

Civil Service LEADER

America's Largest Newspaper for Public Employees

County Exec Committee

See Pages 8 & 9

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PRIZE LOCK

Eric Canal Lock E-23 recently was named state Department of Transportation "Prize Lock" for 1976. The winning Civil Service Employees Assn. staff, under the direction of George C. Howell, of Central Square, chief lock operator, standing at right, split a cash incentive award of \$398. With Mr. Howell are, from left, Maurice Daniels, of Central Square, 10 years service; John Waloven, of Oswego, 5 years, and Frank Hall of Hannibal, 3 years. Mr. Howell has 15 years service. Locks at New London and Niskayuna took second and third places, respectively, and also split cash awards.

Second Hearing In 30 Years For Jefferson County Board

WATERTOWN—A deputy sheriff member of the Jefferson County unit of the Civil Service Employees Assn. has filed a grievance against the Jefferson County Sheriff, charging he was not given seniority consideration in a duty and shift change.

Arguments in the dispute, involving Dep. Jack R. Draper and Sheriff Irving P. Angel, have been heard by a three-member grievance board comprised of Peter G. Grieco, chairman and the CSEA representative; Supervisor Edward N. Redder, representing the county, and attorney James W. Heary as a neutral party.

There has been only one other grievance board hearing in the 30-year history of the CSEA in Jefferson County.

Each grievance board member will write a separate decision with the majority ruling.

Deputy Draper, who ordinarily works 4 p.m. to midnight on road patrol, was ordered on Nov. 29 to replace vacationing Lt. Raymond C. Pacific as a guard at the jail on the 8 a.m. to 4 p.m. shift. Mr. Draper said less senior depu-

ties could have been assigned to jail duty, leaving more experienced deputies on the road. The sheriff countered that consideration to seniority was given but he felt Draper was the best qual-

ified for the jail duty.

The grievance board is the third and final step in a three-part system for county employees to air disputes with their supervisors.

Suffolk Prepares For Contract Vote

HAUPPAUGE—Arrangements were being made for a Jan. 27 ratification vote on an unprecedented 4-year contract between the Suffolk chapter of the Civil Service Employees Assn. and the County.

James Corbin, president of the Suffolk chapter, said ballots would probably be distributed with paychecks issued that day.

The settlement preserves increments for all current employees, provides two step increases in 1977, eliminates layoffs, creates a new top step with a \$1,250 increment, provides general increase for a top step of 4 percent next year, 5 percent the following year and the cost of living in the final year, plus a host of fringe benefit improvements.

Ballot boxes were tentatively scheduled to be located at the Hauppauge County Center, Denison Office Building, Oval Drive and Motor Parkway offices in Hauppauge; in Yaphank at the Public Works Department, Fire Safety Department and Infirmary; the old County Courthouse in Riverhead, and at Social Services offices in Hauppauge, Bay Shore, Wyandanch and River-

head. In addition, arrangements were made for workers in the field to send their ballots back

to one of these centers.

Nominating Leader Chosen

ALBANY—Daniel F. Donohue of Patchogue, L.I., has been named chairman of the CSEA 1977 statewide nomin-

ating committee in connection with upcoming statewide and departmental representatives elections.

Other committee officers named at a recent meeting of the entire committee were vice-chairman Samuel P. Ciraulo, Rensselaer County chapter president, and secretary Alicia Fischer of Albany, Department of Correctional Services chapter president. Mr. Donohue is an employee of Central Islip Psychiatric Center.

Mr. Donohue reported that nominating petition forms have been sent to all CSEA chapter presidents, and eligible people interested in becoming candidates for elective offices can obtain nominating forms from their local president.

Correction Officers Help Purse Owner Make Catch

The following is a personal account by Elizabeth M. Dralle, Supervisor of Vocational Education at Queensboro Correctional Facility.

I was on my way to the subway on Dec. 23, when my purse was snatched by a blond youth who ran away, carrying his loot. I was so angry that I gave chase, and had chased him for two blocks, by

(Continued on Page 3)

Action Considered On Planned Switch Of Court Workers

By JANE BERNSTEIN

MANHATTAN—The impending April 1 transfer of local court employees from county health policies to the state insurance program could spur a law suit by the Civil Service Employees Assn. in the near future.

CSEA attorneys James Featherstonhaugh and Steven Wiley are now studying ways to legally prevent the New York State Office of Court Administration from implementing this measure when all court employees move to the state payroll in April.

The prime difference between local and state insurance plans is that the county picks up the contribution on the local level, while state members must contribute payments out of each salary check. The cost for state-wide insurance, which includes Blue Cross, Blue Shield and Major Medical, for an employee and family is \$4.48 per pay period, or twice a month.

Westchester County court employees, whose contract providing for non-contributory medical insurance expires Dec. 31, and Nassau County court workers, who are also under a previous contract (although it expired Dec. 31 of last year), may be the groups on whose behalf the action will be taken.

CSEA Judicial Representative Ethel Ross reports she has been assured that any favorable resolution of impending litigation will be applicable to all local court employees across the state.

Inside The Leader

Long Island Region Names Consumer Affairs Panel

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Back Pay For Caseworkers

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Don't Repeat This!

Carter Takes Steps That Signal Concern For Urban Problems

THE United States Conference on Mayors, which completed its midwinter meeting on the eve of the

(Continued on Page 6)

SUNY Expansion Means Hundreds Of Civil Service Jobs In Suffolk

STONY BROOK—A commitment by State University Chancellor Dr. Ernest Boyer last week to complete \$42.5 million in construction of new buildings at the State University at Stony Brook could mean the creation of 500 to 600 new civil service positions by 1979 according to University sources.

Furthermore, if Stony Brook receives the additional \$175 million needed to complete the campus, more than 2,000 non-instructional positions will be established by 1981.

Dr. Boyer, at a Jan. 18 press conference at the university, said the state "considers completion of the Stony Brook campus a high priority because of the special needs and opportunities in the Long Island area."

The press conference was held

to quiet rumors that Stony Brook was being short changed within the SUNY system with the state allegedly planning to spend \$201 million to finish the campus at the State University at Buffalo but allocating no new money to complete the Stony Brook campus under a \$684 million ceiling on new construction spending imposed by the State Legislature.

"The creation of new jobs will

greatly increase civil service opportunities in Suffolk County," said Al Varacchi, president of Stony Brook Local 614 of the Civil Service Employees Assn.

Mr. Varacchi said that the union would carefully monitor the job specifications of all new positions to insure that they fall under the civil service classification system rather than the "non-teaching professional" category used by the State University for many employees. The CSEA and the State University are currently arguing the classification procedures before state courts.

Dr. Boyer and University President John S. Toll said that the \$425 million commitment would come from the university system's supplemental budget for 1977-78 and its regular capital budget for 1978-79 and from State Dormitory Authority funds. The new buildings would include a \$3.1 million central parking garage, a \$6.9 million graduate student housing complex and a \$2.8 million central service facility this year, and a \$13 million health and physical education building and more housing

Assn., I have conducted hearings in a number of cities throughout the state, in which we exposed the extent to which the spoils system has eroded the civil service Merit System.

During the past several years, in light of fiscal difficulties that confronted the state, the City of New York and other local governments, the civil service employee has been made the scapegoat for the incapacity and inefficiency of the spoils system. In New York City alone, more than 50,000 loyal, dedicated and hard-working civil service em-

(Continued on Page 10)

Feds Opening Several Jobs For Technicians

The U.S. Civil Service Commission has opened filing for several positions with limited vacancies.

Engineering technician requires at least two years' specialized experience or graduate education.

Orthotist-prosthetist has been opened in New York City at grades GS-4 (\$8,316) and GS-5 (\$9,303).

Two years of college training and/or experience are required for GS-4. GS-5 requires four years' college training or three years' technical experience or a combination of three years' training and experience.

Applications are being accepted for utility systems repairer-operator at WG-10 in New York City, grade WG-7 asphalt worker at West Point, WG-10 boat operator and air safety investigator (field) at GS-11 (\$17,056) in New York City.

The air safety job requires three years' general experience and three years' specialized experience plus a commercial pilot certificate. Boat operator requires a Coast Guard license.

For further information contact a federal job information center.

Stein Calls Merit Probe 'Boondoggle'

MANHATTAN — Assemblyman Andrew Stein (D, Manhattan) has termed as "a monstrous boondoggle, a waste of taxpayer dollars" the recent hiring of five consultants by the State Civil Service Commission to study the state's Merit System.

He suggested that more appropriately such efforts be directed toward exposing the spoils system, which he called the "demerit system."

Mr. Stein also pointed out that more than 50,000 civil service employees have been fired in New York City, yet "the spoils system goes on as if there were no fiscal crisis."

The Stein statement follows: I am deeply concerned over plans of the Civil Service Commission to enter into contracts with consultants for the purpose of examining into the civil service Merit System. An undertaking of this kind by the Commission is nothing but a monstrous boondoggle, a waste of taxpayer dollars, and a sad reflection on the Civil Service Commission,

which evidently has not the slightest idea what it is doing and consequently needs to hire consultants to tell the Commission what it is supposed to do.

The fact is that the civil service Merit System has since its earliest beginnings demonstrated its capacity to serve the public in an efficient, creative, and non-partisan manner. It requires no consultant to demonstrate that point.

If the Commission is sincerely interested and concerned with improving the quality of public services provided by civil service merit employees, then it should more appropriately enter into a consultant contract to expose the evils and shortcomings of what might appropriately be called the civil service "demerit system" . . . the spoils system of political patronage which qualifies for high-sounding positions persons who have nothing to commend them for such high public offices but a letter from an appropriate political patron.

During the past year, together with the Civil Service Employees

Flaumenbaum Appoints Group To Police Consumer Interests

NORTH AMITYVILLE—A Civil Service Employees Assn. Region I consumer affairs committee has been appointed by the union's Long Island president, Irving Flaumenbaum.

Chairman of the new group is Nicholas Abbatiello, regional second vice-president. "We represent a good part of the public in the Long Island region," Mr. Flaumenbaum asserted. "It is time that we use our combined strength to help fight this continuing rip-off of the consumers."

Also appointed to the committee were: Florence Murphy, of Kings Park Psychiatric Center; Joe Nova, of Pilgrim Psychiatric Center; Eileen Gorski, of Central Islip Psychiatric Center; Ronnie Harris, of the Nassau chapter school districts; Millie Vasallo and Carol Craig, both of the Suffolk Educational chapter; James Corbin, of Suffolk; Al Varacchi of Stony Brook University, and Allen Genovese of Hoch Psychiatric Center.

The committee was assigned to represent the CSEA consumer at utility rate hearings; to investi-

gate and expose unjustified price increases, and, if necessary, to organize boycotts to force prices down.

Suffolk Promotional Ends Filing Feb. 16 For 3 Jobs

HAUPPAUGE—The Suffolk County Civil Service Department has opened filing until Feb. 16 for eight open competitive examinations and three promotional examinations.

