

Civil Service LEADER

America's Largest Newspaper for Public Employees

NYC Region Meeting

— See Pages 2 & 13

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SUPER CHECK — Terry Moxley, left, field representative for Syracuse Region V, Civil Service Employees Assn., delivers a ceremonial check to Region chapter and unit officers representing the more than \$76,000 in cash and fringe benefits the union won in grievance settlements during the past year. The officers are, from left, Marie Daignault, Cortland County chapter; Emma McKenzie, Syracuse Neighborhood Health Center unit; Peter Grieco, Jefferson County chapter, and Francis Miller, Oswego County chapter. The presentation was made during a recent Syracuse Region V county workshop in Syracuse. The region is headed by CSEA vice-president Richard Cleary.

Monroe's Tenure Clause Wins Post Back For A Fired Deputy

ROCHESTER—The Appellate Division of the New York State Supreme Court has unanimously ruled that a Civil Service Employees Assn. member in Monroe County must be reinstated to his job as deputy sheriff and also must receive back pay to May 20, 1974, the day he was discharged by his sheriff.

Stephen W. Harrison, who had served as a Monroe County deputy sheriff for five years, was notified at 10:30 p.m., May 12, 1974 that he was to work a new 7 p.m.-3 a.m. shift and that his acceptance of this new assignment had to be made by 5 a.m. the next morning.

Mr. Harrison, instead of accepting the order, informed his superiors that he was quitting and did not return to work until May 20, at which time he was told to explain his actions in writing. He pleaded guilty to an unexcused absence from the job,

and was then told by the sheriff that he was terminated from duty. Mr. Harrison then filed a grievance through CSEA.

Through Western CSEA Region VI attorney James T. Hancock

and field representative Thomas Pomodoro, Mr. Harrison maintained that he had been discharged without just and sufficient cause, in violation of the
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Elmira Grievance Victory Ends Teacher Guard Duty

ELMIRA—Teachers at the Elmira Correctional Facility, represented by the Civil Service Employees Assn., will no longer be required to work in guard positions at the facility, according to the decision of a hearing officer retained for the grievance.

Thomas Linden, CSEA collective bargaining specialist for the employees, said that the decision of Jerry Dudak, hearing officer from Classification and Compensation, a division of the State Civil Service Commission, upheld CSEA's position that teachers assigned to guard positions at Elmira, regardless of the reason, are doing out-of-title work.

"Teachers there had, in the past, been required to man regular guard positions, otherwise known as post positions, in addition to their work as teachers," Mr. Linden pointed out. "CSEA maintained that the teachers were actually doing the work of correction officers. Jerry Dudak's decision sustained our position clearly." He added that CSEA
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Fiscal Aid For NYC Dangles In Wind Of Presidential Politics

THE decision by President Ford to reject Congressional action in aid for the City of New York was clearly motivated by Presidential politics, however dubious the character of
(Continued on Page 6)

PS&T Vote, Wage Freeze, Now Seen Biggest Concerns

(Special to The Leader)

ALBANY—Although the beginning of the winter holiday season was just a few days off, active members of the Civil Service Employees Assn. were a little less than festive at Leader presstime as they awaited further developments in two pending issues of importance to the union's future.

One is the outcome of an election for representation rights in the 40,000-member Professional, Scientific and Technical Unit of state employees. In this contest, the incumbent CSEA hopes to throw off a challenge from a coalition of several rival unions headed by the New York State United Teachers and including the Service Employees International Union. Mail ballots went out a week ago to the PS&T workers and must be in the hands of the State Public Employment Relations Board Dec. 5.

CSEA's other major concern is the proposal by Gov. Hugh L. Carey to legislate a one-year wage freeze for state workers as part of an emergency economy program intended to induce the Federal government to guarantee the credit of both the state and the fiscally ailing City of New York.

At presstime, the Legislature was still working on proposed tax increases, also part of the emergency program, prior to the Thanksgiving recess. It appeared that the wage freeze issue, which some sources believed might also be applied to local government employees, would not be taken up by the legislators till that time.

CSEA officials welcomed this break in the special legislative

session as an opportunity for the union to mount a major political-action push to forestall the legislation of a wage freeze. The push was started early last week when, after an emergency meeting of CSEA's Board of Directors, a strongly worded appeal was sent to all members of the Legislature.

At the same time, the union's
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James J. Powers

ROCHESTER — James J. Powers, supervisor of field representatives for the Civil Service Employees Assn. in western New York, died Nov. 14 while returning to his Attica home from a CSEA meeting in Buffalo. He was 46.

Wyoming County sheriff's deputies said his car left Route 354 in Attica about 11:35 p.m., struck an embankment, overturned and slid sideways into a utility pole. He was dead on arrival at St. Jerome's Hospital, Batavia.

Mr. Powers was born in Ossining, where his father was a state correctional officer, and moved to Attica when he was an infant. He attended Rochester Business Institute and the State University colleges at Buffalo and New Paltz.

He took a job as correctional officer at the Attica Correctional Facility in 1954 and later worked as a correctional officer at Green Haven Correctional Facility.

About 15 years ago he became a CSEA field representative and about eight years later became supervisor of all field representatives from Newark on the east, to Rochester and Niagara Falls on the north, to Buffalo on the west and the Southern Tier on the south.

He was a U. S. Marine Korean War veteran and was a member of the American Legion, Veterans of Foreign Wars and Attica Country Club.

He leaves his wife, Anne, and four children, William, Susan, Julie and Jeffrey.

Services were held Nov. 18 at Parley's Funeral Home, Attica, and at St. Vincent's Church, Attica. Burial was in St. Vincent's Cemetery, Attica.



PRESIDENTIAL TALK — Bronx Borough President Robert Abrams, left, listens to Civil Service Employees Assn. Region II president Solomon Bendet prior to the installation of regional officers last month. Details and other photos of the New York City Region meeting appear on pages 2 and 13.

CSEA Region II 'Disavows' Arbitrator Prerogative To Increase Discipline Penalty

By MARVIN BAXLEY

NEW HYDE PARK—Bronx Borough President Robert Abrams, on hand to install New York City Region II officers of the Civil Service Employees Assn., got a firsthand opportunity last month to witness the democratic processes of the state's largest union for civil service workers.

Mr. Abrams told the delegates from the region's 20 chapters that he "has long been eager to get to know better the leadership of CSEA." The region is headed by CSEA vice-president Solomon Bendet.

After the amenities and the installation, delegates, representing more than 30,000 state employees, voted to "disavow the language of the new disciplinary procedure."

In making the motion, regional second vice-president William DeMartino, who also serves as president of Metropolitan Division of Employment chapter 350, said, "We did not negotiate this. The membership did not vote on it. It is a refinement of the language—and we should disavow it."

The controversial wording is in Section 33.4 (h) of the Supplemental Agreement for the 1973-76 contract between CSEA and the State.

In this section it is stated: "... The disciplinary arbitrator is not restricted by the contractual limits on penalties which may be proposed by the State. He or she has full authority, if the remedy proposed by the State is found to be inappropriate, to devise an appropriate remedy including an increase in the penalty sought by the State."

Being Distributed

This is part of the agreement that went into effect on Nov. 1, and is currently being distributed to employees.

Although it was pointed out

at the meeting that in no case has an arbitrator given a greater penalty than the State has asked for, Mr. Bendet noted that the current wording did not appear in the original contract.

CSEA director Ethel Ross (Judiciary) informed the delegates that records show 4,000 more cases in disciplinary procedure this year than in previous years. Of these, she said, 3,000 are in Mental Hygiene.

Other pertinent information on the question was given by CSEA directors Jack Weisz (Correction) and Ronnie Smith (Mental Hygiene, NYC Region).

In other action at the meeting, CSEA's statewide member-

ship chairman Samuel Emmett, of New York City chapter 010, urged that the State and the County Divisions of the Association resolve their business in Executive Committee meetings, and that the joint business meeting should be for purposes of ratification. He reminded delegates that the counties had caucused during the course of the Convention in Niagara Falls last month in an effort to dramatize their disapproval of delegates re-arguing state issues of no concern to the county people.

Suggests Spokesmen

On a similar subject, Mr. Smith, who also serves as CSEA chapter 429 president at Willowbrook Developmental Center, suggested that regional policies be determined before the Conventions, and that spokesmen be assigned. This would be in an effort to reduce the time spent on repetitive debate.

Mr. Bendet, who heads the union's largest chapter of state employees, New York City chapter, as well as the region, announced that Gary Weitz is coordinator for the regional ad hoc contingency action committee. Mr. Weitz can be reached by telephone at (212) 875-8157 by persons who want to volunteer their services on the committee. Activity of the committee will depend in large measure on the outcome of contract negotiations with the State.

Views and suggestions on a new regional constitution were also requested by Mr. Bendet.

Attending the meeting were two CSEA vice-presidents who head neighboring regions: Irving Flaumenbaum, of Long Island Region I, and James Lennon, of Southern Region III.

Mr. Flaumenbaum spoke on the election for representation rights for the Professional-Scientific - Technical Bargaining Unit. "We've buried the opposition in the past," Mr. Flaumenbaum said, "and I think we are going to do it again this time. We are going to send a message

(Continued on Page 12)



Officers of CSEA's New York City Region II pose with Bronx Borough President Robert Abrams, who conducted installation. From right are secretary Gloria Kanfer, second vice-president William DeMartino, third vice-president William Cunningham, Mr. Abrams, president Solomon Bendet, first vice-president Vincent Rubano, treasurer John Eversley and corresponding secretary Salvatore Butero.

Orange Chapter Holds Seminars

MIDDLETOWN—Two seminars were sponsored during October for members of the Orange County chapter, Civil Service Employees Assn. Both were held at Howard Johnson's Motor Lodge, Middletown.

The seminars were sponsored by Carol Dubovick, president of the Orange County chapter and a seminar committee of Robert Bishop, Harry Gass and Kay Olyton.

On Oct. 11 a negotiations seminar, chaired by Edward Diamond, CSEA education director, was sponsored and on Oct. 18 a grievance seminar, chaired by Larry Scanlon and Tom Quimby.

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Seek SUNYAB President's Aid On Labor-Mgt.

BUFFALO—The president of the State University at Buffalo, Robert L. Ketter, has informed Civil Service Employees Assn. members of the labor-management committee that he will be unable to meet with them until after Dec. 4.

The CSEA representatives had informed the president that they felt it would be unproductive to continue meetings following an Oct. 30 meeting that ended with a walkout by the administration members.

Harry Poppey and Michael Lewandowski, of the University personnel department, left the meeting after a heated argument over whether CSEA would be given a chance to review a campus manual in draft form before publication.

'Common Courtesy'

The CSEA representatives had contended that it was common courtesy for Personnel to consult with the union on a manual that would directly affect the employees.

The entire meeting, CSEA representatives charged, had been marred by broken agreements, deferrals of decisions and a generally flippant attitude by the management representatives.

