

Civil Service LEADER

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Counties Workshop

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CUT RIBBON FOR ULSTER COUNTY CSEA OFFICE

With Civil Service Employees Assn. president William McGowan wielding scissors, officials of the union and of Ulster County gather for ribbon-cutting ceremonies to open Ulster County Local 856 office. From left are Ulster County Legislature Chairman Ernest Gardner, Local 856 president Thomas Phillips, CSEA executive vice-president Thomas McDonough, Mr. McGowan, CSEA vice-president and Southern Region III president James Lennon and Kingston Mayor Frank Koenig. Mr. Phillips said the office, at 9 Elmendorf St., Kingston, is "the realization of a long sought-after dream to service our 14 units and sections along with our thousands of members." Among its facilities are a library with volumes on Civil Service Law and the Taylor Law, 24-hour telephone service, meeting space and a work area for field staff.

File Blackout Grievance

ALBANY—The Civil Service Employees Assn. has filed a class contract grievance against the State Office of Employee Relations on behalf of thousands of New York City area state employees who were forced by the State to charge their absences, during July's 25-hour power blackout, to their own accrued leave credits.

According to Stephen Wiley, an attorney with Roemer and Featherstonhaugh, the union's law firm, the grievance covers all CSEA-represented state employees in New York City, Westchester, Putnam and Nassau counties who were absent from work on July 14 during the massive power failure which resulted in a loss of lights, air-conditioning and elevator service in all office buildings in the area.

Despite Mayor Abraham Beame's request that all New York City metropolitan workers stay home during the power outage, the State Office of Employee Relations said state workers forced to miss work because of the blackout would have to use personal, vacation or other accumulated leave time to cover their absence. Those workers who attempted to report to work

but were turned away by armed security guards were also forced to charge their absence to accruals.

Wiley said that the contract grievance, which seeks a reversal of the state's position requiring that the time be charged to leave credits, is based on the CSEA's interpretation of a contract clause entitled "Absences—Extraordinary Circumstances" which appears in all four of the contracts that the union has with the state.

Receipt of the grievance, which is now at the fourth step of the procedure, has been acknowledged by OER. An arbitrator, however, has not yet been chosen by the parties.

"Because more than 30,000 workers will be affected by the

outcome of this grievance, the arbitrator is surely the important factor here. We have already rejected OER's choice of an arbitrator and we will not proceed until we are satisfied that we can have an impartial hearing on this significant matter," Mr. Wiley said.

Monroe County CSEA To Decide: Fact-Finding Report Or Strike

ROCHESTER—The Monroe County Local of the Civil Service Employees Assn. will decide this week whether to accept a delayed fact-finder's report or call a strike vote against the county.

Martin Koenig, president of the 4,000-member Local, scheduled the membership meeting for the purpose of the vote at 7:30 p.m., Aug. 17 in the Auditorium Theater, 875 E. Main St., here.

The meeting was to have been held last week, but Koenig said it had to be postponed because the fact-finder's report wasn't completed. He said it should be ready this week.

The report will recommend a settlement of the labor dispute between the county and the CSEA. The CSEA contract expired last January and both sides have been at an impasse ever since.

Mr. Koenig said that if either the county or the CSEA rejects the report, he'll recommend a strike to the Local members. If

Some CSEA Members Receive Less Than Minimum Pay Boost

ALBANY—Retroactive pay increases went out earlier this month to about 140,000 State employees represented by the Civil Service Employees Assn. in the four major state bargaining units, and now, says CSEA, complaints are beginning to come in from individuals who received less than the 5 percent or \$500 minimum initial increases negotiated.

The total affected probably will be several hundred, most of whom were promoted since April 1 but got an increase based on their March 31 salary. "We warned the State they would create big problems when they switched their positions on salary schedules between the time the tentative agreement had been reached and when it was ratified and finally signed. And now those problems are definitely here, and unless we can work out some arrangement, it looks like we're heading straight for a grievance action to resolve it," said CSEA President William L. McGowan.

When the CSEA and the State reached a tentative agreement on April 17 after marathon bargaining, thereby narrowly averting a statewide strike, both sides announced a settlement calling for raises of 14 percent or \$1,400 minimum in three steps over the life of the new contract. Shortly after, however, the State took a position that it would strictly adhere to the existing salary schedule, which remained unchanged, and the CSEA quickly responded that was different than what had been agreed to at the table. The CSEA pointed out this difference in a factsheet it sent

out with ratification ballots, promising to file grievances and take the issue to arbitration if the State stuck to its suddenly changed position.

The State never did change its latest position, and when the first 5 percent or minimum increases retroactive to April 1 went out this month, most if not all state workers promoted since April 1 found out their raise was less than expected. As soon as the problems began coming in, CSEA president McGowan arranged a work session with representatives of the State Office of Employee Relations (OER) to try and work out a solution. Meetings were held last week and again this week, but it appears that an agreement may not be reached and the entire issue will ultimately be resolved through arbitration.

"CSEA agreed to a settlement calling for everyone, and I emphasize everyone, receiving raises totaling 14 percent with a minimum of \$1,400. And we intend to take this issue to the limit to see that everyone, and I again emphasize everyone, does get that full raise as agreed to also by the State at the bargaining table," Mr. McGowan pledged.

Consequently, the CSEA is compiling information on all

(Continued on Page 3)

File Contracting Out Suit Against Saratoga Springs

SARATOGA SPRINGS — The Saratoga Springs Non-Teaching Employees unit of the Civil Service Employees Assn. has filed a civil suit against Dr. B. Louis Christensen, school superintendent, and the Board of Education of the Saratoga Springs City School District in Saratoga County Supreme Court.

The CSEA is charging that the School Board acted "unlawfully, arbitrarily, capriciously" to "oust civil service employees from their

rightful civil service job positions to circumvent the Constitution of the State of New York and the Civil Service Laws of New York State."

(Continued on Page 3)

ASSAULTS

The Leader is developing a story about Mental Hygiene workers who have been assaulted by patients of the state's hospitals. Any information regarding incidents of this nature should be sent to the editor, Civil Service Leader, 233 Broadway, New York, N.Y. 10007.

workers received in January. All county workers earning more than \$12,000 a year had their salaries cut 5 percent while those earning more than \$20,000 a year received a 10 percent pay cut.

In a newsletter to Local members last week, Mr. Koenig blamed county manager Lucien A. Morin for the delay in the fact-finder's report.

Mr. Koenig said Morin is vacationing in Florida this week, indicating an "I don't care attitude." Even if the state report were completed, county officials couldn't consider it until Morin returns from his vacation, Mr. Koenig said.

W'Chester Correction Aides Win Medals

WHITE PLAINS—Four Westchester County correction officers and one sergeant have been awarded life-saving medals for evacuating inmates and extinguishing a fire in the county jail May 13.

Sgt. Joseph Arbore and Correction Officers Anthony Amicucci, Andrew Bush, Salvatore

Daronzio and Richard Denham received the red and white ribbons in a ceremony held in County Executive Alfred B. DelBello's office.

"We can all be proud of the professionalism demonstrated by these officers under extremely dangerous conditions," Mr. DelBello said. "Under the leadership

of Sergeant Arbore, the officers worked as a team, risking their own lives, to bring the inmates to safety and extinguish the fire."

This is the first time since the Department of Correction was formed in 1969 that it had issued uniform ribbons in recognition of meritorious duty.

Sergeant Arbore, a White Plains resident and a Department of Correction employee for 14 years, was awarded the medal and a citation star for bravery.

Correction Officers Amicucci and Daronzio are both Yonkers residents. Mr. Amicucci has been with the department one year and Mr. Daronzio since 1974. Officer Bush is a Greenburgh resident and Officer Denham is from Elmsford. Both have been with the department since 1973.

GO TO HEALTH

By WILLIAM R. WILLIFORD

What is cancer? It is the uncontrolled growth of abnormal body cells which interfere with the normal functioning of healthy body cells. Cancer is a disease that can affect any part of the body. It is the second leading cause of death in this country.

We are most fortunate in New York State to have located in Buffalo the Roswell Park Memorial Institute. Roswell Park is recognized as a leading world-wide cancer research and treatment center. It provides a free tape recorded information telephone service that we should all know and take advantage of.

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8. Cancer of the Skin
9. Cancer of the Colon and Rectum
10. Leukemia
11. Cancer of the Mouth
12. Service and Rehabilitation Information for Cancer Patients and Their Families
13. Chemotherapy: Drugs Against Cancer
14. Cancer of the Bladder
15. Cancer of the Prostate
16. Cancer of the Bone
17. Cancer of the Stomach
18. Cancer of the Brain
19. Hodgkin's Disease
20. Cigarette Smoking and the Pregnant Woman
21. Cigarette Smoking and Dental Problems
22. What is the Pap Test?—How Can It Help You?
23. What is the Roswell Memorial Institute?
24. Radiation Therapy in Cancer Treatment
25. Words from a Hospital Chaplin
26. The Effects of Cigarette Smoking on the Non-Smoker
27. Cancer of the Liver
28. Cancer of the Pancreas
29. Questions and Answers About Smoking and Quitting
30. Cancer Facts for the Teenager and the Young Adult
31. Breast Cancer Facts
32. Questions and Answers About Smoking and Health
33. Cancer of the Thyroid Gland
34. Speech Therapy After Cancer Treatment
35. Cancer Facts for the Senior Citizen
36. The Economic Impact of Cancer on the Family
37. Lymphoma and Multiple Myeloma
38. Second Hand Smoke—Non-Smokers Rights
39. Air Pollution and Health

Tapes 1-28 are also available in Spanish.

State Aides Win \$1,030 In Awards

Eleven State employees received a total of \$1,030 in cash awards in June for money-saving ideas submitted to the New York State Employee Suggestion Program, administered by the State Department of Civil Service.

Estimated first-year savings from these suggestions total more than \$15,943.

Award recipients:

\$400—shared jointly by Jean Dffenback, Albany, principal account clerk, and Carol Somers, Nassau, senior account clerk, both of the Department of State, Albany. They suggested the use of a more economical system for setting type for the State Department's Directory of State Agencies.

\$200 — Martha Funaro, Troy, stenographer, Tax and Finance.

\$100—Sharon Sanborn, South Bethlehem, Department of Motor Vehicles, Albany, and Daniel Walsh, Elmira, Crime Victims Compensation Board, Albany. A \$100 award was made jointly to Mrs. Dffenback and Mrs. Somers, who also shared the \$400 award, and Donald Healey, Schenectady, State Department, Albany.

\$50—shared jointly by Joseph Brunson, Bronx, and John Perez, Manhattan, both of the Department of Mental Hygiene, New York City.

\$30—Larry VanDerWater, Albany, Department of Education, Albany.

\$25—Allen Jordan, Albany, Office of General Services, Albany, and Nancy McGill, Wappingers Falls, Department of Mental Hygiene, Poughkeepsie.

Cash award winners also receive certificates of merit. A certificate of merit was also won by John Buyce, Northville, Department of Environmental Conservation, Northville.

New List

ALBANY — The State Civil Service Department established an eligible list on July 11 for Lab. Equip. Spec., as the result of a May 7, open competitive exam. The list contains 3 names.

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Gov. Carey's plan to penalize state workers for missing work during the blackout—July 13-14—is "inexcusable," says State Sen. Owen Johnson, above.

Blackout Penalty Plan Opposition Is Growing; Johnson Assails Carey

ALBANY — State workers fighting to prevent the Governor from docking them for missing work the day of the July 13 blackout in the New York area have gained a powerful ally.

State Senator Owen H. Johnson says Gov. Hugh L. Carey's plan to penalize the workers is "inexcusable" and urged the Governor to drop the idea.

"With the looting and chaotic conditions the city was in during the period, it would have only added to the problems had commuters also swarmed there," the West Babylon legislator wrote the Governor: "The media reported New York City state offices were closed while the Mayor pleaded with people to stay home."

