

EXPECT MORE THAN 20,000 DEMONSTRATORS IN ALBANY

CSEA Blitzes Public With Ad Campaign

ALBANY—A high-powered advertising campaign, authorized by the Civil Service Employees Assn.'s Board of Directors at a special presidents meeting here two weeks ago, has been unleashed on the public via newspapers, radio and television.

The thrust of the campaign has been to bring to the public's attention the loss of protection they would suffer if current plans to transfer meat inspection to the federal government and to relinquish occupational health and safety inspection duties are put into effect.

In the process, of course, CSEA director of public relations Joseph Roulier has pointed out, it is anticipated that the "average citizen" will take note of some of the services provided by civil servants.

As a result, it is anticipated that public opinion will be exerted on Governor Carey to begin serious negotiations with the union.

A full schedule of 30-second spot announcements was placed last week in key areas.

Included among these were Schenectady, WRGB; Rochester, WROC; Albany, WTEN; Buffalo, WBEN; Syracuse, WHEN, and New York City, WNEW.

Further action will be determined when CSEA's statewide delegates and Board of Directors meet this week.

Defends State Meat Inspection

By JOHN WEIDMAN

(Mr. Weidman is a member of the CSEA Board of Directors, representing employees in the Agriculture and Markets Dept.)



JOHN WEIDMAN
... state losing protection

Many questions have arisen in regard to the article which appeared in the Knickerbocker News on March 5, 1975, as to what position CSEA has taken in regard to the abolishment of the NYS Meat Inspection Program. Speaking on behalf of CSEA as the Department Representative of Agriculture and Markets on the State Board of Directors, I would like to state that CSEA is totally committed to seeing that NYS retains its Meat Inspection Program.

We feel this program is second to none in the country and is something the people of this state can point to with pride. Peter Schuck of Consumers Union testified in Congress that many states take pride in their inspection programs, saying New York State and California are reputed to have better inspection programs than that of the federal government. This was published in Consumer Protection report by Ralph Nader.

At a time when people are becoming concerned over the huge Federal bureaucracy, New York State is losing an extremely effective consumer protection agency controlled by New York State. We feel that, to have an effective program, the State of New York should have control over a program which so vitally affects every citizen in the state. The state cannot control the fed-

eral budget for the Federal Inspection Program; therefore, the federal government will determine the level of consumer protection to be given to any particular state. The federal government will not assume the following functions now being performed by the NYS Division of Meat Inspection veterinarians:

- Herd quarantine.
- Residue inspection (both insecticide and biological).
- Custom slaughter.
- Consumer complaint service.
- Same-day inspection of retained carcasses.

We feel the smaller ethnic establishments will be hurt if this program reverts to federal. The Kosher establishments in the state would be affected adversely in the following ways if the state program is eliminated:

1. Because of plant structural requirements, which in no way affect the wholesomeness or quality of the product, many small Kosher establishments, especially the glatt Kosher operations, will close their doors because of the expense of required

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Rank And File Protests Issues Affecting Public

By MARVIN BAXLEY

ALBANY — Even as the Board of Directors of the Civil Service Employees Assn. met here last week, estimates on the number of protesters rose.

Like election results, tabulations written on a blackboard soared higher past the 20,000 mark.

It has been estimated that 435 buses have been contracted to carry the employees this week to the State Capitol. In many areas, plans had to be curtailed, because no more buses were available.

Many other people were expected to arrive in the state capital by other means of transportation, however.

In addition, thousands of Albany employees in the South Mall are scheduled to take part in the demonstration. The South Mall is located across the street from the Capitol, as are other, smaller state office buildings.

State employees will be joined in the demonstration by many of their fellow union members in CSEA's County Division. Nassau, Westchester and Niagara County chapters are among the local government units that will be offering substantial support in the demonstration.

At issue are three major conflicts with the Administration.

- The proposed transfer of state meat inspection duties to the federal government.

- Inaction by the Administration on the Occupational Health and Safety Act, which would maintain New York's current high level of safety inspection standards.

- The Administration's refusal to negotiate on the union's wages and benefits reopener for the third year of the current three-year contract.

The demonstration is the union's effort to show the Administration that it has the solid backing of its rank-and-file membership.

Also to be protested is Lt. Gov. Mary Anne Krupsek's recent statement that employees should pay half of their pension fund, and Comptroller Arthur Levitt's memorandum that increments have not been provided for in the current budget.

Millbrook Central Ratifies Contract

MILLBROOK — The Millbrook Central School unit of the Civil Service Employees Assn. ratified a two-year contract recently with the Millbrook School Board of Education.

Gene Klein, president, and Frank Grubel, vice-president, said their membership voiced approval of Manny Vitale, CSEA bargaining specialist, for the effort he put into the first two-year contract as a CSEA unit.

Two-Year Monroe Contract Contains 17 Percent Boost

ROCHESTER—A new Civil Service Employees Assn. contract for the more than 4,000 employees of Monroe County was described this week as "the best contract we ever got in the county."

Martin Koenig, Monroe CSEA chapter president and author of the description, said county employees never before received a 10 percent pay increase in a single year or a 17 percent—and possibly 18 percent—pay hike over two years.

The contract, which members ratified 1,644 to 54, provides a 10 percent increase this year, retroactive to Jan. 1, and a 7 percent increase next Jan. 1.

In addition, if the cost-of-living increase exceeds 5.6 percent, between this May and May 1976, employees would receive another

one percent pay boost for the six months between June 1, 1976, and Dec. 31, 1976.

If the cost of living increase exceeds 6.6 percent, the temporary pay increase would be 2 percent.

Mr. Koenig had high praise for what he called "the tremendous job" done by the CSEA negotiating team, which has been bargaining with county officials since last May 15. A state fact-

finder entered the talks at the union's request, but agreement was reached before he made any recommendations.

Other contract highlights include:

- A minimum wage of \$6,300 a year for all full-time employees with less than one year of service and \$6,500 for those with more than one year of service.
- Time-and-a-half for over-

(Continued on Page 14)

Don't Repeat This!

Transfer To U.S. Of OSHA Duties Is Bad Economics

THERE is no business like show business, and no business is as volatile as the political business. For a while back it appeared that the State Legislature, divided between a Republican Senate and a Democratic Assembly could and would

(Continued on Page 6)

Round-The-Clock Session Brings 15.5% Hike Proposal In Suffolk

SMITHTOWN—The Suffolk chapter, Civil Service Employees Assn., is taking a proposed contract to county employees that would provide basic pay increases of up to 15.5 percent.

The proposal emerged from a round-the-clock negotiating session last week and was to be presented to the membership as 'The Leader' went to press.

Chapter president James Corbin announced the terms:

- Increments averaging 10.5 percent. Seventy-two percent of the county employees will receive increments.
- A basic pay increase of 5 percent for all grades up to Grade 10.
- Grades over 10 will receive a basic 3 percent increase.
- A basic pay increase of 5 percent for all grades up to 10 and 3 percent for grades over 10.
- Also, all employees at top step will receive a \$500 payment June 1 and another \$500 Dec. 1.
- In addition, for veteran employees, a longevity increment of \$300 for all employees with more than 10 years service and \$600 for those with 15 years.
- An improved dental plan, eliminating the \$20 deductible and increasing orthodontic coverage to \$600.
- Unlimited Workmen's Compensation for any peace officer

injured in guarding a prisoner.

• Blue-collar career ladder promotional rules to be established.

• An increased tool allowance, and other lesser fringe benefits.

The proposed contract came out of a marathon negotiating session in the office of County Executive John V. N. Klein after CSEA negotiators expressed dissatisfaction with a proposal sub-

mitted by a fact-finder. The 20-hour session was conducted for CSEA by regional attorney Warren F. X. Smith, CSEA collective bargaining specialist George Peak, field representative William Griffin, Mr. Corbin, blue-collar negotiating chairman Bill Lewis, white-collar chairman Frank Giordano and CSEA staff economic consultant William Lifford.

Showdown On Nassau Pact Due In March 21 Hearing

MINEOLA—The Nassau chapter, Civil Service Employees Assn., carries its long quest for a contract settlement to a showdown March 21 in a legislative hearing before the county Board of Supervisors.

Chapter president Irving Flaumenbaum has served notice that the negotiating committee had unanimously rejected any compromises below the 9.5 percent increase recommended by a

fact-finder.

The leader of the board, Hempstead Presiding Supervisor Francis Purcell, has been quoted in the press as saying that the 9.5 percent increase was too costly but the 4 percent boost budgeted by County Executive Ralph G. Caso was too low.

Mr. Flaumenbaum has told the members of the board, all but one of whom will be up for election this fall, that the County Executive's offer would cause severe hardship on employees.

More than 2,000 members picketed outside the seat of county government last month to protest the Caso offer in what was the largest demonstration ever witnessed in Mineola.

U.S. Seeking Operators

MANHATTAN—The U. S. Civil Service Commission is again accepting applications for telephone operator, GS-3 (\$6,764), and GS-4 (\$7,596).

No exam date has been set.

Applicants for the GS-3 level must have at least one year telephone experience before taking the exam, to be given at federal agencies in the Bronx, Brooklyn, Manhattan, Jamaica, Staten Island, Hempstead, Middletown, White Plains, Newburgh, Patchogue, Poughkeepsie, Riverhead and Yonkers.

Those applying for the GS-4 level post need two years telephone experience. There is no GS-4 written exam.

Applications can be obtained at the Federal Job Information Center, 26 Federal Plaza.

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ALBANY SPOTLIGHT

At least a score of sponsors have introduced a dozen bills in the 1975 Legislature as part of the annual Civil Service Employees Assn. legislative program.

Other bills completing the CSEA program are being circulated to sponsors and will be announced as names of sponsors and bill numbers are obtained.

Presently in the hoppers are:

Senate 158, by B.C. Smith—which would amend the Education Law to provide non-teaching school district employees protection under Sect. 2023.

Assembly 1751, by Field—would amend the Civil Service Law to guarantee that persons facing charges resulting from a strike would be able to answer the charges in writing and be entitled to a hearing thereon.

S. 2626, Mason; A. 1713, DeSalvio—would amend the Civil Service Law with regard to classification of teaching employees and with requirement of notice to CSEA.

S. 264, Flynn; A. 1325, Greco—amend the Civil Service Law to guarantee employee organizations the right to negotiate union security.

S. 1682, Warder; A. 2191, Greco—amend the Civil Service Law (Taylor Law provisions) to give public workers the right to strike.

S. 1670, Schermerhorn—would amend the Taylor to provide that in union representation proceedings, parties would exchange information as to sign-up cards, etc., to demonstrate showing of interest.

S. 108, Burstein & Garcia; A. 2171, Cochrane—would extend the provisions of the Taylor Law to employees of the Division of Military and Naval Affairs.

A. 2001, Field—would amend the Taylor Law to provide for penalties against employers who attempt to intimidate employees because of union activities.

S. 1924, Flynn; A. 1626 & 2192, Barbaro, Greco, Nine, Pesce, S. Posner—would provide that all public employees be allowed union representation under the Taylor Law and the right to membership in employee organizations.

A. 3644, Riford—would limit the number of petitions which could be submitted by any one organization during any one determination of representation status.

S. 2534, Schermerhorn, Padavan, Flynn, Trunzo, Levy; A. 2188, Greco—would amend the Civil Service Law to permit an employee to defer all or part of his regular compensation for purchase of fixed or variable life insurance or to purchase an annuity contract.

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LONDON OR AMSTERDAM—26 Days	
5061 Lv. Aug. 1, Ret. Aug. 26\$349
COPENHAGEN—22 Days	
5062 Lv. July 19, Ret. Aug. 10\$369
LONDON—21 Days	
5063 Lv. July 6, Ret. July 27	.....\$329
AMSTERDAM—15 Days	
5087Lv. June 21, Ret. July 16	}
5065 Lv. July 5, Ret. July 20	
5067 Lv. July 19, Ret. Aug. 3	
5085 Lv. Aug. 9, Ret. Aug. 24	
WEST COAST CHARTER FLIGHTS	FLIGHT ONLY
LOS ANGELES—16 Days	
5068 Lv. July 1, Ret. July 16	.....\$189
TO SAN FRANCISCO FROM LOS ANGELES—15 Days	
5069 Lv. July 8, Ret. July 22	.....\$199
SAN FRANCISCO—15 Days	
5070 Lv. July 9, Ret. July 23	.....\$199
LOS ANGELES—22 Days	
5071 Lv. July 10, Ret. July 31	.....\$199
TO SAN FRANCISCO FROM LOS ANGELES—15 Days	
5072 Lv. July 22, Ret. Aug. 5	.....\$199
LOS ANGELES—15 Days	
5073 Lv. July 23, Ret. Aug. 6	.....\$189
LOS ANGELES—15 Days	
5074 Lv. July 29, Ret. Aug. 12	.....\$189
TO SAN FRANCISCO FROM LOS ANGELES—15 Days	
5075 Lv. July 15, Ret. July 29	.....\$199
SAN FRANCISCO—30 Days	
5076 Lv. July 30, Ret. Aug. 29	.....\$209
TO SAN FRANCISCO FROM LOS ANGELES—15 Days	
5077 Lv. Aug. 5, Ret. Aug. 19	.....\$199
LOS ANGELES—15 Days	
5078 Lv. Aug. 6, Ret. Aug. 20	.....\$189
LOS ANGELES—22 Days	
5079 Lv. Aug. 9, Ret. Aug. 30	.....\$199
SAN FRANCISCO—15 Days	
5080 Lv. Aug. 12, Ret. Aug. 26	.....\$189
LOS ANGELES—14 Days	
5081 Lv. Aug. 14, Ret. Aug. 27\$189
TO SAN FRANCISCO FROM LOS ANGELES—14 Days	
5082 Lv. Aug. 16, Ret. Aug. 29\$199

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SOLOMON BENDET
... demands escalator clause

By CHARLES O'NEIL
MANHATTAN — Members of New York City Region 2, Civil Service Employees Assn., were warned at their recent winter meeting here that the State of New York may be seeking to erode yet another contract item, this one pertaining to increments.

