

Civil Service LEADER

America's Largest Newspaper for Public Employees

Restructuring Proposals

See Pages 8 & 9

Vol. XXXVII, No. 39 Friday, December 31, 1976 Price 20 Cents

PACT TALKS? IMPASSE!

Charge 'Fragmentation' Attempt In State Ploy To Make Unequal \$ Offer

ALBANY—A spokesman for the Civil Service Employees Assn. late last week charged the state with "bad faith negotiations which have resulted in absolutely no progress at the bargaining table."

The union then declared an impasse in contract talks affecting about 140,000 state employees. The CSEA also asked the state Public Employment Relations Board to immediately name a mediator in the pact dispute.

The union spokesman also termed the State's alleged failure to bargain in good faith "a serious act of provocation." He added that since negotiations began Nov. 4, "the State has made an insignificant and unacceptable salary offer amounting to about \$146 annually for each state employee."

"After the CSEA rejected that, the State reshuffled the same total package in a demeaning and insulting manner designed to divide and fragment the state work force."

The spokesman said that the union has lowered its salary demands during negotiations, "but the State has not responded at all to this except to redesign an already unacceptable offer which it has attempted to ram down our throats."

The spokesman added that the State's latest offer for employees

in one of the four Bargaining Units now negotiating would give its 35,000 employees an increase of about \$35 a year. In contrast, the average for the other three units would be \$170 annually.

CSEA and the State began negotiations in early November to determine a salary increase and changes and improvements in (Continued on Page 3)



City Faces Election With More Problems Than Beame Admits

IT is an accepted axiom of American government and politics that the executive branch proposes and the (Continued on Page 6)



HOLIDAY GREETINGS FROM THE LEADER STAFF

Members of the Leader editorial staff, representing the newspaper's business staff and reporters throughout the state, send greetings for the holiday season to their readers. It also provides an opportunity to reveal the people behind the bylines: from left, Joe Rodriguez, Pamela Craig, Eva Feller, Charles O'Neill, Bernadette Amato, Harcourt Tynes, Jane Bernstein, Marvin Baxley and Harry Berkowitz. They are gathered in front of the New York City Hall Christmas tree to wish everyone a peaceful and prosperous New Year.

Make Change Affecting Women For CSEA Insurance Coverage

ALBANY—James Corbin, chairman of the Civil Service Employees Assn.'s insurance committee, said that effective tomorrow, New Year's Day, the union will have a change in its group life insurance plan of interest to women members.

The change, Mr. Corbin said, will provide women members of the CSEA the same amount of life insurance as is issued to male union members in the same salary brackets. This will become effective May 1.

CSEAsers In Rensselaer, Facing A Wage Freeze, Seen Forced On Welfare

TROY—Claiming a possible "conspiracy" by the Rensselaer County administration, the Rensselaer County Sheriff's Office, the Hudson Valley Community College Administration and the City of Troy, the four involved employee units represented by The Civil Service Employees Assn. plan a counterattack to blunt the ac-

tions of these employers.

The county has passed a budget and has set a tax levy, union leaders said, without any consideration for the economic situation faced by their 1,400 employees. This action, they added, also has a detrimental effect on negotiations involving the county sheriff's employees and the employees of HVCC, and may have an adverse "ripple effect" on the employees of the City of Troy.

The county, the union leaders continued, by this action has abrogated the Taylor Law, which governs public employee-employer relations.

(Continued on Page 14)

In a mailing, to be posted soon from the CSEA's Albany Headquarters, a form will be included on which a member can say if he or she wishes a lower amount of insurance. Advantages and disadvantages will be explained in an accompanying letter. The lower insurance amount is termed "Option B."

The form, should the CSEAsers (Continued on Page 14)

Amsterdam's Pact Holds \$834 Boost

AMSTERDAM—In the recently negotiated 1976-77 contract between the City of Amsterdam and the Amsterdam City Hall unit, Civil Service Employees Assn., a salary increase retroactive to Jan. 1 of \$405, and a boost of \$429 effective this New Year's, were provided to the 30 employees involved.

In addition, a joint CSEA-city committee to study improve- (Continued on Page 14)



ALBANY REGION IV CELEBRATES HOLIDAY

Assemblyman Neil Kelleher (R, Rensselaer) was among the guests who helped Civil Service Employees Assn. members of Albany Region IV observe the holidays at a regional workshop last month in Glens Falls, Warren County. Shown greeting the Assemblyman are CSEA vice-president Joseph McDermott, left, and CSEA secretary Irene Carr. Additional details and photos of the weekend event will be featured in next week's edition of The Leader.

Carr Recuperates

BINGHAMTON — Irene Carr, statewide secretary of the Civil Service Employees Assn., was hospitalized last week after a fall in which she broke her hip.

The accident occurred in the parking lot of an Endicott shopping center near here.

She is recuperating in Binghamton General Hospital, Room 421 of the Memorial Wing.

Federal Job Calendar

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

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

Agriculture

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

Engineering And Scientific

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

General

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

Stenography And Typing

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

Medical

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

Military

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

Social And Education

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

State Eligible Lists

EXAM 35-961
ASSOC HYDRAULIC ENGR
Test Held Sept. 18, 1976
List Est. Dec. 9, 1976
(Continued from Last Week)

14 Carroll Henry C Lafayette	76.9
15 Drew Robert S Albany	76.9
16 Kenna John P Dexter	76.6
17 Stelle Randolph Brentwood	76.0
18 Dean Stuart M Altamont	75.5
19 Liu Clark C Latham	75.3
20 Barbato Philip Smithtown	74.9
21 Yu I Clifton Pk	74.7
22 Wentzel Richard Watervliet	74.7
23 O'Toole David R Schenectady	73.8
24 Sachdev Dev R Clifton Pk	73.5
25 Gross Larry P Baldwinville	73.4
26 Puchalik J P Montvale	73.0
26A Zeccolo S Clifton Pk	71.6
27 Chahal Hardial Clifton Pk	71.4

4 Blaber William Ronkonkoma	88.0
5 Pass Morton M West Islip	81.8
6 Johnston L H Albion	81.8
7 Ditzer Theodore Schenectady	81.4
8 Roby Lyndon Utica	81.2
9 Saul Seymour G Albany	80.6
10 Pogorzala A V Cheektowaga	74.0

EXAM 35-962
Test Held Sept. 18, 1976
List Est. Dec. 9, 1976

1 Craver Steven A Latham	91.5
2 Rappazzo S A Albany	76.7
3 Downs Daniel S Troy	73.5
4 Kovar Edward H Guilderland	72.3
5 Vanranken Lyle Ballston Lk	70.4

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

CIVIL SERVICE LEADER
America's Leading Weekly
For Public Employees
Published Each Friday

Publishing Office:
11 Warren St., N.Y., N.Y. 10007
Business and Editorial Office:
11 Warren St., N.Y., N.Y. 10007

Entered as Second Class mail and Second Class postage paid, October 3, 1959, at the Post Office, New York, New York, under the Act of March 3, 1879. Additional entry at Newark, New Jersey 07102. Member of Audit Bureau of Circulation. Subscription Price \$9.00 Per Year Individual Copies 25c.

EAT YOUR HEART OUT

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



SMALL WORLD

The employees' Small World Day Care Center at Pilgrim Psychiatric Center, West Brentwood, had its fiscal problems eased appreciably with a loan of \$1,100 from Civil Service Employees Assn. staffers there. The children's center, had the CSEA check not come, would have been unable to continue to pay salaries to its three teachers and the pinch came just at the time the center was applying for a New York State license. The loan will enable the center to operate through next month, at which time a government grant is expected. Above, flanked by Small World and Pilgrim CSEA staffers, local president Betty Duffy, fourth from left, presents the check. At right, two Small Worlders discuss things with one big worlder.

Nassau Sets Five Exams

MINEOLA — The Nassau County Civil Service Commission has opened filing until Jan. 5 for five open competitive examinations to be held Feb. 5.

Salaries vary according to jurisdiction for the five titles, which are at schools and boards of cooperative educational services. Audio visual technician (Exam No. 65-256) pays \$7,000 in Port Washington. It requires a high school diploma and one year's experience in radio, television and projection equipment repair.

Assistant head custodian (65-289) pays \$9,357 in Massapequa and requires two years' specialized experience. Head custodian I (65-293) pays \$9,655 in Hempstead. Head custodian II pays \$10,339 in Mineola. Head custodian III (65-294) pays \$9,702 in Uniondale.

NAME SEELEY

ALBANY—Dave Seeley, director of the Public Education Assn. of New York City, has been named by State Social Services Commissioner Philip L. Tola to the newly formed Statewide Advisory Council on Social Services.

The group was formed to advise the Social Services Department and Mr. Tola on matters affecting policy including public assistance programs, services, medical aid and funding.

THE TRAVEL DEPENDABLES!
INCOMPARABLE TOUR VALUES FOR YOU AND MEMBERS OF YOUR FAMILY
Specially Packaged and Priced by
C.S.E.&R.A.
CIVIL SERVICE EDUCATION AND RECREATION ASSOCIATION

February Holiday Season
O.T.C. CHARTER
to
SAN FRANCISCO and LAKE TAHOE

Accommodations at Holiday Inn Accommodations at Harrah's

7 days, 6 nights **\$399** per person double occupancy

February 15th-21st via UNITED AIRLINES
TRIP INCLUDES

Round-trip jet; Transfers; 3 nights in Lake Tahoe; Deluxe motorcoach Lake Tahoe to San Francisco; 3 nights in San Francisco; Sightseeing in San Francisco; Gratuities and hotel taxes.

YOU MUST BOOK NO LATER THAN JANUARY 31

Other great Winter vacations and fabulous Spring charters are now available. Contact us for details.

For complete information on the above tours please write or call

Mr. Sam Emmett

1060 East 28th Street, Brooklyn, N.Y. 11210
(212) 253-4488 (after 5:00 P.M.)

For a complete list of other sensational travel values to EUROPE, ISRAEL, THE CARIBBEAN, MEXICO and other destinations, call or write

C.S.E.&R.A.

P.O. Box 128, Vanderveer Station, Brooklyn, N.Y. 11210 • (212) 575-0718

\$20,000-Plus Back Pay Given Rockland Employees Following Suit By CSEAr

NEW CITY—More than \$20,000 in back pay has been awarded to 21 Rockland County employees as a result of a grievance filed by county health department worker Raymond O'Sullivan through the Civil Service Employees Assn.

In addition to the 21, another five county employees who are now trainees will be assured of receiving their increments, when they receive their permanent appointment.

The county attempted to deny this increment to Mr. O'Sullivan, prompting his grievance.

Mr. O'Sullivan completed his one-year trainee period in the health department last summer. At that time, the county did not give him his first-year increment, which it had always granted to trainees upon successful completion of their year's traineeship. Arbitrator Phillip Feldman recently found that the county has no right to unilaterally change established policy so as to eliminate a previously granted increment.

On Dec. 7, the Rockland County Legislature voted to extend the decision in Mr. O'Sullivan's case to apply to all trainees in Rockland County who were similarly situated.

On Dec. 10, the 21 Rockland employees were notified that they would be given the back pay they were due.

The 21 employees are: in the Mental Health Department—Mary Mollicone, J. Kaplan, and Joseph DeMaio. In the Department of Audit and Control—Mary Schultz, who will receive the greatest amount of back pay, \$2,430.29. In the Personnel Office—Wendy Buteux and Paul

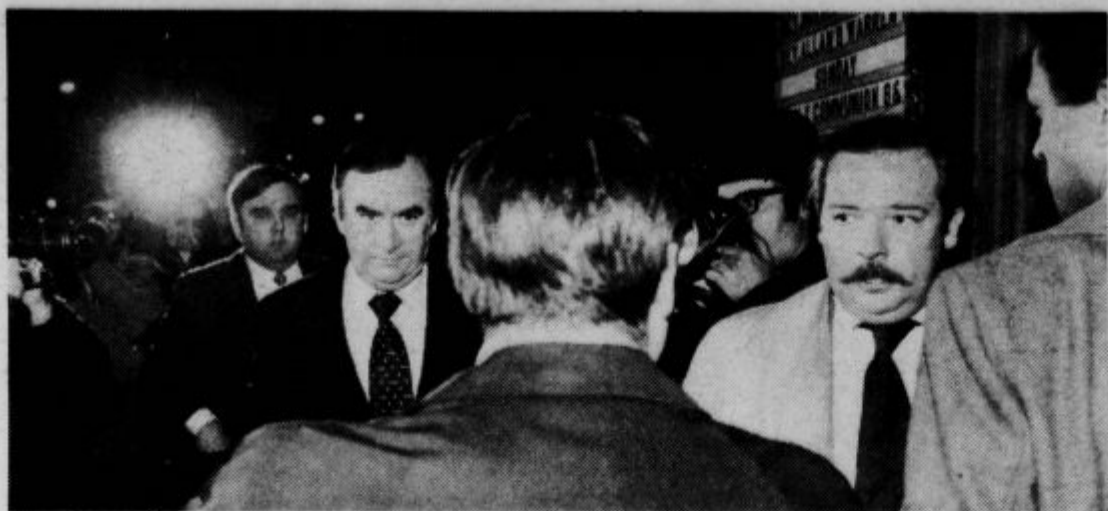
Eldridge. In the Health Department—Augustine Matone, Anthony Tatti, M. Fitzula, Donald Wanamaker, Keith Drummond, R. Patterson and Mr. O'Sullivan. In the Probation Department—Craig Anderson, Frank Bosco, J. Damiani, Diane Frohling, Arlene Hendrix, Elaine Plansky, Philip Albertson and E. Anderson.

