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See Pages 8 & 9



COUNTY CONFAB — Leaders of county and educational employees chapters in Albany Region IV of the Civil Service Employees Assn. met earlier this month to coordinate their efforts on a regionwide basis. Together they form the Region's standing county committee, under the chairmanship of Charles Luch, of Saratoga Educational chapter 864. From left are Howard Cropsey, Albany County chapter 801; Ed Wilcox, Saratoga County chapter 846; Francis Bessette, Clinton County chapter 810; Mr. Luch; Fred Farone, standing, Schenectady County chapter 847; Jean Corlew, Schenectady; regional second vice-president John Vallee, Rensselaer County chapter 842; and Ed Evans, Rensselaer Educational chapter 871. The meeting was held at the Holiday Inn in Saratoga Springs.

Fighting Cattaraugus Plan To Contract Out Services

SALAMANCA — More than 100 members of the Cattaraugus County chapter, Civil Service Employees Assn., met here recently and gave unanimous support to final proposals of the chapter executive board intended to save \$100,000 in the county nursing homes budget and maintain 80 jobs.

The eight-point package, developed in response to proposed plans by the County Legislature to contract out kitchen, cleaning, laundry and maintenance services at the Olean and Machias facilities, was discussed by CSEA and legislature teams earlier. However, the legislature took no action when it reconvened in the "committee of the whole" because Majority Leader Howard Peterson claimed the group needed more time to study the proposals.

CSEA Western Region VI supervisor Lee Frank, granted permission to address the legislature before its adjournment, expressed dismay over the legislature's inaction. He announced

that the union planned to file suit to prevent Cattaraugus from implementing "the export of county tax monies and jobs to Pennsylvania," an apparent reference to rumors that a Pennsylvania company was a prime contract prospect for the work.

"I realize that Philadelphia is our number one Bicentennial city, but we don't have to go overboard on this thing," Mr. Frank said. "These jobs are important to our members and the taxpayers have no guarantee that the change to contracting would save any money."

The CSEA membership also unanimously adopted a resolution calling for the resignation of the three top administrators

of the Nursing Home Division. "In private industry and business, when there is poor management, they get rid of the top

(Continued on Page 3)

Koenig: Threats Used To 'Soften' Us

ROCHESTER — Proposed layoffs and two-week unpaid furloughs are being used to "soften up" the 4,000-member Monroe County chapter, Civil Service Employees Assn., for contract negotiations scheduled to begin next month, declared chapter president Martin Koenig. Chapter members have rejected a proposed two-week unpaid fur-

Vehicle-Picket Incidents Mar Columbia Strike

HUDSON — At 12:01 a.m. June 8, the Columbia County unit, Civil Service Employees Assn., began a job action against the Columbia County Board of Supervisors. The union alleges the board failed to present an acceptable contract offer to the unit membership before a previously set deadline passed. Negotiations had been in progress for seven months.

The first picket line went up at the Pine Haven Nursing Home in Philmont. The union local membership allowed a nurse and a nurse's aide from the local to remain on duty through the night to attend to patients at the facility.

The first morning of the strike held several incidents of cars which ran through picket lines. County Superintendent of Highways Bernard Kelleher was involved in the first of two such incidents. According to local unit members, he drove through the line at an unsafe speed and struck local unit member Lester Garrison. Mr. Garrison went to a hospital and returned to the picket line on crutches. Charges against Mr. Kelleher are pending.

Another incident occurred at the Pine Haven Nursing Home.

Unit member Joan McCagg was brushed by a car.

While county officials claimed the action was not disturbing County functions, CSEA local officials, however, said the walk-out was seriously affecting

(Continued on Page 3)



Are There Lessons To Be Learned From Past Conventions?

DEMOCRATS have more fun than Republicans, according to a time-honored

(Continued on Page 6)

Shortsighted Reaction To \$\$ Shortage

By SUSAN DONNER

MANHATTAN — Many experts in the field of drug rehabilitation feel the Office of Drug Abuse Services' program—the largest and most costly in the nation—has been a massive failure.

The cost of this program in its first three years was \$200 million and, by 1971, the program was spending \$150 million per year. There were 5,800 addicts under the treatment in 1971, including after-

care, out of an estimated 100,000 addicts in the state. To provide the same treatment for the other 94,200 addicts would have moved the cost of the program into the billions.

Despite the fact that ODAS was grossly mismanaged from the time of its inception in 1966, many fine facilities were built through efforts of dedicated staffers. However, since this kind of rehabilitation program demands a wide range of academic, vocational and counseling services,

the cost was enormous and the program could only accommodate a relatively small percentage of addicts. Furthermore, ODAS has been unable to publish statistics through which its success could be measured.

The ODAS program's main advantage over therapeutic communities is that it offers a confined rehabilitative environment as an alternative to overcrowded prisons, eliminating the personal waste and decline en-

(Continued on Page 4)



Re-election Signals Worker Unity In Suffolk Talks: Corbin

HAUPPAUGE—Fresh from his re-election victory as president of Suffolk chapter 852, Civil Service Employees Assn., James L. Corbin said he was grateful that the union members had not buckled under to pressure.

Mr. Corbin, as well as other members of his unity slate of officers, had faced the election in adverse circumstances.

On the one hand, the contract battle for county employees was still in progress five months after the previous contract had expired on Jan. 1.

At the same time, a rival organization has been circulating petitions in an effort to take over representation rights.

The problem is compounded by the fact that the longer the county administration holds back on agreement, the more time the rival union has to gather signatures.

"We are still going for the best possible contract terms," Mr. Corbin said.

Once 30 percent of the county employees have signed petitions, though, and these signatures have been verified, a representation election would have to be called, and the negotiations suspended.

At present, petitions have been filed based on 6,300 employees.

This indicates that the rival organization, the American Federation of State, County and Municipal Employees, is having trouble, Mr. Corbin pointed out.

He explained that there are 7,121 county employees, but the petition excludes school crossing guards, temporary, part-time, substitute and seasonal

employees, all of whom are represented by the CSEA.

"In fact, just this past spring, we were successful in saving the jobs of school crossing guards," he said.

Mr. Corbin also pointed out that the newly elected chapter third vice-president is Lillian Tully, president of the School Crossing Guards unit.

Other officers are first vice-president Edward Valder, Vector Control; second vice-president Frank Giordano, Public Works; fourth vice-president Ruth Kempf, Town of Brookhaven; fifth vice-president Salvatore Pezzolenti, Social Services; recording secretary Isabelle Jones, Community College; corresponding secretary Barbara Rotunno, Infirmary; treasurer Dorothy Goetz, Town of Huntington, and sergeant-at-arms Eugene Cockshutt, Court Officers.

Frank Parker, of the D.A. Investigators, was elected executive representative to the statewide CSEA Board of Directors, succeeding Mr. Valder.

Elections chairman Joseph Osman, of the Court Officers, and co-chairman John Desmond, of the Probation Officers, noted that the election participation was the highest in the chapter's history, with 31 percent of the

members voting.

"This represents a cross-section of our units from all 10 towns, school districts, incorporated villages and the county, with its 34 units," Mr. Osman said.

Mr. Corbin, who is employed in the County Health Department, said that the two-to-one election vote of confidence given to him and to most other members of his officer team, gives them the backing they need to get acceptable contract terms for county employees.

A key point of contention continues to be increments. Arguments on this are now scheduled for the Appellate Division after previous hearings by the Supreme Court and the Public Employment Relations Board. "Our fight on the increments is our first priority," Mr. Corbin said.

"No one person can do it alone," Mr. Corbin said in expressing his appreciation to the members for re-electing him president of the 9,500-member chapter, third largest in the statewide CSEA structure.

"We rely on the unit presidents in the chain of communication with the members. In addition, there have been many new executive board members who have come forward, and we are looking forward to their help.

"But it is the membership which forms the real backbone of the organization. I urge those employees who have held back from union membership to make the plunge now. If we are truly unified, we can deal more effectively with the county administration for the betterment of all employees," he said.

Threat Of A Suit In Suffolk Brings Fact-Finding Back

HAUPPAUGE — After threatening the county with the filing of unfair-practices charges, the Suffolk County chapter, Civil Service Employees Assn., has secured a resumption of fact-finding.

County representatives had appeared at a scheduled hearing last week pleading that they were unprepared to continue and asked for a postponement to July 3. That hearing followed a 29-day layoff, and the request would have created a two-month hiatus in the fact-finding process.

The tactic was criticized by James Corbin, president of the chapter.

"We have accepted this reduced postponement, but our patience is growing thin," Mr. Corbin declared. "If necessary, we believe it will be self-evident from the record that the county has been deliberately stalling, frustrating our good-faith efforts."



NEW SURROUNDINGS — A new facility to serve motorists in Westchester County has been opened by the New York State Department of Motor Vehicles on Central Avenue in White Plains. Above, checking out one of the first computer readouts received by the facility, are Diane Collings, office director and member of the Westchester County chapter, Civil Service Employees Assn., and Westchester County Clerk George Morrow.

Lindenhurst Unit OK's Pact

LINDENHURST — Members of the Lindenhurst Memorial Library unit, Civil Service Employees Assn., won a 6 percent wage increase plus increment as part of contract negotiations carried on with the library board under terms of a third-year contract reopener provision.

An agreement was also reached about dropping the lowest steps on the clerical scale and placing part-time clerks and custodial workers on the same hourly wage scale as full-time employees.

Unit members accepted the package unanimously. Negotia-

tors for the unit were Mrs. George Jones and Mrs. Kenneth Geiger assisted by CSEA field representative John Cuneo.

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FORMAN REAPPOINTED

ALBANY—Gov. Hugh L. Carey has reappointed David Greene Forman, of Williamsville, as a member of the Buffalo and Erie Public Bridge Authority. The Authority operates Peace Bridge between Buffalo and Fort Erie, Canada. The nomination is subject to Senate confirmation. Mr. Forman was named for a term ending Dec. 31, 1977. The position carries a salary of \$100 a day up to a maximum of \$10,000 a year.

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Koenig: Threats Being Used To 'Soften' Us

(Continued from Page 1)

Some observers feel the Monroe Ways and Means Committee will decline to recommend layoffs, or, at least, the number proposed.

"If layoffs are ordered," Mr. Koenig said, "they'd have to be justified, or we'd bring each

case to court."

Other observers feel county legislators would be reluctant to cut back county services, the result of any layoffs.

"Services already are pared to the bone," one CSEAer said. "Some services will have to be

eliminated altogether if there are any more layoffs."

The county's layoff list includes about 70 clerks, typists and stenographers in almost every administrative area. Public health nurses, x-ray technicians, assistant planners, jail staffers,

parcs grounds equipment operators and mental health program aides are among others on the list.

One member of the chapter said its 4,000 members shouldn't "have to pick up the tab for the 800,000 persons living in the

county."

Mr. Koenig said all members are being urged to contact their county legislators to express their feelings on the matter.

Some members of the legislature, plus the Gannett chain Rochester newspapers have criticized County Manager Lucien Morin for giving a small tax decrease before the last election.

"He said then that there was a budget surplus. Suddenly, this year, there's a big deficit," Mr. Koenig said. "It seems to lead many people to want to take a closer look at his figures."

Mr. Morin suggested that the chapter officers allow members to vote on the choice of layoffs, as opposed to unpaid furloughs.

"We have our fingers on the pulse of the membership, so there is no need to spend time and money on a vote," Mr. Koenig said.

He added the chapter officers' position is that "you don't give up any benefits you already have. You do that and you never get ahead."



JOB ABUSE MEETING — An attentive audience of nurses at the Nassau County Medical Center listen, above, as Irving Flaumenbaum, right, makes a point during a meeting held to discuss job abuse complaints registered by the center staffers. Mr. Flaumenbaum,

president of the Nassau County chapter, Civil Service Employees Assn. and chief of CSEA Long Island Region I, is flanked by CSEA attorney Richard M. Gaba, a columnist for the Leader, and NCMC CSEA unit president Doris Kasner.

