

Civil Service LEADER

America's Largest Newspaper for Public Employees

Christmas Greetings

To all our friends of the Christian 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.

Vol. XXXVII, No. 38 Friday, December 24, 1976 Price 20 Cents



SEASON OF GOOD CHEER AND HOLIDAY SHARING

There are many ways to observe the holiday season and these CSEAers show two of these ways. At left, John Jay Homestead caretaker Gladys Pratt prepares Victorian table decorations at the state historic site in Katonah. In photo at right, Putnam chapter members Elizabeth Allen, left, and Monique O'Driscoll wrap toys collected for disadvantaged children. Many CSEA chapters throughout state sponsor charitable activities during this season.

CSEA Membership Drive Is Extended To March

ALBANY—The statewide membership committee of the Civil Service Employees Assn. has called on its members to take advantage of a recent four-month extension of the union's current incentive membership drive, called Super Sign-Up Campaign.

Under the program, each new union member recruited gets the recruiter a \$5 incentive award.

Following a meeting of the committee last week, committee co-chairman Samuel Emmett announced that updated campaign information and promotional

materials would soon be mailed out to all CSEA locals to extend the drive through March 31.

The original six months campaign ended Nov. 30 but the

CSEA's Board of Directors voted to extend it.

Rules governing the campaign will remain essentially the same, according to Mr. Emmett. All present members in good standing may recruit, and those recruited must work for a unit of government represented by the CSEA.

In addition, before the recruiter can be paid the \$5 incentive, the new member must have been on payroll for four bi-weekly pay periods or an equivalent period of time with another payday frequency.

Mr. Emmett also announced that a total of 562 checks covering payment of incentive awards for members recruited in the

The county offer was upped to
(Continued on Page 3)

(Continued on Page 3)

Nassau CSEA OK's Ruling On A Two-Year Contract

MINEOLA—A fact-finder's recommendation for a wage increase of 6.5 percent, and 6 percent in a two-year contract, has been approved by members of the Nassau chapter, Civil Service Employees Assn.

The vote by about 14,000 employees of the county was 4,518 in favor, 3,378 opposed.

Irving Flaumenbaum, president of the chapter, said he expected the settlement would be enacted promptly by the Nassau Board of Supervisors, and that wage increase money would be included in the first paychecks after the start of the new year.

Voting was conducted Dec. 16 at voting machines in 15 locations under the supervision of the Honest Ballot Assn.

The next step for employees, Mr. Flaumenbaum said, "is to join hands and get to work for the CSEA. 'I've got a deskful of problems right now.'"

He seemed to be referring to problems of other units of the chapter in securing contract settlements and a host of individual cases involving enforcement of contract rights.

The chapter has been forced to go to impasse, then fact-find-

ing, after the county's negotiators proposed 4 percent wage increases in each of the two years.

(Continued on Page 3)



Dear Santa Carter From NY City, State: Pass The Buck Back

MAYOR Abraham D. Beame may have made an unfortunate choice of phrase last week, when he said that
(Continued on Page 6)

File Charges Against N.Y. In PST Talks

ALBANY—The Civil Service Employees Assn. has filed an improper practice charge against the state, charging that a state negotiator, "without notice and without reason," walked away from the bargaining table, refusing to negotiate with the CSEA on a contract covering state employees in the Professional, Scientific and Technical bargaining unit.

The formal charges, filed with the State Public Employment Relations Board by the CSEA, also claim that the state's negotiator, Mary Jane Ullrich, rejected out of hand, "and for no apparent reason," all of the CSEA's demands without exception, has failed to negotiate in good faith since negotiations began on Nov. 4, and "has refused to honor commitments" to the CSEA throughout the contract talks.

The charges were filed in connection with contract talks involving the PS&T state workers, one of four major bargaining units of state employees represented by the CSEA.

Separate negotiations between the CSEA and the state in all four Bargaining Units began in early November under contract reopener clauses in the contracts providing for reopened negotiations on salary increases and changes and improvements in specific other contract items selected by both parties.

Talks involving the other three Bargaining Units are continuing, and are basically unaffected by the situation involving the PS&T talks.

The CSEA's Paul T. Burch, a collective bargaining specialist

involved in the negotiations on behalf of PS&T Bargaining Unit employees, filed the formal charges after Ms. Ullrich "ab-

(Continued on Page 3)

CSEA Board Ballots Out

ALBANY—Ballots in a special election to select a State Department of Education representative on the Board of Directors of the Civil Service Employees Assn. were mailed to eligible department voters on Dec. 21. They must be returned not later than Jan. 10. Ballots will be tabulated on Jan. 11, and candidates for the post may attend the ballot counting at CSEA Headquarters, 33 Elk St., Albany.

The special election is to fill the unexpired term of board member Nicholas Fiscarelli, whose recent job transfer made him ineligible to continue serving as the board representative.

Monroe Layoffs, \$ Cuts, Is Subject Of CSEA Suit

ROCHESTER—The Monroe County Local, Civil Service Employees Assn., is filing an improper practices complaint against the county because of salary cuts and layoffs that have been approved by the county legislature.

CSREA officials said they are filing the complaint with the State's Public Employment Relations Board.

Martin Koenig, president of the Monroe County chapter, said the county is in violation of sections of the Taylor Law. The law governs public sector employees.

Mr. Koenig said that when the county legislature voted Dec. 8 to reduce county workers' sal-

aries, and to lay off 365 employees, it was making unilateral changes in the CSEA's contract with the county.

He charged that the county "is bargaining in bad faith" in its current contract negotiations. The CSEA contract expires at

the end of this month, and the CSEA and county officials are now at the bargaining table.

Mr. Koenig said, however, the legislature's action interferes with this process.

"They voted on things that
(Continued on Page 3)

Federal Job Calendar

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

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

Agriculture

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

Engineering And Scientific

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

General

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

Stenography And Typing

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

Medical

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

Military

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

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

Medical Record Techs Sought

WASHINGTON, D.C.—The Center for Disease Control is seeking 12 temporary medical record technicians in the New York City area, the U.S. Civil Service Commission announced.

At the GS-4 level, which pays \$8,316, two years' experience or two years' post-high school education is required. Education or experience must have included at least six months of medical terminology and medical record procedures and techniques.

Additional education and experience is required for GS-5 through GS-7 jobs.

Further information can be obtained at the New York Re-

gion office of U.S. Civil Service Commission, 26 Federal Plaza, New York, N.Y.

W. Seneca Meeting

WEST SENECA—There will be a meeting of the West Seneca local white collar unit, Civil Service Employees Assn., Tuesday, Jan. 4, 1977.

A unit meeting schedule of the first Tuesday of each month has been established for 1977. Meetings will be held at the West Seneca Town Hall.

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, 1959, 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.

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Name Mediator, 2 Fact-Finders

ALBANY—A mediator and two fact-finders have been appointed by the State Public Employment Relations Board to contract disputes involving public employers and the Civil Service Employees Assn.

The mediator is Eric Lawson Jr., of the PERB Buffalo office, named to the dispute involving the CSEA and the Town of Elliott, Chautauqua County.

The fact-finders are John Everett, of Webster, named to the dispute between the CSEA Wayne County sheriff's department local and the county, and Harold Pellish, of Albany, named to the dispute between the CSEA and the Town of Cairo, Greene County.

SUPER LIST

ALBANY—A correction industries shipping supervisor eligible list, resulting from open-competitive exam 27-613, was established Dec. 7 by the State Department of Civil Service.

CSEA's Lennon And Cassidy Defending School Guards

NEW ROCHELLE—"If these crossing guards are let go, I will personally see that action is taken against the City of New Rochelle. That's a firm promise, right now!"

James Lennon, president of the Civil Service Employees Assn.'s Southern Region III, warned this in a statement delivered to a 1977 city budget hearing earlier this month.

The CSEA represents New Rochelle crossing guards. The city council is considering contracting out the jobs of the guards, in addition to layoffs in other job categories.

The crossing guards, wearing their uniforms of orange vests and blue and white caps, were readily identifiable in the audience.

They listened as Mr. Lennon charged that only \$16,000 would be saved, "a minimal amount in a proposed \$33,000,000 budget."

CSEA regional counsel Arthur Grae said that the contemplated "contracting out" action would be a violation of civil service

law affecting appointments and promotions according to merit.

Raymond Cassidy, president of the CSEA Westchester Local 860, which includes the beleaguered New Rochelle unit, told the council that the crossing guards are residents of New Rochelle, and that their pay, as guards, is for the most part their only source of income.

"What control would the city have over an outside contractor and what kind of service could we expect from a firm whose place of business is not even in the city?" he asked.

Addressing himself to the layoffs of other city workers, Mr. Cassidy charged that the city was using Comprehensive Employment and Training Act funds to replace city workers.

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MH Fingerprinting \$ Charges Attracts Some Flak From CSEA

ALBANY—The Civil Service Employees Assn. is contemplating legal action to stop the state's practice of charging applicants for jobs in its Mental Hygiene institutions a \$10 fee for fingerprinting.