The blackout, caused by a series of mishaps at Consolidated Edison installation outside the city, lasted up to 24 hours in some areas. It knocked out sub-

ways, street lights, traffic controls, elevators, power generators among other things in New York City and Westchester County and parts of Long Island and Putnam County.

With the city virtually at a standstill and widespread arson and looting taking place and most offices shut down, New York City Mayor Abraham D. Beame asked people working in the city to stay home until order was restored.

State officials, however, announced state workers who stayed off their jobs that day would lose the equivalent of a day's pay in personal or vacation time. The governor decision was almost immediately challenged by the Civil Service Employees Assn., which claims it represents 140,000 state workers, 30,000 of them who work in the blacked out area. A spokesman for the union's law firm, Roemer and Featherstonhaugh of Albany, said union attorneys are preparing a class action suit to block the move.

Meanwhile, CSEA president William L. McGowan also wrote the Governor asking him to re-

(Continued on Page 10)

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Lattimer Calls Prison Officials 'Insensitive'

CIVIL SERVICE LEADER, Friday, August 19, 1977

CHEEKTOWAGA — Robert L. Lattimer, president of Region VI of the Civil Service Employees Assn. charged that state prison officials were "insensitive" to the problems of "civilian" workers at the Attica Correctional Facility even after the "tragic events of the past week" and the resignation of a half dozen female workers.

Mr. Lattimer, who made his remarks at a press conference held at the union's Buffalo and Rochester offices today said that the "callous attitude" towards the workers extends to all areas of the correctional system, "from the top department wheels in Albany to the cogs of the administration at Attica and demonstrates the department's attitude of treating these workers and their problems and programs with "callous disregard" while paying pious lip service to reform and rehabilitation.

Explaining that the CSEA represents the majority of the workers during the daylight hours engaged in servicing the 1,600 inmates as chaplains, clerks, cooks, counselors, nurses, teachers and performing maintenance and other chores. Mr. Lattimer said that it was time that the public be made aware of the nightmare faced by our workers.

Last Friday, a cook at the prison, Nancy Vial, 49, of 29 Water Street, Attica, was found dead in a meat cooler. Nathaniel Wallace, Jr., an inmate with a history of rape convictions, has been charged with murder by the Wyoming County grand jury.

As of noon Tuesday, Mr. Lattimer said "six women workers had submitted resignations and more would probably follow."

One of the resigning women had previously been subject to an attempted assault.

"All this is happening there and the administration, except for fending off the press, has done nothing," Mr. Lattimer continued. "The workers are completely in the dark."

He said there have been no meetings between the prison and union officials since Friday's murder and that there have been no steps taken to correct the situation.

Mr. Lattimer, apologizing for the absence of Attica local officials who had been expected to attend the news conference, said that the officials did not appear, pending advice of the union's attorneys on Correction Department regulations which prohibit employees' from making comments to the press.

"Another regulation in the book of rules handed to each worker requires that the superintendent prepare an emergency plan for the workers," Mr. Lattimer continued. "Well the workers have no such plan and in fact their safety is completely disregarded."

He also explained that "there are no new employee orientations, the workers have no instructions on what to do in emergencies."

Regional supervisor, Lee L. Frank, who also took part in the news conferences, added that while guards are briefed on the

prison situation as they report for duty, "our people are left in the dark."

"This week, for instance, most of our workers first heard of the "incidents at Auburn and Napanoch from inmates who had been listening to radios at lunch time," he said.

"There are no fire drills; safety meetings are held but suggestions are ignored," he continued. "The attitude is: A prison

job is dangerous, so if you can't take it, quit."

This advice, he said, was given to a clerk who complained that she had to use a copying machine in the inmates' law library without security guards present and where she was harassed by inmates for "using their machine."

In other cases, he said, the only entrances to work areas are through inmate areas, although

slight modifications could result in safer access.

"The administration ignores it all," he concluded.

Mr. Lattimer, at the conclusion of the Buffalo news conference, announced that CSEA attorneys had expressed "off the top of the head" opinions that the departmental rules prohibiting employee comments to media were "unconstitutional" and that local officials could speak out.

Free CSEA Member Unhurt During Napanoch Uprising

NAPANOCH—Among the 14 hostages held captive last week during disturbances at the Eastern Correctional Facility here, was Civil Service Employees Assn. member Bill Morgan, a plumber.

According to CSEA Region III field representative John Deyo, Mr. Morgan was locked in a cell by inmates. Two guards also held captive in the same cell were apparently beaten, but Mr. Morgan was not harmed and was released several hours earlier than the guards.

"He volunteered to stay and have the guards released because they needed medical attention," Mr. Deyo said. "However, the inmates demanded that the guards remain as hostages."

Civilians were evacuated from the prison when the problem developed. Mr. Morgan was working near where the incident occurred. Legally all civilian employees could have been directed to enter the facility to work, however there would have been no insurance coverage, Mr. Deyo said.

Also evacuated during the disturbances, according to Mr. Deyo, were women guards. This action

pointed up a possible staffing problem resulting from the hiring of more women as guards.

Revised Dental Plans Discriminate: Bendet

MANHATTAN—Solomon Bendet, president of Metropolitan Region II of the Civil Service Employees Assn., last week called the state discriminatory in approving an improved health plan for management confidential employees and the elimination of the \$50 deductible for the Security Unit.

"The \$5,000,000 negotiated into the current CSEA contract for improving benefits should be applied to the union's dental plan, which is extremely poor. The state committed itself several years ago to its improvement," Mr. Bendet said.

According to Office of Employee Relations assistant director Thomas Gibbs, an omnibus salary bill passed by the legislature this year which provided funding for negotiated benefits between the unions and management, also included an appropriation for the improved management confidential dental plan.

The Department of Civil Service health insurance section prepared specifications which have been sent to various insurers for proposals, which the department will evaluate and decide on, possibly within the month, Mr. Gibbs said.

The Security Unit, represented by the American Council of State, County and Municipal Employees, negotiated for the elimination of the \$50 deductible

in their dental plan, as part of their recent contract settlement which included salary increases of slightly over 10 percent.

Contract-Out In Saratoga

(Continued from Page 1)

Four charges are listed in the action against the School Board:

—The School Board acted unlawfully in eliminating 61 permanent civil service employees of the School District's Transportation Department and then contracted out with private industry to provide the same service.

—The Board violated the General Municipal Law when it failed to advertise for bids correctly.

—The Board violated the General Municipal Law when it accepted the highest of the two submitted bids, nearly \$100,000 over the real low bid, when the law requires the low bid.

The final charge alleges that in order to guarantee the private contract for the highest bidder, the School Board knowingly accepted a required surety bond twenty-five days after its original five day waiting period had passed.

The CSEA is requesting the Court: restrain the Board from sub-contracting out; restrain the contract with the sub-contractor; declare the contract null and void, and direct the School Board to reinstate all fired employees with full back pay.

CSEA Capital Region field supervisor Jack Corcoran, Jr. stated "CSEA believes that the district broke the state's Taylor Law, the State Constitution and the State Civil Service Law to provide a similar service at a higher cost to the district taxpayers."

We believe the Courts will find our charges correct and our requests just."

Hauppauge Office Building May Be Dangerous To Health

HAUUAUGE—Alarmed by increasing employee complaints that particles in the air of the State Office Building here could be of a cancer-causing type of fiberglass, the Civil Service Employees Assn. demanded last week that the State Department of Labor release the findings of an air-quality survey conducted several months ago.

In a sharply-worded telegram to the health services section of the Labor Department, Ed Cleary, CSEA Long Island regional field supervisor, said, "We demand to know the reason for the delay in releasing the report when the lives and health of state and county employees could be at stake to say nothing of their peace of mind."

Robert Pols, CSEA grievance

chairman for the Department of Transportation Region 10 which is housed in the office complex, said that complaints about the particles in the air have increased in recent weeks. Employees are expressing fears that the particles are of a carcinogenic type of fiberglass. Robert Bycert, building manager, said that the building had been equipped with

fiberglass air filters but that they had been replaced after the CSEA complained of particles in the air.

Two months ago, the health services unit of the Department of Labor, acting on further CSEA grievances and complaints, conducted an extensive air quality survey but have not released the findings to date.

The CSEA telegram asked the state to inform the union of the findings of the report as well as any corrective measures that must be taken "to insure the health and safety of the building's occupants."

The State Office building has been plagued with a series of operational and structural problems since it opened in the early 1970's. Earlier this year, the six-story glass and steel facade of the building collapsed at office closing time, miraculously without harming anyone. Air circulation has been a constant source of complaints by employees with frequent air-conditioner failures and lack of sufficient cooling, especially in the upper floors, say occupants.

The CSEA recently won an admission from the state that the building had problems in design and air circulation which the state had promised to correct.

① CSEA calendar ①

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

AUGUST

- 19—St. Lawrence Psychiatric Center Local 423 annual picnic: 3 p.m. Facility Grounds, rain date Aug. 20, Ogdensburg.
- 20—Oswego County Local 838 clambake: 1 p.m., Bayshore, Oswego.
- 21—Onondaga County Local 834 family picnic: Long Branch County Park, Liverpool.
- 26—SUC Potsdam Local 613 20th anniversary celebration and installation of officers: 7 p.m., Ward's Hotel, Route 11, Brasher Falls.
- 26—Hutchings Psychiatric Center Local 435 Clambake: 4-9 p.m. Hinerwadel's, North Syracuse.
- 27—ENCON Local 119 organizational workshop: 2-6 p.m., De-Ruyter Lake.
- 27—Region V Court Employees Local general membership workshop: 11 a.m., Pine Tree Point Club, Alexandria Bay.
- 27—Oneida County Local 833 clambake: 1 p.m., American Legion, Franklin Springs.

State Adds 12 New Jobs To List; Total Is 30

ALBANY—State Civil Service Department officials have added 12 more jobs to the list of open competitive state agency posts.

The new slots bring the total of current state openings to 30.

The new posts are health facility food manager, welfare inspector general, field representative I, narcotics investigator, senior compensation claims examiner, insurance fund hearing representative, principal workmen's compensation examiner, associate workmen's compensation examiner, associate investment officer, chief of development center community service, chief of

development center treatment service, chief of mental health children's treatment service, and chief of mental health treatment service.

Earlier, state officials announced 18 job openings. They are mental hygiene program evaluation specialist (four levels), senior radiologic technologist, medical social worker, cable television specialist, real estate title searcher, senior stenographer, medical care administrator, senior medical conduct investigator, community nursing services consultant, family planning, regional medical care administrator, con-

sultant nurse, maternal and child care, Adirondack park project analyst for biological resources and physical resources, chief of bureau of statistical services, and director of program evaluation.

The newer jobs have Aug. 22 filing deadlines and seven of them have tests scheduled for Sept. 24. There are no qualifying tests for five titles.

Health facility food manager, a \$10,714-a-year post, is open to candidates with a bachelor's degree in dietetics, food and nutrition or food service management and one year of dietetic food service management experience or an associate degree and three years' experience or completion of a 90-hour course in food service supervision, and four years experience.

Candidates for welfare inspector general field representative, also a \$10,714-a-year post, need three years welfare investigator, social services investigator, or health care investigator experience with at least one year of field investigation.

Candidates may substitute four years' social services caseworker experience, four years' criminal justice investigative experience, a bachelor's degree and one year's experience, or a master's degree in social services, health care services, health services of criminal justice.

Applicants for narcotics investigator, a \$13,404 post, need a driver's license and a year's law enforcement investigation experience or a year's experience manufacturing drugs.

Senior compensation claims examiner (\$13,404) requirements are six years' insurance claims experience, college study, and supervisory experience.