March 19 written tests are scheduled for fire district maintenance supervisor (open competitive exam 17-145), which pays about \$9,500, children's shelter program coordinator (o.c. 17-131), which pays \$10,858, and mental health geriatrics consultant (o.c. 17-132), which pays \$13,154.

March 26 written tests are scheduled for head custodian (o.c. 17-138, promotional exam 17-139), which pays about \$9,500, map draftsman (o.c. 17-142), which pays about \$9,840, senior map draftsman (o.c. 17-143, promo 17-144), which pays about \$11,380, and chief custodian

(o.c. 17-140, promo 17-141), which pays about \$11,500. Some salaries vary according to jurisdiction.

Appointments for intergovernmental relations coordinator (o.c. 17-146), which pays about \$19,105, will be made on the basis of an evaluation of training and experience.

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

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Fiscal Affairs

(Editor's Note: Another in a series of articles by Jack Gallagher, treasurer of the Civil Service Employees Assn., touching on financial matters and aspects of the union's model local constitution.)

ARTICLE VI CHAPTER EXECUTIVE COMMITTEE

Section 7. The Chapter Executive Committee shall have a fiduciary responsibility to the members of the chapter, shall approve a budget and shall be required to approve any expenses in excess of amounts budgeted.

CSEA Meeting With Civil Service Commission Called Breakthrough

ROCHESTER—A meeting between the Civil Service Employees Assn.'s work performances, ratings and examinations committee and State Civil Service Commission members was described as a "breakthrough" by the committee chairman, Samuel Grossfield.

Mr. Grossfield said in the past his committee had always met with the commission's department heads, but this was the first meeting with commission members.

"We never knew before if what we said at those meetings ever reached the commissioners," he said.

According to Mr. Grossfield, the commissioners told the CSEA committee members that they (the commissioners) "learned a

great deal" at the Jan. 4 meeting held in the commission office in Albany.

"All of our members felt it was a breakthrough for the CSEA because we were able to convey the workers' frustrations directly to the commissioners," he said. "Everything the CSEA representatives proposed was taken under

advisement by the commissioners."

The CSEA committee asked that everyone on a continuous recruitment examination list be appointed before an agency considers candidates from a later examination list.

Mr. Grossfield said that examinations for the same title may be given every few months. Under present practice, however, candidates lower on a list are sometimes never appointed. Candidates scoring higher on subsequent exams are placed at the top of the list and, consequently, receive priority.

"The commissioners were surprised at this practice," he said. "They seemed to consider our criticism favorably."

The CSEA committee also proposed that employees be allowed access to questions and answers on Civil Service exams they have taken. They now have access only to the questions and the state examiner's answers.

"The problem is that candidates don't remember their own answers," Mr. Grossfield said. "So they hesitate to appear for the exam review; but even when they do appear, they find it very difficult to formulate a dissenting opinion on the questions."

He said that prior to 1965 the state permitted access to candidates' answers, but the state feels the present system is speedier.

Mr. Grossfield said his committee pointed out the injustice of the intra-departmental probationary period that occurs because probationers are left without the right to appeal an unsatisfactory rating.

"There's a vast difference between a candidate not from the state service serving a probationary period and a permanent

state employee who is promoted, but faces the same arbitrary chance of dismissal from a new position and return to a former position," he said.

Mr. Grossfield called this practice a weapon in the hands of management which allows supervisors to play favorites with employees.

Mr. Grossfield's committee also asked the commissioners to change the rule permitting an agency head to overrule the determination of a performance rating board.

"A CSEA investigation," he said, "shows that all actions by agency heads have been in favor of management and in support of unsatisfactory ratings given to employees. Agency heads have not been impartial, objective and fair."

The CSEA committee requested that the commissioners reduce penalties against employees receiving unsatisfactory ratings, when the employees have prior years of excellent service and ratings.

Employees in that position now suffer a loss of increment and removal from promotional possibilities for one year," Mr. Grossfield said.

He said the commissioners didn't seem very favorably disposed toward this proposal because they thought it would "destroy the element of increment and promotional possibilities being tied to meritorious performance in the preceding year only."

Attending the meeting with Mr. Grossfield were Al Castaldi, Stony Brook SUNY; William Gagnon, St. Lawrence Psychiatric Center, Carl Garrard, Was-saic Developmental Center; George Kawas, Education Department, Albany; Marjories Reeves, Queens Children's Psychiatric Center; Lloyd Tipton, Brockport SUNY, and Robert Weinbloom, Health Department, Albany.

Pocketbook Thief Caught

(Continued from Page 1) that time, and wasn't good for much more. However, correction officer Jakes was on outside duty at the time. He saw the purse snatcher with the pocketbook, and he saw me screaming that my purse had been stolen. Officer Jakes gave chase; and I went into our building, where I told my troubles to the security department, which promptly alerted the New York City police, who responded immediately.

As soon as he had heard my account, Officer Steward Hoadis got out his own car and also gave chase looking for a man who answered my description of the thief. Jim Zaccola, supervisor of academic education, took me in his car to cruise the neighborhood looking for the man, and to the local bank to stop my checking account, since the purse contained my check book and some endorsed checks which I had hoped to deposit that day.

When we got back to the facility, we found that Mr. Hoadis

had captured the purse snatcher single-handedly, since everyone was spread out so much that each man was operating alone. He had recovered my pocketbook, the purse which had been enclosed, and most of the contents of the purse. The thief had thrown them away after taking \$10 out of the purse, when he found that he was being so hotly pursued.

The City police arrived about the time Mr. Hoadis made the arrest of the thief whom he had

found hiding under a trailer truck. The man was booked and tried and will appear before the Grand Jury in the near future.

Mr. Hoadis appeared in court with me, on Jan. 7th, and will probably have to do so again for the grand jury, and the trial; and who knows how many days that may take. Mr. Jakes will almost certainly have to testify.

All this is a good deal of trouble to these two brave, kind, alert men, and I am immeasurably grateful to them.

Weather Emergency Plan For L.I. State Parkways

BABYLON—The Long Island State Park and Recreation Commission has established a weather emergency system for Long Island's State Parkway System.

According to Long Island State Park and Recreation Commission general manager John G. Sheridan, when a weather emergency is declared (snow, flooding or other hazardous conditions), state-franchised tow trucks are permitted to pick

up stranded vehicles without having a police officer at the scene. (Normal procedure requires the presence of a police officer before tow trucks can remove disabled vehicles). "This system has been instituted as a convenience to motorists as well as a safety precaution," said Mr. Sheridan.

"To assist us in our efforts to remove disabled vehicles from median dividers and shoulders as quickly and safely as possible, we request that motorists not immediately abandon their cars. Motorists are urged, if at all possible, to get their cars safely off the roadway so they will not be a hazard to moving traffic. Do not remain in your car," emphasized Mr. Sheridan. "Stand away from the car, where you can keep it under observation but not run the risk of being hit by another vehicle and wait for assistance."

Compensatory Time Off For Lincoln's Birthday

ALBANY—State employees will be given a day off for Washington's Birthday and compensatory time off for Lincoln's, which falls on a Saturday this year.

An exception will be made for employees who normally work Saturdays. They may be eligible for holiday pay.

Washington's Birthday falls on Feb. 22 and is celebrated on the third Monday of the month by the state. Lincoln's Birthday

Fact-Finder's Opinion OK With St. Law. CSEA

CANTON—The St. Lawrence County Civil Service Employees Assn. approved a fact-finder's recommendation in the stalled negotiations with the county.

No action has been taken by the county, however, on the recommendations made by the PERB fact-finder, Dr. Peter Pirnie.

Agnes Earl, the CSEA chapter president, said, "We approved the entire package," noting it suggests a \$500 across-the-board salary increase and 100 percent dependent coverage in the county's health insurance program. The package also recommended that salary increments calculated at the 1976 rate be paid to eligible employees, retroactive to Jan. 1.

Legislator Betty Bradley, chairman of the personnel committee, said the county legislature's labor and management committee would meet with the CSEA before bringing its recommendations before the entire board for action.

Rehabilitation List

ALBANY—A rehabilitation facility specialist eligible list, resulting from open competitive exam 24-445, was established Jan. 6 by the State Civil Service Department. The list contains 17 names.

Ⓛ CSEA calendar Ⓛ

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

JANUARY

29—Kings Park Psychiatric Center chapter Nurses Affairs Workshop: 9 a.m. to 5 p.m., Kings Park Rehabilitation Center.

FEBRUARY

2—Westchester Local 860 meeting: 8 p.m., Union Hall, 196 Maple Ave., White Plains.

7—Rochester DOT chapter 506 meeting: 5:15 p.m., Red Lobster, 655 Jefferson Rd., Henrietta.

10—Statewide Board of Directors meeting: Quality Inn, Albany.

10—New York State Employees Brotherhood Committee luncheon: 1 p.m. (registration, 9 a.m.), Grand Ballroom, Roosevelt Hotel, Madison Avenue and 45th Street, Manhattan.

16—Nassau chapter 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow, L.I.

16—Buffalo chapter dinner meeting: 5:30 p.m., Statler Hilton Hotel, Buffalo.

23—Nassau County Retirees meeting: American Savings Bank, 1960 Hempstead Turnpike, East Meadow, L.I.

24—Long Island Region I executive council meeting: 7:30 p.m., Region office, 740 Broadway, Amityville, L.I.

MARCH

7—Capital Region IV meeting: 5:30 p.m., Thruway Hyatt House, Washington Ave., Albany.

10—Westchester local 860 mini-convention: continental breakfast and sign in, 8 a.m.-9 a.m., Rye Country Club, 330 Boston Post Road, Rye.

20-23—CSEA convention, Concord Hotel, Kiamesha Lake.

25—Town of Oyster Bay unit second annual dinner-dance: Old Country Manor, Hicksville.

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What's Your Opinion

By PAMELA CRAIG

QUESTION

New York City employees making more than \$25,000 a year must file financial statements about themselves and their spouses, under a city ordinance recently upheld in court. What is your opinion of the rule?

THE PLACE

Brooklyn

OPINIONS

Emily Gordon, claims examiner: "The timing of it is obviously in response to the corruption charges of people in relatively high positions making money on the side. I feel the disclosure act should refer to particular titles for people whose positions—be they at \$10,000 or \$50,000—give them the power to exercise influence on others for gifts or to augment their private practices. Otherwise, I find the arbitrary figure of \$25,000 to be nearly meaningless. On general ethics, it's not anybody's business how much you make, unless you are found to be misusing the position."



Charles Honig, claims examiner: "I don't feel that anyone, regardless of income, should be required to reveal a statement of their income, whether they earn \$25,000 or \$6,000, for the simple reason that it is an invasion of privacy. I feel that if the city required the information for some specific purpose, they should be able to obtain it from the IRS. I think it should be up to the individual to willingly give up this information if he desires. I do not feel it should be forced upon any city employee because it could lead to forced self-incrimination."



