

# Civil Service LEADER

America's Largest Newspaper for Public Employees

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Friday, December 23, 1977

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## Judiciary Merger Update

— See Page 8

## Safety At South Mall

— See Page 9

## Dec. 31 Deadline For Tier 2 Plan

ALBANY — Dec. 31 is the deadline for filing for membership in Tier Two, the non-contributory plan of the public employees retirement system.

All public employees who were eligible to join, or rejoin, the retirement system prior to June 30, 1976, but did not, due to no fault of their own, now have the opportunity to sign up, according to Bernard J. Ryan, director of legislation and political action for the Civil Service Employees Association.

This reopener, part of a bill signed into law by the Governor this summer, following the strenuous backing of the CSEA, affects public employees on the payroll prior to June 30, 1976, who may have been prevented from entering the retirement system before July 1, 1976, because of reasons "not ascribable to their own negligence," according to the language of the bill.

"After July 1, 1976, the retirement plan requires a percentage salary contribution for new employees. The Dec. 31 deadline must be strictly adhered to by eligible employees wishing membership in the old, non-contributory plan," Mr. Ryan said.

According to John S. Mauhs, deputy comptroller for the employees retirement system, the affidavits must actually be received by the close of the business day.

(Continued on Page 16)

## Win Backpay For Hamburg Police Officer

CHEEKTOWAGA — Public Employment Relations Board arbitrator John E. Drotning has ordered the Village of Hamburg to give back to Patrolman John Skorupa the day's pay he was docked for failing to submit proof when he called in sick Dec. 18, 1976.

Noting that the testimony of witnesses at the arbitration hearing would satisfy the police chief's request for such proof, he also ruled that the patrolmen's personnel file shall note no violation of the contract.

Appearing for Patrolman Skorupa were Civil Service Employees Association attorney Ronald Jaros, Sgt. Norbert Chazen, Ptl. Robert Kramer, Sgt. Joseph Doody and Ptl. Edward Ashcroft.

## Don't Repeat This!

## Statewide Tax Cut New Rallying Cry In The Legislature

Tax reduction is emerging as the principal issue of the next session of the State Legislature, scheduled to convene in January for its 201st session.

(Continued on Page 6)



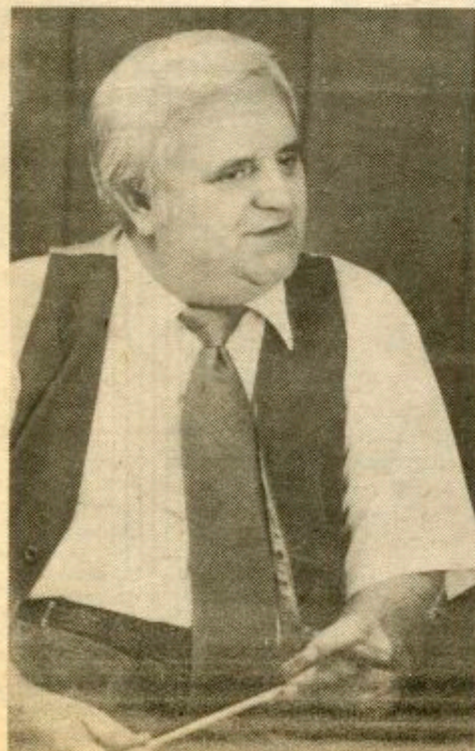
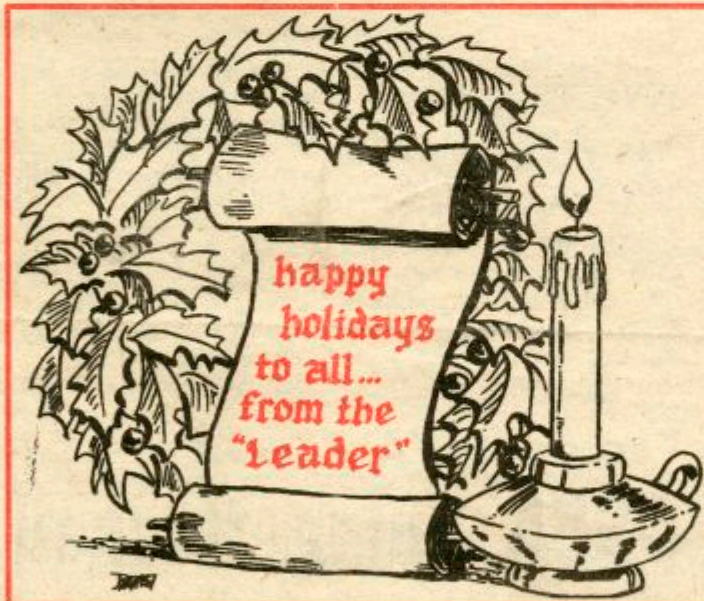
Molly Konczewski, center, doll project chairman, puts some finishing touches on display at Tax and Finance Department's State Campus offices in Albany. The project, participated in by Civil Service Employees Association members there, helps Salvation Army brighten the homes of many Capitaland youngsters. In background are Mrs. Major Charles Coles, Salvation Army; Mrs. Bernard F. Connors, doll display chairman, and Mrs. Major Robert Watson, Salvation Army. (Leader photo by Ray Hoy)

## Tax Employees Get 'Dolled Up' For Christmas

ALBANY — In the true spirit of Christmas, employees in the State Taxation and Finance Department have for many years worked from September to November making clothes for hundreds of dolls which the Salvation Army distributes to children in hospitals, social services and individual homes.

The women pay for all their own materials and dress from one to many dolls each. Among

(Continued on Page 9)



WILLIAM L. MCGOWAN

## REPORT FROM THE PRESIDENT CSEA Regards Agency Shop As Serious Responsibility

This is my first opportunity to address those of you who are now paying the equivalent of the annual dues of the Civil Service Employees Association as the result of legislation passed this year in Albany.

The fact that more than half of you quickly decided to enroll as active union members is very heartwarming, and I hope deeply that this message will convince the remainder of you of the great value of joining along with the rest of your fellow workers.

I do not intend to make this column a history lesson in past accomplishments. My aim is to demonstrate that active unionism is more than the headline-making accomplishments that occur from time to time. Rather, it is a living, day-to-day task in serving the membership.

We seek to respond to the needs of today's members.

Throughout the state we are doing battle 52 weeks a year on work contracts, grievances, job discrimination, unfair labor practices, pension problems, violations of the Civil Service Law, attempts at job favoritism inroads attempted against the Merit System—and this just lists a very few of our activities.

In another area, I can say with complete confidence that the Employees Association has done more to raise both the public image and acceptance of the public employee as a professional person serving the people than any other labor union in the state and, perhaps, the nation. The second-class-citizen status imposed for so many years on public employees has been eradicated.

Future editions of The Leader will explain in greater detail the many benefits of active enrollment in CSEA. This newspaper will also give you a weekly record of those big and little things that go on to which we referred above.

We regard your payments to us as a serious responsibility, and we intend spending that money on services for you. With your active participation, we can accomplish even more, because the bigger the enrolled membership the bigger the clout.

We've done a lot for you. Won't you help us do more by giving us the benefit of your active participation?

If you haven't liked us in the past, then join us now and we'll change together with your help.



# Fight Over Holidays Looms

MINEOLA — Local 830 has served notice on Nassau county that the government's almost 25,000 employees are entitled to both Martin Luther King Day and Flag Day holidays in 1978

under the CSEA contract. That will be two additional holidays in 1978. Notice was served by Nick Abbatiello, local president, who noted that the CSEA contract

provides for all legal holidays declared by the state legislature. The legislature has added Martin Luther King Day and Flag Day to the list of state holidays.

Martin Luther King Day is to be celebrated the third Sunday in January. Flag Day is celebrated the second Sunday in June.

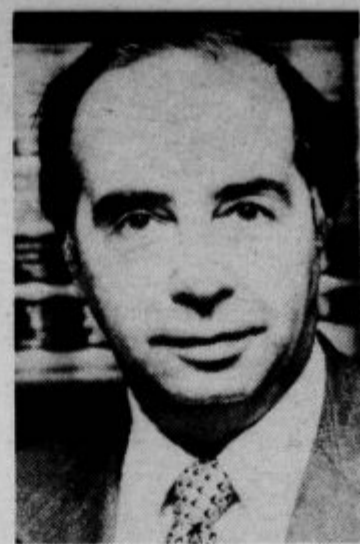
When legal holidays fall on the weekend, the contract provides that employees may take a weekday off.

Meanwhile, the Nassau local was taking action on observances of Christmas and New Year's Day, which fall on Sundays this year.

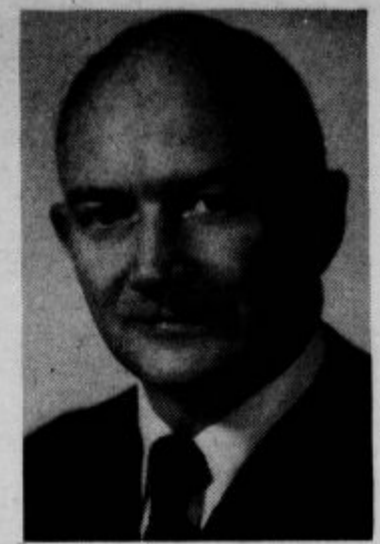
By agreement with the county, employees at the Nassau County Medical Center and the A. Holly Patterson Home, whose duty shifts require them to work on the holidays, will be paid double-time-and-one-half for the shift. Regular weekday workers will have a holiday on the Monday following the holiday.

Also, employees in other departments where some are required to work shifts on the holidays were protected by an agreement that individual departments would work out with employees when to take the holiday.

The CSEA also filed suit last week against the Town of Oyster Bay, demanding premium pay for employees in the Department of Sanitation required to work their regular shifts the Friday before the holiday, when other workers will have a half-day off under terms of the CSEA contract.



EDWARD J. GREENFIELD  
... without merit



RICHARD BARTLETT  
... ruled in violation

## Salary Raises Costly

MANHATTAN — New York City can give its employees raises, says the Citizens Budget Commission in a December report but at the cost of one city employee for every \$16,000 in increased wages.

Fiscal 1978 may have wage increases costing \$200 million, but the Commission suggests this could only be done at the cost of 12,500 jobs.

"The reason for this," the report states, "is the city does not and will not have any net additional funds whatsoever to add to its present personal service cost base."

The Commission says that continued federal aid is necessary for the city's financial survival. The way to insure this aid is forthcoming, according to the report, if the city establishes a "financial control mechanism" to make sure the city starts the year with a balanced budget, operates on a balanced budget basis, accounts honestly for the financial consequences of contractual obligations and repays any deficit within three months

after the close of the fiscal year.

A "financial control mechanism," as conceived by CBC, would take the general shape of today's Emergency Financial Control Board, Municipal Assistance Corporation, or some such committee made up of state and private economic advisors.

The Citizens Budget Commission is an independent watchdog group founded in 1932 by business and civic leaders and supported by the business community.

## Met Boosters

MINEOLA—Choice seats at the annual Long Island Mets Booster winter dinner may be secured from Irving Flaumenbaum, president of the Civil Service Employees Association's Long Island Region I and a past president of the Boosters. The dinner will be Jan. 27 in the Crest Hollow Country Club, Woodbury, and tickets are \$12 each. New York Mets players, coaches and front office officials will speak.

# Hold Senior Court Officer Tests Now, Says State Court

A State Supreme Court judge last week ordered state court officials to schedule a new senior court officers civil service examination as soon as possible and to make appointments to that rank quickly.

Judge Edward J. Greenfield ruled that State Administrative Judge Richard J. Bartlett and the court's administrative agencies were violating state law by refusing to schedule the exam, last offered in 1973.

The ruling came in response to a lawsuit by the State Supreme Court Officers Association on behalf of 69 of its members serving under provisional appointments.

Many of the officers have been holding these appointments for more than nine months and some as long as two and three years, Judge Greenfield noted. He said this is a clear violation of the time-limitation rule of the Ad-

ministrative Board of the Judicial Conference—which controls the court system—calling for civil service exams "in order to prevent the provisional appointment from continuing for a period in excess of nine months."

Judge Bartlett had maintained it would be "impracticable" to schedule an exam now because a new job classification for the courts is under study. He said the senior court officer title "may not exist" when the reclassification is completed. He added, the State Civil Service Department has not drawn up an examination.

Judge Greenfield said Judge Bartlett's arguments are "without merit."

"Even if the title is abolished," he explained, "individuals can still be appointed to the title of senior court officer from the eligible list and then be reclassified according to whatever plan is ultimately adopted."

He added, "The court is confronted with a situation where there has clearly been an undue delay in ordering an examination for the title of senior court officer."

Judge Greenfield conceded there was insufficient time for the exam to be offered by Dec. 17, the tentative date for the test, but he said it should be held within 60 days after a formal request has been made to the Civil Service Department. The request for the exam should be made "as soon as possible," he ruled.

He ordered the Administrative Board to establish senior court officer eligibility lists within 20 days after the exam and to fill the vacancies quickly.

## NYC Delegates View Trade-Offs With Concern

MANHATTAN — Delegates to a meeting of New York City Local 010 of the Civil Service Employees Association last week continued to ex-

## Charges CETA Abuses!

# CSEA Suing Nassau

MINEOLA — Going to bat against alleged abuses of the CETA program, Nassau Civil Service Employees Association Local 830 has filed a lawsuit against Nassau County demanding that former CETA workers promoted to regular civil service jobs be granted increments provided under the CSEA contract.