Insurance fund hearing representative, which pays \$13,604, requires at least three years' workmen's compensation hearing rep-

resentation or personnel injury (\$17,429) candidates need a bachelor's degree and five years supervisory or administrative. There is no written test.

Associate investigative officer dates should have eight years disability insurance claims experience, at least two years of it claims experience.

Principal workmen's compensation examiner (\$18,369) and associate workmen's compensation examiner (\$15,684) candi-

banking experience.

Chief of development center community service, treatment service, mental health children's treatment service and mental health treatment service, all of which pay \$27,942, have no listed requirements. There will be an oral test in the fall.

Applicants should contact the commission at 2 World Trade Center, Manhattan; State Office Building Campus, Albany; or 1 Genesee St., Buffalo.

SHORT TAKES

'HE'S GOT TO GO'

A spokesman for the Laborers International Union, which represents mail handlers, has called for the ouster of Postmaster General Benjamin F. Bailar. "He's got to go," says James J. Alpenta of Mr. Bailar. "His public statements provide more than enough evidence that he is bent on making the postal service obsolete within five years."

SEX DISTINCTIONS IN FEDERAL POLICY TO BE REVIEWED

Stewart B. Oneglia will lead a task force that will review sex discrimination codes in federal laws and regulations. The task force will use computers to screen 4,000 sections of the U.S. Code for such words as male, female, sex, son, daughter, support, marriage and divorce. Mr. Oneglia said the study could produce recommendations from the task force to "extend whatever treatment is accorded one sex to both sexes if it provides a benefit, or to eliminate a provision if it is discriminatory."

HIGHER RETIREMENT AGES FOR PRIVATE BUSINESS AND GOVERNMENT WORKERS

A bill has passed by the House of Representatives Education and Labor Committee which raises the minimum age at which workers in private business can be forced to retire from 65 to 70. The bill also completely eliminates mandatory retirement for federal workers, and cuts from the 1967 Age Discrimination and Employment Act an exception that allows labor union and management to write contracts which force workers to retire before age 65.

STATE WORKFORCE GROWS; FEDERAL SHRINKS

There were 100,000 less federal civilian employees in the last fiscal year than there were the year before. This is in direct opposition to state and local governments, where there were 100,000 more.

CETA TO IMPROVE BUFFALO ZOO

With money from the U.S. Comprehensive Employment and Training Act, (CETA), Buffalo officials plan to hire 102 new workers in August. The city will assign 23 of them to the zoo for clean-up and renovation work.

FEDERAL HIRING FREEZE ENDS

The federal hiring freeze, imposed in March, is ending. Many government agencies will be able to start hiring immediately. There are believed to be many job hopefuls. Nine thousand federal job applications were received each day since the freeze began.



CLIMBING THE LADDER

Nassau Department of Drug and Alcohol Addiction staff members receive diplomas after completing basic principles of counseling course. The 15-week college credit course is offered as a career ladder to improve skills toward advancement. Standing, from left, are Wil Clark, director of Roosevelt Counseling Center; Herman Fischer; Harold E. Adams, commissioner of the Drug and Alcohol Department; Lillian F. Webb, course teacher and supervisor of treatment services, Roosevelt Counseling Center; Anthony Fontana, and Joseph Greenhut, director of staff development. Seated are Tood Parafino, Donna Iorio, Victoria Wiechert, Emma James, Donna Chimera and Clara Seymour.

Open Continuous State Job Calendar

Actuary (Casualty), Associate	\$18,369	20-416
Actuary (Life), Associate	\$18,369	20-520
Actuary (Casualty), Principal	\$22,694	20-417
Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14,142	20-519
Actuary (Casualty), Supervising	\$26,516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Dental Hygienist	\$ 8,523	20-107
Dietetic Trainee	\$10,118	20-116
Dietitian	\$10,714	20-124
Dietitian, Supervising	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Engineer, Assistant Sanitary	\$14,142	20-122
Engineer, Junior	\$11,337-\$12,275	20-109
Engineer, Senior Sanitary	\$17,429	20-123
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Legal Careers	\$11,164-\$14,142	20-113
Librarian, Public	\$10,155	and up
Medical Record Administrator	\$11,337	20-348
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aid Trainee (Reg & Spanish Speaking)	\$ 7,204	20-394
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nurse, Health Services	\$10,714-\$11,489	20-333
Nurse, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$31,404	20-139
Occupational Therapy Assistant I & II (Reg & Spanish Speaking)	\$9,029-\$10,714	20-174 20-897
Occupational Therapist (Reg & Spanish Speaking)	\$11,337	20-898
Occupational Therapist Senior (Reg & Spanish Speaking)	\$12,670	20-896
Physical Therapist	—	20-177
Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant I & II (Spanish Speaking)	\$ 9,029	20-175
Physician, Assistant Clinical	\$25,161	20-413
Physician I, Clinical	\$27,974	20-414
Physician II, Clinical	\$31,055	20-415
Physician I, Compensation Examining	\$27,942	20-420
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiologic Technologist, Radiologic Technologist (Therapy)	\$8,051-\$10,274	20-334
Stationary Engineer	\$ 9,546	20-100
Stationary Engineer, Assistant	\$14,142	20-303
Stationary Engineer, Senior	\$10,714	20-101
Varitype Operator	\$ 6,811	20-307
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140

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

State Office Building Campus, First Floor, Building 1, Albany, New York 12239 (518) 457-6216.

2 World Trade Center, 55th Floor, New York City 10047 (212) 488-6600.

Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4261.

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

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

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

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

You can also contact your local Manpower Services Office for examination information.

2 Cops Supply .44 Case Break

By HARCOURT TYNES

About 300 New York City detectives, aided by Yonkers police and Westchester County Sheriff's deputies, have been credited with cracking the "Son of Sam" case which was concluded last week after the arrest of a 24-year-old suspect, David Berkowitz of Yonkers.

Lifeguard Tests

The next Suffolk County Civil Service Department, pool and still water lifeguard performance examination will be held at Byron Lake Pool, Bayview Drive, Oakdale Aug. 24, at 7 p.m. and the next ocean lifeguard performance examination will be held at Town Beach, East Hampton Aug. 25, at 10:30 a.m.

To be eligible, candidates must be 16 and show a birth, baptismal or circumcision certificate or passport.

For further information, write the Suffolk County Department of Civil Service, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge 11787, or telephone 561-979-2266.

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But most observers close to the year-long investigation concede the action of two New York City police officers was the stroke of luck that led police to the suspect who police say killed six young people and badly wounded another seven in eight separate night attacks, beginning with the fatal shooting of 18-year-old Donna Lauria and the wounding of her friend, Judy Valente, 19, in the Pelham Bay section of the Bronx on July 29.

Patrolmen Jeffrey Logan and Michael Cataneo were on patrol car duty in the Bensonhurst section of Brooklyn July 31, the night 20-year-old Stacy Moskowitz was fatally wounded by two .44 caliber slugs, the trade-

(Continued on Page 15)



Mayor Abraham D. Beame, Det. Edward Zigo and Police Commissioner Michael Codd, from left, with other police officials at press conference following arrest of "Son of Sam" suspect.

CIVIL SERVICE LEADER, Friday, August 19, 1977

Teacher Reinstated; Statewide Effects

A State Supreme Court judge last week further strengthened tenure rights of civil servants by ordering a Suffolk County school board to reinstate a teacher discharged despite the voluntary waiver of his tenure rights.

The judge ruled that even though the teacher had agreed to the unusual conditions that led to his dismissal last December, the Central District 1 school board of Brookhaven and Smithtown had violated state law by

summarily discharging him without notice or a hearing.

Judge Leon Lazer also ordered that back pay, retroactive to January, be paid to the elementary school teacher, David Abramovich.

The case began in May 1975, when Mr. Abramovich was formally charged with incompetence, insubordination and ne-

glect of duties. A formal hearing was scheduled for October 1975, and the local teachers union, Three Village Teachers Association, hired a lawyer to represent him. Shortly after the disciplinary hearing started, the school board made the following offer to Mr. Abramovich:

The pending charges would be dismissed in return for his taking

a one-year leave of absence without pay. Then in September 1976, Mr. Abramovich would resume teaching for a four-month trial period. Then the school principal would decide whether the teacher would continue working or be permanently discharged.

The agreement also stipulated that the principal's decision would be "absolute, final and not appealable anywhere at anytime" by either Mr. Abramovich or the school board. The teacher, at the same time, agreed to waive "all rights that he might have (under the law) to challenge the determination of (the principal) as to his non-retention."

But no sooner was Mr. Abramovich fired upon a recommendation of the principal, then he brought a lawsuit in Suffolk Supreme Court claiming he had not been told that he was giving up "statutory rights as a tenured teacher and was permitting his property rights and statutory rights as a tenured teacher to be taken away without due process of law at some future date."

Judge Lazer rejected this argument, ruling that he had "full knowledge of the consequences" at the time he signed the agreement. But he said the entire proceeding was illegal because Mr. Abramovich could not waive his tenure rights in advance.

Judge Lazer based his ruling upon "significant public policy factors involved in the tenure laws." He explained that the tenure laws were designed to protect teachers against being arbitrarily discharged by school board.

And that is exactly what happened to Mr. Abramovich, the judge ruled. His waiver, even though voluntarily, "was to render his tenure rights inoperative to the extent that he could be discharged without a hearing at the whim of a school principal at the end of a specific period of future service."

Ironically, Judge Lazer noted, Mr. Abramovich, after signing the agreement, had less rights than a probationary teacher, who is entitled to know the reasons for a dismissal and to reply to them.

10 Rockland Jobs Open

NEW CITY—Rockland County public job hopefuls have a date with county officials Sept. 24.

That's when the county will hold qualifying exams for five open competitive posts and five promotional jobs.

The open competitive tests are for assistant public health engineer, assistant public health engineer trainee, office services supervisor, senior mail clerk and staff development supervisor.

The promotional tests are case supervisor—grade B, office services supervisor, public health

sanitarian, senior caseworker, senior clerk and senior mail clerk.

Only county social services department employees are eligible for case supervisor—grade B and office services manager, and only health department workers are eligible to take the public health sanitarian test.

Office services supervisor, senior mail clerk and staff development supervisor candidates must live in Rockland County.

Details and job applications are available at the Rockland County Personnel Office, County Office Building, New York City 10956.

HELP WANTED M/F

GENERAL COUNSEL—CHIEF OPERATING OFFICE

Community Action for Legal Services, Inc. (CALS), the nation's largest civil legal services program, is seeking a General Counsel and chief operating officer. CALS is federally funded by the National Legal Services Corporation with an annual budget of \$7 million. CALS funds and provides leadership for the provision of legal assistance in 22 community offices operated directly or through delegate corporations with 125 attorneys and 175 support staff.

The position requires a lawyer of high legal abilities and experience. Responsibilities include supervision of the provision of legal assistance, training, evaluation, coordination and general management with a knowledge of budgeting, resource allocation, financial management, labor relations, public and inter-governmental relations. Qualifications for the successful candidate include experience in the above areas.

The salary range is \$35,000-\$40,000 (higher compensation is possible for persons of unusual background or experience) depending upon individual qualifications. Persons interested in applying for the position should send resumes to:

**Chairman, Search Committee
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FRIDAY, AUGUST 19, 1977

Women On The Line

AS women continue their effort to gain equal opportunities with men, two contrasting events occurred recently at Attica Correctional Facility to mark the achievement there.

One event represents a high point, but the other is a dubious distinction that may be, in the long run, more meaningful.

In the first, Barbara E. Kinch, a 27-year veteran of state service, became the first woman deputy superintendent of a maximum security prison in this state.

During the same week, Nancy Vial, a cook, was found dead in a cooler in the prison kitchen. The victim, one of the few women at Attica to come into direct contact with inmates there, may be the first female worker to be murdered in a state penal institution.