The warning was delivered by Solomon Bendet, Region 2 president and head of the New York City chapter, CSEA. Mr. Bendet quoted briefly from Bulletin P-98, issued by the office of Arthur Levitt, the State Comptroller.

The bulletin began: "As of this

date, a salary increase for 1975 has not been legislated for any employees other than those in the Security Services Negotiating unit... Since the annual service increments are also negotiable, neither the increment nor any increase will be added to the salary of any employees except those in the security service unit.

"The 1974 salary schedule will continue to be used for other than security services until further notice. When and if salary increases and increments are legislated for these employees, a separate bulletin will be issued."

The State and CSEA are currently conducting contract talks

under the provisions of a third-year contract reopener clause. The talks, to date, have not been productive, according to CSEA negotiators, and the union plans a massive demonstration today in Albany.

Another item apparently much on the minds of the Region 2 members is the federal government's Comprehensive Employment and Training Act (CETA), designed as an anti-unemployment measure.

Some of the provisions of CETA involve the hiring and training of personnel in the public sector without recourse to Civil Service examinations.

James Gripper, president of Kings County State School chapter, observed that the program appears to be taking some jobs from the Civil Service sector.

"What can we do to defend our jobs?" Mr. Gripper asked. "I don't know how it's affecting other state departments but it's hurting M.H. What we're going to wind up with is a situation where there's all CETA workers and no Civil Service workers. If the State isn't interested in looking into this, perhaps CSEA should check it out." He alleged that Civil Service personnel are "being harassed, to set them up for dismissal." Their job slots would presumably be then filled by CETA workers.

Randolph V. Jacobs, CSEA public relations specialist, seconded the thought, adding: "Governor Carey isn't going to solve his problems by firing state employees."

Committee Formed

The Region members agreed to set up an ad hoc committee to study the impact of CETA on the Civil Service system in New York Metropolitan area.

Mr. Bendet cited a difficulty: "What we have to guard against is that the State, for instance, will fire 1,500 Civil Service workers and then turn around and hire 1,500 CETA employees. It's a very ticklish situation, because we don't want to be against job training for the unemployed."

The Region 2 president observed that all public sector hirings should be done through the Civil Service system.

"Then, the jobs that are left, these can be handled through the CETA program. Governor Carey should not be putting us (CSEA) in the position as opposing jobs for the unemployed. "We're not opposed to training unemployed people for jobs. What we are opposed to is training them to go after your jobs."

Mr. Bendet added that the CETA program could lead not to layoffs of Civil Service personnel but to the abolition of Civil Service job titles or their transfer to federal government. In the latter case, the worker would stand to lose Civil Service standing and benefits.

A proposal by Vincent Rubano, head of the State Insurance Fund CSEA chapter, to the effect that the whole CETA issue be placed under the auspices of the CSEA political action committee for follow-up on possible legislative suggestions was approved by the Region 2 members.

Another proposal by Abe Libow to the effect that the Region "deplores" the potential transfer of state jobs to the federal government was also passed at the meeting. Mr. Libow has been active in the fight to retain meat inspectors, under state, rather than federal control.

Contract Talks

On the continuing contract reopener talks, Mr. Bendet said that to his mind, the principal issues appear to involve money, an altered disciplinary proceedings format and a cost-of-living adjustment. If the cost-of-living item is not settled satisfactorily, "it's my recommendation that you vote 'no' on the contract, no matter what else they put into it."

Discussion of the Feb. 13 fire at the World Trade Center in Manhattan occupied a considerable portion of the meeting. (Continued on Page 14)

Putnam Unit Passes Contract Vetoed By County; Charges Filed

CARMEL—The Putnam County unit of the Civil Service Employees Assn. overwhelmingly ratified a new two-year contract last week despite the county supervisors' veto of the same contract two nights earlier.

In a related move, the union filed an improper practice charge against the county, claiming the supervisors had no right to veto the agreement.

"The contract we ratified was the supervisors' own offer to us," said CSEA collective bargaining specialist Roger Kane. "We have supervisors Bergen's and Housekeeper's signatures on the memorandum of understanding they offered us, and between them, they have 27 votes on the board. That's a majority of the supervisors' votes. Yet the contract was vetoed by the supervisors in executive session."

"To put your signature on a contract that you yourself propose, then to vote against that contract, is a classic example of bargaining in bad faith, which is an improper practice under the Taylor Law."

Mr. Kane said the improper practice charge was hand-delivered to the Public Employment Relations Board in Albany late last week. There are several precedents statewide in which the counties have been ordered to sign the contract under similar circumstances, Mr. Kane said.

The contract ratified last night calls for a \$2,400 across-the-board raise over the next two

years. Unit president Russell Cheney told the rank and file that the negotiating team went for the flat dollar-amount raise because, "For the last five or six contracts, we've gone for a percentage-type raise, which meant the greatest number of dollars went to the worker who was already making the most money. This was creating a wider and wider gap between the highest and lowest salaries. So this time we went for a flat dollar-amount raise, which means the people on the bottom make out better percentage-wise than these on the top, and helps even things

(Continued on Page 14)



City of Saratoga Springs CSEA unit president John McGee, left, shakes hands with Saratoga Springs Mayor Raymond Watkin following the signing by both parties of a new two-year work agreement covering city employees. Witnessing the ceremony is Aaron Wagner, CSEA field representative, who assisted CSEA members in negotiating the contract.

Supreme Court Reverses Cortland Man's Dismissal

CORTLAND—Glenn Personius is now a happy man. Dismissed from his job in 1974, Mr. Personius was recently reemployed and granted back pay as the result of a State Supreme Court decision by Judge David F. Lee, Jr.

Mr. Personius, a Cortland resident and Civil Service Employee Assn. member, explained that his troubles began in January of 1974 after he requested one of two permissible personal leave days.

Francis McAndrew, president of the Cortland City School District CSEA unit, explained that Mr. Personius had requested the time off 48 hours in advance as is required. He was to meet with a lawyer in Syracuse at 7 p.m. on a Friday night. Mr. Personius heard nothing from his employer and kept his appointment.

The next day Mr. Personius received a letter stating his request for a personal day had been denied. The employer had not followed procedure in returning the denial, Mr. McAndrew explained.

Marie Daignault, president of the Cortland County chapter of CSEA, noted that Harvey Kaufman, assistant superintendent for business affairs of the City Enlarged School District brought the charges against Mr. Personius. Mr. Kaufman denied the request, Ms. Daignault said, because he had arbitrarily decided

that no one can meet with a lawyer at 7 p.m.

A hearing officer was appointed by Mr. Kaufman. The officer decided against Mr. Personius,

leaving him without a job.

The ruling was overturned by Judge Lee, who ruled the punishment had been too severe and (Continued on Page 14)



Glenn Personius, right, discusses his recent reinstatement to his job in the Cortland City School District with Francis McAndrew, president of the CSEA school district unit, and Marie Daignault, president of the Cortland County CSEA chapter. A recent New York State Supreme Court decision returned Mr. Personius to work.

DOT Main Chapter Seeks Candidates

ALBANY—Members of the Department of Transportation's Main Office chapter, Civil Service Employees Assn., will shortly elect chapter officers and representatives to the executive committee.

DOT Main Office chapter posts to be filled include president, vice-president, secretary, treasurer and representatives to the executive committee from each building floor.

Members interested in becoming candidates should contact any of the following: Bob Cassidy, Kathy Marshall, Billie Trossbach and Georgia Rosenberg, Building 4; Ray Hamm and Edward Barnhart, Building 5; Jim O'Connor, Joe Aufiero and Pete Kopcha, Building 7; and Judy Dignaris, Building 7A.

Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Attorney	\$14,142	20-113
Assistant Attorney	\$11,806	20-113
Attorney Trainee	\$11,164	20-113
Chief Physical Therapist	\$17,629	27-448
Clinical Physician I	\$27,942	20-414
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Construction Safety Inspector	\$10,914	20-125
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Factory Inspector	\$10,118	20-126
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Intern Corrections	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Junior Engineer	\$11,337	20-166
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Medical Specialist II	\$33,704	20-408
Medical Specialist I	\$27,942	20-407
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Nurses Services Consultant	\$15,684	20-405
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
Occupational Therapist	\$11,337	20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator	\$ 6,450	20-402
Pathologists I	\$27,942	20-410
Pathologist II (Board Eligible)	\$33,704	20-411
Pathologist II (Board Certified)	\$35,373	20-411
Pathologist III	\$38,449	20-412
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Physical Therapist	\$11,337	20-177
Senior Physical Therapist	\$12,670	20-551
Principal Actuary (Casualty)	\$22,694	20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$33,704	20-391
Psychiatrist III (Board Certified)	\$35,373	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
Rehabilitation Counselor	\$14,142	20-155
Rehabilitation Counselor Trainee	\$11,983	20-155
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Sr. Speech and Hearing Therapist	\$12,670	20-552
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Variety Operator	\$ 6,811	20-307
Supervising Veterinarian	\$14,880	20-313/314

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

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

CSEA Requests Removal Of Otisville's Director

ALBANY—The Civil Service Employees Assn. and a group of concerned teachers from the Otisville Drug Rehabilitation Center have requested the removal of Bernard Kaufman as director of the state fa-

cility due to what was termed the "detrimental effect Mr. Kaufman has had on the facility's staff, its teachers and residents under his supervision."

Thomas Linden, CSEA collective bargaining specialist, stated,

labor career that I have had to ask that a facility director be removed from office. But the situation is so critical for all involved that I have no other choice left."

Mr. Linden explained, "Mr. Kaufman, first as director of Masten Park and presently as director of Otisville, is a man who can not be dealt with in a rational way, neither by the union nor by the individual employee. His tactics seem to be legion, ranging from subtlety to outright and repeated demonstrations of ignorance and blind disregard for the rights of employees as stipulated by their various contracts and labor-management agreements. Mr. Kaufman demeans the very basis of our labor-management relationship, but more important, treats employees with hostility, indifference and indignity."

Mr. Linden related various incidents in which CSEA had been involved in during Mr. Kaufman's directorship at Masten Park.

"There were over forty grievances filed in one six-month period," Mr. Linden said, "and many of these were not settled until they reached the third step. Almost all of the grievances ended in the employees favor. When Mr. Kaufman was transferred to Otisville, the grievance rate at Masten Park dropped, while the grievance rate at Otisville jumped.

Mr. Linden continued, "This fact, coupled with the complaints of numerous employees as to Mr. Kaufman's tactics of harassment and vindictiveness, makes CSEA believe that its request is justified. CSEA is not only basing its request on the number of grievances generated by Mr. Kaufman but also upon a myriad of complaints from a large cross-section of workers.

"When the state talks of removing the deadwood from its ranks, it should not only focus on the small-wage-earner, as has often been the case, but it should look to the people in higher positions, who by the very authority and power vested in them, try to steal a person's most precious possession, his dignity."

According to Mr. Linden, joining with CSEA in a separate letter requesting removal of Mr. Kaufman, is a group of forty teachers who presented a list of actions carried out by Mr. Kaufman which were alleged to continue even when declared illegal by various regulatory bodies.

Selling Overseas

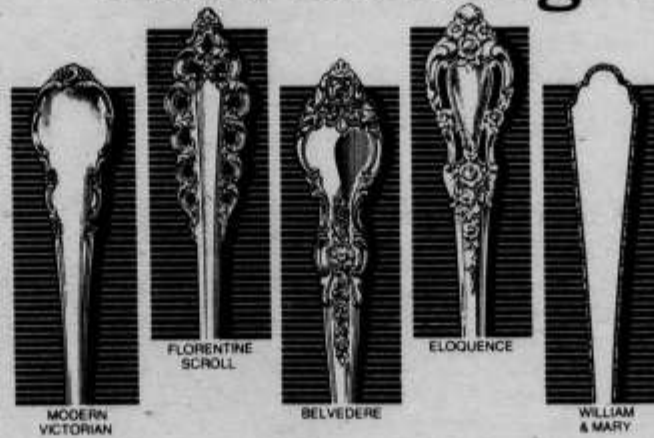
Exporting is "big business" in New York State, according to the State Department of Commerce. Firms interested in learning how to sell their products overseas are urged to write the Division of International Commerce, State Commerce Department, 230 Park Ave., New York City 10017.

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EDUCATIONAL EMPLOYEES WORKSHOP — About 50 unit presidents of the Suffolk County Educational Employees chapter, Civil Service Employees Assn., met recently in Middle Island for a workshop on leadership techniques and unit administration. Participants included, from left, John Cuneo and Irwin Scharfeld, CSEA field representatives; Nick Avella of the Elwood Schools unit; Walter Weeks, chapter president, and John McPartlin, CSEA attorney.