CSEA field representative Larry Scanlon handled the grievance for the union.



IDEA

This logo was presented at a recent Central Region V conference as a guide the Civil Service Employees Assn. may choose to go by in selecting an emblem that better represents the union. The logo was drawn by Tim Hicks, 19, a SUNY at Oswego student from the Village of Mexico.



LAST RITES

Gov. Hugh L. Carey, above, enters Manhattan's Little Church Around the Corner to attend funeral services for slain probation officer Barry Sutherland, shot while attempting to apprehend a probation violator earlier this month. Mr. Sutherland was unarmed at the time. At right, also attending the service, are Jack Weisz, president of the New York Parole chapter, Civil Service Employees Assn., and parole officer Nicholas Colasacco, wearing badge. Mr. Colasacco was shot twice earlier this year while attempting to halt a robbery.



CSEA, State Talks At Impasse

(Continued from Page 1) selected contract articles that would become effective April 1, 1977, for the 140,000 state employees in the four bargaining units. The union president said that "in addition to the salary talks going nowhere, the State's position on the contract articles also under discussion is one of complete regressiveness." President Wenzl said the State "wants, without exception, to sharply reduce the benefits already available to the employees under those articles subject to renewed negotiations."

CSEA earlier filed an Improper Practice Charge against the State for "failing to negotiate and failing to negotiate in good faith" after the state negotiator walked away from the table where negotiations were taking place for the 39,000-member Professional, Scientific and Technical Bargaining Unit. A union represen-

tative said improper practice charges will now be filed against the State in regard to talks affecting the other three bargaining units. They are the 42,300-member Institutional Services Bargaining Unit, the 35,000-member Administrative Services Bargaining Unit, and the 21,000-member Operational Services Bargaining Unit.

Mr. Wenzl said, "The State is very obviously trying to divide and fragment the state work force with its last salary proposal." He said CSEA's interpretation of the reopener clause in the contracts is that across-the-board percentage or flat dollar raises for all the employees would be negotiated. "Instead, the State is trying now to pit employees in each of the four units against each other by offering different salary structures," he said.

State employees have not had

a basic salary increase since April 1, 1974, when they received an across-the-board 5½ percent raise. They received a one-time \$250 bonus, before taxes, in April 1975, after a legislative committee mandated a settlement under the state's strict and tough Taylor Law.

An impartial 3-member fact-finding panel that year, prior to the legislative hearing, had heard testimony from both CSEA and the State, and recommended an across-the-board raise of 6 percent, but the State rejected that recommendation in order to move to the legislative hearing step where the lesser settlement was mandated.

The CSEA president said that he considers the 6 percent recommendation of two years ago by an impartial fact-finding panel to be the starting point in considering a salary increase for state employees. "We believe you have to start at that 6 percent figure, then factor in that no raises were given in 1975 or 1976, and we are now negotiating for an increase to become effective next April 1. Given the fact that the cost-of-living has risen sharply over the period of time that state workers have gone without raises, it is clear that our position is very sound in demanding a substantial salary hike. The State, on the other hand, is simply not being realistic in its approach to collective bargaining for its 140,000 employees represented by CSEA, nor in its dealings with unions that represent other state employees either, for that matter."

CSEA said that each of its four negotiating teams had met on the average of 15 times, for a total of about 60 meetings, with the State since early November. "The only movement we saw in all that time was backward steps by the State in all areas under discussion. We need immediate mediation as the next step to try to get these important negotiations on track and to get the State off dead center in its position. April 1 is not that far away."

CSEA calendar

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

JANUARY

- 4—West Seneca chapter white collar unit meeting: West Seneca Town Hall.
- 6—Syracuse Area Armory Employees chapter meeting: 1 p.m., New York National Guard Armory, 174 South St., Auburn.
- 12—Orange, Sullivan and Ulster Counties Retiree chapter meeting: Room 210, Kiner Building, Middletown Psychiatric Center, Middletown.
- 14—Brooklyn Developmental Center local 447 disco party and Fashion show: 9 p.m.-3 a.m., St. Laurence Parish Hall, Flatlands and Van Sicklen Avenues, Brooklyn.
- 17—Albany Region IV meeting: 5:30 p.m., Mario's Restaurant, Troy.
- 19—Nassau County local 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park East Meadow.
- 19—Buffalo local dinner meeting: 5:30 p.m., Statler Hilton Hotel, Buffalo.
- 24—Binghamton Area Retirees chapter 902 meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.
- 27—Long Island Region I executive council meeting: 7:30 p.m., Region headquarters, 740 Broadway, Amityville.

CSEA Suit Restores Job To Otsego County Nurse

COOPERSTOWN—Following action by the Civil Service Employees Assn., Kathleen Paquette, a nurse at the Otsego County infirmary, has been restored to her job.

By the terms of the settlement, actually made during the formal hearing, the county agreed to reinstate Ms. Paquette and pay back wages due from Jan. 16, the date of her suspension through the date prior to her return to work.

The county also agreed to dismiss the charges of wrongdoing against Ms. Paquette. In exchange, she agreed to discontinue a pending civil suit.

The case was originally initiated when the county unilaterally terminated Ms. Paquette following a charge of pilfering drugs. Ms. Paquette immediately contacted Mabel Wanamaker, CSEA chapter president of Otsego County, and filed a grievance.

Because the wording of the grievance procedure in the con-

tract, and the absence of contractual protection for Ms. Paquette, a non-competitive employee, a legal question arose as to whether appropriate relief could be secured by the grievance procedure. Accordingly, a request was made to CSEA Albany Headquarters to authorize an Article 78 proceeding to secure an order directing the county to provide a due process hearing.

As a result of the Article 78 proceeding, a Supreme Court judge issued an order directing the county to provide Ms. Paquette with a hearing before an independent arbitrator.

The formal hearing was held with Joseph Pondolfina, an Onondaga attorney, serving as an independent hearing officer. Ms. Paquette was represented by CSEA Syracuse Region V attorney John Rittinger.

During the course of the hearing, it became apparent to the Otsego County representatives there was insufficient proof for the charge against Ms. Paquette. As a result, county authorities conferred with Mr. Rittinger and agreed to the settlement.

Ms. Paquette plans to return to her work duties in the near future.

Buffalonian Meeting

BUFFALO—The Buffalo local, Civil Service Employees Assn., will hold a dinner meeting Wednesday evening, Jan. 19, according to local corresponding secretary Sue Porpiglia.

The meeting, said Ms. Porpiglia, will get under way at 5:30 p.m. at the Statler Hilton Hotel, Buffalo.

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

Pregnancy Petition

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

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

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

NAME:

ADDRESS:

CITY: STATE: ZIP:

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

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

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

**The Most Precious Gift.
Give a pint of blood.
Lives Depend On It
Someone Needs You —**

Set PERB Hearing Date To Consider Rockland Charges

NEW CITY—The State Public Employment Relations Board has set a hearing for February to attempt to settle an improper-practice charge the Civil Service Employees Assn. has filed against the Rockland County administration.

A pre-hearing conference was held Dec. 28 at the PERB offices in New York City. The conference was conducted by PERB mediator Leon Applewhite.

The CSEA filed the charge because of the county's "extraordinary refusal to begin negotiating for a new contract for the employees," according to CSEA collective bargaining specialist Nels Carlson. The current terms and conditions of employment for the 1,750 Rockland County workers will expire at midnight on Friday, Dec. 31.

Rockland County CSEA unit president Patsy Spicci asked Oct. 29 that the county begin nego-

tiating "immediately" for a new contract for 1977.

Under the state's Taylor Law, both union and management must bargain in good faith to reach a settlement on the terms of any labor contract.

In November, however, the Rockland County attorney's office sent a letter to Mr. Spicci stating that the county would not bargain with the CSEA, the exclusive bargaining agent for the county employees.

The union immediately filed a charge with the PERB stating that the county was engaging in an improper practice: failure to bargain in good faith.

"In fact, the county is refusing to bargain at all," Mr. Carlson said.

"We are glad that the pre-hearing conference was held because it brings us one step closer to getting our negotiations under way. All our efforts are directed towards getting a good contract wrapped up as soon as possible. The county administration, on the other hand, seems to be trying to delay the start of negotiations, even by using illegal methods."

Bonvino Retires

Nicholas D. Bonvino, deputy assistant personnel director for examinations, has retired after 30 years with the New York City personnel department.

Mr. Bonvino entered the city service as a mechanical engineering draftsman.

APPOINT BUSSE

ALBANY—Paul Busse has been named by State Social Services Commissioner Philip L. Toia as a member of the newly established statewide advisory council on social services.

Mr. Busse is president of the Economic Development Council of New York City.

The group was formed to advise Mr. Toia and the Governor on matters affecting the Social Services Department, especially on matters of public fiscal assistance, client services and their medical aid.

Buy U.S. Made Products!



Smile Maintenance Kit

How do you keep a healthy smile? Good daily dental hygiene, a healthy diet, regular check-ups and a good dental plan so you don't have to worry about dental bills that you can't handle.

It's common sense, really. But all too many people put off regular check-ups because of the expense. That's where we come in.

As we say, "We've got great plans for you." Our Dental Care Plan is only one of them.

After all, the Blues invented pre-paid health care and doesn't it seem logical that we can deliver the best dental care promptly and efficiently.

If your employee group wants to discuss a dental plan, give us a call.



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

Equal Opportunity Employer

GREAT HOLIDAY! Lose Weight

Get in Shape.
Reduce, Relax:
Exercise!
Sun, Swim in 2
Heated Pools,
Color TV, Daily
Massage, Daily
Entertainment.
Only \$27. per
pers. double occ.,
\$31 single occ.
to Dec. 18.



GALA FREE NEW
YEAR'S EVE PARTY

LIDO SEA

BELLE ISLAND, MIAMI BEACH, FLA.
DIAL—NO CHARGE—305-538-4821

See your travel agent, or write direct

List CSEAers Owed Insurance Dividend Checks

Is Mutual Life Insurance Company of New York holding a check for you? Please examine closely the alphabetical listing of Civil Service Employees Assn. members below to determine if MONY is holding a Supplemental Life Insurance Plan dividend check payable to you that could not be delivered because of the lack of a current mailing address.

These are dividend checks which have been sent to union members insured under the CSEA Supplemental Life Insurance Plan underwritten by MONY. About 22,000 CSEA members are insured under this plan. The dividend payout was based on premiums payable for that coverage which was in effect for the entire policy year ending October 31, 1975.

The dividend, for insured members under 45 years of age, consisted of 10 percent of premium paid by the insured during

the year ending Oct. 31, and 5 percent for age 45 and over.

Occasionally, CSEA members move without furnishing the post office with a new address. In such cases, the post office notifies the CSEA that the member has moved and left no forwarding address. The CSEA is then left without a current mailing address.

The dividend checks were mailed in July. Some of the envelopes containing the checks were returned by the post office because of invalid addresses.

The CSEA furnished new addresses, where possible, and the returned checks were remailed on Oct. 4. A number of these checks have again been returned because of invalid addresses.

The CSEA is asking insured members to check the listing given below to see if their names appear. If yours does, write the CSEA at 33 Elk St., Albany, N.Y. 12207, furnishing your name, current address and social security number. If the social se-

curity number matches with the policyholder whose check the MONY is holding, the check will be sent to you.

If you did receive your dividend check as a result of the sec-

ond mailing on Oct. 4, your name may still appear in the listing below, since this list is based on the first group of undeliverable checks. You should write only if your name is here and you did not receive a check.