The suit affects several hundred former CETA workers promoted this year.

The County refused to give them increments, claiming they are "new employees."

The contract provides increments for all who were county employees before the start of the current year.

Nassau Local president Nicholas Abbatiello said the promoted workers have been county em-

ployees since the day they were hired under CETA. He noted that the CETA program provides federal funds to the County to hire and train workers. The CETA employees are clearly not federal employees, he said.

Mr. Abbatiello said the case revealed a county attempt to cheat a group of workers "who would have no power to resist except for the CSEA."

## Sr. Real Estate

ALBANY—The State Civil Service Department established an eligible list for sr. real estate manager on Oct. 17 as the result of a September 1977 open competitive exam. The list contains 57 names.

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# Allow Premium Pay For Nassau Holidays

**MINEOLA**—In response to a Civil Service Employees Association request, Nassau County Executive Ralph G. Caso last week made it discretionary for department heads to grant premium pay for those workers whose shift calls for them to work on Christmas and New Year's Day.

Nicholas Abbatiello, president of Nassau County CSEA Local 830, pointed out that Christmas and New Year's Day each fall on a Sunday this year. The CSEA contract states that any holiday occurring on Sunday shall be celebrated on Monday. Shift workers who work on Sunday shall receive holiday pay and the day off on Monday. The contract stipulates also that employees be allowed a personal day for religious observation.

their families. If we give those employees an incentive to work—premium pay for Christmas and New Year's—we will insure that the county is staffed adequately during the holidays," Mr. Abbatiello told the Nassau County Board of Supervisors on Dec. 12.

Because many departments do no work on a 24-hour schedule, department heads should be allowed to grant the premium pay according to the needs of their units, Mr. Abbatiello added.

(Continued on Page 16)

"This would leave institutions that run on a 24-hour basis understaffed as many people take both days off to be with

## Begin Hypertension Detection Program

**MANHATTAN**—Employees of New York Psychiatric Institute are entitled to participate in a free hypertension detection program being conducted there now.

Other free hypertension centers are planned throughout New York State, according to the program's organizer, Leslie Baer, an associate professor of medicine at Columbia University.

He urged participation in the program, calling hypertension a major risk factor for stroke, heart and kidney disease, "a silent killer with few or no symptoms."

### — John Clark —

John Clark, 59, first vice-president of Southern Region III of the Civil Service Employees Association, died on Dec. 11.

Mr. Clark had been employed at Letchworth Village Developmental Center in Thiells, since 1958, briefly as a power plant helper and later as a steam fireman. He had served as president of the CSEA Letchworth Local for 13 years.

A well-known and respected negotiator, Mr. Clark was a member of CSEA's first statewide negotiating team, which was formed in 1969. He represented Mental Hygiene employees on the union's Board of Directors at the time of his death. During his long and active association with the CSEA, he also served on numerous statewide committees, including the chairmanship of the political action committee.

Mr. Clark is survived by his wife, Eileen, and a son, Kevin. Funeral services were held on Dec. 15 in Haverstraw.

Condolences may be addressed to the family at 6 Quelch Ave., Stoney Point, 10980.



### SUCCESSFULLY COMPLETE COURSE

Four civil service employees at the State University College at Oswego receive certificates upon completion of course given at the State University College at Potsdam in "Estimating and Scheduling Maintenance Work." SUC at Oswego plant superintendent Robert Bieling presents award certificates to, from left, Frank Johnson, Bruno Caffolla, Donald Sawyer and Richard Bartello.

# Moore Appoints Region V Committees

**SYRACUSE**—Committee appointments for Civil Service Employees Association Central Region V have been announced by Region president James J. Moore.

Although chairmen and committee members were named for 17 committees, names are still being accepted for social service and civil service committees, Mr. Moore said. For these, each county Local has been requested to appoint their own representatives.

Mr. Moore grouped the committees under three headings: departmental, standing and special.

The departmental committees are:

**Mental Hygiene:** chairman William Deck, of Marcy Psychiatric Center Local 414, and Charles Gregory, William Krivyanik, Tony Phillips, Audrey Snyder, Charles Noll, Raymond Pritchard, George McCarthy; Joseph LaLonde, Santo DeVito, Roger Piersall and Hugh McDonald. They represent each of the 11 Mental Hygiene facilities

within the Region.

**State University:** chairwoman Mary Lauzon, of SUC at Potsdam Local 613, and Loretta Rodwell,



JAMES J. MOORE

Louis Buel, Stephen Zarod, Dale Dusharm, Nellie Handy, William O'Neill, Gene Trendell and Patricia Crandall.

**School Affairs:** chairman Carlo Guardl, of Broome Educational Employees Local 866, with Gary Flick, Thomas Elhage, Gloria Eagan, Donald Crandall, Angie Ford and Ben Richmond.

**Corrections:** chairman David Grier, of Elmira Correctional Facility Local 156, and John Synnatt, Austin Donovan and Fred DePew.

**Transportation:** chairman Lyle Woolson, of Oswego County State Transportation Local 516, and Nicholas Cimino, Edward Ross, William Reynolds, Burt Fleury, Robert Spoor and Bruce Richer.

The standing committees are:

**Audit:** chairman Stephen Zarod, of SUC at Morrisville Local 609, and Pennie Possemato, Philip Caruso and Gerald Roseman.

**Budget:** chairman Richard Marley, of Oneida County Local 833, and Richard Rice, Wendell Murphy, Anna Mae Darby and Joan Ball.

**Constitution and By-Laws:** chairwoman Mary Battista, of Broome County Local 804, and Charles Price, Raymond Wallace and Edward Zwack.

**Legislative and political action:** chairwoman Moira Greiner, of SUC at Oneonta Local 635, vice-chairman Richard Grieco, of Jefferson County Local 823, and Robert Vincent, Sally Greco, James Currier, Doris Pratz, Barbara Pickell, Robert Greene, Edward Knight, Louis Nayman and Clarence VanHorn.

**Public relations:** chairwoman Nellie Handy, of SUC at Oneonta Local 635, and Roy Davies, Nancy L. Morrison, John Cantwell, Sally Campbell, Thomas McNabb and John T. Mydlak.

**Ways and means:** chairman Robert Obrist, of Onondaga County Local 834, and Wilbur Barkman, Luke Cicari, John Haponski, William Murray and Mark Claxton.

**Program planning:** chairwoman Maureen Malone, of Madison County Local 827, and Carol Hill, Loretta Beckwith, Marsha Coppola, Evelyn Planella, Bonnie Barber and Anne Russell.

The special committees are:

**Education:** chairman Dale Dusharm, of SUC at Oswego Local 611, and Fraulein Balentine,

Claude Colleyacme, Mary Lauzon, Delores Herrig and Jim Cayey.

**Grievance:** chairman George McCarthy, of St. Lawrence Psychiatric Center Local 423, and John Giehl, Mabel Wannamaker, John Synnatt, Francis DeLemo, Bob Dempsey, Dottie Madison, Richard Brown, Claire McGrath and Helen Reynolds.

**Membership:** chairwoman Dorothy Penner, of Oneida County Local 833, and James Huntley, Anne Congel and John Blair.

**Civil service:** chairman Bruce Nolan, of Cayuga County Local 806, and Kathy Baran and Robert Gallor.

**Social service:** chairwoman Marge Coggeshall, of Cayuga County Local 806, and James Hennerty, Jennie Possemato and Paul Ianiri.

Central Region V's 20-county geographic area is the largest in the CSEA. With 80 Locals, it ranks second behind Capital Region IV, and with approximately 35,000 members, it ranks second behind Long Island Region I.

## Watkins Re-elected

**THIELLS**—Robert Watkins has been elected to a second term as president of Civil Service Employees Association Local 412 at Letchworth Developmental Center.

Other Local officers are vice-president Christopher P. O'Connell, secretary Dorothy Butler and treasurer Alice Cooper.

Serving on the board of directors are Lorraine Scott, Dorothy Mariano, Charles Schott, Lawrence Buckley, Doris Waller, Al Sansalone, Cecilia Rose and Dorothy Zariello.

# File Improper Practice Against Clifton Park

**ALBANY**—Capital Region IV of the Civil Service Employees Association has filed an improper practice charge against the Clifton Park Town Administration for attempting to persuade the town employees not to affiliate with the CSEA.

Earlier this month the town supervisor, attorney, and some members of the Town Board attempted to coerce employees not to join the CSEA. Capital Region supervisor John Corcoran charged. Such action would be in direct violation of the Taylor Law.

"CSEA is prepared to fight such illegal anti-union actions by elected officials openly and honestly. We will not allow abuses of public employee rights to continue," Mr. Corcoran said.

Events leading up to the alleged attempt to prevent CSEA membership began Nov. 3 when the CSEA requested voluntary recognition as sole and exclusive bargaining agent for the Town of Clifton Park employees. On November 28, the Town Board rejected the request for voluntary recognition.

The CSEA filed a formal Petition for Certification with the Public Employment Relations Board with all necessary information on Nov. 29.

According to Gregory Davis, CSEA field representative, the PERB will assign a trial examiner to determine if a unit is needed and will hold a hearing between the Town Board and the CSEA, where the Board will again be asked to grant voluntary recognition. If it refuses, said Mr. Davis, the PERB will then hold an election among the employees to determine if they want representation.

The Clifton Park employees currently have no union, but have the right under the Taylor Law to be represented by a bargaining agent of their own choosing.

(Continued on Page 8)

## 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, 233 Broadway, New York, N. Y. 10007. Attn.: CSEA Calendar.

### DECEMBER

28—Brooklyn Developmental Center Local 447 charity basketball game against NBC-TV: 8 p.m., Brooklyn Developmental Center gym, building 5, 888 Fountain Ave., Brooklyn.

### JANUARY

24—Franklin County Local 817 officers training session and grievance seminar: 7 p.m., Williams Mansion Nursing Home, Malone.



# Wins Arbitration Rights For Non-Member Clerk

ALBANY — An upstate teachers union has won support from the state's highest

court in its fight to protect the job of a non-union member fired for honoring a picket line during a 12-day strike.

South Colonie District, located near Albany, fired the provisional clerical employee, Carol Landau. The union, even though it did not represent Ms. Landau, invoked the grievance procedure and demanded binding arbitration to determine the legality of the discharge based upon the no-reprisal clause of the contract.

The school district countered (Continued on Page 11)

## Plan Basketball Charity Game

BROOKLYN — Brooklyn Developmental Center Civil Service Employees Association Local 447 will play a charity basketball game against a NBC-TV team, on Dec. 28, with all proceeds going to residents at the Brooklyn Center.

The game is scheduled for 8 p.m., at the Brooklyn Developmental Center gym, number 5. Tickets are \$1.

For further information call Jimmy Gripper at (212) 642-6336, or Jackie Wilson at (212) 642-6394.

(See picture, page 13)

The State Court of Appeals unanimously ruled in favor of the South Colonie Teachers Association. It said the validity of the discharge of the clerical employee, a provisional, must be submitted to binding arbitration, part of a contract negotiated after the September 1975 strike.

At issue was a no-reprisal clause in the contract, binding both the school board and union not to take reprisals against anyone on either side considered disloyal during the strike.

Some honored the teachers' picket line and refused to work and others reported to work during the strike.

After the strike ended, the



### POLICE WIDOW BENEFIT

Comedian-pianist Victor Borge, left, and WNEW's Ted Brown, center, joined New York City Police Honor Legion president Edward McDonagh and a cast of stars at Shubert Theatre recently to raise money for wives and families of police killed in the line of duty.

## Women, Minorities In Top U.S. Jobs:

# More Jobs, But Slow Progress

More minorities and women are in middle and upper grades of federal employment but their progress

has been slow, says Civil Service Commission Chairman Alan K. Campbell.

Mr. Campbell identified two

factors which contribute to the rate of growth. First, most jobs at the middle and upper grades are filled from within the federal government, where the source is largely non-minority and male. Second, the size of the federal work force has remained fairly stable since 1972, and it is difficult to achieve affirmative action objectives when there is no expansion in the work force, no matter how much emphasis is applied, he says.

A comparison of the participation of minorities in the federal and private sectors shows that the federal government is well ahead in overall employment of minorities in professional, administrative, technical, and clerical jobs. The private sector, however, has higher percentages of women.

Findings of the study showed that:

- Minorities accounted for 21.3 percent of all full-time federal civilian employees in November 1976 compared with 21.0 percent in 1975 and 14.1 percent in 1969.

- Women accounted for 30.1 percent of all full-time federal employees in 1976, compared with 29.8 percent in 1975.

- From 1969 to 1976, General Schedule (white-collar) employment of minorities rose 37 percent, compared with a 5 percent increase for non-minorities. In the same period, minority employment in wage systems (blue-collar) jobs decreased to 84 percent of 1969 totals and postal service minority employment fell to 82 percent of 1969 levels, but these decreases were smaller for minority than for non-minority employment in the same period.

Comparing federal white-collar employment in 1976 with private sector employment compiled by the Equal Employment Opportunity Commission in 1975, the following results were noted:

- In professional occupations, the federal group has a lower proportion of women (20 percent) than the private sector group (30 percent), while there are higher percentages of blacks and American Indians in federal professional employment than in private employment. The other minorities have higher percentages of professionals in the private sector.

- In administrative occupations, the federal service has a higher proportion of women (20 percent) than the private sector (14 percent). The federal service also has higher minority percentages in these occupations.

