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CSEA's Lawyers

— See Page 8

Rockland Win: 20%-Plus Hike, Tentative



Nurses from the Rockland County CSEA unit toured the picket lines to provide medical aid where needed.

By RON KARTEN

NEW CITY—The Rockland unit of the Civil Service Employees Association reached a tentative agreement with Rockland County last Friday, ending a 10-day strike which began Dec. 27.

The tentative agreement called for salary raises of between 20 and 35 percent, over the life of the contract, depending on increments due the workers.

Specifically, the workers would receive an immediate 6 percent raise in the form of a bonus, plus increments retroactive to Jan. 1, 1977. One percent of the 6 percent plus increments would be applied to salary schedules with 8 percent plus increments applied to salary schedules effective Jan. 1, 1978, and 6 percent applied to salary schedule, plus all increments effective Jan. 1, 1979.

Nels Carlson, the union's collective bargaining specialist, announced the tentative agreement at 11:50 a.m. on Jan. 6. The field staff and strike captains immediately informed people on the picket lines that the agreement had been reached, but the captains advised the strikers to stay in their lines until ratification.

A ratification meeting was expected on Saturday. Ballots were printed Friday afternoon.

A hearing on the injunction against

the strike, which named CSEA regional president James Lennon and several others, was adjourned until Tuesday.

The strength of the strike surprised county officials and the early days of the walkout saw little or no communication between the parties.

At the Jan. 4 negotiating session, a spokeswoman for the unit declared, "There was finally a good, positive strike-captains' meeting. The legislators are being polite to the captains now."

The major settlement block had been management. The big change in negotiations came when, on Jan. 3, new legislators, sworn in on the first of the year, replaced the management people at the bargaining table.

The new negotiators for the county are: Sanford Rubenstein, Anne O'Sullivan, Thomas Morahan, John Murphy (who, though an old legislator, is a new negotiator) and Irwin Bernstein. Two other county negotiators have been at the table from the start: Isaac Goodfriend, chairman of the county's budget and finance committee, and John Grant, former chairman of that committee.

(Continued on Page 3)

Delay Standardizing Plan For Court Worker Incomes

ALBANY—The Civil Service Employees Association said a salary reclassification plan to standardize court employees' salaries throughout New York State is expected to be released shortly by the Office of Court Administration, but just when is suddenly a mystery. OCA announced last week it would release the reclassification plan to CSEA on Monday; but after CSEA sent letters to some 6,000 court employees notifying them of that fact, OCA suddenly announced it has cancelled plans to distribute the plan on Jan. 9 and failed to set a new timetable.

The approximately 9,000 court employees, 6,000 of them represented by CSEA, were county and city court employees until April 1, 1977, when they were merged into the state court system and became state employees.

"We have waited a long time for the State Office of Court Administration to hand down its proposed salary reclassification plan to standardize court employee salaries, and we will give the recommendations close scrutiny to determine if management's proposals are equitable to the

employees," said CSEA president William L. McGowan.

The union leader said CSEA will have appeal rights to the proposal if inequities are discovered, and that the union also will deliver input into the final plan through conference meetings and public hearings which must still be held concerning the plan. Public hearing dates have not yet been established.

Court employees' salaries vary greatly since they were negotiated under scores of separate contracts with the cities and counties which employed the court personnel prior to last April 1.

(Continued on Page 9)

State Of State Called Mild By Pres. McGowan

ALBANY — Unlike the three previous years when it found major areas of concern and responded with fierce counterattacks, the Civil Service Employees Association says this year it finds far fewer areas of major concern or veiled threats to public employees in the annual "State of the State" message delivered last Wednesday by Gov. Hugh L. Carey to members of the State Legislature.

"Of course this is an election year and it appears that this year's message was carefully designed not to offend anyone," said CSEA president William L. McGowan. Nonetheless, Mr. McGowan says, CSEA does take ex-

(Continued on Page 9)

LEADER EXCLUSIVE
Starting Next Week:
Assaults On Staff
In State Hospitals



Rockland unit members picketed at facilities throughout the county.

Erie Local Negotiators Reach Tentative Accord With County On Pay Hike

BUFFALO—Erie County Local members of the Civil Service Employees Association were to vote Monday on ratification of a three-year contract.

"We've gone as far as we can go," Erie Local president John Elss said last week, in announcing that CSEA negotiators had reached agreement with the County over terms of a three-year pact.

The pact provides pay raises of 4 percent in 1979 and 6 percent in 1980, but no pay raise for the current year.

The Erie Local, which has 2,100 members, but bargains for more than 4,100 county white-collar workers, had earlier rejected a three-year contract that also provided no pay raises in 1978, but also offered only a wage reopener in 1980.

"A big part of the problem in last month's rejection was the feeling that a wage reopener

clause for the third year really

(Continued on Page 9)

Don't Repeat This!

Every Lawmaker Loves A Tax Cut In Election Years

Last Wednesday, Assembly Speaker Stanley Steingut banged his gavel and called to order a joint session

(Continued on Page 6)



HOSPITAL VISITORS

State Senator Linda Winikow (D-Rockland-Westchester), left, and Assemblywoman Elizabeth A. Connelly (D-Richmond) consult with Martin Langer, chairman of CSEA's statewide political action committee. Legislators visited Rockland Psychiatric Center recently to seek information on state Department of Mental Hygiene's deinstitutionalization policy of releasing patients from hospitals into communities. Mr. Langer also serves as president of CSEA Local 421 at the psychiatric facility.

Union Reaction To Federal CS Plan Is Awaited

By HARCOURT TYNES

WASHINGTON, D.C.—Federal employee union leaders are carefully scrutinizing President Carter's proposal to replace the U.S. Civil Service Commission with two separate agencies, one completely outside White House control.

Many of them say they are waiting for additional information on the plan to come from the White House before deciding if they will oppose or support it.

Some union leaders expressed disappointment that more was not said about employee rights and the Merit System when the

Presidential bombshell was made public last week.

"We have been assured that these rights are not in jeopardy," said Richard Callistri, a spokesman for the American Federation of Government Employees. "But what has been published so far doesn't say."

Mr. Callistri says he does not object to dismantling the commission, which was formed in 1883 under the Pendleton Act. The act also set up the Merit System. Congress set up the commission because of widespread political patronage hiring that had been taking place for years.

Other union leaders also expressed concern about employee rights and the Merit System. Most of those interviewed stopped short of criticizing the Carter plan, however.

"If we feel there isn't sufficient protection, I think you'll hear some very loud squawking—very loud," said Mr. Callistri.

Michael Grace, a spokesman for the Public Employee Division of the AFL-CIO, said his union is still pushing passage of the Clay-Ford Bill, now pending before the House Civil Service and Post Office Committee headed by Rep. Robert Nix, a Philadel-

Bribe Charges Hit Dutchess Exec

POUGHKEEPSIE—Dutchess County Executive Edward C. Schueler has been indicted by a county Grand Jury on charges he accepted a bribe and for six felony counts of perjury.

The indictment capped a seven-

month investigation of a lease agreement between the County and a Poughkeepsie department store owner.

Mr. Schueler is charged with accepting a bribe from the store owner in return for using his influence to locate a county De-

partment of Social Services office on the top two floors of the building.

Dutchess County District Attorney John King said the department store owner was innocent of any wrongdoing and had contacted the district attorney's office shortly after Mr. Schueler allegedly approached him. Mr. King said that his office supplied the cash to complete the deal.

The move to the department store was opposed by the Dutchess County Local of the Civil Service Employees Association, which charged that the decision

was made too quickly to allow a study to determine the appropriateness of the building for offices. No emergency escape plan had been developed at the time the lease was signed in April, and none exists now, say union officials.

County employees working in the building complain of no heat, uneven floors that make it difficult to use some equipment, deafening noise and little privacy, because only three-quarters inch partitions are used to separate work areas. (The sprinkler system would be ineffective, county officials say, if partitions extended from floor to ceiling.)

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Social Services Program Specialist, Principal	\$26,716	80-009

FILING ENDS JAN. 23

Bank Examiner	\$14,688	24-621
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Drafting Technician (Mechanical), Senior	\$ 9,029	24-619
State Accounts Auditor Trainee I/		
Examiner of Municipal Affairs Trainee I	Varies	24-617
Pension Systems Analyst	\$17,429	27-686
Security Hospital Treatment Chief	\$18,369	27-689
Chief, Bureau of Postsecondary Planning	\$25,161	27-515

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phia Democrat. He said this would safeguard some of the rights union leaders are trying to protect.

The Clay-Ford Bill, named for Reps. William Clay, of Missouri, and William Ford, of Michigan, would establish mandatory collective bargaining for federal employee labor contracts and set up a labor relations board to handle disputes between government and the unions.

Mr. Grace's union is also waiting for more information about the proposals.

Our position is that they can do what they want," he said. "As

(Continued on Page 10)

Lottery

ALBANY — Winning numbers drawn Jan. 6 for New York's weekly lottery:

The six-digit number in the \$10,000 column or in the "millionaire numbers" box:

822798

The five-digit \$1,000 number: 69433.

The four-digit \$100 number: 6441.

In the three-digit \$20 number: 453.

Rockland Wins Raise Of At Least 20%

(Continued from Page 1)

Negotiators for the CSEA's unit were Nels Carlson, Patsy Spicci Jr., president of the Rockland unit, Raymond Zerbarini, Michael Frenshak, Lucille Massochi, Frank Howard, Doris Pesner, Jacqueline Whitney, Harold Berlin, Linda Caulfield and Merle Mammato.

Along with the change of attitude at the negotiating table, the Rockland Journal-News came out with an editorial in support of the striking CSEA workers.

In that same edition, last week, the Journal-News published a public opinion survey which said in part, "almost two-thirds of Rockland residents with opinions on the first strike ever by county employees believed the walkout is justified."

In another media investigation of the strike, Connections, a county magazine, published an article by Steven Lagerfeld called "The Power Elite," which penetrated the facade of county government. In the article, Mr. Lagerfeld made the point that the county taxpayer is underwriting the Legislature's "union-busting" attempt.

The strike is costing county taxpayers plenty. Although no dollar amounts can be placed on the strike at this point, some of the cost can be accounted for by the transfer of 50 geriatric patients from the Rockland County Health Complex across the Hudson River to facilities in another county.

Also ringing dollars out of the Rockland taxpayers' till is the cost of scabs that must fill the positions of some 1,700 strikers.

The operation of county police computers has been interrupted by the strike, necessitating that the department either take police off the street to run the computers or leave the machines quiet. Yet, in spite of this, the reports are that the police de-

puties have been sympathetic to strikers. One striker attributed this to the "small-town atmosphere" of New City.

While three "cease and desist" orders were issued, a strike spokeswoman noted that in an unfavorable atmosphere, there could have been many more. The three CSEA officials cited were James Lennon, president of CSEA's Region III; Ron Mazola, field representative for the CSEA, and Randolph V. Jacobs, a CSEA public relations specialist.

A 65-year-old woman who works in the food stamp office had been busy since the strike began manning two hibachis in front of a social services office and cooking for hungry strikers. The menu changed daily, but always included soup, which along with wood fires built in empty oil drums, kept strikers warm in freezing January temperatures.



The strike was 95 percent effective despite cold weather.

Other Counties Have Shown The Way

By KENNETH SCHEPT

MANHATTAN—As members of the Rockland county unit battled the County, the weather and fatigue last week in an effort to win what their president, Patsy Spicci, called a "decent living," county workers throughout the New York State watched with interest.

Picketlines have always been a last resort, but one which county workers have not been shy about using even during winter, if provoked. In considering relations with their county administrations, workers from other counties studied events in Rockland, and probably remembered several other strikes.

MONROE COUNTY

The Monroe County strike last August ended in two days and resulted in the restoration of pay cuts, an 11 percent wage increase and strengthening of job security.

The contract, which was approved Aug. 30 by the Monroe County Legislature, called for a 3 percent wage hike in January 1978, followed by a 2 percent increase in July and 6 percent in January 1979. Increments worth another 4½ percent were also to be paid during 1978 and 1979.

The average income of the 3,500 county employees was \$12,000. Because of the restoration of pay cuts, workers earning about the average salary were to receive \$400 retroactively.

Local president Martin Koenig said at the time, "The county never thought we would walk. We had been pushed for months, and it finally came time to stand up for our rights."

DUTCHESS COUNTY

Cold weather was not a factor when workers in Dutchess, another Southern Region unit, struck in July 1975, in what, up to that time, was the largest county strike in New York State history. It involved 1,000 workers.

The strike was provoked when the County Legislature

refused to implement an agreement that had been signed by both sides, the County Administration and the union. It called for acceptance of a fact-finding report recommending an 8½ percent salary hike for Dutchess workers.

The County asked that all issues, including those taken up by the fact-finders, be resolved in binding arbitration.

Western Region supervisor Lee Frank was, at the time, a CSEA collective bargaining specialist. He said that, "All the things we won in the fact-finder's report and which were accepted by the chief fiscal officer of the county would be jeopardized in this binding arbitration."