CSEA director (Universities) June Boyle heads the union delegation, which also includes SUNY at Buffalo chapter 602 president Robert Smith, William Stoberl, Gerard Caputo, James Hubbard, Adrian Bieler and Barbara Kauffman. They are advised by CSEA field representative Thomas Christy.

Mr. Christy was accused by Mr. Poppey as "the detrimental force behind this committee."

Other items left unsettled at the October meeting pertained to the chapter office, new hires listing, and CETA listing.

An area in which agreement was reached was management recognition that employees could work the day after Thanksgiving if they notify their supervisors. Some supervisors had been insisting that the day, Nov. 28, be used as a holiday in trade for Election Day.

Forced Furlough Issue

Mr. Poppey also agreed to inform Jerome Komisar, vice chancellor of the State University, that the proposal of forced furloughs for certain classified employees during the summer months was not practical at the SUNYAB campus.

The controversial memorandum from Dr. Komisar would have placed many employees on a 10-month payroll, and resulted in loss of benefits during the summer recess and a longer vesting time toward retirement credits.

Set MV Party Date

ALBANY—The Motor Vehicle chapter, Civil Service Employees Assn., will hold its Christmas Party Saturday, Dec. 13. Mildred Buckley, chairman of the chapter public relations committee, said the party will begin at 6:30 p.m. at Michael's Restaurant, Route 9, Latham.

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



CSEA collective bargaining specialist Thomas Linden, right, discusses contracts with AAA arbitrator Irving Sabghir at the ODAS labor-management workshop.



Approximately 45 participants attended the Office of Drug Abuse Services labor-management workshop at Albany's Ramada Inn recently. Above, union and management participants strike a thoughtful pose during a discussion of contracts.

Ⓢ CSEA calendar Ⓢ

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

DECEMBER

- 1—Long Island Region I shop steward and chapter president workshop: 7:30 p.m., Roosevelt Hall, Little Theater, SUNY at Farmingdale.
- 1—West Seneca chapter general meeting: Veterans of Foreign Wars Post 8113, 299 Leydecker Road, West Seneca.
- 1—New York City chapter executive committee meeting: 5:30 p.m., Miller's Restaurant, Woolworth Building, 233 Broadway, Manhattan.
- 4—SUNY at Buffalo chapter meeting.
- 5—Morrisville SUNY chapter Christmas Party: 6:30 p.m., Nelson Inn, Route 20, Nelson.
- 5—Albany County DOT chapter Christmas Party: 6 p.m., Germania Hall, Troy.
- 5—Representation ballots counted for New York State Professional, Scientific and Technical Bargaining Unit election.
- 5—Onondaga chapter general meeting and Christmas Party: 6:30 p.m., Liverpool Golf and Country Club, Liverpool.
- 9—Nassau County School Crossing Guards unit Christmas Party: 8 p.m., Assembly Hall, Nassau County Police Headquarters, Mineola.
- 11—CSEA Board of Directors (State Executive Committee and County Executive Committee) meeting: CSEA Headquarters, 33 Elk St., Albany.
- 12—Town of Huntington unit Christmas Party: 8 p.m., Musicaro's Restaurant, 1730 Old Walt Whitman Road, Huntington Station.
- 13—Motor Vehicle chapter Christmas Party: 6:30 p.m., Michael's, Route 9, Latham.
- 14—Oneida County chapter Christmas Party: Twin Ponds Country Club, Utica.
- 16—Hudson River Psychiatric Center chapter meeting: 8 p.m., Cheney Conference Room, HRPC, Poughkeepsie.
- 18—Metropolitan Division of Employment chapter Christmas Party: 6 p.m., Martin Luther King Jr. Labor Center, 310 W. 43rd St., Manhattan.
- 19—Farmingdale SUNY chapter Christmas party: 8 p.m., Huntington Towne House, Huntington.
- 19—Marcy Psychiatric Center chapter Christmas Party: 2 p.m., Crestwood Golf Club.

Drug Abuse Services Has First Statewide Meeting; Sessions Will Be Annual

ALBANY—About 45 union and management representatives participated in day-long discussions during the first annual statewide Office of Drug Abuse Services labor-management workshop at the Ramada Inn here recently.

The Civil Service Employees Assn.'s labor-management committee, chaired by Giles Spoonhour, arranged for the workshop with Thomas Gibbs, director of Agency Manpower Development. Talks included grievance and disciplinary procedures and labor-management relationships at the local level.

The participants included one representative from each ODAS facility throughout the state. CSEA paid the expenses of its

members for the day; the state paid expenses of the management participants.

Keynote speaker for the session was Irving Sabghir, an American Arbitration Assn. arbitrator. Other speakers included CSEA's state programs administrator Bernard Ryan; collective bargaining specialist Thomas Linden; ODAS principal labor-relations representative Sal Anastasio; CSEA field representative Don McCarthy; ODAS director of personnel Steve Daly; assistant director of personnel Al DeMarco, Mr. Gibbs and Mr. Spoonhour.

Patricia J. Miller, president of the CSEA ODAS chapter in Albany, agreed with Mr. Spoonhour that the workshop was valuable to both union and management.

"We all learned a great deal," Mr. Spoonhour said. "We discovered that there were many problems and procedures we were not aware of."

The participants plan to continue the statewide workshop with another session next year.

Representation Ballot Is Sought By Monroe CSEA In Bid To Oust AFSCME

ROCHESTER—The Civil Service Employees Assn.'s Monroe County chapter is making a bid to oust the American Federation of State, County and Municipal Employees as the bargaining agent for Rochester's non-uniformed city workers.

Members of AFSCME Local 1635 have received letters asking them to sign CSEA designation cards. A representation election will be held if 30 percent or more of the local's approximately 1,500 members sign the cards.

"I know and you know that you are appalled by the corrupt and violent history of AFSCME in the City of Rochester," CSEA chapter president Martin Koenig said in the letter to city employees. "This is your opportunity to clean house."

Local 1635 has been under the trusteeship of the international union since the suspension of its president, Anthony M. Gingello, last July.

The international suspended Mr. Gingello after he was arrested on felony charges connected with several bombings of government buildings, churches and a private residence on Columbus Day 1970.

Last December, he was arrested on several stolen property charges. All but one of those charges have been dropped. He has pleaded innocent to the bombing charges and stolen property charge and is awaiting trial.

A formal union hearing on Mr. Gingello's suspension as president concluded Oct. 30 at the Americana Rochester Hotel. He has been charged with vio-

lating the union constitution, said Joseph Ames, AFSCME hearing officer.

"There have been problems in Rochester; we're not kidding ourselves," Charles Brown, a spokesman for the international union, said.

In his letter to city employees, Mr. Koenig said CSEA has until the end of November to gather the necessary number of signatures to call for a representation

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Capital District Term Beginning

ALBANY — The winter term of the Capital District Labor Studies Program will begin Tuesday, Dec. 2. Courses include "Labor Law" and "The American Economy."

College credit is available for the courses through Russell Sage College. Tuition is \$30 per course.

In the spring, two more courses will be offered through the program. They are: "Collective Bargaining" and "Principles of Human Behavior."

Persons interested in entering the program should contact David L. Harrison at (518) 465-3518 or Joe King at (518) 462-5447.

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LENDING SUPPORT — Vowing to aid the Civil Service Employees Assn. in its coming representation election, this group of Professional, Scientific and Technical Bargaining Unit employees at the Medical-Surgical Building at Central Islip Psychiatric Center listen as Central Islip PC chapter president Danny Donahue, left, discusses election strategies. From the left are E. Tracy, nurse; Doctor Cave; Ms. A. Gwathney, nurse; G. Higgins, nurse; M. McLachlan, nurse; Doctor Moroz; Ms. A. Johnson, head nurse; Doctor Catena, and Ms. P. Rose, head nurse.

Yonkers School Strike Averted

YONKERS — A threatened strike over proposed layoffs by the Yonkers School District unit, Westchester chapter, Civil Service Employees Assn., was averted when the City of

Yonkers moved to pick up a \$3.7 million school district deficit and transfer about \$437,000 to the district's account.

Had the city not done so, a proposal was in the works to

lay off more than 100 school district employees; had these layoffs occurred, the unit was prepared to strike the schools.

The layoff resolution, which was made in an executive session of the financially troubled city's school board Oct. 21, would have affected all categories of school workers, said unit president Caroline Cava. However, on Oct. 26, the Yonkers City Council approved two resolutions that had the effect of heading off the strike. The first permitted the transfer of the school district's \$3.7 million debt to City of Yonkers ledgers. The second provided the district with credit for \$300,000 as underestimated school aid and \$137,000 as underestimated revenues.

The unit had made plans for a city-wide strike Oct. 31 in the event the city did not act and the layoff proposal was implemented.

The school district employs about 1,100 people, and the unit has about 900 members, Ms. Cava noted.

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Win Assurance Of A Full Year At Farmingdale

FARMINGDALE — The SUNY-Farmingdale chapter, Civil Service Employees Assn., has secured the support of the University administration and its assurance that there will be no 10-month employment year imposed here.

After a labor-management conference on the issue, Charles Laffin, Farmingdale University president, assured CSEA that "as far as Farmingdale is concerned, we can substantiate why the school needs 12 months."

Other state SUNY chapters are still battling a proposal to shorten the work year.

CSEA representatives were led by Arthur Hennessy, president of the Farmingdale chapter. The short work year would cause furloughs in the summer, temporary loss of insurance coverage and loss of retirement credits.

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RETIREMENT NEWS & FACTS

By A. L. PETERS

What would happen to the pension funds if trustees purchase a substantial amount of New York City bonds in the campaign to avoid default?

Actually all the five Funds for NYC employees and the two Funds for NYS employees already hold a very considerable amount of City paper as well as a great many bonds of New York State and local communities within the state.

Obviously all the trustees assume that full payment will be paid on principal and interest of all of these securities. However, in case of default, the employer—that is, New York City—will have to fulfill the obligations on pensions. From recent studies it is apparent that even now the Funds will not have sufficient money to meet all the pension benefits which have been obligated. Even the national Social Security System is in this position.

Half a dozen teachers' groups gathered at a meeting of the New York City Teachers Retirement Board last Thursday to voice their concern following articles which appeared in the city press.

Retirees who want to take on another job will be interested in the new edition of "Director of Executive Recruiters," which lists about 700 offices that do recruiter work. Their specialties and salary ranges are also listed. The price is \$5. The publishers are Consultants News, Fitzwilliam, N.H. 03447.

Ten years ago, with inflation in the wind, several pension funds offered a flexible annuity plan keyed to the rise and fall of stock prices. Those funds that tried to do better than the averages have suffered substantially during the past few years. As a result, a large number of fund managers have abandoned the idea of creating a performance record and are now investing money in portfolios which are designed to match the averages. They are trying to do no better, but no worse. Some of the mutual funds accomplish

this, while the larger funds try to match up their own portfolios with the stocks listed in the fund index.

Most people who retire have heard of dollar averaging, but don't quite know how they can use it.

The law permits you to average your income for five or seven years if the income for any year is 20 percent higher in one year than it was in any other. Thus, for the two or three years after retirement when incomes are minimal, a tax rebate may be obtained on payments made in the two or three years prior to retirement.

