

# Civil Service LEADER

America's Largest Newspaper for Public Employees

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## Threaten Law Suit Over Nassau Pact

MINEOLA—Irving Flaumenbaum, president of the 22,000-member Nassau County chapter, Civil Service Employees Assn., last week vowed to seek a court order to upset a wage freeze if the majority of the Board of Supervisors votes no pay increase for this year.

Mr. Flaumenbaum, who is also president of CSEA's Long Island Region I, reacted angrily after a conference with Francis T. Purcell, of Hempstead, leader of the board, and County Executive Ralph G. Caso in which Mr. Purcell revealed he would go along with Mr. Caso's wage-freeze idea.

Mr. Purcell demanded, however, that Mr. Caso provide for a wage increase next year and suggested that the board may yet include some fringe benefit increases for the current year.

Mr. Flaumenbaum charged that if the majority of the board goes along with Mr. Purcell, the board will be violating the Taylor Law, which governs public sector employee-employer rela-

tions. "We will ask the State Supreme Court to take over and exercise the power to establish a just determination, because the board will have abdicated its responsibility," he declared. "We are angry, unhappy and disconcerted."

Mr. Flaumenbaum indicated a lawsuit would cite the legal requirement that the board "consider the best interests of the employees and the public." Such a lawsuit is thought to be unprecedented, and could result, CSEA spokesmen said, in a court ruling putting meaning into the guarantees of equitable treatment for public employees. The suit was already under prepara-

tion by CSEA regional attorney Richard M. Gaba.

Mr. Flaumenbaum had notified all county employees within hours of the meeting by distributing a mimeographed notice. The notice warned, "If the board chooses to concur, we will institute a lawsuit as soon as their answer is made public."

He recalled that the CSEA negotiating committee had furnished the facts to a panel of fact-finders that proved that a minimum of 6.6 percent was necessary.

In addition, the committee provided evidence at a legislative hearing before the supervisors demonstrating the county's ability to pay.

"No legal basis remains for the supervisors to deny us," Mr. Flaumenbaum declared.

"If the majority goes along with a wage freeze, it can only be because they are ignoring the law and their responsibilities," he asserted. "We still have the right to ask the courts to order the board to observe the law."



### BOOSTING NEW YORK

Theodore C. Wenzl, left, president of the Civil Service Employees Assn., presents the first piece of mail bearing the metered postage message "The Mark of Quality—Made in New York State" to State Commerce Commissioner John S. Dyson. The campaign is part of the Department's current campaign to call attention of consumers to quality products made in New York State. The message will appear on the estimated 250,000 annual CSEA mailings and a total of 15 million pieces of mail by other state agencies and private organizations.

## North Country's Political Candidates Suggest Some Salary Boosts Next Year

WATERTOWN—State Senate and Assembly candidates, speaking at a "Meet the Candidates" night sponsored by the Jefferson County chapter, Civil Service Employees Assn., held out some hope for an increase in state employee salaries next year.

Speakers included Senator H. Douglas Barclay (R-C, Jefferson, St. Lawrence, Oswego, Cayuga), who is unopposed, and Assemblyman K. Daniel Haley (D-L, St. Lawrence, Franklin).

Senator Barclay indicated there might be "a little latitude" to make adjustments in the state budget next year, adding "if things improve the way I think they're improving, then we're going to have something to really

talk about in terms of civil servants' salaries".

Assemblyman Haley said he feels CSEA members should probably get a raise next year. He added a plan should be provided for incentives like bonuses or raises for public employees who save the government money. His opponent, Canton Republican David Martin, said he feels the government should pay "a just

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## Rockland Demands Binded Arbitration

NEW CITY—The Rockland County unit, Civil Service Employees Assn., has demanded binding arbitration as the only equitable way of settling a year-long contract dispute with the county.

In a letter to a county legislature chairman Bernard Fallon, CSEA Rockland County unit president Patsy Spicci called for binding arbitration on salaries, including longevity, overtime and wages; reallocation procedures, and holiday pay.

All of these were issues addressed by a fact-finder in his recent report on the case. However, there was no agreement on the implementation of the fact-finder's report.

"The employees see binding arbitration as the only fair way that remains of settling this problem," Mr. Spicci said. "We are confident that a neutral third party, whose decision is binding, would make a judgment that is in the best interests of all concerned."

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### Cortland Dinner

CORTLAND — The Cortland County chapter, Civil Service Employees Assn., will hold a dinner meeting to honor recent chapter retirees on Saturday evening, Oct. 2.

The event, set to begin at 7 p.m., will be held at the San Rocco Lodge, 64 Pomeroy St., Cortland.

## Ross To Head Court Study Group

MANHATTAN — Ethel P. Ross, judiciary representative on the Civil Service Employees Assn. Board of Directors and chairman of the CSEA office of court administration bargaining and labor-management committee, will head a newly formed statewide court employee committee.

On Sept. 13, CSEA head Theodore Wenzl, Ms. Ross and several CSEA staff members met with Richard J. Bartlett, State Administrative Judge, and other Office of Court Administration executives to discuss newly enacted legislation under which local government court employees will join the state payroll on April 1, 1977. According to Dr. Wenzl and



ETHEL P. ROSS

Ms. Ross, the purpose of the new committee, which will meet for the first time on Tuesday, Sep-

tember 28, will be to identify the issues raised by the recent legislation, to secure answers from Office of Court Administration to questions which are bound to arise on the change, to discuss suggestions which might ease the transition, and to disseminate information to affected court employees throughout the state who are now represented by CSEA local government chap-

ters. Dr. Wenzl has asked Joseph Osman, of Suffolk County, Hyde Smith, of Nassau County, Lynda Soldo, of Westchester County, Carol Dubovick, president of the CSEA Orange County chapter, Mary J. Hujus, of Rockland County, Mary Lou Gastle, of Erie County and Carmen Graziano, of Oneida County to serve on the committee.



### GOP And Dems Senate Race Poses Conflict

THE race between Senator James L. Buckley and former ambassador Patrick Moynihan is likely to be among the more exciting political contests in the country. Both

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# Pedestrian Program Goal Is NYC Seniors' Safety

MANHATTAN—New York City Transportation Administrator Alexandre J. Mautner has announced that a pedestrian safety program for senior citizens will be established under a \$50,000 federal grant obtained by his agency.

Noting that the fatality rate in New York City of pedestrians age 65 and older is more than 250 percent higher than the national average, Administrator Mautner said: "The pedestrian safety program will teach older persons the safest ways to cross a street. It will serve to develop an awareness among them of the hazards they face from incorrect walking practices, such as jaywalking."

The federal funds will finance the production by the Transportation Administration's Department of Traffic of a 15-minute film with animation aimed at the City's one million senior citizens. The film will incorporate a traffic safety message directed at a multi-lingual audience.

A study prepared for the U.S. Department of Transportation showed that senior citizens, who are killed or injured by cars more often than any other age group except young children, have been completely overlooked in pedestrian safety programs.

Traffic Commissioner Theodore Karagheuzoff said that direction for the new program will be provided by a 10-year pedestrian casualty study made by his department which revealed that 60 percent of all such accidents involving senior citizens were caused by jaywalking and were therefore preventable.

The primary objectives of the program, which is financed by Federal highway safety funds, are to:

- Warn older persons of the hazards of incorrect walking practices.
- Demonstrate the significance of traffic control devices in promoting safer crossings.
- Teach proper pedestrian behavior to persons with limited physical agility, reflexes, hearing and vision.
- Highlight the unique problems older pedestrians face in busy urban traffic.
- Reduce the percentage of jaywalking casualties among senior citizens.

# Rensselaer Chemist Position Available

TROY—The Rensselaer County Civil Service Commission has announced filing for sanitary chemist, which pays \$12,901.

There is presently one vacancy for the title. Filing closes Oct. 6 and an examination will be given Nov. 6 (Exam No. 64-690).

Applicants may contact the commission at Third Floor, Court House, Troy, N.Y.

# PILGRIM VISITOR

ALBANY — Norma Rita Downey, of West Islip, has been named to the Board of Visitors of Pilgrim Psychiatric Center, West Bentwood, by Gov. Hugh L. Carey. Her term will end Dec. 31.

Ms. Downey, 49, is a geriatric consultant for the Suffolk County Department of Health Services. She succeeds Walter Pimsker, also of West Islip, who has resigned.

# CAMERON APPOINTED

ALBANY — Carl L. Cameron, of Massena, has been named by Gov. Hugh L. Carey as a member of the St. Lawrence-Eastern Ontario Commission.

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# Storm Victim Aid Available

MANHATTAN — Following the President's announcement of Sept. 3 providing major disaster assistance to Hurricane "Belle" victims, Charles H. Brennan, Internal Revenue Service director here, announced that certain tax benefits are available to New Yorkers who suffered property losses resulting from hurricane damage on Aug. 9.

Special provisions of the tax law enable taxpayers to deduct disaster related casualty losses on current year's return, or last year's return by filing an amended return (Form 1040X).

Director Brennan also stated that the law covers losses of business property as well as personal property, and extends to taxpayers who use either a fiscal year or calendar-year basis to file their tax returns. Non-business losses are limited to the

amount exceeding the first \$100 for each casualty, he added. In addition, Mr. Brennan advised that "A list of items lost or damaged, showing cost or other basis, value after the loss occurred, is recommended. Photos of property before and after it was damaged are very helpful, as are appraisals of the property."

To expedite amended returns, they should be addressed to: Brookhaven Service Center, Disaster Area Claim, Stop 531, P.O. Box 777, Holtsville, N.Y. 11742.

It is also suggested that the top of the form used be marked Disaster Area Claim.

Taxpayers who need help in preparing their returns can contact their local IRS office or send a postcard requesting a free copy of IRS publication No. 547, "Tax Information on Disasters, Casualty Losses and Thefts."

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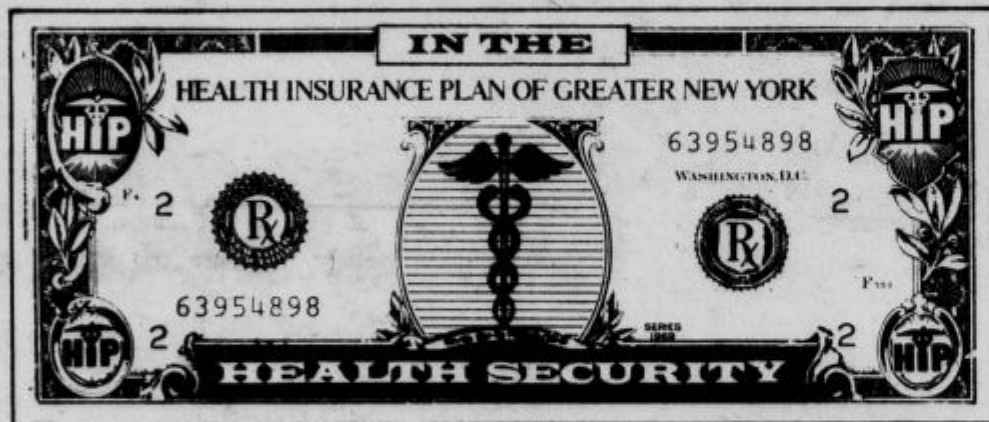
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# Rockland Arbitration

(Continued from Page 1)

The 1,800 county employees represented by the CSEA have been working without a contract since Jan. 1.

