

# Civil LEADER

America's Largest Newspaper for Public Employees

Vol. XXXVII, No. 37 Friday, December 17, 1976 Price 20 Cents

## Chanukah Greetings

To all our friends of the Jewish faith, we extend best wishes for a meaningful holiday season and good health and prosperity in the new year.

Theodore C. Wenzl, President,  
Civil Service Employees Assn.

## Flaumenbaum Gives An OK To Proposed Nassau Pact

MINEOLA — Irving Flaumenbaum, president of the Nassau County local, Civil Service Employees Assn., last week recommended acceptance of a proposed two-year, 12.5 percent salary increase package.

Mr. Flaumenbaum's recommendation followed by one day County Executive Ralph Caso's acceptance of a fact-finder's recommendation to give Nassau's 1,280 public employees a 6½ percent increase next year and 6 percent in 1968. The cost of the package is set at \$44 million.

Public Employment Relations Board fact-finder Joseph French, of Long Beach, prepared the 15-page report which also recommended an increase in night differential pay from 30 to 35 cents an hour; salary ceiling for overtime eligibility raised from \$15,000 to \$16,000 in 1977 and to \$16,500 in 1978; mileage allowance up from 15 to 17 cents per mile, and vacation day accumulation of up to 55 days.

In addition, the present graded  
(Continued on Page 3)



### TAXING TIME ON TV

One of the training tools used at recent workshop for Taxation and Finance Department union leaders was video tape of typical situations. Here Ronald Townsend, right, president of Civil Service Employees Assn. chapter 690 in Albany, and Donald Giek, who handles labor relations for the department, view the presentation. (Other coverage of the Tax workshop appears on Page 14.)

## Strike, No-Strike: New Thruway Vote Intends To Decide

(Special to The Leader)

ALBANY—In order to get a more precise reading on whether the majority of the Civil Service Employees Assn.'s membership within the State Thruway Authority unit I approves of—and would support—a possible strike against the Authority beginning at 12:01 a.m., Dec. 31, the CSEA will conduct a strike vote of those toll collectors, maintenance and clerical personnel.

Ballots were mailed from CSEA Albany Headquarters to the nearly 1,500 members, the majority of whom recently turned down the latest proposed contract settlement between CSEA and the Thruway Authority.

The deadline for return of the ballots is 5 p.m. Monday, Dec. 27. This ballot calls for either a "yes" or "no" vote to indicate approval and support of a strike. Only actual ballots received will be counted in the tally on Dec. 28.

The strike vote ballot was necessitated when, in the earlier voting, Thruway employees split almost right down the middle with 50 percent of them rejecting a proposed contract.

The previous contract expired June 30. The new agreement, if ratified, would remain in force until June 30, 1979.



## Wenzl Raps The South Mall's Fire Hazards

ALBANY — Theodore C. Wenzl, president of the Civil Service Employees Assn., has criticized the State Office of General Services for holding "a dangerously unresponsive attitude toward correcting fire and safety hazards that present needless peril to the lives of state

employees and others who work in Albany's South Mall facilities."

Dr. Wenzl said that a recently released report by State Senator Norman J. Levy (R-Nassau) chairman of the Senate Labor Committee, confirmed the CSEA's contention that fire safety conditions, procedures and equip-

ment in the South Mall state office buildings are "grossly inadequate."

The committee's report cited inefficient fire alarm and sprinkler systems, unsatisfactory personnel evacuation plans and the current inability of fire apparatus to reach the Mall's sub-

ground level parking areas and machine rooms.

"The CSEA has consistently demanded that fire and other safety equipment and procedures be 100 percent functional before the state opens a new facility," said Dr. Wenzl. "The recent in-

(Continued on Page 3)

## GOP Leaders Wary As Carey Warns Of Billion-Dollar Deficit

IN less than a month, the State Legislature will convene for its 200th session. At the moment there seem to be no plans to celebrate this historic

(Continued on Page 6)

## Moore, In Testimony, Attacks MH Deinstitutionalization Plan

UTICA—The president of the Utica Psychiatric Center local, Civil Service Employees Assn., testified before a joint committee of the state legislature that one of the CSEA's major concerns is the "dislocation of employees" that would be caused by the state's projected phase-out of its large mental institutions.

James Moore told a joint hearing of the Senate Select Committee on Mental and Physical Handicaps and the Assembly Standing Committee on Mental

Health that the union, which represents 55,000 employees of the State Department of Mental Hygiene, is also concerned with

the delivery of "efficient, effective and economical services to the consumers of those services—the residents of our Mental Hygiene facilities."

He pointed out some of the obstacles blocking the path to those goals, stating the state's own attitude is one of those obstacles.

He revealed that the state has prepared a report on its planned phase-out of large mental facilities—a report that deals with preferred lists, layoffs, transfers, and other matters of vital interest to the employees.

Yet, he said, the state has re-

(Continued on Page 16)

## Says Media Sensationalized Isolated Cases Of Dishonesty In Reporting The MV Scandal

ALBANY—While some newspaper headlines around the state recently suggested that the majority of employees in the Department of Motor Vehicles have been involved in illegal actions, the union representing them has been meet-

(Continued on Page 16)



### COLD BUT DETERMINED

Members of Civil Service Employees Assn. Local 691, representing SUNY at Albany employees, get ready to picket SUNY Central Administration offices at 99 Washington Ave., Albany, on the day after Thanksgiving. SUNYA was the only University closed down that day in an "energy conservation" move. Local president Art Burt assists treasurer Mary Jarocki in attaching her informational picket sign as other protesters watch: from left, David Thackrah, regional public relations associate Daniel Campbell, Warren Maloney, Daniel Grygas and Gerald Lindermann.



# 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
--	------------	---------

## Social And Education

Social Worker and Correctional Treatment Specialist	GS-9 to 12	426
Psychologist	GS-11, 12	WA-9-13
Professional Careers for Librarians	GS-7 to 12	422

## Info Available For W'Chester Women's 'Non-Traditional' Jobs

WHITE PLAINS—Westchester County Executive Alfred B. DeBello has advised that all county women interested in learning more about the non-traditional jobs program recently funded by the U.S. Department of Labor may obtain information from the Westchester County Women's Center (914) 948-3440, extension 37.

According to Mr. DeBello, "Labor Department statistics and our own experience has shown that many women are segregated in a few occupational areas, such as nursing, teaching and clerical work. The term 'non-traditional' refers to those employment areas where women have been represented only in rare instances, fields such as carpentry, print-

ing, machine repair, for example."

The intent of the federal funding grant is to provide a variety of aids to women, such as career counseling, career materials training grants, and on-the-job training opportunities

### EAT YOUR HEART OUT

at  
**Mar-Ting Fong Rest.**  
Mandarin Szechuan Cuisine  
60 Mulberry Street  
(Chinatown)  
Private Party Rooms

### CIVIL SERVICE LEADER America's Leading Weekly For Public Employees

Published Each Friday  
Publishing Office:  
11 Warren St., N.Y., N.Y. 10007  
Business and Editorial Office:  
11 Warren St., N.Y., N.Y. 10007  
Entered as Second Class mail and Second Class postage paid, October 3, 1939, at the Post Office, New York, New York, under the Act of March 3, 1879. Additional entry at Newark, New Jersey 07102. Member of Audit Bureau of Circulation. Subscription Price \$9.00 Per Year Individual Copies, 20c.

### SYSTEMS PLANNER

ALBANY — A senior systems planner commission eligible list, resulting from open competitive exam 24-455, was established Nov. 26 by the State Civil Service Department. The list contains 3 names.

### EXAMINER LIST

ALBANY—A junior insurance examiner eligible list, resulting from open competitive exam 24-420, was established Nov. 18 by the State Civil Service Department. The list contains 112 names.

### FOOD MANAGER

ALBANY—A correction facility food manager eligible list, resulting from open competitive exam 24-422, was established Nov. 17 by the State Civil Service Department. The list contains 13 names.

BUY U.S. BONDS

Buy American!

Give a pint of blood.

## STATE EMPLOYEES



## HIP Health Security means;

- **NO MONEY** out of pocket!
- **NO MONEY** claims to fill out!
- **NO** waiting for **MONEY** payments!
- **NO** major **MONEY** headaches!



## TRANSFER TO HIP

See your Payroll Clerk or Health Benefits Officer

State Employees ..... Nov. 1 to Dec. 31



HEALTH INSURANCE PLAN OF GREATER NEW YORK  
625 MADISON AVENUE, NEW YORK, N.Y. 10022

### Civil Service Activities Association

## Exciting Christmas & Winter Travel Program!

### Christmas & Winter

CALL NOW FOR EASTER

Visit our office, phone or mail coupon for more information.  
**(212) 586-5133**  
New Jersey (201) 568-7810  
Long Island (516) 487-9044

London	Club Med
Paris	Guatemala
Amsterdam	Peru
Rome	Hawaii
Madrid	Las Vegas
Malaga	Miami
Morocco	West Coast
Russia	Aruba
Monte Carlo	St. Maarten
Athens	Curacao
Canary Islands	Bonaire
Brussels	Santo Domingo
Mexico	Martinique
Costa Rica	Guadeloupe
El Salvador	Bermuda
Rio	Barbados
	Puerto Rico
	Antigua

Please rush me the flight schedule.

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_  
State \_\_\_\_\_ Zip \_\_\_\_\_

All Travel Arrangements Thru T/G Travel Service  
111 West 57th St., New York 10019

## C.S.A.A.

Civil Service Activities Association  
P.O. Box 88, Radio City Station  
New York, N.Y. 10010





### INSTITUTIONAL SERVICES UNIT TEAM BEGINS NEGOTIATIONS

The Civil Service Employees Assn.'s Institutional Services Unit negotiating team, comprised of two members each from the union's six regions, met last month to prepare its position. At the first meeting with the state, the CSEA team reopened on Article 35, Protection of Employees, and on Article 28, Seniority, while the State reopened on Article 4, Employee Organization Rights, and on Article 10, Attendance and Leave. The current CSEA-State contract provides for a reopener on salary as well as on two additional articles, with terms of the new agreement to become effective April 1, 1977. Institutional Services Unit chairman James Moore, standing far right, of Utica Psychiatric Center chapter 425, is shown here with other members of the team. Seated from left are Elaine Mootry, West Seneca Developmental Center chapter 427; John Weidman, Albany Agriculture and Markets chapter 650; Greg Szurnicki, Kings Park PC chapter 411; David Strader, St. Lawrence PC chapter 423; Genevieve Clark, Roswell Park Memorial Institute chapter 303; Alex Hogg, Middletown PC chapter 415; Dorothy King, Creedmoor PC chapter 406, and Ben Kosiorowski, Pilgrim PC chapter 418. Standing are Jose Samson, Labs and Research chapter 665; Harold McKinney, Hudson River PC chapter 410; Ann Wadas, Institute for Basic Research in Mental Retardation chapter 438, and Mr. Moore. All are with the Department of Mental Hygiene except Ms. Clark and Mr. Samson, of Health Department, and Mr. Weidman, of Ag and Markets. The bargaining process has also got under way by the other three negotiating teams; Operational Administrative and Professional-Scientific-Technical.

## \$150 Across-The-Board Recommended For School Employees In Watertown

WATERTOWN—A Public Employment Relations Board fact-finder has recommended a \$150 across-the-board salary increase for custodial employees of the Watertown City School District, Jefferson County.

Garnar V. Walsh, of Potsdam, is the fact-finder in a contract dispute between the school district and the Watertown Custodial unit, Civil Service Employees Assn.

Dr. Walsh indicated that the increase for the 52 employees in the unit would amount to approximately \$9,000.

Other recommendations include:

- Rejection of re-opener clause to cover parity with six other negotiating units with regard to fringe benefits or salary.
- Parties to pay health insurance cost on a 90 percent-10 percent basis of the total premium costs; for 1976-77 this would amount to \$709.78 for the district and \$78.86 for the employee for the family plan or \$290.41 and \$32.27 for the individual plan. Both parties were urged to investigate the possibility of switching to another insurance carrier with resulting estimated savings.
- No change in vacation of two weeks after one year, three after

nine years, four after 17 years and five after 23 years.

• Establishment of a dental plan with the District paying 90 percent of the plan and the employees 10 percent.

• Incorporation of a posting and bidding procedure in the contract. Guidelines should follow those already established for the 10-month clerical unit. District employees are to be given notification and consideration with seniority to be taken into account, but this should be only one of several criteria. The procedure should be based on the district's placing the best person in the best job, once the administration has evaluated the credentials of each applicant.

### Thruway Vote

(Continued from Page 1) salary plan would be gradually phased out. New employees hired after Jan. 1, 1977, would not be on graded plan but current employees would continue to receive increments until they reach the top of the plan.

"It's not everything that we asked for, by far, but we can live with it," said Mr. Flaumenbaum, who is also leader of CSEA's Long Island Region I. "Were we to turn the offer down, the alternatives would not be very pleasant. We could wind up in a legislative hearing with the same board of supervisors who imposed a wage freeze on us this year. Moreover, no one that I know thinks that Nassau County Executive Ralph Caso would agree to give us more than what the fact-finder recommended," he added.

Mr. Flaumenbaum pointed out that court employees, who will transfer to state employment status this year, will be assured of the terms of the package if it is passed.

If the county's offer is approved by the rank and file, Mr. Flaumenbaum said that the CSEA would attempt to have the first check reflect the new salary plan in the Jan. 1 payroll.

## Parole's Weisz Refuses Settlement of Grievance

MANHATTAN—The president of the New York Parole District local, Civil Service Employees Assn., has refused to accept a proposed settlement of a grievance involving the state's delay of medical examinations for two employees prior to their return to work.

Jack Weisz, the local president, described the grievance of Michael Cohen and Irving Greenberg, who were attempting to return to duty following sick leaves this way: "Mr. Cohen and Mr. Greenberg were medically approved by their doctors to return to work and they so notified the state.

"Instead of scheduling a medical examination within the contractual five-day period, the

state deliberately delayed it. The result was that Mr. Greenberg could not return to work until 28 days after he was medically able and Mr. Cohen was delayed more than 30 days.

