

Unprecedented Four-Year Contract In Suffolk

Still Need Ratification By Members

HAUPPAUGE — The Suffolk chapter of the Civil Service Employees Assn. is preparing for a ratification vote on a tentative contract settlement for an unprecedented four-year term.

The plan preserves increments for all current employees and creates a new top step with a \$1,250 increment. It provides a two-step advance in 1977, with increases of top pay of 4 percent, 5 percent and cost of living in the following three years. Improvements in longevity pay and a package of other benefits are also included.

The new terms were announced last week by Suffolk chapter president James Corbin and County Executive John V. N. Klein following a whirlwind, three-day series of negotiations.

County employees were handed a compromise settlement by the county legislature in December, after Mr. Klein stalled negotiations through the year.

Forced to roll-over the costs to the following year, the legis-



JAMES CORBIN
Suffolk Chapter President

lature provided for partial payment of increments in December and catch-up payments during 1977. However, Mr. Klein claimed the legislature had no authority to impose a two-year settlement and announced that he would not abide by the 1977 terms.

The new settlement would nullify the threat of prolonged litigation over the question. A date for a ratification vote was

(Continued on Page 3)

Kheel Fact-Finder In Contract Heat

Wenzl Demands Carey Fire Wollet

ALBANY—Theodore W. Kheel, nationally prominent labor mediator, has been named by the State Public Employment Relations Board (PERB), as chairman of the fact-finding panel assigned to the contract dispute between the Civil Service Employees Assn. and the State of New York.

Other panel members are John Sands, professor of law at Albany Law School, and Robert Babin, professor of law at Syracuse University College of Law.

Negotiations between the CSEA and the State skidded to a halt last week when the State presented a "final offer" that did not come close enough to the union's demands.

Within hours after mediation was broken off, frustration over the long weeks of bargaining with little progress became evident as CSEA president Theodore C. Wenzl took issue with the Taylor Law for contributing to the breakdown, and called Gov. Hugh L. Carey "a walking contradiction" for sending one of his top budget men to the table to complain about a billion-dollar deficit just two days before the Governor announced plans for a \$200 million tax cut, a move which, CSEA said, caught even the Governor's negotiators by surprise.

Mr. Wenzl noted that, at the final day of mediation, CSEA lowered its salary demand from 18 percent or a minimum of \$1,800 to 12 percent or a \$1,200 minimum. He explained that the union, trying to be responsive to meaningful talks at the table, had thus cut its original demands by nearly one-half. The State's "final offer" was a \$350

salary increase effective April 1, 1977, and a 5 percent salary hike on Jan. 1, 1978, both across-the-board increases going into the salary structure.

The CSEA forced the state's director of the Office of Employee Relations, Donald Wollet, to admit that the raise was actually 4.75 percent for the coming fiscal year, and would not become a full 8 percent until the start of the following fiscal year.

Mr. Wollet, apparently licking his chops for the kill, lashed out with criticism about CSEA in general, and its leadership. President Wenzl immediately labeled the attack "uncivilized, unprofessional, cheap and in bad taste."

Dr. Wenzl telegraphed Governor Carey, demanding "the immediate firing" of Wollet "as being grossly incompetent and totally useless to serve in that critical and sensitive post. His unprovoked and uncivilized attack . . . upon both CSEA and myself as its leader has destroyed any hope of a meaningful relationship between labor and management so long as this individual serves as OER head."

The full 120-member CSEA Board of Directors unanimously passed a resolution supporting Dr. Wenzl's telegram, and sent a second telegram, announcing that support to Governor Carey.



THEODORE KHEEL
Chairs Fact-Finders

The contract dispute involves efforts to achieve a salary increase and improvements in specific contract articles effective April 1, 1977, under a reopener clause in the current contract.

CSEA Calls For 2-Year Moratorium On Closing State Mental Hospitals

ALBANY—The Civil Service Employees Assn. called for a two-year moratorium on the closing of state mental hospitals.

In testimony before the New York State Senate Committee on Mental Hygiene, the CSEA, which represents over 55,000 employees of the state Department of Mental Hygiene (DMH), proposed that, during the moratorium, the DMH should be required to submit to the state legislature:

- Detailed plans specifying

the "number and types" of residents to be removed from the institutions;

- Names of the residents to be removed and names of the facilities into which they will be placed;

(Continued on Page 3)

Charges Filed In Wayne

NEWARK—Citing published statements of various supervisors of Wayne County, officers of two units of the Civil Service Employees Assn., representing county workers, have filed improper practice charges with the Public Employment Relations Board.

Still pending are results of reports of a fact-finding session held Dec. 29.

The charges, filed in the name of Wayne County CSEA local president Gerald C. Meyer, and Sheriff's Department unit pres-

ident Edward Williams said that county officials have made "an organized attempt to undermine intent and purpose of negotiations" by publicly stating county employees would get "no raises in 1977."

Specifically, Huron Supervisor Russell Freer, who is chairman of the county board salary committee, is charged with having announced on June 8, 1976, at a North Rose-Wolcott School meeting which he moderated, that the board had no intention of granting the workers pay

raises in 1977.

Similarly, Sodus Supervisor George Arney, chairman of the County Board, is charged with stating at a November meeting of his town board that the County had no plans for pay hikes in 1977 and Savannah supervisor Donald Colvin is charged with making similar statements in a speech to a local men's club on Nov. 4.

In its charges, the CSEA also detailed published statements in the same vein in the Rochester

(Continued on Page 3)

The Timetable

ALBANY—A tentative timetable for fact-finding in the contract dispute between the Civil Service Employees Assn. and the State of New York has been announced by Theodore W. Kheel, chairman of a special 3-member fact-finding panel named by the Public Employment Relations Board.

Both the CSEA and the State are to submit written briefs on Jan. 28, to be followed one week later by rebuttal briefs. Formal hearings will be held on Feb. 9, including an opening ceremony, with closed hearings scheduled for Feb. 9 and 10. Additional hearing dates, if required, will be scheduled. All fact-finding hearings will be closed except to specified participants.



City Still On Thin Ice Despite Beame Political Claims

ONCE again the City of New York is skating on such thin financial ice, that even the political-year rosy

(Continued on Page 6)

No Heat, No Parking, No Water At New State Employment Office

BAY SHORE—Despite explicit warnings by the Civil Service Employees Assn., the State Department of Labor last week transferred a Division of Employment office into a building that CSEA officials claim is broken down and does not have the facilities to handle employees and clients.

The Department of Labor moved into its present location at 24 East Main St., Bay Shore, on Dec. 30 from the former offices on Union Boulevard where the department was on a month-to-month rental basis, since the Suffolk County Land Management Commission condemned that site on Aug. 26, 1975.

"They knew they had to move for more than a year and had plenty of time to select an adequate site," said Nick Pollicino, Long Island regional fieldman. "We told them that this building was inadequate back in October but they didn't listen and signed the lease anyway," he added.

Employees were greeted with conditions that were worse than they were used to at the Union Boulevard location. There was no heat for the first four days. After persistent badgering and numerous phone calls to state

officials, the CSEA finally had heat restored. Electrical floor heaters had to be purchased and installed by the landlord, however, because the heating was still inadequate. It took four days to have water turned on in the women's lavatory.

Parking at the new site is non-existent for the 120 employees and the 12,000 clients who visit the Bay Shore office each week. The small parking lot behind the building has a two-hour parking limit that is strictly enforced by towing. When the lot is torn up next month, as part of the southwest sewer construction, the parking situation will be even worse, Mr. Pollicino noted.

The staff has only one tiny, unventilated room to crowd into, sometimes up to 60 people sitting for lunch and breaks.

Women employees are wary of using their lavatory, located in a dark stairwell.

Employee and client dissatisfaction with the building and its facilities has created security problems, as angry and frustrated people take out their feelings on each other.

Grievances were filed by Mr. Pollicino on Jan. 6 to correct the situation. "We're going to stay with this until the situation has been rectified. It is disgraceful that the state could expect employees to work in conditions that exist in this building. Either they are corrected or we want the state to move us to a new location," Mr. Pollicino said.



A SILVER FIRST

North Hempstead Town Supervisor Michael J. Tully Jr., left, presents the first silver retirement pin to Otto Paulsen, center, of Westbury for his 25 years of service in the town's Highway Department. Joining in the ceremony is Phillip Ellwood, of Great Neck, Highway Department Superintendent.

Compensatory Time Off For Lincoln's Birthday

ALBANY—State employees will be given a day off for Washington's Birthday and compensatory time off for Lincoln's, which falls on a Saturday this year.

An exception will be made for employees who normally work Saturdays. They may be eligible for holiday pay.

Washington's Birthday falls on Feb. 22 and is celebrated on the third Monday of the month by the state. Lincoln's Birthday falls on Feb. 12.

According to union contract, state employees are entitled to

11 holidays per year. Because state offices will not be closed any days in observance of Lincoln's Birthday, compensatory time is being offered, Jack Ross, of the Department of Civil Service, explained.

\$500 Across-The-Board Won At Ulster County Community

ALBANY—A PERB fact-finder has recommended a two-year contract for faculty of the Ulster County Community College with a \$500 across-the-board salary increase effective Jan. 1, 1977.

James A. Cashen, of Clavarack, is the fact-finder named by the State Public Employment Relations Board in a contract dispute between the College and the Ulster County Community College Faculty Assn.

Mr. Cashen recommended a contract covering Sept. 1, 1976, through August 31, 1978. He said the \$500 increase should be prorated for the remainder of the contract year based on a 10-month salary payment schedule.

He further called for a 2 percent wage increase effective Sept. 1, 1977, and a 3 percent increase on January 1, 1978. He recognized that, prorated over the remainder of the current school

year, the increase results in an actual pay raise for 1976-77 of little more than \$250.

However, he said, such an annualized increase will provide for a higher base salary for use in computing the 1977-78 salary increase. "While such a proposed increase will not keep the em-

ployees in pace with cost-of-living increases or with settlements in surrounding community colleges, it does represent an increased cost to the county at a point in time when expenditure increases must be kept at a minimum."

Plan Brotherhood Awards

MANHATTAN—Brotherhood awards will be presented to Louis Valentino, commissioner for labor affairs, and Solomon Friedman, senior labor standards investigator, on Feb. 10, at a Roosevelt Hotel luncheon.