Mr. Spicci also attacked the county legislature for stating in a recent resolution that the union has rejected the factfinder's report.

"This is a glaring misrepresentation of the facts," Mr. Spicci said. "As you are aware, Mr. Fallon, at no time did the union reject the factfinder's report. Similarly, at no time did the county legislators accept the report as written."

Mr. Spicci said the workers' willingness to submit the issues to binding arbitration shows their reasonable attitude, of which the legislature has been taking advantage.

In a flyer currently being mailed to all county unit CSEA members, Mr. Spicci points out that the same section of the state's Taylor Law that provides for a legislative hearing also provides for binding arbitration

for certain employees.

As it stands now, the legislature has ordered a hearing for 9 p.m., Oct. 12 at the Clarkstown Town Hall, 10 Maple Ave., New City. After the hearing, at which the union can present its case for a raise and other terms and conditions under which they must work, the legislature will impose a one-year settlement upon the workers.

This is, in the employees' minds, a hat-in-hand approach in which they must "go begging" for a raise during negotiations, thus precipitating the current crisis in the first place.

Binding arbitration would eliminate the possibility of the employees' having to go through the legislative hearing.

The union is currently trying to ensure that, if the county does not accept binding arbitration, there will be hundreds of county employees at the legislative hearing to express their views on the need for decent terms and conditions under which they must work.

# CSEAs Picket Middle Island School Meet Over A Pact Lack

MIDDLE ISLAND—More than 150 Civil Service Employees Assn. members picketed, then packed a meeting of the Middle Island School District Board last week to protest alleged delaying tactics by school negotiators at contract talks.

After parading in front of the Middle School in Middle Island for more than an hour in an intermittent drizzle, Suffolk Educational chapter CSEA members attended the board meeting. They warned that the union and the board "are on a collision course that only this board can avert."

Irwin Scharfeld, CSEA field representative and negotiator, told the board members that the CSEA hopes "that the situation can be resolved before it reaches the confrontation stage."

"Remember, the school can still stay open when teachers are out but it can not remain functioning when non-instruction employees are absent."

Since the contract expired for the 185-member CSEA Middle Island unit, negotiators have met

with school board negotiator Charles Graves unsuccessfully, they said. Mr. Graves claims he is without power to negotiate.

Both Jean Seitz, president of the Middle Island unit and Walter Weeks, president of the Suffolk Education chapter, expressed satisfaction with the turnout of CSEA members.

"Our people are fed up with the foot-dragging by the board," said Ms. Seitz.

"The turnout of Middle Island members as well as other school employees from throughout Suffolk show our solidarity with our brothers and sisters from this school district," added Mr. Weeks.

School teachers and administrators joined the CSEA picket line. Also present at the picketing were members of the Lindenhurst, Amityville, Copaugue, West Islip, Kings Park, Elwood, Smithtown, Middle Country and Middle Place CSEA units.

Mr. Weeks said that the CSEA would await word from the board before considering further steps.

"We won't stand for second class treatment by the board," he said.

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## ALFRED COUNCIL

ALBANY — Jack Richardson Lippert II, 31, of Franklinville, has been named by Gov. Hugh L. Carey as a member of the Council of the State University Agricultural and Technical College at Alfred for a term ending July 1, 1983.

## PRINCIPAL TECHS

ALBANY — A principal engineering technician stack testing eligible list, resulting from open competitive exam 24-393, was established Aug. 26 by the State Civil Service Department. The list contains 19 names.

## North Country Meet

(Continued from Page 1) wage," but asserted, "we have to pare agencies to the bone that have outlived their usefulness."

Democratic congressional candidates Norma A. Bartle, Oswego, seeking to unseat Rep. Robert C. McEwen (R.C. Essex, Franklin, Clinton, St. Lawrence, Lewis, Jefferson, Oswego), said most of the problem with wages paid civil servants is the general state

of the economy in the area. Ms. Bartle noted, "the Northeast is becoming depressed territory; we're not getting our fair share of federal tax dollars."

Mr. McEwen was unable to attend the meeting due to a prior commitment in Washington, his office said. In all, 15 candidates for offices at all levels of government addressed the meeting.

## Ⓞ 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.

### SEPTEMBER

- 24—Capital District Armories chapter meeting and luncheon: 10 a.m., Glens Falls Armory, Glens Falls.
- 24—Non-Teaching School Employees Committee bus drivers' workshop: High School, Division Avenue, Levittown.
- 25—Nassau County Educational unit open house: 11 a.m.-3 p.m., 111 Old County Road, Hicksville.
- 27—Binghamton Area Retirees chapter 902 meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.
- 28—Orange County chapter executive board meeting: 7:30 p.m., Dikeman's Firehouse, New Street, Goshen.
- 29—Southern Region III executive committee and delegates' meeting: 8 p.m., Holiday Inn, Newburgh.

### OCTOBER

- 2—Cortland County chapter dinner: 7 p.m., San Rocco Lodge, 64 Pomeroy St., Cortland.
- 4—West Seneca Developmental Center chapter meeting: 8 p.m., Veterans of Foreign Wars Post 8113, 299 Leydecker Road, West Seneca.
- 6—Oneida County chapter board of directors meeting: 7 p.m., Hunter House, Utica.
- 12—Public hearing on Rockland County employees' contract: 8 p.m., Clarkstown Town Hall.
- 14—New York State Thruway Western Division chapter 056 meeting: Fectur's Forks Hotel, Broadway at Union Road, Cheektowaga.
- 15—Westchester County chapter Halloween Masquerade Party: 8:30 p.m., Riviera Beach Club, 360 Davenport Ave., New Rochelle.
- 29-30—Central Region V (Syracuse) meeting: Messena.



## CSEA STRENGTH IN UNITY MEMBERSHIP DRIVE JUNE 1-NOVEMBER 30

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 June 1 and November 30, 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. Many members are planning their Christmas shopping around this membership drive. The Christmas Club bonuses for all members signed up before September 15 will be paid on December 15th. The second payoff, for new members signed between September 16 and November 30, will take place on February 15.

### 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.

Only CSEA members in good standing as of June 1, 1976, may recruit new members during this drive. 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.



THE WIZARD OF ID

by Brant Parker and Johnny Hart



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**COLUMBIA SHERIFF**

ALBANY—Gov. Hugh L. Carey has named Harold Horton, a member of the Columbia County Board of Supervisors, as the new Columbia County sheriff.

The appointment will permit Mr. Horton, who is a Democrat, to run in the November election against Paul Proper, a Republican and a deputy sheriff.

**FAMILY COURT**

ALBANY—Saul Balmuth, of Ballston Spa, has been appointed by Gov. Hugh L. Carey as family court judge in Saratoga County effective immediately. He was appointed for a term ending Dec. 31 to fill a vacancy created by the resignation of James A. O'Connor.

**HAMMOCK NAMED**

ALBANY—Gov. Hugh L. Carey has appointed Edward R. Hammock to the State Board of Parole, Mr. Hammock, of Queens, is deputy commissioner of the New York City Department of Investigation.

**BUY U.S. BONDS!**

**COMP BOARD**

ALBANY—Ernest R. Latham has been appointed by Gov. Hugh L. Carey as a member of the Workman's Compensation Board. Mr. Latham a former member of board, was named for a term ending Dec. 31, 1982, to succeed Raymond Schaffer, whose term expired. The position carries a salary of \$35,250 a year.

**Four Suffolk Jobs Opening**

HAUPPAUGE — The Suffolk County Civil Service Department has announced filling for three titles with Nov. 6 written tests and one title with a rating of training and experience and continuous recruitment.

The three titles with tests are timekeeper (Exam. No. 16-324), which pays \$6,000, audio visual aide (16-323), which pays \$6,342, and chemist (16-325), which pays \$9,840. Filing deadline is Oct. 6.

The continuously open title is physician, which pays \$23,924.

For further information contact the department at H. Lee Dennison Executive Office Building, Veteran's Memorial Highway, Hauppauge, N.Y. 11787. The telephone number is (516) 979-2266.

**L.I. Region Caucus Set**

MINEOLA — Long Island Region I delegates to the Civil Service Employees Assn. state convention will caucus Oct. 2 at Musicaro's restaurant in Melville to discuss positions that the Region will adopt prior to the convention on Oct. 10-15.

Half the cost of the luncheon —\$5.50—will be paid by CSEA, said Irving Flaumenbaum, president of the Long Island region.

**Fact-Finders Are Selected**

ALBANY — Two fact-finders were recently named by the state Public Employment Relations Board to disputes involving elements of the Civil Service Employees Assn.

The two are Donald E. Cullen, of Ithaca, to the dispute between Chenango County and CSEA, and Sumner Rosen, of Manhattan, to the dispute between the Sayville, Long Island, School District and the Sayville School unit, Suffolk County Educational chapter, CSEA.

**LATHAM NAMED**

ALBANY—Gov. Hugh L. Carey has announced the appointment of Ernest R. Latham, of Rockville Centre, as a member of the Workmen's Compensation Board.

Mr. Latham, 51, is a former referee and member of the Workmen's Compensation Board. He is a lawyer, a journeyman plumber, former counsel to Plumbers Local No. 1, and secretary of the New York State AFL-CIO Workmen's Compensation Committee.

In the community, Mr. Latham is a scoutmaster and a team coach in the Pop Warner Little Football League. He was named for a term ending Dec. 31, 1982, to succeed Raymond Schaffer, whose term expired. The position carries a salary of \$35,250 a year.

The recess appointment will be sent to the Senate for confirmation when the Legislature reconvenes in regular session in January.



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# CETA

Continuing with this edition, The Leader presents a three-part series on the Comprehensive Employment and Training Act (CETA)—What it is, how it is abused, and what is being done about it. Leader features editor Jane Bernstein has talked to a lot of people who should know the answers, but found they don't always agree. This series will, we hope, clarify some of the misunderstandings.

## Where Does The Worker Stand In Terms Of Civil Service?

By JANE B. BERNSTEIN

Employment and union officials have not yet been able to agree on exactly where a Comprehensive Employment and Training Act worker fits into the scheme of civil service.

A CETA employee who is placed in a public service job is there on a temporary or transitional basis. He or she may become a regular employee after the grant has expired, but during the funding period, the worker need not pass civil service examinations.

Is a CETA participant really a civil servant?

"It works this way," said New York City Department of Employment commissioner Lucille Rose, "If it's convenient, he is. If it isn't convenient, he isn't."

Commissioner Rose said the CETA worker is treated much as a provisional worker who may become permanent.

Manpower deputy associate administrator Ray Herbert says, "By strict definition, the CETA employee is not a civil servant. Depending on who you talk to, however, there may be disagreement."

There is plenty of disagreement, especially among the members of the Civil Service Employees Assn., who have been debating heatedly for many months whether CETA workers should be union members.

The Association's attorney, Marjorie Karowe, says the CSEA had no choice but to represent them.