If there is a lump sum payment on retirement, a special seven-year average method for taxing the ordinary income portion of the lump sum payment may be used if you have been a member of the plan for at least five years before the year the payment was made, and you are at least 59½ years of age.

Two new laws will help veterans with service-connected disabilities. Compensation increases amounting to 10-12 percent have been voted by Congress. Widows and children of veterans who died of service-connected disabilities have been increased by 12 percent. The VA itself got some help with special bonuses to \$13,500 per year for doctors and dentists. The VA had been losing doctors steadily to better-paying private practice.

If you expect to be retiring within the next few years and you want to have a credit card, it is a good idea to get it while you are still working. The problems are enormous when you can't name a regular source of income.

BUY U.S. BONDS

Service Awards Presented To 22 Health Dep't. Staffers

ALBANY—Twenty-two employees of the New York State Health Department received 25-year service awards at the Department's annual awards luncheon held recently at the Turf Inn, Colonie.

The award recipients are:

Albany City: Ruth Brill, Office of Fiscal Management; Eugene J. Calahan, Office of Program Planning and Analysis; Harry Parkas, Bureau of Radiological Health; Janet Main, Division of Laboratories and Research; Irving A. Mennen, Division of Health Facilities Financing and Development, and Mary Stammel, Division of Laboratories and Research.

Albany County: William L. Burgoon, Division of Laboratories and Research, Voorheesville; Louis S. DeLalla, Division of Laboratories and Research, Latham, and I. Edward Howard, Division of Sanitary Engineering,

Loudonville.

Chenango County: Seymour Steinberg, Utica District Office, Sherburne.

Onondaga County: Robert A. Jung, Division of Laboratories and Research, Environmental Health Center, Liverpool.

Ontario County: Adam P. Kieda, Geneva District Office, Phelps.

Orange County: Helen Ewan-ciw, Monticello District Office, Port Jervis.

Queens County: Inez Gorgay, Office for New York City Affairs, Jackson Heights.

Rensselaer County: John H. Browe, Bureau of Nutrition,

Troy; Albrecht E. Prament, Office of Administrative Services, Troy, and Angeline Kirkland, Executive Division, Rensselaer.

Saratoga County: Pauline A. Henry, Bureau of Medicaid, Ballston Lake, and Jack L. Parker, Office of Administrative Services, Elnora.

Schenectady County: William F. McCann, Division of Health Economics, Schenectady.

Sullivan County: Stephen Bleier, Monticello District Office, Liberty.

Warren County: Franklin F. Snyder, Rochester Regional Office, Glens Falls.

What's Your Opinion

QUESTION

How do you feel about the prospect of city workers paying more into pension systems, and the city paying less?

THE PLACE

New York City Police Plaza, Municipal Building

OPINIONS

Robert Ansalone, police officer: "I feel that the civil service worker who works for New York City and also the middle class people who reside in the city are paying a disproportionate amount of the tax or financial burden that the city is now experiencing. The hardships are not being adequately spread around to the other people who work in the city. For example, the payment of tuition at City University is still the same; the public is not aware of the fact that each policeman has in fact actually contributed two hundred dollars of his salary. By this I mean that each police officer has agreed to donate a week of his time and money to the city, through the five days that were mandated this year. The civil service worker is being taxed the most on this matter."



Josephine M. Jordan, retired, Dept. of Welfare, "If someone has been working more than fifteen years, they might be able to pay more. But I wouldn't put any pressure on anyone who has just begun to work with the city. I have felt all of this time that the city workers should have been talking more about how to help the city rather than how to keep their jobs. People should want to help the hand that's fed them and show some gratitude for nice jobs, sick time and annual leave. Some people have to work four or five years in a place before they get good vacations. My pension has never been a day late — we've got to look at the positive."



Rochelle Baisel, secretary and teacher, "I think it's a very complicated issue. I wish there was another way to work it out. I think the workers are being squeezed, and I think some of the politicians have certain pressures and obligations, but I hope they can resolve things. I wish there were other alternatives and other ways of working out the problems besides hitting the civil servants. I don't really have any solutions of my own. The situation involves politics on the national and international level — there must be something else that can be done. The ones who are suffering the most are the people who work for this city."



David Tobin, Fire Department: "If workers do have to pay more into their pensions, the way I would feel about it would depend on the union that represents me. It would be up to my union to decide after studying the situation and evaluating it, they should come to the membership and make a recommendation. After listening to their recommendation, and it made sense, I would back them up on the matter. They would have the ability to look into this, and explain to me the advantages and disadvantages of the proposal. Once it was brought to me and explained, I would form an opinion from that. I feel the union is interested in making the right decisions on behalf of the membership."



Constantine Raphael, U.S. Merchant Marine seaman, "I don't think the civil service workers should be penalized just on account of the budget crisis. They should get the funds from other areas, not just the workers. Employees shouldn't have to pay the consequences of mismanagement. The whole idea of them taking this money and giving it back to you three years later — you get no interest on it or anything like that. The unions should get their lawyers and take this matter to court and find out the constitutionality of it. If the city wins, and is able to do this, I think there should be interest paid to the workers on the extra money that is taken out of their paychecks each year."



Jerry John, Police Dept., detective: "This is something that was negotiated many years ago, and it's like taking something off of us, besides holding our money. How would you feel if someone took some money out of your pocket, because that's what it really means. It's five dollars a week, there's 50 weeks — that's a couple of hundred dollars. You could buy a new suit of clothes with that. And right now everybody needs two or three hundred dollars. I feel it's unfair, but it's typical of the way things go in this city of ours."



Report School \$ Distribution

ALBANY—State Comptroller Arthur Levitt reported distribution of \$176,360,734.54 to school districts last week as part of the State's support of public schools.

The payment represents approximately 8.3 percent of the assistance due during the 1975-76 State fiscal year.

The distribution is the third to be made during the current school year. The 1974 Legislature changed the distribution formula for all school districts. The apportionment is based on statistics for the 1974-75 school year.

New York City's share is \$63,859,913.33. Of this amount, \$59 million has been previously advanced, leaving a balance of \$4,859,913.33 for November distribution. Districts outside New York City are apportioned \$171,500,821.21.

Payments are made to school districts in accordance with computations made by the Department of Education and audited by the Department of Audit and Control.

LAW COMMISSION

ALBANY—Joseph McLaughlin, of Queens, dean and professor of law at Fordham Law School, has been named to the law revision commission. Mr. McLaughlin, 42, succeeds Michael Whittman, of Albany, whose term expired. The position carries a salary of \$14,285 a year. He was named for a term ending December 31, 1979.

Donate Blood.
Blood is meant to circulate. Keep it moving, by donating. You may not be dying to give blood, but some day you may be dying to get it.

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Member Audit Bureau of Circulations

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Jerry Finkelstein, Publisher

Paul Kyer, Associate Publisher

Marvin Baxley, Editor

Harcourt Tynes, City Editor

Charles A. O'Neil, Associate Editor

N. H. Mager, Business Manager

Advertising Representatives:

UPTOWN NYC—Jack Winter—220 E. 57 St., Suite 17G, (212) 421-7127

ALBANY—Joseph T. Bellew—303 So. Manning Blvd., (518) IV 2-5474

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TUESDAY, NOVEMBER 25, 1975



Report It Right!

MEMBERS of the Civil Service Employees Assn., the third largest independent union in the nation and the largest union of civil servants in the world, are being subjected to two intense but different campaigns for their allegiance.

On one hand, Professional, Scientific and Technical employees are currently voting on whether to continue with CSEA as the recognized bargaining agent or to experiment with the Public Employees Federation, a collaboration of four AFL-CIO unions and a Teamsters local.

At the same time, efforts are being made by the American Federation of State, County and Municipal Employees to effect an affiliation with CSEA.

In both cases, PEF and AFSCME are barraging CSEA members with the usual propaganda intended to cause employees to lose faith in their elected leaders.

Each of the campaigns has one thing in common, though: Each pretends that it has some direct access at top leadership meetings of the Association.

It doesn't take much sense to realize that neither PEF or AFSCME is invited to attend policy-making sessions by CSEA's various governing bodies.

Yet, PEF and AFSCME presume CSEA members will be taken in by clogged "pipelines" of misinformation. In many cases, they are not even reporting minority viewpoints, but rather they are conducting situations based on imagination and exaggeration.

In the same manner, we find it ironic that the attacks on the elected governing bodies of CSEA are being made by outsiders who owe their jobs to appointments (and their hoped-for success in splintering a united CSEA).

While there may be vast differences of opinion among elected officials, since when has democracy gone out of style?

Teachers Shuffled?

ALTHOUGH there was no definite word at Leader press-time, we presume that the proposed split of the New York State United Teachers and the National Education Association will have come to pass.

United Teachers was created three years ago by a statewide merger of the American Federation of Teachers and the NEA. While the United Teachers was affiliated with the NEA, Albert Shanker served as UT executive vice-president as well as president of the AFT, which is a member of the AFL-CIO. It may sound confusing, but it has been part of the house of cards used to boost Mr. Shanker up the power structure of the AFL-CIO.

In many ways it resembles the collaboration that the United Teachers has formed with four other unions under the catch-all title of the Public Employees Federation, now challenging the Civil Service Employees Assn. for representation rights in the 40,000-member Professional, Scientific and Technical Bargaining Unit.

It is presumed that disaffiliation of the United Teachers from NEA will result in intense efforts by the former partners to vie for members and bargaining recognition in New York State.

As was reported in the New York Times last week, the irony is that dues from the merged New York unit are currently being spent by the partners-now-rivals' national groups to help fight each other in bargaining battles elsewhere in the country.

At least now the dues money for these campaigns will be spent in New York State.

Don't Repeat This!

(Continued from Page 1)
the decision. It is an open secret that the President's position was worked out by his political advisers, with only Vice President Rockefeller warning that the turndown of Federal guarantees of City bonds would produce more political harm than good for the President.

As it is, life continues to remain in a precarious cliff-hanger position for the people of the City. Last Thursday it appeared that the City would be unable to meet a payroll, and only a last-minute effort by State Comptroller Arthur Levitt averted that potential disaster.

Congress In Recess

With Congress now in recess, and not scheduled to return until Dec. 1, the City will be faced with a default on virtually every day. This unsettling condition is creating traumatic impact on American economy. The stock market remains skittish and jittery each time a new crisis shows up on the City's horizon.

The force of political conditions was clearly indicated by Rep. Henry Reuss, the Chairman of the House Committee on Banking. Reuss had worked out a compromise program with Rep. John Rhodes, the House Minority Leader, and presumably the President's chief spokesman in that Chamber. It had been assumed, in view of Rhodes' interest, that the President had flashed a favorable signal. This was clearly the understanding of Gov. Hugh Carey and of Mayor Abraham Beame.

When the President—to everyone's surprise—announced that he would veto such legislation, Representative Reuss ascribed the President's decision to the fact that former Gov. Ronald Reagan was on the front cover of both Time and Newsweek. It may be Ford hopefully will have a change in view of stringent measures taken by the Legislature.

