

Civil Service LEADER

America's Largest Newspaper for Public Employees

CSEA PUBLIC RELATIONS

Long Island News

See Pages 8 & 9

CSEA PUBLIC RELATIONS

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DUTCHESS DONATION — Keeping his word, Civil Service Employees Assn. president Theodore C. Wenzl, center, hands over check for \$1,800, the equivalent of one month's honorarium he receives as head of the giant labor union. The contribution is accepted for the Dutchess Strike Fund by Ellis Adams, president of Dutchess chapter, as CSEA vice-president James Lennon watches.

Putnam Voting To Decide On Advancing Strike Date

CARMEL—Members of the Putnam County unit of the Civil Service Employees Assn. were scheduled to meet Aug. 26 in Memorial Hall here to cast ballots in a vote which will decide whether or not the unit will strike Thursday, Aug. 28.

In a 118-1 vote earlier this month, the unit set Sept. 4 as the target date for a strike. The Putnam Board of Supervisors has failed to implement the provisions of a contract negotiated last February despite the directive from a hearing officer to do so. Although the 15-day deadline for the Putnam Board of Supervisors to appeal the decision had passed, the full Public Employment Relations Board last week decided to review the case. The Board has this right, explained Putnam executive representative Ronald Kobbe, "although I find the suddenness of their decision to do so incomprehensible."

Mr. Kobbe's comment was based on the PERB decision one day not to consider the County

appeal because of the untimely petition, and then its action the next day to intervene.

The union and the County Board had 15 days in which to appeal, whereas PERB had 20 days.

The PERB action is reported to have triggered the decision to call the special Putnam chapter membership meeting this week. A decision to move up the strike date is seen as a result.

Today's meeting is set to begin at 4:30 p.m.

A storefront strike headquarters has already been set up in downtown Carmel.

Putnam's employees, number-

ing about 300, have been working without a contract since Jan. 1, the expiration date of the previous pact.

Russel Cheney, president of the CSEA chapter, pointed out that Board Chairman Joseph Peracciolo had refused to abide by his own previous commitment to call a Board meeting after PERB handed down its decision in the case. Mr. Cheney has warned that "any action" that will come to pass in the near future will "rest upon the shoulders of the Peracciolo administration."

Putnam lies in CSEA's Southern Region III and the regional field supervisor, Thomas Luposello, has likened its situation to neighboring Dutchess County.

"The situation in Putnam fits to a 'T' that in Dutchess County where we recently conducted a successful strike," he noted.

Employees of Dutchess County recently concluded a five-day job action to force action on their contract which was retroactive to Jan. 1. An imposed settlement by an arbitrator was accepted by the members there and the Dutchess County Board.

James Lennon, Region III president, citing the aid extended to Dutchess by other CSEA units, predicted that similar support would come to Putnam should a strike be voted there.

Flaumenbaum: Repeal, Amend Taylor Law

MINEOLA — Irving Flaumenbaum, Long Island Region I president of the Civil Service Employees Assn., last week called for a top priority campaign for reform or repeal of the Taylor Law.

Mr. Flaumenbaum said the law is "inequitable, and contrary to its supposed purpose of preventing strikes, it appears that the law itself is becoming a major cause of them."

He charged that Gov. Hugh L. Carey has used the weaknesses of the law as loopholes to enable him to evade the campaign promises he had made of support for just settlements with public employees.

Governor Carey also evaded his pledge of support for an

agency shop for CSEA, Mr. Flaumenbaum observed.

"The major public issue facing the State of New York is the issue of equity for public employees," the Long Island leader declared. "The Taylor Law was supposed to be a milestone in labor relations, but they mis-

spelled the word—it's millstone."

Mr. Flaumenbaum said that some police and fire contracts have been equitably settled through binding arbitration, although other public employees are not accorded that protection under the Taylor Law. He saw

(Continued on Page 8)



Kennedy vs. Ford? Other Candidacies Remain Earthbound

THE lot of a Democratic candidate for the nomination for President is not a happy one. Shadowing the hopes and plans of every potential candidate is Senator Edward M. Kennedy. While the Senator has repeatedly disavowed any in-

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STILLWATER PACT — Stillwater Non-Teaching unit president Charles Luch puts signature to Civil Service Employees Assn. one-year agreement as Curtes Bristol, Stillwater supervising principal, waits to sign for administration. Looking on are CSEA field representative Aaron Wagner, left, and BOCES negotiator Richard Canaday. The pact contains salary raises ranging from 6 to 12 percent, depending on job level, as well as an improved health insurance package for retirees, personal leave days to accumulate as sick leave and a 5 percent longevity step after five years. Other members of the union negotiating team were David Ford, Sandra Fitzpatrick, Ruth Hathaway and Mary Fitch. Stillwater is located in Saratoga County.

Poughkeepsie Sets Installation Date

PAWLING—The new officers of the Poughkeepsie School unit, Civil Service Employees Assn., will be installed at 7:30 p.m., Sept. 16 at the Pawling Elementary School. Dutchess Education chapter president Hugh Crapser will be the installing officer.

The ceremony will take place during a regular meeting of the Dutchess Education chapter.

John Famelette Sr., who organized the unit nine years ago, will be installed for his third term as president. Also scheduled to be installed are John Famelette Jr., vice-president; Al Shaut, recording secretary, and Joseph La Penna, treasurer. All officers were elected to two-year terms.

South Region 3 Pledges Aid To Putnam CSEA

NEWBURGH—Support for an anticipated strike by Putnam County employees was voted last week by the executive council of the Civil Service Employees Assn.'s Southern Region III.

Putnam is one of the eight local government, 32 State Division and 3 retiree chapters located within the seven-county area encompassed by Region III.

The regional executive council also voted to pledge \$2,000 to Dutchess County's Strike Fund. The vote was accepted with thanks by Dutchess chapter president Ellis Adams, who also issued an appeal for other contributions for the Fund to aid CSEA members who lost pay during the week-long successful strike.

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Bendet, Fischetti Express Dissatisfaction With Safety Standards At Trade Center

MANHATTAN—Solomon Bendet and Gennaro Fischetti announced themselves dissatisfied with a response by David R. Rings on improving fire safety conditions at the World Trade Center here.

Mr. Bendet is president of New York City Region II, Civil Service Employees Assn., and Mr. Fischetti is chairman of a CSEA committee dedicated to upgrading fire safety standards at the soaring twin towers. Mr. Rings is an employee relations officer of the state's Office of General Services headquartered in Albany.

Mr. Bendet and Mr. Fischetti, in a recent communication, took special issue with the fact that no sprinkler system has as yet been installed at 2 World Trade Center. In a letter to Mr. Rings, Mr. Bendet observed: "On Dec. 13, 1974, former (OGS) Commissioner O'Hara advised that as a result of action by the 1974 Legislature, the Office of General Services was given the approval, as well as a portion of the money necessary, to provide a sprinkler system in space leased by the State of New York at the World Trade Center.

"I can see no reason why human beings employed by the State of New York should be subjected to the possibility of a 'Towering Inferno' while the State of New York and the Port Authority are bickering whether an option should be picked up."

Mr. Bendet noted that money appropriated for a sprinkler system should be applied to installing one.

The option to which the CSEA leader referred was noted in a response by Mr. Rings. The state

official admitted, "It is true that no sprinkler system has been installed at 2 World Trade Center up to this time. Installation of the sprinkler system is contingent upon favorable conclusion of lease negotiations currently underway between the State of New York and the Port Authority."

Mr. Bendet noted that the system should have been installed by the first of this year.

A number of other points were brought to Mr. Rings' attention by Mr. Bendet and Mr. Fischetti. These included installation of smoke detectors; fire stops; stairwell pressurization and integrity; evacuation of disabled employees and/or visitors; warning pulsating lights; partitions; ceiling openings; self-closing corridor doors and the presence of wooden furnishings.

The Bendet-Fischetti comments follow below in bold face type and Mr. Rings' responses are printed below them.

"If the ventilating system should fail at any time, the smoke detecting system would be inoperative. However, it appears arrangements should be made for evacuation of the buildings in the event of a power failure."

"I pointed out that the smoke detectors are installed in the mouth of the main return air ducts. The smoke detectors are powered by auxiliary generators in the event of a power failure. Additionally, the Port Authority

now operates at least one return air fan per quadrant on each floor to improve smoke detector activation in the event of a fire during non-working hours. Of course, during normal working hours full return air service is in evidence."

"The building does not have the necessary fire-stops to prevent spreading of flames from floor to floor."

"We identified that this item relates to telephone closets exclusively. Our joint inspection identified that this condition has been rectified and necessary fire stop insulation is in evidence in the closets."

"The stairwells which provide egress from the building are not pressurized so that, in the event of a fire, the smoke will not be eliminated. There are also serious questions as to the integrity of the stairwells."

"Port Authority personnel identified that while true stairwell pressurization is not in evidence, the smoke purge system mitigates against smoke conditions in the stairwells during a fire situation. Further, stairwell pressurization for the existing stairwells is the subject of research currently being undertaken jointly by New York City and Brooklyn Polytechnical Institute. As to the integrity issue, the stairwells, meet construction code requirements and no significant defects are in evidence."

"No provisions have been made for the evacuation of the disabled employees and/or visitors."

"A booklet entitled World Trade Center Tenant Safety Program, of which 20,000 copies have been distributed to state employees/tenants, details the various activities which are scheduled to be undertaken to evacuate individuals of the type identified in the event of an emergency."

"As you are aware, we have implemented the fire alarm system by having the building pulsate the lights in the event of a fire. This information has not been sufficiently disseminated to the people involved."

"A description of the meaning of the pulsating lights is contained in the World Trade Center Tenant Safety Program booklet, and is also announced during drills conducted. As we indicated, this pulsating light system is an interim measure to be used only until the audible alarm system is installed. The Office of General Services will explore the possibility of installing signs identifying the meaning of pulsating lights in elevator lobbies."

"Partitions do not extend

through suspended ceilings so that fires may occur which may spread laterally."

"It is true that partitions do not extend through suspended ceilings. However, partitions of this type are unnecessary when a full floor tenant occupies an entire floor of the World Trade Center. Additionally, partitions of this type are not necessary when a sprinkler system is operational at any given facility. This item relates directly to your concern for the installation of a sprinkler system."

"Many ceilings have openings which should be closed."

"Ceiling openings of the type identified by you and your associates are generally the result of a repair project in process or recently completed. We identified that a new system of inspection will be installed wherein the night supervisors will maintain a special awareness of ceiling tiles in need of replacement and will report any such condition. This new system will supplement the system currently in effect."

"Doors in the main corridor should be self-closing and they are not."

"Rest room, fire doors, elevator lobby and janitor closet doors are all self-closing. Doors to office space are not. At the present time installation of automatic door closers on the latter doors is not being undertaken."

Phillips, Smith Are Installed In Ulster County

KINGSTON — Thomas Phillips and Daniel Smith were installed as president and first vice-president, respectively, of the Ulster County chapter, Civil Service Employees Assn., at ceremonies held recently at the Veterans of Foreign Wars headquarters here.