"The Taylor Law mandates that all state employees are entitled to fair representation," said Ms. Karowe. "We met with the CETA officials in Washington, and they were of the opinion that the CETA workers should be members of our statewide organization."

Since members under the CETA fall into some of the same bargaining units as regular civil servants, the CSEA must treat them in the same manner. Ms. Karowe said it is an unfair labor practice for the union to represent the CETA people differently than regular municipal workers.

"This new language about representation was not in the federal regulations governing the CETA," said Robert Lattimer, chairman of the CSEA statewide CETA ad hoc committee and resident of the union's Western Region VI (Buffalo). "But because of the New York State Taylor Law, these people now have rights under the contract."



Civil Service Employees Assn. attorney Marge Karowe says CETA job descriptions must be clarified to insure that minimum qualification and fitness standards are met.

But many in the organization fear that full recognition for the CETA workers may mean an infringement of the rights of regular civil servants.

Many argue that a distinction should be made between the two types of workers, using, in support of the contention, provisions of Section 64 of the Civil Service Law.

The law states, "In view of the fact that temporary appointees are exempt from the usual civil service requirements for appointment, they are entitled to none of the advantages secured by period of tenure..."

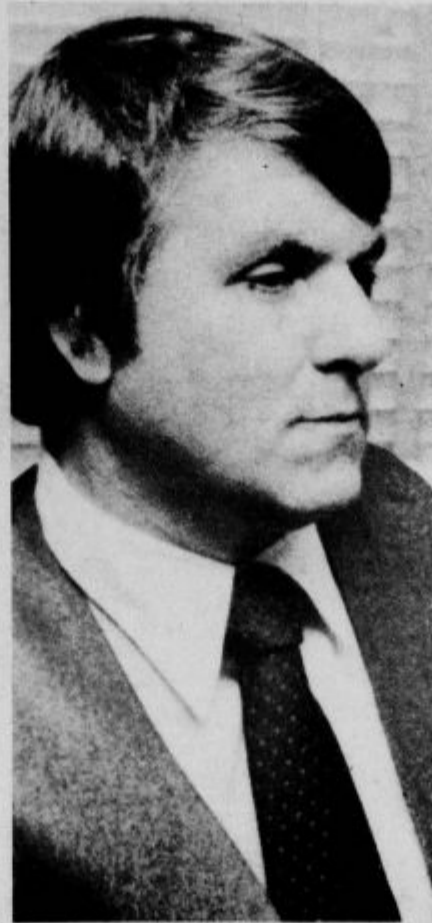
Nevertheless, when a CETA worker becomes a member of the CSEA, he or she has a full legal assistance in all grievances, except Step III.

Civil servants and union members seem to hold two major fears about CETA people.

The first involves a possibility of a union takeover by those working under the CETA. Donald Webster, also a member of the CETA ad hoc committee and head of the Mt. Vernon CSEA unit, says there is one city

in Westchester County where the CETA workers outnumber regular civil servants.

"What happens if the CETA workers, who make up the majority of public servants in this area were to vote their own people in as officers



CSEA ad hoc CETA committee chairman Lattimer says although federal regulations do not spell out how the CETA employees should be represented, the New York State Labor Law does. He says the union has been obliged to take CETA workers in as members.

in the CSEA local?" Mr. Webster said.

"I'd say they might attempt to vote changes that would be beneficial to their own, rather than the regular state or municipal worker."

Ms. Karowe, however, says this is highly improbable, because regular state employees outnumber the CETA employee across the state.

The second fear, however, is more widespread. It concerns a possible end to the Civil Service Merit System.

"The end of the Merit System is our major fear," said Ms. Karowe. "But we're taking steps now to combat this."

The Merit System was designed to relieve abuse of civil service involving political patronage appoint-

ments. It sets up minimum qualification and fitness standards for each job title. Individuals applying for jobs must meet these standards in order to be eligible to take examinations for titles.

Since the CETA workers are exempt from taking tests, and are normally only required to be unemployed for 30 days or more and lacking job skills, regular workers feel the safeguards of the system are threatened.

While there is no merit system governing the CETA, the Eleventh Amendment to the New York State Constitution provides that all public employees must meet certain requirements.

"The state backs us up," said Ms. Karowe, "All appointments and promotions must be made according to merit and fitness, including CETA appointments."

She says officials will be working on clarifying CETA job descriptions to establish minimum qualifications.

"The only problem now is that the qualifications are too minimal," Ms. Karowe said.

Mr. Webster agrees, but adds, "We know that the CETA means the end of the Merit System. It's not the simple work program it was painted to be."

CETA is not a simple program. Despite present attempts to insure that criteria for job applicants are enforced, the controversy over whether the participants should be union members continues among CSEA people.

"We still don't know all of the answers," says Ms. Karowe. "And the problem is, the federal government doesn't always clarify them for the individual states."

The unemployment problem has become more acute in the past two years, and so has the CETA program become more complex.

As more participants enter public service jobs, the potential for abuse becomes greater, while the possibility of uncovering it diminishes.

Many union and employment people would agree that the CETA creates almost as many problems as it attempts to alleviate. But until a better program is created to attack the troubles of the unemployed and unskilled, the prime sponsors in the municipalities around New York and the country appear to be in the position of having to make do with it.

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Jerry Finkelstein, Publisher

Paul Kyer, Associate Publisher

Marvin Baxley, Editor

Harcourt Tynes  
City Editor

Charles O'Neil  
Associate Editor

Jane Bernstein  
Features Editor

N. H. Mager, Business Manager

Advertising Representatives:

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FRIDAY, SEPTEMBER 24, 1976

## Voice From Olympus

WILLIAM F. BUCKLEY JR., editor of the National Review and a syndicated newspaper columnist, recently deigned to give his readers a few words about labor unions. Writing on such a bread-and-butter issue, we think, must be a slumming expedition for Mr. Buckley. He is usually more at home delivering earnest lectures to heads of state informing them of what he finds unsatisfactory with their performances.

What precipitated Mr. Buckley's effort on labor unions were comments by Leonard Woodcock, head of the United Auto Workers. In these remarks, Mr. Woodcock said it was his opinion that the current high level of nationwide unemployment is due, in good measure, to policies of the current Republican Administration.

No way, Mr. Buckley sulks. Unemployment and inflation, he asserts, must properly be blamed on the American labor movement. "The immunity of the large, cocky, monopoly labor unions from social criticism is one of the great embarrassments of the age," Mr. Buckley declares. We assume what this statement actually means is that it is one of the great embarrassments of the age to Mr. Buckley. But he has this thing about dropping declarations like that. He never cites any authority for them; presumably, he, himself, is the authority. Mr. Buckley's unhappiness with monopolies, however, has its blind spots. You will seek in vain, for example, high and low, to find any really unkind things he has said about the oil industry's monopoly in this country.

Of course, if your family fortune stemmed from petroleum, as Mr. Buckley's does, you might be more cheerful about monopolies in the oil industry, too.

Mr. Buckley also observes that, "It is said that Watergate was required before the Executive (Branch) could be given a real going over." He then wonders what it will take to give "labor union musclemen" (Mr. Buckley, you see, has a gift for the gracious phrase) a similar bracing up against the wall. We can—unhappily, because we like to be helpful—offer Mr. Buckley little help in his quest for the good, the true and the beautiful. We can note in passing, though, it wasn't any union rank-and-filer who thought breaking into the Watergate would be a good idea and it wasn't any union official who thought lying about it afterward would be an equally good idea. If this is any help to Mr. Buckley, we are pleased.

But Mr. Buckley would have us share in his unhappiness with the American labor movement. His column goes on to cite cases of union violence and illegal activities on the part of some union officials.

An intelligent person knows that Watergate wasn't, and isn't, the Republican Party. On the other hand, individual, isolated cases of violence and dishonesty aren't the American labor movement, either.

How do we see the American labor movement? We see it this way: more than any other thing, occasional lapses notwithstanding, the movement has been and is the strongest element in providing working men and women with a fair wage for their work and decent working conditions in which to perform this work. It will require something a bit stronger than Mr. Buckley's unhappiness to change our opinion. Then again, expecting Mr. Buckley to be objective about a subject like unionism, given his past track record, is much like expecting the victim of a nearly fatal botulism attack to write a hearty endorsement for tuna fish.

However, Mr. Buckley is certainly entitled to his many, many, many opinions. Also he is welcome to them. C.O'N.

## Don't Repeat This!

(Continued from Page 1)

Buckley and Moynihan are regarded as having intellectual capacities above the norm for political figures. Both have excellent command of the English language, and both have irresistible bits of wit and humor in their speech.

Moynihan, however, tends to be flamboyant, where Buckley is reserved. His humor tends to be broad, while Buckley's tends to be sharp and sly. Moynihan brings to his platform manner the street wisdom that is native to a product of New York City's Hell Kitchen. Kennedy brings to the platform the polish acquired in the nation's finest private schools.

While they have contrasting styles, both are agreed on the need for an American defense posture that is second to none. Buckley's position on this issue keeps him consistent with the views of both the Republican and Conservative parties. Moynihan's position may bring him into conflict with some of the more liberal Democratic voters as well as with voters who normally vote on the Liberal Party line.

When Buckley was elected six years ago, he ran on the Conservative Party line alone, against two orthodox liberal candidates: Congressman Richard Ottinger, the Democratic, and former Senator Charles Goodell, Republican. During that campaign, former Vice President Spiro Agnew became the leader in a White House effort to get Goodell out of the Senate.

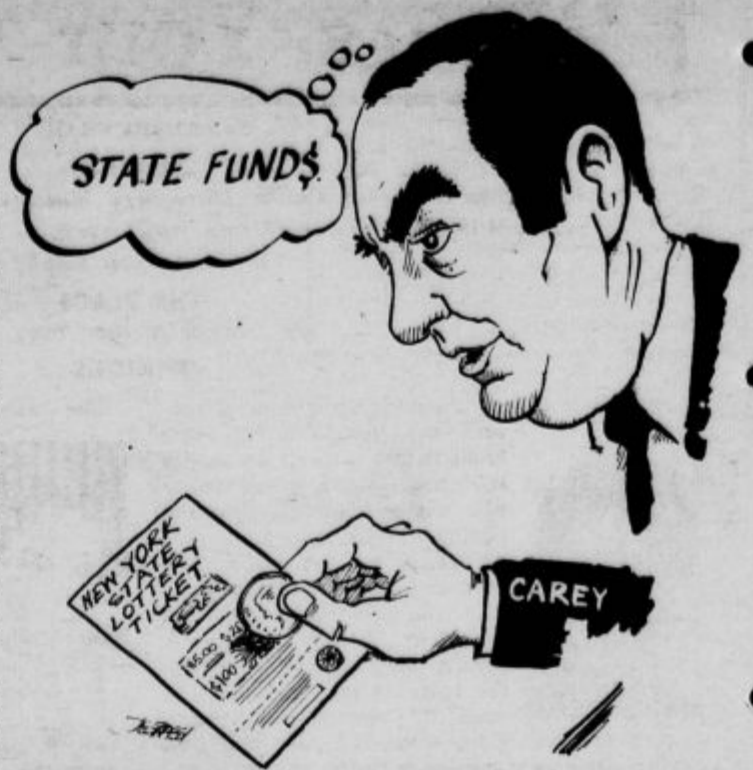
This time Buckley is running on the Republican and Conservative Party lines, under circumstances that suggest unity of effort and program among the leaders of the two parties. Perhaps most significant as a symbol of this unity is the wholehearted endorsement of Buckley by Governor Nelson A. Rockefeller. This is a distinct plus for Buckley, because few in the country match Rockefeller for his talents and vigor as a campaigner.