The only silver lining for the City is the fact that Governor Carey and Senate Majority Leader Warren M. Anderson have been working together on a non-partisan basis to come up with a constructive program to avert the City's possible bankruptcy. Partisan needs do intrude on their discussions, but these have been largely buried in the interests of resolving the problem.

And Yonkers, Too

The problems confronting both Governor Carey and Senate Majority Leader Anderson, as well as the other legislators, are becoming increasingly complex. The City of Yonkers is now in almost as bad a cliff-hanger position as New York. A number of counties, including Westchester and Nassau, are in urgent need of new tax revenues to finance an ever-increasing burden of welfare, because of rising unemployment and the continued increase in the cost of living.

What is in store for the future is mounting state taxes, accompanied by new and higher local taxes. Hand in hand with the increasing taxes is the prospect of dismissals of public employees, wage freeze on civil service salaries, and retrenchment in the quality of public services provided by the state and its local governments.

With an election of a President and a United States Senator, as

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

Overtime, Back Pay Cases

An employee in the Long Beach City school system retired in 1972 from her position as business manager, a job which she had held for some 20 years. All told, she had been a member of the Teachers' Retirement System since 1945. A short time prior to her retirement, the School Board adopted a resolution authorizing payment to petitioner of \$16,000 in overtime compensation. This was in spite of the fact that in each of the four years before her retirement, she had been paid in excess of \$3,000 for overtime work performed. The Retirement System refused to include the \$16,000 in the computation of the employee's final average salary, and she therefore commenced an Article 78 proceeding to review that determination.

THE SUPREME COURT, Albany County, Special Term, sustained the position of the Retirement System and the employee appealed. The Appellate Division examined Section 90 of the General Municipal Law, under which a school board "may provide for the payment of overtime compensation" to the district's employees for the time which they are "required to work in excess of their regularly established hours of employment." This language, the court held, had to be strictly construed in light of the fact that the New York State Constitution in Article VIII, Section 1, prohibits the expenditure of public funds without express statutory provision therefor.

THE COURT concluded, as a matter of first impression, "that the Board, prior to the performance of any overtime work for which the employee is to be compensated, must adopt an overtime plan for setting forth in detail the terms, conditions and remuneration for such employment. Such a plan, by providing for the payment of overtime in an orderly and businesslike manner, rather than by the adoption of a resolution after the fact, would fulfill an obvious purpose of the statute and benefit both the district and its employees, as well as the general public." The Appellate Court emphasized the danger implicit in a situation where the employee had a free hand in determining when and for how long she would work. *Matter of Murray v. Levitt*, 47 A.D. 2d 267 (Third Dept.)

PETITIONER, AN EMPLOYEE in the Department of Taxation and Finance, was suspended without pay pending a hearing based upon charges of misconduct involving the forgery of lottery tickets. He ultimately pleaded guilty to one count of forgery in the second degree. During his disciplinary charge hearing, a stipulation was entered into between the petitioner, his attorney, and the Department of Taxation and Finance, which provided for resignation of petitioner as of a certain date and which set the amount of back pay due him at \$2,600. The stipulation provided that there would be no restriction on the right of govern-

(Continued on Page 7)

Letters To The Editor

Unique City

Editor, The Leader:

In these days of municipal financial woes, I have a unique story to tell you.

Mount Vernon is in great financial shape. In the past eight years, we have always had a balanced budget and the City real estate tax has risen from \$41.32 to \$47.27, a total increase of less than 14 percent. Moody's raised our credit rating to A-1 in August 1975, and recommended our bonds as a good investment. In March of this year our Urban Renewal Agency borrowed 12-month bonds at 3.63 percent

and in September at 4.32 percent. Our 25-year bonds sold in August at 7.25 percent.

Mount Vernon is not planning any layoffs, not planning any cutbacks, nor voluntary salary cuts. Nor are we asking firemen and policemen to work on their days off to balance the budget. This low key, low profile, balanced budget and moderate increase has helped Mount Vernon's homeowners, employees and tenants.

I repeat, in these days of municipal financial woes, Mount Vernon is a unique city.

August P. Petrillo
Mayor

FRANKENBERG NAMED

ALBANY—Gov. Hugh L. Carey has appointed Alvin Frankenberg, a former New York City Councilman, as deputy commissioner for the lower New York Metropolitan Area of the State Department of Motor Vehicles. Mr. Frankenberg, 51, lives in Bayside, and heads his own law firm. The position carries a salary of \$30,000 a year.

STATE DEPARTMENT

ALBANY—Robert Morgado, of Delmar, has been appointed director of state operations with direct responsibility for "administering the internal functions of state government" and for "coordinating and reviewing" programs and operations of all state departments and agencies.



CREEDMOOR MEETING — Members of Creedmoor Psychiatric Center chapter 406 of the Civil Service Employees Assn. met earlier this month to discuss negotiations. Here chapter president Terry Dawson, second from right, and Marjorie Reeves, of Queens Children's Hospital, greet CSEA collective bargaining specialist Robert Guild, left, and the union's executive vice-president William McGowan. The meeting was held at Koenig's Restaurant in Floral Park. Creedmoor is located in Queens County, New York City.

Civil Service Law & You

(Continued from Page 6)

ment authorities to maintain an action to recover money lost by the State on account of the forged lottery tickets.

THE STATE HAD LOST some \$13,000 and sued the petitioner and others to recover this amount. The Department of Taxation and Finance refused to pay petitioner the back salary and he sued in Supreme Court. The lower court dismissed his petition and allowed the State to hold the petitioner's \$2,600 pending the outcome of the Supreme Court action to recover \$13,000. The Appellate Division agreed with the lower court and said that it was clear from the stipulation that such a result was contemplated. The petition is dismissed without prejudice, pending final determination of the State's action against the petitioner and the other defendants to recover \$13,000. *Matter of McMahon v. Levitt*, 47 A.D. 2d 976 (Third Dept.).

Don't Repeat This!

(Continued from Page 6)

well as an election of the State Legislature next November, each of the members of the Legislature is faced with the dismal prospect of making decisions, none of which will be satisfying to the voters. This is a time when a politician's lot is not a happy one.

LEGAL NOTICE

CDR ASSOCIATES

Substance of certificate of Limited Partnership filed in New York County Clerk's Office November 14, 1975.

Principal Office: c/o Graham-Werwain, 570 Seventh Avenue, New York, New York.

Business: Invest garden apartments complex, South Pasadena, Florida.

Term: October 1, 1975-December 31, 2025, unless sooner terminated.

General Partners: Thomas M. Graham, Jr., 32 Washington Square West, New York, New York; John A. Werwain, 1140 Fifth Avenue, New York, New York; and Vincent S. Andrews, Jr., Holly Hill Lane, Katonah, New York.

Limited Partners: Michael D. Dowd, Jr., and Genevieve Down, 57 Crosby Brown Road, Gladwin, Pennsylvania, \$30,000.00; Marilyn H. Lewis, 273 Elmwood Avenue, Orange, New Jersey, \$5,000.00; Murray Platt, 420 East 51st Street, New York, New York, \$5,000.00. Additional capital contributions, proportionate to the original contributions are due on January 2, 1976 totalling \$30,000. Contributions returned upon termination or dissolution. Limited Partners share 80% of the profits in proportion to the amount that their respective capital accounts bear to the total capital accounts of all Limited Partners, with special allocations for specific items. Limited Partners' interest is assignable with written consent of General Partners. Upon the death of a General Partner, the survivors shall have the right to continue the business.

All signs point to the new 1976 Volkswagens.

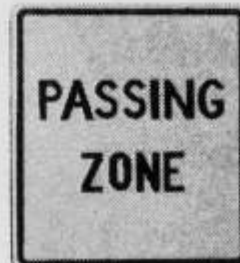


CHILDREN AT PLAY

Our dual diagonal braking system gives you the protection of a back-up circuit.



VW's front-wheel drive pulls you around curves instead of pushing. Tracking stability is excellent.



Don't worry about acceleration. The Rabbit does 0 to 50 in 8.2 seconds, Scirocco in 7.5 and Dasher in 8.0.



The new VWs have suspension systems with a coil spring at each wheel so you can take bumps in stride.



Rabbit and Scirocco both got 39 mpg—hwy/25 city. Dasher got 37 mpg—hwy/24 city. These figures are based on EPA estimates using cars with standard transmissions.

The actual mileage you get may vary, depending on your type of driving, your driving habits, your car's condition and optional equipment.



Like many racing cars, new VWs have rock-and-pinion steering for precise control.



Rabbit has everything you need to help you cope with rough roads and hard times—performance, economy, and superior handling.

Plus a lot more. The Rabbit has as much head and leg room as some mid-size cars. More trunk space (with the rear seat folded down) than the B leading economy cars, according to Road & Track Magazine's '75 Comparison Road Test. And a hatchback at no extra charge.

No wonder Rabbits are multiplying.

Dasher is available as a 5-seater family sedan or as a wagon. And even though it's big and comfortable inside it's able to deliver incredible performance. Its handling is "outstanding" according to Guide to Car Economy. And few sedans can touch the Dasher's tight-fisted way with a gallon of gas.

Scirocco is a true 2 + 2 Sports Coupe with a powerful 1.5-liter overhead cam engine.

And styling created by Giugiaro, the man who designed the Maserati. Not only is it exciting to look at, the sleek wedge styling cuts wind resistance and improves forward visibility.

Inside, you'll find the same combination of style and function.

The trim is elegantly smart. The hatchback (at no extra charge) is just plain smart.

ON DISPLAY NOW

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





Leon Wilmot, left, president of CSEA chapter 441 at Binghamton Psychiatric Center, presides over caucus of his chapter delegates, from left: Barbara Allen, Claire Pruitt, Leo Blodgett, John Andrus, third vice-president Charles Gregory, William Jacobs and executive secretary David Furrow.



Westchester local 860 delegate Pat Mascioli chats with Nassau chapter 830 delegates Bea Rumell, center, and Molly Falk. Westchester and Nassau chapters are the two largest in CSEA.

CSEA Restructuring Committee Report

The restructuring committee of the Civil Service Employees Assn. is chaired by A. Victor Costa, of Workmen's Compensation, with committee chairman-designate C. Allen Mead, of James E. Christian Memorial Health Department, and committee members Ernest Wagner, George Koch, John Adamski, Salvatore Mogavero, Charles Ecker, Nicholas Puziferri and Jack Weiss.

PHASE V

The following recommendations were discussed by delegates. Action taken on each item is printed in parenthesis at the beginning. Additional items were postponed for discussion at the next statewide Delegates Meeting.

V-1: (PASSED) The Association purchases its own laminating equipment to laminate its membership cards.

V-2: (DEFEATED) CSEA Headquarters be placed under security when the building is normally closed for business.

V-3: (TABLED) As per instruction by the Board of Directors this committee proposes the following committee procedure.

(A) Committees are to meet quarterly.

