	85.0
746 Zimmere Collen Chittenango	85.0
747 Tiedemann M A Middleburgh	85.0
748 Parks Patricia Gowanda	85.0
749 Smiley Marilyn Altamont	85.0
750 Dummer Fred T Woodside	85.0
754 Frangella A New Baltimore	84.9
755 Belgot C M Albany	84.8
756 Troche Monica A Yonkers	84.8
757 Lennon John Albany	84.7
758 Armstrong Carma Springville	84.7
759 Gorman Joyce C Conklin	84.7
760 Smith Emily R Binghamton	84.7
761 Kocik Cecilia M Binghamton	84.7
762 Prescott Gary J Altamont	84.7
763 Newvine P O Pattersonvil	84.7
764 Stoll Betty L Williamsvil	84.6
765 Lamondo Jean R Saratoga Spg	84.6
766 Padula Ann E Auburn	84.6
767 Breen Virginia Brooklyn	84.6
768 Cross Eleanor J Kinderhook	84.6
769 Rood Linda J Plattsburgh	84.5
770 Taboi Ellen N Saratoga Spgs	84.5
771 Ground Rosalind Akron	84.5
772 Rapia Anne M Ogdensburg	84.5
773 Hayden John M Troy	84.5
774 Bishop Phyllis Lake Placid	84.5
775 Cooney Paulette Buffalo	84.5
776 Harrigan V M Albany	84.5
777 Jones Jean A Albany	84.4
778 Sheehan C E Blauvelt	84.4
779 Niedbaiec Paul Cohoes	84.4
780 Vanalstyne R J Albany	84.4
781 Caputo Gerard Buffalo	84.4
782 O'Shaughnessy R Albany	84.4
783 Shreo Sarla Z Buffalo	84.4
784 Pracher D L Cohoes	84.3
785 Delorenzo M North Troy	84.3
786 Scott Robert R Mechanicvill.	84.3
787 Furlano Joseph Schenectady	84.3
788 Palladino David Troy	84.3
789 Clough Laurie B Altamont	84.2
790 Christman R H Schenectady	84.2
791 Kahian Judy A Albany	84.2
792 Henriksen Mary Lake Grove	84.2
793 Hanchar Linda P Buffalo	84.1
794 New Valerie A Brockport	84.1
795 Freedman C E Troy	84.1
796 Clifford Irene Staten Is	84.1
797 Kinbar Screna E Commack	84.1
798 Fisher Gloria C Auburn	84.1
799 Eckert Barbara New Paltz	84.1
800 Akey Diana M Dannemora	84.1

(To Be Continued)

EXAM 35-806
SR MECH CONSTR ENGR
Test Held June 21, 1975
List Est. Sept. 24, 1975

1 Carpenter E E Middletown	94.5
2 Sophides D P NYC	90.6
3 Caladin N J Albany	76.3

EXAM 39-106
Test Held Sept. 8, 1975
List Est. Sept. 15, 1975

1 Petrecki Alexander Albany	95.5
2 Price Bernard Albany	94.5
3 Bentley James Latham	87.3
4 Benziger Burton Niskayuna	84.0

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EXAM 35-840
SR ACCOUNT-AUDIT CLERK
Test Held May 3, 1975
List Est. Aug. 7, 1975

1 Dean Carol A Troy	85.0
2 Depaulo P A Albany	83.5
3 Kerrigan Sharyn Albany	80.5
4 Decker Frances Albany	79.0
5 Neere Doris L Berne	76.0
6 McMarrin G Menands	74.5
7 Butch Cynthia E Schenectady	70.0
8 Lambert Diane Albany	70.0

EXAM 35-805
ASST MECH CONSTR ENGR
Test Held June 21, 1975
List Est. Sept. 24, 1975

1 West William Seaford	91.7
2 Simons Charles Ravens	81.7
3 Lemke William G Albany	80.2
4 Broughel David Troy	76.9
5 Edwards John Dobbs Ferry	76.7
6 Feltman Richard East Nassau	76.1
7 Kinal Michael R Albany	75.7
8 Dibble James H Cohoes	75.5
9 Wallace Anthony Elnora	71.0

