

# Civil Service LEADER

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## Retiree News

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# Why CSEA Board Declined Affiliation Bid

(Editor's Note: To clarify the current situation in which the American Federation of State, County and Municipal Employees seeks to affiliate with the Civil Service Employees Assn., The Leader talked with CSEA president Theodore C. Wenzl and Joseph

Lazarony, president of CSEA's Rensselaer County unit. Mr. Lazarony serves on the CSEA expansion committee, which investigated aspects of possible affiliations between CSEA and other unions.)  
LEADER: What is the status of the CSEA Expansion Commit-

tee at the present time?  
LAZARONY: The committee is a Board committee, formed by the Board of Directors and responsible to the Board. In our last report to the Directors, we completely rejected any affiliation with any subdivision of the AFL-CIO. However, we did leave

open the exploration of the possibilities of some type of affiliation in which CSEA would be allowed to have its own charter. I can't stress strongly enough that this would be entirely different from the type of affiliation that APSCME is proposing. However, the Board rejected this

possibility, and as far as the CSEA Board of Directors is concerned, the issue of affiliation is dead. Period.  
The expansion committee itself is still in existence, even though the "field work" part of our function is over. What we  
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CSEA president Theodore C. Wenzl and Assemblyman Andrew Stein (D-L, Manhattan) face representatives of Syracuse-area news media as they announce plans for hearing in Syracuse of CSEA/Stein Joint Committee to Investigate Waste and Inefficiency in Government.

# A 'Last Binding Arbitration' Bill In State Hopper

ALBANY—A bill that would provide "last binding arbitration" on contracts between the state and unions representing state workers has been introduced in the Senate.  
The measure, S-8200, was referred to the Senate Civil Service and Pension Committee, according to Bernard J. Ryan, state programs administrator for the Civil Service Employees Assn.

If passed, the measure would change procedures for dealing with stalled contract negotiations.

Presently, after an impasse has been declared in negotiations and the mediation and fact-finding steps have run their course, the last resort for the union is to have a "legislative hearing" at which the legislature decides what raises and benefits union members are to have.

This was the case last year, when the legislature voted no raise for 150,000 state workers represented by CSEA, even though a fact-finding team had found that a 6 percent raise would be equitable. Instead, the Legislature gave the workers a one-shot, taxable \$250 "bonus."

Since then, CSEA has been lobbying for passage of a "last-offer-binding arbitration" bill, which would substitute a binding

arbitration procedure for the hearing as the last step after an impasse has been reached.

In this procedure, the arbitrator would have to choose between either the union's last offer or that of the state.

Mr. Ryan urged CSEA mem-  
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# Get Public Angry, Says Stein

(From Leader Correspondent)

SYRACUSE—Citing the value of the eyes and ears of Civil Service Employees Assn. members, Assemblyman Andrew Stein (D-L, Manhattan) took advantage of a recent CSEA Syracuse Region V conference to laud the efforts of the union members in a joint probe of waste in government.

Mr. Stein, speaking at a press conference at the Hotel Syracuse

prior to a Region banquet, assailed the examples set by some legislators and attacked Senate Majority Leader Warren Anderson (R-Binghamton) and Assembly Speaker Stanley Steingut (D-Brooklyn) for fighting to retain "lulus" that already have been ruled unconstitutional by the courts.

Senator Anderson's "arrogance" in fighting to keep the "lulus," or payments in lieu of

expenses, "is hard to believe," Mr. Stein said.

Theodore C. Wenzl, CSEA president, vowed that CSEA would relentlessly pursue the battle against waste "In order to insure that taxpayers' dollars provide for better and more efficient government." Dr. Wenzl added that leadership "Should show us what austerity is."

Mr. Stein said, "We've got to  
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# Institutional Fact-Finder Is Requested

ALBANY—The Civil Service Employees Assn. has formally called for fact-finding in current contract negotiations between it and the State for employees in the Institutional Services Unit, ending what CSEA said was an unsuccessful effort to mediate the situation.

An impasse was declared in the contract talks for the Institutional Services Unit by CSEA in late January. The State's top mediator, Harold Newman, director of conciliation for the Public Employment Relations Board, entered the dispute in early February. Several sessions arranged by the mediator were held, but no progress was reported as a result of those sessions.  
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# The Primaries: Search For Center Of Political Scale

FREQUENTLY the news media exaggerate the importance of a presumed political trend so that it ap-  
(Continued on Page 6)

# Bendet Urges Suit To Halt Bond Buys With Pension Funds

MANHATTAN—The president of New York City Region II, Civil Service Employees Assn., said last week the union should bring legal action to prevent Comptroller Levitt from spending any more employee pension funds for moral obligation bonds.

"The genesis of the suit," said Solomon Bendet in a letter to CSEA attorney James Roemer Jr., "should be that retirement funds should not be used to bail out bad investments by the

banks, thereby replacing good investments which the Retirement System now holds with a very doubtful investment. Such action by Comptroller Levitt  
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# Vacation Day Reductions? Just Rumors

ALBANY — The Civil Service Employees Assn. dispelled as "strictly an unfounded rumor and completely untrue" a story that legislation is pending to reduce from the present 30 days to 10 the maximum number of vacation days an employee can be credited with for final average salary pay purposes upon retirement.

"There is absolutely no truth to that rumor," a CSEA spokesman said. "It is true that the State has such a proposal on the bargaining table, along with several other proposals to reduce other benefits, but all those items are negotiable and, plainly stated, we will never under any circumstances agree to those proposals." The union spokesman said the rumor probably started after Donald Wollett, State Director of  
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# L.I. Region Officers Urge Employee Voice In Use Of Pensions

(Special to The Leader)

HEMPSTEAD—Two ranking officers of Long Island Region I, Civil Service Employees Assn., testified before a State Assembly Task Force here to urge employee participation in pension management to help return state worker confidence in the state's retirement system.

Nicholas Abbatiello, Region second vice-president, urged the creation of a state board with public employee representation to oversee retirement investments. He also voiced CSEA opposition to a state attempt to use pension monies to purchase moral obligation bonds and other unsecured loans.

The Assembly Task Force on the Security of Public Pension Funds heard Mr. Abbatiello, testifying in behalf of Irving Flaumenbaum, president of the Region, declare "the use of pension money for buying moral obligation bonds of different municipalities does not give the retiree the constitutional guarantee that monies from the pension fund will be available when he is

ready to retire."

Mr. Abbatiello also restated a CSEA position that a board of trustees should be established for the management of retirement funds.

"This board would include public employees who are members of the retirement system. It is their money and they should have some say as to how the money is used," he said.

James Corbin, president of the CSEA Suffolk County chapter, testified about erosion of confidence in the state pension system among public employees.

"When I became a public employee, 19 years ago, everyone was envious of the retirement plan and the security that civil service jobs offered, despite the low wage scale. Security and the



Legislators presiding at public hearing by Assembly Task Force on the Security of Public Pension Funds are, from left, Assemblymen Armand P. D'Amato (R-C, Baldwin, L.I.), chairman Lloyd S. Riford (R-C, Auburn) and Henry Dwyer (D, Floral Park, L.I.).

retirement plan were the drawing cards to public employment. That is not the case any longer. My members' pensions is one of my most pressing concerns," Mr. Corbin said.

Under study by the Assembly committee is Assembly Bill 8015, which would require employees who joined or rejoined a public retirement system after July 1, 1973, to contribute 8 percent of

gross annual salary toward the cost of membership in the system. Also under consideration is Assembly Bill 8016, which would require prospective members of the state retirement system to contribute in the same manner.

Joseph G. Metz, executive director of the Permanent Commission on Public Employee Pension and Retirement Systems, appointed by Gov. Hugh L. Carey, testified at the hearings that the pension commission will submit a major report on pension benefits to the Governor and the Legislature during the first week in March. It will recommend a new uniform public employee pension plan to cover all employees in all counties, cities, towns, villages, and school districts in the state.

According to Dr. Metz, the new retirement plan will "result in savings to every unit of government in the state." Observers say that the Metz Report will recommend drastically cutting back pension benefits for those employees who joined after 1973.

In earlier hearings in Albany, CSEA's state programs administrator Bernard J. Ryan appeared to spell out the union's "unalterable opposition" to the indiscriminate investment of pension funds.

Citing Municipal Assistance Corp. bonds, Mr. Ryan declared that such investments "in areas that cannot reasonably be considered sound is to deprive employees of the confidence that they have had in their retirement plan."

In January, testifying before the Task Force in New York City, Solomon Bendet, New York City Region II president, hammered away at the use of pension



JAMES CORBIN

monies to purchase moral obligation bonds.

"If these moral obligation bonds are good now, why do we

(Continued on Page 15)

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# Why CSEA Board Declined Affiliation Bid

(Continued from Page 1)

do now is to provide a pool of speakers to attend CSEA meetings to refute some of the misleading information AFSCME is giving out concerning affiliation.

**LEADER:** The CSEA members that your committee talked to—did they oppose affiliation with AFSCME?

**LAZARONY:** We found no solid support at all for affiliation. One thing we did find was that the more knowledgeable people were about it, the less likely they were to favor affiliation.

**LEADER:** Dr. Wenzl, have you heard from any rank and file AFSCME members about affiliation? What would they have to gain by affiliation?

**WENZL:** To my knowledge, we haven't heard from any AFSCME members, and I wouldn't expect to. In AFSCME, the rank and file doesn't call the shots—Wurf does. As with everything else, they'll have nothing to say about whether they affiliate or not. On the question of what they would gain, that's easy. Affiliation with CSEA would give AFSCME a tremendous shot in the arm. In this state alone, it would mean great additional strength in winning benefits for their members. But I don't really think most of them know the whole merger attempt is going on. I surely don't think they know their dues are being spent so lavishly—not that they could prevent it, if they did.

**LEADER:** Dr. Wenzl, the press has reported recently a personality clash between AFSCME president Jerry Wurf and American Federation of Teachers president Albert Shanker. Does it have anything to do with AFSCME's attempt to affiliate with CSEA? Also, have you ever met with Mr. Wurf personally to get his views on affiliation?

**WENZL:** There's no question that Wurf and Shanker have been on a collision course for some time. The AFL-CIO realized some time ago that the big growth in unionism in the years to come would be in the public employment sector—to the extent, of course, that they set up a separate Public Employee Department within the organization. Since Wurf and Shanker headed up the biggest public employee unions within the AFL-CIO, each of them figured they'd grow with the movement, and undoubtedly got the idea that ultimately they've got a chance to succeed George Meany. Consequently, they're both pushing to make their respective unions strong, personal power bases. Wurf and Shanker are now openly competing with each other. Wurf has the added problem of not getting along with George Meany, so that he's got to push that much harder to outdo Shanker. I personally feel it's very likely that Wurf will end up either pulling out of AFL-CIO entirely or being thrown out, one or the other. Of course, this would make AFSCME a rather poor choice to affiliate with.