Moynihan's problem is to achieve the same degree of unity among Democrats, where bitterness still lingers among the supporters of the candidates whom Buckley defeated in the primary. Declarations by his opponents of support reflect only surface and superficial unity. Typically, defeated candidates after a primary, feel obliged to return to the routines of their regular business, whether public or private, which they had necessarily neglected during the long weeks of the primary campaign. The real problem Moynihan faces is to mobilize the frustrated and disappointed supporters of others to rally behind his candidacy.

In the nature of politics in the State, both Buckley and Moynihan will have to run campaigns independently of the campaigns for President Ford and Governor Carter. Neither Buckley nor Moynihan can rely on the coat-tail effects of the candidates for President. From that point of view, both Ford and Carter are unknown quantities since neither has ever run in a national election.

In addition, if there is one thing that is certain about the New York electorate is the in-

(Continued on Page 7)



## Civil Service Law & You

By RICHARD GABA

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

### Meaningless Victory

Chalk up another meaningless victory for the public employee! He has fought and won. He has followed the rules. He has played the game like a true gentleman. The public employer has also played the game. He has violated the law. He has committed improper practices. He has lost the case. But he is the winner!

**DURING A PERIOD** covered by four successive collective bargaining contracts, employees in the Nassau County Board of Cooperative Educational Services represented by the Civil Service Employees Assn. received premium pay at time and one-half in addition to the regular day's pay, for working on certain holidays. One of those holidays was Washington's Birthday. During negotiations for a contract to succeed the one which expired in June 1974, the BOCES negotiator insisted on the elimination of Washington's Birthday as a paid holiday and the elimination of premium pay for working on that day. There was no agreement reached on this demand by Dec. 16, 1974, at which time the BOCES terminated negotiations with the CSEA because a representation challenge had been filed by a competing labor organization. The BOCES argued that it could not and would not continue to negotiate with the CSEA during the pendency of an election contest. The BOCES also took the position that since it was under no duty to bargain with the CSEA during the pendency of the election proceeding, it had the absolute right to change benefits during that time period. The BOCES also argued that the matter had to be resolved prior to Washington's Birthday because it involved the school calendar.

**NOT ONLY DID** the hearing officer reject these arguments, but the Public Employment Relations Board did so unanimously. The PERB pointed out that sections 203 and 204 of the Civil Service Law give public employees the right to be represented in collective bargaining for terms and conditions of employment and that they "impose upon public employers the correlative duty not to alter terms and conditions of employment unilaterally in disregard of that right." The PERB, limited as it is by the Taylor and the Jefferson County decision, could do nothing but order the BOCES to negotiate in good faith.

**IS ANY RELIEF** in sight? For two years in a row, the State Legislature has attempted to deal with this problem, only to have the legislation vetoed by the Governor. It is difficult enough to negotiate improvements in contracts these days without being threatened with loss of benefits and a complete inability to do anything about it legally. The public employee is in no better position today with regard to bargaining than he was prior to the Taylor Law. The public employer has all the weapons, all the tools, and all the laws on his side.

I SUPPOSE it would be much too simple to allow the

(Continued on Page 7)

# What's Your Opinion

By PAMELA CRAIG

## QUESTION

The State Board of Public Disclosure indicates that dozens of highly paid politically appointed state employees are only working part-time. What do you think?

## THE PLACE

Brooklyn, New York

## OPINIONS

Lionel Jean Jaques, photographer: "Another reason why New York is going broke is that it seems the money is distributed among the people who help elect each forthcoming administration, leaving little or no money for the people. The procedure is the same in business; you help the ones that are closest to you. This country is getting bigger and money is the main thing. And money is what the powerful are giving out. This situation has come to a point when, as in the Watergate case, they had to reveal the information before it reached the press. Unfortunately, patronage positions are the gratuities of any administration and everyone knows that 'you can't beat the system.'"



John Risos, laid-off audio visual projectionist: "From the standpoint of the unemployed, I feel there should be a mass distribution of wealth. The balance is so uneven. Governor Carey's appointing of a task force to propose revisions is ridiculous. He only wants to penalize the Republican holdovers. It's outrageous that while there are mass firings in all the city and state agencies, with the state on the brink of collapse, that the government is still not addressing itself to the basic problems of survival for the common working citizens of New York. If it takes legislation to change the pay scales then the change, if it happens, will not take place in my lifetime."



Paul Ronder, film director-teacher: "I'm not surprised to learn that there are many political appointees who make huge salaries while working part-time. As always, there is a tendency for the lower echelon people to work more, while those in higher administrative positions work less. This seems to be the pinnacle of success within the American ethic. Only it's much easier in politics. It usually takes more time and work in private enterprise. Ordinarily, one must invest one's own money, as well. The public's money has often been spent for a selected few, serving their varied interests."



Elise Lane, freelance model: "I think the state employees involved should have their jobs suspended until legislation is passed to cut their rate of pay to part-time, or to cut out the positions altogether. They obviously have other jobs during the rest of the week, so it shouldn't be a hardship on them. Since the job requires only a few hours a week, then maybe the job responsibilities could be divided up among full-time employees. An independent committee, autonomous from the government, should heavily investigate this, before the end of the year. They could use the salary money saved to fund the independent commission's study."



Michael Yonchenko, Veterans Counselor: "The whole 'disclosure' was a political maneuver of Carey to look good and possibly get rid of the Republican holdovers from the Rockefeller and Wilson administrations. He will then pack the positions with his friends, like the preceding generations. Do you know how many task forces there have been in government? They are never heard of again. It's just a phony stalling maneuver that all politicians do to windowdress a situation. The only solution might be a total reorganization of the government and nothing short of a revolution will allow that to happen. And that wouldn't be such a bad idea."



Peggy Shoppee, secretary: "When you think of high amounts of money paid to part-time people, how can you believe that any person is that essential on a part-time basis. If they are so necessary, then why not hire them permanently? To ease the fiscal problems, why not curb or stop unnecessary luxury funds handed out to some highly paid full-time people? Unfortunately, these state employees are ripping off the system legally."



# RETIREMENT NEWS & FACTS

By A. L. PETERS

## A Major Problem

A major problem for retirees is the limitation of earnings, currently \$2,760 a year. After earnings exceed this amount \$1 in benefits is withheld for each \$2 of earnings. However, in any single month in which you do not earn \$230, regardless of your earnings in the other months, there is no deduction. The limitation lasts until you reach age 72.

Of course, benefits do not include income from interest, dividends, annuities, sale of capital assets, gifts, inheritance, income from real estate, royalties and pension funds.

An interesting device suggested for those who can set up a business operation is the form of an S type corporation which you own entirely. Income of the corporation is not considered as your personal income. There are limitations on the type of corporation—there cannot be more than ten shareholders, all must be individuals, and there must be only one class of stock. Anyone—even a secretary—can draw up a charter for a corporation to provide general business services, e.g., bookkeeping, typing, etc. You make a contract with the corporation. You cannot draw a salary from it but you can draw dividends which are not subject to self-employment tax. There are some costs in creating the setup, perhaps as much as \$250, but you can share it with nine other people. It would be wise to see someone in an IRS office to help you to see

that you are complying with the law in details.

Many universities are now offering special courses for older Americans and making provisions for them to take part in their continuing education courses. In New York, Fordham University has established a "College at 60" program for people over 50 in liberal arts, fine arts and sciences at special low rates.

A survey of the assets of the various state retirement systems reveals that the New York State Commission Retirement Fund has \$7,135,300,000 in assets (book value), and New York State has \$4,902,100,000.

How many public employee pension funds are there? In New York State alone there are 117, according to a recent survey. In the United States there are a total of 6,141. Pennsylvania has the largest number, 1,414. Ohio has only one.

The analysis of 75 state retirement funds holding \$75 billion in assets shows that 49 percent of the monies are in corporate bonds, 24 percent in common stocks, 10 percent in mortgages, 7 percent in United States Government securities, 5 percent in cash or equivalent, 1.5 percent in preferred stock and 2.5 percent in other assets.

Thirty million Americans are now covered by private plans, the Social Security Administration indicates.

## Don't Repeat This!

(Continued from Page 6) finite capacity of the voter to split his ticket. This is particularly true for an office as high as United States Senator.

Interestingly enough, Buckley and Moynihan have known each other for many years, and each regards the other with a high degree of respect and admiration. This factor made their first debate last week a cream-puff affair, apparently neither of them willing to remove the velvet gloves which concealed their iron fists. The only difference that emerged between them with respect to their views on abor-

tion. Buckley, who is the sponsor of an amendment to the United States Constitution which would prohibit abortion except where necessary to save the life of the mother, also supports legislation that would prohibit use of medicated funds for abortion purposes. Moynihan is opposed to such legislation.

The detached manner of the opposing candidates is not likely to be an enduring one. The pressures of the campaign will force both of them to remove their velvet gloves. And then the fur will fly.

## Civil Service Law & You

(Continued from Page 6) PERB to fashion appropriate remedies such as the NLRB and the SLAB do. Well, for starters, how about simply giving the PERB the power to order restoration of the benefits which were unilaterally taken away? Another way of approaching the same problem would be to legalize strikes against public employers who unilaterally abolish benefits, or how about awarding employees double the benefit for every day during which a public employer unilaterally takes away such benefit?

THE PROBLEM is a simple one to solve and it cries out for solution. We must have an end to arbitrariness. A law that is not obeyed is absolutely useless. When public employees go on strike, not only are they penalized, they are punished and so is their union. When the public employer goes on strike by refusing to follow the law, its actions are rewarded, and the employee is penalized again. Sounds something like, "Heads I win, tails you lose". In the Matter of Nassau BOCES, Case No. U-1517, 9/8/76.

## Letters To The Editor

### "Well Done!"

Editor, The Leader:

The article "SUNY of the High Seas" in the Aug. 27 issue of the Civil Service Leader was very nicely done.

We of the Maritime College appreciate this coverage of the civil service employees at the college, and particularly the information on this institution and its scholarship.

Thank you for a job well done.

Rear Admiral Sheldon M. Kinney, U.S.N. (Ret.)  
President  
Fort Schuyler

### An Absurdity

Editor, The Leader:

It is not an absurdity that patrol cars of the New York City Housing Authority Police Department are required to pay

tolls when they cross the facilities of the Triborough Bridge and Tunnel Authority while cars of the City's Police Department are not?

The present law holds that Housing Authority police cars must pay such tolls even though they are proceeding across Authority bridges in pursuance of law enforcement duties. It makes no sense to waive tolls for one set of law enforcement officers and to require tolls from another group performing the same duty in protecting the life and property of citizens.

The rule calling for tolls for Housing Authority patrol cars should be eliminated.