- Adams, G
- Adrian, C
- Aldous, D R
- Allen, B A
- Allmeyerbeck, R
- Amous, R
- Andrews, R
- Apple, F M
- Ashby, R
- Ayala, A L

- Bailey, J A
- Barker, L G
- Barnes, M A
- Barrett, J L
- Bates, E
- Behnke, T J
- Bellamy, J A
- Bennett, K A
- Berre, G
- Bessaw, F C
- Biggs, R C
- Blackshear, R
- Bland, O
- Blessinger, H
- Bligen, M
- Blutesu, C L
- Bomersbach, M D
- Borden, A E
- Borger, P A
- Bouchard, L L
- Bounds, T
- Bourdon, K J
- Bowe, M
- Bowles, J L
- Boyce, P A
- Boyd, H E
- Brabender, G E
- Bradford, L M
- Brady, D B
- Brady, M K
- Bramhall, C J
- Brand, R J
- Briglia, E J
- Bristol, H E
- Broas, J P
- Brooks, A L
- Brooks, J
- Brown, A
- Brown, B R
- Brown, H E
- Brown, M C
- Brown, R C
- Brown, W H
- Bruce, V F
- Bryant, D L
- Buccing, M S
- Bullock, S
- Bunce, N E
- Burrows, F
- Burnell, M E
- Bussey, S
- Butler, E M

- Calderon, H
- Camargo, W
- Camoa, D N
- Cardiff, P G
- Cardillo, R
- Carle, C A
- Carrington, L
- Cascanette, J R
- Cassidy, H L
- Cathcartjones, C W
- Catlin, S J
- Champion, S M
- Chance, M
- Charles, F D
- Chartrand, M K
- Chesley, D L
- Chodan, C M
- Clark, L M
- Cobb, B A
- Coe, R M
- Colasanti, A M Jr
- Coll, L J
- Collier, C
- Collier, G
- Collins, E
- Collins, R P
- Cooper, A S
- Cooper, B W
- Cooper, W D
- Cosifos, A
- Cotten, L M
- Cox, L K
- Craig, K E
- Crawford, J E
- Cristelli, A B
- Crowley, P
- Crowley, P J
- Culver, R J
- Cunningham, L C
- Cunningham, N G
- Curry, C A
- Currie, H

- Daniels, B
- Daniels, L A
- Davis, J

- Davis, S
- Day, J A
- Dayton, W
- Decrescenzo, S M
- Depiazzy, D F
- Depfred, M R
- Derita, J
- Desimone, J D
- Deveresus, E
- Devonish, D
- Devoursney, A B
- Dewey, N C
- Dianni, J F
- Diaz, J
- Diggs, J
- Discioric, J A
- Distel, C H Jr
- Dixon, E
- Dockery, E
- Donaldson, M
- Driscoll, D A
- Drowns, C B
- Dunn, T V
- Dutcher, R W

- Eason, S L
- Eaton, J A
- Eckert, J F
- Edwards, E E
- Edwards, L L
- Eldred, C
- Ellison, A
- Erickson, S R
- Evans, J
- Evans, V
- Evans, W J
- Fabel, B
- Faison, W W
- Farkough, V
- Farley, R J
- Farquhar, R L

- Farr, J A
- Ferris, C R
- Fetterly, J F
- Fischer, P A
- Foster, R P
- Foster, S J
- Fountain, L L
- Fowler, M R
- Francis, A C
- Francis, M
- Fraser, E J
- Fraser, R G
- Frazier, L E
- Fulton, K A
- Furey, A M
- Futrell, H C
- Frasier, R

- Gabree, C B
- Gaffney, W M
- Gainey, M
- Gannaway, S
- Garra, R A
- General, M L
- Gerals, C M
- Gholston, E
- Giblin, C L
- Glasheen, J W
- Gleason, M N
- Glena, R J
- Goldstein, B
- Gonzalez, N
- Gonzalez, M A
- Gordon, E C
- Gosline, R S
- Gregoire, R A
- Grocer, L F
- Gulliano, M
- Gullo, J

- Hasse, H R
- Hall, D E
- Hampton, G M
- Han, T
- Hardwell, G E
- Hardy, C
- Hardy, W J
- Hardy, W L
- Harold P J
- Harrell, F
- Harrell, R J
- Harris, E
- Harrison, J
- Hayes, W J
- Haynie, R F
- Henshaw, R E
- Hewson, M B
- Herson, J H
- Hill, J M
- Hill, S K
- Hinojosa, R
- Hires, T W
- Hodges, J J
- Hodgson, M T
- Hoffman, G
- Hoke, J I
- Holmes, D
- Holzman, W W

- Holmgrove, W I
- Honan, R D
- Hooton, D L
- Horsham, C E
- Howell, J
- Howley, H T
- Hunter, J O
- Hurst, T A
- Hutson, A L
- Hyserman, P E

- Idzik, R E
- Inman, A L Jr
- Ivery, R

- Jackson, C
- Jackson, J M
- Jacobson, A E
- James, E
- Jenkins, G
- Jenkins, M F
- Jenkins, P P
- Jeter, M J
- Johnson, A
- Johnson, B V
- Johnson, F B
- Johnson, G
- Johnson, H
- Johnson, R J
- Jones, B
- Jones, B E
- Jones, D
- Jones, E P
- Jones, F
- Jones, J A
- Jones, L
- Jones, M A
- Jones, P I
- Jones, R L
- Jordan, J L
- Juckett, R P
- Jones, A

- Kaminski, S J
- Keane, J J
- Kelley, S A
- Kelly, J J
- Kelsey, J S
- Keys, L Jr
- Kiellack, K
- Kilfoye, W L
- Kirschhofer, E V
- Kleveno, S A
- Knight, S
- Kohler, E M
- Kohn, E
- Kozikowski, J J
- Kreiley, D L
- Krishna, N R
- Kritz, A M
- Kwiatkowski, R J

- Lago, P J
- Lahart, R J
- Langer, C
- Lathrop, S D
- Lawyer, B
- Lazarini, M S
- Leight, F L
- Leighton, A
- Lewis, C
- Lewis, W J
- Liberty, P A
- Lind, J W
- Lopez, H
- Lopez, I
- Lore, V
- Louis, R
- Love, B
- Love, B A
- Lovistowski, A J
- Lucowitz, J J
- Lundy, V

- Macaulay, J M
- Mainor, C E
- Maloney, J P
- Manginelli, J C
- Manual, R
- Maples, R A
- Marceau, R C
- Marciano, A
- Martin, E J
- Massey, A P
- Mayhew, T
- McCoy, J M
- McCoy, T R
- McCraken, B L
- McDaniel, E
- McDyer, R F
- McEathon, R E
- McGlohone, D L
- McGuire, N
- McInerney, T J
- McKnight, C
- McMillan, H
- McWilliams, C E
- Mennell, R M
- Millhouse, G E
- Miller, M N
- Miller, T B

- Mills, D P
- Mitchell, D S
- Mitchell, J
- Monarco, V J
- Monaro, L
- Montucro, R J
- Moody, M C
- Moore, A
- Moore, G S
- Moore, J D
- Moosbrugger, M
- Morey, V
- Morgan, N E
- Morning, W T
- Morris W R
- Morton, H
- Mosher, R J
- Mulford, E L
- Myers, C

- Naughter, J J
- Near, L A
- Neff, J A
- Nelson, D
- Nemet, M

- O'Connell, M N
- O'Dell, M
- O'Rourke, T
- Ortiz, E
- Owltaw, T C
- Overton, A

- Pacuk, G
- Palminteri, T
- Pareene, M
- Parker, M L
- Parlette, D I
- Pascita, D A
- Patterson, E E
- Patterson, J C
- Peck, C A
- Pelkey, G
- Penski, K
- Perez, A A
- Perkins, J
- Pero, H E
- Peters, B
- Peterson, C F
- Pettiford, E M
- Phifer, S L
- Philogene, A H
- Pierce, C E
- Piro, P J
- Placilla, G A
- Platts, E
- Poland, W H
- Power, J J
- Purcell, R N

- Ragosta, A A
- Rakowski S A
- Ramsay, T D
- Ramsay, R
- Rawlings, L
- Rawls, H D
- Rebele, B
- Redmond, K S
- Reich, J E
- Reynolds, B
- Reynolds, S A
- Richardson, M
- Richichi, C G
- Rios, C
- Rizzo, P P
- Roberson, R
- Roberts, L L
- Roberts, R F
- Robinson, F
- Robinson, M
- Robinson, U S
- Rodriguez, J
- Rose, M E
- Rosenblatt, J L
- Roth, M K
- Rouse, J F
- Ruise, C L
- Russ, G

- Sains, J F
- Salgado, V M
- Santone, N A
- Santora, M C
- Sawyer, B J
- Scapperotti, L A
- Scharets, W
- Schmix, W W
- Schooner, A M
- Schoendorf, R
- Scott, L V
- Scott, M
- Seberle, H
- Segal, A J
- Sellers, F
- Semson, K I
- Sequeira, C
- Shaub, B R
- Shaver, R F
- Sickles, C
- Sidoni, I
- Segel, S

- Singleton, R
- Sissenwein, A
- Smedley, J
- Smith, B A
- Smith, B G
- Smith, C W
- Smith, L B
- Smith, O
- Smith, S
- Smith, T
- Smith, W B
- Soares, E E
- Spillane, B
- Sprague, J B
- Starks, J E
- Stephens, K A
- Stevenson, C M
- Stewart, C
- Stewart, L
- Stiefvater, D E
- Streeter, E L
- Strocher, J
- Sucheski, D J
- Sullivan, R E
- Sutler, K B
- Swahlan, E A
- Swann, M G
- Swanson, J J
- Syniec, C
- Szymanski, M A

- Tancredi, T
- Taylor, A B
- Taylor, F M
- Taylor, P O
- Tebaldi, R J
- Teff, A D
- Tempestilli, P J
- Tennity, H L
- Terwilliger, F M
- Thogersen, K
- Thomas, C
- Thompson, B
- Thompson, H
- Thompson, L C
- Thornell, E J
- Topperman, P M
- Torres, B
- Torres, L M
- Trent, R E
- Trent, W
- Turner, I
- Tyler, D

- Vanauken, J W
- Vanheusen, L S
- Vannatta, S M
- Vautrin, D B
- Velazquez, E
- Villanve, C W
- Vonbergen, M B
- Vosberg, S E

- Wade, A J
- Wagner, J E
- Wagner, K R
- Walker, M L
- Walsh, R
- Walsh, R L
- Ward, E J
- Warner, G
- Washington, C
- Washington, M M
- Watkins, B M
- Watson, R W
- Weaver, K
- Wehr, E C
- Weise, B E
- Wendal, J F
- Wezesnick, R F
- Wheaton, R C
- Whitaker, J A
- White, A
- White, E
- White, G P
- Whitehurst, O M
- Whitmore, R V
- Whyte, J R
- Wiemann, M
- Wilder, B J
- Wilkinson, F M
- Williams, A J
- Williams, G C
- Williams, J
- Williams, M L
- Williams, P J
- Williams, W G
- Wilson, R D
- Wirth, R C
- Wisdom, C D
- Woods, B
- Woods, N J
- Worrel, E L

- Yanno, M J
- Yarner, M J
- Young, I M

- Zayus, D
- Zetterholm, R
- Zunik, R



STATE PROGRAM CITED

New York State Civil Service officials display the plaque recently awarded to New York for its state employee suggestion program which is administered by the state Department of Civil Service. Above, from left, are Victor S. Bahou, Civil Service Commission President, Commissioner Michael N. Seelsi, and Ethel R. Noiseux, state employee suggestion program coordinator. The plaque was awarded by the National Assn. of Suggestion Programs for the government suggestion program with the best-savings-to-cost ratio. In the past, many members of the Civil Service Employees Assn. have contributed suggestions in the monthly program which have won them cash awards, certificates of merit, or both.

SHORT TAKES

PREGNANCY AND DISABILITY

The New York State Court of Appeals ruled last week that private employers must pay disability benefits to women who missed work due to pregnancy. The state's highest court had already directed public employers to provide pregnancy-disability payments and last week's five-two decision means that all private employers subject to New York's Human Rights Law—those with four or more workers—must provide benefits to pregnant women on the same basis as benefits paid to workers injured on the job. The U.S. Supreme Court recently held, in a case involving the General Electric Co., that employers were not required to make pregnancy disability payments. In that decision, the high court said that not making the pregnancy disability benefits available does not violate the 1964 Civil Rights Act which, in part, forbids discrimination based on race, religion, national origin or sex. New York Appeals Court Justice Hugh R. Jones noted that "the determination of the Supreme Court, while instructive, is not binding on our court." The Albany ruling upheld a position taken by the State Division of Human Rights taken in the cases of three female employees who were denied pregnancy disability benefits by the Brooklyn Union Gas Co., American Airlines, and Crouse-Irving Hospital in Syracuse.

TEACHER'S REMARKS PROTECTED

The Supreme Court has ruled that remarks made by a Madison, Wis. teacher, concerning payment of union fees by non-union teachers and made at a public meeting, are protected under the First Amendment. The teacher, Albert M. Holmquist, was assisted in his five-year court fight by the National Right To Work Legal Defense Foundation. Mr. Holmquist, at a 1971 meeting of the Madison Board of Education, objected to a proposal being considered by the board which would have obliged non-union teachers to pay an agency fee to the union. The union, Madison Teachers, Inc., had asserted that Mr. Holmquist's remarks to the board constituted negotiations with board members. In a complaint to the Wisconsin Employment Relations Commission, it said it alone had the right to discuss such matters with the board. The WERC agreed with the union but in a unanimous decision, the Supreme Court rejected the WERC finding and subsequent appellate decisions which concurred. Chief Justice Warren Burger, in the opinion, noted: "Whatever its duties as an employer, when the Board sits in public meetings to conduct public business and hear the views of citizens, under the First Amendment it may not be required to discriminate between speakers on the basis of their employment or the content of their speech. . . . To permit one side of a debatable public question to have a monopoly in expressing its views to the government is the antithesis of constitutional guarantees."