Other officers installed by CSEA Southern Region III president James J. Lennon were Anthony Pattarino, second vice-president; Nina Yaeger, third vice-president; Grace Woods, secretary; Dorothy Kurdt, treasurer, and Judy Murray, executive representative. Delegates installed includes Leon Studt, Joseph Peraca Sr., Mr. Fattarino and Ms. Woods. All will serve two-year terms of office.

Mr. Phillips announced a reorganization plan at the meeting. He also called for a local CSEA satellite office in Ulster County; the establishment of a political action committee, and joining with other CSEA county chapters in the formation of such programs as a day-care center. He stressed that the time had come in Ulster County for "a sense of union."

Mr. Lennon congratulated the members on their choice of officers and reminded them to throw combined political weight behind the legislators who help them win good contracts, and to work equally hard for the defeat of those who oppose them in contract battles.

Cornell Holds Two Workshops

MANHATTAN — Two two-day workshops, one on improving employee relations and the second on management objectives, have been scheduled by Cornell University's New York State School of Industrial and Labor Relations.

"Improving Employee Relations Through Effective Discipline and Grievance Procedures" is set for Wednesday and Thursday, Oct. 29-30. "Management By Objectives" will be held Wednesday and Thursday, Nov. 5-6. The cost for both workshops is \$190 per participant which includes luncheons and course materials. Both will be held at Cornell University, 3 E. 43rd St., Manhattan.

The employee relations work-

shop will be given by Matthew A. Kelly and Wallace Wohlking, both NYSSILR faculty members. The management workshop will be given by Donn Coffee, a management consultant.

The employee relations workshop will consider such areas as key concepts in discipline, analyzing discipline problems, grievance handling in employee relations, writing discipline memos and skills required for effective discipline. The management seminar is intended to provide insights to the key elements in effective management by objectives program.

Registration forms and additional information are available from Cornell University, 3 E. 43rd St., New York, N. Y. 10017.

New Great Meadows Chief

ALBANY — Commissioner Benjamin Ward of the Department of Correctional Services, has appointed Paul W. Metz superintendent of the Great Meadow Correctional Facility, Comstock.

The appointment is seen as the first step in a reorganization at Great Meadow.

Two uniformed officers were also named by Commissioner Ward to top slots at the facility. Jack Czarnetsky will serve as deputy superintendent for programs and Everett Jones will serve as deputy superintendent for security.

Superintendent Metz has

served with the department for 16 years. He was appointed deputy commissioner in 1974 and his most recent assignment was at the Fishkill Correctional Facility.

Fredlund Named

WASHINGTON — Robert R. Fredlund is the new Executive Director of the President's Panel on Federal Compensation.

The panel will conduct a comprehensive review of the major federal employee compensation system and will present policy recommendations to the President by Nov. 1.

Mr. Fredlund was director of administrative programs for the Treasury Department. He has been in federal service for 37 years.

C. S. E. & R. A.

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Sullivan Installs County Officials

LIBERTY — Civil Service Employees Assn. Southern Region III president James J. Lennon installed new officers of the Sullivan County chapter in ceremonies at the Liberty Holiday Inn.

Installed were Earl Bivins, president; Walter Durkin, vice-president; Helen Esolen, secretary, and Louise Eggleton, treasurer. Alan Greenfield was installed as executive representative. All will serve two-year terms.

Ask Names

CSEA Headquarters needs a complete listing of all chapter or unit officers and delegates resulting from recent local elections. Send all names, work and home addresses, and work and home telephone numbers to the attention of the Executive Director, CSEA, 33 Elk Street, Albany, New York 12207. This same information should be furnished to your regional president.

Cornell U. Announces Fall Labor Course Offerings

ALBANY — The Capital District extension office of Cornell University's School of Industrial and Labor Relations announced plans last week to offer a selection of short-duration, individual non-credit courses for labor and management practitioners beginning this fall.

The courses, according to district director David L. Harrison, will be conducted during the afternoon and evening at a number of area locations and are designed to meet the needs of working adults who want to increase their knowledge in one

specific area of job or union responsibility without committing themselves to an extended program of study.

The new course offerings are intended to compliment existing long-term credit programs such as the two-year Capital District

labor studies program, which is conducted jointly in Albany by the Capital district office and Russell Sage College Evening Division.

The courses, their dates and places given are:

Labor Law For Practitioners: Sept. 10, 17 and 24 and Oct. 1, 8, 15, 22 and 29; 6:15-8 p.m., Capitol District office, 75 State St., Albany. Fee \$35.

Management Concepts For Supervision: Sept. 10, 17 and 24 and Oct. 1, 8, 15, 22 and 29; 12:30-2 p.m., Capitol District office, 75 State St., Albany. Fee \$35.

Basic Human Relations For Foremen And Supervisors: Sept. 18 and 25, Oct. 2, 9, 16, 23, 30 and Nov. 6; 6:15-8 p.m., Rensselaer Polytechnic Institute, Troy. Fee \$35.

Effective Speaking For Women Unionists: Sept. 24 and Oct. 1, 8, 15, 22 and 29; 6:15-8 p.m., Empire State College, Saratoga. Fee \$15.

Public Sector Employer-Employee Relations: Nov. 12, 19 and 26, Dec. 3, 10 and 17; 6:15-8 p.m., SUNY at Albany. Fee \$28.

The Woman Office Manager: Jan. 5, 12, 19 and 26 and Feb. 2 and 9; 6:15-8 p.m., Capitol District office, 75 State St., Albany. Fee \$28.

The Role Of The Shop Steward In The Public Sector: Jan. 6, 13, 20 and 27 and Feb. 3, 10, 17 and 24; 12:30-2 p.m., Capitol District office, 75 State St., Albany. Fee \$35.

Practice And Procedures Before The National Labor Relations Board: Jan. 7, 14, 21 and 28 and Feb. 4, 11, 18 and 25; 12:30-2 p.m., Capitol District office, 75 State St., Albany. Fee \$35.

Arbitration: Jan. 7, 14, 21 and 28 and Feb. 4, 11, 18 and 25; 6:15-8 p.m., Capitol District office, 75 State St., Albany. Fee \$35.

Effective Grievance Handling For Women Unionists: March 9, 16, 23 and 30 and April 6 and 13; 6:15-8 p.m., Capitol District office, 75 State St., Albany. Fee \$15.

Motivation And Productivity Seminars: March 10, 17, 24 and 31 and April 7, 14, 21 and 28; 12:30-2 p.m., Capitol District office, 75 State St., Albany. Fee \$35.

Registration forms may be obtained by writing NYSSILR, Cornell University, 75 State St., Albany, N. Y. 12207. Classes will be filled on a first-come-first-served basis.



STUDY SEMINAR — Civil Service Employees Assn. leaders from various State University campuses recently took part in a two-day seminar and workshop at Cornell University. Among the 150 participants in the labor studies program were the chapter leaders pictured above as they emerged from one of the brainstorming sessions and later as they relaxed to end the two-day grind. In the first photo are, from left, Edward Dudek, SUNY at Buffalo; Edward Diamond, CSEA director of education; Edwin Fitts, Maritime College;



Albert Varacchi, SUNY at Stony Brook; Loretta Rodwell, Ag and Tech College at Canton, and Jim Sutherland, Central Administration. In the second photo are, front, Dale Dusharm, SUNY at Oswego; Mary Lauzon, SUNY at Potsdam; Albert Varacchi, SUNY at Stony Brook; Nancy Hodes, Central Administration; Paul Burch, CSEA collective bargaining specialist; Caesar Naples, Central Administration; Marig Romanelli, SUNY at New Paltz; Edwin Fitts, Maritime College, and Edward Dudek, SUNY at Buffalo.

CSEA calendar

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

AUGUST

- 26—Putnam County unit general membership meeting: 4:30 p.m., Memorial Hall, Carmel.
- 27—Yorktown Custodial unit meeting and installation: 3:15 p.m., Middle School cafeteria, Yorktown Heights.
- 28—Rochester chapter annual summer party: 6:30 p.m., Logan's Party House, Scottsville Rd., Rochester.

SEPTEMBER

- 5—Education Department chapter clamsteam and steak roast: 12:30 p.m.-9 p.m., Lanthier's Grove (two miles north of Latham Circle), Rt. 9.
- 5-6—Syracuse Region V meeting: Lake Placid Club, Lake Placid.
- 6—Saratoga County Educational Employees chapter clamsteam: 10 a.m., Krause's Half Moon Beach, Crescent.
- 7—Onondaga County chapter clambake: 1-6 p.m., Henderwadel's Grove.
- 10—Ithaca Area Retirees chapter meeting: 2 p.m., Moose Hall, 125 N. Fulton St., Ithaca.
- 11—Fort Schuyler chapter "September Social": 7 p.m., Grimaldi's Restaurant, Bleecker St., Utica.
- 12—Capitol District Armories chapter meeting: 10 a.m., New York National Guard Armory, Troy.
- 13—Suffolk County chapter picnic: 11 a.m.-5 p.m., Southaven County Park, Yaphank.
- 13—Waterfront Commission of New York Harbor chapter annual dinner-dance: 7 p.m., Officers' Club, Governor's Island.
- 13-14—Brooklyn Developmental Center chapter mini-weekend: Latin Casino, Cherry Hill, N.J.
- 22—Binghamton Area Retirees meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.
- 24—Nassau County School Crossing Guards unit meeting: 8 p.m., Mineola police headquarters building.
- 27—Orange County unit steak bake: 12 p.m., Thomas Bull Memorial Park Day Camp, Route 416, Montgomery.
- 28—Board of Directors' meeting: Niagara Falls.
- 28-Oct. 3—Annual Delegates Meeting: Niagara Falls Convention Center, Niagara Falls.

Name McGeary & O'Haire Public Relations Officers

ALBANY—The Civil Service Employees Assn. has named two men as public relations specialists for two of the union's Regions, Long Island Region I and Syracuse Region V.

Charles McGeary, a public relations account executive for 15 years in central New York, will represent Region V. Hugh O'Haire Jr., former director of public relations for Levitt and Sons, Inc., the building firm, will represent Region I.

Mr. McGeary will have headquarters in Syracuse. He will be responsible for writing and distributing news and information of CSEA to the 20-county Region. He will also work with local chapters and units in developing public relations programs. Region V has approximately 40,000 members. Mr. McGeary was formerly associated with several advertising agencies

and a radio station. He is a graduate of Syracuse University and is active in alumni affairs there.

Mr. O'Haire attended Queens College of the City of New York. He was formerly associated with Burston-Phillips, Inc., a Hicksville public relations firm, as an account executive and editor. He served as a U. S. Navy journalist in Viet Nam and the Far East. Mr. O'Haire is a member of the National Assn. of Real Estate Editors. He will have headquarters at Region I's North Amityville offices.



CHARLES McGEARY



HUGH O'HAIRE JR.