Bernie Duberman, claims examiner: "I think financial disclosure is a good thing. I think it will keep the people who give out the patronage in line. It is not a question of \$25,000 or \$30,000 or \$15,000, but the problem is that certain persons dispense patronage and are open to bribery. Financial disclosure is the only way to regulate where the money is going. Large, lucrative contracts are also under suspicion, when they are kept in the family. I feel financial disclosure is the only way to keep them in line."



Fred Phillips, senior employment security clerk: "I would question if such an ordinance is compatible within the free enterprise system. I believe the Department of Internal Revenue has complete access to the records of one's financial income, so why make it public? If an investigation should ever be thought to be in order, then I can assure you that it will be done. They are often a quite effective deterrent to corruption. Are we to make public all areas of our personal life in the future? The whole idea reeks of a political witch-hunt."



Alice Bell, claims clerk: "I think it's great, but should apply to all public employees. If you are on a public payroll, you are responsible to the people you serve. I also feel that people who have gone on retirement, with a \$25,000 a year city pension, should not be able to hold another city job. There are too many young kids with college degrees who desperately need those jobs to survive. If they haven't made it by the time they retire at \$25,000, they don't need it. Give the jobs to the people who need them most."



Lily Smith, senior employment clerk: "I think it's a good idea. I feel that all city, state and federal employees who make more than \$25,000 a year should have to file financial statements. I feel this will act as a deterrent to corruption within the system. Many people work for one agency for \$25,000 and then work as consultants to other agencies for \$100 a day. These kinds of appointments keep city money in the pockets of a privileged few."



RETIREMENT NEWS & FACTS

By A. L. PETERS

Forced Retirement Becomes An Issue

Forced retirement is becoming a greater issue in both private and public service. The Foreign Service Act calls for mandatory retirement of foreign service employees at age 60. This is being contested in the courts in Bradley vs. Kissinger, in which a number of foreign service employees claim they are being discriminated against in being forced out of service. They hold that mandatory retirement at age 60 has no rational relationship to the legitimate objectives of the agencies involved and denies them equal protection.

The Defense Department, the National Security Council, the State Department itself, and almost all other federal agencies have mandatory retirement at age 70. Appearances on the issues will come before the court before Feb. 1. A number of retiree organizations have joined the action as a friend-of-the-court.

The Senate Special Committee on Aging has been abolished in the reorganization of the Senate. A special court was issued Jan. 19 regarding the disposition of the many facets previously under the jurisdiction of the committee. These will be distributed to various other committees.

Offices for free legal services for older Americans have been opened in 21 states. Most are staffed by volunteers with funds provided from the Administration on Aging.

In New York, the agency is headed by Commissioner Paul Tazbir, Rensselaer County, Dept. of the Aging, 8 Winter St., Troy 12180. The telephone number is (518) 270-5343.

Medicare charges are up 19 percent in 1977. The hospital insurance deductible has been raised from \$104 to \$120. The co-charge for a stay that exceeds 60 days will be \$31 for each day compared with \$26 last year.

Medicare benefits stop at 90 days, but there is a 60-day lifetime reserve. There is now a charge of \$62 for each day of reserve used, compared with \$52 last year.

The charge for post-hospital care after the 20th day (for up to 80 additional days) is up from \$13 to \$15.50.

Private insurance companies offer policies which will insure against these extras, but premiums are likely to rise in accordance with the extra charges.

Special discount privileges continue to be available to members of the AARP. Substantial refunds are made by American Motors Co. on the purchases of passenger and jeep vehicles. Joining the hotels which offered discounts are Days Inns, Holiday Inns, Howard Johnson's Motor Lodge, Ramada Inns, Rodeway Inns, Sheraton Hotels and Inns, and Treadway Inns. Some discounts are also offered by Avis and Hertz on renting cars.

"A National Guide to Government and Foundations Funding Sources in The Field of Aging" is a new 175-page guide published this week by the Adelphi University Press in cooperation with the Nassau County department of senior citizens affairs. The book lists sources of public and foundation support for programs to help the aging and will sell for \$13.50.

LETTERS POLICY

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

Winning this discrimination case against Fire Commissioner O'Hagan and his Executive Assistant Lieutenant Sansevero does not mean a personal victory for me, but a victory to the rights and the respect of all civil service employees of this great city. It should also serve as a warning that in our great multi-racial city, there is no room for discrimination in civil service.

Again I want to thank the Civil Service Leader and its

"Protecting the nation's health" is the title of a new book by Edward J. Burger, Jr., a physician scientist at Harvard. (Lexington Books). It depicts a conflict between business and the hazards and protection from hazards of foods, chemicals, environment, air and water. The big question is "What segment of the public is to be protected?" It points out that the laws are made for the preservation of health, but that the administration of them acknowledges the existence of other issues. It all boils down to: How much is a life worth?

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staff for the interest and concern it has always had in matters affecting public employees.

Jorge W. Rivera, Fireman
New York Fire Department
Engine Company No. 67

LETTERS TO THE EDITOR

Let's Compromise

Editor, The Leader:

Our demand for a 22 percent pay increase is not gaining public support and I feel the time has come to offer a realistic alternative. How about a 7 percent pay raise with a \$1,400 minimum?

The percentage doesn't sound too frightening and yet the \$1,400.00 minimum would mean a 20 percent increase for a Grade 3 employee at minimum salary. The average pay for all employees in the four bargaining units is \$10,613.00 and a \$1,400.00 minimum means an average 13 percent increase without really sounding like it.

The total cost to the State will be about \$200,000,000, the same amount Governor Carey recently suggested as a reduction in State income taxes. It's a package that might be agreeable to the Gov-

ernor and Legislature.

Let's unite behind a compromise offer.

James D. Norris
Black River Valley Chapter,
Civil Service Employees Assn.

Attendance Teachers

Editor, The Leader:

Your article "Attendance Teacher Cuts Spark New Dispute," page 14, 1-14-77 edition, was blatantly erroneous. It was out of place in this era of civil service layoffs by the thousands for several reasons.

It speaks of Attendance Teachers laid-off without defining their real mandated function, namely, to guarantee an education to every child as a right.

It speaks of attendance teachers with an association of "truancy officers, truancy cops, and other related personnel. It speaks of absent children as though every child is eager but kept out by the expectation of an unattractive school atmosphere.

The school is only one institution being crippled by forces operating against society. But, it is

an institution easily raped, paralyzed and destroyed.

The article doesn't speak of the legal action by the Ad Hoc committee of attendance teachers to obtain acceptance for our cause.

The article wrongly focused on committees to deal with non-attending children. For over 50 years, the attendance teachers have had the education, training, dedication, and love to enforce compulsory education for every child.

I am one of over 250 attendance teachers laid-off for the past few years who is speaking out for our dwindling bureau in this era of "save a penny, waste a dollar for service."

J.M.G.
Staten Island

Discrimination

Editor, The Leader:

Just a few words expressing my gratefulness to the Civil Service Leader for the wonderful coverage it gave to my story (Dec. 24, 1976).

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FRIDAY, JANUARY 28, 1977

Merit vs. Spoils

THERE is a temptation to always keep on hand an editorial discoursing the Merit System vs. the Spoils System, since periodically the subject rears its head with all the determination of a nine-headed Hydra.

It may be remembered that in ancient Greek mythology, the Hydra was an animal that grew two heads for each cut off—unless the decapitated head was promptly cauterized.

So we feel impelled to take issue immediately with comments made recently by two generally respected state commissioners, John Dyson, of Commerce, and James Tully, of Taxation and Finance. The danger of such reckless, albeit well-intentioned, comments is underscored by the immediate reaction and support given by the Albany Times-Union, one of the Capital District daily newspapers.

The Times-Union reports that Mr. Tully told their publication that merit promotions would be far more appropriate for auditors in his office after they reach a civil service grade level that is moderately high.

The Times-Union editorial also implied that Mr. Dyson's views are that the Merit System allowed undeserved protection for the unqualified and delays in promotion for the deserving.

More to the point is what seemed to be the paper's own opinion: "The state is wasting vast sums on personnel, losing valuable people and suffering the scars that can be inflicted by incompetents protected and advanced by the system."

It was almost exactly 100 years ago, under the administration of President Chester Arthur, of New York State, that the Merit System began to replace the traditional political spoils system in this country. It is also noteworthy that another New Yorker, Theodore Roosevelt, before he became President, also served on the federal Civil Service Commission.

Thus, it is particularly odious that two distinguished commissioners and the prestigious Times-Union should be taking up arms in defense of the Spoils System.

There are weaknesses in the civil service system, to be sure, but these weaknesses are in the abuse of the Merit System, not in adherence to it.

It must be realized that the Merit System, as well as unions, came into being because of abuses by the politicians/management. If they had done right by the people/workers to begin with, these protections would never have been needed.

Human nature being what it is, we feel no security that things would achieve some utopian ideal if the employees were to lose their protection: the Merit System. (M.O.B.)

Questions & Answers

Q. I've heard that you don't need to work as long under social security to be eligible for disability benefits as you do to get retirement benefits. Is this true?

A. The amount of work you need to qualify for social security benefits depends on your age when you become disabled. Before 24, you need credit for

1½ years of work in the 3-year period ending when your disability begins. From age 24-30, you need credit for having worked half the time between age 21 and the time you became disabled. All workers disabled at age 31 or older—except the blind—need credit for at least 5 years of work out of the 10 years before they became disabled.

Don't Repeat This!

(Continued from Page 1)
inauguration of President Carter, has every reason to be hopeful of better times ahead for central core cities under the new Administration.

Preliminary steps taken by President Carter give clear signals that he is deeply concerned over the decline of the urban areas and that he proposes to do something about that problem.

One straw in the wind, learned by Don't Repeat This, is that the President will establish at the White House an Office of Urban Affairs, and that he will appoint as director Orin Kramer.

Exemplary Credentials
Kramer's credentials for that office are exemplary. Though young in years, he has been a dedicated, perceptive and vigorous spokesman for re-energizing our urban centers. Among other things, he was a staff director of Assemblyman Andrew Stein's Commission on the Economy and Living Costs. In that post he contributed immeasurably to exposing the scandals in nursing homes and in Medicaid administration.

He later served as assistant to Jerry Finkelstein, publisher of the New York Law Journal, to which Kramer contributed a number of scholarly articles on urban affairs. From there, he was named the assistant treasurer of New Jersey in the administration of Gov. Brendan Byrne.

While the Kramer appointment has not yet been announced by President Carter, he has been busy for months formulating a creative and responsive program for the Carter Administration. In that connection, among other duties and responsibilities, he served as spokesman for the Carter Administration in a number of meetings with Governor Carey and other Governors and mayors in the northeastern sector of the country.

What is significant is that the mayors of New York's largest cities, such as the City of New York, Buffalo, Rochester, Syracuse, Yonkers and others, will find that they have a warm friend in the White House, who will be sympathetic to their needs and vigorous in prosecuting programs that will give a new lease on life to our urban centers.

