

Civil Service LEADER

America's Largest Newspaper for Public Employees

Unclaimed Checks

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Friday, November 19, 1976

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MARCHING IN NASSAU

Members of the Nassau County chapter, Civil Service Employees Assn., hit the bricks recently in protests over stalled contract talks and what members feel is an inadequate wage hike offer by the county. Irving Flaumenbaum, president of the chapter and a CSEA vice-president, has claimed that Nassau is using the state Taylor Law "to abuse the employees" and said that if the situation is not remedied, he is prepared to lead his local in a strike and go to jail, if necessary, for that action. Above, center, Nicholas Abbattello, chapter second vice-president and also second vice-president of the CSEA Long Island Region I, joins the demonstration.

Suffolk Chapter Gives Overwhelming Pact OK

HAUPPAUGE—Members of the Suffolk County chapter, Civil Service Employees Assn., last week overwhelmingly approved a proposed contract settlement that would preserve the increment system and prevent layoffs.

The results of a membership vote led to approval by the county legislature of a proposed two-year package worth \$13.3 million.

County Executive John V. N. Klein announced he would veto the plan but a vote by the legislature to override the veto was expected.

James Corbin, president of the Suffolk chapter, termed the legislature's plan a wage freeze because it provided no new money for the current year and post-

poned the effective date of increments.

Mr. Corbin had refused to endorse the plan or recommend approval by members in a mail ballot conducted by the chapter because of its shortcomings. However, he had made known that the legislators had vowed to impose a one-year freeze with neither pay increase or incre-

ments if the membership refused the offer.

The plan provides that employees who should have received an increment this year receive half of the amount immediately and the balance by mid-1977, when all eligible for a 1977 increment would be advanced two steps.

(Continued on Page 14)

Court Halves Orange Strike's \$200,000 Fine

GOSHEN—An appeals court last week reduced the \$200,000 fine imposed by the Orange County Supreme Court on the Civil Service Employees Assn. for a strike there last March to \$100,000.

The Appellate Division, Second Department, held that "Under the totality of the circumstances, the fine was excessive . . ."

The ruling also reduced proportionately the amount of installment payments of the fine by the CSEA.

The original fine was handed down last June 8. At that time, CSEA president Theodore C. Wenzl condemned it as "Grossly excessive and a glaring example of the basic deficiency of the Taylor Law."

Dr. Wenzl said that the CSEA, in supporting the 14-day strike by its Orange County members, "acted in the best tradition of unionism." The Orange County Supreme Court also levied a \$2,000 fine on the county CSEA chapter.

The strike was called following months of fruitless negotiations for a CSEA-county contract. The talks were started under provisions of a contract reopener clause on salary for the final two years of a three-year contract for the 1,700 county employees.

The fine was imposed by the Orange County Supreme Court under provisions of the Taylor Law which governs relations between public sector employee unions and their employers.

The strike was precipitated by the action of the Orange County Legislature to freeze wages and reduce increments. Increments were later restored, however. The reopener covered only

salaries, as increments had been fixed when the contract was first signed and, as such, were regarded as conditions of the contract's ratification.

(Continued on Page 3)

Things Have Got To Get Better

Several officials of the Civil Service Employees Assn. have been besieged recently by bad luck, but all are on the upswing.

Executive director Joseph Lochner continues to recuperate after being taken ill during the CSEA Convention last month. He is expected to return to work soon.

Director Mary Moore (Executive) is staying with friends after her apartment was heavily damaged in the aftermath of a shootout in Mechanicville where two

(Continued on Page 3)

Correction

In a photo caption appearing in the Nov. 12 issue of the Leader, U.S. Congressman Richard L. Ottinger (D-Westchester), shown greeting Civil Service Employees Assn. president Theodore Wenzl, was incorrectly identified as Westchester County Executive Alfred B. Del Bello. The photo was taken at the Halloween party of the CSEA's Westchester County Local 860.

Four CSEA-State Contract Talks Start

(Special to The Leader)

ALBANY — Negotiations opened as scheduled last week between the Civil Service Employees Assn. and the State of New York under reopener clauses of contracts covering 147,000 State employees in four Bargaining Units represented by the CSEA.

Under terms of the existing contracts, the reopened negotiations cover salary increases to become effective April 1, 1977, plus additional contract items to be determined by both parties. The initial meetings last week

involved the items to be discussed. The first salary talks were held Nov. 17. The CSEA has already announced it will place a 22 percent salary increase demand on the table for employees

in the four Units, but the state has not publicly revealed what its salary offer will be.

The contract talks got under way without benefit of the CSEA collective bargaining specialists

normally assigned bargaining and advisory roles with each of the four union negotiation teams. With the specialists out on strike in their own contract dispute with the CSEA, state employees serving as members of the negotiating teams and key CSEA management staff members conducted the sessions with the state team. A CSEA spokesman said the strike by CSEA collective bargaining specialists and other field staff members has not affected CSEA's contract talks on behalf of state employees and

(Continued on Page 14)



Government Must Tread Water Until Inauguration Day

TO the victor belongs the spoils, and also the headaches. This period of interregnum, while President-

(Continued on Page 6)

INSIDE THE LEADER

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- Pact Imposed On Tompkins County See Page 3
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Win Nassau Chapter Suit On Behalf Of Mechanics

MINEOLA—The Appellate Division has upheld the Nassau County chapter of the Civil Service Employees Assn. in fighting a unilateral county attempt to force civilian mechanics of the Police Department to furnish their own tools.

The court last week overruled an earlier adverse ruling by the state Public Employment Relations Board and directed Nassau County to negotiate with the employee organization on the issue.

According to Irving Flaumenbaum, president of the chapter, the CSEA had put up a long and stubborn fight on the case because both principle and a financial burden to employees were involved.

The automobile mechanics, according to earlier testimony, work with tools valued at from

\$900 to \$1,500; annual replacement costs run to \$150 to \$200 per year.

Nassau County had sought to unilaterally impose a new rule requiring mechanics to furnish their own tools.

The PERB had reasoned that the ownership of tools was a qualification of a mechanic and upheld the county's move. However, in ruling the CSEA right, the court said that the question was "definitely a term and condition of employment" and therefore must be a subject of negotiations.

33 State Promos Are Set

ALBANY—The State Civil Service Department has opened filing for 33 promotional titles in the department of Taxation and Finance, Mental Hygiene, traffic, ENCON, DOT, Correctional Services and other units.

Filing closes Dec. 6 and written tests will be held for all but two of the titles Jan. 15, 1977.

Announcements and application cards are available at agency personnel offices.

The tax jobs are each available at three levels, senior, principal and associate. They are tax examiner in the specialties of corporation, estate, excise, in-

come sales, and stock transfer tax and special tax investigator.

Other promotional titles are computer programmer trainee, correction camp assistant superintendent and superintendent, senior cartographer, head payroll clerk in two agencies, and unemployment insurance hearing representative at the associate, senior and supervising levels. The supervising level requires an oral test, to be held in April 1977.

An oral test will also be given for security hospital senior treatment assistant, which does not close until March, 7, 1977. Also open are traffic supervisor and senior traffic supervisor.

Name Mediators, Fact-Finders

ALBANY — Three mediators and three fact-finders have been named by the State Public Employment Relations Board to contract disputes involving public employers and elements of the Civil Service Employees Assn.

The mediators are Mark Beecher, of the PERB's Buffalo office, named to the dispute between the CSEA blue-collar unit and the Town of West Seneca; Paul B. Curry, of the PERB Albany office, to the dispute between the CSEA and Essex County, and Jack Ginsburg, also of the PERB Albany office, to the dispute between the CSEA Albany County Social Services unit and Albany County.

The fact-finders are Ronald Donovan, of Ithaca, named to the dispute between the CSEA Administrative and Department of Public Works units and Schuyler County; Robert K. Galley, of Lewiston, to the dispute between the CSEA and Genesee County, and Steven

Gittler, of Williamsville, to the dispute between the CSEA and the Newfane Central School District.

PRISON HEAD

WILTON — William Quick, of Balston Lake, has been appointed superintendent of the new Mt. McGregor minimum-medium security correctional facility here.

Mr. Quick, 51, joined the Department of Corrections in 1948 when he was hired as a guard at the Walkill Correctional Facility. He was later transferred to Greenhaven Correctional Facility. Mr. Quick was promoted to sergeant in 1961 and to lieutenant four years later. He took a leave of absence in 1965 to serve as director of the narcotics addiction control facility at Mid-Hudson Rehabilitation Center. Since 1972 he has served as deputy superintendent for security.

The post pays \$37,980.

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Five Suffolk Exams Set

HAUPPAUGE — The Suffolk County Civil Service Department has announced that filing is open until Dec. 8 for five open competitive titles.

Two titles require Jan. 15 written tests. Town emergency preparedness coordinator (Exam

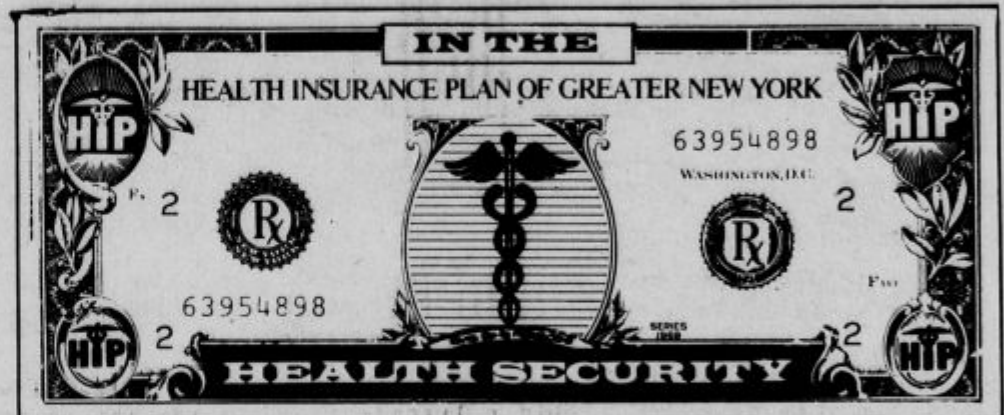
No. 17-116) pays approximately \$14,000, depending on the jurisdiction. Investigative auditor (17-107) pays \$15,921.

Three titles require a rating of training and experience. Executive director of youth bureau (16-345) pays approximately

\$16,000. Assistant director of tuberculosis control (16-346) pays \$23,934. Medical director-geriatric services (16-347) pays \$26,204.

For applications and further information contact the Department at H. Lee Dennison Executive Office Building, Veterans Memorial Hwy., Hauppauge, N.Y. 11787.

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Pact Imposed On Tompkins Has A Variety Of Fringes

ITHACA—The legislatively imposed contract between the Tompkins County chapter, Civil Service Employees Assn., and the county provided, in part, that those employees earning below the maximum for their salary grade be given a one-step increase.

According to the Public Employment Relations Board, the salary range, dollar increase and percentage increase amounts were: Up to \$8,500, \$335, 3-7 percent; \$8,501-11,000, \$320, 2.9-3.8 percent; \$11,001-15,000, \$300, 2-2.7 percent, and \$15,001-57,500, \$225, 0.5-1.7 percent.

The percentages, the PERB notes, are based on actual salaries and not on the rounded salary ranges given above.

In fringe benefits, the chapter was granted compensatory time-off for members of the on-call child protective unit. Employees of that Social Services Department will now receive one hour for weekday overtime, two hours for weekend work and three and one-half hours for holiday work. The maximum accumulation of compensatory time was increased from four to five days.

Vacation and maternity leave

fringes were also improved for the employees.

Spa Schooler Contract Has 10.5% Boost

SARATOGA SPRINGS — The Civil Service Employees Assn. and the Saratoga Springs Board of Education have ratified a two-year contract retroactive to July. It holds a total 10.5 percent salary boost.

Under the new pact, a wage increase of 4.5 percent will take effect the first year of the contract and a boost of 6 percent will come in the second, plus a dental benefit provision.

The agreement also calls for tenure after six months for part-time aides, bus drivers and cafeteria workers. Previously, tenure was given only to full-time competitive class workers. Also included is a provision giving fewer total sick days to employees but increasing the number of such days that can be accumulated from year to year.

A fact-finder's report last September had recommended a one-year 5.5 percent increase but made no recommendations beyond that one-year period.

Federation of Teachers and the Schenectady City School District teachers' union.

These three unions, among others, had struck illegally but the fines imposed on them were appreciably lower than that given the CSEA, he pointed out.

Things Have Got

(Continued from Page 1)
Director Karen White (Social Services) is recuperating in Albany Medical Center, Room K411, after being severely injured in an automobile accident last week.

police officers were killed and nine others wounded. A fire erupted during shootout when bullet struck an electrical wire in sniper's apartment nearby.



GENEVA WILDCAT

A one-day wildcat strike by members of the non-teaching employees unit of the Civil Service Employees Assn. at the Geneva School District in Ontario County recently ended when employee demands were met by the school board. The job action came after eight months of fruitless contract negotiations and talks had been at impasse for several months. The Geneva School District unit has 100 percent CSEA membership and credit for the success of the job action, including an agreement of amnesty for the participants, was attributed to the solid front displayed by the members. Above, district employees picket in front of the Geneva Board of Education's administrative offices on Exchange Street.

Court Halves Orange Strike Fine

(Continued from Page 1)
Negotiations had reached impasse and had gone to fact-finding. The fact-finder had recommended a 4 percent salary increase. County executive Louis Mills rejected any pay raise; the legislature went even further in its vote to reduce increments.

Orange County and other CSEAs braved freezing temperatures in mounting their picketing lines at various points around the county. Among the marchers were CSEA executive vice-president William McGowan, vice-presidents Irving Flaumenbaum, James Lennon and Robert Lattimer, treasurer Jack Galla-

gher and county division chairman Salvatore Mogavero.

Chapters providing volunteer marchers included Suffolk, Suffolk Educational, Westchester Rockland, Dutchess, Ulster, Rensselaer, Essex, Oswego, Cattaraugus, Erie Educational, Oneida, Buffalo Psychiatric, South Beach, General Services, Tax and Finance, SUNY at Stony Brook and many others.

At the time the \$200,000 fine was handed down by the Orange court, Dr. Wenzl observed: "These employees had a just cause. Even the Taylor Law recognizes the possibility of unjust treatment on the part of em-

ployers in its provision on 'extreme provocation.'

"Though the Taylor Law calls strikes illegal, this provision does agree that the punishment should fit the crime in cases where an employer's unreasonable attitude has provoked a job action.

"This is exactly what happened to our members in Orange County."