The CSEA, which represents more than 55,000 employees of mental institutions throughout the state, called the practice discriminatory.

"People who are applying for a job with the state are usually people who have been unemployed for some time," said William McGowan, executive vice-president of the union. "The ones who need the job are usually the ones who can least afford a \$10 fee."

The state charges the fee ostensibly to cover the cost of fingerprinting the prospective employees, a precaution against hiring persons who have lied about past criminal activity.

The CSEA does not oppose in principle the activity of fingerprinting itself, according to Mr.

McGowan, who is also president of the Mental Hygiene presidents council. He said fingerprinting prospective employees has been done by the state for many years.

However, it was only during the 1976 state legislative session that a bill was passed mandating a \$10 fee for the fingerprinting.

Complaints have been coming to the union on the issue in the past month or so.

Mr. McGowan says he will file a charge with the State Human Rights Commission, or with the courts, depending upon which channel he finds to be the most efficient in dealing with the problem with the aim of bringing the fingerprinting fee to an end.

Monroe Firings

(Continued from Page 1)
were on the table," he said. "This doesn't allow us to exercise our rights."

Mr. Koenig said the CSEA, which represents about 4,200 county workers, is making plans for other action to be taken against the county.

When the legislature approved the 1977 budget, it voted to eliminate 365 county workers from the payroll by mid-January and reduce the pay of all other workers who earn more than \$12,000 a year. Those making up to \$20,000 will get a 5 percent pay cut and those making over \$20,000 will receive a 10 percent decrease.

The legislature's two top Republican leaders said they would be willing to furlough all full-time county employees for two weeks to avoid all or part of the 365 planned layoffs.

But Mr. Koenig said his reaction to that proposal "is the same as it was back in June and July when the CSEA fought a similar proposal."

"A two-week furlough is something that we challenged, and that was declared illegal," he said, "and I still think the concept is illegal. It would be obviously foolish for the union to rescind its position on an issue it took to court and won."

He also said that accepting the furlough would set a dangerous precedent, which the county might use in future fiscal crises to strip existing rights from CSEA members.

Legislature president Joseph N. Ferraro, and Republican majority leader John Hoff said county financial experts estimate that it would take a five-and-a-half week furlough of all county employees to save the expected \$3.3 million from the layoffs.

Recruitment

(Continued from Page 1)
first "payoff" phase of the campaign had been mailed out on schedule last week.

These payments, he noted, were for all newly recruited members whose dues deductions had shown on their payroll during an eight weeks period prior to Nov. 30. The 562 check receivers shared a total sum awarded of \$8,640, many of them being multiple recruiters, Mr. Emmett said.

Nassau 2-Year

(Continued from Page 1)
5 percent during fact-finding, but was still far short of the CSEA demand for 15 percent and 7 percent.

When the fact-finder recommended a 12.5 percent, two-year package, CSEA was faced with the alternative of rejecting the pact and appealing to the County Board of Supervisors to impose terms under the Taylor Law, which governs public sector employees.

The supervisors, only weeks before, had imposed a wage freeze for 1976.

The majority of employees rejected this.

The fact-finder terms eliminated the graded salary plan for new employees, but preserved the plan for all current employees.

File PS&T Legal Charges

(Continued from Page 1)
rptly and without notice walked away from the bargaining table and indicated a refusal to negotiate further with the CSEA."

Mr. Burch added in the formal charges that "the failure of the State of New York to negotiate at all or to negotiate in good faith has been apparent from the outset of negotiations on November 4, 1976. This is evidenced by stalling, a failure to honor commitments to meet for sustained periods of time, by unilateral decisions on the length of meeting days, and excessive caucus time for no purpose. In addition, the state negotiator refused to honor a commitment to deliver counter proposals to CSEA's demands as promised."

The PS&T Bargaining Unit consists of approximately 41,000 State employees serving in pro-

fessional and sub-professional positions in such fields as business, finance, education, health, mental health, law, engineering and other scientific and technical areas. Overall, CSEA represents about 147,000 State employees in the four Bargaining Units.

Up to the breakoff of talks last week, the CSEA and state negotiators had met 13 times on the PS&T contract reopener.

Negotiations are for salary increases to become effective April 1, plus changes in additional contract items selected by both parties.

In the PS&T Unit talks, in addition to salary increases, the parties were negotiating changes in contract articles covering seniority, work week-work day, attendance and leave, and protection of employees.



PRINTSHOP PLAQUE

Members of the Civil Service Employees Assn. Headquarters print shop staff accept an award plaque from the State Education Department chapter of CSEA in recognition of printing and mailing services provided to the membership. The award was presented recently by former Education chapter president Nicholas Fiscarelli. From left are B. Robert Purcell, Mr. Fiscarelli, print shop supervisor David Sebast, and John Febraio.

Suit Charges Erie Harassment

BUFFALO—Charging that Erie County was "wasting already scarce resources and engaging in unnecessary harassment in already trying circumstances," Victor E. Marr, president of Erie County local, Civil Service Employees Assn., has filed an improper practice charge against County Executive Edward V. Regan and the county over their "unilateral" promulgation of "so-called sick leave rules."

The local represents about 5,200 white-collar workers.

"These are changes in terms and conditions of employment and under the Taylor Law require negotiations with the union," explained Mr. Marr. "Also, some of the changes are impossible to implement, which the county would have learned by talking with us."

Pointing out that the CSEA, in messages from himself and Western Region VI attorney Ronald L. Jaros, gave the county 10 days to set up negotiations on the issue before the improper practice charges were filed with the Public Employment Relations Board under Section 209A of the Taylor Law. Mr. Marr said

the county's action was wasteful and non-productive.

"At a time when the county is being forced to use its resources more effectively, it's a real waste of talent and money of its legal and employee relations personnel over something which could be resolved without a lawsuit," Mr. Marr said.

"And we've got our hands full

with problems caused by budget cuts, and don't need harassment of this type. We need to use our resources most effectively, too.

"It's unfair of the county to force layoffs on us and then force us to dilute our resources on such diversionary issues," Mr. Marr concluded.

The PERB has not set a date for hearings on the charge.

Supreme Court Decision On Madison Increments Supports CSEA Position

SYRACUSE—A spokesman for Syracuse Region V, Civil Service Employees Assn., said the State Supreme Court has made a favorable decision in a case involving Madison County and the union's white-collar collective bargaining unit.

The decision came at a special term of the Supreme Court held by request in Cortland. It directed Madison County to pay the salary increment due and owed to the members of the white-collar unit retroactive to Jan. 1.

The case was taken to the Supreme Court when William L. Burke, attorney for Madison

County, requested the award by American Arbitration Assn. arbitrator Rodney E. Dennis be set aside on the basis that the arbitrator overstepped his bounds in granting the award directing the county to pay the increment.

The grievance began when the county chose not to pay increments for 1976, maintaining that the white collar contract had expired, and that the county had not appropriated any additional money in the budget.

The CSEA legal representative for the employees contended that the 1975 contract did, in fact, contain a step schedule calling for increments to be paid each year.

The CSEA also contended that Madison County, during 1976, had honored all other terms and conditions of the 1975 contract, including longevity payments, while refusing to honor increments.

Justice Howard Zeller was originally scheduled to hear the case in Wampsville, but disqualified himself and referred it to Justice Paul J. Yesawich Jr., in Cortland.

Justice Yesawich ruled that the AAA award decision be upheld. In the opinion of the arbitrator, Madison County could not be selective in which terms and conditions of the contract it chooses to enforce.

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

- 29—Nassau County Retiree chapter 919 Christmas party: 11:30 a.m., Community Room, American Savings Bank, Modell Shopping Center, Hempstead Turnpike, East Meadow.
- 29—State Insurance Fund local 351 Holiday party: 5 p.m., 199 Church St., Manhattan.

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.
- 19—Nassau County local 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park East Meadow.
- 19—Buffalo local dinner meeting: 5:30 p.m., Statler Hilton Hotel, Buffalo.

SHORT TAKES

CUOMO DEFENDS DISCLOSURE

Secretary of State Mario M. Cuomo has defended the executive order issued by Gov. Hugh L. Carey earlier this year requiring selected state employees to file statements outlining all their sources of personal income. The order has been protested by a number of state employees, notably medical professionals, who have sources of income in addition to their government salaries. Under the order, all employees earning \$30,000 annually or more or who have policy-making positions, must file sworn statements as to their income and liabilities. They must also give up outside work including political posts, whether paid or unpaid. Said Mr. Cuomo: "In the process of gaining widespread compliance, the Board of Public Disclosure has accomplished some things that are noteworthy: It has gotten the State Public Service Commission to tighten its internal conflict of interest and disclosure regulations to the point where those regulations are now considered by the good government group, Common Cause, as a standard for the nation."

