

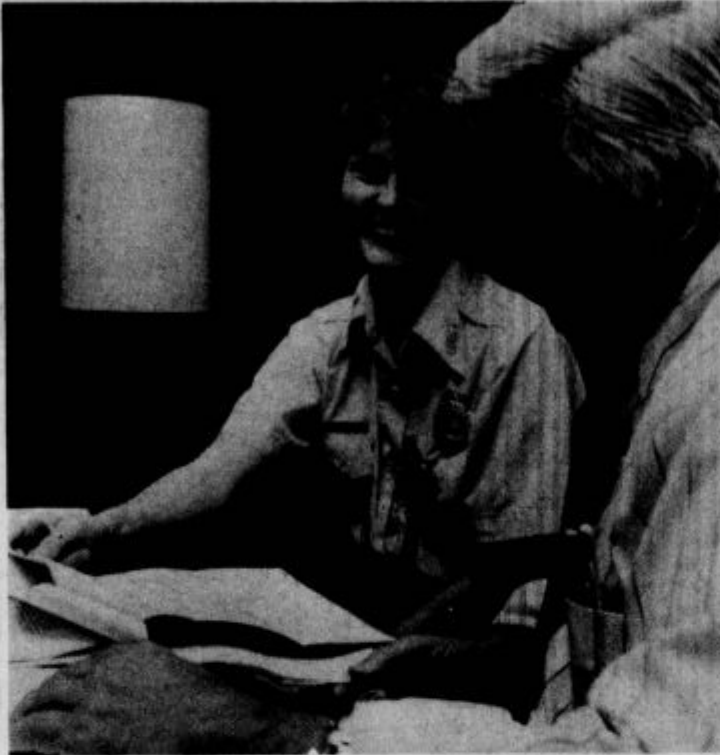
Civil Service LEADER

America's Largest Newspaper for Public Employees

Retiree News

See Pages 8 & 9

Vol. XXXVII, No. 22 Friday, September 3, 1976 Price 20 Cents



CSEA executive vice-president William McGowan reviews favorable decision by Civil Service Commission supporting CSEA argument that Denise Patton's oral examination was unfairly administered. Ms. Patton, a provisional safety officer with SUNY at Albany, had appealed to CSEA after being turned down for assistance by her own union.

CSEA Fights, Wins Case Of Albany SUNY Employee Rebuffed By Own Union

ALBANY—Denise Patton, a provisional safety officer at the State University of New York at Albany campus, is in line for permanent appointment to that position, thanks to the Civil Service Employees Assn.

The CSEA came to her assistance after her own union, Council 82 of the American Federation of State, County and Muni-

cipal Employees, refused to help her.

Ms. Patton, a veteran of three and one-half years in provisional status as a safety officer at SUNY Albany, recently took written and oral examinations for permanent appointment. She felt she had a serious legitimate complaint after receiving a failing grade on the oral exam. When she went to AFSCME officials for help, they refused.

Ms. Patton then turned to the CSEA's legal counsel, Roemer and Featherstonhaugh, seeking assistance. It became apparent that she had a legitimate complaint concerning the oral portion of the examination. The CSEA prepared a legal brief and undertook an appeal to the Civil Service Commission.

The CSEA argued that tapes of the oral examination showed

Fight Continues On Nurse Title Preferred List Issue

ALBANY—The Civil Service Employees Assn. said last week it will continue efforts to have the State Health Department declare three new nursing titles appropriate for preferred list usage, a move which the department has thus far resisted.

A CSEA spokesman meanwhile urged interested nurses already in state service, and those on preferred lists, to make applications quickly for openings in the three new nurse titles.

The union spokesman said the CSEA has officially asked the State Department of Civil Service to make the three new titles appropriate for preferred list usage. However, the Health Department has stated it is reluctant to comply with the union request. The Health Department has said it would consider applications for open competitive appointment to the new titles, and in some cases, the Department has placed employment ads in newspapers to fill the new titles.

The three new nursing titles for the Health Department are Discharge Planning Nurse, Grade 19; Senior Utilization Review Nurse, Grade 19; Utilization Review Nurse, Grade 15. The CSEA feels the new titles would be appropriate as preferred list titles for Nurse Administrator I and Nurse I and II positions.

Meanwhile, the union spokesman said interested nurses and those already on preferred lists should direct their applications and resumes to Department of Health, Personnel Office, Recruitment Unit N-20, Empire State Plaza, Tower Building, Albany, N.Y.

Vacancies for the Grade 19 positions are primarily in the Long

Island area, and the majority of the URN openings are in the New York City area, according to the Health Department.

The senior URN titles require an RN and three years of hospital clinical experience, one

(Continued on Page 3)

Low-Cost Insurance Plan Is Available This Month To Public Sector Workers

ALBANY—Enrollment in a special low-cost group life insurance plan, which does not, in most cases, require a medical examination, is available during the month of September to state employees and employees of local government where the plan is already in force. It is limited to members of the Civil Service Employees Assn. or those who apply for membership when they apply for insurance.

Applications, with signed authorization to have premiums deducted from salary, should be sent to the Insurance Department, CSEA, 33 Elk St., Albany, N.Y. 12207, prior to Sept. 30.

Applications and literature explaining the group life insurance plan may be obtained from local CSEA chapter representatives or from the union Headquarters at 33 Elk St.

CSEA members under 50 years of age, who have not been previously rejected for this insurance on the basis of a medical examination, are eligible for the plan without a medical examination.

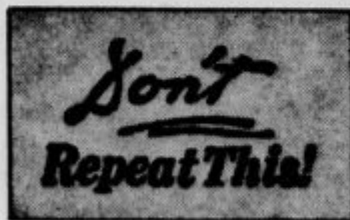
Members over 50 must take a

(Continued on Page 14)

Appoint Burch As Coordinator For CETA Items

ALBANY — Civil Service Employees Assn. executive director Joseph D. Lochner announced that CSEA collective bargaining specialist Paul Burch has been named as the

(Continued on Page 14)



Ford Plays Catch-Up Ball In Drive To Pull Election Out Of Fire

FOUR years ago, the wonderful people who ran the Committee to Re-elect the President spent a good deal of their time propagandizing the

(Continued on Page 6)



ROCKLAND LEADERS PRESENT FACTS TO RADIO AUDIENCE

As the dispute over a work contract for nearly 1,500 Rockland County employees continues eight months after expiration of previous contract, Civil Service Employees Assn. officials were interviewed on Radio Station WRKL's "Hot Line" program. CSEA leaders have been attempting to mobilize public support for their cause by various means during the past several months. Left from "Hot Line" host John Russell are Rockland county unit president Patsy Specci, Rockland chapter president John Mauro, CSEA field representative Larry Scanlon and CSEA Southern Region III supervisor Thomas Lupocello.

INSIDE THE LEADER

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- Bus Driver Seminar See Page 3
- Mental Hy Staffers View 'Cuckoo' See Page 5
- Latest State Eligible Lists See Pages 12, 15

Allege Creedmoor PC Officials Still Break Overtime Pay Rules

QUEENS VILLAGE—The Civil Service Employees Assn. has uncovered further evidence that the Creedmoor Psychiatric Center's administration has not paid ward service workers overtime due them.

Dorothy King, Creedmoor CSEA chapter first vice-president, said she has learned that administrators in at least two units encouraged employees to falsify time and attendance records. She first raised the issue two years ago and a number of complaints were filed.

Employees were allegedly told that they could not receive overtime pay and could not show that they worked overtime on their time and attendance sheets. Instead, they were told to come in late another day or to indicate they had had a day off when, in fact, they were working.

One unit chief, in comments contained in the minutes of a staff meeting, informed the unit that an overtime book had been destroyed. The book reflected overtime work that never appeared on time and attendance sheets. CSEA has a copy of the minutes of that meeting, Ms. King asserted. The Creedmoor administration has used three techniques to avoid paying overtime, she said.

One is to simply order employees to take compensatory time off. Another method is to compel employees to change their pass days or shift assignments. The third method is to

force employees to work a period of time without any pass days, some for as many as 13 straight days.

Some units show the overtime worked on the time and attendance sheets; others deliberately falsify their records and keep separate books for overtime worked, the CSEA office said.

Bart Briar, CSEA field representative, charged that "Nicholas Dubner, the deputy director, has abysmally failed to enforce the state overtime regulations on pay. While he sent a memo to the unit chiefs telling them to pay overtime, he himself has made

no effort to enforce the Civil Service Law in this matter.

"Either the memo was a smokescreen to dupe our members or he has proved himself incompetent as an administrator," Mr. Briar charged.

The CSEA expects that the Department of Mental Hygiene will discipline severely those Creedmoor officials guilty of violating overtime regulations and covering up this illegal practice, Mr. Briar said.

Ms. King urged all Creedmoor employees to bring evidence to her of overtime worked.

REAPPOINT RUSK

ALBANY—Gov. Hugh L. Carey has announced the reappointment of Howard A. Rusk, of New York City, as a member of the Public Health Council.

Dr. Rusk, 75, is professor and chairman of the Department of Rehabilitation Medicine at New York University Medical Center and director of the Institute of Rehabilitation Medicine at the center.

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L.I. Region Sets Meeting On Politicos' Endorsement

SYOSSET—A special meeting of Long Island Region I leaders of the Civil Service Employees Assn. has been called for Sept. 6 to act on political endorsements.

The session was called by Region president Irving Flaumenbaum after a spirited debate at the monthly meeting of the Region leadership Aug. 26, which was addressed by Bernard Ryan, CSEA state programs administrator, and James Featherstonhaugh, CSEA lobbyist.

The leaders called for vigorous action in key races. Terry Quinn, a delegate of the Region 10 Department of Transportation CSEA chapter, underlined this theme when he declared: "I asked my chapter members for money, and I asked cheap; I asked for \$100. I got \$500. I could have gotten \$1,000."

The declaration inspired immediate pledges from other chapters of financial support for political action this year.

Mr. Quinn also declared, "I'm not out for any politician; I'm out for our people."

Mr. Quinn was named by Mr. Flaumenbaum to serve as co-chairman of the Region political action committee to assist Ralph Natale.

Mr. Ryan and Mr. Featherstonhaugh identified seven key districts on Long Island where CSEA action could swing the election, with a resultant dra-

matic impact on the thinking of the party leaders. These races were to be studied in detail along with all others in the Region prior to forwarding endorsements to the CSEA statewide political action committee.

Mr. Featherstonhaugh advised the leaders not to have "just a paper endorsement."

He called for immediate fund raising and recruiting of volunteers to be ready to aid CSEA choices.

Suffolk Scheduling Five Water-Related Title Examinations

HAUPPAUGE — The Suffolk County Civil Service Department has announced five Oct. 16 open competitive examinations for water-related titles. Application deadline is Sept. 15.

The titles are chief water treatment plant operator — type 2B (Exam 16-314), which pays \$8,000; senior beach manager (16-317), which pays \$10,000; harbormaster (16-316), which pays \$10,000; assistant waterways management supervisor (16-314), which pays \$13,000, and waterways management supervisor (16-315), which pays \$15,000.

Contact the department at H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge, N.Y., 11787; telephone (516) 979-2266.

JOB AUTHORITY

ALBANY—Arcy Degni, of Utica, has been reappointed by Gov. Hugh L. Carey as a member of the Job Development Authority, which helps business and industry to build and expand and provide employment.

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We are pleased to announce that one of the city's foremost pension and retirement analysts, David Moss will conduct Seminars on Retirement Problems at 45 East 33rd Street, New York City, Suite 601 at 5:30 P.M. on the following Wednesdays: Sept. 1st, 15th, 29th and Oct. 6th.

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Large Turnout At First CSEA Bus Driver Seminar

BUFFALO—"The committee is elated with the response from the bus drivers," commented Danny Jinks, Civil Service Employees Assn. staff coordinator for the union's statewide non-teaching school employees committee.