CSEA attorney Barton W. Bloom had pointed out that the \$200,000 fine was inconsistent with those meted out to other unions in recent years. Mr. Bloom specifically noted the fines given the New York City Sanitation Department union, the United

probation committee recently called a meeting with state probation officials to discuss proposed legislation for a state takeover of probation services. The CSEA committee is concerned with protecting the interests of probation officers and investigating the effects the proposed legislation would have on present probation-rehabilitation programs. The meeting was held at the Quality Inn, Albany. Seated, from left, are: James Brady, probation committee chairman; Edward B. Wutzer, state probation practices review officer; Peter Grieco, of Jefferson County; Robert Sullivan, acting director of the state Department of Probation, and Alan Greenfield, of Sullivan County. Standing are Nels Carlson, CSEA committee coordinator; Dave Singer, of Rensselaer County; Hank Fanning, of Monroe County; James Frisina, of St. Lawrence County, and Jack Whalen, of Westchester County.



PROBATION COMMITTEE MEETS

Ⓞ 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.

NOVEMBER

- 19-20—Albany Region IV Workshop: Queensbury Hotel, Glens Falls.
- 20—Erie Educational Employees chapter 868 Annual Thanksgiving Dance: John's Flaming Hearth, 1830 Abbott Road, Lackawanna.
- 22—Binghamton Area Retiree chapter 902 meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.
- 24—New York City Metropolitan Retirees chapter 910 meeting: 1 p.m., Room 5890, Two World Trade Center, Manhattan.
- 24—Nassau County Retiree chapter 919 meeting: 11:30 a.m., Community Room, American Savings Bank, Modell Shopping Center, Hempstead Turnpike, East Meadow.
- 29—Rochester chapter meeting: 8 p.m., Forty And Eight Club, 933 University Ave., Rochester.

DECEMBER

- 4—State University at Morrisville chapter Christmas party: 6:30 p.m., Nelson Inn, Nelson.
- 9—New York State, Thruway Western Division chapter meeting: Fectur's Forks Hotel, Broadway Street at Union Road, Cheektowaga.
- 10—Capital District Retiree chapter Christmas Party: Ramada Inn, Albany.
- 10—West Seneca Developmental Center chapter 427 annual Christmas Party.
- 16—Suffolk County Police Department unit Christmas luncheon 1 p.m., Heritage Inn, Smithtown By-pass, Hauppauge.
- 18—Broome County chapter Christmas party, St. Mary's, Baxter St., Binghamton.

New Pension Plan Snarl

ALBANY—State Attorney General Louis Lefkowitz has found another problem with the new State Pension Law which he says requires former employees re-entering state or city civil service to join the new retirement system.

The new system, created by the last session of the state legislature, provides generally lower benefits to civil servants than the old systems.

In a letter written to Comptroller Arthur Levitt, Mr. Lefkowitz says the new retirement provisions apparently abrogates provisions of the old retirement laws and the Civil Service Law. He adds that the legislators may not have realized they were doing so.

Mr. Lefkowitz writes that "it would appear" that the new law "makes membership in the retirement system mandatory for retirees who return to public employment after July 1, 1976."

"However, the abrogation of sections of the statute would be a serious action for the Legislature to have taken without express provision to that effect."

The complex retirement law was enacted hurriedly in the last days of the session with a great deal of political pressure in

the air. Gov. Hugh L. Carey has asked a task force to examine the administrative implications of the legislation and suggest remedial legislation if necessary.

Offer Five Fed Courses

WASHINGTON, D.C.—The Management Sciences Training Center, U.S. Civil Service Commission, has announced five procurement courses to be given in Washington, D.C., during December.

The courses are: Basic contracting, Dec. 6-10; cost and price analysis, Dec. 6-17; government contract law, Dec. 6-17; types of government contracts, Dec. 13-15, and simplified procurement methods and techniques, Dec. 13-17.

Participation is open to all government employees, subject to acceptance and confirmation by the U.S. Civil Service Commission.

Further information may be obtained by calling the Management Sciences Training Center at (202) 632-5600.

New Federal Pay Rates

Federal employees are starting to get pay increases, retroactive to Oct. 1. The increases, which average 4.83 percent, are designed to be comparable to similar private sector jobs.

Grade by grade, percentage increases are as follows:

Grade-Increase	Grade-Increase	Grade-Increase
GS-1 4.51%	GS-7 4.33%	GS-13 6.12%
GS-2 4.39	GS-8 4.42	GS-14 6.94
GS-3 4.30	GS-9 4.55	GS-15 7.92
GS-4 4.25	GS-10 4.77	GS-16 9.06
GS-5 4.24	GS-11 4.93	GS-17 10.36
GS-6 4.27	GS-12 5.45	GS-18 11.83

GS	1	2	3	4	5	6	7	8	9	10
1	\$5,810	\$6,004	\$6,198	\$6,392	\$6,586	\$6,780	\$6,974	\$7,168	\$7,362	\$7,556
2	6,572	6,791	7,010	7,229	7,448	7,667	7,886	8,105	8,324	8,543
3	7,408	7,655	7,902	8,149	8,396	8,643	8,890	9,137	9,384	9,631
4	8,316	8,593	8,870	9,147	9,424	9,701	9,978	10,255	10,532	10,809
5	9,303	9,613	9,923	10,233	10,543	10,853	11,163	11,473	11,783	12,093
6	10,370	10,716	11,062	11,408	11,754	12,100	12,446	12,792	13,138	13,484
7	11,523	11,907	12,291	12,675	13,059	13,443	13,827	14,211	14,595	14,979
8	12,763	13,188	13,613	14,038	14,463	14,888	15,313	15,738	16,163	16,588
9	14,097	14,567	15,037	15,507	15,977	16,447	16,917	17,387	17,857	18,327
10	15,524	16,041	16,558	17,075	17,592	18,109	18,626	19,143	19,660	20,177
11	17,056	17,625	18,194	18,763	19,332	19,901	20,470	21,039	21,608	22,177
12	20,442	21,123	21,804	22,485	23,166	23,847	24,528	25,209	25,890	26,571
13	24,308	25,118	25,928	26,738	27,548	28,358	29,168	29,978	30,788	31,598
14	28,725	29,683	30,641	31,599	32,557	33,515	34,473	35,431	36,389	37,347
15	33,789	34,915	36,041	37,167	38,293	39,419	40,545	41,671	42,798	43,924
16	39,629	40,950	42,271	43,592	44,913	46,234	47,555	48,876	50,197	
17	46,423	47,970	49,517	51,064	52,611					
18	54,410									

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State Courts Amend Rules

MANHATTAN—New York State's Court Administration has amended some of its rules to comply with the law covering state takeover of court employees.

One amendment provides that employees entering the unified court system will not be entitled to accrue annual leave until they have completed 13 bi-weekly pay periods of service. The entitlement will then be retroactive to the date of entry.

The rule grants 20 annual days of leave plus one additional day for each year of service up to a total of 27 annual leave days.

Another amendment allows employees to apply for a review of classification and allocation of positions in the unified court system.

The state law, signed in the last legislative session, provides that employees entering the state system from local systems will be classified to fit in with state titles and wage levels.

The rule amendment provides for the state administrator to rule on the appeals or to designate people to review them and conduct hearings if necessary.

The amendment also states that no change in position classification shall "impair or diminish any existing right of salary or tenure."

NYC Executive Meeting Is Set

MANHATTAN—A regular meeting of the executive board of the New York City chapter, Civil Service Employees Assn., will be held Thursday, Nov. 18.

Chapter president Solomon Bendet said the meeting, which is scheduled to begin at 5:15 p.m., will be held at Francois Restaurant, 110 John St., Manhattan.

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CSEA Lists Its Attorneys

ALBANY—The Civil Service Employees Assn. has published a list of its attorneys around the state who serve the members, chapters, units, locals and regions of the union with legal problems.

The attorneys, the areas they serve and their telephone numbers are:

Arthur N. Bailey, Chautauqua, Cattaraugus and Allegany Counties, (716) 664-2966; Earl P. Doyle, Onondaga, Oswego, Madison, Cayuga and Cortland Coun-

ties, (315) 422-2208; Martin J. Cornell, Rockland County, (914) 634-7901; John L. Bell, Essex and Clinton Counties, (518) 561-1980; Earl W. Brydges, Orleans and Niagara Counties, (716) 285-3525, and Richard M. Gaba, Nassau County (516) 742-0242.

Barton W. Bloom, Orange and Sullivan Counties, (914) 343-0623; Lee Clary, Jefferson and Lewis Counties, (315) 782-1670; Arthur H. Grae, Westchester and Putnam Counties, (914) 761-2933; James T. Hancock, Monroe, Livingston, Ontario and Wayne Counties, (716) 232-3000; William F. Maginn Jr., St. Lawrence and Franklin Counties (315) 769-6600, and Charles R. Sandler, Erie, Genesee and Wyoming Counties, (716) 856-9234.

Everett C. Weiermiller, Chemung, Schuyler, Tompkins and Steuben (607) 734-1518; Ward W. Ingalsbe, Ulster County, (914) 331-0062; Thomas D. Mahar Jr., Dutchess County, (915) 473-9330; John C. Scholl Oneida and Herkimer Counties, (315) 6103; Lester B. Lipkind, Suffolk County, (516) 669-3421; Stanley Mallman, New York City, (212) 541-6400, and Sanford P. Tanenhaus, Broome, Tioga, Chenango, Delaware and Otsego Counties, (607) 723-9581.

There are eight attorneys working out of CSEA Albany Headquarters. They are James W. Roemer Jr., James D. Featherstonhaugh, Richard Burstein, Marge Karowe, Pauline Rogers, Stephen Wiley, Michael Smith and William Wallens. They serve Warren, Hamilton, Washington, Saratoga, Albany, Schenectady,

Montgomery, Schoharie, Greene, Columbia, Rensselaer and Fulton Counties. They can be reached at (518) 434-0191 ext. 474.

A Public Sector NYC Job Skid

MANHATTAN—There were 18,000 fewer government jobs in New York City on Aug. 1 than there were on July 1 this year, a survey by the U.S. Labor Department indicates.

In the rest of the New York metropolitan area, there was an additional drop of 2,000, but in the northern New Jersey part of the metropolitan area the number of government jobs were up by 1,000.

The overall drop in government jobs between August 1975 and 1976 was 60,000, compared with a rise of 55,000 in the preceding year. New York City lost 69,000 jobs, 63,000 of them in city government and 6,000 in state and federal agencies. However, in northeastern New Jersey there was a 10,000 increase in the number of government jobs. At the end of August, there was still a total of 556,300 government jobs in the New York metropolitan area including northeastern New Jersey.

The period was the most recently tabulated by the department.

**BUY
U. S.
BONDS!**

SHORT TAKES

HANNA LOSES TAYLOR SUIT

Utica Mayor Edward Hanna's federal court suit challenging Taylor Law provisions on binding arbitration for police and firefighters in labor disputes has been dismissed. The ruling, by Federal Judge Edmond Port, of Auburn, seems to effectively block future federal challenges, including a potential one by the City of Albany, now involved in two contested arbitration awards. Judge Port held that there was no federal question involved in the state labor law which governs relations between public sector employee unions and the municipal employers. The Hanna suit contended that since binding arbitration applies only to police and firefighters, the rights of other employees were being infringed. City attorneys also argued that the arbitration awards to these groups would involve tax increases created by non-elected officials, a violation of the constitutional rights of the voters. The controversial mayor, who has in the past conducted running battles with the city unions, business community and Utica's two newspapers, among others, said he will not appeal the dismissal. "We never dreamed that a judge would prevent us from having our day in court," Mayor Hanna mourned. "Sometimes it is not just a case of fighting the unions, you have to also fight the courts."

BAD DRIVING FIRING

The State Appellate Court has ruled that the Department of Mental Hygiene acted properly in firing a probationary motor vehicle operator following two highway accidents and a physical examination failure. In the unanimous ruling, the court held that the DMH did not act in bad faith when it fired Alfred De Salvo, of Gansevoort, from his \$7,000-a-year post as a driver at the Wilton Developmental Center. Mr. De Salvo was given a temporary appointment in November 1974 and offered a permanent position in February 1975 subject to passing a probationary period. At the end of that month, he was reassigned to the Wilton grounds crew and was fired last March when the probationary period ended. In a suit brought against DMH Commissioner Lawrence Kolb, Mr. De Salvo argued that he could not be fired unless he was allowed to perform duties of a driver for the full probationary period. The court ruled that "Employment of a probationary appointee can be terminated without specific reasons being given, without charges filed and without a hearing." During his period as a DMH driver, Mr. De Salvo was involved in two vehicular mishaps. The court also held that the Department "Cannot be compelled to subject members of its staff to the hazards of (Mr. De Salvo's) driving for the entire probationary period after satisfying itself in good faith that (he) was not qualified for the position."

PUBLIC NOTICE TO MUNICIPAL CREDIT UNION SHAREHOLDERS: Designating Petition Sheets will be available beginning November 15, 1976, for nominations for election to positions on the Board of Directors, Credit Committee and Supervisory Committee, at MCU offices, 10th floor, 156 Williams Street, New York City, weekdays between the hours of 9 a.m. and 6:00 p.m. Harold Hood, Secretary MUNICIPAL CREDIT UNION

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FRIDAY, NOVEMBER 19, 1976

The Orange Fine

TO say we have mixed feelings about the appellate court decision last week cutting the \$200,000 fine imposed on the Civil Service Employees Assn. for the 14-day Orange County employees strike last March to \$100,000 is a howling understatement.

On one hand, the \$100,000 penalty is less than the original \$200,000 jolt administered by the Orange County Supreme Court, and, of course, in this case, less is better.

But the \$100,000 fine seems to us to be terribly out of line. Court-awarded amounts of such punitive sizes are nothing less than virtual licenses to public employers to intimidate public employee unions.

Fines of this size carry a message: Knuckle under or you will be sorrier than you ever knew you could be.

Some background: Orange County employees staged their strike, in defiance of the Taylor Law which forbids strikes, after county legislators voted a wage freeze and a reduction of increments. The Orange CSEA chapter negotiating team had endured months of fruitless contract talks. The strike was precipitated when the Orange legislature voted to reduce increment payments to the county's 1,700 employees. Since contract negotiations prior to the strike covered only salary issues—as provided under a contract re-opener clause—and increments were set when the contract was first signed, they were regarded as firm during the life of the pact.

As an offside, we wonder if legislators read the contracts they sign. On the evidence, at Orange County, at any rate, they don't.