(Continued on Page 11)



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# NYC Delegates View Trade-Offs With Concern

(Continued from Page 2) press concern that a pattern of trade-offs of one state worker benefit for another was becoming a continuing practice in CSEA-State wage contract negotiations.

Solomon Bendet, Local president, described the official viewpoint, although he disagreed, as being that the greatest number of persons benefitted from the recent agreement on putting increment and promotion increases in the basic state salary schedule.

The delegates, however, approved a resolution strongly disapproving relinquishing longevity increments after April 1978.



**GIVING CREDIT WHERE IT'S DUE**—Approximately 140 employees who work for the New York State Workmen's Compensation Board in offices around the state received awards this month—for 25 or more years of service; or for cost-saving suggestions. Here WC Chairman Arthur Cooperman presents merit award to senior examiner Ralph Welikson in Dec. 9 World Trade Center ceremonies.

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# SHORT TAKES

## SEX, RACE QUESTIONS ON JOB FORMS RETURNING

Questions about race, sex and ethnic background will again appear on job applications for federal civil service jobs, according to the Washington Post. The new system has the approval of President Carter and many civil rights groups that were opposed to such questions 10 years ago. Affirmative action efforts—hiring of more women and minority groups members—is prompting the change. It is necessary to keep track of how many people in these categories are being hired say federal officials.

## 425 ASSEMBLY AIDES TO GET MERIT PAY HIKES

About 425 State Assembly administrative employees are in line for merit pay increases. Assembly Speaker Stanley Steingut approved the raises last week. Salaries for Assembly employees earning \$25,000 a year or more were frozen through 1978, however.

## BULLETPROOF VESTS FOR DEPUTY SHERIFFS

The Erie County Legislature has authorized \$115,000 in surplus funds for new patrol cars, snowmobiles and lightweight bulletproof vests for deputy sheriffs. Sheriff Kenneth J. Braun had requested the funds earlier for the 1978 county budget but was rejected. Last month, the legislators agreed to shift some of the funds to accommodate the sheriff.

## BUFFALO FIGHTING TO KEEP RESIDENCY ORDINANCE

Buffalo officials will appeal a recent state Supreme Court ruling that struck down the city's residency ordinance. James J. McLoughlin, the city's senior deputy corporation counsel, says his office will appeal to the court's Appellate Division. He is seeking to overturn a ruling handed down in a suit filed by two of his staff attorneys, Harvey Mandelkern and James S. Quinlivan, both Buffalo residents. They argued that to bar them from moving from the city was "arbitrary, capricious and discriminatory." Judge Joseph Mattina ruled the ordinance forcing city employees to live in the city was unconstitutional because it conflicts with state civil service laws.

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## 1,737 File For TA Sgt.

The promotional test for transit sergeant (exam no. 4647) to be given Feb. 18, has drawn 1,737 applicants. Filing closed Nov. 22 for the written test, which will count 75 percent in determining list status.

### LEGAL NOTICE

SUPREME COURT: BRONX COUNTY. Summons Index No. 15220/77. PLAINTIFF: NEW YORK & SUBURBAN FEDERAL SAVINGS & LOAN ASSOCIATION, against Pedro Laruy and Madeline Laruy, his wife, and all the heirs at law, next of kin, distributees, devisees, grantees, trustees, lienors, creditors, assignees and successors in interest of any of the aforesaid defendants at law, next of kin, distributees, devisees, grantees, trustees, lienors, creditors, assignees and successors in interest of the aforesaid classes of persons, if they or any of them be dead, and their respective husbands, wives or widows, if any, all of whom and whose names and places of residence are unknown to the plaintiff, except as herein stated. THE PEOPLE OF THE STATE OF NEW YORK TO THE ABOVE NAMED DEFENDANTS AND EACH OF THEM: YOU ARE HEREBY SUMMONED to answer the Amended Complaint in this action and to serve a copy of your Answer or if the Amended Complaint is not served with this summons, to serve a notice of appearance on the Plaintiff's attorney within twenty (20) days after the service of this Supplemental Summons, or within (30) days where service is other than by personal delivery exclusive of the day of service and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint. The basis of the venue designated is that the premises being foreclosed are situated in Bronx County, New York.

Dated: Nov. 1977. To the above named defendants: The foregoing summons is served upon you by publication pursuant to an order of the Hon. Alexander Chananau, a Justice of the Supreme Court of the State of New York, dated November 18th, 1977 and filed along with the supporting papers in the Bronx County Clerk's Office. This is an action to foreclose a mortgage on premises 843 East 214th Street, Bronx, N.Y., briefly described as follows: On the north side of East 214th Street, 257.65 feet west of Bronxwood Avenue, being a plot 83.83 feet x 28.67 feet and located in Section 16, Block 4673, Lot 19. Dated: December 2nd, 1977. Howard Stein, Attorney for Plaintiff.

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**Jerry Finkelstein, Publisher**  
**Paul Kyer, Associate Publisher**

**Marvin Baxley, Editor**  
Harcourt Tynes, Associate Editor  
Harry Berkowitz, City Editor  
Jane Bernstein, Features Editor  
Kenneth Schept, Associate Editor  
Pamela Craig, Photo Editor

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FRIDAY, DECEMBER 23, 1977

## Conspiring Against New Yorkers

THE "impoverished" members of the New York City Council, hardly able to make ends meet at \$20,000 a year for their once-a-week-or-so efforts on behalf of the city, have voted themselves a \$10,000 raise.

The Christmas gift they handed themselves has created a furor throughout the city and is felt in many places outside what used to be called Fun City.

Some dissenting city council members are also outraged. City labor union leaders, whose members were recently subjected to hiring and wage freezes because of the city's fiscal crisis, are also angry. Some congressional leaders who soon will have to decide whether or not to grant the city another big loan are reportedly having second thoughts about it.

We must vent our anger too. Arrogant, selfish, greedy and unconscionable are just a few of the words that come to mind when we review this measure.

Perhaps if they were paid far less than city councilmen in other large U.S. cities, there would be an excuse for their action, but they are already compensated as well as some of the best paid part-time officials in the country.

We are also displeased with Mr. Beame's conduct in the controversy. True, the Mayor opposed the measure from the start and says he will veto it. But we cannot help feeling he really does not mean it. His reasons for utilizing the conventional veto, knowing full well it will be easily overridden, instead of the pocket veto, are dismaying. Mr. Beame says there are legal uncertainties in the pocket veto, which is accomplished by merely doing nothing with a bill, and we agree this is true. Lawyers and City-Hall observers seem divided over whether the measure dies or becomes law after a mayor sits on it for 30 days. We feel, however, that Mayor Beame could better serve New Yorkers by taking the uncertain approach rather than the road leading to certain override. He has little to lose by pocket-vetoing the bill. His comment that a pocket veto is an improper way of approaching the issue is indeed a sorry exit from City Hall.

There seem to be powerful forces, headed by some of the city's leading politicians, who conspire against the already hard-pressed citizens. We feel the council should reconsider this unwise move, but we are realistic enough to know it won't. We urge the Mayor to take a more courageous stand against the council action, but we do not believe he will. New Yorkers, we fear, are at the mercy of many of those they trusted enough to elect but whose greed causes them to forget the rules of accountability.

May we presume the City will treat its civil service employees as well in their contracts next year? (H.A.T.)

## The Perfect Christmas

ONE day soon, we hope, at Christmas time, the world will truly be in the Christmas spirit.

It will be a time when all wars have ended, race hate and religious bigotry will have vanished, and corruption and labor strife, to name a few, will also have disappeared.

It sounds utopian, of course. We realize it will probably never occur; nevertheless, we hope the world will make real strides towards this dream and that people will never give up trying.

We hope everyone has a perfect Christmas, in spite of it all. (H.A.T.)

## Don't Repeat This!

(Continued from Page 1)

There is almost universal agreement among political leaders, economists, business interests and organized labor that action to reduce taxes is imperative to promote the state's economy. So the upcoming confrontation in the Legislature will be marked by attempts to gain political credit for tax relief that undoubtedly will be forthcoming.

### Surplus Expected

What is clear is that the state will wind up its fiscal year with a budget surplus, the unalterable fact that makes tax relief a promising prospect. On the other hand, while no one is believed to be opposed to tax reduction, there will be demands by municipalities like New York, Buffalo, Yonkers, school boards and other local government agencies for greater state-aid appropriations to relieve the escalating local real estate tax burden.

Whatever merits there may be to arguments for increased state aid to localities, tax reduction has been promised by the Governor and by Senate Majority Leader Warren M. Anderson and Assembly Minority Leader Perry B. Duryea, Jr. Both Anderson and Duryea are interested in the Republican nomination for Governor against Carey.

Senator Anderson acted first. He recently convened a special session of the Senate and pushed through a \$450 million tax relief program. Obviously, Senate Republicans are prepared to attack the Governor's program to the extent that it may fall short of the Senate program.

The special Senate session is a political and legislative phenomenon. During the years that Nelson Rockefeller was governor, Senate and Assembly Democrats expressed frustration because Rockefeller vetoed many bills after the Legislature had adjourned, leaving the Legislature without an opportunity to override his veto. They vowed, as part of the Democratic legislative reform program, that when the Legislature finished its work, it would not adjourn but recess. Under the recess procedure, the presiding officer of each house is authorized to call members into a special session. Moreover, when the Legislature reconvenes, it is not limited in what it can do, as is the case when the Governor calls a special session.

When Governor Carey took office, the Republicans gleefully went along with the Democratic reform program. Thus far, no session has been reconvened to override a veto. The only time a Governor's veto was overridden in this century occurred over the Staviskey-Goodman Law, which mandates certain appropriation by New York City for its board of education. However, that was done during the regular session.

### In The Forefront

What Senator Anderson did, since the Legislature has not yet adjourned, but is still in recess, was simply to invoke his authority as Senate Majority Leader to convene a Senate session and pass a tax reform measure. Since Minority Leader Duryea could not similarly convene the Assembly, the Senate action remains a pending matter until the next session.

Meanwhile, Anderson has succeeded in establishing his position and that of the Senate in the forefront of tax reduction legislation.



## Civil Service Law & You

By RICHARD GABA

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

### No Valid Agreement

Recently, a dispute arose between the Port Washington Union Free School District and the Port Washington Teachers Association over the district's abolition of several driver education and nurse-teacher positions and its reorganization of those programs.

The district contracted with a commercial driving school to provide "on-the-road" instruction and created the new position of "driver education classroom instructor" to provide the classroom instruction. The district also created several full-time and part-time "nurse-aid" positions with no teaching responsibilities. Also involved in the dispute is the district's reorganization of its home instruction program. This program had been performed by the regular teaching staff on a voluntary basis. Under the reorganization, it was contracted to a tutoring service employing certified teachers.

The association challenged all three reorganizations saying it was in violation of the parties' collective bargaining agreement and arbitration was demanded. The district was granted its motion staying arbitration in Nassau County Supreme Court. The association appealed.

The Supreme Court, Appellate Division, Second Department, affirmed the lower court's decision and stayed the arbitration. The court noted that the collective bargaining agreement limited the arbitrator's power "only to interpret what the parties . . . intended by the specific clause in the agreement which is at issue" and prohibits him from adding to, subtracting from or modifying the provisions of the agreement . . . Hence, even though there existed an arbitration clause, since there was no specific clause in the contract covering the subject matter at issue, the court concluded that there existed no valid agreement to arbitrate the subject disputes and arbitration was properly stayed. *Port Washington Union Free School District v. Port Washington Teachers Association*, 398 N.Y.S.2d 171.

RECENTLY, PETITIONER was discharged as a police officer after being found guilty of a number of charges arising from an incident in a Village of New Paltz bar in which the petitioner was stabbed and another individual shot to death. The Appellate Division sustained only five of the nine charges and remitted the matter back to the board for reconsideration of the penalty. An Article 78 proceeding was subsequently instituted by the petitioner to annul the determination dismissing him and to require the respondents to conduct a new hearing on the question of penalty and backpay. The Supreme Court, Special Term, Ulster County, entered judgment denying relief and the petitioner appealed.

The Appellate Division, Third Department, held that there was no merit in petitioner's contention that he was improperly denied rehiring on the subject of penalty. The court stated that when some, not all, charges are dismissed by the reviewing court, it is proper to remit the matter for reconsideration of the punishment, since the reviewing court

(Continued on Page 7)



# WHAT'S YOUR OPINION

By DEBORAH CASSIDY

THE PLACE: State Campus, Albany

**QUESTION:** Out of approximately 230,000 Civil Service Employees Association members, only 45,000 voted in the recent statewide elections. What do you think are the reasons for the low turnout and what can be done to encourage more voter participation?

**Eleanor Clow, senior clerk:** "The main reason for the lack of voter participation is apathy. The representative comes around and distributes the ballots and the members just don't bother to send them back in, even if it's not costing them anything. There is a tendency to just throw it aside and forget about it. This is not the fault of the representative, but I think he or she should come back and collect all the ballots that were distributed. It's just human nature to have to be pushed sometimes. If people know that someone is coming back, they'll be more apt to fill the ballots out."



**Steve O'Connor, senior statistics clerk:** "The old administration caused apathy among the members. There was a general feeling among the people that if just did no good to voice your opinion because the administration was just going to do what it wanted anyway. No one was encouraged to try to change things. However, I think that the defeat of Mr. Wenzl is an example of what caring can do. The members voted him out. The new leadership seems more open and straightforward, and this should stir more interest among the membership."



