

# Civil Service LEADER

America's Largest Newspaper for Public Employees

Vol. XXXVIII, No. 17

Friday, July 29, 1977

Price 20 Cents

## Course Offerings, Locations

Fall 1977 semester courses and the locations where they are offered throughout the state for public employees participating in the employee training benefits plan are listed in this edition of the Leader. The free courses are part of a benefits package negotiated by the Civil Service Employees Assn. See Page 8.

# State Runs Well; Workers Wilt

## McGowan Asks Gov. To Cover Blackout Day

ALBANY—The president of the Civil Service Employees Assn. asked Gov. Hugh L. Carey last week not to penalize those state employees affected by the 25-hour power blackout, in the New York City-Westchester County area July 13-14. Meanwhile, the union's law-firm, Romer and Featherstonhaugh, was preparing a class-action grievance.

William L. McGowan, in a letter hand-delivered to the Governor last week, noted that many employees attempted to report for work during the blackout, but that armed guards prevented

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Public Employees, like other residents about New York State, put up with record-setting hot temperatures last week. In many cases the workers also put up with faulty air-conditioning or none at all. In these pictures claimants at a Manhattan unemployment insurance office do what they can to keep cool as a state worker, right, also copes with the heat.



## Services Continue Despite Heat: At Least One Death

By KENNETH SCHEPT

MANHATTAN—At least one public employee died on the job last week as state and county workers struggled to maintain services to New York residents during the nine days of sustained temperatures near and above 100 degrees. Walter Trieb, 45, an industrial general foreman at the Stormville Green Haven Correctional facility, with a history of heart trouble, collapsed Thursday morning at his post. Tom Roth, Local Civil Service Employees Assn. vice-president at Green Haven stated that temperatures in many parts of the prison had reached about 110 degrees.

"No inmate areas or general offices have air-conditioning. That's most of the prison. The 40 foot walls block any potential breeze," Mr. Roth said.

According to Carl Golub, former Green Haven Local president, above a certain temperature inmates are not expected to work in the shops and may return to their cells or to a recreation area. Staff, however, must remain at their posts.

"That's just the nature of the job," Mr. Roth said. "You get used to it. We try to keep things cool by joking about the heat. There are some explosive people incarcerated here."

Other public workers expected to perform, regardless of the heat, are those who maintain the roads. According to CSEA Region III president James Lennon, the situation is unfair. "There should be a cut-off temperature, above which these men don't have to work. It's so hot I had to stop my car be-

cause the insulation under my hood was burning. Yet the maintenance men were cutting the grass along the road," Mr. Lennon said, in a telephone interview from Middletown where he reported the temperature was 109 degrees.

Members of the Operational Bargaining Unit of the CSEA have a clause in their contract which allows them not to do routine outside work on days when the temperature is below 0 degrees. There is, however, no equivalent limit for heat.

"They're out there in all temperatures, hot or cold," Mr. Lennon said. "Even if it's below 0 they're doing emergency work and plowing. I realize that if a road buckles it has to be repaired. But the men shouldn't have to cut the grass during the hot-

(Continued on Page 3)

## After Agency Shop Victory Union Targets Taylor Law

ALBANY—Next year's political action program of the Civil Service Employees Assn. was tentatively sketched last week by Bernard Ryan, the union's director of legislation and political action, as he reviewed the major victories of this year—including the Agency Shop and the state employees' pay raise bill.

"I would consider revisions of the Taylor Law, a major goal during the next session," Mr. Ryan said. Hopefully we will be able to achieve an elimination of the probationary period and the penalty of charging two days pay for each strike day."

Mr. Ryan also anticipated legislation related to Tier three of the retirement system where there is now some question about who may be established as a proper survivor and a matter to be resolved regarding integration

of the system with Social Security.

He also looked forward to more consideration of the entire range of problems which are generally referred to as civil service reform. A study by the State Department of Labor to establish health and safety standards for state workers, is a matter Mr. Ryan also sees developing next year.

James Roemer, CSEA attorney with the firm Roemer and Featherstonhaugh, termed the

passage of the Agency Shop Legislation a significant victory but, "also just the beginning of political clout for the CSEA." He attributed the victory to the union's "participation in the political arena, participation that was greater than in the past and which will grow."