Attica is a man's prison that became infamous in 1971 during the five-day riots that resulted in the deaths of 43 guards and inmates.

This is the first instance of a death at Attica since that time, although there has been other trouble since three women corrections officers were assigned to duties there, and one was slashed within days of her arrival.

In a related event, at Napanoch Correctional Facility, where riots took place last week, civilians and women guards were evacuated from the prison when trouble broke out.

Here you have three isolated instances. Although each happened within days of each other, took place in prisons and have to do with women's rights, entirely different morals can be drawn from each by editorial writers.

- The deputy superintendent may have achieved the highest position yet, but she is not truly in charge.

- The cook's death showed that women can have the right to risk their lives in hazardous jobs if they want to. We wonder though, if a man cook would have faced the same risk.

- Men still react instinctively to protect the women and children first, even when they are in uniform. In the Napanoch situation, manpower of the guards was reduced during the riot because the correction persons were ordered out.

As women's rights movements and affirmative action programs work to expand the role of women on our society, events such as those mentioned above become controversial touchstones.

We invite our readers to give us their views on the subject. (M.O.B.)

Your Social Security

Q. My father, 73 and living alone, is having increasing difficulty caring for himself. How will his SSI payments be affected if he moves in with me and my husband.

A. His supplemental security income (SSI) check may be reduced to take into consideration the value of support and maintenance he receives from you.

Q. I have no regular income

but the things I own are worth a little more than the \$1,500 limit for supplemental security income. Does this mean I can't get SSI checks?

A. Even though your resources exceed the limit by a small amount, you still may be able to get SSI payments if you agree to dispose of the excess assets within a specified time. Check with your social security office.

Don't Repeat This!

Compromise Can Be Step Toward The Next Goals

Nothing remains stationary for very long. When everything seems to be going right, you can bet there will be some unwelcome problem to disrupt the routine.

By the same rule, though, bad times have their day and pass, too.

Part of the human condition, it would seem, is to solve one set of problems so that we may better cope with the next set of challenges that face us ahead.

Compromise is necessarily an integral way in which we proceed in our efforts to resolve these problems. Sometimes we may be very sure that we have the ultimate solution to a given problem, yet must be aware that what may be right for one person may be undesirable for another.

Basically that is what politics are about.

Advocates for differing viewpoints all proceed with the goal in mind of winning everyone over to their view. The end result is usually a compromise, but one that the majority of people feel they can live with for awhile . . . or at least long enough to get used to before the next effort to change things.

During the past month, public employees must have reacted that they were finally getting a few breaks after a long period in which they had been asked to accept more than their share in the government's struggle to stave off bankruptcy in New York State and several of its largest cities, most notably New York City and Yonkers, with Buffalo close behind.

The Agency Shop Bill was signed into law by Governor Carey to have non-union members contribute their fair share toward representation costs; state employees received their paychecks with the new raises they had achieved through negotiations by the Civil Service Employees Assn. last April; the New York City Patrolmen's Benevolent Assn. ratified an agreement after two years of frustration and received assurances that they would receive more than what the contract called for in order to match additional benefits more recently won by the City's Uniformed Sanitationmen's Union.

All in all, it was beginning to look like long-awaited relief was finally arriving to bolster the flagging spirits of the public employee work force.

But the wheel of life keeps turning, and new problems continue to replace those that were so recently solved.

Some state employees who accepted promotions after April 1 this year found that their raises were not as great as they might have expected. A class action suit is being filed by the Civil Service Employees Assn. on behalf of those state employees who lost a day's work because of the blackout last month. Monroe County employees are meeting this week to decide whether they will resort to a strike to resolve the long-pending dispute there which has even included as much as 10 percent across-the-

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

The Right To Unretire

Plaintiff commenced an action for a declaratory judgment setting forth his rights in the New York State Employees' Retirement System.

Plaintiff became a member of the system on Oct. 27, 1967. He left public employment and applied for retirement in July 1971 under the 55-year retirement plan and was retired on a pension of \$250 per year. Plaintiff decided to re-join the system on Jan. 1, 1974. In plaintiff's letter to the system informing them of this move, he noted his "understanding" that since he had been a member prior to July 1, 1973, he would not be affected by the more restrictive amendments to the retirement program.

The system reregistered him into active membership but advised him that because his new registration date was Jan. 1, 1974, his membership was governed by the new amendment under which he would have to complete five years of service after July 1, 1973, before retiring. Plaintiff is contesting this determination on the ground that the amended statute cannot constitutionally be applied to him and is petitioning the court to declare the rights of the parties.

The New York State Constitution provides that membership in a retirement system of the state or of a civil division thereof shall be a contractual relationship. Article V, Section 7 of the New York State Constitution states: "After July 1, 1940, membership in any pension or retirement system of the state or of a civil division thereof shall be a contractual relationship, the benefits of which shall not be diminished or impaired."

Constitutional protection is thus afforded to one re-joining the system after discontinuing service, because one of the benefits that may not be impaired is the right of a retired employee, upon being re-employed, to re-enter the system under the same terms and with the same benefits as those existing when he previously became a member. In view of this, the narrow question before the court is: What rights did plaintiff have under this contractual relationship expressed in the Constitution when he joined the system in 1967?

At that time, Section 101 of the Retirement and Social Security Law provided, as it still does, that if a retired member returns to active public service, his retirement allowance shall cease, and he thus contributes to the system as if he were a new member. Upon that reregistration, he is credited with all member service earned since he last became a member and from that his retirement allowance is computed.

Plaintiff in this case had a constitutional right to re-enter the system—that is undisputed. However, the monetary benefits he is to receive are at issue. The fact that he would receive a pension at the rate fixed at the time he joined the system does not necessarily assure him the application of that rate following his later reinstatement and reregistration. The reason for this is that the contractual re-

(Continued on Page 7)

WHAT'S YOUR OPINION

By PAMELA CRAIG

QUESTION

There is a job lottery to fill about 200 New York City court officer positions because there is no available list. What is your opinion?

THE PLACE

Criminal Court, Manhattan

Danny Gallo, court officer: "I prefer the civil service test as the basic criteria for evaluating the job applicants' qualifications. To perform this job well, you need to have common sense as well as a sense for the judicial system. I feel the test will weed out those who lack those basic qualities. We had a demonstration because we heard they planned to hire strictly through the lottery and without checking into the applicants' backgrounds. Now they plan to pull more names than they need and check into their backgrounds. I feel a lottery undermines the importance of the civil service exam."

Joe Ranauro, court officer: "I feel the civil service test should be given because there is a better quality of applicants and because they are capable of passing the exam. The lottery is primarily luck. I assume the administration feels the lottery is a fairer way of hiring. I personally feel that it undermines the civil service system. I don't understand how this lottery is not going to prove to be incredibly expensive if the administration plans to train and uniform 200 men and later fire them after the Office of Court Administration gives the test in the fall."

Tom Pizzo, court officer: "I do not believe they should use a lottery to hire the needed 200 men. I believe they should be taken off a civil service list. This form of hiring is not proper and is unfair to all court officers who were hired through the civil service system. They plan to give a test in a few months and I think they should hold up the hiring and proceed through the proper channels. There was a time when we were more short-handed than we are now. I feel they should wait until the fall because the need is not as great."

John Floyd, court officer: "I'm completely opposed to a job lottery. The Office of Court Administration could make a test up in two hours if it wanted to. The administration plans to pull four names for each position and after an interview, pick the most qualified. There may be groups of four very fine men and there may be groups of lousy applicants, yet there will be a man chosen per group. I really feel the quality of the selection will suffer under this format of hiring. I feel it is also unfair for a provisional to take the exam, barely pass and keep his job. This undermines the civil service system."

Dennis Gallagher, court officer: "My opinion is that there should be a civil service list and all court officer positions filled should come from that list. The civil service system is the fairest way to hire. They plan to call three times as many names as there are vacancies. They will then conduct interviews to determine those best suited for the position. If you are lucky enough to have pull, then there is room for influencing the final decisions. I feel it is also a waste of money to train and buy uniforms for 200 officers and then fire them in four months after the exam is given."

Michael Tempesta, court officer: "I do not feel that there should be a lottery. The civil service exam should be given. These positions are going to be provisional until the court administration gives the civil service exam in the fall. It's foolish to hire a group of temporary workers and then fire them after they have been trained. The administration had planned to pull names out of a basket and hire without a background check. Now they plan to pull around 700 names and interview for the best applicant."

RETIREMENT NEWS & FACTS

By A. L. PETERS

Estimated Taxes

If you retire, there is a tendency to forget about the quarterly estimated tax returns which must be filed for your income tax. Most people who have been on payroll deduction never needed to file this but, inasmuch as these deductions are not being made by your employer, it is now necessary.

About half a million teachers who are members of the National Education Alliance are now covered by federal Social Security. The union, with 1.8 million members, is currently campaigning to make coverage mandatory, but there is strong opposition among some groups. The matter is sure to come up at the National Educational Assn. convention in Minneapolis.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of unclaimed checks from the New York State Employees' Retirement System and the State Policemen's and Firemen's Fund. The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to obtain the funds.

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

(Continued from Last Week)

Whittaker, Robert Y	Buffalo
Wright, Willie E	Buffalo
Zuckerman, Sara	Brooklyn
Zuniga, Manuel A	Monterrey, Mex
Schneider, Marie L	Northport
Seaton, Glenn	Oswego
Seifried, Arthur C	Lake Ronkonkoma
Skobie, Lenore T	Syracuse
Smith, Charles L	Utica
Stiefel, Richard H	Oneonta
Stover, Charles Mae	Buffalo
Suescun, Jose L	W Haverstraw
Talbot, Georgiana	Harwinton, Conn
Topley, John C	Northport
Walker, Douglas	White Plains
Walker, Harold	Lindenhurst
Walton, George A	Brooklyn
Watson, Alonza D	Camden, Ala
West, Sandra	Lyons Falls
White, Myrna R	Rochester
Williams, Marget C	Poughkeepsie
Williams, Robert J	Buffalo
Witcher, Ann Y	Buffalo
Woerdeman, Beth A	Syracuse
Woods, Jane V	Yonkers
Wright, James L	Ithaca
Voss, Rose Marie	Buffalo

Don't Repeat This!

(Continued from Page 6)

board salary reductions.

It is a never-ending struggle between management and employees; with the public they both serve looking on.

We must expect that every party to a dispute will be working hard to achieve a total win, but will eventually exchange one set of conditions in Side A's favor for another set in Side B's favor.

Compromise may not be the most popular word in the English language, but the word, in practice, provides a new base from which to build for future negotiations.

The thing to keep in mind is that if you give up something here, you've probably done it to gain something more important somewhere else, and visa-versa. After all, in labor negotiations, both sides are constantly working to protect their own interests.

Civil Service Law & You

(Continued from Page 6)

relationship set forth in the Constitution required that upon reinstatement following retirement, he should contribute—and upon retirement be pensioned—"as if he were a new member." The rationale behind Article V, Section 7 of the Constitution is to uphold the benefits of this contractual relationship. Therefore, one must determine the benefits accruing to plaintiff from the contract itself.

On Oct. 27, 1967, plaintiff assented to a contractual arrangement whereby his pension would be computed at one rate on his first retirement. However, this did not preclude it from being computed at another rate on his second retirement subject to the Legislature's changing of the rate in the meantime.

As a result of this, plaintiff does not have a contractual—ergo Constitutional—right, upon retirement, to a pension at the rate provided for on Oct. 27, 1967. However, the provisions of Section 441(a) of the Retirement and Social Security Law with respect to the completion as a prerequisite to retirement of a minimum of five years' credited service after July 1, 1973, are invalid as applied to plaintiff in this case. The court found the term of service provision to be unlike the fluctuation of monetary benefit plaintiff was to receive in terms of the statute. The two-year provision plaintiff was subject to when he entered the system in 1967 is deemed fixed and unconditional by the court. *Mutterperl v. Levitt*, 393 N.Y.S.2d 837 (Supreme Court, Albany County, 1975).