When the \$200,000 fine, now overturned, was imposed, CSEA attorney Barton W. Bloom cogently noted that it was inconsistent with those meted out to other public sector unions in recent years.

When sanitation workers struck in New York City, he pointed out, their union was fined \$80,000. When the 40,000-member United Federation of Teachers shut down the New York City schools for 17 days, its fine was \$150,000. Another teachers' organization, representing employees of the Schenectady City School District, struck and was fined \$20,000 for their 14-day strike, the same amount of time as the Orange County employee strike.

Commented Mr. Bloom: "The CSEA strike was not undertaken out of feelings of malice. The Orange County employees had been provoked so long, and to such an extent, by the county legislature that their action was one of frustration. In such a situation, you just can't order people to discount their emotions."

So true.

And we can only repeat: Fines this large are virtual licenses for public employers to intimidate public employee unions — and public employees. C.O'N.

Questions & Answers

Q. I'm a 57-year-old widow who has never worked and am becoming increasingly crippled with arthritis. I understand I can get widow's benefits on my husband's social security record when I'm 60, but is there any help I can get now?

A. A widow 50 to 60 who is severely disabled and can't work may qualify for monthly social security benefits on her husband's

record. If your income and resources are limited, you also may be eligible for supplemental security income (SSI) payments. The people at any social security office will be glad to explain both types of benefits.

**Wanna be a good guy?
Make a miracle.
Make a friend you'll never
meet. Donate blood soon.**

Don't Repeat This!

(Continued from Page 1)

elect Jimmy Carter prepares to assume the responsibilities of his office, is a difficult one not only for Carter, but also for the public generally.

Until Jan. 20, Inauguration Day, the Federal government will remain in a state of suspended animation. At his press conference last week, Carter asserted quite firmly that he intended to do nothing that might in any way interfere with the remaining weeks of the Ford presidency. By the same token, it is difficult for President Ford to think in long-range terms, knowing that his days at the White House are numbered.

Interim Problems

The Carter attitude was explained by him in answer to a question whether he proposed any action in the face of a prospect that the Organization of Petroleum Exporting Countries planned to increase oil prices some time during December. Carter said that this was a problem that must be handled by President Ford. Obviously, Ford is in no position to handle it either, so that means that we will remain adrift in the face of any action that may be taken by the nations in the oil producing cartel.

A similar situation developed in New York City during the last days of Mayor Wagner's administration before Mayor Lindsay took his oath of office. Neither Wagner nor Lindsay wanted any part of a threatened strike by the Transport Workers Union. With neither the Mayor nor the Mayor-elect willing to act, a transit strike tied up the city.

In a similar way, it is not likely that any action will be taken to deal with the economy during this period. The stock market is jittery and millions of dollars of value are going down the drain. Unemployment is slowly increasing. Prices continue to rise. Economic stagnation is likely to be the order of the day until Carter moves into the White House and sets into motion some program designed to put an end to our sluggish economy.

Somewhere in the midst of this temporary no-man's land the fiscal problems of the City are also drifting along. The budget that the City must prepare for the fiscal year, beginning on July 1, 1977, is the last one that has to be prepared under the three-year fiscal plan. According to the plan, this must be a balanced budget. In the absence of massive federal aid, or some state aid, which is largely speculative in view of the state's fiscal picture, the City will have to cut its budget by about \$500 million. There is no way that this can be done without massive layoffs and without cutting services to intolerably low levels.

Federal Funds?

Both Senator William Proxmire and Rep. Henry Reuss, who are the chairmen respectively of the critical Senate and House Banking Committees, have expressed the view that it would be extremely difficult to get through Congress legislation extending for an additional period the present federal program under which the Treasury Department makes seasonal loans available to the City. These loans are designed to tide the City over

(Continued on Page 7)



A MEAL FIT FOR A KING



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.

Discipline Cases

A civil service employee was brought up on written charges for violating a work rule requiring "punching out" on a time clock at the close of a shift. All of the necessary proceedings were held pursuant to Section 75 of the Civil Service Law. In his decision, the hearing officer found that the violation of the work rule in question did not amount to incompetence or misconduct. Despite this finding, however, the hearing officer recommended a penalty of the loss of two hours' pay. He explained his decision on the ground that a hearing under Section 75 was not required in this case. The hearing should have been treated as though it never took place. The administrative director, relying on the recommendations of the hearing officer, imposed a loss of two hours' pay.

THE EMPLOYEE commenced a proceeding in Onondaga County Supreme Court and argued that the actions of his employer were improper because Section 75 provides that no disciplinary penalty provided in that section may be imposed except for incompetency or misconduct shown after a hearing on stated charges. In its decision in favor of the employee, the court pointed out that a deduction of two hours' pay was a disciplinary penalty within the meaning of Section 75. It was a fine, and as such could not be imposed without a finding of incompetency or misconduct. **Matter of Sette v. McCambridge**, 84 Misc. 2d 591.

A NEW YORK CITY police officer was found guilty, after a departmental trial, of violating certain rules and procedures of the New York City Police Department. The Police Commissioner directed that the punishment would be a fine of 90 days' pay and that the officer be relieved of duty for that period of time. The Appellate Division reviewed the case on an Article 78 petition pursuant to the CPLR. That court sustained the finding of guilt, but modified the penalty to a fine of 30 days' pay with relief of duty for that period. The Administrative Code of New York City provides that "the Commissioner shall have power . . . to punish the offending party by reprimand, forfeiting and withholding pay for a specified time, suspension, without pay during such suspension, or by dismissal from the force, but no more than thirty days' salary shall be forfeited or deducted for any offense."

THE POLICE COMMISSIONER argued that this was in fact a 90-day suspension without pay, which was legal under prior court decisions. The Court of Appeals did not agree. The language of "suspension without pay" was readily available to the Police Commissioner. However, he chose to employ the words of a fine of 90 days' pay and coupled it with a relief from duty. The court was able to distinguish the two, stating that a fine tied in to a relief from duty is not the same as a suspension without pay. Forfeiture or withholding of pay implies that the police officer continues to

(Continued on Page 7)

What's Your Opinion

By PAMELA CRAIG

QUESTION

What would your reaction be if your office decided to switch to a 10-hour, four-day week?

THE PLACE

Queens

OPINIONS

Mabel Carroll, secretary: "I wouldn't like it. Those 10 hours a day could not be compensated for me by having a four-day week. A 10-hour work day is much too long for me to be productive. I have a family and the longer day would make my life more difficult at home. I would not be physically at home to perform my duties. An example is preparing dinner. I would be less productive at home and at work. I have certain responsibilities that can be accomplished on the schedule I have now, where with the longer work day, I would not be home to meet those responsibilities."



Barbara Bines, receptionist: "I think it would be great. It's worth it to me to work an extra two hours in order to receive an extra day off. Working a 10-hour day wouldn't break into my other commitments, so schedulewise, it would be terrific. I wouldn't find the 10-hour day all that tiring, either. I feel I would be more productive during the 10-hour shift because of the waste of time during a normal day. Merely traveling to your job, wastes a certain amount of time and money. The extra day for me to get caught up with my work at home would be a pleasure."



Bernard Sabel, teacher: "I think I would be very receptive to that idea. The work schedule that I have during the day in school, coupled with the civic responsibilities that I have at home in New Jersey wear me out. I would relish the thought of having one day a week, Friday, to really do whatever I wanted to do. I feel that my productivity would increase with the extra two hours to concentrate more fully on my work. It's important to have the time to regroup my thoughts and energies and prepare myself for the following Monday."



Randolph Hill, social worker: "I would feel pretty bad. Eight hours a day are long enough to work. As far as productivity goes, there are two ways of looking at it. Sometimes I feel that the day isn't long enough to complete my work. Then there are days when I am up-to-date with my work, and time drags. On those days, I really would like to get home before dark. Why can't it be an eight-hour, 4-day week? My productivity would really increase with the incentive of a three day weekend. Psychologically, I feel that the stigma implied by a 10-hour work day would decrease productivity."



Janet Isquith, teacher: "I think I'd be pretty happy. Even though a 10-hour a day work week is long, I have a lot of outside pursuits and activities I like to pursue. I find that when I get home after even a seven or eight-hour day, I'm too tired to begin again. If I could set aside one of those five workdays and work on that extra project, I could really lead two lives which is what I would like to do. A lot of people who feel frustrated in one job or who are pursuing only one area because of the time factor feel the same way I do."



Bernice Moze, school administrator: "I would not like it, because it would interfere with my family life. I would feel unproductive after 10 hours of working and if I wanted to do my job conscientiously, which I do, I don't feel that I would be of much help by the end of the day. Now, it would give me an extra day to go shopping, that I would enjoy, but not at the sacrifice of having to curtail my family and social life and all of the other important things that I can meet within my schedule as it stands today."



Don't Repeat This!

(Continued from Page 6)

during periods of low cash flow because of the dates on which City taxes are due.

Actually this is a profit-making operation for the federal government. Under the loan, the Treasury Department advances to the City up to \$2.5 billion a year, at an interest rate that is one percent higher than the interest rate on federal borrowing. Under this program, the federal government stands to earn a profit of about \$50 million. Yet many Congressmen from all parts of the country who supported this legislation found that their support was used against them in the election campaign by their opponents.

Moreover, since next year is an election year in the City, the Beame administration will be subject to attack for its fiscal policies by Republicans as well as by many Democrats who plan to enter into a primary race for Mayor. The heated quality of the campaign here, and the pros-

pective criticism of the Beame administration from many quarters is not likely to help generate Congressional support for any legislation that is designed to deal specifically with the New York City legislation.

Carter is trying to get some rest from his long campaign while simultaneously laying out the plans for his administration. His headquarters is already under siege by a coalition of Northeastern state governors, by the United States Conference of Mayors, and by others who claim special legislative programs to advance their special interests, based upon their support for the Carter-Mondale ticket. Carter will have a difficult time trying to satisfy all of those who claim credit for his election.

Nassau's Retirees Schedule Meeting

EAST MEADOW—The Nassau County Retiree chapter 919, Civil Service Employees Assn., will hold a meeting Wednesday, Nov. 24.

Civil Service Law & You

(Continued from Page 6)

perform his duties on the police force. A suspension without pay carries with it the connotation of a more serious offense. Since the penalty imposed was a forfeiture of salary, it was limited by the Administrative Code to a period of 30 days.

ONE JUDGE dissented and stated that he saw no distinction between a 90-day suspension without pay and a fine of 90 days' pay with relief from duty for the same period. He voted to reverse the Appellate Division and reinstate the Police Commissioner's decision. The majority, however, sustained the Appellate Division's reduction to 30 days. **Matter of Murphy v. Murphy**, 38 N.Y. 2d 690.

The meeting, set to begin at 11:30 a.m., will be held in the community room of the American Savings Bank, Hempstead Turnpike, East Meadow.

RETIREMENT NEWS & FACTS

By A. L. PETERS

NYC's Retirees

The New York City Retirement Board acted on 379 applications at its November meeting. Of these, 78 retired under Option 1; 36 under Option 2; 12 under Option 3; 34 under Option 4; 6 under Option 4/2; 23 under Option 4/3; and 142 without options.

In addition, 42 members retired under ordinary disability; 25 for accidental disability; continuance and service was approved for 3,321 members totaling \$3,986,600.

In addition, 160 members withdrew excess contributions amounting to \$423,300. Two members transferred their reserve to the New York State Retirement System.

Congress has a select Committee on Aging which annually recommends to it certain bills for passage. Getting them through Congress of course is a long and hazardous journey. It is interesting to note what was proposed for the Committee during 1975. Most of the measures are still in the works!

- **Protection of Social Security benefits for those under certain Federal or Federally assisted programs:** Now in the Committee on Finance.

- **Proposal for a special consumer price index for the elderly:** Now in the Committee on Ways and Means.

- **Property tax relief to renters and home owners:** Now in the Committee on Ways and Means.

- **Reduction from 20 to 10 years the time a divorced woman would have to be married to an insured individual to qualify for a wife's or widow's benefits under Social Security:** Now in the Committee on Ways and Means.

- **Requirement that supplementing states pass along Federal increases in Social Security benefits and extending coverage to Guam, Puerto Rico and the Virgin Islands; extending eligibility to the blind; repealing third-party payee requirements in certain cases; reimbursing states for lost checks; eliminating limitation on the value of a house for eligibility purposes; changing the computation period for benefits to monthly instead of quarterly; providing benefits for three months for institutionalized persons; disregarding benefit increases in determining certain housing benefits:** Now in the Committee on Ways and Means.

- **Providing supplementary housing allowance up to \$50 a month where housing expenses exceed one-third of annual income.**

- **Reforms in the food stamp program:** Some have been made, some are in the House Committee on Agriculture.

- **Providing for programs of health care, utilizing communities' chronic care centers:** Now in the Committee on Labor and Public Welfare.

- **Broadening coverage under Medicare to include unlimited coverage in a nursing home, in-**

termediate care and facility or hospital, unlimited out-patient hospital coverage, home health services, tenant services, and out-patient hospital coverage, home health services, tenant services, and out-patient prescription drugs, and the services of optometrists, podiatrists, and chiropractors: Some provisions have been passed; some are in the Committee on Finance.

- **Removing the 65-year age limitation in laws against discrimination on account of age:** Now in the Committee on Labor and Public Welfare.

- **Prohibiting discrimination in granting of credit on the basis of race, color, national origin and age:** Passed by the House; now in the Senate Committee on Banking, Housing and Urban Affairs.

- **Requiring comprehensive state plans, including provision against prevention of crimes against the elderly:** Now in the Committee on Judiciary.

The Federal Civil Service has its own retirement system, which, unlike most private pension plans in the country, entirely replaces Social Security benefits. This is of particular concern because the spouses of federal civil servants are deprived of even those minimal protections afforded them under the Social Security system.

The provision for survivor benefits under the federal civil service retirement plan is different from both Social Security and most private pension plans.

Unlike Social Security, survivor benefits are not automatic and assured. Like the law governing private plans, the federal civil service retirement plan specifies that survivor benefits are automatic unless the worker-spouse specifically requests the contrary in writing.

While the requirement for affirmative action to "opt out" of a plan providing for survivor benefits rather than to elect survivor benefits is more protective of the wife, the fact remains the only action required is that of the worker-spouse. A possible incentive to "opt out" of the joint and survivor annuity is provided by the couple's increased benefits during the lifetime of the spouses.