## Pass Safety Code, Unemployment Bills

ALBANY—Two bills sponsored by Assemblymen Seymour Posner, Democrat from the Bronx, and Norman J. Levy, Republican from Nassau County, and passed by both houses of the legislature during the session which ended earlier this month will, if signed by the Governor, provide financial benefits to certain New York State public employees and insure safer working conditions for all.

The first bill indicates that non-teaching school district employees who do not have a clause in their labor contract guaranteeing them continued employ-

ment after any recess in the school year are now eligible for unemployment payments during that recess. If the bill is signed by Gov. Hugh Carey, it will take effect Jan. 1, 1978.

"We feel that this bill will encourage school districts to think twice before laying off any non-teaching employees, or before contracting out their work to private companies," said Bernard J. Ryan, the Civil Service Employees Assn.'s director of legislation and political action. "Paying into the unemployment fund is a very expensive proposition."

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### THEY REPRESENTED CSEA AT NEW YORK STATE WOMEN'S MEETINGS

Civil Service Employees Assn. women from across the state met to attend the first New York State Women's Meeting held at Albany's Empire State Plaza the weekend of July 8-10. Those arriving on Friday night included from left: Julie Drew president, CSEA Court of Claims Local; Mary Leggett, Clinton County Local; Clayre Lammari, CSEA Board of Directors representative, Schuyler County; Frances Besette, Board representative and president of CSEA's Clinton County Local; Ruth Braverman, vice-president, CSEA's Long Island Region; Jeanne Kelso, secretary, Clinton County Local; Eileen Salisbury, third vice-president, CSEA's Albany Region; Deanne Louis, CSEA public relations staff; Santa Orsino, president, Albany Tax Local; Mary Moore, Board representative, Executive Dept; Dorothy Moses, first vice-president, CSEA's Central Region; Barbara Falzano, CSEA Capital Region research staff; Natalie Yaskow, chairman, CSEA statewide salary committee; Genevieve Clark, first vice-president, CSEA Western Region.

### ASSAULTS

The Leader is developing a story about Mental Hygiene workers who have been assaulted by patients of the state's hospitals. Any information regarding incidents of this nature should be sent to the editor, Civil Service Leader, 233 Broadway, New York, N.Y. 10007.



# SHORT TAKES

## BLOOD DONORS PRAISED

State Civil Service Commission president Victor S. Bahou has awarded 43 blood donor awards to state agencies which met 1976 quotas and 952 certificates to state employees who donated at least a gallon of blood last year. Mr. Bahou said state employees exceeded previous totals every year since 1967.

## FIGHT FOR SAFETY

Sen. Harrison A. Williams (D-N.J.) wants President Carter to reject a proposal that would scrap most on-the-job safety standards. The plan, proposed by Charles Schultz, chairman of the president's Council of Economic Advisors; Bert Lance, director of the Office of Management and Budget; and Stuart Eizenstat, White House assistant for domestic affairs, would substitute more generous workmen's compensation benefits and levy heavier fines against firms with high employee injury rates.

## PRAISE AND CONDEMNATION

President Carter has acted to make it easier for workers to join unions. He has proposed that congress change many labor-management laws so workers could have, what White House assistants call, "a fair chance" to decide whether or not to join a union. The president also proposed penalties against firms that wrongfully hamper union membership. The president's plan was praised by AFL-CIO president George Meany and condemned by Richard Leshner, president of the U.S. Chamber of Commerce.

## JOBS VERSUS HIGHER WAGES

U.S. Sen. Sam Nunn (D-Ga.) warns federal blue collar workers that they may soon be forced to choose between lower wages or fewer jobs. He said the national economy is the problem. "The issue is almost one of wage levels versus jobs," he said.



## LONG ISLAND'S NEW QUEEN OF THE ROAD

Long Island has its first woman bus driver. She's Sarah Banks, a former school bus driver, who became the first woman to qualify for the job after 24 hours of classroom training, three days of behind-the-wheel training and 13 days work with driver-trainers on regular runs. Dan Tynan, the Metropolitan Suburban Bus Authority's supervisor of safety and training, said the Newport, R.I., native was an outstanding student, extremely self-conscious, alert, and took instructions well. "Everybody has been wonderful," said Ms. Banks, the mother of four and grandmother of five. "Passengers have been congratulating me and wishing me luck. My supervisors have been very kind and my fellow drivers have accepted me and even tease me just like they tease each other."