Ⓢ CSEA calendar Ⓢ

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

JUNE

- 18—Buffalo District Department of Labor chapter 352 spring dinner-dance: 6:30 p.m., John's Flaming Hearth, 1830 Abbott Rd., Lackawana.
- 18—Hudson River Psychiatric Center chapter 410 Bicentennial Ball: Holiday Inn, Fishkill.
- 21—Capital District Retiree chapter Hudson River-Erie Canal cruise.
- 23—Upstate Medical Center chapter general meeting: 7:30 p.m., Il Padrino Restaurant, Spencer street, Syracuse.
- 24—Central Islip Psychiatric Center chapter special meeting (Social Security and retirement): 7:30 p.m., Gull Haven Golf and Country Club, Central Islip.
- 25—Buffalo chapter dinner-dance: 7 p.m., Statler-Hilton Hotel, Buffalo.
- 25—Fort Schuyler chapter annual dinner-dance: Twin Ponds Golf and Country Club, Utica.
- 25-27—Albany Region IV meeting and workshops: Sheraton Inn, Glens Falls.
- 26—Hudson Valley Armories Employees chapter banquet and installation of officers: Windsor Inn, New Windsor.
- 30—Nassau County Retiree chapter picnic: Lido Beach.
- 30—Orange County chapter executive board meeting: 7:30 p.m., Dikeman's Firehouse, New Street, Goshen.

JULY

- 3—Albany Region IV Andy Williams Show theater party: 10 p.m., Colonie Coliseum Theater, Colonie.
- 8—New York State Thruway (Western Division) chapter meeting: Fectur's Forks Hotel, Broadway Street at Union Road, Cheektowaga.
- 9-10—Central Region V (Syracuse) workshop: The Beeches, Rome.
- 20—Metropolitan Retirees chapter meeting: 1 p.m., Room 5890, Two Trade Center, Manhattan.

Cattaraugus Plan

(Continued from Page 1)

management including corporation presidents," said Jean Freeman, chapter president.

"In Cattaraugus County, the legislature is proposing to make the little guys scapegoats. Why don't they contract out the management?" she asked.

Ms. Freeman pointed out that of the more than \$100,000 savings contained in the CSEA package, almost \$20,000 was already the result of "attrition" at the Machias facility. This was confirmed by County Treasurer Barbara Edwards in a report released on June 8. It pointed out that new replacements are paid a lower rate of pay, and are in a lower cost pension plan.

Mr. Frank also announced that a CSEA auditor from the union's research staff plans "to really go over the county's books, and let the chips fall where they may."

Sam Carmen, field representative for the county workers, reported that petitions gathered by members and supporters had more than 2,000 signatures of

county residents opposed to the contracting proposal. In response to a legislator's claimed survey of petition signers who were quoted by the legislator "as unaware of the consequences," Mr. Carmen said, "No legislator has seen the petitions, because I have them in my custody."

Thomas Bruno, a negotiating team member, said one union proposal, if applied county-wide, could result in savings "in excess of \$100,000."

Mar Columbia Strike

(Continued from Page 1)

county operations and that very little work was done by Columbia County managerial staff during working hours.

The second day of the walk-out began with another carpenter incident that sent CSEA member Sam Simmons Jr. to Columbia Memorial Hospital for treatment of cuts to his hand, elbow and knee.

CSEA members noted that public support for the public employees was apparent, with local vendors providing strike areas with free soda and sandwiches. The Hudson Teachers Assn. contributed \$50 to cover the cost of one soda run to all picket locations.

A local newspaper reported the county was attempting to

get an injunction against the unit. While the negotiating team had announced it is ready to negotiate at any time, it was suggested that service of such an injunction on elected officials of the unit could be difficult. The County did serve the CSEA Columbia County "Crisis Center" building with a show cause order taped to the office door. Such service is considered legally questionable.

MUSEUM SVCS LIST

ALBANY — A Museum Educational Services eligible list, resulting from open-competitive exam 24-356, was established May 21 by the State Department of Civil Service. The list contains 194 names.

EES LIST

ALBANY — An Environmental Educational Services eligible list, resulting from open-competitive exam 24-354, was established May 21 by the State Department of Civil Service. The list contains 486 names.

No One Likes Drug Addiction, But Does It Pay To Ignore The Problem?



SUSAN DONNER

(Continued from Page 1)
 countered there.

It is often the answer for the youthful offender who becomes involved in "soft" drug abuse (alcohol, LSD, tranquilizers, barbiturates) as opposed to "hard" drugs (heroin, opium, morphine). These are often the very young, the non-verbal, and those who have little development of inner controls.

I've heard many times from the clients themselves, "I just want them to lock me up in here and not let me run away. I could never do it by myself."

These youngsters are very often unable to see a program through on their own. They will usually keep running unless they are put into a confined situation and they are made to face themselves and their problems. For these youngsters, as well as the violence-prone person who cannot be dealt with in an "open-door" therapeutic community, the state-run program is important.

Edward M. Brecher, in his book "Licit and Illicit Drugs," notes: "An addicting drug is one that most users continue to take even though they want to stop, decide to stop, try to stop, and actually succeed in stopping for days, weeks, months or even years. It is a drug for which men and women will prostitute themselves. It is a drug to which most users return after treatment at rehabilitation facilities. It is a drug which most users continue to use despite the threat of long-term imprisonment for its use—and to which they promptly return after experiencing long-term imprisonment."

There are three theories that experts give to explain drug recidivism. The psychological theory maintains that there is an "addictive personality." This theory holds that addicts have personality structures which cause them to become addicted, and then readdicted after having been "cured." Many believe that

this behavior can be traced to problems developed during early childhood and lie in the "psyche of the addict."

The sociological view points to the hopelessness that exists in the ghetto plus peer pressure there; the need for the young to be "accepted" by the group. This theory maintains that the addict relapses when he returns to the environment in which he originally became addicted. The sociological view is that the society itself creates the addict. Therapeutic community and state-run facility treatment is based on remedies suggested by both the sociological and psychological theories.

The third theory, the biochemical theory, focuses primarily on the drug itself and its effects on the nervous system. It holds, Mr. Brecher's book says, "the cravings that ex-addicts experience months or even years after their last 'fix' and that lead again to drug seeking behavior and to relapse are as physiological in nature as the early withdrawal experience."

No cure for heroin addiction has been found.

Other than the state-run facilities, there are two programs for addicts. One is found in therapeutic communities such as Daytop, Phoenix House, Project Return or Synanon.

The therapeutic communities are non-profit programs. They answer the need for many, especially the older addict who has "hit bottom."

This is the addict who has found enough control to commit himself to a program for a period of approximately 18 months, and to see it through. The ones that actually stay in therapeutic communities are a select group of the most highly motivated addicts. The cost is low: \$5,000 per patient per year. The staff, many of whom are ex-addicts, is highly dedicated. Some work regularly as many as 14 hours a day for small salaries. Many graduates stay on

(This is the final article in a Leader series on drug addiction problems that must be faced in the light of threatened cutbacks in aid at both the private and the public levels. Leader staff member Susan Donner has been interviewing addicts, administrators and union leaders, joining them at protest rallies and touring various facilities. Photography, original artwork and story are by Ms. Donner. The problem is everyone's.)



WHERE DO THEY GO NOW?

as staff or help found other therapeutic communities. By remaining in this environment, motivation is kept high and chances for relapse are few. It gives ex-addicts a center; something to hang onto and to build their lives around. However, a major complaint is that therapeutic communities are not reality-oriented. It is alleged that their success claims refer almost entirely to present community members; once these

leave, a tiny percent remain drug-free for any length of time. In fact, many therapeutic communities are now presenting themselves as a "way of life" rather than a cure for heroin addiction.

Statistically, both therapeutic communities and the state rehabilitation centers can only rehabilitate a minute percentage of an estimated one million addicts in the country today.

Methadone maintenance seems

to be the answer as far as just plain numbers go. The cost of one dosage of methadone per day for an individual is 20 cents. There are now 80,000 ex-addicts functioning normally on methadone programs. Many have secured an education, obtained jobs and begun families. Also, they have acquired self-respect and pride; they have extricated themselves from a crime-oriented lifestyle.

Methadone blocks the craving for heroin and all narcotic-based drugs. As long as the former addicts receive their daily methadone, they can function, and, in the words of Vincent P. Dole, "become potentially what they are."

Dr. Dole and Marie Nyswander, a husband-wife doctor team who have dealt extensively with methadone maintenance programs, are among the chief exponents of the biochemical theory of drug addiction.

"The thought that a social rehabilitation might cure a metabolic disease, I think, can be well disproven by the experience we have to date," said Dr. Dole.

After years of research at Rockefeller Institute, Manhattan, they opened the first methadone maintenance clinic in 1965 with six patients. By October 1969, they were treating 1,866 and by October 1970 they had 3,485 clients. By 1971, there were 25,000 addicts in state methadone maintenance programs and today there are 35,000. Nationwide, about 80,000 addicts are in methadone programs.

Methadone has very little affect on mind and body if taken regularly. One of the main criticisms of methadone maintenance, however, is that it becomes the ultimate goal for methadone patients; many authorities feel that the goal should be abstinence from all drugs including methadone.

In their research, however, Dr. Dole and Dr. Nyswander found that only a "minority can hereafter be completely abstinent and only a very few can permanently kick the heroin habit without any methadone at all." They feel that most heroin addicts will have to continue for the rest of their lives, like the

(Continued on Page 5)

Name ODAS Study Committee

Office of Drug Abuse Services Commissioner Daniel Klepak has named a committee to investigate and define the goals of ODAS during the present fiscal situation.

Named are John W. Randall, first deputy commissioner; Norman Goldman, coordinator of ODAS state plan operations; Robert Dolins, assistant commissioner for local services; Winthrop Sheerin, director of drug abuse fiscal management; Gail McFarland, administrative assistant to Mr. Klepak, and Paul Smith, ODAS director of public relations.

No representatives of employees or concerned groups were named to the committee.



WHICH SITUATION IS BETTER FOR DRUG ADDICTS AS WELL AS THE PUBLIC?

On the one hand are huddled former addicts who have now devoted nearly two months to effort to bring their plight to attention of public and legislators in Albany and in New York City.

Contrast the "City of the Forgotten" to this "Kitchen Living" course in basic home economics, taught by Jacqueline Miglione at Masten Park Rehabilitation Center near Buffalo as part of effort to prepare them to re-enter society.

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Ignoring An Addict's Problem

(Continued from Page 4)
diabetic taking his daily insulin injection.

There are negatives in the area of methadone maintenance. People administering the programs were in some instances found to be involved in Medicaid frauds. They receive from \$8 to \$15 per dose of methadone. The actual cost of one dose of methadone, cited earlier in this article, is 20 cents. Any private clinic involved for profit should be suspect.

On the other side is the occasional client abuser who will sell his methadone on the street for profit. This practice is referred to as diversion.

The cost per individual of any one of these programs is estimated as five times less than sending the addict to prison, a mental institution, or back to the street where he likely would become involved in crime. In each instance, too, there would be no attempt at any kind of

rehabilitation. In terms of pure tax dollars it appears shortsighted not to have programs that at least attempt to deal with drug addiction.

Despite ongoing research, experts within the field still cannot agree on the validity of many of the treatment programs and methods. Today we are in the middle of a drug epidemic; heroin use is at an all-time high.

The intent of the state at this time is to almost completely dismantle ODAS facilities; there will only be three of 15 left by October. It seeks to go back to a community approach, which includes private programs and therapeutic communities. However, if not enough funds are given back to private programs by the state, the community-based programs—the Daytops, Project Returns and others—as well as private methadone programs will be forced to close. Other facilities will be totally unprepared to deal with the in-

flux of voluntary patients.