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

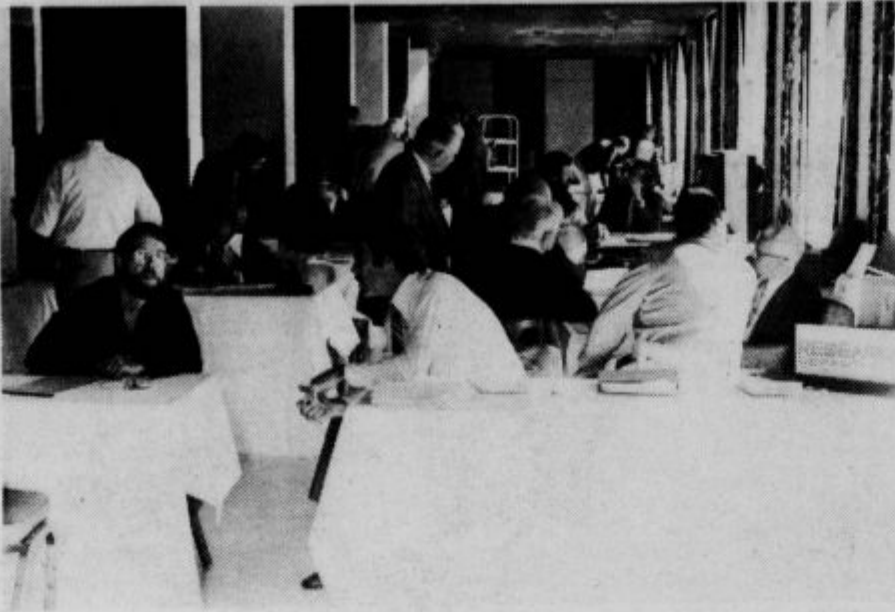
Following is a listing of those individuals whose membership terminated pursuant to the provisions of section 40, paragraph 1 of the Retirement and Social Security Law on or before August 31, 1974.

(Continued from last week)

Afanador, Hector L	Brooklyn
Auld, Harry	Coram
Babcock, David M	Kenmore
Bera, Robert P	Yonkers
Berges, Barbara	J.M.A. Center
Moerches	

(Continued on Page 10)

CSEA CONVENTION REPORTS, PHOTOS



Located in one of the lobby areas of the Concord Hotel were various tables manned by headquarters staff members. Each of the tables carried a sign identifying the various departments and special services provided by CSEA. In the photo can be seen the general activity that kept the representatives on their toes as they tried to break through the red-tape for various delegates seeking information.



Always one of the most intense meetings on CSEA conventions is that of Mental Hygiene departmental delegates. Here CSEA executive vice-president and Mental Hygiene Council president William McGowan, center, confers with collective bargaining specialist Robert Guild as CSEA director Nicholas Puzifferri (Mental Hygiene, Region III) speaks to delegates. Listening right is Operational Unit negotiator James Gripper.

Statewide Grievance Committee Report

The following is the Statewide Grievance Committee report submitted at the CSEA annual convention last month. Chairman is Albert Varacchi, of SUNY at Stony Brook chapter, and committee members are Abraham Libow, Peter SeJan, George Fassell, Kaye Yuschak, James Gamble, Marie Romanelli, Philip Caruso and Gerald Seeley.

The Statewide Grievance Committee, after several meetings, wishes to report at this time that some of the Committee recommendations have been pursued and are in the process of being implemented.

1. Ms. Celeste Rosenkranz, Chairperson of the Education Department, has submitted for our consideration a format for "Shop Stewards' Manual."

The Grievance Committee after carefully reviewing its context made certain recommendations and corrections to matters pertaining to grievances.

The Committee strongly felt that

with these proposed changes, a Manual available to encompass Shop Stewards Procedures and Grievances should be distributed.

2. The Committee reaffirms its past position that a thorough evaluation of the Grievance procedure be explored and above all to modify or clarify the existing language contained therein, thereby making it easier for all employees to understand fully and without any reservations their rights when instituting a grievance.

3. The Statewide Grievance Committee, after due deliberation and research would request that the Resolution Committee refer to the various negotiating teams the following:

a. A Model Grievance Procedure to be instituted which would include and cover all employees in the following: namely, school districts, town and/or municipalities, political subdivisions, county and state employees.

NOTE: The State Grievance Committee would undertake the task of preparing a Model Grievance Procedure in conjunction with input received from the various segments and also with representatives of various negotiating teams.

b. That all forms used in processing grievances be uniform.

4. The Committee recommends that the existing Grievance Procedure be streamlined to three (3) steps; namely,
1st Step—Immediate Supervisor
2nd Step—Agency head or designee
3rd Step—Grievance Appeal Board Arbitration

5. That the Contract Grievance with Arbitration Procedure, and the Non Contract Grievance procedures be defined individually in the contract Agreement.

6. That the arbitration step should be extended from ten (10) days to thirty (30) days to submit a contract grievance or arbitration.

7. Contract and Disciplinary Arbitration hearings should be conducted on consecutive days.

8. The Committee urgently recommends that all Grievance hearings be held at the submitted work local.

9. If the employer does not adhere to the Grievance Procedure or the time limit specified then the decision shall be in favor of the grievant.

10. The present agreement pertaining to Grievance Procedures to remain in effect until completion of all nego-



CSEA vice-president Joseph McDermott, right, seems to be getting the point of Robert Dobstaff's remarks. Mr. McDermott is president of Albany Region IV and Mr. Dobstaff heads Erie chapter 815's West Seneca unit.

tations and until a contract is signed.

11. A Grievance should be considered timely within the thirty (30) day period based on the knowledge of the grievant.

12. A continuous violation of the grievance submitted by the grievant should be considered timely.

13. Contract and Disciplinary Grievances presented to arbitration should be held within thirty (30) days of presentation.

Non Contract Grievances

1. Non Contract Grievances presented to the Grievance Appeal Board should be held within thirty (30) days of presentation.

2. The decision from the Grievance Appeal Board shall be submitted within thirty (30) days.

3. The hearing officer from the Grievance Appeal Board should be an impartial person.

Disciplinary Procedures

Article 33—Resignation and Discipline as defined in the four units; namely, Operational, Institutional, Administrative, and Professional Scientific and Technical should be discontinued in favor of Article 75 Civil Service Law.

The Statewide Grievance Committee is fully cognizant of the fact that some of the forementioned items fall within the realm of negotiations between the Union and the employer, and it therefore issues this report with the intent that possibly in forthcoming negotiations, the various units of the State segment might take into consideration these requests.

With reference to the various political subdivisions, town municipalities and school districts, the Committee requests that due consideration be given to the implementation of the recommendations of the Committee during their negotiations.



Sam Piscatelli, treasurer of both Long Island Region I and of Nassau chapter 830, takes his turn at microphone no. 2 during debate on union fiscal policy. Several mikes were placed throughout meeting area to allow equal access to all delegates.



CSEA directors Ronnie Smith, left, and Pat Fraser (Mental Hygiene, Region II) listen to views of New York City chapter 010 first vice-president Martha Owens. Mr. Smith is also president of Willowbrook Developmental Center chapter 429, and Mr. Fraser is the same chapter's grievance chairman.

Report Of The Treasurer

The following is the Treasurer's Report submitted by Jack Gallagher at the annual CSEA convention last month. Included in this report is the statement of income and expenses reproduced in the box below.

(Attached) to this Report is the General Fund Statement of Income and Expenses for the Month Ended July 31, 1976. The Association had a deficit in operations of \$60,666 for the month of July and a Year-to-Date deficit of \$1,046,513.

We had anticipated a surplus for the month of July as a result of the April 1 dues increase. However, due to declining membership resulting in decreased revenues and soaring expenses such as legal, CSEA will be fortunate to end the fiscal period with no more than a \$900,000 deficit.

As you read this document, I anticipate thoughts running through your minds as to the fact that we still are running deficits even though CSEA had a dues increase of 50 cents a pay period,

commencing April 1, 1976. However, you may recall that in my Treasurer's Report to the Delegates at the March, 1976 Convention, I requested a minimum dues increase of \$1.00 per pay period on a bi-weekly basis. The following illustrates what has transpired since the March Meeting and why the 50 cents dues increase was totally inadequate:

Projected Surplus (Based on a \$1.00 dues increase April 1, 1976)	\$1,096,000
Less: One-Half dues Increase Not Granted (Net)	1,053,000
	\$ 43,000

Unanticipated Additional Expenditures	(850,000)
Decrease in Investment Income	(100,000)
Estimated Deficit, 9-30-76	(907,000)

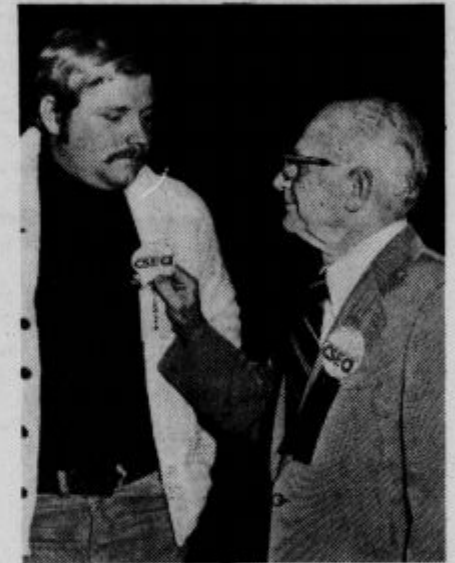
To alleviate the deficit picture for Fiscal Year 1977, CSEA is attempting to increase membership with the "Sign Up '76" Campaign to pay members \$5.00 for each recruit.



Betty Lennon, left, president of SUC at Plattsburgh chapter 612, exchanges views with Helena Barlow, center, of General Services chapter 660, and Barbara Duesberg, also of University chapter. Ms. Lennon is also education chairman for Albany Region IV.

GENERAL FUND STATEMENT OF INCOME AND EXPENSES FOR THE MONTH ENDING JULY 31, 1976

	Month of July		Year-to-Date Actual	Budget 1976	Balance
	Actual	Budget			
INCOME					
Membership Dues.....	\$897,022	\$942,974	\$ 9,109,698	\$11,315,690	\$2,205,992
Group Life Exp. Reimbursement..	30,907	30,907	309,070	370,882	61,812
Interest on Investments.....	4,921	8,333	77,813	100,000	22,187
Miscellaneous.....	1,322	2,000	22,149	24,000	1,851
	\$934,172	\$984,214	\$ 9,518,730	\$11,810,572	\$2,291,842
Less: Dues Rebates.....	224,255	235,744	2,277,423	2,828,922	551,499
TOTAL INCOME.....	\$709,917	\$748,470	\$ 7,241,307	\$ 8,981,650	\$1,740,343
EXPENSES					
Personal Services - Regular....	\$211,372	\$227,950	\$ 2,300,181	\$ 2,735,409	\$ 435,228
Personal Services - Other.....	79,442	92,250	935,627	1,107,000	171,373
Regional Offices.....	33,298	41,334	369,916	496,010	126,094
Satellite Offices.....	4,809	9,287	70,446	111,438	40,992
Legal.....	119,519	76,222	985,128	914,668	(70,460)
Travel Expense.....	57,603	50,000	554,181	600,000	45,819
Travel Allowance to Chapters...	-0-	5,000	52,417	60,000	7,583
General Operating Expenses.....	8,461	7,500	113,540	90,000	(23,540)
Data Processing.....	24,112	25,500	293,019	306,000	12,981
Printing Supplies.....	809	3,333	28,422	40,000	11,578
Communications.....	18,800	18,750	239,711	225,000	(14,711)
Equipment.....	1,884	2,500	13,324	30,000	16,676
Building Maintenance.....	8,092	9,583	95,512	115,000	19,488
Officers, Directors & Comm.....	39,158	30,417	568,582	365,000	(203,582)
Civil Service Leader.....	101,604	94,958	1,003,660	1,139,500	135,840
Special Delegate Meeting.....	-0-	3,333	73,029	40,000	(33,029)
Statewide Delegate & County Executive Committee.....	7,284	1,250	13,790	15,000	1,210
Regional Workshop--County.....	-0-	208	2,500	2,500	-0-
State Workshop.....	-0-	250	3,000	3,000	-0-
Regional Refunds.....	1,769	1,792	15,921	21,500	5,579
Educational - Regions.....	597	2,500	8,507	30,000	21,493
Public Relations.....	12,151	8,333	168,819	100,000	(68,819)
Organizational Expense.....	11,680	4,167	42,877	50,000	7,123
Representative Elections.....	2,536	4,167	73,594	50,000	(23,594)
Reserve for Depreciation - Building.....	2,083	2,083	20,830	25,000	4,170
Debt Service.....	3,520	3,520	35,200	42,240	7,040
Miscellaneous.....	-0-	2,083	9,419	25,000	15,581
TOTAL EXPENSES.....	\$750,583	\$728,270	\$ 8,091,152	\$ 8,739,265	\$ 648,113
Transfers to Plant Fund.....	1,667	1,667	16,670	20,000	3,330
Transfers to Emergency Fund....	18,333	18,333	179,998	220,000	40,002
TOTAL EXPENSES & TRANSFERS...	\$770,583	\$748,270	\$ 8,287,820	\$ 8,979,265	\$ 691,445
Contribution (Charge) to Surplus.....	(60,666)	200	(1,046,513)	2,385	1,048,898
TOTAL EXPENSES, TRANSFERS & CONTRIBUTIONS (CHARGES) TO SURPLUS.....	\$709,917	\$748,470	\$ 7,241,307	\$ 8,981,650	\$1,740,343



Floyd Peashey, right, who served as marshal for sergeants-at-arms for convention, checks badge of Russ Chatham, delegate from Orange County State Transportation chapter 515. Mr. Peashey is also the immediate past president of the Central Conference.



Catherine Butler, delegate from Syracuse chapter 013, clutches at bundle of materials and possessions as she moves from meeting to meeting during the week-long convention last month at Concord Hotel.

CIUROS REASSIGNED
 ALBANY—William Ciuros Jr., 42, former program services deputy for the State Department of Corrections, has been reassigned by Commissioner Benjamin J. Ward as D of C deputy commissioner for security.

Mr. Ciuros will be replaced by Carl Berry, 41, formerly administrative deputy commissioner for security. Commissioner Ward described the shift as part of an ongoing D of C executive personnel adjustment.