## Planning to become a firefighter?

Let New York Tech  
prepare you for the  
New York City Firefighter's  
Entry Exam

If you are a high school graduate and want to become a New York City firefighter, the next written entry exam is scheduled this fall. New York Institute of Technology is offering a course designed to help students acquire NYFD job related information and test-taking skills. The fee is \$60, payable by check. The college will hold eight classes beginning August 8th at a convenient location in Nassau, Queens or Suffolk...

New York Tech's Old Westbury Campus  
entrance on Northern Blvd.  
Old Westbury, N.Y.  
Mondays, 7 to 10 p.m.

Holy Trinity School  
14-45 143 Street  
Whitestone, N.Y.  
Wednesday, 7 to 10 p.m.

New York Tech's Commack College Center  
6530 Jericho Turnpike  
Commack, N.Y.  
Fridays, 7 to 10 p.m. or  
Saturdays, 10 a.m. to 1 p.m.

## Registration for the classes listed above will be held:

New York Tech's Glen Cove Center  
100 Glen Cove Avenue, Glen Cove, N.Y.  
July 27 and August 1, 5 to 9 p.m.

Holy Trinity School  
July 27, 28; August 3, 4  
5 to 9 p.m.

Commack College Center  
July 29, August 5, 5 to 9 p.m.  
July 30, August 6, 10 a.m. to 2 p.m.

For more details, call NYIT at 516 686.7776  
NEW YORK INSTITUTE OF TECHNOLOGY  
Division of Continuing Education, Old Westbury, N.Y. 11568

## Civil Service Officials To Meet

COLONIE—The New York State Department of Civil Service will host a July 28 and 29 meeting of the Mid-Atlantic Personnel Assessment Consortium.

Civil Service officials from seven states will attend the ses-

sions at the Turf Inn, Colonie.

Peter Robertson of Washington, D.C., Director of the Office of Federal Liaison of the U.S. Equal Employment Opportunity Commission, will address the group at a 9:30 a.m. meeting, July 29.

The Consortium, established in 1975, provides civil service agencies at all levels of government with an opportunity to work together concerning examinations and other employee selection techniques, to cooperate on various technical projects, and to help one another meet increasingly stringent professional and legal standards for personnel selection.

Officials from Delaware, Maryland, New Jersey, New York State, Pennsylvania, Virginia,

West Virginia; Baltimore, New York City, Philadelphia, Richmond, Va. Fairfax County, Va., Prince George County, Md., the Delaware Public Administration Institute and the Port Authority of New York and New Jersey will also be on hand.

## Sr. Ecologists

ALBANY—The State Civil Service Department established an open competitive Senior Terrestrial Ecologist eligible list June 20, the result of a Nov. 6, 1976, exam. The list contains 3 names.

## CIVIL SERVICE LEADER America's Leading Weekly For Public Employees

Published Each Friday

Publishing Office:  
233 Broadway, N.Y., N.Y. 10007

Business and Editorial Office:  
233 Broadway, N.Y., N.Y. 10007

Entered as Second Class mail and Second Class postage paid, October 3, 1939, at the Post Office, New York, New York, under the Act of March 3, 1879. Additional entry at Newark, New Jersey 07102. Member of Audit Bureau of Circulation. Subscription Price \$9.00 Per Year Individual Copies, 20c.

## Remedial Teacher

ALBANY — The State Civil Service Department on June 30, established an open competitive remedial reading teacher eligible list with 484 names, the result of an April exam.

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# State Services Continue But Workers Wilt

CIVIL SERVICE LEADER, Friday, July 29, 1977

(Continued from Page 1)  
test part of the day. Scheduling should be flexible in heat like this. Let them put in the hours, earlier or later when it's cooler.

On Long Island there was a dramatic increase in roadwork resulting from the extreme temperatures, according to Operational Unit representative Art Allen. "We had a lot of 'blow-ups' where the heat caused the highway joints to expand and the road to rise and crack," he said.

"The men were out in the hottest part of the day, whenever they were needed to repair the Long Island Expressway, the Southern State and many other roads," Mr. Allen said.

He indicated that one man was brought up on charges for refusing to work overtime on one of the days when the temperature rose above 100 degrees. "If the situation cannot be resolved a grievance will be filed," Mr. Allen said. "Generally the supervisors were very reasonable about assigning men to jobs and allowing enough break-time to reduce health danger."