BUY U.S. BONDS! Buying U.S. Products Makes Sense For Us

Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations
Published every Friday by

LEADER PUBLICATIONS, INC.

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

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

Jerry Finkelstein, Publisher
Paul Kyer, Associate Publisher

Marvin Baxley, Editor

Harcourt Tynes
City Editor

Charles O'Neill
Associate Editor

Jane Bernstein
Features Editor

N. H. Meger, Business Manager

Advertising Representatives:

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

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

FRIDAY, DECEMBER 31, 1976

Bad Faith

WE hope state negotiators will carefully read this week's What's Your Opinion column which appears on the opposite page.

The question posed to six state workers by Leader staffer Pamela Craig was: "As a civil servant, what do you hope the new year will bring?" Although the persons queried are employees of the Department of Social Services and work in Manhattan, we are sure their responses pretty well represent the feelings of the overwhelming majority of state workers.

The interviewees commented on the salaries—or, more properly, the deficiencies of them—earned by state workers. We think one person, Mabel Nelson, said it all when she observed that when she tries to open department store charge accounts, "they tell me I don't make enough money to qualify."

Now this is just an incredible situation. Seemingly, the best way to start a state contract negotiator down the road to inattention is to bring up the rocketing cost of living. We don't believe these negotiators have spent the last few years wrapped in cotton batting insulation but they apparently believe that the world has not spun a turn since the days of the William McKinley dollar. We wonder if these negotiators have visited a supermarket lately. Don't they eat? Pay rent? Buy clothing?

Last week the Civil Service Employees Assn. declared an impasse in contract negotiations with the state. The union has charged that the state has conducted its dealings at the bargaining table in bad faith. A spokesman for the CSEA pointed out that the state's latest salary increase proposal would put about \$150 more a year in state worker wallets. This, given the fact that the workers have received no increase in the past two years, hardly makes for bliss unbounded. Coupled with the fact that the cost of living has zoomed out of sight in the same period, we can only say that, indeed, the proposal well justifies the union's tart description of it as a demeaning and insulting one. Don't they think state workers can add?

But there is another ugly aspect to the situation. There are four Bargaining Units, representing about 140,000 state workers, involved in the negotiations. To each, the state has proposed a different salary increase rate. This is a blatant attempt to pit one Unit against another, one employee against another, with the aim of fragmenting the union. No one has ever yet accused the state of being subtle, but this is an obvious try at union busting.

The state's salary offers are unacceptable.
Its attempt to fragment the union is deplorable.
Bad faith bargaining indeed.

C.O'N.

Questions & Answers

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

A. The claim number identifies a claim for Medicare payment on bills for medical services. If you put a wrong claim number—

or don't enter a number—on a "Request for Medicare Payment" form, a search for your correct number is necessary and this can delay payment. The claim number should also be written on each separate bill exactly as it appears on your Medicare health insurance card.

Don't Repeat This!

(Continued from Page 1)

legislative branch disposes. Thus the warning given to Governor Carey and Mayor Beame last week by Senator William Proxmire that the Congress had to provide further financial assistance to the City of New York had an air of finality.

Senator Proxmire is chairman of the Senate Committee on Banking and, consequently, would play a key role in any legislative program designed to help the City. Senator Proxmire's negative attitude is doubly significant because his views are shared by Rep. Henry Reuss, the chairman of the House Committee on Banking.

Eve Of City Election

The Proxmire approach bats the ball back into the New York court, leaving both Carey and Beame with a hot potato on their hands. On the eve of the City election campaign, Beame has been trying desperately to color the City's fiscal picture with a patina of brighter coloration. However, those efforts are invariably frustrated as dismal facts rise to the surface.

Last week was not a promising one for Beame. In addition to the tough stance taken by Senator Proxmire, the State Court of Appeals handed down a decision upholding the claims of the Patrolmen's Benevolent Association for back pay. This decision adds an item of \$20,000,000 to the City's expenses.

Statistics made public by the Police Department show a high increase in the crime rate during the past year. This is hardly a surprising development, in view of sharp reductions that were imposed by Beame on the City's police forces. With the Fire Department stripped to a bare bones operation, death by fire has become an almost daily occurrence.

Also during the week a new set of statistics made public by the Board of Education shows a sharp decline in the reading level of the children attending the City's public schools. Again this is hardly a surprising development. With the teaching staff cut to minimal levels and the elimination of such school supportive services as remedial reading programs, the level of school performance had no way to go but down.

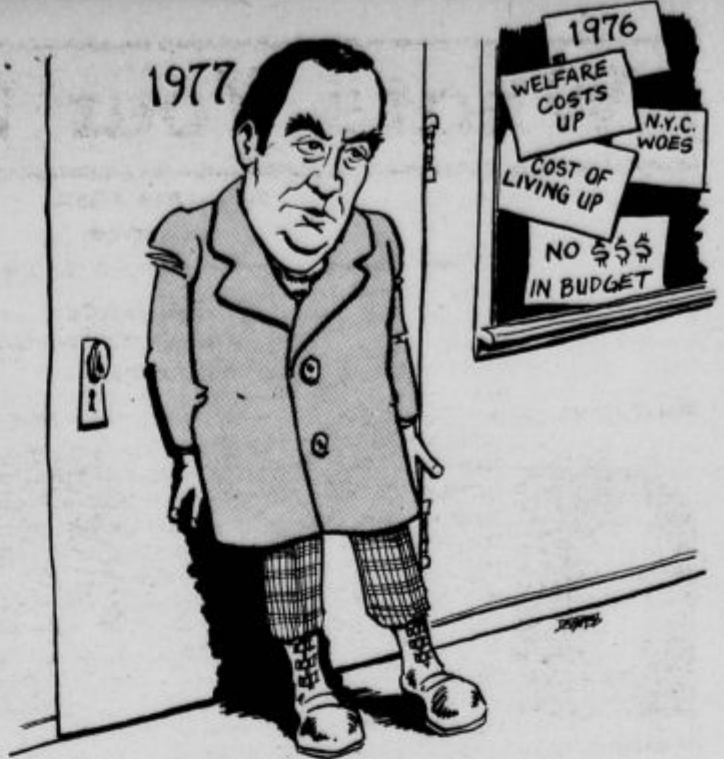
Lack Of Program

The real problem confronting the Beame administration is the lack of program to make the City more liveable. Violent and frequent attacks on the elderly have generated fears for their safety among all segments of our population. The deterioration of our school system is hardly calculated to attract young, creative, middle-level corporate executives to the City.

Beame has come up with a program to encourage business to come into the City, consisting principally of tax reductions on business enterprises. As part of that program, Beame would reduce the commercial occupancy tax and eliminate the sales tax on the purchase of equipment needed by manufacturing industries. Unfortunately, this program, while unquestionably desirable, raises the age-old question of what comes first, the chicken or the egg.

In the nature of things, the tax reductions would have to come first. That means that

(Continued on Page 7)



"WHEW—ANOTHER YEAR GONE"



Civil Service Law & You

By RICHARD GABA

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

Two Appellate Cases

The petitioner was a correction officer from May 1971 until June 1973. He resigned his position following a hearing by the Correction Department, where petitioner was found guilty of failing to safeguard his weapon, which resulted in the death of another person. He also was found guilty of conduct unbecoming a correction officer because of a petit larceny conviction based upon his plea of guilty.

ON NOVEMBER 9, 1971, in the early morning hours, petitioner's friend, at petitioner's home, loaded the petitioner's gun and fatally shot himself in the petitioner's presence. However, criminal charges were not brought against him and he continued in his position as a correction officer. In March 1972, petitioner was indicted for robbery. He pleaded guilty to petit larceny and was placed on three years' probation. One of the conditions was that he resign his position as correction officer. Subsequently, petitioner took an examination for Transit Police Patrolman, and after passing that examination, his name was placed on the eligibility list for the position of patrolman. On September 10, 1973, the Civil Service Commission of New York City, the respondent in this case, advised petitioner that an investigation into his background revealed his guilty plea, and, therefore, he was not qualified for that position.

IN OCTOBER 1973, he was marked "qualified subject to investigation" on the strength of a certificate of relief from disabilities issued by the court. Before the investigation was completed on January 11, 1974, the petitioner's name was certified for appointment as patrolman. In July 1974, the Department of Personnel newly determined that the petitioner was not qualified for the position because of his prior conviction and his prior employment record. Petitioner appealed to the Civil Service Commission, and the Civil Service Commission denied his appeal.

PETITIONER COMMENCED an Article 78 proceeding in the State Supreme Court, which held that, based on the record of the appeal, it could not be said that the denial of the appeal was arbitrary and capricious. The determination of the Civil Service Commission is supported on the record. Petitioner attempted to justify his past conduct relating to the incident resulting in the death of his friend and the involuntary indictment followed by a plea of guilty to petit larceny. However, the court felt that his explanations were unconvincing. The court said, "He had the burden of proving his eligibility. We feel that the determination against petitioner was made in good faith. Indeed, the complete documentation of the record belies petitioner's claim and that, in any event, his disqualification was not proven at a full hearing." In the Matter of Kowalski v. City Civil Service Commission of the City of New York, 52 A.D. 2d 769(9) (First Dept.)

(Continued on Page 7)

What's Your Opinion

By PAMELA CRAIG

QUESTION

As a civil servant, what do you hope the New Year will bring?

THE PLACE

World Trade Center, Manhattan

OPINIONS

Mabel Nelson, clerk: "I hope the New Year will bring a copy of the signed contract from Governor Carey saying that we will receive a substantial raise in April 1977. I've been here for two years and I haven't had a raise. The cost of living has continually been on the rise. As a clerical worker, I truly feel that we deserve a raise, due to the fact that we are underpaid. I can prove it everytime I go to a department store and attempt to open up a charge account and they tell me I don't make enough money to qualify."



Rita Fishman, stenographer: "Good health for all my friends, hopefully a pay raise, no fighting amongst anybody in the office, no discrimination, and I hope I will be able to perform my job well. I've been working at this job for three months and I have had to pull teeth to learn how to do the job thoroughly. Maybe the New Year will bring people into the office who are willing to train new employees their jobs, instead of putting the responsibility on everybody else."



Irene Jwanczyn, clerk: "I hope the New Year will bring a raise or glimmer of smoke for a raise. I would hope to be upgraded with the New Year, too. It is not always fair to work and always be kept down. When those on the higher grades are upgraded without even taking a test, it breaks the spirit. For older people from another country, passing tests is often very difficult. My hope is to be upgraded without taking the test."



Chris Wills, clerk: "As a civil servant, I would hope the New Year will bring the contract for a 22½ percent cost-of-living wage increase which the Civil Service Employees Assn. is negotiating with the state. I feel that we have been working for poverty wages for a long time. The postmen, firemen and the policemen went out on strike for their raises, yet they say we will be penalized if we go on strike. I also hope the New Year will bring peace to this troubled city."



Claudine Rush, clerk: "Well, I actually hope the New Year will bring health, happiness and peace into the world. I also hope 1977 will bring a raise increase and a career ladder for Grade 3, so we can move up and advance within civil service. If they are not going to give raises, the only thing left to do is to advance yourself to a higher wage level. So, the most I could hope for the New Year to bring me is hope for a better living wage, and the hope that I will advance to one."



Goldie Tobish, clerk: "Good health and happiness for my friends and loved ones, peace of mind and a nice contract with a 22½ percent raise. The last raise was turned into a bonus. It was supposed to be \$250 and by the time we got it, after they took the full tax deduction, it was \$168. As far as I'm concerned, we gave our raise away last time around. It's important not to let that happen again."



RETIREMENT NEWS & FACTS

By A. L. PETERS

Work Benefit Plan

An unusual plan which allows unemployed or underemployed citizens to work out \$1,000 of their taxes in public service has been instituted in Hartford, Conn. Those who qualify will receive from \$2.50 to \$4 an hour for work varying from unskilled labor to professional services.

Eligibility for senior citizen center, long a matter at issue in some states, is gradually being eliminated. The "means test" was a requirement limiting services to the elderly in many jurisdictions. The new Title XX of the Older Americans Act expected to pass Congress soon will limit the provision of these services only to "members who have incomes below 9 percent of the state's median level." If the state can prove the center can operate without this test, it need not be applied.