Anyhow, this whole power struggle is directly responsible for CSEA's present position. The New York State United Teachers, which is part of Shanker's American Federation of Teachers, was the main power behind the PEF group which just tried to take

over CSEA's State PS&T Unit in the recent election. Meanwhile, Wurf's outfit is desperately trying to get us to merge, although AFSCME has already said they'll try to force an election if the merger falls through.

As to your question on whether I've met with Jerry Wurf, the answer is yes. At the suggestion of our expansion committee, I met with him in Washington last December and heard him out on his whole proposal. What happened was simple—he was selling, but I definitely wasn't buying. AFSCME may need us, but, believe me, CSEA doesn't need them.

**LEADER:** AFSCME recently withdrew from the AFL-CIO's public employee department, under threat of suspension? Do you have a comment?

**LAZARONY:** Yes, they were thousands of dollars behind in payments of dues to the department. That makes it look awfully funny that now, after challenging us again and again from one end of the state to the other, they're offering an affiliation deal, which will mean our paying them \$6.6 million a year.

**LEADER:** What were the major reasons CSEA members gave for opposing affiliation?

**LAZARONY:** To put it simply, it would be a 60 percent increase in dues, with no improvement in services.

AFSCME's own magazine, which they call "Unity," has said that after affiliation, CSEA would continue to keep its own staff, its own lawyers, lobbyists, clerical, research and public relations people, and would continue to elect its own officers. Well, we have all these people now. So what do we need to spend \$6.6 million a year for? For the privilege of holding hands with them?

You know, one thing many of our members don't realize is that CSEA has the best staff-to-members ratio of any union in the country, bar none. We have 241 staff members all concentrated here in New York State, where we need them. AFSCME brags that they have 500 staff people, but that's for a nationwide union with 750,000 members!

But of course, the big thing is the dues. In addition to the dues our members now pay, AFSCME requires \$2.40 per month per member, right off the top. That comes to about \$6.6 million each year that CSEA would have to fork over to AFSCME, and I can only ask again, for what?

**LEADER:** What about the additional political strength AFSCME says CSEA would have in Washington if it affiliated?

**LAZARONY:** The most important political goal of this union is the revision of the Taylor Law, so that it at least provides for "last-offer binding arbitration," or "final-offer evaluation," or whatever they're going to call it. We've got to get it changed so that it allows the union some other recourse when negotiations hit a snag than to go begging at the door of the same political body that they've been bargaining with all along.

How, if AFSCME were really interested in revising the Taylor Law, they'd say to us, all right, we'll raise a few million dollars, and you raise a few million, and

we'll combine the money to try to get the law changed this year. That would make a lot more sense than taking \$6.6 million from one union's pocket and putting it into the other union's pocket for distribution to their Washington fat cats and unions all over the country that have nothing in common with us here in New York. AFSCME has as much at stake in changing the Taylor Law as we do, but their affiliation plan is certainly not a sincere attempt to deal with it.

**LEADER:** Wouldn't affiliation bring CSEA a certain amount of peace—and also a savings of money—because AFL-CIO affiliates are not allowed to raid one another?

**LAZARONY:** That's another of the misleading claims by AFSCME. You've got to remember several things. First, CSEA has been tremendously successful in raids. We've withstood challenges by every kind of union in almost every political subdivision you can think of. Over the last four years, our union has spent about \$2.5 million in fighting off challenges by outside unions. And granted, that's a lot of money. But in that four years, if we had been affiliated with AFSCME, we would have spent over \$26 million in increased dues alone—so we've saved ourselves \$24 million these past four years alone, by not affiliating with AFSCME. And that's a very conservative estimate.

In terms of the expense involved, it would be much smarter for CSEA to remain independent and continue fighting off AFSCME raids on our membership as we have in the past, than to affiliate with them.

Besides, the AFL-CIO's anti-raiding rule would not apply to the Teamsters, who were involved with the recent challenge by the Public Employees Federation in the Professional, Scientific and Technical Unit of state workers, nor would it apply to other independent labor organizations, which frequently try to raid CSEA chapters and units. Another major exception would be the cases in which a particular group of employees is not represented by any union at all, and both CSEA and AFSCME come in to organize them. In such cases, CSEA and AFSCME would be pitted against each other, despite the fact of our so-called "affiliation." Their claim of "peace" among AFL-CIO affiliates couldn't be farther from the truth.

**LEADER:** Aren't CSEA dues going to go up, sooner or later, anyway?

**LAZARONY:** They will probably suggest a dues increase of one dollar a pay period at the upcoming convention. Even then, our dues would still be less than \$72 a year, peanuts compared to AFSCME and other AFL-CIO affiliates' dues. But the point is, this dues increase would go directly to increased services. For example, we're talking about almost doubling our in-house legal staff. This is the basic difference between CSEA and the other unions who would like us to affiliate with them: CSEA puts its money into the things that mean the most to its members, like a high quality staff which is readily available. We talked with one union which had to bring someone in from Houston, Texas, when one of its members in New York needed help!

CSEA is talking about a one-dollar-a-pay-period dues increase to improve member services, and AFSCME's talking about \$6.6 million for a power play in Washington.

**LEADER:** What do you think of AFSCME's claim that CSEA would remain independent if you affiliated with them?

**LAZARONY:** Well, they tell us that we'll be independent and that we'll have representation on their national board of directors. But that's not quite how it would be. By "independent," all they mean is that we would keep our own staff and officers, insurance programs, etc., which, of course, we already have, and have had for 65 years. So what the hell would we have to pay \$2.40 per member per month for? How could affiliating with them make us more independent than we already are?

They also say, in their own magazine, that CSEA would have one, and possibly two, members on their national board of directors. That doesn't give us our fair share of representation, and it also doesn't guarantee us any special independence, certainly none that we don't already have.

**LEADER:** One AFSCME spokesman recently said that AFSCME plans to spend up to \$25 million raiding CSEA units and chapters all over the state, if you don't vote to affiliate with them at the March convention.

**LAZARONY:** This shows their true nature. You get the picture of an AFSCME person holding out the hand of friendship, while behind his back he holds the club. They say they have so much in common with us, we should join forces and work together, but all the while they're planning our demise. I think once our members hear about that AFSCME spokesman's comments, it will be the last straw. He said, 'If CSEA rebuffs AFSCME, there's going to be a bloodbath.' If that's AFSCME's attitude, I think CSEA would much prefer to take them on in a series of challenges, rather than affiliate with a group like that.

**WENZL:** You know, it's funny. Publicly, they're talking about how important it is to have "unity" between the two unions, but when you talk to them, it's easy to see through that. What they're really planning is the complete takeover of CSEA. And they're out to do it any way they can, because the dues they'd get from our members would be fantastic.

**LAZARONY:** They try to tell us that joining with them would make us stronger, but they have yet to prove that they are a strong union. They constantly talk about their Pennsylvania

strike last year, but they fail to mention that Pennsylvania is a state that allows strikes. It's a lot harder to bring off a strike here in New York where strikes are illegal and the penalties are among the toughest in the country. Yet CSEA can run a strike in the face of these difficulties. That's the mark of a tough union.

Also, AFSCME fails to mention the police strike fiasco they had in Baltimore, where they ruined the careers of 500 policemen, lost their recognition and dues check-off privileges, and settled for virtually the same contract the city had offered them in the first place.

The point is, and I think all CSEA members are aware of this: If you're going to pay \$6.6 million for something, you ought to look very closely at what you're getting. We have looked, and we simply don't like what they're offering. Not at \$6.6 million a year; not at any price.

**LEADER:** Dr. Wenzl, are there any serious philosophical differences between CSEA and AFSCME?

**WENZL:** There are two basic contrasts. First, there is the matter of who runs the union. In CSEA, the approach has always been one of total democracy. In every situation, the individual member has a definite voice in how his union operates, through a ladder-like representation structure that goes right to the top echelon. In AFSCME, this is not the case. The leadership makes the decisions unilaterally, and that's it. The other basic philosophical difference is in the general orientation of the two unions.

By that I mean that one of them, CSEA, is truly a civil service union. Our members feel at home working within the traditional pattern of civil service rules and regulations. While we negotiate whatever changes we feel are necessary in our conditions of employment, at the same time we have retained a strong respect for the Merit System. With AFSCME, this is not the case. AFSCME reflects the trade union philosophy typical of AFL-CIO. For example, where CSEA subscribes to the idea of an established classified service with set standards for appointment and promotion, AFSCME would rather have the old "hiring hall" approach where the union decides who is to be hired. In fact, I understand that AFSCME is pushing a federal bill right now to permit this sort of thing in the public sector.

In my view, this would open up a new kind of spoils system within the union itself, with union officials taking care of their friends—the same thing that happens in politics.

## Vacation Day Reductions?

(Continued from Page 1) Employee Relations, released a list of demands the State has on the negotiating table, including several to reduce benefits from their present levels.

The spokesman noted that the executive director of the State Retirement System has also stated that no such plans

for the rumored reduction are being made, and that no legislation of that type is planned or pending.

"We hope," the union spokesman said, "that dispelling this rumor will stop the recent rush from public employees for early retirement based solely on a fear of losing accrued vacation pay."

# Lab Aides, Stenos, Investigators Others Needed In Nassau County

MINEOLA—The Nassau County Civil Service Commission is accepting applications until Mar. 10 for laboratory assistants, complaint investigators, stenographic secretaries, hearing stenographers, tree trimmers, assistant school lunch managers and veterans counselors. Starting salaries range between \$5,476 and \$9,846 a year.

Examinations for all posts, open to Nassau County residents only, will be held Apr. 10.

For laboratory assistant, Exam 63-167, applicants must be high school graduates with lab courses in chemistry and biology. Two years' experience working in labs is also necessary for the \$5,476 job.

High school graduates with two years' experience in investigation or inspection work requiring public contact may apply for complaint investigator, Exam 62-886. All candidates, in addition, must have a valid state driver's license.

A high school diploma and three years of general office experience, of which two years included taking and transcribing dictation, will qualify applicants

for stenographic secretary, Exam 63-101. Completion of business or commercial school courses and two years' experience is also acceptable for the \$7,793 a year position.

For hearing stenographer, Exam 63-220, candidates must be high school graduates with four years of stenographic experience. One of the four years must have been as a court or hearing reporter.

To qualify for tree trimmer I in North Hempstead and Oyster Bay, applicants must have the ability to read, write and speak English plus a year of experience in the care and maintenance of trees.

For assistant school lunch

manager, Exam 63-075, applicants must have a high school diploma and four years' experience involving a large quantity food service. Completion of a two-year course in a technical institute with specialization in foods, nutrition and management plus two years' experience will also qualify candidates.

Graduation from high school and three years' experience involving advisory service in veterans affairs will qualify applicants for veterans counselor I, Exam 63-048. Starting salary is \$9,846 a year.

Announcements and applications are available from the Nassau County Civil Service Commission, 140 Old Country Road, Mineola, N. Y. 11501.

# N. Y. Seeks Investigators

ALBANY—The State Department of Civil Service is accepting applications until Mar. 22 for the promotional exams of senior unemployment insurance investigator and associate unemployment insurance investigator. The jobs are at G-18 and G-21 levels, respectively.