Many state and county office workers had to contend with faulty air-condition systems last week. About 1/2 of the Broome County unit of the CSEA was affected when the air-conditioning system broke in the Broome County Office Building, a structure about five years old, which has win-

dows that cannot be opened. In the computer room at nine o'clock Monday morning July 18 the temperature was measured to be 95 degrees, according to unit president Barbara Pickell.

On Tuesday many employees, not in positions which required meeting the public, appeared at work in shorts. The temperature averaged 90 degrees all over the building, higher in rooms where computers, or other machinery were running.

On Wednesday an agreement was reached with county executive Donald McManus to keep the building open for a full day during the heatwave, but to require each employee to work only half a day with no loss of pay. Department heads would be responsible for arranging the shifts.

"I think the county has been good about this," Ms. Pickell said.

In New York City field representative Will Wagner reported there were many air-conditioner breakdowns at the unemployment insurance offices where the public was waiting on long lines in near 90 degree heat and the counter clerks and others were working full days.

At the unemployment office on Carlyle St. in downtown Manhattan the temperatures were estimated to be in the high eighties. According to Mr. Wagner an entire new system, rather

than repair, is what is required there and bids for the work are supposed to be taken.

"It looks like a hot summer," he said.

In Rockland, the county office building was without air conditioning and the Rockland CSEA unit headquarters received many calls from workers asking if there was a maximum temperature above which they would not be required to work. According to field representative Larry Scanlon, the Rockland County contract contains the following clause: "The employer agrees to maintain a working environment that reasonably serves the comfort, well-being and safety of the employees."

"Employees may be relocated to other work locations or sent home without loss of credits to conform with the contract," Mr. Scanlon said.

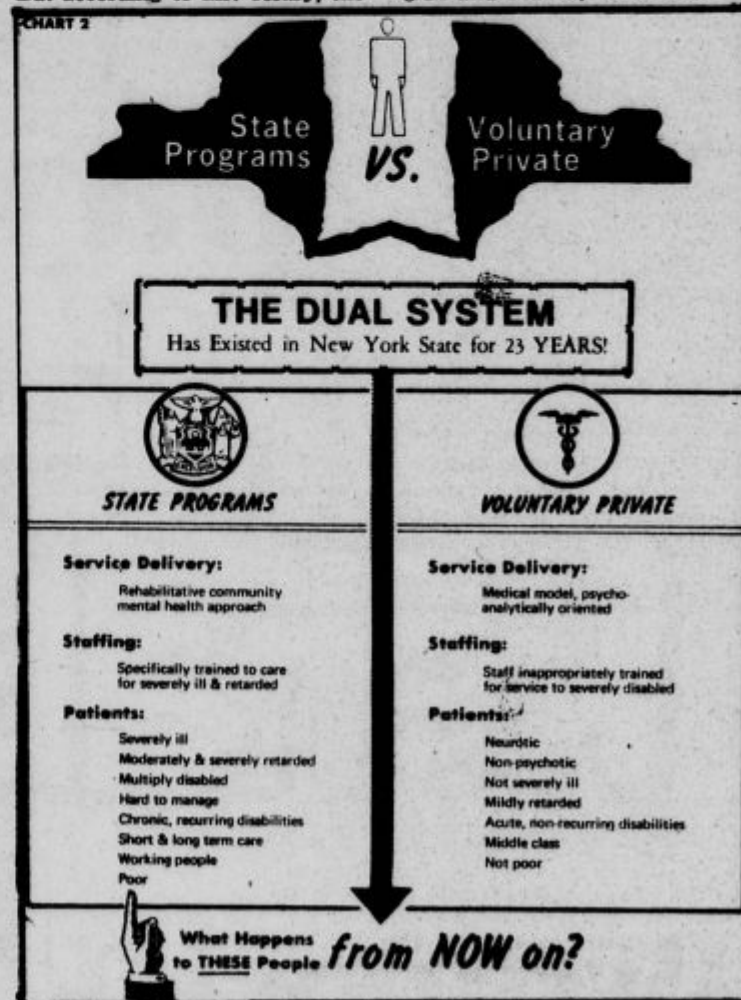
He indicated that there were problems at the Rockland County Department of Social Services where complaints about the ventilation system had previously been filed, and the county legislature had authorized an investigation by the county attorney. According to Mr. Scanlon the building's owner has begun to make improvements, but ventilation in several offices on the top floor remains inadequate; some employees have been re-assigned to other work locations. Mr. Scanlon said about a dozen

absences could be attributed to illness produced by the heat.

