



## Saratoga Springs Bus Drivers Win: End 9-Day Strike

SARATOGA SPRINGS—A nine-day strike by Saratoga Springs school bus drivers has ended with the unanimous ratification of a contract that the Civil Service Employees Assn., which represents the drivers and mechanics involved, calls "a complete and total victory for the employees that puts school boards all across the state on notice that contracting out of bus service is a poor proposition loaded with pitfalls."

The approximately 65 drivers and mechanics voted to strike the night of Sept. 19 and immediately set up picket lines around the Saratoga City School District bus garage. The determined strikers kept the line up 24-hours a day for the next nine days, keeping all school district buses idle in a school district of 7,000 pupils, the vast majority of which normally are bused.

The complicated situation developed when the school district violated a two-year contract between the CSEA and the district on July 1 by eliminating the

drivers and mechanics from district employment and contracted out busing service to a private contractor, Upstate Transit Consortium of Rochester. The CSEA contract still had a year to run when it was dissolved by the district.

The employees were hired by Upstate, but drivers and mechanics found they were being paid an average of 50-cents-per-hour less than when they were district employees under the CSEA contract. Additionally, they had no contract of any type with Upstate, and became increasingly alarmed over job security when Alvin Skellie, a mechanic, was fired almost immediately by Upstate for union-

(Continued on Page 9)

## CSEA's Longest Fight Wins PS&T Employee's Job, Pay

BRONX—The Civil Service Employees Assn. has won reinstatement with full back pay and benefits for a member of the Professional, Scientific and Technical Bargaining Unit suspended without pay on Sept. 16, 1976, from his job as Psychiatrist II at Bronx Psychiatric Center. The victory followed the longest disciplinary arbitration in CSEA history.

At the time of the suspension, Hugh Butts, director of Bronx Psychiatric, alleged that Amjed Hussain was wrong in allowing the transfer of a particular patient from the intensive care unit of which Dr. Hussain was in charge, to another ward in the hospital. The patient committed suicide 17 days after the transfer.

"The charges against Dr. Hussain were an attempt by Dr. Butts to cover up for the incompetence of the Department of Mental Hygiene," said Tom Linden, CSEA's coordinator of legal services.

Dr. Hussain immediately filed a contract grievance and, William P. Volin, then-CSEA regional attorney with the firm of

Mailman and Volin, supported.

The case, Mr. Linden said, showed "not only how far CSEA will go in defense of its members, but also how far the state will go in trying to find a scapegoat for its own mistakes."

The case involved, among other things:

—The highest number of arbitration hearing days in CSEA's history—27, over an eight-month period.

—More than 4,000 pages of testimony and summation.

—More than 150 exhibits entered as evidence before arbitrator Philip Feldblum.

—Testimony by several "expert witnesses" called by both

(Continued on Page 3)

## Willowbrook Taskforce Appointed By Region II

MANHATTAN—Metropolitan Region II of the Civil Service Employees Assn. last week passed a resolution calling for a taskforce to investigate the layoff situation at Willowbrook Developmental Center, and the general problem of contracting out and deinstitutionalization in the Mental Hygiene system.

Regional president Solomon Bendet appointed a committee composed of the Mental Hygiene Local presidents, with Regional first vice-president William DeMartino as chairman.

Mr. Bendet indicated that he would ask the statewide CSEA

Board of Directors to allocate funds, "to help fight the disintegration of Willowbrook."

The Region also passed a resolution opposing proposed changes in the CSEA constitution which would permit the union to represent private employees working for firms with which the state contracts out.



### BREAK GROUND FOR NEW ST. LAWRENCE PSYCH FACILITY

Among the 12 dignitaries taking part in ground-breaking ceremonies for new \$10.7 million facility at St. Lawrence Psychiatric Center were, from left, George McCarthy, president of CSEA Local 423; Lee Hanes, director of St. Lawrence Psychiatric Center; Charles W. Kelly, chairman of Project BUILD, and James Moore, CSEA Region V president. Mr. McCarthy called the facility, "a concrete example of what happens when all the people join hands for the common good." (See story on page 3.)

# Cops Striking Back Against 'False Charges'

MANHATTAN—The New York City Patrolmen's Benevolent Association (PBA) plans to file its first defamation suit next month on behalf of an officer who claims he is the victim of a false complaint.

Steve Arniotes, recently ap-

**ALBANY BRANCH OFFICE**  
FOR INFORMATION regarding advertisement, please write or call:  
**JOSEPH T. BELLEW**  
303 SO. MANNING BLVD.  
ALBANY 8, N.Y. Phone IV 2-6474

pointed head of the newly established civil rights division of the PBA, said the division was set up because of a "definite increase in totally false and fraudulent complaints against police officers."

Although he would not detail any complaints he reviewed or name the officers involved, he estimated that more than 100 "patently false" complaints against officers are filed each year, many of them dealing with police brutality, theft of property from suspects, and indiscriminate ticket writing.

"We feel that some of these

are prompted by an individual arrest by an officer who feels free to file a complaint in order to destroy the credibility of that officer in court," said Mr. Arniotes, a former Civil Court judge who previously managed the PBA's legal assistance program.

He explained the PBA usually took no action on false complaints filed against its members with the Civilian Complaint Review Board and other official agencies, "and our silence was seen as verification of the allegations."

Mr. Arniotes said establishment of the division is not intended to

intimidate civilians from filing complaints against officers where there is a legitimate question of improper action by the officer.

"But we are trying to alert people that they better think

twice about filing their complaints where there are no grounds," he said.

"I am not interested in lining the pockets of officers with gold," he said. "But you can only sit there and get hit for so long."

## Two Named To DA's Staff

A former New York City public school teacher and a former drug program counselor have been named Queens assistant district attorneys, Queens District Attorney John Santucci announced last week.

Mark Potashnick, 30, an adult education teacher at Beach Channel High School the spring of 1975, lectured at Hofstra University in the summer of 1974, and taught at P.S. 202K, Brooklyn, from 1969 to 1975 and at

P.S. 72K, Brooklyn, from 1975 through June 1977. He has been working with the State Workmen Compensation Board since July.

Joseph Maddalone Jr., 24, was coordinator of a campus drug seminar program affiliated with Nassau County Jail. He also was a youth counselor of junior and senior high school students in Queens' District 27's drug prevention program in Richmond Hill in 1972-73.

# Special Notice

## FOR CSEA MEMBERS ONLY CSEA Basic Accident and Sickness Plan.

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

If your annual salary is	You can now apply for disability income benefits up to
\$4,000 but less than \$5,000	\$150 a month
\$5,000 but less than \$6,500	\$200 a month
\$6,500 but less than \$8,000	\$250 a month
\$8,000 but less than \$10,000	\$300 a month
\$10,000 and over	\$400 a month

When your annual salary is increased to a new wage bracket, you should apply for additional disability income. YOUR INCREASE IN DISABILITY INCOME IS NOT AUTOMATIC.

For complete information and costs, complete and mail the coupon below or call your nearest Ter Bush & Powell representative for details.



**TER BUSH & POWELL, INC.**

SCHENECTADY NEW YORK  
SYRACUSE

Complete And Mail Today

**TER BUSH & POWELL, INC.**  
Civil Service Department  
Box 956  
Schenectady, N.Y. 12301

I am interested in further details. Please check for the proper application form  
I wish to increase my monthly indemnity  I wish to apply for benefits

Name \_\_\_\_\_  
Home Address \_\_\_\_\_  
Where Employed \_\_\_\_\_  
Employee Item No. \_\_\_\_\_

## SHORT TAKES

### SAY JOBS FOR BLACK TEENS HAVE TOP PRIORITY

President Carter has told the Congressional Black Caucus that unemployment among black teen-agers is "the most important domestic issue right now." Caucus chairman, Rep. Parren Mitchell (D-Md.), indicated the president is also leaning towards endorsing the long-stalled Humphrey-Hawkins bill that would, if passed, insure full employment in the nation, according to the bill's backers.

### MORE WOMEN IN TOP STATE POSTS

Women hold 25 percent of the top state jobs. The figure puts New York among the states with the highest percentages of women ranking officials. The new figure represents an increase from 11 percent in 1975, the year Governor Hugh L. Carey took office. New York had the lowest percentage ranking of the 50 states that year. Washington State led the nation in 1975 with 23 percent of top state jobs held by women.

### CETA AIDES WORKING WITH ELDERLY

Thirty-one new Buffalo city workers, hired under the federally sponsored Comprehensive Employment Training Act (CETA), are on the job right now. Most of them are assigned to special projects assisting the city's senior citizens population.

### TROOPERS SWORN IN AMIDST CONTROVERSY

One hundred fifty-six new state troopers are on the job this week despite a U.S. Justice Department discrimination suit that nearly blocked the new troopers' appointments. Justice officials, in legal papers filed in federal court, charged that women, blacks and Hispanics are not given equal opportunity to become troopers. U.S. officials are seeking injunctions to block additional appointments until the new appointees consist of at least 40 percent blacks and Hispanics and 20 percent women. The new troopers include seven blacks and Hispanics, and no women.

**CIVIL SERVICE LEADER**  
America's Leading Weekly  
For Public Employees  
Published Each Friday  
Publishing Office:  
233 Broadway, N.Y., N.Y. 10007  
Business and Editorial Office:  
233 Broadway, N.Y., N.Y. 10007  
Entered as Second Class mail and Second Class postage paid, October 3, 1939, at the Post Office, New York, New York, under the Act of March 3, 1879. Additional entry at Newark, New Jersey 07102. Member of Audit Bureau of Circulation. Subscription Price \$9.00 Per Year Individual Copies, 20c.

**FLORIDA HOMES FROM \$17,490**  
(516) 681-6460  
Includes lot, garage, carpet, Regency Park, Port Richey, Florida Award winning Minier Community  
Call, write or visit New York Exhibit for FREE FLORIDA HOME BOOK (with floor plans and figures)  
MINIER FLORIDA PLANNING CENTER  
131 Old Country Road, Hicksville, N.Y. 11801  
Visit Model / Open 7 Days  
Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Other Communities from \$35,000

**TRAIN TO BE A COURT REPORTER**  
Or Stenotype Stenographer  
■ Court Reporting  
In Court, at Conferences, Hearings, etc.  
■ Stenotype Stenography  
Legal, Medical, Commercial Stenography  
Licensed by N.Y. State Education Dept.  
Approved by N.Y. State Education Dept. for the training of Veterans  
Student loans for those who qualify  
U.S. Gov't Authorized for the training of Non-Immigrant Aliens  
Call now for a FREE catalog **WO2-0002**  
Classes held daytime, 2 evenings, or Saturday mornings only. Convenient to all transportation. Monthly tuition payment plan. Co-ed. Free placement assistance.  
Transfer students and beginners are now being accepted on a monthly tuition basis for Court Reporting classes.  
**STENOTYPE ACADEMY**  
259 Broadway (Opposite City Hall)

# State's 4 Percent Raises Due This Month

By MARVIN BAXLEY

All state employees in the four Bargaining Units may expect pay raises this month if they were on the payroll March 31. This includes persons who were promoted since then.

In attempting to answer some questions concerning the 4 percent pay hike due state employees this month, other questions were raised in the Leader article that appeared in the Sept. 23, 1977, edition of the paper.

Some specific answers appear in the Letters to the Editor column in this issue on Page 7.

Here we will attempt to provide additional information in reaction to telephone inquiries to the previous article.

To begin with, the people affected are those state employees who are included within the four Bargaining Units represented by the Civil Service Employees Assn. These Bargaining Units are Administrative Services, Institutional Services, Operational Services and Professional-Scientific-Technical (PST).

In addition, Judicial employees are on the same time schedule and have a similar contract. By Judicial employees, however, we

mean people such as represented in Court of Claims Local 694 in Albany as well as certain other locations in New York City. Not included are Judicial employees who were merged into the Central Court Administration effective last April 1. These merged Judicial workers are covered by existing local contracts that were ratified prior to April 1.

For the record, it should also be stated that the term "state employees" within the framework of this article does not include Authorities, Armories or uniformed personnel of the Division of State Police, who are covered separately.

Another qualification to determine eligibility for the 4 percent pay raise this month is that the employee must have been on the payroll as of March 31, 1977. All employees on the payroll now and those hired up to March 31, 1978, will be eligible for the final 5 percent pay raise to be effective April 1, 1978.

The 4 percent is based on an individual's salary as of April 1, 1977. The 5 percent increase next year will be based on the person's individual salary as of March 31, 1978, plus increment

on April 1, 1978, if eligible to receive the increment.

For those persons who have accepted promotions and were approved prior to Sept. 30 last week, the 4 percent raise will be based on the lower grade salary that was in effect April 1, 1977. Next year's 5 percent will be based on the higher grade promotion salary in effect on April 1, 1978.

CSEA director of research William Blom explained that everyone, including those persons at the top of their lower grade salary, may expect to improve their income status. Those persons who were making more money at the lower grade than the starting salary of the higher grade promotion title are covered by a formula that gives them a one-step increment above their current salary.

As a specific example that was worked out in response to one telephone inquiry, Mr. Blom noted that a Grade 3 employee was making \$7,471 and was promoted to a Grade 5 in the final days of last month. That person's salary at the Grade 5 then became \$7,776, since a \$305 increment of the higher grade was also added. On Oct. 1 the person

became eligible for an additional \$400 as a result of the contract agreement. If the promotion were not effective until after Oct. 1, there would be no additional increase until next April.

Without the promotion, the person would have been making \$7,871; with the promotion the person's salary is \$8,171. The 5 percent raise next year will be based on the \$8,171 figure.

Again, remember that we are writing this to simplify the explanation. We are using the terms "4 percent" and "5 percent," although for employees whose salaries are less than \$10,000 the increases are given as flat amounts, \$400 and \$500, which are greater than the percentage figures. Over \$10,000, the percentage figures are worth more.

Some confusion developed from our article's effort to explain the pay raise as it affected persons who were in Grades 1, 2 and 3 and were making a minimum salary. The minimum here is actually higher than some employee's basic annual salary for the grades. In these cases the increases are added to the basic annual salary—not to the minimum salary. As a result, these persons may receive less than the \$400 this month, but would still gain some additional money.

Mr. Blom explained that the salary schedule for a Grade 1 does not reach the one-year minimum of \$6,000 until the employee has been in that grade for three years, and does not reach the two-year minimum of \$6,500 until the employee has been in that grade for 10 years.

A grade 2 tops the minimum of \$6,000 in the third year and \$6,500 in the fifth year, Mr. Blom noted. No employees from Grade 3 or above should receive less than the full \$400, if they were on payroll April 1, 1977.

As a result of our explaining the situation for these lower grades, some people were led to believe that the increases were based on the starting salaries for each grade. This is not so. The increases are based on the individual's actual salary, including increments. (But remember, this month's raises are based on the actual salary as of April 1, 1977.)

Similarly, persons who were promoted since March 31 are not regarded as new hires, although their raises are based on the lower-grade salary.

As a factual side note here, it should be pointed out that increments were guaranteed in the previous contract. In our previous article, it was stated that the new contract is an extension of the existing agreement. The existing contract is a new one, commencing April 1, 1977, and running through March 31, 1979, although certain benefits were covered by the old contract for the time before the new contract was ratified by the membership and approved by the Legislature and the Governor.