The New York State Employees Brotherhood Committee is sponsoring the event.

The luncheon will be preceded by a panel discussion on, "Brotherhood: Where Do We Go From Here?" Constance Cabell, of the State Insurance Fund, will chair the discussion.

Panel members will include Bayard Rustin, well-known civil

rights leader; Dominic R. Massaro, regional director of ACTION, and Emanuel Muravchik, executive director of the Jewish Labor Committee.

Tickets are available for a \$15 contribution. They may be purchased through office representatives. For further information contact chairman Rose Feuerman at (212) 488-3170.

Justice's ID Employees Get Civil Service Exams

ALBANY—This spring, for the first time in four years, Civil Service examinations will be held for jobs in the identification section of the Division of Criminal Justice Services.

The exams have been set for April 16, as the result of a recent legal victory by the Civil Service Employees Assn.

In agreeing with the union's contention that failure to hold the examinations constituted a violation of Section 65 of the State Civil Service Law, State Supreme Court Justice Roger J. Miner ordered the Civil Service Department and the Division of Criminal Justice Services to hold competitive exams for other positions within the Division also, where similar violations exist.

An eligibility list for permanent positions will be compiled after the examinations are held.

"We found that many competitive-class employees in the Division have held provisional appointments to jobs longer than the nine-month limit specified by the law," said CSEA attorney Michael J. Smith. "The effect of this was to deny promotional opportunities to other employees, as well as to deny the provisionals the rights which accompany a permanent position."

Rita Johnson of Albany, Division of Criminal Justice chapter president CSEA, brought the suit with the help of CSEA collective bargaining specialist John Naughter.

"I think this decision will have a great effect upon our membership throughout the Division,"

Ms. Johnson said. "CSEA had made numerous requests over the past few years, that the examinations be held. Civil Service and Division both claimed various administrative problems as the reason for the delay. As a result, we lost many good people." She added that employees who have been "held back for years" because of the lack of examinations will now have the chance to advance that the law was meant to guarantee.

Job titles in the Identification series include: Identification Clerk (Grade 4), Senior Identification Analyst (Grade 18) and Associate Identification Analyst (Grade 21). These employees are involved in the search, identification, classification and computerization of fingerprints.

Jewish Assn. Meets

MANHATTAN — The Jewish State Employees Assn. will hold its regular meeting at 2 World Trade Center, room 5890, on Jan. 26, at 5:30 p.m.

Distribution of tickets for the Annual Brotherhood Luncheon will be the main subject of business.

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Salary Tables Released

ALBANY—Four studies summarizing salary schedules for four groups of county employees were released Jan. 6, by the New York State Public Employment Relations Board.

The reports update wage information for registered and licensed practical nurses in 47 counties; professional employees of county probation departments in 42 counties; full-time deputy

sheriffs of 40 counties, and selected social service titles in 49 counties.

Data covers 1976 salaries and where available, 1977. It includes entrance level salary, top of scale, number of years to reach top salary and longevity payments.

Further information may be obtained from Muriel K. Gibbons, at 518-457-2676.

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Suffolk County Executive John Klein, left at far end of table, and Suffolk CSEA president James Corbin participate in joint news conference to announce tentative agreement on four-year pact for county employees.

Submit Suffolk Contract To Members

(Continued from Page 1)
being arranged at Leader presstime.

Mr. Corbin attributed the sudden resolution to an improved economic horizon foreseen by Mr. Klein and the efforts of the legislature to resolve the 1976 deadlock. He also cited the expert analyses and persuasive negotiations contributed by CSEA field staff.

The four-year term proposed

Property Assistant

ALBANY—A surplus property assistant eligible list resulting from open competitive exam 24-432, was established Dec. 28 by the State Civil Service Department. The list contains 23 names.

was believed to be unique among counties in New York State. The terms, according to the CSEA negotiators, would put almost all current employees at

Massena Pact Reached

MASSENA — A two-year contract agreement has been reached by the 124-member Massena CSEA unit and the Massena Central School.

The pact remains unsigned, however, pending solution to the issue of an additional half-day off in December for the workers. CSEA spokesmen say the employees are entitled to Christmas Day off and the previous half-day because they work a full day Dec. 23.

top step by the end of the contract. Employees currently at step 2 would be advanced 44.9 percent in pay by the end of the term.

Unit president Joseph Kidy said employees, with the exception of cafeteria workers, would receive 18 cents more an hour during the first year of the contract and a cost-of-living adjustment in the second year of between 4½ and 8 percent.

Cafeteria workers would receive a 14 cents an hour raise.

Union officials explained that the lesser amount for cafeteria workers is because the cafeteria is self-supporting.

Legislators Asked To Listen

ROCHESTER—The president of the Rochester chapter of the Civil Service Employees Assn. asked Republican state legislators from western New York to do better by state workers than they did in 1975.

Samuel Grossfield, chapter president, accompanied by Lloyd Tipton, president of the Brockport SUNY chapter, made his appeal Dec. 29 at the first all-day "Listen-In" at the Downtown Holiday Inn.

Monroe County Republican Chairman Donald Starkweather invited taxpayers and representatives of organizations to tell legislators from counties between Syracuse and Buffalo what they expect from legislators in the next session.

"Public employees are being crucified on a cross of taxes," Mr. Grossfield said. "We pay all

the taxes everyone else pays and help to pay for our own benefits. But being on a fixed income we're the victims of ever-increasing prices, a cruel inflation. Yet we're the convenient scapegoats for the politician and the Governor.

Mr. Grossfield said state employees also are "the victims of double-talk and double-dealing."

During the past two years, he said, the buying power of the average state worker has been

reduced by 18 percent because of the spiraling cost of living.

Mr. Grossfield told the lawmakers that Governor Carey's own actions "brought into being the 1970 PERB-appointed fact-finders' report. They recommended a modest 6 percent salary increase. Yet this nominal and minimal sum was rejected by the Governor."

Mr. Grossfield recalled that last March the Governor "made a flat statement that the budget precluded any salary increase. But only 25 percent of our (CSEA) members accepted the contract agreed upon by the CSEA and Carey."

He called it a "disappointing agreement" because it provided no salary increase between April 1, 1976, and April 1, 1977, and "only a vague promise of a salary increase in 1977-78."

"That agreement contained no protection against layoffs, no improvements in Blue Shield payments for surgical bills and no agency shop."

Mr. Grossfield asked legislators to recognize that the "charade of 1975 is being played over again. We hope this legislature will take a different position on the fact-finders' recommendations than the one they took in 1975."

Ask Moratorium On MH Closings

(Continued from Page 1)

- An accurate depiction of what kind of aftercare is available "in the communities in which deinstitutionalization will take place."

- A description of what kind of community reception awaits the residents who will be displaced, and

- What services the state will continue to offer to the displaced residents.

CSEA attorney James Featherstonhaugh told the legislators that present DMH plans for phasing out the state's mental hospitals are a "blueprint for disaster." He said the "best and perhaps last hope of avoiding this disaster" is to prevent the DMH "from visiting . . . unplanned deinstitutionalization upon all of us."

The union also proposed strict state standards and controls if and when local or private facilities take over the responsibility of care for the mentally ill. Such standards would include "appropriate staff-to-patient ratios and the certification of mental health workers employed in mental health facilities," Mr. Featherstonhaugh added.

The CSEA stressed that there must be legislation to protect the rights of employees who are transferred to the employ of a municipality as a result of deinstitutionalization. This protection must cover seniority rights, pay scales, accumulated leave and other benefits.

Mr. Featherstonhaugh cautioned the legislators that the phase-out of state institutions "will require an expenditure of additional funds, and the public must not be deceived into thinking that this is a plan which will save money."

He pointed out that training money would be needed to bridge any gaps which might exist be-

tween community-based titles and their institutional counterparts; that staffing levels in institutions must be raised to comply with the Willowbrook Consent Decree; that aftercare facilities must be established and maintained; and that supervision and inspection teams must be provided to give accountability to localities and to private, non-profit organizations.

After all the necessary information has been gathered, the union said, public hearings should be held throughout the state "in the communities involved, to prepare the public to provide a reasonable environment for the patients, and to determine what community facilities will be available to the residents."

The union charged that DMH officials have admitted having plans for the removal of some 1,200 mentally retarded residents of state institutions during fiscal 1977 alone, although officials do not know into what alternative facilities the patients will be placed.

"The residents and employees of the DMH, the legislature and the people of the State of New York have the right to know what the DMH is planning to do with the mentally ill of this state," Mr. Featherstonhaugh said.

CORRECTION

We don't claim to have the wisdom of Solomon, but we have to admit that The Leader went pretty far afield in a photo identification in the Jan. 7, 1977, edition. On page 9, Assemblyman Gerald Solomon (Rep.-Washington, Rensselaer, Warren) was mistakenly identified as Assemblyman Fred Field, Jr. (Rep.-Albany). At least we had the party right, if not the person.

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

24—Binghamton Area Retirees chapter 902 meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.

26—Nassau County Retirees chapter meeting: American Savings Bank, 1960 Hempstead Turnpike, East Meadow.

27—Long Island Region I executive council meeting: 7:30 p.m., Region headquarters, 740 Broadway, Amityville.

FEBRUARY

16—Buffalo chapter dinner meeting: 5:30 p.m., Statler Hilton Hotel, Buffalo.

* CSEA LEAVE FORM *

(Approved Proposal III-17 of the Committee to Restructure CSEA)

TO PROTECT YOUR BENEFITS as a CSEA member, if you are RETIRING, LEAVING SERVICE, or APPLYING FOR LEAVE, with or without pay, it is important that you fill out and mail this notice today to:

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33 Elk Street, Albany, N.Y. 12224

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NOTE: Following receipt of this form by CSEA, you will receive proper instructions as to what benefits you have and how to protect them while on leave or retirement.

Carter's New Jobs Range From Chauffeur To Commissioner

By HARRY BERKOWITZ

Although Jimmy Carter takes office this week and many of his top job appointments have been made, there are plenty of positions left to fill, ranging from secretary and chauffeur jobs to commission chairmanships and sub-cabinet posts.

