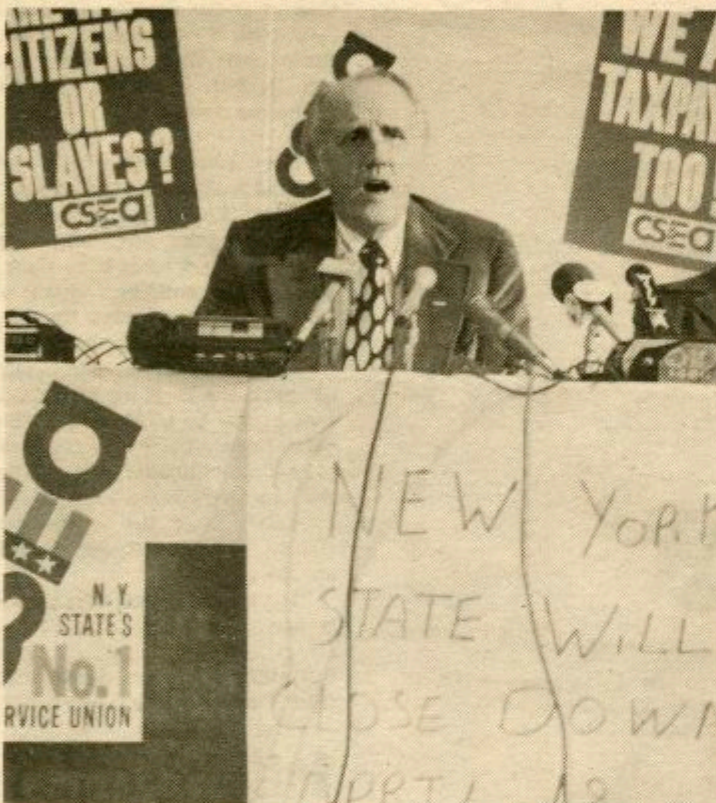


WORKERS WIN



Theodore C. Wenzl, president of the Civil Service Employees Assn. announces the decision of the union's negotiating teams to maintain the April 18 strike date, despite pleas by lawmakers to delay the job action until after their return from a two-week Easter vacation. "The State's priorities are all cock-eyed," Dr. Wenzl declared at a press conference held recently at CSEA headquarters in Albany. He outlined state employee frustration with the Carey administration and once again reassured all state workers of the union's strong support for the scheduled strike.

CSEA Planned It Well



In Long Island Region I, groundwork was laid for strike by passing out literature to notify state employees about the circumstances that forced the union leadership to authorize the strike ultimatum. Department of Transportation District 10 Local 508's Lou Mannellino, right, looks over fliers as CSEA field representative Pat Morano discusses plans with Central Islip Psychiatric Center Local 404 first vice-president Eileen Gorski.

BULLETIN

ALBANY—State employees will receive at least \$1,400 in salary increases during the next 12 months, according to tentative agreement reached April 17, a few hours before the strike deadline.

The two-year pact provides for a 5 percent (\$500 minimum) increase retroactive to April 1, another 4 percent (\$400 minimum) Oct. 1 and additional 5 percent (\$500 minimum) next April 1.

Those who are entitled to increments will receive them also in each year of the contract.

Examples of percentage increases for those making less than \$10,000 are: Grade 3, 24 percent without increments, 33 percent with increments; Grade 5 22 percent without, 31 percent with; Grade 7, 19 percent without, 29 percent with, and Grade 9, 17 percent without, 26 percent with.

In dollars, this translates to: Grade 3, \$1,400 without increments, \$1,950 with increments; Grade 5, \$1,400 without, \$2,010 with; Grade 7, \$1,400 without, \$2,064 with, and Grade 9, \$1,400 without, \$2,124 with.

Higher grades, currently paying \$10,000 or more, will be increased in proportion to the 14 percent schedule. Thus, someone at Grade 14 will receive \$1,636 without increments, \$2,536 with increments; Grade 18, 2,042 without, \$3,126 with, and Grade 23, \$2,687 without, \$4,033 with.

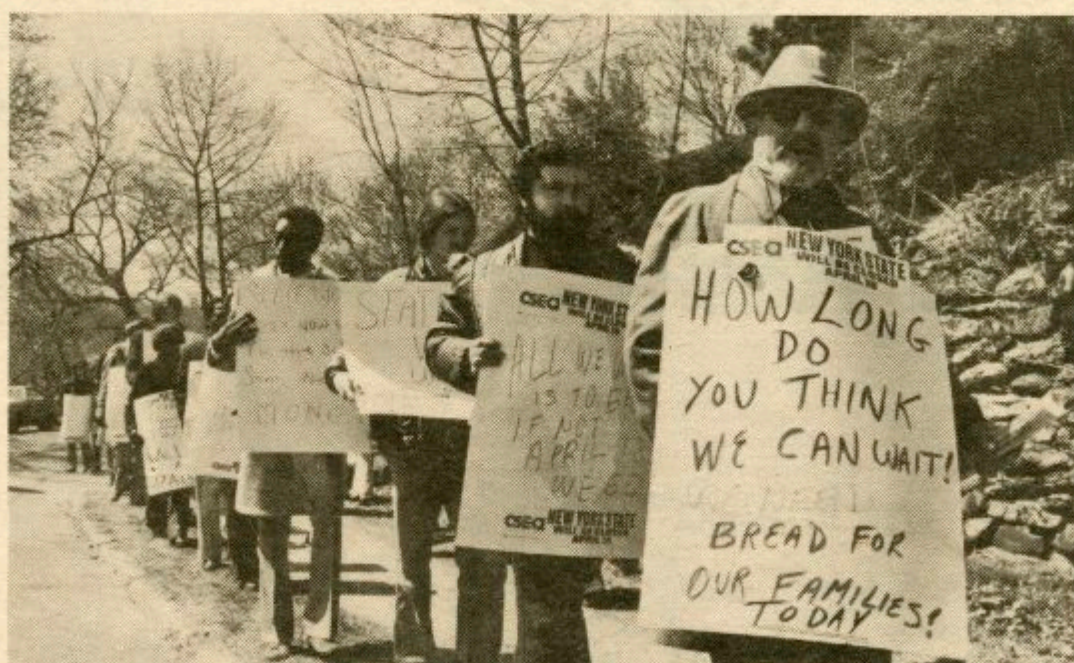
In addition, it will be possible to increase salaries by an additional 2 percent through a provision to buy back up to five days' vacation time.

Other provisions of the settlement will be explained in next week's Leader.

Ratification ballots will be mailed soon.



CSEA vice-president James Lennon, leader of the union's Southern Region III, checks to make sure picket signs are ready for distribution to employees when the moment of truth arrives.



South Beach Psychiatric Center Local 446 organized informational picket line in front of State Senator John March's Staten Island home, within union's Metropolitan Region II. South Beach Local third vice-president Barry Markman spoke to the Senator, who is co-chairman of special legislative committee to study the state employees contract, but was told that the issue, at this time, is in lap of Governor. South Beach leaders called the peaceful protest march "good practice" for the anticipated full-scale strike authorized for this week.

Unprecedented Strike Planning In All Regions

By KENNETH SCHEPT

MANHATTAN—Taking direction from statewide president Theodore Wenzl's remark, "We in Albany will do what we can, but the success of the strike depends on you people," regional leaders and the rank and file of the Civil Service Employees Assn. across the state advertised, organized and publicized all last week in a giant effort to mount a successful strike.

Long Island Region I

In Long Island Region I, president Irving Flaumenbaum announced, at a rally at the Hauppauge State Office Building, "I am prepared to go to jail." Joseph Reedy, a staff collective bargaining specialist, urged the people to populate the picket lines with wives and children.

(Continued on Page 3)

Knock Working Conditions In Rockland

Rockland County Local 844 president John Mauro, right, meets with Harold Berlin, president of the Local's Social Services unit, during recent general membership meeting to discuss rival union's challenge for representation rights for employees.



NEW CITY — The Social Services employees of Rockland County have filed a class-action grievance alleging "deplorable and intolerable working condition" in the West Nyack building in which they must work.

Some 200 people work in the building, according to Civil Service Employees Assn. social services section president Harold Berlin.

"The building is overcrowded; it has exposed wiring and phone lines lying across the floors; there is no circulation of air; the 'climate control' doesn't work; the fire doors are either blocked or have faulty mechanisms; there are rats in the building; and there is only one toilet for some 180 employees," Mr. Berlin stated.

The CSEA members in the building filed the grievance with County Social Services Commissioner Noah Weinberg, but Mr. Berlin feels that the blame lies equally with the landlord from whom the county rents the building.

"The overcrowding in the building really hurts the clients," he said. "They have no privacy to discuss their cases with the employees, and there is no nursery in the building, which is supposed to be provided. To that extent, the county is at fault."

"But the county should really get after the landlord and insist that he live up to his end of the lease. Such problems as the lack of air conditioning are really the landlord's fault."

Oddly enough, the building on Old Rt. 59, West Nyack, is not an old one.

"The building itself is relatively new," said CSEA field representative Larry Scanlon, "from the outside it looks great, but from the inside it's a hell hole."

Suffolk Filing For 2 Exams

HAUPPAUGE — The Suffolk County Civil Service Department has opened filing for two open competitive examinations until May 4—senior management analyst and assistant commissioner of health services (administrative services).

The analyst job (exam 17-204) pays a bi-weekly starting salary of \$529. A bachelor's degree and four years' related experience are required.

The health services post (exam 17-185) pays a bi-weekly salary of \$732. A bachelor's degree and eight years' administrative experience are required.

Both exams have June 4 written tests.

For further information contact the Suffolk County Civil Service Department at H. Lee Dennison Executive Office Building-Hauppauge, New York 11787.

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75% Public Support Strike In Leader Poll

By JANE BERNSTEIN

MANHATTAN—Public sentiment seems to be running in favor of a strike by state workers this time around. Out of those polled, approximately 75 percent supported the employees.

A random sampling of workers and residents in New York City indicates there are feelings that the New York State employee has been backed against the wall.

"I generally support an employee's right to

strike," said one high school student. "And I especially support this particular strike because these people have not had raises in such a long time and the cost of living has gone up."

A private college English teacher said she thinks state workers get too much in the way of fringe benefits, and was surprised to learn that these benefits are almost identical to most in the private sector. However, she supports the strike because she does not think the salaries are

comparable to those in the private sector, and she believes every worker deserves decent wages.

"I'm not in favor of any kind of strike by workers," said one saleswoman. "But I suppose if they have no other choice and their salaries are low, I'd have to go along with them."

A dissenting viewpoint about the walkout was contributed by a baked goods deliverer. He merely grunted, "All civil servants are lazy and they don't deserve any more money."

CIVIL SERVICE LEADER, Friday, April 22, 1977

Ⓛ 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.

APRIL

- 22-23—Central Region V meeting: Ithaca.
- 25—Rockland Psychiatric Center and Children's Hospital Local retirees dinner-dance: 6:30 p.m., Colonial Manor Old Tappan, N.J.
- 27—Nassau County Retirees chapter meeting: 11 a.m., American Savings Bank, 1960 Hempstead Turnpike, East Meadow.
- 28—Long Island Region I executive council meeting: 7:30 p.m., Region office, 740 Broadway, Amityville, L.I.
- 29—Division of Housing and Community Renewal Local spring affair (disco): 4 p.m., Skydive Restaurant, 1 World Trade Center, N.Y.
- 29-31—Southern Region III county division educational workshop: Camelot Inn, Route 9, Poughkeepsie.
- 30—Herkimer County Local 822 installation dinner-dance: 6:30 p.m., Chirico's Restaurant, Herkimer.
- 30—Brooklyn Developmental Center Local 447 executive committee meeting: 4 p.m., Brooklyn Developmental Center, 888 Fountain Ave., Brooklyn.
- 30—Margaret Dittrich retirement party: 6:30 p.m., Sheraton (Round-towner) Motor Inn, Wolf Rd., Albany.