Mr. Jinks referred to the turnout at the first in a series of informational seminars for school bus drivers to familiarize them with the new amendments to Article 19A of the State Traffic and Vehicle Law and Article 9A of the State Transportation Law.

The first three meetings were held in the CSEA's Western Region VI (Buffalo), and, according to Mr. Jinks, "Well over 230 bus drivers attended these first sessions."

He said that the committee members hope that the response in the other Regions will be as

enthusiastic. Mr. Jinks, explaining the purpose of the meetings, said, "It is necessary for all bus drivers to be aware of the regulations that will take effect in the 1976-1977 school year and to understand the impact of them."

"If they don't become familiar with these new rules, they could inadvertently violate a regulation, and a bus driver could be fined in accordance with the newly stipulated penalties or lose his job."

More meetings are planned by the CSEA committee in other regions of the state. Mr. Jinks suggested that bus drivers check the "CSEA Calendar" in each issue of the Leader for the dates, times and locations of the meetings in their area.

Staffing the sessions in the Western Region were Salvatore Mogavero, committee vice-chairman, Hugh Crapser, and Neil Gruppo, both committee members, and Mr. Jinks.



Members of CSEA's Palmyra Macedon Central School District listen as collective bargaining specialist Danny Jinks explains new laws affecting bus drivers. Seated from left are unit president George Hall, unit representative Jean Root, Marilyn Pitzeruse and Jeanne Williams.



Wayland unit president Linda Westacott, left, and steward Bonnie Hughes discuss changes in laws governing bus driving procedures.



LEFT: Union steward Skip Dunham, of Geneva, Ontario County, emphasizes the problems faced by bus drivers during question and answer session.

BELOW: Turnout for first bus driver seminar was so good that even Dundee Central School District unit president Carol Cadwell had to sit on floor. Seated next to her is Palmyra Macedon driver Barbara Smith.

Reschedule Wagner Testimonial Dinner

TROY—The testimonial dinner honoring Ernest K. Wagner has been rescheduled for Sept. 11 at Mario's here.

Mr. Wagner, who was president of the Civil Service Employees Assn.'s Capital District Conference from 1969-73 and long-time chairman of the statewide union's important pension committee, left state service to accept a position in Boston.

Persons interested in attending the testimonial should contact Mildred Wands at (518) 474-7510. The \$9 per person fee includes a contribution towards a gift.

Cocktails will be served at 6 p.m., with dinner at 7, noted Ms. Wands, who had served as Capital District social chairman during Mr. Wagner's two terms as president.

Nurse Preferreds

(Continued from Page 1) year of which must have been in a supervisory position. A bachelor's degree can be substituted for the one year of supervisor experience for this Grade 19 position. The Grade 15 URN position requires an RN and two years' of hospital clinical experience within the past five years.

Ⓛ 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.

SEPTEMBER

- 8—Statewide officers' meeting: CSEA Headquarters, 33 Elk St., Albany.
- 8—Orange, Ulster and Sullivan Counties Retiree chapter meeting: Sullivan County Center, Monticello.
- 9—CSEA Board of Directors, County Executive Committee and State Executive Committee meetings: CSEA Headquarters, 33 Elk St., Albany.
- 9—Non-Teaching School Employees Committee bus drivers' workshop: 7 p.m., Holiday Inn, Route 3, Plattsburgh.
- 10—Non-Teaching School Employees Committee bus drivers' workshop: 7 p.m., Saratoga City Library, Broadway, Saratoga Springs.
- 11—Non-Teaching School Employees Committee bus drivers' workshop: 10:30 a.m., Latham Ridge School, Mercer Avenue, Latham.
- 11—Albany Region IV education committee state division workshop: 10:30 a.m., Quality Inn, Watervliet Avenue Extension, Albany.
- 11—Binghamton Area "Meet The Candidates" dinner-dance: 6 p.m., Fountains Pavilion, Johnson City.
- 12—Onondaga County chapter 29th annual clambake: 1-6 p.m., Hinderwadel's Grove, Fay Road, North Syracuse.
- 12-14—New York City Region II workshop: Falls View Hotel, Ellenville.
- 14—Pilgrim Psychiatric Center chapter membership meeting: 8 p.m., Assembly Hall, PPC.
- 15—Nassau chapter 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow.
- 15—Buffalo chapter general membership meeting: 6 p.m., Hotel Statler Hilton, Buffalo.
- 16—Broome County unit general meeting: Danceland, Kirkland.
- 17-19—Western Region VI meeting: Castle Inn, Olean.



BUY U.S. BONDS

CSEA Staff Member Reveals Aid To Non-Union Workers

MANHATTAN—Members of the Civil Service Employees Assn.'s New York City chapter executive committee, meeting here last week, expressed dismay at hearing a union field representative say he had spent 90 percent of his time servicing non-members.

Ed Scherker, one of three field reps for the 6,500-member chapter of state employees in the NYC area, said, "Evelyn Glenn (a Social Services delegate) can back me up, because she was with me. I have spent 90 to 95 percent of my time this week working with non-members, because we are bound to do so by the Taft-Hartley Law."

Mr. Scherker's statement was made during a general discussion about the need for participation in the current CSEA membership recruitment drive and of the Legislature's failure to act on the agency shop bill, which would have required all public employees to pay for the union services they receive.

It was noted that the CSEA has

to pay in the neighborhood of \$1,000 as its share of each arbitration case it is forced to take in defense of non-members.

Another major inequity was brought to the delegates' attention by chapter vice-president Benjamin Lipkin, who noted that the \$200 geographical pay was not being received by those people who needed it most—those who are receiving the minimum state wage.

Employees in New York City or Rochester are supposed to receive an extra \$200 per year in recognition of the higher cost of living in those cities than in other areas.

Those people who need this geographical differential the most, though, do not receive it,



WILLIE RAYE

because the state has chosen to take advantage of a loophole in the contract wording, Mr. Lipkin said.

Those persons—and there are relatively few of them—at the lowest grade levels are to receive a minimum salary of \$6,000, even though the grade is scaled for less. No differential is given, however. Therefore, a Grade 1

employee in New York City or Rochester receives the same standard pay as those in other areas of the state—even though employees making more than the \$6,000 base wage would receive the geographical differential.

Ms. Glenn pointed out that \$6,000 is regarded as a poverty-level wage, and this should be one of the major considerations of negotiators when contract talks reopen with the State this fall.

The meeting, presided over by chapter president Solomon Bendet, ended on a cheerful note, however, as it recognized one of its delegates, Willie Raye, for his success in entering the political system. Mr. Raye conducted a successful petition drive to have his name placed on the primary ballot Sept. 14 as the Democratic candidate for the 70th Assembly District.

Mr. Raye responded that, "A lot of people thought I was foolish and didn't have a chance, but I got more names on my petitions than any of the other candidates."

NYC Region II To Hear Wenzl At Workshop

MANHATTAN—Civil Service Employees Assn. president Theodore C. Wenzl has been scheduled as principal speaker for the second evening of the first annual workshop of the union's New York City Region II, Sept. 12 through 14.

In making the announcement, region president Solomon Bendet also detailed the program for the rest of the workshop.

On Sunday evening, Dr. J. Allen Yager, of Group Health Insurance, will explain the law on getting a second opinion before agreeing to surgery.

The morning session will feature a seminar on pensions. A regional delegates meeting is on tap for the afternoon.

Tuesday's schedule includes a session on "Employee Benefits Training Program," led by CSEA education director Edward Diamond, and a program on "Grievance Procedures," led by Cornell University School of Industrial and Labor Relations' Joel Douglas.

It is also planned to have various informational booths set up by the insurance companies that service Association members, so that individual problems may be discussed.

The workshop, to be held at Fallsview Hotel in Ellenville, has been arranged by a committee composed of Samuel Emmett, of New York City chapter, Irene Hillis, of Willowbrook Developmental Center chapter; Ann Wadas, of Institute of Research chapter, and Carl Laurino, of Metropolitan Division of Employment local.

New Rochelle Seeks Lawyer

NEW ROCHELLE—The New Rochelle Civil Service Commission has announced an open-competitive examination for second assistant corporation counsel in order to fill a vacancy in the Department of Law.

The present hiring rate for the position is \$23,670, and it is open to qualified residents of Westchester County and New York City. Preference in appointment, however, may be given to residents of the City of New Rochelle.

Applications will be accepted through Sept. 15, and a qualifying written test will be held on October 16. In addition to the written test, there will be a weighted evaluation of training and experience.

Contact the Commission at 515 North Ave., New Rochelle, N.Y.

Censure O'Hagan

Delegates at the International Firefighters Convention passed a resolution censuring New York City Fire Commissioner John T. O'Hagan for "anti-labor actions" which the sponsor of the resolution described as "coercing and intimidating union members."

The sponsor, Ed Jennings, president of the local Uniformed Fire Officers Association said Mr. O'Hagan is no longer welcome to lecture at workshops and symposiums of the International's 200,000 members.



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Blue Cross and Blue Shield Plans of New York State



Leader features editor Jane Bernstein, second from right, looks dismayed as she learns what it's really like inside a Mental institution. She is shown here interviewing some people who ought to know: officers of the Civil Service Employees Assn. chapter at Hudson River Psychiatric Center in Poughkeepsie. From left are Clara Franklin, Lorraine Scott, Margaret Connors, Madeline Mackey, Ms. Bernstein and John Carrera.

By JANE B. BERNSTEIN
POUGHKEEPSIE — "One Flew Over The Cuckoo's Nest," the film treatment of the novel by Ken Kesey, was boxoffice boffo among film fans with its "fun" treatment of frontal lobotomies, forced medication and electroshock therapy in mental institutions.

But it bears little relation to what goes on in real life here at the Hudson River Psychiatric Center, despite problems of low wages and understaffing.

On entering the facility one is struck by the conspicuous lack of bars on building windows and the meticulous care given to buildings and well-maintained lawns.

The number of patients at the center has decreased in the past 10 years from 7,000 to 2,000, most of whom reside in "open wards." According to staff members, there are only a few wards with locks left in the facility.

Many of the staff are members of the Civil Service Employees Assn.'s HRPC chapter 410. Six of the members, including chapter president Madeline Mackey, shed a bit of light on today's mental health care picture.

"State laws have been put into effect to prevent any kind of exploitation of mental patients," Ms. Mackey said. "For example, we no longer fingerprint or photograph an individual when he or she is admitted."

She said there are no longer any lobotomies. The operation has been declared unconstitutional by the United States Supreme Court.

"And unlike the patients in 'Cuckoo's Nest,'" added Peg Connors, a nurse administrator and chapter treasurer, "our patients cannot be forced to take medication. In most cases, it is strictly voluntary. The state also has laws pertaining to that."

"And you know how in 'Cuckoo's Nest,' the character Nurse Ratched dictated policy to the patients, and strictly spelled out how and when they had to do things," Ms. Connors remarked. "We now have patient committees for food, environment, the purchasing of equipment, entertainment and many others. The patients have a full say in their living conditions. The individual committee chairman is a patient."

Another example of change in treating patients is the behavior

modification unit, headed by nurse Clara Franklin, chapter first vice-president.

The unit is run on a "token" economy system, where patients receive tokens for good behavior. These may be used to purchase food and cigarettes in the unit store.

Each morning, Ms. Franklin explained, the staff conducts an appearance check. If a patient has

and select their meal from a regular menu.

"It gives them something to get up and dressed for every day," Ms. Palmer said. "They feel they can make their own decisions; their food is not just plunked down in front of them."

Other HRPC situations differ from those depicted in "Cuckoo's Nest."

Patients may not be forced to do

gotten up on time, shaved and/or bathed, he receives a token.

"We use positive reinforcement for good behavior," Ms. Franklin said. "And we use negative reinforcement for behavior that is deemed socially unacceptable," she explained.