RED INK

New York State's unemployment insurance fund will be broke early next year, according to state officials, and plans are already underway to borrow millions of dollars from the federal government to keep the fund afloat. Recently the Florida State unemployment fund announced bankruptcy and according to best estimates, more than 25 other states will need federal aid for their funds by the end of this month or the beginning of January.

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.

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? MENTAL HEALTH ?

The questions surrounding Mental Hygiene de-institutionalization are as plentiful as the number of patients and employees the policy will affect. Features editor Jane Bernstein has investigated the practice of transferring patients from large institutions into smaller community facilities. And she has attempted to find out what that means for thousands of workers and patients. This is the last of a series.

By JANE B. BERNSTEIN

DURING the next five years, hundreds of Mental Hygiene workers will face layoffs or possible salary cuts.

When the state reduces or shuts down a mental health institution, it is faced with more than the problem of what to do with its patients. It also has a responsibility to provide for the many hundreds of employees the closing put out of work.

And while New York State is in the process of reducing the size of the population of its large institutions, no one is quite sure yet what is going to happen to Mental Hygiene employees.

Needless to say, this has been a great cause for concern among these workers, and the Civil Service Employees Assn., which represents them.

There is also concern among Mental Hygiene officials, who are being pressed to come up with some form of definitive employee plan by Jan. 1, 1977.

"We're legally required to come up with a plan to make provisions for workers," says Robert McKinley, Deputy Commissioner of the Department of Mental Hygiene. "We're dealing with a very difficult problem here."

Some of those problems are with the alternatives for state workers. One of them is shared staffing.

This plan involves a swap of personnel between private and state-controlled facilities. The difficulty arises when two different unions begin to work side by side, Dr. McKinley said. Individuals may do the same work, have the same hours, but they may have different salaries and benefits.

One private agency worker voiced her resentment in this area: "Why should I work with someone who is doing the same thing I do but is getting quite a bit more money for it? It does make for a situation where private mental health workers become discontent, because state workers do make more than we do."

Despite the complaints, there are at present over 1,000 shared

employees, according to the Deputy Commissioner. And he said he believes the process may be the only way of handling the situation that will displace many from their jobs.

"Another problem is, how do we mesh these operations together?" Dr. McKinley asks. "Do we place transferred state workers with patients who have come out of state facilities? It's extremely complicated."

In 1955 there were 93,000 patients in state Mental Hygiene facilities. This year there are approximately 30,000, with about 60,000 state workers involved in the process of mental health care.

In the next five years, according to the state's Plan of Compliance, there will be 8,800 fewer patients in large state institutions. The plans outline and detail the functioning levels by facility of mentally retarded patients; projected costs of de-institutionalization; fiscal responsibility plans; and how many layoffs of state workers may be expected over the next couple of years, because of the phase-out of whole units of large institutions.

With a view toward counteracting the effects this plan will have on workers, the CSEA has established a task force headed by William McGowan, CSEA executive vice-president. The task force continues to study what the process of de-institutionalization means in terms of costs to the state and if there will be any actual savings, and how the plan in New York State compares experiences in other states, including California.

CSEA Mental Hygiene Committee consulting attorney Pauline Rogers said, "The state must realize that it has to spend money to gain quality of care on any level, including in the community." She continued, "As it stands now, the CSEA is opposed to de-institutionalization in its present form, because there are no guarantees for proper care and maintenance of jobs."

The committee has issued a statement saying, "We are against the policy of de-institutionalization as it is presently being conducted by the Department of Mental Hygiene, because it amounts to nothing more than the dumping of large numbers of patients from psychiatric facilities into the community without regard to either their welfare or the welfare of the employees involved."

Ms. Rogers says a lot of state legislators favoring de-institutionalization look at it as a cost-saving measure for the taxpayer.

"De-institutionalization must be examined not only as a clinical concept, but as a fiscal and political reality as well," she said.

Out Of The Institution And Out Of A Job?

The Mental Hygiene Committee is calling on the union's Continuity of Employment Committee for money to provide retraining for workers who are laid off.

Retraining is one of the options being discussed for displaced workers, some of whom have been in specialized jobs for many years, and are, at this point, not prepared for other kinds of work within the field.

Erwin Friedman, director of the Manhattan Developmental Center, has even suggested that state workers act as the teachers to train community people in certain aspects of mental health care.

"It's not fair to let go people who have had as many years of service as some of our people have had," says Jim Moore, vice-chairman of the CSEA Mental Hygiene Committee. "When jobs are created on the community level, our people should be retrained and have first option at them."

Unfortunately for mental health workers, it is already apparent that first crack, or even second, will not be theirs when the new jobs arrive.

As the jobs are created, civil service exams are given to individuals to fill them. Certain criteria must be met even before the exam is taken. Ms. Rogers said a test was announced for the title of community mental

happen with other community level jobs."

Another fear workers have is that of being transferred from the state to the county payroll. This change could mean a drop in salary and a cutback in fringe benefits. This could be a possibility if a county were to take over a mental health center located in its area that was formerly run by the state.

The CSEA Committee also found if this happened, that costs would triple for taxpayers because patient status would go

One official suggests that help in the way of dollars might come from the effects of what is called the Keys Amendment. This gives patients in state facilities the right, as of Oct. 1 of this year, to collect Supplementary Security Income (SSI).

Formerly, the payment of \$386.70 per month went only to patients under the care of private facilities and organizations. Now the state will get its share of that money.

Dr. McKinley says, "Ultimate-



Mental Hygiene Committee member Jim Moore says workers should be retrained for, and have first chance at new mental health jobs on the community level.



WILLIAM MCGOWAN
... comparing costs.

health nurse, and candidates must have had a certain number of years of experience working on the community level.

"The test seems to have been designed to bar state workers from the job," Ms. Rogers said. "It is exactly this type of thing we are afraid of. The same could

from chronic to acute. So while the state might be saving a few pennies, the localities would be assuming a much heavier financial burden.

What could be done to avoid these problems? Ms. Rogers suggests as a possibility that the state could fund and run the small community facilities to which it transfers patients. For example, the Manhattan Developmental Center is funded 100 percent by the state, and its workers have state civil service status.

Mental Hygiene officials voice their own ideas for solutions to the employee problems. But most say they don't have final answers yet. But one thing they all agree on is that something must be done . . . for both the workers, and for the patients. And they know it isn't going to be easy.

They agree that one of the prime items needed is money.

ly, we're going to have to shift employees from one facility to another. And we've got to examine how to facilitate that shift."

The attitude of Alvin Mesnikoff, New York City Regional Commissioner of Mental Hygiene is, "Keeping people on the job should not be the reason for continuing bad programs in large institutions."

Whether transferring patients out of large institutions and into the community will mean improved care is yet to be seen here.

At this point, the future of mental health care in the state of New York, and the patients and employees it involves, is still undetermined. Hopefully, with input from workers, and the parents and relatives of the mentally disabled, plus decent planning by state officials, the system will improve.

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 24, 1976

Hope In Nassau

SOMEWHERE the sun has to be shining. With torrents of labor woes pouring in from all parts of the state, there is at least a faint glimmer from Nassau County, where Civil Service Employees Assn. members last week gave approval to a two-year pact providing a 12 percent pay hike and other benefits.

It goes to show that the storms do pass in time. Only a few months ago, Nassau employees were forced to accept what for all intents and purposes was a wage freeze for their services this year.

Chapter president Irving Flaumenbaum declared that the employees would not be abused a second time, and that an impasse would be called as soon as it became evident that progress had stopped on the talks for next year.

True to his word, the Nassau union negotiators called the impasse, and fact-finders were called in.

It's not entirely over yet in Nassau, since the County Legislature also has to agree to the pact, but signs are favorable that that will be done.

In the meantime, the Monroe County chapter of the statewide union is fighting cutbacks in its workforce as a result of legislative action in that area. Suffolk County Executive John Klein is still saying that he will refuse to implement the second year of a contract approved by the Legislature there over his veto. The statewide Professional-Scientific-Technical Bargaining Unit has filed improper practice charges against the state following what they call the unexcusable walkout by the state's negotiator. Erie County CSEA leaders have charged County Executive Edward Regan with unilaterally changing sick-leave rules.

Unfortunately, we could go on and on listing areas of labor unrest.

Now as we approach the joyous holiday season, we recall the immortal platitude that "Into each life, some rain must fall." That will soon change. As the winter advances, the rain will turn to snow.

Seasons greetings to all, and keep your snowshoes handy.

Questions & Answers

Q. My father is in the hospital again as a result of the second stroke in the past several years. Will he have to wait 5 months before he can get social security disability benefits, as he did the first time?

A. Not necessarily. Under some circumstances, people who got disability checks before can get benefits without the 5-month waiting period if they become disabled again and cannot work. Your father should notify a social security office about his condition as soon as possible. If he's unable to do it, a friend or relative can.

Q. I read somewhere that one out of every three delays in payment of Medicare medical insurance claims is caused by use of a wrong claim number. Why is this?