LETTERS TO THE EDITOR

Demands Action

Editor, The Leader:

At the recent Mental Hygiene caucus at the Friar Tuck Inn, the issue of members choosing their own attorney was discussed. This discussion took place during the session on the CSEA legal assistance program. The discussion began to focus on the fact that there are no black or minority attorneys within CSEA. Furthermore, it was pointed out that when the state and CSEA have chosen arbitrators, none have come from black or minority backgrounds.

Tom Linden, CSEA state coordinator for the legal assistance program and Joseph Conway, chairman of CSEA legal committee, gave the representatives a firm commitment that they would do all in their power to immediately hire black and minority lawyers to the legal staff. They said they would also see that the state and CSEA honor their commitment to equal rights and that black and minority arbitrators would be appointed at the earliest opportunity.

One delegate questioned the affirmative action plan in our union.

After considerable discussion, a motion was introduced by Florine Allen from Pilgrim Psychiatric Center and seconded by Tyron Daniels of Willowbrook Developmental Center. The essence of that motion was as follows:

Be it moved that the board of directors of the parent body of CSEA integrate its legal firm with non-white lawyers to assist the minority members of CSEA and that they include non-white arbitrators in the Department of Mental Hygiene. The board of directors in the past has thwarted the delegates' efforts and it is hoped that this time they will honor the wishes of the delegated body.

We demand that the CSEA board of directors be responsive to the needs of its membership and move on this before the next CSEA convention, thereby beginning a real (not token) affirmative action plan of hiring in the legal department.

Buffalo Psychiatric Center
Local 406

Creedmoor Psychiatric Center Local 418
Gouverneur Local 407
Pilgrim Psychiatric Center Local 418
Brooklyn Developmental Center Local 447
Willowbrook Dev. Center Local 429
Manhattan Dev. Center Local 443
O.D. Heck Dev. Center Local 445
Representatives to Mental Hygiene Workshop—South Beach Psychiatric Center Local 446

Added Comment

Editor, The Leader:

I would appreciate your running this added comment (concerning Leader interview, Aug. 5 issue) since the bald statement that I oppose affirmative action could be misleading.

I do not favor quotas. But I would remove all artificial barriers to hiring minorities and install programs to help the disadvantaged.

I favor affirmative action to

remove all no-show jobs and political hacks from civil service jobs and, if the jobs are necessary, giving civil service people a crack at them.

JOEL HARNETT
New York City

LETTERS POLICY

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

BUY
U. S.
BONDS!



Albany Knickerbocker News columnist Arvis Chalmers urges greater participation in political action during panel discussion on ways to improve the union's public image. Seated from left are panelist Paul Kyer, associate publisher of The Leader; moderator Celeste Rosenkranz, of Buffalo Local 003, and CSEA director of public relations Roger Cole.

Experts Offer New Ideas For Polishing Public Image

KERHONKSON—An enthusiastic audience attended a panel discussion on "Improving the Image of the Public Employee" held here during a three-day workshop of Civil Service Employees Assn. County Division delegates.

Panelists were Arvis Chalmers, veteran Capitol Hill reporter and columnist for the Albany Knickerbocker News and also a television commentator; Paul Kyer, associate publisher of The Leader, and Roger Cole, public relations director for the Employees Association.

"No one knows more about government than you people," Mr. Chalmers said, "and I can think of no better way to use that expertise than in the arena of political action. If any group can give solid evaluation of performance in elected office, it is you. The public cannot help but admire a civil service union that offers honest critical evaluations of the politicians as public servants."

The noted journalist also urged more civil servants to seek elective office. "Who has better experience than you?"

Mr. Chalmers also proposed annual awards to public officials who have performed outstanding service. "It's another way of letting the public know you have the judgment values to comment on the worthiness of performance in higher office."

The newsman gave advice on how to get better coverage of civil service events in the news media. Knowledge of reporters' deadlines was strongly stressed. "If you miss that deadline, you may miss entirely the chance to get your story in," he said.

Mr. Chalmers said that stories turned in over the weekend for Monday publication stood the best chance of getting printed because it is the leanest day of

the week for hard news.

Mr. Kyer urged the audience to get involved in great issues outside of union goals. "America is a very moral country that is capable of deep commitments by its citizens when certain issues arise. Showing the public that civil servants are concerned about national problems such as environment, energy conservation, public spending, defense, civil rights, court reform and other issues, will gain future allies for civil servants from action

groups with whom the union feels it can take up specific causes," he declared.

The civil service in New York State received the most sympathetic press in decades, particularly for state employees, Mr. Cole declared.

"What pleased us most about this," said the CSEA public relations director, "was that we have long claimed that we are not only the best union for public employees but also the most responsible one. The press agreed with us that we had, indeed, behaved responsibly during the recent fiscal crisis and that we were entitled to a decent settlement this year as a result. And we got it!"

With the pressures of negotiations out of the way, Mr. Cole pledged that the matter of a better public image would receive a good deal of attention in the coming year.

During the question-and-answer session following the panel, moderated by Celeste Rosenkranz, chairman of the CSEA education committee, one proposal made by Anthony Cagliostro, an employee of the Public Employment Relations Board, got the greatest reception.

"The first and most basic step in improving our public image," he declared, "is taking an intense pride in the jobs we are doing. We can't expect the public to like what we do if we don't like it ourselves."

Court Local Of Region V Plans Meet

WATERTOWN—The newly formed Region V Court Employees Local of the Civil Service Employees Assn. will have a general membership workshop Saturday, Aug. 27, at the Pine Tree Point Club, Alexandria Bay.

According to Eleanor Percy, interim president of Local, the workshop will be to define more clearly the role of court employees within the structure of the CSEA.

Court employees and their guests are urged to make reservations before Aug. 22 through Roy Hall, 7 Harding St., Malone; N.Y. 12953 or (518) 483-2846.



Theodore C. Wenzl, right, whose 11 years as the CSEA's 19th president is a record for the union, checks over some figures being shown him by union treasurer Jack Gallagher.



Suffolk Education Local 870 vice-president Michael Curtin, left, and Local president Walter Weeks, center, confer with Medi-Screen representative Clark Fisher.



Central Region V executive vice-president Patricia Crandall, left, greets two of the Region's top-ranking women leaders who serve with her on the CSEA Board of Directors: Broome Local 804 president Mary Battista, center, and Cayuga Local 806's Marjorie Coggeshall.



Thomas Elhage, first vice-president of Oswego Local 838, is attentive listener as Oneida Education Local 869 president Dolores Herrig seems amused.

(Leader photos by Ted Kaplan)



CSEA director Clayre Lliamarri (Schuyler County) engages in exchange of opinions with former CSEA vice-president Richard Cleary, of Syracuse Local 013.



Rockland Local 844 secretary Loida Figueroa gets briefing from Local president John Mauro, who also serves as the director representing Rockland County on the CSEA Board.

Could, Should CSEA Unionize Workers Of Outside Contractors?

(Continued from Page 16)
different counties. In this situation, the problem would be in negotiating for people who work for different public employers.

Although the problems were evident to all delegates present, the general feeling seemed to be that they would like to have the details worked out to provide them with firmer plans by which to proceed.

In any event, the discussion pointed up the fact that although the contractors may be private firms, the money to pay them comes from public funds, and therefore, the workers may be considered public employees.

On the other hand, as em-

ployees of a private contractor, they would not be bound by provision of the Taylor Law, and would be able to strike in a contract dispute.

Would Be Backbone

"They would be our backbone," one delegate commented.

It was also pointed out that a separate contract would be required for the contractor employees.

By no means, however, was the popular sentiment in favor of contracting out.

Mr. Cropsey noted that in the private sector, "the people are working here, there and everywhere, so they never build up pride in the job and rapport with the kids."

Saratoga County Unit Ratifies 2-Year Pact

By DEBORAH CASSIDY

SARATOGA—The 400-member Saratoga County unit of the Civil Service Employees Assn. ratified a two-year contract containing a \$400 bonus in the first year and a \$400 salary increase in the second.

Talks were held up for nearly a year in an attempt to obtain the salary increases in the first year and to convince the county to reconsider several of its proposals. After obtaining a majority of their demands, members were willing to settle the drawn-out negotiations, a union spokesman said.

The CSEA was victorious in obtaining a provision increasing increments by \$100 for salaries that attain the top level originally stated in job contracts. Re-

ferring to this as a "rollover" schedule, Danny Jinks, collective bargaining specialist for the CSEA, stated that it would help lower-paid employees to increase salaries in a shorter period of time.

Also included in the contract is increased vacation and sick time and a stricter layoff-recall policy. Now paying the full cost of employee health insurance coverage, the county has agreed to pay the full amount for retirees also.

CSEA Wins \$1,000 Overtime For Schenectady Custodian

SCHENECTADY—The Schenectady City School District has been ordered by arbitrator Mark Santer to pay Richard Faraone, head custodian of the Central Park School, more than \$1,000 for 172 hours of overtime. These were hours Mr. Faraone was willing to work in compliance with the Civil Service Employees Assn's. Local 847 contract with the school, but hours that the school refused to allow Mr. Faraone to work.

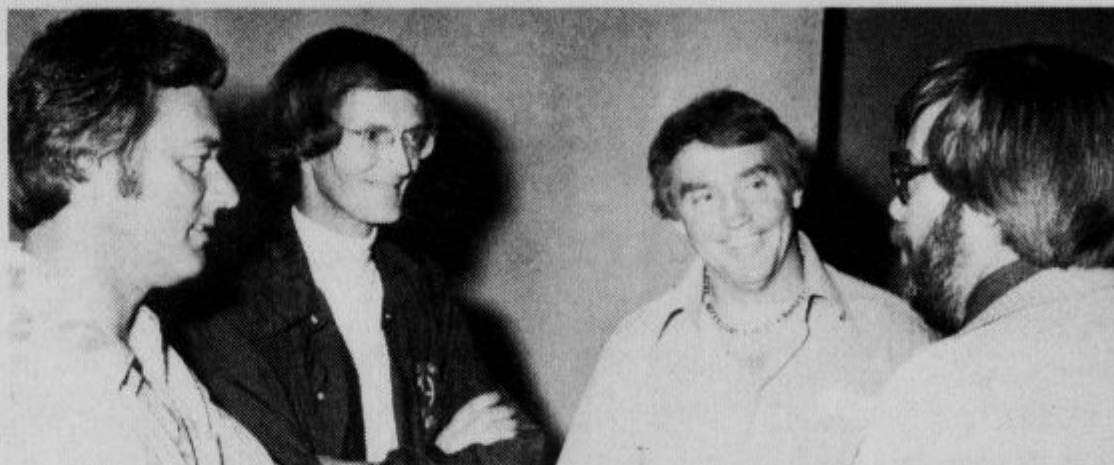
John Cummings, CSEA field representative, assigned to the Schenectady area, explained the situation: "The CSEA contract specifically states that the custodian-in-charge, if available, or

a qualified custodian shall be present in a school building after regular school hours or on weekends at such times a civic or school activity takes place."

From Oct. 1976 to June 1977, the school administration ignored this contractual agreement. The administration kept using a cleaner instead of the agreed-to custodian."