(B) All committees except Board and Convention shall be composed of no less than 7 nor more than 11.

(C) All regions must be represented on each committee.

(D) One member of each committee must be appointed from the political sub-division.

(E) The president appoints the members and chairman of all committees except the Board.

(F) All committee members should have some knowledge or background of the committee they are being considered.

(G) The executive director shall maintain a folder on each committee with full history and members data therein.

(H) The chairman must set up a permanent annual schedule of meeting dates or notify the president and the executive director at least 15 days prior to the meeting date. Such notice shall specify date, time, place and agenda.

(I) No committee except the Platform and the Convention committee shall meet at or during the Delegates Meeting. If for a specific reason a committee is to meet during such sessions special permission of the president is needed.

(J) All committee meetings unless permission is granted for a special reason shall be held in or near Albany Headquarters.

(K) Each committee member in attendance must sign the attendance sheet and if arriving late or leaving early specify the exact time.

(L) The chairman of a committee will be the only member authorized to sign changes for the committee meeting.

(M) The chairman shall file with the executive director the complete deliberation of motions which took place during the meeting.

(N) Each committee member must sign the original report which is to be released.

(O) A complete record of expense shall be kept on file which reflects the total cost of the committee.

(P) When Association personnel will be necessary, a chairman must make such request 15 days prior to the date of the meeting.

V-4: (REFERRED BACK) A joint study of the restructuring committee, the Board ad hoc committee and the FSA shall be initiated to study improvements in the field services. Such study is to take into consideration all entities of CSEA and all pertinent data available. Regional presidents and field supervisors



"Our jobs are being given away to outside contractors," warns Mick Stanton, president of CSEA chapter 403 at Buffalo Psychiatric Center. Behind him is statewide executive vice-president William McGowan.

shall have as much input into the committee as possible.

V-5: (PASSED AND REFERRED TO BUDGET AND CONSTITUTION COMMITTEES) A study be made to make compensation to Board members and committee members who attend Board meetings and must charge such time to their own accruals.

V-6: (REPORT TO DELEGATE BODY AT NEXT MEETING) A study be made as to election trends and a complete statistic comparison to heavy and light voting. This study should be made in order to assist the Association better its voting record.

V-7: (DELETED)

V-8: (REFERRED BACK) Two regional coordinators of training shall be hired. One coordinator shall be responsible for training and development in Regions 1, 2 and 3, the other shall be responsible for 4, 5 and 6. They shall work in the field spending at least two months each in each of the regions. They shall report directly to the director of training in conjunction with the statewide training committee and regional training committees. The evaluation of such a program shall be the responsibility of the regional executive boards.

V-9: (DEFEATED) CSEA should retain the professional services of a skilled, nationally known negotiator to assist in its negotiations.

V-10: (DEFEATED) CSEA should retain separate and distinct from the recognized law firm as designated by the Board of Directors a professional lobbying firm who shall represent CSEA exclusively.



SUNY Central Administration chapter 693 Donna Dockal looks over the Special Convention edition of The Leader, which was distributed during the course of the meeting at Niagara Falls last month.



Everyone knows CSEA president Theodore C. Wenzl is a man of many hats, and here he sports one presented to him by SUNY at Stony Brook members.



CSEA president Theodore C. Wenzl poses with members of SUNY at Stony Brook chapter 614 after presentation of cap embroidered for him by Libby Lorio. From left are Mildred Just, Ms. Lorio, chapter president Albert Varacchi (behind), Dr. Wenzl, Marion Moore, Al Castaldi and Helen Fox.

Monroe's Tenure Clause

(Continued from Page 1)

CSEA contract with Monroe County; that he had not been advised of his rights by the sheriff, and that the CSEA had not been advised of his suspension as

CSEA Hq. Union Gives To Assist Dutchess' Fund

ALBANY — The Headquarters Staff Union, a group of about 60 employees of the Civil Service Employees Assn., has donated \$250 to the Dutchess County unit of CSEA to help cover expenses incurred by the unit during a one-week strike last summer.

HSU president Joseph Abbey, in a letter to Dutchess County chapter president Ellis Adams, said, "The members of the Headquarters Staff Union of the Civil Service Employees Assn. laud the actions you took earlier this year.

"In support of this, and in recognition of the common interests of all members of the labor force, we present you with our contribution of \$250 to your fund."

The strike by the Dutchess County unit in July was the first successful strike by county employees in the history of New York State.

Vote, Freeze

(Continued from Page 1)

statewide political action committee passed the word down to its counterparts in CSEA's six Regions to contact their legislators in person, by telephone and telegram. According to a CSEA spokesman, "they will let out all the stops" in an effort to block the wage freeze from becoming law.

Should a freeze go through, it would cancel CSEA efforts to win salary increases in negotiations already under way for renewal of contracts due to expire next March 31 covering thousands of employees in three state-worker negotiating units. Talks for the fourth state group now represented by CSEA, the PS&T Unit, will have to wait until the outcome of the current election determines whether CSEA or its challenger, the Public Employees Federation, will be the bargaining agent.

Eligible PS&T voters who do not receive a ballot in the mail are urged to notify the Public Employment Relations Board in Albany, New York City or Buffalo between Nov. 24 and Nov. 28. The members to be called, collect, between the hours of 8:30 a.m. and 5 p.m., are: Albany: (518) 457-2929; New York City: (212) 661-6970; and Buffalo: (716) 842-2357. Ballots will be counted on Dec. 5.

Elmira Grievance

(Continued from Page 1)

will make every effort to see that the decision is implemented as policy throughout all correctional facilities statewide.

Fred Depew, president of the Elmira Correctional Facility chapter of CSEA, represented the teachers at the grievance proceedings.

required in the contract.

The matter went to arbitrator Oley S. Cutler on the question, "Did the sheriff have just and sufficient cause to discharge Mr. Harrison? If not, what should the remedy be?" Dr. Cutler found that the sheriff did not have just and sufficient cause, and ordered Mr. Harrison reinstated to his job with full back pay to May 12, with the exception of the week of May 13-20, the period of his unexcused absence.

The Monroe County sheriff appealed the decision. Meanwhile, Mr. Harrison returned to work, but without back pay.

Last January, the sheriff won his appeal when Monroe County Supreme Court Justice Robert P. Kennedy found that the arbitrator had exceeded his powers

in the case. Mr. Kennedy ordered Mr. Harrison to be discharged.

However, CSEA took the matter to the Supreme Court Appellate Division, where the five justices unanimously agreed that the arbitrator had been within his rights in awarding Mr. Harrison full back pay and reinstatement.

Mr. Pomodoro pointed out that, despite the ruling of the Appellate Division, the Monroe County sheriff appears to be delaying reinstating Mr. Harrison. The deputy sheriff has also not received his back pay, according to the CSEA field representative.

"Still, this is an important decision for the union," Mr. Pomodoro said. "It shows how vital a strong tenure clause can be in a labor contract."

Grossfield Attacks PEF; Urges Support For CSEA

ROCHESTER—The Public Employees Federation "has absolutely nothing" like the Civil Service Employees Assn.'s Albany Headquarters, the union's six Regional headquarters plus Region satellite offices, a staff of field representatives and attorneys, chapter officials and an organization, one CSEA chapter president claimed last week.

"We've been in this business a long time," commented Samuel Grossfield, the CSEA Rochester chapter president, "and we've gathered unique experience representing public sector employees. We're available any time there is a problem or employee harassment. These things are of inestimable value and importance."

PEF has challenged CSEA for representation rights in the state's 40,000-member Professional, Scientific and Technical Bargaining Unit. A representation election has been scheduled by the Public Employment Relations Board with ballots to be posted this month.

Mr. Grossfield said his chapter has one of the largest percentages of professional workers in the state. He and his officers will send letters to more than 500 of those workers in the Rochester area, reminding them of CSEA's advantages.

Here is the letter:
"You will shortly receive a ballot from PERB asking you

to decide which labor organization will represent 'professional' state employees. Whether or not you are a member of CSEA, we strongly urge you to endorse CSEA to represent you.

'No Ax To Grind'

"We are unpaid officers in CSEA and have no ax to grind. From this vantage point we feel there is no comparison between CSEA and the rival group, PEF," Mr. Grossfield said in an aside, "stands for 'public' employees, not 'professional' employees. It's merely a coined phrase."

"PEF officials came to see us to ask for our support. We learned they have no actual organization, no officers, no background and no expertise in state labor relations. They will have to start from scratch and it will take them years to build a viable state labor organization.

"The Rochester chapter of CSEA has a reputation as an outspoken and independent local. We can vouch for the democratic



BOOSTER — Former Braves outfielder Tommy Holmes, who played from 1942 to 1952, boosts his granddaughter Jennifer up to meet Long Island Civil Service Employees Assn. Region I president Irving Flaumenbaum, at left, and Suffolk County Executive John V. N. Klein. They met at recent event for New York Mets Boosters, who will have their annual dinner with ballplayers Jan. 30 at Holiday Inn, Hempstead.

Campus Check Cashing Will Resume Dec. 8

ALBANY — Check cashing privileges for state employees at the State Building Campus will be resumed at a new facility Dec. 8 in time for the state payday Dec. 10.

Albany Region IV, Civil Service Employees Assn., and the Marine Midland Bank jointly announced that after several months of negotiations, check cashing will be undertaken by Marine Midland at its State Campus Branch on the Western Avenue side of the Campus.

Additionally, other banking services will be provided including checking, saving, saving certificate, safe deposit boxes, MasterCard, personal loans and money machine service.

Joseph McDermott, Region IV president, and Bruce Winslow, Marine Midland branch manager, announced the innovation.

Discussions are also under way for another facility to be located within the Campus area, they added.

Ballot Sought

(Continued from Page 3)
election. He included a CSEA brochure pointing out that its dues were lower and emphasizing that CSEA members have a strong voice in how their organization is run.

"This isn't a cheap shot; it's a sincere attempt to offer city employees the type of union that can fairly represent them," Mr. Koenig said. He added that his chapter, which has 4,100 members, won a total 17 percent pay increase for Monroe County employees in a two-year contract negotiated this year.

Rochester's contract with Local 1635 expired last June 30.

A Judge's Resolutions

(Editor's Note: The following thoughts were found on the bedside table of the late Judge Samuel E. Jacobs, counsel for DaGraff, Foy, Conway and Holt-Harris, and who served exclusively as an attorney for the Civil Service Employees Assn. Judge Jacobs died in Albany Nov. 6)

RESOLUTIONS

No one will ever get out of this world alive. Resolve therefore in the year to come to maintain a sense of values.

Take care of yourself. Good health is everyone's major source of wealth. Without it, happiness is almost impossible.

Resolve to be cheerful and helpful. People will repay you in kind. Avoid angry, abrasive persons. They are generally vengeful. Avoid zealots. They are generally humorless.

Resolve to listen more and to talk less. No one ever learns anything by talking. Be chary of giving advice. Wise men don't need it, and fools won't heed it.

Resolve to be tender with the young, compassionate with the aged, sympathetic with the striving, and tolerant of the weak and the wrong. Sometime in life you will have been all of these.