MAY

- 6—Capital Region IV Mix and Mingle: 5 p.m., Polish Community Center, Washington Ave. Extension, Albany.
- 6—Capital Region IV Meet the Candidates night.
- 14—Western Region VI interim meeting: 9:30 a.m., Treadway Inn, Batavia.
- 16—Capital Region IV meeting: 5:30 p.m., Campus Cafeteria, State Campus, Albany.
- 20-22—Mental Hygiene departmental workshop: Friar Tuck, Route 30, between Thruway exits 20 & 21, Catskill.
- 30—Brooklyn Developmental Center Local 447 cocktail sip and meet the candidates: 6 p.m., Farragut Manor, 1460 Flatbush Ave., Brooklyn.
- 30-June 1—New York City Local 010 workshop and convention: Concord Hotel, Kiamesha Lake.

Strike: How It Came To This, Or, The Change In Gov. Carey

By KENNETH SCHEPT

MANHATTAN—In October 1974, Hugh Carey, then candidate for Governor of New York State, is invited to speak before the delegates of the Civil Service Employees Assn. gathered for their annual convention at the Concord Hotel, Kiamesha Lake. Three years later, after a bitter contract dispute with the Carey administration, delegates meeting at the same hotel vote to close down New York State on April 18, 1977.

What happened?

Mr. Carey said to the convention in 1974:

"... I hope the day will come when New York State will be known more for the quality of its Taylor Wines than the severity of its Taylor Laws. . . I want to thank you for what you've given to New York. I ask you now to give me a chance. . ."

What happened, according to the CSEA, is that the Governor was given a chance, but the public employees were not. In December 1974, before Carey's inauguration, the CSEA negotiators were busy preparing to meet with the new administration. At about the same time, the New York Court of Appeals upheld Taylor Law procedures for disciplining employees who had participated in a 1972 contract job action.

Governor Carey's State of the State address in 1975 expressed the need for austerity in state spending. Theodore C. Wenzl, CSEA president, wrote a letter to all members. "I'm going to be blunt," he began. "Public employees in New York State are

facing a grave crisis. The job you hold today may be gone tomorrow. . ." On March 18, 1975, 35,000 CSEA demonstrators descended on Albany. According to the Leader correspondent, "Gov. Hugh Carey had a bad day after St. Patrick's Day."

Both the State and the Union agreed to fact-finding and by early April the first hearing had been held. The CSEA accepted the 6 percent increase recommendation of the panel: the Governor rejected it. By June the matter was before a legislative hearing.

The legislative committee of-

ferred a one-time \$250 bonus. Ballots were mailed to the membership to determine if there was support for a strike, or for accepting the offer. A strike was narrowly voted down and the bonus was accepted.

The rest is recent history, still unfolding:

- November 1976: Contract talks reopen.
- January: Contract talks break down and Theodore Kheel is named to head a fact-finding group.
- March: Fact-finders recommend 5 percent April 1 and 3½

(Continued on Page 16)

Strike Preparation

(Continued from Page 1)

Other speakers were Robert Po's, an officer of the Department of Transportation Local, and James Corbin, president of the Suffolk Local.

Hundreds of bumper stickers reading "New York State will be closed April 18" appeared on cars driving along the Long Island Expressway and other area roads. Strike headquarters were set up for each local and the

police in each community were alerted of the union's activities.

Mr. Flaumenbaum was heard several times on WCBS radio in an editorial rebuttal condemning the Administration. The week's preparation culminated with a regional rally held Friday night at SUNY's Farmingdale campus. The meeting was attended by about 1,500 CSEA members.

Metropolitan Region II

"Support for the strike in Metropolitan Region II runs between 65 and 90 percent," said public relations specialist Randolph Jacobs, commenting on the sentiment expressed at a regional presidents meeting held last week.

Other meetings were planned in White Plains and at Creedmoor Psychiatric Center, with a mass regionwide rally held on Friday. Region president Solomon Bendet urged the full support of all locals. Signs were printed and distributed reading "state employees on strike, please do not cross picket line."

Southern Region III

Students from SUC at New Paltz in Southern Region III announced their support of the CSEA strike. Meetings were held by most locals, including: Hudson Psychiatric Center, Poughkeepsie, Wassaic Developmental Center, Middletown Psychiatric Center, the Department of Transportation and Greenhaven Correctional Facility. The last two locals took out ads in Poughkeepsie Journal at the local's expense, requesting public support for the strike. "Everyone is working 100 percent," region president James Lennon said. "It should be a successful strike."

Capital Region IV

In Capital Region IV, president Joseph McDermott com-

(Continued on Page 16)



STATE POLICE COMMISSIONED OFFICERS SIGN PACT

State Police Commissioned Officers unit of the Civil Service Employees Assn. and the State of New York recently signed a two-year agreement which includes a 5 percent salary increase retroactive to April 1, 1977, and a 6.3 percent increase to take effect April 1, 1978. The pact also includes an option for officers to exchange up to five days of earned annual leave accruals in return for cash reimbursement based on the officers' daily rate of pay at the time of the exchange. Seated, from left, are William G. Connelie, superintendent, Division of State Police; Donald H. Wollett, director of the Office of Employee Relations, and James Northrup, deputy director

of OER. Standing first row, from left, are Edward Dominelli, NYS senior personnel administrator; Margaret Doolin, NYS associate budget examiner; Thomas Gibbs, assistant director, OER; Theodore C. Wenzl, president, CSEA; Capt. Kenneth Crouse of the CSEA, and Capt. George Abare, chairman, CSEA negotiating team. Standing second row, from left, are John Naughter, Jr., CSEA collective bargaining specialist; Jerry Reed, NYS pay analyst; Lt. Socrates Lecakes of the CSEA; Robert D. Quick, first deputy superintendent; Saverio A. Chicco, assistant deputy superintendent; Joseph Gillespie, inspector, and Lt. Joseph Strojnowski, of the CSEA.

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File By May 9 For 14 State Promotionals

ALBANY—New York State announced 14 promotional exams to be held June 18. Filing will close May 9 for all tests.

An exam will be given for manager of computer operations G-25 and chief electronic computer operator G-23. Applicants must have one year's experience as either a supervising electronic computer operator or as a grade 18 employee.

Senior electronic computer operators can apply for exam 36-076 for supervising electronic computer operator (G-18) and electronic computer operators can apply for senior electronic computer operator (G-14) exam 36-075.

The commission also announced exam 36-078 for assistant retirement system information representative (G-14) for which employees in grade 11 and up are eligible.

Administrative or clerical employees in G-14 and above are eligible to take exam 36-079 for retirement system information representative (G-18).

Grade 18 administrative or clerical employees can apply for exam 36-080 for senior retirement information representative (G-21).

Exam 36-081 for director of retirement systems information services will also be given June 18 and grade 18 clerical employees can apply.

One year's competitive service in an engineering position (G-19 or higher) will qualify candidates to take exam 36-066 for senior hydraulic engineer (public service—G-23).

Exam 35-992 will be given June 18 for senior social services planning specialist (G-23). Employees in 17 titles ranging from G-18 to 22 will be eligible. Social services program specialists, senior home economists, supervising consultants on eye health

Name Consultant To Defend Merit

ALBANY—The Civil Service Employees Assn. has retained Joseph Watkins, former director of the Municipal Services Division of the State Civil Service Department, as a consultant to help the union "study and organize resistance to the attempts by the administration and Civil Service Commission to destroy the civil service Merit System in New York State" and return the method of staffing state services to "the political spoils system."

According to the CSEA, Mr. Watkins, together with members of the union's research staff, will be studying various reports that have been released publicly, "sanctioned by the Civil Service Commission," which advocate drastic changes in the state's civil service system, as well as the effects of the \$1,600,000 cuts in the Department of Civil Service's budget for this fiscal year made by the State Legislature's fiscal committees.

By meeting with various CSEA committees which are primarily concerned with the preservation of the Merit System, the CSEA hopes that Mr. Watkins can help the union formalize a position on these developments.

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and vocational rehabilitation counselors are some of the titles which will be considered.

One year of permanent competitive services as an attorney will qualify candidates for exam 36-082 for senior attorney (realty—G-24). A written test will be given to test candidates' ability to understand, analyze and evaluate written legal materials and prepare briefs and memoranda.

Exam 36-070 will be given for senior civil engineer (G-23). Candidates with one year's experience in grade 19 or higher or two years in grade 15 or higher will be considered.

Three exams will be given for offset machine operators ranging from grade 9 to 15.

Head offset printing machine operator exam 36-074, will be held June 18 and applicants should have one year's experience as a principal offset printing machine operator or as a publications production assistant.

Exam 36-073 will be given for principal offset printing machine operator (G-12) and senior offset printing machine operators and senior printing machine operators with one year's experience can apply.

A test will be given for senior offset printing machine operator (G-9) and applicants with six months' experience as an offset printing machine operator or as a printing machine operator will be eligible.

SHORT TAKES

NO DMH REORGANIZATION THIS YEAR

Two influential Republican state senators, Frank Padavan, chairman of the Senate Committee on Mental Hygiene and Addiction Control, and Dale M. Volker, Chairman of the Alcoholism Subcommittee, have indicated that Gov. Hugh Carey's proposal for the reorganization of the Department of Mental Hygiene probably will not be approved by the State Legislature this year. The Governor's plan would split DMH into three autonomous offices: for Mental Health; Mental Retardation and Developmental Disabilities, and Alcoholism and Drug Abuse. Mr. Volker said that his committee has encountered 5 percent opposition to Carey's plan. Much of that force has come from critics of the proposal to merge DMH's Alcoholism Division into the office with Drug Abuse.

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Praise Union In Alfred Win

CHEEKTOWAGA—"If we had not had a union and the services of a Civil Service Employees Assn. field representative, the results may have been devastating and far reaching," said Annette Harding, president of the SUC at Alfred CSEA Local, after the successful challenge of an "unsatisfactory" rating to an Alfred employee.

Sam Carmen, the field representative, was credited with presenting "excellent arguments on behalf of the employee."

Ms. Harding's comments, which appeared in the Local's publication, "Little Leader," continued:

"Without our field representatives and legal department, we would not stand a chance in situations where an employee's job security is at stake. We would again be facing the spoils system, and, in fact, this is what management would like. Your dues are paying for your protection! Without your dues, you would have no protection.

"So just think about it! We, the officers, may make decisions at times in which you are not in agreement with, but when we are called upon to protect you and your job, and when the results are in your favor, all of our objectives have been met."

Claims Examiner

ALBANY—An unemployment insurance claims examiners eligible list, resulting from open competitive exam 24-424, was established March 17 by the State Civil Service Department. The list contains 235 names.

Name Mediator, Fact-Finders

ALBANY—The State Public Employment Relations Board announced, recently, the appointment of the following mediator: Leon Applewhite, of PERB's New York City office, to the dispute between the Yonkers Board of Education and the Civil Service Employees Assn.

The following fact-finders were also appointed: Leon Applewhite, of PERB's New York City office, to the dispute between Uniondale School District and Uniondale unit of the CSEA; and Theodore Prenting, of Poughkeepsie, to the dispute between the Town of Philipstown and the CSEA.

Job Placement

ALBANY—An employment security placement trainee eligible list, resulting from open competitive exam 24-088, was established March 17 by the State Civil Service Department. The list contains 3,074 names.