**Alice Gilmarin, senior audit clerk:** "I think it's the same in a union as it is among the voting public—people get more aroused when they are against something than when they are for something. In our past elections there have not been very many real issues; not enough waves to get people interested. I will say that we did have a higher return percentage-wise than the national elections this year. But now, it is up to the new leadership to have more open forums, to educate the members and to make them more aware of campaign issues."



**James Nuttle, tax auditor:** "There are two reasons why the members don't vote: apathy and too much to vote on at one time. This year we had Local elections, Region elections, statewide elections and the contract to vote on. That is just too much for people to people. I think the various elections should be staggered and the campaign issues should be well aired. As far as apathy is concerned, it's up to the union to set the tone for change and to encourage more voting—even if they have to have a separate campaign for that."



**Barbara Maples, senior clerk:** "I think that over the years the members have lost faith in the union leadership. They broke a lot of promises. In turn, the members have become apathetic and don't care about voting. Also many are skeptical about the union's method of counting the votes by hand. Now we have new leadership, who should do all they can to restore faith in the union and make the members care. I also think they should use voting booths and more modern methods of counting."



**Marcie DiNini, senior clerk:** "A lack of interest in the leadership seems to be the main cause of voter apathy. We've had the same people running and winning for so many years that the members just don't bother to vote. The new leadership is a refreshing change for the union. Now it will be up to them to stir more interest among the members. I also feel that if the members are made to feel that they matter, they will care enough to vote."



# RETIREMENT NEWS & FACTS

By A. L. PETERS

## The Big Question

How much will I get each month when I retire at 65? At 64? At 63? At 62? The query pops up in family conversations all the time. Here are a few typical figures.

Average Earnings Yearly	Retirement at 65	at 64	at 63	at 62
Less than \$ 924	114.30	106.70	99.10	91.50
\$ 1,200	147.10	137.30	127.50	117.70
\$ 3,000	236.40	220.70	204.90	189.20
\$ 4,000	278.10	259.60	241.10	222.50
\$ 5,200	331.60	309.50	287.40	265.30
\$ 6,000	364.50	340.20	315.90	291.60
\$ 7,200	418.70	390.80	362.80	335.00
\$ 8,000	453.10	422.90	392.70	362.50
\$ 9,200	484.50	452.20	419.90	387.60
\$10,000	502.00	486.60	435.10	401.60

A spouse at age 65, or a child, get half. There is a family maximum which runs from \$171.50 to \$878.50 depending on income.

Most people can conduct almost all of their social security business over the telephone, thus avoiding a possible long wait in an office.

Almost any problem, from applying for benefits to reporting a lost or stolen check, can be done over the phone. Here is a list of some of them.

- Apply for social security or supplemental security income (SSI) payments.
- Apply for Medicare.
- Change of name or address for social security records.
- Report change in marital status.
- Report stopping or starting work or anything else that may affect checks.
- Report lost or missing social security or Medicare card.
- Get help with filling out Medicare claims form.
- Arrange for direct deposit of

monthly checks.

• Request a statement of earnings.

• Find out if a particular health care facility takes part in Medicare.

• Get help in requesting review of the decision made on a claim.

A person can also call for information or publications about social security, Medicare, or SSI.

Here are some tips on getting the best service from social security:

- Don't call during the first week of a month. This is when checks are issued and social security officers are especially busy and a person may have trouble getting a call through.
  - If your call concerns monthly benefit checks, you should have the proper social security claim number available. And if the call is about Medicare, the Medicare card should be handy.
- The address and telephone number of the nearest social security office is in the telephone directory under "Social Security Administration."

## LETTERS TO THE EDITOR

### Our Good Name

Editor, The Leader:

As a retired federal employee, I protest the campaign of some sections of the media that have smeared our image, portraying us as parasites who affluently live off the public treasury, tax free and part of the gravy train.

I urge all concerned to refute this libel to the media, or others who are guilty of this injustice to us. Your paper, of course, is certainly one of our most trusted champions.

That the foregoing charges are pure bunk, goes without saying. Federal pensions are taxed at every level of government, regardless of age or working status. A few states have granted us partial exemption to ease the burden of state taxation. The only time a federal pension is tax free from the federal government is for about 18 months, when the employee is permitted to recoup his contribution to the retirement fund but he or she is still subject to state and city taxes. Contributions made to the fund by active employees every month are taxed just the same.

While retired federal employees may seek employment in the

private sector, we must remember that in order to receive 80 percent of their salary as pension, they must have put in at least 42 years in the service. From this salary or pension, a part is taken off for survival annuants, a hefty premium on health insurance, plus taxes for the federal, state and city governments, leaving the remainder of our pensions far from "affluent."

After 41 years in the federal service, many retirees are receiving about \$134 per week or less, still subject to taxes on three government levels. Is it so exorbitant a pension, when rents for a three-room apartment run about \$250 or more per month, and inflation and the high cost of living is running wild?

The Civil Service Retirement Fund, established in 1921, has been collecting 7 percent from federal employees, while the Social Security System has been collecting 6 percent. The cure for the ills of the Social Security System is not the destruction of the Civil Service Retirement Fund, which has proved financially sound throughout the years.

A better way can be found for the present problems of the Social Security System, without destroying the retirement fund and depriving us of the benefits we deserve for the many years of loyal service to our government and the public.

Federal retirees get busy and stop this assault on our good name, no matter from what source.

SAMUEL KOMANSKY  
Brooklyn

### Identification

Editor, The Leader:

The Page Two photo in your Dec. 2 issue indicating Assembly concern for Mental Hygiene facilities identifies two Suffolk legislators but refers to a third shown in the photo only as "man at right is unidentified."

That "man" happens to be veteran State Assemblyman John Cochrane of Brightwaters (6th District), graduate of the Naval Academy and senior member in the Assembly of the group shown in your photo.

I trust Assemblyman Cochrane was not dismissed in the photo as an "unidentified man" because he happened to be the only Re-

publican Party member in the group. The caption was unfair to a distinguished, dedicated public servant.

ALBERT W. ALLAR  
West Islip

**ED'S NOTE:** We are pleased to finally be able to identify the "unidentified man" in that picture and we thank Mr. Allar for the information. No offense to Assemblyman Cochrane was intended, however. It was simply a matter of the photographer neglecting or being unable to make the identification. The editors had no idea who he was until Mr. Allar's letter arrived.

### Civil Service Law & You

(Continued from Page 6)

cannot speculate on what penalty would have been imposed had the board considered only five out of the nine charges. Petitioner accrued no right to present further evidence since the board was directed to reconsider the penalty to be imposed upon the evidence in the case. *Thompson v. Lent*, 398 N.Y.S.2d 187.

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### LETTERS POLICY

Letters to the Editor should be less than 200 words. The Leader reserves the right to extract or condense pertinent sections of letters that exceed the maximum length. Meaning or intent of a letter is never changed. Extensive 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.





### HUDSON VALLEY ARMORY INSTALLATION

Officers of Hudson Valley Armory Employees Local 252 were installed recently at a banquet at the Windsor Inn, New Windsor. Local leaders are president Robert Herling, vice-president Donald Hannaburgh, executive secretary George Rogers, treasurer Ralph Scism and recording secretary William Losee. In photo are, from left, Conference of Armory Employees secretary-treasurer Robert Adams, Conference president James Stevens, Mr. Herling and Southern Region III president James Lennon, who was installing officer. Representing the Armory administration at the function were Col. Howard Ostrander, Division of Military and Naval Affairs facility operations officer, and Maj. Thomas Gallagher, facilities manager.

# Improper Practice At Clifton Park

(Continued from Page 3)

In October, 16 employees, more than the required percentage, approached the CSEA and signed cards requesting representation.

"The workers were concerned about benefits and job rights," said Mr. Davis. "They sought, through the CSEA, to protect and obtain these."

Mr. Davis explained that the employees have no guaranteed benefits and could easily lose any that they do have by a Board vote. With no documentation of the rights, he added, the first thing the CSEA will do is negotiate a contract.

He is optimistic about the outcome of the petition, and said

that even if the Town Board CSEA, a member vote will get again refuses to recognize the them in.

## Form Albany Research Local

ALBANY—The Civil Service Employees Association Board of Directors has approved a request by 150 Health Research Inc. employees in Albany to become a separate Local.

The Albany employees were a part of a statewide Local encompassing Buffalo, Roswell Park and other areas throughout the state.

As a quasi-private organization, the HRI is partially funded by the state and its employees

are considered to be state workers.

"As part of the all-encompassing statewide Local," said Jack Corcoran, Capital Region IV supervisor, "the Albany employees were not getting the proper service for such a large group of members. They will now be served more efficiently and are expected to function effectively as a Local in their own right."

Thomas Mitler is acting president until formal elections are held after January.

# Some Questions And Answers That Affect Judiciary Workers

The following questions are being published in the Civil Service Leader in an attempt to answer those inquiries of judiciary employees from counties and cities who were merged with the state on April 1, 1977.

Although mass meetings have been held in heavily populated areas, individuals in cities and counties may not have been able to attend these informational meetings. Any further questions may be directed to Pat Monachino, CSEA collective bargaining specialist for the Judiciary at CSEA Headquarters, 33 Elk Street, Albany.

**Q. How does Judiciary Law 220 affect me?**

A. Basically, you became a state employee effective April 1, 1977. This merger of county and city judiciary employees is an involuntary one; that is, you did not have a choice in becoming a state employee. This was decided for you by the New York State Legislature as part of a "unified court system."

**Q. Who represents me as a new state employee? I was previously covered under a county or city contract.**

A. Under Judiciary Law 220, if you were covered under your county or city contract, then whoever represented you under that local contract continues to be your representative. In most cases the CSEA negotiated your county or city contract, and CSEA has been officially recognized by the Office of Court Administration as your official bargaining agent.

**Q. What happens to my county/city contract?**

A. Judiciary Law 220 provided that employees who were merged into the state effective April 1, 1977, come into the state with their local agreements and the State of New York will honor your agreement as if it were the contract between you and the State of New York. Your local contract will continue until it expires or a subsequent state contract is negotiated between the CSEA and the Office of Court Administration. When these negotiations occur, and a subsequent contract is negotiated and ratified, this newly negotiated state contract will supersede your local agreements.

**Q. What happens when my local contract expires and negotiations are in progress between the CSEA and the Office of Court Administration?**

A. Your "old" agreement would continue to be in effect until a new contract is negotiated with the Office of Court Administration.

**Q. What happens if there is a negotiated settlement with my local contract—will I receive the pay raise?**

A. As a rule, the Office of Court Ad-

ministration will approve all contracts which were in effect prior to April 1, 1977 for payment by the State of New York after April 1, 1977. If a subsequent contract was negotiated, the Office of Court Administration will approve such contracts only if the terms and salaries of the contract were reasonable and retroactive to any date prior to April 1, 1977. To be specific, if your contract expires either June 30, 1977, or Dec. 31, 1977, court employees merged will not receive the pay raise. The expired contract will continue until a new state contract is negotiated.

**Q. When will CSEA negotiate a new contract with the Office of Court Administration?**

A. Under Judiciary Law 220, several factors had to be settled before negotiations could begin. As you are aware, there were 131 separate jurisdictions identified and each separate jurisdiction was considered to be a bargaining unit. Judiciary Law 220 allowed these jurisdictions to further merge and form larger bargaining units. The final establishment of bargaining units could only come about through mutual agreement between the CSEA and the Office of Court Administration. The Public Employment Relations Board (PERB) cannot become involved in the process of establishing different bargaining units except with the consent of the CSEA and the Office of Court Administration. After several months of negotiations between the CSEA and the Office of Court Administration, a satisfactory resolution was reached. It was agreed that bargaining units be established along Judicial District lines as they currently exist in the State of New York.

On Nov. 2, 1977, the CSEA wrote the Office of Court Administration asking for voluntary recognition of all the CSEA-represented jurisdictions within each Judicial District, and in the same letter a demand for commencement of negotiations on behalf of all CSEA members was made.

To date, there has been no written response from the Office of Court Administration acknowledging the acceptance of the establishment of bargaining unit. However, this official recognition is a mere formality and the CSEA expects a formal answer shortly.

Once the formal acceptance is delivered to CSEA, negotiations will begin.

**Q. What other factors affect me under Judiciary Law 220?**

A. A very important factor which is mandated in Judiciary Law 220 is the classification survey. The fact finding phase of this survey was subcontracted to a private consultant firm of Cresap, McCormick & Paget. This firm concluded their fact finding duties in Octo-

ber 1977, and their findings were turned over to the Office of Court Administration and the firm was discharged.

The task of reviewing the classification survey falls on the Office of Court Administration. This office is also charged with the responsibility of assigning a title, State grade and salary to all employees in the unified court system. This survey also affects the State Judiciary employees who were State employees prior to April 1, 1977, so that all employees will be covered by this process.

**Q. When will we know what our title, grade and salary will be?**

A. There has been a change from the Office of Court Administration's original time table. It was found that after the consulting firm was discharged, there were Judiciary employees who were missed, and as a result of this, the classification survey was being done by employees in the Office of Court Administration. The CSEA has been assured that the survey is close to 100 percent complete.

However, the Office of Court Administration is near completion regarding the assignment of a title, state grade and salary for each employee. When this survey is completed, CSEA will receive a copy of the new titles and State grades assigned to the titles.