On Long Island, problems at the State Office Building in Hauppauge were reported by regional field supervisor Ed Cleary. According to Mr. Cleary the air-conditioning system was malfunctioning and only half the building could be maintained at a comfortable temperature. Employees were expected to work a full day. A grievance regarding air circulation had been pending. But according to Mr. Cleary, the

state had indicated that funds were not available to make the needed improvements. The Hauppauge building is the same one which was ripped by high winds two months ago when sections of the facade collapsed. (See the June 3 Leader).

According to Western Region president Robert Lattimer, there were few complaints related to the weather in that section of the state. "Everyone seems to have adopted the attitude of 'grin and bear it,'" he said.



## McGowan: Cover Blackout

(Continued from Page 1)  
they entering the buildings.

CSEA represents more than 30,000 state workers in the New York City Metropolitan Region. The power failure, caused by lightning striking a transformer, resulted in the loss of lights, air-conditioning and elevator service in New York City area buildings.

Following the blackout, the State Office of Employee Relations said state workers forced to miss work because of the power outage would have to use personal, vacation, or other accumulated leave time to cover their absence.

"Employees are currently being

forced to use . . . accumulated leave time, when many of them . . . were not allowed access to their work locations," Mr. McGowan wrote to the governor. "Since CSEA is the certified union for nearly all state employees in New York City, I am respectfully requesting that you ask the Civil Service Commission to suspend Section 25.1 of its rules for state employees who live or work in the area affected by the blackout."

The section of the rules cited by Mr. McGowan requires a written request from the commissioner of each agency in which an emergency exists.

"It would be impractical to ask

the commissioners of all affected departments to make such a request upon the Commission," the CSEA president continued. "As the chief executive officer for state employees, it would seem most logical and orderly for you to make the request on behalf of all appointing authorities."

"In the interest of fairness and equity, I would hope that you would see fit to act affirmatively upon my request."

In addition to asking the Governor for action, the CSEA is going ahead with a class-action contract grievance on behalf of all employees affected, Mr. McGowan said.

"We intend to institute this grievance on the Office of Employee Relations level because we feel that forcing employees to charge this time against their own accruals is a clear violation of all four of the contracts the union has with the state. Each of the contracts contains a clause entitled 'Absence in Extraordinary Circumstances,' which was negotiated to cover exactly such situations as the blackout," he said.

## Pair Retires

BINGHAMTON — Assistant Industrial Commissioner Michael Battaglini, of the Labor Department's Binghamton District Office, this week presented certificates of appreciation to two department employees who retired recently.

Robert E. Rinker, of Chenango Bridge, supervising factory inspector, and Norman W. Smith, of Endwell, senior construction safety inspector, received the certificates at the Treadway Inn, Binghamton.

## ① CSEA calendar ①

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

### JULY

29—Department of Labor Local 670 Clam Steak/Steakroast: Krause's Halfmoon Beach, Crescent.

### AUGUST

5—Syracuse Local 013 testimonial dinner honoring Richard E. Cleary and Richard A. Bersani: 6:30 p.m., Sheraton Motor Inn, Thruway Exit 37, Syracuse.

7—SUC Oneonta Local 635 picnic: 12 noon, Oneonta College Camp, Oneonta.

11—New York City Local 010 executive committee meeting: 5:15 p.m., Millers Restaurant, 233 Broadway, Manhattan.

4—Erie Educational Local 868 meeting: 7:30 p.m., union headquarters, Cambridge Square, Cheektowaga, 7:30 p.m.

20—Oswego County Local 838 clambake: 1 p.m., Bayshore, Oswego.

26—SUC Potsdam Local 613 20th anniversary celebration and installation of officers: 7 p.m., Ward's Hotel, Route 11, Brasher Falls.

26—Hutchings Psychiatric Center Local 435 Clambake: 4-9 p.m. Hinerwadel's, North Syracuse.

### SEPTEMBER

20—New York Metropolitan Retirees Local 910 membership meeting: 1 p.m., 2 World Trade Center, Room 5890, Manhattan.