Employment Claims

ALBANY—An employment security claims trainee eligible list, resulting from open competitive exam 24-097, was established March 17 by the State Civil Service Department. The list contains 3,338 names.

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Pending CSEA Legislation Outline

This weekly Legislative update is provided by Civil Service Employees Assn.'s office of legislation and political action.

A—Assembly; S—Senate; *—bills initiated by the CSEA.

BILL AND SPONSOR	SUMMARY OF PROVISIONS	STATUS	CSEA POSITION
A.802, Greco*	This is the Agency Shop bill; it would require all non-members represented by a union to contribute an amount equivalent to the dues to the recognized certified labor organization.	Passed Assembly, sent to S. Civ. Service Comm.	FAVOR
A.2212, Greco*	This bill would provide for final offer evaluation as a means of resolving disputes in negotiations	A. Gov. Employees Com.	FAVOR
S.11, Anderson, multi-sponsored A.3322, Calogero, multi-sponsored	This bill would allow PERB to enforce the terms of a negotiated agreement.	A. Gov. Employees Com. S. 3rd Rdg.	FAVOR
S.910, Flynn A.1336, Greco*	This would provide for an increase in the supplemental retirement allowance effective June 1, 1977, and would apply to more retirees.	A. Gov. Employees Com. S. Civil Service Com., 2-7-77 reported to Senate Finance Committee.	FAVOR
S.1275, Knorr, multi-sponsored A.1584, De Salvo, multi-sponsored	This would entitle Veterans of WW II and Korea Conflict to obtain retirement credit if they were honorary discharged veterans and residents of N.Y. State at time of entry into service.	S. Codes Committee A. Gov. Operations Com.	FAVOR
S.2434, Schermerhorn A.2928, DeToro*	This would allow local governments to negotiate disciplinary procedures with an employee organization.	S. Civil Service Com. A. 3rd Rdg.	FAVOR
none none	This would lessen penalties on employees who engage in illegal strikes. It would eliminate the automatic probation and "Two-for-one" fines for such employees.	No Status	FAVOR
A.781A, Landes*	This bill amends Section 75 of the Civil Service Law, allowing employees who are suspended pending a determination of charges, to elect to have a civil hearing deferred pending the conclusion of criminal action on which charges may be based.	A. Gov. Employees Com., 1/26 reported, amended, 1/27 3rd rdg. A781A.	FAVOR
S.787, Rolison A.1058, Betros	Increase to \$4,800 the maximum amount a retiree may earn in job services during the year without a loss of retirement benefits.	S. Civil Service Com. A. Gov. Employees Com.	FAVOR
S.813, B. Smith A.1088, Flanagan*	If the voters of a school district neglect or refuse to approve expenses for school cafeteria programs or services, the Board of Education may levy a tax to provide for same.	A. Education Comm. S. Education Comm.	FAVOR
S.1143, Schermerhorn* A.1420, Herbst	This bill would make the cost of providing transportation for field trips, which are primarily educational in nature, ordinary and contingent school district expenses.	A. Education Comm. S. Education Comm.	FAVOR
S.1840, Eckert, multi-sponsored	This amends the Retirement Law, modifying eligibility in the Retirement System, clarifying definitions and procedures and establishes a method of integrating Social Security into the Retirement System under CO-ESC Retirement Plan.	S. Civil Service Com.	FAVOR
None, Garcia, Cochrane*	The Bill would extend representation rights to employees of the Div. of Military & Naval Affairs.	S. Civ. Service Com. A. Gov. Employees Com.	FAVOR
S.2901, Flynn	This would extend the current \$2,000 survivors' benefit for employees who retire during or after 1966 to those who retired prior to 1966.	S. Civ. Service Com.	FAVOR
A.1412, Field S.1131, Nolan	If a public employer is found to have committed an improper practice, it would be subject to remedial action ordered by PERB as well as a fine not to exceed \$1,000 per occurrence which shall be paid to the employee organization.	A. Gov. Employees Com. Sen. Civ. Serv. Comm.	FAVOR
A.2929, DeToro	8 percent interest be paid by public employer as part of arbitration award in regard to a retroactive salary or wage benefit.	W. & M. Comm.	FAVOR
S.2434, Schermerhorn A.2928, DeToro	This bill allows disciplinary proceedings to be negotiated in local government contracts.	Sen. Civ. Serv. Comm. Gov. Employees Com.	FAVOR
S.2459, Eckert A.3196, Hanna, multi, Nagle	This bill excludes from Taylor Law coverage, employees designated as supervisory; defines supervisor down to the level of a person having the responsibility to direct employees or effectively recommend the adjustment of grievances.	S. 3/30 Amend. and recom. to Comm. A. 3/30 Same as above	OPPOSE
S. 2542, Volker A.3442, Zimmer	This bill prevents loss of state aid to school districts that were closed due to adverse weather conditions or fuel shortages during the '76-'77 school year.	Passed into law	FAVOR
A.81, Greco, multi. S.19, Schermerhorn, multi.	This increases to \$3,000 the maximum amount a retired person may earn in a public service position without loss of retired allowance.	Passed both Houses Sent to Governor	FAVOR
S.2567, Schermerhorn	Eligibility for preferred list reinstatement shall be for a maximum period of 5 years from the date of separation or demotion.	S. Civ. Serv. Comm.	FAVOR
S.2574, Schermerhorn A.3645, Marchiselli	This bill provides a retired person may earn in public service an amount equal to the amount stipulated by the Social Security Act that can be earned with loss of benefit.	S. Civ. Serv. Comm. A. 3/31 Rept. and ref. to W&M Comm.	FAVOR
S.2580, Schermerhorn A.3527, McInerney	This bill allows employees who were on the payroll on or before June 30, '76 and who for reasons not ascribable to their own negligence, did not become a member of the Retirement System, before July 1, '76 to file written request with Comptroller before December 31, '77 for membership in the Tier II System.	S. Civ. Serv. Comm. Gov. Employees Com.	FAVOR
S.2840, Flynn, multi. A.3899, Nichols, multi.	This bill would amend Section 243 of the Military Law regarding crediting of military service for the purpose of retirement and for additional credit in competitive examinations, to include in the definition of Veteran a member of the Armed Forces who served on active duty for at least 181 consecutive days.	S. 3/28 amend & recom. A. 3/28 amend & recom.	FAVOR
A.2308, Nine multi sponsors S.3082, Flynn	When person with lower rating on eligible list has been appointed to a position, the employee who was passed over may request and receive from the Appointing Officer, the appropriate reasons.	3/9 passed — A S. Civil Serv. Com.	FAVOR
S.126, B. Smith	Authorizes probation officer who has reason to believe a warrant exists for probationer, to take him into custody.	2/7 Passed. Referred to Ass'y Codes Committee.	FAVOR
A.140, Posner S.1980 Tauriello	Declares it a public policy of the State to prohibit the use of professional strike breakers.	1/17 Passed — A 1/18 Labor Com. — S	FAVOR
S.1337, Budget Bill A.1637, Budget Bill	Consolidates PERB & SLRB* Changes designation to State Employment relations board.* Administration of labor practices in both private & public sectors.	S. Civil Serv. Com. A. Gov. Employees Com.	OPPOSE
S.1612, Padavan, multi. A.2017, Esposito, multi.	Any honorably discharged veteran shall be eligible for pension credit for time spent in service.	S. Codes A. Gov. Emp. Com.	FAVOR
S.2069, Marchi	If PERB or a Court finds that acts of extreme provocation were committed by an employer, employees determined to have been on strike shall have status restored and probation terminated with any payroll deduction to be restored.	S. Civ. Service Com.	FAVOR
S.2901, Flynn	Survivor's Benefit of \$3,000 for retired State employees shall apply to all State employees regardless of date of retirement.	S. Civ. Service Com.	FAVOR
S.3408, Schermerhorn	Provides for the continuation of retirement negotiations for local governments until 6-30-78.	S. Civ. Service Com.	FAVOR
S.3409, Schermerhorn	In the event of an impasse, contract provisions shall continue.	S. Civ. Service Com.	FAVOR
S.1331, Budget bills A.1336, Budget bills	These are the Governor's bills proposing cuts in aid to local school districts.	S. Finance	OPPOSE

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FRIDAY, APRIL 22, 1977

Putting It On The Line

SURPRISE!
Governor Carey certainly did not expect to be forced back to the negotiating table with representatives of the Civil Service Employees Assn. last week. Not after he had thrown them a bone he thought the state workers could not resist in their hunger. But when the union showed that it needed more than a pacifier to gnaw on, the Governor began to dig around for some honest-to-goodness crumbs.

That should have been enough. Public employees are not supposed to strike. They are thought to be mild people who choose the civil service for reasons of security. When confronted with difficult bargaining situations they are supposed to roll over and play dead, good dogs that they are, or maybe accept a \$250 bonus and promise to be on their best behavior.

Surprise!

The state workers have come a long way. It has not been easy. When candidate Hugh Carey addressed the state-wide convention three years ago, looking for votes, he spoke against the Taylor Law and for the betterment of the life of the state's civil servants. After the election he seemed to change his mind. CSEA members have suffered from Carey's fickleness ever since; but no more.

The union forced the Governor back to the bargaining table prior to the April 18 deadline because the Administration took the strike threat seriously. The threat was taken seriously for good reason: The membership learned the hard way over the past several years but it learned well.

Without exception the union's six regions enthusiastically and with great solidarity prepared for a strike. Their preparations had the effect of forcing the Governor to bargain because the preparations were for real: not a ruse to get back to the table, but detailed plans for picketing on the street—for closing down New York State.

And as a result, victory would be more than food on the table—although that perhaps is more than enough: Victory is also the leap of self-respect earned by the union and each individual member in taking responsibility for what had to be done, putting it all on the line, and blowing every last myth about the mild security-minded people who work in New York's civil service. (K.A.S.)

Your Social Security

Q. My brother has just received severe back injuries in an accident, but his doctor says an operation and treatment will enable him to go back to work eventually. Can he get social security disability benefits?

A. The key factor in your brother's case is how long he is disabled. If it will be 12 months or more from the time he becomes disabled and when he can get back to work, and he follows prescribed medical treatment, he may be eligible for social security disability benefits for part of that period. He should contact

his nearest social security office for more information.

Q. I get SSI checks. What income must I report?

A. You must report all changes in income (except general social security benefit increases) promptly to your social security office. This includes income from work and all other sources. The amount of your SSI check is based on how much money you have coming in: if the amount goes down, you may get a bigger SSI check; if your income goes up, you may get less SSI money.



Beame, Carey Split Signalled By Cuomo NYC Mayor Entry

The prospective candidacy of Secretary of State Mario Cuomo for the Democratic nomination for Mayor of New York City portends substantial and long-range changes in the party structure at both the state and city levels. The evidence clearly points to the fact that Cuomo is the candidate favored by Gov. Hugh Carey. Indeed, Cuomo would not even consider making the race were it not for the persistent urging and encouragement of the Governor.

The unfolding situation heralds a definite split between the Governor and Mayor Beame, a split that will have widespread repercussions within the political structure of the party.

Patronage Power

In the preliminary political sparring it had been assumed that Beame could safely rely on the support of the Democratic regular organizations in Brooklyn, Queens, Bronx and Staten Island. In Manhattan, the regular Democratic clubs are largely an irrelevant factor.

Patronage in the hands of the Mayor seemed to guarantee that prospect. However, with Cuomo in the picture, that resource in the hands of the Mayor can be neutralized by the patronage powers of the Governor. Carey's influence could prove to be persuasive in Brooklyn, an organization to which both he and Beame have enduring ties of many years duration.

Political leaders will be obliged to make extremely difficult decisions when confronted with a choice between the Mayor and the Governor. The results of the primary will leave many casualties in its wake, among leaders who made the wrong choice.