State Sets Exams

The state Department of Civil Service will accept applications postmarked no later than March 31 for senior account clerk, senior clerk and senior statistics clerk positions. Written testing for all three positions is scheduled for May 3.

The eligible lists from these open-competitive tests will be used to fill vacancies only in the New York City metropolitan area which includes Nassau, Suffolk, Rockland and Westchester Counties.

Beginning salary for senior account clerk is \$8,251. Candidates for the written exam, number 24-265, must have one year's accounting experience.

Applicants for senior clerk exam no. 24-266, must have one year's office or clerical experience. Starting salary is \$7,404.

Beginning salary for senior statistics clerk is \$8,251. Minimum requirement for this exam, no. 24-267, is one year's experience in statistical-clerical work.

The state also announced that performance tests for photogrammetric technician (no. 27-498) and senior photogrammetric technician (no. 27-499) will be given in Albany during the week

of April 28. Beginning salaries are \$7,616 and \$9,029 respectively. One position is open in each category in the Department of Transportation, Albany.

Guidance Group Meet Scheduled

Alvin Toffler, author of "Future Shock," will be the keynote speaker at the annual conference of the American Personnel and Guidance Association March 23 to 26 at the Americana and Hilton Hotels in Manhattan.

About 12,00 school guidance counselors and personnel officers from the United States and several foreign countries are expected to be on hand for the program which includes 400 workshops.

Dr. Rollo May, psychologist and author, will be another speaker.

Joint Alien Fight

Sen. Martin J. Knorr (R-C, Ridgewood, Queens) has introduced legislation in the State Senate which would prohibit employers from knowingly hiring illegal aliens in New York State. The bill would carry a penalty of \$200 to \$500 fine for the first violation and each subsequent violation would be a misdemeanor subject to fine or imprisonment.

Sen. Knorr and Assemblyman Fred G. Field (R-Colonie, Albany), who has introduced the legislation in the Assembly, said, "In the face of steeply rising unemployment throughout the state, we feel certain the bill will again meet with resounding approval of both houses of the Legislature and will be signed by the Governor this year."

The bill was overwhelmingly passed by both houses last year with strong support of the AFL-CIO, but was vetoed by former Governor Malcolm Wilson.

TA Cites 19

Nineteen Transit Authority employees representing a cross-section of departments in the rapid transit, surface and administrative divisions last week received awards for suggestions leading to estimated savings of \$3,120.50 for the Authority last year.

Suggestion award checks were presented to thirteen of the employees while seven certificates of merit were awarded to the remaining six suggestors.

Herman R. Kaslow of the Car Maintenance Department, won two certificates, his 48th and 49th since being with the Authority.

Benjamin H. Chuk, a bus maintainer, and his wife Helen, a supervising clerk in the Rapid Transit Transportation Department also received awards.

Encourage Industry

New York State, through a special tax credit program, encourages business and industry to locate, expand and improve facilities in eligible urban and rural areas. Further information is available from the Job Incentive Bureau, State Department of Commerce, 99 Washington Ave., Albany, N. Y. 12245.

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TUESDAY, MARCH 18, 1975

'No' On Levine

BY NOW the State Senate may have acted on Industrial Commissioner Louis Levine's renomination.

We would hope that the Legislators have been aware that the Commissioner's strong ties to the AFL-CIO are now so evidenced that they disqualify him from a position where he is dealing with an independent union that has been resisting the repeated attacks of the national labor organization.

Mr. Levine's abrupt reversal of his previous endorsement of the Occupational Health and Safety Act of 1970 certainly creates more than lingering doubts that it was motivated by AFL-CIO president George Meany. The state AFL-CIO has already made it clear that its about-face on the OSHA program was the direct result of "mandated policy" by the union head.

Mr. Levine, a young man whose brilliance is generally acknowledged, operated subtly and discretely during the Rockefeller and Wilson Administrations, but seems to have abandoned all pretense now that a Democrat holds power in Albany.

We think it important that the Industrial Commissioner should have the respect and confidence of the state's citizens.

At this time, we must agree with Civil Service Employees Assn. president Theodore C. Wenzl, who termed Mr. Levine a "messenger boy" for the state AFL-CIO. Dr. Wenzl has called on the Senate to refuse to confirm Mr. Levine's reappointment as head of the state Labor Department.

The state should be the arbitrator of labor disputes, not the instigator.

Questions and Answers



SOCIAL SECURITY
987-65-4320

Q. My mother, who gets monthly social security widow's payments, recently received an application in the mail to fill out and return so she can be assigned a social security number. Since she gets her checks based on my dad's earnings record, why does she need a number of her own?

A. The Social Security Administration has started issuing numbers to all people receiving social security payments who don't already have their own numbers. The numbers are being issued to help keep individual benefit payments and social security records straight. Your mother's payments won't be affected in any way.

Q. I think my mother may be eligible for supplemental security income payments, but I'm not sure about one thing. Can she own anything and still get payments?

A. A person getting supplemental security income payments can own a home and a car of reasonable value, life insurance policies worth up to \$1,500, and other things — such as stocks, bonds, savings accounts, etc. — worth up to \$1,500. For more information, contact any social security office.

Q. I'm 68 and getting monthly social security retirement checks. I work part time, and I understand that I can earn \$2,400 in 1974 and still get all my monthly checks. What happens if I earn over \$2,400?

A. Your social security payment will be reduced by \$1 for every \$2 you earn over \$2,400 for 1974. However, you can be paid your full social security benefit for any month in which you neither earn \$200 nor do substantial work in your own business.

Don't Repeat This!

(Continued from Page 1)
work in harmony on critical issues confronting the State.

Both Houses of the Legislature moved swiftly and in a non-partisan way to put into effect Governor Carey's major recommendations to rescue the insolvent Urban Development Corporation. Again both Houses moved swiftly to provide sufficient interim funds to prevent an increase in fares on New York City's subway system and on commuter railroads.

The Fall Out

However, these moments of harmony turned suddenly into discord over the election of three new members to the Board of Regents. The reason for the sudden discord was the sensitive issue of busing school children for the purpose of achieving school integration. In Boston, this issue has almost destroyed the public school system and aroused racial tensions to explosive levels.

A serious question remains whether the legislative tensions aroused over the vote on the Regents will soon blow over or whether those tensions may rise to even more serious levels as the Legislature enters the final days of wrestling with the State budget.

The days of showdown are rapidly approaching. The Budget must be approved by March 31, otherwise the State will have no money to meet its bills or its payrolls. Since action on the budget is the most serious action taken by the Legislature, tensions and tempers among the members of the Legislature are likely to increase in the days ahead.

Clearly the civil service employees have an important stake in the shape of the budget. The Civil Service Employees Assn. has been engaged in hard-nosed bargaining to increase salaries of the public employees to make up for inflationary living costs.

A Wide Gap

While the cost of living increased by more than 12 percent last year, the average salary increase for the civil service employees amounted to only 5.5 percent. There is no warrant for any effort on the part of the State administration and the State Legislature to solve the budgetary problems by leaning heavily on the backs of the dedicated civil service employees. This is particularly so when so much of the budget depends on estimates of revenues, based on what will happen to the economy during the next 12 months. Clearly many reputable economists do not paint as gloomy a picture as that envisioned by the administration's fiscal advisers.

In this connection, it is disheartening that the State administration has decided to permit the Federal government to assume the responsibility for enforcement of occupational safety and health standards in the State. This decision jeopardizes the jobs of some 400 State employees, whose experience in factory inspection is of vital need to the protection of factory workers.

Federal Take-Over

Dr. Theodore Wenzl, president of the Civil Service Employees Assn., put his finger on the issue when he said: "Turning inspections over to the federal government makes no sense. Hundreds of our inspectors will be put out of work."



Civil Service Law & You

By RICHARD GABA

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

Human Rights Considerations

A recent decision from the New York State Court of Appeals considered the question of whether under the Human Rights Law pregnancy and childbirth may be treated differently in an employment relationship from other instances of physical or medical impairment or disability. The court had previously held that a personal policy which singles out pregnancy among all other physical conditions to which a teacher may be subject, as a category for special treatment in determining when leave from duty shall begin is prohibited by the proscriptions of the New York State Human Rights Law. Board of Education, UFSB No. 2, East Williston, 360 N.Y.S. 2d 887.

The Court of Appeals has also held that the Human Rights Law requires that a pregnant teacher who takes a pregnancy related leave must be permitted to take advantage of her sick leave and sabbatical leave entitlements to the same extent as would be the case if she were suffering from some other temporary disability. Board of Education, City of New York, 360 N.Y.S. 2d 887. The court pointed out that the United States Supreme Court permits certain "discriminatory" classification as not being violative of the equal protection clause of the United States Constitution. The Supreme Court permitted the State Legislature to adopt a pregnancy-childbirth classification which was rationally supportable in a social welfare program. In New York, however, quite a different situation prevails.

IN THIS STATE we have a statute expressly forbidding discrimination based on sex. This classification is not foreclosed by constitutional prohibition. It is, however, proscribed by legislative enactment. The court held that the test to be applied is not the constitutional standard under the equal protection clause, but the statutory standard set forth in the Human Rights Law. In the case here being considered by the Court of Appeals, however, there was a new and interesting twist. The personnel policy was not unilaterally promulgated by the employer as in the East Williston case, but was reached under the auspices of the Taylor Law and was mutually negotiated by the employer and the employee organization. It is argued that contract provisions reached under the Taylor procedures are entitled to special status recognition under the Town of Huntington case. However, as previously pointed out in this column, the Court of Appeals noted that the language of the opinion in that case might be read too broadly, and therefore, no one should construe the language in the Huntington case to mean that collective bargaining under the Taylor Law has broad scope with respect to the terms and conditions of employment limited by plain and clear rather than expressed prohibitions in the statute or decisional law. That change was enunciated in the Syracuse Teachers Association case.

THE COURT NOW HOLDS that personnel policies and practices are no less subject to the constraints of the Human Rights Law because they are the product of negotiations conducted under the Taylor Law, and therefore, since there is substantial evidence to support the determination of the Commissioner that the School District's action constituted discrimination based on sex, the order of the Appellate Division was affirmed.

This case points out a specific area in which negotiations under the Taylor Law cannot supercede the plain language and intent of a statute such as the Human Rights Law. Union Free School District No. 6, Towns of Islip and Smithtown v. New York State Human Rights Appeal Board, 362 N.Y.S. 2d 139.

In a similar vein, Senator John Marchi, chairman of the Senate Finance Committee said: "It is surprising that there would be an attempt in the Empire State to delegate to the federal government responsibility that it is now fulfilling most effectively."

As chairman of the Senate Finance Committee, Senator Marchi is fully aware of the fact

that the nominal savings that the State would make by turning the inspection responsibilities over to the federal government are not worth the harm that may be caused to factory workers.

It is not too late for the State Administration to change its views in the interests of all the people of our state.

LETTERS TO THE EDITOR

Training Programs

Editor, The Leader:

This is a copy of a letter sent to Dr. Edward C. Diamond, director of education of the Civil Service Employees Assn.

Our membership at Creedmoor chapter of CSEA has directed me, as chairman of the education and training committee, to direct your attention to a condition that is most distressing.

Apparently there is a sad lack of communication in regard to the scheduling and implementation of training programs for our employees. As a result, supervisors are notified of availability of courses, but employees are often not informed that the prospective course is available. In addition, in many instances, supervisors have not notified employees that they have been approved for training. As a result, the employee does not appear at the first training session, and it is assumed that he is no

longer interested.

All levels of administration should be made aware that supervisory responsibilities demand that information be properly submitted to all employees, in a timely fashion.

In addition, it has been pointed out that there are apparently some short-comings in implementation of certain training programs. Courses have been approved, with a sufficient number of trainees, and then cancelled for lack of an instructor. This results in frustration to the employees and resultant loss of confidence in the entire program.

We are certain that you share a mutual interest, with CSEA, in offering training programs to employees. Any assistance that you may offer towards the administration of an effective education and training program at Creedmoor will be greatly appreciated.

Muriel Newman
Chairman, Education & Training Committee

More About Testing

Editor, The Leader:

This is in response to the letter by Isabelle Astman, a secretary for the Division for Youth in Rochester, who called the secretary's test "ridiculous."

Isabelle, you are so right. I, myself, believe it is highly irrelevant to the degree of what is expected of a Grade 5. Shorthand is hardly ever used in my office except for a few short memos done at the spur of the moment.

We are asked to perform all the other jobs—or tasks—which are performed by Grade 9s and 12s; because of the shorthand, we are paid as 5s. I believe it is an insult and an injustice to be taken advantage of. There must be a way to do away with shorthand or to let our bosses know we are paid as a 5 and will just do as a 5. If they want us to perform as 9s, they can do

something about it. They figure they can get by with it by saying, "We can't help it—it's Civil Service."

I've listened to that for three years, and because I missed my shorthand by three words, I am paid as a 5 but have to do the work of a 9 or more. I am so glad, Isabelle, that you put that letter in The Leader. Maybe a lot more people will wake up. Let's hope we hear more on this.

Mildred Allen
Empire State College
Saratoga Springs

Sanitationmen Meetings Set

The Sanitation Officers of the Department of Sanitation will meet Wednesday, March 19 at 8 p.m. at 125 Worth Street, Manhattan.