There are non-civil service jobs and some appointments are more political than others. Incumbents will continue to hold some of the jobs. Also, Mr. Carter may eliminate many of the positions.

The Leader is continuing this week a select list of salaried jobs Mr. Carter may fill.

Job seekers may write to P. O. Box 2600, Washington, D.C. 20013.



PRESIDENT CARTER

\$36,338; Program Analyst, \$31,309.

Office of Legislative Affairs — Deputy Assistant Administrator, Legislative Affairs, \$37,800; Senior Congressional Liaison Officer, \$36,338; 2 Congressional Liaison Officers, \$31,309, \$26,861.

Office of the General Counsel—Deputy Grand Counsel, \$37,800.

Office of Public Affairs—Director Public Affairs, \$37,800; Special Assistant, \$37,800; Public Information Officer, \$31,309; Writer/Editor, \$31,309; 2 Public Information Specialist, \$31,309.

Office of Food For Peace—Coordinator, Food for Peace, \$37,800.

Bureau for Program and Management Services — Deputy Assistant Administrator, Management Support, \$37,800; Deputy Assistant Administrator, Program Support, \$37,800; Special Assistant, \$37,800.

Office of Housing—Director, Office of Housing, \$37,800;

Office of Personnel and Manpower—Deputy Director, \$37,800; Personnel Management Specialist, \$26,861.

Office of Data Management — Computer Systems Administrator, \$36,338.

Office of Management Planning —Director, Management Planning, \$37,800; Management Analyst, \$31,309.

Office of International Narcotics Control—Director, \$31,309.

Office of Engineering—Supervisory General Engineer, \$36,338.

Office of International Training —Director, \$37,800.

Office of Contract Management —Deputy Director, \$36,338.

Bureau for Program and Policy Coordination — Deputy Assistant Administrator, \$37,800; Director, Office of Planning and Budgeting, \$36,338; Supervisory Economist, \$36,338.

Bureau for Technical Assistance —Associate Assistant Administrator, \$37,800; Director, Office of Nutrition, \$36,338; Sr. Water Management Specialist, \$36,338; Coordinator, Environmental Affairs, \$36,338; Associate Director, Technology, \$36,338; Agronomist, \$31,309; Nutrition Officer, \$31,309.

Bureau for Population and Humanitarian Assistance—Deputy Assistant Administrator, \$37,800; Deputy Director for Operations, Office of Population, \$36,338; Special Assistant, \$31,309; Executive Director, Advisory Committee on Voluntary Foreign Aid, \$31,309; Special Assistant, \$31,309.

Office of Foreign Disaster Assistance — Coordinator, \$37,800;

Program Manager, \$31,309.

Bureau for Africa—Special Assistant, \$31,309.

Bureau for Near East—Deputy Assistant Administrator, \$37,800; Director, Capital Development and Finance, \$37,800; International Cooperation Officer, \$36,338; Director, Office of Developmental Planning, \$36,338; Deputy Director, Capital Development and Finance, \$36,338; Program Analyst, \$31,909.

Bureau for Latin America — Deputy Director, Ecuador/Peruvian Affairs, \$36,338.

Sinal Support Mission Complement—Associate Director, Engineering, \$37,800; Associate Director, Contract/Fiscal, \$37,800; Contract Specialist, \$31,309.

Office of Contract Management —Property Disposal Officer, \$36,338.

Office of the Administrator — Secretary, GS-12; Secretary (Stenographic), GS-11; Chauffeur for the Administrator, \$5.19 p/h.

Office of the General Counsel—General Counsel, Level V; Secretary (Stenography), GS-9.

Bureau for Program and Policy Coordination — Special Assistant, GS-15.

DEPARTMENT OF THE TREASURY

Comptroller of the Currency — Comptroller of the Currency, Level III.

Internal Revenue Service—Commissioner, Level III.

Office of the Secretary—2 Deputy Secretaries of the Treasury, Level IV; 5 Assistant Secretaries of the Treasury, Level IV; General Counsel for the Department of the Treasury, Level IV.

Chief Counsel, Internal Revenue Service—Assistant General Counsel (Chief Counsel, IRS), Level V.

Office of the Secretary—Treasurer of the United States and National Director, U.S. Savings Bonds Division, GS-18.

Bureau of the Mint—Director, GS-18; Colorado, Superintendent, U.S. Mint, GS-15; Supervisory Chemist, GS-13; New York City: Superintendent, U.S. Assay Office, GS-15; Supervisory Chemist, GS-13; Philadelphia, Pa.: Superintendent, U.S. Mint, GS-15; Chief Sculptor and Engraver, U.S. Mint, GS-14; Chemist, GS-14.

Office of the Secretary

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Special Assistant to the Secretary, GS-14.

Special Assistant to the Assistant to the Secretary and Director, Office of Revenue Sharing, GS-14.

Staff Assistant to the Secretary (Director, Executive Secretariat), GS-13.

Confidential Assistant to the Assistant Secretary (Enforcement, Tariff and Trade Affairs and Operations), GS-12.

Staff Assistant to the Assistant Secretary (Administration), GS-12.

Staff Assistant to the Secretary, GS-12.

Confidential Assistant to the Treasurer of the United States, GS-12.

Confidential Assistant to the Secretary, GS-12.

Staff Assistant to the Special Assistant to the Secretary (National Security), GG-11.

Confidential Secretary to the Assistant Secretary (Enforcement, Operations and Tariffs Affairs), GS-11.

Confidential Secretary to the Assistant Secretary (Economic Policy), GS-11.

Staff Assistant to the Assistant Secretary (Legislative Affairs), GS-11.

Secretary to the Assistant Secretary (Legislative Affairs), GS-11.

Confidential Secretary to the Assistant Secretary (Tax Policy), GS-11.

Staff Assistant (Secretary to the Assistant Secretary (Capital Markets and Debt Management), GS-11.

Staff Assistant to the Secretary, GS-10.

Secretary to the Assistant to the

Secretary and Director, Office of Revenue Sharing, GS-10.

Secretary to the Special Assistant to the Secretary (Public Affairs), GS-9.

Secretary to the Deputy Assistant Secretary (Enforcement, Operations and Tariff Affairs), GS-9.

Staff Assistant to the National Director, U.S. Savings Bonds Division, GS-8.

Secretary to the Secretary (Staff Assistant), GS-8.

Liaison Officer, GS-15.

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Administration and Finance

Assistant Director for Administration (Continued on Page 10)

CIVIL SERVICE LEADER, Friday, January 21, 1977

EXECUTIVE BRANCH DEPARTMENT OF STATE (Continued from Last Week) International Organizations

North Atlantic Treaty Organization—Belgium: Brussels—U.S. Representative, \$44,600.

Organization For Economic Cooperation and Development — France: Paris—U.S. Representative, \$42,000.

U.S. Mission To The European Communities—Belgium: Brussels—U.S. Representative, \$42,000.

International Atomic Energy Agency — Austria: Vienna — U.S. Representative, \$39,900; Deputy U.S. Representative, \$37,800.

Boards and Commissions

Advisory Commission On International Educational and Cultural Affairs—Wash., D.C. — Chairman and 7 members, \$50 per diem.

Board Of Foreign Scholarships—11 members, \$50 per diem.

South Pacific Commission—New Caledonia: Noumea — Senior Commissioner, \$33,260.

International Boundary Commission, United States and Canada —Wash., D.C.—Commissioner, GG-15.

International Boundary And Water Commission, United States and Mexico—Commissioner, \$37,800.

International Joint Commission, United States and Canada — Commissioner (Chairman), \$39,900; 2 Commissioners, \$37,800.

Agency for International Development

Office of the Administrator, Level II; Deputy Administrator, Level III.

Office of Legislative Affairs—Asst. Administrator, Legislative Affairs, Level IV.

9 Asst. Administrators for Office of Interagency Development Coordination and Bureaus for Program and Management Services, Programs and Policy Coordination, Technical Assistance, Population and Humanitarian Assistance, Africa, Near East, and Latin America, Level IV (\$39,900-\$41,800).

Office of the Auditor General—Auditor General, Level V (\$37,800-\$39,600); Office of the Administrator—Special Assistant, \$37,800; Coordinator, Reimbursable Development Programs, \$37,800.

Office of the Executive Secretary—Executive Secretary, \$36,338.

Office of Equal Opportunities Programs—Director, \$36,338.

Office of the Auditor General—Director, Office of Security,

Federal Job Calendar

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

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

Agriculture

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

Engineering And Scientific

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

General

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

Stenography And Typing

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

Medical

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

Military

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

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

THREE, TWO, ONE... YOU'RE ON THE AIR

CIVIL SERVICE LEADER, Friday, January 21, 1977

By JANE B. BERNSTEIN

It all started out with this guy wearing a toilet seat around his neck, holding a football and playing records on the air.

Of course, since public access cable television air time is free in Albany, he could do whatever he wanted as long as it wasn't obscene, whether or not anyone cared to watch.

But one April evening in 1976, another guy by the name of George Olson happened to be playing with his cable control panel and hit the button for Channel 16. And there, much to his surprise, was the guy with the toilet seat.

And that's how the "CSEA Questions and Answers" cable television show was born . . . produced by that guy named George Olson, who happens to be president of the Civil Service Employees Assn.'s Department of Commerce chapter.

"I was really curious as to what the whole thing was about," George says as he gnaws on a french-fry in an Albany diner. "I figured if this turkey could have a show like this, why not a union information-type show?"

And so he called the station for air time requirements and found that anyone could use it, including the CSEA, although it's a special interest group.

George approached some of the association officers with the idea, but most said they were not able to spare the time for such an undertaking. As a result, the brainstorm was ignored for a couple of months.

What finally got the ball rolling was George's wife, Helen. She went away on vacation at the end of June and left him with a lot of time on his hands. Time to go down to the studio and fill out the necessary forms to request air time.

"My idea was to get information out to the CSEA membership," George said. "They must know the latest on pensions, retirement and the internal goals of the organization."

And so it came to pass that George Olson, along with CSEA executive vice-president Bill McGowan and public relations man Dan Campbell went before the station's mini-cam in a tiny room in a small office building in Albany. It was a sort of "who,

what and why of the CSEA" program. That was Aug. 4, 1976.