Applications are available through Labor Department personnel or business offices. Forms may also be obtained from the State Civil Service Department at Two World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 West Genesee St., Buffalo.

Current vacancies for both posts exist in the Counsel's Office of the Department of Labor in New York City and Rochester. Written exams are scheduled for May 1.

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## Federal Job Calendar

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

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

### Agriculture

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

### Business

Computer Operator and Computer Technician	GS-5 to 7	NS-4-15
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### Engineering And Scientific

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

### General

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

### Medical

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

### Military

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

### Social And Education

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

### Stenography And Typing

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

# Court Clerks, Engineering Techs, Auditors, Others Sought By N.Y.

ALBANY—The State Civil Service Department is recruiting senior clerk surrogates, engineering technicians, cytotechnologists, unemployment insurance tax auditors, funeral directing investigators, senior sanitarians and bank examiners for posts in state agencies. Starting salaries range between \$7,204 and \$13,604 a year.

Exams filing, except for senior clerk surrogate, will close March 29. The clerk applications must be received by the Civil Service Department by March 22.

Candidates with three years' general clerical experience in a law office, Surrogate's Court or governmental agency may apply for senior clerk surrogate, Exam 20-992. One year's experience must have involved transfer and estate tax law, estate administration or fiduciary matters.

For engineering technician (stack testing), Exam 24-392, applicants must be high school

graduates with two years' experience in electrical, aeronautical, civil, sanitary, chemical or mechanical engineering or environmental health or quality work. Senior engineering technician (stack testing), Exam 24-397 and senior engineering technician (acoustics), Exam 24-394, is open to candidates with three years experience. Four years' experience will qualify candidates for principal engineering technician (stack testing), Exam 24-393.

Candidates registered as a cytotechnologist by the American Society of Clinical Pathologists may apply for the \$9,546-a-year post of cytotechnologist, Exam 27-567. Applicants with an additional two years' experience preparing microscopic cell smears to detect cancer, are eligible for senior cytotechnologist, Exam 27-568.

To qualify for unemployment insurance tax auditor, Exam 24-367, applicants must have a

bachelor's degree including 24 semester hours in accounting and three years auditing or accounting experience.

For supervising funeral directing investigator, Exam 24-402, candidates must have a New York State funeral directing or embalming license. Graduation from a mortuary school or associate degree in mortuary science plus four years' funeral director experience are also necessary.

A bachelor's degree including 30 semester hours in natural sciences and two years' environmental health experience will qualify candidates for senior sanitarian, Exam 24-401. A master's degree in public health, sanitary engineering or environmental engineering may be substituted for one year's experience.

To qualify for bank examiner, Exam 24-119, applicants must have five years' technical or supervisory banking experience. A bachelor's degree and two years' experience or a combination of training and experience will also be accepted.

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

## Equal Employment Is Workshop Topic

The New York State School of Industrial and Labor Relations of Cornell University will offer workshops on Equal Employment Opportunity studies beginning mid-March.

Those in personnel or equal opportunity fields are expected to enroll. Eight programs including selection and testing; discrimination, or affirmative action for women are offered.

For more information on schedules, write the University's New York branch, 7 E. 43 St., New York, N. Y.

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# RETIREMENT NEWS & FACTS

By A. L. PETERS

## Fund Laws Struggle

Legislation to assure the legality of procedures by the pension funds of \$2.5 billion in city bonds over the next two years is struggling in Congress. According to Herbert Elish, executive director of the Municipal Assistance Corp., this legislation is necessary to legalize the purchase of \$185 million in city bonds by March 12. It is also necessary to "round out" legislation signed last Dec. 9 by President Ford to provide for a federal loan of up to \$2.3 billion to the City.

The pension funds have already invested \$1.6 billion in City securities and they have agreed to take another \$2.5 billion before June 30, 1978, if the Internal Revenue Service or a new federal law permitted them to do so without losing tax exempt status. The tax exempt status is jeopardized because the plan might be conceived as not organized for the exclusive benefit of employees when it diverts a substantial part of its income or assets to the employer.

If you have reason to visit the office of the Social Security system, you may have a long wait

for your turn. Best time to go is on Wednesday, Thursday, or Friday, in the third or fourth week of the month. Staffs at the Social Security offices say Mondays and Tuesdays and the first two weeks of the month are busiest.

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)

Bubar, Susanne M	Buffalo
Bugliarelli, Robert E	Hicksville
Bunn, Demund	Hopewell Jct.
Burnard, Robert S	Binghamton
Burroughs, Collins L	New York City
Butts, Wesley B	Cairo
Caamano, Carol M	Nesconset
Capers, Hattie L	Bronx
Carle, Margaret D	Brooklyn
Carr, Beatrice	Syracuse
Cason, George Jr	Roosevelt
Cass, Charmain J	Warsaw
Candle, James N	Islip

(To Be Continued)

# What's Your Opinion

By SUSAN DONNER

## QUESTION

Are we coming out of the Recession?

## THE PLACE

Lower Manhattan

## OPINIONS

Detective Dominick Gaeta, New York City Police Dept.:



It's obvious to many people here that things are not getting better as fast as we'd like them to and one of the major areas is the lack of jobs. Jobs are still being cut rather than being added. We had hoped that any assistance from the federal government would pick up things and improve the situation in New York as well as the other cities.

President Ford's veto of this bill is not going to help the situation as we know it. Because of the magnitude of its problems, New York City will probably feel it more than any other city in the country.

Phil DeVito, service specialist for Chemical Bank:



I don't think we are coming out of the recession. There are so many people without jobs. Nobody can find any jobs; even the college graduates are without work. We're in a recession and we're going to stay here for a while. New York City can't pay its notes. And I think New York will get hurt the most by this. We have the highest rate of unemployment; all

our cops and firemen are looking for jobs. Many other little towns around the country are not hurt that much. They have lots of mills and family-owned operations; everybody's working. In New York nobody is working so I don't think that things are really getting much better.

Paul Tartenalla, court reporter:



I think there is terrific inflation today. I'm a home owner and I know how different it is from just two or three years ago. It's fantastic. There's a 50 to 60 percent jump in everything, including home owners policies, all kinds of insurances, food and everything else. I really feel sorry for the people that have to go out and buy a house nowadays, because though they make a good dollar they just can't afford it. Everything is getting higher and more expensive all the time. I don't believe we're coming out of the recession.

Bob Cannon, staff assistant for administrator, Supreme Court:



I definitely feel that the recession is slowly grinding to a halt. However I do not think it was wise for the President to veto the aid bill, mainly because the real problem in the recession as I see it, is in the building and trades industry because it creates spinoff jobs for so many other industries. If you build houses then you have to buy radiators, and if you buy radiators you have to buy piping, and if you do that then you have to hire a plumber to put it in the building, and I think this is the best way to help stimulate the economy.

Julius Wachs, student, court reporter:



I don't think the economy is getting better. It's just barely stabilizing and needs a push to revive itself. A federal bill would put a lot of people to work and it definitely would have helped put back people that were laid off, especially in this city. New York is probably in worse shape than any other city in the country and needs the most help right now. With all the layoffs, the bill would definitely have helped to lower the unemployment rate.

Eileen McLoughlin, student, court reporter:



I think the country is definitely getting better. There are more job openings around now. It seems like food and unemployment are getting a little bit lower. I have faith in the government and I think things will get much better this year. New York City could certainly use the money for the Police and Fire Department and many other vital services, but I don't know if the city is as badly off as people crack it up to be. I think every city in the country will suffer. So many people are on unemployment.

# SHORT TAKES

## C.S. STUDY ANNOUNCED

Victor S. Bahou, president of the state's Civil Service Commission, announced plans for a "top-to-bottom" study of the 93-year-old Civil Service System. Mr. Bahou said the study would determine organizational, procedural and statutory changes necessary to make the system more responsive to present and future requirements of the state's agencies and citizens. The study will be financed largely by a federal grant and will be the first intensive investigation and evaluation of the system, Mr. Bahou said. He said it will be started in the spring and will be carried out by a number of scholars from universities and professors with experience in various areas of public service personnel. The Commission president said a major overhaul was needed in a number of "archaic systems and procedures" presently used by state and local government in recruitment, selection, placement and promotion of public employees. Among principal areas scheduled to be studied, he said, include: The "rule of three," which mandates appointments be made from among the top three eligibles on a civil service list; obligations and responsibilities of managers, supervisors and employees in regard to achieving and maintaining high levels of productivity; the commission's role as "watchdog" for statewide municipal civil service operations; problems of "job-relatedness" and "validity" in constructing civil service examinations and promotion procedures and how they can be improved.

## FOOD STAMPS GUIDE

As part of a program to bring more eligible households into the food stamp program, the State Department of Social Services has prepared a guide to possible eligibility for use before beginning the application process. This guide will be included in all copies of the department's food stamp brochure. Deputy Commissioner Blanche Bernstein announced. A household is probably eligible if its income is below the level shown in the following table and if its savings do not exceed \$1,500 (or \$3,000, if a member of the household is 60 or older):

Number of persons	Gross Annual Income
1	\$ 3,400
2	\$ 5,100
3	\$ 6,800
4	\$ 8,800

(Larger sized households are eligible at higher income levels.)

A household may still be eligible for food stamps even though its gross annual income is above the figure shown in the table, if it has high medical costs, high rent or mortgage costs, unusual educational or child care expenses, or if one of the persons in the household is required to make court-ordered child support payments. Copies of the food stamp brochure and insert can be obtained from local departments of social services or from the Forms and Publications Section, State Department of Social Services, 1450 Western Ave., Albany, N.Y. 12243.

# LETTERS TO THE EDITOR

## Smaller Checks

(Editor's Note: The following letter was sent to Donald Wollett, chief of the New York State Office of Employee Relations, and a copy provided to The Leader.)

Just like most other state employees, I received my pay check yesterday, Feb. 4, 1976. We New York City residents find our checks a little smaller than the last one due to an increase in our New York City income tax. My own check was \$1.92 less which totals up to \$49.92 for the year. I know this is no great amount to have taken out of a pay check but when you consider all the other tax increases which have been imposed and proposed, you must admit that this is the straw that broke our backs. In case you haven't already heard, Mr. Beame, our Mayor, has already prepared us for an increase in transportation fares and real estate taxes. The last increases were only last year.

You and I both know that many increased burdens have been bestowed upon us for the past two years and you and our

## Zero Accidents

Ladder Company 164 in Queens has won a safe driving award from the Fire Department for achieving an accident-free record from Sept. 11, 1963 to Jan. 4, 1976. During that period the company traveled over 30,000 miles.

## SENIOR CONSULTANT

ALBANY — A senior hospital administration consultant eligible list, resulting from open-competitive exam 27-529, was established Feb. 9 by the State Civil Service Department. The list has five names.