When ODAS' Arthur Kill Rehabilitation Center on Staten Island was closed last April, 400 clients were sent out on their own with instructions to report to various outpatient drug programs throughout the state. Many of these youngsters became missing persons. Similar incidents occurred at ODAS' Masten Park facility in Buffalo.

A great deal of time, money, counseling and countless other services have been poured into these programs for the past 10 years. The fate of thousands of young people with severe and complicated problems is at stake.

All possible steps should be taken to insure these youngsters' welfare, with understanding and an awareness of the problems that they will encounter during this period. The dismantling of ODAS facilities, in respect to client and staff, has got to be carried out in a responsive—and responsible—manner.

CIVIL SERVICE LEADER, Friday, June 18, 1976



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umbrella*

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FRIDAY, JUNE 18, 1976

Evaluation

A SNIDE comment has it that "Those who can, do; those who cannot become critics of those who do."

However, we feel that criticism—honest, objective, helpful, intelligent and constructive criticism—is a good thing. Because we feel this way, we were pleased to read an editorial in the May issue of the West Seneca Developmental Center employee publication "Informer." It was written by co-editor Barbara Biniecki.

The editorial dealt with employee work performance evaluation reports filed by supervisors.

This thoughtful article notes, in part: "Since the method of evaluation in most cases is strictly subjective, the evaluator must be careful to evaluate within the scope of the employee's job specifications. The evaluator must insure himself/herself that the employee being evaluated has been given the opportunity to perform the tasks that are being evaluated. Unacceptable standards of performance should be footnoted with concrete suggestions for improvement. Time should be taken to explain to the employee the reasons for the listed comments, along with examples."

Ms. Biniecki then makes a most cogent point.

"Since the purpose of all evaluations is to improve performance, there is no need for sarcastic or discriminatory comments regarding the job being done by the employee, either in written or oral form."

A recent survey by the Oregon State Employees Assn. of its members revealed that their most common work-related complaint involved evaluations given by supervisors. Many OSEA members felt that these ratings were unfair, and that a supervisor's personal bias against a worker was the sole factor in a negative or unsatisfactory rating.

We cannot believe that this situation is unique to the Beaver State.

We hope that those charged with writing evaluation reports heed Ms. Biniecki's comments.

Wait For Response

AS The Leader concludes its seven-week series on drug addiction in this issue, we wonder what effects can be measured.

We appreciate that various news media have joined us in taking note of the problems that will develop if the Legislature fails to provide more money in the supplemental budget for drug-care facilities.

We also are aware that certain actions by officials of the State Office of Drug Abuse Services have followed the articles written by Leader staffer Susan Donner. There have been queries about certain allegations by ODAS employees; a committee has been named to investigate and define the goals of ODAS, and the transfer procedure of methadone maintenance clients to DART (in Buffalo) has been modified.

Ours is neither the power nor the prerogative to determine how the state will allocate its limited funds.

We have felt the responsibility, however, to call attention to an unpopular subject and to lay before the public and, hopefully, members of the Legislature, some of the considerations involved in the slashing of funds for drug addiction rehabilitation services—both in the private and the public sector.

Like the hundreds of employees in danger of losing their jobs, and the thousands of addicts who depend on the concerned care they provide, we will be watching to see if there is a response from the legislators.

Don't Repeat This!

(Continued from Page 1)

political cliché. Democrats tend to be volatile, sharply divided ideologically, and more than anything else seem to enjoy internal bickering. On the other hand, Republicans tend to be more staid both in manner and in ideology.

The Republican nominating convention of 1964 was an exception to the general rule. There fireworks exploded as Governors Nelson Rockefeller and William Scranton of Pennsylvania made a last-ditch effort to stem the Republican tide in favor of the nomination of Senator Barry Goldwater. In 1964, the Democratic convention was a staid affair that led to the nomination of the Johnson-Humphrey ticket without drama or quibbling.

Replay of '64

This year is likely to be a replay of 1964. There seems little doubt now that Jimmy Carter will be nominated at the Democratic convention on the first ballot by acclamation. On the Republican side, it is not unlikely that when the curtain rises on their convention in August in Kansas City that the script will not be completed. There seems very little doubt that the race between President Gerald Ford and Gov. Ronald Reagan will go down to the wire.

Thus the Republican convention is likely to be an exciting one while the Democratic convention is likely to be dull drama. The only thing that may create some excitement among the Democrats is the identity of Carter's running mate. The Carter headquarters is trying to create some drama about that bit of convention anticlimax by vowing that the identity of Carter's running mate will be buried in Carter's brain until such time as Carter decides to disclose.

On the other hand, his headquarters did not hesitate to leak a report that Carter has a little list of no less than 24 potential candidates for the Vice Presidency. And to add spice to the speculation, his headquarters let it be known that the list contains some women and blacks. This leak will alert the press to keep a sharp eye on each politician who buys a new suit or dress within the next couple of weeks.

The Republican convention promises to keep the public on the alert until the last vote is taken, since the contest between President Ford and Governor Reagan is so tight. However, it is not likely to come up to the standards of dramatic intensity that developed at the Democratic convention at the old Madison Square Garden in New York City way back in 1924.

Record 103 Ballots

The Democrats then opened their convention with high hopes of victory in November, because of the Teapot Dome scandals in the Harding Administration. It seemed to make little difference to the Democrats that Harding had died and that the Republican nominee would be President Calvin Coolidge, who was in no way involved in that scandal.

In 1924, the Democrats still operated under a special rule that required a candidate to get two-thirds of the delegate votes to win the nomination. This rule was designed to give the so-called "Solid South" a veto power over the nominee.

In a hot, sweltering Madison
(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.

What Is 'Incompetency'?

A recent arbitration award under the Civil Service Employees Assn.'s "contract arbitration" procedure was issued on the question of whether excessive sick leave absences constitute incompetency within the meaning of a contract provision providing that "discipline shall be imposed only for incompetency." It was stipulated between the State and the CSEA that 82 absences in question were for valid medical reasons and that such absences were charged against sick leave, vacation, personal leave and other time standing to the employee's credit.

THE STATE ARGUED that the employer has the right to require reasonably regular attendance and performance of duties by the employee. This is especially true in a psychiatric institution because of the need for a continuing rapport with patients and because of the "team" concept used in therapy. Continued absence constitutes incompetence since it involves physical inability to fulfill the responsibilities of the job. The CSEA argued that the term "incompetence" as used in the contract is limited to the common, every-day meaning of inefficiency or lack of skill, and that a broader meaning was not intended by the parties. In discussing the case, arbitrator Philip Feldblum pointed out that Civil Service Rule 21.3a defines sick leave as "absence with pay necessitated by the illness or the disability of the employee." He says there is a patent distinction between "abuse of sick leave privileges and absences for legitimate illness or injury."

THE ARBITRATOR SAID that abuse of sick leave is misconduct subject to disciplinary action. However, there is no improper conduct on the part of an employee based on protracted or repetitive absences if they are due to illness or injury. The Civil Service Law recognizes a distinction between incompetence or misconduct on the one hand, and disability on the other. The contract permits accumulation of 180 days of sick leave credit. It is obvious, therefore, that the parties contemplated the possibility of extended absences due to illness or injury. Accordingly, absences for actual illness or injury do not constitute incompetence under the contract.

A RECENT DECISION of the Albany County Supreme Court dealt with rights of employees during the period of time between the expiration of one collective agreement and the completion of a successor agreement. In this case, a contract between the CSEA and a school district expired on June 30, 1974. That contract called for the payment of a wage increase to custodial employees on their first anniversary date of employment. The employee in question was hired on July 1, 1974 and was due an automatic raise on July 1, 1975. That raise was not granted by the school district on the grounds that there was no contract in existence after June 30, 1974.

A NEW CONTRACT was finally entered into on November 1, 1974 (five months after the expiration of the prior agreement). On November 3, 1974, the Union demanded arbitration under a contract provision in the new agreement

(Continued on Page 7)

What's Your Opinion

By SUSAN DONNER

QUESTION

Do you think the state should take over the funding of CUNY?

THE PLACE

Lower Manhattan

OPINIONS

William Sciscente, New York City Housing Authority: "From what I've heard the state as well as the city has no money. I feel that the students should pay a certain amount of tuition and the city in turn should eventually pay back the state if the state were to take over the funding. I think the state should definitely help out right now so that the students can finish up the year as soon as possible.



But come September I think that a new alternative should be worked out, with the students paying something, as well as the city and the state. I really think that the reason this all came about was poor management from the CUNY administration. I also think that the open enrollment policy is killing the university. And I feel that no one but New York City residents should be able to use the City University. I think that has been very abused in the past."

Irwin Cohen, salesman: "I think that open enrollment in the CUNY system should be stopped completely. We used to need at least an 85 percent average to get into city college when I went to school. Today they're accepting students whose reading levels don't even reach the eighth grade. It's virtually impossible to learn anything if you can't read at a minimum of at least third year high school. Remedial costs are enormous. If you don't have the capabilities to learn, why waste the taxpayers' money? It's just going down the drain. As far as tuition goes, students should pay according to the income of their parents, or what they can afford. If they really can't afford it I think there should be programs set up throughout the state which would enable students to work off their tuition throughout the year. I feel that the state should provide funding so that the University can survive, but up to a limit."



Rocco Ricciardi, accountant: "Yes, I definitely think the state should fund the City University just as they do the other state universities. This would give equality to all the colleges throughout the state. Also I don't think that the city should absorb the full cost of the tuition of the people in New York City because it's broke. I think free tuition is really a thing of the past. I definitely think that people should pay something for a college education. I don't think that \$750 per year is an excessive amount for a student to pay. If a person truly can't afford it, he could get a student loan or a part-time job. If the education means that much to you, you can go out and pay for a little bit of it."



Nancy Grossman, student: "I think there should no longer be open admissions. I also think that there should be some tuition paid by everyone, but I don't think that the increase that they are talking about is necessarily the alternative. To go from nothing to \$750 or more is too high. If the City University cannot stay open without the state taking over, if there is no other alternative, I guess I feel that the state should. Whatever freedom that you lose as a result of that, at least you still have the university opened."

Harvey Carroll, Kingsboro Community College: "If the state takes over full funding of CUNY they'll want full control, which would probably mean the end of open admissions. So I think what the state has to do is kick in enough money so that the CUNY can operate at the level at which it has been operating during the past few years, and not be cut back. The city cannot afford to fund the City University itself. I think the tuition issue is just a fake, because the amount of extra money that the city or the state would get by charging tuition is very small. The tuition assistance plans will essentially make up the money with a lot of administrative overhead. I think the best thing for everybody concerned is just to maintain free tuition. This is a rich country and we can afford it. It's just an emotional issue to keep the upstate people from not feeling so bad."



John Amble, Federal Research Bank: "I feel the state should contribute to the university because I feel that our future depends upon the ability of the younger people to grow and develop their educational abilities at a level that they can afford. There is a great deal of imbalance among the people of New York City as far as economic levels go. New York City in the past has helped these people become better citizens and better participants in the community. I feel that it's very important that this is continued. There's an enormous waste of money in many of the bureaus here in the city. If we want to really save money I think we can afford to eliminate most of the junior executive level in both the city and state government and put the money where it's more important. Education is truly the most important, a most critical priority."



Nancy Grossman, student: "I think there should no longer be open admissions. I also think that there should be some tuition paid by everyone, but I don't think that the increase that they are talking about is necessarily the alternative. To go from nothing to \$750 or more is too high. If the City University cannot stay open without the state taking over, if there is no other alternative, I guess I feel that the state should. Whatever freedom that you lose as a result of that, at least you still have the university opened."



members a chance at having their picture in The Leader? Each issue of The Leader, you see the same faces. We attended a workshop in May at the Friar Tuck Inn and are very active in our chapters; yet, the photographer picks on his favorites. Give the newcomers a break and let them see their pictures in The Leader for a change!