The union show has been going ever since . . . it may not be exactly the hottest thing in the Nielson rating, but there are quite a few people out there in Albany t.v. land who catch the show each Wednesday evening at 9 p.m., George maintains.

The fact is, he confides, more union members should be watching the program in other areas around the state. It is taped regularly for distribution to local public access channels in other regions.

Indeed, the subjects covered are of interest to state employees. Some of the t.v. talks have centered on the Pension Reform Act, public relations in the union, the Agency Shop Bill, legal assistance and women in public employment. One show was even devoted to this newspaper, with Leader editor Marvin Baxley explaining the ins and outs of the publishing business.

Aside from its obvious educational and informative merits, George says, doing the show is a lot of fun.

The crew is made up of other CSEA members, including Ruth Lovegrove, Kathleen Hahn and Bob Holly. Ruth and Kathy are employed by the Department of Commerce, and Bob, who owns and has contributed one of the show's video cameras, the sound mixer and microphones, is an employee of the Department of Health.

Sometimes the crew gets into a playful mood and harasses George while he's on camera. One time, he said, on a very hot night, they gave him a cup of water—a cup made from a sheet of notebook paper.

"There was a hole in the bottom of the damn thing," he said, "and it started to drip all over me. The crew wouldn't take me

CSEA Gets Into The Picture And The Fun Begins To Roll



Camerawoman Kathy Hahn focuses in on George Olson and CSEA attorney Jim Featherstonhaugh during one of the Wednesday night shows.

off camera, so I had to sit there looking nonchalant while the thing ran all over my leg for fifteen minutes. They just stood there laughing while I sat there dying."

Sometimes the jokes are unintentional. When the station got some new equipment, with better microphones, George's mike was plugged into the main input instead of the other mike. No one was aware of the blunder. When he got home that night, George asked his wife how the show looked.

"She told me it was like a one hour obscene phone call," George smirks. "All you could hear over the voices the whole time was my breathing—the mike picked it up."

The whole operation may sound a bit unprofessional, but this reporter definitely experienced a nervous twinge at being a guest on the show and appearing on any kind of t.v. for the first time.

George had finished his french fries, and we are on our way to the tiny room in the small office building to do the show. Also appearing to be interviewed, is Helena Barlowe, union member and employee of the Office of General Services. The topic for discussion is affirmative action for state workers. The theme music begins, a bit of baroque, and then Bob Holly is giving the "you're almost on the air" signal. I fear I will pass out as soon as the red light appears over the camera, signifying that the show, (and all of us) are coming across



George Olson talks with his guest, Leader Editor Marvin Baxley, about how the newspaper functions.

—Staff photo by Pamela Craig

the air waves and into the living-rooms of the people of Albany who happen to have cable television sets.

Somehow the hour passes — with a fairly lively discussion of changes that could be made to improve rights of all state employees through affirmative action policies. There's quite a bit of capering off-camera by the crew and studio guests, and the atmosphere relaxes into a happy, silly, but informative one. One hopes the mood won't change when the station moves to a better studio with a third camera

in the new Albany public library.

After the show we view the tape, and I leave the studio exhilarated with having seen my own image on a t.v. screen. . . until we find out that someone put a wrong plug in somewhere. Turns out that every time I was on camera, the picture broke up so that it was impossible to watch. So much for the big debut.

George is already making plans for the next show. . . and to think it all got started because of that guy with the toilet seat.



Crew member Ruth Lovegrove keeps a check on the t.v. monitor to make sure everything is coming through clear.

(Staff photo by Jane Bernstein)

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FRIDAY JANUARY 21, 1977

Wollet's Folly

OBVIOUSLY annoyed that Civil Service Employees Assn. president Theodore C. Wenzl has not proved to be a dutiful lap dog during the negotiations between the union and the state, Office of Employee Relations director Donald Wollet last week lashed out with one of the most unethical verbal attacks in memory.

Negotiations are almost always hard-fought affairs—not only between the two parties involved, but in many ways for the opinion of the public.

Thus, when Mr. Wollet held a press conference last week to decry the union's position, it started normally enough. Hard words are expected from both sides when an impasse is reached.

But the usual declaratory statements were not enough for the state's chief negotiator. He had to go further and attack the union and its leadership personally.

Perhaps he had been led to believe that the union leadership is divided, which it is. But so what if it is. So is the United States Congress and the State Legislature. The difference is that in the Congress and the Legislature, there are political parties, and one expects members of the opposition party to disagree on many issues with the majority party members.

In the Civil Service Employees Assn., as in any union, there are differences of opinion between some of the leaders, and we regard this as a healthy sign of democracy. There are not organized parties, however, and thus it is on issues that the lines are temporarily drawn. It is an ongoing process.

Mr. Wollet, despite his presumed qualifications, is not a New Yorker, although he is attempting to deal with a union that is unique to this state.

Because he is essentially an outsider, he may not have been aware that his attack on the internal operation of the CSEA was a faux pas of the first degree.

Within any given chapter of the CSEA there may be great internal wrangling among members, but woe befall the outsider who dare attack the chapter for he will face a united union. The same goes for the CSEA's six regions, and for its statewide organization.

If Mr. Wollet thought to split the union leadership by his attack, he was certainly proved wrong by the unanimous vote of protest at last week's meeting of the CSEA Board of Directors.

He did, however, stir the Board to demand greater effort through public relations and advertising to bring the public employees' message to the rest of the public.

The union has also demanded that the Governor remove Mr. Wollet as the state's chief negotiator. We would hope that Mr. Wollet himself would sense that he overstepped his role to such an extent that his usefulness has been permanently impaired.

As such we hope he has the decency to step down of his own accord in the best interest of labor harmony and to save the Governor further embarrassment. (M.O.B.)

LOST AND FOUND — Lost, one hatchet in the downtown Albany vicinity. If found please contact D.H. Wollet of the office of Employee Relations. Not an expensive tool, but great sentimental value. Reward.

Don't Repeat This!

(Continued from Page 1)
statements coming out of Mayor Beame's office can't conceal the red flags that lie ahead.

Most significant among the many problems confronting the City is the loss of credibility in the ability of the Beame Administration to cope with the city's problems. This is clearly the message sent forth by the city's banking community in the conditions they demanded before they would commit themselves to further financial aid to the City.

To Handle Revenues

These conditions include a demand that the life of the Emergency Financial Control Board should be extended in order to insure outside oversight of the city's financial programs over the years ahead. In addition, the banks are demanding an independent outside banking institution to serve as a trustee for the handling of all real estate tax revenues.

These revenues are the primary source, under the State Constitution, for meeting the city's bonded indebtedness payments. Evidently the banks have no confidence in the ability of the Beame Administration to handle those revenues properly. The appointment of such a trustee, as demanded by the banks, falls little short of the appointment of a receiver in bankruptcy.

Finally the banks insist upon outside auditors to examine into the City's financial transactions and accounting procedures. Inadequate accounting has been a city failing for decades. Yet very little has been done to modernize the system to confirm to acceptable accounting procedures.

What is equally significant is that the lack of credibility in the Beame Administration shown by the banks reflects the general public attitude. Public opinion polls clearly indicate that a majority of the city's voters are opposed to another Beame candidacy for Mayor this year.

Disenchantment by the public, the banking and business community with the Beame Administration followed swiftly on the heels of submission of what is required by law to be a balanced budget for the city for the coming fiscal year. It is a compliment to the budget to say that it is held together by paste and toothpicks. It is really the stuff that nightmares are made of.

Betrayal Of Civil Service

The Beame budget is a betrayal of the civil service system, since it calls for a reduction of the city's work force by another 7,500 employees. This is on top of the more than 50,000 city employees who have already become the victims of the city's fiscal program. It means that more policemen and firemen, as well as more civil service employees in all areas of the city's operations, are faced with pink slips in the near future.

From the point of view of the people of the city, it means more crime on the street, more deaths from fires, dirtier streets, larger class sizes, and further cuts in all of the city's life-support programs.

Moreover, even in the face of these sharp cuts, it is clear that the proposed budget has concealed deficits. The budget assumes increased state aid funds, despite the fact that Governor Carey has made it clear that no

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

Negotiation Of Job Abolition

During negotiations in 1976, the City of Watertown and the Watertown Fire Fighters' Assn. reached an impasse. They submitted the matter to fact-finding, and while waiting for the report of the fact-finder, the City Council adopted its annual budget. In this budget, the City Council reduced the number of uniformed personnel positions in the fire department from 121 to 114. Later on, the fact-finder issued his report. The parties scheduled a meeting to discuss the report. In the interim, the Association president advised the city's chief negotiator, who was also the city manager, that he wanted to discuss the impact of the job eliminations. The city manager stated he would not engage in such discussions, since that subject was outside the scope of the fact-finder's report. On three separate occasions at the meeting itself, the Association president asked the city manager to negotiate or discuss the impact of the job reductions. The Association president offered the city manager an envelope that contained contract proposals relating to that subject. The city manager refused to accept the envelope and refused to enter into any discussions.

CHARGES OF IMPROPER practice were filed by the Association against the city with State PERB. A hearing was conducted and the hearing officer concluded that the city had violated Section 2-0-a(1) (d) of the Act and recommended that the city be ordered to negotiate in good faith. In reaching his decision, the hearing officer pointed out that the law is quite clear to the effect that an employer must, upon receiving a proper demand, negotiate the impact of job abolishments. The city argued in support of its position that the demands were made at a meeting which was held specifically to discuss a fact-finder's report. Although the city sought to confine the meeting to the consideration of the report, the city manager knew very well from the Association's letters that the Association desired to discuss the impact of the job reductions at that meeting, and there was no agreement between the parties that this issue would not be raised at the meeting. Nevertheless, whether or not the demand was properly made on July 14, which was the date of the meeting to discuss the fact-finder's report, the city manager was well aware of the Association's request and never gave any indication that it would be willing to discuss or negotiate the impact of the job reductions. The city further argued that its action in reducing the number of jobs from 121 to 114 did not result in any layoffs, since none of the positions were filled at the time they were removed from the budget. Although not specifically argued, the city urged the position that the duty to negotiate over the impact of job reductions arises only when occupied positions are affected. The hearing officer, however, did not reach this question since the factual allegation was not supported by any facts in the record. City of Watertown and Watertown Fire Fighters' Assn., Case No. U-2220, 9 PERB 4617.