Special Insights

Also significant is the appointment by President Carter of Kenneth Axelson, a former deputy mayor of New York, as Under Secretary of the Treasury, the number-two post in that Department. Axelson's responsibilities will far transcend domestic urban problems. However, during the year that he served as deputy mayor, he acquired special insights into the differences in operations between private enterprise and government agencies. These insights should prove helpful to urban areas, and particularly New York City, since the Treasury Department is responsible for administering the Federal Seasonal Loan program for the City.

The steps thus far taken by the President are by no means the end of the urban crisis. By and large Congress remains unsympathetic, particularly to New York City. Both Senator William Proxmire and Rep. Henry Reuss, who are chairmen respectively of the Senate and House Banking

(Continued on Page 7)



"ANOTHER LOCH NESS MONSTER?"



Civil Service Law & You

By RICHARD GABA

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

Employees On Leave Protected

A parole officer brought an Article 78 proceeding in Supreme Court, Albany County, seeking reinstatement to his position from which he was placed on involuntary leave of absence because of a physical disability. The court held that due process required that the employee be given a full adversary hearing in a forum where he could present medical proof that he was not disabled and rebut any evidence of disability offered by his employer.

The case arose when the petitioner requested and was granted a leave of absence with pay from his duties as a parole officer because of a heart attack and a diabetic condition. His employer, the Department of Correctional Services, notified him that before he could return to duty, he would be required to undergo a complete physical examination by a physician chosen by the Department at the Department's expense. The examination was conducted and the Department was advised that the employee was not physically able to resume the full duties of his position. When so notified, the petitioner presented statements from three physicians chosen by him that stated he was physically able to return to work without any limitations. Based on the opinions of his doctors, the employee requested reinstatement. The department refused the request.

The department's decision not to reinstate the employee was based on their reading of Section 72 of the Civil Service Law and Section 21.3(e) of the Rules and Regulations of the Department of Civil Service. Essentially, those sections provide that an employee is to be examined by a physician designated by the appointing authority to establish that he is not disabled from the performance of his normal duties, and that his return to duty would not jeopardize the health of other employees. The department argued that since these sections do not provide for a hearing to determine a disputed question of disability, a determination by their physician that the petitioner was unable to perform his duties was sufficient grounds for denying reinstatement.

The rationale for the court's holding that a hearing was required when an employee objects to the medical diagnosis of the physician of the employer department is as follows: **If an employee is not given the opportunity to offer proof in contravention of the medical opinion of the department's doctor, the doctor's determination is effectively unquestionable.** If the decision keeps the employee from returning to work for one year, the employee could then be terminated by reason of his one-year continuous absence pursuant to Section 73 of the Civil Service Law. On this point, the decision states that "to permit such employee on personal leave of absence to be kept inactive until he ultimately becomes terminated would permit the appointing authority to pounce on every personal leave of absence, have the employee physically examined by a physician designated by the appointing authority, and if a finding of disability were made by the designated examining physician, have the employee removed with no resort to the protection such em-

(Continued on Page 7)

2 Jobs Test Until Feb. 7: Need Mechanical Training

ALBANY—Job-seekers with some training or experience in mechanics can apply to the State Civil Service Department until Feb. 7 for two performance tests to be held in February.

Maintenance assistant mechanic (exam 27-101) requires either two years' repair shop experience; graduation with an AAS degree in auto or diesel technology; graduation with an AOS degree plus six months' experience, or graduation from a high school technical or vocational program in auto mechanics plus one year's experience. The assistant level pays \$7,616.

Motor equipment mechanic (exam 27-626) pays \$9,546 and requires four years' experience or technical school training. The

jobs are upstate.

For further information contact the State Civil Service Department.

Rockland Titles Jan. 26 Filing

NEW CITY — The Rockland County Personnel Office has opened filing until Jan. 26 for two Feb. 26 promotion examinations.

Police sergeant is open for the towns of Clarkstown, Haverstraw, Ramapo, Orangetown and Stony Point and the villages of Haverstraw, Nyack, Suffern,

Sloatsburg and Spring Valley.

Senior deputy sheriff (Exam no. 73-860) is open in the Rockland County Sheriff's Department.

For further information contact the personnel office at County Office Building, New City, 10956.

Rensselaer Filing

TROY—The Rensselaer County Civil Service Commission has opened filing until Feb. 16 for a March 19 open competitive examination — **associate research analyst** (exam no. 65-028).

The job pays \$11,502 and requires either a master's degree and one year's experience; or a bachelor's degree and two years' experience, or an equivalent combination of training and experience.

For further information contact the commission at Court House, Troy.

New Expansion At SUNY Means Civil Service Jobs

(Continued from Page 2) units costing \$6 million for next year.

The long-awaited campus service center, which will house some of the maintenance facilities now scattered throughout the 1,100-acre campus was hailed by Mr. Varacchi.

"It is especially gratifying to see that Dr. Toll has placed the service center as an immediate priority in the university's construction plans. For more than six years the CSEA has been pushing for this much needed facility," Mr. Varacchi said.

The new service center will be a warehouse and central receiving center for the campus and will contain many of the university's maintenance shops that are presently located in other build-

ings.

Top priority will be given to the construction of a central academic tower and the completion of the health and physical education facility in the 1978 capital budget.

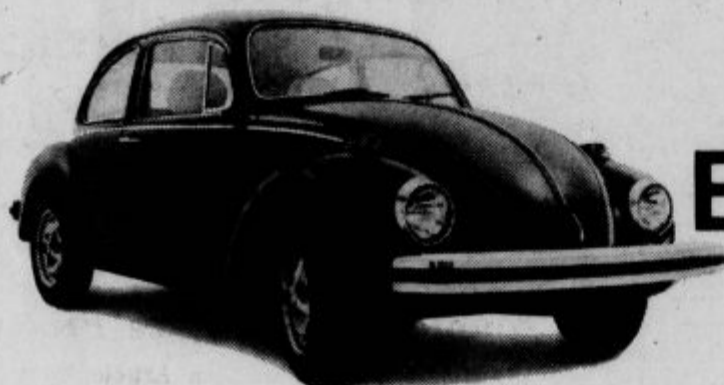
In addition, Dr. Boyer pledged to give serious consideration to an engineering and applied science building, a science lecture hall and extension of the administration building, all to be built in the near future.

The bulk of the new jobs will staff projects already under way or partially completed on the main campus including the health sciences center and hospital, dental medicine facilities, and apartments for students in the health sciences.

Dr. Boyer, who was named commissioner of education in the Carter administration the same day as the Stony Brook press conference, said that each project must be reviewed and approved by the university board of trustees and will also depend on other factors, including the fiscal health of the state "and the specific ability to market bonds for these projects."

CIVIL SERVICE LEADER, Friday, January 28, 1977

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Civil Service Law & You

(Continued from Page 6)

ployee is entitled to under Civil Service Law, Section 75. (Section 75 provides for a hearing on stated charges before a permanent employee may be removed or subjected to disciplinary penalty.) Therefore, since a permanent employee cannot, according to statute, be terminated without a Section 75 hearing, the same employee on personal leave should be afforded the same protection at a hearing when a dispute arises concerning a disability that renders him incompetent to perform his duties. "There is no difference between the rights of a permanent employee who is working and those of a permanent employee who is on a leave of absence and seeks reinstatement because his doctors have pronounced him cured." *Cooperman v. Commissioner, Department of Correctional Services*, 382 N.Y.S. 2d 700.

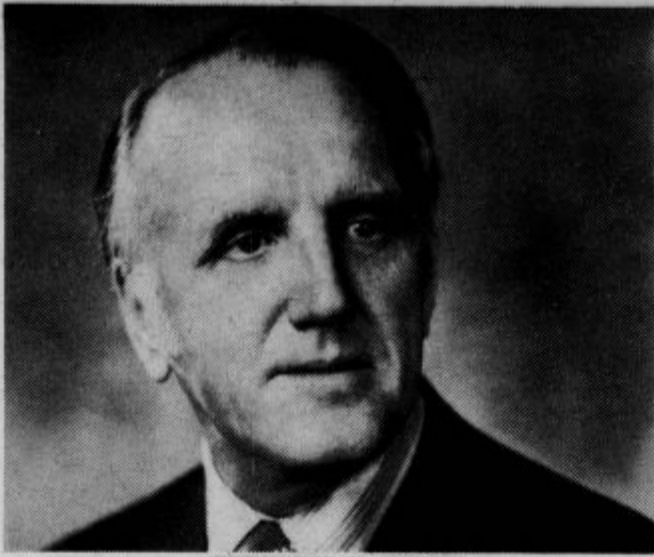
Don't Repeat This!

(Continued from Page 6)

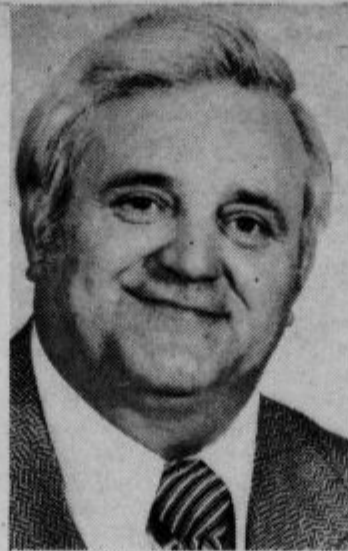
Committees, have already made it clear that no further help will be forthcoming to the City.

However, their opposition is limited to help for the City as distinguished from other areas. Thus, New York, like all other cities, can reasonably look forward to greater federal appropriations for housing and for employment of those now job-hunting. Obviously, expansion of such federal aid to urban areas will generate more tax revenues for the country's cities and help ease the burden of welfare payments that eat up substantial portions of local government revenues.

With Kramer in the White House and Axelson at the Treasury, the Conference of Mayors has just cause for seeing light at the end of the tunnel.



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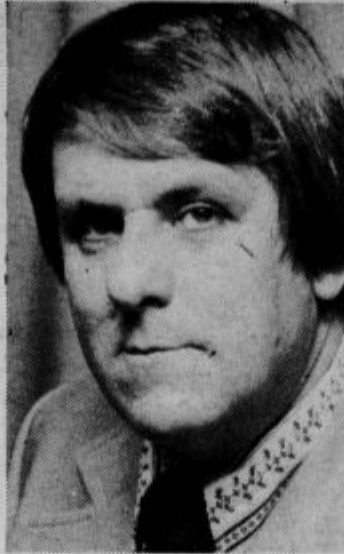
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Treasurer

and Local Government Representatives

By **MARVIN BAXLEY**

The Civil Service Employees Assn. Board of Directors is currently the subject of some debate as to whether it or the union Delegates are the top policy-making body of the union.

It has traditionally been considered that the Delegates set the union policy, but that the Board has the fiduciary responsibility. One recent example of the Board's reversing a Delegate decision occurred when the Delegates voted to hold a convention in the Bahamas, but the Board, after extensive debate, determined against it. The cost of a Bahamas convention was among the factors that were discussed before the vote to override the Delegates.