Within a short time span, the Office of Court Administration will notify each employee of their title, grade and salary. Also a classification appeals procedure will be provided in the event the employee is not satisfied with the title, grade or salary.

Please note: The salary stated will be your salary retroactive to April 1, 1977.

Once the notification is given, Judiciary Law 220 mandates that public hearings be held. Hopefully, this will take place sometime in December 1977.

After the public hearings are concluded, final approval must be given by the Judicial Administrative Board. Once the Board gives its approval, then funds for payment of this program must be approved by the New York State Legislature. Once funds are approved, payments will be forthcoming.

**Q. Once I receive my title, grade and salary, how will I know if it is acceptable?**

A. CSEA has formulated a program whereby we will review the classification survey listing the titles and grades. We have the ability and staff to analyze the survey by its structure and the ranking of titles and grades. We also will have comparable State positions to review. We will have a general idea of what titles and grades require adjusting.

Some inequities are evident. If you

have been functioning as a court clerk and you are classified as a senior stenographer, you will know you are improperly classified.

In any event, if you feel that the classification is improper, then file an appeals form within 30 days of your receipt of notification (the State will provide information on appeals). Then tell your CSEA unit representative and eventually this information will be sent to CSEA headquarters for analysis. The CSEA will have input from all of New York State.

**Q. Will the CSEA represent me if I put in a classification appeal?**

A. Yes, the CSEA will provide resource personnel to aid in processing meritorious classification appeals. In addition, litigation shall be provided for those meritorious cases approved.

**Q. Will my salary be held up if I file an appeal?**

A. No. Once the Administrative Board gives its approval and funds are also approved by the Legislature, the salary assigned to you will continue until it is altered by negotiations, a successful classification appeal or by litigation.

**Q. What salary grade will I be graded on?**

A. In Judiciary Law 219(b), there is a salary schedule which is comparable to the State of New York salary schedule dated April 3, 1974, and will be the salary schedule you will be graded on.

**Q. What are salary schedules in 219-a (a) (b) and (c) and do they pertain to me?**

A. Salary schedules 219-a, (a), (b) and (c) are the salary schedules which were negotiated by the CSEA for those state Judiciary employees who were state Judiciary employees prior to April 1, 1977, and represents the following:

(a) schedule—the original salary schedule with the 5 percent added effective July 1, 1977.

(b) schedule—the 5 percent schedule with 4 percent added effective Oct. 1, 1977.

(c) schedule—another 5 percent added to be effective April 1, 1978.

During negotiations the impasse procedure was needed to obtain the 14 percent raise on the salary schedule. The (a), (b) and (c) schedules have to be negotiated for those Judiciary employees merged into the state on April 1, 1977.

**Q. Is the CSEA capable of handling Judiciary matters for me?**

A. The CSEA has represented state Judiciary employees since 1967. We have experience with handling problems with the Office of Court Administration. In addition to negotiating an excellent contract in 1977, the CSEA has also won many grievances, arbitration cases and law suits against the Judicial Conference. We are not afraid to confront and tangle with the Court of Administration. It is with 10 years of solid experience in handling Judiciary matters that the CSEA will now represent you as a new state Judiciary employee.



# What Price Safety At Albany's Mall Offices

CIVIL SERVICE LEADER, Friday, December 23, 1977

## CSEA Committee Exposes Potential Hazards At Lab Facilities

By DEBORAH CASSIDY

**ALBANY**—With the move of some 11,000 state employees, mainly from rented quarters in and around the Albany area, to the new Empire State Plaza beginning in 1972, the question of safety has become a major concern of the Civil Service Employees Association in Capital Region IV.

Under the direction of Jack Corcoran, regional supervisor, individual committees representing the various agencies have been formed to investigate and correct safety problems. The committees work with state safety committees chaired by safety heads in each department.

### Started In September

According to Mr. Corcoran, several improvements have been made since the committees first started in September. At one time, he pointed out, there was no fire equipment in Albany to handle a fire in the new mall, but, upon the insistence of the CSEA, several mini-engines were purchased and housed in the mall. The State is also conducting safety programs for employees on a regular basis, which include films and other materials paid for by CSEA-negotiated funds.

A major area of concern is the Department of Laboratories and Research where Ernst Stroebel, Local 665 president, is vice-chairman of a committee consisting of Jose Samson, Labs Local executive vice-president; Al Mead, Health Department Local 664 president, and Aaron Wagner and Joseph Bakerian, field representatives. According to Mr. Stroebel, no serious problems have arisen, but he and other members of the committee have pointed out a number of situations in which they could develop.

### Escape Difficult

Most of these exigencies are found within the labs themselves: some lack space, while others have wasted space; most have one or no window, making escape difficult in case of fire or an implosion and allowing no outside lighting; some lack sterile hoods for working with toxic chemicals and infectious diseases; in some, flammable liquids are stored near flames, and all lack gas extinguishers and masks.



JOHN CORCORAN, JR.



ERNST STROEBEL

gases from these chemicals, but 10 or 15 years from now, you could develop a serious reaction from them." Mr. Weinbloom maintains that there is a need to isolate such chemicals and minimize their effect.

Many of the labs currently occupy the sub-basement of the main building, and with others moving in the future, Mr. Stroebel is concerned that they will not be adequately maintained. He also fears the possibility of the working force outgrowing the labs.

"Unlike our previous quarters, the hallways here are clear, but with other labs taking up space, we may soon have to store equipment in the halls. It would cost the State millions to update the place if this happens," he added.

### Trapped In Basement

Safety problems outside the labs include the lack of fire



... exits lead up

program," commented Mr. Stroebel.

Security is another issue. For a while, anyone was able to walk through the main corridor and into the lab section. Since the CSEA expressed concern about this, all visitors are now compelled to check in with a receptionist in the main corridor and are escorted by a staff member to enter through a lower door that is left unguarded.

The committee has requested that a guard be placed at the door and that employees and management be allowed to enter only with an ID card. The management has rejected this idea, however, due to the cost factor and the possibility of an employee forgetting or losing his ID. Still pushing the plan, Mr. Stroebel commented, "These are not good-enough reasons. If you have to work, you should be responsible enough to keep track of an ID badge."

Mr. Stroebel mentioned the usual problem of pilferage, but added that employees have no place to lock up valuables. Lab doors have locks with no keys or no locks at all.

### Air Duct Clogged

The State has provided an outside sitting area, known as the central core, for employees to use in the nice weather, but they are not able to take advantage of it because children throw down stones and other refuse from an upper level wall.

"The area is guarded," said Mr. Stroebel, "but not enough to prevent this. The kids are

Where does the blame lie?

Committee member Jose Samson commented, "The guys at the upper levels and those at the bottom are truly concerned and are trying to change things. But, it's the middlemen who are holding things up; it's the management." He continued, "Management is placing more importance on other matters. I guess it's just human nature not to do anything until an accident occurs."

In some cases employees themselves are to blame. The committee feels that because they have worked in the same environment for so long, the employees just don't question it. Many have become apathetic. All accidents, for example, even a tiny cut on a finger, should be attended to and reported. Major problems have developed from minor accidents, and yet a surprisingly large number go unreported.

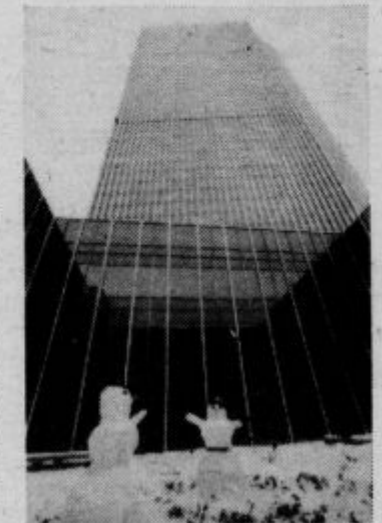
### Employee Awareness

Mr. Samson spoke of a case where a woman developed a hernia from lifting boxes and almost died in an operation when she developed complications. Since the incident was never reported the woman received no compensation.

"The committee has to push

for more cooperation on the part of the employees," said Mr. Samson. "But we can't lead them by the hand." All employees know where to report accidents and how to contact the safety committee with any problems.

"For the most part," concluded Mr. Stroebel, "the state safety committee has been very cooperative, but there are so many small matters to take care of that we have to keep at them. The State has budget limitations, but the safety of the employees should be a high-priority item."



... a long way down



... outgrowing available space

## Franklin Officers To Train

**MALONE**—Franklin County Local 817 of the Civil Service Employees Association, Inc., plans for an Officers Training Session and Grievance Seminar to be held at 7 p.m. on Tuesday, Jan. 24, at the Williams Mansion Nursing Home here.

Donald Brouse, CSEA field representative, and Robert Fleury, president of the Franklin County Local, will coordinate the informational meeting which will be open to all unit and chapter officers.

CSEA regional officers and staff members expected to attend the evening session include James J. Moore, president of Central Region V; Dr. Edward C. Diamond, director of education, Albany Headquarters; Francis A. Martello, regional supervisor, and Charles McGear, regional public relations specialist.

"Purpose of this training session and grievance seminar will be to present new information and procedures to newly elected local officers. We will offer suggestions, facts and case histories from similar areas, and answer questions of importance to the CSEA membership in Franklin County," Mr. Brouse said.

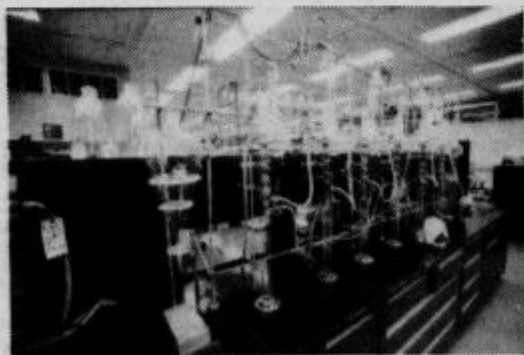
## 'Dolled Up'

(Continued from Page 1)

the many who worked so hard this year, are Margaret DiFiore, of the truck mileage department, and her sister, Helen Lockwood, a housewife, who dressed seven dolls as a bride and her wedding party.

Molly Konczewski, Tax and Finance Civil Service Employees Association Local 690 delegate and chairman of the Christmas Doll Project, highly praised all the workers, whom she referred to as "earthly versions of angels, who spread joy, love and happiness."

"It is a pleasure to picture the tiny cherubs on Christmas morning, whose laughter must be light and sweet," she added.



... lack sterile hoods



... one door and no windows

Robert Weinbloom, a chemist who is Professional, Scientific and Technical unit vice-president for the Labs Local, explained, "We work with several carcinogenic chemicals whose effect on the human body is subtle. You cannot see or smell

blankets and stretchers and exit stairways that lead up instead of down. "In a fire, people will go for the stairway and naturally head down. They would be led to the basement where there are no exit doors. We really need an extensive retraining and fire drill

tossing down marble chips which the State paid a great deal of money for to decorate the gardens." A large air duct in one corner of the core, which supplies fresh outside air to the building, has become clogged with the chips.

## RE Appraisers

**ALBANY**—The State Civil Service Department established an eligible list for real estate appraiser on Oct. 17 as the result of a September 1977 open competitive exam. The list contained 46 names.



# Latest State And County Eligible Lists

EXAM 36064  
 PRIN BANK EXMR/FR OV BR  
 BANK EXAMINER  
 Test Held May 7, 1977  
 List Est. Oct. 26, 1977  
 (Continued from last week)

- 27 Moffitt George Bronx .....75.7
- 28 Finer Richard J Fairview NJ 74.6
- 29 Donnelly A Mineola .....73.5

EXAM 36009  
 SR UI CLAIMS EXMR  
 (Option A)  
 Test Held May 7, 1977  
 List Est. Nov. 25, 1977

- 1 Lucarello D Putnam Val .....98.7
- 2 Stern Patricia Jamaica .....97.2
- 3 Weinblatt Allan Brooklyn .....96.2
- 4 Stock Walter A Glendale .....94.8
- 5 Greer Stephen L Downsville .....94.5
- 6 Cohen Allan S Flushing .....94.1
- 7 Koepfel Charles W Babylon .....93.5
- 8 Kutty Joseph W Buffalo .....93.2
- 9 Levin Herbert I Flushing .....92.9
- 10 Montag Ruth Flushing .....92.7
- 11 Barthel Mary C Brooklyn .....91.6
- 12 Chodan Diane R Rome .....91.5
- 13 Everest Dorothy Canandaigua .....91.3
- 14 Parryhill S M Troy .....91.0
- 15 Poulia Michael Schenectady .....90.9
- 16 Eisen Dennis B Brooklyn .....90.7
- 17 Draper Nancy C NYC .....90.7
- 18 Patelisky Robert Brooklyn .....90.7
- 19 Lovelace V T Brooklyn .....90.7
- 20 Baran Michael S Deer Park .....90.6
- 21 White Thomas A Eden .....90.5
- 22 Cotter Wayne B N Babylon .....90.2
- 23 Novotny Joseph Ossining .....90.2
- 24 Bentley Judith Rochester .....90.0
- 25 Donnelly P M Campbell .....89.7