Check Recipients' List

(Continued from Page 7)

- | | | | | | |
|------------------------|--------------------|-----------------------|---------------------|-------------------------|-------------------|
| Berks, George H | Linden, NJ | Cogar, Clifford D | Parcoal, W. Va. | Grady, Virginia | Staten Island |
| Bizzell, Edward | Newburgh | Colbert, Dennis L | Roaring Spring, Pa. | Green, Emanuel J | Brooklyn |
| Brown, Donna J | Catskill | Condon, Lawrence D | Cuba | Guglielmini, Samuel J | Ronkonkoma |
| Browne, William J | Ithaca | Cooper, Helen L | Bayshore, L.I. | Gurl, Joseph H | Dix Hills |
| Butroni, Eugene | Mahopac | Costa, Catherine C | Cortland | Haltstork III, Adolphus | Albany |
| Capra, Laura C W | N White Plains | Craig, James L | Ithaca | Hall, Barbara | Ithaca |
| Cardoza, Samuel J | New York | Craine, Mildred D | Fair Haven | Hannaford, Martha N | Brooklyn |
| Carfagno, Michael | Syracuse | Cruz, Ramon | New York | Hansen, Paul J | Glen Cove |
| Cerbone, Cecelia L | Shirley | DaCosta, Jeanne | Bayonne, N.J. | Harris, Florence | Geneseo |
| Cherof, Yvonne C | Brooklyn | Daigle, Rosarie | New Rochelle | Harris, Phillip F | Stoney Point |
| Choulas, Peter G | Sarasota, Fla. | Daly, John A | Central Islip | Harrison, Lucille | Bronx |
| Crabill, Lois C | Forest Hills | Daniels, Ernest H | Nyack | Hart, Mildred K | Framingham, Mass. |
| Daly, Patricia A | Poughkeepsie | Darcy, Joan M | Garnerville | Heffernan, Patricia A | Maywood, NJ |
| Davis, Karen M | Blue Point | Davit, Howard | North Pelham | Heinrich, Joan L | Spencerport |
| Diggs, Arnold A | St. Albans | Dewitt, Nana | Haverstraw | Hessler, Jr., Edward W | Ithaca |
| Distilli, Alice | Brentwood | Diamond, Anthony T | Buffalo | Hilario, Francisco I | Ithaca |
| Duignan, Jean | Central Islip | Diliva, Patrick | Syosset, L.I. | Holmes, Jacqueline D | New York |
| Dunnivant, Edward L Sr | Brooklyn | Dorman, Carol J | Delmar | Holt, Edith F | New York |
| Duran, Edward J | Goshen | Dougherty, Lois M | Bellerose | Hoover, George M | Rochester |
| Erausquin, Horacio E | Chenango Bridge | Downey, Ruth C | Hamden | Hoover, Walter L | Camden |
| Fabrizio, Romeo R | Woodmere | Dreizler, Thomas I | Ithaca | Howell, Jr., Richmond | Fayetteville |
| Fontaine, Ann M | East Meadow | Drivas, Margaret | Kinderhook | Hyde, Lydia E | Queens Village |
| Fricke, Wayne P | Buffalo | Duell, Robert F | Newark | Ilardi, Robert | Bayshore |
| Gallagher, Alice | Central Islip | Eckert, Neal E | Ithaca | Jaffe, Mordecai J | Ithaca |
| Greblinnas, Adele | Rochester | Egbert, Harold C | Hinkley | Jennings, Owen B | Amityville, L.I. |
| Grosso, Anthony J | Brooklyn | Eglowitz, Susan | Brooklyn | Johnson, Carl F | New York |
| Hannon, Edward A | Central Islip | Falkenstein, Robert E | White Plains | Johnson, Rubye A | New York |
| Harlin, Margaret M | Pearl River | Felpe, Linda A | Ghent | Jones, Gladys R | Smithtown |
| Harrison, Rebecca | New York | Fitzpatrick, Ella J | Ithaca | Joyce, John H | New York |
| Haywood, Barbara | Albany | Forgione, Frances | Brooklyn | Justino, Carmen I | Haverstraw |
| Henry, Duane D | Tonawanda | Foster, William | New York | Kemper, William D | New York |
| Hewlett, Arthur N | Clinton Corners | Fowler, James R | Seaford | Kane, Joan P | Egbertsville |
| Heward, Alberta W | New York | Fox, Alan | Freeville | Karas, Leon M | Utica |
| Hopkins, Carol M | Lynbrook | Freeman, Terence | Bronx | Katz, Pearl | Brooklyn |
| Jackson, Bernice W | New York | Frierson, Margie A | Rome | Kechner, Henry | West Babylon |
| Johnson, Samuel R J | Rochester | Frisaura, Salvatore | Massapequa Pk | Kelley, Charles A | Bayshore |
| Johnson, Virginia S | Thiells | Garfinkel, Norman | Flushing | Kennebrew, Samuel | St. Albans |
| Karnicki, Victoria | Hastings-on-Hudson | Garvahn, Henry C | Schenectady | Kiernan, John P | Oyster Bay |
| Klemm, Peter E | Central Islip | Golden, Shirley Mae | Jamaica | Klayman, Murray | Brooklyn |
| Kohler, Robert J | Port Washington | Goode, Bobby D | Rochester | Klossner, Judith L | Berkshire |
| Labuda, Dorothea A | Niagara Falls | Gordon, Florence | Rochester | Lawson, John H | Coeymans |
| Lee, Amelia | Huntington | Gourdin, Bert H | Corona | Leach, Sydney J | Saugerties |
| Lewis, Sherwood E | Setauket | Grabowski, Edward J | East Meadow | | |
| Little, Lacy R | Corning | Grabowski, Frank | Rochester | | |
| Magruder, Ernest T | Tuskegee, Ala. | | | | |
| Margolf, Marie | Endicott | | | | |
| Martin, Roy | West Hempstead | | | | |
| Martinez, Georgiana S | New York | | | | |
| Marvin, William O | Binghamton | | | | |
| McAuliffe, James | Valley Stream | | | | |
| Michelfelder, Edward W | Roosevelt | | | | |
| Millette, Joseph G | Buffalo | | | | |
| Monahan, John | Valley Cottage | | | | |
| Monsees, Anita E W | Ithaca | | | | |
| Moore, Emma P | Binghamton | | | | |
| Norton, Robert H | Ithaca | | | | |
| Palermo, James J | Kenmore | | | | |
| Paul, Linda J | Buffalo | | | | |
| Pawling, Janice P | Lowville | | | | |
| Peper, Frances H | Baldwin | | | | |
| Phifer, Vernice E | Shirley | | | | |
| Pickering, Albert | New York | | | | |
| Pitts, Leroy | Buffalo | | | | |
| Prescott, Phyllis C | Walkkill | | | | |
| Pucci, Roy M | Alden | | | | |
| Reiter, John | Amherst | | | | |
| Riedl, John W | Verona | | | | |
| Robak, Kathryn D | Cochecton | | | | |
| Rosbaugh, Donald E | Dundee | | | | |
| Rossetti, James P | E Northport | | | | |
| Rury, Dr. John L | Marcellus | | | | |
| Shah, Iris S | Ithaca | | | | |
| Silverton, Rose | New York | | | | |
| Sloan, Gary | Pickens, S.C. | | | | |
| Souto, Regina R | Smithtown | | | | |
| Stelmar, Thomas E | Elmira | | | | |
| Sullivan, Ardenis | Rochester | | | | |
| Sweeney, Ulysses | No. Babylon | | | | |
| Tafari, Karan S | Ithaca | | | | |
| Taylor, Thomas J | Tarrytown | | | | |
| Tillman, James N | New York | | | | |
| Travis, Nancy E | Liberty | | | | |
| Ulrich, William F | New Hyde Park | | | | |
| Villmer, George W | Syracuse | | | | |
| Whitman, Diane S | Syracuse | | | | |
| Wolain, Jane A | Utica | | | | |
| Wyman, Craig A | Wingdale | | | | |
| Zandy, June M | Cheektowaga | | | | |
| Abramowicz Benjamin | Great Neck | | | | |
| Ackley, Howard K | Nanuet | | | | |
| Adams, Donald G | Dexter | | | | |
| Agapito, Frank J | Brooklyn | | | | |
| Allen, Susanne M | Hartsdale | | | | |
| Allis, Joanne E | Northfield, Mass. | | | | |
| Allsopp, Ruby L | Bronx | | | | |
| Alomar, Daisy L | Rochester | | | | |
| Andino, Luis | Bay Shore | | | | |
| Andrews, Daniel | Rochester | | | | |
| Angus, Dolores A | Schenectady | | | | |
| Antos, Edward W Jr | Setauket | | | | |
| Bake, Bruce A | Corwall | | | | |
| Baker, Gertrude E | Williamsburg, Va. | | | | |
| Balfour, Fred A | Glens Falls | | | | |
| Baragli, Annamaria | Brooklyn | | | | |
| Barbeau, John E | Batavia | | | | |
| Barnhart, Leo L Jr | New Hartford | | | | |
| Barry, Douglas W | Yonkers | | | | |
| Beard, Roberta C | Newark, NJ | | | | |
| Bell, Alice M | Nyack | | | | |
| Bellone, Dennis M A | Mahopac | | | | |
| Bergman, Mary | Brooklyn | | | | |
| Biondillo, James I | Mt Morris | | | | |
| Biosi, Arnold F | Cape Vincent | | | | |
| Bisk, Irene | Bronx | | | | |
| Bivona, Richard A | Altamont | | | | |
| Blaut, James M | New Haven, Conn. | | | | |
| Boda, Beverly M | Freeville | | | | |
| Bogdan, Stanley R | Jamesville | | | | |
| Borah, Ann M | New York | | | | |
| Bort, Cecil J | Baldwinsville | | | | |
| Brock, Thomas | Bronx | | | | |
| Brogan, Regina A | Buffalo | | | | |
| Brown, Richard E | Brooklyn | | | | |
| Brown, Wayne L | Willsboro | | | | |
| Buck, Peter J | Mount Kisco | | | | |
| Bulla, Joseph L | Lindenhurst | | | | |
| Burpoe, Mary | Yonkers | | | | |
| Burwell, Wilton H | St. Albans | | | | |
| Butterfield, Joyce H | Plattsburgh | | | | |
| Cameau, George J | Poughkeepsie | | | | |
| Capone, Patricia A | Rochester | | | | |
| Caponegro, Francis Jr. | Fresh Meadows | | | | |
| Carmo, Arthur | Westbury | | | | |
| Carraway, Delila | Albany | | | | |
| Caskey, William F | Hemlock | | | | |
| Chavin, Favel | Larchmont | | | | |
| Chernow, Norman | Rochester | | | | |
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| Clark, Mary Rose J | Brooklyn | | | | |
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Lewis, Leona Rahway, N.J.
Lezer, Roland Warwick
Lipschultz, Eleanor F Far Rockaway
Logan, Sr., Howard R Rochester
Lollar, Hishel L West Islip
MacDonald, Malcolm H Ithaca
MacIn, Beverly Buffalo
Mahoney, James Hicksville
Makara, Anna Haverstraw
Maner, Rachel B Ithaca
Martin, Jr., John B Schenectady
Martin, Thelma G Rochester
Marzullo, Anthony M Dunkirk
Matos, Albert No. Bayshore
Matthews, M.D., Ernest Brooklyn
Matthewson, Rosella New York
McCarthy David J Wingdale
McCurdy, Geraldine L Tonawanda
McKay, Bruce M Buffalo
McLaughlin, Eva Buffalo
McMahon, John J Buffalo
McMahon, Michael Staten Island
McNulty, Paul J Cortland
Meigel, Francis V Hatboro, Pa.
Meyers, Thomas F Dunkirk
Michaelson, Richard E Albany
Milken, Jacob New York
Mitchell, Marion E Elmhurst, L.I.
Monsanto, Kathryn 666So. Ozone Park
Mooney, Peter J Binghamton
Morgan, Victor Brooklyn
Mungo, Haywood Spring Valley
Murchison, Myrna New York
Murray, Edward Sea Cliff
Murtaugh, William C New York Mills
Nagy, Frank Buffalo
Natali, Deborah Buffalo
Nicolson, Alice Ithaca
Noelia, Lucia Brooklyn
Occhiogrosso, Paul G Massapequa
O'Connor, Dale A Hempstead
Olson, Doris E Ithaca
Palmer, John W A Ithaca
Parham, Linwood Nyack
Parker, Larry J Jones Point
Pascale, Mary A Elmhurst, L.I.
Patton, Glendora Haverstraw
Peckham, Clifford Troy
Penrod, George J South Fork, Pa.
Perretta, Pasquale E Rotterdam
Peterson, Willie Manhasset
Pinto, Edmund Gordon Hts
Porter, Rita A Hawthorne
Pracht, Dorothy P Roosevelt, L.I.
Ramos, Lilia M Holbrook, L.I.
Redlick, Ollie Rensselaer
Reichmann, Richard D Thiells
Reishard, William Ghent
Rice, Clara Uniondale
Rich, Mary L Jamaica
Righter, John Ithaca
Ringold, George Bellport
Ross, Grace L Chicago, Ill.
Rouch, Samuel Valley Stream, L.I.
Sable, Donald E Kenmore
Sacks, Vera N. Babylon
Schmidt, Helen I Trumansburg
Schmitt, Ann L Bowmansville
Scott, Kenneth R Smithtown
Sears, James F Cortland
Sissitka, Paul Utica
Sheingate, Madeline Brooklyn
Shelp, Sr., Richard G Kirkwood
Shepard, Jimmie Rochester
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Siebel, Paul K Buffalo
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Smith, Minnie E New York
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Sullivan, Talmadge E Townsend, Ga.
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Swartz, Reva R Albany
Thomas, Arthur L Trumansburg
Thomas, Eulah Jamaica
Thomas, Robert E Wantagh
Thomas, Woodside W Bronx
Thompson, Kenneth M Interlaken
Townsend, Howard Albany
Urgo, Dianne Brooklyn
Utter, George W Central Islip
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VanWoert, Normanbelle Hawthorne
Vassar, Eleanor L London, Ont.
Walk, Ruth E Ithaca
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Watts, Elijah Bronx
Weber, Wilfried T Ithaca
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Wells, Lorraine Tonawanda
Whelan, Mary T Brooklyn
Whitaker, Beverly A New York
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Williams, Peter J Pleasant Valley
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Woodard, Alfred S Addison
Woolver, Elizabeth Rochester
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Yonge, Earl C Trumansburg
Zydik, Helen I Albany
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Allen, Russell N Monticello
Amandro, Thomas S Centereach
Amos, George, Jr Bayshore
Andersen, William H S Floral Pk
Arns, Paul H Bayport
Attanasio, Anthony Scotia
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Austin, Seward J Rensselaer
Axelrod, Sandra Albany
Bacher, Kathryn A Mohawk
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Barron, Astrid D St. Albans
Barton, Leroy Inwood
Bashford, Judith M Albany
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Beck, Sandra J N. Syracuse
Benfer, Margaret Astoria
Benkovics, Joe V Syracuse
Bishop, Sanford P Catskill
Boehmer, Alfred Northport
Bonk, Joseph Jr Schenectady
Boun, Alvin J Osining
Bowen, Luke P Lindenhurst
Boyd, Lewis M Clarkton, Va.
Brainin, Fred J Detroit, Mich.
Brown, James H Snyder
Brown, Truman Cincinnati
Burke, Mary L New York
Butterfield, Robert W Brockport
Callahan, Paul F Pawling
Carty, Barbara Brooklyn
Carver, Lena G LaFayette
Case, John P Zegros
Castrini, Joseph E E Brentwood
Ceresnak, Louis F New City
Chart, Naomi B Arverne
Chenkus, Diane Southampton
Cline, Francis B Yonkers
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Collins, Grove H Rochester
Coon, Robert A Jr Cortland
Cooney, Carmine A Buffalo
Cooper, Gene E Trumansburg
Cordes, Charles F Jr Wellsville
Coviello, Catherine A Bayside