Patients are penalized in much the same way hockey players are. The unit has a "time-out box," where a patient is sent for five or 10 minutes. He is prevented from taking part in activities for that amount of time. They are not sent off for electroshock therapy for aggressive behavior, as were Mr. Kesey's characters.

"And I'm not 'Big Nurse' to my patients either," Ms. Franklin said, in another reference to the book and film. "I was away for two weeks. When I got back, one patient came over to me and asked, 'Where in hell have you been, Franklin? I never thought you was comin' back.'"

"We have to encourage the good things in these people," she said. "Our first group wouldn't use bathrooms, eating utensils or wear clothes. They now eat cafeteria style, without trays, and with flowers on every table."

Shirley Palmer, a therapy assistant and chairman of the chapter's education committee, said her geriatrics patients participate in what she calls a "dining experience" each day at noon. The patients leave their wards and come down to a room with tables formally laid for meals

any kind of cleaning. John Carrera, a therapy assistant on night duty at the hospital, said he often wields a mop and broom himself to keep the wards in order.

Ms. Connors said, "We have some patients who are obsessive-compulsive. Some constantly polish door-knobs. We have had to sign written statements saying that we have done everything in our power to prevent the patient from polishing a door-knob or cleaning."

The patients also do not have to have alcoholic beverages smuggled in the way "Mac" did in the movie. The staff conducts beer and wine sips periodically for the inmates. Patients may also purchase doughnuts and coffee for 10 cents each. When enough money is collected, said Mr. Carrera, it is used to buy supplies for a barbecue for the patients of that ward.

"We've changed the approach from custodial care for patients to tender loving care," Ms. Franklin said. "We don't have the deaths we used to have when patients were mistreated."

Patients do not have to sit around staring at a television set all day. The center offers courses leading to high school equivalency diplomas, college credit courses, interaction workshops and job-handling responsibilities. There is even a special ward where patients are permitted to keep pets.

"The only problem with this has arisen since the ASPCA was closed

in this area," Ms. Mackey said. "People drop all kinds of pets off, assuming we will care for them. This has resulted in an abundance of fleas that have infested the patients and staff—we even have flea compensation to pay for treatment," she added.

It seems the staff has more to complain about than most of the patients. Of the six CSEA members interviewed, most make only about \$10,000 a year.

There are also many complaints about understaffing. There are only about 1,800 total staff at the center, including maintenance and food workers. The number of employees taking part in direct patient care is inadequate, the workers say.

"This is a dangerous job to work for the pay you get," said Mr. Carrera. "Two tall state troopers will bring someone in handcuffs, take off the cuffs and leave the person with me. I have to admit him alone, and I don't have the strength of a trooper."

During his years working at the hospital, Mr. Carrera has suffered a broken nose, broken rib, and a chipped elbow and ankle trying to restrain patients who were admitted.

"But you do get satisfaction when you see a patient do something he or she has not been able to do for years," he said.

He dealt with a patient who had not spoken a word in six months. He tried everything to get him to speak until one day he threatened to "knock him right in the mouth if he didn't talk."

"The patient raised his fist and said, 'I'll sock you right back,'" Mr. Carrera said. "It was one of the most fulfilling moments of my career."

All agreed with Ms. Connors when she said, "Dedication keeps most of us here; it isn't the pay."

Mental health care has come a long way since the 23-years-ago setting of Mr. Kesey's novel-turned-play-turned-movie. The employees care about the patients.

"When you see a patient leave the center and return to a basically normal life, that's when you feel it's all worthwhile," Ms. Connors said, summing up.



Shirley Palmer explains residents "dining experience," as William Mackey notes.

How Accurate Is 'Cuckoo's Nest'?

—MH Staffers Tell It The Way It Is—

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FRIDAY, SEPTEMBER 3, 1976

Right To Work

THERE are organizations, such as the Right To Work Committee, who spend a great deal of money in order to defend the rights of those people who do not choose to belong to a union.

We admire the single-minded purposefulness of these organizations, and agree with them that in a democracy no one should be forced to belong to any club, society or union if such membership is against the individual's will.

On the other hand, we wonder why they don't pursue this policy to its logical conclusion, and demand that these anti-union employees refuse to accept the benefits that the union gains for employees.

Foremost among these benefits are the pay raises and fringe benefits that are negotiated by the unions. The truly anti-union worker would refuse to accept these fruits of someone else's labor (and that someone else's dues have paid for).

What's more, non-union workers in trouble with management should refuse to claim their right to union representation in fighting their battles. It was rather shocking to hear Civil Service Employees Assn. field representative Edward Scherker explain to a local meeting of CSEA members recently about the amount of time that he has devoted to helping non-members.

Mr. Scherker explained that under the Taylor Law, the Civil Service Employees Assn., as well as other unions who hold the bargaining rights in their particular areas, are required to defend the non-members.

Not only is this a drain on the union staff members' time and on the volunteer stewards' time, but it also is a drain on the union treasuries.

It was pointed out at the meeting, held by the CSEA's New York City chapter executive council, that the union is required by law to pay one-half the expenses of arbitration cases. Solomon Bendet, president of the chapter, noted that CSEA's share in each case is approximately \$1,000.

CSEA, as well as other unions in the state, has been seeking an agency shop, whereby non-members would be required to pay a certain fee to the unions. This does not mean that the anti-union freeloaders would be forced to join the union, participate in its meetings and decision-making. They would be perfectly free not to join the insurance programs and not to receive the other benefits of union membership.

All it would really amount to is that they would be paying for some of the services that they get now by free-loading.

There are those who accuse the unions of being dues-hungry by their advocacy of an agency shop law. We think the above-stated facts show that they only want just restitution for the funds that they are forced to spend on non-dues-payers.

Perhaps it would shake the anti-union freeloaders up a bit if the unions changed their tactics from one of seeking an agency shop to an effort to eliminate the provisions from the law that force them to provide these services to non-members.

In the meantime, we would encourage union members—in particular CSEA members right now since they are engaged in a statewide membership recruitment campaign—to get the non-members to sign up.

There are CSEA units in the state that claim total 100 percent membership of all employees in the unit. Some that come to mind immediately are in the Suffolk and the Suffolk Educational Employees chapters.

These units have shown that it can be done.

Don't Repeat This!

(Continued from Page 1)
public about the "New Nixon." What subsequently happened was enough to give that nice adjective a bad name.

Under the circumstances we are not likely to hear much this year about the "New Ford." However, as his campaign strategy unfolds, the voter is likely to become familiar with a "different" Ford.

During Primaries

During the primary period Ford moved along an uncertain, wavering course. It reflected a compromise between those who wanted Ford to campaign aggressively and those who advised him to act Presidential, whatever that may mean. In seeking to compromise conflicting advice, Ford suffered the worst of two worlds instead of the best of them.

The emerging strategy suggests that President Ford has determined to pursue a vigorous and aggressive campaign and to forgo this business of acting "Presidential." The first sign of the new approach was manifested when Ford threw precedent out the window, and set up a political campaign post in Kansas City. In the past, White House occupants shunned the convention city until the time arrived for them to make the acceptance speech.

Ford's acceptance speech also revealed a different Ford. It was well written; it was vigorous; it was beautifully delivered; it also was challenging in that Ford took the initiative to demand public television debates with Gov. Jimmy Carter. He has since followed through on that challenge by affirmatively setting forth his views concerning the subject matters and the dates for those debates.

Again, Ford took the unusual step of dismissing Rogers C. B. Morton as his campaign manager and replacing him with James A. Barker 3rd, a younger and more aggressive campaigner than Morton.

These early tactical moves indicate quite clearly that Ford tends to be guided by his political instincts, and those instincts are sharpened by his admiration for Harry S. Truman, whose whistle-stop, "Give 'Em Hell, Harry" campaign brought him victory over Thomas E. Dewey and put to shame all of the scientific pollsters in 1948.

The President knows that the road ahead will be rough. A relatively small proportion of the voters regard themselves as Republican. The platform is without doubt shaped by rigid, and conservative ideology. Ford's principal problem is to move beyond the ideological purists in order to broaden the base of his support.

Hope For Carter Boner

The Republicans in Kansas City found some degree of solace in their view that the Carter support is a mile wide but an inch deep. They hope that in the heat of the campaign, Carter will pull a boner that might lose him votes among those who are at best lukewarm supporters. It is from this point of view that the Ford-Carter debates take on great significance in Ford's strategy. Obviously Ford is convinced that he has greater familiarity with domestic and international issues than does Carter. Conceivably, in the heat

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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.

Grievance Arbitration

The Port Washington School District petitioned the Nassau County Supreme Court for a stay of arbitration of grievances which the Port Washington Teachers Assn. raised pursuant to a collective bargaining agreement between the District and the Association. The contract is a five-year agreement covering the period July 1, 1973, to June 30, 1978. The Association made a cross-motion in Supreme Court to dismiss the District's petition and also to compel arbitration.

THE DISPUTE in question was brought about by an action of the District in terminating one position for a driver education teacher effective July 1, 1975, and 11 nurse-teacher positions. The elimination of these jobs was done on economic grounds. When the agreement in question was executed in 1973, there were three full-time driver education teachers and that number was reduced to two, and all the positions were abolished in 1975. The automobile instruction was switched to a private contractor, which was a commercial automobile driving school, providing no classroom instruction and one driver education classroom instructor who provides only the classroom and simulator instruction. This resulted in the need for only one instructor and therefore the termination of the extra positions.

THE REQUEST FOR arbitration concerned itself first of all with the termination of the driver ed position. The other matter involved termination of the nurse-teacher positions. In 1974-75, there were 11 full-time nurse-teachers, and one half-time nurse-teacher in the District. In the year beginning July 1, 1975, the District reorganized its administration of health services by creating the position of nurse-aide, a position that involved no teaching duties. The District also made certain other changes resulting in the termination of four full-time nurse-teachers and one half-time nurse-teacher. The District substituted a part-time registered nurse and three full and three part-time nurse-aide positions, none of which involved any teaching responsibilities. The District claims it saved approximately \$64,000 by making these changes.

THE COURT, in writing its decision, analyzed the collective bargaining agreement and sought an answer to the question of whether or not the District's actions complained of by the Association are subject to arbitration under the agreement, and the court pointed out that no express provision of the agreement so mandated. Instead, the Association relied upon a clause granting recognition to the Association as the exclusive bargaining agent for all eligible employees in the instructional bargaining unit. There is a grievance procedure contained in the agreement, which provides for the submission of a grievance to an arbitrator for a binding decision if it involves the application or interpretation of the agreement.

THE PROOF in this case disclosed that in the negotiations leading to the five-year contract, the Association

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What's Your Opinion

By PAMELA CRAIG

QUESTION

If you had your choice, how would you upgrade the school system?

THE PLACE

Brooklyn and Manhattan

OPINIONS

Joel Feffer, ex-teacher, attorney: "I feel an excessive amount of available funds are spent on 'overhead.' I'm sure that the staff at 110 Livingston St. (N.Y. City Board of Education Headquarters) could be cut. On the school level, the positions of assistant principal and guidance counselors should be eliminated. The money saved could then be directed toward employing the teachers of basic skills and providing for advanced and specialized courses in accordance with the needs of a specific school. I also feel that physical education should be removed from the curriculum."



Jimmy Walsh, Brooklyn College security officer: "I feel that community boards should have more say. When the Board of Education comes up with an idea, it should consult the community board's individually, since each school is ethnically different. They should change the policy of passing a high school students for merely attending school. All federally funded city school programs should be heavily investigated. The procedure of spending all the federally allocated funds before a given school year is over should be stopped. They are spent wastefully."