A. The claim number identifies a claim for Medicare payment on bills for medical services. If you put a wrong claim number—or don't enter a number—on a "Request for Medicare Payment" form, a search for your correct number is necessary and this can delay payment.

Q. I have a wife and three children. My physical condition is getting progressively worse, and I was thinking of applying for social security disability benefits. About how much can we get?

A. The monthly benefit amount is based on a workers' average earnings over a period of years. The average social security disability payment to a disabled worker and family is \$475 a month. The average payment to a disabled worker alone is \$242 a month.

Don't Repeat This!

(Continued from Page 1)

New York City has "rounded the corner" on its fiscal crisis. It is reminiscent of the many statements made by President Herbert Hoover during the depression years that "prosperity is around the corner."

What is even more unfortunate is that the Mayor coupled his statement with the further commitment that there would be no increase in the real estate tax for the next five years. This assertion, on the eve of a city election year gave a political coloration to the optimistic hue with which the Mayor painted the city's fiscal picture.

Looking For Federal Aid

In this holiday season, both Mayor Beame and Governor Carey have cast President-elect Jimmy Carter in the role of Santa Claus. The Governor, in predicting a one-billion-dollar deficit in the state's fiscal picture, has cast himself in the role of Scrooge.

What is particularly troublesome about the Mayor's pledge about no increase in the real estate tax is that the Court of Appeals, in declaring invalid the moratorium law on city notes, pointed to an increase in the real estate tax as a source of revenue for meeting the one-billion-dollar obligation on defaulted city notes.

The arithmetic of the city's problems is such that putting everything in place will require a feat as difficult as scaling Pike's Peak. In addition to the one billion dollars on defaulted notes, the city somehow has to cut its budget by approximately an additional half billion dollars, in order to put the budget in balance. A balanced city budget for the fiscal year beginning July 1, 1977, is mandated by both federal and state legislation.

One of the uncertainties confronting the city is the program that will be proposed by Governor Carey to balance the state's budget. Since state aid to localities constitutes 60 percent of the state budget, it seems clear that the Governor is likely to recommend sharp cuts in these programs. Thus far the Governor has kept his program within the confines of his official family.

Local Governments

Some clues to the Governor's thinking will be made public in his State of the State address at the opening session of the Legislature on Wednesday, Jan. 5. The details of his program will be spelled out more specifically when the Governor submits his budget to the Legislature. Obviously, the Governor's budget will establish the framework for legislative controversy, since there is a prospective adverse effect in the picture for all local governments in the state.

In addition to the possible reduction in state aid to the city, Beame is also confronted with demands of various city agencies for more funds, on the threat of further cuts in the quality of municipal services. The City Transit Authority has already announced sharp cutbacks in services to become effective in January. The Board of Education of the City is demanding an increase in its budget of more than \$200 million, posing the threat of destruction of the education system if such additional funds are not forthcoming.

There is a further threat that

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

Unanswered Question

A recent four-to-three decision of the Court of Appeals affirmed the Appellate Division, Third Department's holding in the case of *Matter of Sirls v. Cordary*. The petitioner was appointed a Deputy Sheriff on Jan. 1, 1971, by the Madison County Sheriff. He performed the duties of assistant jailer. During this time, the Civil Service Employees Assn. and the county negotiated a two-year collective bargaining agreement, effective Jan. 1, 1973.

THE AGREEMENT was executed by the CSEA as the employee organization and by the county and the sheriff as the employer. The agreement covered assistant jailers and provided that no county employee covered by the agreement could be removed without complying with Section 75 of the Civil Service Law. A new sheriff was elected to take office on Jan. 1, 1974. He reappointed all the deputies except petitioner, who commenced an Article 78 proceeding seeking a hearing pursuant to Section 75 of the Civil Service Law. Special Term denied the relief and petitioner appealed to the Appellate Division, Third Department.

THE APPELLATE DIVISION, one judge dissenting, held that Section 75 could not be made applicable to the petitioner by means of a collective bargaining agreement. The majority went into a discussion of the historical fact that appointees of the sheriff who perform civil duties serve at the will and pleasure of the sheriff. They are employed by him personally and are not subject to civil service regulations. In this case, Special Term took judicial notice that there was no distinction in the Madison County Sheriff's Department. There was no separation of duties between civil and criminal functions. The Appellate Court found Special Term's decision correct in that the agreement improperly subjected the sheriff to Section 75 of the Civil Service Law as to employees performing civil duties.

THE NEW YORK STATE Constitution, in Article 13, provides in part that "the County shall never be made responsible for the acts of the sheriff." It is upon this clause, which has existed since 1822, that the courts have based their conclusion that the sheriff's employees who exercise civil functions, or whose duties are not separated, are not entitled to Civil Service Law protection. In Westchester County there is a statutory provision providing for the county to assume liability for any act or omission of any employee of the county in the sheriff's office done or made in the performance of official duties. Because there is no such assumption of liability in Madison County, the court refused to restrain the rights of the sheriff to remove employees without affording them a hearing which was contracted for by his predecessor.

THE MAJORITY SAID it recognizes the policy of the State, as expressed in the Taylor Law, to encourage public

(Continued on Page 7)

What's Your Opinion

By PAMELA CRAIG

QUESTION

New York City has instituted a policy of charging \$5 for persons seeking to file applications to take the exam for civil service jobs. How fair do you think this is?

THE PLACE

Brooklyn

OPINIONS

Carmin Santos, supervising stenographer: "I do feel it is fair to charge \$5 to take the civil service exam. If they charge one, it should be for the upper-range-level jobs, such as salaries of \$15,000 and up. A way for the city to save money on processing no-shows is to charge all no-shows. Penalize them, if they should apply to take the exam for a second time. The fee could be \$15 for all ex-no-shows. Many people cancel out for unimportant reasons and merely take the test at their convenience. Let the people who cause the overruns in test application processing be the ones to pay the bill."



Joan Daughtry, supervising stenographer: "People do file exams and never appear to take them and a lot of personnel services and paperwork are needed to process an application. For that reason, the charge is needed to defray administrative costs. But on the other hand, with the fiscal crisis that the City is in now, it quite probably will impose a hardship on those people who are really sincere about taking the exam. It's an example of the earnest paying for the apathetic."



Marie Mortensen, administrative assistant: "I think that it's most unfair. They've frozen our salaries and while this doesn't mean as much to a person on my salary, it's terrible for clerks and lower-level people. It really is a hardship for them. It should not have been imposed; it should be rescinded. I think they should apply the fee to higher-bracket positions, not the lower echelon, perhaps jobs starting at \$15,000 a year should require the charge of \$5."



Ethel Bouldin, staff representative: "I think it is fair that they should charge a certain amount for administrative processing but just to charge for taking the test is not necessarily fair. I feel the fees should be on a graduated scale. A person taking an exam for a job starting at \$6,000 should not have to pay as much as someone who is taking a promotional exam for \$25,000. The lower echelon are forced to remain in their lower echelon jobs psychologically as well as financially."



Dorris Welch, typist: "I feel that the five-dollar amount that they have imposed to take civil service tests is unfair to lower-paid employees, such as typists, whose salary is only \$6,000. We are not getting any increases or raises so why should we pay \$5 to take a test which for years was free? On the other hand, why shouldn't the city charge \$5 with the problems that the city has? I feel that the tests for higher-paying jobs could have a fee imposed."



Gary Cornell, administrative methods: "I think it is fair because the city is in a great financial crisis and any money they acquire would be helpful. I agree that the person with a low income, such as clerks and typists, will bear a greater burden with the imposed fee. But if you look at the test as having the same financial gains for all who pass it, then the concept of everyone paying the same fee for the same position is not unfair."



RETIREMENT NEWS & FACTS

By A. L. PETERS

ERISSA Criticism

Because of complaints concerning the paperwork involved in ERISSA, the Internal Revenue Service has cut back somewhat on its filing requirements. Reports may be filed only once a year instead of twice a year. A commission on federal paperwork, which urged the change, figures that each report costs about \$100.