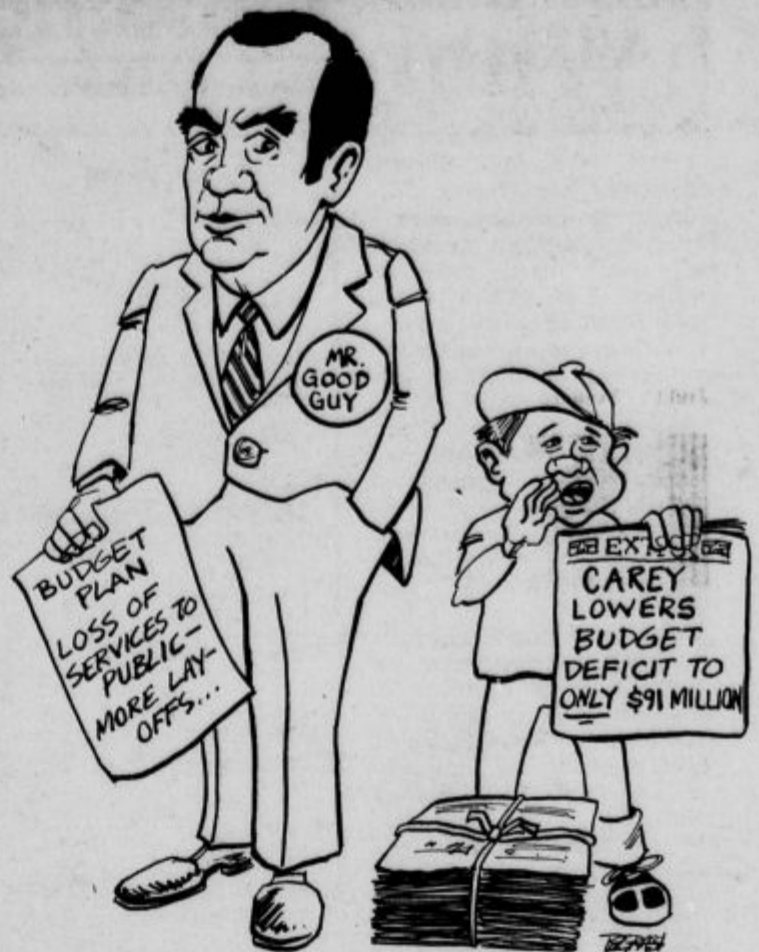
The reform element in the Democratic Party has a somewhat different problem. By and large there has been virtually no disposition among the reformers to support Beame. However, the reformers are badly split among those who favor Manhattan Borough President Percy Sutton, Congressman Edward J. Koch and Edward Costikyan, or possibly Congressman Herman Badillo and former Representative Bella Abzug should they finally decide to enter into the Mayoralty sweepstakes.

In the Democratic primary for Governor three years ago, Carey had relatively little support among the reform Democrats. By and large they supported his opponent, Howard Samuels. However, over the course of the years, reformers have demonstrated the infinite capacity of barnacles to attach themselves and cling to a political winner. In light of this capacity, it is not unlikely that many reform elements will swing behind the Cuomo candidacy.

Skills As Mediator

This is particularly so with Cuomo, who, on the merits, has many qualities of personality as well as a record of accomplishment that reformers will find

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

Mr. Gaba is a member of the New York Bar and Chairman of the Nassau County Bar Association Labor Law Committee.

No Contract, No Duty To Arbitrate

A registered nurse employed by St. Elizabeth Hospital was discharged from her position. It was alleged that she violated certain hospital procedures relating to the identification of new-born infants. The nurse was a member of a union which had exclusive bargaining rights for registered nurses employed by this hospital. A collective bargaining agreement was entered into in 1972 setting forth certain grievance procedures that ended in binding arbitration. The contract specified that notice of intention to modify the agreement was the equivalent of a notice of intention to terminate that agreement. In 1973, the union sent a notice of intention to modify the agreement to the hospital pursuant to the termination clause contained in the agreement. Accordingly, the court pointed out, that the contract expired on September 14, 1973. The dispute in question concerning the discharge of the nurse arose subsequent to the expiration of the agreement.

The nurse maintained that the hospital is bound to arbitrate on the grounds that all other terms and conditions of employment have been followed since termination.

IN DENYING THE MOTION to compel arbitration on appeal, the Appellate Division, Fourth Department, held that the duty to arbitrate is founded solely upon an agreement to do so. Without such agreement or a provision in the expired contract to extend its terms until a new contract is entered into, the hospital could not be directed to arbitrate. The petitioner nurse pointed out that the duty to arbitrate a dispute arising during the term of an agreement survives the expiration thereof. However, that was not the case here. Under these circumstances, since the grievance arose at a time when there was no contract in effect, therefore the employer hospital had no duty to arbitrate. *Jennings v. St. Elizabeth*, 387 N.Y.S. 2d 327.

AN OPINION of the New York State Comptroller issued in 1976 provides that where a municipality has not adopted any plan which provides for a conversion of employees' accrued vacations into cash upon separation from service, unless there is a rule limiting the maximum accrual, the municipality cannot refuse to pay the employee for all such credit when the employee is dismissed without having had the opportunity to use up his vacation prior to discharge. Op. #1976-30.

What's Your Opinion

By PAMELA CRAIG

QUESTION

If the Governor's rejection of the fact-finding report is sustained by the Legislature, what action do you feel would be appropriate?

THE PLACE

Jamaica Motor Vehicles Department

OPINIONS

Judith Evedon, clerk: "I really feel that any form of action would not be appropriate if the Governor's rejection of the fact-finding report is sustained by the Legislature. I don't feel that we should go out on strike, because I don't think it's right. I don't think it should have to come to that. I do feel that commensurate with the work we are doing here, there should be no hesitation about a raise because we do deserve it. We've been working pretty hard, and I think that we should be given a raise for that very reason."



Samuel Schonberg, clerk: "I agree that a strike vote was proper. There hasn't been a raise for years and I feel that people here really need a raise. I feel we are much underpaid for the amount of revenue the department actually takes in. The people here are working a 7½-hour day and are making an average of \$7,500 a year, which is below average in relation to the cost of living today. They start out at about \$7,000, which just isn't enough money. What have the state workers got to lose?"



Linda Belky, clerk: "I feel it is appropriate for all the state agencies to go out on strike, whether it is against the Taylor Law or not. Prices have gone up to such extent that it is more and more difficult to support a family. Without a raise since 1973, it is hard to support even oneself. We should let people know that for once we have got to stand up for our rights. It's time we let the public know that we can't live on what the Governor is trying to feed us."



Eleanor Domree, clerk: "I feel that if the Legislature and the Governor reject the well-deserved raise, then we should exercise the leverage of going on strike, without losing our pension rights. We were told that we would lose not only our pension rights, but also two days' salary for one day that we are out. The Taylor Law is a very unfair law. We have been working for three years without a raise and I feel the time has come for the administration to treat us like human beings."



Mary Wada, clerk: "I agree with a strike because that's the only way you ever seem to get anything. If you stay put, you get nothing. Now there are some people who can afford it and there are some who can't. Circumstances alter cases and everybody's situation is different. It's a hard decision to strike because you don't get any money for a long time, and there are people who can't afford it. We are underpaid and we can't get a raise, yet we are supporting all the welfare people and it's not fair."



Evelyn Sabba, clerk: "I feel that a strike is appropriate. We were supposed to have a raise and we never got it; we were supposed to go out on strike and we never struck. I really feel that going out on strike is the only way to progress. It seems that negotiations haven't gotten us too far. Obviously, the state administration will ignore our demands unless we make our voice heard. The strike is the only language the Governor and the Legislature understand."



RETIREMENT NEWS & FACTS

By A. L. PETERS

Social Security Discrimination

The problem of determining rights for women under Social Security has so many facets that congressmen have been debating for several years on the subject. Here is one feminist point of view that illustrates some of the aspects:

Is the social security system equal for men and women? Ask any liberal lawyers like those in the ACLU whether there is sex discrimination in social security law, and you will be told, "yes." It discriminates against men, because women are assumed to be dependents and receive benefits automatically, which are difficult for men to obtain. This was the essence of the recent Wiesenfeld case, in which the Supreme Court struck down a gender-based distinction on survivor benefits last March. Widowers can now receive benefits on the same basis as widows. The ACLU, which fought the case as part of its "women's rights program," argued that benefits to widowers, without having to prove dependency, give the same value to her work as his. Benefits to a woman after she is dead, of course, are meager compensation. We have been enjoying pie in the sky a long time now. What we need is a little bread and butter here on earth. However, egalitarian lawyers, mostly men, are quick to see inequities when it is a question of extending some protection provided for women to males, but are less sharp in observing the fundamental inequalities which remain. In fact, to see the social security system as discriminatory toward men is to view the law, as Anatole France described it, in its majestic impartiality that prohibits the rich and poor alike from sleeping under bridges.

But, nevertheless, that Wiesenfeld decision was a very significant one. Justice Brennan's opinion spoke of "archaic" generalizations not tolerated under the Constitution, which assume a man supports the family and woman's earnings are not vital to its support. The decision practically mandated Congress to take a new look at social security law. Since Congress is still overwhelmingly male, it behooves women to get some input in there while we can. With this in mind, here is a feminist viewpoint.

A feminist critique of social security. Since the purpose of social security, interpreted most broadly, is to provide security in old age or disablement, how well does it serve women? Like any program, it must be judged by its results. Or in equal opportunity parlance, what is the impact of this, our key retirement plan, upon the economic welfare of a majority of our citizens? I emphasize majority, because women comprise 59 percent of persons over 65, and almost two-thirds of those over 75. So we're talking about most of us.

According to Martha Griffiths, 14 percent of aged women, compared to 1 percent of aged men, have no income. Among persons age 65 or over who have income, the median annual income of men is over \$3,750—little enough—while that of women is \$1,900. Forty-two percent of women, versus 19 percent of men, received less than \$120 a month in social security in 1972.

Benefit levels are much higher

for retired male workers than female. Men were more than three times as likely as women to be entitled to relatively high PIA's and women were three times as likely as men to be entitled to the minimum. Of the 4.3 million, or 22 percent of the elderly who live in poverty, over two-thirds are women, mostly widows. Even these figures underestimate the true situation, because the statistics that define poverty are based upon the needs of younger persons.

(To Be Continued)

The April meeting of the New York City Retirement Board approved 505 applications for retirement, including 187 without options, 97 under Option 1, 30 under Option 2, 77 under Option 3, 50 under Option 4, 6 under Option 4/3, 47 under Option 4/3, and 1 under Option 4/4.

Fifty-six of these approved were for disability and, of these, 17 were for accidental disability.

Loans to 2,107 members amounting to \$2,454,570 and withdrawals of excess contributions to 160 members amounting to 755,130 were also approved.

Don't Repeat This!

(Continued from Page 6)

attractive. He gained a citywide reputation for his skill and tact in handling a potentially racially explosive crisis involving a housing project in Forest Hills, in Queens. His great skills as a mediator put an end to another potentially explosive situation in Co-op City, in The Bronx.

He has taken the initiative to put an end to blockbusting tactics of real estate brokers and salesmen. He has also been in the forefront of efforts to put an end to unconscionable lobbying practices in the State Legislature.

Liberal Nomination

The Cuomo candidacy may also have a significant impact on the political fortunes of State Senator Roy Goodman, a prospective candidate for the Republican nomination for Mayor. The Liberal Party was fairly well set to nominate Goodman as its candidate. However, the Goodman movement in that party was stopped in its tracks by the intervention of the Governor.