Mr. Blom also said that he had received some inquiries from people who were confused by our use of \$114.45, \$105 and \$100 to show the difference of increase to be expected by people who were hired on different dates. These figures do not represent actual figures, but were for the purpose of comparison. We could just as easily have stated the figures as \$1,144.50, \$1,050 and \$1,000 in order to make the point, but that might have led some people to expect too much, just as other people reacted to our lower figures as being too little. We chose the 100 number because that is a common practice in explaining such ratios. Any other numbers might have served as well, since no single number is truly representative for the increases to be expected by employees in all grades.

Since our article appeared, Mr. Blom's office has been deluged with requests for forms that we said were available in order to gather data for the union's legal action to iron out some remaining discrepancies between the union and the state interpretations of the contract.

Availability of the forms was a misunderstanding on our part, based on information from a source other than Mr. Blom. Mr. Blom expressed embarrassment for being taken off guard when the requests were made for the forms. In actuality the forms were used by his office in report-  
(Continued on Page 16)

## Break Ground For Psych Center Addition After Joint Effort

OGDENSBURG—Civil Service Employees Assn. officials at the local, region and state level recently participated in a ground-breaking ceremony for construction of the \$18.5 million addition to the St. Lawrence Psychiatric Center here.

The project, centering on a new 304-bed facility, represents the first major construction at the hospital in 40 years, and also the first adult residential construction since 1898. The facility, which will eventually house the entire hospital, will give residents more privacy than the present structures, which contain many large wards.

Representing the CSEA, whose Local 423 membership includes a wide segment of employees at the

psychiatric center, were Local president George McCarthy; Central Region V president James Moore and CSEA statewide president William McGowan. About 400 people attended the ceremony. There were 11 ground-breakers—an attempt to recognize all those who had a hand in getting the project approved.

Lee D. Hanes, director of the

center, said the building project was proof of what can be accomplished through the joint effort of the community, health care and legislative leaders. Other speakers included Robert A. McKinley, first deputy commissioner of the Department of Mental Hygiene; Ogdensburg Mayor Joseph D. Denny; State Senator H. Douglas Barclay, and Charles W. Kelly, chairman of Project BUILD, a coalition of business, labor, political and health officials who successfully pushed for construction of the multi-million-dollar facility.

At the ceremony, Mr. McCarthy said, in part: "We are breaking this ground today because of the work of many people. Governor Carey promised to support this building. But Governor Carey was unable to accomplish this alone. Some people did not see the need for this new building. I am proud that it was this chapter of the CSEA that launched the campaign to help the Governor help the patients."

## Back Pay For PS&T Employee

(Continued from Page 1)

The state would not reveal how much money it spent in its action against Dr. Hussain, but sources estimate the amount to be at least \$25,000.

"The state hired two private New York City attorneys to 'get' Dr. Hussain," Mr. Linden said. "This shows how little the Department of Mental Hygiene thinks of the taxpayers who support it, when they spend thousands of dollars in a totally unjustified attack on an employee with an excellent record."

Testimony during the hearings revealed that Dr. Hussain, a 14-year state employee, had been chief of the intensive care unit at Bronx Psychiatric since its inception there four years ago. He not only had an unblemished record but also had received numerous accolades from fellow professionals and families of people in his care. Among those who had praised his performance and the administration of his unit several times in the past—

in writing—was Dr. Butts.

It also turned out that the president of the Bronx Psychiatric board of visitors recalled Dr. Butts using Dr. Hussain's ICU "as a model in terms of treatment, administration, cleanliness, and everything else."

Evidence was also offered by the CSEA showing that Dr. Hussain was a nationally-recognized expert on patients with homicidal and suicidal tendencies.

"The testimony brought forth at the hearings also proved that the patient in question was actually transferred by direct order of the Department of Mental Hygiene in Albany, and not by Dr. Hussain at all," Mr. Linden noted. "The case was an embarrassment to the state. It showed the incompetence of the DMH and the great length to which the DMH would go to unjustly blame Dr. Hussain for the unfortunate death of the patient."

In a 62-page decision, arbitrator Philip Feidblum found that, "Considering Dr. Hussain's four  
(Continued on Page 14)

## CSEA calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 233 Broadway, New York, N. Y. 10007. Attn.: CSEA Calendar.

### OCTOBER

- 18—Hudson River Psychiatric Center Local 410 meeting: 8 p.m., Fairview Firehouse, Violet Avenue, Poughkeepsie.
- 21—Western Region VI reception honoring CSEA president William L. McGowan: 7 p.m., Executive Hotel, 4243 Genesee Street, Cheektowaga.
- 25—Syracuse Area Retirees Local 913 meeting: 1 p.m., Fireside Inn, W. Genesee St., Baldwinsville.

## Reserve Decision On Wenzl Protest

ALBANY—State Supreme Court Justice John Pennock has reserved decision in the lawsuit brought by former Civil Service Employees Assn. president Theodore C. Wenzl seeking a manual recount of ballots that were counted by computer in the election of statewide CSEA officers held last summer. Dr. Wenzl lost his re-election bid by 38 votes to William L. McGowan.

Dr. Wenzl, represented by Albany attorney Edward Bookstein, is maintaining that printing errors occurred during the preparation of the election ballots that could have resulted in confusion as to which hole corresponded to which candidate's name. The

ballots were of the punch-card type that can be counted by computer.

At the recent hearing held before Judge Pennock during State Supreme Court special term, CSEA Counsel James Roemer asked for dismissal of Dr. Wenzl's suit on the grounds that a proper protest was not filed before the previously agreed-to cut-off date.

Although the Supreme Court Justice has reserved decision, he continued an order directing the data processing firm that conducted the original election to "preserve all election materials in viable condition pending resolution of the case."

# Blue Collar Wages Studied

Wages ranging from \$2.68 an hour at laborer entrance levels to \$7.76 an hour as the top for an electrical repairman are listed in a report on selected public blue collar jobs in 29 cities in the state.

The study was prepared by the research office of the Public Employment Relations Board from contracts on file with PERB.

Among the titles included in the report are laborer, janitor, water and sewer maintenance man, motor equipment operator, sewer and water plant operator, heavy equipment operator, automotive mechanic, mason, watchman, building maintenance man, tree trimmer, carpenter, boiler maintenance man and a number of additional titles. The information includes the base salary and the various steps to reach the top of the grade, plus information on longevity increments.

Cities included in the report are Auburn, Batavia, Binghamton, Cohoes, Corning, Elmira, Geneva, Glen Cove, Glens Falls, Gloversville, Hornell, Hudson, Ithaca, Jamestown, Johnstown, New-

burgh, Niagara Falls, North Tonawanda, Olean, Plattsburgh, Port Jervis, Poughkeepsie, Rome, Salamanca, Saratoga Springs, Schenectady, Tonawanda, Watertown and Watervliet.

## High School Equivalency

If you meet certain state requirements, you may be eligible to take the high school equivalency examination at one of the state testing centers in New York City.

Candidates who receive passing scores will be eligible for high school equivalency diploma.

An application, information and an appointment for testing

at one of the official New York State Testing Centers in N.Y.C. may be obtained by writing to GED, Box 163, Congers.

**Wanna be a good guy?  
Blood is meant to circulate.  
Keep it moving, by donating  
The Most Precious Gift.  
The Greater New York  
Blood Program**

## Open Continuous State Job Calendar

Accounting, Careers In	\$10,714	20-200
Actuary (Casualty), Associate	\$18,369	20-416
Actuary (Life), Associate	\$18,369	20-520
Actuary (Casualty), Principal	\$22,694	20-417
Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14,142	20-519
Actuary (Casualty), Supervising	\$26,516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Dental Hygienist	\$ 8,523	20-107
Electroencephalograph Technician	\$ 7,616	20-308
Engineer, Assistant Sanitary	\$14,142	20-122
Engineer, Junior	\$11,337-\$12,275	20-109
Engineer, Senior Sanitary	\$17,429	20-123
Food Service Worker	\$ 5,827	20-352
Medical Record Administrator	\$11,337	20-348
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Legal Careers	\$11,164-\$14,142	20-113
Librarian, Public	\$10,155	and up
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aid Trainee (Reg & Spanish Speaking)	\$ 7,204	20-394
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nurse, Health Services	\$10,714-\$11,489	20-333
Nurse, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$14,880	20-139
Physical Therapist	-	20-177
Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant I & II (Spanish Speaking)	\$ 9,029	20-175
Physician, Assistant Clinical	\$25,161	20-413
Physician I, Clinical	\$27,974	20-414
Physician II, Clinical	\$31,055	20-415
Physician I, Compensation Examining	\$27,942	20-420
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiologic Technologist, Radiologic Technologist (Therapy)	\$8,051-\$10,274	20-334
Stationary Engineer	\$ 9,546	20-100
Stationary Engineer, Assistant	\$14,142	20-303
Stationary Engineer, Senior	\$10,714	20-101
Vartype Operator	\$ 6,811	20-307
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above, as well as examination for Stenographer and Typist.

State Office Building Campus, First Floor, Building I, Albany, New York 12239 (518) 457-6216.

2 World Trade Center, 55th Floor, New York City 10047 (212) 488-6600.

Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4261.

Details concerning the following titles can be obtained from the Personnel Offices of the agencies shown:

Public Health Physician—NYS Department of Health, Tower Building, Empire State Plaza, Albany, New York 12237.

Specialist In Education—NYS Education Department, State Education Building, Albany, New York 12234.

Maintenance Assistants (Mechanic) Motor Equipment Mechanics—NYS Department of Transportation, State Office Building, Albany, New York 12232.

You can also contact your local Manpower Services Office for examination information.

## TO HELP YOU PASS

### GET THE ARCO STUDY BOOK

BOOKS	PRICES
Accountant Auditor	6.00
Administrative Assistant Officer	8.00
Assessor Appraiser (Real Estate)	8.00
Attorney	8.00
Auto Mechanic	6.00
Beginning Office Worker	6.00
Beverage Control Invest.	4.00
Bookkeeper Account Clerk	6.00
Bridge and Tunnel Officer	5.00
Building Custodian	8.00
Bus Maintainer	5.00
Bus Operator	5.00
Captain Fire Dept.	8.00
Captain P.D.	8.00
Cashier	6.00
Civil Engineer	8.00
Civil Service Arith. and Vocabulary	4.00
Civil Service Handbook	3.00
Clerk N.Y. City	4.00
Complete Guide to C.S. Jobs	3.00
Computer Programmer	6.00
Const. Supv. and Inspec.	5.00
Correction Officer	6.00
Court Officer	6.00
General Entrance Series	4.00
General Test Pract. for 92 U.S. Jobs	5.00
Lt. Fire Dept.	8.00
Lt. Police Dept.	8.00
Electrician	8.00
Electrical Engineer	5.00
Fireman F.D.	6.00
Foreman	5.00
Nurse (Practical and Public Health)	6.00
PACE Pro & Adm Career Exam	6.00
Parking Enforcement Agent	4.00
Police Administrative Aide	5.00
Dietitian	6.00
H.S. Diploma Tests	5.00
H.S. Entrance Examinations	4.00
Homestudy Course for C.S.	6.00
How to get a job Overseas	1.45
Hospital Attendant	4.00
Housing Assistant	5.00
Investigator-Inspector	5.00
Laboratory Aide	5.00
Librarian	8.00
Machinists	6.00
Maintenance Man	6.00
Maintainer Helper A and C	4.00
Man & Admin Quizzer	8.50
Mechanical Engineer	8.00
Motor Vehicle License Examiner	5.00
Notary Public	6.00
Police Officers (Police Dept. Trainee)	6.00
Playground Director — Recreation Leader	6.00
Postmaster	5.00
Post Office Clerk Carrier	5.00
Post Office Motor Vehicle Operator	4.00
Postal Promotional Supervisor-Foreman	6.00
Preliminary Practice for H.S. Equivalency Diploma Test	4.00
Principal Clerk-Steno	5.00
Probation and Parole Officer	8.00
Professional Trainee Admin. Aide	5.00
Railroad Clerk	4.00
Sanitation Man	4.00
School Secretary	4.00
Sergeant P.D.	10.00
Senior Clerical Series	6.00
Social Case Worker	8.00
Staff Attendant and Sr. Attendant	4.00
Stationary Eng. and Fireman	8.00
Storekeeper Stockman	6.00
Supervision Course	8.00
Transit Patrolman	5.00
Vocabulary, Spelling and Grammar	4.00

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

### ORDER DIRECT—MAIL COUPON

LEADER PUBLICATIONS INC.  
233 Broadway, New York, N.Y. 10007

Please send me \_\_\_\_\_ copies of books checked above.

I enclose check or money order for \$ \_\_\_\_\_  
Add 50 cents for postage and handling and 8% Sales Tax.

Name \_\_\_\_\_

Address \_\_\_\_\_

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

BOOKS NOT RETURNABLE AFTER 10 DAYS

## Commerce Dept. Jobs Are Shifted

ALBANY — State Commerce Commissioner John S. Dyson last week announced long-planned organizational changes in his department to improve its industrial development and marketing — advertising programs.

The major change is the reassignment of some 15 aides to the department's 13 regional territories. The move will significantly increase the department's ability to encourage and ease expansion of industrial firms already located in the state and aid the relocation of firms from Canada, Europe and the Far East, said Mr. Dyson. They will also provide better liaison with local development groups, Chambers of Commerce, Industrial Development agencies, he said. Staff members assigned to regional offices will be drawn primarily from a pool of industrial development representatives who worked out of Albany but traveled around the country.

A new force of 13 ombudsmen will also be added to the department's Division of Ombudsmen and Small Business Services, giving each regional office enough workers to provide the full range of Commerce Department services to business and industry. Department regional offices and territories are: Albany, Binghamton, Buffalo, Elmira, Kingston, Long Island, Montreal, New York City, Ogdensburg, Rochester, Syracuse, Toronto and Utica.

At department headquarters in Albany, meanwhile, the recently organized Commerce Action team has been strengthened and enlarged. This group, available on a moment's notice, is designed to act in situations which come up with little warning, said the commissioner.

Department broadcast and photographic services, film, radio, still photography, and videotape units will be consolidated into one division, the Division of Marketing/Advertising.

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

# Minority Specialist Trainee Jobs Still Open

The State Civil Service Department is recruiting for the new title of **senior minority group personnel specialist**, which is open for filing until Nov. 14, to college graduates who are knowledgeable in the problems of ethnic minorities.

## Engineering Tech. Filing Open Until October 31

The State Civil Service Department has opened filing until Oct. 31 for engineering technician and senior engineering technician.

Open competitive tests will be held for both titles Dec. 3. Engineering technician (Exam no. 24-595) requires a high school diploma and two years' experience helping in the field of civil engineering. It pays \$7,816 in New York City.

Senior engineering technician (24-506) requires an extra year of experience and pays \$9,229 in the city.

Forms can be obtained at the State Civil Service Department, Two World Trade Center, New York.

Non-minorities may qualify with one year's experience working with minority groups in the areas of counseling, personnel or research. Also qualifying is a major in American Indian, black or Hispanic culture studies. Minority members who graduated college qualify automatically.

An examination will be given Dec. 3 (Exam no. 24-600) consisting of a qualifying portion to test reading skills and a weighted portion to test for knowledge, skills and abilities related to contemporary problems and issues facing government and society.

Potential candidates will also be given a qualifying oral test

as vacancies arise.