"Mr. Cohen and Mr. Greenberg were forced to charge these days to their leave credits. The loss was a financial one."

In a letter to CSEA attorney Pauline Rogers, Mr. Weisz noted: "You advised me that Howard

Rubenstein, assistant director of the Office of Employee Relations, had offered to settle these grievances . . . and that the state would (in the future) guarantee a medical examination within 10 days . . ."

Mr. Weisz who also serves on the CSEA Board of Directors as representative for the Department of Correctional Services, then said: "I cannot accept or be part of the above described settlement.

"My entering into any such agreement would constitute a betrayal of trust imposed on me by the CSEA membership and the Professional, Scientific and Technical Bargaining Unit negotiating team of which I am a member. Any such agreement would constitute a by-passing of the negotiating procedure and modify Article 13.1 without the full membership voting their approval or disapproval.



JACK WEISZ

"I will under no circumstances betray the full CSEA membership by entering into any memorandum of understanding which will by-pass the negotiating teams or tamper with the rights of the full membership of the CSEA," Mr. Weisz's letter concluded.

## Ⓛ 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.

### DECEMBER

- 17—Oneida County chapter Christmas party: 6:30 p.m., Twin Ponds Golf and Country Club, Utica.
- 18—Buffalo chapter Christmas party: 7 p.m., John's Flaming Hearth, Lackawanna.
- 18—Broome County chapter Christmas party: 6 p.m., St. Mary's Church, Baxter Street, Binghamton.
- 21—Buffalo-Niagara Frontier Retiree chapter meeting and Christmas party: 1:30 p.m., Hotel Lennox, 140 North St., Buffalo.
- 21—Westchester County local holiday open house: noon-8 p.m., local headquarters, 196 Maple Ave., White Plains.
- 23—Long Island Region I meeting: 7:30 p.m., region office, 740 Broadway, Amityville.
- 29—Nassau County Retiree chapter 919 Christmas party: 11:30 a.m., Community Room, American Savings Bank, Modell Shopping Center, Hempstead Turnpike, East Meadow.

### JANUARY

- 4—West Seneca chapter white collar unit meeting: West Seneca Town Hall.
- 6—Syracuse Area Armory Employees chapter meeting: 1 p.m., New York National Guard Armory, 174 South St., Auburn.
- 17—Albany Region IV meeting: 5:30 p.m., Mario's Restaurant, Troy.

## South Mall Fire Hazards

(Continued from Page 1) flux of state workers into the South Mall high-rise buildings once again brings to light the need for improvements and extensive analysis in the critical area of fire and safety precautions.

He said that the CSEA had attempted to act as a watchdog for fire and safety violations from the early 1960's when the state office campus in Albany was first occupied.

"We've constantly complained, we've filed grievances, we've sent memos, we've held meetings to demand nothing less than perfection when it comes to fire and safety precautions," said the CSEA chief. "We offer programs in the training of volunteer fire marshals and wardens, but all of this means nothing if OGS offi-

cials will not cooperate with us or—worse yet—attempt to rationalize their shortcomings as it appears lately they have," Dr. Wenzl said.

CSEA Albany Region IV field supervisor John D. Corcoran agreed with Dr. Wenzl's account of the union's commitment to the constant monitoring of safety and fire procedures and equipment.

"It's been an uphill fight for years to get the state to adopt effective evacuation plans for its numerous buildings," commented Mr. Corcoran. "The state appears to be especially lax in this area and this is basic to all safety procedures. It seems as if OGS is dedicated to getting the employees in as fast as possible and has little or no consideration to get them out in the face

of impending danger," Mr. Corcoran said. He added that the Albany Region considered the issue of fire safety a top priority because of the concentration of high-rise state office buildings in the capital.

"We are committed to this cause now and will be in the future," Mr. Corcoran said.

Ernst Stroebel, a CSEA director representing the union's members in the State Health Department, said that numerous departmental labor management meetings on the subject of fire safety procedures and equipment had produced certain improvements by the state.

However, he said: "Much more would have to be done at this point in time for us to be completely satisfied with the state's handling of this crucial problem."



**APPOINT OGLESBY**

WASHINGTON, D.C.—Joseph E. Oglesby has been named director of public affairs for the U.S. Civil Service Commission. He succeeds William M. Ragan who will retire this month after 32 years in federal service.

Mr. Oglesby has been the Commission's director of media services since June 1966 and has been second in charge of the Office of Public Affairs since 1972. He joined the Commission in August 1961 as a writer following a career in U.S. Navy public information.

**LAB DESIGNER**

ALBANY—A laboratory equipment designer eligible list, resulting from open-competitive exam 27-609, was established Nov. 23 by the State Department of Civil Service. The list contains 16 names.

**Veterans Administration  
Information Service  
Call (202) 389-2741  
Washington, D. C. 20429**

**Accountants. MH Aides, Nurses Sought By State**

ALBANY—The state Civil Service Commission is continuously recruiting college graduates with at least 24 accounting credits for assistant state accounts auditor and examiner of municipal affairs positions.

The Commission is also continuously accepting applications for Mental Hygiene therapy aide trainee (English-speaking and Spanish-speaking), which has no special training or experience requirements, and for nurse I and II.

The accountant positions (Oral Exam 20-127) are with the State Department of Audit and Control.

Although each appointee must be evaluated individually, experience in some of these positions is sufficient to qualify for certified public accountant exam.

For accountant jobs, candidates must have a bachelor's degree with at least undergraduate or graduate accounting credits. College seniors may apply nine months prior to graduation.

Starting salaries vary accord-

ing to the job locations and candidate's qualifications. New York City area appointees in the top third of their college graduating class or who have master's degrees will be paid \$12,264.

**Madison Opens Custodian Post**

WAMPSVILLE—The Madison County Civil Service Commission has opened filing for head custodian until Jan. 5, 1977.

An open competitive examination (No. 65-193) will be held Feb. 5, 1977. The salary varies according to jurisdiction. Three years' building, cleaning or maintenance experience or an equivalent combination of training and experience is required.

For further information contact the commission at County Office Building, Wampsville, N.Y. 13163.

Other New York City area appointees will earn \$11,364. Upstate appointees with the special academic status get \$11,164. Other upstate appointees get \$10,714. In Monroe County, \$200 additional is paid.

Mental hygiene therapy aide trainees (Exam 20-394) start at \$7,204 and \$8,051 after the one-year training period. There are jobs in many hospitals, schools and other institutions of the Mental Hygiene Department throughout the state.

Applications for the trainee positions should be submitted to the individual facilities. List of facilities are available from the State Civil Service Department.

Nurse I candidate needs a New York State nursing license for the \$10,118 a-year-job. Salaries vary throughout the state. It is \$11,324 in New York City.

Nurse II requirements are a

registered nurse license and one year's experience. Nurse II psychiatric or rehabilitation candidates need specialized experience.

Nurse II receive \$11,337 a year in most locations but receive \$12,456 in New York City. There are also higher salaries for working certain hours and in certain specialties.

Positions are with various departments throughout the state.

**Deadline Near For Vet Info**

BRONX—Joseph C. Anderson, director of the New York State Division of Veterans' Affairs, said veterans, their widows and dependents who recently received annual-income-questionnaires should complete and return the forms as soon as possible.

Failure to return the questionnaires by the Jan. 1, 1977 deadline could result in a discontinuance of future pension checks.

Mr. Anderson urged individuals having difficulty in completing the forms to contact the Division of Veterans' Affairs counseling center located at 1910 Monterey Ave., or 2488 Grand Concourse, Bronx, N.Y.

State veteran counselors are available to advise and assist pensioners in completing the questionnaires.

It is absolutely essential that the annual forms be completed and submitted on time since the amount of monthly pension checks is based on income from all sources.

Monthly pension payments are provided for eligible war-time veterans with non-service-connected disabilities which are permanent and totally disabling. The veteran must have served at least 90 days, unless discharged for a service-connected disability. Moreover, his discharge must have been under other than dishonorable conditions.

**Shorter CSEA Convention Set**

ALBANY—Civil Service Employees Assn. officials have decided to have a three-day convention this coming March rather than the five-day gathering of previous years.

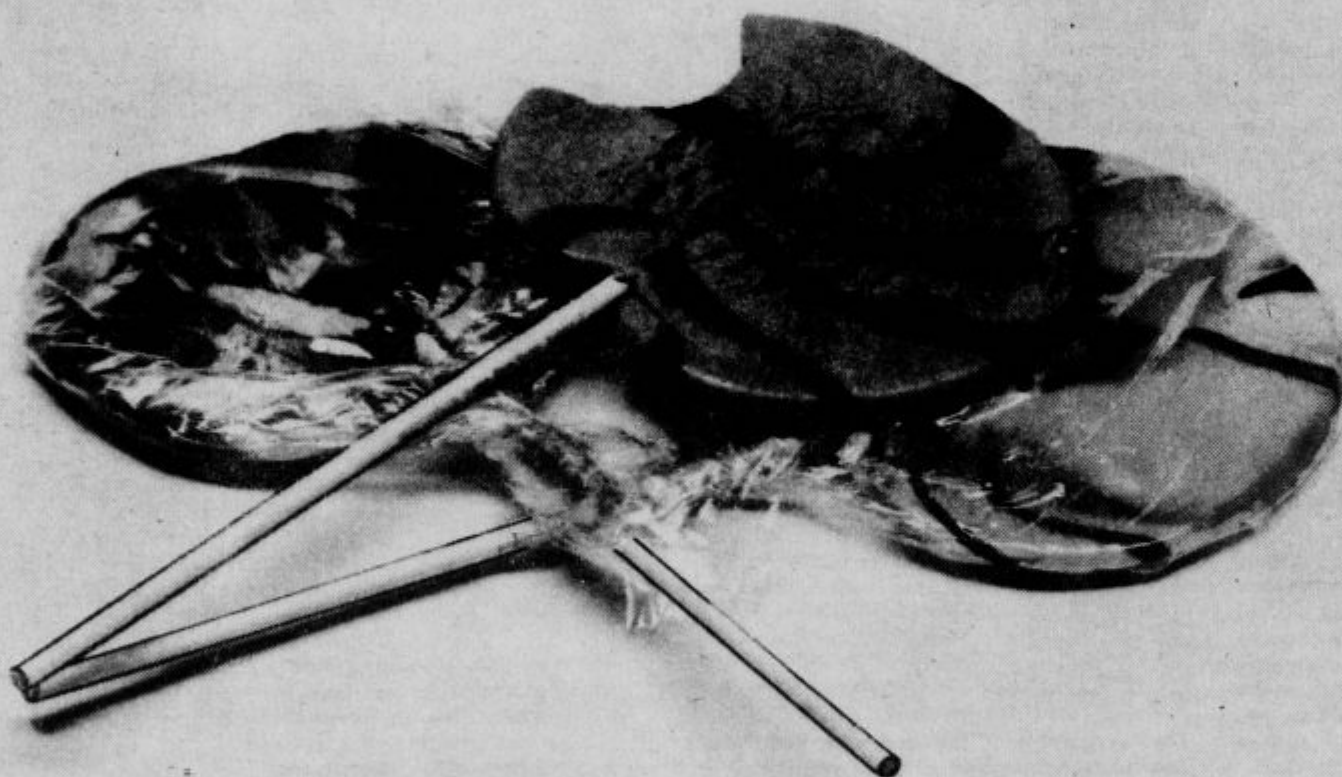
A saving of about \$56,000 is expected to result because of the abbreviated session. The convention has been scheduled for Sunday through Wednesday noon, March 20-23, at the Concord Hotel, Kiamesha Lake.

**Suffolk's Map Exam**

ALBANY—The State Civil Service Department has announced filing for a senior career opportunities field representative promotional test until Dec. 27.

Candidates for the January exam (No. 39-170) require one year's experience as a career opportunities field representative.

The department also extended filing until Dec. 20 for three levels each of corporation tax examiner, estate tax examiner, excise tax examiner, income tax examiner, sales tax examiner, special tax investigator and stock transfer tax examiner.



**Prevent cavities!**

It's too bad that science can't invent a magic lollipop which would prevent cavities and tooth decay simply by eating it. It'll never happen.

Dental research has come a long way in the past quarter century, but the same old rules still apply. Good daily dental care, a healthy diet and regular visits to a dentist.

Sure—dental care can be expensive, and too many people wait to visit their dentist until they're having trouble.

That's where we come in. Our dental plans put the emphasis on prevention—not only for children, but for the entire family.

A sound dental plan—at a reasonable price—is a big step toward family health security. If your employee group is even considering a dental plan, talk to the Blues. We just might have the answer for you. After all—we're the ones who invented pre-paid health insurance.



**Blue Cross and  
Blue Shield Plans  
of New York State**



# What's Your Opinion

By PAMELA CRAIG

## QUESTION

Commerce Commissioner Dyson has said he would like a certain percentage of the staff in all state departments not to have civil service status. He thinks this would encourage more rapid advancement for the best qualified people, without regard to seniority rules or longevity in the job title. What do you think?

## THE PLACE

Brooklyn

## OPINIONS

William DeMartino, employment service representative: "I feel it would be a tragic mistake in any way to circumvent the Merit System. I think history teaches us a lesson regarding the widespread abuses of the spoils system. This proposal attempts to revert to that system of abuses. Appointments to state government would come from the clubhouse. It would again become a situation of not what you know, but who you know, and who you've helped. In my Civil Service Employees Assn. local, we are dedicated to the concept of strict adherence to the Merit System."



Michael Miller, employment interviewer: "The Merit System is the only fair, objective way to hire and give everyone the same chance to qualify for the same job. By opening jobs through non-civil service roots, people can be hired through influence or through the most vocal interest group at the time, and can bypass other people who would be more qualified. I think it's a method to implement some sort of ethnic quotas that they feel are being pushed upon them by higher levels. It's not a perfect system, but it is the most equitable system."



Seymour Rosenzweig, employment interviewer: "Commissioner Dyson's opinion will make it even more difficult for state civil service workers to remain employed. If his suggestion is adopted, as the chairman of the civil service list committee, he will make it more difficult to ascertain who is where and on what list. I also feel that if his suggestion is put into law it will legalize something that has been done all along anyway. This is why we need a strong union, to assure that the Merit System is strictly adhered to."