What's Your Opinion

By PAMELA CRAIG

QUESTION

Jimmy Carter is considering how to provide a stimulus to the economy. He has a choice of making a tax reduction or providing jobs through public works funding. Which do you feel is the best remedy to stimulate the economy.

THE PLACE

Brooklyn Division of Employment

OPINIONS

Pat Williams, senior employment security clerk: "If an individual is putting more money into the economy, more people will make money, but it is negligible because of the high taxes presently paid by individuals paying taxes. The money going into the economy will balance into nothing. If taxes were decreased, companies would come back to New York and create permanent, new jobs for the unemployed.



Individuals who are employed at this time would spend more because they would not be plagued by high taxes."

Charlotte Wynter, senior steno: "I experience depression now when I deal with the unemployed who come into this office. I feel the depression they are feeling because I cannot support myself and my children on the salary I make and I'm working full-time. Welfare or food stamps is inadequate to support a family on. The system is getting from bad to worse. I hope Carter will provide more jobs so the common man can decently support his family. New York put him in office, so he should return the favor by providing publicly funded jobs."



Seymour Reisman, senior claims examiner: "In my opinion, in order to stimulate the economy, both features are necessary. Taxes must be reduced for the working man to have more money to spend. Much more money must be put into the economy by creating more jobs so that others can make a living wage and be in a position to pay their share of the taxes. If businesses have less taxes to pay they will be in a position to create more jobs which will in turn pay taxes to the government."



Martha Casola, claims clerk: "Creating jobs would be much better than decreasing taxes for the people who are already working. It would give the people out of work jobs. I remember in 1931 when Roosevelt created the WPA and the CCC camps. I feel that policy created more prosperity among the people than cutting the taxes would. People who are working are in a position to budget their money. Why should they get more money to spend when there are people out of work without anything to spend."



Margaret Richardson, claims examiner: "I think we need both remedies to stimulate the economy. People need to be employed, otherwise they lose dignity. We cannot have a strong nation if its citizens have lost their self-respect. When you try to cure a nation, you should start with the roots of the problem. Unemployment is the source of the illness. Without jobs, you cannot build strong characters. Welfare breeds a nation of dependents. I believe in a tax cut for the working; but more important is creating jobs for those with nothing."



John Culotta, claims examiner: "I think a tax reduction is the best method to stimulate the economy. I feel it will create more stable and more productive jobs in the long run. On the other hand, I also feel that he should create programs similar to the CCC for the hardcore unemployed youth, as well as the recently unemployed because these people will find it hard to obtain work even with an expanding economy."



LETTERS TO THE EDITOR

State Negotiations

Editor, The Leader:

Contract negotiations with the state are at an impasse situation. The negotiations of 1975 and 1976 give us a precedent for our situation. The 1977 outlook is just as bleak. First mediation will fail. Then, Carey will reject a fact-finder's report. Finally, the 12-man legislative committee will undoubtedly agree to Carey's 1977 salary recommendations of between \$50 and \$250 per work, depending upon bargaining unit. Once the good governor makes final wage proposals, he won't change. 1975 was the \$250 bonus; 1976, the wage freeze. Demonstrations or half-hearted strike threats didn't budge Carey. Both times, he stuck to his original final offer.

So here we are again. A salary proposal that is, in effect, a wage freeze for the third straight year.

Let's not delude ourselves into thinking that things will get better.

Is this the year we finally make a stand, or will we back

down again? If the CSEA membership fails to act and our leaders won't organize, remember, Carey could be our governor for six more years.

Imagine, fellow members, by adhering to a Taylor Law which favors the state, we could face up to six more nightmarish years. Carey won't stop with a wage freeze. Unchecked, he'll impose pay cuts and reduced benefits in the future.

Harold Tischelman
New York City

Pension Complaint

Editor, The Leader:

Re: the Dec. 31 issue of your paper, "Letters" section. My wife and I, recent retirees, are in complete agreement with Mr. Hanaway's complaint regarding pension information—which is almost nil!

Even though we complied with all the requirements, we were unable to find out how much our monthly checks would amount to. In fact, after a considerable wait for the first check, we only then were told how much the monthly

checks would amount to in a letter enclosed with the first check. No other information provided either about insurance, etc.

Because we were not provided with the vital information of how much our monthly checks would amount to, we were unable to formulate any definite plans—in other words we were already retired before we knew how much our pension payments would come to. In fact, in an answer to an inquiry to Albany, my wife was told that this information would not be available to her because she had inquired a year ago. At that time very little information was provided either. We have heard the same complaints from other retirees also!

Years ago, with no computers, etc., one always received prompt, courteous replies. Retirees seem to be accorded second-class treatment. Those who won't work and get the "dole" are far better treated. If this is a criteria of how the state system works, it's no wonder N.Y. State is going down the tube.

(P.S. Thanks for A. L. Peters'

RETIREMENT NEWS & FACTS

By A. L. PETERS

First Open Meeting Of Retirement Bd.

The Board of Trustees of the New York City Retirement Board held its first open meeting in many years under pressure of the new Open Meeting Law passed by the Legislature last year and effective Jan. 1. Nevertheless, almost half of the 2½ hour meeting was held in executive session while discussions of selection of investment counselor and other financial items took place.

Before the end of the meeting, the resignations of executive director Melvin Goldstein, who had served with that position for two years, was announced. He will be replaced after Jan. 28 by Harold E. Herkimer, his assistant, who will remain as acting director until a new director is appointed.

Spice was added to the meeting when Sol Lewis reported that rumors of a massage parlor operating in a 57th Street building, for which the Retirement Fund has a first mortgage, had been investigated. Three massage parlors were found to be operating there and the owner of the building was advised that the payment of the mortgage would be accelerated immediately if the massage parlors were not evicted within 30 days.

In its basic operation, the Board approved 629 retirements and 112 revisions of retirement plans in one motion that took three minutes.

Discussion of the backlog in retirement payments revealed

Don't Repeat This!

(Continued from Page 6) such relief is in sight in view of the tightness of the state budget. The City's proposed budget also includes estimates of massive federal aid, which at the moment is nothing but pipe dreams.

It seems clear that the Emergency Financial Control Board is deeply concerned by the submission of what purports to be a budget. Hopefully, the Board will deal in a more down-to-earth fashion with the realities of the situation.

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.

"Retirement News & Facts" or we retirees would be kept totally in the dark! Thanks to the Leader!)

Name Withheld
Bellrose

that there were 5,000 cases pending prior to last August and that a new automated computer system was being installed. Experts estimated that the pensioners would be completely programmed by April 1977 and new retirees would be included on a current basis. This would reduce the waiting period for retirees from the present 9 to 24 months to two to three months.

Recovering from an almost disastrous investment record by some of its advisers during the past few years, the Board studied a method of monitoring investment portfolios managed by various institutions by establishing criteria of risk against return for each group of investments.

The five New York City pension funds covering police, firemen, teachers, education employees and other employees will be called upon to buy additional city bonds to help meet the \$1 billion in notes which must be paid by the city within the next few months.

With the court's setting aside moratorium legislation, this extra demand on the cash flow will be met by a combination of banks and the funds.

Until President-elect Carter's reassurance, both banks and the funds refused categorically to put up more cash. At the moment, the five retirement funds hold \$2,218,877,000 in New York City City securities including bonds and MAC bonds, out of a total of \$8.4 billion in assets.

Your estate too will be affected by the changes in the law. Under the old law, benefits paid on the death of a member of a plan to a named beneficiary were exempted from federal estate taxes, if the benefits were payable from a qualified corporate plan.

Under the new act, this exclusion is limited to non-lump-sum distributions from qualified plans, including Keogh and IRA programs that affect distribution made after December 31, 1976.

A provision that will affect some taxpayers is the classifying of distributions from qualified plans as earned income. This condition, by taking the distributions out of unearned income, allows the recipient to come under the 50 percent maximum tax rate for personal-service-taxable-income for the year 1977 and later. However, this provision applies only to one lump sum distribution from qualified plans.

For those who could not estimate their earnings by December 31, there is a provision that state contributions to IRA may be made until 45 days after the end of the taxable year.

BUY U.S. BONDS



CSEA vice-president James Lennon, left, head of the union's Southern Region III, responds to inquiry from Orange County State Transportation chapter 515 president Gary Nestor at regional meeting last month at Holiday Inn in Newburgh.



Southern Region III supervisor Thomas Luposello, left, reviews employee problems in Rockland County with Rockland chapter 844 president John Mauro, center, and the chapter's county unit president Patsy Spicci, Mr. Mauro is also regional vice-president.



Marking his ballot for regional nominating committee members, Harlem Valley Psychiatric Center chapter 409 first vice-president Fred Frankie finds nearest convenient location to write his choices in secret.

Southern Region Looks To This Year's Ballot

NEWBURGH—The first step towards the 1977 statewide and regional Civil Service Employees Assn. elections was taken Dec. 16 by Southern Region III unit and chapter presidents when they elected a nominating committee at a meeting here.

Eva Katz was elected chairman of the seven-member committee. Southern Region president James J. Lennon appointed Ms. Katz, William George and Pat Mascioli as members of the statewide nominating committee. Vince Covatti, David Freer, Madeline Mackey and Peg Connors were named members of the regional nominating committee.

In other action at the meeting, field supervisor Thomas Luposello struck a note of cheer when he reported how the CSEA has continued its unbroken representation election winning streak by beating the Service International Employees Union in three separate elections.

Mr. Luposello analyzed the string of victories for the presidents, pointing out that the main reason for them was the "tremendous" amount of help provided by CSEA officers, field representatives, members and re-

tires in each of the campaigns.

The CSEA won the representation election in Ulster County by a margin of 497-268. In 1974, the CSEA defeated the SEIU in another Ulster County representation election by 375 to 348, and the big recent victory was attributed by Mr. Luposello to increased awareness on the part of county employees of the fact that "CSEA fights hardest and best for them."