Appointees begin as trainees with a salary of \$10,118. After one year the appointee advances to trainee II with a \$10,714 salary and after a year at that level is appointed to the G-18 level, which currently pays \$13,404.

The job was created to deal with the planning and assessment of the ethnic implications of state personnel programs as part of a review of the traditional hiring policies and practices used by government in selection of employees.

The review—which is to include elimination of tests, policies and practices which hinder employment and advancement of minorities in state government—grows out of guidelines estab-

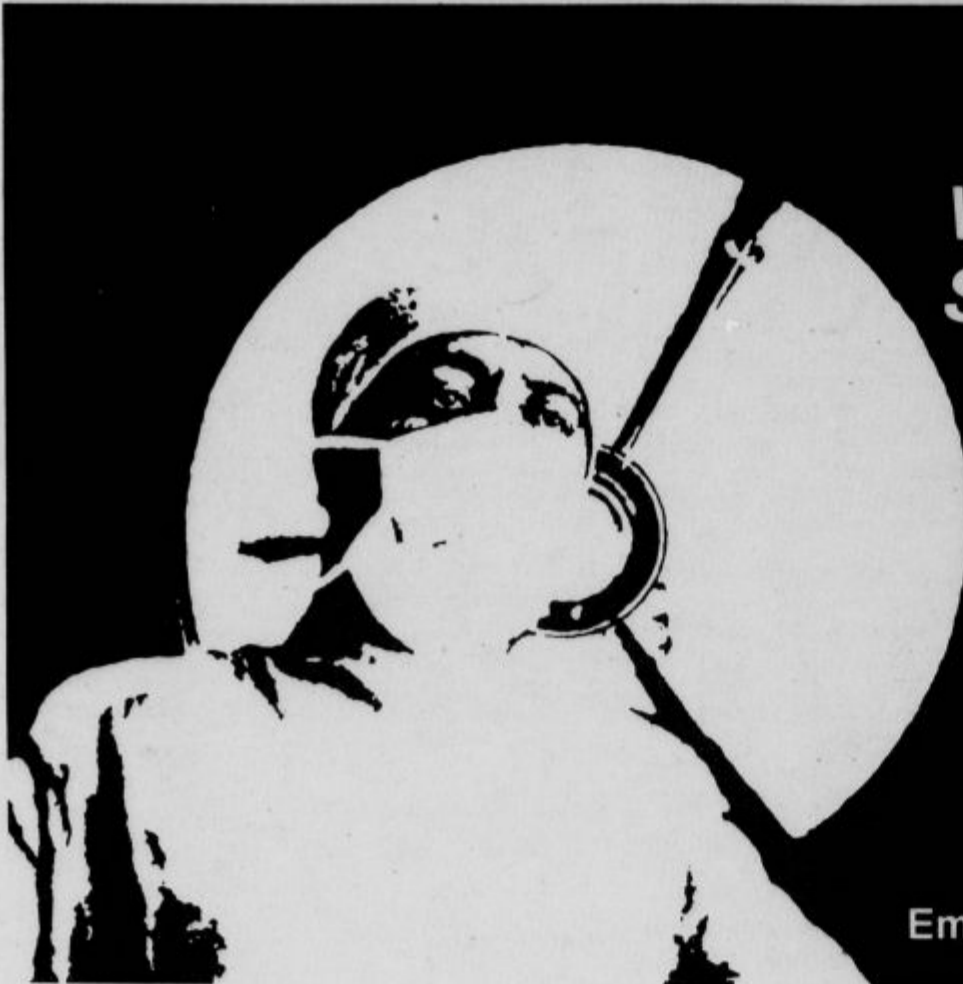
lished by the United States Equal Employment Opportunity Commission, recent court decisions and Gov. Hugh Carey's executive order no. 40.

The eligible list resulting from the examinations will initially be used to fill 10 positions in the Civil Service Department in Albany and subsequently to fill positions in state agencies as they occur.

The new job may involve interviewing, evaluation of credentials and experience, bias-free test review and development, recruitment, and counseling.

Application forms may be obtained in person at Two World Trade Center, 55th Floor, New York, Harlem State Office

(Continued on Page 10)



## WHEN YOUR DOCTOR SUGGESTS SURGERY

### ...AND YOU AREN'T SURE

The Second Surgical Consultation Program is now available to state and local government employees in the Albany and New York City metropolitan area who are enrolled in the New York State Employees Health Insurance Program

### Why is this program offered?

Surgical Consultations can be expensive. The cost of a second opinion may, in the past, have prevented patients from seeking consultations. The Second Surgical Consultation Program removes this cost barrier by paying the full cost of a consultation arranged by the program. Any X-rays and laboratory test required to complete the consultation will also be paid.

All surgery involves certain risks. In some cases, the consultant may suggest an alternative method of treatment, or may recommend that surgery is not necessary. If the need for surgery is confirmed, a second surgical consultation offers peace of mind to the patient and reassurance to the doctor that the proposed surgery is the best treatment for the patient. Consultations offer you and your physician a way to achieve the highest quality of medical care possible.

All State and local government employees, retirees, and their dependents enrolled in the State Health Insurance Program are eligible to use this benefit.

To arrange for consultation or for more information about the program call: In New York City

Statewide Subscribers 212-488-4070

GHI Subscribers 212-760-6543

HIP Subscribers 212-754-1186

In Albany all enrollees call 518-457-3198

In other areas of New York State call your local Blue Shield plan for further information.

# Second Surgical Consultation Program

New York State Department of Civil Service

# Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations  
Published every Friday by  
**LEADER PUBLICATIONS, INC.**  
Publishing Office: 233 Broadway, New York, N.Y. 10007  
212-BEEKMAN 3-6010  
Bronx Office: 406 149th Street, Bronx, N.Y. 10455

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

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

**N. H. Mager, Business Manager**  
Advertising Representatives:  
ALBANY—Joseph T. Bellew—303 So. Manning Blvd., (518) IV 2-5474  
KINGSTON, N.Y.—Charles Andrews—239 Wall St., (914) FE 8-8350

FOUNDED 1939  
Maxwell Lehman, Editor, 1939-55  
Paul Kyer, Editor, 1956-73

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

FRIDAY, OCTOBER 7, 1977

## A Career Saved

IT was a long, hard-fought battle, the longest and costliest in the Civil Service Employees Assn.'s history.

It marked the highest number of arbitration hearing days—it lasted eight months—in the union's history. There were 4,000 pages of testimony and summation, 150 exhibits, and testimony by "expert" witnesses. In the end, though, the CSEA won a bittersweet victory.

What does it all mean?

It shows that when a union does its job and really cares about the welfare of its members, justice usually prevails. It proves that the CSEA is willing to fight injustice wherever the union encounters it and damn the expenses, the toll and the anguish. It means that the CSEA is a responsible union that does its job. It makes no difference if the union member seeking help is a high-salaried official who can afford to hire his own batch of lawyers and spokesmen, or a lowly paid and overworked stiff who contributes only a few dollars a year to the union's treasury. The union is there to battle for their rights whenever the rights of the union member are threatened.

Amjed Hussain must be breathing easily as he celebrates his vindication. He is the former psychiatrist at the Bronx Psychiatric Center who was suspended from his post Sept. 16, 1976, after a mental patient he was accused of ordering transferred from the hospital's intensive care unit to a ward, committed suicide 17 days after the transfer.

The incident was a tragedy, the kind of misfortune that should be avoided at all costs whenever possible. But, too often when something like that happens, people are more interested in blaming someone (almost always someone else) and obtaining that proverbial pound of flesh.

It seemed the pound of flesh had to come from the hide of Dr. Hussain. Hugh Butts, the hospital director, charged that Dr. Hussain should not have permitted the transfer. Dr. Butts suspended him without pay. Testimony at the hearing that led to Dr. Hussain's reinstatement last week with full back pay, however, showed that the State Department of Mental Hygiene, and not Dr. Hussain, ordered the transfer.

And, because of this, Dr. Hussain lived for more than a year in uncertainty.

Neither the union nor the state took the case lightly, which was proper. The state almost certainly outspent CSEA in attempting to prove the state's weak point against Dr. Hussain who, up until that bleak day last September, had an exemplary record as a doctor and employee. This was taxpayers' money that could have been put to better use. We consider it unconscionable for the taxpayers to have to pay for the prosecution of a doctor charged with committing an act actually committed by the state. It was a simple coverup, but one of serious proportions, very similar to the one perpetrated by the Watergate conspirators.

We noted earlier that the victory was bittersweet. It is always sweet when justice is upheld and a dedicated public servant's career is saved. But there is often bitterness after the end of a case that should never have gone to trial, or an accusation, that should never have been made, has been disproved.

## Don't Repeat This!

### CSEA Convention: An Opportunity For Exchange Of Views

When the Civil Service Employees Assn. meets next week at Kiamesha Lake, it will be the first time in many years that the delegates will have a real chance to devote themselves to some of the many details of union organization that have been pushed into the background by a series of crises faced by the giant union in recent years.

As a recent example, the March convention earlier this year was dominated by concern over contracts for the four major bargaining Units represented by the CSEA.

In other years there have been problems dealing with challenges by rival organizations, the possibility of affiliation with another union, strike votes and the lengthy restructuring process to make the CSEA even more democratic. Along the way, there have been other contract disputes.

This is not to say that this convention next week will be routine.

Quite the contrary.

#### Consensus And Unity

When there are major problems, the CSEA delegates have a way of arriving at a consensus and acting in unity. Oftentimes, these problems have been aired at Local and Region meetings, so that much of the arguing and exchange of opinions has been got out of the way.

But when it comes to details, some CSEA delegates tend to become emotional as they argue minor points that leave other delegates shaking their heads in disbelief.

Far better, though, for some rather heated exchanges that afford a learning opportunity than for misunderstandings and differences of opinion to be continued in silence.

The CSEA is a very diverse group. Not only are there the two major Divisions: State and County, but each of these has numerous sub-categories.

The convention meetings are held at departmental, divisional and sometimes regional levels prior to the full business sessions that include everyone.

#### A Big Battle?

It's hard to tell, at this point, what will emerge as the big battle of this meeting.

One possible floor fight might develop over contracting out of services. In this area, Metropolitan Region II and Capital Region IV are already on record in opposition camps about whether to accept as members those workers from private contractors who are performing public employee work.

Current examples of this disagreement can be cited in the Willowbrook battle against the United Cerebral Palsy takeover at the Staten Island Mental Hygiene institution and the Saratoga Springs bus drivers' strike that ended in Upstate Transit Consortium's recognition of the CSEA as the employees' bargaining agent.

It won't be a quiet meeting, maybe, after all—and it shouldn't be.



## Civil Service Law & You

By RICHARD GABA

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

### Jobs Abolished

In the preparation of its budget for the 1975-1976 school year, the North Syracuse Central School District, because of financial difficulties, abolished certain positions and programs.

This included 13 school nurses-teachers, four driver education teachers, two guidance counselors, and a part-time reading teacher.

The budget was approved by the voters and, accordingly, the employment of these specialist teachers was terminated.

A grievance was brought by the North Syracuse Education Association on behalf of the discharged employees. The dispute was not resolved at the pre-arbitration steps of the grievance procedure and, therefore, the grievance was referred by the association to arbitration. The issues confronting the arbitrator were:

"Did the school district violate its Sept. 9, 1974-July 1, 1976, contract agreement with the association when it abolished the positions. If so, what shall the remedy be?"

The arbitrator, on April 19, 1976, sustained the grievance of the discharged personnel with the exception of the part-time reading teacher, and on July 13, 1976, awarded back pay with reinstatement for the school year 1976-77.

On appeal to the Supreme Court, Appellate Division, Fourth Department, the school district contended that the district cannot legally expend funds to reinstate programs once the budget has been approved by the voters and, therefore, the question was not arbitrable.

The court held that the issue was properly within the scope of arbitration since the dispute involved the "terms and conditions of employment under a collective bargaining agreement" and that the merits of the dispute were for the arbitrator and not the court.

The court, however, did find that the arbitrator exceeded his authority by awarding reinstatement for the school year 1976-77, which was beyond the duration of the contract under which the arbitration was held. The court stated that reinstatement of a discharged employee and payment to him of back salary are proper remedies. Also, an arbitrator may act after the termination date of a contract to determine if there was any breach during its existence and take such action as to make the injured party whole for any loss suffered during a contract period. The court concluded that in this case the discharged grievants could be made whole by the award of back pay during the life of the contract.

They held that the arbitrator exceeded his power in contravention of Article 15 of the contract, which "enjoins the arbitrator from adding to, modifying or subtracting from the agreement, by the additional award of reinstatement beyond the life of the contract." *North Syracuse Central School District v. North Syracuse Education Association*, 395 N.Y.S.2d 844.

THIS ARTICLE 78 proceeding was brought to annul the removal and demotion of the petitioner from the provisional (Continued on Page 7)

# WHAT'S YOUR OPINION

By PAMELA CRAIG

THE PLACE: South Beach Psychiatric Center, Staten Island

**QUESTION:** When critics charge there is mistreatment of patients in the state's Mental Hygiene institutions, how do you respond?

**Trois Jackson**, evening coordinator: "I personally feel that people should come into the unit and work with the patients themselves. It should be at least for eight hours or an eight-hour night shift. I feel they would see for themselves that there is no mistreatment. They most likely would see mistreatment of the staff. When they say justice is blind, then that is what we are getting here, the blind side of justice. We only get the negative criticism. Half of our staff has been out because of injuries inflicted by patients. We are practically handcuffed, yet we are always in the wrong."

**Leon Smith**, assistant therapist: "I feel that the patients of South Beach are not being hurt. We're short of staff now, so they take advantage of the situation at night. I know this because I work nights. Nobody hurts the patients here. There are no bars on the windows. They eat three meals a day. They have a pool. We take them on trips all the time. I really feel the patients are not abused here. I was attacked by a girl when there was no provocation. She jumped and kicked me in the chest. There should be more assistant therapists at night to work with the patients so they will understand that we are here to help them, not hurt them."

**Tom Gregor**, social worker: "Abuse is rampant in the Mental Health system. Patient-to-staff and staff-to-patient abuse result from poor administration, inadequate funding and a policy that treats disabled people as nothing more than fiscal and political burdens on the government. Treated as second class citizens, they are denied even reasonable financial security. The staff is abused by the state by being denied the services and resources needed to provide adequate care for the patients. In addition, mental hygiene workers are denied the basic right to a sense of job security."

**Tom Lee**, therapy aide: "Speaking specifically for South Beach, as a rule, there is more abuse of the staff by patients. The treatment is generally quite good even though our unit has one of the highest percentages of staff being hurt by patients. The public is not always informed properly. They never hear about the staffers getting hurt and not even getting disability. I was hurt in March, and I am still waiting for reimbursement for the hospital bill. My nose was broken and my eye was cut yet they want further proof. I feel there is no real mistreatment here at South Beach."

**Jim Siniscalchi**, therapy aide: "I respond to the charge with outrage. I'm outraged because the staff gets abused physically and verbally every day. Our unit is receiving many patients who come from Mid-Hudson Correctional facility, Kings County Prison Ward and other correctional facilities. We really give the best care possible and rarely does a staff member verbally abuse a patient after he has been verbally abused. We do not throw chairs at the patients or attack them without provocation. I feel that the charges are fed to the newspapers by the parents who, unfortunately, believe the delusions of their children."