Laura Jackson, community worker: "I do not feel that it would be fair to the remaining percentage who are civil servants. The certain percentage who come from the outside will have more advantages than the person who has worked most of his life within the system. I think I should have some credit for my years of work within civil service. If you have a common base for everybody, then the system is equitable. His suggestion to take away the incentive for advancement can only, in the final hour, destroy the system."



Herbert Aronson, employment interviewer: "I disagree with the commissioner's opinion. When you have people appointed outside of the civil service list, you get into the areas of nepotism, and you perpetuate the spoils system. The Merit System is totally objective, while the other is totally subjective. Qualified members from any minority group could be hurt if they are not members of the prevailing minority. The Merit System has proven itself as the best method for evaluating job qualifications."



Marsha Groob, employment counselor: "I think it is a good idea to have a certain percentage of employees not under civil service. I feel that often the civil service testing is not indicative of the ability of certain higher level positions. I think some objective criteria should be imposed, such as high standards for educational requirements and personal interviews or similar criteria used in private enterprise. In the supervisory and mid-level positions, appointed positions could be imposed."



# RETIREMENT NEWS & FACTS

By A. L. PETERS

## Social Security Problems

Congress will probably be facing some serious problems about social security beginning Jan. 1. The maximum tax will go up for both employers and employees to \$965.25 or about \$80 more than this year. This compares with \$468.00 in 1972. There have been several attempts this year to raise the base rate for both employer and employee from 5.8 percent to 6.15 percent because it is increasingly obvious that social security cannot fulfill its promise unless it gets more revenue from somewhere. The essence of the problem lies in the fact that there are three people at work today for every retiree. In 23 years, by the year 2000, the ratio will drop to two to one. Obviously, Congress will have to appropriate monies from federal revenues or raise the tax very substantially.

In the meanwhile, increasing social security tax is viewed as retrogressive, harder on lower-income workers than on the higher income people.

The social security wage base goes up from \$15,300 to \$16,500 Jan. 1.

Of course, this increases the maximum payments that are made to retirees. Retirees who stopped work have their payments computed on the basis of the last 19 years of income on which social security has been deducted. So, as the maximum is increased each year, the maximum payout is increased for each person who earns this figure. And for those who go out early on disability, the higher maximum is even more important in computing annual payments.

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)

Van Deventer, Robert	Newark Valley
Vassucci, Carolyn	Syracuse
Vahey, John H.	Saratoga Springs
Wagner, Martha L.	Mr. Vernon
Walker, Louise A.	Schenectady
Walker, Mary Jo	Syracuse
Walsh, Michael E.	East Hill
Washington, Viola	Rome
Wheat, Ella M.	Albany
Wilkinson, Merrill L.	Middletown
Williams, Eric	Hempstead
Willis, Edna A.	Syracuse
Wong, Wei-June L.	Utica
Woolough, Gary V.	Uniondale

(to be continued)

## MH Series, Part 3

Newspaper editors and reporters, like actors and stage performers, are never supposed to get sick. The show must go on. In the same manner, newspaper deadlines recur on a schedule regardless of human or mechanical problems. Sometimes an editor must decide whether to stop a story together for the sake of a commitment, or to hold it back for a more professional presentation. Such a case occurs this week. Part 3 of the Leader's series on Mental Hygiene de-institutionalization was slated for this issue. Leader features editor Jane Bernstein has been sick this week, and while she has continued to work on the story from her sickbed, we have decided to wait a week. Part 3 will detail employees' misgivings about turning Mental Hygiene residents back into the community.

## Questions & Answers

Q. I belong to a local club that provides a variety of services to the elderly in our community. Recently, a lady asked where she could get information about deficiencies in health facilities in our area. I didn't know. Is such information available anywhere?

A. Social security offices keep a survey report on health facilities that provide Medicare services in their area. The report, called "Statement of Deficiencies and Plan of Correction," lists deficiencies and the facility's plan for correcting them. Information from the report cannot be given over the phone, but people can inspect the report at the social security office in the area where the facility is located.

Q. I just learned that I have permanent kidney failure, and my doctor told me I may be eligible for Medicare. If I am, will my Medicare protection start right away?

A. If you are entitled to Medicare under the kidney dis-

ease provision, your coverage will begin either the first day of the third month after the month a course of dialysis treatment begins or, if earlier, the month you are admitted to an approved hospital and receive a kidney transplant (or the month before kidney transplant takes place) if you are admitted to an approved hospital for the purpose of preparing you for the transplant. You can apply for Medicare at any social security office.

Q—I used my automobile grant when the maximum was \$2,800. I understand the amount now is \$3,300. Can I receive the additional \$500 difference?

A—No. However, the law does provide for repair or replacement of adaptive equipment necessary for safe operation of an automobile acquired under this benefit.

You may not be dying to give blood, but some day you may be dying to get it. A Pint Of Prevention ...

## LETTERS TO THE EDITOR

### "A Mockery"

Editor, The Leader:

We live in a very democratic country. Employers must answer to the Equal Employment Opportunity Office. There must be a fair shake to all groups regardless of sex, color or age. Yet the Federal and State governments run rampant in doing whatever they want to make a mockery of the principle of law that they themselves enacted. Civil Service laws can be twisted to encompass whatever discrimination they wish to push through.

The Department of Labor hired a number of minority employees about 10 years ago. These people were never tested; yet they were paid on a grade 10 level (community workers). This was a provisional position. Now that this position has been abolished, the insult of all time has been delivered.

The final role of an employment service assistant is to serv-

ice people applying for employment to the various New York State Employment Service offices. They contact employers regarding job openings, referrals to jobs, etc. The requirements are geared so that only past community workers would be eligible to take this oral test. Yet most of the clerical force now employed in these offices have already functioned in one way or another in roles that would more than qualify them for the actual job duties. The only thing these employees lack are the 128 college credits.

Now let us discuss minority groups. More than 60 percent of the clerical employees in these offices are minority group people who are trying to bring up families on a Grade 3, 5 or 7. Many have to be subsidized by welfare because they cannot make ends meet on a \$7,500 average salary level. Yet they are cornered in by a bureaucracy that makes a sham of so called "equal opportunity." These very clerks that

are being by-passed have worked hard, taken written tests and earned their civil service status, now are getting their faces slapped for trying.

Discrimination is discrimination. You can't whitewash an issue by putting out a flyer for a job with requirements that have nothing to do with job duties just to push through a certain few people. Is this the kind of leadership our government proposes as "democracy?" If so, it must be proven to a few thousand clerical workers who feel that equality is letting each person prove his or her own worth.

I thereby charge the New York State Department of Labor and our Federal government with discrimination against all groups of clerical workers in the civil service system. Let them be tried for their failure to comply with the law.

(Name Withheld)  
N.Y.C.



# Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations  
Published every Friday by

**LEADER PUBLICATIONS, INC.**

Publishing Office: 11 Warren Street, New York, N.Y. 10007  
212-BEEKMAN 3-6010

Bronx Office: 406 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher  
Paul Kyer, Associate Publisher

Marvin Baxley, Editor

Harcourt Tynes  
City Editor

Charles O'Neil  
Associate Editor

Jane Bernstein  
Features Editor

N. H. Mager, Business Manager  
Advertising Representatives:

ALBANY—Joseph T. Bellow—303 So. Manning Blvd., (518) IV 2-5474  
KINGSTON, N.Y.—Charles Andrews—239 Wall St., (914) FE 8-8350

20c per copy. Subscription Price: \$5.30 to members of the Civil Service Employees Association. \$9.00 to non-members.

FRIDAY, DECEMBER 17, 1976

## Motor Vehicle Scandal

**D**AYS before the Motor Vehicles scandal broke, it was rumored that Commissioner James P. Melton would reveal that fraud had existed within the department for the past 50 years.

It reminds us of movies like *Serpico*, where the basic supposition is that every cop is on the take.

Are there dishonest civil servants?

We are sure there are; and they probably exist in greater numbers than we would like to admit.

The fact is that we live in a society that adores money. Once a criminal has gained money—and resultant power—even some decent, law-abiding citizens tend to stand in awe. Witness the crowds of people who turned out recently to pay their respects at the death of a Mafia kingpin. Never mind the murders, the violations of the law, the drugs . . . he was a kingpin.

Little wonder, then, that when a motor vehicle clerk or a cop comes to believe that "everyone does it." Some decide to go along with schemes of personal enrichment.

Just as Watergate tarnished the reputation of many politicians—so it is with other public servants who happen to work in the same department as an exposed wrongdoer.

Commissioner James Melton himself has since pointed out that the various media tended to sensationalize his remarks at a press conference at which he revealed the wrongdoing by certain Motor Vehicle Department employees.

He noted that he had prefaced his statement by acknowledging that the overwhelming majority of Motor Vehicle employees are honest, hard-working employees.

But.

Honesty is not news. Dishonesty and public betrayal are news.

For some reason, undoubtedly because taxpayers believe that public employees are their own, personal servants, the public expects civil servants to be 100 percent perfect: No human frailties, no allowance for human error, nothing less than perfection will do.

Yet, civil servants are merely one segment of a greater public: no better and no worse than their neighbors in the private sector. It must also be remembered that President Nixon was re-elected by a large majority after the Watergate scandal had broken.

What we find disheartening about the current Motor Vehicle scandal is that so many innocent people's reputation will be smeared. How? By the assumption of guilt by association.

We refer again to the movie *Serpico*. Remember that *Serpico* himself was portrayed as a good cop, and that there were other good cops. He just happened to be assigned to work with some police officers who misused their badges.

Initial implications are that certain Motor Vehicle bigs were engaged in some outright shady deals. Notwithstanding that, however, it was the department head himself who pulled the rug out from the under the alleged perpetrators of fraud.

When the initial headline hysteria has subsided a bit, we are sure that the public will realize that the majority of Motor Vehicle employees are indeed honest. (M.O.B.)

## Don't Repeat This!

(Continued from Page 1)  
anniversary with any special events or programs.

In a way that is unfortunate. Those hardy souls who braved the wintery winds and the rigors of the Revolutionary War to meet in the first session of New York's birth as a sovereign state deserve a special tribute for their fortitude and vision.

Whether the occasion is celebrated or not, this session of the legislature will certainly set off its own brand of fireworks. In fact, the first shot has already been fired . . . by Governor Carey with the announcement that the state faced a budget deficit of one billion dollars for the coming fiscal year. This means that the legislature will have to grapple with the problem of piling new retrenchment programs upon those that were imposed just a year ago, in order to meet this year's budget crunch.

### Sudden Turn Of Events

Strangely enough, the grim picture the Governor painted of the state's fiscal problems was followed a day later by an announcement from Mayor Beame's office that New York City has somehow found a surplus of \$300 million in its current budget. Legislators, no less than the public, are likely to be confused by this sudden turn of events in the fiscal pictures of the state and the city.

The political lines on the looming battle of the budget are already forming. Senate Majority Leader Warren M. Anderson ascribed the state's bleak fiscal posture to the failure of the Governor's office to maintain sharp controls over his administration's spending policies. Assembly Minority Leader Perry B. Duryea, Jr., has challenged the statistical accuracy of the Governor's projections.

Anderson and Duryea are regarded as the most likely opponents of Governor Carey in the election campaign of 1978, and each of them will make as much political hay as possible out of the Governor's program for retrenchment. Since the Republicans control the Senate, Anderson will be obliged to play a rather cautious game in order to avoid charges of irresponsibility. Duryea will have no such problem. With the Assembly overwhelmingly controlled by the Democrats, he can sit back with his delegation and watch the Democrats carry the full political onus for putting through a retrenchment program of some kind.

### Relying On Carter

Both Governor Carey and Mayor Beame are relying heavily for assistance from President-elect Carter. While there can be no doubt of Carter's good will towards the state and the city, the amount of help that can be expected from Washington remains up in the clouds, both as to the extent and nature of the assistance and its timing.

Governor Carter takes office on Jan. 20, and he will not be able to do anything without action by Congress. Unfortunately Congress is a ponderous body and tends to move at a glacial pace. The deadline for the state is April 1, when the new fiscal year begins. Whether Congress can complete action on any program to provide greater federal aid to urban centers as demanded by Beame and the United

(Continued on Page 10)



## 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.

### 'Bumping' Rights

*Callahan v. Ward*, 87 Misc. 2d 39 (1976), involved the issue whether a permanent employee, whose position had been abolished, should be allowed to "bump," in order of seniority, any temporary, provisional or probationary employee in the same or substantially similar title in the entire layoff unit. This case was brought as an Article 78 proceeding by a parole officer in the Department of Correctional Services of the State. As a result of budgetary cutbacks, he and 22 other parole officers were told in January 1976 that their positions were being abolished effective Feb. 23, 1976. Petitioners were given, in order of seniority, a choice of "bumping" one of the 23 least senior parole officers in the Department of Correctional Services. These 23 least senior parole officers were all probationary employees.

**PETITIONERS CONTEND** that they should be allowed the choice of "bumping" into any probationary position in the statewide layoff unit, i.e., Department of Correctional Services, and not just the least senior probationary positions. The respondents argue that they followed the Civil Service Law and the guidelines of the Civil Service Department concerning layoffs. "Bumping" would be allowed into only the 23 least senior parole officer positions in the entire Department of Correctional Services. It was acknowledged that certain of the petitioners would have to relocate in order to take advantage of their "bumping" right.

**IN DECIDING THIS** case, the court looked first to a memorandum of the Civil Service Department dated January 1975 and entitled, "Layoff Law and Procedure." The court stated that, "while said memorandum does not have the force of law, it serves as the Department of Civil Service's interpretation of the, as of then, uninterpreted statute." The court observed that the statute in question, Section 80 of the Civil Service Law, was drafted in part by officials of the Department of Civil Service. In these circumstances, an administrative interpretation which was contemporaneous with the enactment of the statute, would be entitled to great weight.