The Thruway election, in which the CSEA trounced the SEIU 901-632, and the Sullivan County election, which the CSEA won 169-108, also brought out that the CSEA is by far the best union for public employees," Mr. Luposello said.

The regional field supervisor also noted that while it is good to talk about past victories, there

are always new problems pending in the future.

One of these problems, he said, is in Rockland County, where the 1,750-member county unit has filed an improper practice charge against the county legislature. It alleges failure to bargain in good faith. The union also declared an impasse in the effort to get a new contract for county employees and is awaiting mediation sessions to be conducted by the Public Employment Relations Board.

President Lennon discussed the state's program of decreasing the number of patients at state hospitals and transferring the facilities at these hospitals to county auspices. There have been many layoffs of public employees in the Department of Mental Hygiene since this program started in 1971, and even more are threatened in the future, Mr. Lennon said.

"As regional president, I am unalterably opposed to the policy of putting Mental Hygiene facilities under the control of the counties. This policy could and would be disastrous if those patients are placed in the care of untrained people when they were previously cared for by dedicated state employees. A primary concern is also the absolute protection of the Civil Service system, because a transfer of these facilities could destroy benefits earned through many years of faithful service," Mr. Lennon said.

Mr. Mascioli, regional political action committee chairman, reported that Southern Region PAC collected \$9,766.22 this year and spent \$7,966.90 in the 1976 campaign, leaving a balance of \$1,799.82.

Martin Langer, president of Rockland Psychiatric Center chapter, reported that his chapter is trying to raise \$8,000 for PAC through a 50-50 club raffle. He urged other chapters to try this method "as a good way to raise PAC funds."



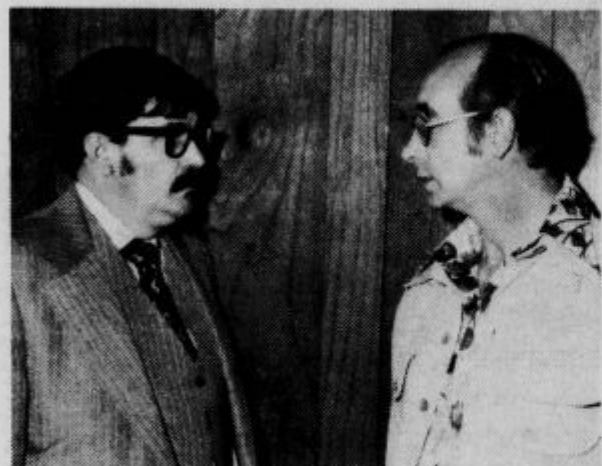
Regional third vice-president Rose Marcinkowski, of Highland Training School chapter, chalks up results of vote for regional nominating committee. Seven were elected, with top three vote-getters also being named to serve on statewide nominating committee. As can be noted, the statewide committee members are Eva Katz, William George and Madeline Mackey. The regional committee includes these three, plus Peg Connors, Pat Mascioli, Vince Covatti and David Freer.



CSEA director Nicholas Puziferri (Mental Hygiene, Region III) listens to views of Arnold Wolfe as they pause during break in business session. Both are former presidents of Rockland Psychiatric Center chapter 421, and Mr. Puziferri was also four-term president of Southern Conference.

Southern Region III second vice-president Richard Snyder reports to delegate body. Mr. Snyder is also president of Wassaic Developmental Center chapter 426 and a CSEA director representing Region III Mental Hygiene employees. Other officers, seated from right, are regional president James Lennon, third vice-president Rose Marcinkowski and first vice-president John Mauro.

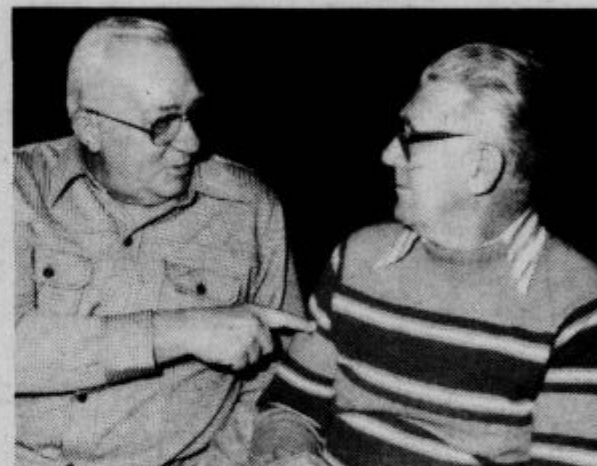
(Leader photos by Ted Kaplan)



CSEA field representative John Deyo, left, listens to Wassaic Developmental Center chapter 426's Carl Garrand, who also serves as the region's sergeant-at-arms.



These ladies of Wassaic Developmental Center chapter show quiet concern. From left are Margaret Yeno, Floreann Snyder and Donna Garrand.



Two members of Orange-Ulster-Sullivan Retirees chapter 917 keeping up with events are chapter vice-president Gordon Hobbs, left, and Clarence Lokey.



Walter Gass, of Eastern Correctional Facility chapter 159, takes notes as Walkkill Correctional Facility chapter 163 president David Freer watches.



SUC at New Paltz's William George, left, receives congratulations from Kingston School District's Anthony Fattarino on his election to nominating committee.



Mid-Hudson chapter 009 president Donald Oakes, left, reviews notes with Seymour Katz, one of his predecessors as president of the 240-plus-member chapter.



Gesturing emphatically, Letchworth Village Developmental Center chapter 412's Manny Ramirez speaks with SUC at New Paltz chapter 610 president Marie Romanelli.



Rockland-Westchester Retirees chapter president George Celantano, center, checks with Rockland Psychiatric Center chapter 421 president Martin Langer, right, and Nicholas Luocketti.



Westchester Local 860 delegation included, from left, political action chairman Pat Mascioli, first vice-president Carmine LaMagna and executive representative Carmine DiBattista.

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-Clive Barnes, N.Y. Times

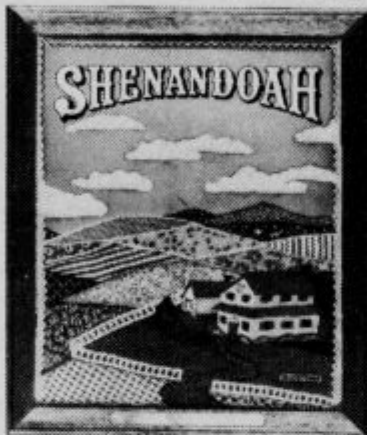
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-Clive Barnes, New York Times



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Jobs In New Administration

(Continued from Page 4)
tration and Finance, Level V.
Deputy Regional Directors, \$28,-582.

Office of Policy and Planning
Deputy Assistant Director, \$36,-092.

Planning Officer, \$36,092.
Special Projects Officer, \$36,092.

Various Offices
Inspector General, \$36,092.
Congressional Affairs Assistant Director, \$37,800.

Equal Opportunity Assistant Director, \$36,092.
General Counsel, \$37,800.

Administration and Finance
Deputy Assistant Director, \$36,-092.

Director of Personnel, \$36,092.
Medical Officer, \$36,092.
Computer Systems Administrator, \$36,092.

Deputy Director of Personnel, \$28,582.

Chief of Personnel Operations, \$28,582.
Management Analyst, \$28,582
Supervisory Operating Accountant, \$28,582.

Office of the Director
Special Assistant to Deputy Director, GS-15.

2 Special Assistants to Director of ACTION, GS-13.

2 Staff Assistants, GS-09.
Chauffeur to Director of ACTION, WG-07.

Motor Vehicle Operator, WG-05.

Domestic Operations
Deputy Associate Director for ACTION Education Programs, GS-13.

Special Assistant to the Director, GS-13.

Confidential Secretary, GS-09.

Policy and Planning
Special Assistant to the Assistant Director, GS-15.

COMMODITY FUTURES TRADING COMMISSION

Office of Commissioner Martin
Special Assistant, GS-14.

Administrative Assistant, GS-10.

Office of Commissioner Seever
Special Assistant, GS-15.

Administrative Assistant, GS-11.

Office of Congressional Affairs
Congressional Relations Officer, GS-15.

Office of Intergovernmental Affairs

Special Assistant, GS-15.

Office of Policy Review
Special Assistant, GS-15.

Office of Public Information
Public Information Officer, GS-15.

Office of the Executive Director
Administrative Assistant, GS-9

COMMUNITY SERVICES ADMINISTRATION

Director, Level II.
Deputy Director, Level III

Special Assistant to the Director, GS-14.

Confidential Assistant to the Director, GS-11.

Private Secretary (Stenography) to Director, GS-9.

Confidential Secretary (Stenography) to Deputy Director, GS-9.

Confidential Staff Assistant to the General Counsel, GS-12.

Confidential Secretary to the Director, GS-10.

Planning and Review Advisor, GS-15.

Confidential Advisor to the Associate Director, GS-15.

Associate Director for Congressional Relations, GS-15.

Associate Director for Public Affairs, GS-15.

General Counsel, GS-17.
Deputy General Counsel, GS-17.

Associate Director for Economic Development, GS-16.

Domestic Operations
Deputy Associate Director for Older Volunteer Programs, GS-16.

Office of the Director
Assistant for Special Affairs, \$37,800.

Assistant for Domestic Volunteer Liaison, \$36,092.

Special Assistant, \$36,092.
North Africa, Near East, Asia,

International Operations
Africa Regional Director, \$37,800.
Latin America Regional Director, \$37,800.

Pacific Regional Director, \$37,-800.
Executive Assistant, \$36,092.

Peace Corps Management Officer, \$36,092.

Chief of Multilateral and Special Programs, \$28,582.