(Editor's Note: Of the 79 people identifiable in the photo spread in question, 30 have not appeared in Leader photos during the past year and many of these have never appeared before. Perhaps the author of this letter, at the meeting, was just as elusive as his or her name on this unsigned letter.

membership is the payoff? And if "will counseling" is today, is "bankruptcy counselling," "corporation formation" and "business counselling" for tomorrow? And, of course, the probate of such wills can be a lucrative field for the will attorneys, the recommended attorneys.

FRANK MAKARA
Jericho

Mystery Guest

Editor, The Leader:
Suggestion: Why not give new Civil Service Employees Assn.

RETIREMENT NEWS & FACTS

By A. L. PETERS

COLA In July

A cost-of-living increase in monthly social security benefits will be included in checks delivered in July.

The increase will amount to 6.4 percent for most people getting social security payments. The cost-of-living provision was added to the social security law in 1972. People getting social security checks don't have to do anything to get the higher payments; the increase will be added automatically.

The increase is based on the rise in consumer prices from the first three months of 1975 to the first three months of 1976.

With the cost-of-living increase, average social security retirement payments to retired workers will go from \$228 to \$242 a month. Average social security survivors payments to widowed mothers or fathers with two children in their care will go from \$479 to \$510 a month.

Social security pays monthly benefits to more than 32 million people. The payments are funded by social security contributions from employees, employers, and self-employed people.

Employees and employers contribute 5.85 percent each of the first \$15,300 of yearly earnings from jobs covered by social security. Self-employed people contribute 7.9 percent.

Monthly premiums on the medical insurance part of Medicare will go up starting July 1. The basic premium rate will go from \$6.70 to \$7.20 a month, according to social security officials.

Medicare medical insurance helps pay doctor bills and other medical expenses and is funded

by individual premiums and Federal general revenues. The protection is offered to people reaching 65 and over who are eligible for social security or railroad retirement benefits, to disabled people under 65 who have been entitled to social security or similar railroad retirement disability benefits for 24 consecutive months or more, and to many people under 65 with permanent kidney failure.

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)

| | |
|-----------------------|------------------------|
| Galligan, Margaret M |Nesconset |
| Gamble, Helen F |Poughkeepsie |
| Generette, Nellie |Bronx |
| Gilbert, Evelyn G |Glen Oaks |
| Glasscho, Titus |Bronx |
| Gonzalez, Charles J |Bronx |
| Goodman, Lois |Egbertsville |
| Goodman, Sally |Albany |
| Gray, Joseph E |Brooklyn |
| Greene, Elizabeth |Troy |
| Gregory, Lewis R |Poughkeepsie |
| Halligan, Henry J |Cohoes |
| Hanaburgh, Ida |Poughkeepsie |
| Harden, Gary L W |Ithaca |
| Harriger, Robert E |Cayuta |
| Harris, Warren A |Newark |
| Harvey, Carl Jr |Ovid |
| Hayes, Floyd V Jr |Syracuse |
| Henar, William J |Brooklyn |
| Henningsen, Clesson H |Rochester |
| Holcomb, William R |Port Huron, Mich. |
| Hollinger, Theresa N |Levittown |
| Hovey, Margaret A |Rome |
| Hupe, Carolyn F |Troy |
| Isreal, Ruby |New York |

(To Be Continued)

Don't Repeat This!

(Continued from Page 6)
Square Garden, without air conditioning, the delegates cast ballot after ballot after ballot without any break in the deadlock that developed between Gov. Alfred E. Smith of New York and William Gibbs MacAdoo of California. This was the first time that convention proceedings were broadcast over radio. For 102 ballots, when the roll call of the states began, radio listeners heard "Alabama casts 23 votes for Un-

derwood (an Alabaman Congressman).

It was not until the 103rd ballot, when both Smith and MacAdoo withdrew as candidates that the convention nominated a compromise candidate, John W. Davis, a distinguished lawyer.

However, the Democrats never recovered that year from the bitterness created during the long hot convention days in New York City. Davis was easily defeated by Coolidge in the election.

Letters To The Editor

Too Far Afield?

Editor, The Leader:
Does one of the duties of the Civil Service Employees Assn. constitute "legal aid" to its members? Why should "dues money" be paid, even if only \$25, for such services from the "welfare fund." (Editorial, The Leader, May 21). Is not this too far afield for CSEA and indeed, "the practice of law," even if no money is received for such services? Maybe "other good and valuable services" such as attracting public employees to

membership is the payoff? And if "will counseling" is today, is "bankruptcy counselling," "corporation formation" and "business counselling" for tomorrow? And, of course, the probate of such wills can be a lucrative field for the will attorneys, the recommended attorneys.

FRANK MAKARA
Jericho

Mystery Guest

Editor, The Leader:
Suggestion: Why not give new Civil Service Employees Assn.

Civil Service Law & You

(Continued from Page 6)
which had also been contained in all prior contracts since 1971. The District moved in Supreme Court to stay the arbitration on the grounds that there was no contract in existence when the increment was not granted; that there was no agreement to arbitrate in existence when the alleged contract violation took place and that there were no provision in the agreement which would continue its effectiveness pending a new contract. The court refers to the

Connetquot and Tri-Borough cases and points out that since the Taylor Law prohibits strikes by public employees, they must be protected during the hiatus between the expiration date of the expired collective bargaining agreement and the signing of a new one. The court denied the School District's motion to stay the arbitration and directed that the arbitration proceed. In the Matter of Pine Plains Central School District, Special Term, Albany County, February 26, 1976.



Seymour Shapiro, left, financial secretary for NYC chapter, confers with CSEA treasurer Jack Gallagher, center, and CSEA vice-president Irving Flaumenbaum, head of Long Island Region I and of Nassau chapter 830.

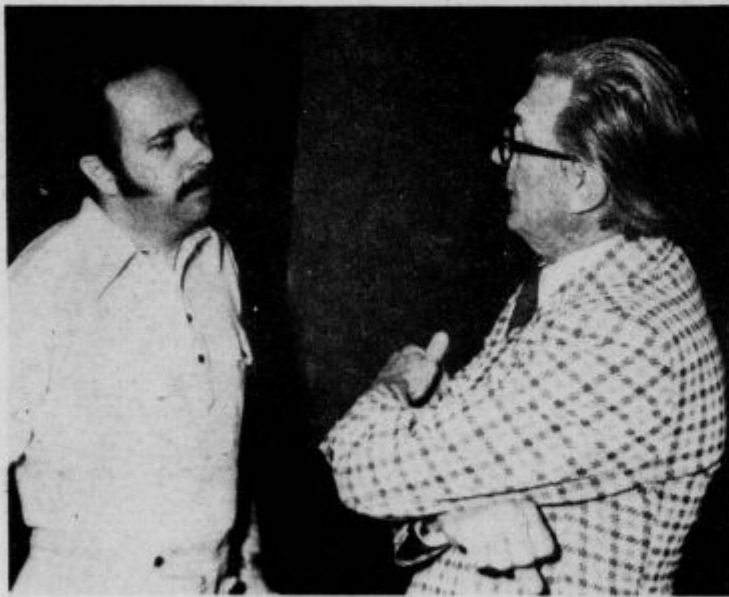
CSEA vice-president Solomon Bendet, who is also president of New York City Region II and New York City chapter 010, points out that he is the longest-serving member of the CSEA Board of Directors, and that he did not vote for the Taylor Law. "Our worst fears on the Taylor Law have been realized," he said.



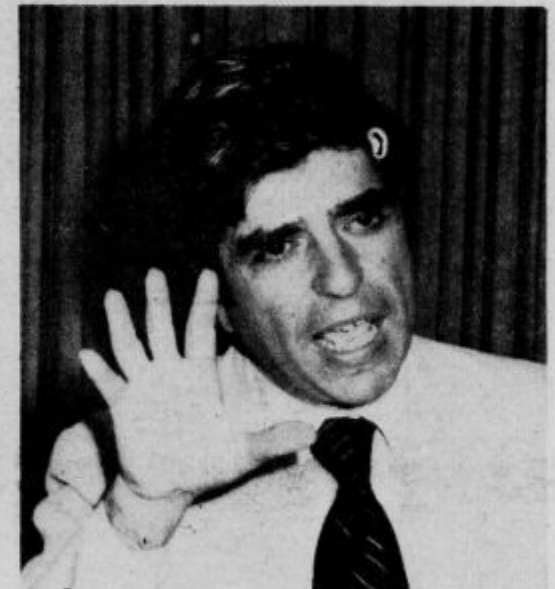
New York City delegate Marvin Bramm takes the microphone to ask questions about pension rights so that he can be better informed to relay information back to people whom he represents.



Stanley Mailman, attorney for CSEA's New York City Region II, was panel member at Wednesday morning seminar on grievance procedures.



NYC Region II second vice-president and Metropolitan Division of Employment chapter 350 president William DeMartino, left, discusses program with CSEA director of education Edward Diamond as they pause between meetings.



CSEA director Salvatore Butero (Mental Hygiene, Region II) looks over latest issue of Leader as Region II first vice-president and State Insurance Fund chapter 351 president Vincent Rubano looks over his shoulder.



Roger Cole, left, assistant director of communications for CSEA, takes opportunity to discuss matters with George Bispham, supervisor of New York City Region II.



James Fields, president of Manhattan Childrens' Psychiatric Center chapter 413, is joined by his wife as they attend one of the workshop sessions.



Abe Libow, NYC chapter 010 recording secretary and moderator of panel on grievance procedures, talks with Irving Halperin, of Tax and Finance.

CSEA Must Develop Offensive Strategy, Says NYC's Bendet

By HARRY BERKOWITZ

KIAMESHA LAKE—The New York City chapter president of the Civil Service Employees Assn. reacted angrily this month when the union's state legislative fight this year was described as a "defensive ballgame."

Solomon Bendet, president of the 8,000-member chapter, declared in a chapter meeting dinner speech to his delegates, "I don't want to hear that our success this year was that we stopped a few bills."

His attack on the new politics of fiscal austerity followed a morning panel discussion at the Concord Hotel here where CSEA programs administrator Bernard Ryan explained to disappointed delegates that lobbying has been aimed more at preventing the state Legislature from taking away benefits than at gaining additional ones.

"We've been playing a defensive ballgame all year," the staff member said. "Any piece of legislation with a dollar amount on it is plain and simple just being shelved."

Mr. Ryan cited the difficult time the union has had at gaining supplemental cost-of-living improvements or changes in the Taylor Law. The basic change the union is seeking is called Last Offer Binding Arbitration legislation. The legislation is designed to resolve a stalemate in collective bargaining negotiations by having an arbitrator choose one side or the other when an impasse is reached, rather than working for a compromise.

Mr. Ryan said both the Taylor Law overhaul and retiree improvements had been the priority items from last October's delegate meeting.

The main legislation that the union has been active in lobbying against is pension reform legislation, especially the bill drafted by the State Pension Commission chaired by Otto Kinzel.

The mealtime discussions of delegates reflected the fears of members that reduced pension

benefits and increased contributions are in store.

Mr. Ryan suggested that the best way to affect legislative votes is to have the membership write to their representatives and to choose 10 legislators to heavily support or heavily oppose in this year's elections.

Summing up the defensive positions that irked Mr. Bendet, Mr. Ryan declared, "In the next two weeks we're going to have to kill some pretty important bills."



CSEA president Theodore C. Wenzl looks pensive as he awaits his opportunity to speak to delegates about the status of various issues concerning CSEA. He is joined here by Martha Owens, first vice-president of New York City chapter 010 and by Arthur Lakritz, chapter third vice-president.