Do not equate money with success. There are many successful money-makers who are miserable failures as human beings. What counts most about success is how a man achieves it.

Resolve to love next year someone you didn't love this year. Love is the most enriching ingredient of life.

Joint Picnic Draws 250

DANSVILLE — More than 250 persons attended the combined family picnic of the Hornell chapter, Civil Service Employees Assn., and the New York State Assn. of Transportation Engineers held here recently at Stoney Brook State Park.

Highlight of the picnic was the games for children with each event giving children of various

age groups an opportunity to participate.

Hornell president Earl P. Logan and NYSTATE president Joseph Tolan expressed thanks to the picnic committee which was made up of Lee Cornish, Shirley Moore, James Harriok, and Irene Sky and volunteers Robert Cornish, Stanley Lak, Pat Brown, Robert LaShure, Mitch Cornish, Linda Cornish and Robert Oyer.

Reserve A Decision In Dismissed Harbor Union Leader Case

MANHATTAN — Judge Samuel Koppleman, sitting in the State Supreme Court's Special Term Part I here, reserved decision recently in the case brought by Willis Beneky, president of the Patrolmen's Benevolent Assn. of the Waterfront Commission of New York Harbor.

Mr. Beneky was fired from his job by Commission officials and

he alleges that the dismissal was caused solely by his activities in behalf of his union.

Harold Krangel, a past president of the Waterfront Commission's Civil Service Employees Assn. chapter, expressed support for Mr. Beneky's suit. The firing, he said, points up the fact "that Waterfront Commission employees are being treated like second-class citizens."

Gov. Hugh L. Carey and New Jersey Gov. Brendan Byrne, in a recent joint announcement, endorsed proposals that would institute collective bargaining procedures for both the Commission and the Port Authority of New York and New Jersey, both of which currently lack such procedures in a number of areas. Under the proposal, the Authority and the Commission would adopt identical labor regulations covering the entire collective bargaining process. Recognition would then be given to unions to represent employees in matters dealing with conditions of employment and the administration of grievances.

SPECIAL ASSISTANT

ALBANY—Esther M. Swanker, of Schenectady, has been named by Gov. Hugh L. Carey as a special assistant to the governor. She will work in special projects and upstate affairs. The position is \$30,000 annually.

PAMELA MURTAUGH

ALBANY—Gov. Hugh L. Carey named Pamela Alison Murtaugh, of Mineola, as a member of the council of the Agricultural and Technical College at Farmingdale. The post is unsalaried. She was named for a term ending July 1, 1984.

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(For fullest enjoyment - see "JAWS" from the beginning.)

L. I. Workshop

PARMINGDALE — A workshop for chapter presidents and shop stewards of Long Island Region I, Civil Service Employees Assn., will be held Monday, Dec. 1 in Roosevelt Hall, Little Theater, at the State University of New York campus here.

The event, which will begin at 7:30 p.m., will feature George Poukis of Cornell University as guest speaker.

Huntington Unit Hosting Party

HUNTINGTON STATION — The Town of Huntington unit, Civil Service Employees Assn., has selected Friday, Dec. 12, as the date for its annual Christmas party.

The event, which will begin at 8 p.m., will be held at Musicaro's Restaurant, 1730 Old Walt Whitman Road, here. According to unit secretary Peg Cornish, tickets are \$12.50 each and include buffet dinner, music, dancing and beverages.

NYC Exec Meeting

MANHATTAN — A meeting of the executive committee of the New York City chapter, Civil Service Employees Assn., will be held Monday, Dec. 1, according to chapter president Solomon Bendet.

The meeting, set to begin at 5:30 p.m., will be held at Miller's Restaurant, Woolworth Building, 233 Broadway, Manhattan.

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Test Held May 3, 1975
List Est. Sept. 2, 1975
(Continued from Last Week)

320 Scott Charles A Albany	89.8
321 Levy Rochelle L YCU	89.8
322 Miller Ethel B Wappingr Fls	89.7
323 Wadsworth M K Lyons	89.7
324 Borowsky Mark E Loudonville	89.7
325 Schwaed K M Kenmore	89.7
326 Kritz Matthew Schenectady	89.7
327 Jesberger S E Kew Gardens	89.7
328 O'Donovan P J Troy	89.7
329 Giammarco N D Oakdale	89.7
330 Hasselbarth H C Delmar	89.7
331 Henzel John D Troy	89.7
332 Rutigliano N Frankfort	89.7
333 Hotaling Ross M Rensselaer	89.7
334 Cevasco Barbara Staten Is	89.7
335 Amann Paula M Johnsonville	89.7
336 Longo Joseph M Delmar	89.7
337 Austin Michael Willard	89.6
338 Miller Leo C Voorheesvil	89.6
339 Carey Patricia Schenectady	89.6
340 Miller Raymond Schenectady	89.6
341 Glucksman Nancy Slingerlands	89.6
342 Cupina Robert F Binghamton	89.6
343 Danker Nancy N Massapequa	89.6
344 None	
345 Wont Walter P Middletown	89.6
346 Kochan Joyce V Buffalo	89.6
347 Bryant Richard Cohoes	89.6
348 Selig Josephine Rensselaer	89.6
349 Batchelor Scott Delmar	89.5
350 Bannister W A Buffalo	89.5
351 Price Evelyn S Bayside	89.5

352 Spiak Robert J Watervliet	89.5
353 Fisher Sandra J E Nassau	89.4
354 McLaughlin D M Saranac Lake	89.4
355 Tomasino Theima Brooklyn	89.3
356 Mulkins Harold Oneonta	89.3
357 Ondriska Sharon Albany	89.3
358 Douglass S R Ogdensburg	89.3
359 Juliano James M Schenectady	89.3
360 Fulton Rita H Kenmore	89.3
361 Moore Grace J Albany	89.3
362 Murray Theresa Attica	89.2
363 Farrett Francis Mt Morris	89.2
364 Zeleznik M F Poughkeepsie	89.2
365 Grant Anne C Oneonta	89.1
366 Kelly Mary E Albany	89.1
367 Koblenky Mary Watervliet	89.1
368 Dart Dorita A Altamont	89.0
369 Spaigh V L Poughquag	89.0
370 Sweet Sally B Albany	89.0
371 Lague Joel G Cohoes	89.0
372 Hatlas Helen E Nassau	89.0
373 Peloke Marilyn Catskill	89.0
374 Lyons Maryrose Utica	88.9
375 Sherk June M Buffalo	88.9
376 Bender Rosalind Brooklyn	88.9
377 Conrad Letizia Buffalo	88.9
378 Diedrich Ruth A Niagara Fls	88.9
379 Kellogg R A Hannibal	88.8
380 Maturi Joseph J Staten Is	88.8
381 Wait Mary A Malden Brg	88.8
382 Farrell Toni L Syracuse	88.7
383 Samartino P A Dunkirk	88.6
384 Simmons Karen J Berne	88.6
385 Gardner Jeffrey Albany	88.6
386 Dennin Margaret Latham	88.6
387 Malkowski J C Albany	88.5
388 Veley Georgiema Ellisburg	88.5
389 Wilson Monica R Altamont	88.5
390 Whitman Linda A Northville	88.5
391 Townsend Harvey Setauket	88.5
392 Snyder aJnet L Round Lake	88.5
393 Battaglia F P Albany	88.5

394 Henry Linda A Coxsackie	88.5
395 Hogan Artemus W Loudonville	88.5
396 Butrym Paul A Albany	88.5
397 Gentner Eileen Albany	88.5
398 Loffler Teresa Agdensburg	88.5
398A Peppin Mark N Cohoes	88.5
399 Basler Helen Pawling	88.5
400 Cherry William Albany	88.5
401 Rielly William Troy	88.5
402 Traver Jane D New Paltz	88.5
403 Pettinato S Watervliet	88.5
404 Kruppner E J Wyoming	88.5
405 Henry Sandra A Dansville	88.5
406 Gamble Diane I Albany	88.4
407 Lumis Patricia Schenectady	88.4
408 Gaston C C Cortland	88.4
409 Ostanski N R West Seneca	88.4
410 Belardo Joseph Castleton	88.4
411 Chowanick Susan Cheektowaga	88.4
412 Thorton Loyola Tupper Lake	88.4
413 Eakin Christine Albany	88.4
414 Cady Cathy E Mechanicvil	88.4
415 O'Neill Barbara Schenectady	88.4
416 Wolf Robert J Schenectady	88.4
417 Parzych E N Latham	88.4
418 Sticker E L Sonyea	88.4
419 Nicholson L B N Tonawanda	88.3
420 Hanks Peter R Buffalo	88.3
421 Jones Janet M Watervliet	88.3
422 Ackert Mallory Rhinebeck	88.3
423 Kingston P E Oswego	88.3
424 Miller Russell Livingston Mnr	88.3
425 Lindenberg J A Oswego	88.3
426 Eggleston D B Porsdam	88.3
427 Ktim Gertrude F Stony Brook	88.3
428 Deberri P K Albany	88.3
429 Jacobs Barbara N Babylon	88.3
430 Cator Pauline M Binghamton	88.3
431 Leone Cheryl D Mt Morris	88.3
432 Chichester H M Watervliet	88.3
433 Stark Gary L Plattsburgh	88.3

(Continued on Page 15)

LEGAL NOTICE

CRYSTAL & CRYSTAL.

—Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on October 2, 1975. Name and principal place of business—Crystal & Crystal, 235 Park Avenue South, New York, N. Y. Nature of business—to furnish office and management services. General Partner—Bernard S. Crystal, (Residence) 119 Meadowview Avenue, Hewlett Bay Park, New York, Limited Partner—Frederick H. Crystal, (Residence) 78 Neptune Avenue, Woodmere, New York, (cash contribution) \$100, (share of profits) 33-1/3%. Term of Partnership—July 1, 1975 to June 30, 1979, unless sooner terminated. No additional contributions required to be made by any Limited Partner, but failure to contribute when called upon may result in diminution of limited partnership interest. No agreed time prior to termination for return of Limited Partner's contributions. A Limited Partner may transfer his interest in the Partnership to a member of his immediate family by gift, devise or descent, all as more fully set forth in the Partnership Agreement. Additional limited partners may be admitted upon the unanimous written consent of all General and Limited Partners upon such terms as said Partners unanimously decide. No Limited Partner has priority over any other Limited Partner as to contributions or compensation by way of income. Partnership is dissolved upon the death, incapacity or retirement of a General Partner except that in the case of retirement, a new general partner may be admitted, all as provided in the Partnership Agreement. No Limited Partner has right to demand property other than cash in return for his contribution.