The Liberals, divided as they are since the death of Alex Rose, are united on one thing: they have no disposition to support Beame, but are split as supporters of Goodman and several potential Democratic candidates.

It remains to be seen whether the muscle that Carey can exert over the Liberal Party can also be exerted to enlist their support of a Cuomo candidacy.

New York State boasts the largest titanium mine in the U.S. near Tahawus in the Adirondack Mountains.

LETTERS TO THE EDITOR

Political Rhubarb

Editor, The Leader:

In reading your coverage of Region IV's meeting, "6 Offices At Stake," I found a very disturbing statement concerning my resignation as chairman of the region's political action committee.

Your reporting my entry into the race is biased, because I feel you are too experienced a reporter to have failed at getting all the facts, yet, you state: "Following last fall's general state elections, Mr. McDermott asked for and received Mr. Cropsey's resignation, etc."

Mr. McDermott did not ask for my resignation, rather he asked for submission to his demands. I felt his demands were to discredit me and the committee, because all committees are to function as indicated in the "guidelines."

Howard Cropsey, President Albany Local 801, CSEA

ED'S NOTE: Technically Mr. Cropsey is correct in stating that there was not an official request for his resignation, although he was left little other choice, as he implies in his let-

ter. We emphatically deny, however, any bias concerning our reporting of his entry in the race for Capital Region IV president against incumbent president Joseph McDermott and first vice-president Jean C. Gray. The story merely stated that there was heated argument over the circumstances of the resignation, and that Mr. Cropsey did not actively participate in the rhubarb. In fact, it was meant to show that neither he nor Mr. McDermott disrupted the meeting to air their personal differences.

Moral Point

Editor, The Leader:

Here we go again. Talk of another strike, and who is going to get the brunt of it? The Department of Mental Hygiene.

In the last three confrontations with the Governor for a pay raise, DMH led the way. No one else walked out, though they reaped the benefits of our action.

I was never able to justify, morally, the taking out of vengeance on helpless human beings who, in our institutions, depend

on us for survival.

I imagine what would happen if all the office workers in the Governor's mansion suddenly walked out. The public would scream.

The way to get the Governor's attention is through public opinion, but not at the expense of the unfortunates in our institutions.

Name Withheld
New York City

LETTERS POLICY

Letters to the Editor should be less than 200 words. The Leader reserves the right to extract or condense pertinent sections of letters that exceed the maximum length. Meaning or intent of a letter is never changed. Lengthy letters that cannot be edited to a reasonable length are not used unless their viewpoint is so unique that, in The Leader's judgment, an exception should be made. All letters must be signed and bear the writer's address and telephone number. Names will be withheld upon request.

CIVIL SERVICE LEADER, Friday, April 22, 1977



The three candidates for the office of Metropolitan Region II president gather for a good-natured picture. Incumbent president, Solomon Bendet, also president of the New York City Local, is in the center. At left is challenger Ronnie Smith, currently president of the Willowbrook Developmental Center Local, and the immediate past first vice-president of the region. Vincent Rubano, the current regional first vice-president, is now running for the region's top spot. Mr. Rubano is also president of the State Insurance Fund Local.



Candidates for first-vice president are William DeMartino, left, the current second vice-president, Labor representative to CSEA Board of Directors and a member of the labor/management committee of the Department of Labor; and Jimmy Gripper, president of the Brooklyn Developmental Center Local, member of the ad hoc committee to study the future of Mental Hygiene and member of the Operational Services Bargaining team.

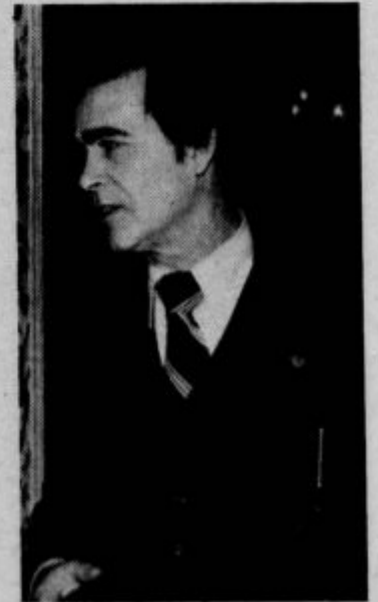
Region II Discusses Strike Plans, And Nominations . . .



Region president Solomon Bendet addresses the meeting about the possibility of a strike. He appointed contingency committees for the region and for the New York City Local, of which he is also president, in order to assess the membership's attitude toward a strike. Vincent Rubano, regional first vice-president, listens. At a regional strike rally recently, Mr. Rubano urged that political differences take a back seat to the strike.



Seated from left are Ben and Jean Lipkin, and Fay and Samuel Emmett. Mr. Lipkin and Mr. Emmett retired from public service this year. Both remain active in the CSEA. Mr. Lipkin, formerly head account clerk with the New York district office of warrant and collection, spent 39 years with the Department of Taxation and Finance. Mr. Emmett, formerly deputy tax commissioner, associate compliance agent, retired after 32 years. Both men were recently honored at retirement luncheons.



Pat Fraser, of the Willowbrook Local, makes an angry appeal to the membership to go out on strike as the final alternative in seeking a just contract settlement with the state.

... Committee Names Region's Candidates

By KENNETH SCHEPT

MANHATTAN—The potential strike and the election of officers were the main matters of business at the Metropolitan Region II meeting held last month at Feathers Restaurant.

Region president Solomon Bendet outlined his feeling that a job action was the only alternative to the treatment that Civil Service Employees Assn. was receiving from the Governor. He appointed a contingency committee to survey the membership regarding a strike.

Robert Keeler, president of the Downstate Medical Center Local, followed with an angry condemnation of the Governor and a call to unify in a strike.

The meeting was held prior to the statewide convention at Klamasha Lake, where a strike vote was ratified by the delegates, including the provision that no one return to work until amnesty is granted for all.

Candidates for regional office were announced by Anne Wadas, chairman of the nominating committee. Those running are: for president, Solomon Bendet, Vincent Rubano and Ronnie Smith; for first vice-president, William DeMartino and Jimmy Gripper; for second vice-president, Dorothy King, Gennaro Fischetti and Canute Bernard; for third vice-president, William Cunningham, Thomas DiNatale and Barry Markman; for treasurer, John Eversley and Martin Esposito, and for secretary, Edna Percoco Aponte and Margaret Clark.

Regional candidates for Mental Hygiene directors are Jo Ann Polistena Morello, Jimmy Gripper, Charles Wade, Barry Markman, Felton King, George Boncoraglio, Ronnie Smith, Patrick Fraser, and Dorothy King. The three last-named are among the four incumbents.

Nominating committee members along with Ms. Wadas were co-chairman Irene Hillis, secretary Joe D'Amore, Martha Owens, Jack Weisz, Robert Sage, Sal Butero, Tom Perlman, Francis Debose, and Sam Emmett.

In recent weeks, the region has been busy with its strike preparations. Theodore C. Wenzl, president of the CSEA, spoke to a large group of Region II members during a lunch time gathering in a state meeting room at the World Trade Center.

He answered questions and conveyed the support of the statewide leadership. Vincent Rubano, regional first vice-president, William DeMartino, regional second vice-president, and other leaders spoke to the membership.

A weekend demonstration was held in front of the Staten Island home of Senator John Marchi, co-chairman of the ad hoc legislative committee set up to review the contract dispute between the state and the CSEA. The group was protesting the reluctance of the legislators to cut short their recess and return to Albany for hearings.

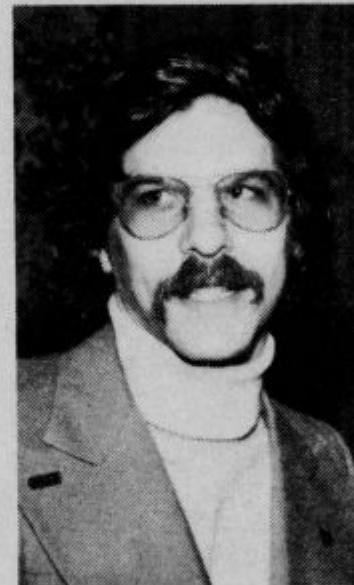
Barry Markman, political action chairman of the region, was invited to speak with Mr. Marchi. He reported that the results of that encounter were not reassuring. Mr. Marchi reportedly maintained that the difficulty between the union and the state could be resolved only by the Governor.

At a presidents' meeting toward the middle of the week, leaders estimated that the strike support in the region ran from 65 to 90 percent. There were groups less enthusiastic about the strike, but in general, the feeling was very optimistic: if it came to a strike, Region II would be well represented on the picket lines.

Speaking at a regional rally Friday, Mr. Bendet said, "In 50 years I have not seen state workers so determined."



The candidates for second vice-president all have a background of CSEA involvement. Canute Bernard, left, a former Board of Directors member, is currently a delegate from the New York City Local. Dorothy King is the first vice-president of the Creedmoor Psychiatric Center Local and one of four Region II Mental Hygiene representatives to the statewide CSEA Board of Directors. She is also a former regional secretary. Gennaro Fischetti, of Workmen's Compensation, is the safety chairman of the region and of the New York City Local. He is also a delegate, a member of the regional political action committee, and co-chairman of his local's by-law revision committee.



The office of third vice-president is being sought by William Cunningham, left, president of the Kingsboro Psychiatric Center Local and the incumbent third vice-president; Barry Markman, third vice-president of the South Beach Psychiatric Center Local, chairman of the region's political action committee, and a member of the labor and management committee, and Thomas DiNatale, president of the Housing and Community Development Local.



Officers of the New York Parole Local take the oath of office which was administered by Region II president Solomon Bendet. From left are John Eversley, vice-president; Ronnie Younger, secretary; Anna Brown, recording secretary, and Jack Weisz, president. Absent from the picture is Henry Hill, treasurer.

Latest State And County Eligible Lists

**EXAM 35-980
SENIOR STENO**
Test Held Nov. 6, 1976
List Est. Feb. 14, 1977
(Continued from Last Week)

826	George P F Albany	74.9
827	Schlesier Joan Rotterdam	74.9
828	Robinson Rose A Chazy	74.9
829	Sokaris A Albany	74.8
830	Ruso Linda Hudson	74.8
831	Seamon S L Syracuse	74.8
832	Hunter Patricia Stillwater	74.8
833	Baselice Kathy Albany	74.8
834	Snyder Sheila M Verona	74.8
835	McCammon Donna Liverpool	74.8
836	Ciccione M E Liverpool	74.8
837	Williamson S L Mount Vernon	74.8
838	Hosking Nancy L Middletown	74.8
839	Saliski P A Staten Is	74.8
840	Williams Leslie New Paltz	74.7
841	Barandon Audrey West Islip	74.7
842	Dale M D Albany	74.7
843	Marcand Joann Troy	74.7
844	Mallette Mary E Elmira	74.6
845	Williamson B Pine Bush	74.6
846	Cuthel Ruth N Hauppauge	74.6
847	Spetta Diana Stony Brook	74.6
848	Zell Marjorie J Fredonia	74.6
849	Holmes Barbara Rotterdam	74.5
850	Myers Susan L Schenectady	74.5
851	Compise Susan J Williamsvil	74.5
852	Masse Marlene F Kinderhook	74.5
853	Perrotti Brenda Syracuse	74.4
854	Harrigan Marva NYC	74.2
855	Decelle Doreen Mechanicvil	74.2
856	Mather Linda C Rensselaer	74.1
857	Lindstrom Lucy Ctl Islip	74.1
858	Hay Dorothy M Brooklyn	74.1
859	Rozelle Marsha Marcellus	74.1
860	Lafave Martha Elnburg Depot	74.1
861	Barra Linda M Brooklyn	74.1
862	Blair Debra L West Seneca Lk	74.1
863	O'Dell Judith A Saranac Lk	74.1
864	Bowman Claire A Dannemora	74.1
865	Blanchard Kathy Morristown	74.0
866	Wilson Diane G Jamaica	74.0
867	Robbins Emma A Voorheesvil	74.0
868	Purcell P A Albany	74.0
869	Yeager Theresa Lackawanna	73.9
870	Wenke Florence Saranac Lk	73.9
871	Pizuto Linda A Solvay	73.9
872	Sebast Louise E Loudonville	73.9
873	Baird Eleanor Albany	73.9
874	Karant Barbara Coram	73.9
875	Mason Linda A Albany	73.9
876	Slauson C M Rensselaer	73.8
877	Trimm Patricia Wyoming	73.8
878	Trapani Mary L Gansevoort	73.8
879	Riley Catherine Seneca Falls	73.8
880	Mohyla G Amsterdam	73.8
881	Martin Diana M Pawling	73.8
882	Legree Janie Bronx	73.8
883	Staskowski C A Whitesboro	73.7
884	Maksymik Diane Watervliet	73.7
885	Buso Justa Bronx	73.7
886	Kilcullen M M Watervliet	73.7