Connie Indovina, left, of VIAP, Rose Feuerman and Helen Kennedy, both of Workmen's Compensation, listen attentively during one of many seminars concerned with retirement, insurance, legislation and education.



Clark Fischer, of Automated Medi-Screening Services, Inc., answers question as panel members Ronald Lacey, left, of Ter Bush and Powell, Inc., and Stephen Wagner, of Group Health Insurance, Inc., wait their turns.



CSEA director Ethel Ross (Judicial) and her husband Steve sport a look-alike look with their matching "CSEA—the Action Union" tee shirts.

(Leader photos by Ted Kaplan)



Elsie Yudin, who served on the Administrative Services bargaining team for the current contract, does fancy needlework as she attends seminar.



Members of panel who updated delegates on current status of retirement benefits, pension, legislation and educational benefits are, from left, Louis Pizer, Thomas J. Garvey, CSEA state programs administrator, New York City chapter 010 financial secretary Seymour

Shapiro, Richard Altman, James Cuddy and Steve Mueller. The sessions lasted all day Tuesday, with a lunch break for delegates to digest what they had learned.

(OTHER NYC WORKSHOP PHOTOS ON PAGE 14)

Pickets Are Marching At Clarkstown School

CLARKSTOWN—Cafeteria employees of the Clarkstown School District last week began picketing the administrative offices of the Board of Education to force resolution of their contract.

The employees, represented by the Civil Service Employees Assn., have been without a contract since June 1975. Several negotiating meetings have yet to bring a satisfactory settlement.

Arlene Musto, president of the unit, said that though the board has given substantial salary increases to others, no reasonable offer has been made to the cafeteria workers.

"We have been unjustly treated over the years in the matter of wages and other essential benefits, and we have been forced to take this action to ensure our members' rights to a fair living wage," Ms. Musto stated.

The employees, who turned to CSEA for support and representation in the spring of 1975, were at the time paid wages below those set in the minimum wage section of the Fair Labor Standard Act. The union made attempts to resolve the issue through negotiations. Failing to do so, it then filed a complaint with the Wage and Hour Division of the U.S. Department of Labor.

After an investigation, the School District was found to be in violation of the law and was ordered to pay the minimum wage plus retroactive pay to employees who had been denied the proper wage.

Phil Miller, CSEA collective bargaining specialist, heads the cafeteria employees negotiating team. He said that employees who previously did not get the \$30 weekly minimum wage were additionally hurt last summer when they could not qualify for unemployment insurance benefits.

"Because of the CSEA successful action, they will now qualify and will be entitled to it," he said.

Pointing out that the cafeteria employees have not been provided with health insurance coverage, Mr. Miller also charged that the board is in violation of the regulations of the statewide Health Insurance Plan. If this is not promptly rectified, Mr. Miller promised the union will file a complaint with the State Health Insurance Division of the Civil Service Department.

CSEA Southern Region III president James Lennon and acting field supervisor John Deyo joined the workers on the picket line. Mr. Lennon said, "We are here to give evidence of the CSEA and Region support of our members' position, and to demand that the Board of Education enter into meaningful negotiations."

BUY U.S. BONDS!

SHORT TAKES


SALARY INJUNCTION DENIED

An injunction sought by the Manhattan-based New York Public Interest Research Group to halt payments of salaries to employees whose jobs have been eliminated by the Legislature—but which Gov. Hugh L. Carey has said will continue—has been denied by the State Supreme Court. NYPIRG challenged the continuation of certain jobs and programs on the grounds that they had been abolished through Legislative enactment of the budget. The dispute involved only jobs not specifically deleted by item. The Governor, dissatisfied with the deletion, said he would ignore them and make cuts in other areas to achieve the cutbacks in lump sum allocations. The court said NYPIRG had no valid complaint since, as taxpayers, its members pay the same taxes regardless of which jobs are continued or eliminated.

SHOW OR NO PAY

Assembly Leader Albert Blumenthal (D-Manhattan) has proposed a measure in which, should Assembly members not appear for the opening of a given day's session, or are not present for its close, they will not be allowed to pick up their per diem stipend; this is \$40. Both Democrat and Republican legislatures have, in the past, been plagued by the "disappearing legislator" problem.

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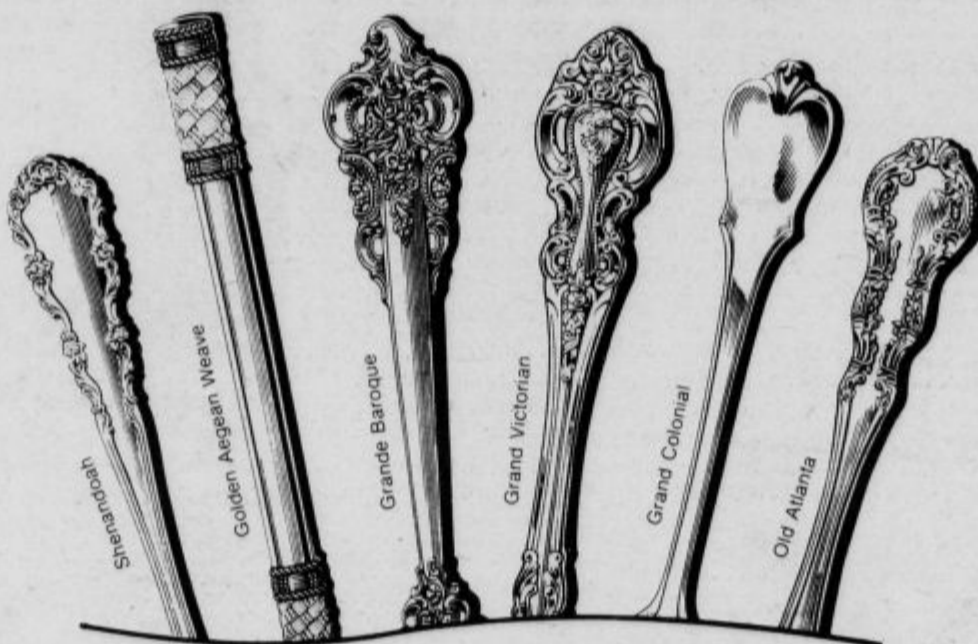
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State And County Eligible Lists

EXAM 39-131
ASSOCIATE VETERINARIAN
 (ANIMAL INDUSTRY)
 Test Held April 1976
 List Est. April 26, 1976

1 Haenel William F Gouverneur.....106.6
 2 Berdan Leonard N Schoharie.....101.8
 3 Holden Chester J Potsdam.....98.1
 4 Baldwin John H Greene.....96.3
 5 Love Thomas I Watkins Glen.....85.0
 6 Earl Alfred E Plattsburgh.....77.3

EXAM 35-875
ASST SAN ENGR DESIGN
 Test Held Jan. 17, 1976
 List Est. April 23, 1976

1 Herb Edward A Schenectady.....95.8
 2 Corrigan Dennis Delmar.....95.8
 3 Wangank Raymond New Baltimore 85.4
 4 Janchuk Paul F Pittsfield.....79.4
 5 Perry Dean B Castleton.....73.2

EXAM 35-744
SR ACCOUNT-AUDIT CLERK
 Test Held May 31, 1975
 List Est. Sept. 2, 1975
 (Continued from Previous Week)

1922A Miller Marilyn Poughkeepsie 70.9
 1975 Keefe Barbara B Troy.....70.4
 1976 Hughes Adela P Schodck Lndg 70.4
 1977 Stiles Kathleen Cattaraugus.....70.4
 1978 Foster Barbara Schaghticoke.....70.4
 1979 Walter Mary A Watervliet.....70.4
 1980 McClelland C A Rensselaer.....70.4

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1981 Sanford Marilyn Henrietta.....70.4
 1982 Devico Mary E Troy.....70.4
 1983 Szymanski Susan Gowanda.....70.4
 1984 Barrea Lucy A Buffalo.....70.4
 1985 Fuller Teresa A Brooklyn.....70.3
 1986 Brown Margaret Albany.....70.3
 1987 North Patricia Albany.....70.3
 1988 Nordstrom Janet Schenectady.....70.3
 1989 Grady Teresa C Rye.....70.3
 1990 Walling Joan E Flushnig.....70.3
 1991 Brunelle C L Watervliet.....70.3
 1992 Gosse Karen M Schenectady.....70.3
 1993 King Shirley A Watervliet.....70.3
 1994 Green John P Cohoes.....70.3
 1995 Zyskowski E F Johnson City.....70.3
 1992A Poteralski L Schenectady.....70.3
 1996 Miles June A Ft Edward.....70.3
 1997 Bodenstab Lynn Scotia.....70.3
 1998 Abell Judy D Camillus.....70.3
 1999 Edwards Bonita Syracuse.....70.3
 2000 Lemme Thomas E Albany.....70.3
 2001 Devito John P Mechanicville.....70.3
 2002 Stroyen Gregory Cohoes.....70.3
 2003 Hollis Joyce E NYC.....70.2
 2004 Gluck Muriel NYC.....70.2
 2005 Carnicelli J A Albany.....70.2
 2006 Burdick Beverly Dansville.....70.2
 2007 Kurilovitch J M Oswego.....70.2
 2008 Weinberg Robert Brooklyn.....70.2
 2009 Wemett Barbara Saratoga.....70.2
 2010 Connors Jane J Binghamton.....70.2
 2011 Trimm Patricia Silver Spgs.....70.2
 2012 Ryan Jill A Troy.....70.2
 2013 Alle Richard H Latham.....70.2
 2014 Rolston K M Binghamton.....70.2
 2015 Zink Susan M Albany.....70.2
 2016 Gaynor E J Latham.....70.2
 2017 Ford Gloria D Catskill.....70.2
 2017A Shickle Lillian Albany.....70.2
 2018 Clay Eileen K Bronx.....70.2
 2019 Trowbridge Gail Catskill.....70.2
 2020 Briggs Janet L Frankfort.....70.2
 2021 Pastecki V Albany.....70.2
 2022 McMahon P M Troy.....70.2
 2023 Hansen Nels G Troy.....70.2
 2024 Powers Volney J Homer.....70.2
 2025 Poggoli Richard Albany.....70.2
 2026 Gminski J E Amsterdam.....70.2
 2026A Morris Agnes L Albany.....70.2
 2027 Gilmartin W A.....70.1
 2028 Ormsby Margaret Albany.....70.1
 2029 Bunt Marlene A Schenectady.....70.1
 2030 Carpenter C H E Greenbush.....70.1
 2031 Soroka Peter R Watervliet.....70.1
 2032 Nystoriak B Cohoes.....70.1
 2033 Dittmer Kenneth Albany.....70.1
 2034 Oberlander A H Bronx.....70.1
 2035 Perlstein Hilda Brooklyn.....70.1
 2036 Huber Karen K Lagrangeville.....70.1
 2037 Phillips Carol Buffalo.....70.1
 2038 Wildman Alice N Loudonville 70.1
 2039 Roden Carol J Troy.....70.1
 2040 Vanepps Robert Scotia.....70.1
 2041 Stock Florence Malden Bredge 70.1
 2042 Marioni Elvira Albany.....70.1
 2043 Klacen Virginia Brooklyn.....70.1
 2044 Flagello B A Shirley.....70.1
 2045 Miles Cynthia L Rochester.....70.1
 2046 Gillan Elsie M Rensselaer.....70.1
 2047 Nowak Teresa A Albany.....70.1
 2048 Wood Sandra M Cossackie.....70.1
 2049 Wager Helen M Colonie.....70.1
 2050 Mayorga Helen J Oceanside.....70.1
 2051 Diapoulis Irene Stanfordvil.....70.1