- 26 Devaney Patrick New Hartford 89.6
- 27 Arnold James E Snyder .....89.5
- 28 Cleveland M A NYC .....89.5
- 29 Hannus Verna E E Northport.....89.5
- 30 Tannenbaum H Forest Hills .....89.4
- 31 Puglisi Marcia Bethpage .....89.4
- 32 Zimmerman John Ballston Spa .....89.2
- 33 Warner Mary E Buffalo .....89.1
- 34 Coughlin R L Tonawanda .....89.0
- 35 Lawrence M East Meadow .....89.0
- 36 McCafferty E M Bayport .....88.8
- 37 Dobbs Arthur I Frsh Meadows .....88.6
- 38 Carbonaro Carl Bay Shore .....88.5
- 39 Sowinski Peter Sea Clift .....88.4
- 40 Reddy William E Quogue .....88.3
- 41 Pomerantz Jane NYC .....88.3
- 42 Foody Thomas E Binghamton .....88.3
- 43 Maggin Alan S Brooklyn .....88.2
- 44 Sarsfield John Delmar .....88.2
- 45 Papageorge T G Halesite .....88.1
- 46 Moran Charles E Buffalo .....88.0
- 47 Kellner Ronald W Seneca .....88.0
- 48 Hall Robert K Malone .....87.8
- 49 Caporale Linda E Patchogue .....87.7
- 50 Lohr Bettyann Farmingdale .....87.7
- 51 Flanagan James L I City .....87.7
- 52 Marcus Ray Commack .....87.5
- 53 Eichen Robin E Forest Hills .....87.4
- 54 Young John F Queens Vill .....87.4
- 55 Wexler Joan R Hicksville .....87.3
- 56 Rosenblatt June Orangeburg .....87.2
- 57 Green Richard D Crown Pt .....87.2
- 58 Braun Eric J Oneonta .....87.2
- 59 Moriarty T J Clifton Park .....87.0
- 60 Friedel Alan M Forest Hls .....87.0
- 61 None
- 62 Maywalt John V New Rochelle 86.9
- 63 Panzer Judith H NYC .....86.8
- 64 Ness Kenneth A Brooklyn .....86.8
- 65 Sharaf Philip A Brooklyn .....86.7
- 66 Mucha Shirley E Buffalo .....86.7

- 67 Bihart Jeanette E Amherst .....86.7
- 68 Rosa Louis M Buffalo .....86.7
- 69 Henry Mario C Flushing .....86.6
- 70 Vanwagner E J Craryville .....86.6
- 71 Herrera M R Bronx .....86.6
- 72 Rothstein Sue Merrick .....86.5

- 73 Drozen Edward Amherst .....86.5
- 74 Tous Jorge Brooklyn .....86.5
- 75 Gladstein H J NYC .....86.2
- 76 Armstrong G M North Salem .....86.1
- 77 Quint Eileen G NYC .....86.1
- 78 Rino John J Tonawanda .....86.0

- 79 Bullard James F Potsdam .....86.0
- 80 Gerelman F Z Kew Gdn Hls .....85.9
- 81 Owad George J Gansevoort .....85.9
- 82 Levy David A NYC .....85.9
- 83 Locke Susan B Belle Harbor .....85.8

(Continued on Page 11)

## Suffolk Crossing Guards Age Limit Raised To 70

HAUPPAUGE—Claiming it is no longer able to recruit people to work as crossing guards because of recent salary and benefit cuts, Suffolk County announced that it is raising the age limit from 55 to 70 for 35 new job openings.

Police Commissioner Donald Dilworth said last week the raised age limit would "give retired persons more of an opportunity to participate in the part-time employment program."

The new guards would be expected to work about three hours a day; half that time in the morning and half again in the afternoon, and would be paid \$2.85 per hour. However, there would be "no minimum time guarantees and no fringe benefits," Mr. Dilworth said.

The county has approximately 360 permanent crossing guards and about 25 substitutes working under the jurisdiction of the police department.

Last year, the Civil Service Employees Association Suffolk County Local 852 agreed to give up a guarantee of four hours

work daily, and fringe benefits including insurance and hospitalization to keep the guards as part of the county government.

"The inability of Suffolk to recruit guards proves our contention that guards perform a dangerous, tough and valuable service working in traffic to guarantee the safety of our youngsters," commented William Lewis, president of Local 852.

He added that the guards who have already left the service because of salary and fringe benefit cuts were right when they claimed that a private security company which bid for the job would not be able to attract qualified personnel through a minimum wage.

For the past two years, Suffolk County, under the leadership of County Executive John V. N. Klein, has tried to subcontract crossing guard services to private contractors. The Suffolk County Legislature, after a vigorous campaign by the crossing guards and the CSEA, rejected the proposals and retained the guards.

Mr. Lewis said that by extending the eligibility age the county was misleading and taking advantage of its senior citizens.

"Our senior citizens are a proud group who will do anything to prove their usefulness," Mr. Lewis said. He continued, "guarding school crossing is dangerous and the county is misleading senior citizens if it says it isn't. The cold and the dangers of speeding traffic, to say nothing of children dashing in front of on-coming traffic, are among the problems they will face," he said.

Meanwhile, in New York City, 74 new school crossing guards were sworn in recently. They will be paid \$2.80 an hour under the Comprehensive Employment and Training Act. The city plans to

hire 1,000 guards, thus freeing police officers assigned to school crossing to perform other duties. The school-crossing guards were eliminated in 1975 during the City's fiscal crisis. New York has experienced problems with CETA personnel used as crossing guards. Two public school security guards were arrested on felony charges in recent weeks.

"This just proves another point. School guards who are part of the civil service system are dedicated and of a higher caliber because they are subject to strict regulations," Mr. Lewis said. "Most of our guards are long-time residents of the neighborhoods they serve and are well-known to the children," he added.

## Nominating Unit For L.I. Courts Local Appointed

MINEOLA—A nominating committee had been appointed and charged with presenting a slate of candidates to lead the new Long Island Courts Local.

An election for the first permanent officers was scheduled for early December, according to Hyde Smith of Nassau Supreme Court and Joseph Osman of Suffolk Family Court, who have been guiding the new local since it was created last spring out of the Nassau and Suffolk Chapters.

Named to the nominating committee were:

Bob Schreiber of Nassau Supreme Court; Frank Griffin of Nassau Family Court; Carol Derych of Suffolk Family Court, and Melanie Azzari of Suffolk Family Court.

Court employees in Region 1 may expect to receive ballots by mail from the Long Island Region headquarters.

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# Latest State And County Eligible Lists

CIVIL SERVICE LEADER, Friday, December 23, 1977

(Continued from Page 10)

- 84 Ringier Kenneth Delmar .....85.7
- 85 Boquard Daniel West Seneca .....85.7
- 86 Stris Linda J Binghamton .....85.7
- 87 Best Elizabeth Rahway .....85.5
- 88 Wille Ronald E Lockport .....85.5
- 89 Tripp John M Frankfort .....85.3
- 90 Kahn Alfred S Staatsburg .....85.2
- 91 Carey Dean R NYC .....85.2
- 92 Sherman Michael Ctl Islip .....85.2
- 93 McKendry S Snyder .....85.2
- 94 Divietro Rona Flushing .....85.2
- 95 Marnell K M Rochester .....85.2
- 96 Marnell K M Rochester .....85.1
- 97 Fellows Roger A Syracuse .....85.1
- 98 Eveler Robert J Buffalo .....84.6
- 99 Baldwin Thomas Little Neck .....84.5
- 100 Adamson William Wantagh .....84.5
- 100A Michalak Margaret Akron .....84.5
- 101 McGregor P A Hurley .....84.4
- 102 Lorenzo Robert Brooklyn .....84.4
- 103 Wiegert Wallace New Hyde Pk .....84.4
- 104 Rivenson F H NYC .....84.4
- 105 Jackson W R Batavia .....84.4
- 106 Buff Carl Syracuse .....84.3
- 107 Lew Chaim Brooklyn .....84.2
- 108 Berlan Robert NYC .....84.1
- 109 Maresca Stewart E Northport .....84.0
- 110 Levitas Ned Mt Vernon .....83.9
- 111 Ballard L NYC .....83.8
- 112 Gorsky Victoria Glens Falls .....83.7
- 113 Kramer Arthur Flushing .....83.5
- 114 Laboisiere L D Waterford .....83.5
- 115 Seiden Morton E NYC .....83.5
- 116 Roddy James J Utica .....83.4

- 117 Browne Michael Washingtonville .....83.4
- 118 Mason Joy NYC .....83.4
- 119 Fishel Richard Ogdensburg .....83.4
- 120 Davanzo K V Brooklyn .....83.3
- 121 Hillard William Troy .....83.2
- 122 Janitz John E Syracuse .....83.2
- 123 Binkowski John Oswego .....83.1
- 124 Lombardini C A Rochester .....83.1
- 125 Sullivan K F Pearl River .....83.0
- 126 Elser D M Elmira .....83.0
- 127 Miller James P Binghamton .....83.0
- 128 Jamberdino G N Rochester .....83.0
- 129 Moynahan George Bay Shore .....83.0
- 130 Schumer Irene Brooklyn .....83.0
- 131 Kokalas Edward Menands .....82.9
- 132 Rich Gail R Brooklyn .....82.9
- 133 Findlay Daniel NYC .....82.7
- 134 Noonan Jeanne New Rochelle .....82.7
- 135 McMahon Thos New Windsor .....82.7
- 136 Forman Jerome Thiells .....82.7
- 137 Feinberg P L NYC .....82.6
- 138 Moran Joe Brewster .....82.5
- 139 Garvey John E Rochester .....82.5
- 140 Webster Marian Clifton Pk .....82.4
- 141 Sapon Lila Baldwin .....82.3
- 142 Reisman George Flushing .....82.2
- 143 Duberman B Bronx .....82.2
- 144 Abramsky Mark R Briarwood .....82.2
- 145 Suspanic Robert Waterford .....82.1
- 146 Hains Stephen Vernon .....82.0
- 147 Elser Gary M Elmira .....82.0
- 148 Handschuh L Brentwood .....82.0
- 149 Francis C M Howard Beach .....81.9
- 150 Fistel Roberta W Hempstead .....81.9
- 151 Liebman P M Latham .....81.9
- 152 Cohen Leonard Wappinger Fls .....81.9

- 153 Grinberg Simon Brooklyn .....81.9
- 154 Debonis T A Hudson Falls .....81.9
- 155 Heister Aaron E Yonkers .....81.9
- 156 Lagerroos A E Latham .....81.8
- 157 Strophe John P Peru .....81.7
- 158 Walker Rhesjean Dansville .....81.6
- 159 Maragus N H Pultneyville .....81.5
- 160 Zeman Robert A E Northport .....81.4
- 161 Klein Charlotte Mamaroneck .....81.4
- 162 Schufman Joel W NYC .....81.4
- 163 Knoerl Joellen Port Crane .....81.4
- 164 Brannock Keith Ticonderoga .....81.4
- 165 Edwards F G West Islip .....81.3
- 166 Srauss Robert Olean .....81.3
- 167 Perlman Judith Lynbrook .....81.3
- 168 Zane Kenneth A Bronxville .....81.2
- 169 Streb Maryalce Rochester .....81.1
- 170 Peters Miriam L Staten Is .....81.0
- 171 Williams Jennie Schenectady .....81.0
- 172 Dauria Kenneth Buffalo .....81.0
- 173 Dumin Francis P Schenectady .....80.9
- 174 Heal Robert F Patchogue .....80.9
- 175 Collins Michael Southampton .....80.9
- 176 Hammerslag I N Long Beach .....80.8
- 177 Horenstein S P Bayside .....80.8
- 178 None
- 179 Vanvalkenburg T Verona .....80.7
- 180 Phillips Maria Kirkville .....80.7
- 181 Preston N J Fairport .....80.7
- 182 Walker David P Hamburg .....80.6
- 183 Pelkaus John Flushing .....80.6
- 184 Close Catherine Poughkeepsie .....80.6
- 185 Wechsler Phillip NYC .....80.6
- 186 Kroll Margaret Syracuse .....80.5
- 187 Bank Sheldon H Brooklyn .....80.4
- 188 Marino Richard Lindenhurst .....80.4
- 189 Syrett Matthew Ithaca .....80.4
- 190 Osroff Matthew Middletown .....80.3
- 191 Stortz Linda J Albany .....80.2
- 192 Davanzo Alan H Brooklyn .....80.2
- 193 Godell Frank A Kenmore .....80.2
- 194 Perlman Harold Lynbrook .....80.2
- 195 Vega William P Bronx .....80.1
- 196 Rider Thomas A Altamont .....80.1
- 197 Herold Jude J Lake Grove .....80.1
- 198 Dingle Harrie Black River .....80.0
- 199 Noah Mary L Williamsvil .....80.0
- 200 Kelly Anna S Amityville .....79.9
- 201 Sherwin M P Albany .....79.8
- 202 Serio Robert F Belmont .....79.8
- 203 Schein Marshall Plainview .....79.8
- 204 Marcus Max Brooklyn .....79.8
- 205 Loomis David W Albany .....79.7
- 206 Matos Lillian Medford .....79.7
- 206A Weymouth R J Buffalo .....79.7
- 207 Degetano John Brooklyn .....79.6
- 208 Loveria Theresa Kirkwood .....79.5
- 209 Sklarz Robert M Newburgh .....79.5
- 210 Forman Neil H Bayside .....79.5
- 211 Robinson Judith Sound Beach .....79.4
- 212 Kohlmeier S J NYC .....79.3
- 213 Eldredge David Ravena .....79.2
- 214 Marks William P Cheektowaga .....79.2
- 215 Martone Ronald Endicott .....79.1
- 216 Rosa Jesus Bronx .....79.1
- 217 Shapiro Bruce Brooklyn .....78.9
- 218 Fox Stuart J NYC .....78.9
- 219 Buckley James J Schenectady .....78.8
- 220 Krauss Helene Frsh Meadows .....78.8
- 221 Pocaro Paul C Brooklyn .....78.8
- 222 Colbert Helen N Tonawanda .....78.5
- 223 Mehler Judith L Great Neck .....78.4
- 224 Frank Patrick Albany .....78.4
- 225 Macis Paul S Terryville .....78.4
- 226 Lubow Lynn Brooklyn .....78.4
- 227 Levitas Sharon Mount Vernon .....78.4
- 228 Morrison W Albany .....78.3