LEGAL NOTICE

469

GEORGIA AVENUE ASSOCIATES,

293 Central Park W. NYC.—Substance of Certificate of Limited Partnership filed in New York County Clerk's Office October 15, 1975. Business: Sell, purchase trade and deal in real property, mortgage leases and all other interests in real property. General Partners: Ralph I. Eagle, 940 Grand Concourse, Bronx, N.Y.; Joseph Kuriz, 72-39 43rd Ave., Woodside Queens, N.Y.; Samuel D. Hoffman, 293 Central Park West, N.Y. Limited partners' cash contribution and share of proceeds: Emma R. Hoffman, 293 Central Park W., NYC., Samuel Greenberg, 116-10 226th St., Cambria His., Queens, NY; Ivan Goch, 19131 NE 20th Rd., N. Miami Beach, Florida; \$4,000 each, 11-1/9% each. Partnership to continue until midnight April 4, 1977, and may be further extended for a period of 5 years. None of the limited partners have agreed to make any additional contribution. Contribution to be returned upon termination. No additional limited partners. No limited partner has priority over any other limited partners as to contribution or compensation. On death, protracted disability, retirement or insanity of any one or two general partners the remaining general partner or partners may continue. No limited partner may demand or receive property other than cash in return for contribution. Each partner may assign or otherwise dispose of his interest and must notify partnership of such action by certified mail to partnership place of business 5 days prior to such action, giving name, business and residence address of person to whom disposition made. Such assignee bound by all the terms and provisions of this agreement, subject to other agreement of partners of even date (April 5, 1967).

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Samuel Emmett, right, CSEA statewide membership chairman, greets head table guests, from left, regional attorney Stanley Mailman, Region II corresponding secretary and CSEA director Salvatore Butero (Mental Hygiene, NYC Region) and Southern Region III president and CSEA vice-president James Lennon.

(Continued from Page 2)

that the Governor, the Legislature and PEF (the Public Employees Federation) will understand."

Mr. Lennon expressed appreciation for contributions to the Dutchess Welfare Fund to assist county employees who are facing penalties for alleged participation in a strike last summer. He also described the pressures faced by a president—"whether for a region or for a chapter, but we take the job because we want to do what is best for all the people."

New York City Region II officers who were installed are Mr. Bendet, president; Vincent Rubano, first vice-president; Mr. DeMartino, second vice-president; William Cunningham, third vice-president; Gloria Kanfer, secretary; John Eversley, treasurer, and Salvatore Butero, corresponding secretary.

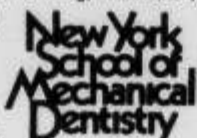


CSEA directors Jack Weisz (Correction) and Ethel Ross (Judiciary) discuss their opposition to contract provision that allows arbitrators to increase penalties in disciplinary cases.

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Metropolitan Division of Employment chapter social chairman Rosalyn Kantowitz, left, and third vice-president Connie Minardi review notes to report back to other chapter members.



Gathered together, clockwise from left, are NYS Institute for Research in Mental Retardation chapter 438's president Ann Wadas, Martin Esposito, second vice-president Charlotte Rue and secretary Peggy Clark; Creedmoor Psychiatric Center chapter 406's George Smith, Barbara Smith and Grace Garside, and Gouverneur chapter 407's president Edmond Gagnon.



CSEA vice-president Irving Flaumenbaum predicts victory in election for PST bargaining rights.

NYC Region II Meeting



Tom Bucaro, left, headed delegation from South Beach Psychiatric Center chapter 446. Other chapter leaders here are Carol Stiglin and Joe D'Amore. The Center is located on Staten Island.



Willowbrook chapter 420 treasurer Irene Hillis, left, greets Creedmoor chapter 406 first vice-president Dorothy King. Ms. Hillis is also president of Mental Hygiene Employees Assn. and Ms. King is a CSEA director (Mental Hygiene, NYC Region).



Carl Laurino, left, and Jay Berman, both from Metropolitan Division of Employment chapter 377 confer on chapter policy prior to vote. Metro Division has 19th largest CSEA chapter in the state.



Willowbrook chapter president Ronnie Smith urges region to develop uniform policy on issues.



Georgia Johnson listens as Marvin Nalick, president of CSEA chapter 419 at New York State Psychiatric Institute, seeks her opinion prior to vote on issue.



Manhattan Children's Psychiatric Center chapter 413's Floyd Payne, left, and president James Fields are greeted by CSEA director Victor Pesci (Banking) as delegates assembled for meeting last month at New Hyde Park Inn in suburban New York City.

(Leader photos by Ted Kaplan)



Downstate Medical Center chapter 646 first vice-president James Wood, PST representative Mary Robinson and president Robert Keeler wait as delegate Al Davis confers with New York City chapter 010 first vice-president Martha Owens.



James Gripper, president of CSEA chapter 447 at Kings County Developmental Center, urges decisive action.



Sallie Jones and Robert Sage, both of CSEA chapter 402 at Kingsboro Psychiatric Center, resort to sign language as they get involved in discussion.

Albany Region IV Begins New Travel Plan For CSEAers

ALBANY—Joseph E. McDermott, president of Albany Region IV, Civil Service Employees Assn., last week announced that the Region will begin a travel service to Region members and their families.

The director of the new service is Cosmo Lembo, a CSEA member and an employee of the New York State Office of General Services. Mr. Lembo has been chairman of the OGS travel committee and was Region IV

activities committee chairman. "The new service is designed in such a way that the Albany Region will benefit slightly from each Albany Region member traveling on any of the sponsored trips," Mr. McDermott said in a message to his members. "Yet, each traveller will receive low or competitive rates."

Mr. McDermott added that the program will permit Region chapter presidents to hold raffles for free air, bus and tour tickets for their members from time to time. The profits realized will go to benefit both the raffling chapter and the Region.

"Working hand in hand with Cosmo on the travel plans will be Lynn Miller and Mary Ann Gerwin," Mr. McDermott added. "All three are very excited and enthusiastic about the new program. Lynn has been employed at the Department of Taxation and Finance and OGS. Mary Ann was employed at the Department of Labor, Division of Employment."

The Region IV president added that travel service information may be obtained by telephoning (518) 465-1116 between 9 a.m. and 5 p.m. The three will be available to address chapter meetings on aspects of the program.

"With the economic situation such as it is and the cold weather about to set in, I believe Albany Region Travel Service comes to us at a most opportune time, with group travel plans featuring warm and sunny destinations such as the Canary Islands, Florida, Jamaica, Aruba and exciting packages to Europe at low group rates," Mr. McDermott observed, adding that many of the planned trips have been arranged with departures directly from the Capital District.



COSMO LEMBO



JOSEPH McDERMOTT

Garvey To Fill Rochester Post

ROCHESTER — John Garvey has been named second vice-president of the Rochester chapter, Civil Service Employees Assn.

Mr. Garvey, an employee of the State Unemployment Insurance Office, replaces Debra Fowler, who resigned from state service.

State Employee Training Course Enrollment Deadline Falls Dec. 1

ALBANY—Dec. 1 is the deadline for New York State employees to apply for tuition-free training courses which are supported by funds negotiated for the employees by the Civil Service Employees Assn.

CSEA negotiated more than \$2.1 million for employees in all four of its state-division bargaining units: Administrative, Operational, Institutional and Professional, Scientific and Technical, to take courses designed to further their educations and career opportunities.

Interested employees should get a training application card from their supervisor at work, fill out the card, have their supervisor sign it, and forward the card to their personnel office or training office on or before Dec. 1. The employees' personnel office or training office will notify applicants of their acceptance or rejection not later than Dec. 29.

Edward C. Diamond, CSEA director of education, said a full list of courses, their times and locations are available in a pamphlet provided to personnel

officers and training officers throughout the state. Dr. Diamond urged all CSEA State-Division chapter presidents and education chairmen to check to make sure these pamphlets are posted on official bulletin boards at all work locations.

In addition, each CSEA Regional headquarters has copies of the course list, and times and locations of the courses.

Spring semester courses will start as early as Jan. 5, 1976. Courses cover hundreds of topics, such as psychology, shorthand, small-engine repair, refrigeration and foreign languages. Acceptance will be based on applicability of the course to the employee's present job duties, and on the value of the course to

the employee in any future position.

All required textbooks and hand-out materials are supplied to the students free of charge.

Dr. Diamond stressed that every effort will be made to accept as many applicants as possible in this statewide inter-agency training program. It is permissible to apply for more than one course. However, class-size limitations may prevent an employee from being accepted into more than one course per semester, and there is no guarantee that all applicants will be accepted in the course chosen.

Further questions should be directed to the personnel officer or training officer at individual work locations.



OUTING COMMITTEE — The success of the Chemung unit's outing practically assures similar events in the future. The committee responsible for its success include, left, front to back, Barb Maschanick, Mary Karski and John Burg. Right, front to back, Debbie Harbol, Kathy Dieffenbach, Ann Page, Harry Clifford and Nancy Roark.



CHEMUNG OUTING — Harris Hill Park, famous as a soaring glider field, was the site of the recent outing of the Chemung County unit of the Chemung chapter, Civil Service Employees Assn. More than 400 members and guests attended the event. Above, backed by the glider field, are, from left, Jim Drake, unit president; Nancy Roark, corresponding secretary; Jack Miller, CSEA field representative, and John Burg, social activities committee chairman.

Set Morrisville Yuletide Party

MORRISVILLE—State University at Morrisville chapter, Civil Service Employees Assn., will hold its annual Christmas party

Friday, Dec. 5, according to chapter president Stephen M. Zarod.

The event will be held at the Nelson Inn, with a social hour at 6:30 p.m. followed by a buffet dinner at 7:30 p.m. Tickets at \$7 each cover the buffet, two free drinks and live music for dancing from 9 p.m. to 1 a.m.

Reservations should be made by Wednesday, Nov. 26. They may be made by contacting Doris Noble (315) 684-7410 (mornings) and (315) 684-7034 (afternoons) and Cyndee Miller (315) 684-7043.

Oneida Chapter Sets Yule Fete

UTICA—The Oneida County chapter, Civil Service Employees Assn., will hold its Christmas party Sunday, Dec. 14, at Twin Ponds Golf and Country Club here.

Chairman for the event is Jean C. Coluzzi and the toastmaster will be Sam Mogavero, a CSEA director (Erie County) and chairman of the union's County Division.

Committee members include Beatrice DeSantis, Lou Eddy, Teddie Kowalczyk, Steve Dombrowski and Roger Solimando.

At Impasse In Jefferson

WATERTOWN — The Jefferson County unit, Civil Service Employees Assn., has declared an impasse in contract negotiations with county officials. Spokesmen for both sides assert each has gone as far as they can.

The negotiators are about 1 percent, or \$36,000, apart on wage increases. Peter G. Grieco, unit president, said "We just could not go any farther." H. Elliot Dickson, county personnel director, agreed, saying, "Both sides have gone as far as we can."

The CSEA unit seeks a pay increase of at least 6 percent, plus increments. The county has offered a 5 percent across-the-board increase, plus increments and longevity boosts equal to another 2.3 percent.

Negotiations began in late summer. County Budget Director Donald Andrus pointed out that the 1976 county tentative budget includes a 5 percent raise for the CSEA unit, the same percentage granted in the Jefferson Community College employee contract.