Joseph L. Balzano  
President, N.Y.C. Housing  
Patrolmen's Benevolent Assn.

BUY U.S.  
BONDS!

## Communication

Editor, The Leader:

In a conversation with our Civil Service Employees Assn. chapter president, Maye A. Bull, I praised the Leader for the fine way it has been presenting the various Legislature bills, their origin, numbers, brief explanation, status and CSEA's position in an easy to follow chart. Ms. Bull conveyed to me we have CSEA attorneys James Roemer and James Featherstonhaugh to thank for this improvement.

My biggest complaint in regard to CSEA in the past has been communication. I never felt I knew what was being discussed, acted upon, favored, and of prime importance. We are still faced with a great deal of apathy but we are hearing more. You get the feeling someone is trying to help state employees.

Sally Stitzel  
Gowanda Psychiatric Center  
Helmuth



Peggy Lanza, chairman of the Westchester Local 860 legislative committee, compares notes with James Winslow, newly appointed political action chairman for Ulster chapter 856.



Statewide CSEA political action chairman Martin Langer, left, of Rockland Psychiatric Center chapter 421, talks with CSEA field representative Joseph O'Connor and Transportation's Donald Fullam.

## SHORT TAKES

### TEACHER FIRING HALTED

The threatened firing of a Flint, Mich. school teacher has been barred after she refused to pay a strike fund assessment for 1975-76 to the Michigan Education Assn., a teacher union. The teacher, Phyllis Macklem, was defended before the Flint District Board of Education by an attorney from the National Right To Work Foundation, Fairfax, Va. This organization opposes what it calls compulsory unionism. The MEA charged that Ms. Macklem, because of her default, was in violation of the School Board-union pact. The Board directed that the union produce minutes of the MEA meeting at which the assessment was passed; the union did not do so and the Board then dismissed charges against Ms. Macklem.

### ELECTION VIOLATION CHARGED

Charles Abbate, candidate for Albany County sheriff, charged Democratic incumbent John J. McNulty Jr. with violations of the election law in that Sheriff McNulty allegedly employed and promoted deputies who are county Democratic Party committeemen. The charge was denied by the Sheriff. "The law doesn't apply to the Sheriff's office," he said. "That was the ruling of the State Supreme Court and the Attorney General's office on two occasions." Mr. Abbate, a Republican, said the law forbids officers and members of police organizations from belonging to a political organization and commissioners from advancing members of a force because of political considerations.

### AUDITOR SHORTAGE

State Comptroller Arthur Levitt has claimed that millions in state tax revenues are not being collected due to a shortage of auditors. In the period 1973-75, he said, field audits brought in additional \$82 million in due taxes. The figure could have been as much as \$109 million if the number of auditors had been increased proportionately. "Less than one third of the number of audits considered essential to proper administration of the sales tax law are being completed due primarily to the lack of staff," Mr. Levitt declared. He added that sales tax collections in the 1974-75 fiscal year were about \$2 billion, with New York City contributing more than \$791 million of this amount.

**BUY  
U. S.  
BONDS!**

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

## Not Receiving The Leader?

(Editor's note: Each member of the Civil Service Employees Assn., and CSEA retirees paying full dues, receives—subject to vagaries of the postal system—The Civil Service Leader weekly as a membership right. If you know of a member who does not receive The Leader, give the person the form at left. The completed form should be clipped, pasted to a postcard or put into an envelope, and mailed to: CSEA Headquarters, P.O. Drawer 125, Capital Station, Albany, N.Y. 12224. Allow up to six weeks for processing. This form is not to be used for change of address.)

Not Receiving 'Leader'

### NOTICE: Not Receiving 'The Leader'

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- YOUR CSEA CHAPTER:.....

## Clerk, Transcriber Jobs Open

MANHATTAN — The U.S. Civil Service Commission's New York City area office has reopened filing for seasonal positions of clerk and of data transcriber, which require little or no experience, and are only at the Internal Revenue Service's Brookhaven Service Center in Holtsville. The jobs pay \$3.03 per hour or \$121.20 weekly.

Prior experience and training are no longer required to apply

for the data transcriber positions. Applicants need only be able to type 25 words per minute and pass a written test of clerical ability. In addition to transcribing machine operation, the job entails editing and coding tasks or other clerical work.

Applicants for the clerk positions need either six months' experience of any type that demonstrates ability to follow instructions or a high school diploma.

Applicants for both seasonal positions can call (516) 654-6055 for an appointment to take a test or they can send CSC Card Form 5000 AB to the Brookhaven Center, P.O. Box 400, Holtsville, N.Y. 11742. If unable to take the test at the service center, applicants can request it at a Federal Job Information Center. The Commission also announced that filing has closed for motor vehicle operator.

The job centers are at: 590 Grand Concourse at 150th Street, Bronx, N.Y., telephone: (212) 292-4666; U.S. Post Office Building, Room 413, 271 Cadman Plaza East, Brooklyn, N.Y., telephone: (212) 330-7671, and 26 Federal Plaza, New York, N.Y., telephone: (212) 264-0422.

### ERIE CC BOARD

ALBANY—Eugene M. Setal, of Buffalo, has been named by Gov. Hugh L. Carey as a member of the Board of Trustees of Erie Community College for a term ending June 30, 1977.



Raymond Cassidy, president of Westchester Local 860, emphasizes the influence public employees could have if they gave unified support to their union political action programs.

**Wanna be a good guy?  
A child with Leukemia.  
Make a miracle.  
Make a friend you'll never  
meet. Donate blood soon.**



# Political Endorsements, Southern Region Leaders Told, Key To CSEA Goals

NEWBURGH—Civil Service Employees Assn. lobbyists Bernard Ryan and James Featherstonhaugh told the union's Southern Region III political action committee that local political endorsements will be the key to CSEA's position on state senatorial and assembly candidates this fall.

"You can make a difference," Mr. Ryan assured the group of about 60 chapter presidents and political action chairmen. He cited several races for Assembly and Senate seats from Southern Region districts that political insiders still consider to be up in the air.

"This year, a CSEA endorsement will mean more than just a letter signed by a union official the candidate doesn't even know," Mr. Ryan said.

"This year, it will mean money, printing and volunteers; the kind of help every candidate desperately needs. Also, the announcements of endorsements will be made by local people, CSEA members who are voters in the candidates' own districts. That way, a CSEA endorsement will be meaningful to them."

Encouraged by a donation to the Region's political action fund by the Sullivan County chapter, Southern Region president James Lennon noted that a similar contribution of 25 cents per CSEA member would give the region a political action fund of \$10,000.

Mr. Featherstonhaugh agreed that a large financial base is

one of the most important weapons the region can have in its political action arsenal. He led a discussion on the pros and cons of giving money to a candidate who may be sympathetic to the CSEA but who has little chance of winning. After much debate, the assembled union officials decided that the best course to take in such a case is one based upon common sense, and the candidate's success in meeting several CSEA criteria, including his response to a questionnaire developed by the statewide CSEA political action committee.

When a candidate's district overlaps more than one CSEA chapter, the chapter officials should decide among themselves beforehand which chapter should make the endorsement, and various chapters within the same district should hold candidate interviews together, when possible, and come to agreement on which candidate they will endorse.

"Remember, you may come from different chapters, but you are all a part of the same organization. Basically, you have the same interests at heart," Mr. Ryan said.



CSEA vice-president James Lennon, who presided at the recent Southern Region III political action meeting in Newburgh, gestures emphatically during serious moment with CSEA lobbyist James Featherstonhaugh, as regional first vice-president John Mauro, of Rockland chapter 844, and treasurer Pat Comerford, of Helen Hayes Hospital chapter 302, listen.



Southern Region III third vice-president Rose Marcinkowski, of Highland Training School chapter 550, talks with Gus Galluzzo and William George, both of SUNY at New Paltz chapter 610.



Conrad Reilly, left, of Hudson River Psychiatric Center chapter 410, goes over notes of political action meeting with William Pisano, of State Bridge Authority (Newburgh-Beacon Bridge) chapter 050.



Sullivan chapter president Earl Bivins, left, leans back and listens as CSEA field staffer Frank Martorano and Sullivan chapter vice-president Walter Durkin go over a problem facing members in their area.



Southern Region III sergeant-at-arms Carl Garrand, left, of Wassalc Developmental Center chapter 426, joins Middletown Psychiatric Center chapter 415 president Alex Hogg, center, and CSEA director Nicholas Puziferri (Mental Hygiene, Region III), of Rockland Psychiatric Center chapter 421.



Letchworth Village Developmental Center chapter 412 president Robert Watkins, left, was accompanied at regional meeting by chapter political action chairman Stephen Arzoumanian.



CSEA director John Famelette (Region III, school chapters), of Dutchess Educational chapter 867, confers with CSEA's chief lobbyist James Featherstonhaugh, who spoke at meeting.



Hudson Valley Armories chapter 252 president Robert Herling, left, reviews the political situation in his area with Walter Gass, of Eastern New York Correctional Facility chapter 159.

(Leader photos by Ted Kaplan)

# 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
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
Offset Printing Machine Operator	\$ 6,450	20-402
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
Public Librarians	\$10,714	20-339
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 Pharmacist	\$14,880	20-194
Senior Physical Therapist	\$12,760	20-138
Stationary Engineer	\$ 9,546	20-100
Senior Sanitary Engineer	\$17,429	20-123
Asst. Sanitary Engineer	\$14,142	20-122
Stenographer-Typist	\$ varies	varies
Vartype Operator	\$ 5,811	20-307
Pharmacist	\$12,670	20-194
Specialists in Education	(\$16,358-\$22,694)	20-312
Senior Stationary Engineer	\$10,714	20-101
Assistant Stationary Engineer	\$ 7,616	20-303

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## Open State Computer Jobs, 5 Others

The State Civil Service Department has opened filing for six open competitive positions, ranging in salary from \$10,714 to \$17,429, including computer programmer.

There is a \$200 added salary differential for the New York City area.

The computer jobs require as little as one year's experience or college training and pay \$10,714.

Five of the jobs, including computer programmer, have Nov. 6 written examinations. These titles, which close for filing Oct.

4, are social services program specialist (exam 24-438), which pays \$13,404; senior training technician (police), (exam 24-442) which also pays \$13,404; highway safety technical training supervisor (exam 24-439), which pays \$14,880; and associate training technician (police), which pays \$17,429.

One job, laboratory equipment designer (exam 27-809) closes Oct. 12 and is based on a rating of training and experience. Four

years' experience as a machinist, electrician or in electronics is required.

For computer programmer (exam 24-444) applicants need either one year's computer programming experience, or an associate degree in electronic data processing; or a bachelor's or master's degree in computer science; or 24 credit hours in computer science-related courses, including a minimum of 12 hours in programming.

## Suffolk Holding 7 Examinations

**HAUPPAUGE** — The Suffolk County Civil Service Department has announced filing for seven titles ranging in salary from \$8,195 to \$15,190.

Children's shelter aide pays \$8,195 and has a Nov. 20 written test (Exam no. 16-275 for female, 16-276 for male). Filing deadline is Oct. 1. Psychiatric social worker (16-318) has an Oct. 6 deadline and no written test. Applicants will be rated on training and experience.