Ithaca's Retirees Set Sept. 10 Meet

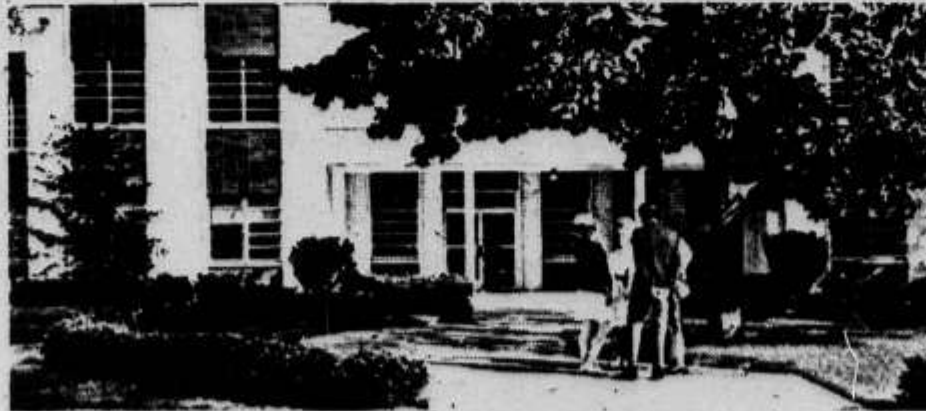
ITHACA—A regular meeting of the Ithaca Area Retirees chapter, Civil Service Employees Assn., will be held Wednesday, Sept. 10, at 2 p.m. in the Moose Hall, 125 N. Fulton St., Ithaca.

The guest speaker will be Thomas Gilmartin, CSEA's coordinator of retiree activities. Retirees in Tioga, Chemung, Schuyler, Cortland and Tompkins Counties are invited to attend the meeting.

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Westchester Seeks Clerical Employees

WHITE PLAINS—Applications are now being accepted for senior typist, senior stenographer, senior clerk, office assistant and medical records clerk for towns, villages and cities in Westchester County. The deadline for applications is Aug. 27.

Salaries will vary with each municipality.

For senior typist and senior stenographer, applicants must be high school graduates and have three years' experience. Graduates from two-year colleges or business schools will also be accepted if they have two years' of experience.

Candidates who are high school graduates and have three years of responsible clerical experience or who have a combination of two years of college and one year of clerical work may apply for senior clerk.

Office assistant positions are open to high school graduates with three years of clerical experience, one of which must involve typing work. Completion of a two-year post-high-school business course and one year of clerical work involving typing is also acceptable.

High school graduates with a year of clerical experience in

keeping medical records or non-graduates with five years of clerical experience may apply for medical records clerk. Two years of full-time volunteer clerical experience may be substituted for one year of paid experience.

Examinations for all the above jobs will be held on Sept. 27.

Applications may be obtained by mail or in person from the Westchester County Personnel Office, Room 104, County Office Building, White Plains, N. Y. 10601. If the request is by mail, applicants should include a self-addressed stamped envelope with the number and title of the examination on the back flap.

CORRIGAN NAMED

Benjamin Ward, commissioner of New York State Department of Correctional Services, has announced the appointment of Mark D. Corrigan as Associate Commissioner of the Department.

Openings Available In Tax, Food Admin, Recreation, Other Posts

ALBANY—The New York State Civil Service Department is presently accepting applications for open competitive examinations for tax compliance agent; damages evaluator; recreation therapist; institution food administrator; and director, division of language skills. The positions have starting salaries ranging from \$9,546 to \$29,471 a year.

Positions as tax compliance agent and tax compliance agent (Spanish-speaking) exist in the New York City area offices of the Taxation, Finance and Labor Departments. To be eligible for the \$9,546 jobs, applicants must have four years' experience in field work involving the collection of delinquent accounts or two years' experience in a tax collection post with a governmental agency. College education may be substituted for some of the above experience.

A written exam will test knowledge of arithmetic necessary to compute taxes, preparing written material, and analyzing and evaluating information and evidence.

Candidates with four years' experience in the appraisal, adjustment and investigation of motor vehicle accident claims may apply for the \$10,714 job

as damages evaluator. College education may be substituted for up to two years of experience.

The current vacancies are in the Albany office of the Motor Vehicles Department. A written test will include questions on New York State Vehicle and Traffic Law, assembly and replacement of damaged auto parts, medical and anatomical terminology and legal papers relating to auto liability claims.

For recreation therapist, applicants must have a bachelor's degree in recreation from a school approved by the National Therapeutic Recreation Society or a bachelor's degree in physical education, art, fine arts or dance and one year of professional recreation therapist. The position pays \$10,714 a year.

Candidates meeting the minimum qualifications will be given a rating based on the relevance of their education and experi-

ence. No written test will be held.

A bachelor's degree in dietetics, nutrition, hospital administration or another related field plus four years' experience in food administration—two of which must be in an administrative capacity—will qualify applicants for institution food administrator. The position carries a \$14,880 salary.

Administration of large-scale food production, nutrition and dietetics, program planning, budget and cost control will be included on the written test.

A vacancy as director, division of language skills, presently exists in Albany. To qualify for the \$29,471 job, applicants must have a master's degree and at least seven years' professional education experience, four of which must be in an administrative capacity. A doctoral degree may be substituted for one year of general experience. No written test will be held, with candidates being rated on the basis of their education and experience. The highest 15 in the ratings will be invited to an oral exam.

For all the above positions application must be postmarked no later than Sept. 29. Exams will be held during the fall.

Information and application forms may be obtained from the state Civil Service Department; State Office Building Campus, Albany; Two World Trade Center, Manhattan; and Suite 750, 1 W. Genesee St., Buffalo.

LEGAL NOTICE

THE PHANTOM PRODUCTION COMPANY, 211 East 51st Street, New York, New York. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on July 28, 1975. Business: Motion Picture Production and Distribution. General Partners: Caribbean Communications, Ltd., 211 East 51st Street, New York, New York; Mogul Productions, Ltd., 131 Prince Street, New York, New York; Vaquer Productions, Inc., 494 Broadway, New York, New York. Limited Partners: address and cash contribution: Bernard Coran, 3414 Frederick Street, Oceanside, New York, \$2,000.00; Benjamin Farber, Apt. 2816, 200 Winston Drive, Cliffside Park, New Jersey, \$5,000.00; Lukin Gilliland, 219 Argyle, San Antonio, Texas, \$40,000.00; Jeffrey J. Jable, 1520 York Avenue, New York City, New York, \$5,000.00; Walter A. Lubanko, Cedar Swamp Road, Brookville, New York, \$10,000.00; Eugene S. Madoff, 746 South Rainbow Drive, Hollywood, Florida, \$2,000.00; Michael P. McDonough, 130 East 67th Street, New York City, New York, \$1,000.00; Stephen J. McGruder, 513 East 86th Street, New York City, New York, \$5,000.00; Cathy Ming, Apt. 3-J, 790 Riverside Drive, New York City, New York, \$1,000.00; Hans Pasch, 217-54 77th Avenue, Bayside, New York, \$4,000.00; Lowell B. Patton, Jr., 115 Overlook Avenue, Leonia, New Jersey, \$2,000.00; Martin Reizner, 166-25 Powells Cove Blvd., Whitestone, New York, \$2,000.00; Sydney Rosen, 8 Hillside Avenue, Roseland, New Jersey, \$3,000.00; Elizabeth B. Schneider, 211 Tiffany Road, Oyster Bay, New York, \$2,500.00; Franz Schneider, 211 Tiffany Road, Oyster Bay, New York, \$2,500.00; Jane Schneider, 211 Tiffany Road, Oyster Bay, New York, \$4,000.00; Pascual Vaquer, 2743 Hollyridge Drive, Hollywood, California, \$1,000.00; Leo A. Wurtzel, 27 Woodland Drive, Sands Point, New York, \$2,000.00; Charles Zucker, 341 West 22nd Street, New York City, New York, \$6,000.00. Share of Profits shall be as provided in agreement. Partnership shall exist until July 8, 1990 unless sooner terminated. Additional contributions may be required upon ten (10) days written notice from the general partners for a sum equal to ten per cent (10%) of such limited partner's initial contribution. Partnership contributions shall be returned if and when there are net receipts. No priority among limited partners. No additional limited partners may be admitted. Limited partners are not entitled to demand or receive property other than cash in return of their contribution unless otherwise agreed to by all partners.

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TUESDAY, AUGUST 26, 1975

Patience As Virtue

IF Civil Service people may be viewed as remarkable for no other quality, we feel they should be considered unusual for their patience and stoicism under fire.

Thanks to a large number of recent newspaper editorials and editorial page cartoons statewide—malicious at best, mindless at worst—all Civil Service employees are given to the readers of these newspapers as no-show political hacks or people who spend their working day shooting rubber bands at their co-workers while their respective departments crash in flame. The idea of these "items" seems to be that once someone gets Civil Service status, he or she stops caring or doing a good job.

The cartoons and articles are, of course, keyed mostly on the alleged fiscal difficulties and actual layoffs of Civil Service people in New York City and State.

In a way, we can understand why these distorted editorials and biased cartoons appeared in print. It is much easier to wrap the flag around yourself and hit the typewriter to knock out something knee-jerk and emotionally sloppy (. . . "slash the intolerable, crushing, obscene taxpayer burden! Out, out with the do-nothing rascals!") and more fun, too, than to calmly sit down, gather facts, read and add figures and come to some sort of logical conclusion on the role of Civil Service people.

It is easier to write something along the lines, that, since public employees are paid from public funds—taxes—then taxpayer woes and budget deficits will be reduced if public employee numbers are reduced.

Never mind that public sector employees pay taxes; or that budget deficits are almost always the work of political appointees or public electees; or the horror stories of Penn-Central, Lockheed or scores of other private concerns bailed out by public money; or the widows who show up at medal award ceremonies; or that the majority of Civil Service people are skilled, dedicated and efficient—and underpaid—professionals.

Disregard the fact that should these mindless editorial suggestions be carried out, then the quality of essential public services will decline and some of the services themselves will be curtailed or vanish. The newspapers will worry about that tomorrow. They will worry about it tomorrow, that is, if they don't have something more important to worry about in their editorials. Like proclaiming National Waffle Week, or something equally heavy.

Meanwhile, the Civil Service people take this abuse. We know they don't like it; some write letters about it, but most give a mental shrug and file it under the unpleasant part of the job.

That's what we mean by patience.
They say it is a virtue.

Questions & Answers

Q. I'm ready to send in my first medical insurance claim under Medicare, but I don't know where to send it. How can I find out?

A. Unless you are entitled to Medicare under the Railroad Retirement system, you should send your medical insurance

claim to the Medicare carrier for the State where you received the services. The name and address are listed in Your Medicare Handbook. If you're getting Medicare under the Railroad Retirement system, you should send your claim to The Travelers Insurance Company office nearest your home.

Don't Repeat This!

(Continued from Page 1)
terest in the nomination, he comes out nevertheless as the leader in all public opinion polls over all other aspirants for the nomination. In fact, insofar as the polls are concerned, he comes out as the only potential Democrat who can defeat President Ford.

Since Democrats would like nothing better than a victory in 1976, Senator Kennedy remains a lingering hope among the party faithful, despite his assertions to the contrary. What makes the situation particularly elusive for candidates, who have already declared for the nomination, and those who are known to be ready to announce their candidacy soon, is that Senator Kennedy's term expires in 1976, and, as a consequence of that fact, the Senator is busy organizing a campaign staff and raising money, ostensibly for his Senate campaign.