Since the 1,000-plus Delegates, representing all the union's local chapters, meet but twice a year, the Board is charged with carrying out the will of the Delegates in the interim. It has been presumed that as circumstances may change in the periods between conventions, the Board may revise policy to meet the new circumstances.

The debate on Board authority versus Delegate authority has been carried on at various regional and chapter meetings within the past month, with differing results of interpretation. It may be assumed that the issue will be further debated at the statewide Delegates meeting March 20-23, when all factions in the dispute will be represented.

It should also be noted that nearly all members of the Board of Directors are also Delegates, accounting for approximately 10 percent of the larger body. Delegates represent specific chapters of union members, whereas directors are generally elected from a larger constituency.

The voting members of the Board of Directors are elected as statewide officers (including the six regional presidents), as statewide departmental representatives, as county representatives or as regional school chapter representatives. These elected officials of the union function separately as the officers, the State Executive Committee and the County Executive Committee. None of these separate bodies can commit the Association to a course of action, however, except when they act together as the Board. (There are, of course, inherent powers in the single office of the president.)

The Leader has previously presented a special roundup of the members of the State Executive Committee, composed of the statewide departmental representatives and the 10 statewide officers. There has also been a special presentation of the non-voting Board members, comprised of the standing committee chairmen.

Therefore, in view of the current controversy, The Leader continues with the remaining Board members: the county representatives and the regional school chapter representatives. These people—again including the statewide officers—are the County Executive Committee, chaired by Region VI school chapters representative Salvatore Mogavero, of Erie Educational Employees chapter.

If all County Executive members were to be pictured here, they would completely fill this page. The County Executive Committee, though, is still in some state of flux because of differing election procedures. Frankly, The Leader has been trying to assemble all of these photos for many months, but has held back due to recurring changes. For example, Brian Dombrowski has been recently named to the Board as the representative of Seneca County. Also during recent weeks, some of the people pictured here may have been replaced, but the newcomers have not been certified, so the previous office holder is included here.

Other counties entitled to representation on the Board, but not included in this photo roundup, are Chenango, Delaware, Franklin, Genesee, Livingston, Orleans, Schoharie, Tioga, Warren and Wyoming.



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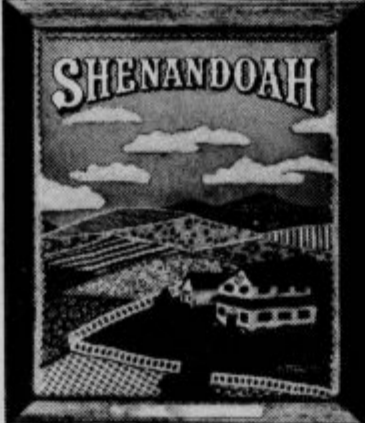
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L.I. Appointments

ALBANY—The following are three committee members appointed to the Civil Service Employees Assn. statewide nominating committee from Long Island Region I: James L. Corbin (of Suffolk County), 100 Pine St., East Moriches 11940; Louis Mannellino (of the Dept. of Transportation), 9 Bruce La., East Northport 11731; Daniel Donahue (of Central Islip Hospital), 371 Woodside Ave., Patchogue 11772.

Eligibles

- EXAM 35-817
DEP SUPT FOR PROGRAM SRVS
Test Held Oct. 4, 1975
List Est. Jan. 4, 1977
- Greene Ronald T Winooski Vt.89.0
 - Leonardo Arthur Loudonville87.4
 - Curry Phyllis J New Windsor86.5
 - Fischer Brian S Spring Val86.0
 - Bertrand Ronald Brooklyn85.4
 - Berman Lucy S Bedford Hls84.6
 - Senkowski D A Grahamsville83.1
 - Percey Jerald Rotterdam82.8
 - Dupras William Dannemora82.2
 - Winch Charles R S Glens Fls81.6
 - Yanchitis E L Canton81.3
 - Williams James Plattsburgh80.1
 - McDermott R R Plattsburgh80.3
 - None
 - Sheridan Edward Batavia79.1
 - McLaughlin D M Auburna79.0
 - Dennison Robert Eastchester78.6
 - Fietz Richard F East Bethany78.6
 - Woods Norbert V Schenectady78.4
 - Dasilva Anthony Cold Spring77.5
 - Beachman R J Voorheesvil77.5
 - Blaauboer Peter Hamburg77.4
 - Obulnick Martin Wappingr Fls77.2
 - Ryan Patrick J Saratoga Spgs75.8
 - Kubler Wallace Syracuse74.6
 - Martin Gayle S NYC73.3
 - Malenman Colin Lyons73.3

- EXAM 35-862
DEP SUPT FOR RECEIPT CLASS
Test Held Oct. 4, 1975
List Est. Jan. 4, 1977
- Green Ronald Winooski, Vt90.0
 - Leonardo Arthur Loudonville87.6
 - Winch Charles R S Glens Fls85.9
 - Fischer Brian S Spring Val85.6
 - Berman Lucy S Bedford Hls84.6
 - Bertrand Ronald Brooklyn82.8
 - Cupras William Dannemora82.1
 - Percey Jerald Rotterdam80.9
 - McDermott R R Plattsburgh80.2
 - McLaughlin D M Auburna78.6
 - Dasilva Anthony Cold Springs78.3
 - Obulnick Martin Wappingr Fls77.5
 - Williams James Plattsburgh77.0
 - Blaauboer Peter Hamburg75.8
 - Eversley John E Flushing73.9

- EXAM 35-963
ASSOC SYSTEM PLANNER GAS
Test Held Sept. 18, 1976
List Est. Jan. 4, 1977
- Mitchell F S Schuylerville77.2
 - Stein Benjamin Loudonville77.2
 - Wager Ronald O Albany71.2

B'nai B'rith Meets
MANHATTAN — The Excelsior Lodge 1910 of B'nai B'rith, a state government employees group, will hold its next regular meeting on Wednesday, Feb. 9, 1977, in the Satellite Cafeteria on the 71st floor of 2 World Trade Center at 5:30 p.m.
The order of business will include the first nomination of officers for elections in March.

Oh! Calcutta!



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Edison Theatre
240 W. 47 ST. N.Y. 10036 (212) 757-7164

Merit Probe Is Criticized

(Continued from Page 2)
employees have been fired for no fault of their own. The budget proposed by Mayor Beame for the next fiscal year calls for a further reduction of 7,500 civil service employees, a reduction in force that will impose insuperable burdens upon those who remain in what has been heretofore regarded as a career system. Yet in the face of these firings and threatened firings, the spoils system goes on as if there were no fiscal crisis. Those who have political muscle remain on the job, even though they contribute nothing to the public service.

ated and concerned Civil Service Commission should focus upon. Such an investigation by the Civil Service Commission will help restore the faith of the public and civil service merit employees in integrity of the Civil Service Commission.

2 Clerk-Typist Jobs Available

The U.S. attorney's Office for the Southern District of New York is recruiting for two intermittent clerk-typists (GS-301-5) mag card operators.

The salary is \$4.47 an hour and applicants must be able to operate IBM mag card II machines. Potential appointees will have to qualify in a federal Civil Service typing examination.

For further information contact Claudette Reid at (212) 791-1066. The office is at 1 St. Andrew's Plaza, Manhattan.

As a member of the State Legislature, I know that there are countless legislative employees who are no-shows, and remain on the public payroll only because they know some political leader.

This is an area of political and moral corruption which a dedi-

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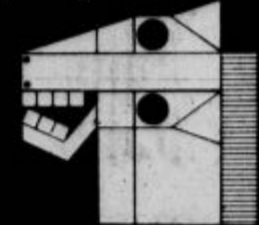
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For group sales call (212) 246-6380
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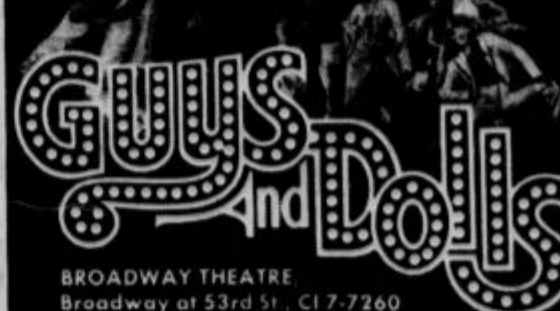
Tues. thru Fri. at 8;
Sat. at 2 & 8; Sun. at 3 & 7:30

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Carter Still Has Federal Jobs In 'New Spirit' Administration

By HARRY BERKOWITZ

The U.S. Civil Service Commission has authorized new agency heads to make temporary appointments, in order to "organize programs promptly and efficiently" as part of the Presidential transition, it was announced last week.

The "Schedule C" appointments cover employees in grades through GS-15 who help determine policy or who share confidential relationships with Presidential appointees.

The appointments may be made until May 1 and last up to 90 days. At present there are about 1,000 Schedule C positions authorized in a workforce of some 2.8 million persons, according to the commission. The total number is expected to increase during the transition period.

The Leader, herewith, continues its select list of federal non-civil service jobs that may become available under President Jimmy Carter's administration.

CONSUMER PRODUCT SAFETY COMMISSION

Office of the Chairman—
Chairman, Level III.
International Affairs Officer, GS-16.
Special Assistant, GS-15.
Public Information Officer, GS-15.
Director of Congressional Affairs, GS-15.

Office of the Commissioner
4 Commissioners, Level IV.
8 Special Assistants, GS-11—15.
Secretary (Stenography) GS-9.

FARM CREDIT ADMINISTRATION

13 Members Federal Farm Credit Board, \$100 p.d. (I).
Governor, Level III.
Deputy Governor and General Counsel, \$37,800.

Deputy Governor and Chief Examiner, \$37,800.
Deputy Governor, Credit and Operations, \$37,800.
Deputy Governor, Finance and Research, \$37,800.
Deputy Governor, Administration, \$37,800.
Congressional Liaison Officer, GS-15.
Credit and Operations Specialist (Agricultural), GS-14.

FEDERAL COMMUNICATIONS COMMISSION

Chairman, Level III.
6 Commissioners, Level IV.
Office of the Chairman
Administrative Assistant, GS-16.
Engineering Assistant, GS-14.
Secretary (Stenography) GS-7.

EXPORT-IMPORT BANK OF THE UNITED STATES

President and Chairman, Level III.
First Vice President and Vice Chairman, Level IV.
3 Directors, Level IV
General Counsel, GS-18.
Executive Vice President, GS-17.
Senior Vice President, Exporter Credits, Guarantees and Insurance, GS-17.
Senior Vice President and Communications, GS-17.
Deputy General Counsel, GS-17.
Treasurer—Controller, GS-17.
Vice President, Policy Analysis, GS-16.
Confidential Assistant to President and Chairman, GS-13.
Private Secretary to First Vice President and Vice Chairman, GS-10.
2 Private Secretaries to Director, GS-10.
2 Secretaries (Stenography), GS-10.
Secretary to Vice President, Research and Communication, GS-8.
Executive Vice President, Level IV.
Private Secretary to Senior Pres-

ident, Exporter Credits Guarantees and Insurance, GS-9.
Secretary (Stenography) GS-7.
3 Special Assistants to Board, GS-14, 15.