- 229 Talmo Elizabeth NYC .....78.3
- 230 Carroll Eleanor Islip .....78.3
- 231 Mendelson Ellen E Northport .....78.2
- 232 Gutterman M Brooklyn .....78.2
- 233 Billings C E Clarence .....78.1
- 234 Suarez Ricardo Dix Hills .....78.0

- 235 Brandt John T Fort Plain .....78.0
  - 236 Hanratty Arthur W Hempstead .....77.9
  - 237 Yarmel Mitchell Val Stream .....77.9
  - 238 Hoffman Leslie Albany .....77.9
  - 239 Cangiano Albert Rochester .....77.9
- (To Be Continued)

## Open Continuous State Job Calendar

Title	Salary	Exam No.
Accounting, Careers In	\$10,714	20-200
Actuary (Casualty), Associate	\$18,369	20-416
Actuary (Life), Associate	\$18,369	20-520
Actuary (Casualty), Principal	\$22,694	20-417
Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14,142	20-519
Actuary (Casualty), Supervising	\$26,516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Audiologist, Assistant	\$11,337	20-885
Audiologist	\$12,670	20-882
Dental Hygienist	\$ 8,523	20-107
Dentist-In-Training	\$20,428	27-679
Dentist I	\$22,694	27-629
Dentist II	\$25,161	27-680
Dietitian Trainee	\$10,118	20-888
Dietitian	\$10,714	20-887
Dietitian, Supervising	\$12,670	20-886
Electroencephalograph Technician	\$ 7,616	20-308
Engineer, Assistant Sanitary	\$14,142	20-122
Engineer, Junior	\$11,337-\$12,275	20-109
Engineer, Senior Sanitary	\$17,429	20-123
Food Service Worker	\$ 5,827	20-352
Histology Technician	\$ 8,051	20-170
Legal Careers	\$11,164-\$14,142	20-113
Librarian, Public	\$10,155	and up
Medical Record Administrator	\$11,337	20-348
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aid Trainee (Reg. & Spanish Speaking)	\$ 7,204	20-394
Motor Carrier Transportation Specialist	\$13,404	20-889
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nurse, Health Services	\$10,714-\$11,489	20-333
Nurse, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$14,880	20-139
Occupational Therapist (Reg. & Spanish Speaking)	\$11,337	20-895
Occupational Therapist, (Reg. & Spanish Speaking)	\$12,670	20-894
Physical Therapist	-	20-177
Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant I & II (Spanish Speaking)	\$ 9,029	20-175
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Physician I, Clinical	\$27,974	20-414
Physician II, Clinical	\$31,055	20-415
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Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiologic Technologist, Radiologic Technologist (Therapy)	\$8,051-\$10,274	20-334
Speech Pathologist, Assistant	\$11,337	20-884
Speech Pathologist	\$12,670	20-883
Stationary Engineer	\$ 9,546	20-100
Stationary Engineer, Assistant	\$14,142	20-303
Stationary Engineer, Senior	\$10,714	20-101
Varitype Operator	\$ 6,811	20-307
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140

## Arbitration Rights

(Continued from Page 4) that the grievance machinery did not apply to her because she was not a union member.

The school district asked for a stay of arbitration in State Supreme Court and before the Albany Appellate Division. Both times it failed. As a last resort, it appealed to the State Court of Appeals, with the same result.

Judge Jacob D. Fuchsberg said the school district violated the collective bargaining agreement. "A union may invoke grievance and arbitration procedures on behalf of a non-member whose treatment by a common

employer may adversely affect the position of its own members."

He said the no-reprisal clause had a direct bearing on "membership morale, future bargaining effectiveness and the potential impact of these on the terms and conditions of employment of its members."

The court also rejected the school district's claim that Ms. Landau, because she was a provisional employee, is subject to "removal at will" and outside any contractual protection.

"If it can be demonstrated to the satisfaction of the arbitration tribunal that the reason for dismissal was one in violation . . . under the no-reprisal clause," the court concluded, "this violation could form a basis for determination that the discharge was wrongful."



JACOB FUCHSBERG . . . renders ruling

## Job Progress Is Slow

(Continued from Page 4)

• In technical occupations, the percentage of women in federal employment is higher (37 percent) than in the private sector (33 percent). The federal service has a higher percentage for all minority groups except Oriental.

• In clerical occupations, women account for half of federal

employees and four-fifths of the private sector group. This is largely because postal workers, who are predominantly male, form a large proportion of federal clerical workers. Among minority groups, the percentage of blacks in clerical occupations is twice as high in government as in the private sector. The percentages of Spanish-surnamed and Oriental employees are slightly higher in the private sector.

### LEGAL NOTICE

#### THREE OAKS V ASSOCIATES

Substance of Limited Partnership Certificate filed in NY County Clerk's Office on 11/4/77. Business is to race a thoroughbred racehorse, John Harvard. Principal place of business 1623 3rd Ave., NYC. The names, addresses and amounts contributed by partners are: General Partner—Arthur Innace, 1623 3rd Ave., NYC. Limited Partners—Ralph Brown, Jr., 1342 Lohengrin Place, Bronx, NY (\$2,200); Shaheed Rahaman, 473 Crescent Street, Bklyn, NY (\$2,200); Jeanne Unger, 273 Bellmore Rd., East Meadow, NY (\$2,200); Arthur Unger, 273 Bellmore Rd., East Meadow, NY (\$2,200); Daniel Riados, 39 Meridian Rd., Waterbury, Conn. (\$2,200); Joseph Glielmo, 747 East 102nd St., Bklyn, NY (\$2,200); James Mintzer, 112-20 72nd Dr., Forest Hills, NY \$6,600). The term is from 6/1/77 to 12/31/78 unless sooner terminated. The Limited Partners have agreed to make additional contributions aggregating \$19,665 at rate of \$1,035 per month from 6/1/77 through 12/31/78. The Limited Partners will receive 92 1/2% of profits and 92 1/2% of net assets upon dissolution of partnership. No Limited Partner has right to substitute an assignee in his place without written consent of General Partner.

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### BROOKLYN DC TEAM TRAINS FOR CHARITY GAME

Members of Brooklyn Developmental Center Local 447 of the Civil Service Employees Association are training for a basketball game against a team from NBC TV, planned for 8 p.m., Dec. 28, to raise money for residents at the center. From left are: coach Lamont Wade, George Fernandez, David Blackwell, Gino Whitfield, Eli Dosreis, Jimmy Gripper, and scorekeeper Erwin Bird. The game will be played at the Brooklyn Developmental Center gym, building 5. Tickets are \$1, and are available through Mr. Gripper, the Local president, at 642-6336, or through Mr. Wade, at 642-6305.

## Revamp U.S. Personnel System

WASHINGTON, D.C.—“We believe that the federal personnel system in its present form cannot respond to the need to improve public service,” stated Alan K. Campbell, U.S. Civil Service Commission chairman.

Dr. Campbell, speaking in Washington recently to the American Society for Public Administration, said that the present system satisfies neither management, nor employee, nor public interests, and that recommendations for change—begun in June—will go to the President this month.

“We have presented a progress report to the President,” he said. “He agrees with the basic concepts, and has given us the go-ahead to develop specific legislative and reorganization proposals. “He feels that the lack of attention to management has, over

time, resulted in a decline in the ability of the personnel system to respond to changing programs and to advances in management theory and techniques.

“When the work on the Federal Personnel Management Project began six months ago we had to address three basic problems:

- There be greater flexibility on the management side, and that obstacles to effective management, which had developed over the years, must be removed.

- The problems associated with the merit abuses of the previous administration, and the need is to at least make those kinds of abuses more difficult or more visible than before.

- The view of management that the employee appeal process is biased toward employees, and the employees’ view that it is management dominated.

Dr. Campbell said that the horror stories about government employees so popular with the media do not prove that federal employees are incompetent, or lazy, or freeloaders, but rather that management effectiveness, in such cases, is nonexistent, or that the personnel system cannot cope with today’s public management issues.

“We must improve the public service, both in reality and perception,” he said. “I am convinced that the quality of our society is determined not only by the quality of its public institutions but also by the people’s views of those institutions.

“Once our final recommendations are completed, the real work will begin. Convincing all the relevant constituencies of the need for change will be no easy task. Improving personnel management is not the kind of issue which causes people to man the barricades or even to consider when voting on election day. It is our job to demonstrate the importance of people and personnel systems to quality government, to quality service, to responsive and alert public institutions. Our public administration community has not faced this kind of a challenge in a long time.”

## Tech, Commissary, Other U.S. Posts Are Opening

MANHATTAN—Four new job openings, each with one vacancy, are available with the federal government.

The New York Office of the U.S. Civil Service Commission has listed aircraft equipment specialist, electronics technician logistics, management specialist and assistant commissary manager.

The aircraft equipment specialist job is in Farmingdale. The electronics technician post is in Clinton County. Assistant commissary manager and logistics management specialist are in New Jersey, the commissary post in Fort Monmouth and the logistics post in Lakehurst.

Logistics management specialist and equipment specialists pays \$15,090, electronics technician \$18,258 and assistant commissary manager, \$21,883.

The filing deadline for electronics technician and logistics management specialist is Dec. 30, Jan. 4 for equipment specialist, and Jan. 13 for assistant commissary manager.

Candidates should contact the commission at 26 Federal Plaza, Manhattan, for details.

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## Psych. Soc. Work

ALBANY—The State Civil Service Department established an eligible list for psychiatric social worker I on Sept. 28, as the result of a June 4 open competitive exam. The list contains 1,335 names.



# CSEA FALL CONVENTION PHOTOS



At meeting of Operational Services delegates, collective bargaining specialist Joseph Reedy responds to question as Bargaining Unit chairman Ed McGreevy, of Hamburg Local 514, scans audience.



Social Services committee meeting was chaired by Richard Tarmey, CSEA director representing Montgomery County Local 829. Committee members at right are Rensselaer Local 842 delegate Grace Vallee and Nassau Local delegate Haward Quann. At far end of table is collective bargaining specialist Philip Miller, committee staff coordinator.

(Leader photos by Ted Kaplan)



Dan Grygas, of SUNY at Albany Local 691, shows on his face the intensity with which he took part in debate on vital issue.



Buffalo Local 003 president Peter Blaauboer bends down toward microphone to make sure his point is well heard by delegates.



Elmira Correctional Facility Local 156's Ken Winsor reviews problems with New York Parole District Local 259 president Jack Weisz.



SUC at Plattsburgh Local 612's Joan Smith and Lil Cassavau engage in informal conversation between rounds of meetings at week-long convention.



Central Region V president James Moore, center, airs his views as two CSEA Board of Directors members from the Region seem to give approval. Maureen Malone (Madison County) and Carlo Guardi (Region V Education Locals) take notes.



Assistant sergeant-at-arms Ann Wadas, of Mental Retardation Institute Local 438, keeps order at Region I microphone as Nassau Local 830's Anthony Giannetti and Long Island Parks Local 102 president Peter Higgerson listen to response from chair.



Pilgrim Psychiatric Center Local 418's Sylvia Weinstock, left, makes her views known to CSEA director Betty Duffy (Region I Mental Hygiene). Ms. Duffy is the longest-serving woman on the Board.



Bud Saunders, president of Rochester Transportation Local 506, headed delegation that included Jon LaFontaine, center, and Fred Hance.



Syracuse Local 013's new president, Frank Wilson, talks with Local second vice-president Claire McGrath, left, and first vice-president Nancy Morrison.



# GO TO HEALTH

By WILLIAM R. WILLIFORD

## Sensible Dieting

If you are thinking about starving off those post-holiday pounds, read on.

First, if you are fat it's probably not the result of what you ate from Thanksgiving to New Year's but rather from New Year's to Thanksgiving. Simply stated, you didn't get pleasantly plump overnight and therefore don't expect to lose pounds, and keep them off, with the latest wonder diet.



We are a nation of dieters. Those that are the most popular and sell the most books are the ones that promise quick results and are simple to follow. For example, when hungry, eat grapefruit. The latest in the fad diet parade couldn't be simpler—don't eat. As the motto goes, what could be faster than fasting. Fasting is now the in thing to do whether or not you

are fat.

So what should you know about fasting?

It works! It also can be dangerous. Jean Mayer, a renowned nutritionist, states, "The body, designed for physical activity, is simply not meant to cope with long periods of complete abstinence from food." G. C. Duncan, of Philadelphia, studying fasting patients, found a high level of uric acid in their bloodstreams, a condition that can lead to kidney or bladder stones. A few of his patients developed ulcerative colitis and mental depression.