Helen Low, retired teacher: "There should be more teachers and less overcrowding in the classrooms. Tighter security in the halls and lavatories are needed terribly. Repeated trouble-makers should be expelled, rather than suspended. Slow learners should be segregated from children with higher and scholarship abilities. There should be special schools for children of foreign backgrounds until they reach standard English requirements. There should be more emphasis on spelling, reading and writing. This is obvious, since pupils in college cannot spell or read. There should be less simplification of curricula, and city-wide exams instead of Regents exams."



Dana Litchman, magazine editor: "I'd fire the deadwood by chronology, instead of by seniority. Unfortunately, some of the newer teachers, with innovative key programs, are being fired because of the system of firing by seniority. I would not assume that the arts are superfluous. Sometimes, it is the only vehicle to interest a child in learning. I would not maintain fantastic facilities and then not fund supplies for the basic programs. There should be only a few well-equipped facilities, rather than many standing vacant that cannot be used because supplies are not available."



George Gould, art teacher: "Beside overcrowding being a terrible problem, I feel that 90 percent of the teachers are ill-equipped. I've found that the people who were the best teachers were 'in love' with the subject. Most teachers are not mature enough in their own emotional development to feel that closeness or love. Teachers today should be capable of instilling pride, the quest for excellence and scholarship. When a teacher has no feeling for what he teaches, the child has no feeling or interest."



Susan Glass, public relations, United Federation of Teachers: "I would provide the school system with the appropriate amount of money needed to service 1.1 million students. We now have 15,000 fewer teachers than we had at the end of the school year in 1975. When you lose personnel, you lose services. Arts, libraries, laboratories and languages are important vehicles for learning; they are not frills. They are actually co-curricular, not extra-curricular. An example is French, a fast becoming non-existent subject. To cut back on language programs when the world is moving closer together is ludicrous."



cutting core employees at the colleges that provide services to the incoming students and those already there.

The civil service employees, with tenure, which the colleges are laying off, have supported the city by their unions' purchase of bonds. This group also deferred pay increases and are at present owed a week's wages. Nevertheless the college presidents and budget directors are excessing these employees. How many other employees without tenure have they excessed? Is the spoils system returning to New York City and job security dead?

It should not be the employee unions to have to put up a fight to save tenured jobs but it should be the duty of the Civil Service Commission who tested and approved these employees to demand that the security promised as long as the employee does his job in a competent manner is retained.

H. Williams
Manhattan

BUY U.S.
BONDS!

RETIREMENT NEWS & FACTS

By A. L. PETERS

Pensions Worldwide

Who gets how much is always a matter of interest when it comes to the subject of pensions. "Pension World" has come up with a survey of how some of the western nations treat employees which has particular interest.

(Continued from previous week)

Brazil

Benefits are available to men at age 65 and women at age 60 after 16 months of service. Workers who have 30 years of service—all employers combined—and 60 months of contribution can retire earlier. Payments are made in 13 installments amounting to 1/48th of the sum of the 48 most recent monthly contribution salaries in the last five years, but not less than the local minimum wage nor more than 20 times the highest minimum wage in Brazil. In addition, there is an age benefit—70 percent of the basic benefit plus 1 percent of the basic benefit for each year of contribution up to 30 years. No payment can be made at more than 100 percent of the basic average benefit salary. Altogether this amounts to 80 percent of the basic "benefit salary" plus 4 percent for each year of service beyond 30 for men and 100 percent for women. Another bonus is added for each year of service over 35 years, up to 45 years. No one receives less than 90 percent of the minimum wage

—which varies from region to region. There are very few private companies that supplement different programs of their own although in recent years such plans have been made tax deductible.

(To Be Continued)

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

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

(Continued from last week)

Harfield, Joseph T	Silver Springs
Hempfield, Charles	New Rochelle
Higgins, James M	Bronx
Higgins, Thomas F	Buffalo
Hohl, Gyozo	Queens Village
Horton, Joseph A	Hempstead
Howe, Hollis J	Arlington, Va.
Incarbone, Alfred J	Brooklyn
Inman, Everett E	Fishkill
Irvin, Bobbie A	Rochester
Jackson, Opal J	Buffalo
Jackson, Will	Buffalo
Jenkins, Alphonse	New York
Jennings, Charles M	Albany
Johnson, Joseph C	New York
Johnson, Roy Jr.	New York
Jones, Robert H	Solvay
Karron, Alyce C	Brooklyn
Keel, Linwood	Kings Park
Kelly, John L	New York
Kennedy, Cornelius F	Rochester

(To Be Continued)

Civil Service Law & You

(Continued from Page 6)

sought a provision which would prohibit the reduction of the number of instructional employees. The proposal was rejected by the District, and in fact, the District refused to agree to the proposal which would freeze the total number of instructional employees. Added to that fact is the provision of the agreement which limits the arbitrator's power so that he cannot add to, subtract from, modify or amend any of the provisions of the contract, or issue any award limiting or interfering with the operation of any applicable provision of law.

THE EDUCATION LAW, Section 1709 spells out the powers and duties of the District which include the management and control of the educational affairs of the District. The arbitrator,

therefore, would be without power to limit the District's ability to abolish a position. It is the function of the court to determine whether the parties to a collective bargaining agreement have agreed to submit specific issues to arbitration. The court pointed out that arbitration is essentially a matter of contract, and a party cannot be required to submit to arbitration any dispute which it has not agreed to so submit. The record in this case made it clear that the District did not agree to arbitrate the present grievances, and therefore, the motion for staying the arbitration was granted, and the cross-motion to compel arbitration was denied. *Port Washington Union Free School District v. Port Washington Teachers Association, Nassau County Supreme Court, April 6, 1976.*

Letters To The Editor

Down, Not Out Of CUNY Layoffs

Editor, The Leader:

One of my colleagues just sent me a copy of the excellent article (Leader, July 30) "Blackboard Dilemma," by Jane B. Bernstein.

This is the sort of informative and sensitive coverage that many of us had hoped to see in our newspaper. I would also like you to know that many of us who were adversely affected by new legislation (on school guidance counselors) and the overturn of the (Judge Frank) Pino decision know that our plight is part and parcel of the larger attack on public education.

It seems that New York City, which was once the showcase for public services, has been sold short by those who couldn't care less about our city.

We may be down; but we're not out!

May Fisher
Brooklyn

Editor, The Leader:

The City University of the Board of Higher Education received a budget of \$470 million which includes monies for all tenured employees both on the faculty and civil service lines. But at present, the various colleges of the university are excessing hundreds of secretaries, clerical assistants with tenure while they continue to reappoint higher paid administrative aides and assistants who were directly hired by them. The presidents and deans have not given up supplements of pay in the thousands, or free homes, services, while they lay off secretaries. For the first time, New York residents are asked to pay tuition for their children. As the most highly taxed residents of any city we have already paid tuition through taxes for our youngsters and now the same colleges, with this expected additional income, are

Don't Repeat This!

(Continued from Page 6)

of debate, Carter might stub his toe.

To the extent that Ford intends to be guided by the Truman political doctrine, it is not unlikely that he will make Congress a target of many of his attacks. In recent years, Congress has not earned high ratings, at least according to findings in public opinion polls. More recently, with the Wayne Hays

scandal, and other Congressional peccadillos finding their way regularly into the media, Congress becomes just as good a target as it was when Truman lambasted the "Do-nothing 80th Congress."

Obviously the President faces an uphill battle. The problem is whether, from his underdog position, a different Ford can galvanize public support on a personal rather than on a party basis.



145 YEARS

More than 200 present and former employees of the Auburn Correctional Facility gathered recently at the Polish Falcon's Club in Auburn to honor seven new ACF retirees. Their total service to the State of New York totaled 145 years. Civil Service Employees Assn. representative at the event was Richard E. Cleary, president of the union's Syracuse Region V. Chairman and toastmaster at the event was Austin Donovan, Auburn CSEA chapter president. Above, seated from left, Charles Pine, 33 years' service, Joseph Murray, 20 years' service, and Stanley Young, 14 years' service. Standing, from left, Mr. Cleary; Mr. Donovan; Henry Clifford, seven years' service; Wayne Hammond, 20 years' service; Joseph Hemans, 18 years' service, and Andrew Bratek, 33 years' service.

Honor Oswego's Sperling

OSWEGO — The Oswego County chapter, Civil Service Employees Assn., honored one of its officers at a buffet dinner at the Hotel Pontiac in Oswego. Wesley Sperling, fifth vice-president of the chapter, recently retired as foreman in the Oswego County Highway Department. He and Mrs. Sperling were honored guests at the dinner attended by fellow officers, his family and friends.

continue to lend his expertise to the chapter in times ahead, Mr. Peashey said.

Mr. Sperling in his response mentioned the many people with whom he had come in contact and the friends he had made in his association with the CSEA. Fred Lockwood, on behalf of the county, presented a framed certificate and attested to Mr. Sperling's devotion to his job. First vice-president of the chap-

electric wall clock, suitably inscribed, from the chapter.

In addition to Mrs. Sperling, seven members of their family were present to witness the testimonial. Despite the competition of the gaiety of a wedding reception which was in close proximity to the dinner, the chapter was able to convey to Mr. Sperling the high regard in which he is held and their wishes for a long and active retirement.

President Francis G. Miller spoke of the offices held by Mr. Sperling and his dedication to the CSEA. Mentioned as of special significance was his work as chairman of the insurance committee. He was described as "a hard worker who expected those under him to adhere to the same standard he set for himself."

A framed certificate, attesting to Mr. Sperling's service to the CSEA, was presented by Floyd Peashey, past president of the CSEA Central Region V. It is hoped that Mr. Sperling would ter Thomas Elhage presented an

Fete Canaleers

SYRACUSE — Three members of the Central Barge Canal chapter, Civil Service Employees Assn., who tallied a total of 55 years of service to the State of New York, were cited upon their retirement.

The three men, Richard Greer, John Sullivan and Harry Brimfield, were guests of honor at a dinner tendered them by fellow chapter members and friends at Weber's Restaurant here.

W'chester Seniors' Discount Card Application Sites Listed

WHITE PLAINS — Locations where senior citizens in Westchester County may obtain identification cards enabling them to participate in the county's discount program during September and October were released this week.

The cards, which enable the bearer to obtain special reduced rates for a number of services, are \$2. Applicants should present proof of age and residence when applying.

The location of the regular sites and the hours of operation are: Masonic Temple, 130 S. Broadway, Yonkers, 10:30 a.m.-3 p.m., Mondays Sept. 20 and Oct. 18; Mount Kisco Municipal Building, 104 Main St., 1-3 p.m., Tuesdays Sept. 21 and Oct. 19; United Methodist Church of Peekskill, 10:30 a.m.-3 p.m., Tuesdays Sept. 21 and Oct. 19; Mount Vernon Senior Citizens Center, Fifth Avenue and North Street, 10:30 a.m.-3 p.m., Wednesdays Sept. 15 and Oct. 20;

New Rochelle Senior Citizens Center, 94 Davis Ave., 10:30 a.m.-3 p.m., Thursdays, Sept. 16 and Oct. 21.

The cards are also available every week day, with the exception of holidays, in Room 100 of the County Office Building in White Plains, 148 Martin Ave., during the hours of 10 a.m. to 4 p.m.

One special site, the Washington School, 83 Croton Ave., Ossining, will be open Monday, Oct. 25, from 10:30 a.m. to 3 p.m.

Pass your copy of The Leader on to a non-member.

SSI Payment Can Change

WASHINGTON, D.C.—Persons getting monthly supplemental security income payments should get in touch with the Social Security Administration promptly, a spokesman said, if they get married or divorced, if they separate and intend to remain apart, or if they have been separated for six months or more.

The amount of SSI payments people can get changes if they marry, the spokesman said, and the amount due a wife or husband can change depending on whether or not they live together or apart.

"A temporary separation of less than six months generally won't affect payments," the spokesman said, "but people receiving them should report to social security if they begin living together again after a separation."