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)
- | | |
|---------------------|-------------------|
| Lawrence L. Abers | Panama |
| Mary Abreu | Rome |
| David H. Adams | Staten Island |
| Richard Adams | Carmel |
| Barbara A. Agee | Syracuse |
| Jere R. Alexander | Wingdale |
| Raymond Allen | Patchogue |
| Alice Alves | Roosevelt |
| Harriet V. Ambury | East Orange, N.J. |
| Ronald Ammar | Seiden |
| Barbara M. Anderson | Syracuse |
| Joseph Argrett | Bronx |
| Minnie Artis | Ossining |
| John R. Ashburn | Wappingers Falls |
| John J. Baker | Mattydale |
| Elton R. Balcom | Barker |
| Julia Bambaci | Harrison |
| Iona Barnes | Livingston Manor |
| George R. Barr | Dryden |
| Elias P. Barikow | New York |
| Odessa Battle | Uniondale |
| Verab P. Becton | Port Richmond |
| Helen J. Berrian | Schenectady |
| George W. Berry | Burdett |
| Norma J. Berry | Forest Hills |
| Marion E. Bigness | Sackett Harbor |
| Rosanne Blair | New York |
| Caroline D. Bliss | New York |
| George J. Bliven | Albany |
| Avelina Bolton | New York |
| Marcia Bonanni | Albany |

- | | |
|------------------------|------------------|
| Albert J. Boyle | Newburgh |
| Edna M. Boynton | Brentwood |
| Barbara A. Braden | Kenmore |
| Robert D. Brown | Alexandria, Va. |
| Alvin Bush | Haverstraw |
| Johanna Calabro | Poughkeepsie |
| John A. Callegari | Kings Park |
| Earl M. Campbell | Vestal |
| Samuel J. Campo | Bellerose |
| Ila K. Chanin | Levittown |
| John S. Chen | Brooklyn |
| Angeles V. Christy | Brooklyn |
| Filomena M. Ciardiello | Staten Is. |
| John E. Clark | Naples |
| Carolyn O. Clay | Bronx |
| Joseph L. Cooke | Ogdensburg |
| Richard F. Corbett | Syracuse |
| Michael H. Corcoran | Cambridge, Mass. |
| Jose F. Cordaro | Buffalo |
| John L. Cornelius | New York |
| Henry Craig Jr. | Huntington, W.V. |
| Annette Danker | Syracuse |
| James E. David | Brooklyn |
| Vito D. DeCarlo Sr. | Uniondale |
| Doris L. DeGroat | Chenango Forks |
| James Diles | Berkshire |
| Donald D. Donaldson | Hamden, Conn. |
| Rex L. Downey | Portageville |
| Virginia G. Dueger | Greenlawn |
| Thomas Dunlea | Yonkers |
| Patricia A. DuPont | Troy |
| Clifton J. Dutton | Westerlo |
| Doris A. Earl | White Plains |
| Michael M. Edwards | Rochester |
| Janet V. Elder | Trumansburg |
| Morey Ellis | Syracuse |
| Everett L. Emery | Albany |
| Walter J. Enright | Binghamton |
| Robert Erlacher | Syracuse |
| William Evans | Bellport |
| Joseph L. Falace | Schenectady |
| James L. Farrell | Albany |
| John B. Faulds | Fishkill |
| Dionisia Ferraro | Huntington |
| Dorothy W. Fink | Rochester |
| Guy J. Fiorentino | Buffalo |
| Doris M. Fleming | Brooklyn |
| Robert Fleming | Phoenix |
| Clebert Ford | Brooklyn |
| Mae Ford | Wynduch |
| Phyllis Forte | Rochester |
| Mary L. Freebern | Saratoga Springs |
| Jeanette A. Gaines | Utica |
| Frances B. Galyon | Syracuse |
| Thelma E. Geergens | Oneonta |
| Beatrice Gendler | New York |
| Richard A. Gibilson | Syracuse |
- (To Be Continued)

PLANNER LIST

ALBANY—A senior systems planner—gas eligible list, resulting from open competitive exam 24-459, was established Dec. 9 by the State Civil Service Department. The list contains one name.

Civil Service Law & You

(Continued from Page 6)

employers and public employees to bargain collectively and enter into written agreements covering terms and conditions of employment which are binding on both parties. The court said, "Although such a provision may be binding upon the Sheriff who negotiated the agreement, the unique personal responsibility of the Sheriff is sufficient constitutional objection to preclude its enforcement for a period of time longer than the term of the incumbent." The dissent based its opinion upon the theory that the expression in the Taylor Law takes precedence over the right of the sheriff to terminate employees at will. The dissent did not agree that a legislative action, making the county responsible for the actions of the sheriff, was necessary in order to allow deputies to have the protection of a hearing as set forth in the contract. Nor did the dissent find any merit to the contention that an agreement should be binding only for the term of the contracting party rather than for the term of the agreement itself. The question which remained unanswered is,

if there is a constitutional provision prohibiting the county from being liable for acts of the sheriff, how can that be changed by a simple act of the legislature?

Don't Repeat This!

(Continued from Page 6)

the Legislature may enact a new version of the Goodman-Stavisky law, which would mandate increased appropriation for the Board of Education of over \$100 million annually. The version of the bill enacted last year has been declared invalid by the Appellate Division on technical grounds. It is not unlikely that the Legislature will attempt to pass a new version of the Goodman-Stavisky law, without those technical shortcomings.

This leaves it all to President-elect Carter, and how generous a Santa Claus he and Congress prove to be.

**Wanna be a good guy?
A child with Leukemia.
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LETTERS TO THE EDITOR

A Response

Editor, The Leader:

The Leader in its issue of Dec. 10 contained in its Short Takes column an item entitled "DMH Prejudice Alleged."

Briefly, the Leader commented on remarks made by William D. Cabin, executive secretary, Board of Public Disclosure, State of New York, in a report to Governor Carey, impugning the competency and level of care given the Department of Mental Hygiene's patients by its foreign trained and immigrant.

All Civil Service Employees Assn. members need to be aware and sensitized to Mr. Cabin's critiques and proposed remediations as they could well quickly spread to all. In his report to the Governor, Mr. Cabin alleges shortcomings in patient care in the Department of Mental Hygiene, allegations themselves open to question. He then seeks to explain these alleged deficiencies by scapegoating the cause as being due to foreign and immigrant physicians of the Department, among whom he will find some of its most committed

employees. That difficulties in serving patients result from layers upon layers of bureaucratic regulations and community attitudes escapes him. Rather, he upholds his position by citing there are better qualified "American" physicians at Psychiatric Institute in New York City, "based on an analysis of surnames." Protestations to his cabalistic doctrines are dismissed

as "hysterical and absurd."

Beware CSEA membership! Mr. Cabin only mirrors government and managerial derogatory attitudes towards your capabilities in order to explain their own gross failure to effectively serve the citizens of the State of New York. Today CSEA physicians are under attack, tomorrow other members.

J. D. Beeson, M.D.
Rockland Psychiatric Center

LETTERS POLICY

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

Ask Correction

Editor, The Leader:

I should like to correct a statement attributed to me appearing in the last paragraph of the article "School Board Not Planning to Lose All That U.S. \$\$" on Nov. 26.

In my telephone conversation with your reporter, I stated that minorities and women have the best opportunity to be hired through non-discriminatory, objective hiring procedures from rank order lists. Such eligible lists are promulgated on the basis of objective measures of performance.

Ethel Fitzgerald



It takes a big gavel for a big man, and CSEA vice-president Irving Flaumenbaum, center, holds his at the ready as he talks with, from left, regional attorney Richard Gaba, Sandy Lenz, professor with the Cornell School of Industrial and Labor Relations, Suffolk chapter president James Corbin and Long Island Parks and Recreation chapter president Peter Higerson. Mr. Gaba and Mr. Lenz were two of the principal speakers at the weekend seminar last month at Gurney's Inn in Montauk, at the easternmost point of New York State.

LI Workshop Trains Chapter Leaders On Latest Developments

(From Leader Correspondent)

MONTAUK—Two hundred leaders of the 16 Civil Service Employees Assn. chapters in the Long Island Region gathered at the famed Gurney's Inn here last weekend for the second annual regional workshop.

The leaders were drilled in the handling of disciplinary actions under Article 33 of the Civil Service Law in the morning session. It was conducted by Professor Sandy Lenz of the Cornell School of Industrial and Labor Relations.

In the afternoon, Suffolk County Commissioner of Labor Lou V. Tempera gave a forceful exposition of the rules and regulations governing the program of the Comprehensive Employment and Training Act (CETA).

Statewide CSEA president Theodore Wenzl was in attendance at the start Sunday, Nov. 7, until called back to Albany headquarters. Statewide treasurer Jack Gallagher, statewide secretary Irene Carr and New York City Region II president Solomon Bendet also attended.

Irving Flaumenbaum, president of the Long Island Region I, said that additional lectures were being arranged during the year as a result of the enthusiastic response to the program. Dates for

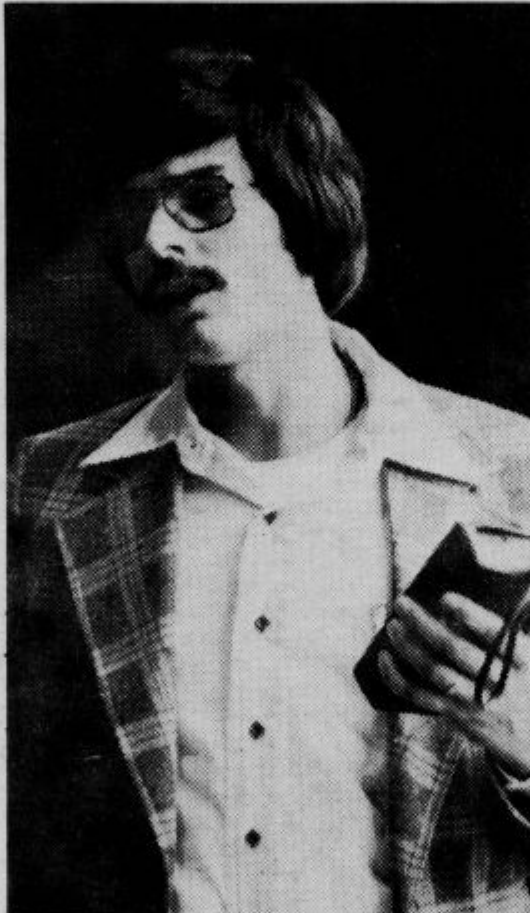
additional educational events will be announced.