The strike ended after about a week when the county agreed to sign a tentative agreement calling for a \$690 across-the-board raise for the first year, with increases totaling 23 percent for the following two years.

ORANGE COUNTY

The temperature was below zero in March 1976, when members of the Orange county unit demonstrated in front of the county's offices in Goshen, to protest the Orange Legislature's vote to freeze salaries and reduce increments.

In a situation similar to that which occurred in the current dispute in Rockland, a neighboring county, negotiations were inflamed when the local lawmakers demanded that increments be reduced. In Rockland, the county proposed that increments not be granted.

The strike was called after the Orange County Administration refused to negotiate a salary increase as authorized by the union contract, which contained a two-year wage reopener clause.

It ended after two weeks, when the County agreed to restore increments and the union agreed to maintain salary levels for another year, in appreciation of the fiscal crisis that Orange faced.

Chief negotiator for the union, Emanuel Vitale, said, "This strike pointed up how one-sided the Taylor Law is when legislators in unilateral action can violate a contract and not be penalized for doing so."

Last year, the New York State Legislature passed a CSEA-backed bill which empowers the Public Employment Relations Board to recommend that punishment be imposed on government as well as labor for bargaining in bad faith.

COLUMBIA COUNTY

A strike by Columbia County workers, which ended after 10 days in June 1976, was noted not for the \$500 won over two years by the membership, but for several incidents of picketers being struck by vehicles attempting to pass through the lines. There were no serious injuries.

As in Rockland, there was community sympathy for the strikers. Local merchants provided picketers with free soft drinks and sandwiches.

EMPLOYEE RELATIONS RELOCATES

ALBANY—The Governor's Office of Employee Relations, formerly located at the Twin Towers Building in Albany, has relocated to Agency Building 2, 12th Floor, Empire State Plaza, Albany.

In a memorandum sent to the Civil Service Employees Association's statewide officers, State Executive Committee, State Division Local presidents and regional supervisors, the new location was inadvertently typed as Agency Building 12.

Babylon Unit Wins 7½% Wage Boost

NORTH LINDENHURST—After months of bargaining over the second year of its contract, the Civil Service Employees Association signed a 1978 reopener settlement granting a 7 percent increase with increments to the approximately 135 white-collar employees in the Town of Babylon.

In addition, all assessment aides, assessment assistants and senior assessment assistants in the unit won \$500 salary raises.

The first year of the two-year contract contained a 5½ percent raise without increments.

"The terms of the CSEA agreement are significant because the Teamsters, who represent the town's blue-collar employees, were able only to get a 4 percent raise for 1977 and 6 percent without increments for 1978 and 1979," said John Cuneo, CSEA field representative.

Mr. Cuneo hailed the hard work of the CSEA negotiating team who "maintained their solidarity throughout tough negotiations," he said.

① CSEA calendar ①

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 233 Broadway, New York, N. Y. 10007. Attn.: CSEA Calendar.

JANUARY

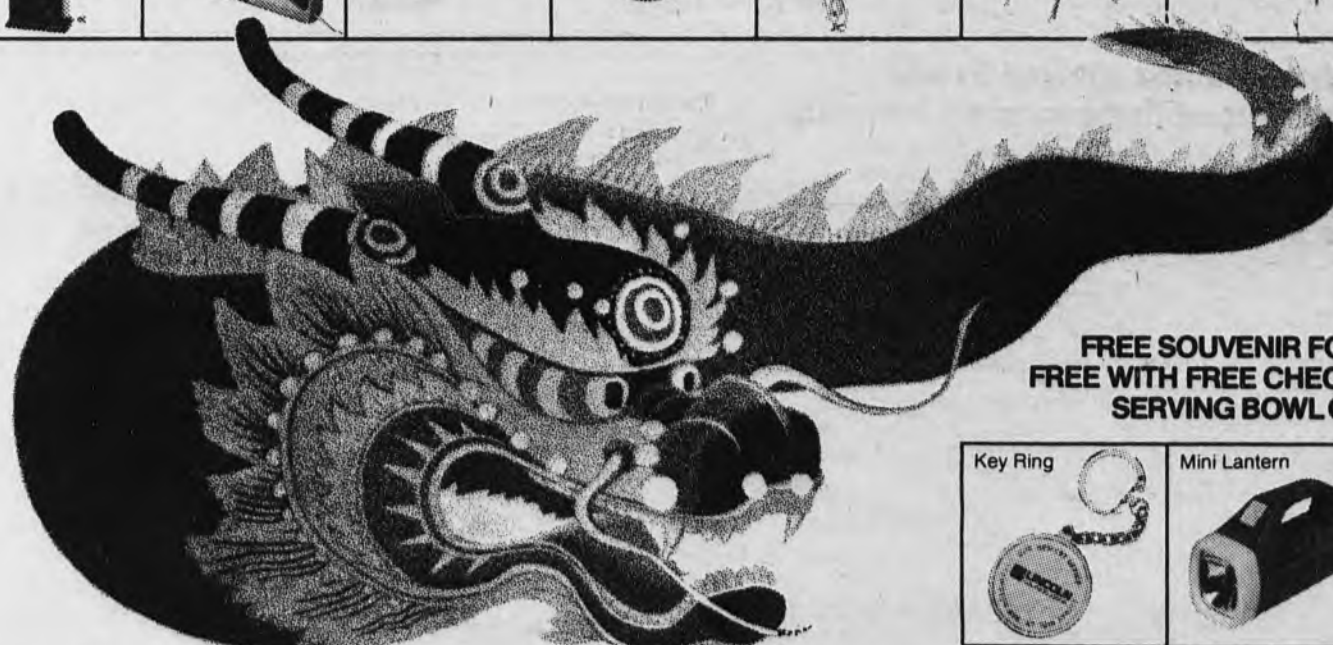
- 13-14—Western Region VI meeting: Sheraton Inn-Buffalo East, 2040 Walden Ave., Buffalo.
- 17—New York Metropolitan Retirees Local 910 meeting: 1:00 p.m., 2 World Trade Center, Room 5890, Manhattan.
- 18—Pilgrim Psychiatric Center Martin Luther King Memorial Ceremony: 9 a.m.-5 p.m., Main Assembly Hall, Pilgrim Psychiatric Center, West Brentwood.
- 18—Nassau Local 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow, L.I.
- 19—New York City Local 010 executive board meeting: 5:15 p.m., Francois' Restaurant, 110 John St., Manhattan.
- 24—Franklin County Local 817 officers training session and grievance seminar: 7 p.m., Williams Mansion Nursing Home, Malone.
- 26—Long Island Region I executive board meeting: 7 p.m., Region office, 740 Broadway, No. Amityville, L.I.

FEBRUARY

- 10—Long Island State Parks Local 102 Valentine Dance: Narragansett Inn.

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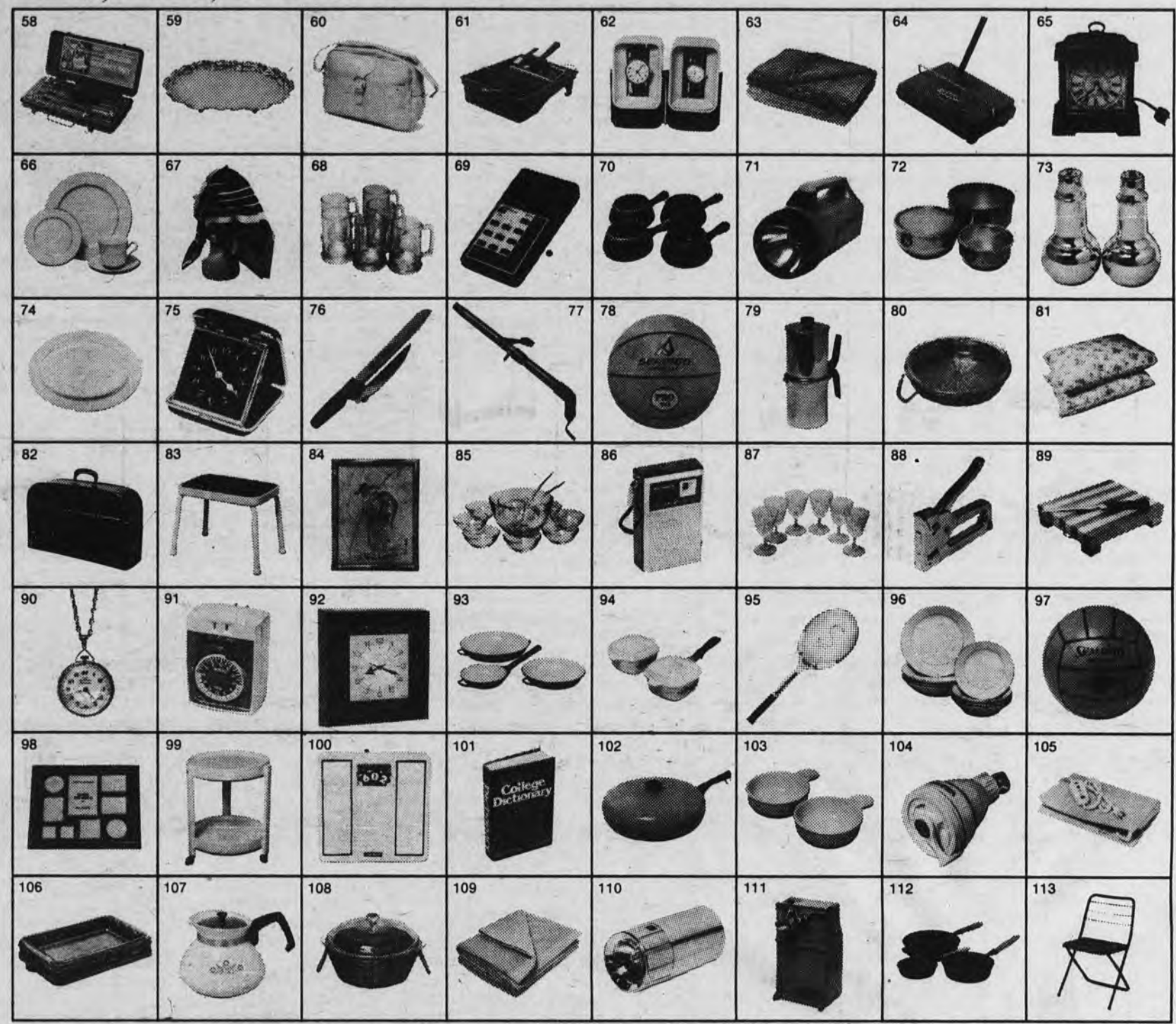


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Foundation For Scandal

GOVERNOR CAREY may not be aware of it but he may have laid the foundation for another nursing-home-type scandal when, in his "State of the State" message that opened the Legislature last week, he declared he would seek more funds to provide better postpsychiatric care for persons released from the state's Mental Hygiene institutions.

One of the worst malfunctions of the community release program, particularly in the large metropolitan areas of the state, is that too many of these former institution patients are being placed in substandard housing. This type of housing is usually owned by slum landlords, a group notorious for their lack of interest in the welfare of their tenants—whether or not they are mentally disturbed. What immediately comes to mind is a percentage of these social leeches quickly applying cosmetic touches to make rotting surroundings seem cheerful; ardously pursuing business from the state in terms of filling these buildings up with post-institutional people, and ripping the public off for rent monies that could make the nursing home scandal a minor-league affair.

There is the additional thought that in placing so many of these ex-patients into substandard housing, the state is already failing in its intended goal of returning these people to the surroundings of normal community life. Rather, the State, intentionally or not, would be laying the foundation for that horror of horrors—ghettoes for mentally disturbed.

Eye Pension Funds Again

SENATORS William Proxmire and Edward Brooke, the chairman and the senior minority member of the U.S. Senate Banking Committee, last week told New York City, in effect, that it would have to solve its financing problems without expecting any help from the federal government.

Needed monies, they declared, could be gotten from the state government, banks and pension fund loans.

We presume that these honorable gentlemen are referring to public employee pension funds in the above recommendation, and we find the recommendation loaded with irony.

State and New York City unions were wooed ardously about the use of funds from their pension systems when the depth of the City's financial crisis was found to be so shatteringly deep.

The natural assumption was that shoring up the shattered city fiscal structure would result in saving jobs. As we now know, sadly enough, the result was actually, if not deliberately, followed by wholesale layoffs in both state and city employment.

Now the good Senators have suggested once again that the option of using pension funds is still available.

Is it? Would you make a loan to someone on the grounds that you might still lose your job?

A Special Day

WE should not let the next few days pass without taking note of a special day in American history. Had he lived, Martin Luther King would be celebrating his birthday on Jan. 15. We cannot help feel the world would have been a much better place today if Dr. King were with us. (H.A.T.)

Don't Repeat This!

(Continued from Page 1)

the State Legislature in the newly refurbished Assembly Chamber.