However, politicians, who tend rather generally to be a cynical and skeptical group of people, know that it would take but little effort for the Senator to reorient his campaign staff and financial resources towards a campaign for the Presidency. Moreover, so long as many politicians and party fat cats believe that the Senator may ultimately run for the nomination, other candidates are finding it a little more difficult to tap Democratic resources of manpower and funds for their own campaigns.

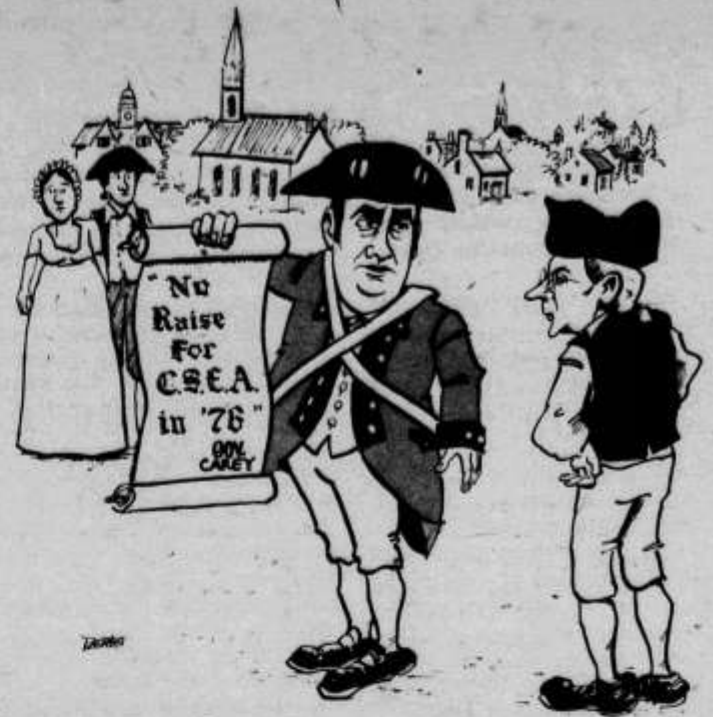
Wallace In Wings

According to the polls, with Kennedy out of the picture, the leading candidate for the nomination is Gov. George C. Wallace of Alabama. However, leading Democrats believe that the prospect of a Governor Wallace nomination is close to zero. On the other hand, they know that he will win a considerable number of primaries and wind up at the nominating convention with a substantial and militant group of delegates. In fact his potential delegate strength is what makes it most likely that no candidate will emerge from the bruising primaries with a majority of the delegates.

Consequently, there is a strong belief among the politicians that the Democratic convention will be a brokered one, with the most powerful of the Democratic leaders deciding upon the nominee behind closed doors in the traditional smoked-filled rooms. In that event, Senator Kennedy again emerges as the leading candidate for the nomination, as the one who can most galvanize the party faithful, after the bitterness that would be necessarily engendered during the long and frustrating primaries battles next year.

To the extent that there is a strong potential of disarray among the Democrats because of the large number of candidates who will be slugging it out in the primaries, the Republican ticket of Ford and Rockefeller would be gaining strength. As the calendar moves closer to the first primary in New Hampshire next March, it seems less likely that any one will contest the nomination of President Ford. The general view among Republicans is that if former California Gov. Ronald Reagan really intended to contest against President Ford for the nomination, he would by this time have al-

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

Two Appellate Decisions

The Appellate Division, Second Department, in *Matter of Cohen v. Department of Mental Hygiene*, held that the dismissal of a provisional teacher at Willowbrook State School was to be annulled where the dismissal was grounded upon an ex parte finding of unjustified abuse of a resident patient. As a provisional employee, the petitioner could have been dismissed without any reason being given. However, based on the reason that was given, and the fact that the petitioner's good name or reputation is at stake because of the grounds given for the dismissal, due process would accord him an opportunity to refute the charge. Accordingly, the matter was remanded to the Department of Mental Hygiene for a hearing consistent with the requirements of due process. 368 N.Y.S. 2d 50.

A DISCIPLINARY PROCEEDING held pursuant to Section 75 of the Civil Service Law involving an employee of the Town of Kirkwood was referred to the Appellate Division, Third Department, by the Broome County Supreme Court after the employee petitioned the Supreme Court to review his case pursuant to Article 78 CPLR. It was alleged by the Town and admitted by the employee that he received a stereo having a value in excess of \$25 from a company which supplied chemicals to the town's water department. The acceptance of the stereo was a violation of the town's code of ethics. The employee defended his acceptance of the stereo by contending that he was never served with a copy of the Code of Ethics and was unaware of its provisions. The town supervisor's secretary testified at the hearing that as part of her duties she delivered a copy of the Code of Ethics to the employees. In any event, the court said, ". . . that the failure to receive the Code does not excuse non-compliance, nor does it affect the enforcement of its provisions. We must conclude, upon all the facts, that Charge I was clearly sustained."

ANOTHER CHARGE accused the employee of incompetency in that he failed to notify proper authorities of a malfunctioning pumping station which caused raw sewage to be discharged into the Susquehanna River upstream from the City of Binghamton water supply intake. The employee attempted to defend his inaction by placing the blame on a representative of the pump manufacturer. The employee argued, in addition to his claim that the charges were not proved, that the penalty imposed upon him was disproportionate to the offense. The court pointed out that it will not overturn or set aside a disciplinary penalty except under circumstances "where the measure of punishment or discipline imposed is disproportionate to the offense in the light of all the circumstances as to be shocking to one's sense of fairness." The court provided several citations from

(Continued on Page 7)

Civil Service Law & You

(Continued from Page 6)

the Court of Appeals to support its conclusion. The court recognized that the rule itself, if viewed in the abstract, reflects a subjective response to the situation presented, and that its language reflects difficulty in articulating an objective standard.

THE COURT OF APPEALS set forth certain elements to be considered under certain circumstances so that legislative intent as well as the court's obligation to do justice could both be fulfilled. The court said: "Our application of these elements to the facts and circumstances of this review leads us to conclude that the penalty imposed by the Board is proportionate to the offense and snugly fits the pattern of the sustained charges. We find no merit to the petitioner's broad and unspecified contention that the procedure here was improper and that it constituted a denial of due process."

The decision of the town board was supported by substantial evidence and resulted in a demotion of the employee who was the Town Superintendent of the Water and Sewer Department to the position of Sewer and Water Department Laborer. In the *Matter of Merrin v. Town Board of the Town of Kirkwood*, 369 N.Y.S. 2d 878.

Don't Repeat This!

(Continued from Page 6)

ready announced his candidacy and gotten under way with his campaign. As it is time keeps running against a Reagan candidacy.

Problems Remain

Much, of course, will happen between now and next November. The Ford Administration still has to deal with the seemingly intractable problems of unemployment, a sluggish economy and inflation. The most recent cost-of-living statistics demonstrate that inflationary pressures are rising once again, and there is every prospect that they will continue to show a sharp increase in August and again in September. Yet this is an area within which an incumbent national administration can exercise a large degree of control. For example, the Administration can decide on another tax re-

bate next year in order to improve the economy and relieve the unemployment situation. And no doubt the administration may have other steps in mind, depending upon the state of the economy in the months ahead.

Thus far, the Ford administration has achieved remarkable success in Congress which has sustained the bulk of the President's vetoes. In a sense, this will help the Ford Administration from the point of view of those who are beginning to feel more strongly than ever that a balanced Federal budget may be key to a revived economy. There may be indeed a swing towards conservatism in our country. That clearly is the view of the Ford Administration. And this factor, rather than the identity of the Democratic ticket is what may be the decisive factor in the elections next year.

Regents Exam For Veterans Set For Oct. 2

ALBANY — Examinations for the new veterans' series of 600 New York State Regents Scholarships, authorized in the last session of the Legislature, have been announced by the State Education Department.

The scholarships will be awarded beginning with the coming academic year. Examinations will be held Thursday, Oct. 2, in Manhattan, Albany, Binghamton, Syracuse, Niagara Falls and Rochester.

Applications and additional information are available from the State Education Department, Regents Examination and Scholarship Center, Albany, N. Y. 12234.

CIVIL SERVICE LEADER, Tuesday, August 26, 1975

A PINTO DOESN'T HAVE THE GUTS TO BE A RABBIT.

Pinto claims to be a better buy than a Volkswagen Rabbit. But it's really not. Because when you add up all the features that are standard on a Rabbit and optional on a Pinto, plus all the features you can't even get on a Pinto, you come to a startling conclusion. The Rabbit is not only a better engineered car. It's a bargain at the price.



The Rabbit has front-wheel drive. Like an Eldorado and a Toronado.

Features that are standard on a Rabbit and that cost more on a Pinto. They compare a 2-door Pinto to a 3-door hatchback Rabbit. How much does a hatchback Pinto cost? \$215 extra. To get the same kind of performance as a Rabbit (0 to 50 in 8.2 seconds), you have to order a larger 6-cylinder engine with a special rear axle. \$272 extra on the Pinto. Of course, with the larger engine you'd only get 22 mpg on the highway and 16 in the city.



The Rabbit has the engine mounted sideways to give you more passenger space.

The Rabbit gets 38 mpg on the highway and 24 mpg in the city. So driving an average of 12,000 miles a year, you'd spend about \$10 extra for gas every month with the Pinto.

To get the same effortless 3.3 turn lock-to-lock steering as a Rabbit, you'd have to get power steering on the Pinto. \$117 extra.

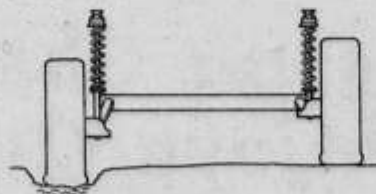
Features on a Rabbit that you can't get on a Pinto at any price.

Front-wheel drive. This gives the Rabbit greater tracking and stability. Not available on the Pinto.

Dual diagonal braking system. If one braking system should fail, another is there to help stop the car. Not available on the Pinto.

Negative steering roll radius. This helps stop a Rabbit in a straight line. Not available on the Pinto.

4-wheel independent suspension. This gives added riding comfort and better handling on rough roads. Not available on the Pinto.

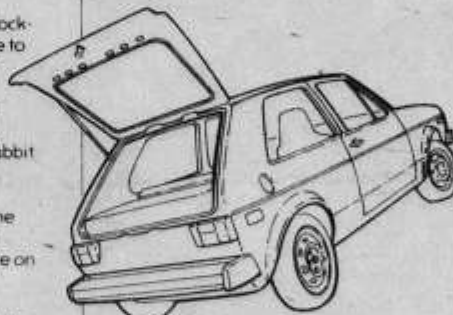


The Rabbit has 4-wheel independent suspension. Like a Porsche.

Interior room. The Rabbit is much roomier than a Pinto. In fact, it has as much leg and head room as some mid-size cars.

Visibility. A Rabbit has more overall glass area than the Pinto's big brother, the Lincoln Mark IV.

Protection. The Rabbit is built so well it's covered by the Volkswagen Owner's Security Blanket, the most advanced car coverage plan in the world.



The hatchback on a Rabbit is standard. On a Pinto, it's extra.