Crown, Linda H Laurelton
Cummins, Maurice F Bronx
Cushing, Lee A Albany
Davis, Stephen C Jr Albany
Day, Jessie J Troy
Dean, Selven Rochester
DeLano, Steve Roslyn
Derodelle, Antonine New York
Diaz, Teodilo B New York
Dorney, Harold G Chatham Center
Dorsch, Edward Central Islip
Dory, Roy C Oxford, Ind.
Dougherty, James D Philadelphia, Pa.
Dunlop, Raymond Farmingdale
Durkin, Robert Brewster
Durkin, Roderick P Scarsdale
Dwyer, Audrey Brentwood
Ealy, Merle D Baldwin
Easton, Jesse N Jr Brentwood
Evans, Florence C Arcade
Farmer, St. Brooklyn
Farr, Lawrence C Binghamton
Farris, Henry C Garnerville
Fleming, Herman F New York
Flynn, Judith M Woodhaven
Francis, Helen A Highland Falls
Friel, Madeline J Long Island
Galipi, Russell J New York
Gapinski, Geraldine Tallahassee, Fla.
Garcia, Angel Central Islip
Garvey, Roger Reading, Mass.
Gaudion, Karen East Rochester
Gibson, Kenneth M Fort Ann
Gilman, Earl Brooklyn
Glover, William R N Amityville
Gordesky, Edward Pittsburgh, Pa.
Gorski, Lillian T Cheektowaga
Gorton, Donna K Rochester
Grawe, Henry K Schenectady
Greenberg, Lydia J Glens Falls
Gulla, Alexander A Rochester
Guzewski, Sally J Schenectady
Hardie, Robert N E Rockaway
Harrell, Johnny Bronx
Harrington, Raymond W Ganestvoort
Harris, Ona Tonawanda
Harvey, Doris B Bayonne, N.J.
Hasson, John E Johnstown, Pa.
Heiser, John R Lynbrook
Henchion, Jeremiah Danbury, Conn.
Heppner, John G Jr Kingston
Herte, Edward F Williston Pk
Holleran, James A Levittown
House, Eskridge Webster Spgs, W. Va.
House, Janet V Freeville
Hudson, Judith L Newburgh
Hughes, Ronald D Utica
Hymes, Rosa M Rochester
Jennott, Oliver C Medford Sta.
Jennings, Ralph Narransburg
Johnson, Douglas T New York
Johnson, James M Wantagh
Jordan, Jerome P Bayshore
Kappauf, Frank Merrick
Karakotsios, Bessie Buffalo
Karetzky, Stephen Flushing
Kavanaugh, John P Brooklyn
Kelly, Martin J Troy
Kelly, Milton J S Ozone Park
Kennedy, Barbara M Poughkeepsie
Kenny, Edward J Massapequa
King, Frances N Tuxedo
King, William A Tuxedo
Kinnes, Helen B Huntington Sta.
Knauer, Rolf H Brooklyn
Koberlein, Louis Swan Lake
Kreiger, Raymond Amityville
Kurti, Alice M Kingston
Labey, Dorothy B Plattsburgh
La Chance, Lillian M E Herkimer
Lane, Mark New York

(Continued on Page 12)

Occupational And Physical Therapist Job Slots Open

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

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

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

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

Candidates for both positions will be rated on the basis of their training and experience.

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

There will be no written test.

Schedule Two DOL Promos

ALBANY—The New York State Department of Civil Service has announced two Department of Labor promotional exams will be held Jan. 15.

Filing will close Dec. 6 for senior unemployment insurance hearing representative (G-18). A test will also be given for associate unemployment insurance hearing representative (G-21).

To apply for senior representative (Exam 36-002), candidates must have one year of permanent service as an unemployment insurance claims examiner, a reviewing examiner or an insurance investigator. Service as an employment security claims trainee will not be counted toward eligibility.

One year's experience as a senior hearing representative is required to apply for associate hearing representative (Exam 36-003).

Application forms can be obtained at local centers.

Insurance Rep Promo Is Set

ALBANY—The State Civil Service Department has announced filing until Dec. 6 for promotion to supervising unemployment insurance hearing representative. An oral test will be held in January (Exam No. 39-157).

At present there is one vacancy each in New York City and Albany. Application forms are available through agency personnel or business offices or from the Civil Service Department.

State Seeks 2 Engineers

ALBANY—The State Department of Civil Service is continuously recruiting state workers for promotional posts of assistant sanitary engineer and senior sanitary engineer in the Environmental Conservation Department. To qualify, candidates must take an oral test, which is frequently held in Albany.

Assistant sanitary engineer, No. 30-282, is open to Environmental Conservation Department employees with a year's experience as a junior engineer and an intern engineer's certificate. A year's engineering experience in a grade 19 or higher position is good for senior sanitary engineer, No. 30-281.

The oral exam for both posts is designed to test the applicant's ability to reason clearly and make sound judgments, present ideas clearly and establish a satisfactory relationship with others.

Application forms are available from department personnel offices. Completed forms should be sent to the State Department of Civil Service, The State Office Building Campus, Albany, N.Y. 12239.

Seek Inspector

MANHATTAN—The U.S. General Services Administration is recruiting to fill one vacancy for custodial work inspector.

Applicants must be able to inspect, keep records, make reports and plan and organize work.

Standard Form 171, or a resume, should be submitted to Personnel Division-2BPE, General Services Administration, 26 Federal Plaza, New York, N.Y.

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JOHN CASSAVETES
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Music by CHARLES FOX • Directed by LARRY PERCEE
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MANHATTAN ASTOR PLAZA MURRAY HILL ORPHEUM	BROOKLYN LIGHTSTONE'S BENSON #1 CENTURY'S KINGS PLAZA NORTH CENTURY'S METROPLITAN UA CAPRI	QUEENS UA JACKSON MACARON HEIGHTS UA LEFRAN CITY LEFRAN CITY CENTURY'S PROSPECT #1 WEST 57th	HAMMAM UA SUNRISE MOVIES #1 & 3 MAJESTIC GREEN ACRES VALLEY STREAM UA WESTBURY B.I. WEST 57th	SUFFOLK BAYSHORE #1 BAYSHORE PATRICKS UA SMYTHTOWN SOUTH TOWN	NEW YORK UA PATCHOQUE PATRICKS UA SOUTHAMPTON SOUTHAMPTON CENTURY'S YORK HUNTINGTON	MUSIC MAKER'S ABBY #2 WEST MELFORD ALGONQUIN MARASQUAN MUSIC MAKER'S COMMUNITY #1 EAST TOWN UA CINEMA #1 SOUTH PLAZA CINEMA SERVICES CINEMA 10 SUCASIANA	NEW JERSEY CINEMA SERVICES CLARIDGE MONTCLAIR MUSIC MAKER'S DOVES TWO RIVERS UA FOX HACKENSACK HUNTERDON FLIMMOTH UA HYWAY FAIRLAWN	TRANGLE'S MAPLEWOOD MAPLEWOOD GENERAL CINEMA'S MORRIS HILLS CINEMA #1 PARISPARTY NEWTON NEWTON UA NIATO WASHINGTON WESTFIELD UA STATE #1 JERSEY CITY	UA TOWN WEST MIDDLETOWN UA TURNPIKE INDOOR EAST WASHINGTON WASHINGTON TOWNSHIP UA WAYNE WAYNE
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File Now For U.S. Rec Therapist Jobs

The Charleston, S.C. area office of U.S. Civil Service Commission is accepting applications for therapeutic recreation specialist jobs in Veterans Hospitals throughout the country, until Dec. 29.

To qualify for the GS-5 level post which pays \$9,303, applicants must have a bachelor's degree with a major in hospital recreation therapy; or study which included or was supplemented by 24 semester hours in one or a combination of the following specializations: arts and crafts, music, social activities, drama, radio/television or sport; or a major in recreation with at least 15 semester hours in the areas of specialization.

For GS-7, which pays \$11,523, applicants must have in addition one year of experience involving the principles and philosophy of recreation.

A program of clinical practice in recreation obtained in a Veterans Administration clinical training program or a similar program may be substituted for six months' experience and is fully qualifying for the GS-6 level post, which pays \$10,370.

A master's degree, including or preceded by appropriate clinical practice, with a major in rec-

reation or a field of specialization, can be substituted for the one year's required experience.

Certain applicants who are within nine months of earning a bachelor's degree and have superior academic achievement are also eligible.

Appropriate forms can be obtained at Federal Job Information Centers. The announcement number is AC-5-04.

Completed forms should be sent to Charleston Area Office, U.S. Civil Service Commission, 334 Meeting Street, Charleston, S.C. 29403.

Eligibles

EXAM 39-135
DIRECTOR, DIVISION OF SUPERVISOR EDUCATION OF HANDICAPPED CHILDREN, G-33
Test Held Oct. 20, 1976
List Est. Oct. 28, 1976
1 Hehir Richard G Loudonville78.2

EXAM 39-148
MOTOR EQUIPMENT TEST MECHANIC
Test Held Oct. 1976
List Est. Nov. 4, 1976
1 Church Lloyd W Sr East Nassau 89.6
2 Novak Robert N Kinderhook86.3
3 Coulter Walter A Altamont72.9

EXAM 39-151
ASST DIRECTOR OF WORKMEN'S COMPENSATION BOARD OPERATIONS, G-33
Test Held Oct. 15, 1976
List Est. Oct. 28, 1976
1 Burch George N Albany96.8
2 Osso Robert Nanuet88.0
3 Lemus Joseph Brooklyn83.5
4 Brown Louis A N Babylon76.8

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

This Winter a Month in SOUTHERN CALIFORNIA — \$399 — incl. air fare, own ap't, maid service
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N.Y., N.Y. CHelsea 3-8084

Check List

(Continued from Page 11)

- La Plata, Louis Buffalo
- Larkin, John J Brooklyn
- Leach, Dorothy M Rochester
- Levine, Helen Helen
- Levine, Linda Arverne
- Linzenbold, William Spring Valley
- Lipton, Ellen R Mount Vernon
- Lorenzen, Carl J Ithaca
- Lozito, Eugene R Mt Vernon
- Lysenko, Nina Buffalo
- Masengale, Jimmy L Ithaca
- Mann, Phillip A Binghamton
- Margolin, Rochelle F Brooklyn
- Marlowe, Ervin J Baldwinsville
- Maroney, William B Albany
- Masengale, Jimmy L Glens Falls
- McCormick, Robert J Latham
- McCurry, Emma L Selden
- McDaniels, Byford Brooklyn
- McEvoy, Betty J Albany
- McGrath, John New York
- McLeod, Emily Staten Island
- Meiberger, Charles Flushing
- Middendorf, Robert B Oswego
- Mills, Thomas Buffalo
- Mironow, Dimitri Haverstraw
- Mitchell, Ernest L E. Elmhurst
- Montalvo, Pedro New York
- Moore, Donald L Sr Bayshore
- Moorhouse, Katherine J Pearl River
- Morrison, Emily K Ithaca
- Moten, Ada Hempstead
- Mullaney, Walter A Cambri Hts
- Murphy, Lewis Port Washington
- Neabitt, Salvin Corona
- Nicoll, Albert W Ronkonkoma
- O'Brien, Carol E Nyack
- O'Brien, Mary K Syracuse
- Odum, Beatrice E Newark, N.J.
- Osczapinski, Frank J Garden City
- Oshin, David R Brooklyn
- Palkin, Maria Astoria
- Palladino, John North Lawrence
- Palma, Sandra Buffalo
- Papazian, Adrienne New Gardens Hills
- Parla, Leo G Huntington
- Payne, Gerald Bayshore
- Perkins, Albert G Hopewell Jct.
- Petagrew, George E New York
- Pollarssek, Steve Jr Garden City
- Posticello, Nellie Garnerville
- Price, Richard G Farmingdale
- Prince, Donald J Brooklyn
- Providoshin, Oleg Babylon
- Radano, Ida J Huntington
- Ray, Virginia Port Washington
- Reddick, June E Plainfield, N.J.
- Reina, Juan B East Orange, N.J.
- Ridings, Nicolena E Troy
- Riley, Garfield Hempstead
- Ripo, Ralph A Brooklyn
- Robbins, Charles L Medford Sta.
- Rockwood, Richard G Ithaca
- Rossi, Ada Ithaca
- Ruiz, Janice L Binghamton
- Salvate, Richard L Central Islip
- Sceppaquercia, Mario L Yonkers
- Schoenholtz, Barbara Syracuse
- Scott, Martha A Beckley, W. Va.
- Scott, Raymond Brooklyn
- Sein, Maria E New York
- Servoss, Samuel New York
- Seymour, Howard O Albany
- Simmons, William I Carmel
- Sirota, David Binghamton
- Slater, George R Lk Ronkonkoma
- Sloan, Robert J Heuvelton
- Smalls, Edward L Jr Hudson
- Smith, George F Fishkill
- Smith, Lawrence J Niagara Falls
- Smith, Roger F Utica
- Smith, Wallace F Philadelphia
- Sprouse, William H Truxton
- Stack, Robert J Syracuse
- St. Andrew, Eli W Plainville
- Stein, Alice P Ithaca
- Stobie, Richard M Pittsford
- Sucich, Melvin Wappingers Falls
- Sullivan, John L New York
- Thompson, Barbara J Oceanside
- Tiberio, Dominic F Holley
- Toale, Eleanor B East Aurora
- Turner, Robert J Syracuse
- Udler, Catherine Lindenhurst
- Utter, Larry D Avoca
- Vail, Richard K Levittown
- Valentino, Robert J Paterson, N.J.
- Van Oss, Vincent E Bronx
- Van Slyke, Marorie G Albany
- Vaughan, Cynthia Brooklyn
- Velosa, Sophia Brooklyn
- Ventura, Richard Holbrook
- Verdon, Henry E Kings Park
- Verter, Harriet Brooklyn
- Walsh, Vivian G Mechanicville
- Wark, Carol A Troy
- Warren, Ernest Mamaroneck
- Warren, Richard Goshen
- Weiermiller, Everett C Elmira
- Wheeler, Ronald J Utica
- Whitney, Ruth L Rochester
- Wilford, Judy I Fly Creek
- Wilhelm, Anita Poughkeepsie
- Williams, Albert L St. James
- Williams, Alcede F Jamaica
- Williams, Eddie L Wyandanch
- Williams, Geraldine New York
- Williams, Nella D Brooklyn
- Winters, Ray W Elmont
- Wise, Luisa Port Richmond
- Wisner, Gloria S Bayside
- Wollett, Avis T Rochester
- Wraxen, Ella C Palmyra
- Yonowsky, Maurice Bronx
- Zimmer, Richard D Clayton
- Airken, Janet B Katonah
- Allen, Otis Hollis
- Antilla, Ethel Yonkers
- Armstrong, Charles H South Lansing
- Auble, Wilmont D Trumansburg
- Auci, Jasper East Northport, LI
- Babcock, Greta M Hawthorne
- Badger, Margaret Jersey City, N.J.
- Bandemer, Geraldine A Rochester
- Barron, Richard M Buffalo
- Bauwman, Ruth Hempstead
- Bayne, Oleta Brooklyn
- Beatty, John J Brooklyn
- Becker, Joan Albany
- Bennett, Patricia A Stony Point