A social meeting of the Negro Benevolent Society of the Sanitation Department is scheduled for Thursday, March 20 at 8 p.m. at 200-13 Merrick Blvd., Queens.

Mediators And Fact-Finders Named By PERB

ALBANY—The State Public Employment Relations Board announced the appointment of a number of mediators and fact-finders in ongoing negotiations involving the Civil Service Employees Assn. and various employers.

The mediators include Theodore Gerber in the dispute between the Town of Brunswick, Rensselaer County, and CSEA and also in the dispute between Stillwater Central School District, Saratoga County, and CSEA; Benjamin Westervelt in the dispute between Herkimer Village, Herkimer County, and CSEA; and Henry Hamburger in the dispute between the Town of Islip, Suffolk County, and CSEA.

Fact-finders include Dale S. Beach in the dispute between the Essex County Board of Supervisors and CSEA; John Drotning in the dispute between Wayne County and CSEA; Irving Sabghir in the dispute between Albany County and CSEA; Jonathan S. Liebowitz in the dispute between Town of Kent, Westchester County, and CSEA; and Howard G. Foster in the dispute between Niagara County and CSEA.

Tax Incentives

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Three former presidents of Metropolitan Conference exchange experiences from their days as the region's top leaders. From left are Jack Weisz, who served 1972-73; Salvatore Butero, 1964-66, and Randolph Jacobs, 1966-72. Prior to Mr. Butero, Solomon Bendet, the incumbent president, had served a previous term.



Dorothy King, second from left, New York City Region 2 Mental Hygiene representative, meets with leaders from three of the institutions that she represents on CSEA Board of Directors. From left are Mary Edwards, Queens DC; Ms. King; Terry Dawson, Creedmoor chapter president, and Marjorie Reeves, Queens Children's.



CSEA treasurer Jack Gallagher, right, answers questions posed by Edward Diamond, left, CSEA director of education, and Francois Frazier, Motor Vehicles delegate to New York City chapter. The City chapter is largest organization of state employees in CSEA structure.



Martha Owens, newly elected as pro-tem president of the Metropolitan Retirees chapter, confers with retiree John LoMonaco, former president of Metropolitan Division of Employment chapter. Ms. Owens is chairman of region's political action committee and Mr. LoMonaco is chairman of retiree affairs.



Collective bargaining specialist Robert Guild shares an informal moment with Willowbrook chapter secretary Edna Percoco, immediate past secretary of the Metropolitan Conference.



Willowbrook's Patrick Fraser and Marguerite Johnson were among attentive participants at the New York City Region 2 meeting last month at Luchow's Restaurant in Manhattan.



James Chiaravalle, left, and Tony Vericella, delegates from New York City chapter, man the registration desk, checking in the more-than-100 delegates who attended the afternoon meeting.

(Leader photos by Ted Kaplan)



Jay Berman, publicity chairman for Metropolitan Division of Employment chapter, gestures emphatically as he warns of dangers to the public if Occupational Health and Safety Act is not passed by the Legislature this term.



Among delegation from New York City chapter were Sally Bendet, second vice-president Ben Lipkind, tax delegate Berniece Michelson, Judicial delegate Ethel Ross and third vice-president Arthur Lakritz.



Public Services chapter president Cynthia Doyle, member of state-wide nominating committee, explains election procedures.



Gennaro Fischetti, chairman of regional committee to investigate safety conditions in World Trade Center, gives report.



Edna Reilly, delegate from Metropolitan Division Employment chapter, warns of aliens being employed by state.



Attention to regional matters is given here by regional officers, from left, first vice-president Ronnie Smith, second vice-president Vincent Rubano and treasurer John Eversley.

NYC MEETING



Region third vice-president William Cunningham offers motion to support continuation of Stein Commission investigating nursing homes.



Civil Servants are being harassed to make room for CETA hires, warns Kings County State School chapter president James Gripper.



Metropolitan Division of Employment chapter president William DeMartino, left, listens as chapter vice-president Ralph Fabiano explains work being done by statewide CSEA committee to study effects of CETA program.



George Boncoraglio, delegate from South Beach Psychiatric chapter, catches up on latest CSEA news during a break in business proceedings.



Seated in foreground at business session are Canute Bernard, center, Labor departmental representative to CSEA Board of Directors, and Robert Keeler, Downstate Medical Center chapter president. Immediately behind them, from left, are New York City chapter delegates Edwin Fitts, Maritime College; Francois Frazier, Motor Vehicles, and Evelyn Glenn, Social Services.



This group of CSEA officials pay attention to issues being debated by delegates. From left are Nat Flowers, Kings County State School, Pablo Cruz, Sheridan chapter at Manhattan State School; Harold Krangle, CSEA field representative and former president of Waterfront chapter, and Roy Seabrook, Metropolitan Armories chapter.



Abe Libow, New York City chapter recording secretary, warns about loss of protection for state if meat inspectors are transferred to federal government, as Sylvia Libow and State Executive Committee chairman Victor Pesci listen.

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UPPER MONTCLAIR BETHPAGE



Five-year-old arthritis victim Gregory Margolies and Bryan Cartier, right, of the Arthritis Foundation's New York chapter, express thanks to Irving Flaumenbaum, president of Long Island Region, Civil Service Employees Assn., for his help in the coming Stop Arthritis Telethon to be broadcast March 22-23 on WOR-TV in the Metropolitan area and on cable television statewide. Mr. Flaumenbaum will serve as CSEA representative during the telethon.

Flaumenbaum Heads CSEA Arthritis Television Effort

Irving Flaumenbaum, president of Long Island Region 1, Civil Service Employees Assn., has called on all chapter presidents to assist him in supporting the Arthritis Foundation's first "Stop Arthritis Telethon" to be broadcast on March 22-23.

"Nearly two million men, women and children in New York State are victims of crippling arthritis," said Mr. Flaumenbaum, "and only one voluntary agency is devoted solely to helping these sufferers: The Arthritis Foundation."

Also president of CSEA's Nassau chapter, Mr. Flaumenbaum sent a special appeal to his 50,000 Long Island members, asking for telethon pledges. He also wrote to all 375 other chapter presidents, calling on them to encourage support of the telethon among their members.

"Each one of us has most likely known the heartbreak and tragedy of watching someone in our own family suffer endlessly with the terrible misery of arthritis," noted Mr. Flaumenbaum. "The Arthritis Foundation reports that one in every 10 Americans has arthritis severely enough to require medical care. Many receive modern treatment to help ease pain and prevent crippling at foundation supported clinics. The foundation also supports programs of professional education and research to find the cause and cure of arthritis."

The "Stop Arthritis Telethon," co-hosted by Rosalind Russell and Jane Wyman, will reach millions of viewers in New York, New Jersey, Connecticut and Pennsylvania. To be broadcast on WOR-TV, Channel 9, the telethon will begin at 11 p.m. Saturday, March 22, and continue through 5 p.m. Sunday. Mr. Flaumenbaum will be on-stage as the public employees representative during the broadcast. He asks all chapters to call him, either in advance or during the program, to have their contributions announced on the air.

"When the Arthritis Foundation asked if I would serve as our CSEA representative on the panel, I was proud to say yes," said Mr. Flaumenbaum. He asked all members to "please say yes" too, in response to his request for telethon pledges.

Northeastern Unit

The Northeastern New York chapter of the Arthritis Foundation will function as pledge headquarters for the 518 telephone area code region for the "Stop Arthritis Telethon," according to Joseph J. Dolan Jr., chapter president. Mr. Dolan is assistant executive director-county for CSEA.

Mr. Dolan said volunteers will be manning telephones at the Northeastern New York chapter pledge headquarters throughout the hours of the telecast to receive pledges from residents in the 518 area and to forward pledge totals on to the WOR-TV telethon where area totals will be periodically reported during the program. He said area residents wishing to make pledges during the telethon may call the local pledge headquarters at (518) 463-0763. Pointing out that more than

50 million Americans suffer from some form of arthritis, Mr. Dolan said the Arthritis Foundation relies on voluntary contributions from the general public to continue its work on research and treatment of the agonizing disease.

"It is vitally important that the Arthritis Foundation, the only national agency solely concerned with the problem, continues to receive support through contributions from the public to enable it to carry on research, treatment and therapy, self-help instruction and specialists' training programs to fight this common enemy of millions of Americans," Mr. Dolan stated. "No one is immune from this crippling disease. Often, arthritis strikes between the ages of 20 and 45, the most productive years of a person's life. Even children, more than a quarter of a million of them, are victims of this agonizing disease," he said.

Mr. Dolan said the Northeastern New York chapter of the Arthritis Foundation serves a 14-county area, helping fund fellowships for research on arthritis, conducting an extensive education and information distribution system, and maintaining a speaker's bureau, among its activities.

Contributions are vital to carry on the local chapter activities, Mr. Dolan stated, and pointed out area residents may contribute to the chapter's spring fund campaign by calling the following local numbers: Albany area, 434-4122 or 434-4123; Amsterdam area, 842-1168; Gloversville area, 725-7322; Hudson area, 828-9567, and Saratoga area, 587-7040. "During the telethon, however, please call 463-0763 to make your pledges," Mr. Dolan reminded.

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—Douglas Watt, Daily News



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—Harry Belafonte

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—Clive Barnes, N.Y. Times

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Latest State And County Eligible Lists

CIVIL SERVICE LEADER, Tuesday, March 18, 1975

EXAM 35-529
ASSOC COMPUTER PRGMR
REVISED
Test Held Sept. 14, 1974
List Est. Feb. 18, 1975
OPTION A
(Continued from last week)

77 Face Glen S Saratoga Spg	82.1
77A Greene Elaine Brinard	82.1
78 Teal Douglas H Valatie	81.8
79 Cesare Michael Round Lake	81.7
80 Bonille Joseph Schenectady	81.7
81 Shore John M Albany	81.7
82 Novick John M Elora	81.6
83 Walls Carl W Esperance	81.5
84 Peckham Susanne Schdck Lodg	81.2
85 Pine Alison R Troy	81.0
86 Prehn Mary E Watervliet	81.0
87 Holmes Edward A Albany	81.0
88 Galey Paul M Victory Mts	81.0
89 Vaughan Hugh J Troy	81.0
90 Domiano Louis Schenectady	80.2
91 Pierek Eugene Amsterdam	80.2
92 Olsen Walter R Rexford	80.2

93 Malloy William Albany	80.1
94 Graczyk Eugene Voorheesvil	80.0
95 Alvaro John L Albany	79.9
96 Friday Charles Ravena	79.7
97 Hallum Dorothy Delanson	79.6
98 Powell Mary C Albany	79.5
99 Patentreger S Schenectady	79.4
100 Calabro Susan B Schenectady	79.4
101 Spas James H Hannacroix	79.2
102 Kreis Glenn R Claverack	78.8
103 Kolloff Ronald Albany	78.8
104 McNally Paul F Slingerlands	78.8
105 Casey Abigail O Elora	78.8
106 Waldorff Janet Albany	78.6
107 Wheat Nancy E Preston Hiv	78.6
108 Mosey Alan T Guiderland	78.2
109 Northway James Voorheesvil	78.2
110 Griffin Donald Ravena	78.2
111 Comparetta Guy Albany	78.0
112 Miller Linda L Ballston Spa	77.6
113 Rapp Joan M Saratoga Spg	77.6
114 Pollock V J Schenectady	77.4
115 Mabula Glenn Waterford	77.3
116 Leslie C W Selkirk	77.1

117 Pinkans Mary A Albany	77.1
118 Derrick William Troy	77.0
119 Fuller Roy Delmar	77.0
120 Dietrich John O Gloversville	77.0
121 Donnelly Elene Rensselaer	76.8
122 Padula James P Scaten Is	76.7
123 Straney William Albany	76.6
124 Halle Alfred P Rensselaer	76.5
125 Krajewski T R Boston	76.4
126 Kramer Michael Watervliet	76.4
127 Jones Earl M Menands	76.0
128 Clarke Robert W Waterford	76.0
129 Jenkins Peter R Castleton	76.0
130 Belle M. sel Cario	75.9
131 King Patricia A Newtonville	75.3
132 Vanshaeck K J Hudson	75.1
133 Gurwiliig Roy C Schenectady	74.9
134 Dilorenzo M S Albany	74.8
135 Fisher William Warrensburg	74.7
136 Buechner Norman Waterford	74.4
137 Geiger Sanford Albany	74.4
138 Morehouse W H W Coxsackie	74.1
139 Dyoar Gordon F Feura Bush	74.1
140 Bolevice Daniel E Greenbush	73.6

142 McDermott James Schenectady	73.3
143 Panichi Barbara Wynantskill	73.2
144 Cook Carolyn T Schenectady	73.1
145 Lymburner R M E Greenbush	73.0
146 Koster Fred O Ballston Lk	72.8
147 Mulberry T A Rensselaer	72.8
148 Grestley Harry Albany	82.5
149 Bauer F G Rensselaer	72.0
150 Broadwater A H E Breenbush	71.4
151 Baxter John M Rensselaer	71.3
152 Balson Dennis A Loudonville	70.9
153 Nelson Alan S Troy	70.5

OPTION B

1 Higgins Richard Schenectady	87.2
2 Taylor Warren S Schenectady	86.8
3 Woodard William Albany	86.1
4 Petronis Gerald Mechanicvil	85.3
5 Fiscarelli A P Albany	83.0
6 Sarr William M Voorheesvil	82.2
7 Gustafson K A Rensselaer	77.8
8 Seaman T W Gilbertsvil	77.1
9 Stern Robert D Bayside	72.8
10 Curtin Daniel J Schenectady	72.2