You should also listen to the experts. Popular Mechanics called the Rabbit "The Best Value For 1975" and Road and Track named it "The Best Sedan Under \$3500." But test drive the Rabbit yourself. It's really the best way to tell what they leave out of a Pinto to make it so cheap.

*All prices quoted based on manufacturer's suggested list price. **1975 EPA BUYER'S GUIDE. © World Wide Volkswagen Corp.



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1:30 P.M. SESSION—PARCELS 105-204

WEDNESDAY, SEPTEMBER 17, 1975
9:30 A.M. SESSION—PARCELS 205-304
1:30 P.M. SESSION—PARCELS 305-407

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See Little Evidence Of Serious Raid Challenge On Long Island

(From Leader Correspondent)

NORTH AMITYVILLE—Little evidence has been seen by Civil Service Employees Assn. observers in CSEA Long Island Region I of serious effort by the Public Employees Federation to mount a raid.

However, leaders of the 12 state division chapters in Region I conferred at the

CSEA headquarters building recently with a delegation of CSEA professional staffers from the Albany Headquarters.

The leaders agreed on a positive program of organizational and political action focused on what seems to be state employees' number one problem: the Carey Administration and legislators who backed its \$250 wage settlement this year. The chapter leaders heard reports that

PEF, which announced itself a federation of five unions last spring, has dwindled to two unions. It was suggested that the amalgamation may soon reappear as nothing but the Service Employees International Union.

SEIU has had a record of unsuccessful in CSEA Long Island Region I.

The session heard from a panel of CSEA professional staff members, headed

by assistant program specialist Bernard Ryan. The team also included attorney Algrid White, assistant public relations director Roger Cole; statistician Joseph Abbey, and collective bargaining specialist Robert Guild. Also participating were Region I's new public relations spokesman Hugh O'Haire Jr., and regional field representative Nick Pollicino. Other field representatives also attended the meeting.

The promised PEF raid produced some sporadic efforts to lure support, officials said, but these proved unsuccessful. No concerted effort has been seen yet.

Staffers warned, however, that SEIU may beef up the effort with paid membership solicitors.

NEWS OF LONG ISLAND REGION I

LONG ISLAND REGION I

REGION OFFICERS:

- President: Irving Flaumenbaum, Nassau County
- First Vice-President: Ralph Natale, Nassau County
- Second Vice-President: Nicholas Abbatiello, Nassau County
- Third Vice-President: Robert Conlon, Suffolk Educational
- Fourth Vice-President: Ruth Braverman, Nassau County
- Secretary: Dorothy Goetz, Suffolk County
- Treasurer: Sam Piscitelli, Nassau County

REGION OFFICE:
740 Broadway (Route 110)
North Amityville, L. I.,
N. Y. 11701
Telephone: (516) 691-1170

SATELLITE OFFICE
350 Vanderbilt Motor P'kwy
Hauppauge, L. I. N. Y. 11787
Telephone: (516) 273-2211
(CSEA 211)

Repeal, Amend N.Y. Taylor Law — Flaumenbaum

(Continued from Page 1) that as a "special benefit" for some employees.

The arbitration for police and fire employees was enacted last year as a positive way to prevent strikes. Mr. Flaumenbaum said the legislators action in adopting the provisions implied that they knew that the Taylor Law cannot achieve its objective of settling public employee negotiations without strikes.

"They know that the law is not going to work," Mr. Flaumenbaum said. "Consequently, it is their responsibility to drastically reform it or start over again from scratch."

Abbatiello Installs Donahue & Central Islip PC Officers

CENTRAL ISLIP — Danny Donahue and the newly elected slate of officers for the Central Islip Psychiatric Center chapter, Civil Service Employees Assn., were installed at an open house reception Aug. 14.

The event, which featured refreshments for the 300 rank-and-file members who turned out, was arranged to enable the membership to confer informally with the new officers.

Mr. Donahue, in brief remarks, stressed teamwork among the elected officers and the rank and file. "We have to have the fullest cooperation of everyone involved in order to make our union fully effective," he asserted.

The ticket was sworn in by Nicholas Abbatiello, second vice-president of Long Island Region I, who subbed for regional president Irving Flaumenbaum, who was at the Albany CSEA headquarters for a meeting.

The slate includes Mr. Donahue; Eileen Gorski, first vice-president; Michael Montanino, second vice-president; Virginia Holmes, secretary; Margaret Spinks, treasurer; and Lynn Judge, Stanley Roberts, Paul Duttge, Salvatore Russo and Claire Hofmann, delegates.

Binghamton's Retirees Meet

BINGHAMTON — A regular meeting of the Binghamton Area Retirees chapter, Civil Service Employees Assn., will be held Monday, Sept. 22, at the Garden Village West, 50 Front St., Binghamton. The meeting, which is set to begin at 2 p.m., is open to all retirees from Broome, Chenango, Otsego and Delaware.



Multitudes turned out in gorgeous weather earlier this month to share camaraderie at the annual Nassau County chapter picnic.



Each to his or her own pleasures at Hempstead Town Park.

Nassau Chapter Enjoys Outing



Nassau chapter president Irving Flaumenbaum, right, samples some of the goodies. He is cheered on here by Nassau's Long Beach unit president Steve Hayes, left, and Tom Stapleton, with Jason Green, front, showing gleeful admiration.



Beer, soda and ice cream were available at this booth attended by, from left, Dudley Kinsley, Alice Heaphy and John Aloisio, Jr., all of Nassau chapter, largest single chapter in statewide Civil Service Employees Assn.

(Leader photos by Sulo Aalto)



Although William Griffin, seated, is the only CSEA field representative at this time located in the satellite, other regional reps work out of the office when convenient. Standing, from left, are field reps Nicholas Pollicino, John Cuneo and Patrick Morano.

(Leader photos by Sulo Aalto)



Long Island Region I president Irving Flaumenbaum, left, and Suffolk County Executive John V. N. Klein chat with Suffolk chapter president James Corbin in his office in the satellite complex. Suffolk chapter's former office had been damaged by fire recently, thereby prompting the move to the new headquarters.

Region I Satellite Opens In Hauppauge To Serve Eastern L. I.

HAUPPAUGE—Long Island Region I, with the largest total membership of the Civil Service Employees Assn.'s six regions, observed the opening of a satellite office here to serve members in the eastern portion of the region.

Suffolk County chapter served as host for the open house this month, since its own chapter offices are located in the suite of rooms that make up the satellite complex.

A reception was held in the afternoon for the various county unit leaders and politicians, and in the evening for members of State Division chapters.

The office is located at 350 Vanderbilt Motor Parkway, just off the LI Expressway.

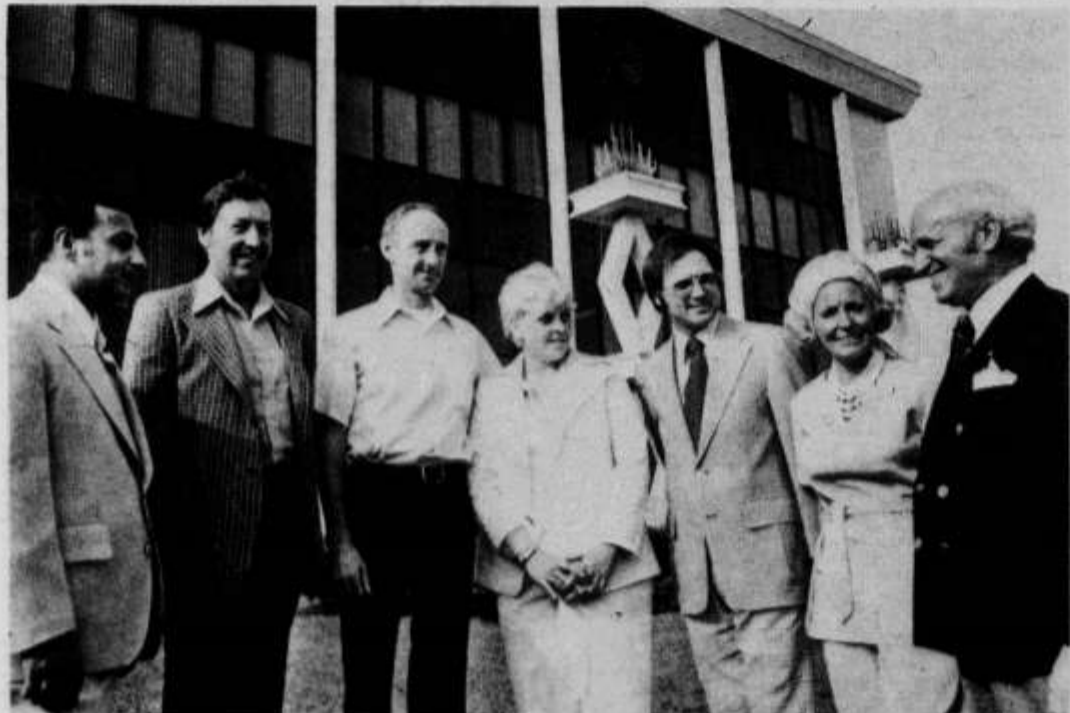


Members of the office staff at the satellite continue working busily during the open house. Diana Purcell, left, and Joan Jung work on the membership files as "the new girl," Diana Cascione, picks up pointers on office operation.

... Also Suffolk Office



Suffolk chapter president James Corbin, left, greets two of the many area political figures who stopped to pay their respects: Assemblyman William Bianchi, Jr., center, and Town of Huntington Councilman Joseph A. Clemente.



Standing outside the modern, multi-story building that houses the regional satellite and Suffolk chapter offices, Suffolk chapter officers greet A. Sam Notaro, right, chairman of CSEA's sites committee. From left are second vice-president Frank Giordano, third vice-president Frank Parker, first vice-president William Arthur, recording secretary Pat Cruz, fifth vice-president Ed Valder and corresponding secretary Dorothy Goets, who is also treasurer of Long Island Region I.



Suffolk chapter sergeant-at-arms Gene Cockshutt, left, greets Long Island Region I first vice-president Ralph Natale, Town of Hempstead unit president Kenneth Cadieux and Suffolk Legislator W. Bromley Hall.

The Story About One Bronx Fire Alarm

When people stand in front of a burning building and know the alarm has been sent in but no apparatus arrives while the fire gets bigger and bigger, the first people whom they blame are the men on the fire engines when at last they arrive.

In most cases, there has been some sort of foul-up. Everybody thinks the other fellow either pulled the alarm box or telephoned when, in reality, nobody has, mostly out of a desire "not to get involved." However, in the following instance not a single man at the fire was to blame for what eventually happened. It was due entirely to bum equipment and bum municipal thinking, a sort of "chickens coming home to roost" sort of thing. Here are the events as I have had them reported to me.

On Aug. 14, at about 7:30 p.m., a fire broke out in one room of an apartment on the top floor of 2075 Wallace Ave. in the Pelham Bay section of the Bronx. The building was an "H type" construction, two buildings with a courtyard in the middle and connected by construction used for elevators and stairways. The building was six stories high and contained about 100 tenants.

Normally, a fire such as this would have been quickly extinguished with minor damage.