**Mim Perez**, assistant team leader: "I respond with anger. All patients, when they enter the hospital, are told their rights by the state staff lawyer. I'm shocked when I hear about patient abuse because I feel that nobody could get away with it here at South Beach. I know how protective we are and I would hope that the public would hear that we are here to cure them, not make their lives miserable. The patient today is heard and has rights. It's about time the public is educated about the protection of the patient today."

# RETIREMENT NEWS & FACTS

By A. L. PETERS

## SSI Tips

People who plan to apply for supplemental security income (SSI) payments can help speed the processing of their claims.

SSI payments are made to people 65 and over, blind, or disabled and who don't own much property or have much income. SSI is administered by social security.

They can help by getting together material to support claims before they contact a social security office to apply.

Claimants should first get the following information:

- Proof of age, unless the person already gets social security benefits.
- The person's latest tax bill or assessment notice if the person owns real property other than his own home.
- Name of persons helping support the applicant and the amount of money provided.
- Bank books, stock certificates and bonds.
- Motor vehicle registration.
- Proof of pension and annuities.
- A copy of the person's most recent tax return, if self-employed.
- If blind or disabled, a list of the doctors, hospitals or clinics where treated.

A person can apply for SSI payments at any social security office. The basic federal SSI payment is \$177.80 a month for an individual and \$266.70 for couples. Not everyone gets this much, however, because other income usually causes SSI payments to be reduced.

The value of a person's real and personal property may have an effect on eligibility. Not all property counts, however. A person's home doesn't count and neither does a car of reasonable value, nor small life insurance

policies.

Property that does count includes savings accounts, stocks, bonds, jewelry and other valuables. If the value of this kind of property is more than \$1,500 for an individual or more than \$2,250 for a couple, SSI payments cannot be made.

Persons who want more information about SSI can contact any social security office. The addresses and phone numbers can be found in a telephone directory.

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

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

(Continued from last week)

Marian E Farrington .....So. Floral Park  
 Rose Amelia Fischer .....Brentwood  
 John P Fitzsimmons .....Rochester  
 Raymond A Flanders .....Brentwood  
 Liberty V Frey .....Syracuse  
 Louise Gerrish .....Colton  
 Carrie Gill .....Elmhurst  
 Frank Griffin .....Hempstead

(To Be Continued)

## Civil Service Law & You

(Continued from Page 6) position of principal psychologist to a permanent appointment of associate psychologist. The Supreme Court, Appellate Division, Second Department, held that a provisional appointee may be discharged from such position without hearing or cause.

Petitioner was permanently appointed to the position of associate psychologist in March 1970. Thereafter, he was promoted to the position of principal psychologist, which was a provisional appointment. In December 1975, he was summarily removed from the latter position and was reinstated to his permanent position of associate psychologist. Petitioner then instituted this Article 78 proceeding to annul his removal and demotion. Petitioner relied on Section 75 of the Civil Service Law which prohibits the removal of a person holding a position by permanent appointment in the competitive class, except for incompetency or misconduct shown after a hearing upon stated charges. The court noted that here the petitioner was not removed from a permanent appointment. Rather, he was removed from a position he held by a provisional appointment. The court concluded that the removal of a provisional appointee is governed by Section 65 of the Civil Service Law, not Section 75, and according to that section, a provisional appointee may be discharged without hearing or cause. *Sirohi v. Mesges*, 396 N.Y.S.2d 59.

## LETTERS TO THE EDITOR

### Clarifications On State Workers' 4% This Month

#### Promotion

Editor, The Leader:

After reading your article, "Will You Get 4 Percent Pay Hike?" in the Sept. 23 issue of the Leader, I found myself wondering: Would I?

You see, I am about to get appointed to a Grade 11 provisional appointment (\$9,300) from a Grade 9 (\$8,700). Now if I get this promotion, would it mean that I do not get the 4 percent pay hike? I was with the state before March 31, 1977, and I fought for the 14 percent pay hike. And, just because I qualify and passed for a promotion, the 4 percent and the 5 percent pay hikes, respectively, should not be held back from me.

In other words, if an employee is good enough to be promoted, he or she would be discriminated against when it comes to a promotion.

And what would happen if I cannot handle my new position and get "shot back" to a 9? Would I be eligible or ineligible for the money that is due to

me? Please help, if you can.

LESLIE PAGE  
Queens

**ED'S NOTE:** You're not the only one we confused with our effort to oversimplify a complicated explanation. To begin with, since both your lower grade (9) and your higher grade (the provisional 11) pay less than \$10,000 annually, the figures we are discussing here are \$400 (for the October 1977 raise) and \$500 (for the April 1978 raise), both figures considerably higher than the 4 percent and the 5 percent. Over \$10,000, of course, the percentage figures are worth more. To return to your basic question, though, the answer is Yes, you do receive both the October \$400 and the next-April \$500 if your promotion took effect before Oct. 1. If for some reason you should have to retreat to your former grade, there is no cause to fear losing the \$400 or \$500. That, I believe, clarifies your situation. For persons making over \$10,000, the answers are

slightly different. Civil Service Employees Assn. director of research William Blom explains that the October pay raise will be based on the promoted individual's pre-promotion lower-grade salary, but that next April's pay raise will be based on the higher-grade promotion salary. Regardless of whether salaries are under or over \$10,000, though, note that we are discussing promotions that take effect prior to the next scheduled pay increases. If, for example, a promotion was delayed past Oct. 1, you do not carry the \$400 pay raise with you, but next April's may still be expected. In no case, though, should there be a wage loss, since promotions provide for an increment based on the higher grade for those people whose current lower-grade salary already exceeds the base for the promotion title.

#### Judicial

Editor, The Leader:

I have read your article in the

Leader entitled "Will You Get 4 Percent Pay Hike?" with great interest.

Inasmuch as we have been kept pretty much in the dark here in Chautauqua County, some of the non-judicial employees would like the following questions answered. When you say that ALL current state employees, including those who have not received any of the first 9 percent this year, will receive the 5 percent increase April 1, 1978, does that include the non-judicial employees in Chautauqua County that became state employees April 1, 1977.

If this does include these employees, will it also include judicial employees such as judges?

WILLIAM G. YOUNG  
Commissioner of Jurors  
Mayville

**ED'S NOTE:** First of all, for the sake of brevity in the "4 Percent Pay Hike" story noted in the letter, we did not point out that there are many categories of miscellaneous state employees who are not in-

(Continued on Page 10)

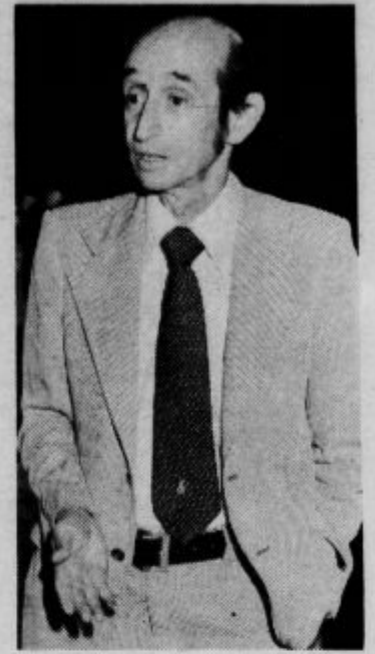
# Hold Western Region Political Action Seminar

CIVIL SERVICE LEADER, Friday, October 7, 1977



Assemblyman Thomas Frey, Democrat from the 132nd district, urges members of Western Region VI of the Civil Service Employees Assn. gathered at a recent political action seminar in Batavia, to become involved in politics. At the head table, listening to Mr. Frey's remarks are, from left, Republican state committee woman Mary

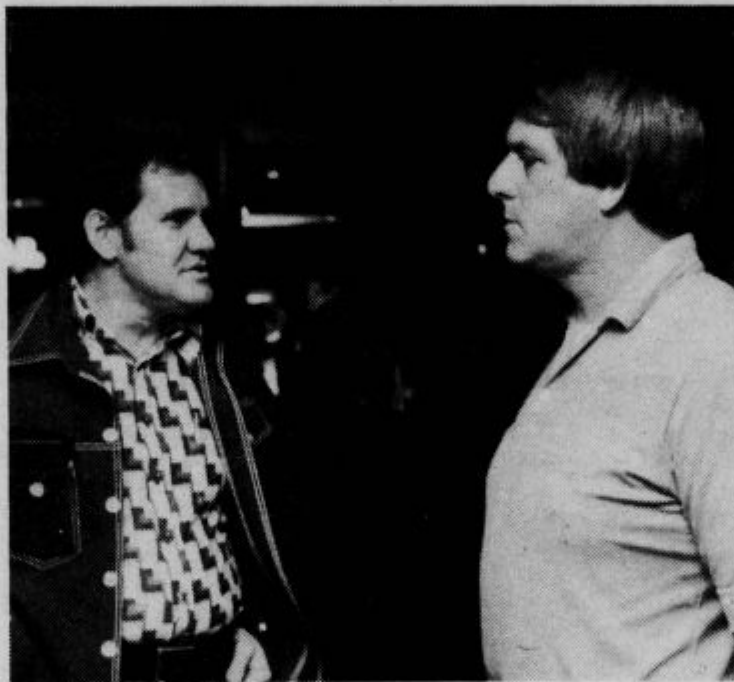
Rita Miller; Assemblyman Robin Schimminger, Democrat from the 140th district; Patricia Koenig, staff worker for Mr. Frey; Assemblyman James F. Nagle, Republican from the 135th district, and CSEA attorney Stephen Wiley.



Martin Koenig, president of Monroe County Local and co-chairman of Western Region VI political action committee, greets area politicians and CSEA participants.



Region VI third vice-president and political action committee co-chairman Ramona Gallagher participated in the seminar's panel discussion.



James Stewart, left, CSEA field representative, confers during the weekend with Region VI president Robert Lattimer, who closed the seminar by saying that in the matter of political action what was needed was, "a maximum effort from a maximum number of people."



Region VI education chairman Celeste Rosenkranz served as moderator of the afternoon panel discussion which covered topics related to participation in politics by union members.



Assemblyman Robin Schimminger, Democrat from the 140th district, addressed the CSEA members gathered at the Western Region political action seminar and, like other legislative leaders there, urged greater participation in the political process.



Members of CSEA Region VI applaud the members of the political action seminar panel who discussed various topics related to union involvement in politics. The general conclusion drawn from the discussions was that more political involvement would benefit the union.



# Hold Third Annual DOT-Labor Seminar

ORISKANY—More than 120 Civil Service Employees Assn. officers and management representatives from ten Department of Transportation regions attended the third annual CSEA-DOT Labor Seminar, Sept. 15-17, at the Horizon Motor Inn, Oriskany.

The three-day event conducted under the chairmanship of Timothy McInerney, statewide head of CSEA DOT committee, and assisted by collective bargaining specialists Joseph Reedy and Thomas Linden, and host Local 505 president Nicholas Cimino, included seminar topics ranging from affirmative action, Local labor management, disciplinary procedure, safety, education and training, 1977 contract improvements, as well as a grievance administration workshop and open discussion involving the economic development bond issue. Question - and - Answer sessions followed each meeting throughout the schedule.

In statements to news media covering the seminar, David Zaron, DOT assistant commissioner for manpower and employee relations, indicated the overall seminar was "highly successful, with productive input from both the CSEA membership and management. This is the

third annual DOT Labor Seminar and they get better each year with total involvement and discussions by both sides. This is a labor-management meeting at its best—with both sides learning through participation," Mr. Zaron said.

Other state DOT management personnel attending the third session included: John Downey, executive deputy commissioner; Bruce McQueen, principal agency labor relations representative; Steve Daly, director of DOT personnel; Robert Dougherty, director of transportation safety; William LaFleur, director of staff development and training.

DOT commissioner John Hennessey, CSEA president William McGowan, CSEA vice-president James Moore and other special guests attended a dinner Friday evening which concluded the second day of the seminar.

Plans are already under way for scheduling another meeting next year.



Reviewing chart figures at the recent DOT seminar held at the Horizon Inn, Oriskany, were, from left: William McGowan, CSEA statewide president; Timothy McInerney, CSEA DOT committee head and seminar chairman; Bruce McQueen, DOT labor relations representative; John Downey, executive deputy commissioner for DOT.



Timothy McInerney, chairman of special Transportation committee, addresses grievance administration workshop gathering of 120 CSEA local presidents and state management representatives from 10 state DOT regions.

## Drivers Win, End Strike

(Continued from Page 1) related activities, namely for serving as a plaintiff in legal action against the district over the question of legality of the contracting out.

The striking employees vowed not to return to work until several conditions were met, including the signing by Upstate Transit of a contract equivalent in every respect to the contract they had between the CSEA and the school district, the reinstatement of Mr. Skellie, and formal recognition of the CSEA as the employees' labor union.

The State Mediation Board entered the dispute almost immediately, with mediator William MacWilliams conducting eight days of almost continuous sessions attempting to resolve the situation. Saratoga Springs Mayor Raymond Watkin entered the scene as an additional mediator mid-way through the strike, and the final agreement was hammered out in the Mayor's office at City Hall with both mediators present. Within an hour of getting the signature of Upstate Transit president Robert Stanton on the tentative agreement, the CSEA-represented drivers and mechanics were holding a jubilant ratification session to approve the new contract, which runs through June 30, 1978.

Meanwhile, two legal actions brought by CSEA against the school district continue in effect and could ultimately return the employees to civil service status

as school district employees. The CSEA is awaiting a ruling on an improper practice charge over contracting out from the State Public Employment Relations Board, and a decision from State Supreme Court, where a judge reserved decision on several charges challenging the legality of the contracting out.

### Two Contracts

CSEA regional supervisor John Corcoran, who coordinated the strike, said, "In effect, we now have two comparable contracts covering the employees. If they are ultimately ruled to still be school district employees, we have the prior contract the district violated, and if they remain private employees of Upstate, then we have the equivalent contract negotiated during the strike."

The contract calls for all prior benefits and provisions of the CSEA-school district contract, and includes a 6 percent pay hike the employees would have received under the CSEA contract, but which Upstate Transit did not honor. The contract also formally recognizes CSEA as the legal representative of the currently private employees of Upstate. And mechanic Alvin Skellie was reinstated with full back pay and benefits to the date he was fired. "A complete and total victory for the employees, they got every single item they struck for and did not concede a single thing, which I think shows what can be achieved with solid support and determination of employees during a strike," accord-

ing to Mr. Corcoran.

CSEA Capital Region president Joseph McDermott, who had high praise for the striking employees and for CSEA staff employees who were on the scene around the clock to coordinate and assist in the strike activities, said, "This problem was resolved much more smoothly under the private sector rules than they would have been under the Taylor Law... the Taylor Law should be fair and equal to all sides as is the private sector rules, and I think this situation clearly shows that it is not and that public employees are treated much more unfairly under similar conditions."

Mr. Corcoran also praised the striking employees, noting "they stayed united and determined under very difficult conditions



William McGowan, CSEA statewide president, discusses workshop topics with seminar committee. Seated, from left: Mr. McGowan; John Downey, executive deputy commissioner of New York State DOT; standing, from left: Timothy McInerney, chairman of special DOT committee; David Zaron, assistant commissioner DOT; Joseph Reedy, CSEA collective bargaining specialist; Nicholas Cimino, president of Local 505 DOT.

and enabled the pressure to continue unabated against Upstate Transit and the school board, and that had a definite bearing on our ability to achieve complete and total victory for the employees." He also had high praise for the more than dozen CSEA staffers involved in all aspects of the strike around the

clock, including CSEA collective bargaining specialist Nels Carlson and field representative Michael White, both of whom were deeply involved in the negotiations continuously. Virtually all the Capital Region staff employees assisted in the activities at various times during the nine-day strike.