Payment amounts may also be affected by annulment of a marriage or by the death of a spouse.

"Prompt reports of changes help social security get the right SSI payments to people on time, but failure to report changes could result in overpayments which will have to be paid back," the spokesman said.

Changes may be reported by calling or writing any social se-

curity office. A written report should include the name of the person affected, the correct social security claim number under which payments are made, the change being reported, the date the change occurred and the signature and address of the person making the report.

Honor Warren DOT Staffers

WARRENSBURG—Five retirees from the State Department of Transportation in Warren County were given "their night" in ceremonies by fellow workers and friends on the occasion of their retirement.

All are members of the Civil Service Employees Assn. They are: C.W. Stone, 44 years' service; Henry Schrauer, 12 years' service; William Prespare, 20 years' service; Delbert Chambers, six years' service, and Ralph Bartlett, 15 years' service. Ceremonies were held at the Northway Northgate Inn here. Attending were James Hull, Warren County unit president of the DOT chapter, Fred Stone, assistant resident engineer, and Timothy McInerney, DOT Region 1 chapter, presiding.



CSEA HONORS ITS OWN

Three members of the New York State Psychiatric Institute chapter, Civil Service Employees Assn., were honored recently by chapter members on the occasion of their retirement. Above, from left, are Marvin Nallick, chapter president; Sophie Dumolo, 12 years' service; Jane White, 12 years' service; Lois Coelho, 32 years' service, and Robert Peterson, Institute personnel officer. Also cited but unable to attend the retirement dinner were Eva Fragiaco, 26 years' service, and Lucrecia Ochoa, 10 years' service.

Ithaca Area Retiree Meet

ITHACA—A meeting of the Ithaca Area Retirees chapter, Civil Service Employees Assn., has been set for Wednesday, Sept. 8, according to secretary Barbara B. Barrus.

The meeting, Ms. Barrus said, will come to order at 2 p.m. at the Loyal Order of the Moose Hall, 125 N. Fulton St., Ithaca.



REQUEST FOR STATEMENT OF EARNINGS

SOCIAL SECURITY NUMBER			
DATE OF BIRTH	MONTH	DAY	YEAR

Please send a statement of my social security earnings to:

NAME _____

STREET & NUMBER _____

CITY & STATE _____ ZIP CODE _____

Print Name and Address in Ink Or Use Typewriter

SIGN YOUR NAME HERE (DO NOT PRINT)

Sign your own name only. Under the law, information in your social security record is confidential and anyone who signs another person's name can be prosecuted. If you have changed your name from that shown on your social security card, please copy your name below exactly as it appears on your card.

EARNINGS REPORT

Persons can obtain a report of earnings credited to their social security account free of charge by sending the above form to: Social Security Administration, Post Office Box 57, Baltimore, Md. 21203. The amount of monthly social security retirement, disability or survivors' insurance is based on a worker's average earnings over a period of years.

RETIREE GRAPEVINE

By THOMAS GILMARTIN,
CSEA Retiree Coordinator

The Civil Service Employees Assn. is presently involved in a membership recruitment drive, offering members \$5 cash incentive for each new member enrolled. Recently the retiree office has received several calls inquiring if the cash incentive applies to securing new retiree members. The answer, of course, is "No." The amusing aspect of this is that the "incentive" is more than the annual retiree dues, which is only \$4.80.

Retiree recruitment goes on, just the same. Several chapters have set up a canvassing campaign to contact recently retired public employees through the mail. This is the time of year for it, so that new members will be brought in as near as possible to the start of the new membership year, which is Oct. 1.

Believe it or not, many CSEA members enter retirement without knowing that they can continue to belong to the Association by joining the Retiree Division. It might be expected that their chapter president would inform them of this. Dick Snyder, president of Wassaic Developmental Center chapter, regularly sends to the retiree office the names and addresses of his members who are retiring. We invite them to join our Dutchess-Putnam Retiree chapter of which Tris Schwartz is president. This is just another way for retiree chapters to increase their membership, as exemplified by Mr. Snyder.

Incidentally, enrolled retiree members will soon receive a dues reminder in the mail from Headquarters' direct pay unit. An effort will be made to get membership cards mailed more promptly this year. Last year cards were not sent until the latter part of January, which annoyed many members, and understandably so.

George Butler, president of the new retiree chapter in the Herkimer, Oneida and Madison Counties area, reports that their chapter members and guests had a very enjoyable time at the Vernon Downs track last week.

Our Binghamton retirees will have State Senator Warren Anderson, Senate majority leader, as principal speaker at their chapter's monthly meeting on Sept. 27.

Dorothy Lesser, vice-president and social chairman of the New York City Metro Retirees chapter, has completed arrangements for a boatripe for members and guests on Sept. 16. At their monthly meeting on Aug. 17 at Two World Trade Center, the members' guest was Solomon Bendet, vice-president of CSEA and president of New York City Region II.

On July 28, the Nassau County retirees chapter enjoyed its first annual picnic at Lido Beach. Chapter president Bill Mensel reports that there was an abundance of good food, swimming, singing and general socializing. Who could ask for more? Among family and guests were retirees from our Suffolk County and New York City retiree chapters, and Irving Flaumenbaum, president of the Nassau chapter and Long Island Region I, enlightened the retirees on the new premium rates for health insurance.



PLATTSBURG RETIREES

Fourteen employees of the State University of New York at Plattsburg were honored at a recent dinner celebrating their retirement from state service. The retirees and their guests were lauded by William McGowan, executive vice-president of the Civil Service Employees Assn. and SUNY at Plattsburgh president Joseph Nurke. The retirees, above, from left, are Eugene Peets, Harold Toner, Edna LaValley, Leon Lashway, Mable Latour, Jack Cogan, Lena Patonde, Edith Welch, Justin Malady, Anna King and Anita Vicent. Not available for the photo were Tina Mischler, Clara Trombley and Irene Venne.

W'chester Budget Adds 50% For Senior Citizens' Programs

WHITE PLAINS—The Westchester County Office for the Aging has been granted a 50 percent funding increase for the 1976-77 fiscal year from the New York State Office for the Aging, County Executive Alfred B. DelBello announced.

The office has been granted \$1,415,263 in funding for the new fiscal year, up from \$484,245 in the 1975-76 fiscal year.

Mr. DelBello said, "Under the direction of Joseph A. Tortelli, the County Office for the Aging has established many outstanding programs for Westchester's senior citizens. With this new funding we will be able to develop some new program as well as strengthen and expand many of the existing ones."

Mr. Tortelli said: "I am pleased with the new level of funding and feel that it is a more equitable distribution of the state's resources. Senior citizens make up 25 percent of Westchester's adult population, and the funding increase will

enable us to improve our services as well as extend them to more seniors."

He noted that the funding increase will allow the Office for the Aging to place special emphasis on reaching seniors in northern Westchester where, because of geography, seniors are more isolated.

In addition to strengthening local programs during the new fiscal year, the Office for the Aging will:

- Expand information and referral services.
- Open at least two more nutrition sites.
- Examine the possibility of providing legal aid to seniors for simple matters, such as examining leases and writing

uncomplicated wills.

- Examine the possibility of a home services program to help temporarily disabled seniors with household chores, cooking and shopping.
- Examine the possibility of a home repair program to do light repairs on seniors' homes.
- Supplement some special local transportation services for seniors, particularly in northern Westchester.
- Establish a mobile office to bring the Office for the Aging to seniors who are unable to visit the office in White Plains.
- Work with the Urban League to develop more programs for seniors who are members of minority groups.



30 YEARS' SERVICE

Alice Thompson, center, an employee at the Manhattan Psychiatric Center for the past 30 years, was cited upon her retirement recently by fellow members of the MPC chapter 413, Civil Service Employees Assn. Above, extending congratulations and an award, is chapter president James Fields. At rear, from left, are: Delores Edge, Rosalind Edwards, James Smith, Rauya ElGawett, Fred Gerken and Mary Gause.

Ready To Retire?

Protect your future with Retiree membership in CSEA.

Goals of your State Retiree Committee:

- Protect present retirement benefits.
- Provide permanent cost-of-living supplement.
- Federal income tax exemption of \$5,000 for retirement income.
- Reduction on utilities and transportation for seniors
- Attainment of potential 80,000 retiree membership

Send the coupon below for membership information.

Retiree Division
Civil Service Employees Assn.
33 Elk St.
Albany, N.Y. 12207

Please send me a membership form for membership in Retired Civil Service Employees of CSEA.

Name
Street Apt.
City, State Zip
Date of Retirement

SHORT TAKES

PENSION PLAN BENEFICIARIES

Nineteen legislative staff members were permitted to enter the increased legislative pension plan under a bill recently signed by Gov. Hugh L. Carey. The plan, supposedly ended in 1973, permits any legislator or staff member to sign up for higher benefits than those offered by the state plan if they were on the payroll prior to 1973, but had not then joined the plan. The plan was approved in 1968. Because of its special features and unusually high benefits not given to other state employees, the legislature was forced by public pressure to end the program in 1973 for future members or those not already in it. The plan was seen as *quid pro quo*, with the 1968 legislature passing former Gov. Nelson A. Rockefeller's Urban Development Corp. bill and the Governor approving the enriched pension plan.

OFFICE OF AGING PROBLEMS

A number of problem areas were explored by the Temporary State Commission on Management and Productivity in the Public Sector in recent hearings with officials of the state Office of the Aging. The commission, headed by Lieut. Gov. Mary Anne Krupsak, seeks to improve efficiency in state agencies. Among the problems discussed were the proliferation of federal guidelines and requirements; the lack of facilities to transport food to the elderly by the U.S. Department of Agriculture; lack of funds to support programs for the state's aged, and a lack of qualified staff personnel to carry on the programs. The commission is currently consulting with officials of eight state agencies.

RELOCATION RAPPED

Oneida County Executive William Bryant joined the Civil Service Employees Assn. and other union groups in condemning the state's plan to move retarded mental patients to in-community facilities. Mr. Bryant termed the Department of Mental Hygiene proposal "a dumping" of 2,800 people in Utica and vicinity without providing facilities for them.

CAREY INTERVENTION ASKED

Alfred Portanova, head of the Yonkers Police Benevolent Assn., has asked Gov. Hugh L. Carey to intervene in the dispute between the union and the City of Yonkers over a wage freeze. Mr. Portanova asked the Governor to hold open meetings of the state's Emergency Financial Control Board on the freeze which is to be in effect through next June 30. "Our men have been repeatedly frustrated by the discriminatory actions taken by city officials and the state's Emergency Financial Control Board over the past months," Mr. Portanova said in a telegram to the Governor. Yonkers police have been working without a contract since June 30, 1975. The Control Board, in a 4-3 vote last May, froze wages at November 1975 levels. Comptroller Arthur Levitt, chairman of the Yonkers Board, said he was not aware of Mr. Portanova's telegram. "I'd give it consideration," Mr. Levitt said, "but I'm not sure this is in the province of the Board. The wage freeze was by legislative action."

DEFEND FEE BOOST

Commissioner James P. Melton defended plans by the Department of Motor Vehicles to impose higher fees for license renewals for drivers with traffic violation convictions. Commissioner Melton said that the alternative to the fee hike would be the elimination of the state's driver improvement programs and this, he claimed, would mean the loss of jobs for up to 200 DMV staffers. The higher fee schedule took effect Sept. 1. Under it, renewal fees for persons with one or two convictions doubled; it tripled for those with three or more convictions. The plan is a response to the trimming of \$1.3 million from the DMV budget. The plan has come under fire from some legislators, notably Senator John B. Caermerer (R-Nassau), chairman of the Senate Select Committee on Transportation, who promised that if the plan is not dropped, he will introduce legislation mandating refund of the higher fees. It was also attacked by some Civil Service Employees Assn. officers including Irving Flaumenbaum, a CSEA vice-president and head of the union's Long Island Region I, who called it "arbitrary" and "a means of double taxation."