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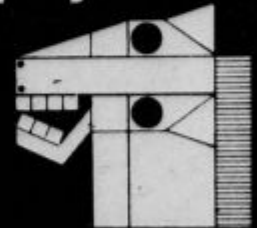
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Perkins

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EQUUS

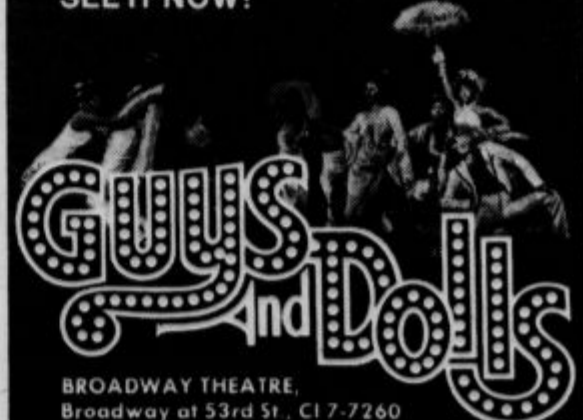
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SHORT TAKES

DMV FRAUD 'MINIMAL'

Although Motor Vehicles Commissioner James Melton has alleged that millions of dollars were stolen from the state through fraudulent practices at DMV offices, a recent report from the State Comptroller says losses for one month audited last year were minimal. An Audit and Control study in June of more than one million license renewals processed by the 109 state and county DMV offices found only 269 "potentially fraudulent transactions." The report noted that during the period studied, November, 1975, usual renewal fees would be \$35 or \$40. Thus, the "questionable transactions" would account for a loss of \$10,760, at most, for the month. Mr. Melton previously said that audits in Staten Island, Dutchess, Nassau, Cayuga and Genesee Counties had turned up losses of about \$250,000 in missing funds in the last fiscal year. Mr. Melton was denied funds last year to purchase equipment which he claimed would tighten up loose controls. However, Mr. Levitt's report stated that on the basis of his department's findings, there is no justification for the purchase of new equipment. It did say that better administrative and fiscal controls are needed.

Open Continuous State Job Calendar

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

State Sets 17 Promos

ALBANY—The State Civil Service Department has opened filing for 17 promotional titles in social services, Public Employment Relations Board, motor vehicles, insurance, health, education and commerce agencies. Most have March 19 written tests and Feb. 7 deadlines.

Motor vehicle cashier (Exam

36-013), license clerk and senior license clerk (36-012) have March 19 written tests.

Senior motor vehicle referee has an oral test in February, March or April. Insurance examiner (36-014) and vocational rehabilitation counselor at the senior (35-983) and associate (35-984) levels also have March 19 written tests.

Written tests will also be held March 19 for social services agency jobs of associate social services disability analyst (36-017), associate vocational rehabilitation counselor (36-010), senior social services disability

analyst (36-106), senior vocational rehabilitation counselor (36-011) and social services disability specialist (36-015).

Oral tests will be held for associate social services program specialist (39-167), principal social services program specialist (39-168), supervising public employment mediator (39-172) director, office of hospital nursing services (39-171).

Associate international trade consultant (39-169) has a Jan. 24 deadline and an oral test. Senior supervisor of field services for the blind has a Jan. 10 deadline and an oral test.

Feds Open 6 Job Positions

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

Engineering technicians require at least two years' specialized experience or graduate education.

Orthotist-prosthetist has been opened in New York City until further notice 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' 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.

SAVE A WATT

Feds Open A Variety Of Posts

WASHINGTON, D.C.—The U.S. Civil Service Commission has opened filing until further notice 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

Filing Opens On Trade Jobs

MANHATTAN—The New York City Area Office of the U.S. Civil Service Commission has opened filing until further notice for several trade jobs under the General Notice NY-6-06-A.

Applications are being accepted for chief engineer (ferry boat), at \$8.86 per hour, electronic accounting machine operator at GS-4, maintenance mechanic at WG-10, laundry and dry cleaning equipment mechanic at WG-10, sewing machine repairer at WG-9 and food service foreman at WS-8.

Applications are no longer being accepted for air safety investigator (field) at GS-11 and pipefitter at WG-10.

Two Ex-Cops, Seeking Jobs Back, Lose Again

Two former city police officers, fired when they refused to tell the department about alleged criminal acts despite a grant of immunity, may have taken a third strike in their lawsuits to get back on the force.

The latest setback came when the Manhattan Appellate Division threw out their appeal for reinstatement. All five judges agreed the cops, who were not identified in court papers, were legally required to answer questions concerning their conduct and indictment for burglary, grand larceny and official misconduct.

The judges pointed out that the department offered the cops immunity for their testimony during the investigation, meaning that anything they said could not be used in court, although it was admissible at a departmental trial. Therefore, when the cops still refused to talk, the judges said, they could

not claim constitutional violations.

The department shortly afterward fired the pair for refusing to testify under immunity.

The cops originally filed a federal lawsuit to get an injunction to prevent the departmental trial. This failed, as did a separate action in State Supreme Court after they were dismissed.

The Appellate Division, on the appeal from the Supreme Court ruling, said there was nothing illegal in their dismissal from the force. They said immunity granted the ex-cops was proper. Then for good measure, the judges told them they were really wasting their time in court, because the federal ruling against them should have ended the matter.

"Where an issue is litigated and necessarily decided by a court of competent jurisdiction (federal court)," the appeals court said, "that determination bars any other suit where the same issue is decisive."

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, ac-

counts 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.

City Job Calendar Open Competitive

Marine Oiler	\$14,624	6025
Promotional Positions		
Custodial Foreman	\$8,700	6525
Foreman (Electrical Power)	\$17,235	6527
Senior Buyer	\$14,475	6565
Supervising Therapist	\$18,134	5612
Wiper (uniformed)	\$18,134	4698

Filing closes January 28 for all exams.

OPEN COMPETITIVE — Additional information on required qualifying education and experience and exam subject can be obtained by requesting a job announcement in person or by mail from the Dept. of Personnel Application Section, 49 Thomas St., Manhattan, 10013 or the Intergovernmental Job Information and Testing Center, 90-04 161 St., Jamaica, Queens, 11432. Be sure to specify the exam number and title and, if requesting an announcement by mail, a stamped self-addressed envelope.

PROMOTIONAL — These titles are open only to those already employed by the city in various agencies.

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."

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Call 651-3434 Owner no fee
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7 Rms, Hi-Ranch, 3 Bedrms, Family Rm, 2 Car Gar, 1½ Bath, 8 years old. Rental \$500.
MARIO BLANCO - 75 W Sunrise Hwy.
516-378-5800

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\$500 TOTAL CASH
"Live-in Elizabethan Splendor" 10 huge rm Colonial, woodburning fpic., cth cell liv rm, banquet din rm, king sized bdrms, cabinet lined kit, fam rm, bsmt, gar on ½ acre of manicured grounds. Only \$25,990. Bring deposit. 516-669-5000.

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516-928-1500

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COLONIAL! \$46,900
4 BDRMS, 2½ BTHS, FAM RM!
WEST HILLS! \$62,900
4 BDRMS, 2 BTHS, SWIMMING POOL!
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Real Estate - Teaneck, N.J.

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ROBINHOOD TUDOR
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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.

Co-op For Sale - Flushing

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Houses - Nassau, Suffolk

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Houses - Nassau, Suffolk

CORAM SACRIFICE \$31,000
2MR, 2 bth Ranch, adult community, club house activities, swim pool, low maint chg. Call Owner 201-729-7476.

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.

Real Estate - Long Island

BABYLON'S ALMA "BANK FORECLOSURE," super hi-ranch, 7 years young, offers huge living room, dining room, kitchen, 4 massive bedrooms, oversized den, 1½ baths, garage, on oversized lot, no cash to vets. \$25,990. 587-6700. 484 Sunrise Hwy, W. Babylon. Min FHA.

BABYLON'S ALMA "BANK FORECLOSURE," super Colonial offers huge living room, dining room, massive kitchen, utility room, 5 king bedrooms, full basement, "COMPLETELY REDECORATED." \$500 total cash moves you in, no closing costs. \$23,990. 587-6700. 484 Sunrise Hwy., W. Babylon. 516 area code.

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Feds Seeking

WASHINGTON, D.C.—The U.S. Civil Service Commission is seeking education program specialists at three grade levels for several Washington, D.C. area federal agencies.

Minimum requirements are a master's degree in any field or education program specialist experience.

The salaries are \$14,097 at the GS-9 level, \$17,056 at GS-11, and \$20,442 at GS-12.

Education program specialists conduct research and assist in planning curriculum content and teaching methods. They also advise school officials and community groups on educational programs.

The positions exist in bi-lingual Indian, adult education and education of the handicapped programs.

Further information can be obtained from the U.S. Civil Service Commission's Washington Area Office, 1900 "E" St., N.W. Washington, D.C. 20415, Attn: Mid-Level Office (Edu).

Bank Examiner Jan. 24 Closing

ALBANY—The State Civil Service Department has opened promotional filing until Jan. 24 for supervising bank examiner and supervising overseas branch bank examiner (both exam 39-177) and until Jan. 31 for associate in educational integration (exam 39-178).

Both oral exams will be held in February. Applicants for the bank jobs need one year's experience at the principal level. The education job requires one year's experience on the assistant level.

For further information contact your agency personnel office.

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BREWSTER (Cape Cod Area) — By Builder, attractive 3 bedroom ranch on half acre lot. 1½ baths, fireplace, FHW by oil, carpeted \$35,900. 617-362-6454.

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**3 Region I People Named
To Nominating Committee**

NORTH AMITYVILLE—Long Island Region I has named Daniel Donohue, Louis Mannellino and James Corbin to serve on the statewide nominating committee for the Civil Service Employees Assn.

The three leaders were selected by the Regional Executive Board in a special meeting at the headquarters building here Jan. 11.

Mr. Donohue is president of the Central Islip Psychiatric Center chapter. Mr. Mannellino is with the District 10 Transportation chapter. Mr. Corbin is president of the Suffolk chapter.

The Executive Board also approved 10 others to serve on the regional nominating committee.

They were: Arthur Loving Jr., Long Island State Parks; Joseph Aiello, Kings Park Psychiatric Center; Carl Pugliese, Nassau Chapter; Rose Cilli, Pilgrim Psychiatric Center; Al Castaldi, Stony Brook University; Mike Curtin, Suffolk Educational; Arthur Hennessy, Farmingdale University; Joseph LaValle, Suffolk Developmental Center; Alice Heaphey, Nassau, and Ruth Grimmer, Nassau.

In another action at the meeting, the board unanimously opposed consideration by the statewide Board of Directors of a resolution that would declare the directors the supreme authority in union government. The Long Island leaders demanded that the directors honor the traditional right of the delegates to the state convention to establish

policies to be carried out by the directors.