### HORNELL LOCAL 007

Officers of Hornell Local 007 of the Civil Service Employees Assn. were recently installed. From left are John L. Clancy, treasurer; Harold Towner, operational representative; O. L. Cornish, PS & T representative; William McGowan, statewide president; Earl F. Logan, Local president; Robert Cole, second vice-president; Shirley Dunning, administration representative; Richard Osgood, first vice-president; Karen Hollister, secretary, and Keith Sturdevant, delegate. This installation took place at the Big Elms Restaurant in Hornell.

# Latest State And County Eligible Lists

**EXAM 36013**  
**MOTOR VEHICLE CASHIER**  
 Test Held March 19, 1977  
 List est July 28, 1977  
 (Continued from Last Week)

40 James Mary M Albany	77.3
41 Hill Joeline Utica	77.2
42 Hermance Gail C Rensselaer	77.0
43 Johnson Dorothy Bronx	76.9

44 Vlasnik Helen Bronx	76.8
45 Romanelli J Brooklyn	76.8
46 Garrison Elaine Schenectady	76.6
47 Pone Lucy M Guiderland	76.2
48 Orange Etrulia NYC	76.1
49 Glynn Theresa L Bgside	76.0
50 Bogie Beatrice Berne	75.4
51 Herring Thelma Brooklyn	75.3
52 Petersen D Watervliet	75.2

53 Mazza J Utica	75.2
54 Aguirre Joseph Brooklyn	75.0
55 Porter Leonora Holbrook	74.9
56 Sosner Sharon Brooklyn	74.7
57 Sutherland Gail Rochester	74.5
58 Cullins Norther NYC	74.5
59 Massey Dorothy Franklin Sq	74.5
60 Greene Sharon E Clifton Pk	74.3
61 Daunt Teresa D Floral Pk	74.2
62 Katz Rosalyn Spring Val	74.1
63 Bastian Paul F Delmar	74.0
64 Gula Donald F Cohoes	74.0
65 Todaro Frances Buffalo	74.0
66 McKie Pamela A Delmar	73.9
67 Steinberg Ethel Staten Is	73.8
68 Koehnlein A T E Northport	73.7
69 Dedek Annette Binghamton	73.7
70 Latta Stephen R Rochester	73.5
71 Perriman Pamela Albany	73.2
72 Mitchell R Staten Is	73.1
73 Tommasin Judy A Watervliet	72.9
74 Tepedino M Shirley	72.7
75 Borek Stephanie Utica	72.7
76 Banis Roberta S Staten Is	72.6
77 Leon Evelyn A Schenectady	72.4
78 Lodewick Warren Castlern Hud	72.2
79 Berry Patricia Jamaica	72.2
80 Totten B M Rochester	72.2
81 Hobb Beverlyann Ozone Pk	72.2
82 Maloney Beverly Troy	71.9
83 Conte Rose F Brooklyn	71.6
84 Salvatore D E Staten Is	71.6
85 Riggins Mellie Brooklyn	71.2
86 Lessler Henry G Brooklyn	71.1
87 Deseve William Albany	71.1
88 Reynolds B Smirtowna	71.0
89 Pizutto Linda A Solvay	70.7
90 Patterson Mary Jamaica	70.4
91 Dwyer Lynda M Albany	70.1
92 Trickey Stephen Troy	70.1

5 Foley Leonard J Millerton	92.2
6 Ackerson Neil B Long Beach	91.7
7 Griffith Arthur Elizaville	91.3
8 Masiello Samuel Carle Place	91.2
9 Spofford Joseph Sharon Spgs	91.0
10 Vonhoefer Jacob Breenwood	91.0
11 Scofield Thomas Hudson	90.9
12 Halterman James Salamanca	90.6
13 Macmillen W H Voorheesvil	90.2
14 Forster David R Cooperstown	89.7
15 Siciliano T V Hilton	89.6
16 Marsh Charles R Trumansburg	89.5
17 Gell James R Romulus	89.4
18 Crater Lawrence Salamanca	89.3
19 Wyman George M Elmira	89.3
20 Wymer Jack D Salamanca	89.2
21 Betts Harold W East Islip	89.1
22 Janneck Ronald Perry	88.9
23 Rendle Richard Schuyler Fls	88.7
24 Brown William H Fayette	88.7
25 Denardo Robert Watkins Glen	88.3
26 Houghtaling E L Copake Falls	87.8
27 Becker James L Waddington	87.8
28 George Robert T Westfield	87.5
29 Catalano David Kings Park	87.5
30 Gulliver Peter Bear Mt	87.4
31 Zaremba John Nesconset	87.4
32 Bournen Leonard Afton	87.2
33 Wright Alton L Saratoga Spg	87.2
34 Heffner Daniel Gansevoot	86.9
35 Reilly Anna H Fultonham	86.4
36 Munson Donald R Brocton	86.3
37 Bingham K D North Troy	86.3
38 Swartwout Gary Schuylerville	86.3
39 Johnson Stephen N Merrick	86.3
40 Closson Stephen Babylon	86.3
41 Meyer Jules Saint James	86.2
42 Kruger Paul G Rhinebeck	86.2
43 Helling Milton Lockport	86.1
44 Wheeler Bennett Steamburg	86.1
45 Elder William L Salamanca	86.0
46 Maher John D Romulus	86.0
47 None	
48 None	
49 O'Dell Ernest C Bear Mtn	85.5
50 Tuttle Donald M Bay Shore	85.4
51 Randall Fred J Canastota	85.2
52 Maxian Thomas J Silver Spgs	85.2
53 Drew Douglas L Geneva	85.1
54 Greer Deborah J Schenectady	85.1
55 Grounds William Carmel	85.1
56 Klemann Daniel Watkins Glen	84.9
57 Rowland Thomas Kendall	84.8
58 Yaworsky N Y Kill Buck	84.6
59 Wachter Thomas Salamanca	84.6
60 Countryman C G Cape Vincent	84.5
61 Karner Ronald V Waldwick	84.4
62 Dudziak Norman Tonawanda	84.3
63 Walker Richard Ronkonoma	84.1
64 Billington John Brockport	84.1
65 Higbie Wilbur S Wantagh	83.9

66 Delpuppa Peter East Meadow	83.9
67 Gleason Elmer C Phills	83.9
68 Ulfik Edward J Farmingdale	83.9
69 Potter John A Chittenango	83.7
70 O'Connell Paul A Ovid	83.7
71 Michalski John W Sayville	83.7
72 Daane David R Miller Pl	83.6
73 Doyle William A Highland Mill	83.6
74 Gutheic Arthur Lindenhurst	83.5
75 Bink Nelson A Jameville	83.4
76 Sarro Alfred M Franklin Sq	83.3
77 Durling Richard Trumansburg	83.0
78 Devlin John D Niagara Fls	82.9
79 Kane Thomas L Hillsdale	82.9
80 Nunn L L Fine View	82.9
81 Miller Timothy Rome	82.8
82 Berry Robert R Lowville	82.8
83 Crescenzi Rocco Dexter	82.6
84 Delappa Darwin Hector	82.5
85 Turner Harry W Massapequa	82.5
86 Rosensweig M A N Bellmore	82.4
87 Orton George F Saratoga Spgs	82.0
88 Howell Robert E Rock Stream	82.0
89 Hurley James T Tomkins Cove	81.9
90 Cevoli Mario D Middletown	81.9
91 Bodley Durward Chittenango	81.8
92 Cooley Charles Romulus	81.8
93 Harrington W J N Blenheim	81.5
94 Santor Ronnie L Peru	81.3
95 Conklin Leroy Spring Val	81.2
96 Covert Bruce E Ithaca	81.1
97 Lattmann Bruce Oyster Bay	81.0
98 Parrott Gary G Chazy	80.8
99 Engle Merle K Port Crane	80.8
100 Tamburello L A Lindenhurst	80.6
101 Rose Harold D Hamlin	80.5
102 Burdick Martin Fairhaven	80.5
103 Michel Fred Sharon Spgs	80.4
104 Carmody George Staatsburg	80.4
105 Roney William E Oneonta	80.4
106 Richter William Troy	80.3
107 Jones Theodore Youngstown	80.1
108 Winslow Edwin J Chenango F	80.1
109 Franze Kathryn Ballston Spa	80.1

## State Studies Clerk Pay

ALBANY—Data on overtime, holidays, vacation, health insurance and other fringe benefits are included in a report on fringe benefits affecting general employees of 35 cities throughout New York State.

The study also includes information on retirement plans and rates for general employees and a health insurance contribution rate table.

The report, prepared by the Public Employment Relations Board's research office, updates a 1975 study and contains information for localities which, as of Aug. 31, filed contracts with the PERB. The report does not cover elective and appointive officials, management or confidential employees or firefighters and police.

## Filing Ends

HAUPPAUGE—The State Department of Civil Service is no longer accepting applications for librarian I, librarian II and librarian director I.

Examination announcements for these titles will be made in November.

**EXAM 36031**  
**CAREER OPPS IN PKs REC I**  
 Test Held March 19, 1977  
 List Est Aug. 5, 1977

1 Garrett F G Adams	97.5
2 Lagace Donald R Youngstown	93.2
3 Larsen George Ft Montgomery	93.2
4 Sauer Joseph P Staatsburgh	92.7

## Help Wanted M/F

MEN-WOMEN  
 AGE 17-34

Some of the best college students are veterans.

Let's face it. Not everyone wants to step right into college after high school.

Maybe you'd rather wait a few years. To travel, to learn a skill, to find out what you can do, to mature.

For you, today's Army can be a meaningful alternative to college.

We offer challenge. Physical and mental. We offer over 200 skill-training courses to try out for. We offer a choice of location. Stateside or abroad.

If you decide to start college while you're in, we'll pay up to 75% of your tuition. And after your enlistment's over, you'll be eligible for further financial assistance under the V.E.A.P.

Call Army  
 Opportunities  
 800 523-5000

or write to Box 600  
 Civil Service Leader  
 233 Broadway,  
 New York, NY 10007

JOIN THE PEOPLE  
 WHO'VE JOINED THE ARMY

equal opportunity employer

## LEGAL NOTICE

LIMITED PARTNERSHIP  
 D.I.D. Associates, c/o Centurian Management Corp., 450 Seventh Avenue, N.Y. N.Y. Substance of Certificate of Limited Partnership filed in the New York County Clerk's Office on August 22, 1977. Business: Own and operate real property. General Partners: Ivor Braka and David Braka, 450-7th Avenue, N.Y. N.Y. Limited Partners name, address, cash contribution and share of profits: Beech Glenn, N.V., c/o Fred Dachinger, 4814 Yoakum Boulevard, Houston, Texas, \$100.00; 25% of all income, gains, losses, deductions, credits more fully stated in partnership agreement. Present limited partner required to make additional contribution. Term: to December 31st, 2001 unless sooner terminated. No Limited Partner may substitute an assignee as contributor in his or her place without the prior written consent of all General Partners, subject to terms of partnership agreement. Additional Limited Partners may be admitted. Upon death, retirement or insanity of a General Partner, remaining General Partner has right to admit a Successor General Partner. Limited Partners have no right to demand or receive property other than cash in return for its contribution.

GOOD SEATS AVAILABLE  
 WINNER OF 7 TONY AWARDS  
 1975 including BEST MUSICAL



THE WIZ

BROADWAY THEATRE, Broadway at 53rd Street • 247-7260

...EXPLODES  
 with fervor and jumps for joy... irresistible... captivating!  
 —John Deaufort, Christian Science Monitor

...ERUPTS  
 in a dance explosion... a joyful noise, a bacchanalia, a swinging, stomping dance orgy... a luminous show!  
 —T.E. Kalem, Time

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

...GO SEE IT!  
 —Clive Barnes, N.Y. Times

For Group Sales: N.Y. State Call (212) 354-1032  
 Toll Free (800) 223-7565

Original Cast Recording on ABC Records & Tapes  
 LYCEUM THEATRE 149 West 45th Street • JU 2-3897  
**TONIGHT at 8**  
**SAT. at 2 & 8; SUN. at 3 & 7!**

**Grease**

THE ONE AND ONLY LONGEST  
 RUNNING SHOW ON BROADWAY

There's a reason for that!

ROYALE THEATRE • 45TH STREET W of BROADWAY  
 (SEE ABC ADS FOR DETAILS)

(Continued on Page 11)

## Minority Jobs

(Continued from Page 5)  
 Building Campus, Albany, 12239. Forms may also be obtained by mailing a stamped self-addressed envelope to the New York State Civil Service Department at the Albany address.

## Publish Fringe Benefit Report

ALBANY—Municipal clerk salaries in 22 cities in the state indicate salaries range from \$4,155 to \$15,745, a survey by the New York State Public Employment Relations Board revealed. The report, prepared by the Research Office of the PERB, gives information on entrance level salaries and annual salaries after five years service plus longevity on a variety of clerical

titles. Cities included in the study are Amsterdam, Auburn, Cohoes, Corning, Elmira, Geneva, Glen Cove, Glen Falls, Hornell, Hudson, Ithaca, Jamestown, Newburgh, Niagara Falls, North Tonawanda, Olean, Plattsburgh, Port Jervis, Poughkeepsie, Saratoga Springs, Schenectady and Watertown.

## LETTERS TO THE EDITOR

(Continued from Page 7)

cluded within the four major bargaining units, but are still represented by the Civil Service Employees Assn. Among these are Authorities, State Police, Armories... and Judiciary. Now let us continue, based on an explanation by Civil Service Employees Assn. collective bargaining specialist Patrick Monachino. First of all, there are those Judicial employees who have long been recognized as state employees, and for whom a separate contract was concluded this past summer. The contract for these Judicial employees is similar to the contracts for the four major bargaining units, except that the 14 percent pay increase becomes a part of the permanent job title salary schedule, and therefore, is not as complicated as the Units' agreements, which feature personal basic annual salaries. These Judicial aides may expect to receive their \$400 or 4 percent raises (whichever is greater) this month without complication. Mr. Young's letter does not refer to these people, however. In this instance, we are talking about those county and city Judicial employees who came

under state control on April 1, 1977. Direct answers to Mr. Young's questions are No, these "merged" employees are not currently covered by a state-wide contract, and judges, to be specific, are not represented by the union anyway. Other high-ranking titles possibly may be included in management/confidential classifications within former county or city understandings, and, consequently, also be excluded from the union contract. At present, "merged" Judicial employees, formerly part of local governments, are continuing under the terms of their local government contracts. Those contracts ratified prior to April 1, 1977, are being honored by the state, and employees are receiving the agreed-upon benefits. Mr. Monachino says that CSEA hopes to be able to begin overall collective bargaining for merged Judicial employees soon.

Wanna be a good guy?  
 Know your type?  
 Make a friend you'll never meet. Donate blood soon.  
 Someone Needs YOU!