Another negative side to fasting is that the body begins to break down its own muscle and tissue proteins to get glucose (the body's source of energy). One study reported that after a one month fast, subjects lost an average of 14 pounds of lean body tissue. The goal of the diet should be to burn up fat tissue, not lean body tissue.

Fasting under carefully controlled conditions and under supervision of a reputable specialist has value in assisting markedly obese patients. The do-it-yourselfers should realize that fasting, like any other extreme diet, can present serious health problems.

The key to a good diet, as with many things in life, is moderation!

## Retiring Soon?

There's a great deal you know—but a lot more you should know about:

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- Making Your Husband Happy in Retirement
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# Clerk, Examiner, Other State Jobs Open

ALBANY—Oral and written exams for a batch of new state promotional jobs has been scheduled for February and January, State Civil Service Commission officials say.

Applicants have until Jan. 16 to file for most of the posts.

The Jan. 16 deadline is for a series of head clerk posts, chief clerk, principal accountant, medical claims examiner trainee, senior drafting technician, principal drafting technician, senior drafting technician, chief resources and reimbursement agent, principal resources and reimbursement agent, security hospital treatment chief and security hospital supervising treatment assistant.

Applicants for a series of principal budget examiner and as-

sociate budget examiner positions must file by Jan. 3.

There is a Dec. 23 filing deadline for drug abuse treatment specialist II and III.

Supervisor of Civil Service security operations applicants must file by Dec. 30.

Two open continuous jobs, speech pathologist and audiologist, are also listed. Applications

for these jobs have no filing deadline.

The salaries for the jobs range from \$6,755 to \$21,554.

For details and job applications, contact the State Civil Service Department at either 2 World Trade Center, New York, State Office Building Campus, Albany, or 1 West Genesee St., Buffalo.

## Seek Transporters

WAMPSVILLE — Madison County Civil Service Commission officials have scheduled a Feb. 4 test for job hopefuls seeking to qualify for transporter supervisor posts with county agencies.

Applications must be in by Jan. 4.

Applicants must be high school graduates with either three years experience operating and maintaining automotive equipment, one year of it as a supervisor, or five years experience, or an equivalent combination of both.

Candidates must be Madison, Onondaga or Oneida County residents for at least four months prior to the filing deadline.

Applications should go to the Madison County Civil Service Commission, County Office Building, Wampsville.

## Federal Job Calendar

These jobs are open in New York City or surrounding counties until further notice. Applicants should contact U.S. Civil Service Commission's New York City Area office. Requirements vary.

### GENERAL SCHEDULE POSITIONS

Written Test Required At Some Grade Levels

Title	Salary Grade
Communications Technician	5
Data Transcriber	2,3
Dental Hygienist	4
Electronic Accounting Machine Operator	4
Electronics Technician	4
Engineering Technician	5,6,7,8
Examiner (Intermittent)	4
Firefighter (Structural)	4
Fiscal and Accounting Support Positions	4
Hospital Police Officer	5
Medical Aid (Sterile Supplies)	2,3
Nuclear Medicine Technician	5,6,7
Photographer	7
Reporting Stenographer	5
Sales Store Checker	3
Shorthand Reporter	7,9
Tractor Operator	6
Travel Clerk (Typing)	5

### TRADES AND CRAFTS

No Written Test

Title	No Salary Grade Listed
Blacksmith	
Chief Engineer (Ferryboat)	
Chief Engineer (Marine Diesel)	
Electronics Mechanic	
Master (Ferryboat)	
Ordinance Equipment Mechanic	
Quality Inspection Specialist	
Refrigeration and A/C Equipment Operator	
Shipfitter	
Ship Surveyor	
Welder	

For further information, contact a federal job information center at either 26 Federal Plaza, New York, 10007 (telephone (212) 264-0422); 590 Grand Concourse, Bronx, 10451 (212) 292-4666; 271 Cadman Plaza East, Brooklyn, 11201 (212)330-7671).

The salary grades pay as follows: grade 2 pays \$7,035; grade 3, \$7,930; grade 4, \$8,902; grade 5, \$9,959; grade 6, \$11,101; grade 7, \$12,336; grade 8, 13,662; grade 9, \$15,090.

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## Finally The End Of The Cockroach

A new scientific development, tested and proven over a period of years, can now make the roach extinct. This product is so effective retail stores will not stock it because there is very little reason to reorder. The manufacturer states "RO-CHEK" not only kills roaches, but also eliminates ants, water bugs, and silver fish, preventing reinfestation for years.

Since roaches do not recognize non toxic "RO-CHEK" as a bug killer, they walk through it and make no attempt to bypass it. One of "RO-CHEK" ingredients produces an electrostatic charge which causes the powder to adhere to their bodies. Within 24 hours of

making contact the roaches die and during that time they spread the powder inside the walls going through the ritual of cleaning themselves. This habit permits the distribution of "RO-CHEK" into the nesting areas and therefore the elimination of the remainder of the roach population in 10 days.

"RO-CHEK" is being sold directly to consumers. It costs \$4.95 (add \$.50 for postage and handling) for a 9oz. container which is sufficient to roach proof a 9 room residence. To Obtain "RO-CHEK", send a check or money order to JM Co. 685A NE 123 St. North Miami, Fla. 33161. Or for further information please Call 947-3531.

## 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 5:30 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.





**LAST STOP ON PRESIDENTIAL TOUR**

Returning to his home base, Civil Service Employees Association president William L. McGowan completed his meet-the-people tour of the union's six regions Dec. 9 at the Western Region VI office in Cheektowaga. Typical of rank-and-file response wherever he went, there were lines of people waiting to see him at the start of his 15-hour day, from 9 a.m. to midnight. A blizzard hit the area in mid-afternoon, however, and sharply cut the total who turned out. Here Mr. McGowan, accompanied by his secretary, Jeanne McGarry, hears opinion of a member.

(Leader photo by Hugo Unger)

# Region IV Plans Support For Salvation Army Fund

ALBANY—As chairman of a labor committee set up to assist the Salvation Army building fund campaign, William McGowan, president of the Civil Service Employees Association, is asking all public employees to support the campaign through a payroll deduction program.

## Pension Deadline

(Continued from Page 1)

ness day on Dec. 30, because Dec. 31 is a Saturday. The forms, furnished to various employers by the retirement system, are also available from the office of the director of member services at the Alfred E. Smith office building in Albany and should be returned there when completed before Dec. 31.

Mr. Ryan also urged employees to allow for delays in mail service caused by the holiday season when filing affidavits by mail.

Joseph McDermott, president of CSEA's Capital Region IV, and a member of the labor committee, has joined Mr. McGowan in the effort, with plans to make a special appeal to the members in the Region.

Mr. McGowan will meet with state and municipal governments this month to set up the payroll plan, in which individual members will contribute \$2 per month for a total of \$60 over 30 months, for membership in the Cornerstone Club.

According to Salvation Army officials, the funds will be used for updating and renovating existing facilities in the City of Albany and for the construction of much-needed new facilities,

plus architectural and campaign fees. Scheduled to be built are activities, day care, senior citizen and family services centers.

The Salvation Army does receive funds from the United Way, but the money is designated for operating expenses and cannot be used for building projects.

Commenting on the payroll deduction plan, Mr. McGowan said, "A precedent being established? Certainly, but a good one. It is one which will help our worthwhile community agencies rank with the better ones in the state. Besides, it is an established fact that where successful capital fund campaigns are conducted, everyone is the beneficiary."

# Conditions Still 'Poor' At L.I. State Offices

HAUPPAUGE—Rejecting alleged stalling by state representatives on Civil Service Employees Association demands that the state correct polluted air conditions at State Office Buildings here, the CSEA has submitted its grievance to arbitration.

The move came after lengthy negotiations with officials of the state Office of General Services, which operates the building, in which OGS officials had repeatedly promised corrective measures, according to union leaders.

Pollution caused by glassfiber filters in air-conditioning ducts had been corrected with the installation of dacron filters during the negotiations.

However, CSEA officials said building temperatures continued to be at wide variances from normal working temperatures. In some areas, temperatures were near 60 degrees and in others over 80 degrees.

The State agreed to install emergency heating devices in the lobby area, where a six-story glass facade collapsed last winter and has still not been replaced. The state also agreed to immediate expenditures to repair the heating-cooling system on the second floor, to remove gasoline pumps at the rear of the building which gave off fumes that found their way into the air

system, sweep broken glass from the parking lots and establish a new parking procedure.

But, Long Island Region I president Irving Flaumenbaum and Arthur Allen, president of the Region 10 Transportation Local, the largest CSEA group represented in the building, insist the measures were inadequate. Smaller groups of employees from a dozen other state agencies who work in the building were also represented at a negotiation meeting with OGS officials.

## L. I. Education Holds Workshop

WEST ISLIP—More than 100 shop stewards, members of executive boards and non-instructional school unit presidents attended the recent Suffolk Education Local 870 workshop of the Civil Service Employees Association.

Held in the West Islip High School complex, the CSEA audience heard three guest speakers: George Meyer, commissioner, Suffolk County Civil Service, who discussed civil service rules and regulations; Edward Diamond, CSEA director of education, who spoke on school district negotiations, and Frank Abbey, research analyst from the Long Island regional headquarters, who discussed the role of CETA programs in school districts. Edwin Cleary, Long Island regional supervisor, discussed labor conditions and recent negotiations in school districts on Long Island.

Walter Weeks, president of Suffolk Education Local 870, chaired the workshop.

## Name Committees At Tryon School

JOHNSTOWN—Committee appointments for Tryon School Local 559 of the Civil Service Employees Association have been announced by Local president Anthony Caruso.

Labor - management: Ralph Sammarco, Donald Satterlee, Jeannie Brauns and Mr. Caruso.

Grievance: William MacFarland, John Cotola, Mr. Sammarco and Mr. Caruso.

Membership: Kay Eacker and Jo Anne Bean.

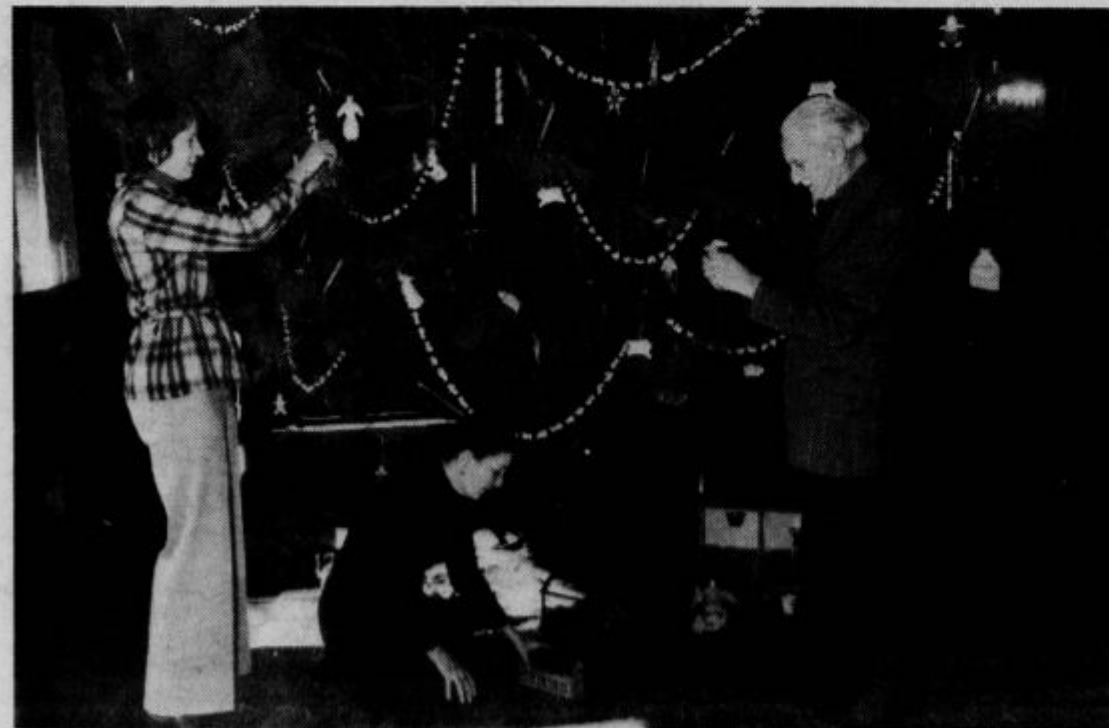
Political action: Lou Talarico, Dan Ryan and Mr. Caruso.

Budgeting and auditing: Glenn Adelman and Ms. Eacker.

## Nassau Holidays

(Continued from Page 3)

Nassau County institutions working on a 24-hour basis include: Nassau County Medical Center; A. Holly Patterson Home; Nassau County Jail; Children's Center, and some units of the Department of Public Works.



## AN OLD-FASHIONED CHRISTMAS

At the John Jay Homestead in Katonah, civil service workers decorate Christmas tree for enjoyment of sightseers at Westchester home of first Chief Justice of United States Supreme Court. Putting on the popcorn strings and other ornaments are, from left, historic site manager Emille Gould, site assistant Jane Begos and curator of history Lino S. Lipinsky de Orlov.

(Leader photo by Ted Kaplan)



## HELP ABANDONED CHILDREN

A project of Civil Service Employees Association members of Putnam County Local 840 is their annual drive to collect toys for Hopetown, a home for abandoned, disabled children. Harry Bryant and Irena Kobbe, employees of the County Highway Department, box some of the gifts.

(Leader photos by Ted Kaplan)