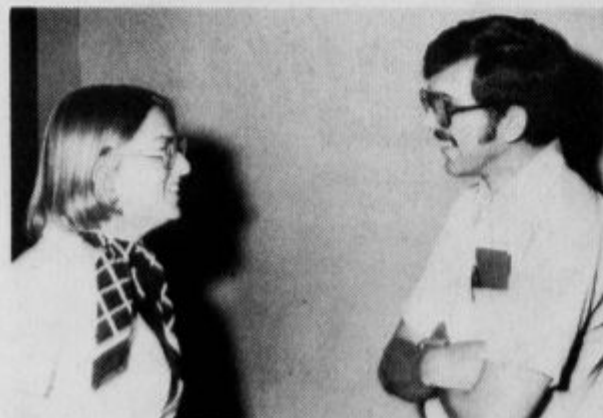
Marsha Coppola, Jefferson Local 823 secretary and Central Region V Counties Workshop treasurer, chats with two of the CSEA's statewide officers, secretary Irene Carr, of SUC at Oneonta Local 635, and statewide vice-president and Capital Region IV president Joseph McDermott.



Addition of beard evidently could not disguise collective bargaining specialist Nels Carlson, right, from being recognized by, from left, Long Island Region I first vice-president James Corbin, of Suffolk Local 852; Westchester Local 860 president Raymond Cassidy, and Suffolk Local's Frank Randall.



Flanked by well-known stalwarts of Oneida Local 833, delegate Louis Eddy, left, and CSEA director Roger Solimando, are large delegation of women officers, seated from left: secretary Dorothy Penner, delegate Louise Smith, delegate Jeanette Evans, treasurer Bea DeSantis, delegate Mary Gately, delegate Eleanor Johnson and unit president Shirley Jones.



Broome County unit president Barbara Pickell and CSEA director Thomas Bruno (Cattaraugus) are two of the emerging next generation of CSEA leaders already achieving prominence.



CSEA vice-president Robert Lattimer, chief of Western Region VI, confers with Richard Burstein, member of the CSEA's law firm of Roemer and Featherstonhaugh.



Increased participation by women in CSEA leadership is evidenced by presence of these two CSEA directors: Mary Sullivan, left, of Herkimer County, and Maureen Malone, of Madison County.

Latest State And County Engible Lists

EXAM 36154 ASSOC SALES TAX EXMR Test Held Jan. 15, 1977 List Est. June 16, 1977 (Continued from Last Week)

69 Vantassell Boyd Greene	74.1
70 Chanin Joseph Wantagh	74.0
71 Newsome Francis White Plains	73.7
72 Hauke Robert J Troy	73.7
73 Damiano L R Clifton Park	73.3
74 Fishcher Anthony Albany	73.3
75 Murphy Susan J Flushing	73.2
76 Jos David H Cold Spg Hbr	72.8
77 Walker Roger Hamburg	72.1
78 Coughlin Andrew Hicksville	72.1
79 Lawlor Joseph J Baldwin	71.6
80 Sandig Edward Brooklyn	71.6

EXAM 36143 SR INCOME TAX EXMR Test Held Jan. 15, 1977 List Est. June 13, 1977

1 Wandtke Richard Rochester	93.0
2 Schwartze Gretta Staten Is	92.7
3 Stern Allan White Plains	87.1
4 Boink Clara E Schenectady	86.8
5 Barrese A J Staten Is	86.3
6 Pflieger Paul H Albany	86.2
7 Riddervold W C Clifton Park	85.9
8 Ocker Edward J Albany	85.1
9 Hall William H Saratoga Spg	85.0
10 Roop Albert B Clarence	84.3
11 Lemieux Gerald Troy	83.9
12 Randall Richard N Syracuse	83.8
13 Conte Gennaro A Liverpool	82.8
14 Womer Earl F Schenectady	82.3
15 Kinlan Charles NYC	82.1
16 Jaffe Regina Brooklyn	81.6
17 Eccleston J New Rochelle	81.3
18 Connor Robert A Johnson City	81.1
19 Domagal Jeffrey Marcy	80.9
20 Steiner Isidore Bayside	80.6
21 Puffer Ralph H Cobleskill	79.6
22 Cerio Raymond P Liverpool	79.5
23 Skorenski John Saratoga Spg	79.2
24 Qurewitz Edward Brooklyn	79.2
25 Bloom Lawrence Brooklyn	78.8
26 Wescott Alton A Albany	78.1
27 Cole Dolores Mechanicville	77.9
28 Webler Paul G Schenectady	77.7
29 McCann James V Geneva	77.7
30 Beauregard A J Cohoes	77.4
31 Gilbert Janis L Genesee	77.4

32 Francis Betty T Chatham	77.2
33 Seeg Max Brooklyn	77.1
34 Ciarlone A J Troy	76.9
35 Neeb John H Tonawanda	76.5
36 Wright Carl P White Plains	76.4
37 Alrutz Daniel J Albany	76.0
38 Jarzynski L D Tonawanda	76.0
39 Griswold Guy A Cheektowaga	76.0
40 Hay Susan M Coram	75.8
41 McCarthy Helen White Plains	75.7
42 Olson Richard S Canandaigua	75.5
43 Botsakos W A Nanuet	75.3
44 Vargas Rafael E Jamaica	75.2
45 Gritzke Robert Buffalo	75.0
46 Lee Raymond W Troy	75.0
47 oCnway Patrick Syracuse	75.0
48 Tollar Thomas M Hamburg	74.9
49 Rogers David N Saratoga Spg	74.9
50 Mok David K Brooklyn	74.6
51 Maloney George Troy	74.6
52 Cleveland Edith N Syracuse	74.5
53 Edwards M S Hollis	74.4
54 Conte Louis J Hudson	74.3
55 Stuhlman Ronald Utica	74.3
56 Provost Mary A Albany	74.2
57 Hanny Charles E Amherst	74.2
58 Moryka George P Amsterdam	73.9
59 Allicino Lynne Clifton Park	73.0
60 Lubecki Thomas Rome	72.8
61 Bowmn Roy H Getzville	72.8
62 Burgess Richard Rensselaer	72.7
63 Lapointe Donald Cohoes	72.2
64 Sweeney Mark F Vestal	72.0
65 Bellamy Charles Ballston Lk	71.9
66 Higgins Barbara Albany	71.9
67 Raab Arthur J Brooklyn	70.9
68 Francis Vance A Brooklyn	70.8
69 Dahlgren Donald Rochester	70.7

EXAM 35998 ASSOC ONS EXMR Test Held Dec. 11, 1976 List Est. June 16, 1977

1 Lennon Terence NYC	97.8
2 Cohen Maurice D Hicksville	96.7
3 Reiersen John D Pt Jfrsn St.	94.5
4 Smooke Edward H Howard Bch	91.2
5 Siegel Eandra NYC	89.8
6 Bertin Irving B NYC	88.7
7 Perla George Hollis Hills	87.6
8 Laurenzano V L Flushing	87.2
9 Alberts Leslie Jamaica	87.0
10 Ruddy Francis M Bronx	86.9
11 Dier Paul I Brooklyn	86.5
12 Hayden John J Howard Beach	84.9
13 Alpert Irene J NYC	84.2
14 Bergens Henry Brooklyn	83.7
15 Driscoll John T NYC	83.7
16 Keir Stewart A Jericho	83.1
17 Karpin Richard Lk Ronkonkma	80.9
18 Grimmell Lester Latham	80.7
19 Lener Gerald Old Bridge	79.6
20 Simon Murray Brooklyn	79.0
21 Howell Benjamin Hollis	78.5
22 Fleming Robert Woodside	77.9
23 Lambert Alan Freeport	76.6
24 Baida Harold I Far Rockaway	76.5
25 James Carmen C NYC	74.0

EXAM 36152 ASSOC EXCISE TAX EXMR Test Held Jan. 15, 1977 List Est. June 16, 1977

1 Goetz Martin R Utica	90.5
2 Cregg Lawrence Syracuse	85.1
3 Maloney Arthur Buffalo	84.3
4 Miller Leo Flushing	84.2

5 Cowen Gerald E Broogfield	82.0
6 Capasso Joseph Verona	82.0
7 Wiley Richard H Watertown	81.9
8 Plekan William Rochester	80.6
9 Davies Charles Albany	80.3
10 Healey Robert A NYC	79.5
11 Hika James J N Bellmore	79.0
12 None	
13 Lambert Wilbur Syracuse	78.5
14 Spano Richard J Bronx	78.2
15 Drake Ralph Albany	77.6
16 Sorkin Howard S Wantagh	77.2
17 Pasinella Louis Clifton Park	76.2
18 Katz Jacog Mineola	74.9
19 Spero Joseph F Brooklyn	74.0
20 Orlowski Henry Walton	73.5
21 Jablonski David Mechanicvil	73.0
22 Catalina Joseph Clarence Ctr	71.6

EXAM 36151 ASSOC ESTATE TAX EXMR Test Held Jan. 15, 1977 List Est. June 16, 1977

1 Granderath W J W Sand Lake	88.8
2 Grossman R L NYC	86.6
3 Kerner Nathan N Bellmore	84.3
4 Healy Robert A NYC	82.8
5 Damiano L R Clifton Park	82.2
6 Goetz Martin R Utica	76.0
7 Sanborn John K Grand Is	75.3
8 Passin Jack NYC	75.0
9 Rosenbaum C Rochester	73.7

EXAM 36156 ASSOC STK TRANSFER TAX EXMR Test Held Jan. 15, 1977 List Est. June 16, 1977

1 Granderath W J W Sand Lake	85.9
2 Auer Felix L Madison	83.4
3 Healey Robert A NYC	81.7
4 None	
5 Damiano L Clifton Park	77.7

EXAM 36155 ASSOC SPECIAL TAX EXMR Test Held Jan. 15, 1977 List Est. June 16, 1977

1 Sanborn John K Grand Is	N100.7
2 Healey Robert A NYC	97.1
3 Davies Charles Albany	94.6
4 Siegel Raymond Rockaway Bch	89.3
5 Dalessandro R V Staten Is	87.4
6 Drake Ralph Albany	83.1
7 Botsakos W A Nanuet	83.0
8 Devack Bernard Flushing	82.8
9 English Thomas Delanson	82.6
10 Smiech Stanley Niagara Fls	82.5
12 Grimaldi L J Bethpage	81.9
13 Rosenthal M Plainview	80.3
14 Goldberg E S E Greenbush	80.0
15 Glubiak Gary H Brewster	79.6
16 Neeb John H Tonawanda	78.7
17 Court Alan J Mineola	76.5
18 Richards Oscar Brooklyn	76.1
19 Goetz Martin R Utica	75.1
20 Hermanson H G Albany	71.4

EXAM 35944 SUPERVISOR OF EDP Test Held Dec. 11, 1976 List Est. July 13, 1977

1 Flanger Lynda B Delmar	90.4
2 Kotmel Allan V Schenectady	88.4
3 Booth Christine Albany	86.7
4 Kuwik Francis T Schenectady	85.1
5 Cooke Donald East Durham	85.1
6 Martin Richard Scotia	84.1
7 Dillon Brian M Clifton Pk	83.4

8 Bishop John K Schenectady	83.0
9 Stanton Edward Albany	82.6
10 Lasher C J Slingerlands	81.9
11 Novick John M Clifton Pk	79.0
12 Booth Peter T Albany	78.7
13 Burt Winston C Valatie	78.7
14 Laden Joseph F Albany	78.5
15 Patentreger S Albany	78.4
16 Bonville J F Schenectady	78.2
17 Cook Carol A Schenectady	77.9
18 Ellis Robert A Schenectady	77.8
19 McNally Paul F Gunderland	77.7
20 Flavin Donald F Cohoes	76.5
21 Leonard Thomas Schenectady	76.4
22 Rose Neal C Albany	75.9
23 Meierhoffer J C Albany	75.5
24 Sherin J Albany	75.3
25 Vickers L W Amsterdam	75.0
26 Huber Thomas M Mechanicvil	74.7
27 Tansey James E Rensselaer	74.3
28 Rafferty John A Albany	73.5
29 Barnes William Schenectady	73.5
30 Smith Eugene F Latham	73.4
31 McCaffrey Frank Slingerlands	72.8
32 Zambri Zachary Clifton Pk	72.7
33 Burns Francis A Schenectady	71.9
34 Finn Martin M Scotia	71.0