Delegate from Long Island Parks and Recreation chapter speaks out during discussion. Our apologies to the gentleman for not remembering his name.



Obviously finances are the topic being discussed by Long Island Region I treasurer Sam Piscatelli, left, and statewide CSEA treasurer Jack Gallagher as they get together for informal chat.



Nick Dellisanti, first vice-president of Nassau chapter's Parks and Recreation unit, takes part in discussion on problems concerning the Comprehensive Employment and Training Act.



Central Islip Psychiatric Center chapter president Danny Donovan, left, compares views with Suffolk Educational Employees chapter's Robert Conley, who also serves as the region's third vice-president.



Overall view of part of audience shows attentive looks on faces of delegates from various chapters as they learn of latest developments in handling grievances and disciplinary procedures under the CSEA contract with the state.

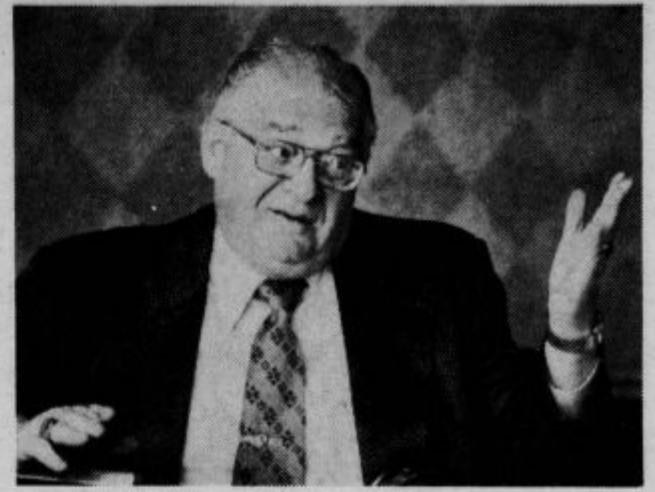


Rose Cilli, right, Maria Damasco, both members of Pilgrim Psychiatric Center chapter board of directors, give receipt for political action fund contribution to Group Health Insurance's Patricia Muir as Rose Paritsky and Sheila Warner watch. Ms. Paritsky is wife of regional chiropractor Dr. Harry Paritsky, and Ms. Warner is wife of Medi-Screening's Bill Warner.



Group gathers 'round to exchange views on weekend seminar. From left are Pilgrim Psychiatric Center chapter treasurer Alice Sarabia; Dr. Paul Osher, participating doctor in region's dental plan; Pilgrim PC chapter delegate Fran Mannellino, and Dr. Harvey Caplin, also of the dental plan.

(Leader photos by Salo Aalto)



Irving Flaumenbaum reveals some of the dynamic personality that has made him a CSEA vice-president, Long Island Region I president and Nassau chapter president.



Long Island Region I second vice-president Nicholas Abbatiello, left, listens attentively while SUNY at Stony Brook chapter president Albert Varacchi stabs the air with pencil to emphasize his opinions during debate.



Man of many titles Ralph Natale (CSEA director, Long Island Region first vice-president and political action chairman, Nassau chapter first vice-president), center, checks over business with Nassau Parks and Recreation unit president Thomas Gargiulo, left, and Nassau chapter board member and statewide elections committee member Anthony Giannetti.



Telling point is made here by Lou Tempera, commissioner of labor for Suffolk County, as he speaks on CETA.



Kings Park Psychiatric Center chapter president Greg Szurnicki, left, calls caucus of chapter leaders, left from Mr. Szurnicki, delegate Barney Pendola, secretary Linda Martin, delegate Dorothy Cuneo, second vice-president-administrative Florence Murphy and second vice-president-PST Martina Benjes.



Visiting CSEA vice-president Solomon Bendet, head of New York City Region II, sits in on business session of Workshop.



Transportation District 10 leaders review materials as they take break from business routine. From left are chapter president Frank Seminara, statewide education committee member Lou Mannellino, administrative delegate Phyllis Terzella and operational delegate Mike Raguseo.



Looking over program of workshop agenda are, from left, Suffolk Education chapter fifth vice-president Carol Craig, Long Island Region fourth vice-president Ruth Braverman, Suffolk Education chapter president Walter Weeks and Nassau chapter Health unit president Mary Calfapietra.

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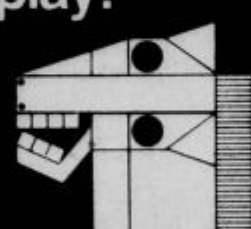
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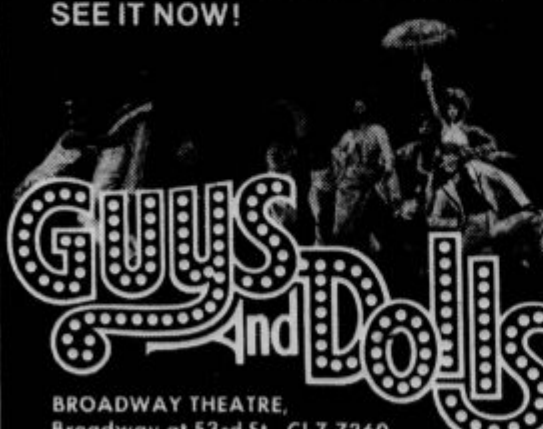


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Corbin: 'We Have A Pact!'

HAUPPAUGE — Claiming the Civil Service Employees Assn. already has a contract authorized by the legislature, Suffolk County CSEA president James Corbin said he would listen only to proposals for additions to the 1977 contract from negotiators for the county.

Mr. Corbin brushed aside a threat by County Executive John V. N. Klein last week that the county would file an unfair labor practice charge with the state Public Employment Relations Board if the CSEA refused to start negotiations with the County for a 1977 contract for 6,500 white and blue collar employees.

Mr. Corbin said that the CSEA had ratified a 1976-77 contract that the legislature had proposed and authorized Mr. Klein to sign.

Mr. Klein has refused to sign the contract. The legislature overrode his veto, however, claiming that the legislature has no legal power to authorize anything beyond a one-year imposed contract under the terms of the Taylor Law, which governs public sector workers.

However, Suffolk is apparently complying with the terms of the 1976 portion of the contract. The Dec. 23 paycheck envelopes will contain payments with salary adjustments and cost-of-living increases.

"If Mr. Klein is saying he is willing to offer more than what we already have," Mr. Corbin said, "then I'll race over there to listen to him. If he is offering less, the only way we will sit

down is if we are ordered by the PERB or the courts," Mr. Corbin said.

Floyd Linton, presiding officer of the Legislature, said that Mr. Klein was taking "too narrow a view of the Taylor Law."

"The Legislature has acted," he said. "That shows where we stand and how we feel," Mr. Linton said.

"The Taylor Law gives us broad powers to act in the public interest and the two-year CSEA contract is within our pur-

view." The Suffolk contract dispute dates back to Dec. 31, 1975.

Since then, the county and the CSEA have been in bargaining, mediations, fact-finding, the courts, and, finally, to a legislative hearing with the Suffolk County legislature.

Mr. Klein said that all salaries and benefits county workers had under the 1976 contract will be frozen at that level until a new agreement is reached with county negotiators.


A \$30 Million Action Is Laid On Nassau Pols

BROOKLYN — The Civil Service Merit Council of Long Island has filed a \$30 million civil suit in U.S. District Court last week against Nassau County Republican leaders and civil service officials.

The suit charges that civil service employees in Nassau have been forced to "kick back" 1 percent of their salaries to the Republican organization in order to get jobs or promotions.

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Appoint Five Fact-Finders

ALBANY—Five fact-finders have been named by the Public Employment Relations Board in contract disputes involving the Civil Service Employees Assn. and public sector employers.

They are:
Felician Foltman, of Ithaca, named to the dispute between the CSEA and Chemung County; Francine Herman, also of Ithaca, named to the dispute between the CSEA and Cayuga County; Thomas A. Liese, of East Meadow, named to the dispute between the CSEA and the Hicksville School District Board of Education; Stanley Oppenheim, of Cobleskill, named to the dispute between the CSEA and the Gloversville - Johnstown Joint Sewer Board, and William A. Toomey Jr., of Albany, named to the dispute between the CSEA and Town of Rotterdam.