953	Vencak Donna Bay Shore	72.6
954	Shimbovitz Z NYC	72.6
955	Daniel Lorie A Syracuse	72.6
956	Cramer Jerilyn Troy	72.6
957	Yulke Paula Seiden	72.6
958	Orton Debra M Pawling	72.5
959	Roberts J A Glens Falls	72.5
960	Potter Ruth B Wells	72.4
961	Dwyer Eileen C Smithtown	72.4
962	Rojasa Beverly Farmingdale	72.4
963	Plummer Cathy A Schuylerville	72.4
964	Carl Laura M Lowman	72.4
965	Lamirand C Staten Is	72.4
966	Caruso Marlene Mechanicvil	72.4
967	Panioli Marlene Syracuse	72.4
968	Milano Barbara Liberty	72.3
969	Doolittle Cheri Albany	72.3

(To Be Continued)

**EXAM 35-915
ASST MNGR OF TRS MEMBER SR**
Test Held Sept. 18, 1976
List Est. March 3, 1977

1	Miller John C Valatie	86.0
2	Massaroni J A Schenectady	85.3
3	Adriance Nassau	81.7

**EXAM 35-942
COMPUTER PROGRAMMER TRNE**
Test Held Jan. 15, 1977
List Est. March 2, 1977

1	Barnard Donna J Albany	99.2
2	Hovey Donald G Albany	99.2
3	Brown Michael F Waterford	98.9
4	Deters Marcia N Tonawanda	98.0
5	Hilop Annmarie Albany	98.0
6	Clark Robert E Albany	97.6
7	Hasselbach Jane Albany	97.1
8	Turini Charles Glendale	96.8
9	O'Connell Edward Rensselaer	96.7
10	Marshall K M Schenectady	96.7
11	Proses Gary E Bellmore	96.4
12	Olbrych Mark A Castleton	96.1
13	Devor James W Brooklyn	95.9
14	Warner Joseph Buffalo	95.9
15	Schling Max E Greenbush	95.8
16	Seaman Meir Brooklyn	95.8
17	Barre Richard D Latham	95.7
18	Decarr Ronald F Ilion	95.4
19	Curtis Michael Albany	95.3
20	Matson Gary NYC	95.0
21	Hallum Jane Stillwater	95.0
22	Vanpatten E J Schenectady	95.0
23	Ullom James E Albany	94.5
24	Burke Timothy A Troy	94.4
25	Murray Delia A Troy	94.3
26	Young Donald J Rensselaer	94.2
27	McKelvey James A Cobleskill	93.9
28	Coffin Lucinda Albany	93.7
29	Shaffer Ronald Plattsburgh	93.6
30	Hemmings W J Slingerlands	93.5
31	Wright Duane L Saratoga Spg	93.2
32	Dasenbrock J M Clifton Pk	93.1
33	O'Neill Barbara Schenectady	93.1
34	Church Rodney G Poughkeepsie	93.1
35	Cary James L W Coxsackie	93.0
36	Crouse Kathy A Syracuse	93.0
37	Normile James F Troy	92.9
38	Lamanna Damon K Albany	92.9
39	Kelly Cynthia M Albany	92.8
40	Boag Nancy L Hornell	92.9
41	Ryan Barbara A Albany	92.7
42	Polivy Howard L Orangeburg	92.7
43	Epstein Jeffrey Forest Hills	92.6
44	Lowell Charles Albany	92.6
45	Shulties Bruce L Albany	92.0
46	Smith Suzanne W Slingerlands	91.9
47	Bailey Paula L Schenectady	91.9
48	Geisler John R Clifton Pk	91.9
49	Denn Gary W Voorheesvil	91.9
50	Yook Loretta M Albany	91.8
51	Catty Robert B Albany	91.8
52	Pfeiffer Alfred Bronx	91.7
53	Lederer Ellen S Buffalo	91.6
54	Kritz Matthew E Schenectady	91.6
55	Hatlee Susan M Green Island	91.4
56	Architzel Anne Flushing	91.4
57	Turley Michael Albany	90.9
58	Meidenbauer R P Albany	90.6
59	Tessitore R F Amsterdam	90.4
60	Sprague John F Allendale	90.3
61	Scott Charles A Albany	90.2
62	Lynch Michael D Schenectady	90.1
63	Bumpus Beverly Buffalo	90.1
64	Chodan Diane R Rome	90.1
65	Lacrois Lynn M Cohoes	90.0
66	Parchuck Martin Albany	89.9
67	Tonks Carol S Schenectady	89.8
68	Lefrancois B J Round Lake	89.7
69	McLaughlin Doug Albany	89.6
70	Wheat Linda M Clifton Pk	89.5
71	Firston Julie Kinderhook	89.2
72	Solomon Gary C Levittown	88.9
73	Degaro Michael Watervliet	88.9
74	Merrigan V A Johnsonville	88.9
75	Dibble William Watervliet	88.7
76	Carpenter J M Syracuse	88.7
77	Maraulja Nancy Albany	88.7
78	Lachance Janice Troy	88.6
79	Herbert Gayle Albany	88.6
80	Potter Adelbert Pattersonvil	88.6
81	Bourdeau M L Cohoes	88.5
82	Shinder Gayle B Albany	88.5

83	Flanigan Mary J Rensselaer	88.3
84	Speller Bruce H E Amherst	88.2
85	Wood Margaret A Schoharie	88.1
86	Gardam Robert M Auburn	88.0
87	Buckley Robert Albany	88.0
88	Dunne Thomas M Jamaica	87.8
89	Collum Kenneth Niverville	87.7
90	Ryan Linda A Saratoga Spgs	87.7
91	Bubniak Timothy Amsterdam	87.7
92	Letreer Carla A Slingerlands	87.7
93	Przewlocki V A Schenectady	87.4
94	Phillips R A Stuyvesant	87.3
95	Murphy Penny S Pt Jefferson	87.3
96	Thorne Roger J Phoenicia	87.2
97	Kokalas Edward Albany	87.2
98	Maloney Allan F Rensselaer	87.1
99	Hammond L A Auburn	87.0
100	Swanekamp K J West Seneca	87.0
101	Ellrott Robert Schenectady	86.6
102	Relyea William Schenectady	86.5
103	Boni Kenneth R Albany	86.3
104	Ertter Patricia Albany	86.3
105	Clough Louis Schenectady	86.2
106	Ashline Henry J Watervliet	86.2
107	Drotar David L Albany	85.9
108	McLaughlin S C Albany	85.8
109	Vincent Gerald Loudonville	85.8
110	Schmidt P M Stillwater	85.8
111	Coon Randall H East Berne	85.8
112	Anania Gerald L Waterford	85.7

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**File For Suffolk
Labor Specialist**

HAUPPAUGE — The Suffolk County Civil Service Department has extended filing for a number of labor specialist positions to May 4.

The examination date has been postponed from April 16 to June 4. The titles are labor specialist I through V, both open competitive and promotional.

For further information contact the department at H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge, New York 11787.

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Highest Interest Paid In State's Retirement Fund

ALBANY—The maximum rate of interest permitted by law, 5 percent, has been credited to the annuity savings

accounts of New York State's retirement systems for the year ended last March 31, Comptroller Arthur Levitt announced last week.

men's and Firemen's Retirement saving accounts representing contributions that employees have made.

Mr. Levitt emphasized that although investment earnings were above 5 percent in 1976, that is the highest interest rate the retirement law allows.

The rate, which is based on the systems' investment performance, affects 145,000 members of the State Employees' Police-

Capital Region Ready For 18th

ALBANY — "The Capital Region is tight, ready to go on the 18th." With these words, Capital Region Civil Service president Joseph E. McDermott began the first in a long series of local meetings of Region IV.

"The Capital Region, which surrounds the capital city of the state, is prepared to bring the message of public employee anger with the Carey Administration to the very doors of the Capitol and the Governor's Mansion," field supervisor Jack Corcoran stated as he addressed a strong supportive group of union members earlier this month.

"You know, ladies and gentlemen, that somebody is this room is going to call management after this meeting is over and tell them what is going on. When that person makes that call, make sure you give management the truth. I'll even give the person the dime for the call," Mr. Corcoran quipped.

Week Honors Secretaries

NORTH VALLEY STREAM —The week of April 24-30 has been designated as "Secretaries Week" by the National Secretaries Association (International).

The aims and activities of the NSA are directed toward elevating secretarial standards by means of continuing education; fostering programs for personal and professional growth and development; assuming the role of spokes-authority for the secretarial profession; and forecasting changing directions, trends, and requirements that affect office practices.

The purpose of "Secretaries Week" is to acknowledge the contributions of all secretaries to the vital roles of business, industry, education, and the professions.

Labor Relations Rep.

ALBANY—An associate agency labor relations representatives eligible list, resulting from promotional exam 39-181, was established April 1 by the State Civil Service Department. The list contains two names.

SAVE A WATT



GRADUATE COUNSELING COURSE

Two employees of the Nassau County Probation Department receive their diplomas after completing a 15-week counseling course sponsored by the Department of Drug and Alcohol Addiction. Standing from left, are Lillian F. Webb, supervisor of treatment services, Roosevelt Counseling Center, course instructor; Phyllis D. Satz, probation officer; Barbara Steinberg, probation supervisor, and Commissioner Harold E. Adams, Drug and Alcohol Department.

Carey Provoked Strike Situation: Flaumenbaum

HAUPPAUGE—Irving Flaumenbaum, president of the Long Island Region of the Civil Service Employees Assn., delivered a rebuttal to a WCBS radio editorial last week and charged that Gov. Hugh Carey deliberately provoked a strike by state employees.

"You must bargain in good faith... but what can the union do when the head of government, as part of a deliberately calculated political strategy, deliberately provokes a strike?" Mr. Flaumenbaum asked in the editorial rebuttal.

Mr. Flaumenbaum had demanded equal time after the station condemned strikes by public employees in commenting on the end of a walkout by prison guards in Connecticut. The station's comments on public employee strikes in general had a bearing on the CSEA situation in New York State.

"Carey hopes the publicity about the New York City fiscal crisis has the public believing that all public employees earn \$25,000 and have fat pensions," Mr. Flaumenbaum said on the air. But he detailed the facts that the cost of living has risen 16 percent since the last state pay increase, that the average employee earns about \$10,000 and the average pension is about \$3,500.

"We bargained in good faith, and we have been laughed at by the employer," Mr. Flaumenbaum said in appealing for public sympathy for the planned strike.

The rebuttal was aired six times during the day and carried throughout the metropolitan area.