EXAM 35-661
PRIN ACCT AUD CLK
Test Held Mar 1, 1975
List Est. June 23, 1975

1 Marocks A M Watervliet	102.4
2 Wayman Nancy A Duaneburg	99.6
3 Decker Ruth V Germantown	99.0
4 Schilling L A Albany	98.1
5 Majack Ronald J Utica	98.0
6 Poisella Joan P Depew	97.9
7 Brown Diane C E Greenbush	97.7
8 Rauch Bruce M Albany	96.9
9 Masci Joan A Guilderland	96.8
10 Luther Diane Tivy	95.9
11 Addy Jack A Cohoes	95.4
12 Kohn Donald J Averill Park	94.9
13 George Irene M Albany	94.8
14 Connally S J Sand Lake	94.4
15 Wright Florence Saranac	94.4
16 Ilves Virve Delmar	94.2
17 Polansky Paul L Menands	94.2
18 Bopp Virginia Scotia	93.6
19 Olbrycht Mark A Guldernd Ctr	93.5
20 Mudgett Diane K Comstock	93.4
21 Bingham Kenneth Troy	92.9
22 Todd Jean M Hornell	92.9
23 Brown Deloris N Hornell	92.7
24 Lloyd Donald V Albany	91.9
25 Mehlisen W F Mechanicvil	91.9
26 Hallum Jane Stillwater	91.8
27 Womer Donald J Guilderland	91.4
28 Toppal Florence Troy	91.4
29 Duesberg B H Morrisonvil	91.3
30 Basha Roberta Syracuse	90.9
31 Campoli M L Binghamton	90.8
32 Preiss Carol A Rochester	90.8
33 Berry Bruce G Albany	90.5
34 McClune Dennis Albany	90.4
35 Wendover Alice Highland	90.3
36 Brudage Joan F Albany	90.2
37 Knox Edgar J Rensselaer	90.2
38 Brooks Althea J Gowanda	90.0
39 Clark Robert E Albany	89.9
40 Cox Donald H Syracuse	89.9
41 Scott Donna M Towanda	89.6
42 Trianni Janene Rensselaer	89.3
43 Grossbard Helen Brooklyn	88.8
44 Boyd Joan P Watervliet	88.8
45 Davenport P Greenfld Ctr	88.8
46 Haven Donald G Albany	88.8
47 Bultman Jean E Jonesville	88.8
48 Walther Anita R Schenectady	88.7
49 Howard Donald E Ctl Bridge	88.7
50 Gordon Leroy Ballston Spa	88.7
51 Ackerly Wilfred Albany	88.6
52 Nickles Larry Albany	88.5
53 Snyder Kenneth Dannemora	88.4
54 Marriott B M Fort Ann	88.2
55 Mylott Robert E Troy	87.9
56 Bailey Paula L Schenectady	87.5
57 Cross Carol M Sloansville	87.5
58 Hopkins William Dover Plus	87.3
59 Blair Eleanor I Silver Spgs	87.1
60 Lefrancois B J Round Lake	87.1
61 Hebbe George A Newark	87.0
62 Harbeck Jeanne Rensselaer	86.8
63 Pacowski Frank Albany	86.8
64 Paolucci Joseph Albany	86.8
65 McClure Thomas E Greenbush	86.5
66 O'Neill Sally A Guilderland	86.5
67 Davis Roger W Adams Center	86.3
68 Gherghetta C V West Seneca	86.3
69 Peters Jeanne H Tully	86.3
70 Snyder Bradley Hudson	86.1
71 McLaughlin D A Albany	86.0
72 Ruhl Carol A Watervliet	86.0
73 Hislop Annmarie Albany	86.0
74 Crispin P A Broadalbin	85.9
75 Mizgley Diane J Schenectady	85.9
76 Urban Charles E Canton	85.7
77 Degardo Michael Elnora	85.2

78 Reed Noreen M Troy	85.0
79 Beckert Carole Loudonville	85.0
80 Gray Jane E Ballston Spa	84.8
81 Cusack Thomas F Elnora	84.3
82 Ronesi James W Stillwater	84.1
83 Firsiun Julie Kinderhook	84.1
84 Skowronek K A Amsterdam	84.0
85 Young Arthur M Elnora	83.8
86 Majack Sandra F Utica	83.7
87 Russell Mary E Pearl River	83.5
88 Karchesky Susan Amsterdam	83.5
89 McCullough Alma Schenectady	83.5
90 Dennis William Loudonville	83.5
91 Winch Dennis H Schenectady	82.9
92 Beauharnois P F Plattsburgh	82.8
93 Kosier Edward S Albany	82.4
94 Rowlands Sheila Schenectady	82.4
95 Palmer Helen A Silver Creek	82.4