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)

Harold H Gilbert Flushing
Judith T Giordano Calverton
Barbara J Grasso Schenectady
Martha B Grosso Hicksville
Alexander Gutow Kanona

Angelo E Guzzi New York
Edward A Haase North Belmore
Ira C Hafner Brooklyn
Carol A Halloran Bronx
John E Hanson Bellport
Francis Harrigan Franklin Square
Eugene W Harris Macedon
Muriel R Hazard New York
John G Hendricks Danville, Pa.
Ralph D Hendrix Syracuse
Orville C Hickman Lewisville, Ind.
Catherine T Higgins White Plains
Johanna B Hilgreen Baysboro
Dennis J Hogan Pomona
Michael D Howard Wappingers Falls
William W Hudgens Watertown, Pa.
Alyce A Hunt Millbrook
Daniel N Iurino Syracuse
Georgina Iversen Stony Point
Willie Jackson Hempstead
David Johnson Wyandanch
Gladys Johnson Staten Island
Alexander H Johnston Farlow, N.J.
Antoinette Jones So. Ozone Park
Allen J Kampel New York
Evelyn T Kiesel Uniondale
David D Klein Brooklyn
Carol S Kline Bronx
John R Klueg Syosser
Alvin L Knepp Ogdensburg
Anne R Kraus Ardley
Robert B Lamb Latham
Nancy A Lang Buffalo
David Lavender Bellerose
Brenda Ann Lazenby Kings Park
Neilson P Learn Waukena
Ralph B Lee Selden
Rosalie Leo Hartdale
Albert Levine New York
Herbert S Levy New York
Morton H Levy Buffalo
George I Lewicky New York
Jane S Lin Kew Gardens
John A Lindlof Ithaca
Alvin S Lovell Brooklyn
Thomas D Lumley Levittown
Pamela R Manning Brooklyn
Robert Mannings Hempstead
Marjorie M Marcus Oceanside
Mary L Marino Syracuse
Harold F Marra Poughkeepsie
Augustin E Marshall So Ozone Park
Simsy Martin Plattsburgh
Joanne M Masrangelo Rosebank
Vincent McCann Plainview
Edward P McCarthy Schenectady
James R McConnell Watertown
Sebastian V Mecca Buffalo
James P Mellon Brooklyn
Joseph A Miller Brooklyn
Martha I Moe Brentwood
Irene Moore Hempstead
John J Moore Huntington
Mario J Moreira East Newport
Sheila Morey Gloversville
William H Morse Springfield, Mass.
(To Be Continued)

Don't Repeat This!

(Continued from Page 6)

Beame will be obliged to make compensating cuts in the budget, in order to maintain a balanced budget. These cuts will necessarily involve further dismissals of civil service employees and further cuts in the already intolerably low level of City services.

Both Carey and Beame are counting on fiscal relief by a federal takeover of welfare programs. That is a desirable objective, but the achievement of that goal is beset with many problems.

The basic one is the level of welfare payments that might

possibly be approved by Congress. When President Nixon submitted to Congress the Family Assistance Plan crafted by Patrick Moynihan, the plan was defeated because of the negative votes of Congressmen from high-cost urban areas. Their objections were that while the subsistence standards in the proposal would satisfy the living cost in the rural areas of Mississippi, they would be intolerable in higher-cost areas of the large cities. A similar problem will arise in any proposal for a federal takeover of welfare.

Civil Service Law & You

(Continued from Page 6)

IN ANOTHER decision from the Appellate Division, First Department, brought by a wounded Vietnam veteran against the New York City Police Commissioner, the court held that the Commissioner was under no statutory or constitutional obligation to appoint patrolmen who can perform only some of the functions of the title. The court held that the rejection of petitioner's application for appoint-

ment was not arbitrary, capricious, illegal or an abuse of discretion. The petitioner in this case had applied for the Police Department before he was inducted into the U.S. Marines. He was wounded during his military service and attempted to secure appointment to the police force after his return. The court recognized the sacrifice of the petitioner; however, it denied that he had any rights to appointment.

LETTERS TO THE EDITOR

Thanks, John

Editor, The Leader:

Many thanks to John Wakewood, shop steward for Office of General Services local 660 at the Empire State Plaza garage, for his outstanding efforts and success in the many problems he has handled.

Mr. Wakewood was able to secure adequate heat, ventilation and air conditioning which were not provided when the facility moved to the Mall on Aug. 11.

His efforts on behalf of his fellow employees and through the cooperation of management were entirely successful.

Our thanks to John for an outstanding job.

Earl H. Kilmartin,
President

'A Funny Way...'

Editor, The Leader:

I don't know how much success other retirees have had in getting pension information, but I have had none.

I retired Sept. 30. All required papers were filed and acknowledged for receipt only. Previously, I had taken a full day to travel to Hauppauge for an interview with a pension plan representative

from which interview I learned only that I was too early (approximately six months). Subsequently, I wrote to James H. Terry, director Retirement Systems Information Services, and to Joseph Ferlauto, director, Member Services, and received no reply to my letters.

I have now been retired two full months and still don't know how much I will receive as a

monthly pension, nor when payments are supposed to start.

Possibly the Leader can initiate some action, but for my part it seems like a funny way to run a railroad.

Thomas E. Hanaway
Babylon

Ford's Revenge?

Editor, The Leader:

I have just read in the press that President Gerald R. Ford will ask Congress to give "the biggies" a 40 percent hike raise. This will include members of House and Senate, judges and some "very important people."

This is certainly sensational coming from a President who spoke of "biting the bullet" for all the small people but made sure to exclude himself. As a further step in austerity he succeeded in reducing the cost-of-living benefit by 1 percent for all retired federal employees.

Now Mr. Ford is showing where his heart really belongs: To "the biggies" and not the small people whom he treated so harshly. Or is he taking revenge for being denied another four years in the White House?

Samuel Komansky
Brooklyn

LETTERS POLICY

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

Give a pint of blood.
Make a miracle.

Restructuring Committee Report

The following is the report of the Committee to Restructure CSEA submitted at the CSEA annual convention this fall, and acted on by the delegates. Chairman is C. Allen Mead, of James E. Christian Memorial Health Department chapter, and committee members are William Crimm, Edward Perrott, Nicholas Puziferri, William McMann, Robert Diaz, Virginia Colgan and William Davis.

The Committee to Restructure CSEA was established five years ago by the Annual Delegates Meeting. The original committee, which was chaired admirably by Mr. A. Victor Costa, was conceived from a need to make the structure of this Association more responsive to the changing needs of its membership. Therefore, a group of the Association's own members vigorously sought out, possibly for the first time and definitely with an unequalled determination, the opinions of the entire membership, from individual members on through the chapters, conferences and statewide officers, their recommendations to make CSEA the union they required. In many cases, this necessitated dramatic changes and often it required very careful consideration of policies and procedures, even existing ones, in order to have them specifically outlined.

From the thousands of opinions expressed to the original committee, the long deliberations, the active debates and the decisions of the delegates, a restructured CSEA, in every way, evolved as we know it today. Each and every member should be proud of the completely democratic statewide structure implemented through the committee's work. The regional offices, their structure and operation designed by the committee to satisfy the needs of each local CSEA member and also guaranteeing representation on the statewide level. The Board of Directors, representing every entity of CSEA in establishing the policy of the Association. Many of the professional services provided through our headquarters and field staff, the fiscal and administrative policies, the election procedures and much of the standardization of various operation of the entire Association, at every level, were achieved through Restructuring.

GOALS

As a new committee, established during the past year, we feel that CSEA has substantially completed a process of Restructuring. As is the case with a major change in operations, such as the one which has occurred in CSEA, we feel that period of adjustment is required.

Our committee recognizes that CSEA is still not the operation many believe it should be. We are aware of the discontent with several areas of the Association. We are not, however, at this time prepared to agree that the structure is completely, or partially, at fault. We believe that the most important factor in determining where we, as a union, should be going is to first recognize where we have been and then realize where we are now. The concept of restructuring was simply planning to meet the future needs of the Association. Simply said, but not so easily accomplished. Unfortunately, there are occupational hazards inherent in any method of planning, the most obvious of which is that all the research and design cannot be analyzed until the plan has actually been tested. We subscribe to the theory that constructive advances cannot be made in alleviating problems by merely changing methods without first observing the causes for the incomplete success of the initial attempt.

We, and surely the majority of CSEA members also, must believe that the original plan of Restructuring was a very good, in fact probably an excellent plan. Hopefully, our research will indicate the changes that are required to meet with complete success. It may be the structure itself, or it may be the operation of it. In either event, we are fortunate to have the advantage of an existing plan to review and we look forward to the opportunity. Therefore, we plan to be extremely careful in reviewing changes at this time and plan to direct our primary energies toward an intensive review of the current Association structure.

IMMEDIATE OBJECTIVES

Listed below are some of the items which have been referred to the Committee to Restructure CSEA. These items are currently being reviewed by the committee for possible proposals at future meetings. The committee would sincerely appreciate your comments on these items, or naturally, on any other items.

—A dues structure establishing the amount of dues assessed to a member according to a salary range.

—The composition and operation of the Board of Directors.

—The composition and operation of all negotiating teams.

—The duties and responsibilities of staff members.

—The selection and/or election of candidates for the offices of President, Executive Vice-President, Treasurer and Secretary by the Delegates.

Please address comments to:

Mr. C. Allen Mead, Chairman
Committee to Restructure CSEA
7 Prince Court
Loudonville, New York 12211

PROPOSALS

APPROVED

• Regional Trial Boards:

The CSEA Counsel shall prepare for distribution to the statewide officers, Board of Directors, chapter and unit presidents, proposed guidelines for conduct of regional trial boards.

Comments shall be returned to the committee to restructure CSEA for study and final recommendations to be presented at the next Delegate Meeting.

• Honorariums:

The establishment of any honorarium, or an increase in any existing honorarium, may not take effect during the term of office of the incumbents.

• Standard Terminology:

All chapters shall be identified as locals.

• Board Committee for Meritorious Service Awards:

The Board of Directors shall establish a committee for the purpose of evaluating and making recommendations upon all requests for awards to members other than the Memorial Plaque, for meritorious service in behalf of the Association.

REFERRED TO COMMITTEES

• Statewide Officers as Elected Local Officers:

Commencing with the 1979 election, no statewide officer (as defined in Article 4, Section 6, of the Constitution) shall be an officer of a chapter or unit if such officer is serving on a paid basis from CSEA, exclusive of the honorarium or expenses approved by the CSEA Board of Directors.

• Regional Trial Boards:

Charges shall be limited to acts against CSEA or internal matters such as affecting CSEA.

Any charge or matter referred to a Regional Trial Board shall first be reviewed by the Association's Counsel for determination, without prejudice, of its propriety.

• Responsibilities of Negotiating Team:

In order to insure that each negotiating team has properly represented the priorities and issues determined by the membership for which a contract is negotiated, the team, within six weeks of the ratification of a contract, shall conduct a meeting at a regional level for each bargaining unit for purposes of:

—Identifying the items selected for negotiations.

—The priority assigned to the items selected for negotiation.

—The intent of the articles negotiated.

—The interpretation of the articles negotiated.

• Responsibilities of Negotiating Teams:

Negotiating teams shall not be discharged after a contract is signed.

The negotiating team shall be in existence for the duration of the contract.

Their main function shall be final interpretation and enforcement.

TABLED

• Renaming of the Committee:

Any matter relating to the structure of CSEA or its general planning or procedure shall first be referred to this committee for investigation.

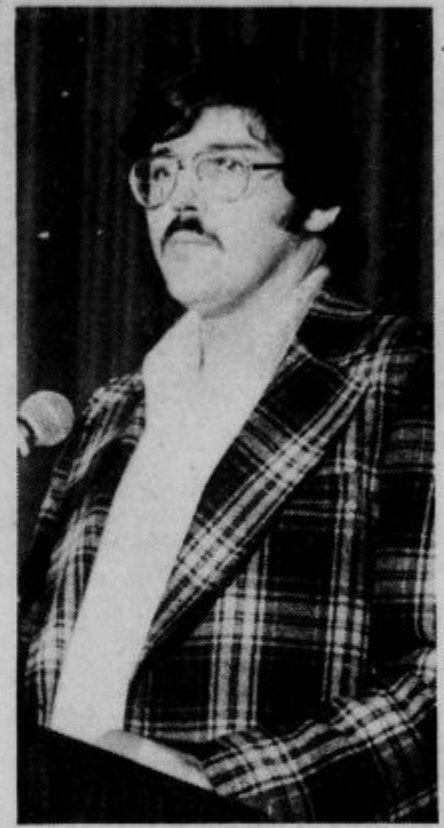
• Complete Report of Restructuring:

The committee shall be allowed to encompass all the research and phases into one volume to be published and distributed to all regions, chapters and units of CSEA.

DEFEATED

• State Division Departmental Committees:

In the State Division, Departmental



Restructuring committee chairman C. Allen Mead reads off proposals to be discussed and voted upon by delegates. Some approved items become effective immediately, while others are referred to appropriate committees for follow-up.