Nassau Schedules 13 OC Exams

MINEOLA — The Nassau County Civil Service Commission has announced 14 open competitive examinations for Oct. 16, including four attorney titles, two law assistant titles, two plant operator titles, three traffic controller titles and three clerk titles. One educator aide title has no exam and requires only two years' college.

Filing closes Sept. 1 for account clerk (Exam 7230D), which pays approximately \$8,100 and requires a high school diploma, including an elementary bookkeeping course.

Filing closes Sept. 10 for the other titles. Senior typist clerk (64-422) pays about \$6,530 and requires high school and one year's clerical experience. Principal account clerk (64-304) pays about \$8,194 and requires four years' clerical experience in addition to a high school diploma.

Law assistant (64-067) requires college graduation and some law school attendance. It pays \$9,174. Social services law assistant pays \$12,421 and requires a law degree.

One year's law practice is re-

WINTER OLYMPICS

ALBANY—Gov. Hugh L. Carey has announced the appointment of three members of the State Commission on Sports and Winter Olympics, which will help plan and coordinate the state's efforts for the 1980 Winter Olympics in Lake Placid.

Appointed were: Louis E. Wolfe, 43, of Plattsburgh, a state assemblyman from 1964 to 1968, former Plattsburgh City Judge, and current president of the Clinton County Bar Association. Mr. Wolfe was designated as chairman of the commission.

Art D. Devlin, 53, of Lake Placid, a member of the U.S. ski-jumping teams of 1940, 1948, 1952, 1956, and 1960 and an Olympic medalist.

Margaret Grossberger, of Manhattan, executive secretary of the Touchdown Club of America, an official of track and field meets, including the Melrose Games, National AAU Championships, NCAA Championships, and IC4A Championships.

Members of the commission who are not holders of public office may be paid an amount to be determined.

The Governor will name two more members to the commission in the near future.

quired for attorney I, social services (64-052) and two years for attorney II, social services (64-053) and attorney III, probation department (64-055). The lower level pays \$13,537 and the higher level \$16,224. Attorney III, probation department (64-076) pays \$19,339 and requires three years' experience.

Traffic technician I (64-335) requires one year's traffic control experience and a high school diploma. It pays \$9,174. Three years' experience qualifies applicants for traffic technician II

(64-336), which pays \$10,606.

Other titles are assistant director of traffic control (64-334), which pays \$12,421; sewage plant operator (64-263), which pays about \$8,600; and power plant operator II (64-219), which pays \$10,606.

Drug and alcohol addiction educator aide (64-040) pays \$8,600 and requires only two years' college and no written exam.

Contact the commission at 140 Old Country Road, Mineola, N.Y. 11501 for additional information and applications.

"An evening of musical enchantment. This new all-black production could hardly be better!"

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Bus Drivers' Workshops Set

ALBANY — Workshops for school bus drivers on the implications of new rules and regulations of the New York State Traffic and Vehicle Law and the Transportation Law move into the Civil Service Employees Assn.'s Southern Region III and Long Island Region I this month.

The workshops, intended to bring drivers up to date on changes in the laws, are being held by the CSEA non-teaching school employees committee.

In Southern Region III, the

workshops are set for Thursday and Friday, Sept. 16 and 17, at, respectively, Middletown High School, Gardner Avenue, Middletown, at 7 p.m., and at the Elmsford Holiday Inn on Tarrytown Road at 7:30 p.m.

On Long Island, similar Thursday-Friday workshops are set. These will be held on, respectively, Sept. 23, at 7:30 p.m., Smithtown High School East, Northern Boulevard, St. James, and Sept. 24, also 7:30 p.m., at Levittown High School, Division Avenue, Levittown.

W'Chester Halloween Party

NEW ROCHELLE — The annual Halloween masquerade party of the Westchester County chapter, Civil Service Employees Assn., will be held Friday evening, Oct. 15, at the Riviera Beach Club, 360 Davenport Ave., New Rochelle.

Festivities will begin at 8:30 p.m., according to party chairman Tony Blasi. Tickets are \$16 each and will cover a hot and cold buffet dinner, an open

bar throughout the evening and dancing to a live band.

Reservations will close Oct. 1. Tickets are available by calling the Westchester chapter office at (914) 428-6452. Checks should be made payable to the Westchester County CSEA Dance Committee.

Costumes are optional but attendees are encouraged to wear them. Prizes will be awarded.

Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Region, at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 90-04 161st Street, Jamaica, Queens.

Applications for the following positions will be accepted until further notice, unless a closing date is specified. Jobs are in various federal agencies throughout the country.

Agriculture

Title	Salary Grade	Exam No.
Food Inspector	GS-5	CH-6-05
Warehouse Examiner	GS-5, 7	CH-0-02

Engineering And Scientific

Engineering, Physical Sciences and Related Professions	GS-5 to 15	424
Meteorological Technician	GS-6, 7, 9	NY-8-43
Life Sciences	GS-5 to 7	421

General

Correction Officer	GS-6	431
Freight Rate Specialists	GS-7, 9	WA-6-13
Mid-Level Positions	GS-9 to 12	NY-5-13
Senior Level Positions	GS-13-15	408
Technical Assistant	GS-4, 5	NY-5-07

Stenography And Typing

Stenographer	GS-3, 4	118
Secretaries, Options I, II, III	GS-5, 6	NY-5-04
Typist	GS-2, 3	NY-1-18

Medical

Autopsy Assistant	GS-3 or 4	NY-5-10
Careers In Therapy	GS-6 to 9	WA-8-03
Dental Hygienist, Dental Lab Technician	GS-5, 7	NY-5-09
Licensed Practical Nurse	GS-3, 4, 5	NY-5-06
Medical Machine Technician	GS-5, 6	NY-3-02
Medical Radiology Technician	GS-5, 6	NY-0-25
Medical Technician	GS-5, 6, 7	NY-3-01
Medical Technologist	GS-5 to 11	NY-6-03
Nurses	GS-5 to 12	419
Physician's Assistant	GS-5, 7	428
Veterinarian Trainee	GS-5, 7	WA-0-07

Military

Air Reserve Technician (Administrative Clerical/Technical)	GS-5 to 12	AT-0-59
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Social And Education

Social Worker and Correctional Treatment Specialist	GS-9 to 12	426
Psychologist	GS-9 to 12	WA-9-13
Professional Careers for Librarians	GS-7 to 12	422

Accountant, Public Info Coordinator Sought By Oswego

OSWEGO — The Oswego County Personnel Department has announced application filing is open for the post of Accountant I until Oct. 6.

The department will also take applications for a provisional job of public information coordinator until Sept. 15. That job pays \$9,836. Accountant I has a Nov. 6 examination and pays \$9,122.

Contact the department at County Building, Oswego, or telephone (315) 343-5022.

G.I. Ballots Are Available

BRONX—Military personnel stationed stateside and overseas may now apply for military ballots to be sure of casting a vote in the Nov. 2 presidential election.

Applications for military ballots are postcard size and can be air-mailed free. They are available from the local counseling center of the New York State Division of Veterans' Affairs located at 1910 Monterey Ave. and 2488 Grand Concourse, The Bronx.

Any adult member of the serviceman's family may pick up a ballot application and forward it to the individual, if stationed

within continental United States.

If the serviceman is overseas, the adult member may obtain a special application blank, and by proxy, file a request for a ballot on his behalf.

Eligible members of a serviceman's family stationed with him also can obtain their ballots, using the same type of application form.

By filling out the postage-free application card and mailing it so that it reaches the Division of Servicemen's Voting in Albany not later than Oct. 21, eligible New York State servicemen and dependents can be assured of receiving ballots

SAVE A WATT

Special Notice

FOR CSEA MEMBERS ONLY

CSEA Basic Accident and Sickness Plan.

If you are a new employee under age 39½ and apply for this insurance within 120 days from your employment date, you are guaranteed \$150.00 per month in benefits. All other members may also apply and will be required to show evidence of insurability.

If your annual salary is

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\$5,000 but less than \$6,500
\$6,500 but less than \$8,000
\$8,000 but less than \$10,000
\$10,000 and over

You can now apply for disability income benefits up to

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Home Address _____

Where Employed _____

Employee Item No. _____

Latest State And County Eligible Lists

EXAM 35-926
SNR ENGINEERING TECHNICIAN
AIR POLL CONTROL
OPTION A

- 1 Holmes Oliver S Glens Falls99.2
- 1A Buccilli D P Buffalo88.6
- 2 Neddo Bruce A Watervliet88.1
- 3 Beach James E Albany86.4
- 4 Potter Hollis G Albany85.7
- 5 Roberts Wayne J Holcomb83.3
- 6 Gould Bruce A Latham83.1
- 7 Cline John Lebanon81.8
- 8 Jensen James K Schaghticoke81.5
- 9 Froelich G E Loudonville80.3
- 10 Daoust Donald A Coxsackie79.9
- 11 Koch Thomas M Greenbush77.4
- 12 Bock John E Glen Head77.4
- 13 Spiegel Susan S Schenectady77.3
- 14 Rockhill Luman Watertown77.1
- 15 Sudol Walter Boonville74.6
- 16 McDonald Joseph Chatham74.2
- 17 Bisson Joseph Liverpool73.2
- 18 Kersten James R Tonawanda73.2
- 19 Lichtenwalter E Cohoes73.2
- 20 Beckert Robert Val Falls72.8
- 21 Gabriel Raymond Cohoes71.7
- 22 Brown Joseph A Schenectady70.3

OPTION B

- 1 Durr Gary T Albany96.6
- 2 White Charles W Altamont96.3
- 3 Avery Harold E Latham89.6
- 4 Wagar Terry W Latham87.9

EXAM 35-874
CLERICAL POSITIONS G-5
 Test Held Jan. 17, 1976
 List Est. April 9, 1976
 (Continued from Last Week)
 637 Dunbar Vivian B Ballston Spa 81.0

U.S. Is Seeking Rail Safety Inspectors

PHILADELPHIA, Pa.—The U.S. Civil Service Commission's Philadelphia Area Office is accepting employment interest cards for the post of railroad safety inspector at three wage levels paying \$13,482, \$16,255 and \$19,386 respectively. At GS-9 level, requires five years' railroad or related experience. GS-11 and GS-12 levels require six years' experience. Contact local Federal Job Information Centers for further information and send forms to the area office at 600 Arch St., Philadelphia, Pa. 19106.