Oct. 6 is also the deadline for forms analyst (16-300), which pays \$12,502 and has a Nov. 6 written test. Town park maintenance supervisor has a written test on the same date and an Oct. 1 deadline for filing applications. The salary is \$13,000.

Harbor and beach maintenance supervisor (16-322) applicants must file by Sept. 17 for the \$15,000 job. A written test will be given Oct. 16. Physician assistant (16-319) pays \$15,190, has an Oct. 6 filing deadline and applicants will be rated on training and experience.

Individuals may contact Suffolk County Civil Service Department at the H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge, N.Y. 11787. The telephone number is (516) 979-2266.

### STACK TESTING

**ALBANY** — An engineering technician stack testing eligible list, resulting from open competitive exam 24-392, was established Aug. 26 by the State Civil Service Department. The list contains 60 names.

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# Latest State And County Eligible Lists

CIVIL SERVICE LEADER, Friday, September 24, 1976

EXAM 35-953  
ASSOC COMPUTER SYSTEMS ANLYST  
OPTION A  
Test Held June 17, 1976  
List Est. Aug. 10, 1976  
(Continued from Previous Week)

48	Lenhart Larry R Albany	81.7
49	Northway James Voorheesvil	81.5
50	Casale Patrick Clifton Pk	81.5
51	Barshied A W Loudonville	81.4
52	Hodgkins S T Waterford	81.4
53	Small George E Schenectady	81.1
54	Rou George M Waterford	81.1
55	Warner William Albany	81.0
56	Lewis William Albany	81.0
57	Bestman A Brooklyn	81.0
58	Ratchford R K Schenectady	80.7
59	Langer Jordan Albany	80.5
60	Langlois Mashal Schenectady	80.1
61	Cancilla Joseph Troy	79.9
62	Wray William W Albany	79.8
63	Tisinger O F Scotia	79.7
64	Jackson George Waterford	79.7
65	Jordan Diane R Albany	79.6
66	Patterson James Rensselaer	79.5
67	Crow Warren W Schenectady	79.4
68	Gardner Wayne E Troy	79.4
69	Jewett Richard Altamont	79.3
70	McHugh Charles Saratoga	79.2
71	Daniels Erle R Troy	79.1
72	Clarke Robert W Waterford	79.0
73	Hallam Dorothy Delanson	78.9
74	Geiger Sanford Menands	78.7
75	Risch Carl W Clifton Pk	78.6
76	Zambri Zachary Clifton Pk	78.6
77	Arnold Alan D Saratoga Spgs	78.5
78	Moon James F Clifton Pk	78.5
79	Renslow Marie G Albany	78.5
80	Manz Robert G Latham	78.4
81	Dietrich John O Gloversville	78.3

82	Thompson D P Westbury	78.3
83	Wheat Nancy E Preston Holw	77.9
84	Broadwater A H Nassau	77.8
85	Panichi Barbara Wynantskill	77.6
86	Balson Dennis A Loudonville	77.2
87	Reda Frank A Albany	77.1
88	MacArthur Waterford	77.0
89	Leet Ian D Albany	76.9
90	Cornman Daniel E Greenbush	76.9
91	Snyder Joseph W Albany	76.8
92	Kormel Allan V Schenectady	76.8
93	Peter Frederick Ballston Spa	76.7
94	Lyon Lynnette C Albany	76.6
95	Domanico Louis Schenectady	76.5
96	Rider Sharon B Delmar	76.5
97	Godfrey Frank C Cohoes	76.4
98	Goldsmith Allan Albany	76.4
99	Jenkins Peter R Castleton	76.3
100	Furlong Thomas Middletown	75.9
101	Galey Paul M Victory Mills	75.8
102	Dockal Joseph M Albany	75.6
103	McKeon Michael Valatie	75.3
104	Bauer Frederick Rensselaer	75.3
105	Kasper Thomas J Albany	75.2
106	Koster Fred O Ballston Lk	75.1
107	Borthwick David Troy	75.1
108	Darrah James C East Berne	75.0
109	Cardinale Frank Rensselaer	74.9
110	Halle Alfred P Rensselaer	74.8
111	Murphy Frank P Albany	74.8
112	Chartrano O J Rensselaer	74.7
113	Wilbur Floyd R Troy	74.7
114	McDermott James Schenectady	74.7
115	Petronis Gerald Mechanicvil	74.6
116	Mallory William Albany	74.5
117	Face Glen S Saratoga	74.5
118	McHale Kathleen Albany	74.4
119	Holmes Edward A Rotterdam	74.3
120	Gapp Theodore L Voorheesvil	74.3
121	Fiset Nancy A Albany	74.3

122	Hassoun Isaac Albany	74.2
123	Essie Michael Catsro	74.2
124	Cesare Michael Round Lk	74.1
125	Dinou Brian E Troy	74.0
126	Schips Anita H Rensselaer	73.8
127	Murdock James C Argyle	73.8
128	Kramer Michael Watervliet	73.7
129	McCollum D J Watervliet	73.7
130	Powell Terry J Clifton Pk	73.6
131	Leslie C W Selkirk	73.4
132	Hay Dean Guildertland	73.2
133	Dugan Mercy A Albany	72.5
134	Bohlik Linda L Ballston Lk	72.3
135	Przyblo Donald Amsterdam	72.2
136	Lescak Allen J Albany	71.8
137	Boccio Nicholas E Greenbush	71.7
138	Zampier James J Troy	71.6
139	Shahen Linda M Cohoes	71.5
140	Graczyk Eugene Voorheesvil	71.4
141	Croll Cheryl Troy	71.1
142	Cipperly Betsy Albany	71.1
143	Angerosa R V Albany	70.7
144	King Patricia Mechanicvil	70.7
144	Brooks Karen K Altamont	70.7

14	English P A Schenectady	74.6
15	McGowan G A Altamont	74.2
16	Miller Kenneth Albany	73.3
17	Kuziomko Louise Albany	72.7
18	Jovell William Albany	72.7
19	Renaud David R E Greenbush	72.6
20	Stern Robert C Bayside	72.2

EXAM 35-887  
CASHIER  
Test Held Feb. 28, 1976  
List Est. May 12, 1976  
(Continued from Previous Week)

358	Lynch David J Albany	86.5
359	Lorer Clara C Smithtown	86.5
360	Brown James C Rochester	86.4
361	Las Thomas J Clifton Pk	86.3
362	Cicero Diane E Solvay	86.3
363	Knauf Alberta F Slingerlands	86.3
364	Pilc Walter L Warsaw	86.2
365	Stumpf E Rome	86.2
366	Swartfigure M C Watervliet	86.1
367	Brooks Ann M Altamont	86.1
368	Banahan James J Selkirk	86.1
369	Borkowski J M E Greenbush	86.1
370	Knapp Elizabeth Albany	86.1
371	Vanalphen B M Albany	86.1
372	Beaudoin Bryant Coxsackie	86.0
373	Hunt Brenda R Binghamton	86.0
374	DeLorenzo M North Troy	86.0
375	Colasanti Nancy Holland Patnt	85.8
376	Chandler Gail L Buffalo	85.8
377	Vitalius Ann J Troy	85.8
378	Corrington S K Binghamton	85.8
379	McCadden G E Schenectady	85.8
380	Lemon T P Delmar	85.8
381	MacDonald K M Albany	85.7
382	Robinson C D New Paltz	85.7
383	Bishop Ina M Liverpool	85.7
384	Cusano James J Rexford	85.7



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(Continued on Page 15)

# N.Y. Steno, Typist Promo O'Toole Takes 2nd D Of L Slot

**ALBANY** — Interdepartmental promotion examinations for senior stenographer, senior stenographer (law) and senior typist have been announced for Nov. 6 by the State Civil Service Department. Laid-off state employees can apply.

To take the test, candidates must have at least three months'

## ALBANY COUNTY

**ALBANY**—Joseph Harris has been appointed Albany County Judge, effective immediately, by Gov. Hugh L. Carey. He was appointed for a term ending Dec. 31 to fill a vacancy caused by the resignation of Arnold W. Proskin.

clerical or stenographic permanent competitive service at Grade 3 or higher by Nov. 12. To be appointed from the resulting eligible list, candidates will need one year of such service.

## BUFFALO PC VISITOR

**ALBANY**—Gwendolyn E. Antonou, of Angola, has been named by Gov. Hugh L. Carey to the Board of Visitors of Buffalo Psychiatric Center for a term ending Dec. 31, 1980.

Ms. Antonou, 54, is an employee of the Erie County Board of Elections. She succeeds Charles J. Decktop Jr., of Williamsville, who resigned.

## SAVE A WATT



**WILLIAM L. O'TOOLE**

**ALBANY**—State Industrial Commissioner Philip Ross has announced the appointment of William L. O'Toole, of Albany, as acting executive Deputy Industrial Commissioner, the second-highest position in the New York State Department of Labor. The appointment is effective immediately.

Mr. O'Toole, a career employee with more than 42 years of State service, succeeds G. Douglas Pugh, of the Bronx, who was recently named to the State Unemployment Insurance Appeal Board. Mr. O'Toole's salary will be \$45,382 a year.

During his years with the Labor Department, Mr. O'Toole advanced through various civil service titles of increasing responsibility to his most recent position of administrative director, to which he was appointed in 1972. A native of Albany, Mr. O'Toole began State service in January 1934 in the Office of the State Comptroller.

## FORMER C.S. CHIEF DIES

Oscar M. Taylor, former president of the New York State Civil Service Commission, died recently at his home in Burlingame, Calif. Mr. Taylor was 86. Mr. Taylor became the first single administrator of the state's revised service system by appointment of the late Gov. Thomas E. Dewey in 1954. The three-member commission remained in existence but the two other members served in a largely advisory capacity. Mr. Taylor resigned about 18 months later following the election of Gov. W. Averell Harriman. In addition to his state service, Mr. Taylor was also a former executive vice-president of the New York Telephone Co. and a member of the board of the Mutual of Omaha Insurance Co.

## TOTAL JOBS DECLINE

During the fiscal year ended last June, according to the Bureau of Labor Statistics, New York was one of only three states—the other two were Florida and Montana—to lose jobs. Regional Commissioner Herbert Bienstock said the declines were largely due to losses in New York City. Approximately 103,000 New York City jobs were lost in the period, with about 71,000 of these coming in the public sector. The City losses more than offset gains upstate, leaving the state with a job deficit of about 80,700. Mr. Bienstock said of the nation's 50 largest metropolitan areas, 42 gained jobs during the year. In the New York Metropolitan area, however, which includes the City's five boroughs plus Westchester, Rockland and Putnam Counties, some 101,700 jobs — 2.8 percent of the total — were lost.

## COMMERCE SHIFTS PLANNED

Commerce Commissioner John S. Dyson stated he plans to increase the Department's efficiency by hiring two or three more top-level executives and by splitting the agency into two new offices, each to be headed by a deputy commissioner. The Department has about 385 employees and a budget of about \$8.5 million annually. Mr. Dyson noted the proposed reorganization "will allow us to use our high-level people more effectively." It will cost an additional \$160,000, he added.