However, in this case, a major section of the building was destroyed. Four alarms were required before it was under control and 60 firefighters were at the scene. Fifteen were injured fighting the blaze.

The alarm was received in Bronx Telegraph Headquarters during a high peak of fire alarm activity. When the alarm was received, an "alarm ticket" was made out and time stamped. It was placed upon a newly installed conveyor belt which has consistently failed to serve the purpose for which it was in-

tended. The ticket is supposed to shoot over to a man who picks it off the conveyor belt and then, after throwing the proper switches, announces the alarm over the comparatively new "voice alarm system" in which bells are eliminated and radio voice is substituted.

However, the fire ticket containing the box and location got jammed in the conveyor belt. With all the alarms coming in and going out, and with the four three dispatchers short, the lost ticket was not discovered for at least five minutes and so the companies which were to roll to the fire were delayed that long in receiving the alarm. In the Bronx, some first alarm responses are as long as seven minutes and so, allowing for a five-minute minimum response, the delay up to this point in the arrival of fire apparatus is ten minutes. By this time, the one-room fire was in possession of the entire apartment and fire was out of several windows and travelling at a great rate. The question in the street: why the hell don't they put it out?

Because of the recent order reducing the number of fire-

fighters in each company, the two engines arriving at the scene only had three men each on the back step and one engine company had an old spare pumper. This was hooked up to the hydrant and a thirteen length stretch of hose, 650 feet, was laid. The pumper failed to work, it would not go "into pumps," and thus did not provide water to the fire. The other pumper had

received in Bronx Telegraph, no water had been started on the fire and it was through the roof and out of control.

Here we have the fact that not one single man at that fire failed to do his job to the best of his ability. Fifteen men dropped in their tracks while trying to do just that very thing. That building and its eventual loss is just the beginning of what is going to happen all over the City unless the needed manpower is restored, an end is put to the installation of gimmicks which fail to work and the stopping RIGHT NOW of any further installation of ERS fire alarm boxes within this city.

The other day the Commissioner announced a campaign intended to reduce the gigantic increase in false alarms. Almost at the same time he announced

that an additional thousand of the very boxes which have caused most of these false alarms had been authorized to be installed!

This is like a sick person, knowing what ails him, and trying to contract enough of the same disease to kill him!

At the swearing in ceremonies of Mike Maye and the UFA board 10 days ago, a former UFA officer by the name of Barney McWeeney asked me the question: "Why do we need the Super Pumper?" Well! Here is your answer, Barn old boy! Unless we get the manpower back, we are going to be reduced to holding actions, i.e. trying to confine the fire to the block! A hell of a comedown since you were Staten Island trustee, isn't it?



THAYER

Fire Flies By PAUL THAYER

then to be quickly substituted. By this time, the fire was out of most windows on the top floor, was beginning to drop down to the floor below and was roaring through the roof.

Although from the many telephone calls which the dispatchers were getting at this point, they could not fill out the full first alarm assignment because one of the hook and ladder companies which would normally have gone to the fire on the first alarm never responded at all! It had been taken from the area and sent to the south Bronx where most of the usual furious fire activity was taking place at the time. However, Engine Company 320 and Ladder 152 from Queens were brought into the Bronx to help but the damage had already been done.

Fireman Nick Mancuso who is the newly elected trustee of the U.F.A. in the Bronx responded to the fire from his home in Throggs Neck and when he arrived, approximately 23 minutes after the alarm had been re-

Suffolk Holding Lifeguard Exam

HAUPPAUGE — The next Suffolk County pool and still water lifeguard exam will be held Wednesday, Aug. 27 at Hauppauge High School. The test will begin at 7 p.m.

An ocean lifeguard performance test will be held at Smith Point Park, Shirley, on Friday, Aug. 29. Tests are scheduled to begin at 10:30 a.m.

To be eligible, candidates must be at least 16 years old and must present a fully completed application form at the time of testing. For further information, applicants should contact the Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veterans' Memorial Highway, Hauppauge, N. Y. 11787.

Edelman Named To Head DFY

ALBANY — Peter B. Edelman, a former legislative assistant to the late Senator Robert F. Kennedy, was named last week by Gov. Hugh L. Carey as director of the Division for Youth.

Mr. Edelman, 37, has been vice-president for policy of the University of Massachusetts since 1972. He was planning director for Arthur J. Goldberg's 1970 Democratic campaign for Governor and, prior to that, was Mr. Goldberg's law clerk when the former candidate was an Associate Justice of the U. S. Supreme Court.

Mr. Edelman succeeds Milton L. Luger, a Rockefeller appointee, in the \$47,800-a-year post. DFY supervises research and programs to combat juvenile delinquency in New York State.

Bahou Heading C. S. Dep't

ALBANY—Victor Bahou, a former political science professor at State University of New York at Cortland and past Cortland County Democratic chairman, has been named by Gov. Hugh L. Carey to head the state Civil Service Department.

Mr. Bahou had previously been named by the Governor as a member of the department's governing Civil Service Commission. He succeeds Ersa Poston as pres-

ident of the commission and head of the department. Ms. Poston, appointed by former Gov. Nelson Rockefeller, will remain on the three-member panel. The third member is Michael N. Soelsi.

Mr. Bahou, 54, served as acting appointments secretary to Governor Carey before being named to the agency in May. The post pays \$47,800 annually.

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Hyland: 'They're Trying To Gag Us'

By ALAN BERNSTEIN

The city is trying to gag his men, says Auxiliary Police Benevolent Association president John Hyland.

Mr. Hyland claims auxiliary officers who continue to give what police officers call unauthorized statements face reprimands and departmental charges.

He says an order was circulated following a July 16 meeting of auxiliary inspectors and regular officers. It states "any auxiliary police officer who makes any unauthorized personal statements to the press should be held responsible for same and be

reprimanded or possibly brought up on charges.

The APBA president says muzzling citizen volunteers is "un-American."

Since July, APBA members have refused to conduct street patrol and are demanding the return of all laid off regular police officers. Auxiliary police officers have demonstrated and issued news releases urging their return.

"The Mayor and Police Department spokesman have continually told New Yorkers to get involved," says Mr. Hyland. "To

come forward—to report and testify about crimes that they witnessed. However, in order to join the auxiliary police, designed to increase citizen participation in the criminal justice system, they must relinquish their First Amendment rights and become second class citizens. It's apparent that such an order runs contrary to the concept of the auxiliary police program."

Normally, inspectors meetings are held behind closed doors and the proceedings are not disclosed. However, Mr. Hyland says it was made public because most of the city's 5,300 auxiliary officers

have not conducted patrols because they believe immediate police response to their calls is unavailable.

Also contained in the inspectors meeting report is an item claiming the streets are safe for patrol. Mr. Hyland says no street duty will resume until all laid-off officers return. He says his men will only fulfill the 20 hours training required for each quarter to stay on the force.

"It becomes more apparent with each passing day that the city is either unable or unwilling to rehire police officers," says the APBA president.



JOHN HYLAND
... levels charge



Mayor Abraham D. Beame swears in Alice Brophy (right) as Commissioner and Roberta Spohn as Deputy Commissioner of the newly re-named Department for the Aging. The department is campaigning against the impending individual means test of eligibility for New York's senior citizens centers. It was formerly called NYC Office for the Aging.

Case Won But He Is Still The Loser

A former Off-Track-Betting employee has won a series of concessions from OTB, after filing a complaint more than two years ago, charging the corporation with employment discrimination practices.

However, the former worker says he's still dissatisfied.

New York State Human Rights Commissioner Werner H. Kramarsky announced last week that Cuban-born Alfredo Rey, a betting specialist, has received a \$2,000 compensatory award, a \$600 salary increment, and reimbursement for \$350 paid as late charges for 14 traffic tickets.

Mr. Rey, a Queens resident, said his troubles began after he co-founded the OTB Hispanic Society. He held posts as assistant coordinator and branch manager at OTB and was later downgraded to shift manager.

He also had charged while OTB normally processed and invalidated traffic tickets obtained by employees using their own cars on company business, that privilege was taken away from him.

Mr. Rey, unemployed since June 1974, said, "Although I was

granted certain concessions, I'm still the loser in this case. It took over two years to get a decision, despite all of my evidence, and OTB is still discriminating against Hispanic people," he said.

He said one purpose of OTB was to give jobs to minority groups and so far the corporation has failed to accomplish that.

"The majority always rules," he said.

Postmen Agree

New York Letter Carriers and carriers across the nation have voted two to one to ratify the contract reached with U.S. postal officials. However, the vote has angered some local union officials.

"This is a tragedy for all postal employees," said Vincent Sombrotto, president of the New York group, "But certain economic conditions came into play and we have to accept it."

The three-year pact provides for \$1,500 in salary increases. Some Letter Carriers union officials had objected to the lack of an area wage differential, among other points, and pushed for a no-vote.

"Many members voted for the contract out of fear of a strike," Mr. Sombrotto said. "I don't believe they voted for it because they felt it was a good contract."

Final Key Answers

Prom. to Gardener, Exam No. 4620, test held Dec. 14, 1974. Changes: No. 36 (S.O. No. 44) from A to A and/or B.

Gardener, Exam. No. 4104, test held Dec. 14, 1974. Changes: No. 36 (S.O. No. 44) from A to A and/or B.

Workers Defending Elderly

By JANE B. BERNSTEIN

New York City Department for the Aging employees and officials are battling to stop implementation of a Health, Education and Welfare Title 20 individual means test for senior citizens.

The test would make it mandatory for a senior citizen to have his income eligibility certified every three months to be able to participate in senior citizen and day care center activities.

Department Deputy Commissioner Roberta Spohn said, "We are unalterably opposed to it. This test would exclude all but the bottom level poor from using the centers," she added.

Patricia Scott, bureau news spokeswoman, said the department will be meeting with various community agencies to plan a course of action.

The workers have so far received support from Congress-

man John M. Murphy (D-Staten Island and Lower Manhattan) and Brooklyn Borough President Sebastian Leone.

"The means test will result in the loss of services for many senior citizens," Mr. Murphy said. "It is vital that these centers are available and accessible

to every older New Yorker who wishes to participate in the programs they offer."

Mr. Leone has called on HEW Secretary David Matthews to stop the test.

The workers say citizens should write New York Congressmen to force a policy change.

Technicians Needed By U.S.

Cardiopulmonary function technicians, inhalation therapy technicians, renal dialysis technicians, electrocardiograph technicians, and other medical machine technicians are continuously being sought by federal agencies. Applicants may file for the jobs through the U.S. Civil Service Commission.

Starting salaries for the GS-5 through 8 positions range from \$8,500 to \$11,640 a year. Positions are located at Veterans Administration hospitals in the Bronx, Brooklyn, Manhattan; the U.S. Public Health Service Hospital in Staten Island; and other federal establishments in New York City.

To qualify for the GS-5 technician positions, applicants must have two years of general experience and one year of specialized experience. General experience is work which provides basic knowledge of medical, biological or chemical procedures and equipment. Experience operating or supervising special equipment is acceptable as specialized work.