3 Dare Shirley F Duaneburg	84.2
4 Cooke Ronald East Durham	83.2
5 Geer Howard A East Berne	83.1
6 Kuwik Francis T Schenectady	82.8
7 Martin Richard Scotia	82.7
8 Bishop John K Schenectady	81.5
9 Dorn Ronald M Saratoga Spg	80.8
10 Lasher C J Slingerlands	80.2
11 Albrecht Edwin E Greenwich	79.4
12 Lindh Terry K Delanson	78.2
13 Novick John M Clifton Pk	76.6
14 Cook Carol A Schenectady	76.2
15 Delorenzo Marie Albany	75.4
16 McNally Paul F Gunderland	74.8
17 Owens Russell E Greenbush	74.6
18 Bonville J F Schenectady	74.6
19 Laden Joseph F Albany	73.8
20 Huber Thomas M Mechanicvil	73.6
21 MacPherson R G Clifton Pk	73.6
22 Patrick Robert Batavia	73.5
23 Barnes William Schenectady	73.1
24 Lennon Richard Voorheesvil	72.7
25 Leonard Thomas Schenectady	72.3
26 Stanton Edward Albany	72.1
27 Tansey James E Rensselaer	71.7
28 Meierhoffer J C Albany	71.5

EXAM 36-039 CAREER OF FLD REP COFR SS Test Held April 16

1 Berlinga Zaida NYC	87.2
2 Wright Yvonne Bronx	86.0
3 Wooten Barbara Bronx	85.0
4 Robinson K C Bronx	80.0



BETTY DUFFY
... still in office



JOE NOYA
... one-vote margin

Penalties Opposed

(Continued from Page 5)

scind the plan. Mr. McGowan said many state workers tried to report to work but couldn't because armed guards blocked the doors at many state buildings.

Senator Johnson said many of his constituents are state employees who work in the city.

"Your decision to 'charge' these employees leave time for their absences during the New York City blackout is inexcusable," he wrote.

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SUNY Unit Plans Early Union Confab

ALBANY—An early meeting is being planned for a new labor-management committee for the State University system, according to Albert Varacchi, chairman.

Mr. Varacchi, who is also president of the State University at Stony Brook Local 614 and a departmental representative for the universities, said committee members received significant assistance from Paul Burch, Civil Service Employees Assn. collective bargaining specialist, in preparing to handle problems arising on various campuses.

Selected by university chapter leaders to serve on the panel with Mr. Varacchi are Barbara Chapman, of the Buffalo College campus; Sara Selvert, of Fredonia; Dale Dusharm, of Oswego; Loretta Rudell, of Canton; Betty Lennon, of Plattsburgh; Marie Romanelli, of New Paltz, and Ed Pitts, of the Maritime Academy at Fort Schuyler. Departmental representatives also serve on the committee. They are Mr. Varacchi, Ed Dudek, of Buffalo University; Pat Crandall, of Cortland, and June Boyle, also of SUNYAB.

Install New Pilgrim Slate

WEST BRENTWOOD — Joe Noya was installed as president of the Pilgrim Psychiatric Center Local 418 of the Civil Service Employees Assn. at a dinner-dance at the Huntington Towne House.

The slate was sworn in by Suffolk District Court Judge Marquette Floyd.

Mr. Noya won the leadership post by a one-vote margin after a recount. Former president Betty Duffy was, meanwhile, reelected to the influential post of regional representative for the Mental Hygiene Department.

The new officers include: William Chacona, first vice president; John Jackson, second vice

president; Bobby Williams, third vice president; Mike Stekardis, fourth vice president; Sylvia Weinstock, secretary, and Alice Sarabia, treasurer.

Elected as directors were: Margie Noya, Jean Frazier, Bobby Gadsen, Kay Koslorowski, Rose Cilli Penzer, Crawford McPhatter, Joe Messina, Mary Reid, Ray Magliulo, Rudy Perrone, Charles Blaszik, Paula Luvera, Maria Demasco, Charles Crabtree and Diane Hinson.

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—John Beaufort, Christian Science Monitor

...ERUPTS

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—T.E. Kalem, Time

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—Clive Barnes, N.Y. Times

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Commission, Hispanics Talk Jobs

Leaders of five Hispanic organizations met recently with the newly appointed U.S. Civil Service commissioners and executives to discuss issues pertaining to federal employment of Hispanics.

Participants discussed topics including:

- Improved enforcement of affirmative action requirements by the commission.
- Improvement in Hispanic representation in the super-grade positions.
- Development of new methods for entry into the federal work force.
- Removal of obstacles to Hispanic employment, such as opening some federal jobs only to persons already federal employees or who have reemployment rights.
- Use of Intergovernmental Personnel Act (IPA) resources to support training for state and local employees and officials conducted by Hispanic organizations, and participation of Hispanic employees in IPA mobility programs.
- Development of a uniform, government-wide policy regarding possible conflicts of interest when federal employees serve as officers of civil rights or professional organizations in conflict

with the employing agency on a particular issue.

The commissioners indicated that they would consider the points.

Hispanic representatives at the meeting were Baltasar ("Bud") Luna, National President of IMAGE; Carlos Villegas, the League of United Latin American Citizens (LULAC); Ricardo Zazueta, executive director of Operation SER; Antonio Morales, president of the American G.I. forum; and Henrietta Villaescusa of the Mexican American Women's National Association (MANA).

Civil Service Commission officials present included Chair-

man Alan K. Campbell; Vice-Chairman Jules M. Sugarman; and Executive Director Raymond Jacobson.

Also present were the director and deputy director of the federal Spanish Speaking Program, Carlos F. Esjarza and Santiago Rodriguez; the assistant executive director for Regional Operations, Wendell G. Mickle; the directors of the Bureau of Executive Personnel and the Bureau of Recruiting and Examining, Joseph U. Damico and Arch S. Ramsay; and Gilbert Colon, special assistant to Vice-Chairman Sugarman.

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LEGAL NOTICE

MEMORY PRODUCTIONS

Substance of Amended Certif of Ltd Partnership of Memory Productions filed 7/21/77 NY Co Clk. Sole Ltd Partner WM J Dunsmore Jr has become Co-Gen'l Partner and additional Ltd Partners substituted as follows (Names & Cash Capital Contributions): G Adler, 914 S Mooney Blvd, Visalia, CA, \$10,000; JW Barry, 1334 N Avalon Blvd, Wilmington, CA, \$20,000; L Blazina, 544 W 25 St, Merced, CA, \$6,667; AJ Cusenza, 1429 College Ave, Modesto, CA, \$13,333; JD Darroch, 1213 Coffee Rd, Modesto, CA, \$26,667; H Escobar, 30882 Success Valley Rd, Porterville, CA, \$10,000; RB Evey, 130 N Santa Cruz Ave, Modesto, CA, \$5,000; GC Graham, 1050 Colorado Dr, Merced, CA, \$10,000; JR Hays, 1393 E Olive, Porterville, CA, \$20,000; J Keck, 800 W 20 St, Merced, CA, \$6,667; SJ Klor, 1400 Florida Ave, Modesto, CA, \$15,000; P Levy, 3546 E Shields Ave, Fresno, CA, \$13,333; PJ Maloney, 656 W 20 St, Merced, CA, \$20,000; PS Nelson, 16521 Rd 204, Porterville, CA, \$10,000; W Nelson, 803 Coffee Rd, Modesto, CA, \$13,333; EG Nielsen, 800 W 20 St, Merced, CA, \$6,667; CD Powers, 130 N Santa Cruz Ave, Modesto, CA, \$5,000; RW Purvis, 3104 Buckingham Ct, Modesto, CA, \$10,000; NE Ringer, 1400 Florida Ave, Modesto, CA, \$15,000; JW Rowland, 1400 Florida Ave, Modesto, CA, \$15,000; JA Sargent, 3125 W Howard Ave, Visalia, CA, \$10,000; MW Simmons, 3540 E Shields Ave, Fresno, CA, \$15,000; MT Slater, 1852 Scenic Dr, Modesto, CA, \$10,000; LD Smith Jr, 412 E Orangeburg, Modesto, CA, \$10,000; C Stockton, 1034 12 St, Modesto, CA, \$10,000; G Takbak, 2531 N Hickman Rd, Denair, CA, \$40,000; J Ward, 1400 Florida Ave, Modesto, CA, \$20,000; D Weisenberger, 875 W Olive Ave, Porterville, CA, \$18,333; JH Wilhelm, 2644 M St, Merced, CA, \$15,000.

All of the Ltd Partners have agreed to assume his pro-rata portion of overall liability for financing of Partnership property only. Otherwise, Certif identical to that filed 5/19/76 NY Co Clk.

LEGAL NOTICE

LIMITED PARTNERSHIP CREEM & CREEM

111 Broadway, NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on July 12, 1977. Business: General commission and brokerage business including functioning as specialists on New York Stock Exchange. General Partners: Michael Creem, 53 Templar Way, Summit, N.J.; Anthony Creem, 313 W. 29th Street, N.Y.; Timothy Creem, 26 Plymouth Rd., Port Washington, N.Y.; Ralph Costello, Jr., 190 Wellington Rd., Elmont, N.Y. Limited Partners, Cash Contributions and Annual Share of Profits: Theresa Devoe Creem, Michael Creem, Anthony Creem and Timothy Creem, as Executors of the Estate of John J. Creem, Jr., c/o Michael Creem, 53 Templar Way, Summit, N.J., \$300,000, greater of 15% of net annual profits or 10% per annum interest on amount of capital contribution; Anne G. Creem, 26 Plymouth Rd., Port Washington, N.Y., as Trustee under separate trust agreements f/b/o Siobhan N. Creem, \$10,000, Jule A. Creem, \$10,000, Daniel A. Creem, \$10,000, Sharon L. Creem, \$10,000, Stephen D. Creem, \$10,000 and Mark W. Creem, \$10,000; Nancy Creem, 53 Templar Way, Summit, N.J., as Trustee under separate trusts f/b/o Jacob T. Creem, \$10,000 and Linda S. Creem, \$10,000; such Trustees to receive under each separate trust agreement 1% of net annual profits. Term: January 1, 1965 until terminated by operation of law, consent of the majority of partners or as provided in agreement. Limited Partners shall not assign or transfer their interests without written consent of majority of general partners. Partners may withdraw upon 90 days written notice. Contributions to be returned upon consent of a majority of the general partnership. No right to admit additional Limited Partners given. The death or withdrawal of a partner shall not terminate the partnership.

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OUR MONEY
WHERE
OUR MOUTH IS!**



The CSEA new membership drive is in full swing and now's the time for you to get off your duff and sign up non-members. With each new member you bring into the CSEA fold, you get five bucks cash! And there's no limit to how many new members (at five bucks each!) you can sign up.

But you've got even more than five bucks riding on the CSEA membership drive. The blunt truth is that the more public employees who belong to CSEA the stronger we *all* become. The opposition doesn't want to see us united because they know that our strength is in unity. With all of us on the same side we all will get the fair shake we deserve.

It's up to each one of us in CSEA to strongly impress every non-member that our fight is also the fight of every public employee in New York. And that if we don't work together—as equal and participating members—our future goals will be harder to reach.

So, if you're a member in good standing, get going and sign up your fellow workers who are non-members in CSEA. See your Chapter or Unit president for special sign-up cards which have all the necessary information. The five-dollar cash award is yours with each new member you sign up but more importantly, with every new member in CSEA, you are helping to insure the future. For all of us.

CSEA

STRENGTH IN UNITY

CSEA Officers Installed Throughout State



INSTALL LOCAL 301 OFFICERS

New officers of Ray Brook Local 301 of the Civil Service Employees Assn. were recently installed. In back from the left are secretary Marjorie A. Staves and president Jackie Williams. In front are treasurer Michael Arnold and vice-president Robert Breen.