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esteemed Governor think that the state employees are so grossly overpaid that we should absorb these burdens gracefully and should also give up some of our wine and roses as they have been referred to. Why haven't you and Mr. Carey shown your loyalty and agreed to do service for the Empire State at your 1974 salaries? In case you haven't been told, the cost of living has gone up over 25 percent and we have almost had to steal in order to live. We employees are not as fortunate as some of you politicians who have other means of income. We only have one salary and all we ask is a fair day's pay for a day's work. We cannot make 1976 payments on 1974 salaries. It just can't be done.

Thomas A. DiNatale  
President,  
Division of Housing and  
Community Renewal  
Chapter,  
Civil Service Employees Assn.  
Manhattan

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TUESDAY, MARCH 2, 1976

## Time For Reason

FOLLOWING the capricious announcement last month by Donald Wollett, director of the State Office of Employee Relations, that the Civil Service Employees Assn. was asking salary and benefits that would amount to a 35 percent increase, a number of editorials were written chastising the union.

Besides the fact that Mr. Wollett's statement violated the traditional "gentlemen's agreement" against unilateral pronouncements by either side during the course of negotiations, there is a more fundamental defense of the CSEA demands.

We wonder why editorial writers are not just as indignant about the state's minus negotiating proposals as they are about the union's demands.

It must be remembered that employees are still living with the same salary that went into effect on April 1, 1974. Now, as everyone knows, inflation and taxes have cut drastically into the purchasing power of that 1974 salary. In terms of purchasing power, state employees are making less today than they did two years ago.

Nevertheless, the state is repeating its stance of last year when it refused to grant even a token cost-of-living increase. Moreover, the state negotiations are based on finding ways to decrease benefits that the union has won for its members over a period of many years in place of monetary raises.

It is, of course, traditional in any negotiations that both sides start with rather outrageous proposals and then compromise to a position that both sides can live with.

Considering the degree of erosion that undermined the salaries of state employees, we do not find 35 percent to be all that outrageous.

Yet, obviously, the union will eventually agree to something less, since it does not want to put the state into a position where it will lay off workers in order to pay the increases to the surviving employees.

But, if CSEA is expected to be reasonable, so, too, must the state be willing to negotiate in good faith.

It is an axiom among teachers that you establish discipline with a new class during the first few weeks of a school term, and then you can relax control during the rest of the year since authority has been established.

In a similar manner, the Carey Administration might be forgiven its tough stand during its first months in office, but now, after a year of seasoning, it is time for the Governor and his aides to learn that the time has come for dealing with the state's employees in human terms.

## Questions & Answers

Q. I own a small shop, and I was told that when my net earnings are low, as a self-employed person I could use a different method of reporting that would give me social security credits. How does this work?

A. The optional method of reporting may be used only if you had net self-employment earnings of \$400 or more for at least

two out of the three previous years, and it can be used only five times. Instead of reporting your net earnings for the year, you can report two-thirds of your gross earnings. If two-thirds is \$400 or more, but not more than \$1,600. This is assuming, of course, that these amounts are not less than your net earnings.

## Don't Repeat This!

(Continued from Page 1)  
pears to be the prevailing view. It is in line with a desire to be first in the highly competitive communications field.

In this light, it is understandable that the media should emphasize the results of the New Hampshire primary in terms of former California Gov. Ronald Reagan's close race with President Ford in the Republican contest and former Georgia Gov. Jimmy Carter's first-place finish among the Democrats as an indication of anti-Washington feeling.

### Moderate Domination

This may be so, but there is also a pattern that emerges if the results of Presidential elections since World War II are analyzed.

The fact is that the American people have favored the moderate candidate. The eventual winner has been, almost without exception, the candidate who has seemed most likely to keep or return the country to a period of normalcy.

Thus, in 1968 and 1972, Richard Nixon was able to defeat Hubert Humphrey and George McGovern on the issue of ending the Viet Nam war. The McGovern defeat was particularly one-sided since he had introduced many controversial issues into the campaign.

Similarly, Lyndon Johnson seemed more likely in 1964 to be more moderate in his policies than did conservative-labeled Barry Goldwater.

But times change and issues change. Looking back to 1960, the tough-tactics image of Richard Nixon in that election resulted in his loss then to John Kennedy, who was successful in his advocacy of a return to better times (which everyone likes to think are normal times).

Of course, no one in memory was better able to convey the feeling of moderation than Dwight Eisenhower, who walloped Adlai Stevenson in 1952 and 1956 despite the passionate feeling that Stevenson aroused among liberals.

Consequently, in the New Hampshire primary, it must be remembered that President Ford was the winner, even if narrowly. Although both Ford and Reagan are generally considered to be to the right on the political spectrum, the President leans a bit more toward the center.

### Order Of Controversy

Similarly, Governor Carter has been able to appeal to both some liberals and some conservatives within the Democratic Party. But, interestingly, the order of finish of the five main contenders is almost in exact proportion to the degree of controversy which they cause.

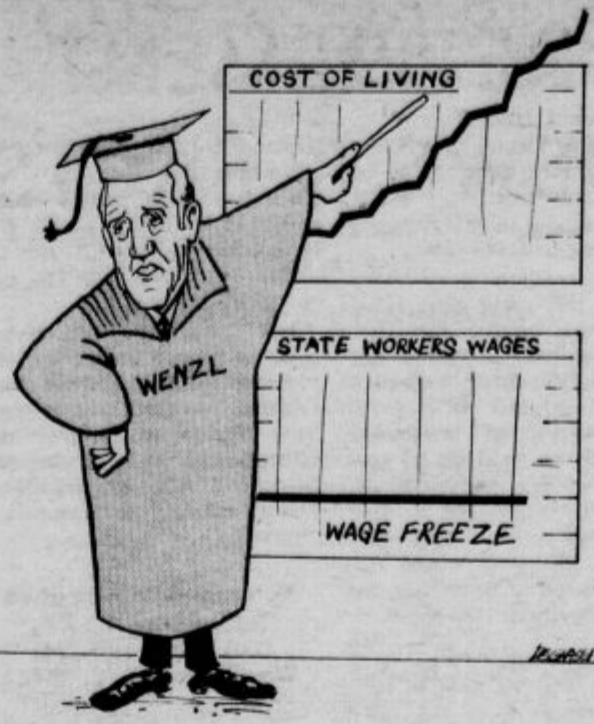
Second-place finisher Rep. Morris Udall is a liberal identified with conservation, an important but essentially safe cause to espouse.

Senator Birch Bayh, who placed third, has been in the thick of many controversies, and has led several of the liberal battles in Congress.

Former Senator Fred Harris, who is also a former Democratic Party chairman, finished fourth. He is strongly identified with Populist views.

Sargent Shriver's last-place showing is harder to pinpoint. Perhaps it is because his identification with the Kennedy name

(Continued on Page 7)



## Civil Service Law & You

By RICHARD GABA

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

### Two PERB School Cases

In August, 1974, the Clarkstown Educational Secretaries Assn. filed a charge of improper practices against the Clarkstown Central School District under Section 209-a (1)(d) alleging that the failure to grant increments on July 1, 1974 was a unilateral change in terms and conditions of employment. The District admitted that the increments were not paid but defended its decision not to pay on the following grounds:

- The duty to pay contractual increments expired on June 30, 1974.
- If the benefits of the contract continue beyond its expiration date, the dispute is properly subject to contractual grievance procedure.
- The status quo principle set down by PERB in the Triboro case is not applicable since the past practice in this District was not to pay increments until negotiations were settled.
- For PERB to order the payment of increments would negate the District's proposal that the increment system be abolished.

IN HIS DECISION and recommended order, the hearing officer pointed out that the first two arguments were raised and rejected in the Triboro case. The third argument was raised in the Massapequa case where PERB rejected the proposition that the past practice of not granting increments until a new agreement was reached would in any way act to counter the holding in the Triboro case. PERB said in that case that the increment system is a well established term and condition of employment which the employer may not change unilaterally. As far as the fourth argument was concerned, the hearing officer rejected it as unpersuasive, pointing out that it had been previously rejected by the Public Employment Relations Board in another case. However, since the power of PERB is limited in a 209-a (1)(d) case to ordering the respondent to negotiate in good faith, the recommended order was that the respondent be ordered to negotiate in good faith. Clarkstown Central School District, Case No. U-1244, 8 PERB 4667.

IN SEPTEMBER 1975, the Bellmore-Merrick United Secondary Teachers filed an improper practice charge against the Bellmore-Merrick Central High School District alleging that the District violated Sections 209-a(1)(a) and (d) of the Act by failing to implement a recommendation contained in a fact-finding report until January 27, 1975, when the report was actually ratified on October 15, 1974. The District denied the allegations of the charge and also raised as an affirmative defense that the charge was not timely and was barred by laches. On the date of the formal hearing, the parties entered into a stipulation as to the facts relevant to the issue of timeliness and agreed that the timeliness issue should be decided before any hearings were held on the substantive issues on the case. The teachers

(Continued on Page 7)

## Don't Repeat This!

(Continued from Page 6)

is resented by those who consider Senator Edward Kennedy to be the only true heir. This would be an emotional issue outweighing political considerations.

The Massachusetts primary this week will prove interesting as a testing ground for the theory of moderation. After all, it was Massachusetts in 1972 that was the only state to give its Electoral votes to McGovern (along with the District of Columbia). Yet, this liberal-minded state has been wracked by the bussing controversy, which has been more severe in Boston for a longer period of time than in any other northern metropolis.

### Other Contenders

Alabama Gov. George Wallace

and Senator Henry "Scoop" Jackson will be factors in the Massachusetts primary, and since they both convey images to the right of any of the New Hampshire contenders, the politically moderate position may be shifted accordingly.

For it is to be remembered that the moderate position is determined within the range of the available candidates. It is not a true, immovable center, and both parties could conceivably yet turn to other potential candidates who might better identify that elusive middleground.

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## Civil Service Law & You

(Continued from Page 6)

claimed that the District did not immediately implement a certain recommendation relating to the method of determining teaching load and release time for department chairmen. This recommendation was contained in a fact-finder's report and recommendations on October 14, 1974 which both sides accepted and ratified on October 15, 1974. The teachers contended that the recommendation was to be implemented immediately, while the District claimed it was not to be implemented until the commencement of the spring semester in January, 1975.

SIX GRIEVANCES were filed by department chairmen. In

October, 1974, shortly after the acceptance of the fact-finder's recommendations, the grievances were denied in the first three steps and were referred to arbitration by the teachers. Two days before the arbitration was requested, the District actually implemented the new release time and teaching load provisions as recommended by the fact-finder, i.e., on January 27, 1975. The District commenced a proceeding to stay the arbitration which was granted. The hearing officer pointed out in his decision that the District implemented the fact-finder's recommendations on February 7, which was more than eight months prior to the filing of the charge. This would, of course, make the filing untimely on its face. However, the teachers relied on language in the court's stay of arbitration decision which purports to waive the application of the timeliness rule.

The hearing officer held that there was no waiver since the order signed by the judge did not contain any language indicating a waiver. Furthermore, the hearing officer pointed out that there was no explanation for the further delay of an additional four months by the teachers in filing the charge. Therefore, he recommended that the charge be dismissed, both on the grounds of timeliness and laches.