GS-6 positions are open to individuals with two years' gen-

eral and two years' specialized experience; GS-7 jobs to those with two years' general and three years' specialized; and GS-8 posts to applicants with two years' general and four years' specialized experience.

A bachelor's degree with a major in an appropriate field of study meets all standards for GS-5 positions. Other education or training may be substituted for experience on a month-to-month basis up to a maximum of three years.

On-the-Job Training Program Set

Economic Development Administrator Alfred Eisenpreis last week signed an agreement permitting 19 Chamber of Commerce firms to hire and train a total of 139 persons to perform administrative, clerical and technical work in the Harlem business community.

The \$523,549.78 agreement is part of a \$7 million grant awarded to the EDA under the Comprehensive Employment and Training Act (CETA). It also

constitutes the New York City's largest private sector on-the-job training contract.

Applicants will be rated on experience and education. No written test is given. Further information and applications may be obtained from the federal job information centers at: 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; and 90-04 161st Street, Jamaica, Queens. Completed forms should be returned to the New York City Area Office, U.S. Civil Service Commission, 26 Federal Plaza, New York 10007.

The program will train persons for such positions as accounting clerks, administrative and managerial assistants, draftsmen, sales people and security personnel. The training will vary in length from 15 to 35 weeks and salaries will range from \$3.38 to \$6 per hour.

There are no special requirements for application. The posi-

tions are open to men and women, with or without experience.

Persons interested in the program may apply through their local Manpower Intake Center. For the location of the nearest center, call Human Resource Administration's Department of Employment at 433-3727.

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36 TA Workers Receive Awards

Thirty-six Transit Authority employees have received awards for suggestions saving the TA more than \$4,497 a year.

The top cash award of \$125 went to Edward J. Brennan, a foreman in car maintenance, for suggesting a modification to the braking system on TA work trains. The modification cuts down on delays and noisy wheels and is estimated to save \$2,500 a year in man hours and materials.

A Festival For Wassaic Is Set For October 18

WASSAIC—A 17-year member of the Civil Service Employees Assn. is running what may well turn out to be one of the more spectacular one-day festivals ever held in New York State.

Set for Oct. 18, on the grounds of the Wassaic Developmental Center, the Wassaic Friends Festival is intended to "increase community awareness and involvement with the residents, as well as to give everyone a good time," according to festival chairman Mike Tierney.

Mr. Tierney, an assistant therapy aide who joined CSEA when he began working at Wassaic 17 years ago, said a place will be reserved at the festival for the CSEA mobile unit and an exhibit by New York's largest public employees union.

An express train from Grand Central Station to Wassaic, the first express train ever to make such a run, will carry about 1,000 passengers to the festival from New York City. Thousands of others are expected to arrive in buses and cars, according to Mr. Tierney.

A firemen's parade will kick off the festival at about noon. There will be an open house at the developmental center all day,

and visitors will be encouraged to "adopt" a resident for the day.

Among the big-name entertainers Mr. Tierney has already lined up are folksingers Arlo Guthrie and Noel Stuckey (formerly "Paul" of Peter, Paul and Mary). Admission, entertainment and all refreshments will be free.

In addition to the CSEA mobile unit exhibit, the occasion will feature exhibits by service clubs, local merchants and craftsmen. The physical layout will include a "midway" of 59 booths, where prizes will take the form of chances to win one of the "big prizes" that will be given away during the day.

Mr. Tierney gives credit for the planning of the festival to his two co-chairmen, fellow CSEA members Monti Dunn and Ann Milata.

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Head Clerk Surrogate	\$11,337	24-313
Principal Clerk Surrogate	\$ 9,029	24-312
Senior Clerk Surrogate	\$ 7,204	24-311
Compensation Claims Auditor	\$10,714	24-325
Sr. Compensation Claims Examiner (Upstate)	\$13,404	24-290
Hospital Administration Consultant	\$19,396	27-531
Sr. Hospital Administration Consultant	\$22,694	27-529
Hospital Nursing Surveyor	\$15,684	27-525
Medical Record Librarian	\$ 9,029	24-308
Printing Audit Supervisor	\$19,396	24-310
Printing Audit Assistant	\$10,714	24-309
Principal Environ. Analyst	\$21,545	27-514
Research Analyst (Correct. Svcs)	\$13,404	24-303
Research Assistant (Correct. Svcs)	\$10,714	24-302
Sr. Research Analyst (Correct. Svcs)	\$17,429	24-304
Associate Research Analyst	\$21,545	24-281
Sr. Research Analyst	\$17,429	24-280
Research Analyst	\$13,404	24-300

Applications Accepted Until September 15
Director, Division of Humanities \$29,471 27-524

Applications Accepted Until September 29

Tax Compliance Agent	\$ 9,546	24-324
Damages Evaluator	\$10,714	24-321
Recreation Therapist	\$10,714	27-528
Institution Food Administrator	\$14,880	24-337
Director, Division of Language Skills	\$29,471	27-530

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

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

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CORRECTION
There are only 6 issues per yr. of the "Florida Civil Service Bulletin." Their advertisement previously stated that there were 8.

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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.

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TESTIMONIAL HONORS JOHN LOMONAGO



John LoMonaco, longtime president of the Civil Service Employees Assn.'s Metropolitan Division of Employment chapter, receives plaque at testimonial dinner in his honor. Making presentation is William DeMartino, his successor as chapter president and the second vice-president of CSEA's New York City Region II. Observing the presentation, from right, are a former Metro D of E chapter president, Bob Dailey; Solomon Bendet, CSEA vice-president who heads Region II, and Ralph Fabiano, chapter first vice-president and dinner chairman.



Among those who turned out to honor Mr. LoMonaco, now retired, were various of his former co-workers and fellow union members. From left are Aaron Burd, Mary DeSalvo, Esther Hersch, CSEA field representative and former chapter officer Willard Wagner and Gloria Goodman.

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Upon the petition of The Public Administrator of the County of New York, having his office in Room 309, in the Surrogate's Court Building, 31 Chambers Street, New York, N.Y., as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, 31 Chambers Street, in the County of New York, on the 26th day of September, 1975, at 9:30 o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

(Seal) WITNESS, HONORABLE MILLARD L. MIDONICK, a Surrogate of our said County, at the County of New York, the 1st day of August, in the year of our Lord one thousand nine hundred and seventy-five.
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AUDIT & CONTROL, SUNY CENTRAL CHAPTERS SHARE DINNER-DANCE JOINT INSTALLATION



SUNY Central chapter of the Civil Service Employees Assn. joined last month in a joint dinner-dance and officer installation with Audit and Control chapter at the Cordial Greens Country Club in Castleton-on-Hudson, Rensselaer County. Here SUNY Central chapter president Gerald Toomey, right, chats with other officers, from left, Kevin Foley, second vice-president; Gerry Brady, treasurer; Norma Praga, alternate delegate, and Patricia Waterson, first vice-president.



Close harmony is the key to success for effective chapter leadership, as CSEA's Albany and Control chapter officers demonstrate here, with chapter president Donald Ruggaber at the keyboard. Standing, from left, are Harold Ryan, departmental representative to CSEA's Board of Directors, Pauline McDonough, regional delegate; Norma Paige, secretary; Roland DeCrosta, vice-president; Bea McCoy, treasurer, and Grace Fitzmaurice, statewide delegate.



CSEA State Executive Committee chairman Thomas H. McDonough, left, listens as Albany Region 4 president Joseph McDermott, SUNY Central chapter president Gerald Toomey and Audit and Control chapter president Donald Ruggaber gather 'round.

(Leader photos by Brian Triller)



Many high-ranking CSEA officials attended the dinner-dance last month. From left are Eddie Pfaffenbach, former Rensselaer County chapter president Susie Pfaffenbach, statewide pension committee chairman Ernest Wagner, Executive departmental representative Mary Moore, Education chapter president Nicholas Fiscarelli, former Insurance chapter president Rita Madden, Liquor Authority chapter president Anne S. Kearney and Audit and Control chapter member Walt Pologa.

Offers Conversion Of Insurance Until Sept. 1

ALBANY—The Civil Service Employees Assn. has announced that certain members who are insured under CSEA's group life insurance program will be allowed to convert part of their coverage to permanent form of individual life insurance which contains cash and paid-up values, without medical examination. The deadline for this offer is Sept. 1, 1975.

The offer provides that any actively employed insured member of the group life insurance plan who became age 50 on or after Jan. 1, 1975, or whose 55th or 60th birthday is during 1975 may convert \$1,000 or \$2,000 of this group insurance to a permanent individual insurance.

Group insurance would be reduced by the amount converted, and the payroll deductions of such insurance would be reduced accordingly.

The conversion plan features many other items of interest to group life insurance members.

All of those interested may request information on the conversion privilege by writing to the Civil Service Employees Assn. at 33 Elk St., Albany, N.Y. 12207 prior to Sept. 1, 1975. The effective date of the converted insurance will be Nov. 1, 1975, contingent on the premium payments for the converted insurance to be made directly by the individual to the Travelers Insurance Co.

Fill Out and Mail Today

CIVIL SERVICE EMPLOYEES ASSN., INC.
 33 ELK STREET
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PLEASE SEND ME INFORMATION CONCERNING THE "CONVERSION PRIVILEGE" OF CSEA GROUP LIFE INSURANCE.

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DEPT. EMPLOYED DIVISION OR INSTITUTION PAYROLL ITEM NO.

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North Rockland Health Center Has Free Exam For GHI Policy Holders

HAVERSTRAW—Civil Service Employees Assn. members and their families who are covered by GHI insurance can receive a free complete annual diagnostic examination at the North Rockland Health Center here, according to Arlington Robinson, the center's executive director.

The center also supplies medical treatment and care within GHI insurance coverage. CSEA members covered by other statewide options may obtain a special rate at the center. The cost for diagnostic examination will be \$65 for those covered under other statewide options; their children, up to the age of 16, will be screened for \$20.

The examination includes a physical examination by a physician; blood pressure and heart rate measurement; blood chemistry and urine analysis; hearing and vision tests; a chest x-ray; lung capacity and function testing; lipid screening; hypertension, tuberculosis, diabetes and glaucoma tests; pap smear for women 19 and over, and protocostry and electrocardiogram for those over 35.

The center has a staff of 25 physicians including specialists in surgery, pediatrics, anesthesia, allergy, dermatology, ear, nose and throat, general practice, internal medicine, cardiology, neurosurgery, neurology, obstetrics/gynecology, ophthalmology, orthopedic surgery, podiatry, psychiatry, urology and radiology. It is located here at 17 Broadway. The

center also has a physical therapy, social services, nutrition, health education and occupational and environmental health services program.

Oneida Schools Install Leaders

UTICA — Stanley Briggs and Ted Clark were installed as president and vice-president, respectively, of the Oneida County Educational chapter, Civil Service Employees Assn. The installing officer was the chapter's past president Jacob Banek.

Other officers installed include Ben Richmond, second vice-president; Elizabeth Walker, recording secretary; Dolores Herrig, corresponding secretary; Claire Pura, treasurer; Robert Barry, delegate, and Mr. Banek, alternate delegate.

The officers and the chapter represents employees of Whitesboro Central, Vernon Verona-Sherril, Clinton Central, New York Mills, Westmoreland Central, Holland Patent Central and Rome Schools.