EXAM 35-595
SR SANITARY CHEMIST
Test Held Nov. 23, 1974
List Est. Feb. 24, 1975

1 Leikhim Edward Albany	88.8
2 Hirschfield Jay Flushing	88.5
3 Seeger James W Sand Lake	81.8
4 Franey Mark J Syracuse	78.0
5 Virgil Mark G Schenectady	75.0
6 Passalugo R J Victor	75.0
7 Graziano Judy A Syracuse	74.6
8 Ryan Francis J Albany	71.0

EXAM 35-581
ADMINISTRATIVE AIDE
Test Held Dec. 14, 1974
List Est. Feb. 27, 1975
(Continued from last week)

286 Pugliese R F E Rochester	87.3
287 Sergott Raymond Utira	87.3
288 Lomasney Jean M Delanson	87.3
289 Majgak Ronald Utica	87.3
290 Chenette L M Rensselaer	87.2
291 Deters G B N Tonawanda	87.2
292 Christopher P D Gowanda	87.2
293 Petronis Emily Albany	87.2
294 Moletz George J Massapequa	87.2
295 O'Brien Joyce E Castleton	87.2
296 Alshelmer Carol NY Mills	87.1
297 Pellegrini M A NYC	87.1
298 Kingsbury C J Cherry Creek	87.0
299 Freeman Mary C Ballston Lk	87.0
300 Seuling Jean M Albany	86.9
301 Bomba Daniel Guiderland	86.8
302 Hartwell Denise Ballston S	86.8
303 Galante Anthony Rensselaer	86.8
304 Rounselle M W Nunda	86.8
305 Demento Barbara Green Is	86.8
306 Leary Donald L Wingdale	86.8
307 Bracy Walter W Ogdensburg	86.7
308 Gusberti D Watervliet	86.7
309 Beckert Robert Valley Falls	86.7
310 Malkiewicz M Amsterdam	86.7
311 Bendley Robert Scotia	86.7
312 Galarneau Paul Waterford	86.6
313 Farrell Shirley Amsterdam	86.6
314 Huner Gary Mechanicvil	86.6
315 Olaszowka V M N Tonawanda	86.6
316 Warner Rosemary Castleton	86.5
317 Hoke Jeannette Tomkins Cove	86.5
318 Dapolito Joanne Clyde	86.5
319 Melfi Kathryn Mattydale	86.5
320 Haskell P Stillwater	86.4
321 Winch Dennis H Schenectady	86.4
322 Elore Ronald Rome	86.3
323 Duell Michael Watertown	86.4
324 Fitzgerald E A Albany	86.4
325 Vigers Linda Watervliet	86.1
326 Castro John Rome	86.1
327 Whitcomb Karen Albany	86.1
328 Laraway Philip Albany	86.1
329 Spriggs R E Rome	86.1
330 Young Arthur Elora	86.0
331 O'Neill Sally Guiderland	86.0
332 Weizberg Harry NYC	86.0
333 Frank John Brooklyn	86.0
334 Morta Donna Green Is	86.0
335 Beach Haroldine Gallupville	85.9
336 Noon James F Utica	85.9
337 Mikolajek L E Grand Is	85.9
338 Holcomb V A Middletown	85.9
339 Donahue Dorine Albany	85.9
340 Little Lewis Warwick	85.9
341 Shogan Robert J Balhridge	85.8
342 Barniak Thomas Buffalo	85.8
343 Franklin M Burnt Hills	85.8
344 Pirri Patricia Albany	85.8
345 Stern Steven Rego Pk	85.7
346 Price Susan Troy	85.7
347 Massaro Marie Middletown	85.7
348 McCarger Mary Syracuse	85.7
349 Coleman P A Coopers	85.7
350 Potter Joseph NYC	85.7
351 Snow Viola Delanson	85.7
352 Crine Patricia Slate Hill	85.6
353 Witte Gertrude Stony Brook	85.6
354 Halpin Patricia Chadwicks	85.6
355 McKeon Robert Troy	85.6
356 Besette Sylvia Castleton	85.6
357 Baldwin Shari I Loudonville	85.5
358 Schlierer R G Albany	85.5
359 Mastroianni D A Guiderland	85.5
360 Stewart William Schenectady	85.5
361 Godfrey Perry J Coboes	85.4
362 Tedeschi Linda Schenectady	85.4
363 Dombroski Betty Bridgeport	85.4
364 Smith Charmaine Syracuse	85.4
365 Byrne A C Kings Park	85.4
366 Erwetowski C E Scotia	85.3
367 Duffy Hardie Amherst	85.3
368 Dolezal P K Albany	85.3
369 Herrick R Albany	85.3
370 Herzog Deborah Altamont	85.2
371 Kohler Barbara Albany	85.2
372 Israel Nina M Albany	85.2
373 Franche E A Ogdensburg	85.2
374 Bowes Thomas Danville	85.2
375 Cipollo K A Albany	85.2
376 Cusack Sally Elora	85.1
377 Christiano C A Albany	85.1
378 Nestor Judith Albany	85.1
379 Walker Suzanne Durhamville	85.1
380 Montrulli D Rochester	85.1
381 Tagliento D H E Greenbush	85.1
382 Besudoin Bryant Coxsackie	85.1
383 Hubicki C A Troy	85.1
384 Pellegriano V E Johnstown	85.1
385 Rysiek Adriana Brooklyns	85.1

396 Baker Raymond J Newark	85.0
397 Nelson Mary Orangeburg	85.0
398 Memel Netty Bayside	85.0
399 Plumadore Scott Albany	85.0
400 Banker Sandra Rochester	85.0
401 Race Donald Rome	85.0
402 Carr Jerilyn Ballston Spa	84.9
403 Gremmler Edward Albany	84.9
404 Borycki M A Buffalo	84.9
405 Larranjo J A Albany	84.9
406 Petrella Connie Rochester	84.8
407 Haden John M Bronx	84.8
408 Lemon Thelma P Delmar	84.8
409 Lynch William C Latham	84.8
410 Altshuler M Albany	84.8
411 Allen Patricia Amsterdam	84.8
412 Travis Jan Ballston Spa	84.8
413 Lebitz Francis Brooklyns	84.8
414 Bleadow Matthew Castleton	84.8
415 Miller Deborah Kinderhook	84.8
416 Fleming T Ft Montgomery	84.7
417 Perkins Burton Geanfld Ctr	84.7
418 Felton Joan Gowanda	84.6
419 Rapp Geraldine Troy	84.6
420 Naebele Lynn Coxsack	84.6
421 Hart Catherine Ft Johnson	84.6
422 Scheer George Dover P	84.6
423 Mitchell B F Ballston S	84.6
424 Nixon Kevin Coxsack	84.6
425 Delucia Gary Binghamton	84.6
426 Heick Joseph T Syracuse	84.6
427 Sprowel Otto Wingdale	84.6
428 Johengen R E Collins	84.6
429 Mickiss M Mechanicvil	84.5
430 Nytko Frank Stony Pt	84.5
431 Sims Kathleen Schenectady	84.5
432 Hancy William Ovid	84.5
433 Horowitz Lisa Brooklyns	84.5
434 Hodgett Carol Syracuse	84.5
435 Bisceglia V M Wynantskill	84.5
436 Barksdale Betty Jamaica	84.4
437 Fratangelo L D Lyons	84.4
438 Blydenburgh J L Wingdale	84.4
439 Krage Henry Watervliet	84.4
440 Stubbs Grace NYC	84.4
441 Delorenzo R T Slingerlands	84.3
442 Nasner Susan M Selkirk	84.3

(Continued on Page 12)

LEGAL NOTICE

L. B. MC DONALD ASSOCIATES.—Substance of Certificate of Limited Partnership of L. B. Mc Donald Associates, duly signed and acknowledged by Landon B. Mc Donald for himself as general partner and as attorney-in-fact for each of the limited partners, pursuant to several powers of attorney all dated as of January 17, 1975, filed at the principal place of business of partnership, as filed in New York County Clerk's Office January 23, 1975. Name and location: L. B. MC DONALD ASSOCIATES, 80 Maiden Lane, New York, New York. Business: is to invest and trade for short or long term gain, on margin or otherwise, in capital stock, subscriptions, warrants, bonds, notes, debentures, and other securities of any corporation or entity whatsoever and in rights and options relating thereto. Name and residence of General Partner: Landon B. McDonald, 99 Park Place, Irvington, New Jersey. Name, residence of each Limited Partner, his contribution in cash and/or agreed value of marketable securities: Tom Breslauer, 720 Avenue B, Stroudsburg, Pennsylvania \$2,000.00., Frederic Braunschweiger, 10 Saldo Circle, New Rochelle, New York, \$2,000.00., Arthur F. Mierisch, 17 Woods End Road, West Orange, New Jersey \$2,000.00., Bernard Braunschweiger and Hortense I. Braunschweiger as Joint Tenants with right of survivorship but not as Tenants in Common, 221 West 82nd Street, New York, New York \$5,000.00., Morris Ginsberg, 1130 Park Avenue, New York, New York \$2,500.00., Susan Ginsberg, 1130 Park Avenue, New York, New York \$2,500.00., Daniel Roy Ginsberg, 1130 Park Avenue, New York, New York \$2,500.00., Irving H. Isaac, 9 Interlaken Drive, Eastchester, New York \$5,000.00., Bess Levin, 117 Mount Misery Road, RD #2, Huntington, New York \$2,000.00., Andrew Nicoletta, 204 Highland Road, Mahwah, New Jersey \$1,000.00., Martin J. Mayblum, 67-71 Yellowstone Boulevard, Forest Hills, New York \$2,000.00., Landon B. Mc Donald, 99 Park Place, Irvington, New Jersey \$125.00. Partnership term is for 15 years from January 17, 1975, unless sooner terminated by withdrawal, death, insanity or disability of general partner. Partnership does not terminate by a like occurrence of any limited partner. No additional contributions by limited partner required, but permissible in discretion of general partner. Limited partner's contribution returnable upon his withdrawal from partnership, upon his death or insanity or upon prior termination of partnership. A limited partner may draw any amount from his capital account at the end of January in any fiscal year and at any time with permission of general partner. Each limited partner shall receive as compensation by way of income by reason of his contribution, for each fiscal period of partnership, that share of partnership's net profits attributable to such fiscal period which his Capital Account on first day of such fiscal period (being his contribution decreased by his withdrawals and his share of realized and unrealized net losses and increased by his share of realized and unrealized net profits) bears to the sum of Capital Accounts on such day of all of the partners. Substituted limited partners prohibited. New limited partners admissible in discretion of general partner. No priority among limited partners as to contributions or compensation by way of income. No right to limited partners to demand or receive property other than cash for return of their contributions. General partner may in his discretion distribute cash or securities or both.

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Latest State And County Eligible Lists

(Continued from Page 11)