## PUBLISH MENTAL HYGIENE WHITE PAPER

The New York State Mental Hygiene Employees Assn., which recently held its annual meeting at the Trinkhaus Manor in Oriskany, contributed about \$5,000 toward the publication of the Civil Service Employees Assn.'s white paper on Mental Hygiene. MHEA members were also consulted about the issues raised by the report. The chart above, from the report, demonstrates the union's contention that private agencies are not equipped to handle the Mental Hygiene burden.

## Insurance Deadline

ALBANY—The Civil Service Employees Assn. has announced that certain eligible members who are insured under CSEA's group life insurance program will be allowed to convert part of their coverage to a permanent form of insurance, which contains cash and paid-up values, without medical examination. The deadline for this offer is Sept. 1.

The offer provides that any eligible, actively employed insured member of the group life plan who is or will attain the age of 50, 55 or 60 during the 1977 calendar year may convert \$1,000 or \$2,000 of this group insurance to a permanent individual insurance.

Group insurance would be reduced by the amount converted,

and the payroll deductions of such insurance would be reduced accordingly.

All of those interested may request information on the conversion privilege by returning the coupon on this page. The effective date of the converted insurance will be Nov. 1, contingent on the premium payments for the converted insurance to be made directly by the individual to the Travelers Insurance Co.

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## ARBITRATION LAW SIGNED

Governor Hugh Carey signs legislation into law extending for two years, present binding arbitration provision for police and firefighters. Looking on is Assembly Ways and Means Committee Chairman Arthur J. Kremer, second left, principal sponsor of the new law, and, from left, New York Metropolitan Police Conference Legislative Committee members James Brennan and Edward Witske, Conference President Daniel Greenwald and Legislative Chairman Roland Russell.

## 28 New State Tests Open

ALBANY—State Civil Service officials have announced a new batch of 28 promotional job qualifying tests scheduled for Sept. 24.

Considered likely to be the most sought after are three senior clerk-library titles (Exams 36-093, 36094, 36101). The jobs are with the Departments of Health, Correctional Services and the State University system. The exam is open to Health, Correction and State University employees.

The others are principal clerk-library, principal workmen's compensation examiner, associate workmen's compensation examiner, senior workmen's compensation examiner, workmen's compensation examiner, senior radiologic technologist, real estate appraiser-mass appraisal systems, resources and reimbursement agent II, senior narcotics

investigator, principal sanitarian, associate pari-mutuel tax examiner, senior pari-mutuel examiner, principal compensation claims examiner, insurance fund district claims manager, associate compensation claims examiner, senior insurance fund hearing representative, insurance fund hearing representative, associate

agency labor relations representative, chief of mental health treatment service, chief of mental health children's treatment service, chief of developmental center service and chief of developmental center community service, all with Aug. 15 filing deadlines.

(Continued on Page 11)

## Region 10 Slate Installed

HAUPPAUGE — Artie Allen heads the new slate of officers of the Region 10 Department, of Transportation Local 508.

The officers were installed by Long Island Region 1 President Irving Flaumenbaum at a dinner July 8 at Linck's Restaurant, Centerport.

The others installed were: Lou Mannellino, first vice president; Tommy Tighe, second vice president; Joseph Cervone, treasurer; Grace Dittmeyer, secretary; Dolly

Pearsall, administrative representative, and Leo Spano, Philip Bertaglia, Eugene Box and Hank Jenny, operational representatives.

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## GO TO HEALTH

By WILLIAM R. WILLIFORD

Mr. Williford is a health and alcohol consultant with the State Division of Alcoholism and directs the State Employee Health Maintenance Program.

Contrary to what most of us poor folks have been led to believe, there does appear to be a direct correlation in this country between wealth and health.

The more comfortable you are economically, the more time and money you can spend on staying healthy and obtaining medical care when the need arises. So in an effort to get you healthier, I thought a different approach would be to discuss how you can save money in the supermarket and hopefully leave with your sanity.

The following tips should save you enough money in a month to allow you to buy a \$30 pair of jogging shoes.

• Write out a list and stick to it. Emotional and impulse buying is costly and often you buy what you really don't need.

• Shop by yourself. If you are going to spend \$50 or \$60, it pays to concentrate.

• It is more economical to shop once a week, if you can.

• Buy in bulk if possible, but be sure to double check.