2052 Keil Richard A Schenectady.....70.1
 2053 Gervasio G M Albany.....70.1
 2054 Branick Sheila Johnson City.....70.0
 2055 Mateo Lilly M Trumansburg.....70.0
 2056 Barandon Audrey W Islip.....70.0
 2057 Gailliard T D Albany.....70.0
 2058 Koba Alice K Cohoes.....70.0
 2059 Bakowski Irene E Greenbush.....70.0

EXAM 35-870
SR STENO
 Test Held Nov. 1, 1975
 List Est. April 16, 1976
 (Continued from last week)

176 Guida Marianne Scarsdale.....72.4
 177 Pratinicki M D Maspeth.....72.3
 178 McLemore Sylvia Staten Is.....72.2
 179 Skollits Clara F Lk Ronkonkoma 72.2
 180 Novick Barbara Kingston.....72.1
 181 Capello Dahl M S Setauket.....72.1
 182 Aguis Annmarie Dix Hills.....72.1
 183 Sorgente E Staten Is.....71.9
 184 Pace Barbara J Brooklyn.....71.8
 185 Goeller R Brooklyn.....71.8
 186 Baird Linda K Englishtown.....71.8
 187 Koenig Veronica Long Beach.....71.7
 188 Kelly Rosamond Coram.....71.5
 189 Freeman P B Centereach.....71.5
 190 Sammartano A New Hyde Pk.....71.3
 191 Barandon A S W Islip.....71.2
 192 Schlaz Barbara Brooklyn.....70.5
 193 Smith Eldon R Staten Is.....70.5
 194 McClellan B A Laurelton.....70.3
 195 Stevenson S Staten Is.....70.2
 196 Jichetti Joanne Brooklyn.....70.1

EXAM 35-660
INSTITUTION FOOD ADMR
 Test Held Nov. 1, 1975
 List Est. May 5, 1976

1 Asplin Georgis Jamaica.....89.0
 2 Barrier Cristy Kings Pk.....86.2
 3 Alexander B K Hyde Park.....84.1
 4 Ratner Ethel A Elnora.....82.2
 5 Perry Julia S Ovid.....80.7
 6 Parker John F Newark.....80.5
 7 Maxner Anna I Mt Morris.....80.5
 8 Lewis Helen T Staten Is.....80.3
 9 Nichols Mary L Ogdensburg.....80.2
 10 Bukovac V Pt Ewen.....80.0
 11 Swannie Kenneth Elnora.....80.0
 12 Ward Judith A Poughkeepsie.....79.5
 12A Segalldoviak D Holcomb.....79.3
 13 Hendrickson Middletown.....79.0
 14 Evans Frances N W Seneca.....79.0
 16 Fishel Ligia I Ogdensburg.....78.3
 17 Gardner Etta C Huntington.....77.9
 18 Curtacci M L Whitesboro.....77.6
 19 William G A Gowanda.....77.4
 20 Eggleton W L Middletown.....75.4
 21 Mancuso S M Kenmore.....75.0
 22 O'Connor Helen F Marcellus.....75.0
 23 Harmon C M Orchard Pk.....74.7
 24 Loschiavo Ida Newark.....74.3
 25 Beigel Barbara Clinton.....74.3
 26 Cavanaugh D J Poughkeepsie.....74.1
 27 Bissell Mary M Rome.....73.6
 28 Bissell Mary M Rome.....73.6
 29 Simon Esther G Orangeburg.....73.4

EXAM 35-746
SR CLERK PAYROLL
 Test Held May 3, 1975
 List Est. Sept. 16, 1975
 (Continued from Last Week)

471 Frangella Anna New Baltimore.....81.8
 472 Delorenzo Mary Troy.....81.8
 473 Williams M A Averill Pk.....81.8
 474 Boyea Christine Chateaugay.....81.8
 475 Weigand Carol G Huntington.....81.8

(Continued on Page 13)

ORCHARD NAMED
 ALBANY—Harold W. Orchard, of Auburn, has been reappointed by Gov. Hugh L. Carey to the Central New York Regional Transportation Authority.

BOARD OF VISITORS
 ALBANY—Gov. Hugh L. Carey has reappointed Louis Miller Jr., of Poughkeepsie, to the Board of Visitors of the Hudson River Psychiatric Center.

REAL ESTATE VALUES

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

This newspaper will not knowingly accept any advertising for real estate which is in violation of the law. Our readers are informed that all dwellings advertised in this newspaper are available on an equal opportunity basis.

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Latest State And County Eligible Lists

(Continued from Page 12)

| | | | | |
|---|---|--|--|---|
| 476 Ruznica Linda Amsterdam.....81.8 | 506 Huston Irene M Ghent.....80.9 | 537 Haygood June E Watervliet.....80.6 | 571A Plante Terry Troy.....79.7 | 582 Labonte Donald Schenectady.....79.5 |
| 477 Bartleson P J Endwell.....81.8 | 507 McComb Camille Stuyvesant.....80.9 | 538 Rozell Mary T Rensselaer.....80.6 | 572 Akey Diana M Dannemora.....79.7 | 583 Aviza Charles J Menands.....79.5 |
| 478 Moran Pamela I Hagaman.....81.8 | 508 Cernar Cathy F Amsterdam.....80.9 | 539 West Lorraine M Binghamton.....80.6 | 573 Dennin Margaret Latham.....79.7 | 584 Downey Joan M Amsterdam.....79.5 |
| 479 Leder Kathleen Westmere.....81.7 | 509 Wolcott Jack K Elmira.....80.9 | 540 Sutter K B N Tonawanda.....80.6 | 574 Malkowski C J Albany.....79.6 | 585 Trax Marjorie L Hornell.....79.5 |
| 480 Hoover Ruth M Philadelphia.....81.7 | 510 Lawler June A Auburn.....80.9 | 541 Willets L A Waterford.....80.6 | 575 Lama Joanne Bronx.....79.6 | 586 Kubiak Louise R Kenmore.....79.5 |
| 481 Lindh Nancy L Albany.....81.7 | 511 Newman Miriam N Babylon.....80.9 | 542 Osborne Andrea St Catharins.....80.6 | 576 Hui Barbara S Massena.....79.6 | 587 Haan Lorna A Ridgewood.....79.5 |
| 482 Eppig Leonard H E Patchogue.....81.7 | 512 Murray Patricia Ballston Spa.....80.9 | 543 Nolan William R Schenectady.....80.6 | 577 Schisler I A Albany.....79.6 | 588 Buck Deborah L Castleton.....79.4 |
| 483 Cole Joyce E Saratoga Spg.....81.7 | 513 Stalinski A D Schenectady.....80.9 | 544 Fitzpatrick C E Tupper Lk.....80.6 | 578 Caccamise Jane Newark.....79.6 | 589 Markel Marie M Brockport.....79.4 |
| 484 Davison Cheryl Batavia.....81.6 | 514 Beauharnois M L Plattsburgh.....80.9 | 545 Pavatini Anne N Massapequa.....80.6 | 579 Riese Anne E Endicott.....79.6 | 590 Totten Edgar L Albany.....79.4 |
| 485 Lewandowski J C Troy.....81.6 | 515 Eaton Margaret Schenectady.....80.9 | 546 Seely Margaret Ballston Spa.....80.6 | 580 Romano Suzanne Watervliet.....79.5 | 591 Mennillo John A Troy.....79.4 |
| 486 Geraci Rosalie M Morris.....81.6 | 516 Stevens Mary T Albany.....80.9 | 547 Mosher Shirley Harpurville.....80.5 | 581 Jenkins Barbara Albany.....79.5 | (To Be Continued) |
| 487 Gogan Dennis M Albany.....81.5 | 517 Ross Helen M Wallkill.....80.8 | 548 Ernst Nancy L Albany.....80.5 | | |
| 488 Innis Patricia Marlboro.....81.5 | 518 Siciliano M A Mechanicville.....80.8 | 549 Delany Joann Horseheads.....80.5 | | |
| 489 Stack Michael J Lk Ronkonkma.....81.4 | 519 Tuck John R Round Lk.....80.8 | 550 Bear Colleen M Troy.....80.5 | | |
| 490 Sponable W M Albany.....81.4 | 520 Perkins Judith Averill Pk.....80.8 | 551 Watson Marcia A Selkirk.....80.5 | | |
| 491 Hendrick Edward Nassau.....81.3 | 521 Seward Judith E Newtonville.....80.8 | 552 Cortese Diane Centereach.....80.5 | | |
| 492 Young Hazel E Peekskill.....81.3 | 522 Chowanice Susan Cheektowaga.....80.8 | 553 Palmer Mary Smithtown.....80.5 | | |
| 493 Martz Lynda M Lancaster.....81.3 | 523 Parsons Carole Clay.....80.8 | 554 Erns Raymond E Albany.....80.5 | | |
| 494 Nosar Andrea L Schenectady.....81.3 | 524 Masciello Susan Lynbrook.....80.8 | 555 Hitchcock Carol Schenectady.....80.5 | | |
| 495 McKoon Richard Fredonia.....81.3 | 525 Salak Dave G Amsterdam.....80.8 | 556 Mroczkowski M J Cohoes.....80.5 | | |
| 496 Coil Donna M Troy.....81.3 | 526 Jones Carla L Schenectady.....80.8 | 557 Batchelor Scott Delmar.....80.4 | | |
| 497 Graveline Susan Ogdensburg.....81.2 | 527 Wolf Robert J Schenectady.....80.8 | 558 Swithers June M Pine City.....80.4 | | |
| 498 Clough Laurie B Altamont.....81.1 | 528 Olsen Gary P Schenectady.....80.7 | 559 Ballstrea T Buffalo.....80.4 | | |
| 499 Luniewski S Gallupville.....81.1 | 529 Geiger Lois J Albany.....80.7 | 560 Jaekle C N Tonawanda.....80.4 | | |
| 500 Brenner Sylvia Brooklyn.....81.0 | 530 Kilgallon P A Schenectady.....80.7 | 561 Molitor C M Albany.....80.4 | | |
| 501 Laferriere M H Cohoes.....81.0 | 531 Line Joan D Katonah.....80.7 | 562 Zareski Richard Waterford.....80.4 | | |
| 502 Clark Shirley F Brewerton.....81.0 | 532 Miles Timothy M Albany.....80.7 | 563 Jeffress F E Schenectady.....80.1 | | |
| 503 Skinkle Mary E Albany.....80.9 | 533 Zembrzusi T J Elnora.....80.7 | 564 Twist Hazel S Eden.....80.1 | | |
| 504 Grunzweig M S Buffalo.....80.9 | 534 Hayner Darlo S Troy.....80.7 | 565 Case Louise C Eggertsville.....80.0 | | |
| 505 Sager Beatrice Albany.....80.9 | 535 Basle Anthony J Watervliet.....80.6 | 566 Kyratzis Anita Albany.....80.0 | | |
| | 536 Fuss Christine Albany.....80.6 | 567 Pracher D L Cohoes.....79.9 | | |
| | | 568 Coler Marsha L Ballston Lk.....79.9 | | |
| | | 569 Goddea Jean M Auburn.....79.9 | | |
| | | 570 Whitney Theresa Merrick.....79.9 | | |
| | | 571 Zareski Barbara Waterford.....79.7 | | |

Federal Job Calendar

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

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

Agriculture

| Title | Salary Grade | Exam No. |
|-------------------------|--------------|----------|
| Food Inspector..... | GS-5 | CH-6-05 |
| Meatcutter..... | GS-8 | NY-0-30 |
| Warehouse Examiner..... | GS-5, 7 | CH-0-02 |

Engineering And Scientific

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

General

| | | |
|-------------------------------|------------|---------|
| Correction Officer..... | GS-6 | 431 |
| Freight Rate Specialists..... | GS-7, 9 | WA-6-13 |
| Mid-Level Positions..... | GS-9 to 12 | 413 |
| 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 | 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 |
| Medical Technologist..... | GS-5 to 11 | NY-6-03 |
| 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 |
| Social Worker..... | GS-9 to 12 | 426 |

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

| | | |
|--|-----------|---------|
| Keypunch Operator..... | GS-2, 3 | NY-3-01 |
| Reporting Stenographer and Shorthand Reporter..... | GS-5 to 9 | NY-9-17 |
| Stenographer..... | GS-2 to 4 | NY-1-18 |
| Secretaries, Options I, II, III..... | GS-5, 6 | NY-5-04 |
| Typist..... | GS-2, 3 | NY-1-18 |

Correction

The position of Olive A. Christian, of Hampton Bays, on the senior stenographer examination list given in the June 4 Leader was incorrect. Ms. Christian's correct position on the list was 81A with a score of 81.3.