443 Rauch Carolyn Delmar.....84.2	502 Woods Kathryn Brentwood.....83.2	562 Driessen Denise Albany.....82.4	656 Daniels M Albany.....81.0
444 Canabush M M Schenectady.....84.2	503 Stannard E F Troy.....83.2	563 Umstetter Wayne Middletown.....82.4	657 Martz Gwendolyn Syracuse.....81.0
445 Becker Dorothea Albany.....84.2	504 Cook Sandra Nyack.....83.2	564 Marinelli A J Staten Is.....82.4	658 Cronin Michael Albany.....81.0
446 Kinch Marian Endicott.....84.2	505 Barros Oscar Jamaica.....83.2	565 Hobart Dorothy Syracuse.....82.4	659 Killian Judith Cohoes.....80.9
447 Linscott M Canskill.....84.2	506 Gorman John Rensselaer.....83.2	566 Gould Bruce Latham.....82.4	660 Johnson Doris F Mechanicvil.....80.9
448 Solomon Diane L Lyons.....84.2	507 Macchio Joseph Liverpool.....83.2	567 Kulzer Linda Mechanicvil.....82.3	661 Marsh Agnes V Albany.....80.9
449 Davis Gregory Troy.....84.1	508 Berger Steven R Brooklyn.....83.2	568 Shafer Mary Delmar.....82.3	662 Griessel Lynne Albany.....80.9
450 Hrynezuk E M Cohoes.....84.1	509 Filkins Sandra Delanson.....83.2	569 McCarthy Thomas Rochester.....82.3	663 Crawford Edward Newark.....80.9
451 Vesneske Alan Schenectady.....84.1	510 Cephus Janet Albany.....83.1	570 Kilijanski John Binghamton.....82.3	664 Benjamin Joel W Albany.....80.9
452 Orsino Anita New Baltimore.....84.1	511 Miller Virginia Lindenhurst.....83.1	571 Toole Anne Albany.....82.5	665 Passacantando M Rome.....80.9
453 Higgins H W Perry.....84.1	512 Foster Sandra Guldrlandctr.....83.1	572 Epperson D M Schenectady.....82.3	666 Konn Stephen J Watervliet.....80.9
454 Kurst Carol Rensselaer.....84.1	513 Lauri Rosetta Rome.....83.1	573 Corsetti A S Greenwich.....82.5	667 Schenk Robert W Westerlo.....80.9
455 Southwick D M Albany.....84.0	514 Sutts Marilyn Vernon.....83.1	574 Parry Penelope Rensselaer.....82.2	668 Major Dale D Rome.....80.9
456 Harvey M Surprise.....84.0	515 Ublacker Carol Kinderhook.....83.1	575 Koeppe Ruth M Latham.....82.2	669 Brown Ruth F Westmere.....80.9
457 Smith Edward Fishkill.....84.0	516 Scheer Ronald W Wassaic.....83.1	576 Perrotte K D Rosedale.....82.2	670 Torsell Jeffrey Buffalo.....80.8
458 Serritella L M Schenectady.....84.0	517 Marotta Richard Waterford.....83.1	577 Jepson Virginia Mechanicvil.....82.2	671 Yerdon Wayne T Whitesboro.....80.8
459 Metz M Altamont.....83.9	518 Douville John B Hudson.....83.1	578 Miele Joseph P Schenectady.....82.2	672 Schwartz M R Amsterdam.....80.8
460 Burwell E Bronx.....83.9	519 Dixon Eileen Vernon.....83.1	579 Edwards John J Westmoreland.....82.2	673 Ormsbee Floyd E Heuvelton.....80.8
461 Gilbert Freeman Dansville.....83.9	520 Bialas Virginia Middletown.....83.1	580 Semenick S J Latham.....82.2	674 Dugan Anna M Albany.....80.7
462 Avellino Susan Rensselaer.....83.9	521 Suriano Kay Menands.....83.1	581 Bouldin Phyllis E Elmhurst.....82.2	675 Murphy Rae F Dansville.....80.7
463 Munson E C Centerport.....83.9	522 Wigley William Ballston S.....83.0	582 Brent Michael J Saratoga Spg.....82.2	676 Heaton C A Rensselaer.....80.7
464 Foster Edward J Green Is.....83.9	523 McGee Loretta Kenmore.....83.0	583 Vogelle Joan M Miller Place.....82.2	677 Dickert Marilyn W Coxsackie.....80.7
465 Eretano Barbara Voorheesvil.....83.8	524 Meyer Ruth Salt Point.....83.0	584 Martuscello D F Troy.....82.2	678 Bronowski K A Buffalo.....80.7
466 Bleser Linda Mechanicvil.....83.8	525 Olson George Albany.....83.0	585 Chapin Mary Q Rome.....82.2	679 Osterdahl Evert Otisville.....80.7
467 Carp David A Mechanicvil.....83.8	526 Reed Joan Troy.....83.0	586 McCloskey R S Schenectady.....82.2	680 Leonard Stephen Baskell.....80.7
468 Lodge Mary Albany.....83.8	527 Sacawa Theodore Schenectady.....83.0	587 Keleshian Gail Schenectady.....82.2	681 Mack Lorraine E Troy.....80.7
469 Spencer C P Old Chatham.....83.8	528 Lange Susan Clarksville.....83.0	588 Sparks Joanne Albany.....82.1	682 Bramhall C J N Utica.....80.6
470 Gunther Deborah Kings Pk.....83.8	529 Masclandaro O NYC.....83.0	589 Robison Arlene Schenectady.....82.1	683 Dana Darlene D Pawling.....80.6
471 Petersen Karin Albany.....83.8	530 Stevens Laverne Frankfort.....83.0	590 McCann Judith M Seaford.....82.1	684 Stevens George Binghamton.....80.6
472 Lewis Joyce Copiague.....83.7	531 Montgomery Judi Albany.....82.9	591 Raffa Adriano Brooklyn.....82.1	685 Vecchi Joan E Crl Islip.....80.6
473 Doughtery M A Clinton.....83.7	532 Hill Geraldine Troy.....82.9	592 Majcak Sandra F Uric a.....82.1	686 Marcus Herman D Bayside.....80.6
474 Hock Patricia Bay Shore.....83.7	533 Weissler Ira Glen Oaks.....82.9	593 Sullivan M Albany.....82.1	687 Scavone Joseph Deer Park.....80.6
475 Smith Walter Manlius.....83.6	534 Slater Barbara Glens Falls.....82.9	594 Fuzia Lois M Islip.....82.1	688 Krause Robert B N Syracuse.....80.6
476 Parker William Cohoes.....83.6	535 Bray Rebecca Newark.....82.9	595 Ward Therese L Albany.....82.0	689 Erkman Thomas M Staten Is.....80.6
477 Allison David P Albany.....83.5	536 Tucker Kathyann Albany.....82.9	596 Hildreth P P Wingdale.....82.0	690 Alongi Peter Mastic.....80.6
478 Slavekikis L R Amsterdam.....83.5	537 Behm Patricia Albany.....82.8	597 Vanwey Donald Albany.....82.0	691 Meaders Thomas Staten Is.....80.5
479 Ewald Kevin F Stony Point.....83.5	538 Perrigo Susan Liverpool.....82.8	598 Rubino Maryann Teaneck.....82.0	692 Rider Sandra L Troy.....80.5
480 Schoppmeyer I Albany.....83.5	539 Ryan Dorothy A Troy.....82.8	599 Purcell K A Troy.....82.0	693 Karchesky Susan Amsterdam.....80.5
481 Swanson Sylvia W Seneca.....83.5	540 Brown Kathryn Tomkins C.....82.8	600 Diamond Seymour NYC.....81.9	694 Gupitll K A Liverpool.....80.5
482 Decaprio Helena Schenectady.....83.5	541 Jordan Gloria Lyons.....82.8	601 Swedick Maureen Albany.....81.9	695 Jehle Walter F Brooklyn.....80.5
483 Downey Michael Amsterdam.....83.5	542 Catroppa V L Albany.....82.8	602 Gajewski E J Buffalo.....81.9	696 Lennon Mary M Pawling.....80.5
484 Young Linda Suffern.....83.4	543 Connors Donna Mechanicvil.....82.8	603 Rose Barry E Niagara Fls.....81.9	697 Faulkner Sharon Latham.....80.5
485 Klee Marion Watervliet.....83.4	544 Coords Patricia Pomona.....82.8	604 Murphy John J Livonia.....81.9	698 Howard Carol A South Dayton.....80.5
486 Smith Joan Schenectady.....83.4	545 Albano Diane Ravenna.....82.7	605 Martini Donald Congers.....81.9	699 Rosenthal I Rego Park.....80.5
487 Neale Michele Albany.....83.4	546 Bell Joanne Palmyra.....82.7	606 Kochan Joyce V Buffalo.....81.9	700 Brown Nancy C Watervliet.....80.5
488 Rixun Vincent W Kenmore.....83.4	547 Rosenblum Abe Albany.....82.7	607 Calano Helen B Brooklyn.....81.9	701 Garland Daniel Rockdale.....80.5
489 Brazier J Lindenhurst.....83.4	548 Case Mary Dayton.....82.7	608 Finkel Zaida Staten Is.....81.9	702 O'Brien Lois A Flushing.....80.5
490 Cooper Diane Stuyvesant.....83.4	549 Stumpf E Rome.....82.6	609 Clark Thomas J Syracuse.....81.9	703 O'Hanlon Marion Schenectady.....80.5
491 Clements B H Albany.....83.3	550 Farinacci V Guilderland.....82.6	610 Grushkin David Nyack.....81.8	704 Culhane Joseph Rochester.....80.5
492 Barkley Linda S Lisbon.....83.3	551 Salmon C M Galway.....82.6	611 McGarry June A Watervliet.....81.8	705 Locken Veronica Albany.....80.5
493 Coons Sandra Schenectady.....83.3	552 Lanning Judyth Geneva.....82.6	612 Cohen Ronda Syracuse.....81.8	706 Cummings M E Loudonville.....80.5
494 Parkhurst Ruth Rome.....83.3	553 Miller Dorothy Mamaroneck.....82.5	613 Krug Joan M Albany.....81.8	707 Jastzbski A Utica.....80.4
495 Wilcox Scott Nunda.....83.3	554 Garra Ronald Buffalo.....82.5	614 Wingle Ronald C Rensselaer.....81.8	708 Allen Stewart C Troy.....80.4
496 O'Rourke M E Rome.....83.3	555 Maurer Frank Staten Is.....82.5	615 Franz Mary F Henrietta.....81.8	709 Harrington K C Wyandanch.....80.4
497 Schultz Robert W Cornwall.....83.3	556 Pritchard Kathy Albany.....82.5	616 Pensinger R A Elmira.....81.8	710 Bosley Beverly Wingdale.....80.3
498 Newell Mark Clyde.....83.3	557 Shaw Elizabeth Marcy.....82.5	617 Henderson Alice Gowanda.....81.8	711 Fox Paula M Albany.....80.3
499 Tyrell Deborah Kings Pk.....83.3	558 Elliott Robert Schenectady.....82.5	618 Casler Marjorie Rome.....81.7	712 Huch Louis F Stow.....80.3
500 McKenzie P L Bronx.....83.3	559 Vanarnum Ronald Stillwater.....82.5	619 Baluvram H Brooklyn.....81.7	713 Fox Alice Albany.....80.3
501 Shoemaker Nancy Binghamton.....83.3	560 Seaman M L Mt Morris.....82.5	620 Somich Helen M Watervliet.....81.7	714 Alvey John W Troy.....80.3
	561 Veaser Elise Schenectady.....82.5	621 Fabian Sharon M Schenectady.....81.6	
		622 Westfall Janet Delanson.....81.6	
		623 Baranowski B L Rome.....81.6	
		624 Powell Ronald R Dansville.....81.6	
		625 Deschambeau J F Kirkville.....81.6	
		626 Tomchik Mary E East Nassau.....81.6	
		627 Ring Barbara D Troy.....81.6	
		628 Dranchak M Binghamton.....81.5	
		629 Jacobs William Hillcrest.....81.5	
		630 Guerin Patrick Bissell.....81.4	
		631 Wakefield Anna Binghamton.....81.4	
		632 Edwards Grace S Palenville.....81.4	
		633 Stoj Barbara A Eden.....81.4	
		634 Meagher William Islip.....81.4	
		635 Branch Gladyce Syracuse.....81.4	
		636 Bush Kristine R Verona.....81.3	
		637 Pannick Karen J Marcy.....81.3	
		638 Schoonmaker E A Coeymans Hlw.....81.3	
		639 Wideman Esther Rensselaer.....81.3	
		640 Ireland Eileen Brooklyn.....81.3	
		641 Driscoll Ronald Ogdensburg.....81.3	
		642 Utter Donna L Schenectady.....81.3	
		643 Swartzmeyer R S Amherst.....81.2	
		644 Fuller Benn L Poughkeepsie.....81.2	
		645 Danner Preston Dayton.....81.2	
		646 Forte Nicholas Mechanicvil.....81.2	
		647 Pulcher Ann M Troy.....81.2	
		648 Bell John P Ogdensburg.....81.2	
		649 Marblo Patricia Valatie.....81.2	
		650 Fraggata Joseph Rome.....81.2	
		651 Lee Dorothy L Schenectady.....81.2	
		652 Pils Anne Y Auburn.....81.2	
		653 Spicer Terry E Ogdensburg.....81.1	
		654 Endter Gladys A Lake Placid.....81.1	
		655 Forster Donald Coram.....81.1	

(To Be Continued)

EXAM 35-604

SR STENO LAW

Test Held Nov. 23, 1974

List Est. Feb. 28, 1975

1 Pyryembricka B Saratoga Spg.....96.5
2 Nissen Terry L Albany.....95.1
3 Oliva Barbara J Mastic.....94.3
4 Mazurek Carol I Albany.....94.2
5 Higgins M E Glens Fls.....94.2
6 Beaver B M Mechanicvil.....92.8
7 Barber Theresa Silver Creek.....91.8
8 Bodine Joyce M Col X Rds.....91.2
9 Bloom Josephine Troy.....91.2
10 Hanners Sharon Albany.....91.0
11 Hogg Virginia A Binghamton.....90.6
12 Vuono Alice D Smithtown.....90.5
13 Sparrow Irene L Albany.....89.8
14 Dipietro Maria Warrensburg.....89.6
15 Mullin Sheila F Schenectady.....89.2
16 Williams Doris Schenectady.....89.1
17 Salway Patricia Troy.....89.1
18 Jacobson Marcia Waterville.....88.4
19 Coleman Dorothy Greenville.....88.1
20 Johnson Lois A Scotia.....88.1
21 Belak Karen C Schenectady.....87.2
22 Poniatowski G C Latham.....87.0
23 Schwartz M R Amsterdam.....87.0
24 Ozajka Linda A Solway.....86.5
25 Vanhorne F Ft Edward.....86.4
26 Duprey Cheryl M E Greenbush.....86.2
27 Wawrzaszek S L Utica.....86.1
28 Dwyer Joanne Albany.....86.0

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(Continued on Page 15)

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Lawmaker Wants Ethnic Listing End

ALBANY — Assemblyman Alfred A. DelliBovi last week introduced legislation designed to eliminate ethnic coding of civil service personnel and job applicants.

Mr. DelliBovi, a Republican-Conservative from Richmond Hill, said: "America has traditionally been a melting pot in which people are judged on their ability and not their background. I am introducing this measure because I am disgusted by the practice of civil service officials who use questionnaires and secret coding systems relating directly to race, creed and other characteristics."

He said many of his constituents who work in civil service positions have complained to him they have been forced to fill out lengthy forms containing questions about race, religion and ethnic factors which have no relationship to their ability to do their jobs.