The purpose of the joint session was to hear Governor Carey deliver his State of the State message, in accordance with the requirements of the State Constitution.

Statesmanship And Me-Toolism

Since this is an election year, the political overtones in the Governor's message were most significant. As might have been expected, Speaker Steingut, Assembly Majority Leader Stanley Fink and their Democratic counterpart in the Senate, Minority Leader Manfred Ohrenstein, hailed the message for its "statesmanship and vision." On the other hand, Senate Majority Leader Warren M. Anderson and Assembly Minority Leader Perry B. Duryea, Jr., twitted the Governor for adopting what they described as me-toolism.

What Anderson and Duryea sought to underline in their comments was their view that in calling for a substantial tax cut, the Governor had simply adopted policies that the Republicans had been urging for the past three years.

It means that the Democrats and the Republicans will take advantage of every possible opportunity to take credit for tax relief enacted during the session.

Thus far, neither Carey, Anderson nor Duryea have formally announced they will run for Governor. Carey has studiously avoided reporters' questions about his future political plans, although no one seriously doubts that he is already off and running.

Similarly, Anderson and Duryea have thus far avoided making serious public announcements about their plans. However, last week, before the opening of the session, at separate receptions for Republican Senators and Assemblymen, each of which both Anderson and Duryea attended, they indicated with warmth and humor their friendly but determined aspirations for the Republican gubernatorial nomination.

Although the session is formally under way, the Legislature will mark time until later this month, when the Governor submits his proposed budget for the next fiscal year. The budget will flesh out the Governor's policies, and it is at that point that the members will get down to the nuts and bolts of both effective state policies and practical political realities.

Workable Compromise

It is only then that the tax reduction program will be subjected to close scrutiny by members whose constituencies will demand more aid to education and increased aid for local purposes. Underlying many of these demands for increased state-aid programs is the fact that many of the legislators are faced with virtual revolt among constituents interested primarily in reducing real estate taxes imposed for local governments and school boards. The matter of effecting a workable compromise between general tax reduction and demands for increased state aid will push to the outmost limits the ingenuity and political perceptions of the legislators.

Above all, what the legislators are really hoping for is a short

(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.

When Experience Is Illegal

The petitioner filed an application to take a civil service examination for the competitive position of fire alarm dispatcher. Her application was disapproved by the Nassau County Civil Service Commission on the grounds that she lacked the minimum qualification of one-year's experience operating radio telephone or telephone switchboards.

The petitioner alleged that between March 1974 and January 1977, she had been a substitute and provisional fire alarm dispatcher for the Levittown Fire Department. In that capacity she operated a telephone switchboard, as well as the group alert telephone network, the house alarm system and radio dispatch equipment. To substantiate her position, she submitted photostatic copies of payment records from the Levittown Fire Department, from December 1975 until January 1977.

The respondent argued that the petitioner did not have the requisite one-year experience because the Levittown Fire Department payroll records did not show employment for one year. The respondent also alleged that the petitioner was never properly certified, thus not legally employed and, therefore, not entitled to credit for the aforesaid employment.

The respondent argued that the petitioner only appeared on the payrolls of the Levittown Fire Department for the period ending March 29, 1976, in the capacity of provisional dispatcher. Respondent further stated that the payroll period was disapproved by the Civil Service Commission with a request that an application for her classification be submitted to the Civil Service Commission. Since these forms were never submitted, the respondent contended that any employment of the petitioner by the Fire Department without her payroll status being certified pursuant to Section 100 of the Civil Service Law was illegal, and payment of her salary without certification was unauthorized.

Also, the respondent asserted that if the petitioner was employed by the Fire Department for the period ending March 29, 1976, a civil service list was in existence and, therefore, the Fire Department was required to fill any vacancy for fire alarm dispatcher from that list.

Subsequently, the petitioner instituted an Article 78 proceeding to review the determination of the Civil Service Commission and for a judgment that the petitioner met the minimum requirements for the competitive civil service title of fire alarm dispatcher.

The Nassau County Supreme Court held that the Civil Service Law could permit experience to be afforded to a former provisional dispatcher although her employment may have been improper. The court noted that when a promotional competitive position is in question, a prejudicial effect would result if a person illegally in a prior civil service position was permitted to use that unauthorized time over one who is legally in the position that serves as a prerequisite for promotion.

However, in this case, the petitioner is seeking to qualify for an open competitive position. The court stated that in

(Continued on Page 7)

WHAT'S YOUR OPINION

By PAMELA CRAIG

THE PLACE: Workman's Compensation Board, Manhattan

QUESTION: What should the most important goals for civil servants be in 1978?

Jimmy Smith, claims examiner: "I think the goals for 1978 should be to work toward a more livable wage in 1979, and to prevent further erosion of the civil service system. The system is being chopped away every year. New people who come to work will receive a much smaller pension and there is a move to have more political appointees rather than more promotions from within the ranks. There is a new wave to give promotions by merit than by the tests, and I feel these acts have undermined the system. We must preserve the status quo."

Howard Hackett, associate examiner, disability: "I believe that a goal for 1978 should be an increase in the public awareness of laws enacted for their benefit. This will diminish confusion through understanding and create greater efficiency for all concerned. When the public calls, it is apparent that the information they have received through various means is often misleading and confusing. Many people are not aware of workmen's compensation or disability benefits. If they were told exactly what they were entitled to by their employers and it was made general information for the public at large, since the law is the same for all workers, all parties would feel better."

Natalie Lewis, senior claims examiner: "I think the most important goal is to let the public be aware that the executive and legislative body is hostile to it. They are hostile to civil servants and the public. The public is always cheated. This board is not supported by taxes. The monies are taken from insurance companies to run the board, based on last year's figures. Yet, whatever excess money they can cut out is thrown into the general fund for the Governor's use. If he has 1,000 people this year, he gets money for 1,000 next year; but he will then hire only 750. He takes the balance of the money and puts it into the general fund. He is now making a tax cut."

Jean Blume, clerk, claims: "I feel a goal for 1978 should be for more help. We are understaffed and we need more clerks. Also, if we offered a higher wage, we would get more help. The starting salary is too low. Four people will get hired and one will show up because the salary is too low at the clerical level. I believe the starting salary is \$5,800. In New York City, this is not enough money to live on. I also wish the public knew the real story behind the plight of state workers. We are thought of as highly-paid. It's ridiculous because private industry starting salaries for clerical workers are much higher."

Sylvia Horowitz, senior claims examiner: "I would like to see the Legislature repeal the legislation that has destroyed the pension system for the new employees. As of July 1, 1976, every new employee has a social security offset against his pension plan and he also must contribute to the pension plan. There should be more parity with the old-time employees. If they want to create new career minded state employees, the state should not punish new employees by eroding their future benefits. The concept was if you didn't receive as much money as in private industry, you were working for a better pension than in private industry. This is being seriously eroded."

Cynthia Walter, senior compensation investigator: "The laws that govern the compensation boards' function cause us to be limited in budgetary expenditures just like other state agencies when in fact our money comes from private insurance carriers. So there is no reason for us to be doing without clerks. A legislative change could alleviate the situation without additional cost to the state. If we operate at \$1 million this year, and next year another clerk is hired and the budget is \$1 million plus \$6,000, then the carriers will contribute 5 cents more. We do not cost the tax payers money, yet they are hurt because we are unable to process claims in a reasonable amount of time."

RETIREMENT NEWS & FACTS

By A. L. PETERS

Storm Warnings

The fact that \$227.3 billion in payroll taxes will be paid in during 1979 and 1987 and that \$214 billion of this has already been committed under the existing benefit provisions of the Social Security Law, will raise a storm in some quarters.

From the point of view of the economy, this is a lot of additional taxation. Since it will be deducted from paychecks, it will be a drain on consumer spending—in effect, a cutback in salary.

Employers will look at this additional payroll tax as a stimulation to replace as much labor as possible, particularly at the low end of salary scales, providing a boon to machinery builders but creating another restraint on employment.

There will also be substantial pressure on employers to give raises to offset employee contributions, still another restraint on employment.

Having set the pattern for funding the social security system, Congress shifts the spotlight to state and local plans which also have been drastically underfunded. This will increase the pressure on state and local governments to make larger provisions to secure the integrity of their funds.

The Railroad Retirement System, which has been in much the same position as social security, has a \$2.9 billion surplus compared with \$4.8 billion in 1970. Railroad employment has been declining, of course, and officials hope it will level off at about 540,000, the current rate. Notwithstanding this, there will have to be additional resources for this fund.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of unclaimed checks from the New York State Employees' Retirement System and the State

Policemen's and Firemen's Fund. The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to obtain the funds.

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

(Continued from last week)

Albertson, Marion	Brooklyn
Alexander, Ronald W.	Dryden
Allen, Charles A.	Wassaic
Allen, Melanie M.	Middletown
Alonso, Ralph A.	Bronx
Alvarez, Fermin	Buffalo
Amaha, Keisuke	Brooklyn
Arnett, Margaret L.	New York
Ashworth, Kenneth R.	Freeport
Baade, Doris, M.	Selden
Bailey, William L.	Fillmore
Barker, Michael M.	Wellsville
Barrett, Walter	Wilson
Barroius, John G.	Rochester
Barry, Elaine B.	Syracuse
Baum, Thomas J.	Schenectady
Beckerich, Doris E.	Sayville
Beham, Alice M.	Wingdale
Bellospirito, Roger	Oyster Bay
Belton Earle R.	Oceanside
Bereff, Angela P.	Buffalo
Berg, Sheila	Brooklyn
Berkman, Robert H.	LaFargeville
Blake, Marvin K.	Bronx
Bokun, Francis J Jr.	Brooklyn
Bowe, Beverly A.	Rochester
Brace, Lauren L.	Troy, Pa.
Breen, Judith H.	Waterford
Broderick, John J.	Syosset
Bronson, Catherine P.	Port Crane
Brookins, Odesia	Columbia, SC
Brown, Florence	Newark, NJ
Brown, Jonathan	River, Ky
Bruno, Frederick	Hempstead
Bullard, Willie M.	Rochester
Caniero, Richard	Bayside
Carney, Patricia A.	Queens Village

(To Be Continued)

Civil Service Law & You

(Continued from Page 6)

evaluating the prior experience requirements set down by the Civil Service Commission, they would be remiss in not actually affording the petitioner the one-year experience, whether obtained legally or, as here, where the commission characterizes the employment as illegal.

The court reasoned that if an employee is occupying a position in violation of the Civil Service Law, the employee should not be prejudiced. The interpretation given by the court is to permit experience to be afforded to the petitioner, who may have been improperly employed, when later qualifying for an open competitive exam and position, where no detriment to other civil service applicants for the same open competitive position is shown. *Maloney v. Nassau County Civil Service Commission*, 398 N.Y.S. 2d 206.

Don't Repeat This!

(Continued from Page 6)

legislative session. Each member has to run for re-election this year, and many of them represent marginal districts in which they will face hard competition not only from political opponents on election day, but also stiff competition in their own party primaries.

LETTERS TO THE EDITOR

Unethical Practice

Editor, The Leader:

Mayor-elect Koch is seeking talent to staff his administration from outside city government. Undoubtedly, existing civil service lists will not be used, and the people on these lists will be passed over for outsiders.

The Principal Management Analyst list (No. 1212) which is a managerial position, has 70 percent vacancies. Another list—Sr. Methods Analyst (No. 1143)—

was for several years tied up in litigation, which prevented its being used. The litigation was settled just as the cutbacks were being announced, and the list was never used.

In fairness to the public, and as a commitment to civil service, Edward Koch should use the existing civil service lists to fill vacancies, especially when it comes to managerial lists such as principal management analyst. These titles are used to give high salaried jobs to individuals, many

of whom are political appointees. The technique is to make these appointments provisional, thereby getting around the stringent requirements of the civil service system. Provisional appointments are supposed to be made when no list exists. Where lists exist, an attempt is made to retire them by not using most of the list for four years, or if that is not possible, other titles are created so that no list exists until an exam is given and graded.

Qualifications for some managerial tests are made to discourage test takers, and exams are difficult, so few pass. When lists are used up, the way is clear for political appointees to be chosen. Their qualifications are reviewed by other political appointees in the personnel department who approve them. The appointees never take the civil service exams, whose title they occupy, since there is no need to subject themselves to scrutiny by the Civil Service Commission.

The public interest dictates that civil service lists be used.

Doing otherwise is institutionalizing unethical practices with its unfair tactics and special interest dealings.

SAMUEL A. FREDMAN
New York City

What's The Score?

Editor, The Leader:

When is CSEA going to do something about the violation of civil service laws by the Town of Hempstead, which is trying to freeze in provisionals (without tests) when those legally taking civil service tests are denied knowledge of their test scores since a year ago last March? What is CSEA doing about it?

HENRY HEIN
North Bellmore

ER'S NOTE: Informed sources say because of CSEA's efforts, the test score will be released about March or April. They were sealed by court order because of a dispute over whether sanitationmen and some other workers should be required to take civil service tests.