# Latest State And County Eligible Lists

(Continued from Page 10)

- 110 Stockledge W A Fair Haven .....79.9
- 111 Lindblom James Bemus Pnt .....79.8
- 112 Dirocco Robert Copake .....79.8
- 113 Magara Frank A Salamanca .....79.8
- 114 Sullivan James Stony Point .....79.7
- 115 Kuralowicz Mary Levittown .....79.3
- 116 Caso Frederick Niagara Falls .....79.2
- 117 Walker Harry F Verona .....79.2
- 118 Valerio Dorothy Lido Beach .....79.0
- 119 Lockwood Ralph Hudson .....78.9
- 120 Malone Thomas Little Falls .....78.9
- 121 Cline Frank J Babylon .....78.9
- 122 Satterly W C W Leyden .....78.8
- 123 Coward Roberta Freeport .....78.8
- 124 Brooks Richard Silver Spgs .....78.7
- 125 Cusack Sally M Clifton Pk .....78.5
- 126 Avellino Susan Rensselaer .....78.5
- 127 Wik Ronald E Williamsvil .....78.5
- 128 Dunbar John E Romulus .....78.5
- 129 Austin Lester I Stormville .....78.4
- 130 Swinehart C E Seneca Falls .....77.8
- 131 Race Philip H Dover Plains .....77.8
- 132 Brunswick Edwin Seaford .....77.8
- 133 Baka Stephen R Fishkill .....77.7
- 134 Radney Robert J Syracuse .....77.7
- 135 Wrona Stephen J Salamanca .....77.7
- 136 Vonstein Gary J Massapequa .....77.7
- 137 Kaler Richard H Holtsville .....77.6

- 138 Drew William A Medford .....77.6
- 139 Fried Jeffrey B Oakdale .....77.4
- 140 Burtch Thomas Alexandra Bay .....77.4
- 141 Brazier J Lindenhurst .....76.9
- 142 Mason Eugene C West Islip .....76.9
- 143 Williams F W Monroe .....76.8
- 144 Michalovic J J N Babylon .....76.8
- 145 Woodhead Arthur Niagara Fls .....76.8
- 146 Walton Robert E Cooperstown .....76.7
- 147 Lebrecht B J Castleton .....76.7
- 148 Ivey Philip R Clayton .....76.6
- 149 Rhoades Fred S Syracuse .....76.6
- 150 Conklin Robert Montgomery .....76.5
- 151 Ellis Peter E Hall .....76.5
- 152 Forest Raymond Manlius .....76.4
- 153 Nelson James D Rome .....76.3
- 154 Husanian George Niagara Fls .....76.3
- 155 Huntley R H Clayton .....75.8
- 156 Slusarczyk J M Darien Ctr .....75.5
- 157 Tallant Cecil W W Babylon .....75.4
- 158 Holman Vivian M Watertown .....75.3
- 159 Robertson L C Hicksville .....75.2
- 160 Pflueger Otto C Niagara Fls .....74.9
- 161 Reff Carol E Depauville .....74.8
- 162 Domino Anthony Bohemia .....74.7
- 163 Brazee M W Albany .....74.3
- 164 Davidson L I Babylon .....74.2
- 165 Zahno Norman E Ransomville .....74.1
- 166 Shampine John E Camden .....74.0

- 167 Ballin Nathan Brightwaters .....74.0
- 168 Cracknell R W Arkport .....73.9
- 169 Chick Charles A Hilton .....73.6
- 170 Bush Douglas E Mt Vision .....73.3
- 171 Cox Francis J Castile .....73.3
- 172 Ziskin Erhel H Plainview .....73.2
- 173 Bowers Cheryl A Trumansburg .....73.2
- 174 Kemp Raymond T Brightwaters .....73.1
- 175 Linderberry A B Ithaca .....73.1
- 176 Beaudry N P Grafton .....73.0
- 177 Gleason Wesley Clayton .....72.9
- 178 Frey Robert E New Hartford .....72.9
- 179 Powell Lance W Watkins Glen .....72.7
- 180 Costello B A Albany .....72.4
- 181 Behonick Brian Oakdale .....72.1
- 182 McCarthy Darren N Babylon .....72.1
- 183 Stettine Thomas Lindenhurst .....71.9
- 184 Weber George F Baldwin .....71.8
- 185 Panter Michael Bay Shore .....71.8
- 186 Blackwell Anna Ransomville .....71.6
- 187 Callihan James Commack .....71.6
- 188 Aldrich Harold Calverton .....71.4
- 189 Hamilton Jon H Norwich .....71.3
- 190 Brott Francis A Monroe .....70.5
- 191 Lenhardt Linda Slingerlands .....70.4

EXAM 36032  
CAREER OPPTS IN PKS REC  
Test Held March 19, 1977  
List Est. Aug. 5, 1977

- 1 Larsen George Ft Montgomery .....89.9
- 2 Edwards Carl F Ballston Spa .....89.4
- 3 Petersen Neil J Poolville .....87.7
- 4 Hosford Harvey Syracuse .....87.5
- 5 none
- 6 Oliver Don F Trumansburg .....87.2
- 7 Forbes John S Trumansburg .....87.0
- 8 Gladstone R R Trumansburg .....86.9
- 9 Rich James M Allegany .....86.5
- 10 Geiss Michael J Staatsburg .....86.4
- 11 Barnes Maurice Youngstown .....86.3
- 12 Betts Harold W East Islip .....86.3
- 13 Davis Allan J Castile .....86.2
- 14 Evans James A Yorktown Hts .....85.3
- 15 Gonet Robert F Ithaca .....85.1
- 16 Lodinsky Louis Trumansburg .....84.9
- 17 Schultz John D Youngstown .....84.9
- 18 Ackerson Neil B Long Beach .....84.5
- 19 Bingham K D North Troy .....84.3
- 20 Barkevich John Gloversville .....83.8
- 21 Sauer Joseph P Staatsburg .....83.5
- 22 MacMillen W H Voorheesvil .....83.4
- 23 Post Calvin Copake Falls .....83.1
- 24 Roberts Victor Hamlin .....83.0
- 25 Watson George F Hamlin .....83.0
- 26 Whalen Joseph W Gansevoort .....83.0
- 27 Yaworsky N Y Kill Buck .....82.8
- 28 Forster David R Cooperstown .....82.7
- 29 Rabuck Bertram Saratoga Spgs .....82.6
- 30 Dickinson Frank Montauk .....82.5
- 31 Masiello Samuel Carle Place .....82.2
- 32 Ryder Malcolm E Chaumont .....82.1
- 33 Violanti Dario Grand Island .....82.1
- 34 Halterman James Salamanca .....82.0
- 35 Nelson Kenneth Alexdra Bay .....82.0
- 36 Sanford T M Romulus .....82.0
- 37 Groff Peter L Brocton .....81.9
- 38 Blauvelt W A Ctl Valley .....81.5
- 39 Fagnon William Alpine .....81.4
- 40 Schreckengost W Little Val .....81.3
- 41 Lynch Harry J Beacon .....81.2
- 42 Quencer Marvin Alexandra Bay .....81.0
- 43 Spofford Joseph Sharon Spgs .....81.0
- 44 Meyer Jules Saint James .....81.0
- 45 Pignetti Emidio Wantagh .....81.0
- 46 Mullarney M H Plattsburg .....80.8
- 47 Kannengieser E Copiague .....80.6
- 48 Perkins Robert Grafton .....80.6
- 49 Denardo Robert Watkins Glen .....80.5
- 50 Siciliano T V Hilton .....80.4
- 51 Brown William H Fayette .....80.4
- 52 Reome Harold D Colton .....80.3
- 53 Driver John L Sayville .....80.2
- 54 Rendle Richard Schuyler Fls .....80.1
- 55 Kosobucki R Clarence .....80.1
- 56 Culley F L Plattsburgh .....80.1
- 57 Klafehn Glenn L Hilton .....80.0
- 58 Weaver Herbert Bluff Point .....79.8
- 59 Gress Raymond G Grand Island .....79.7

(To Be Continued)

## Rensselaer Seeks Asst. Nurse Supv.

TROY — Rensselaer County Civil Service Commission officials have scheduled a Nov. 19 qualifying exam in hopes of hiring a candidate for the \$10,092-a-year assistant supervisor of nursing post at Van Rensselaer Manor.

Filing for the test will end Oct. 19.

The candidate appointed will assist in supervising the institution's nursing program.

Candidates must be registered nurses with at least two years' nursing experience.

Applicants should contact the commission at the County Court House, Troy.

### DEER HUNTING . . . .

on 2600 Catskill Mts. acres! Bucks everywhere. Deluxe steam heated rooms. Cocktail Lounge. For reservations:

paramount  
motel/hotel

PARKSVILLE, N.Y. 12768

Direct Wire: (212) 244-3610



NICK ABBATIELLO  
... tickets available



IRVING FLAUMENBAUM  
... 25 years president

## Dinner-Dance Scheduled; Will Honor Flaumenbaum

MINEOLA—The annual dinner-dance of the Nassau chapter of the Civil Service Employees Assn. will be held Oct. 22 with a special theme—honoring past president Irving Flaumenbaum.

Tickets are available at the chapter office, Old County Courthouse, Mineola 11551, it

was announced by chapter president Nick Abbatiello.

The social committee has set the theme of honoring Mr. Flaumenbaum, president of the chapter for 25 years until he relinquished the office this year to devote more time to his duties as the union's Long Island Region president.

## Draftsman Needed In Madison County

WAMPSVILLE — Madison County has one draftsman vacancy in its tax department.

There will be a Nov. 19 qualifying exam for candidates for the \$6,891 to \$9,226-a-year post. Filing for the job ends Oct. 19. Applications should be sent to the Madison County Civil Service Commission, County Office Building, Wampsville.

Candidates must be high school

graduates. Some high school classroom drafting training is not required but is preferred, said officials. A year's experience is required.

Job hopefuls must also have been residents of Madison, Onondaga, Oneida or Otsego Counties for at least four months prior to the exam. Madison County residents, however, will receive hiring preference, said officials.

FOSTER  
BROOKS  
says

SELL MY  
INCREIBLE  
ECOLOGY GRILL™

With this patented grill, no charcoal is used. Just 4 sheets of newspaper will cook 8 hamburgers or 4 steaks in less than 10 minutes.

This is no gimmick  
... it's true!

Our distributors and dealers are making up to \$1000.00 a week. This is the hottest item of the century. Just think ... bar b que with free fuel.

Call or write my General Manager Boyd Bennett 1-800-527-7060. WETOO, INC. 8242 Moberly Ln., Dallas, Tx. 75227.



CL 107

28 Years of Dedication to the American Housing Dream . . . A House You Can Afford!

## METZGER HOMES, INC.

"Affordable Manufactured Housing"

Currently Offering Ft. Lauderdale to Pompano Beach!

Choose Your Location . . . Choose Your Purchase Plan

In Ft. Lauderdale: FLAMINGO PARK  
LEASE THE LOT WITH 20 YEAR LEASE

In Pompano Beach: HIGHLAND ESTATES  
OWN YOUR LOT!

HIGHLAND ESTATES WEST

LEASE THE LOT . . . WITH OPTION TO BUY!

All Metzger Communities Have Municipal Water and Sewage  
• Underground Utilities • Club House • Pool • Security  
Professional Management • All Are Conveniently Located

METZGER HOMES, INC.

4689 North Dixie Hwy.  
Pompano Beach, FL 33064

CALL US AT (305) 946-8961

## Retiring Soon?

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

- Preparing for Retirement
- Handling Your Finances
- Choosing a Place to Live
- Your Retirement Residence
- Making Your Wife Happy in Retirement
- Making Your Husband Happy in Retirement
- Your Health in Retirement
- Medicare and Medicaid
- Your Legal Affairs in Retirement
- Using Your Leisure
- Ways to Increase Your Income
- The Woman or Man Who Retires Alone
- Conquering Your Worries About Retirement

You'll find a lot of answers in  
**The Complete Guide  
To Retirement**

by Thomas Collins

paperback \$3.95

LEADER PUBLICATIONS INC.

233 Broadway  
New York, N.Y. 10007

You may send me a copy of "The Complete Guide to Retirement." I enclose \$3.95 plus 32 cents Sales Tax — or total of \$4.27. I understand mailing is free.

NAME .....

ADDRESS .....



# Padavan To Investigate Psychiatric Centers



**FRANK PADAVAN**  
... sets hearings



**ARTHUR LEVITT**  
... published report

ALBANY—Senator Frank Padavan, chairman of the Senate Committee on Mental Hygiene and Addiction Control, has called for public hearings before his committee to investigate the administration of the Bronx Psychiatric Center and the Manhattan Psychiatric Center.

Sen. Padavan's action was prompted by published reports of the State Investigation Commission and audits by State Comptroller Arthur Levitt's Department of Audit and Control concerning alleged mismanagement, patient abuse and security lapses at the two metropolitan mental hospitals.

According to Sen. Padavan, one of the committee functions is to act as legislative overseer of mental hygiene facilities. He said testimony heard by the committee at the hearings could be the basis for submitting remedial legislation to the 1978 Legislature.

"The reports made public by the two state agencies investigating the operation of the facilities indicate a pressing need for a thorough and open hearing to examine the allegations and, if necessary, begin a program of legislative correction where that is possible," said the Senator.

Bronx Psychiatric Center Director Hugh F. Butts is looking forward to present the hospi-

tal's case in clarifying certain SIC findings, said Sen. Padavan. SIC Chairman David W. Brown, who monitored the commission's activities during the Bronx investigation will also be asked to testify about SIC procedures in the investigation, he said.

Senator Padavan has already scheduled the first hearings for Oct. 4 at the Bronx Center. The next hearing will be Oct. 13 at Manhattan Psychiatric Center. He said he will hold hearings at other psychiatric centers around the state.

## GO TO HEALTH

By WILLIAM R. WILLIFORD

There is a serious health problem in this country that strikes instantly without warning.

In 1974, an estimated 28,000 men, women and children were its victims. Entire families have been destroyed and thousands upon thousands of people are seriously disabled each year when an event such as the following true story occurs:

On a warm summer night, having spent an afternoon in a bar, Ralph K. got into his car, drove a few blocks and smashed head-on into a station wagon. His estimated speed at the time of impact was 80 miles per hour. There were nine people in the station wagon, three generations of the J. family—parents, grandparents and five children. They were all killed instantly.



Ralph K. had a history of drinking and driving violations. He was known to the courts for being arrested on DWI (driving while intoxicated) charges. When the courts revoked his license for DWI offenses, he would later be convicted for driving intoxicated with his license revoked.

Ralph K. is an alcoholic. He needs help. Innocent people need protection from others like Ralph K. who drink too much and drive.

The alcoholic comprises less than 10 percent of the driving population, yet is involved in two-thirds of the traffic accidents resulting in a fatality. Each week the problem drinkers are involved in approximately 365 highway deaths. This would be the equivalent of a 747 jumbo jet crashing every week and killing all the occupants. I am sure if this happened we would all be concerned about traveling by jumbo jet.

Likewise, we all should be concerned about the drinking driver. In New York State there is an Alcohol and Drug Rehabilitation Program (Drinking Driver Program) that mandates that people convicted of DWI or DWAI (Driving While Ability Impaired) must attend a 16-hour instructional program approved by the State. They must fulfill all requirements of the mandated drinking driver program to retain their driving privileges.

The Drinking Driver Program is designed to identify and help, by referring to an alcoholism treatment program, those convicted DWI or DWAI motorists with serious alcohol-related problems. The program has the potential to help the alcoholic and to make the highways safer for all of us.