The Assemblyman said his bill would repeal a section of the State Executive Law which gives agencies the legal right to ask such questions.

Mr. DelliBovi introduced a similar measure last year which passed the assembly but died in committee in the senate. This year's bill Senate sponsor is Senator Edwyn E. Mason (R-Hobart).

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The Sands Company, 405 Park Avenue, NYC. Substance of Cert. of Ltd. Partnership filed N.Y. Co. Clk's Office July 16, 1975, and Amended Cert. of Ltd. Partnership filed Feb. 6, 1975. Business: producing and arranging the distribution of feature length motion pictures, etc. General Partner: Ernest Sands, 25 Poplar Drive, East Hills, N.Y. Limited Partners, set forth below.

Term of partnership twenty years unless earlier terminated as provided in partnership agreement. Limited Partners have not agreed to make any additional contributions. Limited Partners shall have the right to have the amount of their contributions returned to them out of the profits of the partnership as provided in partnership agreement. However, each Limited Partner shall remain liable to the Partnership for the full amount of his original contribution until such time as the Partnership is terminated or upon his withdrawal as Limited Partner, etc. A Limited Partner shall not have the right to substitute an assignee as contributor in his place without the written consent of the General Partner, and without offering the other Limited Partner the right to acquire his interest on terms and conditions set forth in Partnership Agreement. General Partner shall have the right to admit additional Limited Partners, provided that at no time shall the aggregate contributions of all Limited Partners exceed \$275,000. No Limited Partner shall have priority over other Limited Partners as to repayment of contributions or profits. Upon death, insanity, bankruptcy, assignment for the benefit of creditors, retirement or resignation of the individual General Partner, the Partnership business may continue only with the written consent of Limited Partners representing two-thirds of the aggregate amount of contributions. The Limited Partners shall have no rights to demand and receive property other than cash in return for their contribution. Article 4 of said Cert. of Ltd. Partnership is hereby amended to read as follows: Ernest Sands of 25 Poplar Dr., East Hills, N.Y. is the General Partner. Limited Partners, their address, Cash Contribution and Percentage of Share of Net Profits are Raymond Brunjes, 128 B'way, B'klyn, N.Y., Ben Messenger, 200 E. 57th St., NYC., Nicholas Ryan, Ironwood Road, Muttontown, N.Y., each \$10,000, each 3.6%, Harvey Friedman, 420 E. 55th St., NYC., Seymour Terry, 463 7th Ave., NYC., William Griffio, 20 Markwood Lane, East Northport, N.Y., and David G. Birnbaum, 1452 53d St., B'klyn, N.Y., each \$25,000, each 9.0%, Milton Jacobs, 2751 South Ocean Dr., Hollywood, Fla., Vincent Griffio, 6 Midfarm Rd., Rockville Centre, N.Y., Robert L. Horohoe, 188 Coachman Dr. North, Freehold, N.J., Aaron W. Weingarten, 215 Chestnut Dr., East Hills, L.I., N.Y., and Michael Klein, 4 Rockaway Ave., Garden City, N.Y., each \$15,000, each 5.4%, Phil Kreger, 40 Remsen Rd., Great Neck, N.Y., \$20,000, 7.2%, and William Tabachnik, 13 Sugar Maple Dr., Roslyn, N.Y., \$50,000, 18.0%.

Open Competitive State Job Calendar

Applications Accepted To March 24 Oral Tests To Be Held During April

- 27-493 Assistant To The Director Of Correctional Health Services 25,161
- 27-449 Coordinator Of Foster Grandparent Program 15,684

Applications Accepted To May 5 Oral Exams During June

- Employee Health Service Physician II \$37,480 27-492

Discussion To Be Held On Retirees' Problems

BROOKLYN—A meeting of the Brooklyn Chapter 500, National Association of Retired Federal Employees, will be held at 1 p.m. Saturday, March 22, to discuss problems facing retirees involving pensions and Social Security.

The meeting will be held at the Kings County War Memorial at Fulton and Orange Streets in the Borough Hall section of Brooklyn.

A spokesman for the organization, Samuel Komansky, commented: "President Ford's plans seem geared toward making the people on Social Security and pensions the first ones on line to 'bite the bullet.'"

"We have yet to see our president and others with ample or more than ample incomes come forward to take the first bite. President Ford plans to place a

5 percent ceiling freeze on federal annuities and Social Security increases for the next 18 months. Of course, no freeze or ceiling is planned on the sky-high increase of all that goes to make living possible.

"Our chapter has been active in the struggle to protect the rights of all retirees. We invite everyone interested to come to our next meeting and help safeguard the welfare of all who stand to suffer from attacks on retirees."

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<input type="checkbox"/> Canary Islands \$219	<input type="checkbox"/> Martinique \$479	<input type="checkbox"/> Columbia \$419
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<input type="checkbox"/> Disneyworld \$179	<input type="checkbox"/> Curacao \$343	<input type="checkbox"/> Acapulco \$349
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Manhattan Psychiatric Center's Floyd Payne, left, exchanges views with Bronx Psychiatric chapter's president William Anderson and Adam Alston.



Metropolitan Division of Employment chapter's delegation included Connie Minardi, left, and Roslyn Kantrowitz.



Creedmoor's Henry Sarno was active participant in discussion on CETA.

NYC Region Takes Strong Stand On Increments, C-O-L Escalator

(Continued from Page 3)
Jerry Fischetti, a Workmen's Compensation Board employee with offices at the towers and chairman of the Region's safety committee, described fire safety conditions at the WTC as "abominable."

"They've made all the mistakes they could have possibly made," Mr. Fischetti claimed, "and we've all seen the results."

Mr. Bendet, Mr. Fischetti, Housing Authority chapter president Thomas DiNatale and other officials have been arguing for better fire protection at the WTC for several years. At the meeting, Mr. Fischetti pointed out that about 2,500 persons, many of them handicapped, visit the Workmen's Compensation Board offices alone. Both they and the employees would be in jeopardy should another fire occur. In the CSEA fight for better fire protection at the WTC, such things as a fire-alert sound sys-

tem, a fire-alert fluctuating light system, improvements in evacuation procedures in passenger and freight elevators and a full sprinkler system have been asked. The state, which leases 60 stories in the WTC, recently picked up on the CSEA-suggested sprinkler system. However, the rest of the buildings do not have such systems.

Edward Diamond, CSEA's educational director, told the Region 2 members that the union and his department "are moving ahead to get you the kind of dollars you need" to sponsor educational programs within the Region.

"We stand ready to provide the workshops you request," Dr. Diamond continued. "We have some important courses for you and we can put together a very fine program for you."

The educational director pointed out that each of the six CSEA Regions is allotted about \$5,000 for such programs. The programs, he added, might touch on such diverse subjects as grievance procedures, safety practices, high school equivalency programs and a variety of others.

A motion proposed by William Cunningham, Region third vice-

president, endorsing the aims of the Stein Commission currently investigating alleged abuses at private nursing homes and urging Governor Carey to continue its funding, was approved by the members.

Mr. Bendet urged as many of his members as possible to run for statewide office for CSEA in the coming elections.

"How else are we going to have input?" he asked. "How else are we going to get our problems known and solved?"



Thomas DiNatale, Housing and Community Renewal chapter president, gives opinion.



Statewide membership chairman Samuel Emmett explains growth of organization.

Business Consultants

ALBANY—A business consultant eligible list, with 51 names, the result of open competitive exam 24-048, was established March 3 by the state Civil Service department.

① CSEA calendar ①

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

MARCH

- 19—Buffalo chapter dinner meeting: 6 p.m., Plaza Suite Restaurant, 1 M&T Plaza, Buffalo.
- 21—SUNY at Albany chapter executive committee meeting: 5:30 p.m., Son's Restaurant, Western Avenue, Albany.
- 21—Metropolitan Armory Employees chapter general meeting: 2 p.m., Seventh Regiment Armory, Park Avenue and 68th St., Manhattan.
- 24—Binghamton Area Retirees chapter meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.
- 24—Albany Region 4 meeting: 5:30 p.m., Valle's Steak House, 1259 Central Ave., Albany.
- 26—Employees Retirement System chapter meeting: 6 p.m., Daddy-O's Party Place, Washington Avenue, Albany.

APRIL

- 4—Westchester County chapter "Meet The Legislators Night": 7:30 p.m., 196 Maple Ave., White Plains.
- 4-5—Western Region 6 meeting: Holiday Inn, Dunkirk.
- 7—West Seneca Developmental Center chapter; general meeting.
- 8—Orange County unit board of directors meeting: 7 p.m., Casa Fiesta, Middletown.
- 14—Albany Region 4 Adirondack committee: "Meet The Candidates" Night.

Monroe Pact Has 17% Hike

(Continued from Page 1)
time for all brackets through Grade 11; straight time or compensatory time for brackets Grade 12-15; and compensatory time only for overtime for Grades 16 and above.

- Starting in July 1976, time-and-a-half for overtime for all hours worked beyond 40 hours a week by employees of the county sheriff's department.

- Two additional Blue Cross-Blue Shield riders, including a \$2 co-pay prescription drug rider and another rider providing fully paid service in hospital emergency and out-patient departments.

- Tenure for all non-competitive and labor class employees who have worked at least one year, starting this June.

- Reclassification to the next higher grade for registered nurses and physical therapists.

- A minimum of four hours pay for four hours of work or less by sheriff's department employees called to work on emergencies.

- Unemployment insurance for all employees for the life of the two-year contract (if the federal government fails to extend the insurance, the county will extend it for the second year.

- An increase in mileage payments to workers who use their own cars on county business from 11 to 15 cents per mile, with a reopener clause effective next December if gasoline prices increase by that time.

- An increase in shift differential pay from 10 to 20 cents per hour for employees who spend more than half their working time between 6 p.m. and 6 a.m.

- An increase in the number of days that can be accrued in an employee's sick leave bank from 165 to 180 days.

- A guaranteed half-pay for sick leave for six months during any long term illness after all other leave credits are used.

- Preference based on seniority for vacation time and layoffs.

- Conversion of unused personal leave time at the end of a year to the sick leave bank.

- An out-of-title work provision giving workers pay at the higher bracket if they work more than one pay period at the job paying higher than their present job.

- An agreement to give CSEA 30 days advance notice before any employee is notified of job termination.

In addition to Mr. Koenig, ne-

gotiators for the union were Vincent Carbone, Florence Trippi, Harold Fanning, Joseph Catone, James Mangano, Jean McAvoy, Howard Rooksby and Cora Turner, all of the Monroe chapter, plus Pomodoro, CSEA regional field representative, and Nels Carlson, CSEA collective bargaining specialist.

Mr. Koenig said that an unfair labor practice complaint was still pending against Lucien Morin, the county manager, and Bernard Winterman, manager of labor relations, charging them with an attempt to sabotage negotiations with a letter sent to employees during the bargaining sessions.

Putnam Unit

(Continued from Page 3)
out a little more."

Other provisions in the contract include: double-time plus regular pay for those who work on Christmas, Thanksgiving or New Year's Day; Dec. 26 as a paid day off; a minimum of four hours' pay for those called in to work after their normal work day, and improved safety standards.

The contract was accepted by a better than 12-to-1 margin by the 300-member unit.

Negotiations began eight-months ago. Mediation and four fact-finding sessions were required to get the memorandum of agreement signed by the union team and by Mr. Housekeeper and Mr. Bergen Feb. 26.

Property Tax Break

New York State has no personal property tax on a manufacturer's machinery, equipment or inventories, according to the State Commerce Department.

Reverse Cortland Dismissal

(Continued from Page 3)
that Mr. Personius should be rehired and restitution made for wages lost during the proceedings.

Mr. Personius, thinking back on his ordeal, noted that his status as a past president of the CSEA school unit was brought out in the charges by Mr. Kaufman.

Mr. McAndrew saw the recent

State Supreme Court decision as "quite a victory" because "the heads don't like the union."

Mr. Personius, Ms. Daignault explained, had gone through his savings and been denied unemployment benefits because he was dismissed from his job.

"All I can say is thanks to all the CSEA people who helped me with food and finances while I waited out the proceedings," Mr. Personius said.