Suffolk Sets 2 OC Exams

HAUPPAUGE—The Suffolk County Civil Service Department has opened filing until Jan. 5 for Feb. 5 open competitive written tests for communications technician I (Exam No. 17-127), which pays \$436 bi-weekly, and promotional assistant to commissioner of Labor (17-126), which pays \$504 bi-weekly.

For further information contact the Department at H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge, N.Y. 11787.

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
Varitype 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

CIVIL SERVICE LEADER, Friday, December 24, 1976

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 Genessee Street, Buffalo, New York 14202.

Madison Offers A Super's Post

WAMPSVILLE—The Madison County Civil Service Commission has opened open competitive filing until Jan. 5 for transportation supervisor. An exam will be held (No. 65303) Feb. 5 for the \$13,000 position. For further information contact the commission at County Office Building, Wampsville, N.Y. 13163.

Rockland Scheduling Clerks' Examination

NEW CITY—The Rockland County Personnel Office has opened filing until Dec. 30 for a Jan. 15 principal clerk open competitive examination (No. 77-007), a clerk promotional examination (No. 73-683). The eligible list will be used to fill vacancies for the \$6,350 job only in Spring Valley. For further information contact the personnel office at the County Office Building, New City, N.Y. 10956.

Rensselaer Job

TROY—The Rensselaer County Civil Service Commission has opened filing until Jan. 3 for a Jan. 15 open competitive exam 65-302 and promotional exams 73-729 for principal clerk. For further information contact the commission at Court House, Troy, New York.

The PERB Appoints Six

ALBANY—Two mediators and four fact-finders have been named by the Public Employment Relations Board in contract disputes involving the Civil Service Employees Assn. and public sector employers.

The mediators are Leon Applewhite, of the PERB New York City office, named to the dispute between the CSEA and the Nassau County North Shore Schools Board of Education, and James H. McGourty, of East Aurora, named to the dispute between the CSEA and the City of Jamestown.

The fact-finders are Dale Beach, of Troy, named to the dispute between the CSEA and Schoharie County; Jonathan Liebowitz, of White Plains, named to the dispute between the CSEA

and the City of Middletown; John H. Owen, of Cooperstown, named to the dispute between the CSEA and the City of Oneonta, and Earl W. Zaidins, of Hastings-on-Hudson, named to the dispute between the CSEA and the Sullivan County Sheriffs' Department.

Suffolk's Map Exam

HAUPPAUGE—The Suffolk County Civil Service Department has opened filing for map and coordinate supervisor until Dec. 17. An open competitive examination (No. 17-124) will be held Jan. 15, 1977 for the \$15,921 job. For further information contact the department at H. Lee Dennison Executive Office Bldg.

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CSEA, At South Beach, Attacks Cuts In Service

STATEN ISLAND—The South Beach Psychiatric Center Local, Civil Service Employees Assn., is protesting the reduction in services at the Center.

The Sheepshead Bay inpatient unit will be consolidated with the Coney Island inpatient unit, according to plans.

The new combined unit will be able to accommodate 30 patients, while the separate units treated 45 patients. Union representatives, concerned over deterioration of patient care, pointed out that the combined unit will not be able to adequately service the Sheepshead Bay-Coney Island community. Provisions have already been

made at the Center to have patients from these communities treated at other inpatient units which are already functioning above maximum capability, union officials said.

What this, in effect, constituted is a severe setback for the practice of operating SBPC under a community mental health model, CSEA officers said.

One of the basic premises of this model is being violated, that of continuity of care, they added. Patients will be treated on units unfamiliar with their community, CSEA alleged. This may well stimulate people being inappropriately and prematurely discharged into communities without proper follow-up.

"This paves the way back to an archaic system where the mentally ill are not given treatment, but merely warehoused," said one union officer.

The union stated that somewhat ironically, the consolidation was not necessitated by underutilization of the units.

On the contrary, officials said, the units often treated more than the official maximum number of patients allowable. The reduction in services is clearly attributed to the inability of the center to replace staff as they left employment. In the maintenance and support areas alone there are currently 49 vacant positions that cannot be filled. The center is suffering a hiring freeze imposed by Alvin Mesnikoff, director of the New York State regional office, former Director of SBPC.

South Beach CSEA has set up a co-ordinating committee to monitor the consequences of any cutbacks and to plan appropriate action. Interested community members who would like to participate should call Thomas Greger at (212) 390-6215.

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CSEA CONVENTION REPORTS, PHOTOS

Constitution And By-Laws Committee Report

The following is the report of the Committee on Revision of Constitution and By-Laws submitted at the CSEA annual convention this fall, and acted on by the delegates. Chairman is Kenneth Cadieux, of Nassau County chapter, and committee members are William Roberts, Nicholas Cimino, Joseph Kenney, Eugene Nicoletta, Audrey Snyder, Karen White and Earl Mayfield, Sr. New material is in bold face, and words to be deleted are within brackets.

The items listed below are still alive for consideration by future delegate conventions. Portions of constitution and by-laws report that appeared in the Dec. 10 Leader are now in effect.

CONSTITUTION

THE FOLLOWING PROPOSALS WERE PRESENTED TO THE DELEGATES FOR A FIRST READING AND PASSED. IT MUST BE READ AND PASSED AT THE NEXT CSEA CONVENTION TO BECOME OFFICIAL.

• The Committee received the following amendment to Article V of the Constitution entitled "Regions" as follows:

REGIONS

For purposes of internal organization of The Civil Service Employees Association, Inc., the state shall be divided into six regions as follows:

1. Long Island Region: Nassau and Suffolk.

2. [New York City] Metropolitan Region: Richmond, Kings, New York, Queens and Bronx.

4. Southern Region: Westchester, Orange, Dutchess, Ulster, Rockland, Putnam, and Sullivan.

4. [Albany] Capital Region: Clinton, Essex, Warren, Hamilton, Washington, Saratoga, Schenectady, Montgomery, Albany, Schoharie, Greene, Columbia, Rensselaer and Fulton.

5. [Syracuse] Central Region: Broome, Cayuga, Chemung, Chenango, Herkimer, Cortland, Delaware, Franklin, Jefferson, Lewis, Madison, Oneida, Onondaga, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins and Oswego.

6. [Buffalo] Western Region: Niagara, Orleans, Monroe, Wayne, Erie, Genesee, Wyoming, Livingston, Ontario, Yates, Chautauqua, Cattaraugus, Allegany and Steuben.

All chapters shall be members of the region in which the chapter headquarters is located. **REST OF SECTION REMAINS THE SAME.**

The Committee recommends adoption of these amendments in view of the fact that the current trend appears to be to refer to the six Regions as geographical areas and not merely by major cities.

• The Committee received the following amendment to Article VI, Section 1 of the Constitution entitled "State Executive Committee":

Section 1. STATE EXECUTIVE COMMITTEE: The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, the Legislature, the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Faculty Student Associations [,] and Teachers' Retirement System [,] and the Higher Education Assistance Corporation shall as a unit be deemed a State Department. In addition to



Looking thoughtful as they listen to pros and cons on issue are Betty Rice and Robert Simpson, both of SUC at Genesee chapter 608.

the foregoing, each State Department with more than 3,000 members as of January 1 in an odd-numbered year, shall for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. **REST OF SECTION REMAINS THE SAME.**

The Committee recommends adoption of this amendment since the Corporation name was changed by New York State and they were incorporated into the New York State Education Department and should now be represented by the Education Board members.

THE FOLLOWING PROPOSALS WERE PRESENTED TO THE DELEGATES, WHO VOTED TO REFER THEM BACK TO COMMITTEE FOR MORE STUDY OR BETTER WORDING.

• Article IV, Section 6 (a):

(a) **ELECTION.** Officers of the Association shall be elected by secret ballot in odd-numbered years in the manner prescribed in the by-laws. They shall hold office for a term of two years or until their successors shall have qualified, commencing July 1st in an odd-numbered year, **provided, however, that the term of office commencing July 1, 1977 shall be for a period of two years and three months and shall expire September 30, 1979.** Vacancy in the office of President shall be filled by the Executive Vice President. Vacancies in the office of Executive Vice President shall be filled by the Board of Directors by appointing any one of the six Vice Presidents. A vacancy in the term of any of the Vice Presidents shall be filled according to the Constitution and By-Laws of the respective regions. Vacancies in the office of Secretary and Treasurer may be filled for the remainder of the term by the Board of Directors.

Note: This amendment was made by Bernard Schmahl during the March, 1976 Delegates' Meeting. The amendment was proposed in order to conform to the Restructuring Committee Report on the state elections, recommending that State elections be held in September thus removing the election date from the time when the contracts with the State expire on April 1.

• The Committee received the following amendment to Article VIII of the Constitution entitled "Meetings of Delegates" which would add a new section to read:

Section 2. REPORTS. No committee of the Association will be allowed to make an oral report to the Delegates unless its report shall have first been submitted to the Delegates in writing at least thirty (30) days prior to the opening day of a Delegates' Meeting.