Clerk, Cutter, Teacher, Roofer? Read On

The following is a simulated radio broadcast. The jobs noted, however, are real ones.

ANNOUNCER: Are you looking for work? If so, you will want to check these openings listed with the New York State Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City, call 488-7330. For jobs outside of New York City in nearby New York communities, consult the Nassau and Westchester telephone directories. Look under New York State Department of Labor-Job Bank.

If you find that today's openings aren't suitable for you, keep in mind that there are many other kinds of work available at our New York State Employment Service offices. And remember, there is never a fee to you or to the employer who lists his job with us. Now the listings:

SPEAKER 1. Today's first opening is for a **SALESPERSON** on hi-fi equipment. Will sell audio, tape and hi-fi speakers, also commercial sound systems. Must have technical knowledge of repairs, hookups and installations. The job is in Manhattan and pays \$200 a week and up,

depending on experience, plus time and a half for overtime.

2. A Brooklyn hardware manufacturer needs a **BILLING CLERK**. Do 40 invoices a day. No figure work. Must be good typist. Salary \$140 a week.

3. A **LEATHER CUTTER** on coats is in demand in Manhattan. The employer wants someone with experience as a short knife cutter. The job is piece work and pay should average \$200 a week.

4. This next opportunity is for a **MEDICAL TECHNOLOGIST** with a health center in Manhattan. Applicant must be licensed by the American Society of Clinical Pathologists. If you're qualified, you can earn \$230 a week on this position.

5. A factory in Queens is looking for an experienced **MAINTENANCE WORKER**. Must be good troubleshooter. Able to do electrical and oxygen welding. Operate tools and boiler, and do plumbing. The job pays \$5.25 an hour.

6. A design studio in Manhattan has a vacancy for an **INDUSTRIAL DESIGNER**. Will do design, conceptual sketch and drafting for metal furniture, store fixtures and plastic housewares. Also do cosmetic packag-

ing. Salary \$200 a week.

7. Up in Westchester now, a school is recruiting for a **SCIENCE TEACHER** who has New York State certification in biology. Will teach grades 9 through 12. Should be experienced teaching biology and chemistry. This position pays \$11,000 a year.

8. A Westchester college is in the market for a **DEAN OF STUDENTS**. Applicant must have a Master's degree in student personnel or college administration, and at least 8 years of experience including one year at the college level. Will administer, coordinate and evaluate student personnel services. The salary is \$24,500 a year.

9. A dress manufacturer in Manhattan has an opening for a **SEWING MACHINE OPERATOR** on ladies' sportswear. Will work on better blazers and pants. Must be able to do complete garment. The pay is \$125 a week.

10. In the Bronx, a retail fish outlet wants an experienced **FISHMAN** or **WOMAN** to weigh and sell fillet. Must have thorough knowledge of retail fish operation. The jobs pays \$150 for a forty-hour week, but could go higher depending on experience. Applicant must be pre-

pared to work overtime and Saturdays.

11. If you've had any experience as a **CASHIER**, you'll want to give particular attention to this Brooklyn opening. It's with a musical instrument store and the employer is looking for someone who has checkable references and is prepared to work evenings and Saturdays. Will work 31 hours a week at a pay rate of \$2.25 an hour.

12. Also in demand today: A **ROOFER** with 10 years experience in cold roofing and water proofing. Will also work on smoke stacks. Use scaffold. Applicant must have driver's license. The job is in Queens and pays \$6.35 an hour.

13. On Long Island, there's a job available for a **HEAT TREATER**. Must have two-five years experience in plumbing and electrical maintenance. Willing to work inside and learn hardening of steel. The starting salary is \$3-\$3.50 an hour.

14. Another Long Island employer reports a vacancy for a **BEAMER**. Will use beaming machine to inspect fabrics for abnormality. It's heavy work and requires someone who has done this work for at least one year. The salary is \$3 an hour, but the employer may pay more depending on the applicant's experience.

15. We close today's listing with this opportunity for a **SECRETARY** to work for the executive vice-president of a children's wear firm. Must take steno at 80 words a minute, type 50 to 60, and have prior garment experience. It's a demanding job and the employer is offering the right applicant \$175 a week plus good fringe benefits.

ANNOUNCER: The phone number again for New York

City jobs is 488-7330. For those Long Island and Westchester jobs, check the Nassau and Westchester telephone directories. Look for the Job Bank listing under New York State Department of Labor.

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 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 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 advance information on titles, call 566-8700.

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

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

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone: 488-4248; 10 a.m.-3 p.m.); State Office Campus, Albany, 12226; 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.

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

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THEY STILL NEED HELP.

Send Contributions To:

Dutchess Strike Fund
c/o CSEA Region III
Old Albany Post Rd. North
Fishkill, N. Y. 12524

"Heel-Dragging" Claimed In Issue Of Dutchess' Retro Pay, Salary Hike

POUGHKEEPSIE — Dutchess County employees have assailed alleged "heel-dragging" by Finance Commissioner Fred Clark in giving employees raises and retroactive pay won in a new contract.

At a board of directors meeting of the employees' union, the Civil Service Employees Assn., members learned they will receive their first increased paycheck Sept. 5, and their retroactive paycheck Sept. 12.

Dutchess County CSEA unit president Bernard Viet told the directors that, in talking to Mr. Clark, he learned that the commissioner has assigned only one person to prepare the payroll; that one person has been on vacation. Mr. Clark has also refused to authorize overtime to his department's employees in order to get the payroll out, Mr. Viet said.

"County attorney Kennedy promised to give CSEA a copy

of the work schedule being used for preparation of the payroll, but Mr. Clark has arrogantly refused to release it, saying, 'I don't have to explain myself to the workers.'" Mr. Viet reported. "In the past, retroactive paychecks took one-third the time to prepare and issue.

"The County Legislature itself called for the immediate payment of raises and retroactive pay," Mr. Viet said. "The county didn't waste any time in docking us for the strike. We wonder why this should take so long."

The membership directed Mr. Viet to inform the public and politicians about the inability of the finance commissioner to carry out his duties.

Fort Schuyler Aiding Dutchess

ROME—The Fort Schuyler chapter, Civil Service Employees Assn., has forwarded a check for \$100 to James Lennon, president of CSEA Southern Region III, as a contribution to the Dutchess County CSEA strike fund.

The Dutchess County CSEA unit recently completed a successful five-day strike. Salaries of the employees were docked during the strike and interest-free loans have been provided to help employees in need of them.

Fort Schuyler president James H. Currier commented, "We wish we could have added several zeroes to the amount of our contribution. The sacrifice made

by our brothers and sisters in Dutchess County should be an example to public employees everywhere that our demands can be achieved if we all just show a little intestinal fortitude."

President Currier received 100 percent approval from his chapter executive committee to make the contribution. He also urged chapter members to make a personal contribution.

"We must never lose sight of the fact that an adverse happening to one public employee affects every public employee, without regard to agency, division or sub-division," he said.

Fort Schuyler chapter is a CSEA State Division chapter.



PROCESS EMERGENCY LOANS INTEREST-FREE. Civil Service Employees Assn. Dutchess County chapter president Ellis Adams and chapter secretary Helen McCollum process an interest-free loan for a member of Dutchess County unit. Loans were made available to members who lost a day's pay for each day they participated in successful week-long strike in that county last month.

It Was No Tea Party, But At Least It Didn't Snow

By HERBERT GELLER

POUGHKEEPSIE—It was the biggest county employees strike in the state's history and the biggest strike in the two-year history of Southern Region III and the region came through it with flying colors.

The Dutchess County strike settlement was the Southern Region's biggest and best effort so far and the tremendous victory that was scored is attributed to teamwork, organization and enthusiasm—qualities that the Region's members and officers have plenty of, according to regional president James J. Lennon.

From start to finish the Dutchess strike was a regional effort. State, county and town CSEA members from all over the seven-county region worked together to win the strike. There was also help provided by State CSEA Headquarters, which sent 27 staff members to help, and by the Long Island, Western, Syracuse and Albany regions.

The weatherman certainly did not co-

Southern Region's Biggest And Best Effort — Attributed To Teamwork, Organization And Enthusiasm: Lennon

operate with the Dutchess strikers. On the night of July 17 when the strike vote was taken at the Holiday Inn in Poughkeepsie, collective bargaining specialist Manny Vitale said, "The only thing I can promise you is that it won't snow like it did in several other strikes CSEA participated in."

Mr. Vitale was right. It didn't snow but the picketers had to face over 90 degree heat, a couple of drenching rains and humidity that must have set a record.

Field representative John Deyo said the regional staff was kept busy hauling iced tea, soda and anything else that was cold to those on the picket line. "I didn't know there was so much iced tea in the world. I brought up over 30 cases of it plus soda, ice and what have you."

"We fed them hamburgers, hot dogs, hero sandwiches and plenty of coffee," Mr. Deyo said. We also provided them with special CSEA Action T-shirts, he said.

There were people of all ages on the picket line. Many women brought their children along and even little babies. We had many elderly people out picketing, including a man on crutches and a woman in a wheelchair. We had to hire a wheelchair for another woman," regional field supervisor Thomas Luposello said.

The pickets were effective and this "certainly helped us win the strike so fast," Mr. Luposello said. "The phone system and the elevators were having problems at the county complex. The phone company men and the elevator repairmen respected our picket line and did not come in to the county buildings to make repairs," he pointed out.

A group of picketers set up a picket line at the nearby IBM plant in Poughkeepsie where two members of the Dutchess



ELLIS ADAMS



JAMES LENNON

Board of Representatives, Glen Hotaling and Clyde Chase, work. Both had played leading parts in opposing and refusing to ratify the contract signed by County Executive William Bartles, and this had led to the strike. Mr. Hotaling and Mr. Chase were reported to have been put on leave because of picketing.

IBM evidently did not like the picket line set up in front of its plant and the company, which rents a lot of Avis cars, pressured Avis to take back the four cars rented to CSEA strike headquarters.

The region's strike headquarters also had its mobile office towed away by Poughkeepsie police. The mobile office was parked in front of the county building and developed engine trouble. The police towed it away before a service station tow truck could be obtained, while picketers chanted, "Please don't take our office away."

Morale was high on the picket line and a favorite chant was "We'll Remember in November." CSEA bumper stickers with this slogan were distributed. "There is more truth than poetry in this slogan, particularly in Dutchess County where an unusually large percentage of the population consists of public employees and



THOMAS LUPOSELLO



BERNARD VIET

their families," Mr. Lennon pointed out.

Communication among strike leaders was maintained through beeper equipment that each of the strike leaders carried strapped to his body. When anyone wanted to contact one of the leaders, a message was sent through the telephone answering service, which broadcast the message through short-wave radio.

Field supervisor Luposello and president Lennon were in overall charge of the strike effort. Manny Vitale was the strike leader and collective bargaining specialist Lee Frank and field representative John Deyo were strike coordinators. Dutchess unit president Bernard Viet and chapter president Ellis Adams played leading roles in the successful walkout. Regional attorney Thomas Mahar headed the fight on the legal front, where it was won seven days later through a State Supreme Court decision.