INDEPENDENT AGENCIES

Federal Maritime Commission
Chairman, Level III
4 Commissioners, Level IV.
Office of the General Counsel
General Counsel, GS-18.
Office of the Managing Director
Managing Director, GS-17.
Office of the Chairman
Counselor to the Chairman, GS-16.
Office of the Commissioners
4 Confidential Assistants, GS-15.
4 Secretaries, GS-10, 8.
Office of the General Counsel
Administrative Assistant, GS-10.
Office of the Managing Director
Administrative Assistant, GS-10.

Federal Mediation and Conciliation Service

National Director, Level III.
Deputy National Director, Level III.
Board of Inquiry Secretary, Level III.
Director, Office of Mediation Services, GS-17.
Director, Office of Technical Services, GS-16.
General Counsel, GS-16.
Associate Director, Office of Mediation Services, GS-16.
Director, Office of Arbitration Services, GS-16.
Assistant Director, Office of Arbitration Services, GS-15.
Deputy Assistant Director, Office of Mediation Services, GS-15.
2 National Representatives, GS-15.
Assistant General Counsel, GS-15.
Associate Director, Office of Technical Services, GS-15.
Assistant Director, Office of Technical Services—Research, GS-15.
Assistant Director, Office of Technical Services—Technical Assistance, GS-15.
Assistant Director, Office of Mediation Services, GS-15.
Construction Coordinator, GS-15.
2 Special Assistants to Directors, Office of Mediation Services, GS-15.
Special Assistant to Director, Office of Technical Services, GS-14.
Special Assistant to National Director, GS-14.

Field Offices

Mediators, Regional Directors, Asst. and Deputy Regional Directors throughout country, GS-14-16.
Federal Power Commission
Commissioners and Offices
Chairman, Level III.
4 Commissioners, Level IV.
Assistant to Chairman, GS-17.
Executive Director, GS-16.
3 Assistants to the Chairman, GS-15.
3 Technical Assistants to Commissioner, GS-15.
Special Assistant to Executive Director, GS-14.
5 Technical Assistants to Commissioner, GS-14, 12.
Confidential Assistant to Chairman, GS-11.
2 Private Secretaries to Chairman, GS-10.
4 Confidential Assistants to Commissioner, GS-10.
Private Secretary to Assistant to Chairman, GS-10.
Private Secretary in Office of Chairman, GS-9.
3 Private Secretaries to Commissioner, GS-9.

Private Secretary to the Executive Director, GS-9.
Private Secretary to Commissioner, GS-8.
Secretary (Stenography), GS-8.
Private Secretary to the Chairman, GS-8.
Office of the General Counsel
Supervisory General Attorney, GS-18.
Secretary (Stenography), GS-8.
Bureau of Natural Gas
Supervisory Regulatory Gas Utility Specialist, GS-17.
Bureau of Power
Supervisory Regulatory Electric Utility Specialist, GS-18.
Federal Trade Commission
Office of the Chairman
Chairman, Level III.
Assistant to the Chairman, GS-

16.
Secretary, GS-11.
Secretary, GS-9.
Office of a Commissioner
3 Commissioners, Level IV.
Office of the General Counsel
General Counsel, GS-18.
Office of the Executive Director
Executive Director, GS-18.
Office of Policy Planning and Evaluation
Director, GS-17.
Office of the Secretary
Secretary, GS-16.
Office of Public Information
Director, GS-15.
Secretary, GS-8.
General Services Administration
Administrator, Level III.
Deputy Administrator, Level IV.
(Continued on Page 12)

Open Continuous State Job Calendar

Assistant Clinical Physician	\$25,161	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,974	20-414
Clinical Physician II	\$31,055	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Nursing Services Consultant	\$16,538	20-112
Industrial Foreman	\$10,714	20-558
Institution Pharmacist	\$12,670	20-129
Legal Careers	\$11,164	20-113
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic) (Except for Albany area)	\$ 7,616	Various
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aide Trainee	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Mechanic (Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nutrition Services Consultant	\$31,404	20-139
Occupational Therapist	\$11,337	20-176
Principal Actuary (Casualty)	\$22,694	20-417
Principal Actuary (Life)	\$22,694	20-521
Physical Therapist	\$11,337	20-177
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Actuary (Life)	\$14,142	20-519
Senior Medical Records Librarian	\$11,337	20-348
Senior Occupational Therapist	\$12,670	20-137
Senior Physical Therapist	\$12,760	20-138
Stationary Engineer	\$ 9,546	20-100
Senior Sanitary Engineer	\$17,429	20-123
Asst. Sanitary Engineer	\$14,142	20-122
Stenographer-Typist	\$ varies	varies
Vartype Operator	\$ 6,811	20-307
Institution Pharmacist	\$12,670	20-129
Specialists in Education	(\$16,358-\$22,694)	20-312
Senior Stationary Engineer	\$10,714	20-101
Assistant Stationary Engineer	\$ 7,616	20-303

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, New York 14202.

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

It ain't legal an it sure ain't safe
... but it do seem worthwhile!



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AN AMERICAN INTERNATIONAL PICTURE Starring
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Also Starring
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Screenplay by CHARLES JOHNSON · Story by ODDIE HAWKINS
Produced and Directed by ARTHUR MARKS - AN ARTHUR MARKS FILM

MANHATTAN BRANDY'S COSMO 116TH ST. SET 3RD & LEX AVES LOEWS DELANCEY DELANCEY & SUFFOLK STS. EAGLE 3RD AVE & 103 ST BRANDY'S EDISON 8 WAY AT 103RD ST. ROOSEVELT 145TH ST. TAPIA 147TH ST. & 8 WAY	BROOKLYN SOUTH BAY ART SOUTHERN B'VD POLY'S BROOK POLY'S DELUXE DOVER BRANDY'S EARL MELBA BRANDY'S SURREY POLY'S WAKEFIELD FLORIN'S EMBASSY POST CHESTER	BROOKLYN POLY'S BANCO BRANDY'S CARLTON COLISEUM BRANDY'S REGENCY REX CINEMA LIGHT STONE'S RUBBY BRANDY'S WILLIAMSBURG	NEW JERSEY ADAMS Newark CENTRAL FABIAN Palisades PALACE Orange PKJ Jersey City RITZ Elizabeth ROYAL Perth Amboy STRAND Plainfield
QUEENS CREATIVE'S FAIR JACOBSON HEIGHTS BRANDY'S ROCKDALE JAMICA	CONNECTICUT NORACE McMAHON South Norwalk	STATEN ISLAND FLORIN'S ST. GEORGE ST. GEORGE	SUFFOLK UA SUFFOLK RIVERHEAD
NASSAU LIGHTSTONE'S NASSAU ROOSEVELT			

REAL ESTATE VALUES

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or an intention to make any such preference, limitation, or discrimination." This newspaper will not knowingly accept any advertising for real estate which is in violation of the law. Our readers are informed that all dwellings advertised in this newspaper are available on an equal opportunity basis.

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LAND, six acres or more sought in Suffolk County preferably Westhampton to Montauk. No Brokers. Mail replies to: WALTER THOMPSON, 258 Broadway, N.Y. 10007.

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(Furnished & Unfurnished Studio Apts. only)
2 Blocks from Subway
Air Conditioned & Carpeted
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Real Estate

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CUSTOM RANCH
Beautiful, 2-Bdrm with living rm, din rm, kitchen, frplc, and enclosed heated Florida rm, in loveliest area. Dead-end street, parklike setting, low taxes. Please call:

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2 miles off Thruway Exit 33, Verona. 35 mins to downtown Syracuse. 5 acres up to 250 acres available. 2,000 ft road frontage. 2 year old 5 BR 2 1/2 bth w family rm, fplc, laundry rm, sewing or 6th BR. 2 car gar, fruit trees, streams, woods. \$120,000, 315-363-2059.

Real Estate - NY State

MADISON COUNTY
FARM FOR SALE BY OWNER
120 ac, 90 ac tillable, 1 lrg remodeled farmhse, thermopane wndws all insultd, all new elec wirg in hse & barn, 3 BRs, 1 1/2 bths, pool rm, lrg fplc, w/w crptg, 2-car gar, full bsmt, blktop driveway. Barn 152' long, 53 hdstalls, new milkhse, 400 gallon bulk tank, all new waterlines & airlines, 2 dal tractors, 1 gas. Full line of mach'y. 40 head of cattle. Mach'y nrlly new. \$165,000. 315-495-3015.

Real Estate - Teaneck, N.J.

TEANECK MID \$40's
ROBINHOOD TUDOR
A real steal. Majestic brick formal din rm, huge master bdrm, liv rm w fpl, bsmt, gar, assumable 6 percent mtge to qual buyer. Lowell Schl area. Nr NY buses, shopp.
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TEANECK — \$40,500, 3 BRs, LR, form DR, den, bath, eat-in kit, unfin bsmt, attic, 1 car gar, 8 percent mtge, no credit check, \$283.75 mo. (201) 837-1645.

WEST MILFORD — new home, 1st owner must move. Bi-level 2 1/2 bth, 4 bdrms, 2 car gar, w/w crpt, 1/2 acre, priv sale. Asking \$49,500. (201) 853-4186.

Houses - Bronx

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1 & 2 FAMILY homes in lovely North Bronx, rent with option to buy; \$1,500 needed. ALLSALES 547-1400

Real Estate - Bronx

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Real Estate - L.I.

BABYLON'S KALMAY 516-669-5000
\$500 TOTAL CASH
"Live-in Elizabethan Splendor" 10 huge rm Colonial, woodburning fplc, cath cell liv rm, banquet din rm, king sized bdrms, cabinet lined kit, fam rm, bsmt, gar on 1/2 acre of manicured grounds. Only \$25,990. Bring deposit. 516-669-5000.

Real Estate - L.I.

BABYLON WEST Custom "L" Ranch home, features 3 master-sized bedrooms, colored tile bath, ultra modern Fanny Farmer eat-in kitchen, formal dining room, large oversize living room, warm & cheerful log burning fireplace, basement, garage, fenced landscaped, \$30,990 VA "a" down FHA/Conventional min dow!!
516-422-6000 JUST.

Houses - Nassau, Suffolk

DIX HILL-SD No. 5 Young Centre City 4 BR Splanch 2 1/2 bth, pld fam rm, fplc, din rm, livrm, cntry kit, 2 car gar, ww cptg, brk patio, lo tax \$70s Princ. 516-667-0478 Owner.

Houses - Nassau, Suffolk

Garden City Hi Ranch 4 BR 2 1/2 bath, 2 car gar, July occup Owner trans. \$65,000, 516-248-0683.