**THE COURT ALSO** pointed out that the reviewing court's function was limited where the question is one of specific application of a broad statutory term in a proceeding in which the agency administering the statute must determine it initially. *Board v. Hearst Publications*, 322 U.S. 111. On these bases, the court found the procedures promulgated by the Department of Civil Service under Section 80 of the Civil Service Law were equitable and fair. While the court acknowledged that the procedures would inevitably result in the hardship of relocation and the uprooting of families, the court determined that a policy decision had been made in an attempt to be fair to all employees on a statewide basis.

(Continued on Page 10)



# Women's Upward Mobility On Job Explored By Film

WASHINGTON, D.C.—The U.S. Civil Service Commission is recommending for use by public agencies and other interested groups an award-winning training film on the upward mobility of women entitled "How Many Eves?"

"How many Eves?" dramatizes the personal reactions and managerial considerations associated with the difficulties encountered when women enter top-level executive positions. Emphasizing that all personnel decisions must be based on legitimate merit considerations, the film also illustrates the problems of lower level employees, both men and women, and of minority employees.

The Commission is using "How Many Eves?" in its own training courses and recommends the film for use in agency manager, supervisor, equal employment op-

portunity, and federal women's program training courses. It is accompanied by a discussion leader's guide to assist trainers in leading comprehensive discussions of the problems encountered by women in the work force.

"How Many Eves?" received the Bronze Award at the 1976 International Film and TV Festival. It was written and co-produced by Zeida Zeldin, President of the Women's Media Workshop, Inc., with co-producer Walter J. Klein Co., Ltd., and in cooperation with the U.S. Civil Service Commission.

The 16mm, color film is 15 minutes long. It is available for screening and purchase from Walter J. Klein Co., 6301 Carmel Road, Charlotte, N.C. The \$275.00 price includes discussion guide, reel, case, shipping, and free lifetime repairs.



## ADVANCE INTEREST OF PSYCHIATRIC NURSES

The new nurses affairs committee of Kings Park Psychiatric Center chapter 411 of the Civil Service Employees Assn. plans political and legislative action programs to advance the interests of psychiatric nurses throughout the state. From left are Maureen Ferrari, R.N.; Assemblyman Robert C. Wertz of Smithtown (R); CSEA chapter president Greg Szurnicki, and Martina Benjes, vice-president representing the PS&T Unit of the Kings Park CSEA chapter.

©World Wide Volkswagen Corp.



# Come in and see our '77 Rabbits.

With fuel-injection • No carburetor.  
No catalytic convertor • Runs on regular gas.

Now only \$3499.\*

\*Suggested 1977 retail price \$3,499 East Coast P.O.E. (Basic Rabbit model 1701) fuel-injection standard. Transportation, local taxes, and dealer delivery charges additional.

Visit your local authorized Volkswagen dealer and find out why there are over 4½ million Volkswagens on the American road today.



## Don't Repeat This!

(Continued from Page 6)  
States Conference of Mayors, or on a program to provide greater federal aid to the Northeastern region as demanded by Governor Carey and a group of governors in this region, is highly questionable.

What may well exacerbate the legislative session is the fact that politics in New York City will reach the boiling point with the city election just over the horizon. There seems to be but little doubt that Beame will make another try at the job, but will face vigorous opposition in the Democratic primary.

One significant straw in the wind about the Mayor's plans is the fact that the staff in the office of Corporation Counsel that deals with legislative matters is burning the midnight oil to wrap up the most massive program ever sent by the city for action by the Legislature.

No doubt the City's program will add to the fireworks and the verbal assaults and bombardments that will characterize the 200th session of the Legislature.

## Civil Service Law & You

(Continued from Page 6)  
**UNDER THE** procedures set forth by the Department of Civil Service, employees would not have their seniority rights impaired by the arbitrary determinant of the locale of their employment. Accordingly, the court held that there was a reasonable basis for the action taken by the Department of Correctional Services and dismissed the petition herein.

## HEALTH TECH

ALBANY — A public health technician eligible list, resulting from open competitive exam 24-418, was established Dec. 1 by the State Civil Service Department. The list contains 30 names.



# CSEA CONVENTION REPORTS, PHOTOS

## Insurance Committee Report

The following is the Standing Insurance Committee Report submitted at the CSEA annual convention this fall. Chairman is James Corbin, of Suffolk County chapter, and committee members are Joseph Aiello, Carl Behr, Mary Converse, Patricia Crandall, Hugh Crapser, Carl Garrand, Evelyn Glenn and Paul Satz.

Our Standing Insurance Committee has met several times during last year. Unfortunately, a severe crisis developed in the automobile insurance industry which caused practically all insurance companies writing automobile insurance to increase their premium rates thereon. Hospital and medical expenses connected with disability resulting from automobile accidents skyrocketed, as did the cost of automobile repair and replacement of parts made necessary by accidents. The Travelers Insurance Company representatives, as well as those from our insurance agency, Ter Bush & Powell, Inc., met with our committee on at least two occasions to fully discuss the need of a 30 percent increase under the CSEA MasterPlan, which provides auto/home owners insurance and such increase was put into effect several months ago.

There was likewise in the accident and sickness insurance industry a very unfavorable situation which some experts blamed on the economic recession, which made it necessary for practically all insurance companies writing accident and sickness insurance to increase premium rates, reduce benefits, or install larger waiting periods before benefits become payable.

Representatives of the Accident Department of The Travelers, with representatives of our insurance agency, met with our committee on two or three occasions to discuss the very unsatisfactory loss experience on the CSEA Accident & Health Insurance Plan, in which almost 60,000 CSEA members are insured. It became necessary to put through a 20 percent increase in premium rates on the CSEA Accident & Health Insurance Plan, effective June 1, 1976. In spite of the premium increases on both the Auto/Home Owners Plan and the Accident and Sickness Insurance Plans, the members participating in such plans still enjoy a savings as compared to what they would have to pay for similar insurance coverage if arranged on an individual basis with an average insurance company. These members do, therefore, still enjoy considerable savings by reason of participation in the CSEA plans.

The following report is made on each of the CSEA insurance plans:

### GROUP LIFE INSURANCE

Approximately 90,000 CSEA members participate in the Group Life Insurance Plan, which has been in existence since 1939 and is underwritten by the Travelers Insurance Company. The exhibit attached shows the experience under the plan for the policy years 1968 through 1975. The experience shown is for the policy years starting around June 1 for each year listed. The loss experience under the plan from the 1968 through the 1972 policy periods was very unsatisfactory, which resulted in the plan being in a half million debit situation at the end of the 1972 policy period. The policy periods of 1973, 1974 and 1975 have improved somewhat, enabling a turn-around and accumulation of a half million dollar adverse loss ratio reserve at the end of the 1975 policy period. The loss experience for the period June, 1976, through the current date is about the same as during the 1975 policy period. It is hoped that this satisfactory loss experience trend will continue so that adequate adverse

loss ratio reserves can be accumulated and in the reasonable future consideration can be given to improvement of benefits under the plan or payment of some form of dividend.

Since 1939, when the plan started, a number of benefits were added without increase in the contributions from members, such as double indemnity for accidental death, waiver of premiums in the event of total disability prior to age 60, additional insurance without charging additional premium, and a reduction in the cost to members particularly in the higher age brackets.

The financial picture for the policy period of 1975 was improved over the prior year by a reduction in the number of accidental deaths that provide payment of double indemnity.

In 1956, without additional cost to the member insured, premium waiver in the event of total disability occurring prior to age 50 was added to the plan. In recent years, the cost of this premium waiver has increased substantially but has levelled off during the last two policy periods.

The combined enrollment activities of the company, the insurance agency, and the association produced during the 1975 policy period about 7,000 new member policy holders, of which 33 percent were new members, which is the highest produced in any year in the history of the plan by a comfortable margin.

Since 1939, the Group Life Insurance Plan has provided lesser amounts of insurance for women insured under the plan than for men in each salary bracket. While it was felt that this arrangement did meet the desires of the majority of women members, CSEA did receive some complaints from women members who desired the same amounts of insurance as issued to the men insured. These complaints mostly came from women who were the main support of their family unit and from those in the higher salary brackets. CSEA tried to meet this complaint by establishing a head of household category under the Group Life Plan which would enable issuance of the amounts of insurance issued to the men to those women who could qualify for such category. This proposal did not meet the approval of the State Insurance Department and had to be abandoned. To meet the complaints, CSEA then established the Supplemental Life Insurance Plan underwritten by the Mutual of New York Insurance Company (MONY) and women members could secure additional amounts of insurance under the Supplemental Plan to equalize with the men, but this meant that they had to file an application in an additional company, and in the two top age groupings in the Supplemental Plan, the premium cost per thousand of insurance is higher.

Our Standing Insurance Committee gave a great deal of prolonged consideration to this problem. The Committee Chairman, assisted by Vice President William Conboy of the insurance agency, and CSEA Executive Director Joseph Lochner met on a number of occasions with representatives of the Travelers Insurance Company to work out a plan to enable women members to secure the same amount of insurance as men under the CSEA Group Life Insurance Plan. We have finally developed a proposal which has been presented to the CSEA Board of Directors and we will proceed on that proposal. The following is a description of the proposal as presented to the CSEA Board of Directors.

It is proposed that:

(1) On or about December 1, 1976, a direct mailing will be made to all CSEA members insured under the CSEA

(Continued on Page 9)



CSEA president Theodore C. Wenzl, right, chats with cross-section of active union workers from various areas of state. From left are statewide membership committee co-chairman Samuel Emmett, of New York City chapter 010; convention committee chairman Richard Tarmey, of Montgomery chapter 429; Western Region VI second vice-president Robert Smith, of SUNY at Buffalo chapter 602, and statewide social chairman Mary Hart, of Education chapter 657.



Putting their heads together as they examine the insurance committee report are three stalwarts from Erie Educational Employees chapter 868. From left are chapter treasurer Kaye Smallback, West Seneca Central School District unit president Norman Lemke and chapter first vice-president Joanne Ripstein.

**Amount of Group Life Renewable Term Insurance**  
The amount of insurance provided under the Group Life Policy is based on annual salary as follows:

Insurance Class	Annual Salary	Amount of Life Insurance Payable for Deaths other than by Accidental Means	
		Option A	Option B
I.	Less than \$1,400	\$ 1,500	4,000
II.	\$1,400 but less than \$2,100	2,000	
III.	2,100 but less than 3,500	4,000	
IV.	3,500 but less than 4,500	5,500	
V.	4,500 but less than 5,500	6,500	5,500
VI.	5,500 but less than 6,500	8,000	
VII.	6,500 but less than 7,500	10,000	
VIII.	7,500 but less than 8,500	11,500	
IX.	8,500 but less than 9,500	13,500	

In event of death by accidental means, the amounts provided under Options "A" & "B" above are doubled. 12,500

**Cost to Members**  
The cost to insured members for each \$1,000 of insurance is in accordance with the following table:

Age Group	Attained Age (Nearest Birthday)	For Employees Paid Bi-Weekly the Bi-Weekly Deduction is	For Employees Paid Semi-Monthly the Semi-Monthly Deduction is	For Employees Paid Weekly the Weekly Deduction is
A	23 and under	\$ .10	\$ .11	\$ .05
B	23 to 34, inclusive	.15	.16	.08
C	35 to 39, inclusive	.20	.22	.10
D	40 to 44, inclusive	.25	.27	.13
E	45 to 49, inclusive	.34	.37	.17
F	50 to 54, inclusive	.51	.55	.26
G	55 to 59, inclusive	.70	.76	.35
H	60 to 64, inclusive	.95	1.03	.48
I	65 to 69, inclusive	1.20	1.33	.60

On November 1st of each year the cost to each member whose attained age has increased so as to place him in a higher Age Group will be increased accordingly.





Statewide union education chairman Celeste Rosenkranz, of Buffalo chapter 003, looks reflective as she listens to Leader associate publisher Paul Kyer.



Ed Gilbert, president of Industry (State Industrial School) chapter 552, and his wife, Jerry, were one of several husband and wife teams at convention.



Karen Gray, of Environmental Conservation chapter 655, learns how it is done as she checks blood pressure of Suffolk chapter 852 president James Corbin under watchful eye of Long Island Region I's "official" chiropractor, Dr. Harry Paritsky. The test must have been all right, since Mr. Corbin was later able to give statewide insurance committee report.

## Insurance Committee Report

(Continued from Page 8)

### Group Life Insurance Plan.

(2) Such mailing will announce a change in the Plan which will enable all members, men and women, to obtain the same life insurance benefit under the Plan, and that the low cost of same will remain in effect.

(3) The mailing will advise all members that effective April 1, 1977, without evidence of insurability, all women currently insured will automatically be increased to the amount of life insurance as indicated under "Option A" as indicated on the attached sheet. The men covered under the Plan already have "Option A" amounts. The amount of insurance issued is based on annual salary and the member contribution amount is based on age and salary, as indicated on the attached sheet.

(4) Members who desire "Option B" amounts (as shown on the attached sheet) MUST sign and return the card, which will be provided, to CSEA Headquarters no later than February 1, 1977. Members who do not return the card requesting "Option B" amounts of insurance will be issued "Option A" amounts effective April 1, 1977. Those insured members who sign and return the card provided will be issued, effective April 1, 1977, the "Option B" amounts.

(5) Future requests for changes from "Option B" to "Option A," after February 1, 1977, will require evidence of insurability and must be submitted prior to August 1 of any future year for the additional coverage to take effect on the following November 1.

(6) Any additional insurance issued under this proposal will become effective on the last date of the payroll period on which the increased member's contributions can be arranged, provided the insured member is actively at work on such date.

(7) Future increases in amounts of insurance issued under the plan will become effective November 1 each year following your eligibility for increased insurance and provided you are actively at work on that date.

(8) In the mailing which will be made to all insured members under the plan on or about December 1, 1976, an updated certificate of insurance will be provided which will explain "Option A" and "Option B" as referred to herein. The new certificate will also contain a couple other minor changes in the insurance plan which were approved by the Association since the last insurance certificate was updated and distributed to the insured members.

(9) This proposal will remove all claimed discrimination between men and women under the Plan. It will enable a woman member to secure the same amount of insurance as a man in the same salary bracket by making only one application to the Travelers Insurance Company and secure the insurance at the same cost per thousand of insurance.