### LEGAL NOTICE

KAYE 1976 ASSOCIATES

Certificate of Limited Partnership filed in New York County Clerk's office January 15, 1976.—The name of the partnership is Kaye 1976 Associates, c/o Saul Duff Kronover, Esq., 425 Park Avenue, N.Y.C. The character of the business is to acquire, hold, improve, maintain, operate, lease and dispose of real property and interests therein including without limitation interests in general and limited partnership having interests in general and limited partnership having interests in real property (the "Properties") and any business activities related or incidental thereto. General Partners: Stanley D. Waxberg, 480 Park Ave., N.Y.C., Saul Duff Kronover, 167 East 62nd Street, N.Y.C., and Frederick Gelberg, 17 Clover Lane, Roslyn Heights, N.Y. Limited Partners, their place of residence (all N.Y.C. unless otherwise specified) and Capital Contributions are: Frederick R. Livingston, 1015 Fifth Ave., \$175,000; Bernard W. imkin, 116 East 53 St., Milton J. Schubin, Windmill Place, Armonk, NY, Gerald Feller, 12 Strathmore Rd., Great Neck, NY, and Milton Handler, 625 Park Ave., each \$150,000, Saul Duff Kronover, 167 E. 61 St., 135,000, Fred A. Freund, 400 E. 57 St., Sidney J. Silberman, 2 Knolwood Dr., Larchmont, NY, William J. Isaacson, 860 United Nations Plaza, Sheldon Oliniss, 925 Park Ave., each \$125,000, Stanley D. Waxberg, 480 Park Ave., \$110,000; Joseph G. Connolly, 9 Pine Tree Lane, Flower Hill, Manhasset, NY, Stuart Marks, 322 Central Park West, Bertram Abrams, 501 E. 79 St., Julius Berman, 62-15 Dieterie Crescent, Rego Park, NY, Martin S. Saiman, 2 Parkwood Drive, Great Neck, NY, James S. Hays, 110 Scottsdale House, 4800 North 68 St., Scottsdale, Arizona, each \$100,000; Frederick Gelberg, 17 Clover Lane, Roslyn Heights, NY, \$85,000; John A. Friedman, 245 West 107 St., Jay G. Strum, High Point Lane, Scarsdale, NY, Allen Keszbaum, 23 Fox Ridge Road, Armonk, NY, Joel B. Zweibel, 14 Stratford Rd, New Rochelle, NY, John T. Dunne, 4 Obry Drive, Scarsdale, NY, Elizabeth Head, 812 Park Ave., each \$80,000, Arnold I. Goldberg, 455 E. 57 St., 60,000, Milton Kunen, 35 Sutton Place, Peter H. Weil, 2 Country Club Drive, Larchmont, NY, Gerald Sobel, 1045 Park Ave., each \$50,000, David Klingsberg, 5 Westview Lane, Scarsdale, NY, Frederick H. Bullen, 45 Highridge Road, Hartsdale, NY, David Goldberg, 75-03 188 St, Flushing, NY, each \$40,000, Sidney Kwestel, 108-55 67 Drive, Forest Hills, NY, \$35,000, Peter M. Fishbein, 35 Herkimer Rd., Scarsdale, \$30,000, Jacob Scholer, 30 E 65 St., \$25,000, Andrea Christensen, 1 Gracie Square, Jeffrey Epstein, 26 Cushman Rd., Scarsdale, NY, Norman Sinrich, 12 Fernwood Dr., Stamford, Conn., Melvin Michaelson, Sands Point Rd., Sands Point, NY, Henry K. Uman, 12 Riverview Rd., Irvington, NY, each \$20,000, Michael D. Blechman, 48 Old Colony Road, Hartsdale, NY, Solomon L. Warhaftig, 15 Neustadt Lane, Chappaqua, NY, each \$15,000, Allan Pepper, 9 Kingwood Dr., Scarsdale, NY, Frederic W. Yerman, 32 Sherbrooke Rd., Hartsdale, NY, Richard C. Fleisch, 270 Fox Meadow Rd., Scarsdale, NY, Ronald L. Unger, 30 Country Club Drive, Larchmont, NY, Jay O. Kramer, Dogwood Lane, Greenwich, Conn., each \$10,000. The term for which the Partnership is to exist is from the date of filing of a Certificate of Limited Partnership in the New York County Clerk's Office until December 31, 2026, unless sooner terminated by: (a) the General Partners upon at least one month's prior written notice to the Limited Partners of the dissolution of the partnership; (b) a sale by the Partnership of all the Properties; or (c) the resignation, death, adjudication of incompetency, or bankruptcy (as defined in the Agreement) of a General Partner where there is no remaining General Partner and a successor General Partner is not appointed or elected pursuant to the Agreement. No additional contribution is required to be made by the Limited Partners. The capital of the Partnership is to be distributed to the Partners upon the dissolution of the Partnership and may be distributed prior thereto, in whole or in part, at the discretion of the General Partners. The Limited Partners shall share proportionately in 99% of the profits of the Partnership based on their capital contributions. A Limited Partner may not assign his interest in the Partnership unless (a) the General Partners consent in writing thereto, and (b) his successor executes an assignment in form and substance satisfactory to the General Partners and pays all reasonable expenses in connection with such admission as a Limited Partner. Upon the resignation, death, bankruptcy or adjudication of incompetency of a General Partner, the Partnership shall be reconstituted and continued unless there is no remaining General Partner and a successor General Partner is not appointed pursuant to the Agreement.

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CSEA expansion committee vice-chairman A. Victor Costa, left, explains deliberations made by committee, as chairman Victor Pesci and committee member Joseph Lazarony stand by. Seated are officers of Southern Region III, from left, second vice-president Richard Snyder, third vice-president Rose Marcinkowski and secretary Sandra Cappillino.



Frank Mann, president of Annex Training School chapter 554, makes a point during discussion.



Raymond Cassidy, newly re-elected president of Westchester local 860, speaks out forcefully during debate.

# CSEA Expansion Committee Reports To South Region III

(From Leader Correspondent)

NEWBURGH—A picture of what the Civil Service Employees Assn. and its members might have to gain or lose by affiliating with another union was presented to Southern Region III by three members of the CSEA expansion committee, at a Region board meeting at the Holiday Inn here.

While CSEA might gain some benefits through national affiliation, and get some relief from challenges from some rival unions, it would have to pay about \$6.75 million annually for that privilege. Additionally, CSEA could wind up losing its identity and experience built up during the 75 years the union has been in existence, the speakers said.

The case for and against affiliation was outlined by Victor Pesci, chairman, and Victor Costa and Joseph Lazarony, members of the expansion committee. The committee members have been traveling around the state speaking at CSEA meetings. This was the first time all three members were able to attend a Region board meeting together, Mr. Pesci said.

Recently, the committee was dissolved by the union's Board of Directors which noted that it has completed its work in exploring affiliation possibilities

and that no affiliation is planned at this time. The committee was subsequently reorganized and given a mission of advising CSEA

in possible representation challenges.

Before hearing the expansion (Continued on Page 9)

*"I'll tell you what's wrong. It's like a trial marriage between a man and woman for two years. If the couple stay together, fine, but suppose they break up? Then each of them is going to have a very hard time getting back into circulation again. . . ."*

**VICTOR PESCI**

*"We are going to have to pay \$6.75 million and we get absolutely nothing back for that."*

**JOSEPH LAZARONY**



Southern Region III treasurer Patricia Comerford checks figures as CSEA field representative John Deyo, left, and Ter Bush and Powell vice-president Richard K. Merkel are available to answer questions.



Walter Briggs, of Newburgh, talks with Alice Aldorf, of SUNY College at New Paltz chapter 618.



Mid-Hudson Psychiatric Center chapter 448 was represented by treasurer Gino Collins, former president Sy Katz and president Donald Oake.



Rockland-Westchester Retirees chapter 918 president George Celentano speaks, as Sullivan chapter 853 president Earl Bivins listens.





Robert Thompson, left, president of Harlem Valley Psychiatric Center chapter 409, discusses Mental Hygiene problems with Wassaic Developmental Center chapter 426 president Richard Snyder, who is also Southern Region III second vice-president and a CSEA director (Mental Hygiene, Southern Region).



Letchworth Village Developmental Center chapter 412 delegation included, from left, Manny Ramirez and John Clark, while Helen Hayes Hospital chapter 302 was represented by Bea Kee. Behind them is retiree Clancey Lahey. Mr. Clark is also a CSEA director (Mental Hygiene, Southern Region).



William Blauvelt headed delegation from Paltades Interstate Park Commission chapter 105, which also includes William Lodini. Here the two men listen attentively to report of expansion committee.



Rita Comeau, of Eastern Correctional Facility chapter 159, has her say during discussion.



Barton Bloom, regional attorney for Sullivan and Orange Counties, offers advice to Orange chapter 836 president Carol Dubovick prior to start of regional business meeting.

## Question Posed To Chapter Delegates: Would Affiliation Be Worth The Cost?

(Continued from Page 8)

committee, the board members heard a plea from Ellis Adams, president of the Dutchess County chapter who asked all Region members contribute 25 cents each to help pay off a \$52,000 debt the chapter incurred during a successful strike it conducted last summer. The board unanimously approved a resolution endorsing the contribution. Region president James J. Lennon announced that members throughout the state be asked to make similar contributions.

Mr. Pesci said if affiliation was viable, the easiest way would be for CSEA to get a charter from the AFL-CIO and receive status as a member union in that national group. This does not seem likely to happen, however, as the AFL-CIO has a clause in its constitution that a new union cannot be accepted if there is a present member union covering the same group of workers.

The AFL-CIO has a member union, the American Federation of State, County and Municipal Employees. AFSCME has been trying to link up with CSEA for a long time. Several representatives of AFSCME were present during this meeting.

AFSCME has proposed a two-year trial "marriage." CSEA members would, for that period, be excused from paying the \$2.40

per month required for AFL-CIO national dues.

"What's wrong with a trial marriage with AFSCME?" a member asked Mr. Pesci.

"I'll tell you what's wrong. It's like a trial marriage between a man and woman for two years. If the couple stays together, fine, but suppose they break up? Then each of them is going to have a very hard time getting back into circulation again and finding new mates.

"It's the same with CSEA. It's going to be very tough after two years to go out into the cold cruel world of independent unionism again. If we do stay with AFSCME, chances are, according to past performance, that one or the other union eventually fades out of the picture."

A plus for affiliation would be that CSEA could save money, time and effort fighting challenges from AFSCME, Mr. Pesci pointed out.

Mr. Lazarony said CSEA might save money on challenges but members are going to have to spend a total of \$6.75 million annually to belong to the AFL-CIO when the two-year trial period is over.

"We are going to have to pay \$6.75 million and we get absolutely nothing back for that," he said.

Other questions included

whether AFSCME has more political "clout" in Albany than CSEA. Mr. Pesci said he thought not as they too have troubles with the Carey Administration.