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. Extensive 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.

CSEA's Law Firm



What's Its Place In The Union?

By DEBORAH CASSIDY

ALBANY—In its continuing growth as New York State's largest independent union, the Civil Service Employees Association owes some of its successes and achievements in the past nearly two years to the efforts of nine statewide attorneys and 19 liaison attorneys working for the Albany based law firm of Roemer and Featherstonhaugh.

Senior partner, James W. Roemer, Jr., commented, "We can be particularly effective, because with such a large staff some of us have gone into specialized fields of union work."

Working sometimes behind the scenes and sometimes in the forefront, it is they who help to negotiate the four statewide contracts, handle legislative representation, handle court cases that are important to major segments of the CSEA and handle all issues that are of general significance to the union. The liaison attorneys handle daily phone calls from CSEA staff and officers seeking legal advice or assistance.

Explaining the chain of command, Mr. Roemer said that any member needing legal assistance for a job-related problem would contact his Local president, who would relay the matter to the field representative. The field representative would decide himself, or confer with his supervisor, to determine whether legal assistance was warranted, and then contact an attorney. In addition to their specialized fields, the nine attorneys handle such matters as contract arbitrations, litigations, and disciplinaries.

Prior to March 1976, when the firm first came into existence, the CSEA retained a staff of four attorneys from another firm in Albany. Mr. Roemer, who was then a member of that staff, which worked out of Headquarters on Elk Street, said, "There was just too much work for four of us to handle and consequently it did not get done efficiently."

In the midst of ensuing problems, the firm resigned as counsel to the CSEA and the four attorneys assigned to the CSEA were no longer needed.

Mr. Roemer decided that his years of working with the CSEA gave him valuable insight into the kind of legal representation the CSEA was seeking. In 1976 he organized the firm with James Featherstonhaugh, who had also been affiliated with the CSEA earlier in his legal career, and E. Guy Roemer, Mr. Roemer's brother.

Nearly two years later, Mr. Roemer speaks with confidence and enthusiasm about his work with the CSEA. "The officers and Board of Directors have on many occasions expressed their support and enthusiasm for the quality of representation we have given them." "We do not intend to become complacent," Mr. Roemer is quick to add. "In fact, we are continually examining and re-examining the methods and procedures we use so that we can give the CSEA the most efficient and effective representation possible."

A 1969 graduate of Albany Law School, Mr. Roemer is the overall administrator for the firm. As such, his duties include making assignments to determine a course of action, conferring with

the other lawyers, reviewing and examining pleadings and legal memorandums and acting as general counsel and consultant for meetings and negotiations.

Short interviews with the eight other attorneys lead to some interesting insight into their work and point up their strong and positive feelings about their association with the CSEA.

Mr. Featherstonhaugh, also a 1969 graduate of Albany Law School, acts as a lobbyist to the State Legislature and as counsel to the statewide political action committee, making recommendations for endorsements and campaign contributions. Reviewing his work as a lobbyist, Mr. Featherstonhaugh stated, "It's been a great year for the CSEA, with the passage of the Agency Shop Bill and a number of amendments to the Civil Service Law. A three-man committee, consisting of Bernard Ryan, CSEA's political action and legislation specialist; Stephen J. Wiley, of the firm, and myself filed memorandums last year in opposition to or support of every bill that affects public employees." The CSEA is unique from other unions in the respect that its lobbying is handled by a committee of three. Mr. Featherstonhaugh added that in the past the CSEA's approach to lobbying had been a defensive one, and only recently has it become more aggressive. He has recently taken part in the formation of the Public Employee Conference, which is a group of several unions whose sole and limited purpose is to lobby for bills in the best interest of all members. He explained that if all unions involved cannot agree on a bill, the PEC will take no position on it.

Stephen J. Wiley, a 1974 graduate of Albany Law School, is Mr. Featherstonhaugh's righthand man, as the saying goes. As assistant lobbyist, he writes memorandums in opposition to or in support of bills, writes bills to be introduced into the Legislature and distributes copies of pertinent information to legislators and CSEA personnel or members. He also finds himself buried in research work for this job. From June to December, when the Legislature is not in session and when he is not making plans for it, he handles lawsuits and other matters for the Western Region. Agreeing with Mr. Featherstonhaugh's positive feelings about the effect of lobbying, Mr. Wiley commented that the passage of a PERB powers bill, giving the PERB the power to enforce its orders, and a bill to prevent local governments from withdrawing from the social security program were also major achievements for the firm and for the CSEA.

Specializing in Mental Hygiene problems is Pauline Rogers, a 1973 graduate of Boston University Law School. Ms. Rogers testifies at legislative hearings, makes court appearances and acts as an advisor for the statewide CSEA Mental Hygiene committee. She is also very knowledgeable in the field of contract arbitrations and, besides her work enforcing arbitration decisions, she advises the CSEA in regard to what positions to take. Ms. Rogers is the liaison attorney for the Southern Region. Looking back over her experience with the CSEA, she commented, "The



(Leader photo by Ray Hoy)

Staff attorneys gather round table with James W. Roemer, Jr., foreground, partner in Roemer and Featherstonhaugh. Clockwise from Mr. Roemer are Michael J. Smith, William M. Wallens, Richard L. Burstein, Marjorie E. Karowe, Pauline F. Rogers, Stephen J. Wiley and Edward T. Stork. Partner James D. Featherstonhaugh was attending meeting of Public Employee Conference in New York City at time photo was taken in law firm's Empire State Plaza offices.

CSEA is becoming more sophisticated. People are beginning to recognize unionism as a collective effort of all members and are not letting just the staff and the lawyers run everything."

Bearing up under the misery of a cold, William Wallens explained that he is a former law assistant for the Appellate Division, Third Department. In his capacity with Roemer and Featherstonhaugh, he researches decisions made by the Court of Appeals in Appellate Division cases that apply to public employees and keeps the firm informed on such matters. He handles law suits and arbitrations of a statewide nature and talked of recently winning a decision in Monroe County, where the County attempted to lay off workers for two weeks without pay. With Mr. Wallen's aid, the CSEA prevented the County from furloughing the employees, and though the case was stalled and was not addressed in court, he secured a Supreme Court Judge's decision that furloughing was illegal. In addition to these services, Mr. Wallens, a 1975 graduate of Brooklyn Law School, researches and publishes "Legal Briefs," a monthly newsletter sent to all Local presidents to keep them informed of court cases involving public employees.

"We are not reactors, but actors," says Marjorie Karowe, a 1974 graduate of Albany Law School, and the advisor on the laws and regulations governing CETA employees. She continued, "We should and do formulate legal policy for the CSEA. It is up to us to shape policy for the people—if not through lobbying, then in the courts." Although she has had no court cases involving CETA, she has on numerous occasions advised staff members of the CSEA on matters pertaining to the act. She is also an advisor for pension issues and handles contracts and disciplinary arbitration. She is also legal advisor for the Long Island Region.

Having recently won a case involving the illegality of contracting out bus services in Saratoga County, Richard Burstein considers it one of his major achievements. As the liaison attorney for the Capital Region, this 1974 graduate of Albany Law School handles contract arbitrations and disciplinaries. He is the counsel for the charter committee and, on a monthly basis, he reviews requests from groups who want to become a part of the CSEA or who want to disband. He sees the union as "a growing and respected force in public employment," adding that "legal counsel must also grow and become more specialized as needed."

Handling general litigation matters and disclosure litigations against the Public Service Commission is the job of Michael Smith. According to Mr. Smith, he mainly handles conflict-of-interest matters. Two on which he is currently working are Dwyer vs. Cohn, in which the public employee's right to privacy concerning assets is at issue, and Nicholas vs. Cohn in which he is fighting a law requiring a public employee to sell stock held by himself, his spouse or dependent children. He is also the liaison attorney for the Central Region. After some thought, this

(Continued on Page 9)

CSEA's Law Firm

(Continued from Page 8)

soft-spoken attorney reflected, "There is an increasing interest among the staff and officers of the CSEA on legal matters. They are seeing legal implication in day-to-day dealings. This new sensitivity is a benefit to the members and shows that they're on their toes."

And behind all these busy attorneys, doing much of their research, is Edward T. Stork, a 1977 graduate of Albany Law School, who serves as a law clerk for the firm. Mr. Stork has passed his Bar exam and is waiting to be admitted in February 1978, so he can handle CSEA affairs full time.

In addition to handling the affairs of the CSEA, the firm of Roemer and Featherstonhaugh has developed a program of services for members' personal use at fees that they feel are lower than those charged by other firms. Members in the Albany area may apply through their Locals for any of these services. Attempting to improve upon this program, the firm is currently developing a prepaid benefit package that will be financed by the employer and negotiated into contracts. Mr. Roemer added that more information will be available on the program once some of the details have been worked out.

Attorneys who serve members of units, Locals and Regions in other parts of the state are as follows: Arthur N. Bailey, Chautauqua, Cattaraugus and Allegany Counties, (716) 664-2966; Earle P. Boyle, Onondaga, Oswego, Madison, Cayuga and Cortland Counties, (315) 422-2208; Martin J. Cornell, Rockland County, (914) 634-7901; John L. Bell, Essex and Clinton Counties, (518) 561-1980; Earl W. Brydges, Orleans and Niagara Counties, (716) 285-3525, and Richard M. Gaba, Nassau County (516) 742-0242.

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

Everett C. Weiermiller, Chemung, Schuyler, Tompkins and Steuben Counties, (607) 734-1518; Ward W. Ingalsbe, Ulster County, (914) 331-0062; John C. Scholl, Oneida and Herkimer Counties, (315) 732-6103; Thomas D. Mahar, Jr., Dutchess County, (914) 473-9330; Lester B. Lipkind, Suffolk County, (516) 669-3421; Stanley Mailman, New York City, (212) 541-6400, and Sanford P. Tanenhaus, Broome, Tioga, Chenango, Delaware and Otsego Counties, (607) 723-9581.



Chief lobbyist James Featherstonhaugh, partner in law firm that represents the CSEA, testifies on union's behalf at hearing conducted by legislative committee. Mr. Featherstonhaugh has been lavishly praised by CSEA president William L. McGowan for his role in gaining successful passage of Agency Shop Bill.

McGowan: State Of State Mild

(Continued from Page 1)

and to some of his positions on items of primary interest to the union and its membership.

"The Governor reiterated his plans to move ahead with deinstitutionalization of mental health institutions, a concept we

do not necessarily object to, but we will oppose his plans until we are satisfied proper preparation and consideration has been given to the topic before being undertaken. I don't see anything in his message to prove proper planning has been done, so the CSEA will be in the forefront in opposition to the plan as concocted by Carey," Mr. McGowan stated.

"And you can bet the CSEA will be fighting the Governor's announced plans in the message to submit legislation authorizing the Social Services Department to contract directly with voluntary agencies for services and programs that in many cases can and should be performed by existing public employees. He'll have to show us at all times that contracting out is the only economical way to run state government before we let up on the extreme pressure we continue to bring to prevent indiscriminate contracting out," according to Mr. McGowan.

The union president said CSEA "obviously is in favor of increased aid to education because education is a top priority and our

school district employees have been forced to work under cut-back programs for far too long. And I don't think anyone disagrees with a tax reduction, but we must watch that such cuts are not made at the expense of public employees through reduced funds to conduct the business of providing services to the public and less funds to adequately compensate those employees through negotiations."

Mr. McGowan noted that there was no threat, direct or veiled, to lay off state workers as has been the case in past messages delivered by Governor Carey to compensate for a tight financial picture in the state. "We're pleased about that, of course, but even so, layoffs do occur from time to time and we'll be watchful to head off any that might suddenly be sprung upon us during the coming year, if any. All in all, though, this was a pretty mild message, sort of all things to all people, and I attribute that to 1978 being an election year. And that means, to me, that we'll take it with a grain of salt and stay extra alert to deviations from it."

Delay Court Standardization

(Continued from Page 1)

ception to several areas mentioned in the Governor's message Mr. McGowan noted, for instance, that CSEA bargained for court personnel in more than 130 bargaining units prior to last April.

Under Judiciary Law 220, when the court workers were legislated into the state court system last April 1, they carried with them the provisions of the local government contracts negotiated for them until a successor contract is negotiated for them between the state and the labor union representing them.

CSEA president McGowan said that his union negotiated for several months with the Office of Court Administration over establishment of new bargaining units representing the judicial employees, and that an agreement was reached in which the more than 130 former bargaining units will be merged into eight bargaining units established along the lines of the eight Judicial Districts in New York State outside of New York City.

Mr. McGowan said that on Jan. 19, the Administrative Board of the Office of Court Administration will grant formal recognition to CSEA as the legal collective bargaining representative for court employees in the eight Districts outside New York City.