96 Vigar Linda P Watervliet	82.4
97 Brooks Rodney R Saratoga Spg	82.4
98 Toop James W NYC	82.2
99 Stack Mary M Schenectady	82.1
100 Ansaldo Richard Waterford	82.0
101 Sacawa Theodore Schenectady	81.8
102 Schlierer R G Albany	81.8
103 Smith Marin E Castleton	81.7
104 Phillip Heidi E Albany	81.7
105 Slavin Esther Latham	81.5
106 Overton Alvin L Jamaica	81.5
107 Moncrip Jyce M Walton	81.4
108 Milnes Marie A Melville	81.4
109 Salisbury James E Greenbush	81.3
110 Ergmann Mark R Saratoga Spg	81.3
111 Reardon Anne M Albany	81.3
112 Barber Hanna M Gallupville	81.2

(To Be Continued)

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.

Title	Salary Grade	Exam No.
Meatcutter	GS-8	NY-0-30
Warehouse Examiner	GS-5, 7	CH-0-02
Agriculture		
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
Summer Jobs	GS-1 to 4	414
(closes Jan. 16)		
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		
Hospital Police Officer	GS-4, 5	NY-72-2
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

—Harry Dratman—
Harry Dratman, office manager of Leader Publications for 12 years, died Dec. 13 in Rehovot, Israel.

Mr. Dratman, who was with the Leader from 1959 to 1971, had lived in Israel for the past four years.

He is survived by his wife Lillie, daughter Avivia, son Stanley and brothers Peter Doraine and Nathan Dratman. A sister-in-law, Goldie Doraine, is a member of the Leader bookkeeping staff.

ALBANY BRANCH OFFICE
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JOSEPH T. BELLEW
303 SO. MANNING BLVD.
ALBANY 8, N.Y. Phone IV 2-5474

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone: 468-4248; 10 a.m.-3 p.m.); **State Office Campus**, Albany, 12226; **Suite 750, 1 W Genesee St., Buffalo 14202**; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

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

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

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



Senate Majority Leader Warren Anderson answers questions from audience.



Overflow crowd, estimated at 400 persons, jammed meeting room to discuss issues such as the Department of Transportation's new work shifts for snow and ice control—a schedule employees oppose.

N.Y. State's Fiscal Plight Is Explored In Binghamton

(From Leader Correspondent)

BINGHAMTON—New York State Senate Majority Leader Warren Anderson and Democratic Assemblyman James Tallon, both of Binghamton, may not agree on many subjects but both expressed concern during a recent visit to a crowded meeting of the Binghamton chapter, Civil Service Employees Assn., over the fiscal plight of the state and its potential impact on future contract negotiations.

The picture both painted was far from bright.

Senator Anderson and Assemblyman Tallon both made statements at the invitation of chapter president Eleanor Korchak. They then engaged in a question-and-answer session with the audience.

Senator Anderson said the present financial condition of the state can be attributed to an eroding tax base brought about by high unemployment in the private sector and the increasing costs of providing government services as a result of mounting inflation. The situation, he said, has resulted in the cutback or outright elimination of some state agencies that had been providing exemplary services.

The whole situation, Senator Anderson predicted, rests on improving the state's tax base while making all of state government more efficient. What has happened to New York City, he said, can happen to New York State if appropriate measures are not taken immediately. The state, he said, cannot follow New York City's fatal lead by continuing to borrow for things such as operating expenses that they have no business borrowing to finance.

Assemblyman Tallon said he felt the overall problem was caused by factors outside the realm of state government, specifically double-digit inflation in the national economy. This factor, he said, does not minimize the effect that the "gross mismanagement" of New York City's affairs has had on the state's fiscal position. Because of unemployment and the loss of business and industry, New York State has suffered a \$300-million setback in gross revenues.

Mr. Tallon said when the chips are down, the public employee must be a part of the solution.



Assemblyman James Tallon often expressed opinions different from the Senator's.

The relationship of employee and government employer cannot be that of master and servant. This fact was illustrated, he said, in the New York City situation when the city government and public employee representatives had to come together to stave off default.

The public employee in New York State, Mr. Tallon said, has achieved enormous gains through the Civil Service Employees Assn. while circumstances in the private sectors were leveling off. He warned that for a long time the state is going to be faced with a tight economic situation which means that, in the future, when everyone gets together to slice up the pie, the pie is going to be considerably smaller. What this means, he added, is that more realistic approaches to collective bargaining are going to have to be made or New York State will be faced with the same difficulty now threatening to bring New York City to its knees.