Mr. Pesci said the question of affiliation right now has been put in abeyance but it could be brought up by a delegate or delegates at the State CSEA Convention at the Concord Hotel on March 14.

"Whatever happens, any decision in this question will be made by all of the members of CSEA," Mr. Pesci said.



Judy Morrison, secretary in the Southern Region III headquarters at Fishkill, confers here with CSEA field representative Joseph O'Connor.



Paul Levine, left, of Woodbourne Narcotic Rehabilitation Center chapter 165, seeks information from regional research analyst Frank Martorana.



Eastern Correctional Facility chapter 159's George Schehr participates in debate on critical issues.

(Leader photos by Ted Kaplan)

# Need Therapist, Secretary, Typist, Others

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

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

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

**SPEAKER 1.** Today's first opening is for a **GOLD LEAF STAMPER** with a Manhattan bindery. Work on albums. Applicant must be experienced on Kinsol-Colbos or Krause machine. There's a 30-day trial period after which applicant will be expected to join union.

2. A psychiatric hospital in Manhattan is recruiting for an **ORIENTATION THERAPIST**. Must be registered. Employer prefers experienced person but will accept recent college grad who can assume responsibility for program and supervise staff. Sal-

## Seek Lab Techs For Rensselaer

**TROY**—The Rensselaer County Civil Service Commission is accepting applications until Mar. 10 for open-competitive positions of **laboratory technician**. Starting salary for the post ranges from \$6,881 to \$7,139 a year.

All candidates for the posts must be legal residents of Rensselaer County for at least four months. A written test is scheduled for Apr. 10. Applications and complete information may be obtained from the Rensselaer County Civil Service Commission, Third Floor, Court House, Troy, N. Y.

ary \$11,500 a year.

3. In Queens, a firm making surgical instruments wants a **SECRETARY** to work for two people in its materials management department. Job involves extensive phone work. Applicant must have good skills and be able to pass a typing test. The position pays \$700 a month and also offers good fringe benefits.

4. A **FENCE ERECTOR** with two-five years' experience is needed today to install chain link, iron and wooden fences. Must be able to use hand and power tools; do some arc welding. A driver's license is also required. The job is in Brooklyn and pays \$4 an hour and up, depending on experience.

5. A Manhattan firm is looking for an **ENGINE LATHE SET-UP OPERATOR** who can work to close tolerances and read blueprints. Must have own tools. Two to five years of experience is required. The salary is \$175 a week, but employer indicates it's negotiable.

In the apparel line, a **HAND UNDERPRESSER** is needed to do pressing around armholes. The job is in Brooklyn and pays about \$135 a week, depending on the job-seeker's experience.

7. Taking a look at the Long Island job scene, an employer there is calling for a **DISPATCHER** who has at least a year of experience, preferably in fuel oil. Must be familiar with Nassau and Queens. The pay is \$200 a week, with periodic raises and good company benefits.

8. Also on Long Island, a **CABINETMAKER** with at least five years experience is being sought to work on kitchen cabinets. Will use machines; do assembly. The job pays \$3 an hour and up, depending on experience.

9. Back in the City, a direct mail house in Manhattan wants to hire a **DATA TYPIST** who is experienced on an IBM memory typewriter. Will also do general office work. The salary is \$200 a week.

10. Also in Manhattan, a **GILDER** is needed to work on metal picture frames. The offered wage is about \$150 a week, could go somewhat higher or lower, depending on applicant's experience.

11. A **MOTEL MANAGER** with two-five years of experience is in demand in the Bronx. Will supervise personnel, make deposits, purchase supplies. The posi-

tion pays \$250 a week.

12. A Brooklyn department store is seeking a **SALESPERSON** for its men's department. Must have experience in top quality specialty store. Be familiar with styles, fabrics and designs. Will work one late night and Saturday. The base salary is \$200 a week, but is negotiable upward depending on the applicant's experience. There's also a commission arrangement and a 30 percent employee discount on purchases.

13. Up in Westchester, there's a good opportunity for a **BIO-MEDICAL ENGINEER** with a BS in electrical or mechanical en-

gineering and 10 years of experience on the job. Will be responsible for development and supervision of new product production. The salary is \$20,000 a year.

14. Engineers seem to be popular people in Westchester. A **CHEMICAL ENGINEER** is also on the wanted list there today. Will supervise process development engineers, prepare programs and budgets. Five years of job experience is required as well as advanced degree in chemical engineering. The position carries with it a salary of \$2,335 a month.

**ANNOUNCER:** The phone number again for New York City jobs is (212) 488-7330. For the jobs we've noted outside the City, check the Nassau and West-

chester telephone directories. Look for the Job Bank listing under New York State Department of Labor.

## They'll Drive Soon

Six New York City firefighters are learning to become engine company chauffeurs at the Fire Department's Division of Training on Roosevelt Island. Training classes will run through Mar. 3.

Attending classes are Charles Willers Jr., Engine 5; Anthony Otero, Engine 89; Peter Calascione, Engine 202; Donald Hinton, Engine 241; Thomas Strauch, Engine 263; and James O'Boyle Jr., Engine 309.

## Set Rockland Aide, Clerical Promotionals

**NEW CITY** — Applications are being accepted until March 10 for promotional exams to **senior clerk-typist/and environmental health aide** in Rockland County. Examinations for both posts will be held April 10.

The senior clerk-typist/senior typist is open to employees of the county Health and Hospitals Department, Sheriff's Department and Nyack School District. Rockland County Health Department employees may apply for the health aide post. Applications and information may be obtained from the Rockland County Personnel Office, County Office Building, New City, N.Y. 10956.

## Law Library Clerk Positions Opening

**MANHATTAN**—The Office of Court Administration, on behalf of the Administrative Board of the Judicial Conference, is accepting applications until Mar. 5 for **senior law library clerk** posts in Rensselaer and Oneida Counties. Written tests will be held on April 10.

The Rensselaer post has a starting salary of \$7,405 a year and the Oneida position pays \$5,353 to \$8,196 a year. Applicants for both posts must be high school graduates with three years' experience in a library clerical position.

Applications may be obtained from the Examination Unit, Judicial Conference, Room 1208, 270 Broadway, New York, N.Y. 10007.

## 9 Onondaga Exams

**SYRACUSE** — Onondaga County residents have until Mar. 10 to file for open-competitive posts for typists, veterans service officers, court stenographers, correction officers, deputy sheriff jailers, environmental health aides and technicians, home economists and welfare fraud investigators in County offices.

Starting salaries for the posts range from \$5,400 to \$10,732 a year. Written exams are tentatively scheduled for Apr. 19. Further information and applications may be obtained through the Onondaga County Personnel Department, 105 County Office Building, Syracuse, N.Y.

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# State Eligible Lists Suggestions Stem From Study For Improving Fire Protection

**EXAM 39**  
**DIRECTOR OF MUNICIPAL AFFAIRS EXAMINATIONS**  
Test Held Feb. 1976  
List Est. Feb. 11, 1976

- Dickens Daniel Latham .....102.5
- Nash Agnes E Guilderland .....95.0
- Cunningham W J Smithtown .....81.7
- Hasselwinder J Delmar .....79.5
- Trauffler F X Williamsville .....74.0
- Waring William Ballston Spa .....74.0

- McMahon Michael Endwell .....78.9
- Bemis Raymond E Holcomb .....78.8
- Sweilman N M Ballston Lk .....77.1
- Roberts Chester Latham .....76.1
- Sokol Peter Cohoes .....74.3
- Delfrari John Einora .....73.3
- Kohl Michael P Depew .....73.2
- Stanley Thomas Clinton Mors .....73.1
- Calissi Thomas Oakdale .....73.1
- Farquharson R C Slingerlands .....72.7
- Rennard Richard Centereach .....72.6
- Cardamone David Rome .....71.0
- Pomata Dennis E Brooklyn .....70.1

ALBANY—Following an analysis of a statewide study to formulate a program enabling fire officials to provide improved protection, Secretary of State Mario M. Cuomo will make several recommendations in areas of priority submitted to his office. The survey was conducted by the Division of Fire Prevention and Control in the Department of State.

**EXAM 39-123**  
**DIRECTOR OF STATE AUDITS**  
Test Held Jan. 8, 1976  
List Est. Feb. 11, 1976

- Peltin Seymour Albany .....90.0
- Rosen Marvin N Bellmore .....86.8
- Hammarberg C Brooklyn .....83.7
- Krupit Bert Woodbury .....83.7
- Marcio Douglas Delmar .....78.8
- Walsh John T Old Bridge .....78.8
- Francis Frank A Guilderland .....78.0
- Garbarino Frank Massapequa Park .....74.0
- Brightman M R Jamaica .....73.8

**EXAM 35-751**  
**SR BACTERIOLOGIST VIROLOGY**  
Test Held Nov. 1, 1975  
List Est. Feb. 17, 1975

- Hiscott Thomas Pine Plains .....79.5
- Wether Judith Albany .....79.2
- Andrulonis J A Latham .....77.4
- Lyons Thomas B Latham .....75.1
- Schmide Gale B Loudonville .....70.9

Composite ratings of priorities proposed by fire and municipal officials reflected five areas of concern. Mr. Cuomo listed these as apparatus and equipment; fire training and education; investigation of fires; planning for fire protection, and emergency medical and rescue.

many departments utilize these contracts for the purchase of fire-fighting equipment, very few municipalities have taken advantage of this service for the purchase of apparatus.

field training courses is already under way. "I also will recommend a massive statewide media campaign recommending the installation of early warning detection equipment in private homes and residences."

**EXAM 35-856**  
**SR EXMR OF MUNICIPAL AFFRS**  
Test Held Oct. 4, 1975  
List Est. Feb. 17, 1976

- Person George F Voorheesvil .....93.3
- Stowe Dennis J Bladell .....90.4
- Serenson P J Suffern .....88.1
- Sanders Patrick Tamburg .....87.5
- Pavelka Joseph Oneida .....85.3
- Lenahan Timothy Mechanicvil .....84.5
- Paganelli Joe Elmira .....84.4
- Roman Paul J N Tonawanda .....82.9
- Cohen Steven R Searingtown .....80.8
- Prince Richard Tonawanda .....80.6
- Tallman John D Watervliet .....79.4

**EXAM 34-745**  
**SR CLERK**  
Test Held May 3, 1975  
List Est. Sept. 2, 1975  
(Cont. from Previous Edition)

- DiCarlo Dawn Buffalo .....77.7
- Sherman Manola Potsdam .....77.7
- Hart Catherine .....77.7
- Hicks Steven W Castletn Hud .....77.7
- Riccobono T G LI City .....77.7
- Koeppel Janet A Stuyvesant .....77.7
- Ciesla Kathleen Buffalo .....77.7
- Lafreniere J A Schenectady .....77.7
- Mooney Eleanor Brooklyn .....77.7
- Sportman James Albany .....77.7
- Purcell C J Troy .....77.7

Mr. Cuomo said he would recommend dissemination of standard specifications for apparatus and equipment. He noted that the New York State Office for General Services has standard specifications, and all municipalities in the state are eligible to purchase under state contracts awarded by OGS. While

Programs at the state level for public fire prevention education are virtually non-existent, Mr. Cuomo said.