## WOMEN COMPLAIN

A complaint has been filed with the New York State Civil Service Commission that that agency has set arbitrary requirements which deny women from entry-level management posts. The complaint, filed by the recently formed Women In State Government, states that such requirements "are especially unfair to women."

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## Transportation Director Exam

**HAUPPAUGE**—The State Civil Service Department has announced filing until Sept. 27 for promotion to regional director of transportation at the G-36 level. An oral test will be held in November.

Applicants need either two years' experience in a Grade 31 level position or one year at Grade 32 or higher.

Contact the Department in Albany, Buffalo or New York City. Send completed applications to the Department at State Office Building Campus, Albany, N.Y., including the exam number: 39-118.

### LEGAL NOTICE

**BELARTES ASSOCIATES**, 1775 Broadway, N.Y., N.Y., Substance of Certificate of Limited Partnership filed in the New York County Clerk's Office on June 30th, 1976. Business: Own and operate real property. General Partners: Albert Alpert & Sons Ltd., 349 E. 149th St., Bronx, N.Y. and John Mee Inc., 1775 Broadway, N.Y., N.Y. Limited Partners, name, address, cash contribution and share of profits: Stewart R. Alpert, 120 DeHaven Drive, Yonkers, N.Y., Herbert Sylvester, 500 Ridgeland Terrace, Leonia, N.J., \$100 each, 48 1/2%. Term: June 29, 1976 to June 30, 2020. Additional contributions to be made as provided in agreement. No time agreed upon for return of contribution. Additional limited partners may be admitted. No priority among limited partners as to contributions or as to compensation by way of income. Limited partner may demand return of his capital account on dissolution. No limited partner has right to bring action for partition.

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## School Funds Distributed

ALBANY — State Comptroller Arthur Levitt reported distribution of \$238,719,290.85 to school districts as part of the state's support of public schools.

The payment represents approximately 8 1/2 percent of the assistance due during the 1966-77 State fiscal year.

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

New York City's share is \$66,306,580. Districts outside New York City are apportioned \$172,412,710.85.

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

## Fallsburg Needs A Police Chief

FALLSBURG—This rural-resort community in the Southern Catskills is seeking a town police chief.

The salary is open, benefits are said to be excellent, and a candidate is expected to have at least five years' police experience, with some supervisory experience, in a non-urban setting. Formal education in the criminal justice field is also desirable.

For further information contact James D. Holzhauer, c/o Town Hall, South Fallsburg, N.Y. 12779.

## 4 Rensselaer Titles Opening

TROY — The Rensselaer County Civil Service Commission has announced filing for three titles with open-competitive examinations on Nov. 6, with an Oct. 6 filing deadline, and for one title with no examination and a Nov. 17 filing deadline.

The jobs with exams are audio visual aide (Exam 64-677), which pays \$6,299 to \$8,658 and has one vacancy presently, senior laboratory technician (64-689), which pays \$8,320, and municipal personnel technician trainee (64-621), which pays \$10,118.

Senior public health social worker (64-634) pays \$11,502 and requires a master's degree and two years' experience in social work or an equivalent combination of training and experience.

Audio visual aide requires a high school diploma and one year's audio-visual work or an equivalent combination.

For application forms contact the commission at Third Floor, Court House, Troy, N.Y.

## ADIRONDACK BOARD

ALBANY—Gov. Hugh L. Carey has reappointed Homer P. Dearlove, of Hudson Falls, to the Board of Trustees of Adirondack Community College. Mr. Dearlove, 67, was named to a term ending June 30, 1984.

BUY U.S. BONDS!

## APPOINT CURTIS

ALBANY—Vivian A. Curtis, of St. Albans, has been named by Gov. Hugh Carey as a member of the Board of Visitors of the Bernard M. Fineson Developmental Center

## NAME MS. BARTLE

ALBANY—Norma A. Bartle, of Oswego, has been named by Gov. Hugh L. Carey as a member of the St. Lawrence-Eastern Ontario Commission for a term ending June 1, 1979.

# Need An Extra Income? JOIN THE ARMY RESERVES

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BASIC PAY RATE (Per Weekend)

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PFC	E-3	\$58.84	\$61.20	\$63.60	\$
Corporal/SP4	E-4	\$61.24	\$64.80	\$69.88	\$72.60
Sergeant/SP5	E-5	\$65.68	\$68.84	\$71.84	\$76.52
Staff Sergeant	E-6	\$74.92	\$78.04	\$81.28	\$84.36

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Monday thru Friday 8-4

# 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-9 to 12	WA-9-13
Professional Careers for Librarians	GS-7 to 12	422

# Salary Committee Meets, Outlines Contract Goals

**ALBANY**—The Civil Service Employees Assn.'s statewide salary committee met here recently to begin preparations for developing salary demands for this fall's contract re-opener with the State of New York.

Coyle, director and assistant director, respectively, of the CSEA's research department, presented various data for the committee's consideration including consumer price index statistics and recent contract settlements in other public jurisdictions as well as in private sector employment.

Chairman of the committee is Natalie Yaskow, of the Buffalo Psychiatric Center CSEA chap-

ter. Other members of the committee include: E. Jack Dougherty, of Albany; James Mullen, of Rockland; Marge Reeves, of Kew Gardens; James Currier, of Utica; Richard Doucette, of Colton; Ben Koslorowski, of Holbrook; William O'Neill, of East Syracuse; Gloria Goodman, of Brooklyn, and Dale Burrell, of Holley.

## Black River Scholarship Won

**WATERTOWN** — Susan Simmons, daughter of Mr. and Mrs. Kenneth F. Simmons Jr., is the recipient of a two-year scholarship awarded by the Black River Valley chapter, Civil Service Employees Assn. She plans to attend Albany Medical Center School of Nursing and was selected for the award by a panel of judges composed of

Lt. Col. Henry R. Northridge and Major Donald D. Slauson Jr., both of Fort Drum, and Frank B. Cole.

Larry Leddy, chairman of the chapter scholarship committee, presented the award to Ms. Simmons at a recent dinner. Julie Countrymen, Cape Vincent, qualified as the first alternate for the scholarship award.

## S. Jefferson Hearing Set

**SYRACUSE** — The New York State Public Employment Relations Board has scheduled an informal hearing on the improper practice charge brought against South Jefferson School District and Alson Dougherty, a paid negotiator for the District.

The charge, filed by the Civil Service Employees Assn. on be-

half of the 102 non-teaching employees of the district, charges that Mr. Dougherty has failed to bargain in good faith in the current contract negotiation.

A legal representative from CSEA Albany Headquarters will be assigned to represent the employees at the hearing which has been set for 10 a.m. Sept. 24, at the State Office Building, Syracuse.

## Toia Sets Check On NYC Infant Support Program

**ALBANY**—State Social Services Commissioner Philip L. Toia has sent a 35-member state monitoring team to oversee New York City's child support enforcement program, an effort to recoup support funds for the families of deserting fathers.

Citing mutual state and city dissatisfaction with the city's pace of implementing the program, as well as poor management and resultant dollar losses, Commissioner Toia said "This socially responsible and cost-saving program cannot be allowed to founder because of neglect."

It had been estimated the program could save \$60 to \$80 million annually, primarily in New York City, through recovered support payments by fathers to be identified, located and required to pay support.

The program, known as Title IV-D of the federal Social Security Act, is in its second year of operation in New York City, with January 1977 the target date for full state-wide implementation. The program was initiated in New York City because of the large numbers of abandoned families and potential for substantial savings to the city. Commissioner Toia said the other 57 social services districts in the state are operating their programs with satisfactory results.

Identifying deserting parents, locating them and arranging support of their families was expected to result in both increased revenues of support and a reduction in the number of fami-

lies forced to turn to Aid to Dependent Children support in lieu of paternal support.

Commissioner Toia said the monitoring team of state officials in the IV-D program would be stationed in the city's Bureau of Child Support, its 15 field offices and the five court units in the Child Support program, to supervise its operation, observe shortcomings and recommend solutions. He said some of the problems in administering the program have been assignment of insufficiently trained personnel to child support investigations and a city reliance on telephone investigations rather than leg work.

Commissioner Toia said the decision to employ close state scrutiny resulted from meetings with J. Henry Smith, the city's Human Resources Administrator.

## W. Seneca Meeting

**WEST SENECA** — There will be a meeting of the West Seneca Developmental Center chapter, Civil Service Employees Assn., Monday evening, Oct. 4. The meeting will begin at 8 p.m. at the Veterans of Foreign Wars Post 8113, 299 Leydecker Road, West Seneca.



## GRIEVANCE COMMITTEE MEETS

The Civil Service Employees Assn.'s statewide grievance committee met recently at union headquarters in Albany. The group met to form a report on grievance abuses currently afflicting state workers. This report will be presented at the CSEA annual delegates meeting to be held next month at the Concord Hotel, Kiamesha Lake. The committee members, above, from left, are Abraham Libow, Peter SeJan, Al Varacchi, the chairman, George Fassell and Marie Romanelli.

# How To Make Your Voice Heard

**MANHATTAN** — A recent issue of the New York Motorist, the publication of the American Automobile Club of New York, gave some guidelines for persons wishing to express opinions to elected officials by letter.

The letter should be written on stationery bearing a personal or business letterhead, the article suggested, with a signature over the typed name at the end of the letter. A return address should be contained in the letter, not just on the envelope.

Identify the subject clearly and state the name of the legislation you are writing about. The bill number, if known, should be included.

In stating your reason for writing, your own personal experience—how the issue would affect you, your family or job—is your best supporting evidence.

Avoid stereotyped phrases or sentences which may give the impression of a "form" letter.

Be reasonable; don't demand the impossible or make threats. Ask the legislator to state his positions on issues in his or her reply. As a constituent, you're entitled to know.

Consider the factor of timing. Try to write when a bill is still in committee and the legislator can be more responsive rather than later when the bill has already been voted upon.

In writing elected officials, the following salutations and addresses may be used:

The President, The White House, Washington, D.C. 20500.  
Dear Mr. President:

Hon. John Doe, U.S. Senate, Washington, D.C. 20515. Dear Senator Doe:

Hon. John Doe, House of Representatives, Washington, D.C. 20515. Dear Mr. Doe:

Hon. Hugh L. Carey, Governor of New York, Executive Chambers, Albany, N.Y. 12224.  
Dear Governor Carey:

Hon. John Doe, New York State Senate, Albany, N.Y. 12224.  
Dear Senator Doe:

Hon. John Doe, New York State Assembly, Albany, N.Y. 12224. Dear Assemblyman:

## Hornell Plans Family Picnic

**HORNELL** — The annual family picnic of the Hornell chapter, Civil Service Employees Assn., will be held Sunday, Sept. 26, at Stony Brook State Park, Dansville.

Chapter president Earl P. Logan said the picnic will begin at noon and will run to closing time at the park. He suggested attendees bring a dish to pass on plus eating utensils and table service.