SUNY ALBANY LOCAL 691 INSTALLS

These Civil Service Employees Assn. members were installed as officers of SUNY at Albany Local 691 at the Thruway House in Albany recently by Capital Region IV third vice-president Eileen Salisbury, with Region first vice-president Jack Dougherty in attendance. From left are Ms. Salisbury; E. Jack Dougherty; Warren Moloney, delegate; Cynthia Veitch, recording secretary; Jean Harvey, treasurer; Daniel Grygas, executive vice-president; Mary Jarocki, president; Charles Knox, Operational vice-president; Charles Bennett, Institutional vice-president, and John Miner, delegate. Frank MacGowan, PST vice-president, is absent from picture.



MONROE COUNTY LOCAL

ROCHESTER — The Monroe County Local of the Civil Service Employees Assn. has elected its new officers. Incumbent president Martin Koenig was re-elected for a third term. Other officers are first vice-president Vincent J. Carbone, of Monroe Community Hospital; second vice-president Clifford Roberts, of Monroe Community Hospital; third vice-president Lester Bolton, of the Department of Public Works, secretary Patricia Plumeri, of the Department of Social Services; treasurer Patricia Gooden, of Monroe Community Hospital, and delegates Joanna Williams, Frank M. Anello and Angelo Monteleone.

PSYCHIATRIC INSTITUTE LOCAL

New officers of the Psychiatric Institute Local of the Civil Service Employees Assn. were installed recently by Metropolitan Region II president Solomon Bendet. From left are staff representative Donald Dillion, laboratories representative Richard Stiller, Operational representative Edward Germann; housekeeping representative An-

tonia Bonilla, nursing representative Maxine Prince, Administrative representative Mary Hitzelberger, secretary Georgia Johnson, second vice-president Felix Rodriguez, first vice-president Aureliano David, president Salvatore Butero, and Mr. Bendet. Treasurer Mary Theresa Reilly is absent from photo.

Locals Hold Joint Installation



ROSWELL PARK LOCAL

Standing from left: Carolyn Gallivan, vice-president; Robert W. Stelley, Jr., president; Robert Holdsworth, proxy for David Graham, treasurer; Roberta Larivey, secretary; Genevieve Clark, delegate. Executive Board members are: Norman Durawa, John Adamski, Mitchell Falenski, James T. Evans, M.D., Edna Galus, Ann Pulvino, Doris Young, Elizabeth Watts, Russel Greco.



HEALTH RESEARCH LOCAL

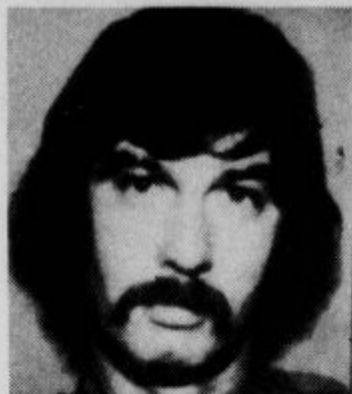
From left, front row: Marcia Leone, secretary, Alforna Evans, executive committee; Judith Goranson, treasurer; Grace Steffen, president; Bonnie Glen, proxy for Anthony Digaudio, executive committee. Back row: Charles Peace, executive committee; James Jayes, first vice-president; Lawrence Hartman, second vice-president; John Greco, executive committee; Donald Stayoch, executive committee; Jean Benz, executive committee. Missing, Perry Harris, executive committee.



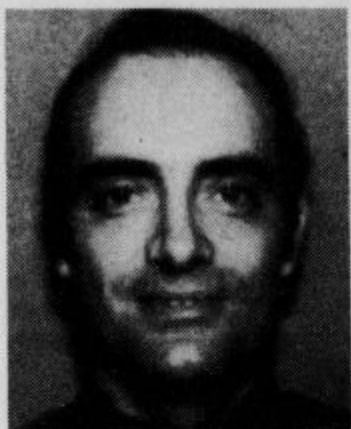
The Roswell Park and Health Research Locals of the Civil Service Employees Assn., Roswell Park Memorial Institute, Buffalo, held a joint installation and banquet recently at the Executive Inn Hotel in Cheektowaga. Among the guests were William McGowan, statewide president, and his wife Jeanne; Jason McGraw, collective bargaining specialist; Robert Lattimer, Region VI president, Ramona Gallagher, Region VI third vice-president, and Lee Frank, Region VI supervisor. Above: Addressing the group is Mr. McGowan, standing next to him is Richard Myers, M.C. for the evening. Seated from left are Robert W. Stelley, Jr., president of Roswell Park Local, and Grace Steffen, president of Health Research Local.

2 Cops Supply .44 Case Break

(Continued from Page 5)
mark that earned Son of Sam his .44 caliber killer label.



JEFFREY LOGAN
... patrolled Brooklyn



MICHAEL CATANEO
... stroke of luck

The two police officers spotted a cream-colored Ford sedan parked in front of a fire hydrant a block from the murder scene. They wrote out a ticket, attaching it to one of the car's windshield wipers.

About this time, Ms. Moskowitz and her date, Robert Violante, also 20, were being fired on. Ms. Moskowitz died in Kings County Hospital several days after the shooting. Mr. Violante survived but may be blinded.

The July 31 shooting further shocked and enraged New Yorkers. More detectives were thrown into the investigation. Many of them were assigned to check on traffic summonses handed out in the Bensonhurst area the night Ms. Moskowitz and Mr. Violante were shot.

This is when police, who up until then, had been chasing thousands of useless leads, finally got lucky. Four days after the July 31 shooting, a Brooklyn woman, Cecilia Davis, reported she had seen a cream colored car in front of a fire hydrant—with a parking ticket—and its driver who answered the description of the elusive killer. They checked summons records, found the citation, checked the car's ownership and went looking for its owner who they found outside his apartment in Yonkers, allegedly on his way to find more victims.



Det. Edward Zigo, one of the task force of investigators assigned to the "Son of Sam" case, is interviewed by ABC News Barbara Walters at press conference at Police Headquarters. photo by Pamela Craig



This mob scene took place in the Bushwick section of Brooklyn last week. The youngsters were some of the 20,000 persons lined up at several offices city officials established to interview people seeking temporary jobs helping clean up damage caused by looters and arsonists during the blackout July 13-14.

Suffolk Offers Health, Other Job Vacancies

HAUPPAUGE—Four open competitive job openings are available this week with Suffolk County agencies.

5 Jobs Open In Nassau

MINEOLA—Five open competitive posts with Nassau County agencies and several towns and villages are open for filing until Aug. 24.

The qualifying for each is Sept. 24.

The jobs are principal account clerk with several villages, environmental control specialist with the towns of Hempstead and Oyster Bay, and public health engineer, sewer maintenance supervisor and weights and measures inspector 1, all with the county.

Candidates for principal account clerk, a \$14,810-a-year post, must be high school graduates with five years experience maintaining financial records. Environmental control specialists (\$10,500) candidates need a bachelor's degree plus courses in mathematics, natural science or engineering and one year's environmental control, inspection or investigative experience.

Public health engineer (\$14,417) job hopefuls need a college degree and a year's health engineering experience. Sewer maintenance supervisor I (\$13,228) applicants need a high school diploma and five years experience. Weights and measures inspector I candidates need a high school diploma and two years experience.

Job hopefuls have until Aug. 24 to file applications for weights care services candidates must hold a master's degree in nursing or hospital administration and have at least seven years' hospital health care experience, including two years as an administrator.

Applicants for municipal personnel technician trainee need a bachelor degree or at least four years' administrative experience or a combination of both.

For weights and measure inspector, candidates need a high school diploma, and two years' weights and measure experience or combinations of both.

There are no residence requirements for these posts, but Suffolk County residents will be given first crack at them.

Applicants should contact the Suffolk County Department of Civil Service, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge 11787.

CSEA Seeking Computer Chief

ALBANY—The Civil Service Employees Assn. is seeking to hire a computer service manager to improve and develop the union's computer systems.

Job applicants must have experience implementing large-scale computer systems and data-based designs.

The union did not list the salary in its announcement, but called it "excellent."

Resumes and salary requirements should be sent to Thomas Whitney, Civil Service Employees Assn., 33 Elk St., Albany 12224.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

Federal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 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
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Contracting Out: Counties Discuss Two Views

KERHONKSON—The question of whether it is permissible to sign up employees of outside contractors as members of the Civil Service Employees Assn. got a startling answer from County Division chairman Salvatore Mogavero at the recent statewide County Workshop at the Granit Hotel here.

Mr. Mogavero said that "regardless of who is working in your school—even if by outside contractors—do not hesitate to sign them up."

He explained that a recent decision by the National Relations Board backed up this opinion, although the Public Employment Relations Board pointed out that it is the NLR view, not theirs.

"It has already been done in the Lakeland Central School District of Erie Educational Employees Local," Mr. Mogavero pointed out. This was done, he said, after Western Region VI supervisor Lee Frank wrote the Office of Employee Relations demanding a decision.

"It's on the books now, so don't hesitate," he said.

Despite Mr. Mogavero's emphatic statement, however, the matter was one that drew scepticism by several delegates.

County Division vice-chairman Howard Cropsey provided further explanation.

Need 51 Percent

He pointed out that he has a situation in his chapter where there are about 50 outside workers who want to go with the CSEA. Their company provides services to other organizations besides that of the school district, "so we would not be able to win total representation rights."

Collective bargaining specialist Danny Jinks clarified the situation by explaining:

"If a majority of a company's workers are in the private sector, then don't bother. Private unions don't have restrictions against recruiting in the public sector, but the CSEA constitution prohibits going after private employees. That's why you need a majority of public employees in any potential unit."

Even in achieving 51 percent membership of a private organization, other problems can be of concern. Cited as an additional complication is the case of one private contractor that provides bus service for schools in two

(Continued on Page 9)



It was nostalgic night as Joseph Lochner, center, acknowledges applause and congratulations for award presented by CSEA County Division for his services as CSEA executive director prior to his retirement last month. Shaking hands with Mr. Lochner is Joseph Dolan, assistant executive director—counties, while Salvatore Mogavero applauds. Later in program, Mr. Mogavero, too, was recognized for his services as County Division chairman and presented an engraved gavel.



Saratoga Education Local 864's Lee Bonneau and president Charles Luch, along with Schenectady Local 847 president Fred Farone appear studious. Mr. Luch is also Capital Region IV Education Locals representative to CSEA Board.



Nicholas Abbatiello, left, president of largest chapter in entire CSEA, Nassau Local 830, listens intently to CSEA vice-president and Southern Region III president James Lennon as they exchange opinions during general discussion.



Joseph Lazarony, of Rensselaer Local 842, looks over some of the documents used as aids for delegates in their discussions of local government problems.



He may be from the Southern Region, and she may be from the North Country, but they share common interest in union. CSEA directors Stanley Boguski (Westchester County) and Mildred Giordano (Franklin County) take time to exchange viewpoints on how to solve certain problems.



Delegates from Erie Local 815 relax as they share ideas from various meetings they had attended. From left are Eulis Cathey, Carol Mowry, Sally Radice, James Brady and George Clark, who represents the county on CSEA Board of Directors.



Albany Local 801 president Howard Cropsey, left, gets an expressive look from CSEA vice-president and Long Island Region I president Irving Flaumenbaum.



Long Island Region I third vice-president Ruth Braverman, of Nassau Local 830, talks with Nassau Education Local 865 president Edward Perrott, left, and Westchester Local 860's William Magrino.



Joseph Salvino, CSEA assistant supervisor of general accounts, left, listens thoughtfully to new CSEA director Dominic Spacone (Western Region VI Education Locals), who is accompanied by his wife, Nina.