Latest State And County Eligible Lists

(Continued from Page 12)

172 Albanese M A Amsterdam	74.1
173 Pazinko Dorothy Troy	74.1
174 Fitzpatrick C E Tupper Lk	74.1
174 Baro Jean A Watervliet	74.0
175 Baro Jean A Watervliet	74.0
176 Rosen Helen J Bronx	74.0
177 Murray Frances Albany	73.9
178 Boroski Sandra Amsterdam	73.8
179 Tarkowski S G Utica	73.4

180 Stalinski A D Schenectady	73.4	191 Strish Lynn Holbrook	73.1
181 Earley Patricia Albany	73.4	192 Velte Karen L Webster	73.0
182 Paul Lynda L W Seneca	73.3	193 Paone Maryann Schenectady	73.0
183 Taylor Donna M Elmira	73.3	194 Scholl Beverly NY Mills	72.9
184 Remillard Terry Cohoes	73.3	195 Ackley Mary L Albany	72.8
185 Yeager Theresa Buffalo	73.2	196 Breen Carla J Troy	72.6
186 Dougherty S G Syracuse	73.1	197 Law Mary T Watervliet	72.6
187 Vlasmas Mary Freeport	73.1	198 O'Connor Deborah Cohoes	72.4
188 Pettograsso C A Latham	73.1	199 Viall Carol J Schaghticoke	72.4
189 Hoenig Caroline Delmar	73.1	200 Mulford Cynthia Rensselaer	72.4
190 Duncan Judith Dover Plaz	73.1	201 Pelrah Carol J Elmira	72.3

202 Santamaria D Buffalo	72.3	217 Cramer Shere L Elora	71.2
203 Rodriguez W Jamaica	72.1	218 Handzel Karen A Schoharie	71.2
204 Schultz Therese Delmar	72.1	219 Duquette Kathy Plattsburgh	71.1
205 Moister Wanda Middleburgh	72.0	220 Greiner Marcia Buffalo	71.0
206 McGrail Frances Yonkers	72.0	221 Lieber Dianne Taberg	70.8
207 Machajewski S Alden	72.0	222 Weich Nadine M Ballston S	70.4
208 Fogg Michele J Schenectady	71.9	223 DeJulio M A Rensselaer	70.3
209 Moore Judith C Binghamton	71.9	224 Lazaro M Utica	70.2
210 Vanderbogart B Schenectady	71.8	225 Grady Karen Latham	70.2
211 Heeran Janice Albany	71.6	226 Karmayn J S Averill Pk	70.2
212 Martin E S Elmira	71.4	227 Briggs Janet Frankfort	70.1
213 Pfeil Renee Green Island	71.3	228 Jones Kathleen Frankfort	70.1
214 Galvin Barbara N Syracuse	71.2	229 Mazzarella L M Binghamton	70.1
215 Delia Maryann Staten Is	71.2	230 Myers Johanna C N Collins	70.0
216 Grovenger Donna Delmar	71.2		

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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 advance information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 852-5000.

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

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York, 10048, (phone: 488-4248); State Office Campus, Albany, 12226; Suite 750, 1 W. Genesee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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

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

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

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

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-6000; and for federal, 526-6192.

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CIVIL SERVICE LEADER, Tuesday, March 18, 1975

32 Region Officers In Re-election Bids; Opponents Are Named

ALBANY—Nominations for offices in the six regions of the Civil Service Employees Assn. have been announced by the regional nominating committees.

The delay in releasing the names, according to CSEA executive director Joseph Lochner, is that each of the names had to be verified as dues-paying members as of June 1 of last year.

Additional names can still appear on the ballots if independent candidates submit petitions before April 15.

Nominees are listed below by regions. Asterisks indicate the incumbents.

LONG ISLAND REGION 1

President: Irving Flaumenbaum* and Al Varrachi.

First Vice-President: Edward Perrott*, Ralph Natale and James Corbin.

Second Vice-President: Nicholas Abbatiello* and Dorothy Rabin.

Third Vice-President: Robert Conlon and Louis Mannellino.

Fourth Vice-President: David Silberman* and Ruth Braverman.

Secretary: Dorothy Goetz* and Millie Vassallo.

Treasurer: Sam Piscitelli* and Libbie Lorio.

NEW YORK CITY REGION 2

President: Solomon Bendet* and Ronnie A. Smith.

First Vice-President: Vincent Rubano and Dr. Canute Bernard.

Second Vice-President: James Gripper, Bob O'Brien, William DeMartino and Gennaro Fischetti.

Third Vice-President: Bill Cunningham*, Alex Christoffleas and Thomas DiNatale.

Secretary: Dorothy King* and Edna Percoco.

Treasurer: John Eversley*, Michael Sewek and Carl Lorino.

SOUTHERN REGION 3

President: James J. Lennon* and Raymond Cassidy.

First Vice-President: John Clark* and John Mauro.

Second Vice-President: C. Scott Daniels* and Richard Snyder.

Third Vice-President: H. Larry Jonke, John Priesel and Rose Marcinkowski.

Secretary: Sandra Cappillino* and Janice Schaff.

Treasurer: Patricia Comerford* and Salvatore Trabakino.

ALBANY REGION 4

President: Joseph E. McDermott* and Howard Cropsey.

First Vice-President: Jean Gray* and Jon L. Schermerhorn.

Second Vice-President: Boyd Campbell* and Pat J. Martenis.

Third Vice-President: John Vallee* and Alfred Everest.

Secretary: Nonie Kepner Johnson* and Julia Braden.

Treasurer: Harold Ryan* and Ronald Townsend.

SYRACUSE REGION 5

President: Richard E. Cleary*, Jim J. Moore and Dale Dusharm.

Executive Vice-President: Louie Sunderhaft* and Bonnie Barber.

First Vice-President: Dorothy Moses* and Devere McRorie.

Second Vice-President: Patricia Crandall* and Loren A. Youngs.

Third Vice-President: Michael Sweet*, Richard J. Grieco and

Jacob J. Banek.

Secretary: Irene Carr* and Anne Maywalt.

Treasurer: Helene Callahan* and Anna M. Darby.

WESTERN REGION 6

President: Robert Lattimer and Samuel I. Grossfield.

First Vice-President: Genevieve Clark*, Harry A. Gugino and Neil M. Gruppo.

Second Vice-President: Robert C. Smith*, Raymond A. Caruana and Salvatore Mogavero.

Third Vice-President: June W. Boyle*, George Clark and Romana L. Gallagher.

Secretary: Judith H. Burgess* and Natalie R. Yaskow.

Treasurer: Barbara M. Hauser, Glenn Metzger and Dorothy M. Hy.

The asterisks indicate only if the nominee currently holds the position being sought. In many cases, regional officers are seeking higher offices.

Corrections

In last week's issue, March 11, of The Leader, the name of Charles Peritore was left off the list of nominees for the CSEA State Executive Committee. Mr. Peritore is one of the two incumbent Mental Hygiene representatives to the Board from Western Region 6.

It should also be noted that asterisks (designating the incumbents) were omitted following the names of Nicholas Puziferri, Mental Hygiene rep from Southern Region 3, and Ethel Ross, Judicial representative.

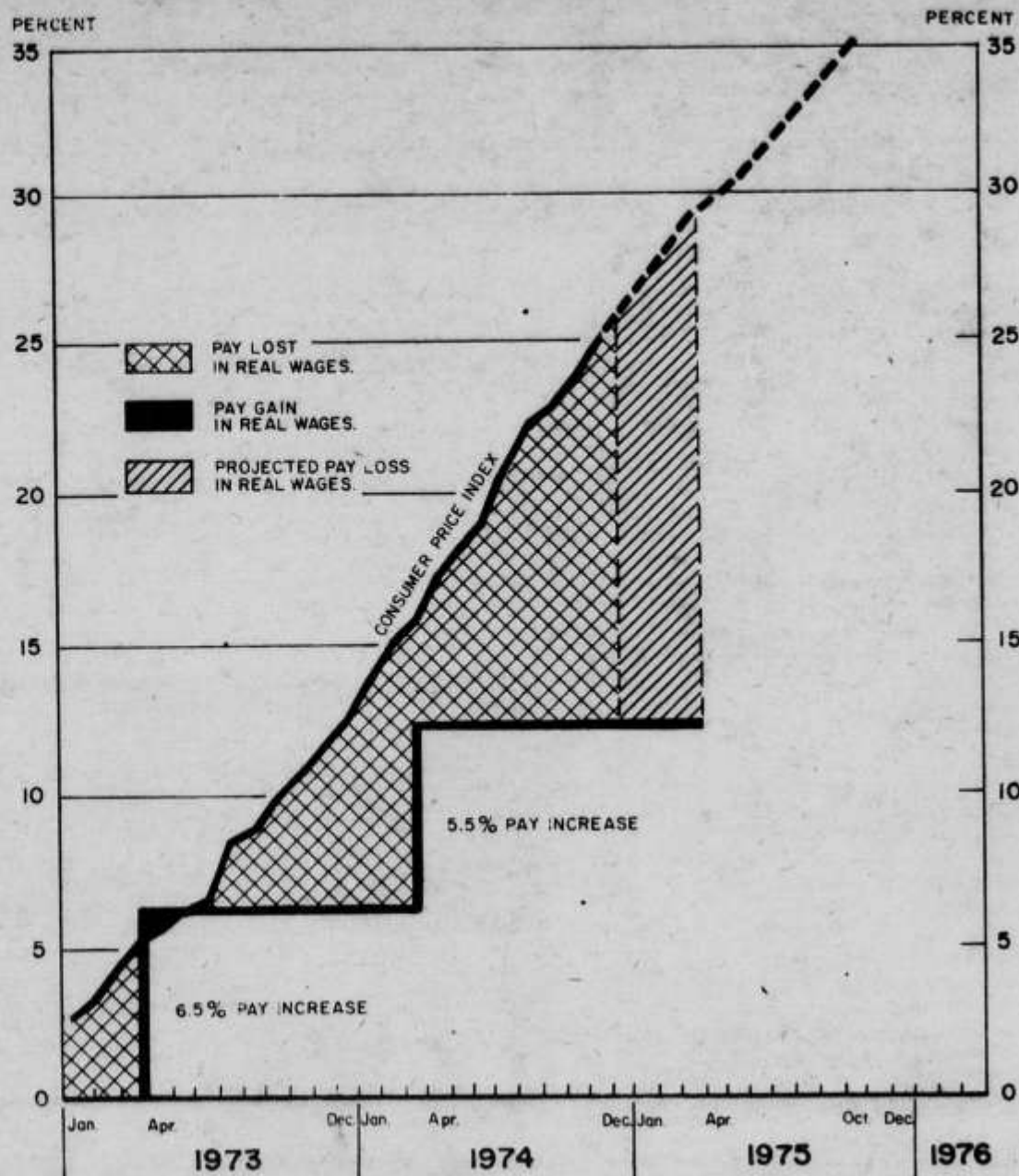
Weidman Defends Meat Inspectors

(Continued from Page 1)
structural changes.

2. The Union of Orthodox Rabbis will suffer the loss of many jobs resulting from the closing of many small Kosher establishments thereby causing the Jewish community to lose many of its Kosher products. It is highly unlikely that the federal government under its Meat and Poultry Inspection Program would undertake to inspect many of the present Kosher operations.

3. The above adverse effects regarding Kosher establishments can also be said about other small specialty meat processing establishments which cater to a particular nationality or ethnic group.

Possible increase in illegal distribution of meat and poultry products could occur in New York State. Presently the NYS program has nine compliance staff personnel operating in New York State on intrastate products. The federal program has four compliance staff personnel to cover all of New York State, New Jersey, Pennsylvania, Connecticut and Vermont for interstate products not intrastate products. Small establishments are also concerned over the possible increase in illegal and uninspected products which would



UP, UP AND AWAY — Commerce chapter of the Civil Service Employees Assn. has prepared this chart for distribution to show the real wages of state employees, and how their salary increases have been eroded away by inflation during the past two years. It will be noted that for only a brief time in April 1973 did employees get a bit ahead. Since then, it has been a losing battle to the cost of living. Emil Spiak, Commerce representative to CSEA's Board of Directors, points out that this chart is the work of his chapter, and is not an official CSEA projection.

result in unfair and unsafe competition and possible loss of legitimate businesses in the industry.

In effect, based on the program in the ten states with just the federal program, I believe the federal takeover would be a giant step backwards for the New York State consumer. The NYS Meat and Poultry Services provide consumer protection over and above that which is presently provided in states with federal inspection exclusively in the following ways:

- All slaughter plants in New York State require an inspector to be on duty continuously during the entire slaughter procedure of every animal. Federal procedures provide, in some instances, a delayed post-mortem procedure which permits the inspector to conduct an ante-mortem inspection prior to slaughter and then to return at some later time to conduct his post-mortem. In this way all control over sanitary dressing procedures by establishment employees is lost. It is also possible for establishment employees to trim away contaminated, diseased or pathological portions of the carcass without the inspector's knowledge, thus interfering with the proper disposition of the carcass.

- New York State has not recognized and does not allow certain provisions of the Curtis Amendment to the Wholesome Meat Act. This Amendment allows slaughter establishments to slaughter so-called "custom animals" without inspection in the same establishments that are slaughtering inspected commercial animals. It is quite easy for unscrupulous operators to falsify records and place all sick animals they believe would be condemned in the "custom exempt" category, thus exempting them from inspection and probable condemnation. It is amazing how many of these "custom exempt" uninspected carcasses that are not eligible to be sold find their way into the channels of trade and are eaten by unsuspecting consumers.

- The state program is, for the most part, much more in tune with the smaller slaughterhouses and meat processors with which we are primarily dealing, both as to organization and implementation. Federal policies and procedures tend to be formulated with the larger operations in mind. These make it difficult for the smaller operator to compete and will, in the long run, force many small operators to cease business or go "under-

ground." This will tend to leave many rural areas and smaller cities with an inadequate number of inspected establishments and an increased reliance on "illegal" underground or so-called "bootleg" operations. There are certainly enough of these illegal operations in existence as it is. Even now they are effectively undercutting price-wise the legitimately inspected establishments. This is truly a consumer injustice!

- I believe our state compliance staff is much larger than will be provided by federal service. At the present time our compliance staff is undermanned, but I believe would be even more so under a federal takeover, thus allowing many more uninspected illegal operations to exist.

In conclusion, if the program is abolished, approximately 300 more people would be on the unemployment rolls. This is at a time when unemployment in the state is soaring and the Governor has asked the Legislature for a substantial increase in unemployment benefits.

CSEA is doing everything possible to educate the public and has been contacting various legislators in their effort to save this vital program.