(Continued on Page 13)

Federal Job Calendar

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

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

Agriculture

Title	Salary Grade	Exam No.
Food Inspector	GS-5	CH-6-05
Warehouse Examiner	GS-5, 7	CH-0-02

Engineering And Scientific

Engineering, Physical Sciences and Related Professions	GS-5 to 15	424
Meteorological Technician	GS-6, 7, 9	NY-8-43
Life Sciences	GS-5 to 7	421

General

Correction Officer	GS-6	431
Freight Rate Specialists	GS-7, 9	WA-6-13
Mid-Level Positions	GS-9 to 12	NY-5-13
Senior Level Positions	GS-13-15	408
Technical Assistant	GS-4, 5	NY-5-07

Stenography And Typing

Stenographer	GS-3, 4	118
Secretaries, Options I, II, III	GS-5, 6	NY-5-04
Typist	GS-2, 3	NY-1-18

Medical

Autopsy Assistant	GS-3 or 4	NY-5-10
Careers In Therapy	GS-6 to 9	WA-8-03
Dental Hygienist, Dental Lab Technician	GS-5, 7	NY-5-09
Licensed Practical Nurse	GS-3, 4, 5	NY-5-06
Medical Machine Technician	GS-5, 6	NY-3-02
Medical Radiology Technician	GS-5, 6	NY-0-25
Medical Technician	GS-5, 6, 7	NY-3-01
Medical Technologist	GS-5 to 11	NY-6-03
Nurses	GS-5 to 12	419
Physician's Assistant	GS-5, 7	428
Veterinarian Trainee	GS-5, 7	WA-0-07

Military

Air Reserve Technician (Administrative Clerical/Technical)	GS-5 to 12	AT-0-59
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Social And Education

Social Worker and Correctional Treatment Specialist	GS-9 to 12	426
Psychologist	GS-9 to 12	WA-9-13
Professional Careers for Librarians	GS-7 to 12	422

REAL ESTATE VALUES

Publisher's Notice: All real estate advertised in this newspaper is subject to the Federal Fair Housing Act of 1968 which makes it illegal to advertise "any preference, limitation, or discrimination based on race, color, religion, sex, or national origin."

or an intention to make any such preference, limitation, or discrimination. This newspaper will not knowingly accept any advertising for real estate which is in violation of the law. Our readers are informed that all dwellings advertised in this newspaper are available on an equal opportunity basis.

Houses Wanted
WILLING to purchase houses under \$25,000 in need of repair. From Westhampton to Montauk. No Brokers. Mail replies to: WALTER THOMPSON, 258 Broadway, New York, N.Y. 10007.

House For Sale - Queens Village
DETACHED, 7 Rms. Leaving country. Steal for \$34,000. Call after 6 p.m. and all day Saturday and Sunday. (212) 479-6575.

BUY U. S. BONDS!

Property Sought
LAND, six acres or more sought in Suffolk County preferably Westhampton to Montauk. No Brokers. Mail replies to: WALTER THOMPSON, 258 Broadway, N.Y. 10007.



SAVE ON YOUR MOVE TO FLORIDA
Compare our cost per 4,000 lbs to St. Petersburg from New York City, \$583.20; Philadelphia, \$553.20; Hartford, Conn., 4,000 lbs., \$612.80, or an estimate to any destination in Florida.
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DEPT. C, BOX 10217
ST. PETERSBURG, FLORIDA, 33733

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Your choice of 3 areas: Pompano Beach in S. Fla., Sebastian in Indian River country & Venice on the Gulf Coast. All homes backed with full 1 year warranty for your protection. Gene Metzger's Highland Mobile Home Sales, 4689 N. Dixie Hwy., Pompano Beach, Fla. 33064, (305) 946-8961.
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FROM 1 to 10 Acres Ranchettes with used or refurbished mobile home from \$9,900. A minifarm to raise chickens, grow vegetables, a place to live real good and inexpensively. Easy terms. Call owner: (212) 866-5122 or write P & B Ranchettes, P.O. Box 437, Valley Stream, N.Y. 11580.

If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters! FOLLOW THE LEADER REGULARLY!
Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have and the job you want.
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I enclose \$9.00 (check or money order for a year's subscription) to the Civil Service Leader. Please enter the name listed below.
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Feds Open Three Titles

MANHATTAN — The New York City Area Office of the U.S. Civil Service Commission has reopened filing for shorthand reporter at Grades GS-7 and GS-9, and for engineer equipment mechanic and repairer at Grade WG-10. It also reopened sales store checker at Grade GS-2 for the U. S. Military Academy at West Point.

Shorthand reporters need one year's experience for GS-7, which pays \$11,523, and three years for GS-9, which pays \$14,097.

There are no training or experience requirements for reporting stenographer, GS-5, which pays \$9,303. Written tests will be given.

Sales store checker requires a high school diploma or six months' general experience for the GS-2 level, which pays \$6,572. For GS-3, which pays \$7,408, one year's experience is required, with at least a year of

that as a sales store checker. A training course in sales store checking can be substituted for three months' specialized experience. Clerical work or schooling above the high school level can be substituted for six months' general experience.

For further information on the jobs, which fall under General Notice NY-6-06, Amendment No. 5, contact the commission at one of the federal job information centers. These are listed on Page 15 and can also be found in area telephone directories under "U.S. Government" listings.

The United States Military Academy at West Point is the nation's oldest service academy and is situated on the site of the nation's oldest military post in continuous operation.

The World Trade Center's outdoor observation platform in New York City is the highest in the world.

GHI Decentralization Begins

SYRACUSE—Group Health, Inc., which provides a number of state employees with health, dental and vision insurance coverage, is decentralizing its offices.

GHI president George W. Melcher Jr. said that the decentralization of the organization's claims offices was necessary to speed the processing of claims by the members.

Decentralization began in October with the shifting of the Syracuse claims office from the State Tower Building to a more accessible location at 333 E. Water St., across from the State Office Building. Sales and claims processing staffers there service the 25-county Central New York area. Plans call for the opening of other offices in Albany, Buffalo and on Long Island.

GHI in Syracuse has also opened a new vision center adjacent to its claims office. This center services state employees

with eye examinations and eyeglasses.

State employees, all of whom are covered by GHI's dental insurance plan, will be entitled to a courtesy discount at the new vision facility, as will employees covered by GHI's medical insurance.

Arthur Rosecrans of the Syracuse office pointed out that prior to October, all claims were sent to GHI's New York City headquarters for processing. With the installation of computer terminals in Syracuse, he estimated that claims will be approved and checks received by subscribers within a one-month period.

"This will go a long way toward streamlining our payment system," Mr. Rosecrans said, "taking some of the burden off our New York City units and giving local subscribers fast service."

Subscribers seeking claims information may visit the new GHI

office at the corner of State Street and East Water Street, or may call (315) 422-0163. Sales staff may be reached at (315) 425-0444. The telephone for the GHI vision center is (315) 425-1116.

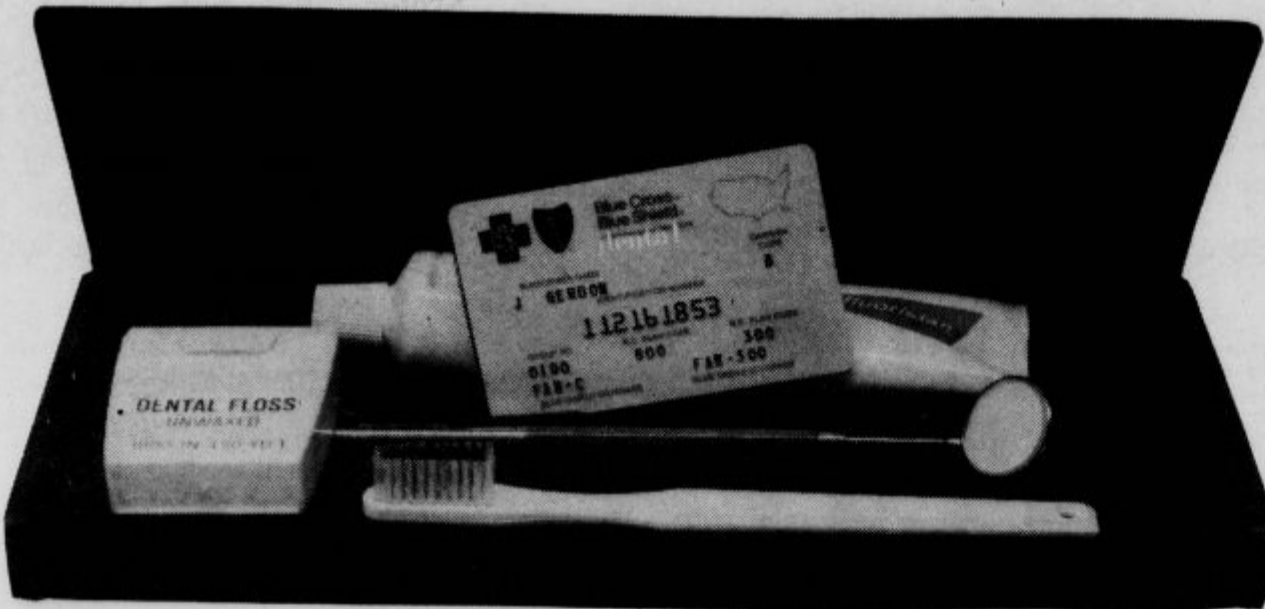
Mr. Rosecrans urged all GHI subscribers residing within parameters of St. Lawrence, Monroe, Delaware, Herkimer and Steuben Counties to send all future GHI insurance claims to GHI Claims Office, Post Office Box 260, Syracuse, N.Y. 13201.

Check List

(Continued from Page 12)

Bey, Sadie M	Hempstead
Beya, Brent A	Hornell
Billon, Naomi	Huntington Station
Bishop, G JoAnn M	Dryden
Bittner, Donald R	Patchogue
Blaker, Susan	Schenectady
Bockey, Ann	Westbury
Boisvert, Elaine F	Rotterdam
Bolitzer, Bernard	New York
Bothwell, Carol R	So Floral Pk
Bradford, John D	Montauk Pt
Brinkley, Joseph Jr	Elizabeth, N.J.
Brooker, Barbara E	Albany
Brown, Edward	Peekskill
Brown, Foster L	Sayre, Pa.
Brown, Willie T	Brooklyn
Buck, Erik S	Buffalo
Busa, Joseph	Brookhaven
Butterfield, Sheila J	Aplaus
Cain, Froda	New York
Camacho, Frederico	Bronx
Camadella, Alexandra	Johnson City
Camberg, Hazel	Eden
Campbell, Blair H	Fair Haven, Vt.
Campbell, John S	Rochester
Campbell, Olivia M	Springfield Gdns
Caproni, Louis J	Nanuet
Caguilo, William P	Bronxville
Carley, Emma J	Johnson City
Carman, Edward	Bayshore
Casanova, Angel	New York
Casoria, Carlo A	Whitestone
Cerra, Anthony J	Rochester
Ciulla, Santo R	Rochester
Change, Lydia	New York
Ciriclio, Dorothy A	White Plains
Clark, Cornelius F	Bronx
Clark, David S	West Haverstraw
Clark, Theodore R	Bayshore
Clarke, Olga C	Brooklyn
Cohen, Norma	Kings Park
Collins, Genevieve M	Syracuse
Connolly, Gerald J	Freeport
Corbitt, Dorothy V	Rochester
Covert, Joseph R	Newburgh
Cranston, Mary H	Brewerton
Crudup, William E	Brooklyn
Cruz, Armando	Corona, LI
Cusick, John J Jr	Jackson Hts
Cutter, Evelyn S	Westbury
Davis, Laura L	Central Islip
DeGroat, Kenneth C	Chenango Forks
Deragon, Norma M	Tonawanda
Disabato, Anthony	Lawrence
Dixon, Robert L	Rochester
Dolot, Edward	Ferndale, Mich.
Doty, Harry A	Saranac Lk
Dougherty, Elizabeth A	Syracuse
Dube, Shyam K	Buffalo
Dunbar, John J	Buffalo
Dunn, Gloria L	Farmingville
Dunney, Joyce C	Schenectady
Eaves, James	Penn Yan
Ellis, Barbara T	Bronx
Fagan, Gerald E	Albany
Fanning, Paul K	Ithaca
Farmer, Dwight D	Bellport
Ferguson, Judith	Corona
Finch, Charles W	East Islip
Finch, Douglas	Pleasantville
Firman, Terrence G	Poughkeepsie
Fisher, Theresa	Yonkers
Fitchett, Charles M	Poughkeepsie
Fitzgerald, Dorothea	N. Quincey, Mass
Flood, James F	Buffalo
Forgy, Ernest L	New York
Fournier, June	Albany
Fox, Shirley	Monticello
Frank, Joseph H	Lk Ronkonkoma
Free, Charles H	Huntington
Freeman, John A	Rochester
Freer, Robert W	Troy
Gadson, Tyrone	St Albans
Gallant, Shirley E	Staten Is
Gareau, John J	Buffalo
Garraway, Henry	New York
Garrison, Joan E	Brooklyn
Genier, Anthony	Fort Edward
Gesher, Janice	Brooklyn
Giacomo, Josephine	Yonkers
Giambrone, Frank	Ozone Pk
Gluck, Stanley P	Jackson Hts
Goudreau, Kathleen M	Rensselaer
Graham, Madonna K	Cortland
Gregory, Gary J	Stormville
Gutner, Margaret E	Scarsdale
Gwaltney, Jack	Bronx
Halpin, Harry E	Syracuse
Haver, Marvin J	Poughquay
Hardenburg, Kirk	Ithaca
Harper, Dolores	Brooklyn
Hartung, Harvey E	Central Islip
Hayes, Norman M	Kings Park
Hayford-Welsing, Ekor	Worcester, Mass
Herrgesell, Barbara P	Liverpool
Hoffman, Anne	Jamaica
Holder, Fritz	New York
Hrabovszky, Louise	Ithaca
Humaiker, Susan	New York
Hynes, Michael	Latham
Jackson, Patricia A	Queens Vill
James, Kenneth	Bronx

(To Be Continued)



Smile Maintenance Kit

How do you keep a healthy smile? Good daily dental hygiene, a healthy diet, regular check-ups and a good dental plan so you don't have to worry about dental bills that you can't handle.