The proposed salary reclassification plan to be released will establish standard job titles, state grades and salary for all employees in the new unified court system. Mr. McGowan said the new salaries established under the reclassification plan will be retroactive to last April 1, and "it is our understanding that the plan will not reduce the existing salaries of any former local government court employees." Many employees are expected to receive salary increases under reclassification to bring all salaries into line and correct the wide differences created by scores of different contracts.

Erie County Pact

(Continued from Page 1)

meant a zero pay raise," Mr. Elss said.

Under terms of the tentative agreement, the County also agreed to pay, retroactive to Jan. 1, experience and longevity increments.

"Scare Tactics"

The County's decision to withhold the increment while bargaining continued was cited when the CSEA accused county officials during the negotiations of invoking "scare tactics" in trying to coerce members to come to terms.

Also cited in the accusation was the County's decision to charge workers time off when county offices were closed on the afternoons of Dec. 5 and Dec. 9 because of a snowstorm.

The tentative agreement outlines a new snow-leave policy that does not dock workers' pay for shutdowns of less than half a day.

All other parts of the settlement were the same as the pact rejected by a vote of 1168 to 361 last month.

That agreement provided for an agency shop in the county, plus improvements in sick and bereavement leave and grievance

procedures.

The latest agreement was reached after two negotiating sessions, directed by Frederick L. Renson, a Rochester attorney appointed to mediate the dispute by the state Public Employment Relations Board.

If the Local turns down the proposal the county legislature, according to law, will impose terms of the contract after a hearing.

County labor relations director Edward C. Piwowarczyk said county negotiators were adamant about refusing a pay raise in the current year.

"It's a matter of public record that we don't have the funds," he said. "There's no money in the budget."

Onondaga Local Elects Leaders

SYRACUSE—The election committee representing Onondaga County Local 834 of the Civil Service Employees Association has announced the names of newly elected officers who will represent the nearly 3,500 employees in its 20 units.

Elected to the post of president was Robert Obrist, County Probation Department, who defeated John Van Deusen, County Social Services, by a vote margin of nearly 3 to 1.

Others newly elected include:

—First vice-president Thomas Murphy, Van Duyn Home and Hospital, over Marie Kalbfleisch, County Health Department;

—Second vice-president, Joseph Caputo, Probation Department, over Connie Bissi, Onondaga County Clerk's Office;

—Third vice-president Pat Callahan, County Purchasing, over Joe Picciano, County Highway Department.

—Ventina Cerutti, Onondaga County Sheriff Department, defeated Rosemary Amendola, Onondaga Library Department, for secretary.

—In the race for Treasurer, (Continued on Page 16)

CSEA Opens New White Plains Office

WHITE PLAINS—The Civil Service Employees Association has opened an office in White Plains to serve Westchester and Rockland County members.

Four field representatives assigned to the area work out of the office, at 222 Mamaroneck Ave. They are Joseph O'Connor, Ronald Mazzola, Donald Patrick and Tom Brann.

Receptionist Kathleen Nardozzi will also be on hand weekdays to assist members. The telephone number is (914) 946-6905.

Alex Hogg, chairman of the Region III site's committee, pre-

dicted that service to union members will increase.

Westchester-Rockland field workers used to share facilities with the Westchester County Local at 196 Maple Ave., White Plains. The Local office will remain at Maple Avenue.

James J. Lennon of New Rochelle, is the Region III president. The region also includes Putnam, Ulster, Orange, Sullivan and Dutchess counties. Regional headquarters is in Fishkill.

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Latest State And County Eligible Lists

EXAM 36052
SR EMPLOYMENT INTERVIEWER

Option A

Test Held May 7, 1977
List Est. Nov. 25, 1977

1 Stocker John G Canandaigua	97.1
2 Lane Katherine Rochester	95.8
3 Woodfin C K Williamsvil	95.2
4 Schmidt Sally W Horseheads	94.2
5 Meixner Peter W Baldwinsvil	93.7
6 Marion Bill A I City	93.7
7 Puller Gloria Massapequa	93.5
8 Hayes Leah M Cambric Hts	93.0
9 Bidwell Robert Rome	92.9
10 Jordan Michael NY Mills	92.7
11 Bornemann Steve Bronx	92.4
12 Donecho P C Hicksville	92.2
13 Harrow Judith S NYC	92.1
14 O'Brien Kathleen Woodside	91.9
15 Greenbaum Ione NYC	91.6
16 Griffith W E Lynbrook	91.6
17 Minich Paul A Kenmore	91.5
18 O'Toole Mary T Yonkers	91.5
19 Woeller E G Macedon	91.2
20 Wagner Anne P NYC	90.7
21 Moricca F J Olean	90.6
22 Cleveland C F Plattsburgh	90.6
23 Raymond Rose N Clinton	90.5
24 Clair Joel Yonkers	90.5
25 Bazer Alan M Brooklyn	90.1
26 Dorin Arnold Flushing	90.0
27 Goren Pamela S Brooklyn	89.9
28 Brody Pearl NYC	89.9
29 Tyson William P Brooklyn	89.7
30 Blodgett Edward Cuba	89.7
31 Baker Roy J Brockport	89.6
32 McCoy Sandra O NYC	89.5
33 Schlachter S M Churchville	89.4
34 Putzer Edward M Medford	89.3
35 Polish Judith A Brooklyn	89.2
36 Brown James T Whitestone	89.2
37 Vandenberg Ann Ithaca	89.1
38 Garr Gwendolyn Brooklyn	88.9
39 Keith John R NYC	88.9

40 Hildreth Jean C Glens Falls	88.8
41 Hope John V Staten Is	88.8
42 Ainflasscher S Brooklyn	88.7
43 Gaeta Ronald J Oxford	88.7
44 Hooker Michael Leicester	88.7
45 Harter Carolyn Auburn	88.6
46 Corrington John Binghamton	88.6
47 Connors G NYC	88.5
48 Windman Shirley Mr Vernon	88.4
49 Taylor John A Johnson City	88.3
50 Balkin Theresa Williamsvil	88.2
51 Scheerens W J Newark	88.2
52 Spriggs Henri W Frsh Meadows	88.1
53 Hoffman Jane E Monticello	88.1
54 Connor John F Rochester	88.0
55 White Phyllis G S Ozone Pk	87.9

56 Cort Howard L Ghent	87.8
57 Dean Robert L Tonawanda	87.6
58 Frankel Abner Westbury	87.4
58A Sheffield Marilyn Westbury	87.4
59 Zaleski Edward Martydale	87.3
60 Kaufman Roberta New City	87.2
61 Delbyck Ivan F NYC	87.2
62 Fudge William E Millport	87.1
63 Plateau Alice F Brooklyn	87.1
64 Myers Terrence Flushing	87.1
65 Mace John A Binghamton	87.1
66 Stewart John R Candor	87.0
67 Rock Jacqueline Rochester	87.0
68 Lawson Ina R Elmhurst	86.9
69 Hendra James L Buffalo	86.8
70 Carrethers J D Brooklyn	86.8

71 Marshall John R Brooklyn	86.7
72 Gutman Thelma NYC	86.7
73 Nolin Marilyn C Clifton Pk	86.7
74 Hespelt James J Johnstown	86.6
75 Reed Elizabeth Pittsford	86.6
76 Frost June R Binghamton	86.5
77 Watson Barbara NYC	86.5
78 Woodroe Ann P Syracuse	86.3
79 Lewis Christy C Buffalo	86.2
80 Griffin Dorothy Clifton Park	86.2
81 Cacaci Joan E Yonkers	86.2
82 Levine Philip Scarsdale	86.1
83 Sawelson Ruth L Brooklyn	86.1
84 Gordon Selma N Bellmore	86.1
85 Aziz Sheri M NYC	86.1
86 Rammer Gilbert Middletown	86.1
87 Vanwagner E J Craryville	86.1
88 Currier James H Utica	86.1
89 Maniscalco N Greenwich	86.0
90 Prout Thomas J Ballston Spa	86.0
91 Zucker Harriet Franklin Sq	86.0
92 Gleason Rita R Cortland	85.9
93 Berman Jane F Brooklyn	85.8
94 Edner Robert A Brooklyn	85.8
95 Utzman Gerald A Syracuse	85.7
96 Friedman Carole NYC	85.7
97 Trachtenberg C NYC	85.7
98 Tracy Anne W Ctl Islip	85.7
99 Rosner Sandra J Scio	85.7
100 Zweigbaum Irwin Brooklyn	85.6
101 Schaffer Neil Kew Gardens	85.6
102 Schwartzberg B Flushing	85.6
103 Briton Jessie NYC	85.6
104 Kiley Deena M NYC	85.5
105 Cheesman Linda Liverpool	85.5
106 Tilley Robert W NY Mills	85.5
107 Silverman Henry Brooklyn	85.5
108 Dickman Dennis Buffalo	85.4
109 Mance David J Pine Bush	85.4
110 Obeid Joan Hauppauge	85.4
111 Levine Gail A Brooklyn	85.3
112 Ignall Richard Berkeley Hts NJ	85.3
113 Matos Barbara H Teaneck NJ	85.3
114 Sturtz Neal Brooklyn	85.3
115 Surrency G NYC	85.2
116 Bialo Margaret Jamaica	85.2
117 Tushinski L Yonkers	85.1
118 Colonna M R Bronx	85.1
119 Vankeuren R F Rochester	85.1
120 McDonough C K Ogdensburg	85.0
120A Deal John E Oneonta	84.9
121 Winkler N R E Aurora	84.8
122 Beckett Marian Albany	84.7
123 Orlandi Nicolas Kew Gardens	84.7
124 Fine Beatrice V NYC	84.7
125 Marino Arlene K L I City	84.7
126 Hillard William Troy	84.7
127 Winick Jane D Brooklyn	84.7
128 Gay Clinton R Liverpool	84.6
129 Kane Mary J Medford	84.6
130 Herlihy Donna D Manlius	84.5

131 Janish Karl G Jamestown	84.4
132 Horn Joanna J Cresskill	84.4
133 Jacobson Lita Brooklyn	84.3
134 Marelia Steven NYC	84.3
135 Henick Sylvia Oceanside	84.3
136 Jackett R E Buffalo	84.2
137 Wilkins V NYC	84.2
138 Legrys Kenneth Cambridge	84.2
139 Eisenberg R Brooklyn	84.1
140 Himler Marsha S Middleburgh	84.1
140A McCorry John D W Henrietta	84.1
141 Miller John E Oneonta	84.0
142 Dais Anthony D E Greenbush	84.0
143 Walker Ethel Cedarhurst	84.0
144 Borowski B R NYC	84.0
145 Cain Michael H Pine City	84.0
146 Turner John H NYC	84.0
147 Piazza Mary M Rochester	83.9
148 Ettelman Jerry NYC	83.9
149 Phillips Peter Canastota	83.8
150 Brown Robert E Watertown	83.8
151 Rosenthal E Brooklyn	83.7
152 Betters Roger Jackson Hts	83.7
153 McNamara M M NYC	83.7
154 Lyons Margaret Brooklyn	83.7
155 Carroll Leo P Grafton	83.7
156 Minogue Joseph Richmond HI	83.6
157 Failing Terry J Johnstown	83.6

(Continued on Page 15)

Civil Service Plan

(Continued from Page 2)

long as they keep collective bargaining."

The Carter proposals are designed to end what commission members say are abuses in federal hiring that occurred during the Nixon Administration. Former President Nixon has been accused of linking federal appointments to political alignments and destroying many Civil Service Commission records. A federal grand jury is investigating the charges.

The plan would replace the

commission with an office of personnel management and a Merit System protection board. The board would be independent of Presidential control. Board members, under the plan, would serve only one term, the length of which is yet to be decided. It is believed the no-reappointment clause will remove board members from presidential control.

Automatic pay increases would also be curbed under the plan.

Under federal reorganization provisions, Congress can block the plan if it wants to but it must act within 60 days after a plan is formally introduced. After 60 days, it goes into effect unless one of the houses of Congress votes it down.

None of the union leaders interviewed could predict what Congress would do.

"We have no reading on what Congress will do," said Mr. Grace in a telephone interview from his Washington office. He said no one has been able to talk to any congressmen. "They are all out of town this week," he said.

Farmingdale SUNY Offers New Program

FARMINGDALE—The State University of New York (SUNY) at Farmingdale will offer courses this spring to employees of Long Island's psychiatric and developmental centers leading to associate degrees in a variety of business, liberal arts and technical programs.

The SUNY programs will include the awarding of limited credits for life experience and will be held at the SUNY at Farmingdale campus and at the Northport Veteran's Administration Hospital. Life experience credit is granted individually on a course-by-course basis after the student has matriculated for a degree and after consultation with the department head. On-the-job training can qualify for life experience credit.

SUNY set up the program for state workers after canvassing state facilities in Suffolk County. Those interested may contact Henry J. Walker, continuing education department, SUNY at Farmingdale at (516) 420-2000.

Ruth Flaumenbaum Says Thank You

HEMPSTEAD—Ruth Flaumenbaum, wife of Civil Service Employees Association vice-president Irving Flaumenbaum, is recovering from surgery at Hempstead General Hospital, her husband reports. She is expected to remain hospitalized for another two weeks, he said.