New York City was chosen to be the nation's first capital.

New York State ranks 30th in area size among the 50 states.

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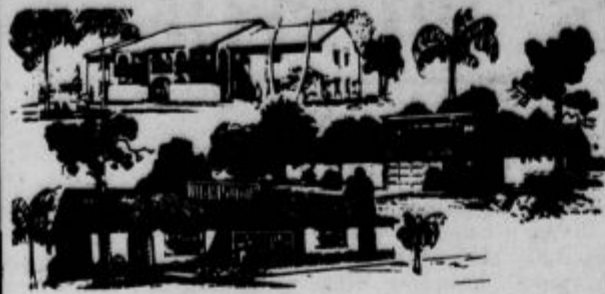
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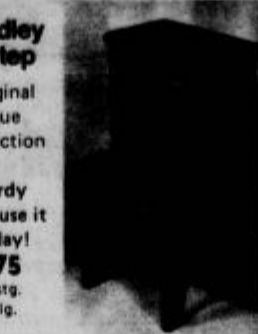
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Dispensation Of Convention Motions Committee Report

The report of the committee on the disposition of convention motions was given by chairman Edward Dudek, of SUNY at Buffalo Local 602, at the CSEA spring convention at the Concord Hotel last month. Other committee members are Dorothy Goetz, Terry Dawson, Earl Kilmartin, Stephen Zarod, Gennaro Fischetti and Clara Franklin.

Our Committee met on several occasions and considered and discussed the disposition of motions made by the delegates at their meeting at the Concord, Oct. 11-15, 1976. As a result of our sessions, and due to some investigation through the various persons responsible for action on the motions, we have found the following actions to have been taken on the motions in order of their appearance in the minutes of the last Delegates Meeting.

1. Motion read—"There is no more Division of Employment" and the chapters should be listed under Manpower Services Chapter. Kay Zgonbick, CSEA staff; Mr. Francis Miller, Chairman of the Directors' Charter Committee; and legal counsel have been advised to reflect the proper implementation of the motion.

2. Motion read—"that the words 'and/or' be deleted from the Heading of the Convention Rules." Kay Zgonbick, CSEA staff, is requesting this item be implemented for the March, 1977 Special Delegates Meeting.

3. Motions made by Ms. Nellie Davis, Chairperson of the Statewide Retirees Committee, have been referred to Mr. Thomas Gilmartin, CSEA staff, to follow up on proposals made on behalf of retirees' legislative program. Also referred to Legal Counsel.

4. Motion to refer to Constitution & By-Laws "that CSEA Inc. legal staff as of 10-19-76 file application with the Office of the Secretary of State New York State for changes in CSEA Inc.'s Certificate of Incorporation as to allow CSEA, Inc. to recruit and represent private sector employees." Please check the Constitution and By-Laws Committee Report (March 4, 1977 edition of The Leader).

5. Motions regarding the Constitution and By-Laws Committee Report by Chairman Kenneth Cadieux be referred back to that Committee and the Legal Committee. Please check the Constitution and By-Laws Committee Report (March 4, 1977, edition of The Leader).

6. Statewide Grievance Committee Report to the October 1976 Annual Delegates Meeting, by Chairman A. Varacchi, was adopted for informational purposes. Motion read—"report should be discussed with the different Regions and, where applicable, procedures should be implemented." Referred to CSEA Regional Presidents and Regional Supervisors.

7. Proposal made by the Restructuring Committee read—"Commencing with

the 1979 election, no statewide officer (as defined in Article 4, Section 6 of the Constitution) shall be an officer of a chapter unit if such officer is serving on a paid basis from CSEA, exclusive of the honorarium or expenses approved by the CSEA Board of Directors." Referred to the Constitution and By-Laws Committee for consideration. Please check the Constitution and By-Laws Committee Report (March 4, 1977, edition of The Leader).

8-9. Proposal made by the Restructuring Committee read—"3A. and 3B. Regional Trial Boards. Charges should be limited to acts against CSEA or internal matters such as affecting CSEA. Any charge or matter referred to a Regional Trial Board shall first be reviewed by the Association's Counsel for determination, without prejudice, or its propriety." Referred to the Directors' Charter Committee for review. Please check the Directors' Charter Committee Report.

10-11. Various proposals made by the Restructuring Committee acted on by the Delegates and referred back to the Restructuring Committee for reconsideration and portions of the Restructuring Committee recommendations were referred to various committees, counsel, etc. Please check Restructuring Committee Report.

12. Motion read—"All chapters shall be identified as Locals." Referred to Legal Counsel and approved by the Directors' Charter Committee.

13. Proposal by Restructuring Committee read—"HONORARIUMS. The establishment of any honorarium, or an increase in any existing honorarium, may not take effect during the term of office of the incumbents." Proposal approved by Delegates and referred to Kenneth Cadieux, Chairman of the Constitution and By-Laws Committee, in the event this committee feels this rule should be in the CSEA By-Laws.

14. Proposal by Restructuring Committee read—"The Board of Directors shall establish a committee for the purpose of evaluating and making recommendations upon all requests for awards to members, other than the Memorial Plaque, for meritorious service in behalf of the Association." Proposal approved by the Delegates and referred to Kay Zgonbick, CSEA staff, to put on the proposed agenda for the January 1977 meeting of the Board of Directors.

15. Motion adopted that the Stewards' Manual be completed and sent to chapter presidents as soon as possible. Referred to Dr. Edward C. Diamond, CSEA Director of Education. Steward's Manuals have been printed and copies are being sent out to all chapter presidents, board members and officers.

16. Special Membership Committee Report accepted for informational purposes; however, discussion ensued concerning the inclusion of the retiree chap-

ters in this report, including the proper name of such chapter. Referred to Mr. Samuel Emmett and Howard Cropsey, Co-Chairmen of the CSEA Membership Committee, to follow through.

17. Motion made to add the names of "Anna M. Bessette" and "Dorothy E. MacTavish" to the Memorial Plaque in the main floor hall of Headquarters. Referred to David Sebast, CSEA staff, to have name plates made at the earliest possible date. Plaques have been ordered and a date will be set to place the plaques on the wall as soon as possible.

18. Question raised by Mr. J. Mauro regarding a letter written by Mr. Noel J. MacCary, Executive Director of the Rockland County Commission on Human Rights, which objected to a letter sent out dated Sept. 1 to all members regarding the CSEA insurance program, and the discrimination against females. This was followed up by Dr. Wenzl by a letter to Mr. MacCary dated Oct. 4, 1976, and by Mr. Joseph D. Lochner in a letter to Mr. J. Mauro dated Dec. 6, 1976. Refer to the Insurance Committee Report.

19. Motion made to accept the first part of the report of the Restructuring Committee "for informational purposes" and, where affirmative action is necessary on the proposals, such be referred to the Constitution and By-Laws Committee. Please check the Constitution and By-Laws Committee Report (March 4, 1977, edition of The Leader).

20. Statewide Social Services Committee & Statewide Probation Committee Reports accepted for informational purposes. Motion read—"since there are so many employees that may be transferred from county to state, the committee send out bi-monthly reports as to progress of this legislation." Referred to Ethel Ross, Board Representative, of the Judicial Conference to follow through. Ms. Ross replied as follows—"It would appear to me that the motion was directed toward informing local government probation department personnel of the progress of proposed legislation whereby they would become state employees, and that it would be up to the Statewide Probation Committee to make these reports.

21. Discussion concerning item 2 of the Special Election Procedures Committee Report which read—"Presidents or other officers of chapters shall be actively employed in the unit, county or state department chapter." Mr. Bernard Schmah, Chairman of the Special Election Procedures Committee, clarified that the report was for informational purposes only and the Directors' Charter Committee had received proper notice of the requested changes. Please refer to the Charter Committee Report.

22. Recommendation to President Wenzl read—"when new Political Action committees are appointed on both state and regional levels that they do not in-

clude members who are officials of any political party." President Wenzl accepted this as a recommendation and assured it would be adhered to.

23. Motion read—"reaffirms and continues the current and longstanding policy that a member has a right to retain any attorney of his choosing, free and uncoerced, under the legal assistance program of CSEA, Inc. and that members seeking such legal assistance and eligible therefor, as determined under the rules of CSEA, Inc., shall be advised of this right of free choice of legal counsel." Referred to Mr. Joseph Conway, Chairman of the Standing Legal Committee, for determination as to what notice is desirable or appropriate to chapters, units, members, or those members who make request for assistance under the Special Legal Program to carry out the intent of the motion. Memorandum was sent under President Wenzl's signature to all chapter presidents on Jan. 4.

24. Motion read—"before state employees vote on the work contract, the contract be presented in its entirety." Referred to William McGowan, CSEA Executive Vice President, and Jack Carey, CSEA Assistant Executive Director/State. Time element as well as costs impractical.

25. Motion read—"that at future meetings of the Board of Directors any motions or decisions regarding receipt or disbursement of monies should have a roll call vote taken so that the votes of the Board of Directors can be a matter of record." William McGowan, CSEA Executive Vice President; Jack Gallagher, CSEA Treasurer, and Thomas Collins, CSEA Comptroller, made aware that the motion was carried.

26. Motion read—"that for the convention the Retirees are given a full day instead of three hours." Referred to Thomas Gilmartin, CSEA Retiree Coordinator, and Dr. Edward C. Diamond, Director of Education—CSEA, to obtain facts and take care of whatever is necessary with reference to preparation of the March 1977 Delegate Meeting. Mr. Gilmartin advised that the retirees met for a full day at the October 1976 Delegate Meeting and plans have been made to have a similar full day meeting during the March 1977 Delegate Meeting.

27. Attention was called to the fact that the delegates were to be seated separately by Regions and furnished with a microphone. This was not done. Dr. Edward C. Diamond, CSEA staff, advised that this arrangement was in order for the entire convention and that each voting delegate sat in his or her designated region and each region was identified numerically.

28. Motion read—"That a telegram be sent to the Governor from the assembled delegates that the delegates unanimously request that the President of CSEA Inc. be appointed as a member of the Committee to Study Civil Service System immediately." Referred to President Wenzl for advice thereon. Telegram was sent to the Governor's Office.

29. Motion read—"this delegate body give Dr. Wenzl and the Statewide Officers a vote of confidence, and that any fiscal condition which they see critical, they should try to correct." Dr. Wenzl and CSEA Regional Presidents will implement this motion.

30. Motion read—"that the CSEA membership application card be revised to permit individuals the opportunity to indicate that \$.05 per day period of their dues deduction be appropriated to their regional political action fund, further that a special designation card for this same purpose be devised, printed and distributed to present members no later than 3-1-77." Referred to Martin Langer, Chairman, Legislative and Political Action Committee. Please check Legislative and Political Action Committee Report (April 1, 1977, edition of The Leader).



During State Division meeting, delegates caucused by regions to determine sectional attitudes toward pending contract crisis. Here CSEA vice-president Joseph McDermott yells to make himself heard as he stands in middle of Capital Region IV delegation (only some of whom are included in photo). Elsewhere in meeting room, same scene was being duplicated by presidents and delegates of five other regions.

Rockland Psych Affair Planned For April 25

ORANGETOWN—The Rockland Psychiatric Center and Children's Hospital Local of the Civil Service Employees Assn. will hold its annual dinner-dance on Monday, April 25, from 6:30 p.m. until 10 p.m., at the Colonial Manor, Old Tappan, N.J.

Reservations may be made by contacting Edna Knightly or Jack Arnold at (914) 359-1000. The cost of the affair is \$15 for retirees, and \$18 for non-retirees.

Doyle Recuperating Now From Surgery

NIAGARA—Civil Service Employees Assn. director William Doyle is currently recuperating from surgery that he underwent last month.