It's common sense, really. But all too many people put off regular check-ups because of the expense. That's where we come in.

As we say, "We've got great plans for you." Our Dental Care Plan is only one of them.

After all, the Blues invented pre-paid health care and doesn't it seem logical that we can deliver the best dental care promptly and efficiently.

If your employee group wants to discuss a dental plan, give us a call.



Blue Cross and Blue Shield
Plans of New York State

Equal Opportunity Employer

Jefferson Unit Provides Tentative Pact Approval

WATERTOWN—The Jefferson County unit, Civil Service Employees Assn., representing 424 employees, has reached tentative agreement in contract negotiations with a committee bargaining for the county.

Both sides have agreed not to release details of the agreement until such subcommittees work out specific language changes, salary formulae and other related matters.

The CSEA county unit membership will meet to vote on the package. If ratified, the agreement will be acted upon by the Board of Supervisors for their approval as soon thereafter as possible.

The CSEA unit was represented in negotiations by Thomas Dupee, CSEA field representa-

tive. Peter G. Grieco is unit president. Edward N. Redder headed the county's personnel committee in contract talks.

A Binghamton Retiree Meet

BINGHAMTON—The Binghamton Area Retirees chapter 902, Civil Service Employees Assn., will hold a meeting Monday, Nov. 22, at 2 p.m. at Garden Village West, 50 Front St., Binghamton.

Chapter secretary Florence Drew said that William E. Davidson, director of the Broome County Office of the Aging, will be guest speaker.

Retirees and prospective retirees from Broome, Chenango, Otsego, and Delaware Counties are invited to attend.

Set Morrisville Yuletide Party

MORRISVILLE — The annual Christmas party of the State University of New York at Morrisville chapter, Civil Service Employees Assn., will be held Saturday evening, Dec. 4.

The party, according to chapter president Stephen M. Zarod, will be held at the Nelson Inn, Nelson, and will begin with a social hour at 6:30 p.m. A buffet dinner will be served at 7:30 p.m.

Tickets are \$8 each and there will be live music for dancing from 9:30 p.m. to 1:30 a.m. Reservations should be made by Wednesday, Dec. 1 and can be obtained by contacting Janice Charles at (315) 684-7041 or Jo Ann Godfrey at (315) 684-7054.

Rochester Meeting

ROCHESTER—A meeting of the Rochester chapter, Civil Service Employees Assn., will be held Monday evening, Nov. 29. The meeting, set to begin at 8 p.m., will be held at the Forty And Eight Club, 933 University Ave., Rochester.



INSTALL CHAUTAUQUA'S FREDONIA UNIT OFFICERS

CSEA director Donald Maloney, seated left, was principal speaker at installation of officers for Fredonia unit of the union's Chautauqua chapter 807, which Mr. Maloney heads. Left from Mr. Maloney are retiree Leland Washington, retiree Peter Salazzo and unit president Louis Siragusa. Standing are other unit officers, from left, director John Borzilleri, vice-president Richard Castelamare, treasurer James Metzler, secretary Madeline Collechia and director Rosemary Saletta. Absent from photo are unit directors John Maggio and Charles Sedota and grievance chairman Russell Ardillo. The installation banquet was held last month.

Four CSEA-State Contract Talks Start.

(Continued from Page 1)
that talks will continue on schedule.

In the contract covering employees in the Professional, Scientific and Technical Bargaining Unit, the CSEA reopened discussion on Article 21, Seniority, and Article 28, Work Week-Work Day. The State reopened on Article 10, Attendance and Leave, and Article 36, Protection of Employees.

In the Administrative Services Unit, the CSEA opened discussions on Article 26, Work Week-Work Day, and Article 32, Protection of Employees, while the State reopened talks on Article 10, Attendance and Leave, and Article 39, Conclusion of Collective Negotiations.

Under the Institutional Services Unit contract, the CSEA reopened negotiations on Article 35, Protection of Employees, and Article 28, Seniority. The State reopened talks under this con-

tract on Article 4, Employee Organization Rights, and Article 10, Attendance and Leave.

In the Operational Services Unit contract, the CSEA reopen-

ed talks on Article 13, Posting of Job Vacancies, and Article 28, Work Week-Work Day, while the State reopened discussions on Article 10, Attendance and Leave, and also Article 28.

Cortland Honors Its Retirees

CORTLAND — More than 140 Cortland employees and special guests recently gathered at a dinner-dance to honor 21 retirees with combined service to Cortland County totalling 251 years.

The special event, sponsored by the Cortland County chapter, Civil Service Employees Assn., was held at the San Rocco Lodge, Cortland.

Don Barber, a Cortland businessman, served as master of ceremonies. Marie Daignault, president of the chapter, addressed the gathering and made the formal announcement of the honored guests by department. Charles McGeary, CSEA Central Region V (Syracuse) public relations associate, represented the region.

In addition to the retirees, several Cortland County government and school officials attended.

The 21 retirees included: Agnes

Phelps, Motor Vehicle Department, 13 years; Dominick Perfitt, Highway Department, 15 years; Paul T. Bennett, Highway Department, seven years; Ernest Bennett, Highway Department, 29 years; Nancy Durgin, Social Services, 12 years. Esther Barber, Social Services, 12

years; Jeanette Russell, Social Services, 11 years; Harry Cooper, County Police, 19 years.

From the Cortland City School District: Mildred Rogers, seven years; Feodora Johnson, eight years; John Burns, 14 years; Edward Fichtner, five years; Mary Zimmerman, 18 years; Oscar Fitch, 11 years; Arthur Brady, 12 years; Ward McCall, 11 years; Charles Falso, 10 years; Harry Umbach, 12 years; Edwin Price, 10 years.

From the McGraw School Unit: Carl Thomas, 10 years and Raymond Baurasso, five years.

Service plaques and certificates were awarded to each retiree. A dance followed the presentation ceremonies. Michelle White and John Fattaruso of the Cortland-Madison Board of Cooperative Educational Services unit, were co-chair persons of the dinner committee.

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

MH Info?

The Leader is preparing a series on the decentralization of the Mental Hygiene system in New York State. If you are a relative or friend of an individual who has been transferred from a state facility to a community mental health facility, and would like to share your experience and observations, please contact Jane Bernstein at the Leader, 11 Warren St., New York 10007, (212) 233-6010.

* CSEA LEAVE FORM *

(Approved Proposal III-17 of the Committee to Restructure CSEA)

TO PROTECT YOUR BENEFITS as a CSEA member, if you are RETIRING, LEAVING SERVICE, or APPLYING FOR LEAVE, with or without pay, it is important that you fill out and mail this notice today to:

INSURANCE UNIT, Civil Service Employees Association, Inc.
33 Elk Street, Albany, N.Y. 12224

Please Check the Appropriate Box(es):

I am RETIRING (effective date: _____)
 RESIGNING (effective date: _____)
 on LEAVE from _____ to _____
 with pay without pay
 on MILITARY LEAVE from _____ to _____
 TRANSFERRING work location (DATE: _____)
From _____ to _____

Name (FULL) _____ last _____ first _____ initial _____
Social Security # _____
Home Address _____
City _____ State _____ Zip _____

COUNTY STATE SCHOOL OTHER

I am employed by: _____
Address: _____

My PAYROLL line number (NOT check #) is: _____

Please Check Appropriate Box(es):

I want information & forms necessary to continue my CSEA . . .

MEMBERSHIP
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 AUTO & HOMEOWNERS INSURANCE

IF YOU ARE REMAINING ON THE PAYROLL, DO NOT USE THIS FORM

NOTE: Following receipt of this form by CSEA, you will receive proper instructions as to what benefits you have and how to protect them while on leave or retirement.

Suffolk Gives Contract An OK

(Continued from Page 1)

Employees at the top of the increment scale would receive \$1,000 immediately and \$250 by Feb. 15, and in September of next year the entire \$1,250 adjustment would be made permanent.

It also provides an increase of \$25 per member in the county's contribution to the welfare fund, to provide a fully-paid dental plan, a list of benefits for peace officers and protection for school crossing guards who had been threatened with termination of the service.

The vote of members in coun-

ty service was 2,306-638 in favor in the white-collar unit and 859-128 in the blue-collar unit.

Mr. Klein had unilaterally cancelled increments at the start of the year, injecting that issue into negotiations. In the end, a fact-finder recommended 5 percent for blue-collar employees and 5½ percent for white-collar employees without any increments. Mr. Klein approved, but the CSEA refused to sacrifice the increment system.

The CSEA was forced to deal with the legislature, which claim-

ed that the county had already spent what money had been set aside for a wage settlement. The legislators demanded a two-year deal in order to provide for late payment of the increments.

The situation threatened to lead to court action.

Mr. Klein indicated that he would follow the proposal to pay half the increment in 1976, but argued that the legislature had no authority to direct him to make any settlement regarding 1977. The CSEA might have to go to court to force Mr. Klein to live up to the terms, some observers predicted.

BUY U.S. BONDS

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

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

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

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

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.

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Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,974	20-414
Clinical Physician II	\$31,055	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Nursing Services Consultant	\$16,538	20-112
Industrial Foreman	\$10,714	20-558
Legal Careers	\$11,164	20-113
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic) (Except for Albany area)	\$ 7,616	Various
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aide Trainee	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Mechanic (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
Nutrition Services Consultant	\$31,404	20-139
Occupational Therapist	\$11,337	20-176
Offset Printing Machine Operator	\$ 6,450	20-402
Principal Actuary (Casualty)	\$22,694	20-417
Principal Actuary (Life)	\$22,694	20-521
Physical Therapist	\$11,337	20-177
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Public Librarians	\$10,714	20-339
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Actuary (Life)	\$14,142	20-519
Senior Medical Records Librarian	\$11,337	20-348
Senior Occupational Therapist	\$12,670	20-137
Senior Pharmacist	\$14,880	20-194
Senior Physical Therapist	\$12,760	20-138
Stationary Engineer	\$ 9,546	20-100
Senior Sanitary Engineer	\$17,429	20-123
Asst. Sanitary Engineer	\$14,142	20-122
Stenographer-Typist	\$ varies	varies
Vartype Operator	\$ 5,811	20-307
Pharmacist	\$12,670	20-194
Specialists in Education	(\$16,358-\$22,694)	20-312
Senior Stationary Engineer	\$10,714	20-101
Assistant Stationary Engineer	\$ 7,616	20-303

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. New York 14202.

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,

SHIFT VAN EEKEREN

HUDSON—Wim Van Eekeren, formerly deputy commissioner for administrative services of the State Department of Corrections, has been appointed superintendent of the Hudson Correctional Facility here.

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**Nassau Sets
Yule Holidays**

MINEOLA—Nassau County has agreed to declare holidays on the Fridays of Dec. 24 and 31, it was announced by Irving Flaumenbaum, president of the Nassau chapter of the Civil Service Employees Assn.

The action ordered county offices to close those days, marking the holidays, which fall on Saturdays this year. For employees performing essential services, holiday time must be provided within 60 days thereafter.

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CSEA STRENGTH IN UNITY MEMBERSHIP DRIVE

JUNE 1-NOVEMBER 30

Never in the history of our union has it been so vital to stick together — grow together and share the load to keep us strong. In these tough times, the greater the percentage of membership of any county unit or chapter, the greater the strength at the bargaining table. The greater the percentage of state employees belonging to CSEA, the greater the strength of the state bargaining units.

Therefore, we are offering members in good standing a cash incentive to recruit new members. There is no limit to the number of new members you may sign up. And while the cash incentive is nice to receive, the most important factor is the strength you will be helping to build for you and your fellow worker.

ONE (Member) WILL GET YOU FIVE (\$5)

For each new member you sign up between June 1 and November 30, CSEA will award you \$5.00. After you have signed up the new member he must be on the payroll for four bi-weekly pay periods or the equivalent thereof. Many members are planning their Christmas shopping around this membership drive. The Christmas Club bonuses for all members signed up before September 15 will be paid on December 15th. The second payoff, for new members signed between September 16 and November 30, will take place on February 15.

CHAPTER OR UNIT PRESIDENT HAS CONVENIENT SIGN-UP CARDS

Ready to go? See your Chapter or Unit president for special sign-up cards which have a place to rec-

ord all the necessary information. Send your cards in as soon as you sign up a new member — and we'll credit your account with \$5.00 for each member signed up.

We'll keep your account up to date and will return to you, in writing, a receipt for each new member you've signed up.

Only CSEA members in good standing as of June 1, 1976, may recruit new members during this drive. New members must work in a unit of government represented by CSEA. So we urge you CSEA members — go to it — start signing up non-members for cash in your pocket and security in your future.

NON-MEMBERS SHOULD HELP SHARE THE LOAD

If you're a non-member, we ask you to think of this: sharing the load in these tough times is important. Legally, we represent you — at the bargaining table — and even in processing grievances. And we need your support — morally and financially — to fight the battles ahead. Our dues are most reasonable for the services provided... services which benefit you in many ways.

So help us share the load by signing up with us. CSEA — the most powerful force in New York State working for public employees.