Mr. Flaumenbaum, the union's Long Island Region president, said he has received hundreds of cards wishing her a speedy recovery. He said she is unable to respond to them all, however, but wishes to express her gratitude through the newspaper.

"Loose, vulgar, funky and very funny, Pryor gobbles up his triple part like a happy hog let loose in a garden."

Newsweek Magazine

RICHARD PRYOR
WHICH WAY IS UP?



Lonette McKee-Margaret Avery A Steve Krantz Production Screenplay by Carl Gottlieb and Carol Brown Music score Paul Riser and Mark Davis Directed by Michael Schultz Produced by Steve Krantz Adapted from the Luno International Film S.p.A. picture "The Seduction of Mimi" by Luno Weinmuller Song "Which Way is Up?" Words and Music by Norman Whitfield Song by "Stargard" A LUNA FILM LUNA MUSIC INC. LUNA RECORDS

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MASSACHUSETTS CENTURY'S BALDWIN BALDWIN CENTURY'S FIVE TOWNS WOODMERE PACIFIC PALACE'S HEMPSTEAD UA MEADOWBROOK QUAD #2 EAST MEADOW ATM'S SANDS POINT CINE EAST PT WASHINGTON	NEW JERSEY UA ALL WEATHER DI PLAINFIELD UA ALL WEATHER INDOOR #2 PLAINFIELD CENTRAL CINEMA'S BLUE STAR #3 WATCHING T.M.'S CENTRAL PASSAIC FLORIN'S LYRIC ASSUR PARK	WESTCHESTER LOEWS #2 NEW ROCHELLE CENTRAL CINEMA'S MADISON #2 SAVREILLE STANLEY WARNER'S RKO DRITANI MACKENACK CENTRAL CINEMA'S PALACE ORANGE FLORIN'S PARAMOUNT NEWARK STANLEY WARNER'S RKO RITZ ELIZABETH	AMC'S ROCKAWAY 6 #4 ROCKAWAY TOWNSHIP UA STATE #3 JERSEY CITY STANLEY WARNER'S RKO TWIN #2 WAYNE

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SUFFOLK UA BAYLOR BAYLOR FLORIN 3 VILLAGE UA WESTHAMPTON WESTHAMPTON FLUSHING	WESTCHESTER UA COLLEGE PLAZA #1 & #2 COLLEGE PLAZA UA WESTHAMPTON WHITMAN FLUSHING	NEW JERSEY UA CINEMA #1 PLAINFIELD CINEMA 35 ROCKAWAY CIRCLE TWIN #1 ROCKAWAY UA HYWAY FLUSHING	NEW JERSEY UA FOX-ROCKAWAY ROCKAWAY MALL FREEHOLD #3 FREEHOLD MIDDLEBROOK #1 MIDDLEBROOK UA MIDDLETOWN #3 MIDDLETOWN	NEW JERSEY CENTRAL CINEMA'S MORRIS HILLS CINEMA #1 UA RIALTO WESTFIELD ROCKAWAY SIX #1 ROCKAWAY TOWNSHIP
NEW JERSEY UA STATE #2 JERSEY CITY UA SHOWBOAT #2 JERSEY CITY UA WAYNE WAYNE CENTRAL CINEMA'S WELLMONT CENTRAL CINEMA'S WOODBRIDGE #1	NEW JERSEY UA TURNPIKE INDOOR TURNPIKE UA WAYNE WAYNE CENTRAL CINEMA'S WELLMONT CENTRAL CINEMA'S WOODBRIDGE #1	NEW JERSEY UA TURNPIKE INDOOR TURNPIKE UA WAYNE WAYNE CENTRAL CINEMA'S WELLMONT CENTRAL CINEMA'S WOODBRIDGE #1	NEW JERSEY UA TURNPIKE INDOOR TURNPIKE UA WAYNE WAYNE CENTRAL CINEMA'S WELLMONT CENTRAL CINEMA'S WOODBRIDGE #1	NEW JERSEY UA TURNPIKE INDOOR TURNPIKE UA WAYNE WAYNE CENTRAL CINEMA'S WELLMONT CENTRAL CINEMA'S WOODBRIDGE #1

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Judge, Jail Guard Dual Role KOed

MANHATTAN—West Seneca Town Justice Joseph Weir must decide soon between the judge's post he was recently re-elected to or his job as principal jail guard at the Erie County Jail. State Attorney General Louis Lefkowitz has ruled he can no longer hold both posts.

Mr. Lefkowitz cited a new state law that forbids the dual roles in ruling against Mr. Weir, who was scheduled to be sworn in for another four-year term as town justice Jan. 1.

Mr. Weir's status as a peace officer is the cause of his problem, according to the Attorney General, who cited the Uniform Justice Court Act, which he says, prevents village or town justices from accepting employment as peace officers after July 1, 1975. According to state law, prison guards are considered peace officers.

"I am of the opinion, the Attorney General wrote in a Dec. 16 letter to State Administrative Judge Richard J. Bartlett, "therefore, that a principal jail guard

... is a peace officer and, as such, most particularly by reason of Uniform Justice Court Act

N. 105 C, effective July 1, 1975, may not lawfully serve concurrently as a town justice."

SHORT TAKES

JOBS OF 400 IN BUFFALO NOW 'SAFE'

The Buffalo Common Council has granted protection against abrupt firing to about 400 city middle or lower-salaried provisional and temporary employees. The 9-6 vote on the controversial measure came days before the city's new mayor, James D. Griffin, was about to take office. Mr. Griffin opposed the move. The proviso was enacted to safeguard jobs of workers threatened because of the change in administration.

NEW JOBLESS PAY LAW SURVIVES COURT TEST

U.S. District Court Judge Charles R. Richey has denied a request by more than 1,200 local and state governments to block implementation of a new federal law holding local and state governments responsible for unemployment compensation benefits for employees. The states and local governments claimed they would have to fire more than 100,000 workers and sharply curtail vital services to comply with the law, scheduled to go into effect Jan. 1. Judge Richey said about 2 million public employees would be without unemployment coverage if the law did not go into effect.

PART-TIME WORK ON THE RISE

Virtually nonexistent at the turn of the century, the part-

time worker is now the fastest growing segment of the national workforce, says the Washington Post. Most of the nation's 17 million part-timers are married women with children who prefer part-time work to full-time employment. Most are in low paying retail sales and services jobs, says the newspaper. Federal officials recently said they would begin seeking more federal part-time employees.

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Greenburgh Workshop To Probe CETA Law

ELMSFORD—Rep. Bruce Caputo (R-Westchester) is the featured speaker at a workshop sponsored by the Town of Greenburgh unit of the Civil Service Employees Association scheduled for Jan. 12 at Greenburgh Town Hall.

The workshop, set up to discuss the federal Comprehensive Employment Training Act (CETA) and the Humphrey-Hawkins bill, is an open house for all CSEA members, according to unit president Eleanor McDonald. Gerald Iannuzzi, U.S. Labor deputy associate regional administrator; Furman Benjamin, a Labor Department representative, and Kack Cudahy, a U.S. Labor Department manpower development specialist, are also scheduled to speak. Meeting time is 8 p.m.

CETA is the federal program which supplies funds for municipalities to hire provisional employees. It is under attack from many sources over alleged abuses. Many claim CETA provisionals are filling jobs that should legally go to people with civil service status. The Humphrey-Hawkins Bill, now pending before a congressional committee, would insure jobs for most Americans, say its sponsors.

Ms. McDonald says her other hosts for the workshop are Pug Lanza, Harrison unit president; Felicia Straface, Harrison School District unit president; Roy

West, Eastchester School District 1 unit president; Rocky Pugliese, New Castle unit president; Tony Blasie, New Rochelle unit president; Grace Ann Aloise, Westchester Local 860 board member, and Irene Amaral, Local 860 education committee chairman.

Federal Job Calendar

These jobs are open in New York City or surrounding counties until further notice. Applicants should contact U.S. Civil Service Commission's New York City Area office. Requirements vary.

GENERAL SCHEDULE POSITIONS

Written Test Required At Some Grade Levels

Title	*Salary Grade
Communications Technician	5
Data Transcriber	2,3
Dental Hygienist	4
Electronic Accounting Machine Operator	4
Electronics Technician	4
Engineering Technician	5,6,7,8
Examiner (Intermittent)	4
Firefighter (Structural)	4
Fiscal and Accounting Support Positions	4
Hospital Police Officer	5
Medical Aid (Sterile Supplies)	2,3
Nuclear Medicine Technician	5,6,7
Photographer	7
Physical Therapy Assistant	4
Reporting Stenographer	5
Sales Store Checker	3
Shorthand Reporter	7,9
Tractor Operator	6
Travel Clerk (Typing)	5

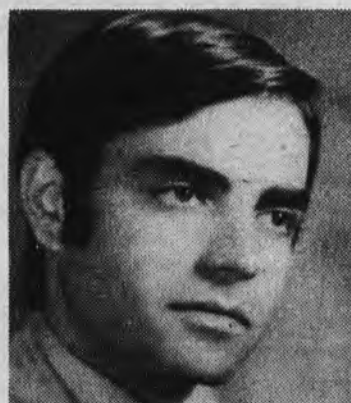
TRADES AND CRAFTS

No Written Test

Title	Title
Blacksmith	Quality Inspection Specialist
Chief Engineer (Ferryboat)	Refrigeration and A/C Equipment Operator
Chief Engineer (Marine Diesel)	Shipfitter
Electronics Mechanic	Ship Surveyor
Master (Ferryboat)	Welder
Ordinance Equipment Mechanic	

For further information, contact a federal job information center at either 26 Federal Plaza, New York, 10007 (telephone (212) 264-0422); 590 Grand Concourse, Bronx, 10451 (212) 292-4666; 271 Cadman Plaza East, Brooklyn, 11201 (212)330-7671).

*The salary grades pay as follows: grade 2 pays \$7,035; grade 3 \$7,930; grade 4, \$8,902; grade 5, \$9,959; grade 6, \$11,101; grade 7, \$12,336; grade 8, \$13,662; grade 9, \$15,090.



BRUCE CAPUTO
... workshop speaker

REAL ESTATE VALUES

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Hire Part-Timers: Carter

WASHINGTON, D.C.—President Carter has ordered U.S. Civil Service officials to initiate a plan to attract more part-time workers to federal jobs.

"Part-time workers are an important, but relatively untapped national resource," said the President. "Older people, those with family responsibilities, the handicapped, students and others who are unable to work full time can be valuable additions to an agency's permanent work force."

The President directed the Civil Service Commission to coordinate and report on the progress of part-time employment effort. Over the next year, the commission will evaluate the progress achieved, problems encountered and the need for personnel policy changes. The commission will also provide recruiting assistance to agencies and sponsor pilot studies on various aspects of part-time employment.

To comply, the commission directed agencies to develop and issue an internal policy statement on part-time employment. Other steps include:

- Surveying current functions to determine those which can be effectively performed by part-time employees.

- Inventorying current employees to identify those interested in a part-time work schedule.

ule. create maximum opportunities for effective use of part-time employees.

- Restructuring jobs and work schedules, where appropriate, to

Open Continuous State Job Calendar

Title	Salary	Exam No.
Accounting, Careers In	\$10,714	20-200
Actuary (Casualty), Associate	\$18,369	20-416
Actuary (Life), Associate	\$18,369	20-520
Actuary (Casualty), Principal	\$22,694	20-417
Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14,142	20-519
Actuary (Casualty), Supervising	\$26,516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Audiologist, Assistant	\$11,337	20-885
Audiologist	\$12,670	20-882
Chief Accountant	\$26,516	90-008
Dental Hygienist	\$ 8,523	20-107
Dentist-In-Training	\$20,428	27-679
Dentist I	\$22,694	27-629
Dentist II	\$25,161	27-680
Dietitian Trainee	\$10,118	20-888
Dietitian	\$10,714	20-887
Dietitian, Supervising	\$12,670	20-886
Electroencephalograph Technician	\$ 7,616	20-308
Engineer, Assistant Sanitary	\$14,142	20-122
Engineer, Junior	\$11,337-\$12,275	20-109
Engineer, Senior Sanitary	\$17,429	20-123
Food Service Worker	\$ 5,827	20-352
Histology Technician	\$ 8,051	20-170
Legal Careers	\$11,164-\$14,142	20-113
Librarian, Public	\$10,155	and up
Medical Record Administrator	\$11,337	20-348
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aid Trainee (Reg. & Spanish Speaking)	\$ 7,204	20-394
Motor Carrier Transportation Specialist	\$13,404	20-889
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nurse, Health Services	\$10,714-\$11,489	20-333
Nurse, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$14,880	20-139
Occupational Therapist (Reg. & Spanish Speaking)	\$11,337	20-895
Occupational Therapist, (Reg. & Spanish Speaking)	\$12,670	20-894
Physical Therapist	—	20-177
Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant I & II (Spanish Speaking)	\$ 9,029	20-175
Physician, Assistant Clinical	\$25,161	20-413
Physician I, Clinical	\$27,974	20-414
Physician II, Clinical	\$31,055	20-415
Physician I, Compensation Examining	\$27,942	20-420
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiologic Technologist, Radiologic		
Social Services Management Trainee/Specialist (Reg. and Spanish Speaking)	\$10,118-\$10,714	20-878/20-879
Technologist (Therapy)	\$8,051-\$10,274	20-334
Speech Pathologist, Assistant	\$11,337	20-884
Speech Pathologist	\$12,670	20-883
Stationary Engineer	\$ 9,546	20-100
Stationary Engineer, Assistant	\$14,142	20-303
Stationary Engineer, Senior	\$10,714	20-101
Varitype Operator	\$ 6,811	20-307
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above, as well as examination for Stenographer and Typist.