# KEEP CSEA INFORMED ON MAILING ADDRESS

Below is the Change of Address form used by the Civil Service Employees Assn. in maintaining its mailing list for The Civil Service Leader, statewide elections, contract ratifications and other general mailings. This form is postcard size, and may be clipped, glued and mailed to: The Civil Service Employees Association, Inc., P.O. Drawer 125,

Capital Station, Albany, N.Y. 12224. The form is also available from chapter presidents, but is reproduced here as a convenience. It is to be used only by those CSEA members who are currently employed as civil service workers or by those retirees who are paying full active membership dues.

### Change of Address for 'The Leader'

My Present 'Leader' Label Reads Exactly As Shown Here

(please print or type)

\_\_\_\_\_  
(Name) \_\_\_\_\_  
(Chapter Number)

\_\_\_\_\_  
(Street)

\_\_\_\_\_  
(City) \_\_\_\_\_  
(State) \_\_\_\_\_  
(Zip Code)

My Social Security Number is

STREET

CITY  STATE  ZIP CODE

Change of Address

# Latest State And County Eligible Lists

15  
CIVIL SERVICE LEADER, Friday, September 24, 1976

(Continued from Page 13)

525 Carhart Camilla Troy .....84.3  
526 Kolodny Barbara Nassau .....84.2  
527 Boyes Christine Chateaugay .....84.2  
528 Mikolaitis Mary Amityville .....84.2  
529 Saenzai Betty A Voorheesvil .....84.2  
530 Selig Josephine Rensselaer .....84.2  
531 Johnson Jean M Loudonville .....84.2  
532 Brynski Karen Hamburg .....84.2  
533 Clute Denise L Gansevoort .....84.2  
534 Connis Stephen Binghamton .....84.2  
535 Holt Robert G NYC .....84.1  
536 Bowers Faith B Horseheads .....84.1  
537 Jacobs Monica M Albany .....84.1  
538 Yezzi Joseph Binghamton .....84.1  
539 Erickson B J Elmira .....84.1  
540 Demeo Sandra A Glens Falls .....84.0  
541 Desroches Paul Cohoes .....84.0  
542 Siedacki M S E Northport .....84.0  
543 McKean Mary Troy .....84.0  
544 Shields Sophia Bronx .....83.9  
545 Skubon Helen J Hurleyville .....83.9  
546 Nash Mabel A Troy .....83.8  
547 Ramsey Pearl N NYC .....83.8  
548 Corbo Eugene D Elmira .....83.7  
549 Stroud Mary A NYC .....83.6  
550 Jozef Francis Troy .....83.5  
551 Jordan Donna S Saugquic .....83.4  
552 Ruggiero P A Cheektowaga .....83.2

553 Larson Joanne M Hamburg .....83.2  
554 Love Beatrice S Thornwood .....83.1  
555 Conniff E F W Babylon .....83.1  
556 Cippollo K A Rensselaer .....83.1  
557 Lycsko Ronald J Amsterdam .....83.1  
558 Richards J R Waterford .....83.1  
559 Caputo Gerard Buffalo .....83.0  
560 Green Judy A Alexander .....83.0  
561 Nolf Cheryl E Franklin .....83.0  
562 Irwin Lester R Napanoch .....82.9  
563 Mckelvey Linda L Rochester .....82.8  
564 Wintle Cynthia Delanson .....82.8  
565 Thomas Florie Cambria Hts .....82.8  
566 McDaniel P A Yonkers .....82.7  
567 Goncalves Mary Glendale .....82.6  
568 Galarnes Gary Waterford .....82.6  
569 Wootte Wayne E Niverville .....82.6  
570 Scheely Maureen Selkirk .....82.6  
571 Janik Otrilla Ballston Spa .....82.5  
572 Fantini Barbara Schenectady .....82.5  
573 Gitzer Michael Buffalo .....82.5  
574 Holsapple D A Rhinebeck .....82.5  
575 Schultz M M Averill Park .....82.5  
576 Forbes Candace Brasher Fls .....82.4  
577 Frasca Diane E New Rochelle .....82.4  
578 Miller Ethel B Wappingr Fls .....82.4  
579 Wich Vincenza Bronx .....82.4  
580 Hilfinger P A Gillet .....82.4  
581 Jurczark E C Clayville .....82.4  
582 Johnston Joan M Binghamton .....82.4

583 Slater Virginia Schenectady .....82.3  
584 Wilkie Beverly Clarksville .....82.3  
585 Williams Karen Bronx .....82.3  
586 Levine Carol R E Northport .....82.3  
587 Caputo Robert P Albany .....82.3  
588 Greene George Brooklyn .....82.3  
589 Paterniani E L Waterford .....82.3  
590 Fitzpatrick C E Tupper Lake .....82.3  
591 Boni Dawa M Albany .....82.3  
592 Sasso Evelyn T Staten Is .....82.3  
593 Siechel Barbara High Falls .....82.3  
594 Judd Ronald P Rensselaer .....82.3  
595 Russo Linda Hudson .....82.3  
596 Goddeau Jean M Auburn .....82.3  
597 Merriman Helen Tully .....82.3  
598 Mattison Jane H Schenectady .....82.2  
599 Buckless V L Albany .....82.2  
600 Bogardus Joseph Valatie .....82.2  
601 Guinane Mary T Elmira .....82.2  
602 Hein Dborah A Schenectady .....82.2  
603 Wroblewski S A Penfield .....82.2  
604 Wildman Rena E Staatsburg .....82.2  
605 Connor Pamela J Waterford .....82.2  
606 Smith David A Utica .....82.2  
607 Simmons Donna M Redhook .....82.2  
608 Lindh Nancy L Albany .....82.2  
609 Bamed Juliette Rochester .....82.1  
610 Szalda Diane M Buffalo .....82.1  
611 Wood Jean F Central Sq 0 .....82.1  
612 Camely Margaret Waterloo .....82.1  
613 Bryk Joy K Chatham .....82.1  
614 Sulem Linda D Menands .....82.1  
615 Ruskina Joyce M Pattersonvil .....82.0  
616 Borek Virginia Utica .....82.0  
617 Radford Betty A W Brentwood 82.0  
618 Tuzzo Yvonne R Earlville .....82.0  
619 Tripp Anne V Loudonville .....82.0  
620 Lohr Lisa M Albany .....82.0  
621 McAuliffe Anne Rochester .....82.0  
622 Rohloff Lois A North Troy .....81.9  
623 Brennan Jean F Albany .....81.9  
624 Slisz Betty L Cheektowaga .....81.8  
625 Bruce Catherine Latham .....81.8

626 Bonanni A M Albany .....81.8  
627 Freeman G O Buffalo .....81.7  
628 Samuel Gale W Albany .....81.7  
629 Wrisley Patti A Dannemora .....81.7  
630 Chotkowski Z F Schenectady .....81.6  
631 Benton Thomas R Buffalo .....81.6  
632 Chapbonneau K A Cohoes .....81.4  
633 Michasiow Mary Watervliet .....81.3  
634 Anon Josephine Staten Is .....81.3  
635 Merola Virginia Ronkonkoma .....81.2  
636 Barnick Irene F Albany .....81.2  
637 Brivik M Stony Brook .....81.2  
638 Teichmann B N Cheektowaga .....81.1  
639 Kerwin Karen S Albany .....81.1  
640 Ackerman B A Rensselaer .....81.0  
641 Restifo Joseph Schenectady .....81.0  
642 Holliday S D Selkirk .....81.0  
643 Richburg Joan E Albany .....81.0  
644 Siegel Alan E Greenbush .....81.0  
645 Zotta Michael T Schenectady .....81.0  
646 Poweski Wanda L Dunkirk .....80.9  
647 Ess Mary A Strykersvil .....80.7  
648 Richards M M Stephantwn .....80.7  
649 Callahan Keith Schoenectacy .....80.7  
650 Ryan Ellen Middleton .....80.7  
651 Paladino Carol West Seneca .....80.7  
652 Crook Amyjo Albany .....80.7  
653 Peet Margaret E Binghamton .....80.6  
654 Johnson Dawn E Mechanicvil .....80.6  
655 Kohler Frank W Schenectady .....80.6  
656 Albertin Alice Ballston Spa .....80.6  
657 Conzo Joseph T Schenectady .....80.6  
658 Giorlando G E Staten Is .....80.6  
659 Dickinson E M Cheektowaga .....80.6  
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661 Smith Dwayne NYC .....80.6  
662 Vanderheyden R Green Island 80.5  
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664 Kuback Louise R Kenmore .....80.5  
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673 Robyck Peter P Mechanicvil .....80.4  
674 Antrim Linda M Waterford .....80.4  
675 Fiorillo Teresa Albany .....80.4  
676 Gores Cheryl E Brooklyn .....80.4  
677 Thomas Ruth M Williston Pk 80.4  
678 Thompson S J Syracuse .....80.4  
679 Casick Erna Huntington .....80.4  
680 Lenau Catherine Stony Point 80.4  
681 Tardalo Annette N Bellmore 80.4  
682 Parkinson Joann Albany .....80.4  
683 Sheley Colombe Cohoes .....80.4  
684 Ciesla Kathleen W Seneca .....80.3  
685 Fullington T W Latham .....80.3  
686 Friebe Edward Latham .....80.3  
687 Williams Alvin Brooklyn .....80.3  
688 Sidote Raymond Hyde Park .....80.3  
689 Duncan Susan C Altamont .....80.3  
690 Sorokla Peter R Troy .....80.3  
691 Conolly M C Albany .....80.3  
692 Mignone Dorothy Bethpage .....80.3  
693 Lafontaine K E Altamont .....80.3  
694 Krakat James Watervliet .....80.2  
695 Jandreau M Schenectady .....80.2  
696 Wood Corene Ctl Islip .....80.2  
697 Small Molly Yonkers .....80.2  
698 Chappel Mary Massapqua Pk .....80.2  
699 Gillan Elsie M Rensselaer .....80.2  
700 Houle Mary K Troy .....80.2  
701 Barth Philip Bronx .....80.2  
702 Mannara Carmela Rocky Point 80.2  
703 Jones Billy J Brooklyn .....80.2  
704 Coffey Patricia Rensselaer .....80.2  
705 Martin Fred C Nunda .....80.2  
706 Nowik Lynda J Albany .....80.1  
707 Vandervoort A W Troy .....80.1  
708 Madore Joanne Liverpool .....80.1  
709 Phoenix Chris A Waterford .....80.1  
710 Decker Frances Albany .....81.1  
(To Be Continued)

## WHERE TO APPLY FOR PUBLIC JOBS

## ALBANY BRANCH OFFICE

FOR INFORMATION regarding advertisement, please write or call:  
**JOSEPH T. BELLEW**  
303 SO. MANNING BLVD.  
ALBANY 8, N.Y. Phone IV 2-5474

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

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

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

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

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

**STATE** — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone: 468-4248; 10 a.m.-3 p.m.); State Office Campus, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

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

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

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

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# Sign-Up

# '76

## CSEA STRENGTH IN UNITY MEMBERSHIP DRIVE

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 June 1 and November 30, 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. Many members are planning their Christmas shopping around this membership drive. The Christmas Club bonuses for all members signed up before September 15 will be paid on December 15th. The second payoff, for new members signed between September 16 and November 30, will take place on February 15.

Send us 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.

Only CSEA members in good standing as of June 1, 1976, may recruit new members during this drive. 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.

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.

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