• Buy the weekly specials; they are usually a bargain.

• Buy the store's house brand. It is almost always a better buy than the nationally advertised brand.

• Don't shop when you are hungry; tests have shown that you will buy more if you do.

• Be careful with the "bargain" signs. It pays to check to see if it truly is a bargain.

• Don't rush. You can probably cut your grocery bill by 10 percent by allowing yourself time to shop sensibly.

Another healthy tip is to avoid completely the snack and goody aisle. If your son is eating everything that isn't tied down, send him to the supermarket with orders to buy only what is on your grocery list. He just might realize that he is eating \$10 worth of food a day.



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# Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations  
Published every Friday by  
**LEADER PUBLICATIONS, INC.**  
Publishing Office: 233 Broadway, New York, N.Y. 10007  
212-8Eakman 3-6010  
Bronx Office: 406 149th Street, Bronx, N.Y. 10455

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FOUNDED 1939

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

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

FRIDAY, JULY 29, 1977

## A Bad Idea

The lights are back on in New York City and Westchester. The looting has ceased, looting suspects have finally been arraigned and released on bail, and a few of the business people hurt by it have reopened their stores.

As New York City and Westchester try to pick up the pieces left in the wake of the blackout and the midnight madness that followed, we should hand out some credit to those who worked—facing incredible odds—to keep a semblance of order during the hours of chaos.

We feel we must also speak out against proposals of some to pass out punishment, when no punishment is called for.

Public workers generally were a credit to the community during the crisis. Police and firefighters gave up time off to report for emergency duty. Hospital workers put in volunteer duty and hospital doctors never veered from their medical oaths to save lives, just because there were no lights.

Emergency medical service workers were busy rescuing people trapped in subways, burning buildings and elevators. Police officers had their hands full because of the looting. The Fire Department, also busy, was out in force extinguishing blazes, many of them deliberately set by looters.

To his credit, Mayor Abraham D. Beame says New York City workers who were unable to get to their jobs the day after the blackout hit (most of the city's power was still out then) will be paid for that day. Many city workers remained home when they learned there were no subways running, no elevators in operation, no street lights, and telephone service was out, among other things. The Mayor, himself, asked city workers to stay home that day because their presence at their offices or on the streets would only add to the chaos.

We wish we could say state officials are displaying the same wise and considerate logic. According to James B. Northrup, deputy director of the state's Office of Employee Relations, state workers who were unable to make it to work that day will have time off charged against them.

Mr. Northrup adds that the contract the state signed with the Civil Service Employees Assn. (CSEA) permits such punishment. CSEA leaders are aghast, as they should be, and say they will fight the decision. We wish them well, and also pray that the same wisdom exhibited by workers who stayed home (and out of trouble) during the bleak hours overcomes state officials and causes them to forget about implementing a very bad idea. (HAT)

## Your Social Security

Q. My nephew is mentally retarded and lives with 11 other retarded people in a state-operated group home for the retarded. He was previously ineligible for SSI because he lived in a public institution, but I understand there has been some change in the law. Is that true?

A. Since Oct. 1, 1976 supplemental security income (SSI) payments can be made to people in publicly operated homes serving no more than 16 people. Assistance based on need made by state or local governments does not affect Federal SSI payments.

## Don't Repeat This!

### The Blackout May Have Determined Primary Outcome

Will the outcome of Democratic mayoral primary in New York City be determined by three bolts of lightning that struck Con Edison installations in Westchester on the hot, sweltering night of July 13?

This basic question, and a host of subsidiary ones, are driving campaign strategists for all seven primary candidates up the proverbial wall, as they try to figure out what it all means in terms of votes on Primary Day, Sept. 8.

Con Edison blames the lightning for the blackout that engulfed New York City and Westchester County during an intolerable heat wave. Experts will be debating for months the causes of the blackout and what can and needs to be done to prevent a recurrence.

#### Primary Close

But the political calendar does not allow for the luxury of timeless debate. The primary is, after all, less than two months away, and the blackout was a serious event in the city's history. Inevitably, the tragic events of the blackout are likely to exert considerable force in the minds of many concerning the qualities most needed by the next mayor of the city.

The blackout gave Mayor Beame, by virtue of his office, the chance to show himself at his best. He showed remarkable vigor for a septuagenarian, operating from a command post all hours of day and night, capturing full control of the media, as an information-hungry public stayed glued to transistor radios.