In the area of fire investigation, Mr. Cuomo said his office is recommending a three-phase program to combat the increasing incidence of arson. The first phase would be a broad scope training program for local fire and police officials. The second phase would establish several teams of investigators who would provide technical expertise to local fire and police agencies required to obtain arson convictions. The third phase would upgrade arson evidence analysis and provide 24-hour evidence analysis assistance.

"While comments regarding the programs at the Fire Academy at Montour Falls were essentially requests for expansion, our response can only be in terms of additional resources and these we have requested in our proposed budget for 1976-77. Meantime, the revision of our

Changes in the federal program dealing with master planning are not yet definitive, Mr. Cuomo said, but he indicated his office had already initiated and assisted with the draft of the State Fire Prevention Code which it is expected will be promulgated in May.

"Members of my staff intend to assume an active role in providing assistance to local fire agencies to secure adoption of that code at the local level. The Health Department has primary responsibility for emergency medical and rescue functions in the state. However, the fire services is deeply involved in this activity at the local level, but faces problems with the enactment of a new Article 30 of the Public Health Law. We intend to assist the fire service in their negotiations to secure reasonable provisions and amendments to Article 30 to enable the local fire jurisdictions to comply with the intent of the statute," Mr. Cuomo said.



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### Labor Department Honors Bienstock

Herbert Bienstock, the U.S. Department of Labor's Regional Commissioner of Labor Statistics, is this year's winner of the Commissioner's Award for Eminent Achievement. The presentation took place Feb. 24 at the bureau's regional office in Manhattan.

The award is the highest honor the agency gives its employees.

"This award was presented in recognition of Mr. Bienstock's outstanding accomplishments in the development, utilization and understanding of labor statistics at the regional, state and local level," said Labor Statistics Commissioner Julius Shiskin.

Mr. Bienstock, a career civil servant and life-long New York City resident, joined the New York regional office in 1945. He has been head of the Middle Atlantic regional office since 1962.

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## State Layoff Office Opens

ALBANY—The New York State Department of Civil Service has established a layoff and preferred list information center in Albany to provide information to people who, because of budget cuts, are laid off from State positions.

The center is in Room 110 of the Department of Civil Service Building (Building 1), State Office Campus, Albany, N.Y. 12239. Information may be obtained from 8 a.m. to 4:45 p.m. Mondays through Fridays by visiting the center or phoning (518) 457-2660 or 457-2661.

The center has been set up to answer general questions about preferred list rights and other layoff provisions of the Civil Service Law.

## Four Rockland Positions Open

NEW CITY—The Rockland County Personnel Office is accepting applications until March 10 for open-competitive posts of deputy director of parks and recreation, environmental health aide, laboratory helper and senior clerk-typist. Examinations for all posts, except deputy director, will be held Apr. 10. The deputy director test is scheduled for March 20.

Applications, complete announcements and further information may be obtained through the Rockland County Personnel Office, County Office Building, New City, N.Y. 10956.

### LEGAL NOTICE

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## Open Continuous State Job Calendar

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

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

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

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**EVERHART RETIRES** — Long-time CSEA activist Lenny Everhart, of the South Colonie unit of Albany County chapter, was honored for his many years of service at a retirement party recently at Vallee's Steak House in Colonie. In the above photo, from left, are Don Longale, South Colonie unit president and Albany County chapter vice-president; Harry Brown, South Colonie unit treasurer and master of ceremonies; Mr. and Mrs. Everhart, and Don McDonald, assistant superintendent of schools for the South Colonie School District.

## Air W' Chester Senior Shows

**WHITE PLAINS** — A new public service program containing information helpful to Westchester area senior citizens will be broadcast weekends by Radio Stations WFAS and WWYD.

County Executive Alfred B. DeBello stated, "The program 'Westchester 60 Plus' which bears the same name as the county's senior citizen's publication, will keep seniors informed on such topics as health, housing, employment and special programs designed to aid the aging."

The shows will be produced by the Westchester County Office for the Aging in cooperation with Station WFAS.

Broadcasts will be Sunday at 9:35 p.m. on WFAS. On FM station WWYD, the programs will take place Saturday at 7:00 a.m.

Mr. DeBello also announced that the county is starting a new service to help senior citizens find affordable good homes and to aid them to remain in

homes where they have resided for many years.

The 'Westchester Find and Share Housing Program' is filling a real need in Westchester County. Fixed incomes, which are

### LANGUAGE DIRECTOR

**ALBANY**—A director of the division of language skills eligible list, resulting from open-competitive exam 27-530, was established Feb. 11 by the State Department of Civil Service. The list contains six names.

### SECURITY OFFICER

**ALBANY**—A supervising campus security officer eligible list, resulting from open-competitive exam 24-238, was established Feb. 17 by the State Civil Service Department. The list contains 87 names.

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what most senior citizens live on, make little or no provision for the higher cost of housing. For older homeowners, fuel costs, maintenance and repair costs and equipment replacement costs make it increasingly more difficult to keep their homes. Bringing those who need housing together with those who want to keep their homes going provides considerable benefit to both groups and helps curtail the loneliness which age frequently brings."

Any senior wishing to participate in the 'Find and Share Program' may write to the County Office for the Aging, Room 202A County Office Building, White Plains, N.Y. 10601, or call (914) 682-2404.

## Join CSEA, VanDuzer Urges

**MIDDLETOWN** — John VanDuzer has issued a plea for all retired state employees to join Civil Service Employees Assn. retiree chapters in their areas, "To put a stop to the raiding of our pensions."

Mr. VanDuzer, president of the CSEA's Orange, Ulster and Sullivan Counties Retiree chapter, pointed out that the active and retiree union chapters, plus CSEA Headquarters, have been in the forefront of the fight to stop the state from dipping into pension funds in the fiscal rescue of New York City.

"I am asking that the 80,000 potential retiree members sign up with CSEA chapters," Mr. Van-

Duzer said. "Don't let the 20,000 current members shoulder all the burden in the fight alone. We need everyone's help badly."

"CSEA has never let anybody down in the past and it won't let anybody down in the future. We have got to stop the pension fund raids."

## MTA Booklet Now Available

**ALBANY** — Assemblyman Richard E. Mannix (R-C, Larchmont) announced he will make available copies of brochures on reduced fares for handicapped individuals and senior citizens on MTA commuter lines.

The booklet, which Assemblyman Mannix will distribute to local residents through his district offices, lists a number of questions and answers about the Metropolitan Transportation Authority's Half-Fare Program for the Handicapped.

"It is important that when opportunities are available to ease the financial burden of handicapped and senior citizens who use the public transportation systems that such information be readily obtainable to those concerned," he said. Local residents may obtain a copy of the brochure by contacting Assemblyman Mannix's district office at (914) 834-6257 or (914) 698-9375.

## Institutional

(Continued from Page 1)

In formally requesting fact-finding, CSEA collective bargaining specialist Robert Guild stated that mediation efforts "resulted in the two parties not being able to resolve their differences."

Negotiations are continuing in the other three bargaining units of state employees represented by CSEA at the present time, with only the Institutional Unit talks in an impasse condition.

## Bendet

(Continued from Page 1)  
would be, in my opinion, arbitrary and capricious."

Copies of Mr. Bendet's letter were also sent to Mr. Levitt, CSEA president Theodore C. Wenzl and union officers around the state.

It was precipitated by the rumored planned purchase by Mr. Levitt of Housing Finance Agency bonds with funds from the Retirement System.

"I am not impressed by Comptroller Levitt's statement regarding capping future moral obligation bonds," Mr. Bendet continued. "Such capping requires two-and-one-half to three years and in the interim, the Retirement System might be loaded with bad bonds."

"If moral obligation bonds are not to be good in the future, they are improper investments at the present time," the CSEA official declared.

### HOSPITAL CONSULTANT

**ALBANY**—A hospital administration consultant eligible list, resulting from open-competitive exam 27-531, was established Feb. 17 by the State Department of Civil Service. The list has 15 names.



**CENTURY PLUS** — These three Civil Service Employees Assn. members boast a combined total of 103 years of state service. From left are Tony Sackell, 28 years of service; Don Yorkey, 45 years of service, and Cliff Crawford with 30 years. The three retirees are from State Department of Transportation Region 3 and were honored recently at a retirement party in Syracuse.

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# Nassau County Rifle Range Is Temporarily Shot Down

MINEOLA—The Nassau Board of Supervisors delayed action on a controversial \$2.1 million rifle range after running into a fusillade of criticism led by Irving Flaumenbaum, president of the Nassau chapter of the Civil Service Employees Assn.

A recent unscheduled hearing on the issue was punctuated by angry shouts from the standing-room-only crowd of 250, as a record 37 speakers attacked and defended the proposed Mitchell Field range.

Mr. Flaumenbaum, a CSEA vice-president and also leader of its Long Island Region I, assailed the proposed project, calling "The mere thought of such an expenditure while talking of layoffs and job freezes is an insult to everyone who works for a living."

Mr. Flaumenbaum said the county budgets show that the existing range cost \$83,700 last year. Maintenance personnel salaries and interest on bonds used to finance a new range would bring the total cost to taxpayers to more than four million.

Plans for the new range were announced three weeks ago by Nassau County Executive Ralph G. Caso. He stated at the time that the county had to tear down an existing indoor range at Mitchell Field in order to make way for an interior road to serve traffic to and from the parking lots of the Nassau County Coliseum.

Besides Mr. Flaumenbaum's comment, strong criticism came from many public interest groups including day care proponents, the opposition Democratic Party, the Nassau Policemen's Benevolent Assn., the National Organization of Women and even some gun clubs which said that the present facilities were adequate.

Fourteen speakers, mostly from

gun clubs or the construction industry, favored the project or asked for a guarantee that the existing rifle range won't be demolished unless the new one is built.

Mr. Flaumenbaum said that the 1976 budget shows that the old range had an income from fees of \$53,000, refuting gun club claims that the range is self-supporting.

"We are certainly not against gun clubs or rifle ranges but it is a luxury which should wait for a time when we have more money. If \$2 million has been allocated for such a project, that money must be used for the benefit of the employees so they can catch up with the rise in the cost of living over the past two years," Mr. Flaumenbaum concluded.

Hempstead Town Presiding Supervisor Francis T. Purcell, who chaired the meeting, said that the Board will "reappraise this range very carefully" and act on it in about a month.

# Suffolk PERB Denies Attempt By AFSCME To Fragment County

HAUPPAUGE—A hearing officer for the Suffolk County Public Employment Relations Board, a mini-PERB, denied a petition by the American Federation of State, County and Municipal Employees to decertify the Civil Service Employees Assn. as bargaining agent for 1,100 Social Services Department workers.

The officer, Max M. Donner, recommended that CSEA could continue to represent all county workers. AFSCME, after failing to get enough county workers to sign designator cards to qualify for a representation run-off election, attempted to carve out

a special unit of social services workers in Suffolk.