Mr. Doyle is the CSEA Board of Directors representative from Niagara County, where he also serves as president of Niagara Local 832. He resides at 5769 Locust St. Ext., Lockport, N.Y. 14094.

Strike Talk Among Monroe Employees

(From Leader Correspondent)

ROCHESTER—The president of the Monroe County Local of the Civil Service Employees Assn. said some Local members are advocating a strike over 5 and 10 percent pay cuts imposed on county employees Jan. 1.

Martin Koenig, Local president, said members are upset particularly since State Supreme Court Justice Robert White ruled that he doesn't have jurisdiction to decide whether the pay cuts are legal.

Mr. Koenig said he favors exhausting all administrative remedies first. "But there's no doubt a lot of our members are angry and frustrated, and the talk of striking is becoming more common," he said.

Justice White ruled April 6 that he had no authority to decide whether it had been legal to cut by 5 percent the pay of county employees earning between \$12,000 and \$20,000 a year, and by 10 percent the pay of those earning more than \$20,000.

Mr. White said the issue should be presented to the State Public Employment Relations Board.

Mr. Koenig considered the decision a setback "at this point. Certainly, we would have preferred to be heard in court. The board's powers have seriously deteriorated."

Recent cases, he said, have shown that the county does not have to obey PERB rulings. The board has no enforcement powers.

Mr. Koenig said the Local will decide whether to appeal Justice White's decision to the Appellate Division of State Supreme Court.

Mr. Koenig said there will be much more pressure to strike among county employees if state employees strike April 18, as threatened, and their demands are met.

So far, the only overt actions taken by county CSEA members have been informational picketing, a noisy protest at the April 5 meeting of the County Legislature and a continuing ticket blitz by sheriff's deputies.

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Nassau Filing Now For 8 Open Exams

MINEOLA—The Nassau County Civil Service Commission has announced eight open competitive exams to be given June 4.

Filing will close April 27 for exam 65-759 for respiratory therapist and applicants must have an associates degree from a school of Inhalation Therapy approved by the American Medical Association.

Candidates with a bachelors degree, associate degree, certificate or diploma in respiratory or Inhalation Therapy from a college or university or program accredited by the state will be considered.

The starting salary for respiratory therapist is \$10,486 a year. Applicants have until May 4 to file for seven other exams. Candidates must have a bachelors degree in the social sciences to qualify for exam 66-159 for youth board research analyst. The job pays \$11,295 a year.

School Custodians

One year's experience in building cleaning and maintenance work or six months as a carpenter, plumber, electrician, painter, mechanic or steam fitter will qualify many for exam 0171 for custodial (school districts and

libraries-BOCES).

Custodians earn \$7,000 in Massapequa, \$9,709 in Hempstead and \$8,857 in Bellmore and Merrick.

Exam 8110 for clerk-stenographer will also be given June 4. Candidates must have a high school diploma or have completed a course in shorthand and typing. They can be substituted for one year's experience as a clerk-stenographer.

The salary ranges from \$5,948 to \$7,706 according to town.

Filing will also close May 4

City Workforce Is Down 19.7%

Personnel levels for NYC agencies, excluding the hospitals and transit agencies, dropped 19.7 percent in the 20 months since heavy layoffs began, the Comptroller's Office reported last week.

In three agencies, though, the levels rose slightly since June 30. And since last December the total personnel level was up by 630. They were 551 new health services jobs.

The Parks Department continued to top the list in laid-off workers. It lost 40.6 percent of the 7,419 workers it had in June, 1975. The Board of Edu-

cation lost 18,544 of the 90,182 employees it had, a 20.6 percent drop but the highest numerical drop.

Agencies that gained manpower slightly since June were the Finance Department, the Economic Development Administration, the Correction Department, which had the lowest overall percentage drop (9.5 percent), and the Environmental Protection Administration, which includes the Sanitation Department.

The report covered the June 30, 1975 to Feb. 28, 1977 for agencies with employees directly paid by the Comptroller.

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Madison County Opens 3 Exams

WAMPSVILLE—The Madison County Civil Service Commission has announced three open competitive exams to be given in May and June.

Filing will close April 22 for senior social welfare examiner and applicants must have three years' experience in examining, investigating or evaluating claims for veterans or insurance programs.

Senior social welfare examiners make \$6,133 a year. The exam will be given May 7.

An exam will be given May 7 for social welfare examiner and filing will close April 22 for this \$5,787 a year job.

Highway Safety Tech.

ALBANY—A highway safety technicians eligible list, resulting from promotional exam 35-975, was established April 4 by the State Civil Service Department. The list contains two names.

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"Must Sell - Relocating" SUFFOLK COUNTY - Amityville, N.Y. Custom Split, formal L/room, D/room, w/w carpeting; huge paneled den, fireplace, oversized 2-car garage, 3 bedrooms, 1 1/2 bath, carpeted kitchen with balcony overlooks den, basement & patio fenced. Prof. landscaped - 100x100. Burglar alarm system. Desperate - underpriced, reduced to \$55,000. Neg. for immediate sale. Principals only. Broker-owner. 516-691-0939, evenings.

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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.

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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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Chenango conference participants included, from left, Barbara Wickham, Norwich schools steward, Cleo Stanard, Norwich schools secretary, Polly Hopson, Norwich schools, and John S. Hopson, Norwich schools steward.

Chenango Workshop Briefed On Tactics For A Strong Union

(From Leader Correspondent)

NORWICH—A Chenango County employees unit workshop March 19 heard Region V field staff representative Terry Moxley say that the Civil Service Employees Assn. is the most democratically structured union in the country.

But, he warned, the danger in a democracy is that if the rank and file do not participate by backing up their officers and serving on committees, the power will end up in a few hands.

Mr. Moxley said that "we don't have a serious problem" in Region V, but he urged members not to take their union responsibilities lightly.

"An extremely able CSEA officer who gets no help from you, the members," he said, "will get out."

He urged the various Local representatives present "to establish an avenue directly to your membership. See that their questions and problems are taken care of."

Remarking on Governor Carey, Mr. Moxley said that Carey has not lived up to his promises—"he doesn't deliver."

"Logic and intelligence mean nothing to him. We need leverage and power to deal with him and it behooves you to support one another," Mr. Moxley said.

Mr. Moxley also pounded home the importance of political action, citing it as an "extremely effective tool on the local level. Politicians remember the workers and organizers—even if you fought hard on the 'other' side," he said.

"An organized minority will be heard," he said, "and politicians will take care of the person or persons who can hurt or help them the most."

SUNY At Buffalo Nominations Open

BUFFALO—Civil Service Employees Assn. Local 602, SUNY at Buffalo, is accepting nominations for the following offices: president, first vice-president, second vice-president, third vice-president, fourth vice-president, recording secretary and treasurer.

Two representatives from each of the four statewide Bargaining Units also require nominations, as do delegate and alternate delegate positions.

Anyone interested in being nominated, should send a brief resume to Ms. Pat Olivieri, nominating committee, Box 16, Hayes Hall.

Chuck McGeary, Region V public relations specialist, told participants how he could help them publicize newsworthy events and what equipment and services were available to members at the regional headquarters in Syracuse.

Mr. McGeary stressed the important services rendered by the regional research man, Bill Frame: how he helps the field representatives in various negotiation comparisons. "If Bill can't get an answer for you, he'll call Albany and get it," Mr. McGeary said.

"Try to get your Locals more active in the community," he said. "Show your community you care about the schools and all the other important issues. And use the media to get out the message that you care," he added.

He urged the members to get to work to dispel the popular myth that CSEA members are overpaid and underworked, that they lean on shovels and work four hours a day with 30-minute coffee breaks.

Grievance Filing

Fielding questions on PERB and its relationship to the CSEA, Mr. Moxley said that PERB has degenerated into an arm of the government and is "devoid of impartiality."

It is important, if not vital, Mr. Moxley told the group, that you file grievances when you know a contract has been violated. "My experience has been," he said, "that they (management) don't like being taken all the way to binding arbitration, and that after they've been down that road once or twice, you'll see a definite change in their attitude."

"They don't like being exposed," he said, with reference to cross-examination on the hearing stand.

"And understand the time limits of the various steps in the grievance procedure," Mr. Moxley emphasized, "so that you don't lose one because you've missed a deadline. Management is spending large sums of money educating its attorneys in the tricks of the trade," he said, "so we have to be sharp."



On their way back into the conference room at the Chenango Inn are, from left, Shirley Wilcox, Sherburne-Earlville Central School chapter steward, Christina Perkins, Sherburne-Earlville treasurer, and Claude Tarbell, Sherburne-Earlville president.



Taking a break at the recent Chenango County conference are, from left, Peg Mainusch, a member of the county unit's board of directors, Sylvia Figary, county unit steward, Bede Grant, county treasurer, and Charles Root, county steward.



Discussing workshop topics outside the Chenango Inn are from left, Robert P. Loomis Jr., Norwich city chapter president, Mary Baldwin, Chenango County vice-president, and Glenn Krouse, county president.

The Events That Led Up To April 18

(Continued from Page 3)
percent Jan. 1, 1978. Carey accepts the report for the Operational Services and Institutional Services Units; offers other two Units \$350 April 1, with 5 percent Jan. 1. The CSEA negotiators reject the fact-finders' report and the Governor's offer as not enough. Union delegates, meeting

at the statewide convention authorize strike ultimatum.

• April: The Legislature recesses after an ad hoc committee, selected to review the contract dispute between the CSEA and State, sets April 18, the strike deadline, as the first day for hearings. Governor Carey makes another offer: 5 percent April 1

headquarters. Smaller locals have combined to split the rent of a storefront or a motel room. A communications network of walkie-talkies, CB radios and telephones has been established. Automobile safety passes have been printed and will be distributed to all picketers and strike sympathizers wishing to park in the state lots.

Mr. Campbell said that a woman nearing retirement who two years ago refused to strike, now says, "I was wrong. I regret it. And anyone who doesn't want to go out now: I want to see them."

Central Region V

CSEA president Theodore C. Wenzl and executive vice-president William McGowan spoke at a rally at the Hilton Inn Syracuse, in Central Region V. Organizers were expecting an audience of 150. Five hundred people showed up. Another meeting in Syracuse was planned for about 100, and 600 attended. All-day meetings were held in the northern counties at SUC at Potsdam and at SUC Ag and Tech at Canton. There was also a meeting held for the Utica-area employees.

Regional supervisor Frank Martello outlined, for other members of the field staff, procedures for setting up picket lines, picking strike captains and coordinators, setting up headquarters, arranging for food for the demonstrators and working out shifts for maximum effectiveness.

Richard Cleary, region president, said that the "strike support is overwhelming and building momentum. There is no question that the people are ready."

Western Region VI

Western Region VI president Robert Lattimer spoke at press conferences held Friday in Rochester and in Buffalo. He assured the membership that an effective strike would produce the results that they demanded and were entitled to.

By the end of last week captains had been assigned at every location in the Western Region. There were meetings daily. Signs were printed. Some people dug out signs which they had used in demonstrations three years ago and held onto just in case they would once again be called to the picket lines.

State Headquarters

At statewide headquarters in Albany, meanwhile, the staff was busy keeping Dr. Wenzl's pledge, "We in Albany will do what we can . . ." Updates and press releases went out over the wires all week. Meetings were held to form a response to the Governor's agreement to meet with the Union and the Public Employment Relations Board before the strike deadline.

with another 5 percent April 1 1978. The offer is rejected as the union calls it less than the original proposal. Strike plans continue at full tilt around the state, although court injunction prohibiting strike is served on statewide officers and members of State Executive Committee last week at Directors meeting.