The assemblyman defended the use of employee pension funds to prevent New York City's default in that it gives officials



Eleanor Korchak, president of CSEA chapter 002, consisting of state employees in the Binghamton area, calls the meeting to order. Seated, from right, are CSEA collective bargaining specialist John Naughtier, Jr., collective bargaining specialist Joseph Reedy (behind) and field representative Thomas Dupee.

time enough to work out a long-term solution.

During the question-and-answer period, the subject of the Taylor Law was raised by Ms. Korchak. She pointed out that an amendment in the Taylor Law was necessary because its ambiguous structure provides for two penalties against striking public employees; "A convicted murderer is only subject to one penalty."

Senator Anderson, in response, said he was generally in favor of amending the Taylor Law and supported an amendment which was passed by both the Senate and the Assembly, but was subsequently vetoed by Gov. Hugh L. Carey for what Anderson termed "not very good reasons."

The senator drew the line, however, at supporting a measure which would give public employees the right to strike on

the basis of determining what can be classified as essential and non-essential employees.

Senator Anderson said that while employees of a state mental institution would be considered essential, Department of Transportation drivers would not necessarily be judged vital to the safety and welfare of the people of the state.

"We can't get along for six days without people staffing institutions such as prisons and hospitals, but we can get along for six months or more without automobile or truck repairs."

On salaries, Assemblyman Tallon defended his salary and recent pay increase on the basis of the duties performed. He pointed out that he is suffering a loss of revenue as an assemblyman in comparison to his potential earnings in private practice.

Foresee 5,200 Layoffs By April

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 cant" increases in tuition and room rentals at state university campuses. In addition, Governor Carey has said he will direct the Housing Finance Agency, the State Dormitory Authority and the Environmental Facilities Corp. to terminate all construction projects less than 20-30 percent completed.

In the 3 percent state workforce slash of two weeks ago, Correctional Services, Health, Mental Hygiene, State Police and Taxation and Finance were exempted.

The Civil Service Employees Assn., which has assailed the firings, said it will take steps to insure the equity of personnel actions in regard to them and to enforce applicable rules in the dismissals. Some of the rules are complex ones, involving veterans' rights, seniority, strictures of job titles and other considerations.

A CSEA official offered the example of the firing of a senior account clerk who works in a department with several other such clerks. The least senior clerk would be cut, the official said, but would retain vertical

Nanuet School Unit Contract Has A 7% Hike

NANUET—The 30-member Nanuet Union Free School District unit, Civil Service Employees Assn., has ratified a one-year contract, retroactive to July 1, by a 4-to-1 majority.

The pact, which was also approved by the school board, includes an average 7 percent raise for the non-teaching workers in the district.

The salary increase was the recommendation of fact-finder Clara H. Friedman, of New York City, who was called into the contract dispute after negotiations broke down. Bargaining began last April.

CSEA unit president John Von Holt said of the package, "I am pleased with the overall contract, considering the difficult time we had in negotiations. The bargaining team put in many long hours and finally came up with the best possible contract under the circumstances."

The school district was beset with financial problems throughout the year, including suits by several private businesses to have their tax rates lowered.

7 Referees

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John T. DeGraff of the law firm following an unfavorable judgment by the Supreme Court.

Mr. DeGraff argued that despite an order from the Director of the Division of the Budget to abolish the positions in question, the Legislature had actually approved a budget calling only for a 2 percent fiscal reduction for the department. Mr. DeGraff pointed out to the court that the abolition of the seven referees' positions represented a 12 percent reduction in personnel holding that title with the department.

The attorney also cited Section 150 of the Workmen's Compensation Law which holds that "the term of referees appointed to positions . . . shall be seven years from the date of appointment" and the employees can only be removed from their positions after a "notice of charges and an opportunity to be heard," according to the language of the statute.

Mr. White said that case clearly demonstrates the illegality of abolishing jobs which have terms of office. "This case," he added, "reaffirms a line of demarcation between the Legislative and Executive branches of government, a line somewhat clouded in past court decisions."

bumping rights within the unit. This means he or she would have the right to take the job of an account clerk with the least seniority. In addition, the dismissed person could retreat to the job classification he or she had held before moving to the post from which dismissed, even though the lower post was not in the promotional series from which he or she was fired. However, the union official said that in a number of cases, the fired individual would not have a lower position to go to for bumping or retreating.