State Office Building Campus, First Floor, Building I, Albany, New York 12239 (518) 457-6216.

2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248.

Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.

Details concerning the following titles can be obtained from the Personnel Offices of the agencies shown:

Public Health Physician—NYS Department of Health, Tower Building, Empire State Plaza, Albany, New York 12237.

Specialist In Education—NYS Education Department, State Education Building, Albany, New York 12234.

Maintenance Assistants (Mechanic) Motor Equipment Mechanics—NYS Department of Transportation, State Office Building, Albany, New York 12232.

You can also contact your local Manpower Services Office for



CITED BY STATE

Frank M. Jackson, left, receives citation and \$100 check from Lynn D. Hemink, acting vice-president for administration at SUNY Oswego, for making a money-saving suggestion. Mr. Jackson, a campus maintenance worker, recommended that all exit signs in state buildings have two 7½-watt bulbs instead of the commonly used two 40-watt bulbs. State Civil Service Commission awarded Mr. Jackson citation and \$100 for suggestion, expected to save more than \$3,500 a year.

The Federal Employee

By PETER ALISON

Big Shots, Little Shots

What happens when a middle-level public employee loses his job because of a change of administration?

Big name government employees find no difficulty capitalizing on their reputations and contacts and find relatively little difficulty making a new connection. However, this doesn't work for most middle-level employees. A recent survey found 62 percent of them found great difficulty in finding a new job because of a general anti-government feeling.

Many middle-level government employees had been running operations and spending hundreds of millions of dollars. For some prospective employers, the mere sound of that amount of money sends a shiver through personnel directors.

Former male employees from Defense, State and Treasury had the most luck. Both men and women who worked for Health, Education and Welfare and Environmental Protection had the greatest difficulty.

The lack of knowledge and limited opportunities for federal equal employment opportunities specialists is becoming a problem, according to Jules M. Sugarman,

vice chairman of the Federal Civil Service Commission. He proposes a formal career training set-up for equal employment opportunity specialists as part of the government personnel activities training.

A new booklet for prospective foreign service employees is being prepared by the State Department and will be ready for distribution soon. It recites a new system with positions graded as Foreign Service Local (F.S.L.-1 through F.S.L.-12). The rating will be based on the rank in position concept and will be installed in each post as the regular wage survey is completed there. There will be no salary reduction for current employees but new employees may not receive the same compensation as their predecessors.

For areas where there is special recruiting, exceptions to the wage scale will be made.

New RE Listing

ALBANY—The state Civil Service Department established an eligible list for Principal Real Estate Appraiser on Oct. 17, 1977, as the result of a September 1977 open competitive exam. The list contains 31 names.

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Suffolk Opens Audio-Visual, Analyst Jobs

HAUPPAUGE—Several opportunities for forms analyst and audio-visual technician jobs are available with Suffolk County agencies.

County civil service officials set the audio-visual technician job filing deadline at Jan. 25. The forms analyst filing deadline is Feb. 8.

To qualify for forms analyst, a \$498 bi-weekly post, candidates must be college graduates with three years management experience, at least one of which must have been as a forms and design specialist or a combination of training and experience. There is no written or oral qualifying exam for the post. Candidates will be rated on schooling and experience.

Audio-visual technician candidates must be high school graduates with three years' experience servicing and repairing electrical and electronic equipment to qualify for the \$358 bi-weekly job. The written exam is scheduled for Feb. 25.

Job applications are available at the Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge.

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PRINCIPAL TELEPHONE OPERATOR

A major metropolitan medical facility has an opening for an individual with supervisory ability. Will be responsible for the operation of the Telephone Room. At least two years permanent State Service as a Telephone Operator required. Prefer Senior Telephone Operator experience. Contact:

Personnel Office
Downstate Medical Center
450 Clarkson Ave., Bklyn, NY
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CSEA Audit**Taxpayers To Suffer If Erie County Drops Meyer Hospital**

BUFFALO—A Civil Service Employees Association audit of the books of Erie County's Meyer Hospital shows the county stands to gain little and lose a great deal if it persists with plans to divest itself of control of the newly constructed \$130 million complex.

CSEA president William McGowan blamed "unusual and unacceptable accounting procedures" for creating a false deficit of \$13 million from hospital operations when in fact the deficit was actually the result of massive social welfare programs which the county will have to support no matter who runs the facility.

CSEA comptroller Thomas P. Collins and assistant comptroller David Stack uncovered the accounting faults when they audited the hospital's books on Dec. 13 and 14. Mr. McGowan was expected to reveal the findings of the audit to the public at a Buffalo press conference Monday with Mr. Collins and CSEA regional president Robert Lattimer.

The audit, which was agreed to

voluntarily by the county at the request of Mr. McGowan, was part of the union's investigation into proposals to turn the facility over to a private, non-profit corporation or to a public corporation. The proposals stemmed from what the county claimed was a \$13 million deficit in 1976.

The CSEA report found the deficit, "... is a direct result of social welfare problems and programs namely as a result, in large part, of the fact that 75 percent of the patients at Meyer Hospital are Medicaid or Medicare patients, a huge welfare cost for the county."

"The claim that it is too ex-

pensive for the county to continue operating the hospital is simply invalid," Mr. McGowan declared.

CSEA represents some 1,700 Erie County employees at the hospital.

"It is our conclusion that with proper financial management, Meyer Hospital can be operated on at least a break-even basis, and it is quite apparent to us that the so-called deficit is not caused by operating inefficiencies but rather by very poor financial management," the union president said.

Noting that private hospital workers in other Buffalo hospitals have pension and benefits in the approximate cost range of the present Meyer civil servants, Mr. McGowan said there would be nothing saved in personnel costs by the proposed change but the civil service system's "fitness and merit" procedures would be sacrificed.

"If the county insists on divesting itself of direct operations of the complex," Mr. McGowan said, "CSEA is willing to go along with establishment of a public hospital authority to operate the hospital under the control of the county. But to turn this new complex over to a private non-profit corporation, as is planned by the county, would be nothing less than a gigantic rip-off of Erie County taxpayers who would still be required to pay huge amounts of money to the corporation without any real control over how it is used or how the hospital facility would function."

**AMEND BRIDGE AUTHORITY CONTRACT**

The New York State Bridge Authority and Local 050 of the Civil Service Employees Association recently added an amendment to their contract, related to the Agency Shop. From left are CSEA Southern Region III president James Lennon, union collective bargaining specialist W. Ruben Goering, Bridge Authority administrator Edward J. Burns, Local 050 vice-president Karl Roth and the Local's president, Frank J. McDermott.

Region IV Opposes OTB At NYS Work Locations

ALBANY—The president of the Capital Region of the Civil Service Employees Association has filed a letter with the state Office of General Services opposing a proposal to rent two state work location sites to the Off-Track Betting Corporation. The two outlets, which OGS is considering, would be at the Empire State Mall and the State Office Building Campus complex.

Joseph E. McDermott said, "While the concept of legalized betting as approved through OTB legislation is a valid effort by New York State to raise operating capital, and is not opposed as a valid concept, CSEA, as a union, must take issue with proposals to capitalize upon public employees through its use or expansion into their work locations."

"The mere presence of an OTB outlet in any major state agency building, even under the guise of serving the general public, will totally reflect an image to the

non-gambling public as a 'State Employee Betting Parlor.'

"If the State of New York must seek to make money only from its own captive employees, we are indeed at a crossroads in this great state."

Mr. McDermott requested OGS to dismiss both OTB proposals as "not in the interest of Good Government and certainly not in the interest of good relations or integrity of your many New York State dedicated and hard-working employees."

Cortland 'Mr. CSEA' McAndrew Retires

CORTLAND—Francis G. McAndrew, "Mr. CSEA" in Cortland County, recently announced his retirement as an employee of the Cortland school system.

Long active in Civil Service Employees Association activities, Mr. McAndrew served three years as president of the Cortland County Local and 24 years as president of the Local's Cortland Schools unit.

In commenting on the retirement announcement, Robert Gallor Jr., current president of CSEA Local 812, said, "The outstanding service record of Frank McAndrew—including the 27 years of unselfish dedication to the needs of his fellow school employees, and the loyal service to the Cortland school system—is certainly a proud one. In speaking for the more than 600 CSEA members in the Cortland County Local and, I'm sure, Frank's thousands of fellow employees, friends and acquaintances in this area, we offer our sincere gratitude for a job well done; and, of course, every best wish for a full and happy retirement," Mr. Gallor concluded.

Mr. McAndrew and his wife, Miriam, a retired Homer school teacher, reside at 97 Cayuga St., Homer. Although retirement plans at this time are incomplete, they do include some active participation in the Cortland-Tompkins Retirees Local of the CSEA.

CSEA Criticizes Freeport Employee Residency Law

FREEPORT—A proposed residency requirement law for Village of Freeport employees has come under heavy fire from the president of the Civil Service Employees Association unit here.

In a letter to Newsday, Henry Skellington attacked remarks made by Village clerk Thomas DeVincenzo in the Long Island daily. Mr. DeVincenzo said, "The feeling is that people who live here have a greater stake in the job. And it has been our experience that employees who live in the village have a better feeling for the job and extend themselves more."

In reply, Mr. Skellington wrote, "I am outraged because I am one of these outsiders refer-

red to by DeVincenzo and I speak for the rest of the 'outsiders.' This remark has left the impression that we are taking the Village's money and not performing a service in return. Many of us were hired when qualified people in the Village were non-existent. Other employees chose to move out of the Village after being residents and even native-born to Freeport. Whatever their reasons for moving should be their own private business. They serve the people well."

**PILGRIM COMMITTEE PLANS SPECIAL MARTIN LUTHER KING MEMORIAL CEREMONY**

The Martin Luther King Memorial Committee of Pilgrim Psychiatric Center is planning a ceremony for Jan. 18, which will be held in the hospital's Main Assembly Hall and will include such speakers as Hazel Duke, president of the NAACP New York State Conference. A New York City newsman, John Johnson, will receive an award for meritorious service. The public is invited. Committee

members are, standing from left: vice-chairman Paul Irizarry, program co-ordinator Robert Williams, Jim LaRock, Clayton Chesson, Alfred O. Carlsen, chairman Dnan Dember, Bertram Holmes, David Williams and Pilgrim deputy director John Magoelagh. Sitting from left are: Montserrat Zayas, Mary Reed, Valerie Willis, Florine Allen and Lucy Morales.