### ACCIDENT & HEALTH INSURANCE

As stated in the opening paragraphs of this report, the Accident & Health Insurance industry generally experienced a very high loss experience during the last couple of years. Almost all insurance companies increased their insurance premiums on Accident & Health Insurance during the last year, including the Travelers Insurance Company, which on individual policies, increased premium rates 30 percent or more, and on renewal of such policies amended same to remove less than a 30-day waiting period after beginning of disability before benefits could be paid. It became necessary for the Travelers Insurance Company to request a 20 percent increase in premium rate on policies issued under the CSEA Accident & Health Insurance Plan, and the company proceeded to file its rate increase with the State Insurance Department. The State Insurance Department approved the rate increase but ordered the company to change the policies issued under the CSEA plan to have the premium rate on the policy issued to each member based on the member's age and sex. The Insurance Department mandated that the plan be revised accordingly by July 1, 1977. The insurance company and our agency have been studying this matter for the purpose of recommending to CSEA such mandated plan for the approval. At our Insurance Committee Meeting on September 7, 1976, the company and agency representatives made their first report on the progress they have made in preparing the revised mandated plan, and as soon as the details of this revised plan are presented to our Insurance Committee, we will give very careful and detailed consideration to the matter and make appropriate recommendations to the CSEA Board of Directors.

The company representatives advised us that the 20 percent rate increase under our plan put into effect on July 1, 1976, has re-established the plan on a sound basis with funds available to establish the reserves necessary under the plan. Of course, the time since the rate increase took effect is short, and our Committee will continue to give the results of the rate increase very close examination. You can be sure that our Committee will very carefully consider the recommendations of the Insurance Company and Agency with reference to the plan revision mandated for June, 1977, to make certain that our members get the best treatment possible under the circumstances that exist. We will, of course, do our utmost to fully protect the interests of our almost 70,000 CSEA members who participate in the CSEA Accident & Health Insurance. In spite of the recent rate increase, our members through the CSEA plan secure accident and sickness insurance protection at a lesser cost than they could secure comparable protection through the ordinary insurance channels.

### MASTERPLAN AUTO/HOME OWNERS INSURANCE

As referred to in the opening paragraphs of this report, a serious crisis developed in the auto insurance industry about a year ago and practically every insurance company was forced to increase its premium rates. A well known insurance company, which on many occasions underbid our MasterPlan with reference to bids furnished CSEA members, experienced extreme difficulties and had to put into effect substantial rate increases to barely survive. As could be expected, all companies examined their portfolio of risks and took steps to withdraw from furnishing auto insurance to substandard risks.

The CSEA MasterPlan did not escape this very unsatisfactory trend and had to put into effect a rate increase. Likewise the Travelers Insurance Company had to take steps to cut down on the unsatisfactory insurance risks it covered and thus underwriting policies were made much more restrictive. We are advised that the crisis is not yet over but we are hopeful that the plan can continue without drastic changes, as the members insured under the plan do enjoy about a 15 percent less cost on automobile insurance than if they purchased it on an individual basis from the same company and they do have the convenient method of payment of premiums by payroll deduction. We are advised that a number of the companies who went into mass merchandising of auto insurance have withdrawn from any plan they established where payment was by payroll deduction because of the high administrative costs resulting from frequent change in deductions made necessary by the nature of the automobile insurance coverage. Our Committee will continue to give attention to the problems that exist under the CSEA MasterPlan Auto/Home Owners Insurance with the hope that the auto insurance industry itself will stabilize and in future years the plan can service additional association members on a satisfactory basis.

### SUPPLEMENTAL LIFE INSURANCE

During the last year, the CSEA Supplemental Life Insurance Plan, underwritten by MONY, enjoyed greater growth than in any prior year. It increased from 18,000 covered members to 22,000. The annual premium income grew to \$2,100,000.

During the past year, the loss experience under the plan has continued at approximately the same level, and based on such continued favorable experience, an increased dividend will be paid for the year ending October 31, 1976. The dividend scale will be:

Under Age 45	15%
45 — 49	10%
50 and over	5%

This dividend payout compares with the prior year dividend of 10 percent under age 45 and 5 percent for 45 years or older.

We are hopeful that the growth of this plan will continue during the current year. The Supplemental Life Insurance Plan provides an opportunity to our members who are insured under the Basic Group Life Insurance Plan underwritten by the Travelers Insurance Company to secure additional life insurance up to three times their annual salary and also to secure life insurance coverage on their spouses and on their children. Of course, the premiums for Supplemental Life Insurance are payable through the convenient payroll deduction arrangement for State employees and for local government employees where this arrangement has been made available for our members.

Because of ongoing important matters concerning the CSEA insurance programs, our Committee anticipates that it will meet on a number of occasions during the coming year. You can be sure that our Committee will look into every aspect of the CSEA insurance programs and give the time necessary to prepare constructive recommendations to the Board of Directors and chapter delegates to protect and promote the interests of our members insured under such programs.



THE WORLD'S GREATEST STAGE AND SCREEN SHOW

RADIO CITY  
**MUSIC HALL** 246-4400

proudly announces  
The Thanksgiving-Christmas Attraction



**The Slipper  
and the Rose**  
The Story of Cinderella

A Universal Release of  
A Paradine Co-Productions Film  
Panavision Technicolor

ON THE GREAT STAGE  
The World-Famous Two-Part Holiday Presentation

**"THE NATIVITY"**

plus "SNOW FLAKES" produced by PETER GENNARO

featuring The Rockettes, Symphony Orchestra

under the direction of Will Irwin. Settings by John Whelan. Props. Costumes by Frank Spencer

PARKING FOR PATRONS AT ROCKEFELLER CENTER GARAGE 6 P.M. TO 12:30 A.M. (EXC. SAT.) \$2.00 PLUS TAX. VALIDATE YOUR PARKING CHECK

**Eligibles**

EXAM 35-959  
SR STATE ACCOUNTS AUDITOR  
OPTION A

Test Held Sept. 18, 1976  
List Est. Nov. 26, 1976

- 1 Jexlorski S J Elmhurst .....99.8
- 2 Hancox David R Albany .....96.7
- 3 Zelmanovitz J Brooklyn .....95.5
- 4 Disgricoli C P Whitesboro .....94.7
- 5 Buzzi Adriano Albany .....94.4
- 6 Harrison S C Albany .....92.5
- 7 Krassik Donald Rego Park .....92.5
- 8 Nelkin James R NYC .....92.3
- 9 O'Brien Timothy Menands .....92.2
- 10 Reiss Norman H Brooklyn .....92.2
- 10A Mohrmann George Ossining .....91.1
- 11 Mazula Roger C Waterford .....91.0
- 12 Hackett Susan E Watervliet .....88.9
- 13 Ferlmitter F S Albany .....88.8
- 14 Lederman Harold Brooklyn .....88.2
- 15 Altman Bruce I East Meadow .....87.7
- 16 Girard Peter G Staten Is .....86.7
- 17 Pozniak Robert Albany .....85.7
- 18 Cohen Allen J Brooklyn .....85.6
- 19 Dolson Stuart J Brooklyn .....85.6
- 19A Duffy Thomas Albany .....85.6
- 20 Pautler William Watervliet .....85.5
- 21 Palmer Roland J Fulton .....84.6
- 22 Sossei Steven E Albany .....84.4
- 23 Stewart David C Latham .....82.4
- 24 Goldman Larry J Brooklyn .....82.3
- 25 Chin Henry M Brooklyn .....82.3
- 26 Fasano Rita L Brooklyn .....82.2
- 27 Manzella Vito W Brooklyn .....81.2
- 28 Cirillo Frank J Staten Is .....81.1
- 29 Spence Robert D Scotia .....80.5
- 30 Skantze Ronald Latham .....80.0
- 31 Bullwinkle R D Utica .....77.8
- 32 Mussman Jay M N Woodmere .....76.9
- 33 Manning Michael Latham .....76.8
- 34 Bassin Douglas Rosedale .....76.7
- 35 Messing Barry J Briarwood .....76.7
- 35A Noviello Peekskill .....76.7
- 36 LaFrank John F Albany .....76.7
- 37 Harris Raymond Ballston Spa .....76.3
- 38 Wohlberg Emma Brooklyn .....75.7
- 39 Coulombe D D Waterford .....73.8
- 40 Belostock Gregg Glen Oaks .....73.4
- 41 Sobel Barry L Bronx .....73.4
- 42 Hernoas Karl A Schenectady .....73.4
- 43 Cervasio E A Troy .....72.8
- 44 Sapsowitz G Brooklyn .....72.7
- 45 McCarren John M Albertson .....72.6
- 46 Brevda Marsha Brooklyn .....71.4
- 47 Levinson M A Brooklyn .....71.3
- 48 Stowell Warren Albany .....71.2
- 49 Pirinea Joseph Brooklyn .....70.2
- 50 Friedman Ralph Howard Beach 70.1

EXAM 39-147  
PRINCIPAL VOCATIONAL  
REHABILITATION COUNSELOR G-28

Test Held Nov. 1976  
List Est. Nov. 30, 1976

- 1 Schechter Leo Long Beach .....97.8
- 2 Lebeaux Sonya NYC .....95.9
- 3 Hedgeman Howard NYC .....94.9
- 4 Richmond Naomi NYC .....93.0
- 5 Powell Arthur L Roosevelt .....92.5
- 6 Clark William P Schenectady .....90.8
- 7 Brady Mary A Manlius .....87.2
- 8 Owen John A Hamburg .....85.5
- 9 Patterson W F Cambria Hts .....85.0
- 10 Sturm Roland Centerreach .....82.6
- 11 Swanno Raymond Poughkeepsie 82.0
- 12 Steinberg R Brooklyn .....80.0
- 13 Levine Y E Cedarhurst .....78.0
- 14 Donowitz Jerold Rocky Point .....77.4
- 15 Reggentine C D Lockport .....76.2
- 16 Truchon Emile B Utica .....75.8
- 17 Zinn Sidney Monsey .....74.0
- 18 Pfrommer Paul E Ontatio .....72.7

EXAM 35-955  
SR SYSTEM PLANNER COMM

Test Held Sept. 18, 1976  
List Est. Nov. 26, 1976

- 1 Brady David S Syracuse .....79.5

EXAM 35-957  
ASSOC SYS PLNR COMM

Test Held Sept. 18, 1976  
List Est. Nov. 26, 1976

- 1 McConkey Frank R Clifton Pk. ....90.0
- 2 Sieg Douglas E Gloversville .....87.0

SAVE A WATT

GOOD SEATS AVAILABLE

**WINNER OF 7  
TONY AWARDS  
1975 including  
BEST  
MUSICAL**

**THE WIZ**

For Group Sales only call 489-6287

MAJESTIC THEATRE 247 West 44th St. • 246-0730

SEATS NOW AT BOX OFFICE!

HAPPINESS IS AN  
AFRICAN MUSICAL CALLED

**IPI-  
TOMBI**



REDUCED PRICE PREVIEWS BEG. DEC. 28  
OPENS WED. JAN. 12  
CHARGIT: 239-7177 TICKETRON: 541-7290  
THEATRE PARTIES CAN BE ARRANGED BY CONTACTING:  
SYLVESTER LEAKS, 340 New York Ave. Bklyn., N.Y. 11213.  
(212) 771-6518  
WHIZ GROUP SALES CO., 850 7th Ave. N.Y. 10019. (212) 489-6570

**HARKNESS THEATRE**  
B'WAY at 63RD ST. (near Lincoln Center)  
581-6000 ALL MAJOR CREDIT CARDS ACC. at BOX OFFICE

**SHENANDOAH**

THE NEW MUSICAL  
starring

**JOHN CULLUM**

**1975 TONY AWARDS**



**BEST ACTOR  
IN A MUSICAL—  
JOHN CULLUM**

**BEST MUSICAL  
BOOK—  
SHENANDOAH**

ORIGINAL CAST ALBUM **RCA** RECORDS & TAPES  
American Express Accepted. Tickets Also Available at Ticketron.

FOR GROUP SALES ONLY CALL: (212) 796-3074

CHARGIT: MAJOR CREDIT CARDS CALL: (212) 239-7177

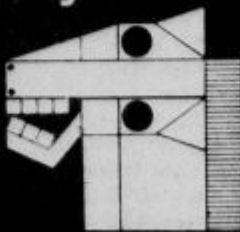
ALVIN THEATRE 52nd Street West of Broadway/757-8646

The world's most  
acclaimed play!

**Anthony  
Perkins**

**EQUUS**

Tony Award Winner! Best Play



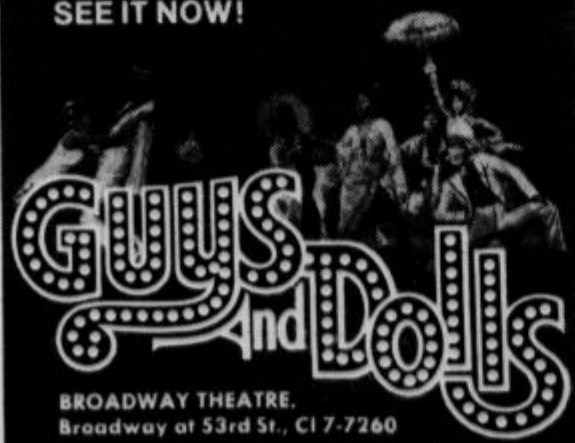
CHARGIT by phone with major credit cards: 212-239-7177

For group sales only call: 212-239-7177

HELEN HAYES THEATRE  
210 West 46th St. N.Y.C. 10036 246-6380

5 PERFS. THIS WEEKEND  
FRI. AT 8, SAT. AT 2 & 8, SUN. AT 3 & 7:30

SEE IT NOW!



BROADWAY THEATRE,  
Broadway at 53rd St., CI 7-7260

Seats Now at Box Office!



A Soaring Celebration  
In Song.