It should be pointed out that not all people convicted of DWI—DWAI offenses and mandated to Drinking Driver Programs are alcoholics. If you would like more information write: NYS Drinking Driver Program, Department of Motor Vehicles, Empire State Plaza, Albany 12228; or Alcohol and Highway Safety, Division of Alcoholism, NYS Department of Mental Hygiene, 44 Holland Ave., Albany 12229.

## 31 Win \$ Awards In Suggestion Plan

ALBANY — Thirty-one state employees received a total of \$2,205 in cash awards in September for money-saving ideas submitted to the state Employee Suggestion Program.

The program is administered by the state Department of Civil Service. Estimated first-year savings from these suggestions total more than \$20,400.

Award recipients:  
\$650—Nicholas D. Forte, Jr., Mechanicville, a principal stores clerk with the Office of General Services, Albany. He developed a record-keeping system which resulted in increased federal reimbursement for maintenance and operation of state office facilities used in federally-funded programs.

\$200—Shared jointly by Mary Belawski, Albany, and Rita M. Johnson, Cohoes, senior identification clerks; Division of Criminal Justice Services.

\$100—Roger A. Wilber, Ravena, Education Department; Constance Finlay, State University College at Oswego; Georgia Nabors, Albany, Department of Civil Service; Vito Mangone, Bronx, State Maritime College; Harold A. Collins, Brockport, State University at Brockport; Frank M. Jackson, Oswego, State University at Oswego, and Sarah Jane Dudley, Brooklyn, Workmen's Compensation Board.

\$50—Jean L. Harvey, Albany, State University at Albany; Gerald A. Utzman, Marcellus, State Department of Labor; William Schwartz, Brooklyn, and Adrian G. Lizotte, Amsterdam, both of the Workmen's Compensation Board.

\$40—Alice M. Wiley, Albany, Department of Motor Vehicles.

\$35—Francis J. Marshall, Albany, Education Department.

\$30—Clifton Lamb, Oswego, State University at Oswego.

\$25—Robert J. Presble, New Paltz, State University at New Paltz; William J. Serylo, Amsterdam, State University at Albany; Frank J. Bergman, Oswego, formerly of the State University at Oswego; Robert G. Eberley, Whitesboro, State University at Utica; George Salisbury, Glenmont, State University at Albany; Suzanne Brown, Hallstead, Pa., State University at Binghamton; Timothy E. Miller, Scales Hall, State University at Oswego; Gail P. Maryka, Auburndale, Department of Motor

Vehicles; Bryant W. Beaudoin, Coxsackie, Division of Criminal Justice Services; Patricia A. Pflieger, Tonawanda, Division of Alcoholic Beverage Control; Herbert F. Campbell, Brooklyn, Insurance Department; Thomas Bernthon, Kirkwood, Department of Mental Hygiene; Adele Podgorski, Schenectady, Department of Law, and Sophie Llepshutz, Albany, Department of State.

Certificates of merit were also won by Eileen B. Nichter, Buffalo, State University at Buffalo; Carol Somers, Nassau; Edna Cave, Albany, and Barry F. Bohan, Albany, all of the Department of State; Shirley A. Ebron, New York City, Workmen's Compensation Board; Joann Barone, Bohemia, Department of Motor Vehicles; Jay L. Cornwell, Biasedell, Department of Transportation; Vito Mangone, Bronx (who also received \$100 for another suggestion); Theodore R. Dick, Amsterdam, and Nita J. De Jong, Schenectady, both of the Department of Transportation; Marian S. Jones, Cobleskill, Department of Motor Vehicles; Solomon Friedman, Brooklyn, Department of Labor; Brenda Mance, Albany, Division of Criminal Justice Services, and Stanley Kowalk, New Paltz, State Police.

## Housing Assts.

ALBANY—The State Civil Service Department established a housing management asst. eligible list on July 7 as the result of an April 16 open competitive exam. The list contains 42 names.

## Help Wanted M/F

Commissioner, Social Services, Sullivan County, New York, Salary Open—Population—50,000, requires individual with demonstrated management ability—approximately 100 employees Social Services—oversees operation of County Infirmary—78 beds—thorough knowledge of Federal and State programs related to Welfare and Social Services, appointed position—5 year term—Employee Benefits include State Health Insurance Plan, Sick Leave, Pension Plan, and County car. Resume of applicant submitted must contain the minimum established requirements by the State of New York for the position of Commissioner Social Services, Group II—date of availability and salary requirement. Respond to: Paul A. Rouis, Jr., County Administrator, Sullivan County Government Center, 100 North Street, Monticello, New York 12701.

## BUY U.S. BONDS

The Office of Court Administration is preparing to hold an examination for Uniformed Court Officer. You be prepared by following the Leader for official details and by ordering a study guide. Contains questions and answers from past tests and other study aids.

## ORDER DIRECT — MAIL COUPON

LEADER PUBLICATIONS, INC.  
233 Broadway, 17th Floor, N.Y., N.Y. 10007

Please send me 1 copy of Uniformed Court Officer.  
I enclose check for \$6.98. Mailing is prepaid.

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

BOOKS NOT RETURNABLE AFTER 10 DAYS

## If you want to know what's happening

- to your union dues
- to your chances of promotion
- to your next job
- to your next raise or COLA
- to your city

## FOLLOW THE LEADER REGULARLY!

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

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

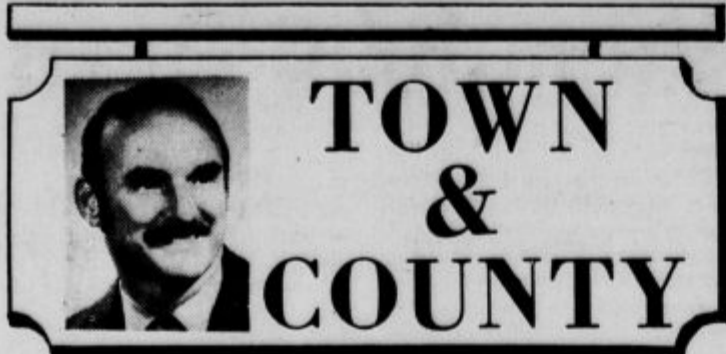
The price is \$9.00. That brings you 52 issues of the Civil Service Leader filled with the government job news you want.

You can subscribe on the coupon below:

CIVIL SERVICE LEADER  
233 Broadway  
New York, New York 10007

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

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



By JOSEPH LAZARONY  
Chairman, CSEA County Division

As chairman of the County Executive Committee, it is my honor and privilege to chair the meetings of this committee. There are 53 counties with representation on this board and five Regions have educational Local representatives. This totals 58 (very good, Laz!) eligible seats.

Generally, this committee meets on the evening preceding the statewide Board of Directors meetings which are one full day in length. We discuss, in some detail, factors having some effect on local government units of the Civil Service Employees Assn. We have discussed in some detail all of the following during the last four meetings:

1. Application of agency shop funds to Locals.
2. The continuing requirement for Local units to be alert to raids by other groups.
3. Unemployment insurance, particularly for school district employees.
4. Impact of transfer to state employment of thousands of court employees.
5. Membership campaigns and agency shop impact.

There is more, but I'm sure you get the idea. Several of these discussions have resulted in motions presented to the statewide board and others have resulted in action by various statewide committees.

The point of all of this is, the County Executive Committee is an action group. We do things and we accomplish things. Each member then returns to his or her own Local and "carries the message" to the Local executive committee. This is communication—to and from our members!

There is, however, a weakness. Some Locals are rarely represented at these meetings. The whole system breaks down with this absence. There are many reasons for these absences and some are valid. However, it is your local that suffers! Your needs do not reach the committee, nor do the changes the committee creates get back to your local. We still have units who do not understand our program for payment of negotiating expenses!

We need every member (or a proxy) at every meeting. If I or any member of this group can help to improve attendance, we stand ready to do so. However, the best guarantee of good representation is active members who demand just that!

Our annual convention comes Oct. 10 to Oct. 14 at the Concord Hotel, Kiamesha Lake. Several major topics are due to be debated and voted on at this convention. Your Local president and state representative are receiving early copies of committee reports which will be the basis for most discussions. Contact these officers if you wish to have personal input to your Local's position. This "grass roots" input is the expressed desire of our president and constitutes effective democratic unionism, a real thing in the CSEA.

See you soon!

## Back Pay For PS&T Employee

(Continued from Page 3)  
years as unit chief of the ICU, without receiving any disciplinary charges; the delay in preparing charges; the admitted gaps in Dr. Butts' knowledge of the facts when he prepared the notice of discipline; the failure to give Dr. Hussain an opportunity to be heard; and the documented evidence and testimony as to Dr. Hussain's competence, it is clear that there is no probable cause for his suspension."

Mr. Feldblum ordered the CSEA member reinstated to his job immediately, with back pay and benefits retroactive to Sept. 16, 1976.

Mr. Linden praised the perseverance of Mr. Volin "in winning the vindication of an exceptionally good employee in spite of a politically motivated, all-out effort by the state to prosecute him." Mr. Linden also praised the CSEA statewide legal com-

mittee, which voted to provide the funds to pursue the case in behalf of Dr. Hussain. The expenditure totaled about \$35,000 for the union, but all agree it was well worth it.

"This case continued the CSEA tradition of backing up our members all the way when we know they are right—no matter what the cost may be," Mr. Linden said.

Mr. Linden, who coordinates CSEA's \$1.5-million-per-year legal assistance program for the membership, added, "I'd like to challenge any other union in the country to match our record of providing the funds necessary for the legal support of the members. PEF couldn't even come close."

PEF is an assortment of labor organizations that have tried unsuccessfully to raid CSEA's Professional, Scientific and Technical bargaining unit membership.

# Special Statewide Delegates' Meeting

## Tentative Program, October 10-14, 1977

### MONDAY, OCTOBER 10

1:00 p.m.-6:00 p.m.  
4:00 p.m.-5:30 p.m.

7:00 p.m.-8:00 p.m.  
8:30 p.m.-10:00 p.m.

Registration and Certification of Delegates (Promenade Lobby).  
Workshop—legal services for CSEA members (Roman Room), Joseph Conway, chairman, statewide legal assistance committee, presiding. Thomas Linden, staff coordinator, Richard Burstein, Ass't Counsel.

Dinner for all Delegates.

State Departmental Meetings:

- Mental Hygiene (Doric Room)
- Transportation (Ionic Room)
- Health (Room A231)
- Labor (Room A224)
- Social Services (Room A226)
- State Police (Board Room)
- Education (Room A233)
- Correctional Services (Athenian Room)
- State University (Roman Room)
- Environmental Conservation (Room A229)
- Tax and Finance (Grecian Room)
- Division for Youth (Room B)
- Commission for Human Rights (Room A228)
- Executive Dept. and Armories (Room A227)
- Thruway Authority (Room A230)

### TUESDAY, OCTOBER 11

8:00 a.m.-9:00 a.m.  
9:00 a.m.-5:00 p.m.  
9:30 a.m.-12:30 p.m.

9:30 a.m.-12:30 p.m.

9:30 a.m.-12:30 p.m.

1:00 p.m.-2:00 p.m.  
2:30 p.m.-5:30 p.m.

2:30 p.m.-5:30 p.m.

2:30 p.m.-5:30 p.m.

7:00 p.m.-8:00 p.m.  
8:30 p.m.

Breakfast for all Delegates.

Registration and Certification of Delegates (Promenade Lobby).

State Bargaining Unit Meetings:

- Administrative Unit (Doric Room)
- Institutional Unit (Little Club)
- Operational Unit (Roman Room)
- PS&T Unit (Ionic Room)
- Authorities (Room A230)

County Delegates Panel Discussion:

1. Statewide Probation (Room A234)  
James Brady, chairman, Nels Carlson, coordinator
2. Statewide Social Services (Spartan Room)  
Richard Tarmey, chairman, Philip Miller, coordinator
3. Statewide Non-Teaching School District Employees (Grecian Room)  
Edward Perrott, chairman, Danny Jinks coordinator
4. "CETA Revisited" (Corinthian Room)  
John Curtin, New York State Dept. of Labor, Joseph J. Dolan, ass't executive director, moderator; Joseph Lazarony, chairman, County Executive Division, presiding.

Retirees Meeting (Athenian Room)

Thomas A. Gilmartin, staff coordinator

Lunch for all Delegates.

State Division Delegates Meeting (The Columns) William Deck, chairman, State Executive Committee, presiding.

County Division Delegates Meeting (Cordillion Room) Joseph Lazarony, chairman, County Division, presiding.

Retirees Meeting (Athenian Room)

Thomas A. Gilmartin, staff coordinator.

Dinner for all Delegates.

Education Programs:

- "The Future Economy of New York State and Its Impact on Public Employees" (Cordillion Room) John S. Dyson, Commissioner, New York State Dept. of Commerce.
- "Emotional, Social and Financial Factors affecting Retirement" (The Columns) Celeste Rosenkranz, chairman, statewide education committee; Edward Brown, actuary, New York State Employees Retirement System.

### WEDNESDAY, OCTOBER 12

8:00 a.m.-9:00 a.m.  
8:30 a.m.-9:30 a.m.  
9:00 a.m.-12 Noon  
9:30 a.m.-12:30 p.m.

1:00 p.m.-2:00 p.m.  
2:30 p.m.-5:30 p.m.

6:30 p.m.-7:30 p.m.

7:30 p.m.

### THURSDAY, OCTOBER 13

8:00 a.m.-9:30 a.m.  
9:30 a.m.-12:30 p.m.  
1:00 p.m.-2:00 p.m.  
2:30 p.m.-5:30 p.m.  
7:00 p.m.-8:00 p.m.

8:00 p.m.

### FRIDAY, OCTOBER 14

8:00 a.m.-9:00 a.m.  
9:30 a.m.-12:30 p.m.

Breakfast for all Delegates.

Seminar on Parliamentary Procedure (Athenian Room).

Registration and Certification of Delegates (Promenade Lobby).

First General Business Meeting (Imperial Room)

Presiding: William L. McGowan, CSEA president

Welcome—David Kauffman, chairman, Sullivan County Board of Supervisors

Parliamentarian—Richard S. Kain, American Arbitration Assn.

Lunch for all Delegates.

Business Meeting for all Delegates (Imperial Room).

Speaker: Senate Majority Leader Warren Anderson

Cocktail Party (The Columns)

Compliments of Ter Bush & Powell and Travellers Insurance Company

Dinner for all guests.

Breakfast for all Delegates.

Business Meeting for Delegates.

Lunch.

Business Meeting for all Delegates (Imperial Room).

Speaker: Assembly Speaker Stanley Steingut

Cocktail Party (The Columns)

Compliments of the Concord Hotel

Delegate Banquet

Breakfast.

Business Meeting for all Delegates (Imperial Room).

# State Therapy, Forest, Other Jobs Open

CIVIL SERVICE LEADER, Friday, October 7, 1977

**ALBANY** — State workers seeking promotions within state institutions and agencies, Environmental Conservation and Motor Vehicle departments have a date Dec. 3.

That's when they are scheduled to take qualifying promotional exams for seven posts with salaries ranging from \$7,616 to \$21,545.

The available jobs include engineering technician, which pays \$7,616; senior engineering technician, \$9,029; and principal engineering technician, \$11,337, all with the state institutions and agencies.