Real Estate - Long Island

CENTEREACH BRKR offers \$28,500
\$1100 DOWN
Makes you the owner of this lovely custom ranch. Featuring 3 bdrms, living rm, eat-in kitchen, woodburning fplc & set on large wooded plot. Walk to stores easily. 7 percent mtg. can be taken over with \$7,500.

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PALM BEACH SHORES, Singer Island, Fla. Condo directly on Ocean—corner apt 3rd floor—approx 2,000 sq ft—2 BR—2 Ba—elec kitchen—wall to wall carp—lg balco—cov parking—pool—Sauna—pvt beach—furn/unfurn. Call Owner: (305) 747-0251, 8-10 am or 8-10 pm.

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FROM 1 to 10 Acres Ranchettes with used or refurbished mobile home from \$9,900. A minifarm to raise chickens, grow vegetables, a place to live real good and inexpensively. Easy terms. Call owner: (212) 866-5122 or write P & B Ranchettes, P.O. Box 437, Valley Stream, N.Y. 11580.

Houses - Nassau, Suffolk

CORAM SACRIFICE \$31,000

2 BR, 2 bth Ranch, adult community. club house activities, swim pool, low maint chg. Call Owner 201-729-7476.

Homes - Conn.

STAMFORD—Your Private Paradise on 1 acre. The tranquil gardens & ingrad heated pool designed to give privacy & delight. 2-stry home conv & prestigious Westover area affords excel NY commute. 4 lg BR, 3 1/2 bths, frat to back LR w/frplc, lg glass slidg door in pld fam rm opens to terr & pool. Sep DR. Everything off central hall. Radiant heat downstairs covered by hand laid parquet flrs. Eat-in kit, laundry rm, sep maid's qtrs on 1st flr. Elec eye 2-c gar. Above is lg rm which could be anything you want. Bld by master craftsmen. All special appointments incl. Going out of state. Sacrifice at \$147,000. Immed occup. Princ only (203) 325-1455/1993.

Connecticut

NORTH STONINGTON, Conn. — Raised Ranch, 4 bedrooms, 2 baths, eat in kitchen, formal dining, den, family room with fireplace, laundry, vast closets, 2 car garage, wooded lot. \$59,900. (203) 535-3012.

Real Estate-Cape Cod, Mass.

BUZZARDS Bay (Cape Cod Area) — Waterfront, dock, beach, compl. remodel, yr. round home, 10 rms, extra lot. Owner, (617) 366-5006.

Real Estate-Cape Cod, Mass.

CENTERVILLE (Cape Cod Area)—Buy directly from builder, 5 mins. from bus to Boston, 4 bdrms, 2 baths, mins. to satl water beach or fresh water lake. \$59,500. Call (617) 775-0088.

Real Estate - Massachusetts

SO. YARMOUTH, 2 or 4 bdrm. Cape, 1 1/2 bath, 6 yrs. old, lge livrm, w/frpl., lg. bdrm., low taxes, exc. hse., offered at \$37,900. (617) 394-9356.

Real Estate-Cape Cod, Mass.

NEW SEABURY WATERFRONT Cape Cod Area
Barnhouse, dock, pool. Call owner 617-477-0980 or 617-477-0077.

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PARTIALLY FURNISHED mobile home 12x60. Year round lot. Mid-Cape area. Private Beach, (617) 385-8260.

Mass.

HARWICHPORT, Cape Cod Area — Beach Plum apartments, garden or Townhouse, gas heat, hot water, cable TV, Harold St., 617-432-3113.

Real Estate - Mass.

FALMOUTH, Mass. Harbor East, custom 7-rm executive Ranch, 2 1/2 baths, ldry. rm., 2-car gar., lge. deck, 3-4 bdrms, alarm system, pvt. dock and mooring. \$63,900. Call days, (617) 828-3035; evs. and weekends, (617) 540-3132.

Real Estate - Massachusetts

ENJOY LEISURELY CAPE COD! Full Cape, excellent Condition, 3-4 Bedroom, 2 Baths, heated breezeway, 2 Car Garage. \$57,000. Taxes \$730. 617-775-5045

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BREWSTER (Cape Cod Area) — By Builder, attractive 3 bedroom ranch on half acre lot. 1 1/2 baths, fireplace, FHW by oil, carpeted \$35,900. 617-362-6454.

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DAIRY FARM—North Central Minn., 240 acres, 180 tillable, 60 woodland & creek. Older 2 or 3 BR hous, stocked & equipped. \$450/acre. Terms, 1-218-445-5227, or owner Rt. 3, Box 91, Verndale, Minn. 56481.

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Jimmy Carter's Jobs

(Continued from Page 11)

- Director, Office of Policy, Planning and Evaluation, Level V.
- Director of Information, GS-16.
- Director of Congressional Affairs, GS-16.
- Special Assistant to the Deputy Administrator, GS-15.
- Confidential Assistant to the Administrator, GS-15.
- Special Assistant to the Administrator, GS-15.
- Confidential Assistant to the Deputy Administrator, GS-15.
- Special Assistant to the Assistant and Administrator, GS-15.
- Deputy Director of Congressional Affairs, GS-15.
- Confidential Assistant to the Assistant Administrator, GS-14.
- Confidential Assistant to the Administrator, GS-13.
- 2 Confidential Assistants to the Assistant Administrator, GS-12.
- Confidential Assistant to the Deputy Administrator, GS-11.
- Confidential Assistant, GS-9.
- Office of General Counsel**
General Counsel, GS-18.
- Federal Preparedness Agency**
Director, Level V.
- Assistant Director for Conflict Preparedness, GS-18.
- Assistant Director for Civil Crisis Preparedness, GS-18.
- Federal Supply Service**
Commissioner, Level V.
- 3 Confidential Assistants to the Commissioner, GS-14, 13, 9.
- National Archives and Records Service**
Archivist of the United States, Level V.
- Public Buildings Service**
Commissioner, Level V.
- 4 Confidential Assistants to the Commissioner, GS-15, 13, 12, 10.

- Indian Claims Commission**
Chairman, Level V.
- 4 Commissioners, Level V.
- Private Secretary to Chairman, GS-10.
- 4 Private Secretaries to Commissioner, GS-10.
- Information Agency, U.S.**
Director, Level II.
- Deputy Director, Level IV.
- 3 Assistant Directors, GS-18.
- General Counsel, GS-18.
- Deputy Director (Policy and Plans), Level V.
- Associate Director (Policy and Research), Level V.
- Special Assistant to Assistant Director (Motion Picture and Television Service), GS-14.
- Office of Director, USIA**
Secretary Assistant to the Director, GS-12.
- Secretary to the Director, GS-8.
- Office of the Deputy Director, USIA**
2 Secretarial Assistants to Deputy Director, GS-11, 7.
- Office of the General Counsel**
Confidential Assistant to the General Counsel, GS-9.
- Office of the Assistant Director, USIA (Broadcasting)**
Secretarial Assistant to Assistant Director (Broadcasting), GS-9.
- Office of the General Counsel and Congressional Liaison**
Liaison Officer (Congressional), GS-14.
- Inter-American Foundation**
President, Level IV.
- Vice President, GS-17.
- Confidential Assistant to the President, GS-9.
- International Trade Commission, U.S.**
Chairman, Level III.
- Vice Chairman, Level IV.

(Continued on Page 15)

Real Estate - Maine

RIVERFRONT RANCH WITH 9 ACRES
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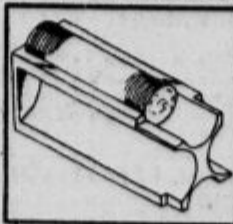
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CSEA STRENGTH IN UNITY MEMBERSHIP DRIVE



EXTENDED TO APRIL 1, 1977

Never in the history of our union has it been so vital to stick together — grow together and share the load to keep us strong. In these tough times, the greater the percentage of membership of any county unit or chapter, the greater the strength at the bargaining table. The greater the percentage of state employees belonging to CSEA, the greater the strength of the state bargaining units.

Therefore, we are offering members in good standing a cash incentive to recruit new members. There is no limit to the number of new members you may sign up. And while the cash incentive is nice to receive, the most important factor is the strength you will be helping to build for you and your fellow worker.

ONE (Member) WILL GET YOU FIVE (\$5)

For each new member you sign up between now and April 1, 1977, CSEA will award you \$5.00. After you have signed up the new member he must be on the payroll for four bi-weekly pay periods or the equivalent thereof.

CHAPTER OR UNIT PRESIDENT HAS CONVENIENT SIGN-UP CARDS

Ready to go? See your Chapter or Unit president for special sign-up cards which have a place to re-

cord all the necessary information. Send your cards in as soon as you sign up a new member — and we'll credit your account with \$5.00 for each member signed up.

We'll keep your account up to date and will return to you, in writing, a receipt for each new member you've signed up. In approximately 8-12 weeks you will receive your cash payoff.

New members must work in a unit of government represented by CSEA. So we urge you CSEA members — go to it — start signing up non-members for cash in your pocket and security in your future.

NON-MEMBERS SHOULD HELP SHARE THE LOAD

If you're a non-member, we ask you to think of this: sharing the load in these tough times is important. Legally, we represent you — at the bargaining table — and even in processing grievances. And we need your support — morally and financially — to fight the battles ahead. Our dues are most reasonable for the services provided... services which benefit you in many ways.

So help us share the load by signing up with us.

CSEA — the most powerful force in New York State working for public employees.

Human Rights Supports Cabin Against Discrimination Charge

ALBANY—The New York State Division of Human Rights has announced support of William Cabin charged with making discriminatory remarks in a report prepared for the Board of Public Disclosure, of which Mr. Cabin is executive secretary.

"I do not believe Mr. Cabin's statements are discriminatory and it is regretful that it has been interpreted this way," said Bonnie G. Wong, executive assistant of the human rights division.

The Association of New York State Mental Hygiene Physicians objected to sections of a 57-page report that it considered discrim-

inatory. The report contained recommendations concerning Mental Hygiene.

The controversial section of the report reads in part: "It should be noted at this time that the Department of Mental Hygiene at some point in time apparently undertook to make a conscious effort to recruit American-degree professionals . . .

"It seems imminently more rational to deal with the fact that the status criteria of the professional mental health community is such that state facilities cannot attract the American-degree professionals unless there is an enormous oversupply of psychiatrists in the private sector . . .

"Therefore, foreign-degree professionals do and apparently will dominate DMH facilities for some time and appropriate reductions in their pay, fringe benefits, and ability to engage in outside employment, should be made . . ."

Secretary of State Mario M. Cuomo called the charges against Mr. Cabin "unfounded." According to Mr. Cuomo, the charges "reflect a lack of knowledge of Mr. Cabin both as an individual and in his capacity with the Board."

Statements made in the report, Mr. Cuomo continued, "provide no fair basis for the harsh charges leveled by the physicians."

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

ALBANY BRANCH OFFICE

FOR INFORMATION regarding advertisement, please write or call:

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ALBANY 8, N.Y. Phone IV 2-5474

State Employees Generous For United Way's Success

ALBANY—State employees contributed \$503,012 to the State Employees Federated Appeal (SEFA), a major segment of the United Way Campaign in the Albany area.