WINNETTE CARROLL'S  
**YOUR ARMS  
TOO SHORT TO BOX  
WITH GOD**

PREVIEWS BEGIN FRIDAY, DEC. 17, THRU TUESDAY, DEC. 21  
OPENS WEDNESDAY EVE., DEC. 22 • MAIL ORDERS NOW

BOXES: Tues. thru Sat. Evgs. & Mon. Evg. Dec. 20 at 8:00 PM & Sun. Evgs. at 7:00 PM. Orch. & Boxes \$15. Mezz. \$12. 10. Balc. \$7. Mon. Sat. at 2:00 PM. Sun. at 3 PM. Orch. & Boxes \$13.50. Mezz. \$11.50. 10. Balc. \$6.50. Special New Year's Eve party at 7:00 & 10:00 PM. Orch. & Boxes \$17.50. Mezz. \$15.50. 10. Balc. \$8.50. Please enclose a self-addressed stamped envelope with check or money order. List alternate dates.

For Group Sales only call (212) 354-1032

LYCEUM THEATRE 149 West 45th Street • JU 2-3897



# Feds Open A Variety Of Posts

WASHINGTON, D.C.—The U.S. Civil Service Commission has opened filling for several positions on its general notice listing.

Fiscal and accounting support, shorthand reporter, reporting stenographer, sales store checker and structural firefighter are included. Textile conservator is

also under the mid-level announcement.

Fiscal and accounting support positions, which currently have vacancies in Orange and Rockland Counties, require one year's general clerical experience and one year's specialized experience at the GS-4 level, which pays \$8,316. An extra year's specialized experience is required for GS-5, which pays \$9,303.

The specialized experience required depends on the particular area desired. The areas are general accounting and administration, benefit—payment roll, accounts maintenance, cash processing, voucher examining and payroll. Education can be substituted for experience.

Shorthand reporter requires one year's experience for GS-7, which pays \$11,523, and three years' for GS-9, which pays \$14,097.

Reporting stenographer, which pays \$9,303 at GS-5, has no training or experience requirements.

Sales store checker requires six months' general experience or a high school diploma for GS-2, which pays \$6,572, and one year's experience that includes a half year's sales store checker experience for GS-3, which pays \$7,408.

Structural firefighter requires one year's general experience and one year's firefighting experience for GS-4, which pays \$8,316, and an extra year's specialized experience for GS-5, which pays \$9,303. A high school diploma can be substituted for one year's general experience and an appropriate associate degree is fully qualifying for GS-4.

There is one vacancy in New York City for textiles conservator, which pays \$14,097. Applications will be accepted until Jan. 3. Two years' specialized experience is required.

Sheet metal mechanic is open in Orange and Rockland Counties. Boat operator is open in Nassau and Suffolk Counties. High voltage electrician has been closed.

For further information contact a Federal Job Information Center.

## —Erwin Schepses—

ELMHURST — Erwin Schepses, a member of the Civil Service Employees Assn. for 30 years and who retired from state service in 1966, died recently.

Dr. Schepses, 80, was a former assistant youth parole director of the State Training School for Boys, Warwick. He had resided in Elmhurst, Queens, with his wife, Ruth.

Dr. Schepses attended the Universities of Berlin, Munich and Goettingen, Germany, and Columbia University. From 1923 to 1935 he was a judge in German Courts. During World War II, he served as a New York State social worker. After the war he worked with the U.S. military government as a welfare specialist in Hesse, Germany, returning to state service in 1947.

He was the author of a number of works on the problems of juvenile delinquency.

**Full Employment  
Is The Key  
To Prosperity.  
Buy U.S. Made Products**

## Open Continuous State Job Calendar

Assistant Clinical Physician	\$25,161	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,974	20-414
Clinical Physician II	\$31,055	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Nursing Services Consultant	\$16,538	20-112
Industrial Foreman	\$10,714	20-558
Institution Pharmacist	\$12,670	20-129
Legal Careers	\$11,164	20-113
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic) (Except for Albany area)	\$ 7,616	Various
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aide Trainee	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Mechanic (Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nutrition Services Consultant	\$31,404	20-139
Occupational Therapist	\$11,337	20-176
Principal Actuary (Casualty)	\$22,694	20-417
Principal Actuary (Life)	\$22,694	20-521
Physical Therapist	\$11,337	20-177
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Actuary (Life)	\$14,142	20-519
Senior Medical Records Librarian	\$11,337	20-348
Senior Occupational Therapist	\$12,670	20-137
Senior Physical Therapist	\$12,760	20-138
Stationary Engineer	\$ 9,546	20-100
Senior Sanitary Engineer	\$17,429	20-123
Asst. Sanitary Engineer	\$14,142	20-122
Stenographer-Typist	\$ varies	varies
Variety Operator	\$ 5,811	20-307
Pharmacist	\$12,670	20-194
Specialists in Education	(\$16,358-\$22,694)	20-312
Senior Stationary Engineer	\$10,714	20-101
Assistant Stationary Engineer	\$ 7,616	20-303

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226. New York 14202.

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

"THE BEST MUSICAL ON BROADWAY!"  
—CLIVE BARNES, N.Y. TIMES



**Porgy and Bess**

Tickets by phone. CHARGIT: 239-7177  
Tickets also at TICKETRON: 541-7290

MARK HELLINGER 51 St. W. of B'y/757-7064  
GROUP SALES ONLY: (212) 354-1032

## TO HELP YOU PASS GET THE ARCO STUDY BOOK

BOOKS	PRICES
Accountant Auditor	6.00
Administrative Assistant Officer	8.00
Assessor Appraiser (Real Estate)	6.00
Attorney	8.00
Auto Mechanic	6.00
Beginning Office Worker	5.00
Beverage Control Invest.	4.00
Bookkeeper Account Clerk	6.00
Bridge and Tunnel Officer	5.00
Building Custodian	8.00
Bus Maintainer	5.00
Bus Operator	5.00
Captain Fire Dept.	8.00
Captain P.D.	8.00
Cashier	4.00
Civil Engineer	8.00
Civil Service Arith. and Vocabulary	4.00
Civil Service Handbook	2.00
Clerk N.Y. City	4.00
Complete Guide to C.S. Jobs	2.00
Computer Programmer	6.00
Const. Supv. and Inspee.	5.00
Correction Officer	6.00
Court Officer	6.00
General Entrance Series	4.00
General Test Pract. for 92 U.S. Jobs	5.00
Lt. Fire Dept.	8.00
Lt. Police Dept.	8.00
Electrician	8.00
Electrical Engineer	5.00
Fireman F.D.	6.00
Foreman	5.00
Prob. and Parole Officer	6.00
Notary Public	4.00
Nurse (Practical and Public Health)	8.00
PACE Pro & Adm Career Exam	6.00
Parking Enforcement Agent	4.00
Police Administrative Aide	5.00
Dietitian	5.00
H.S. Diploma Tests	5.00
H.S. Entrance Examinations	4.00
Homestudy Course for C.S.	6.00
How to get a job Overseas	1.45
Hospital Attendant	4.00
Housing Assistant	5.00
Investigator-Inspector	5.00
Laboratory Aide	5.00
Librarian	8.00
Machinists	6.00
Maintenance Man	5.00
Maintainer Helper A and C	4.00
Maintainer Helper Group D	5.00
Man & Admin Quizzer	8.50
Mechanical Engineer	8.00
Motor Vehicle License Examiner	5.00
Notary Public	6.00
Police Officers (Police Dept. Trainee)	6.00
Playground Director — Recreation Leader	6.00
Postmaster	5.00
Post Office Clerk Carrier	5.00
Post Office Motor Vehicle Operator	4.00
Postal Promotional Supervisor-Foreman	5.00
Preliminary Practice for H.S. Equivalency Diploma Test	4.00
Principal Clerk-Steno	5.00
Probation and Parole Officer	6.00
Professional Trainee Admin. Aide	5.00
Railroad Clerk	4.00
Sanitation Man	4.00
School Secretary	4.00
Sergeant P.D.	7.00
Senior Clerical Series	6.00
Social Case Worker	8.00
Staff Attendant and Sr. Attendant	4.00
Stationary Eng. and Fireman	6.00
Storekeeper Stockman	6.00
Supervision Course	5.00
Transit Patrolman	5.00
Vocabulary, Spelling and Grammar	4.00

Contains Previous Questions and Answers and  
Other Suitable Study Material for Coming Exams

### ORDER DIRECT—MAIL COUPON

LEADER BOOK STORE  
11 Warren St., New York, N.Y. 10007

Please send me \_\_\_\_\_ copies of books checked above.  
I enclose check or money order for \$ \_\_\_\_\_

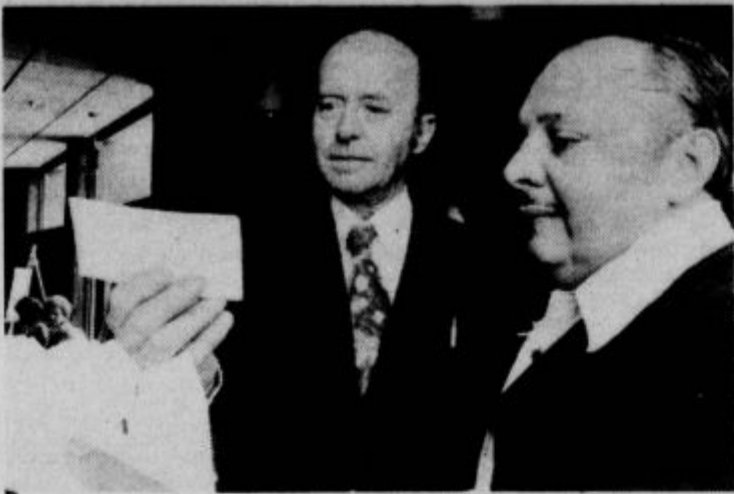
Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_

Be sure to include 8% Sales Tax  
BOOKS NOT RETURNABLE AFTER 10 DAYS





**HOLIDAYS ARE HERE**

Long Island Region I has by far the largest membership of the six Civil Service Employees Assn. regions throughout the state. So it is little wonder that Anthony Giannetti, right, co-chairman of the region's social committee, keeps a tight grip on tickets for the region's annual yule party this week. Here CSEA treasurer Jack Gallagher looks over his invitation to the \$17 per person affair at the Huntington Town House, Jericho Turnpike, just east of Route 110. Dinner and cocktails are included. Mr. Giannetti, of Nassau chapter 830, shares social chairman duties with William Kempey, of Long Island Armory Employees chapter 253. The region is headed by CSEA vice-president Irving Flaumenbaum.

# Fact-Finder Suggests A 5% Hike For White Plains Unit

WHITE PLAINS—A Public Employment Relations Board fact-finder has recommended a 5 percent salary increase, plus increments, for certain non-teaching employees of the White Plains City Schools.

Erwin M. Blant, of Port Chester, is the PERB fact-finder in a contract dispute between the school district and the non-teaching unit of the Civil Service Employees Assn. The approximately 300 employees in the negotiating unit include teachers' aides, cafeteria personnel, custodial and clerical employees.

Mr. Blant recommended a one-year contract with the 5 percent plus increment increase to apply to all employees except cafeteria workers, and to be retroactive to the commencement date of the new contract year. Cafeteria workers are to receive an increment, but no salary increase.

Other recommendations in-

clude:

- Rejection of a request to provide full-time benefits to part-time cafeteria personnel and continuation of present moratorium on cafeteria workers for the coming year, which is seen as a test of whether or not the District will continue operating the cafeteria in the future.
- Rejection of a request to lower guaranteed number of work days to 172.
- No change in procedure for payment of overtime, in sick leave policy with regard to compensation for unused sick time,

in policy of giving reason for use of personal leave, in building and grounds employees work on snow days and in employees' working during emergency closings.

• Rejection of a request that hourly employees be guaranteed their contract hours if they report to work and of request that teachers' aides and assistants who are part-time be given same paid holidays as full-time employees.

**WHERE TO APPLY FOR PUBLIC JOBS**

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

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

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

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

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

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

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

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

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

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

## N.Y. Offices Are Closing For The Coming Holidays

ALBANY—All offices of the State of New York will be closed Friday, Dec. 24, and Friday, Dec. 31, in observance of the Christmas and New Year's Eve holidays.

The State Civil Service Employees Assn. contract stipulates that when a holiday falls on a Saturday, as with the two coming holidays, employees will be entitled to a compensatory day off. It is the option of the state to allow the employees to select a day off, or to simply dictate that all offices will be closed on a particular date. In this instance, the state opted to close its offices on the 24th and

the 31st.

In February 1977, a similar situation will arise, with Lincoln's Birthday falling on a Saturday.

Tentative plans call for the state to offer a "floating holiday" to be taken at the employee's option as compensatory time for Lincoln's Birthday.

## Feds Open Three Titles

MANHATTAN — The New York City Area Office of the U.S. Civil Service Commission has reopened filing for shorthand reporter at Grades GS-7 and GS-9, and for engineer equipment mechanic and repairer at Grade WG-10. It also reopened sales store checker at Grade GS-2 for the U. S. Military Academy at West Point.

Shorthand reporters need one year's experience for GS-7, which pays \$11,523, and three years for GS-9, which pays \$14,097.

There are no training or experience requirements for reporting stenographer, GS-5, which pays \$9,303. Written tests will be given.

Sales store checker requires a high school diploma or six months' general experience for the GS-2 level, which pays \$6,572. For GS-3, which pays \$7,408, one year's experience is required, with at least a year of that as a sales store checker. A training course in sales store checking can be substituted for three months' specialized experience. Clerical work or schooling above the high school level can be substituted for six months' general experience.

For further information on the jobs, which fall under General Notice NY-6-06, Amendment No. 5, contact the commission at one of the federal job information centers. These are listed on this page and can also be found in area telephone directories under "U.S. Government" listings.