638 Mitis Valerie NYC81.0	709 Gapp Katherine Albany80.1
639 Sachanoff M R Brooklyn81.0	710 Clancy Ruth M Staten Is80.1
640 Hayman Deborah Brooklyn81.0	711 Diamond Shirley Flushing80.1
641 Mahasamudram S Staten Is81.0	712 Wolff Cynthia L Rochester80.1
642 Johnson William Syracuse81.0	713 Davidow M E Brooklyn80.1
643 Robitaille R E Schenectady80.9	714 Flater Lynne A Latham80.1
644 Mitchell J E NYC80.9	715 Dinucci Anne L Watervliet80.1
645 Estes Virginia N Syracuse80.9	716 Warner Gary A Utica80.1
646 Argenta Nancy T Geneseo80.9	717 Waslewski P L Syracuse80.0
647 Frank Barbara Loudonville80.9	718 Moore Vernon O Mechanicville80.0
648 Pellicane J N Lindenhurst80.9	719 Mazzariello L M Albany80.0
649 Davis Patricia Selkirk80.9	720 Toma Dawn M Cohoes80.0
650 Fahy Marie P Loudonville80.9	721 Hess Barbara A Watervliet80.0
651 Eckert Florence Loudonville80.8	722 Chare Lee K N Syracuse80.0
652 Roth Mary E Albion80.8	723 Camely Margaret Waterloo80.0
653 McDermott M U Watervliet80.8	724 Honeycutt Wilma Sprngfld Gdn80.0
654 Berman Nancy J Albany80.8	725 Wagner Jessie Averill Pk80.0
655 Lorser Clara C Smithtown80.8	726 Patti Catherine Woodhaven79.9
656 Devore Lucille Woodridge80.8	727 Wilson Sheila J Schenectady79.9
657 Lewocko Sharon Frankfort80.8	728 Carroll Arlene Rensselaer79.9
658 Flynn Donna M Albany80.8	729 Lawson Linda L Voorheesvil.79.9
659 Thompson Pat M Delmar80.8	730 Jezierski Linda Galway79.9
660 Gall Dorothy G Schenectady80.8	731 Phillips M B Castleton79.9
661 Reynolds Debra Fredonia80.8	732 Blasen Michele Albany79.9
662 Cupina Robert F Binghamton80.7	733 Russell John M Troy79.9
663 Elam Mamie L Brooklyn80.7	734 Delaney Sharon Auburn79.9
664 Clements Willie Albany80.7	735 Heardt Sharon R Cheekrowaga79.9
665 Ford Debbie A Rensselaer80.7	736 Lynch Mary R Staten Is79.9
666 Ashe Constance Troy80.7	737 Yeager Thomas G Binghamton79.8
667 Murray Leo J Rensselaer80.7	738 Landprier M A Liverpool79.8
668 Sullivan Gloria Troy80.7	739 Carhart Camilla Troy79.8
669 Gill Kyle D Elnora80.7	
670 Harris Frieda Brooklyn80.7	
671 Stackewicz Sue Schenectady80.6	
672 Levesque Dianne Schenectady80.6	
673 Waldman Frances Guelderland80.5	
674 Rudnicki Maria Schenectady80.5	
675 Dibenedetto J A Brooklyn80.5	
676 Marx Deborah L Schenectady80.5	
677 Koehler Carl Albany80.5	
678 Hughes Jayne K Albany80.5	
679 Martin Marcella Albany80.5	
680 Soles Viola D Buffalo80.5	
681 Shampeny Pamela Albany80.5	
682 Vollmar Joan H Buffalo80.5	
683 Dening Suzanne Pennellville80.5	
684 Merritt Richard Dannemora80.4	
685 Hermance Guil C Rensselaer80.4	
686 Goldberg Elyse Slingerlands80.4	
687 Quinlivan C E Bronx80.4	
688 Lucia Philip R Troy80.3	
689 Panthen Ken Schenectady80.3	
690 Kiffney Marcia Gloversville80.3	
691 Gatto Loretta C Albany80.3	
692 Veach Maxine M Syracuse80.3	
693 Acker Lori L Rensselaer80.3	
694 Hanley Barbara Delhi80.3	
695 Ricupero Frank Albany80.3	
696 Coughlin M Watervliet80.3	
697 Steinberg Ethel Staten Is80.3	
698 Shaver Sharon A Troy80.2	
699 Kompf Anne E Syracuse80.2	
700 Schoenfeld S D Flushing80.2	
701 MacGregor C D Cohoes80.2	
702 Dombroski M K Watervliet80.2	
703 Beauharnois M L Plattsburgh80.2	
704 Stone Mary V Maryland80.2	
705 Goodman Joan M Oswego80.2	
706 Howard Deborah Liverpool80.1	
707 Lonczak William Utica80.1	
708 Poole Catherine Brooklyn80.1	

Flaumenbaum Gives Civil Service Goals To L.I. Candidates

MINEOLA — Irving Flaumenbaum, president of Long Island Region I of the Civil Service Employees Assn., addressed Democratic candidates for elective office in Nassau County on Aug. 21. He told them that public employees have specific goals set for the coming year.

In a speech delivered at the Democratic Party's Mineola Headquarters, Mr. Flaumenbaum told the candidates that public employees deeply resent being unfairly labeled "lazy and overpaid" by the media. Mr. Flaumenbaum said specific goals that civil servants are striving for are repeal of the current pension act; adoption of "last offer binding arbitration" and agency shop bills, as well as a smooth and orderly transition of the court employees from local to state control.

Copies of the eight-page speech were distributed to the press after the meeting.

Suffolk Holding 5 Promo Exams

HAUPPAUGE — The Suffolk County Civil Service Department has announced Oct. 16 promotion examinations for five titles. Filing deadline is Sept. 8.

Traffic engineer I, II and III (Exams 16-306, 8 and 10) pay \$13,154, \$15,190 and \$17,513 respectively. Traffic technician II (Exam 16-306) pays \$9,840. Assistant director of traffic safety (Exam 16-313) pays \$19,105.

Rensselaer Holding Electrician's Exam

TROY — The Rensselaer County Civil Service Commission has announced an Oct. 16 open competitive examination (Exam 64-518) for senior electrician, which pays \$10,794. Filing deadline is Sept. 15.

There is presently one vacancy in Sewer District One. A seven-year combination of high school study and/or experience in the maintenance and repair of electrical equipment is required.

Contact the commission at Third Floor, Court House, Troy, N.Y.

740 Kornfeld Ruth Brooklyn79.8	804 Carman Bruce M Altamont79.2
741 Padula Marie D Rensselaer79.8	805 McClure Jane D Albion79.2
742 Finn Vicki E Binghamton79.8	806 Brooks Vanny W NYC79.2
743 Sowiński C A Schenectady79.8	807 Hood Bassie W Albany79.2
744 SSeager Donna Newark79.8	808 O'Keefe G N Bellmore79.1
745 Lochner C W Albany79.8	809 Berkowitz Zeldia Flushing79.1
746 Kavanagh M Pt Jffran St79.8	810 Gervasio Dennis Albany79.1
747 Connors Thomas Albany79.8	811 Meiser Mary A Syracuse79.0
748 Mahar Doris A Troy79.8	812 Davignon C F Mechanicvil79.0
749 Cordick John M Ogdensburg79.8	813 Bayne Sally A Middletown79.0
750 Lyons Richard J Mechanicville79.8	814 Diacetis A Albany79.0
751 Dillon Florence Staten Is79.7	815 Stevens Mary T Albany79.0
752 Smaldone Mary F Saratoga Spg79.7	816 Bronson Kim R St Albany79.0
753 Mangiameli E B Wingdale79.7	817 Roland Rita R Oswego79.0
754 Kennedy Dolores Elnora79.7	818 Hall Julia L E Endicott78.9
755 Braverman R A Brooklyn79.7	819 Miskiewicz S J Albany78.9
756 Butler G J Clinton Park79.7	820 Walters Carol A Averill Park78.9
757 Davis Gregory Bronx79.7	821 Holmes Judith A Rochester78.9
758 Quills Beverly J Schenectady79.7	822 Wager Helen M Albany78.9
759 Vanvorse R Albany79.7	823 Boone Sylvia A St Albans78.9
760 Gardner John A Auburn79.7	824 Nilsen Lena B Staten Is78.9
761 Tjavis Eunice R Stillwater79.6	825 Kostek Rose R E Greenbush78.8
762 Blair Gregory A Scotia79.6	826 Vandeußen B A North Troy78.8
763 Connors Rose M Bloomingburg79.6	827 Schellhaas L B Albany78.8
764 Proper C Rensselaer79.6	828 Vanderlinden E Albany78.8
765 Carl Laura M Lowman79.6	829 Johnson Faye L Chenango Pks78.8
766 Forte Loretta Y Rensselaer79.6	830 Luitkin Loretta Brooklyn78.7
767 Decker John N Albany79.6	831 Davies Marilyn Syracuse78.7
768 Rhoads Edith A Melville79.6	832 Schmittau R Brooklyn78.7
769 Lefebvre Joan E Waterford79.6	833 Conlon Janet A Whitehall78.7
770 Parello Helen Staten Is79.6	834 Peregrin Effie Stillwater78.7
771 Kaplan Margaret Ballston Spa79.6	835 Birnbaum Sylvia Brooklyn78.7
772 Wright Denise L Brooklyn79.6	836 Seltzer Isidore Brooklyn78.7
773 Warner Jill A Delmar79.5	837 Lassman Goldie Brooklyn78.7
774 Gilbert V H Bronx79.5	838 Hilligrass M A Albany78.7
775 Lana Stephen R Albany79.5	839 Layton Pauline Albany78.6
776 Baskin Joel M Forest Hills79.5	840 Johnston Jean M Loudonville78.6
777 McKenney M C Amsterdam79.5	841 Benson C M Ravens78.6
778 Cioffi Carmela Troy79.5	842 Hawron Joan M Rensselaer78.6
779 Petrikonis M G Binghamton79.4	843 Desai Taru A Albany78.5
780 Signorelli S Rome79.4	844 Dematteo Viola Schenectady78.5
781 Miley Cynthia M Brooklyn79.4	845 Squillini Debra W Haverstraw78.5
782 Abell Judy D Camillus79.4	846 Varco Nanette N Lancaster78.5
783 Bellen Maryanne Schenectady79.4	847 Dutcher Charles Glens Falls78.4
784 Cohen Jill B Brooklyn79.4	848 Rosner Gloria Watah78.4
785 Marcus C A Bronx79.4	849 Mace Esther L Elmira78.4
786 Smartin G Menands79.4	850 Wagner George E Cohoes78.4
787 Burt William R Troy79.3	851 Borysewicz P A Schenectady78.4
788 Cerqua Toni J Waterford79.3	852 Goodjoines D E St Albans78.4
789 Moore Grace J Albany79.3	853 Zobre Denise A Rensselaer78.4
790 Cigianno A N Massapequa79.3	854 Noble Ruth D Greenwich78.3
791 Straight Viki L Rensselaer79.3	855 Price Sandra J Coram78.3
792 Hess Nancy P Buffalo79.3	856 Charbonneau K A Cohoes78.3
793 Hitchcock G J Schenectady79.3	857 Gingelewski C M Troy78.3
794 Brown Theresa E Waterford79.3	858 Quatrille S H Syracuse78.3
795 Kellermann Ruth Rochester79.3	859 Chappel Mary Mampqua Pk78.3
796 Wenz Jack C Bronx79.2	860 Richman Lillian Flushing78.3
797 Miner Charles R Redford79.2	861 Ferris Caroline Troy78.3
798 Mayo Linda M Albany79.2	862 O'Hare John E Scotia78.3
799 Wilson Karole A Albany79.2	863 Truitt Joya S Rochester78.3
800 Demark Elsie Albany79.2	864 Grabowski Laura Kenmore78.3
801 Diez Fred J W Babylon79.2	865 Koba Alice K Cohoes78.3
802 Carbaush Judith Mechanicvil79.2	
803 Turan Helen S Binghamton79.2	

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RETIREMENT HOME — 2 bdrm mobile home, fully furnished, neat as a pin. Nice lawn & garden spot. Beautiful view. Total taxes \$200 per yr. You can't beat this one at \$9,500 w/\$3,000 down. Owner will carry mortgage.
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When A Firefighter Weeps

About 15 years ago, I stopped off for a cold beer in a little oasis in Valley Cottage, N.Y.

There was one other man sitting at the bar. I was wearing my Fire Department ring—a gift from 26 Truck—which he spotted at once. A conversation began and a long and lasting friendship was begun. The man's name was Robert S. O'Brien who was then a fireman in Ladder 28. I eventually went to Ladder 28 and watched Bob O'Brien in action. He was a leader.



THAYER



ROBERT S. O'BRIEN

When the company pulled up to a building, he was the first man into action. In between fires he was constantly exercising. If it wasn't handball, it was push-ups or on his back with enormous weight with the bar bells. I asked him one day why so much emphasis on fitness and he said simply that some night, somewhere in Harlem, he would have to make a rescue, probably by fireman's carry over his shoulder or by dangling from a rope.