The Committee recommends defeat of

this amendment based on the fact that past experience indicates that a complete list of Delegates is not available to CSEA Headquarters 30 days prior to the opening date of a Delegates' Meeting.

BY-LAWS

THE FOLLOWING PROPOSAL WAS PRESENTED TO THE DELEGATES, WHO VOTED TO REFER IT BACK TO COMMITTEE FOR FURTHER STUDY.

• The following amendment was proposed to Article VI, Section 4 of the By-Laws entitled "Special and Ad Hoc Committees" inasmuch as the wording contained in the section is presently applicable only to Special Committees. Ad hoc committees, by definition, are formed for a particular end or case at hand and are not appointed for a specific period of time.

Section 4: SPECIAL AND AD HOC COMMITTEES. The Special Committees of the Association shall be as follows: Armory, Auditing, Membership, Human Rights, Memorial Scholarship Fund, Plaque, Civil Service, Regional Office, Platform, Social Services, Probation, Non-Teaching School District Employees, Special Election Procedures, Special Authorities, Work Performance Ratings and Examinations, and such other committees designated by the President of the Association. Members of these committees shall be appointed by the President of the Association for the duration of his term of office or until successor appointments have been made. Special Committees should meet at least three times a year and review matters pertinent to the com-



Gerry Dickson, delegate from Education chapter 657, offers amendment to union's constitution and by-laws.

mittee assignment and/or upon call of the Association's President. The membership of these committees shall not be less than seven, not more than eleven, and the make up of such committees shall include representation from each region and proportional representation for the County Division on such committees that affect county problems. **Ad hoc committees may be appointed by the President of the Association.**

The Committee recommends adoption of this amendment.



Nick Cimino, vice-chairman of the Transportation Committee, presides over departmental meeting. Seated from left are Paul St. John, committee chairman Timothy McInerney and collective bargaining specialist Joseph Reedy. Msrs. Cimino, St. John and McInerney, along with John Riley are the departmental representatives on CSEA Board of Directors.



Political action chairman Martin Langer, of Rockland Psychiatric Center chapter 421, encourages delegates to support CSEA choices for legislative offices. Seated from right are committee members Ralph Natale, Nassau chapter 830; Ruth Braverman, Nassau chapter 830; Martin Koenig, Monroe chapter 828, and Howard Cropsey, Albany chapter 801. At left is Vincent Rubano, State Insurance Fund chapter 351, and partially visible behind lecturn, Bernard Ryan, CSEA state programs administrator.

State Eligible Lists Westchester Honors 25

EXAM 39-150
ASSOC DIR HOSP AFFRS & MED
CRE S&F & EP&PRV
 Test Held Nov. 6, 1976
 List Est. Dec. 7, 1976

- Mayer Robert P Schenectady92.5
- Feck James W Voorheesville89.2
- Shapiro Mildred Delmar89.1
- Namo Joseph L Oxford88.0
- Brown James D Delmar86.5
- Garry Jane F Castleton84.4
- Adams Marianne Albany84.0
- Tobia Raymond A Loudonville83.7
- Roos Philip A Nassau83.5
- Livy Walter D Saratoga Spgs 82.2
- Fischer Edgar E Albany81.7
- Meitch George A Schenectady79.4
- Jack John W Loudonville75.5
- Donovan Ambrose Castleton74.8
- Bonacci Joseph Loudonville74.3

16 Quickenon P R Cohoes74.3
 17 Krieger Andrew Troy72.6

EXAM 39-154
ASSOCIATE IN SCHOOL LUNCH
ADMINISTRATION
 Test Held Dec. 1, 1976
 List Est. Dec. 3, 1976

- Hue Hyacinth B Goshen97.2
- Terry Morris R Bronx87.8
- Teske Agnes P Albany81.0

EXAM 39-120
COORDINATOR OF VOLUNTEER
SERVICES, G-18
 Test Held April 1976
 List Est. Dec. 7, 1976

- Amarulli A R Douglaston95.4
- Sheldon Ruth I Huntington83.6
- Giras Sally L Alden82.6
- Miller Mary I Central Islip74.0
- Barnes J A Tomkins Cove73.5

EXAM 35-961
ASSOC HYDRAULIC ENGR
 Test Held Sept. 18, 1976
 List Est. Dec. 9, 1976

- Sausville Paul Ballston Spa87.4
- Keller Frank J Seneca Falls86.1
- Brennan L M Loudonville84.0
- Lee William Latham84.0
- Daley William W Galway83.6
- Buddle Allan F Interlaken81.4
- Budka Harold G Loudonville80.8
- Goodale Bruce G Schenectady80.3
- Balakrishna M R Clifton Pk79.8
- Davis John G Latham78.8
- Kwak John C Napanoch78.5
- Petrucelli D T Liverpool78.1
- Wege Russell E Scotia78.0

(To be continued)

WHITE PLAINS—Twenty-seven Westchester County employees, representing 13 departments, will be honored for 25 years of service at a special ceremony on Thursday, December 16, in the conference room of the Health and Social Services Building, 85 Court St., White Plains.

County Executive Alfred B. DeBello will present pins to the women and tie tacks to the men at the ceremony which will include James W. Dolen, county personnel officer, department and division heads, and guests and relatives of those being honored with certificates of appreciation.

Recipients of the 25 year service awards for 1976 are: Consumer Affairs, William Smalec, of Yonkers; County Clerk's Office, Edith Hyde of Port Chester; Environmental Facilities, Joseph L. Turner, of Peekskill; General Services (Bureau of Purchase and Supply) Frederick P. Klaus, of

Hawthorne; Health Department, Janet Hyatt and Elizabeth Pulliam, both of White Plains; Laboratories and Research, Morton Berk, of White Plains, and Margaret Mitchell, of Irvington; Medical Center, Richard Bash, of Tarrytown, William Matthews and Elizabeth Miller, of White Plains, William Ogletree, of Elmsford, and Catherine Olson and Joan E. Williams, of Ossining; Parkway Police, William

De Brocky, of Harrison; Probation Department, Michael Carlo, of Irvington; Public Works, Noah Burnett (Facilities and Services), of Elmsford, Howard Crofoot (Facilities and Services), of Mamaroneck, Anthony De Santolo, of Mount Vernon, James W. Johnson and Morris Meadows, of White Plains, and Joseph Williams, of Mamaroneck. From the Sheriff's Department, Francis Mulligan, of Carmel, and William J. Sacco, of Yonkers; Social Services, Marjorie G. McDaniel, of Tarrytown, and Stephanie A. Zlaja, of Yonkers; Surrogate, Albert J. Gaudenzi, of White Plains.

APPOINT POSSIN

ALBANY—Carol Possin, president of the New York State Coalition for Children, has been named by Gov. Hugh L. Carey as a member of the newly formed Statewide Advisory Council on Social Services.

The council was formed to advise Social Services Commissioner Philip L. Tola and Commission officials on such matters as public assistance policies, services, medical aid and funding.

CORRECTION OFFICER

ALBANY—A correction officer male eligible list, resulting from open-competitive exam 24-334, was established Nov. 19 by the State Department of Civil Service. The list contains 210 names.

BUY U.S. BONDS

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

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.

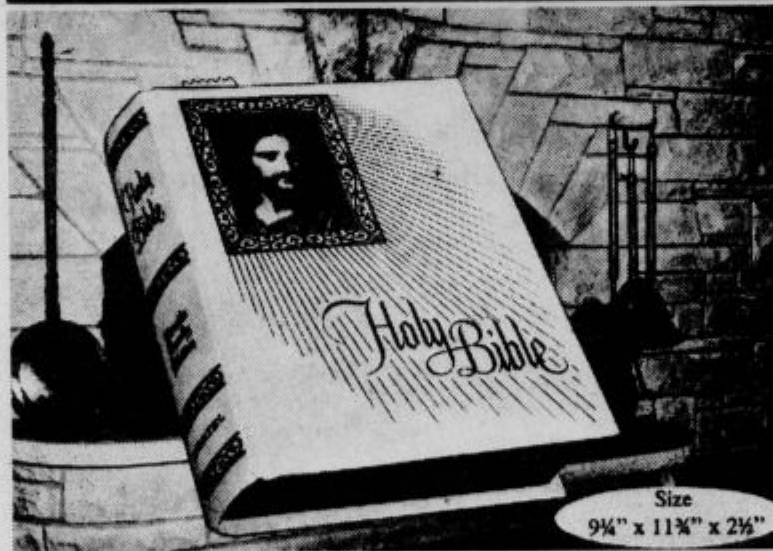
Various State Employment Service offices can provide applications in person, but not by mail.

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.

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CSEA STRENGTH IN UNITY MEMBERSHIP DRIVE EXTENDED TO APRIL 1, 1977

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

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

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

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

CHAPTER OR UNIT PRESIDENT HAS CONVENIENT SIGN-UP CARDS

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

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

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

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

NON-MEMBERS SHOULD HELP SHARE THE LOAD

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

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

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

CSEA