**Veterans Administration Information Service**  
Call (202) 389-2741  
Washington, D. C. 20420

**This Winter a Month in SOUTHERN CALIFORNIA**

— \$399 —

incl. air fare, own ap't, maid service

**Stony Brook Travel**

Box "AT," Stony Brook, NY 11790  
516-751-1270 212-895-2197

**TYPEWRITER ADDER**  
**MIMEOS ADDRESSERS, STENOGRAPHS**  
and rent, 1,000 others.  
**Low-Low Prices**

**ALL LANGUAGES TYPEWRITER CO., Inc.**  
119 W. 23 St. (W. of 4th Ave.)  
N.Y., N.Y. Chelsea 3-8884

**TOM SAWYER**

**Special State Rates**  
**\$15.00 Single**  
**\$22.00 Twin**

1444 WESTERN AVENUE  
ALBANY, NEW YORK  
Tel. (518) 438-3594

**ALBANY BRANCH OFFICE**

FOR INFORMATION regarding advertisement, please write or call:  
**JOSEPH T. BELLEW**  
383 SO. MANNING BLVD.  
ALBANY 8, N.Y. Phone IV 2-5474

## REAL ESTATE VALUES

Publisher's Notice:

All real estate advertised in this newspaper is subject to the Federal Fair Housing Act of 1968 which makes it illegal to advertise "any preference, limitation, or discrimination based on race, color, religion, sex, or national origin,

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

**Property Sought**

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

**Houses Wanted**

WILLING to purchase houses under \$25,000 in need of repair. From Westhampton to Montauk. No Brokers. Mail replies to: WALTER THOMPSON, 258 Broadway, New York, N.Y. 10007.



**SAVE ON YOUR MOVE TO FLORIDA**

Compare our cost per 4,000 lbs to St. Petersburg from New York City, \$583.20; Philadelphia, \$553.20; Hartford, Conn., 4,000 lbs., \$612.80, or an estimate to any destination in Florida.

Write

**SOUTHERN TRANSFER and STORAGE CO., INC.**

Tel (813) 822-4241

DEPT. C, BOX 10217  
ST. PETERSBURG, FLORIDA, 33733

**FLORIDA MOBILEHOME LIVING IS EASIER**

Your choice of 3 areas: Pompano Beach in S. Fla., Sebastian in Indian River country & Venice on the Gulf Coast. All homes backed with full 1 year warranty for your protection. Gene Metzger's Highland Mobile Home Sales, 4689 N. Dixie Hwy., Pompano Beach, Fla. 33064, (305) 946-8961.

**FLORIDA**

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

**If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters!**

**FOLLOW THE LEADER REGULARLY!**

Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have and the job you want.

Make sure you don't miss a single issue. Enter your subscription now.

The price is \$9.00. That brings you 52 issues of the Civil Service Leader filled with the government job news you want. You can subscribe on the coupon below:

**CIVIL SERVICE LEADER**  
11 Warren Street  
New York, New York 10007

I enclose \$9.00 (check or money order for a year's subscription) to the Civil Service Leader. Please enter the name listed below.

NAME \_\_\_\_\_  
ADDRESS \_\_\_\_\_  
CITY \_\_\_\_\_ Zip Code \_\_\_\_\_



# SHORT TAKES

## UPHOLD PREGNANCY RULE

In an opinion affecting women workers in both the public and private sectors all over the country, the Supreme Court, in a 6-3 decision, ruled that excluding pregnancy from an employee's disability insurance plan is no violation of federal law. Frank Benoit, chief of employee relations for the New York State Civil Service Department, said the state, as an employer, currently treats pregnant women as disabled. He noted, however, that many female state employees revert to a leave-without-pay status if they are able to return to their jobs after pregnancy but elect not to do so immediately. If a woman finds herself unable to perform her duties on the job as a result of her pregnancy, she then receives disability payments, Mr. Benoit said, adding he did not know what result the high court's ruling would have on standing state policies on the matter. In the decision, Justice William H. Rehnquist, speaking for the majority, said that leaving pregnancy out of sickness and accident plans is not based on sex considerations. He said the plan of the General Electric Co., the employer involved in a test case on the issue, is no more than an insurance plan which covers some situations but not others. The plan had been challenged in a suit brought by 43 women in GE facilities around the country. Attorneys for the International Union of Electrical Workers, AFL-CIO, and some feminist groups, said an immediate effort will be made to have Congress overcome, by legislation, the effects of the Supreme Court decision.

## FISCAL OUTLOOK 'VERY GRIM'

A Syracuse University political scientist has estimated that the state's fiscal stagnation has been responsible for the loss of more than \$6 billion in potential tax revenues since 1973 and, as a result, New Yorkers cannot expect public services to be maintained at present levels—such as they are—much longer. According to Ray Bahl, public services have been largely maintained despite the tax losses through discretionary changes made in state and local tax structures. The strain, however, has been such that the state's tax base can no longer be expected to support quality public schools and extensive social services. In an interview with Associated Press, Mr. Bahl observed: "The day when New York State could afford the most advanced educational system and social services is probably gone . . . The economy of the state is moving toward a lower equilibrium. It is on its way down and has not bottomed out." The Syracuse University political scientist noted that spending by state and local governments has not reflected this shrinking tax base. For example, he said, although the state's population increased less than 3 percent from 1963 to 1975, spending in that period increased by about 150 percent. He also said the state's public sector is overdeveloped in relation to what it can afford. "New York State behaved in a different way than the rest of the country. When the rest of the country saw a slower growth rate, they did some belt-tightening. New York State acted as if nothing was happening."

## CHARGE SUNY MISMANAGEMENT

The New York Higher Education Assn. has charged the State University of New York with violating the rights of SUNY faculty members who have lost their jobs because of budget cutbacks. The NYHEA has supported a statement issued earlier by the American Assn. of University Professors that demanded an investigation into the firings on a number of SUNY campuses. Said the NYHEA: "We support this call for an investigation and hope it will shed some sorely needed light on examples of mismanagement and abuse of power by the SUNY administrators. The president of a third involved group, however, Samuel J. Wakshull, of the United University Professors, labeled the AAUP investigation "a sham." Mr. Wakshull, whose group represents about 15,000 SUNY staffers statewide, said: "Our position is that AAUP is a competing union. They are using this sham of an investigation under the guise of a professional organization to hide the fact that they are a competing union." He added that on two previous occasions, the AAUP has attempted to challenge UUP for its SUNY members. "NYEA is just riding the coattails of AAUP because they couldn't get anywhere on their own," said Mr. Wakshull.

## BAN CO-ED BPC AWARD

Buffalo State Supreme Court Justice Frederick M. Marshall has ordered authorities at Buffalo Psychiatric Center to stop housing male and female patients in the same wards. A suit filed by Buffalo attorney Thomas P. McMahon had alleged that the center has male-female wards as well as restroom and bathing facilities used by both men and women at the same time. "There have been reports of increased numbers of rapes and sexual incidents since the institution of co-ed wards, and these reports have been inadequately investigated," the suit charged. The suit asked the court to order the center to provide care and treatment in accord with Department of Mental Hygiene guidelines. It was brought by Mr. McMahon in behalf of the families of two women who are patients at the center. However, it was a class action suit, meaning any court orders would apply equally to all patients at BPC.

## PROPOSE TAYLOR LAW CHANGE

Donald H. Wollett, director of the State Office of Employee Relations, has recommended that arbitration awards in contract disputes involving police and firefighters be subject to review by the legislative body of the city or municipality involved. The proposed Taylor Law change immediately drew fire from police and firefighting officials. They contend that the present arbitration procedure has prevented strikes and harmful job actions. Officials of the cities and municipalities, however, have said they would like to do away with arbitration proceedings.



## A FISCAL YEAR

North Hempstead Town Supervisor Michael J. Tully, Jr. joins members of the town's credit union during their annual luncheon at Lauraine Murphy's Restaurant in Manhasset. From left are secretary Connie Petrie, of Williston Park; loan officer Alex Bozza, of Albertson; Mr. Tully; president Charles Milo, of New Hyde Park; vice-president Donald M. Mahoney, of Westbury; receiver of taxes Robert J. Valli, of New Hyde Park, and treasurer Ethel Morrison, of Mineola.

# Campaign Is Launched In Fight On Pregnancy-Disability Issue

ALBANY—Supported by the Civil Service Employees Assn., a group of Albany-area women has begun a drive to collect signatures on petitions protesting the recent U.S. Supreme Court decision allowing employers to omit pregnancies from disability insurance plans.

"We believe the Court's ruling to be discriminatory to millions of working women in America, and we're hoping for a minimum of 50,000 protest signatures on our petitions," said Jean C. Gray, of Niskayona. "I can't see any reason why we shouldn't be able to get 100,000 or more in the relatively short time we expect to run this campaign," added Ms. Gray, an employee at the NYS Thruway Authority headquarters in Albany.

Ms. Gray will lead the petition campaign along with Helena Barlow, of Northville, an employee of the State Office of General Services in Albany. The two have organized a core group of more than two dozen other area women, mostly state employees, to assist in the campaign.

Both Ms. Gray and Ms. Barlow have been in contact with area women's rights activist groups and expect to dovetail their petition campaign with other actions protesting the court's ruling.

Both women are active in the CSEA, which has endorsed their campaign and is supporting the project by providing a statewide distribution system to reach

the more than 300,000 public employees in New York State it represents.

Ms. Gray is chairman of CSEA's statewide special civil service committee, which oversees the union's affirmative action programs, and Ms. Barlow is a member of CSEA's statewide special human rights committee.

"Because of our roles in these areas of the union, it seemed a natural that we take some firm step to protest the court ruling," Ms. Gray said. "When we asked for the support of CSEA in this effort, the union gave us that support. Nearly half of the more than 300,000 public workers represented by the CSEA are women, and the CSEA has long been a union that supported and advanced women's rights in employment."

Ms. Gray and Ms. Barlow pointed out that all women employees represented by the CSEA have maternity leave protection as a result of the union's negotiations.

"Our concern is with those millions of women workers who do not have negotiated pregnancy-related disability protection, and who may never achieve

it now because of the court's ruling. And we're just as concerned that employers may drop that protection where it is now given, undoing the advances already made," said Ms. Barlow.

Both women said that completed petition forms will be presented to New York State congressmen to show grassroots support for congressional action to legislate pregnancy disability coverage.

"Anything less is discriminatory and denies fair and equal treatment to working women," they said.

## Westchester Local Holding Open House

WHITE PLAINS—The Westchester County local, Civil Service Employees Assn., will hold a holiday season open house on Tuesday, Dec. 21.

The party, which will run from noon to 8 p.m., will be held at the local's headquarters at 196 Maple Ave., White Plains, according to president Raymond Cassidy.

# Pregnancy Petition

I deplore and protest the recent U.S. Supreme Court ruling that employers may lawfully exclude pregnancy from disability insurance plans.

I believe the ruling is discriminatory and denies fair and equal treatment to millions of working women.

I urge the appropriate parties, including members of Congress, to take immediate action to correct this flagrant injustice.

NAME: .....

ADDRESS: .....

CITY: ..... STATE: ..... ZIP: .....

Completed forms may be sent to Jean C. Gray, c/o: Civil Service Employees Assn., 33 Elk St., Albany, N.Y. 12207.



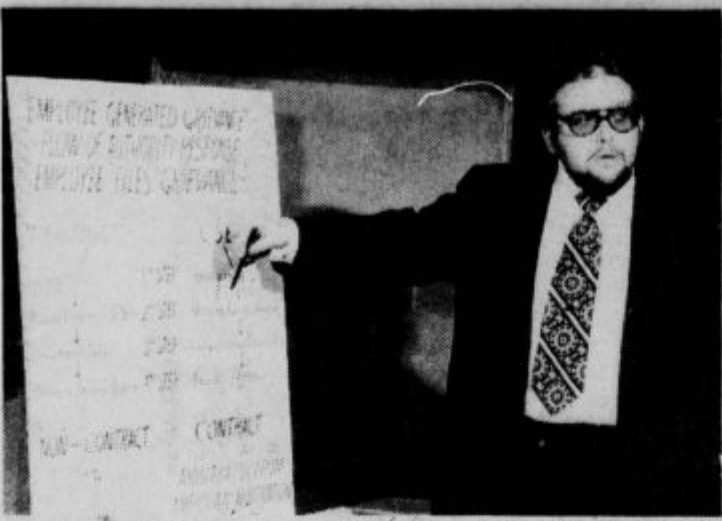
# Tax Department Workshop

CAIRO—The first of two shop steward seminars for the state's Department of Taxation and Finance employees was termed successful by Civil Service Employees Assn. director Jack Dougherty.

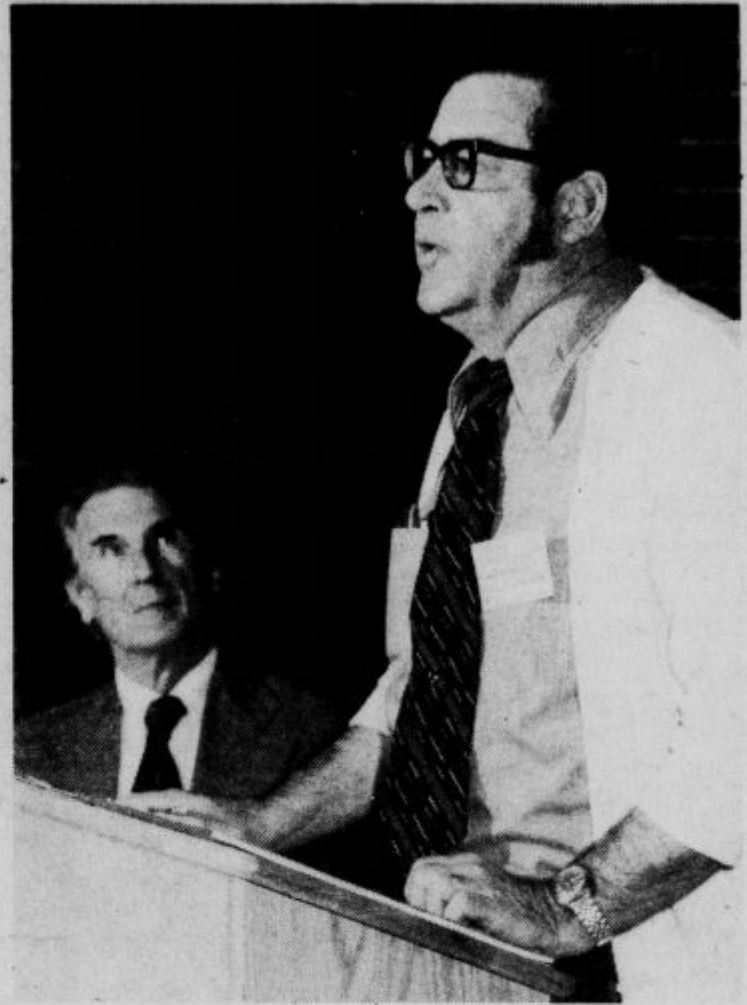
Mr. Dougherty, who represents the department employees on the union Board of Directors, explained that the workshop resulted from a departmental agreement between the union and the department administration.