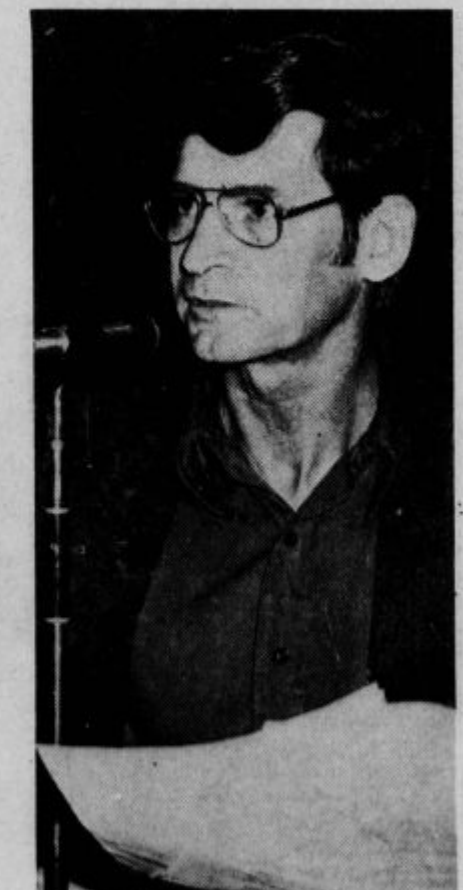
Committees shall be composed of each of the chapter presidents within a department and the departmental representatives to the State Executive Committee.

A departmental negotiating committee shall be formed.

The members shall elect their own chairman.

No officer of the Association (as defined in Article 4, Section 6, of the Constitution) may serve on a departmental committee.

At least one member from each bargaining unit included in the department shall serve on this committee either through election from the above described method or through appointment by the elected committee chairman.



Edward Evans, president of Rensselaer County Educational Employees chapter 871, refers to report as he adds his views to discussion at general business session.



Open session conducted by union's legal committee featured commentary by attorney Richard Burstein. Committee members, seated from left, are Richard Snyder, of Wassaic Developmental Center chapter 426; Andrew Placito, of Onondaga chapter 834; Nicholas Abbatiello, of Nassau chapter 830; Michael Morella, of Westchester Local 860, and chairman Joseph Conway, of Workmen's Compensation Board chapter 671.

CSEA CONVENTION REPORTS, PHOTOS



Helen Murphy, delegate from New York City chapter 010, and CSEA collective bargaining specialist Jason McGraw are caught in animated moment. They were stationed at one of information booths set up to provide delegates opportunity to discuss problems with appropriate staff members.



County affairs were discussed by Jefferson chapter 823's Peter Grieco, left, and Oswego chapter 838's Francis Miller. Mr. Miller is chairman of the Central Region V Counties Workshop, and Mr. Grieco is vice-chairman. In addition, Mr. Miller is a CSEA director, and Mr. Grieco is president of Jefferson county unit.



Buffalo Psychiatric Center chapter 402 delegation checks over the various reports to be discussed by delegates. From left are Patricia Franco, Betty Kaminsky and chapter president Mick Stanton.

(Leader photos by Ted Kaplan)

Constitution And By-Laws Committee Report

The constitution and by-laws committee report, as submitted to Civil Service Employees Assn. delegates last fall by committee chairman Kenneth Cadieux, has been detailed in two recent editions of the Leader.

In the Dec. 10 issue, the Leader printed proposals that were accepted and are now incorporated into CSEA law. The Dec. 24 issue included those proposals that are still under consideration for future delegate conventions.

For the record, those items that were defeated are listed here. Rather than detail the entire sections, The Leader instead is presenting the gist of the defeated items.

—Two proposals would have given separate authority to the State Executive Committee and to the County Executive Committee to establish independent policies for state and for local government employees. (Currently, pol-

icy is approved by members of the two committees meeting jointly with the statewide officers as the Board of Directors. Defeat had been urged on the grounds that the proposals would tend to divide the Association into two separate entities.)

—Would have taken away from the statewide president responsibility for the organization and direction of the union staff and responsibility for the direction and supervision of dues collection. (Although this restriction of presidential authority was defeated, there was a separate clarification in the same section that was approved. This amendment holds the president responsible for presentation of a proposed budget by Sept. 1 each year for the "ensuing" year, rather than the "current" year, as it had been worded.)

—Would have set 67 as age limit for candidates for statewide office. (There

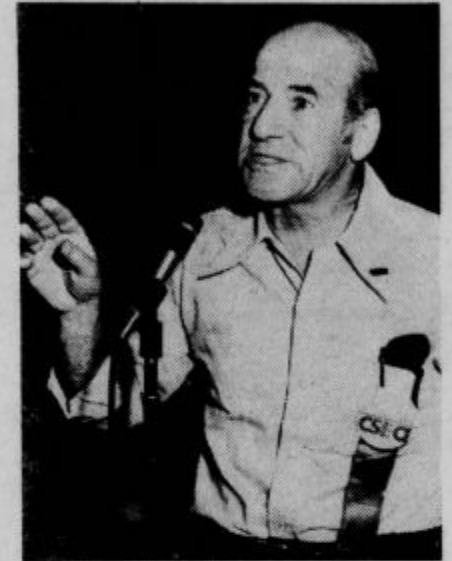
is currently no age limitation.)

—Would have limited Board of Directors to only four meetings a year. (They are currently called at discretion of president, and have generally been at the frequency of once a month.)

—Would have eliminated proviso that president "shall call" statewide meeting during first part of year. (Traditionally, there has been a spring "special" meeting, as well as the regular Delegates Meeting in the fall.)

—Would have increased from 10 cents to 20 cents per member the amount of financial support the statewide organization would provide to the regions from members dues. (It was felt that at this time it is the wrong fiscal climate in which to be increasing expenditures.)

—Would have removed the grievance and the salary committees from their special category of standing committees.



CSEA director Eugene Nicolella, representing Schenectady chapter 847, makes excited gesture as he participates in discussion at which union policy was debated.



Buffalo chapter 003 president Peter Blaauboer, right, confers here with CSEA counsel James Roemer. In addition to the union business that is taken care of at convention, opportunity is provided for paid staff and volunteer union leaders to open lines of communication that may be beneficial in solving future problems.



Judy Burgess, CSEA director from Ontario County chapter 835 and secretary of Western Region VI, seems pleased to hear of unified action by members during labor dispute affecting her home unit.



Kings Park Psychiatric Center chapter 411 delegation, from left, delegate Dorothy Cuneo, secretary Linda Martin and treasurer Gwen Thompson chat as they pause between meetings during the week-long convention last fall at Concord Hotel.



Two CSEA vice-presidents exchange views. Central Region V president Richard Cleary, left, is shown listening to New York City Region II president Solomon Bendet. Behind them are Fort Schuyler chapter 014 president James Currier and Buffalo Labor District chapter 352's Ramona Gallagher.



Various departmental and special-subject meetings were held during course of five-day convention in order to give delegates chance to concentrate on particular problems. In this photo, Mental Hygiene Central Office chapter 673's Ken Swannie, identifiable in center foreground, is among those who are shown as they concentrate on discussion.

APPOINT WEICKART
BABYLON—Grover F. Weickart, of East Islip, a 17-year police veteran, has been named chief of the Long Island State Parkway Police Department.

Chief Weickart succeeds Cyrus Gaeta who has taken the post of chief of the Madison, Conn. Police Department.

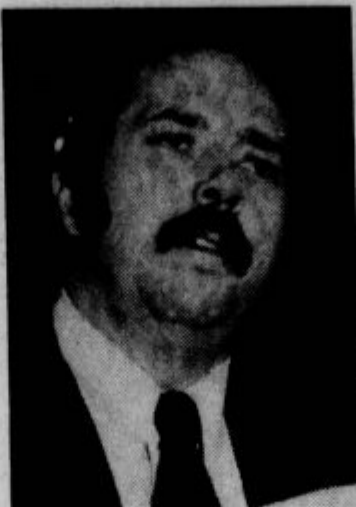
The new chief officer began his career with the LISPP in January 1960, was named sergeant in 1966 and lieutenant in 1972. From March 1973 to February 1974 he was tapped to fill

in as commanding officer of the Niagara Frontier State Park and Recreation Department Police. His professional background includes study at Hofstra University, SUNY at Farmingdale and FBI courses.

VS COORDINATOR

ALBANY—A coordinator of volunteer services eligible list, resulting from open competitive exam 27-557, was established Dec. 14 by the State Civil Service Department. The list contains 135 names.

Metro Labor's Job Reclassing Group Formed



WILLIAM J. DEMARTINO

BROOKLYN—William J. DeMartino, president of Civil Service Employees Assn. Local 350, representing the New York City Metropolitan Department of Labor, announced establishment of a local reclassification and reallocation committee.

Mr. DeMartino said that many job titles within the State Department of Labor have recently undergone changes in job specifications and duties. The purpose of the committee will be to gather data from employees in the Department and then identify where these changes have taken place while securing appropriate upgradings for these titles.

Mr. DeMartino requested local members send any pertinent material and information to him at the Metropolitan Department of Labor, c/o: CSEA, P.O. Box 353, Times Plaza Station, Brooklyn, N.Y. 11217.

I. R. Diesidue is chairman of the newly appointed committee.

COORDINATORS

ALBANY—A historic collections coordinator eligible list, resulting from open competitive exam 27-595, was established Dec. 10 by the State Civil Service Department. The list contains 14 names.

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

NAME PILLSWORTH
ALBANY—Thomas G. Pillsworth has been appointed director of the Municipal Service Division of the State Department of Civil Service. The appointment was announced by Civil Service Commission President Victor S. Bahou.

Mr. Pillsworth succeeds Joseph Watkins, who is retiring after 35 years of state service. The

department is the liaison section between the Commission and the state's 109 municipal civil service agencies, exclusive of New York City.

Mr. Pillsworth started with the division in 1961. He was most recently in charge of a unit which provided professional support services and technical assistance to municipal civil service agencies.

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)

It ain't legal an it sure ain't safe ... but it do seem worthwhile!

MONKEY HUSTLE
AN AMERICAN INTERNATIONAL PICTURE Starring
YAPHET KOTTO · RUDY RAY MOORE
Color by MOVIELAB
Also Starring ROSALIND CASH · KIRK CALLOWAY · JACK CONRAD
Music by CHARLES JOHNSON · Story by ODDIE HAWKINS
Screenplay by CHARLES JOHNSON · Story by ODDIE HAWKINS
Produced and Directed by ARTHUR MARKS · AN ARTHUR MARKS FILM

NOW PLAYING AT SELECTED THEATRES!

RKO CHERAMBA #1 BROADWAY & 47th ST	RKO 86th ST. TWIN #1 86th ST. AT LEX. AVE.	CINE HARRIS 42nd ST. BETWEEN 7th & 8th AVES.	LOEWS VICTORIA 125th ST. NEAR 7th AVE.
IN THE BRONX LESSEE'S KENT E. 187th ST. & CONGOUSE	MANN'S ALBEMARLE FLATBUSH & ALBEMARLE	IN BROOKLYN UA DUFFIELD 248 DUFFIELD	LOEWS GATES 1340 BROADWAY
IN QUEENS RKO ALDEN 165th ST. & JAMAICA AVE.	IN MASSAU HEMPSTEAD 314 FULTON AVE.		
IN NEW JERSEY RKO BRANFORD NEWARK	RKO STANLEY JERSEY CITY	LYRIC ASBURY PARK	IN UPSTATE N.Y. FILM BOOKER'S CINEMA #1 NEWBURGH

The world's most acclaimed play!

Anthony Perkins
in **EQUUS**
Tony Award Winner! Best Play
HELEN HAYES THEATRE
210 West 46th St. N.Y.C. 10036 246-6380

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

SEE IT NOW!

GUYS AND DOLLS
BROADWAY THEATRE,
Broadway at 53rd St., CI 7-7260
ORIGINAL CAST ALBUM RECORDED BY MOTOWN RECORD CORP.

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

THE WIZ
MAJESTIC THEATRE 241 West 44th St. 246-0730

REDUCED PRICE PREVIEWS NOW!

HAPPINESS IS AN AFRICAN MUSICAL CALLED
IPI-TOMBI

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

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

PERFORMANCES THURS. AT 8; SAT AT 2 & 8; SUN. AT 3 & 7

A Soaring Celebration In Song

VINETTE CARROLL'S
YOUR ARMS TOO SHORT TO BOX WITH GOD

PROCES Tues thru Sat Evgs & Mon Evg Dec 20 at 8:00 PM & Sun Evgs at 7:00 PM Orch & Boxes \$15 Mezz \$15 12 10 Balc \$7
Mats Sat at 2:00 PM Sun at 3 PM Orch & Boxes \$13 50 Mezz \$13 50 11 50 9 50 Balc \$6 50
Special New Year's Eve perf at 7:00 & 10:00 PM Orch & Boxes \$17 50 14 12 Balc \$8 50
Please enclose a self-addressed stamped envelope with check or money order. List alternate dates.
For Group Sales only call (212) 354-1032

TELE-CHARGE JU2-3897. Buy Tickets by phone and charge to major credit cards 10A.M.-6P.M.

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

\$ Hike, New Leave Items Held In Liberty Contract

LIBERTY—Wage increases totaling about 8.6 percent have been negotiated in a two-year contract signed by the Civil Service Employees Assn. and the Sullivan County village of Liberty.