Mr. Donner's report to PERB concluded, "On the entire record, we recommend that the petitions herein for decertification from the existing historical county-wide units and certification for collective negotiations in separate units be dismissed."

According to Suffolk chapter president James Corbin, "Mr. Donner's findings justify our position that AFSCME's claims were without foundation. When they failed to get enough cards to qualify for a challenge they tried to take a few workers from social services and a few from the professional ranks and make a bargaining unit out of it. It was a real mixed-menu approach. The dismissal of the challenge is interesting in light of AFSCME's sweet talk for affiliation in the rest of the state. Here in Suffolk they showed their true colors."

Mr. Corbin explained that during sensitive contract negotiations between the CSEA and the county, AFSCME filed an improper practice charge with PERB and tried to stop the union and the county from negotiating.

"They knew they had a lost cause, but still they insisted on trying to hold up negotiations to get some cheap publicity. They don't care about the welfare of workers, only about getting their hands on some new dues money to replace what they lost in their New York City fiasco," Mr. Corbin said.

## NYC Exec Meeting

MANHATTAN—The executive committee of the New York City chapter, Civil Service Employees Assn., will meet Thursday, March 4, at 5:30 p.m. in Room 4430 of 2 World Trade Center, Manhattan.

According to chapter president Solomon Bendet, the committee will hear a presentation by the American Federation of State, County and Municipal Employees vis-a-vis affiliation and hold a discussion regarding a proposed dues increase.

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## 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 Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone: 488-4248; 10 a.m.-3 p.m.); State Office Campus, Albany, 12226; Sulte 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.

# Officials Urge Employee Voice

(Continued from Page 2) have to have a constitutional prohibition against them in the future?" Mr. Bendet asked. "If

they're not good in the future, they're not damn good now. We want these monies kept to pay retiree's benefits. That's what they were put there for and it's our money."

The Long Island hearings were conducted in the Town Pavillion adjacent to Town Hall in Hempstead at the urging of Assemblyman Armand P. D'Amato, a member of the task force. Assemblyman Lloyd S. Riford chaired the hearings which were attended by Assemblymen Alvin M. Suchin, Joseph Reilly and Henry

Dwyer. In addition to Mr. Abbatiello, Mr. Corbin, and Dr. Metz, others testifying included Richard Brady, New York Chamber of Commerce and Industry. William Withers, executive secretary of the New York Teacher's Pension Committee, failed to appear.

The next and final hearing of the Task Force will be in Westchester March 4. When they are through gathering testimony, the Riford Task Force is expected to develop bills to amend the pension system.

## Job Book Just Published

The 1976 edition of "Summer Jobs," the largest and most comprehensive list of summer jobs, compensated projects, awards, apprenticeships and permanent jobs, is available to New Yorkers.

The directory includes openings in federal agencies throughout the country. Some agencies listed are the U.S. Water Pollution Control Administration, U.S. Army Engineers Waterways Ex-

periment Station, U.S. Naval Research Laboratory, Aberdeen Proving Grounds and U. S. Atomic Energy Commission.

It also gives jobs descriptions, dates of employment, necessary qualifications, salaries, number of openings, and instructs candidates on how to apply for and find jobs.

The directory can be obtained from the Advancement and Placement Institute, 169 North 9th St., Brooklyn for \$10.



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# Rochester PC Understaffing Could Cause Loss Of Life: Chapter's Head

(From Leader Correspondent)

ROCHESTER—Rochester Psychiatric Center is so short of staff "that the lives of employees are being jeopardized," the president of the hospital's Civil Service Employees Assn. chapter declared.

William Crimm also said the center could lose its professional accreditation this year because of the understaffing.

"Where would all the employees and the patients go if the hospital had to close?" he asked.

Mr. Crimm said employee morale is "very low," because about 200 more employees are needed.

"We're actually afraid," he said. "And when an employee is ill, he doesn't want to stay home because he's afraid of leaving a co-worker unprotected."

During a recent flu epidemic in one center building, "staff members who were sick enough to be in bed still came to work," he said.

Mr. Crimm said the chapter is readying a grievance to be filed with the state Department of Mental Hygiene in Albany

charging that employee safety is being endangered by the help shortage.

"I'm sure we'll have the backing of the center's administrators," he said, adding the chapter is working with the administration "to make sure we will have accreditation."

If the center does lose accreditation, the State Department of

Mental Hygiene would lose \$10 million in matching federal-state Medicare funds. The center also would lose the right to train student doctors and nurses according to Robert Conley, center deputy director. "We're very doubtful we'll be reaccredited this year," he said.

Gordon Yudashkin, regional department director, said the center's chances for reaccreditation "are not great, but they're not hopeless either."

The Joint Commission on Hospital Accreditation gave the

center a one-year probational accreditation last year because of the understaffing and other problems related to administration. In December, the staffing problem worsened when the center lost 32 staff positions. The state money for these positions was allocated instead to the Pilgrim Psychiatric Center on Long Island, which lost its accreditation last year because of understaffing. At that time Dr. Yudashkin said the Rochester center would have "a tough time" getting reaccredited.

"What concerns me is that we don't really have enough money or people to meet the standards. We're robbing Peter to pay Paul."

Dr. Yudashkin said last week he is working with hospital officials to increase the staff by 25 persons and solve administrative problems.

Mr. Conley said the accreditation commission has stiffened its accreditation requirements in the past several years.

"Commission members have changed their direction," he said. "They used to just look at bricks and mortar, judging whether the building was clean and in good repair. Now they're looking at programs as well."

## Last Arbitration

(Continued from Page 1)

bers, in both the State and County Divisions, to write to their legislators asking them to vote for the Schermerhorn Bill.

"Last-offer binding arbitration would speed up the negotiation process and eliminate a great part of the injustice of the present system," Mr. Ryan said. "It would thereby do away with the major cause of strike sentiment by state employees."

CSEA is currently contacting other public employee unions throughout the state to get them to throw their support behind the bill.

## Get Angry

(Continued from Page 1)

get people angry. We've gotten results in the nursing home scandal because we got the public mad and they pressured their legislators."

A hearing by the CSEA/Stein Joint Committee to Investigate Waste and Inefficiency in Government was scheduled to be held in Syracuse late last week. Mr. Stein announced at the press conference.

The hearing, as well as detailed coverage of the Syracuse Region V CSEA meeting, will be included in next week's edition of The Leader.



**DUTCHESS APPEAL** — Civil Service Employees Assn. vice-president James Lennon, right, looks over copy of certificate that will be given to contributors to Dutchess chapter 814 Welfare Fund. Dutchess chapter president Ellis Adams, left, is currently touring the state to appeal for donations, which are needed to repay loan chapter received to aid members who were penalized for participation in successful strike last year. Photo was taken at meeting last month of Southern Region III, which is headed by Mr. Lennon. (Coverage of the meeting begins on Page 8.)

## CSEA Endorses SUNY Cutback Protest Effort

ALBANY—Efforts by State University of New York students to oppose the \$51.8 million budget cuts for SUNY have received the endorsement of the Civil Service Employees Assn. Board of Directors.

The CSEA Board of Directors passed a motion at its recent meeting "that the Board fully supports the university students in regard to their present opposition to budget cuts."

The Student Association of the State University of New York, Inc. will sponsor a rally opposing the budget cuts and proposed increased tuition March 16 on the steps of the Capitol in Albany.

Although the CSEA Board endorses the students' efforts to protest budget cuts, CSEA has not taken any stand relative to the opposition to tuition increases and has not endorsed the rally itself.

## ① CSEA calendar ①

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.

### MARCH

- 4—New York City chapter executive board meeting: 5:30 p.m., Room 4430, 2 World Trade Center, Manhattan.
- 5—Binghamton chapter dinner-dance: 6:30 p.m., Fountains Pavilion, Johnson City.
- 5-6—Western Region VI meeting: Statler Hilton Hotel, Delaware Avenue at Niagara Square, Buffalo.
- 12—Marcy Psychiatric Center chapter general meeting: 7 p.m., The Burrstone, Burrstone Road, Utica.
- 14-19—Delegates' meeting, Concord Hotel, Kiamasha Lake.
- 20—Westchester County chapter Third Annual Dinner-Dance: 8 p.m., Riviera Beach Club, 360 Davenport Ave., New Rochelle.

### APRIL

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

# Constitution & By-Laws Changes To Be Considered This Month

(Continued from last week)

The Report of the Revision of Constitution and By-Laws Committee will be presented to the special Delegates Meeting, March 14-18 at the Concord Hotel, Kiamasha Lake. It is printed here exactly as it will be presented to the Delegates. Material in bold-face type is new; brackets indicate old material to be deleted. The committee is chaired by Kenneth Cadieux, with committee members William Roberts, Nicholas Cimino, Joseph Kinney, Eugene Nicoletta, Audrey Snyder, Genevieve Luce, Karen White, Earl Mayfield, Sr., and Jay Berman.

#### 4. Article I, Section 3:

"Section 3: VICE PRESI-

DENTS. There shall be six (6) vice presidents who shall be the regional presidents elected by the six (6) regions. The Vice Presidents shall serve on a full-time basis. If the Vice President is employed and is unable to obtain a paid leave of absence from his employer, the Association shall, pursuant to law, obtain a paid leave of absence for the Vice President and the Association shall reimburse the employer for the cost of such leave. Each Region shall be under the direction of the Regional President who shall perform such other duties as assigned by the President of the Association or the Board of Directors of the Association."

The Constitution and By-Laws Committee is not recommending for or against the adoption of this amendment.

5. A new section under Article I to be numbered Section 6 and entitled "Honorariums" would read as follows:

"Section 6: HONORARIUMS. The Board of Directors may establish honorariums for each officer of the Association in an amount to be determined by the Board of Directors."

6. Several requests were received by the Committee to propose an amendment to the By-Laws which would aid members who had been laid off with relation to payment of dues. The pro-

posed amendment would read as follows and would be included under Article IV, Dues, Section 2:

#### "Section 2. COMPUTATION.

(e) LAID OFF EMPLOYEES. A member in good standing who is laid off from public employment and placed on a preferred list will be granted a gratuitous membership for a period of one year."

7. Article VI, Section 2:

"Section 2 (a) BOARD COMMITTEES. At the organizational meeting of the [State-wide] Board of Directors the following committees shall be elected: 1. Budget and Finance; 2. Charter; 3. Committee to Study the Cost of Op-

erating Group Life Insurance; 4. Personnel; 5. Directors. [No officer shall serve on any Board Committee except the Directors Committee.] No officer or non-voting member of the Board of Directors shall be eligible to serve on these committees. The committees shall elect their own chairmen."

8. Article VI, Section 2:

"Section 2 (b). AD HOC BOARD COMMITTEES. The Board may appoint such other ad hoc committees as it deems necessary. All members of the Board of Directors including officers shall be entitled to serve on such committees."

9. Article VI, Section 2 (a) to be renumbered to Section 2 (e).