"If I'm not in shape and fail the victim, I'll never be able to live with myself."

That was Bob O'Brien. He was decorated three times and went on to be a lieutenant and then captain of Ladder 45. In Ladder 45 they got the word ahead of time that O'Brien was tough on drilling. He wanted his company to be the best in the city. They were a little stunned, however, when the first drill he conducted was on "fireman's carry" and he had every man on the tour pick up another fireman dead weight and throw him over his shoulder.

That too was Bob O'Brien. On March 24, 1972, he worked a double tour and developed chest pains that night.

He wouldn't go sick however and stuck it-out. On the way to Valley Cottage that morning he heard the first radio reports of the train and bus crash in Valley Cottage; his kids used that school bus line to go to Nyack high school.

Next day, March 25, he was hospitalized with a full-fledged heart attack. He never recovered.

He always had to be active so after reasonable recovery he began a two-year course in nursing at Good Samaritan Hospital in Suffern. In the very same

class and with him all through the two years was his daughter, Colleen. They graduated together and became charge nurses at Nyack Hospital. Bob was in charge of the late tour in the emergency room, an ideal spot for him.



There is a school of thought in medicine that jogging is good for people who have heart trouble. So every day Bob would go over to Rockland Lake and jog a few miles.

It was doing so that he became ill and died.

Among other things, this whole affair demonstrates the awful price a man pays for becoming a fireman. He must be in perfect health when he enters the Fire Department. Within 10 years, in some cases, the perfect specimen is ready for medical retirement or close to complete physical breakdown. In Bob's

case, a perfectly healthy man, when he entered the Fire Department, is dead at age 50. What more can be said? And don't forget, this happened before the mad policy of short manning went into effect!

I have often wondered how ministers and rabbis and priests manage to hold back their emotions during the Service of Burial. At least to me it seemed they did.

Retired Deputy Chief Arthur Laufer became a Roman Catholic deacon after his retirement from the Fire Department, and he assisted at Bob O'Brien's funeral Mass. He undertook to give a brief oration about Bob; Artie had been his chief.

He mentioned that Bob always wanted to help people. First he became a fireman to help those in trouble from fire. Then, forced to change his calling, he elected to become a nurse, the better to help the sick and the dying.

And then I found the answer to my question.

Deacon Arthur J. Laufer broke down and cried.

Yonkers' Teacher Rehire Decision: No \$ To Do It!

YONKERS—The City of Yonkers' Board of Education seems to be faced with a conundrum: It has been ordered by an American Arbitration Assn. arbitrator to rehire about 300 laid-off teachers, and pay them for the time they were laid off.

However, it lacks the funds to do so, officials claim.

Rehiring the 300 with retroactive pay plus a 6 percent per annum prorated interest from layoff date would cost the city an estimated \$7.5 million.

City officials say that, given Yonkers' current fiscal plight, paying this sum is an impossibility.

Yonkers corporation counsel Eugene Fox told Board members last week that the only available hope is an appeal to the arbitrator's decision, but added glumly: "Arbitrator's awards are usually very difficult to vacate" on appeal.

AAA arbitrator Daniel House previously ruled that, in discharging the teachers, the Board and City of Yonkers were in violation of a contract with the Yonkers Federation of Teachers. A provision of the contract forbids such layoffs.

A number of other Yonkers school employees were also laid off and a number of these are Civil Service Employees Assn. members.

While CSEA pacts with the Board do not expressly forbid layoffs, the Yonkers teachers' decision is seen by some as a valuable precedent for the CSEAs and others in pressing claims for reinstatement.

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Cortland-Madison BOCES Workers Win Arbitration Decision On Holiday Time

CORTLAND—A spokesman for the Civil Service Employees Assn. announced the American Arbitration Assn. has awarded a favorable decision on grievances filed by five employees of the Cortland-Madison Board of Cooperative Educational Services.

The grievances were submitted following a written directive of Dec. 12, 1975, from Walter G. Franklin, BOCES district superintendent, stating that employees of McEvoy Educational Center would be forced to use their vacation time during the period Dec. 22, 1975, through Jan. 2, 1976, or forfeit pay. Five employees indicated, in writing, they did not wish to use vacation time and expressed willingness to work.

The five employees submitted grievances through steps 1, 3

and 4; they mutually agreed with administration officials to bypass Step 2.

In the months that followed, each step met a subsequent reply of denial by an executive of BOCES. After the 4th Step, the CSEA field representative for the employees exercised the right to request an arbitrator be assigned to resolve the problem, whereupon, the AAA set a hearing date.

The spokesman for the CSEA revealed that in the written decision, the hearing officer ruled to sustain the employees' grievances.

The arbitrator cited language from Article V of Section 1, B-1, of the existing contract. This states: "The employee has the right to initiate a vacation request and to seek approval of same." The hearing officer's interpretation of the contract was, "The executive officers (of BOCES) may require employees to take some of their vacation time during July and August, but there is no language in the agreement requiring employees to take vacation days during any of the other months."

The five BOCES employees were represented by Earl Boyle, CSEA Region V (Syracuse) attorney. Stanley Morris, personnel coordinator, represented Cortland-Madison BOCES.

Insurance

(Continued from Page 1) medical examination at the expense of the insurance company. The cost of the insurance is 10 cents bi-weekly per \$1,000 worth of coverage for members 29 years or younger. Older members may obtain this insurance at proportionate rates. Members pay their insurance premiums through the automatic payroll deduction plan.

CETA Item Coordinator

(Continued from Page 1) union's statewide coordinator for matters involving the Comprehensive Employment and Training Act.

Any items concerning the CETA program that come into CSEA Headquarters will now be handled by Mr. Burch.

The CSEA Board of Directors has also mandated that each of the union's six Regions should have a coordinator to handle any CETA-related problems that might arise locally within a specific region.

As of Leader presstime, coordinators have been named in Long Island Region I and Central Region V (Syracuse). Long Island Region president Irving Flaumenbaum has designated Frank Abbey, regional research assistant, as that Region's CETA coordinator. In the Central Region, president Richard Cleary has named research assistant William Frame as CETA coordinator.

SAVE A WATT



ELECTION'S THE GAME, AND POLITICAL ACTION'S THE NAME

Showing their impartiality—at least at this early stage of the election process—Civil Service Employees Assn. political action leaders get together with Democratic and Republican Assemblymen seeking re-election from Rockland County constituencies. At left is CSEA statewide political action chairman Martin Langer, of Rockland Psychiatric Center, and at right, Southern Region III political action vice-chairman Eva Katz, also of Rockland PC. Next to Mr. Langer is Democratic Assemblyman Robert Connor, while next to Ms. Katz is Republican Assemblyman Levy. They appeared with their opponents and other candidates at an open meeting last month at which CSEA members from Rockland County, Rockland Psychiatric Center, Letchworth Village Development Center and Helen Hayes Hospital attended. Other candidates who were on hand to answer questions were Democratic Senator Linda Winikow and her Republican challenger Frank Fornario; Mr. Connor's Republican challenger Harold Grune, and Mr. Levy's Democratic challenger Hy Jatkov. This is one of a series of local political action meetings that will be held prior to the statewide CSEA committee approval of candidate recommendations.



ANNUAL PARTY FOR ROCHESTER CHAPTER

Samuel Grossfield, second from right, president of the Rochester chapter, Civil Service Employees Assn., is seen with guests at the chapter's annual summer dinner at Logan's Party House in Rochester. With Mr. Grossfield, from left, are: William Steinfeldt, former GOP Assemblyman now running in a primary for the Monroe County senatorial contest against Fred Eckert (R-C), the incumbent; Lee Patt, former Rochester Republican city councilman; David Egan, Democratic candidate for the Monroe County Assembly seat now held by Andrew Virgilio (D), and John Garvey, chapter first vice-president.

Wenzl Pledges Tough Pact Bargaining.

ROCHESTER—The Civil Service Employees Assn. will take a very strong position at the bargaining table next year, Theodore Wenzl said here last month.

The CSEA president said tough bargaining would be necessary to compensate for the failure of the State Legislature to consider inflationary effects on the wages of state and county employees.

Dr. Wenzl spoke at the Rochester CSEA chapter's annual summer party at Logan's Party House. About 300 members and their spouses attended, along with state and national legislators and candidates.

Samuel Grossfield, chapter president, praised one of the guest legislators, U.S. Rep. Frank Horton (R-Rochester) for the "considerable effort" he made in helping restore U.S. Labor Department funds cut back from the State Labor Department.

"Those cutbacks resulted in the layoffs of hundreds of permanent Labor Department employees," Mr. Grossfield said.

The Rochester president also recognized the "tremendous ef-

forts" in member recruitment by Melba Binn, former chapter president and former Western Conference president, and by Merely Schwartz, former chapter social chairman.

Besides Dr. Wenzl and Congressman Horton, head table guests included State Senator

Fred Warder, (R-C, Wayne, Seneca, Yates, Ontario, Monroe); Monroe County Sheriff William Lombard and his Republican opponent in this November's election, Richard Fairchild; David Egan, Democratic assemblyman candidate; William Steinfeldt, former assemblyman now running in the Republican primary against State Senator Fred Eckert, (R-C, Monroe); and chapter presidents Lloyd Tipton, of Brockport SUNY, and Eddie Gilbert, of the State Agricultural and Industrial School at Industry.

Other head table guests were Rochester chapter officers Cath O'Brien, first vice-president; John Garvey, second vice-president; Maurice Brusdal, treasurer; Irene Raines, secretary, and delegates Tanya Harter and Helen Bynum Singleton.

Most of those attending were from Workmen's Compensation, State Labor Department, Audit and Control and Tax and Finance.

Sylvia Ebersold, in charge of the social program, was hostess.

Mr. Grossfield announced that CSEA and state issues will be discussed at the chapter's fall meeting, to be held in late September, just prior to the state convention.

Buffalonians To Hold Meet

BUFFALO—The Buffalo chapter, Civil Service Employees Assn., will hold a general membership meeting Wednesday, Sept. 15, according to corresponding secretary Sue Porpiglia.

The meeting, which is set to begin at 6 p.m., will be held at the Hotel Statler Hilton, Buffalo. The agenda will include discussions on items to be taken up at the CSEA statewide convention in October, Ms. Porpiglia said.

CSEA Fights, Wins An Appeal For AFSCMEer

(Continued from Page 1) some questions were unfairly asked and irrelevant. The Civil Service Commission, acting on the CSEA's appeal, agreed. As a result, Ms. Patton's oral examination was reevaluated, regraded and given a passing score to go along with the written portion, which she had originally passed.

Ms. Patton is now ranked on the list eligible for permanent appointment.

The experience, she said, has left her appreciative of the service provided by the CSEA, while at the same time disappointed by the inaction by her own union, in which she had been very active. She agreed to allow the CSEA to publicize her case in gratitude for fighting for her and to alert public employees that discriminatory and irrelevant testing methods do sometimes exist and can be overturned if properly appealed.

James Roemer of Roemer and Featherstonhaugh said it was obvious that Ms. Patton had a legitimate complaint. He said apparently, her own union, the AFSCME, either didn't want to bother representing her or failed to recognize the validity of her objection.

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(Continued from Page 12)

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

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge). For 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.

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CSEA STRENGTH IN UNITY MEMBERSHIP DRIVE

JUNE 1-NOVEMBER 30

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

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

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We'll keep your account up to date and will return to you, in writing, a receipt for each new member you've signed up.

Only CSEA members in good standing as of June 1, 1976, may recruit new members during this drive. New members must work in a unit of government represented by CSEA. So we urge you CSEA members — go to it — start signing up non-members for cash in your pocket and security in your future.

**NON-MEMBERS SHOULD
HELP SHARE THE LOAD**

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

So help us share the load by signing up with us. CSEA — the most powerful force in New York State working for public employees.