Feds Open Three Titles

MANHATTAN — The New York City Area Office of the U.S. Civil Service Commission has reopened filing for shorthand reporter at Grades GS-7 and GS-9, and for engineer equipment mechanic and repairer at Grade WG-10. It also reopened sales store checker at Grade GS-2 for the U. S. Military Academy at West Point.

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

There are no training or experience requirements for reporting stenographer, GS-5, which pays \$9,303. Written tests will be given.

Sales store checker requires a high school diploma or six months' general experience for the GS-2 level, which pays \$6,572. For GS-3, which pays \$7,408, one year's experience is required, with at least a year of that as a sales store checker. A

Safety Officer Test

ALBANY—The State Civil Service Department has opened filing until Feb. 7 for March 19 promotional tests covering three levels of institution safety officer.

Exam 36-034 will be given for the senior level; exam 36-035 for the chief I and chief II levels.

training course in sales store checking can be substituted for three months' specialized experience. Clerical work or schooling above the high school level can be substituted for six months' general experience.

For further information on the jobs, which fall under General Notice NY-6-06, Amendment No. 5, contact the commission at one of the federal job information centers. These are listed on page 15 and can also be found in area telephone directories under "U.S. Government" listings.

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

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

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

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

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

CHAPTER OR UNIT PRESIDENT HAS CONVENIENT SIGN-UP CARDS

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

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

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

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

NON-MEMBERS SHOULD HELP SHARE THE LOAD

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

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

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

Workmen's Compensation Penalizes Two Doctors

NEW YORK—Chairman Arthur Cooperman, of the New York State Workmen's Compensation Board, has revoked two Long Island doctors' WCB authorization to treat WCB claimants.

The authorizations of Dr. Wallace B. Lehman, 44, of Valley Stream, and Dr. Thomas Joseph Palmieri, 38, of New Hyde Park, were revoked effective Dec. 31, with leave to reapply for reinstatement in four months.

In each of the cases, the grounds

were that the doctors had refused medical treatment to compensation claimants in need of operations, pending agreement to fees higher than those named in the chairman's official Schedule of Medical Fees.

WCB authorizations permit doctors to treat Workmen's Compensation claimants and establish specialty ratings which determine fees.

Medicare and Blue Shield may use a doctor's WCB rating as a factor in determining if he is a specialist. The WCB rating may also be used by the New York State Department of Social Services disability determination unit as an alternate credential to the American Medical Association's Board certification determining a doctor's eligibility as a special examiner for the unit.

"Complaints directed to Workmen's Compensation involving

doctors who refuse to treat WCB claimants have reached a shocking level," Mr. Cooperman stated.

In actions designed to nullify the revocations, the two doctors brought Article 78 proceedings against Mr. Cooperman in New York and Nassau County Supreme Court.

Eligible List

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Rank	Name	Score
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2	Adamson, Douglas T Albany	86.8
3	Conover Hobart H Delmar	85.0
4	Traver Lee A Troy	83.6
5	Ostler Ruth-Ellen Albany	83.2
6	Dudley Arthur J Glenmont	74.0

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Secretary to superintendent of environmental control (65-443) pays \$10,272 and requires four years' experience. Clerk stenographer III pays \$10,970 in Oyster Bay and requires four years' experience.

Secretary to superintendent of engineering (65-434) pays \$11,205 and requires four years' experience.

For further information contact the commission at 140 Old Country Road, Mineola, New York 11501.

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

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

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

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

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

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

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

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

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

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

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Salary Increase Recommended For Pulaski Central Teachers

ALBANY—A PERB fact-finder recommended a two-year agreement with a 5.5 percent salary increase for teachers in the Pulaski Central School District (Oswego County) in the first year.

Robert W. Ahern, of Syracuse, is the fact-finder named by the State Public Employment Relations Board in a contract dispute between the school district and the Pulaski Teachers Association.

Mr. Ahern recommended the salary increase plus increment. He said that assuming the district's estimate of the average cost of increments to be 2.5 percent, this means a total average increase of 8 percent the first year. He further recommended a 4.5 percent increase effective July 1, 1977.

Other recommendations include:

- No change in current graduate credit hour payment of \$16.
- Increase District's payment for dependent health insurance from 35 percent to 60 percent effective July 1, 1976; effective July 1, 1977, the District to pay 90 percent of premium for employees provided that the employee and dependent rates, effective July 1, 1977, will be con-

verted to and expressed as the dollar amounts paid by the District each month, and that the parties agree that any cost increase above that amount be borne equally by the District and the employee;

—Rejection of dental insurance;

—Rejection of requests to increase maximum accumulation of sick days from 165 to 180 and for a retirement benefit of all unused sick days;

—Establishment of a joint committee to study the extra-curricular salary structure, a sick leave bank to aid in cases of long term disability, and a change in health plan carrier;

—If agreement is not reached by June 30, 1977, a 4.5 percent increase in all extra curricular rates effective July 1, 1977;

—Non-tenured teachers with more than one year's service to be protected by a just cause clause up to and including the Board's decision on tenure; tenured teachers have strong protection under the Education Act, therefore he rejected a just clause for them;

—Decrease time limit for filing grievance to 30 calendar days;

—No change in access to personnel files;

—Rejection of request that would require elementary teachers to have 12 hours of approved reading courses prior to being granted tenure and secondary teachers to have 6 credit hours.



DUTCHESS LOSES A WINNER

Bernie Viet, seated, looks over mementos given him at testimonial recently on occasion of his leaving public employment in Dutchess County. Mr. Viet is joined here by some of the Civil Service Employees Assn. leaders who know best the services he provided the union members, especially in his position as Dutchess county unit president during the first major, successful strike by local government employees in the state's history. Standing, from left, are Ellis Adams, Dutchess chapter 814 president; Pat Robins, the current Dutchess county unit president, and James Lennon, CSEA statewide vice-president and Southern Region III president. Dutchess is one of the region's 45 member chapters.

Dumond Elected To Board, Will Represent Education

ALBANY—Ernest G. Dumond, of the State Education Department in Albany, has been elected Education Department representative to the State Executive Committee and the Board of Directors of the Civil Service Employees Assn. to fill a vacant unexpired term ending on July 1, 1977.

According to Bernard C. Schmah, chairman of the CSEA's special election procedures committee, Mr. Dumond received 226 votes in the special mail ballot election conducted recently. G. Geraldine Dickson of Albany received 176 votes, and Linda Kingsley, employee at the Batavia School for the Blind, received 127 votes. There was a smattering of write-in votes and a small number of invalid ballots received also.

A new election for statewide representatives will be held in June 1977, and interested candi-

dates for that election should notify the nominating committee, c/o CSEA, 33 Elk Street, P.O. Box 125, Capitol Station, Albany, New York 12224.

Wayne Charges

(Continued from Page 1)

Times Union, on Dec. 1, and the Rochester Democrat and Chronicle on Dec. 5.

The CSEA spokesman also pointed out that, despite such provocations, the union's negotiators have refrained from any public statements.

Back To The Hold For Longshoremen In CSEA L. I. Win

EAST ROCKAWAY — The Civil Service Employees Assn. grappled with the International Longshoremen's Assn. last week and won a Rockaway Village challenge election in which no votes were cast for the ILA local. The vote was 14 for the CSEA, one for no union.

Although the East Rockaway Village public employee group is small, the 18 members are loyal to the CSEA said Mike Aiello, CSEA fieldman.

"They must have remembered what they and the CSEA were able to accomplish last year because they gave the union 100

percent support," said another CSEA staff member, Pat Morano.

Artie Linde and Monroe Hall led the CSEA organization of employees of the East Rockaway Departments of Sanitation and Public Works in tossing off the Longshoremen. It was the third confrontation with the ILA in the last year.

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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

Local 445 Opposes Plan To Relocate Heck Clients

SCHENECTADY—Members of the Eleanor Roosevelt Developmental Services Local 445 of the Civil Service Employees Assn. are unanimously opposing the relocation of 154 clients to the O.D. Heck Developmental Center by March 31, 1977.

This action, proposed by the Department of Mental Hygiene, will be a complete about face in the Department's philosophy of community-based programs. It will overload the current staff, undercut the community based program and leave those participating communities, patients, families and public officials in a difficult situation.

A resolution passed by the Eleanor Roosevelt Developmental Services' CSEA membership, describing the situation, stressed:

"We are not in any way opposed to resettlement. In fact, we at Eleanor Roosevelt Developmental Services have provided community homes for former developmental center residents in far greater numbers, and with greater success, than any other region in New York State. However, for the proposed resettlement, humane planning should have been top priority: quality services for clients through rational assignment of workers. We decry the real basis for the Department of Mental Hygiene

planning: the money realized from federal support of the institutional model.

"It is th's financial interest that has propelled the threatened desertion of the community programming which will doubtless send many more people to more and more crowded residential units. We want to make clear that these short term gains in dollars and cents will leave a long term heritage of expensive, unmanageable and overcrowded warehouses, understaffed by overworked and demoralized workers."

William McGowan, CSEA executive vice-president, said "The state administration is so money hungry that quality care has been sacrificed time and time again for federal funding. One thing is said publicly, another privately. Our members want to work and have been cited for tremendous efforts in this area, but how can they do the job when the state keeps changing its aims?"

CSEA Ratifies 2-Year Contract In Rotterdam

ROTTERDAM—Members of the Town of Rotterdam unit of the Schenectady County chapter of the Civil Service Employees Assn. have voted to ratify a two-year contract with the town which calls for a \$500 across-the-board increase in 1977 and 1978.

The 61 members of the unit voted 2 to 1 to accept the contract which is retroactive to Jan. 1, 1977.

The inclusion of a grandfather clause allowing town employees currently living outside Rotterdam to maintain their current addresses was a major item negotiated by the unit. The Rotterdam town board is expected to adopt a resolution requiring all future town employees to reside within Rotterdam. Last October,

pending the results of these negotiations, the board tabled a provision in the law that those currently living outside town boundaries would be given one year to establish residency in the town.

The first year of the contract also calls for an additional day of vacation for each year after 20 years of employment, up to 25 years. In the second year of the contract, up to 150 sick days may be converted into service to the town upon retirement.