Latest State And County Eligible Lists

15

CIVIL SERVICE LEADER, Friday, January 13, 1978

(Continued from Page 10)

158 Riccio Richard Hudson	83.5
159 Stewart Mark D Rochester	83.5
160 O'Connor John M NYC	83.4
161 Sharpe Nancy M Liverpool	83.4
162 Woolever Sharon Mt Vernon	83.3
163 Corry Richard C NYC	83.3
164 Childs Varma C Olean	83.3
165 Fischer Esta Jamaica	83.3
166 Harper Monroe Brooklyn	83.3
167 Osswald Julia E Poughkeepsie	83.3
168 Cramer Nannette Liverpool	83.2
169 Perry Marcia T Apalachin	83.1
170 Green Geraldine NYC	83.1
171 Murray Edward New Rochelle	83.1
172 Healey Ellen Woodside	83.0
173 Johnson Dana S Rochester	83.0
174 Bowen Thomas J Getzville	83.0
175 Archer Frank E Buffalo	82.9
176 Greco Michael J Rochester	82.9
177 Fleming Joyce C Rochester	82.9
178 Portnoy Joyce D NYC	82.9
179 Siwiec Lenore S Silver Spg	82.8

180 Sindin Nedda NYC	82.7
181 Smolowitz B S Brooklyn	82.7
182 Pitcher Allen N Oneida	82.7
183 Farrell B A Yonkers	82.7
184 Osrow Laurel L NYC	82.7
185 Koon Lee E Rochester	82.7
186 McCarthy S R NYC	82.6
187 Wright Robert H Amherst	82.6
188 Taylor Wayne Dobbs Ferry	82.6
189 Jones Elizabeth NYC	82.5
190 Jeby Gail R Brooklyn	82.4
191 Bowles George W Albany	82.4
192 Andrews Lee G Lancaster	82.4
193 Greher Darryl Bronx	82.4
194 Greenberg Norma Rockvill Ctr	82.3
195 Kahan Simone J Guiderland	82.3
196 Robb William L NYC	82.2
197 Spagnuolo R J Middletown	82.2
198 Lachs Joel R Peekskill	82.2
199 Francis Karen A Brooklyn	82.1
200 Sperber Malcolm NYC	82.1
201 Lieff John C L I City	82.1
202 Donn Charles G Brockport	82.1
203 Greywood Ronald NYC	82.1
204 Yavel Richard G Brooklyn	82.0
205 Quarles Edgar Kenmore	82.0
206 Steinberg A Bronx	82.0
207 Stone Kenneth O Guilford	81.9
208 Oetting Philip NYC	81.8
209 O'Keefe Robert W Mechanicville	81.8
210 Gould Aileen R Brooklyn	81.7
211 Schecter E M Mt Vernon	81.7
212 Hayes Barry S Mexico	81.7
213 Berg Deborah H Utica	81.7
214 Esselborn G R Yonkers	81.6
215 Melba Marilyn NYC	81.6
216 Belowski Mary E Bay Shore	81.6
217 Panaro John J Binghamton	81.6
218 Warne Norma H Albion	81.6
219 Congel Jean M Liverpool	81.5
220 Palumbo Richita NYC	81.5
221 Hart Grace NYC	81.5
222 McArthur Joseph NYC	81.5
223 Walsh William J Staten Is	81.4
224 Winokur E V Oyster Bay	81.3
225 Hammerslag I N Long Beach	81.3
226 Glay Phyllis NYC	81.3
227 Hicks James R Lowman	81.2
228 Cruz Rosemary Brooklyn	81.2
229 Taylor Sharon B Saranac Lk	81.2
230 Ikeda Fusaye NYC	81.2
231 Kinbar Philip H NYC	81.1
232 Lester Barbara Brooklyn	81.1
233 Linder Marc R Brooklyn	81.1
234 Harloff John H Hauppauge	81.1
235 Gordon Jack Elmont	81.1
236 Beagle Dennis A Depew	81.1
237 Dickinson David Newfane	81.1
238 Seiber Carl J Hornell	81.1
239 Eder Barry M East Windsor	81.1
240 Jones Richard F Depew	81.0
241 Stearns Ellen M Warsaw	81.0

242 Eagan Charlotte Rochester	81.0
243 Vento Hazel NYC	80.9
244 Haas Lucy C Brooklyn	80.9
245 Rosenberg June Franklin Sq	80.8
246 Calderon Gail L Rochester	80.8
247 Lebowitz Jack R Levittown	80.7
248 Ross Ilene W Rockvill Ctr	80.7

249 Micromatis Ann E Northport	80.7
250 Brinthaup Mark Horseheads	80.7
251 Weisz Linda L E Elmhurst	80.7
252 Shapiro M S NYC	80.7
253 Kenny Raymond M Rochester	80.7
254 Sanderson R F Massena	80.6
255 Schwartz A NYC	80.6

256 Wyllins Ronald Holtsville	80.6
257 Traynor Frank Staten Is	80.6
258 Wallach Lynn NYC	80.6
259 Garrick Keron D Bronx	80.6
260 Sill Richard A Levittown	80.5
261 Bigsby David M Syracuse	80.4

(To Be Continued)

Accountant, Data Jobs Open

ALBANY—A series of new job openings are up for grabs for state employees seeking promotions.

The state Department of Civil Service has scheduled exams next month and in March for chief accountant, head data entry machine operator, principal data entry machine operator and senior data entry machine operator. The machine operator filing deadline is Feb. 6. All applications for chief accountant must be in by Jan. 13.

There are two sets of machine operator titles. One is open to only Motor Vehicle Department workers. The others are open to all state workers. Head data

entry machine operator pays \$11,337 a year, principal operator \$9,029, and senior operator, \$7,204.

Head machine operator applicants must have been principal operators for at least a year. Principal operator candidates must have been senior operators for at least a year and senior operator candidates must have been data operators for at least six months. Candidates for the Motor Vehicle operator jobs can substitute some clerical experience for the required operator experience.

The operator tests are scheduled for March 18.

Chief accountant hopefuls

must have been state Public Service Department principal accountants for at least four months to qualify for the oral exam scheduled for an unannounced date in February. Chief accountants earn \$26,516 a year.

For job details, contact the state Civil Service Department at either State Office Building Campus, Albany; 1 West Genesee St., Buffalo, or 2 World Trade Center, New York City.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 4 p.m. Special hours for Thursdays are 8:30 a.m. to 4 p.m.

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

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

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060.

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

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

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

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

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

Federal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 100 South Clinton St., Syracuse 13202. Toll-free calls may be made to (800) 962-1470. Federal titles have no deadline unless otherwise indicated.

LEGAL NOTICE

THREE OAKS V ASSOCIATES

Substance of Limited Partnership Certificate filed in NY County Clerk's Office on 11/4/77. Business is to race a thoroughbred racehorse, John Harvard. Principal place of business 1623 3rd Ave., NYC. The names, addresses and amounts contributed by partners are: General Partner — Arthur Innace, 1623 3rd Ave., NYC. Limited Partners — Ralph Brown, Jr., 1342 Lohengrin Place, Bronx, NY (\$2,200); Shaheed Rahaman, 473 Crescent Street, Bklyn, NY (\$2,200); Jeanne Unger, 273 Bellmore Rd., East Meadow, NY (\$2,200); Arthur Unger, 273 Bellmore Rd., East Meadow, NY (\$2,200); Daniel Rindos, 39 Meridian Rd., Waterbury, Conn. (\$2,200); Joseph Glielmo, 747 East 102nd St., Bklyn, NY (\$2,200); James Mintzer, 112-20 72nd Dr., Forest Hills, NY (\$6,600). The term is from 6/1/77 to 12/31/78 unless sooner terminated. The Limited Partners have agreed to make additional contributions aggregating \$19,665 at rate of \$1,035 per month from 6/1/77 through 12/31/78. The Limited Partners will receive 92½% of profits and 92½% of net assets upon dissolution of partnership. No Limited Partner has right to substitute an assignee in his place without written consent of General Partner.

State Promotional Job Calendar

FILING ENDS JAN. 16

Chief Clerk	Chief Resources and
Head Clerk	Reimbursement Agent
Principal Accountant	Principal Resources and
Medicaid Claims Examiner	Reimbursement Agent
Trainee	Security Hospital Treatment Chief
Senior Drafting Technician	Security Hospital Supervising
	Treatment Assistant

FILING ENDS FEB. 6

Head Data Entry Machine Operator	\$11,337
Principal Data Entry Machine Operator	\$ 9,029
Senior Data Entry Machine Operator	\$ 7,204

For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building Campus; 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.

GO TO HEALTH

By WILLIAM R. WILLIFORD

Life Savers

Did you know that if you are involved in a crash in which you are wearing a lap-shoulder belt, you are 57 percent less likely to be injured or killed than if you are not wearing any safety belt?

Unfortunately, most of us are either too tough, too dumb, or too much in a hurry to wear seat belts.

Studies indicate that the current U.S. seat belt usage is estimated at 20 percent of motorists, resulting in an estimated 3,000 saved lives annually. It is estimated that an increase in usage to 70 percent would save an additional 9,000 to 10,000 lives each year.

Developing the habit of always wearing a seat belt is a life-saving behavior. Your decision to be a regular seat belt user is one of the most significant things that you can do during your lifetime to prevent premature death or injury.

The U.S. Department of Transportation tells us that if every driver and passenger in the United States would wear safety belts during every trip in a car, about 15,000 lives would be saved annually and an additional 4 million serious personal injuries would be avoided each year.

Some of us only wear safety belts on long trips. However, three out of four accidents causing death occur within 25 miles of home. Another rationalization we use not to wear belts is that we are only driving to the store and won't be going that fast. Yet, more than 80 percent of all accidents occur at speeds less than 40 mph. Fatalities involving non-belted occupants of cars have been recorded at speeds as low as 12 mph.

So, if you want to start the new year off right and be good to yourself, your family, and all your passengers, insist that everyone wear seat belts. You paid for the seat belts when you bought your car. The lap-shoulder belt is very effective and most importantly, your head was not designed to go through a windshield at 40 mph.

For more information on safety belts write: U.S. Department of Transportation, National Highway Traffic Safety Administration, Washington, D.C. 20590.

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Capital CSEAers Contribute To Charity Funds



Jean S. Book, left, president of Civil Service Employees Association Motor Vehicles Local 674, presents Les Rivkin, right, executive director of Albany County Association for Retarded Children, with a check for \$400. Albany County ARC does not participate in SEFA (United Way) due to fund-raising restrictions.



Earl Kilmartin, left, president of General Services Civil Service Employees Association Local 660, makes key donation for the CSEA. State Employees Federated Appeal (SEFA) raised \$564,044 towards the Albany-area United Way campaign. SEFA chairmen, this year, were CSEA Region IV president Joseph McDermott, EnCon Commissioner Peter A. Berle and OGS Commissioner James O'Shea. Accepting the donation for the SEFA is John W. Kessler, chairman, with Pat Hay, member of SEFA comm.

Cleary Hospitalized

AMITYVILLE — Edwin Cleary, Long Island Region I supervisor for the Civil Service Employees Association, was hospitalized for a heart condition on Jan. 2 and is recovering at Huntington Hospital.

According to hospital authorities, Mr. Cleary's condition is "stable." Field representative William Griffin has been appointed acting field supervisor for the Region.

Onondaga Leaders

(Continued from Page 9)

Sally Greco, County Social Services, won over Mary Matteson, Onondaga Parks Department.

—Gerald Roseman, an employee of Onondaga Community College, ran unopposed for the post of Local Representative to CSEA, Board of Directors.



William DeMartino, left, head of the Metropolitan Region II Mental Hygiene Taskforce and the regional first vice-president, asks the group what message it wants conveyed to the union's Board of Directors, as Region II president Solomon Bendet checks over minutes of the last Board of Directors meeting.

Region II Fighting Against Contracting Out In All Its Forms

By KENNETH SCHEPT

MANHATTAN—Solomon Bendet, president of Metropolitan Region II of the Civil Service Employees Association, is expected to make a motion to the union's statewide Board of Directors, when it meets in Albany this week, suggesting that the CSEA affirm its opposition to the state's contracting out for services.

It is anticipated that the motion will specifically oppose staff sharing, a program supported by New York City Regional Mental Hygiene director Alvin Mesnikoff, as a method for improving patient care. It involves an interrelationship of state, city and voluntary facilities, and could, according to CSEA Metropolitan Mental Hygiene leaders, result in staff reductions.

The decision to present a motion to the Board of Directors came last Thursday, at a meeting of the Region II Mental Hygiene Taskforce, which is comprised of the presidents of Mental Hygiene Locals here.

Taskforce chairman William DeMartino, first vice-president of Region II, called the meeting to determine what views the Mental Hygiene Locals wanted communicated to the statewide Board from the regional representatives.

It was at a Board of Directors meeting, in November, that \$75 thousand was appropriated to fund a statewide media campaign, advertising the union's opposition to contracting out. That measure substituted for a plan, passed by delegates at the union's convention in October, to spend \$25 thousand dollars to battle the contracting out of services at Willowbrook Developmental Center on Staten Island to United Cerebral Palsy.

Felton King, president of the Willowbrook Local, said that the contracting-out problem at that institution had deteriorated with a second group, called Staten

Island Aid for the Mentally Retarded, also assuming control over a section of the hospital, as UCP had done.

"They're creating an institution within an institution. By April, I see a layoff at Willowbrook," Mr. King said.

He demanded that the statewide union organization "earmark a minimum of \$25 thousand for the Metropolitan Region."

Suggestions for spending those funds included arranging for media coverage to focus on the state's dumping of mental patients, which has resulted in increased numbers of incompetent former patients walking the streets of New York City and populating its worst slums.

William Bear, president of Basic Research Local 438, said that the emphasis of the campaign against contracting out "has to be how contracting out will affect the public's services."

Mental Hygiene Taskforce chairman DeMartino agreed with Mr. King, that as the campaign is broadened statewide to include contracting out in other departments besides Mental Hygiene, "we must make sure that the problem which originated this situation, Willowbrook, is not lost sight of."

"Right now the crisis is in Mental Hygiene; if you stop it in Mental Hygiene, you'll stop it all over," Mr. Bendet said.



Willowbrook Local president Felton King asks, "What happened to \$25,000 earmarked for Willowbrook," as other members of the Region II Mental Hygiene Taskforce look on. From left are Basic Research Local president William Bear, Manhattan Psychiatric Center Local president Lawrence Colson, Kingsboro Psychiatric Center Local president Robert Sage and South Beach Developmental Center Local president Thomas Bucaro.

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