The Environmental Conservation Department job openings are principal forestry technician,

\$10,714, and senior forestry technician, \$8,523.

The Motor Vehicle Department is seeking motor vehicle license examiners and seasonal motor vehicle license examiners. Both jobs pay \$9,546.

The State Civil Service Department, which is conducting the examinations, also announced four continuous recruitment posts with no written tests required—senior physical therapist, senior physical therapist—Spanish speaking, senior recreation therapist, and senior recreation therapist—Spanish speaking, all paying \$12,670.

The filing deadline for the written tests is Oct. 24.

Candidates for the engineering technician jobs must have at least a year's engineering or drafting experience. Experience for engineering technician candidates must have been at Grade 5 or higher; for senior engineering technician, Grade 8 or higher; and for principal engineering technician, Grade 11 or higher.

Engineering technician candidates seeking jobs in the Environmental Conservation Department must also hold a driver's license.

Principal forestry technician applicant requirements are two years' forestry technician experience or a year's senior forestry technician, forest ranger, forest general maintenance supervisor, assistant land surveyor I or assistant land surveyor II experience or two years' conservation operations supervisor I or labor supervisor experience.

Civil Service Department officials say all Motor Vehicle Department employees are eligible for motor vehicles license examiner and seasonal motor vehicle license examiner.

Senior physical therapist candidates need at least a year's G-15 physical experience with the state and a license to practice physical therapy in the state.

Those seeking senior recreation therapy jobs need a year's recreation therapist experience at the G-14 level.

Although there are no written test requirements for either therapist or recreation posts, those applying for the Spanish-speaking jobs must prove they can speak the type of Spanish used in Puerto Rico and/or Cuba.

Civil Service officials say there are job openings in all categories and jobs are available in various parts of the state. Employees laid off from state jobs are also

eligible.

The Civil Service Department also listed two jobs within the department—associate personnel examiner and principal personnel examiner—but made public no details about the jobs. Associate personnel examiner pays \$17,429 a year and principal personnel examiner, \$21,545. For details and job applications, job seekers should contact commission offices at either State Office Building Campus, Albany; 55th Floor of the 2 World Trade Center, Manhattan; or Suite 750, Genesee Building, 1 West Genesee St., Buffalo. Completed applications should be sent to the State Office Building Campus, Albany.

## House For Sale Pine Bush, N.Y.

SUMMER and year round homes. Reasonably priced; low taxes; country living, 1 1/2 hrs from N.Y. City. Write to Mr. R. SPEERS, Pine Bush, N.Y. 12566 or call (914) 944-3649.

## TOM SAWYER

Special State Rates  
\$16.00 Single  
\$23.00 Twin  
1444 WESTERN AVENUE  
ALBANY, NEW YORK  
Tel. (518) 438-3594

N.Y. State Ordinary & Accidental Disability Claims, also Social Security Disability Claims.

## Marc L. Ames

Atty at Law  
11 Park Pl., N.Y., N.Y.  
Tel 962-2390

## Prepare for License Master Plumbers

Theory Exam  
CLASS STARTS 9/26  
Lowest Price \$175.00 paid w/ky.  
Berk Trades School  
384 Atlantic Ave (Boro Hall)  
Brooklyn, N.Y. — 855-5180

Name .....

Address .....

Tel. No. ....

## State Continues Search For Draftsmen Hopefuls

Drafting tracer, drafting aide and drafting technician jobs are open with the State Civil Service Department at locations throughout the state.

Examinations will be held Nov. 19 and applications must be postmarked no later than Oct. 17.

There are no training or experience requirements for Exam 24-592 for drafting tracer. Exam 24-590 for drafting aide, however, requires a high school diploma and completion of a course in mechanical drawing or drafting.

Exam 24-591 for drafting technician will be given to applicants who have high school diplomas and two years of drafting experience; or engineering or architecture credits from a two-year college, or an associate degree in engineering science or architectural technology.

Salaries are \$5,871 for tracers, \$6,450 for aides and \$7,616 for technicians. Applicants hired to

work in New York City area, Staten Island, and Rockland, Suffolk, Westchester and Monroe Counties will receive \$200 a year more.

Drafting tracers prepare simple tracings and drawings, including freehand lettering of maps and plans for use in engineering or architectural projects. Drafting aides do routine drafting work and make minor computations in connection with projects, while technicians assist in preparing drawings for projects and check drawings of other technicians.

Applications and information are available at Two World Trade Center, New York 10047.

## House For Sale

WESTBURY, L.I. — 4 Bdr. Split 3 Bath Mod. Kitchen, Playroom, Fin. Basement, 2-Car Garage, Large Plot, Many Xtras. Call (516) 334-3845.

## ALBANY



SINGLE STATE RATE \$13<sup>95</sup>

1230 WESTERN AVE - 489-4423  
Opposite State Campuses

## Business Opportunity

MOBILE SOFT Ice Cream Truck . . . Ford self contained with Taylor machines. Ideal for NYC Teachers. Asking \$6,000. (607) 732-0202. Ask for Ken.

## Real Estate For Sale Pocono Mts.

POCONO MTS — Beautiful recreational community, lakes, tennis courts, sw. pools, etc. Take it away G.I. or anybody. Steal. Call EV 263-1355.

## DENTAL CARE

### GHDI PARTICIPATING DENTISTS

Serving Northeastern New York  
(1/2 hour South of Albany)  
24-hour service available on caps, bridges and dentures  
Laboratory on premises  
Open 6 days/week — evenings 'till 10 p.m.

Dr. H. Moskowitz

ROUTE 81, NORTON HILL, N.Y. 12135 518/966-5323

## Dr. Alfred Kirschner Dr. Howard J. Kirschner

Dentists, P.C.  
Dental Bldg., 338 Beach 54th St.  
(Middle of Block)  
Rockaway Beach, N.Y. 11692  
Tel 634-2123

Office hrs.—Daily 10 A.M.-7 P.M. SAT 10 A.M.-2 P.M.  
Friday & Sunday Closed

## Call For Appointment

Union Plans Accepted  
DC 37, UFT, PBA, SSEU, Blue Cross-Blue Shield, etc.  
Assignment of Benefits Accepted

## The Dec. 3 Test For FIREMAN, F. D.

File

Until Oct. 25

Start Your Study Program  
With An Arco Study Book  
At The Leader Book Store

233 Broadway, 17th Floor  
New York, New York 10007

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

\$6<sup>00</sup>

## ORDER DIRECT—MAIL COUPON

LEADER PUBLICATIONS INC.  
233 Broadway, 17th Floor, N.Y., N.Y. 10007

Please send me . . . . . copies of Fireman, F.D.

I enclose check or money order for \$ . . . . .  
Add 50 cents for postage and handling and 8% Sales Tax.

Name .....

Address .....

City .....

State .....

BOOKS NOT RETURNABLE AFTER 10 DAYS

**WHERE TO APPLY FOR PUBLIC JOBS**

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 4 p.m. Special hours for Thursdays are 6:30 a.m. to 4 p.m.

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

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

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

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

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

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

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

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

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

# Report Of CSEA's Statewide Retiree Committee

REPORT OF  
STATEWIDE RETIREES  
COMMITTEE ANNUAL  
DELEGATES MEETING  
CONCORD HOTEL  
OCTOBER 9 — 14, 1977

The retirees committee feels that 1977 has been a year of exceptional accomplishment for Civil Service Employees Assn. retirees in gaining an across-the-board 14 percent cost-of-living increase added to the supplementation already in effect for 1968 and earlier retirement years, now extended to March 31, 1969. This excellent gain, however, leaves still many thousands of retirees who retired since March 31, 1969 without a cost-of-living increase, and it is felt that an all-out effort must be made in 1978 to alleviate the hardship experienced by those who retired since that date, as well as all retirees who were not born before June 1, 1910 who remained barred from benefiting from any supplemental whatsoever.

William L. McGowan, CSEA's newly elected president, has assured the retiree coordinator, Thomas A. Gilmartin, Jr. that CSEA retirees will soon receive

improved services that they have requested for the betterment of their organization, such as the periodic mailing of a newsletter to all retiree members, the sending of canvas letters on a regular basis to non-member retirees, and the improving of data processing services in billing procedures, sending retiree membership cards, and the supplying of accurate Local membership print-outs.

It is the consensus of this committee that the retirees are discriminated against in the union's constitution which prohibits them from voting in statewide and regional elections unless they pay full dues. The committee reminds the delegates that employed members of CSEA will eventually become retirees, and that our improved benefits will become theirs; our problems theirs; and, that their dedication to the well-being of the Association does not cease with retirement. To this end, present retirees believe that they should have the right to vote for candidates for statewide and regional office, if for no other reason than that their interests as retiree members are affected by the individuals who are elected.

At the March, 1977 delegates convention, Chairman Nellie Davis formed a retiree constitution and by-laws subcommittee, with William Mensel of Nassau County as chairman, to work on any proposed amendments pertaining to retiree interests. Other members appointed were George Celantano of Rockland County, Ralph Brewster of New York City, Gordon Hobbs of Middletown and John Tanzi of Syracuse. The new subcommittee did not get off the ground, however, through no fault of its own, as no provision was made to finance their travel from their scattered areas for the purpose of meeting. Chairman Mensel has reported that he sent a letter to Kenneth Cadieux, chairman of the statewide constitution and by-laws committee, requesting that committee's consideration for an amendment which would permit retirees to participate in statewide elections, but that no response had been received up to the time of this report.

At the March 1977 meeting of the retirees committee and delegates it was decided that the office of vice-chairman should be created and filled for the retirees committee. As a result of the

committee members' vote, Dr. Theodore Wenzl, then president, named Melba Binn.

The committee is pleased to report that in 1977 Ms. Davis appointed a retirees legislative subcommittee comprising Elizabeth Steenburgh of Schenectady as chairman, John Joyce of Albany, John Kennedy of Troy, and Alfred Robinson of Brooklyn, to provide direct retiree participation in CSEA's lobbying efforts

for retiree legislation. In the interest of closer cooperation, Miss Steenburgh was named an "ex officio" member of the statewide legislative and political action committee by its chairman, Martin Langer. With team efforts coordinated by legislation director Bernard Ryan, and with the lobbying leadership of James Featherstonhaugh, history-making gains were made by CSEA in 1977.

## Retiree Grapevine

By THOMAS GILMARTIN  
CSEA Retiree Coordinator

Retirement is a hot issue today, if one can judge by the burgeoning of programs at national, state and county levels for older non-working Americans and the wide coverage of retirement news accorded by the media. Keeping pace with the times, the Civil Service Employees Assn. has become increasingly concerned about the financial security of its retired members.

Proof of the union's increasing concern was most evident this year in the extraordinary effort put forth by the CSEA's legislative and political action committee, whose lobbyists placed a high priority on getting a hefty cost-of-living increase for retirees, and got it.

It had never before been more clear that CSEA stands firmly behind legislation written for the benefit of its retiree members and that the union's support of responsive legislators could be so productive in gaining favorable legislation. In plain English, it all boils down to campaign support for legislators who have the interest of public employees and retired public employees at heart, and the capability of the union to deliver votes wherever and whenever needed. As for the latter, retiree power is formidable in the voting booth where retired citizens enjoy a reputation for a high turnout.

With this in mind, the CSEA is kicking off a recruitment drive to increase the membership within its retiree ranks. President William McGowan has written a letter, which will soon go out to thousands of non-member retirees inviting them to join CSEA's retiree division.

To further increase the membership as well as to add to the political clout of New York State's retired public employees, Mr. McGowan has authorized the mailing of a quarterly retiree newsletter, the first of which will be in the mail during the first week of November. The newsletter will endeavor to marshal the statewide support of all retirees for the legislative program drawn up for the 1978 legislative session.

SUCH LEGISLATION will find its origin within the "legislative goals" decided upon by the retirees statewide committee at their meeting in Albany on Sept. 6, as follows:

1. (A) A permanent cost-of-living increase based on the Consumer Price Index of the U.S. Dept. of Labor for all retired members of the Employees Retirement System. (B) Re-enactment of the present supplementation of the Laws of 1977, which would be extended from the present cut-off date of April 1, 1969, to include those who retired through 1971.
2. Legislation to delete the proviso that the retiree must be age 62 prior to June 1, 1972, in order to be eligible for supplemental increases.
3. Enactment of a survivor's benefit of \$2,000 for those who retired from state service before Oct. 1, 1966.
4. Rescinding the restriction in the Civil Service Law which denies a retiree's widow or widower the remaining portion of the retiree's accumulated unused sick leave to be applied against health insurance costs.
5. Amendment of Taylor Law to allow bargaining unit negotiators to cover benefits for retirees.
6. Guaranteed minimum retirement allowance for retirees with 25 years of service, similar to the \$4,100 enacted in 1977 for retirees of the Teachers Retirement System.

These legislative goals will be reviewed at the joint meeting of retiree delegates and statewide committee members on Oct. 11, and will be presented by the retirees committee chairman for approval of the Assembly of Delegates at the convention Oct. 10-14. After approval, these legislative goals will be presented to the legislative and political action committee for its action in preparing CSEA's legislative program for the 1978 legislative session.

Thus, another big step will be taken by the CSEA to improve the financial security of its retired members:

## Ready To Retire?

Protect your future with Retiree membership in CSEA.

Goals of your State Retiree Committee:

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

Send the coupon below for membership information.

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

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

Name .....

Street ..... Apt. ....

City, State ..... Zip .....

Date of Retirement .....

## Syracuse's Appel Retires, 34 Years

SYRACUSE—Leona M. Appel, long active in the Civil Service Employees Assn., has retired from the city's Department of Assessment after 34 years.

She retired as acting director of the department's real estate division.

She has held several CSEA offices, including president of the Onondaga Local, and president of the Syracuse unit.

## Syracuse Retirees Meeting Oct. 25

SYRACUSE—The fall meeting of the Syracuse area retirees' Local of the Civil Service Employees Assn. will be held Oct. 25 at the Fireside Inn, W. Genesee St., Baldwinsville.

A 1 p.m. luncheon will precede the meeting scheduled for 2 p.m. Retirees from Onondaga, Cayuga and Oswego Counties are invited.

Reservations should be made by Oct. 21 with Hazel Ranger, (315) 437-0297, or John Tanzi at (315) 252-6932.

## Four Percent

(Continued from Page 3)  
ing to the union's counsel for preparation of a law brief that has since been filed.

The 4 percent pay hikes are expected to be reflected in checks distributed on Oct. 12 or Oct. 19, depending on the pay day for each Bargaining Unit's employees. Wages, including the raises, are figured, according to law, for the pay period which begins closest to the first day of October.

As we ended the previous article: This is all very simple, although difficult to explain covering all the exceptions and individual cases. If we continue to confuse you, write us your inquiry and we will try to get more specific information.



## HAIGHT, OF GOWANDA PSYCH., RETIRES

J. Rothery Haight, left, director of the Gowanda Psychiatric Center, who began his lifelong association with the state Mental Hygiene system "practically from birth," according to Maye A. Bull, center, president of the Civil Service Employees Assn. Gowanda Local, also enjoys the company of CSEA president William L. McGowan, at recent retirement party in Gowanda. Dr. Haight completed 41 years in state service, but Ms. Bull pointed out that his association with Mental Hygiene "goes back to his birth" in Utica where his father, Julius Eugene Haight, was staff physician at Utica State Hospital.