The contribution represented 19.8 percent of the 2,534,799 raised by United Way.

Raymond J. Kinley, United Way general chairman, praised the state employees for their generous support.

Joseph McDermott, Region IV president of the Civil Service Employees Assn., was co-chair-

man of SEFA along with Raymond T. Schuler, commissioner of the State Department of Transportation, and James H. Tully Jr., commissioner of the State Department of Taxation and Finance.

Jimmy Carter's Job Offerings

(Continued from Page 12)

4 Commissioners, Level IV.
Executive Director, GS-18.
8 Staff Assistants, GS-11-15.
Administrative Assistant to Chairman, GS-14.
Professional Assistant (Legal), GS-13.
Confidential Assistant to Chairman, GS-11.
3 Confidential Assistants to Commissioner, GS-11.

Executive Director
Administrative Assistant, GS-9.
Commission Staff

3 Secretaries (Stenography), GS-7.
2 Staff Assistants, GS-6.
Office of the Secretary
Secretary, GS-15.

Interstate Commerce Commission
Commissioner (Chairman), Level III.

10 Commissioners, Level IV.
Managing Director, GS-18.
Director, Rail Services Planning Office, \$37,800.

12 Confidential Assistants, GS-14, 12, 11.
District of Columbia Government
Recorder of Deeds

Recorder of Deeds, GS-15.
Metropolitan Police Department
Chief of Police, \$42,665.

Office of Civil Defense
Director, GS-15.
Office of Housing and Community Development
Executive Director, GS-18.

Board of Police and Fire Surgeons
2 Supervisory Medical Officers, GS-14, 15.

16 Medical Officers, GS-15, 14.
Equal Employment Opportunity Commission
Chairman, Level III.

Vice Chairman, Level IV.
3 Commissioners, Level IV.
General Counsel, Level V.
Executive Director, GS-17.
Director, Office of Public Affairs, GS-16.
Director, Office of Congressional Affairs, GS-16.
13 Special Assistants, GS-12-15.
Public Information Officer, GS-15.
Private Secretary and Confidential Assistant to the Chairman, GS-12.
8 Secretaries, GS-9.

Panama Canal Company—Canal Zone Government
Office of the Comptroller Canal Zone
Financial Vice President, \$37,800.
Assistant Financial Vice President, \$37,800.

Personnel Bureau
Director, \$37,800.
2 Visiting Physicians, \$30,243.

Other Bureaus
4 Directors, \$37,800.
General Counsel, \$37,800.
Deputy General Counsel \$36,005.
2 Attorneys, \$28,978-\$27,220.
Information Officer, \$37,800.

Canal Zone Government
Civil Affairs Bureau
Director, \$37,800.

Superintendent of Schools \$37,800.
Assistant Superintendent and Director U.S. Secondary Schools, \$34,590.
Director, Special Education, \$33,663.

Dean, Canal Zone College, \$33,980.
Assistant Superintendent and Director, U.S. Elementary Schools, \$33,980.

Principal, Junior High \$29,841.



22 OUTSTANDING YEARS

North Hempstead Town Supervisor Michael J. Tully, Jr., presents a Town Award of outstanding service and a 20-year pin to Nicholas Frappaola, right, of Port Washington, retiring from the Town's Highway Department after 22 years of service.

2 Principals, Senior High, \$28,336-\$28,488.
9 Principals, Elementary \$30,427-\$28,488.

Postal Rate Commission
Chairman, Level III.
Vice Chairman, Level IV.

Special Assistant to Vice Chairman, PE-27.
Commissioner, Level IV.

Special Assistant to Commissioner, PE-27.
2 Commissioners, Level IV.

Special Assistant to Commissioner, PE-27.
Secretary, PE-27.

General Counsel, PE-32.
Assistant General Counsel, Appeals, PE-29.

Assistant General Counsel, Litigation PE-31.
Assistant General Counsel, Regulation, PE-29.

Acting Chief, Technical Staff, PE-29.
Director, Office of Planning and Operations, PE-32.

Assistant Director, Finance and Reporting Systems, PE-29.
Assistant Director, Rates and Classification, PE-29.

Assistant Director, Economics and Market Research, PE-29.

Postal Service
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Senior Assistant Postmaster General Operations Group, \$57,500.
Senior Assistant Postmaster General, Finance Group, \$50,000.

Senior Assistant Postmaster General, Administration Group, \$50,000.
Regional Postmaster General,

\$43,500.
Senior Assistant Postmaster General, Manpower and Cost Control Group, \$55,000.

Senior Assistant Postmaster General, Employee Labor Relations, \$50,000.

3 Regional Postmasters General, \$50,000, \$46,500.
Regional Postmaster General, \$45,000.

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Chief Inspector, \$43,500.

10 Assistant Postmasters General, \$37,500-\$45,000.
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Many District Managers, About \$36,000.

Securities and Exchange Commission
Members of the Commission

Chairman, Level III.
4 Commissioners, Level IV.

Office of the Chairman
Executive Assistant to the Chairman, GS-16.

2 Confidential Assistants to the Chairman, GS-13.
Executive Aid (Stenography), GS-9.

Office of Commissioners
4 Confidential Assistants to Commissioner, GS-10.

Office of the Executive Director
Executive Director, GS-18.
Special Assistant, GS-12.

Office of the Chief Accountant
Chief Accountant, GS-18.
Secretary (Stenography), GS-9.

Office of General Counsel
General Counsel, GS-17.
Secretary (Stenography), GS-9.

Office of Public Affairs
Public Information Officer (Director of Public Affairs), GS-15.

CSEA Organizes Group Of Horseheads Schools

HORSEHEADS—A spokesman for the Civil Service Employees Assn., Inc. announced at a recent meeting of the Horseheads Central School District secretarial and clerical employees that the school board now recognizes the CSEA as its official collective bargaining representative.

The new group, numbering nearly 60 employees, will officially be called the Horseheads Central School Secretarial and Clerical Unit of the Chemung County chapter of CSEA.

During the meeting, an election committee and interim unit officers were named. Anita Mattison will serve as president; Helen Jones, vice-president; Virginia Miller, secretary, and Ellen

Kubiak, treasurer. Those named to the election committee were Betty Nelson, Donna Green and Virginia Miller.

The CSEA was represented at the meeting by Ercole Ventura and Charles McGeary, Central Region V staff members, who answered questions and explained step procedures to the new unit members.

An election of officers will be scheduled in the near future.

Back Pay Granted Albany Caseworkers In CSEA Win

ALBANY—Caseworkers in the Albany County Department of Social Services, represented by the Civil Service Employees Assn., will receive increments due over the past two years following a favorable arbitrator's decision finding that Albany County violated past practices when it unilaterally stopped paying increments.

The CSEA took the issue to arbitration, claiming the county illegally stopped paying increments to the caseworkers effective Jan. 1, 1975. Marge Karowe, lawyer from the firm of Roemer and Featherstonhaugh, the CSEA's legal counsel, represented the employees before arbitrator William Toomey. Ms. Karowe argued that the county had pre-

viously paid increments, and that stopping such payment was a violation of past practices and constituted an illegal change in terms and conditions of employment.

The arbitrator agreed with the union's position, ordering Albany County to pay all eligible caseworkers represented by CSEA increments due since Jan. 1, 1975.

State Will Appeal Negative Financial Disclosure Ruling

ALBANY—The Governor's Office has declared its intent to appeal the decision of Supreme Court Justice Harold Hughes declaring unconstitutional the Governor's Executive Order on Financial Disclosure. In a counter move, B. J. Costello, the attorney representing the state's 8,000-plus management and confidential employees, has obtained from Appellate Division Justice Mahoney an order staying the enforcement of the Executive Order pending the final disposition of the dispute in the courts.

This means, in effect, the state's management and confi-

dential employees do not have to submit the controversial 10-page disclosure form, at least not until the issue is finally decided, probably in the Court of Appeals.

While the legal footwork is going on, the management/confidential employees are themselves organizing an active association to represent their collective interests on this and related issues. At a meeting in Albany Jan. 17, the group elected Henry Bankhead, of the Department of Correctional Services, as temporary chairman, and selected committees to conduct membership and public information programs and to develop a structure for the organization.

The group, officially incorporating as the Organization of New York State Management/Confidential Employees, Inc. intends to begin a statewide membership drive in February, and is organizing forums from which to present its point of view to the public.

Open Nominations For NYC Chapter

The New York City chapter of the Civil Service Employees Assn. has opened the nominating process for electing officers.

Members interested in having a name placed into nomination should send a letter to nominating committee chairman Irving Goldberg, at room 900C, 80 Center St., New York 10013.

The committee will meet Jan. 27 at Francois Restaurant, 110 John St., at 6 p.m., to open consideration of names to be placed into nomination.

Fishkill Dental Group Popular

FISHKILL—Members of the Civil Service Employees Assn. have been receiving treatment at the recently opened Fishkill Dental Group, which accepts the employees' dental plan and GHDI's schedule of allowances as full payment for covered services.

The Group, located at 149 Main St., Fishkill, has announced willingness to provide additional facilities in the union's Southern Region.

Among the Group's features which appeal to public employees, is the aggregate deductible of \$150 per year for a family of three or more.



Nix Pix As Year's Worst



Audience responds to film with amusement at Capital Region meeting. Film is reflected in mirror at rear of table. Laughing at left is Kaye Yuschak, president of Department of Labor chapter 670. Next to her is Angie McPherson.

ALBANY—This 1977 remake of "Gone With The Wind" has been voted the year's worst film to date by New York State critics.

In it, Donald Wollet, director of the Office of Employee Relations, plays "the Wind," in a barely convincing attempt to keep New York State Civil Service employees down on the farm.

His acting has been characterized as "unprofessional, cheap, and in bad taste."

The film has been playing to small audiences throughout the state.

List Established

ALBANY—An associate systems planner (gas) eligible list, resulting from open competitive exam 24-460, was established Jan. 14 by the State Civil Service Department. The list contains 1 name.

KEEP CSEA INFORMED ON MAILING ADDRESS

Below is the Change of Address form used by the Civil Service Employees Assn. in maintaining its mailing list for The Civil Service Leader, statewide elections, contract ratifications and other general mailings. This form is postcard size, and may be clipped, glued and mailed to: The Civil Service Employees Association, Inc., P.O. Drawer 125,

Capital Station, Albany, N.Y. 12224. The form is also available from chapter presidents, but is reproduced here as a convenience. It is to be used only by those CSEA members who are currently employed as civil service workers or by those retirees who are paying full active membership dues.

Change of Address

Change of Address for 'The Leader'

My Present 'Leader' Label Reads Exactly As Shown Here

(please print or type)

(Name) (Chapter Number)

(Street)

(City) (State) (Zip Code)

My Social Security Number is [] [] [] [] [] [] [] [] [] []

STREET

CITY STATE ZIP CODE

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