The second year of the contract, which will expire May 31, 1978, provides an increase of 5 percent plus one-half the average increase in the New York City Metropolitan Area plus All-Cities Consumer Price Index above 5 percent to a maximum of 9 percent. The first year increases average 3.5 percent. About 18 blue collar workers are affected.

Sick leave accumulation was increased from 120 to 132 days and up to 10 days may now be used for illness in the family; personal leave time not used during the year may be added to sick leave. The bereavement leave of three days for a death in the immediate family was changed to a personal leave allowance of five days a year.

One new item is an emergency leave of one day for those needing it but having no personal leave time or vacation time left. Two other new leave items are five days' jury duty leave and union leave of three days for CSEA representatives attending statewide functions.

A labor-management relations committee was formed and employees from each department may now sit on a village management-labor budget committee.

VS SUPERS

ALBANY—A supervisor of volunteer services eligible list, resulting from open competitive exam 27-556, was established Dec. 10 by the State Civil Service Department. The list contains 169 names.

Feds Open A Variety Of Posts

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

Fiscal and accounting support, shorthand reporter, reporting stenographer, sales store checker and structural firefighter are included. Textile conservator is also under the mid-level announcement.

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

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

payroll. Education can be substituted for experience.

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

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

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

Structural firefighter requires one year's general experience and one year's firefighting experience for GS-4, which pays \$8,316,

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

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

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

For further information contact a Federal Job Information Center.

Open Continuous State Job Calendar

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

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

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

ITC
CHARTERS
TO

RUSSIA

from
\$552 to \$649*

depending on date of departure
Leaving New York thru May 16, 1977
(Some flights scheduled from other cities on certain dates.)

8-day all inclusive Russian Adventure
via **PAN AM**

Anyone can go - no organization membership is required
Everything is included - there are no hidden extras

3 days in **Moscow** & 3 days in **Leningrad**
plus an overnight excursion to Kalinin

- Roundtrip jet charter transportation
- First class hotel accommodations with private bath
- Three meals daily, plus Gala Farewell dinner
- Theatre performances in Leningrad and Moscow
- Daily sightseeing
- Transportation between cities in Russia
- American Tour Director in Russia
- All taxes and service charges

General Tours INC.
49 W. 57th Street, New York, N.Y. 10019
212-751-1440

Ask your Travel Agent to contact **GENERAL TOURS** or mail coupon for detailed brochure.

* per person, double occupancy in hotels

Please send Russia Charter brochure

Name _____

Address _____

City/State/Zip _____

My Travel Agent is _____

Four Heroic Westchester Policemen Are Honored

WHITE PLAINS—Westchester County Executive Alfred B. DelBello presented Red Cross certificates of merit to four Westchester County Parkway police officers for heroic performance in duty. Participating in the presentation were Enzo Allegretti, chairman for the Westchester County chapter of the American Red Cross, and Gerald M. Dworkin, director of safety programs for the chapter.

The awards were given to Officers Ralph Maresco, of Ossining, George Graham, of Dobbs Ferry, Robert E. Duncan, of White Plains, and Lt. Richard H. Crawford, of Peekskill.

The certificate of merit is the highest lifesaving award presented by the American Red Cross to individuals who have saved lives by using skills taught in Red Cross first aid, water

safety, or small craft courses. They are personally signed by the President of the United States and the honorary chairman of the American National Red Cross.

Mr. DelBello stated, "Before the recommendation was made for these men to receive this award, proof had to be extensively documented that the victims would have died had it not been for the lifesaving action demonstrated by these police of-

ficers. They are a credit to the Westchester County Parkway Police force."

On Sept. 26, 1975, Lt. Crawford and Officers Maresco and Graham were on the Hutchinson River Parkway where four occupants of an automobile were trapped in four feet of water, in imminent danger of being swept into the river, where they would have drowned. The three police officers maneuvered their rescue truck as close as possible and then proceeded on foot to the trapped victims, removing them from their vehicle to the truck. The truck then worked its way out of the flood several miles down the Parkway.

In a separate incident on Sept. 27, 1975, Officer Duncan was on duty at the flood swollen Bronx River when a boat carrying two firemen who were trying to rescue two youths capsized. The two firemen clung to a rope tied to the boat, but were in real danger of drowning. Officer Duncan entered the water with a lifeline, and with great difficulty succeeded in rescuing the two firemen. To do so, he had to spend almost one hour in the swift current and was later treated for exposure, lacerations and rope burns.

Present at the awards ceremony were Congressman Richard L. Ottinger (D-Westchester) and Westchester County Parkway police chief Carl Fulgenzi, along with members of the families of the men being honored.

ANALYST LIST

ALBANY—A historic collections analyst eligible list, resulting from open competitive exam 25-596, was established Dec. 10 by the State Civil Service Department. The list contains nine names.

NOTICE IS HEREBY GIVEN that Restaurant Wine License Number 1 RW 26963 has been issued to the undersigned to sell wine, cider and beer under the Alcoholic Beverage Control Law at 4-6 East 57th Street, New York, New York for on-premises consumption.

ROEEN RESTAURANT CORP.
ORSINI'S AT BONWIT TELLER
4-6 East 57th Street
New York, New York 10022

This Winter a Month in SOUTHERN CALIFORNIA — \$399 —

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

Stony Brook Travel

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

**T
Y
P
E
W
R
I
T
E
R**  **A
D
D
E
R**

**MIMEOS ADDRESSERS,
STENOGRAPHS
and reat. 1,000 others.**

Low-Low Prices

**ALL LANGUAGES
TYPEWRITER CO., Inc.**
119 W. 23 St. (W. of 6th Ave.)
N.Y., N.Y. CHelsea 3-8884

TO HELP YOU PASS GET THE ARCO STUDY BOOK

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

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

ORDER DIRECT—MAIL COUPON

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

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

Name _____
Address _____
City _____ State _____

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

REAL ESTATE VALUES

Publisher's Notice:

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

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

Houses Wanted

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

Property Sought

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

House For Sale Baychester Area

FAMILY custom built home—detached brick, 3 separate entrances, garage, patio, outdoor grill, beautiful landscaping. Plot 50 x 100. Owner apartment 3 bedroom, dining, kitchen, utility room with 1/2 bath, workroom. Full tiled bath with stall shower, fireplace. Walk-In—paneled, 3 1/2 room. Top Floor—Entrance via circular staircase, 3 rooms, 5 closets, pantry. Reasonably priced. Brakers on every floor, venetian blinds, storms etc. Call (914) 693-7887.

SAVE ON YOUR MOVE TO FLORIDA

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

Write

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

Tel (813) 822-4241

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

FLORIDA MOBILEHOME LIVING IS EASIER

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

FLORIDA

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

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

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

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

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

You can subscribe on the coupon below:

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

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

NAME _____
ADDRESS _____
CITY _____ Zip Code _____

Onondaga Schedules 6 Exams

SYRACUSE — The Onondaga County Personnel Department has opened filing until Jan. 5 for six open competitive examinations to be held Feb. 5.

Public service dispatcher (Exam No. 65-265) pays \$5,800 in Camillus, which has one vacancy, and \$6,587-\$8,217 for Onondaga County, which has three vacancies.

School bus dispatcher (65-316) pays \$6,900 in Onondaga County, which has one vacancy. **School transportation director** (65-318) pays \$10,000-\$11,500 in Onondaga County, which has one vacancy.

Custodial crew leader (65-179) pays \$7,742-\$9,667 at the Van Duyn Home and Hospital, which has one vacancy. **Water control**

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

center attendant (65-267) pays \$4.66-4.86 an hour at the Syracuse Engineering Department, which has six vacancies.

Educational television operations supervisor (65-258) pays \$13,652-\$16,372 at Onondaga Community College, which has one vacancy.

WORKMEN'S COMP

MANHATTAN — Valarie Lucznikowska has been named to direct the New York State Workmen's Compensation Board's public information program. The announcement was made by Arthur Cooperman, Board chairman.

Ms. Lucznikowska was most recently an account executive with a Manhattan-based public relations firm. Her primary duty will be dissemination of information concerning the Workmen's Compensation and Workmen's Disability laws to the public, including both employees and employers.

Wenzl: DMH Problems DMH's

THE BRONX—In the wake of an inquiry by the State Commission of Investigation into patient suicides and alleged patient abuse at Bronx Psychiatric Center, the president of the Civil Service Employees Assn., Theodore H. Wenzl, questioned whether the Commission will address itself to what he termed was the real problem afflicting mental institutions throughout the state.

The Commission has subpoenaed from the BPC records of six patients who recently committed suicide, or were the alleged victims of assault, also involving alleged rape.

The CSEA charges that, within recent years, staffing at BPC has been so drastically reduced and emasculated that adequate patient care is almost an impossibility, and that the safety of both patients and employees cannot be assured.

"We have on numerous occasions brought these deplorable

and unacceptable conditions to the attention of the Department of Mental Hygiene, and their response has been further layoffs in the institutions and a pattern of harassment through disciplinary procedures of the remaining employees," Dr. Wenzl said.

As recently as last October, an institutional chapter president had charged that due to attrition, the institutions were conducting only a holding operation and that Lawrence Kolb, head of the State Department of Mental Hygiene, should be "hit with a malpractice suit for the way the hospitals were run."

Dr. Wenzl stressed that the situation had worsened and that the condition was endemic to all state institutions.

Comments by Hugh F. Butts, director of BPC, have given substance to the CSEA contention that cutbacks in staffs and fiscal resources have occurred at his facility.

However, Dr. Butts said that despite the cutbacks, "a group of professionals and non-professionals have continued to work diligently in the face of an 85 percent increase in admissions to the institution over the past two years."

State Comptroller Arthur Levitt, in an audit of BPC, released recently, confirmed that operations at the institute have been affected by budget cuts and hiring freezes, and that the patient population was 720 inpatients and 4,000 outpatients while the hospital staff numbered 1,300, reduced by 200.

Dr. Wenzl concluded that it was about time the administration faced up to the real problem.

"That proper patient care cannot be rendered by an undermanned, overworked staff," he said.

He said he felt that with adequate staffing, the problem of suicides and assault in institutions would be drastically reduced, if not altogether eliminated.

Feds Opening Several Jobs

The U.S. Civil Service Commission has opened filing for several positions with limited vacancies.

Engineering technician requires at least two years' specialized experience or graduate education.

Orthotist-prosthetist has been opened in New York City at grades GS-4 (\$8,316) and GS-5 (\$9,303).

Two years of college training and/or experience are required for GS-4. GS-5 requires four years' college training or three years' technical experience or a combination of three years' training and experience.

Applications are being accepted for utility systems repairer-operator at WG-10 in New York City, grade WG-7 asphalt worker at West Point, WG-10 boat operator and air safety investigator (field) at GS-11 (\$17,056) in New York City.

The air safety job requires three years' general experience and three years' specialized experience plus a commercial pilot certificate. Boat operator requires a Coast Guard license.

For further information contact a federal job information center.

Suffolk Sets 2 OC Exams

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

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

Full Employment Is The Key To Prosperity.



you won't
believe how
good it tastes...
until you
taste it!

GEKKEIKAN

(PRONOUNCE IT GAY-KEE-KAN)

PLUM WINE

serve
with club soda
or on the rocks
with a kiss of lemon



Imported by the Sidney Frank Importing Co., Inc., N.Y.

Ask Firing Of Rochester Psychiatric Center Chief

ROCHESTER — A demand that the director of the Rochester Psychiatric Center be suspended was debated by the president of the center's Civil Service Employees Assn. chapter.

William Crimm, chapter president, said that Russell Barton should be suspended pending a state investigation of administrative practices at the 1,400-patient facility.

Mr. Crimm said evidence will be submitted to Mental Hygiene Commissioner Lawrence Kolb that Dr. Barton has disregarded the negotiated contract with 1,200 CSEA members.

The chapter initially made the request to Dr. Kolb in October, but Mr. Crimm rescinded it after some progress was made to resolve labor-management differences. Now, however, Mr. Crimm says those differences are irreconcilable and he again wants Dr. Barton suspended.

Dr. Barton has taken a "stern and authoritarian" stance whenever CSEA officials have tried to resolve disciplinary issues, Mr. Crimm said.

In one case, he said, Dr. Barton insisted upon placing a letter of reprimand in an employee's file after the woman inadvertently had taken medicine chest keys home. The woman had volunteered to work a second eight-hour shift and simply forgot to leave the keys when she left work at midnight, he said.

The woman refused to return the keys when she was telephoned at 1 a.m., because she had been aroused from sleep, Mr. Crimm said. He said the woman was scheduled to return to work at 7 a.m., that the keys would not have been needed before then and that duplicate keys also were available.

"It meant nothing to them that the lady had done them a favor" by working a second shift, Mr. Crimm said, adding that the woman has a 17-year record of excellent service.

Mr. Crimm said Dr. Barton "has been unreasonable" in discussing other disciplinary problems and on one occasion expelled him out of his office.