LEGAL NOTICE

MEMORY PRODUCTIONS

Substance of Ltd Partnership Certif Filed NY Co CIK 5-19-76. Name & Location: Memory Production, c/o Suite 2120, 1775 Broadway, NY, NY 10019. Business: Motion picture distribution. Name & residence of Gen'l Partners: Creative Entertainment Ltd, Suite 1612, 1888 Century Park East, Los Angeles, CA. Name, residence & capital contribution of Ltd Partners: William J. Dunsmore Jr., 3000 Park Ave., Merced, CA, \$1000. Term: 12-31-2004 unless terminated. No additional contributions. No time agreed for return of contribution. Ltd Partners may not assign without consent of Gen Partners except to family members. Additional partners admitted by amendment. No priority among Ltd Partners. Majority of Ltd Partners may elect to continue upon incapacity of Gen. Partners. Ltd Partners can demand only cash in any distribution. Profits and distributions are shared pro rata by ratio of investment to total capital. Ltd Partners receive aggregate of 97% of net profits.

LEGAL NOTICE

RA ASSOCIATES, 11 Broadway, NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office December 31, 1975. Business: Acquire rights to motion picture "The Dirt Movie" and turn to account all rights therein. General Partner: Robert Abrams, 3 Weatherby Gardens, London, England. Limited Partners, Cash Contribution and Note contributed: Hemy Mermelstein, 7141 N Kadzie, Chicago, Ill; James W. Christoff, RR 1, Box 199, Crete, Ill; Marshall Geller, 10889 Wilshire Blvd, Los Angeles, Ca, \$15,000, \$10,000 each; Milton Engel, 1421 Holly St, NW, Washington, Dc; Christopher Streit, 40 Indian Head Rd, Brookhaven, NY, \$7,500, \$5,000 each; Thomas Noonan, 3152 Steven Dr, Baldwinsville, NY, \$3,750, \$2,500. Partnership to continue until December 31, 1990 unless sooner terminated. No additional contributions to be made. Limited partners shall receive 98% of the net profits. Limited partners have the right to assign their interest. No additional limited partners to be admitted. Upon death, retirement or insanity of the general partner, the limited partners have the right to continue the business. Limited partners have no right to demand property other than cash in return for their contribution.

RETIREMENT AND PENSION SEMINARS

We are pleased to announce that one of the city's foremost pension and retirement analysts, David Moss will conduct Seminars on Retirement Problems at 45 East 33rd Street, New York City, Suite 601 at 5:30 P.M. on the following Wednesdays, June 9, June 16 and June 23, 1976.

Absolutely no charge or obligation, however participation is limited, so please call Mrs. Cerisse Rubenstein at (212) 689-2016 for confirmation.

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Jesse Fletcher, left, of Tax and Finance Department, is engaged in intense conversation with Edward Scherker, CSEA field representative recently assigned to work with state employees in Westchester County.

NYC Delegates Attend Workshop At Concord



Long Island field representative Nicholas Pollicino, left, talks with Robert Diecidue, of the Department of Labor. Mr. Pollicino works with employees of state offices on Long Island.



New York City chapter second vice-president Ben Lipkin, left, discusses problems with Joseph Johnson, who is a delegate for Appellate Division in Brooklyn.

Social Services Committee Urges Defeat Of 6 Bills

ALBANY — Members of the Civil Service Employees Assn.'s statewide social services committee this month declared their opposition to six proposed laws now pending in the Senate Committee on Social Services.

The bills are designed to reduce benefits available under

current social services programs and have as their principal author Senator William Smith (R-C, Big Flats) who has previously introduced legislation opposed by CSEA.

A spokesman for the union said that the CSEA committee feels that if austerity measures must be taken in the area of social services in New York State, the answer lies in better administration and control of Medicaid payments as well as in more adequate staffing so that there are sufficient employees to monitor eligibility of benefit recipients.

The CSEA spokesman added that according to information available to the union, the bills, S8627 and S8632, are not expected to come out of committee this session.

TRAINEE LIST

ALBANY—A one-year trainee eligible list, resulting from open-competitive exam 24-351, was established May 21 by the State Department of Civil Service. The list contains 5,145 names.

Albany Region Sets Workshop

ALBANY—A discussion of leadership techniques—and a discussion of the techniques of the Civil Service Leader—will be featured in a two-day workshop sponsored by Albany Region IV, Civil Service Employees Assn.

The two-day event is set for Saturday and Sunday, June 26-27, at the Statler-Hilton Hotel, Glens Falls.

The Saturday session will be entirely given over to a program entitled "Developing Union Leadership" conducted by Donald Myerson, a guest lecturer for the New York School of Industrial and Labor Relations of Cornell University.

On Sunday morning, Marvin Baxley, editor of the Civil Service Leader, will explain the operations of The Leader.



NYC Region II third vice-president and Kingsboro Psychiatric Center chapter 402 president William Cunningham, right, greets Edna and Irving Halperin.



Robert Diaz, member of NYC chapter's executive board, raises hand to speak during one of the general sessions.



Gena Fitts joins her husband Ed, delegate for the Maritime College. Spouses of delegates were honored at the banquet Tuesday evening.

Whitehall Schoolers Win 5% Increase In A Pact Approval

WHITEHALL — After several months of negotiations, the Civil Service Employees Assn.'s Whitehall School District has reached agreement on a second-year increase of a two-year agreement with the Whitehall School District administration, with unanimous ratification of a 5 percent wage increase.

CSEA field representative Joe Bakerian described the negotiation process this way: "In spite of current economic obstacles, the CSEA negotiating committee was determined to bring mutually acceptable equity to salaries at the negotiating table, where personal feelings and unchecked emotions only lead to negotiating problems.

"The other side respected our attitude and responded in a similar manner. Because of this attitude, each side did a difficult job and a reasonable agreement was finally reached in anticipation of mutual acceptance."

Charge U.S. Tests Biased

The U. S. Civil Service Commission has not been able to keep politics and unfair practices out of its examining and staffing procedures, a commission review panel has concluded.

The 11-member Merit Staffing Review Team reports after its seven-month study that the agency's "present arrangements for self-evaluation of its internal operations are not sufficient."

Milton I. Sharon, the team director and commission's former Philadelphia region director,

cites examining and enforcement "inadequacies" and the "inappropriate involvement of commission officials or employees in a variety of individual actions" resulting in "some erosion of public confidence in the agency and some loss of credibility in the merit staffing system."

The panel, comprised of commission employees, calls for greater accountability by commission officials, and suggests restructuring the agency to more clearly define operating procedures. It complains of instances of misuse of staffing authorities and procedures.

The panel says the Examining Review Board should more clearly define its operating procedures, identify its jurisdictional boundaries and avoid conflict of interest among Review Board members. The team also urges the special assistant to the board's director not be responsible for dealing both with agencies on examination and certification matters and with "inquiries from influential sources on the same matters."

The commission states, in reaction to the report, that it is implementing many of the suggestions and that the problems must be seen in the "context of millions" of cases it handles.

Several of the group's recommendations concern stricter procedures to insure "merit system integrity," such as setting standards for when to "investigate allegations of political or other non-merit intrusions into the competitive civil service."

The panel also complains of the "excessively broad coverage" of certain senior and mid-level examinations.

The commission authorized the review in October, 1975, after officials in several governmental agencies who had been accused of merit system violations, charged that commission officials were practicing the same abuses.

Downstate Staffer Regains Job Following A CSEA Court Victory

MANHATTAN—A Downstate Medical Center employee has been ordered reinstated to his job as the result of a successful appeal brought in the Appellate Division of the State Supreme Court by Civil Service Employees Assn. New York City Region II attorney Stanley Mallman.

The court found the employee, Percy Johnson, was denied his constitutionally protected rights when his employer invoked part of the rules and regulations of the Civil Service Department to order his dismissal. The court decided that the rule conflicted with Section 75 of the Civil Service Law, and violated the due-process guarantees of the Fourteenth Amendment.

The department rule says: "When an employee is absent without leave and without an explanation for 10 work days, such absence shall be deemed to constitute a resignation effective on the day the absence began."

The Downstate Medical Center administration sent Mr. Johnson a letter on Dec. 26, 1974, alleging that he had been absent without explanation since Dec. 13. The letter said that in compliance with the department rule, Mr. Johnson's resignation had accepted on Dec. 10.

Mr. Mallman pointed out however, that since he was a permanent employee in the classified civil service of New York State, any disciplinary proceedings against Mr. Johnson should have been brought in accordance with Section 75 of the Civil Service Law. This section of the state law guarantees that the employee must be given written notice of the proposed disciplinary action, with the reasons for it, and that he must also be given time to answer the charges in writing. He must also be given a hearing at which the burden of proving his wrongdoing must rest with the employer.

The Appellate Division, Second Judicial Department, agreed.

Earlier this month it overturned a lower court decision which upheld the employer's point of view.

The Appellate Division added that the procedural due process guarantees of the Fourteenth Amendment apply to government employees with tenure, and de-

clared that the department rule, Section 5.3(d) of the Civil Service Department, is unconstitutional.

The court ordered Mr. Johnson reinstated to his job with full back pay and benefits. Justice J. Irwin Shapiro wrote the unanimous decision.

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; Suite 750, 1 W Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

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

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

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

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Fed Construction, Educ Registrar

MANHATTAN—The U. S. Civil Service Commission has announced it will accept applications for a single vacancy for construction inspector plus another one for administration of education programs (registrar).

The jobs pay \$13,482 to \$19,386. The construction inspection job is at Governor's Island, and applications will be accepted until June 28. Applicants must possess two years' general experience and four years' specialized experience; the latter must have provided knowledge of mechanical and electrical engineering techniques. Appropriate post-high school education, such as engineering, industrial technology or drafting, may be substituted for three years' experience, including one year' specialized experience.

Applicants for education administration post must file by July 2, and have 24 credits in education. Experience as a registrar is desirable. The job is at Kings Point.

Interested applicants should contact the U.S. Civil Service Commission, New York City Area Office, 26 Federal Plaza, New York, New York 10007. Attn: Mid-Level Desk.