The workshop was held last month at the Friar Tuck Inn near this Greene County resort area. Attending were union members from Albany Taxation and Finance chapter 690, headed by Ronald Townsend.

Another workshop will be held in a few months for T&F union leaders who work in other areas.



Taxation and Finance chapter 690 president Ronald Townsend takes turn as instructor for one of the work sessions. Here he describes the various steps to be followed in resolving grievances affecting work conditions of departmental employees.



Jack Dougherty, CSEA director representing Tax and Finance employees, was instrumental in setting up the departmental workshop. Here, as CSEA education director Edward Diamond listens, he explains that it is a cooperative effort with the department.



Albany chapter 690 leadership reviews workshop program. In front, from left, are delegate Lee Johnson, first vice-president Roger Hoyt, secretary Santa Orsino, president Ronald Townsend, third vice-president Mary Jaro and second vice-president John Gully. In back are delegate H. Butrym, treasurer Steve Coupos, departmental representative Jack Dougherty, delegate Molly Kanczewski and delegate Carmen Bagnoli.



Seriousness of discussion is reflected on face of Mary Jane Giaquinto, carefully taking notes, as Herbie Cleveland concentrates on listening.



Study group gathers 'round table to pool their skills in problem solving of hypothetical grievance cases. Three women in center of photo are, from left, Mary Brown, Donna Mei and Nancy Mallory. That's back of Sara Pollack's head, left, and Lee Johnson, right.



Carmen Bagnoli stands by to make presentation to the workshop participants, as CSEA field representative James Cooney surveys the audience for reaction.



Catherine Corsett, left, and Hilda Coyne compare notes during one of the group sessions in which participants worked on particular study problems.



Attention is focussed on speakers by, from left, Shirley Loucks, Bertha Churchill and Sarah Pollack during general question-and-answer session.



Everett Ford appears to be mulling over question as Olene McDowell looks a bit apprehensive about answer.

(Leader photos by Ted Maglar)



**CHRISTMAS**  
*Gifts*

# sale

## TOP O' THE LIST GIFT IDEAS for EVERYONE!



With **CROSS**  
SINCE 1848

*Bright Christmas Ideas*



Make short work of your gift list! With lustrous chrome writing instruments by Cross. Beautiful and useful; mechanically guaranteed for a lifetime.  
Pen or Pencil \$6.00  
Set \$12.00



**CROSS**  
SINCE 1848

*Make Christmas Precious*

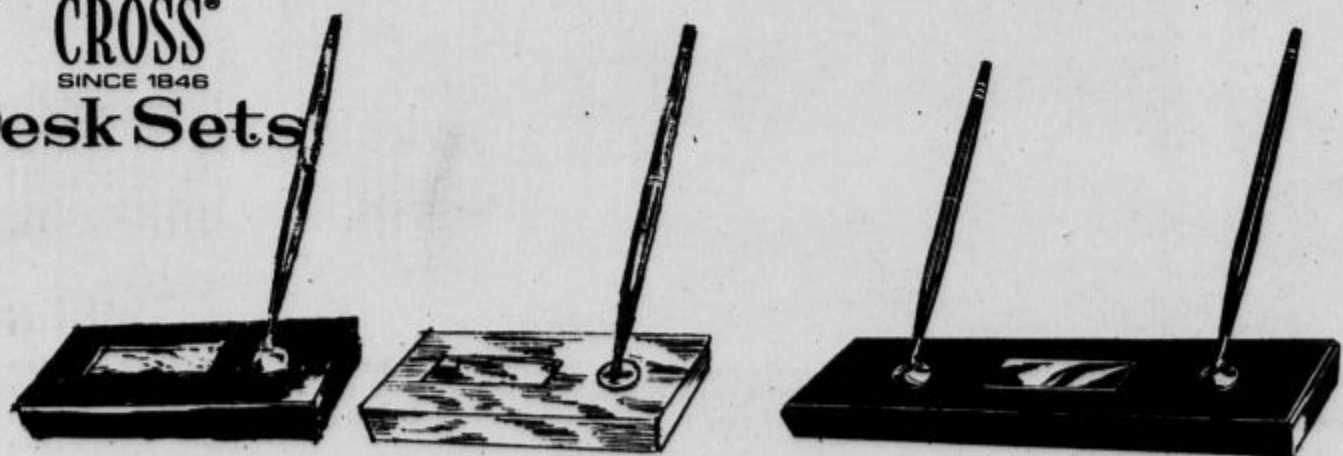
Delight them with 14 karat gold filled or sterling silver writing instruments by Cross. Distinctive. And guaranteed to give a lifetime of flawless service!  
Pen or Pencil \$15.00  
Set \$30.00



**CROSS**  
SINCE 1848



**CROSS**  
SINCE 1848  
**Desk Sets**



**Jet Black & Crystal Desk Set**      **White Onyx Desk Set**      **Walnut Desk Set**

# THE JOMPOLE COMPANY, INC.

330 SEVENTH AVENUE, NEW YORK, N.Y. 10001

(Corner 29th St.)

3rd Floor

TEL. 594-0440

SHOP BY MAIL    SHOP BY PHONE    SHOP IN PERSON



# CSEA Launches Campaign To Keep Warwick State Schoolers On The Payroll

ALBANY—The Civil Service Employees Assn., the union representing Division for Youth employees throughout the state, has undertaken a battle on several fronts in an attempt to keep hundreds of DFY workers among the ranks of the employed.

Sol Williams, president of the Warwick State School local of the CSEA, said a series of meetings has taken place in recent weeks between the CSEA and the DFY, the State Correction Department, and the Division of the Budget, to ensure that

Current plans call for the boys who are now residents of Warwick to be transferred into small youth development centers.

Also involved in the attempt to help the Warwick members is CSEA Southern Region III president James J. Lennon.

Mr. Lennon serves on the statewide continuity-of-employment committee, a joint labor-management team formed to deal with such problems as are being faced at Warwick.

"We have discussed the Warwick situation in committee meetings and have assigned it a high priority," Mr. Lennon said.

CSEA members at Warwick have job titles involving clerical, maintenance, food service and telephone-operator functions, as well as Youth Division aide titles. CSEA officials say they see no reason why all the Warwick employees could not be absorbed into the present facility when the Corrections Department takes it over or be given first priority for vacancies at other facilities in the immediate area.

Mr. Conoby has set up another meeting with Mr. Williams and Office of Employee Relations official Thomas Gibbs later this month to discuss the matter further.

"While everything is tentative so far, we have hopes that all our meetings and discussions will result in an orderly transfer of responsibilities for all Warwick employees, without any layoffs," Mr. Conoby said.



SOL WILLIAMS

when the Warwick facility is transferred to the administration of the Corrections Department Feb. 1, 1977, all 130 CSEA members at Warwick will have jobs.

According to the contract negotiated by the CSEA last spring, the state must provide six month's notice to all employees of any facility that is scheduled to be shut down. Warwick, said Mr. Williams, is one such facility.

"One thing the union is doing is trying to see that the state lives up to its obligation under the contract to provide ample notice to employees slated to be laid off," he said. At presstime, the 130 CSEA members at Warwick had not yet received written notices.

The union has already held several meetings with the state with a view toward lining up some form of job security for the workers by Christmas.

"We'd love to be able to tell the people exactly what they'll be doing and where they'll be going," Mr. Williams said. "That would be the nicest Christmas present of all."

So far, Mr. Williams and CSEA collective bargaining specialist Jack Conoby have held a number of meetings with state officials with the goal of moving the DFY employees into jobs near Warwick and within the state Corrections or Mental Hygiene Departments. There are several Mental Hygiene and Corrections institutions in the Warwick vicinity.

"Ideally, we'd like to ensure that the Warwick people remain in their professional area of expertise, that is, within the Division for Youth," Mr. Conoby said. "We are also concerned with the fate of the boys who are under the care of the Warwick facility, we are trying to make sure that they will be properly placed and cared for when Warwick closes. There are many aspects of this situation that the union is involved with."



## ERNEST WAGNER FETED AS HE LEAVES STATE SERVICE

Ernest K. Wagner, center, a major figure in recent Civil Service Employees Assn. history, was honored recently at a testimonial dinner. Mr. Wagner has moved out of state and, consequently, has left state service here. Prior to his election in 1969 as president of the union's Capital District Conference, he had been president of the Employees' Retirement System chapter 652. He served two terms as the conference president, declining renomination when the CSEA conferences were restructured into regions. He ran unsuccessfully for statewide treasurer in 1973, but continued as chairman of the union's statewide pension committee, a subject in which he was considered expert. At the statewide Delegate's Convention last spring, he was also appointed parliamentarian. In the meantime, his career with the state had shifted from ERS to the Audit and Control Department. Among those turning out to honor Mr. Wagner at Mario's Restaurant in Troy were, from left CSEA director A. Victor Costa (Labor), one of Mr. Wagner's predecessors as conference president; CSEA director Jack Dougherty (Taxation and Finance), who had served as Mr. Wagner's first vice-president in the conference; Stanley Winter, Audit and Control Department, director of manpower; Albany Region treasurer Mary Jarocki, and Mildred Wands, Capital District social chairman during Mr. Wagner's terms as president and recipient of the Conference President's Award in 1971. Ms. Wands herself has since been honored at a similar testimonial at Mario's in recognition of her services to the union prior to her recent retirement.

# CSEA Defends The DMV

(Continued from Page 1)

ing with the Department Commissioner in an attempt to set the record straight concerning the reputation of the vast majority of employees.

Commissioner James P. Melton, meeting with Civil Service Employees Assn. DMV Albany local president Margaret Dittrich and CSEA Albany Region IV field supervisor John D. Corcoran Jr., stated that he was very concerned by the adverse reaction of the public caused by his recent press conference in which he said there have been substantial losses of funds in the DMV.

The losses, he said at the time, were due to improper security safeguards, loss of registration stickers and, "unfortunately, in some cases dishonesty on the part of individuals."

The Commissioner said he prefaced his remarks with the statement that the overwhelming majority of DMV employees were honest, sincere, hard-working and dedicated.

However, the CSEA representative explained to the Commissioner that most of the media which covered the conference failed to carry this observation, and instead suggested the whole DMV was dishonest.

Because of this, the CSEA officials said, many DMV employees in contact with the public have been subjected to harassment, foul language and abuse. This treatment has resulted in one office filing 85 grievances against the DMV.

To resolve the situation, the Commissioner agreed to put out a statement to all DMV employees and office managers. The statement will outline the rules of public decorum to the office managers, who were advised to assist on-line employees in any case of harassment.

The statement also contained the Commissioner's reaction to "this regrettable incident" and his request that the employees, management and the CSEA work

more closely on efforts to insure the personal dignity of employees. The statement was also signed by Ms. Dittrich.

Albany Region IV, following the meeting, sent a letter to Mr. Melton demanding that the union be informed of any future press conferences which may cause the public employees to become the target of unnecessary public ridicule.

## Moore Assails DMH's Scheme

(Continued from Page 1)

peatedly refused to give a copy of the report to the CSEA. Those who have denied requests for the report include John J. Laggatt, the assistant commissioner of the Department of Mental Hygiene's Office of Manpower and Employee Relations, Jerry Dunn, deputy commissioner for administration of the DMH, and Donald Wollett, director of the Office of Employee Relations for the State of New York.

"The preparation of recommendations of this type without consultation with employee representatives and the refusal to share the report with anyone outside the department is irresponsible," Mr. Moore said.

"I further suggest that the department has not been entirely candid with the legislature or the public concerning the cost of de-institutionalization," Mr. Moore said. He proposed that if an estimate of the cost is available, then the public has a right to it.

"The CSEA is determined to work with the legislature and the public in the interest of the welfare of our residents and we only hope that the department of Mental Hygiene will work with us in this effort," he added.

Mr. Moore concluded that the union hopes that the state will "work with the CSEA to see that if de-institutionalization is to proceed, the state's most important resource in patient care—namely the wealth of dedicated and experienced employees—will not be lost."

## Buffalo-Niagara Retirees Meet

BUFFALO—A combined business meeting and Christmas party has been scheduled for Tuesday, Dec. 21, by the Buffalo-Niagara Frontier Retiree chapter 903, Civil Service Employees Assn.

Chapter president Mary Gormley

said the combined meeting-party will begin at 1:30 p.m. at the Hotel Lennox, 140 North St., Buffalo. At the meeting, legislative lobbying goals for the coming year will be discussed and a chairman for a chapter officers' nominating committee will be named by Ms. Gormley.

Louis J. Braun has been appointed to complete the 1976-77 office of treasurer for the chapter, Ms. Gormley said. Mr. Braun replaced the former treasurer Joan Fink. He is a former supervisor with the Office of Vocational Rehabilitation and only recently retired.

### SUPERVISOR LIST

ALBANY—A supervisor of correctional facility volunteer services eligible list, resulting from open competitive exam 27-581, was established Nov. 18 by the State Civil Service Department. The list contains 24 names.



## WOULD IT WERE FULTON SUMMER AGAIN

For months, Fulton chapter 818 CSEAs have been asking what happened to some photos that they had sent to The Leader. At last it can be said The Leader has received them. Just to show that patience has its reward, we're going to print the photos anyway, even though, with snow swirling about, it sounds a little silly to say "recently—last summer." Here is CSEA president Theodore C. Wenzl being greeted by Fulton chapter president William Sohi at the chapter's annual clambake, and the Fulton Infirmary float being prepared for the Gloversville parade.