PLAN EMERGENCY ACTION

Members of the Civil Service Employees Assn. ad hoc contingency action committee review items in the union's Contingency Action Handbook at a recent meeting in Albany. The group meets periodically to discuss potential plans for coordinating local or statewide job actions in the event a crisis situation occurs. From left are CSEA executive vice-president William McGowan, committee coordinator; Oneida chapter 833's Vincent Speciale; Nassau chapter 830's Alex Bozza, committee chairman; Franklin Transportation chapter 512's William Fleury; CSEA comptroller Thomas Collins, Fulton chapter 818's William Sohl; Roswell Park Memorial Institute chapter 303's Robert Stelley, co-chairman, and SUC at Old Westbury chapter 614's Dorothy Rabin.

Amsterdam Pact

(Continued from Page 1)
ments in the salary schedule was formed and sick leave time was increased from 120 to 144 days.

The new contract also provides that personal history folders of employees may be inspected by them following five days' notice. The employees may also invite a CSEA representative to inspect the folders with them and may also place a rebuttal document there.

Mediator, Four Fact-Finders Are Appointed

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

The mediator is John F. Hans, of Cohoes, named to the dispute between the CSEA and the Hudson Valley Community College in Rensselaer County.

The fact-finders are Joel Douglas, of Mahopac, named to the dispute between the CSEA School Crossing Guards unit, Westchester County local, and the City of New Rochelle; Thomas Kochan, of Ithaca, named to the dispute between the CSEA and the Steuben-Allegany Board of Cooperative Educational Services; Simon Liebowitz, of White Plains, named to the dispute between the CSEA Nassau County Educational chapter and the Massapequa School District Number 23, and John W. Whittlesey, of Manhattan, named to the dispute between the CSEA and the Town of Walkkill, Orange County.

Cite Ms. LoCicero

WEST SENECA—Grace LoCicero, secretary of the library unit, West Seneca local, Civil Service Employees Assn., was guest of honor at the unit's recent Christmas party.

Ms. LoCicero, who retired recently, was one of the original members of the library unit and has been secretary for the past eight years. She also served on several committees that developed union contract proposals prior to a number of CSEA-West Seneca pact negotiations.

The party was held Dec. 8 at the Pellamwood House, West Seneca.

Rensselaer CSEA Welfare

(Continued from Page 1)

The CSEA, the leaders said, is not in the business of wasting its members' dues money and a long expensive court battle to force the county to negotiate in good faith would still end up with the county imposing a de facto wage freeze during the legal battle.

Because of this, the union plans a public relations effort to inform the public of a number of factors. These include the fact that Rensselaer County presently is paying welfare recipients more than it pays the majority of its work force. Sixty percent of the county's 1,400 employees, the union claims, could qualify for some form of welfare such as tax-free supplemental income

benefits. Eighty percent may qualify for food stamps and 50 percent may qualify for Medicaid, all at the expense of the tax payer.

In the Rensselaer County Sheriff's Department, all of the employees, except the sheriff and the undersheriff, can apply for all these benefits, the union says, and in HVCC, from 20 percent and 50 percent of the employees could qualify for various public assistance programs. If the City of Troy continues its present negotiation posture, giving councilmen a \$1,500 wage increase while imposing a wage freeze on its employees, 20 percent of the employees may end up qualified for these tax-free benefit programs.

The position of the CSEA is that it would be better for the county to negotiate a taxable, revenue-producing salary increase, which would cost the county less than \$2 million, than to impose a wage freeze which could probably force the present \$25 million welfare budget of the county to be doubled within a year.

Less Than Welfare

Because of this, the CSEA said it would decline to mount a strike action which would cost members a further fiscal loss. Rather, the union said it will begin immediately to provide the 200 county, sheriff, HVCC Troy employees with all the necessary information concerning the qualifications for all these tax free programs.

A Rensselaer County "crisis center" has been opened in chapter offices to serve as an information center.

Harmon Swits, CSEA collective bargaining specialist, noted "CSEA can no longer allow our working members to receive less than non-working welfare recipients.

"While this action is regrettable, and one the county is forcing us to take, we believe the tax payer should realize that we want to continue to pay taxes and serve their needs, but we can no longer afford to work more and earn less than a welfare recipient," he said.

About 1,200 applications for various forms of public assistance to cover 7,200 people—employees plus their dependents—may be made by Rensselaer County employees.

If only 50 percent are found eligible, that will add between 5 and 8 million to the county's present welfare budget; if all are eligible, the county's present welfare budget of \$25 million would have to be doubled.

A negotiated, taxable revenue producing settlement would cost the County less than 4 percent of its present budget, Mr. Swits observed.

"The choice is the county's: Either a taxable increase or a tax-free assistance program for all qualified county employees," he concluded.

CSEA's Insurance Change

(Continued from Page 1)
elect to send it, must be received at CSEA Headquarters, 33 Elk St., Albany, N.Y. 12207, not later than March 1.

Said Mr. Corbin: The increases in amounts of insurance to be issued under the change at this

time will not require evidence of insurability or any medical examinations. However, if a member selects "Option B" this year, evidence of insurability will be required if he or she wishes to change to "Option A" in the future.

"The important thing is to look for the mailing," said Mr. Corbin. "Read the contents carefully, and act promptly. If a member wants Option B coverage as explained in the material, he or she must sign and return the card provided by March 1."

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

33 Elk Street, Box 125, Capital Station, Albany, New York 12224 - (518) 432-4231



TO: CSEA MEMBERS WHO HAVE CSEA GROUP LIFE INSURANCE

On January 1, 1977, CSEA will mail to you a notice of change in the CSEA Group Life Insurance Plan. The change will provide for women members of CSEA the same amount of insurance as issued to men members (in the same salary brackets) effective May 1, 1977. In the mailing, a form will be provided which the member can return if he or she wishes a lower amount of insurance, as explained in the material to be mailed, which lower amounts of insurance will be identified as "Option B". The form which the member must sign and mail back to CSEA must reach CSEA by March 1, 1977, to be effective.

Watch for this special mailing and if you want "Option B" coverage, as explained in the mailing, make certain that your card is signed and mailed promptly to CSEA so it reaches CSEA by March 1, 1977.

The increases in amounts of insurance to be issued under the change at this time will not require evidence of insurability or any medical examinations. However, if you select "Option B" this year, evidence of insurability will be required if you wish to change to "Option A" in the future.

The important thing is to look for the mailing -- read the contents carefully, and act promptly. If you want "Option B" coverage as explained in the material, you MUST sign and return the card provided by March 1, 1977.

JAMES CORBIN
Chairman, CSEA Insurance Committee

L.I.'s Corbin Warns Klein Administrators' Conference Is Set Charges May Be Brought

HAUPPAUGE—James Corbin, president of the Suffolk chapter, Civil Service Employees Assn., last week warned County Executive John V. N. Klein that he may incur a charge of improper labor practices if he goes ahead with his threat to notify up to 300 employees this week of possible layoff or reduction within 60 days.

In an unusual move, Mr. Corbin personally called at the County Executive's office Dec. 23 to notify Mr. Klein that he would be violating the CSEA contract if he acts unilaterally.

The contract provides for joint county-CSEA consultation before any layoff can be made. Mr. Corbin asserted that any notification sent by the county without prior consultation with the union would be invalid.

It was anticipated, however, that Mr. Klein would pursue his plan as a device to apply pressure on the CSEA leadership in his demand to reactivate negotiations for a 1977 contract.

Meanwhile, increment payments under the recently adopted settlement were paid Dec. 23. Employees on steps received 50 percent of the increment, with the balance payable in February and March plus a two-step advance July 1. Those at top step at the end of 1974 received \$1,000.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

with an additional \$250 payable in February.

Mr. Klein had conformed with the 1976 terms that were included in a settlement voted by the Suffolk County Legislature. He has said, however, that the 1977 included terms are not valid. Mr. Klein demanded that Mr. Corbin reactivate negotiations for 1977, threatening to file unfair labor practices charges against the employees' union.

Mr. Corbin reiterated that he will meet with Mr. Klein "without waiving any rights" under the existing settlement decreed by the legislature. CSEA officials noted that if Mr. Klein offered an improved package, the union would be free to accept it.

WASHINGTON, D.C.—Two sessions for government administrators will be offered at the National Micrographics Assn.'s annual conference and exposition to be held in Dallas, Texas, May 17-20.

"We will have a session covering the information handling problems of state and local agencies and one for federal government administrators," conference chairman Warren A. Cole, of Eastman Kodak Co., said.

Larry E. Murdock, Dallas county clerk, will moderate the state and local session. Thomas Bagg of the National Bureau of Standards, will moderate the session devoted to federal government activity in micrographics. Each session will include case studies, problem solving and questions from the audience.

Attendees will also be able to

New York State boasts the largest titanium mine in the U.S. near Tahawus in the Adirondack Mountains.

see examples of the new technology discussed in their special sessions. An exposition of hundreds of micrographic products and services, including readers, printers, computer output microfilm (SOM) systems, microfiche, jackets, micropublishing services and many other exhibits, will be held.

The exhibits and seminar sessions are open to NMA members and nonmembers alike. For further information and registration forms, contact John B. Bid-

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

well, conference director, National Micrographics Assn., 8728 Colesville Rd., Silver Spring, Md. 20910. The telephone number is (301) 587-8444.

George Washington, the nation's first president, was inaugurated in New York City on April 30, 1789.

ALBANY
BRANCH OFFICE
FOR INFORMATION regarding advertisement, please write or call:
JOSEPH T. BELLEW
303 SO. MANNING BLVD.
ALBANY 8, N.Y. Phone IV 2-8474



Troy's Famous Factory Store
Men's & Young Men's Fine Clothes
Store-Wide Semi-Annual Sale Now
621 RIVER STREET, TROY Tel. AS 2-2022
OPEN TUES., THURS. & FRI. NITES UNTIL 9 • CLOSED MONDAYS

Save on this magnificent Fireside Family Bible



Publisher's retail price \$39.95

only
\$21.95
from

Civil Service Leader
11 Warren Street
New York, N.Y. 10007

This distinguished beautiful Bible is one of the most useful ever published. Designed especially to give you easy understanding. Has large type on finest English finish paper. The words of Christ in red to facilitate reading and understanding. Gold stained page edges. Richly textured gold embossed padded cover that will last a lifetime.

OUTSTANDING INSTRUCTIONAL FEATURES INCLUDE

- Comprehensive Concordance of the Holy Scriptures.
- Brief history of the origin and purpose of the Bible.
- William Smith Bible Dictionary.
- References to inspiring and consoling Bible Chapters.
- Over 60,000 column references.
- Great Events in the lives of Noted Bible Characters.
- Synopsis of the Books of the Bible.
- Complete Bible course on Personality Development.
- Christian Character Analysis.
- Interesting Facts and Figures about the Bible.
- Select Scriptures for Special Needs.
- Bible Stories For Young People.

SPECIAL COLOR FEATURES INCLUDE

- Great Moments in Old Testament History.
- Palestine Where Jesus Walked.
- The Land of Israel in Modern Times.
- Full Color Section of the Twelve Apostles.
- Full Color Bible maps with cross reference index to give visual understanding of the Holy Land.
- Family Record Section.
- Presentation Page.

Protestant edition is the authorized King James translation containing both the Old and New Testaments.

Catholic edition: THE NEW AMERICAN BIBLE. A faithful new translation in simple, modern, easily readable English for today. The First New Bible in English for the Roman Catholic Church in more than 200 years, under the sponsorship of the Catholic hierarchy in the United States. Nihil Obstat — Rev. Stephen J. Hartigan, O. F. M., S. S. L. and Rev. Christian P. Cerreto, O. Carm., S. T. D. Imprimatur — Patrick Cardinal O'Boyle, D. D. Archbishop of Washington. Catholic edition also contains full four-color sections of the Vatican, 32-page four-color Mass Section and full-color illustrations of the Life of Mary with the Story of the Rosary. In addition the Bible contains a Catholic Encyclopedia and is profusely illustrated with reproductions in full color of world-famous paintings by the old masters of religious art.

We have made special arrangements with the publishers of the Fireside Family Bible to offer this magnificent volume to our readers for only \$21.95 (The publisher's normal retail price is \$39.95.) It is available for immediate shipment in either the King James Protestant edition or the New American Bible Catholic edition. The Fireside Bible is a deluxe full family size Bible with classic gold embossed padded cover and more than 950 gold-stained pages. It is an exceptional value, and we are quite proud to make this special offer to our readers. To order, clip and mail the coupon at right.



MAIL TO:

CIVIL SERVICE LEADER
11 Warren St., New York, N.Y. 10007

City State Zip

Please send me the number of Fireside Family Bibles I have indicated in the squares at right. My check (or money order) in the amount of \$ _____ is enclosed.

Protestant Edition
 Catholic Edition

Please write the number of Fireside Family Bibles you want in the appropriate box.

Name _____
Address _____
City _____ State _____ Zip _____

Super Sign-Up



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

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

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

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

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

CHAPTER OR UNIT PRESIDENT HAS CONVENIENT SIGN-UP CARDS

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

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

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

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

NON-MEMBERS SHOULD HELP SHARE THE LOAD

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

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

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