Open Continuous State Job Calendar

| | | |
|--|---------------------|---------|
| Assistant Clinical Physician | \$25,161 | 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 I | \$27,974 | 20-414 |
| Clinical Physician II | \$31,055 | 20-415 |
| Compensation Examining Physician I | \$27,942 | 20-420 |
| Dental Hygienist | \$ 8,523 | 20-107 |
| Dietitian | \$10,714 | 20-124 |
| Supervising Dietitian | \$12,760 | 20-167 |
| Electroencephalograph Technician | \$ 7,616 | 20-308 |
| Food Service Worker | \$ 5,827 | 20-352 |
| Hearing Reporter | \$11,337 | 20-211 |
| Histology Technician | \$ 8,051 | 20-170 |
| Hospital Nursing Services Consultant | \$16,538 | 20-112 |
| Industrial Foreman | \$10,714 | 20-558 |
| Laboratory Technician | \$ 8,051 | 20-121 |
| Legal Careers | \$11,164 | 20-113 |
| Public Librarians | \$10,155 & Up | 20-339 |
| Licensed Practical Nurse | \$ 8,051 | 20-106 |
| Maintenance M an (Mechanic) (Except for Albany area) | \$ 7,616 | Various |
| Medical Specialist I | \$27,942 | 20-407 |
| Medical Specialist II | \$33,704 | 20-408 |
| Mental Hygiene Asst. Therapy Aide | \$ 7,204 | 20-394 |
| Mental Hygiene Therapy Aide (TBS) | \$ 7,616 | 20-394 |
| Motor Equipment Mechanic (Statewide except Albany) | \$ 9,546 | varies |
| Nurse I | \$10,118 | 20-584 |
| Nurse II | \$11,337 | 20-585 |
| Nurse II (Psychiatric) | \$11,337 | 20-586 |
| Nurse II (Rehabilitation) | \$11,337 | 20-587 |
| Nutrition Services Consultant | \$31,404 | 20-139 |
| Occupational Therapist | \$11,337 | 20-176 |
| Offset Printing Machine Operator | \$ 6,450 | 20-402 |
| Pharmacist | \$12,670 | 20-194 |
| Physical Therapist | \$11,337 | 20-177 |
| Principal Actuary (Casualty) | \$22,694 | 20-417 |
| Principal Actuary (Life) | \$22,694 | 20-521 |
| Psychiatrist I | \$27,942 | 20-390 |
| Psychiatrist II | \$33,704 | 20-391 |
| Public Librarians | \$10,714 | 20-339 |
| Radiology Technologist | (\$7,632-\$9,004) | 20-334 |
| Radiology Technologist (T.B. Service) | (\$8,079-\$8,797) | 20-334 |
| Senior Actuary (Life) | \$14,142 | 20-519 |
| Senior Medical Records Librarian | \$11,337 | 20-348 |
| Senior Occupational Therapist | \$12,670 | 20-137 |
| Senior Pharmacist | \$14,880 | 20-194 |
| Senior Physical Therapist | \$12,760 | 20-138 |
| Senior Sanitary Engineer | \$17,429 | 20-123 |
| Asst. Sanitary Engineer | \$14,142 | 20-122 |
| Senior Stationary Engineer | \$10,714 | 20-101 |
| Specialists in Education | (\$16,358-\$22,694) | 20-312 |
| Stationary Engineer | \$ 9,546 | 20-100 |
| Assistant Stationary Engineer | \$ 7,616 | 20-303 |
| Stenographer-Typist | \$ varies | varies |
| Variotype Operator | \$ 6,811 | 20-307 |

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

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

These 14 Bills Affect Civil Servants

ALBANY—At Leader presstime, discussion was taking place among New York State politicians on whether—and to what extent—to amend a bill implementing recommendations of the Kinzel Commission on public employee pensions.

The original bill provided that all employees hired since June 1973 would begin to contribute 3 percent of their wages to the cost of their pensions. It also provided that the retirement benefit would be reduced by one-half of the monies received as a final social security benefit.

Senate leaders were reportedly considering amending the bill. The measure has been vehemently opposed by the Civil Service Employees Assn.

Following is a summary of the major bills pending before the Legislature and Gov. Hugh L. Carey. The summary, prepared by CSEA lobbyist James D. Featherstonhaugh, shows what the union feels is the order of their importance for public employees and indicates whether CSEA favors or opposes each. The summary for the Kinzel Bill gives its unamended form.

| BILL NO. & INTRODUCER | SUMMARY OF PROVISIONS | STATUS |
|--|---|--|
| S9900 and A12477, Multi-sponsored | This bill seeks to implement the recommendations of the Kinzel Commission. The bill provides that all employees hired since June, 1973 would begin to contribute to the pension system at a rate of 3 percent and further provides that the retirement benefit would be reduced by one-half of the monies received as a final social security benefit. CSEA OPPOSES. | Senate bill currently in Civil Service Committee. Assembly bill currently in Governmental Employees Committee. |
| S5127C, Flynn; A70780, Greco | This is the agency shop bill favored by CSEA. It would make it mandatory for all non-members represented by a union to contribute an amount equivalent to dues in support of the recognized certified labor organization. CSEA FAVORS. | Assembly bill was on the 3rd reading and was amended on floor. Senate remains in Comm. |
| S8970, Schermerhorn; A11411, Greco | This bill extends all temporary retirement benefits plus rights of participating employers and employees to bargain with respect to retirement benefits until July 1, 1977. CSEA FAVORS. | Senate, 3rd reading. Assembly, Ways and Means. |
| S10246, Rules; A12579 | This bill is an appropriations bill providing the approximately twenty-nine million dollars necessary for the payment of the increment, training and other miscellaneous funds negotiated by CSEA in the four statewide agreements. CSEA FAVORS. | This bill is in Ways and Means in the Assembly and Rules in the Senate. |
| S9411, Schermerhorn; A12036, Greco | This bill provides that in the event of a period of impasse in collective negotiations, all rights, obligations, terms, and conditions of employment established between the parties by their last contract shall continue until such new contract is established and executed. This bill is the opposite of the Governor's program bill set forth above as S10252, and A12206. CSEA FAVORS. | 3rd reading, both houses. |
| S10252, Rules; A12206, Greco | This bill is a Governor's program bill which would allow employers to suspend current benefits during negotiations, provided that negotiations ran on beyond the contract period. At the present time, PERB, by virtue of the Triborough Bridge decision, has compelled employers to maintain benefits during negotiations. CSEA OPPOSES. | Senate, Civil Service Comm. Assembly, Governmental Employees. |
| A12207, Greco; No Senate companion | This bill is also one of the Governor's program bills which seeks to expand the definition of managerial and confidential to include supervisory personnel. CSEA OPPOSES. | Governmental Employees Committee. |
| S9191, Rules Comm. | This bill is also a chapter amendment which contains the same provisions as 9980 with the exception of some directions as to where lottery tickets will be printed, which are of no interest to CSEA. I expect that this is the bill which will be acted upon by the Assembly. CSEA FAVORS. | Passed both Houses. |
| S10253, Rules; A11302 | This bill seeks to extend the supplemental retirement allowance for a one year period. CSEA FAVORS. | Committee. |
| S10173-10187, Donovan, McCall, Nolan, Present and Volker; A12704, Rules Committee at the request of various Assemblymen. | These bills constitute a package of legislation affecting the Mental Hygiene department. Some of the bills are supported by CSEA but the major bills having an adverse effect on our members are S10181, 10175, 10186, 10183, 10182, 10173, 10180, and 10174. While these bills have various specific proposals, the general purpose behind them is to attempt to shift the burden of Mental Health care from the State to localities thereby concomitantly affecting CSEA's members adversely through loss of jobs. The bills also provide for a great deal of waste and duplication of services currently being supplied by the Mental Hygiene regional directors. CSEA OPPOSES. | Eight bills amended and signed into law. |
| S10444, Rules; A12911 | Appropriates \$538,044.00 of implementation of agreements between the State and CSEA covering non-judicial employees of the unified court system. CSEA FAVORS. | Senate, Finance Comm. Assembly, Ways and Means |
| S3587C, Marchi, Goodman and Flynn; Flynn. A4595 | Appropriates 7.8 million dollars for aid to local library systems. This money will make up for deficits in local government funding which caused or may have caused layoffs of employees. CSEA FAVORS. | Passed both Houses. Pending before Governor. |
| A12225, Frey | Permits local school districts to vote to have State real property taxes imposed to overcome the effects of the Herd decision. CSEA FAVORS. | Passed Assembly. |
| S8765, Auer; A11141, nine | Amends Retirement and Social Security Law to extend accidental death benefits to widowers as well as widows. CSEA FAVORS. | Senate, 3rd reading. Assembly, passed. |

CSEAs Pass 2-Year Cornell Labor Program

BUFFALO — Eleven members of the Civil Service Employees Assn. are among 60 persons who were named graduates June 11 from a two-year labor studies program sponsored by the New York State School of Industrial and Labor Relations at Cornell University.

The students represent a cross-section of union members from both the private and public sectors. The CSEA graduates are: James Bourkney, Barbara Chapman, George Clark, Dennis Heimburg, Gilbert Lawrence, Rose Marie Mack, Catherine Massimi, Alice Miller, Hubert Parker, Robert Smith and Josephine Terranova.

Fort Schuyler Holding Dinner

UTICA — The Fort Schuyler chapter, Civil Service Employees Assn., will hold its annual dinner dance Friday evening, June 25, at Twin Ponds Golf and Country Club, Utica.

Keynote speaker at the dinner will be James Featherstonhaugh, a senior legal counsel to CSEA and one of the union's Albany lobbyists.

The evening will begin with cocktails at 7 p.m. followed by dinner and dancing. Tickets, priced at \$5 each, are available from all chapter officers.

Central Region Sets Workshop

ROME — A two-day State Division Workshop has been scheduled for Friday and Saturday, July 9-10, by Central Region V (Syracuse), Civil Service Employees Assn.

The session will be held at The Beeches, Rome. Workshop chairman is James Moore and coordinator will be Lenore Polera.

Registration will be from 3:30 to 8 p.m. Friday evening with a general meeting to run from 8:30 to 10 p.m. followed by cocktails in a workshop hospitality suite. Saturday morning's session will be on non-contract grievances and out-of-title work grievances. Contract grievances will be considered in the afternoon session.

Deadline for reservations is June 20 and they should be accompanied by a \$10 deposit.

Total cost for the weekend is \$45.30 including tax and gratuities. They may be sent to The Beeches, 7900 Turin Road, Rome, N. Y. 13440. Additional information is available from Ms. Polera, 2 Walker St., Utica, N. Y. 13501.

Buffalo Holding A Dinner-Dance

BUFFALO — The Buffalo chapter, Civil Service Employees Assn., will hold a dinner-dance Friday evening, June 25, at the Statler-Hilton Hotel, Buffalo.

Chapter corresponding secretary Sue Porpiglia said cocktails will be served at 7 p.m. followed by an 8 p.m. dinner.

Sullivan Unit Readies For SEIU Challenge

LIBERTY — The Sullivan County unit, Civil Service Employees Assn., began preparing for battle last week when it was informed that the Service Employees International Union has filed an election challenge for representation with the Public Employees Relations Board.

Earl Bivins, Sullivan County chapter president, in remarks to an executive board meeting, said, "If we are complacent in the face of this threat, we will do harm to ourselves and to our union."

"We are not going to wait for PERB to act on the petition of

these raiders who are out only to gather dues money. If PERB orders an election, I call upon each of you to work to get the vote out, and to let the county workers know that CSEA has been the only union on the firing line protecting their interests, wages and benefits over the years," the CSEA officer declared.

Mr. Bivins said he is proceeding on the premise that CSEA is going to win. "I am asking, therefore, that our county negotiating committee begin immediately to prepare to negotiate our next contract."

Charging that former CSEA officials who had been discharged from the union were pressuring and intimidating CSEA members to vote for SEIU, Mr. Bivins warned that "if these traitors and renegades persist in their infamous acts, the CSEA will take appropriate action." He added that the former officials obtained promotions "over the backs of the member who got nothing."

"We got rid of them and our members are not going to be

fooled by them again," he said.

Mr. Bivins stated he will meet soon with Joseph Dolan, CSEA assistant executive director, to arrange for the appointment of a collective bargaining specialist to assist the county negotiating team.

Sullivan County employees are requested to send or give suggestions or proposals for the next contract to members of the negotiating team. The team and sections they represent are: Harry Goldberg and Mindy Drangel, Community College; Jerry Fielding and Lee Meadows, Social Services; Karl Hinck and Carl Gold, Court House; Walter Durkin and Esther Keesaw, Home and Infirmary, and Caryn Cameron, Mental Health.