Onondaga Cnty. Schedules Fete

LIVERPOOL — The Onondaga County chapter, Civil Service Employees Assn., will hold a general meeting and Christmas party Friday, Dec. 5, at the Liverpool Golf and Country Club here.

The event, according to chapter president Anthony H. Placito Sr., will be held from 6:30 p.m.

The event will feature live music for dancing. Door prizes will be awarded. The chairman of the event is Hilda H. Young. Decorations chairman are Rae Scharfeld and Leona Appel respectively. Tickets may be obtained from chapter unit representatives or by telephoning the chapter office at (315) 471-5410.

PARK AND RECREATION

ALBANY — John Warner Brown, of Scottsville, has been appointed by Gov. Hugh L. Carey as chairman of the Genesee State Park and Recreation Commission.

Latest State And County Eligible Lists

(Continued from Page 11)

434 Desiena Anthony Ballston Lk	88.3
435 Winston Renee E Bronx	88.3
436 Belles Patricia Fredonia	88.3
437 Prout Wilson P Cheektowaga	88.3
438 Schwartzbach B Glenmont	88.2
439 Reese Betty J Westmoreland	88.2
440 Meluch Karen E Schenectady	88.2
441 Fitzgerald R Albany	88.2
442 Riggs Kris Ballston Spa	88.2
443 Guy Kathleen M Albany	88.2
444 Goad Cathy A Albany	88.2
445 Acker Robert W Watervliet	88.2
446 Hanrahan E Amherst	88.2
447 Isel Edward D West Seneca	88.2
448 Lyons Louise L Smithtown	88.2
449 Schultz Barbara Guldind Cr	88.2
450 Johnson B A Albany	88.2
451 Trivilino C L Potsdam	88.2
452 McEaney Janet Selden	88.2

453 Carter Deborah Smithtown	88.2
454 Houghton E K Albany	88.1
455 Schanz Carol M Menands	88.1
456 Schwendinger C Albany	88.1
457 Bernstein E C Brooklyn	88.1
458 Albert Timothy Cohoes	88.1
459 Malone Joanna C Schenectady	88.1
460 Lahera Joseph R Albany	88.1
461 Hitchcock Linda Harpurville	88.1
462 Tompkins Pamela Poughkeepsie	88.1
463 Breedlove Jean Rensselaer	88.1
464 Grooten Joan E Schodck Lndg	88.1
465 Empire Constance Cobleskill	88.1
466 Paye Maureen A Malone	88.1
467 Barkley Cathy J Albany	88.1
468 Caron Nancy L Altamont	88.1
469 Prentice C V Binghamton	88.1
470 Taylor Mary E Menands	88.1
471 Rose Deborah P Ogdensburg	88.0
472 Merrihew Sheril Amsterdam	88.0

473 Woika Joyce R Attica	88.0
474 Weatherby R C Waterford	88.0
475 Cook Dorothy A Oneonta	88.0
476 Thomas G- Fredonia	88.0
477 Cavalieri Rose Buffalo	88.0
479 Cross David R Cobleskill	87.9
480 Shelley Frank W NYC	87.9
481 Lindsley Sabina Binghamton	87.8
482 Greene Barbara Woodbourne	87.8
483 Snow Vola J Delanson	87.7
484 Storey William Albany	87.7
485 Glasgow Phyllis Tully	87.7
486 Morgans Shirley Rochester	87.6
487 Frolish Bertha Saratoga Spg	87.6
488 Grohol Rosemary Silver Creek	87.6
489 Nadeau Louise L Cohoes	87.5
490 Southard Irene Baldwinvil	87.5
491 Lewandowski J C Troy	87.5
492 Muraski John C Albany	87.5
493 Zanella Lauren E Greenbush	87.4
494 Schwartzbach B Glenmont	87.4
495 Rosenzweig M M New Paltz	87.4
496 Sheridan M A Oswego	87.4
497 Cady Mable T Vestal	87.4
498 Acken George C Wingdale	87.3
499 McGroch Ruth K Cambridge	87.3
500 Breen Sherry J Dannemora	87.2
501 Parlato June E Rochester	87.1

502 Cobb Kathleen E Queens Vll	87.1
503 Mackey Mary E Schenectady	87.1
504 Gravell Georgia Saratoga Spg	87.0
505 Willis Agnes Brooklyn	87.0
506 Squires Michele Latham	87.0
507 Quackenbush B E Troy	87.0
508 Awad Evelyn H Albany	87.0
509 Faboskay Donna Schenectady	87.0
510 Ball Timothy K Scotia	87.0
511 Clough Louis Schenectady	87.0
512 Hoffman L A Catskill	87.0
513 Lisante Peggy C Roosevelt	87.0
514 Humik Joseph E Cohoes	87.0
515 Winnie Theodore Albany	87.0

516 Snyder Joan P Schenectady	87.0
517 Waite Anne P Granville	87.0
518 Lanque Lewis A Melrose	87.0
519 Bagel Lois S Tonawanda	87.0
520 Willette J L Schenectady	86.9
521 Murphy Michael Elnora	86.9
522 Horne Joseph Albany	86.9
523 Tuck John R Round Lake	86.9
524 Wyszomirski Mac Amsterdam	86.9
525 Gunther Helena N Syracuse	86.9
526 Berman Philip Albany	86.9
527 Ferris Maureen Cohoes	86.9
528 Jelicks Brenda Staten Is	86.9

(To Be Continued)

Open Continuous State Job Calendar

Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man		
(Mechanic—Statewide except Albany)	\$ 7,616	varies
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman		
(Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Principal Actuary (Casualty)	\$22,694	20-417
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Medical Records Librarian	\$11,337	20-348
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Vartype Operator	\$ 6,811	20-307

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

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

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

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

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

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone: 488-4248; 10 a.m.-3 p.m.); State Office Campus, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

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

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

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

Federal Job Calendar

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

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

Agriculture

Title	Salary Grade	Exam No.
Meatcutter	GS-8	NY-0-30
Warehouse Examiner	GS-5, 7	CH-0-02

Business

Accountant, Auditor and Internal Revenue Agent	GS-5 to 12	425
Computer Operator and Computer Technician	GS-5 to 7	NS-4-15
Treasury Enforcement Agent	GS-5 to 9	NY-1-05

Engineering And Scientific

Engineering, Physical Sciences and Related Professions	GS-5 to 15	424
Meteorological Technician	GS-6 to 9	NY-8-43
Technical Aide	GS-2, 3	NY-0-22
Technical Assistant	GS-5 to 15	421

General

Freight Rate Specialists	GS-7, 9	WA-6-13
Junior Federal Assistant	GS-4	411
Mid-Level Positions	GS-9 to 12	413
Professional and Career Exam	GS-5 to 7	
Sales Store Checker	GS-3	NY-3-07
Senior Level Positions	GS-13-15	408
Summer Jobs	GS-1 to 4	414
Technical Assistant	GS-4, 5	(closes Jan. 16) NY-5-07
Telephone Operator	GS-3, 4	NY-5-01
Teletypist	GS-3 to 5	NY-4-02

Medical

Autopsy Assistant	GS-4, 5	NY-9-05
Careers In Therapy	GS-6 to 9	WA-8-03
Dental Hygienist, Dental Lab Technician	GS-5 to 7	NY-5-09
Licensed Practical Nurse	GS-3 to 5	NY-5-06
Medical Machine Technician	GS-5 to 8	NY-3-02
Medical Radiology Technician	GS-5, 6	NY-0-25
Medical Technician	GS-5 to 7	NY-3-01
Nursing Assistant	GS-2, 3	NY-1-16
Nursing Assistant (Psychiatry)	GS-2	NY-5-05
Nurses	GS-5 to 12	419
Physician's Assistant	GS-7 to 11	428
Veterinarian Trainee	GS-5 to 17	WA-0-07

Military

Air Reserve Technician (Administrative Clerical/Technical)	GS-5 to 15	AT-0-59
Army Reserve Technician	GS-4 to 9	NY-9-26

Social And Education

Hospital Police Officer	GS-4, 5	NY-72-2
Professional Careers for Librarians	GS-7 to 12	422
Psychologist	GS-11, 12	WA-9-13
Recreational Therapist	GS-5 to 7	NY-5-09

Stenography And Typing

Data Transcribers	GS-2	NY-4-05
Keypunch Operator	GS-2, 3	NY-3-01
Reporting Stenographer and Shorthand Reporter	GS-5 to 9	NY-9-17
Stenographer	GS-2 to 5	WA-9-01
Secretaries, Options I, II, III	GS-5, 6	NY-5-04
Typist	GS-2 to 4	WA-9-01

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P S T PROFESSIONAL SCIENTIFIC & TECHNICAL EMPLOYEES OF NEW YORK STATE

NINE REASONS TO VOTE CSEA IN THIS ELECTION

- 1. EXPERIENCE**
- 2. TRACK RECORD**
- 3. NEGOTIATORS SET**
- 4. UNITY A MUST**
- 5. SECURE PENSION**
- 6. "LULU" FIGHTERS**
- 7. LOW DUES**
- 8. ESTABLISHED ORGANIZATION**
- 9. SOLID STRUCTURE**

- In 1910, when employees of the State of New York wanted to be represented, they created their own organization — CSEA. It's been doing the job the members wanted ever since. That's a solid 65 years history of representation.
- CSEA has negotiated salary increases of up to 115% for N.Y. State workers since 1967. That makes employees of this state number two in the country in wages and benefits.
- The P.S. & T. negotiating team has drawn your demands and is ready to go. The team is made up of your fellow members, with CSEA staff professionals there to assist. The opposition hasn't yet developed a list of demands.
- The coming negotiations will be the toughest ever. If P.S. & T. switches unions now, all four bargaining units will suffer a loss of "clout" — especially P.S. & T. You can't afford anything less than a solid front.
- CSEA went to court to stop the state from raiding your pension fund. The opposition was silent.
- CSEA went to court to stop illegal "lulus" for legislators. And won. Once again, the opposition was silent.
- A total of \$45.50 a year, and one quarter of that goes back to your local chapter. The opposition has no announced dues structure, but the present range within the coalition is from \$100 to more than \$200 a year — before special assessments.
- CSEA is a visible entity, with nearly 200 full time professional staff members all over the State, a large modern headquarters in Albany, and full time regional offices in its six geographic regions. The opposition has no permanently assigned staff or facilities.
- CSEA operates under legally binding constitutions with democratically elected officers at state, regional and local chapter levels. The opposition has no constitution, no elected officers — apparently, nothing at all. In fact, a lot of folks feel that "PEF" has to mean Phantom Employees Federation.

COMMENT: As far as we can determine, the opposition in this election is a sort of mish-mash of teachers, construction and transportation oriented groups who seem to have little relationship to public employees. It looks simply like another attempted "raid" to swell the coffers of the various unions involved.

VOTE



RETURN YOUR BALLOT PROMPTLY — THEY WILL BE COUNTED ON DECEMBER 5th. DON'T WAKE UP ON DECEMBER 6th AND FIND YOURSELF REPRESENTED BY A COLLECTION OF UNIONS YOU KNOW NOTHING ABOUT.