Unfortunately, the blackout showed the city at its worst and ugliest. Widespread arson and looting showed how fragile the fabric is that holds the city together. It showed how ill prepared the city is to cope with a disaster. The wounds and scars of those events will afflict the city for a long time. The judicial system will be tied up for months before it will complete disposition of the almost 4,000 arson and looting cases related to the blackout.

The charred ruins of buildings and stores will desecrate the city landscape, since it seems clear that many of those who suffered from arson and looting will never return to the communities and neighborhoods in which these criminal acts occurred.

#### Businessmen Bitter

While Beame looked pretty good during the crisis, his image seems to have been tarnished by the aftermath. He is certainly trying to regain some lost ground. He has already made several trips to Washington, seeking increased federal aid to help the businesses destroyed by arson and looting. These business people are clearly bitter toward the Mayor, and feel let down because Beame failed to request the assistance of the National Guard (even though earlier reports indicated he did seek such help), and because they feel that the police were under orders of restraint in proceeding against vandalism.

While the Small Business Administration has declared New

(Continued on Page 7)



## Civil Service Law & You

By RICHARD GABA

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

### Authority Exceeded

In an April 14 decision, the Appellate Division, Second Department, has vacated the award of an arbitrator on the basis that he exceeded his authority in awarding reinstatement to a civil service employee who received bribes.

A collective bargaining agreement between the City of Binghamton and the Binghamton Civil Service Forum provided that no employee shall be discharged without just cause. Another clause of the agreement provided that any dispute between the parties was to be finally resolved by arbitration.

In this case, a city official received a gratuity from a vendor. When submitted to arbitration, the arbitrator did find "just cause" but determined that the sentence of discharge was excessive and reduced it to a mere fine. The Broome County Supreme Court confirmed the award of the arbitrator ordering reinstatement of this city employee.

On appeal to the Appellate Division, Third Department, the court said, "The arbitration award is violative of a strong public policy . . . Section 30 of the Public Officers Law states: 'Every office shall be vacant upon . . . (the holders) conviction of a felony, or a crime involving his oath of office . . . While it is true that the grievant herein was not convicted of any felony, there is no dispute that he committed acts which constituted participation in the vendor's officers' acts of bribery. Under these circumstances, the public policy of this state compels the conclusion that municipal authorities not be restricted in their power to discharge employees who participate in criminal acts in the absence of a clear and express waiver of that power.'

On this basis and noting that the arbitrator's power under the arbitration clause of the collective bargaining agreement in issue was not broad, the court found that the arbitrator exceeded his authority and vacated the award.

A dissenting opinion agreed that the arbitrator's decision was internally flawed, but contested the ability of the judiciary to vacate his award. The dissent noted that the grounds for review of an award are limited by statute (CPLR 7511 b and c) and that errors of fact or law are not ordinarily subject to correction by the courts. The collective bargaining agreement at issue placed no explicit restrictions on the arbitrator's remedial powers, except to provide that he could not amend or modify the agreement. The dissent would find the arbitrator did not ignore any express limitation on his powers or give the collective bargaining agreement a completely irrational construction. Rather, the dissent would uphold the award on the basis that the arbitrator merely applied a different, but not irrational, standard to a "just cause" discharge case. With regard to the Public Officers Law emphasized by the majority, the dissent pointed out that this law does not provide for the automatic dismissal of those who run afoul of its terms, and the arbitrator did not irrationally invade

(Continued on Page 7)



# WHAT'S YOUR OPINION

By PAMELA CRAIG

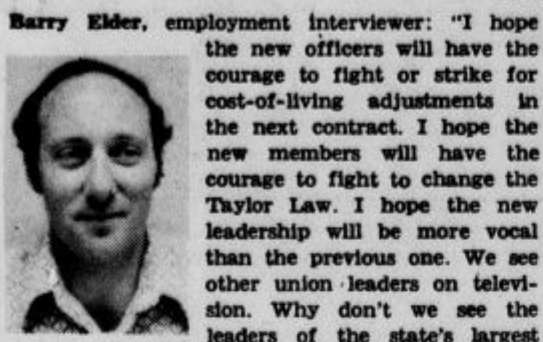
## QUESTION

Now that the Civil Service Employees Assn. elections have concluded, what message do you have for the new officers?

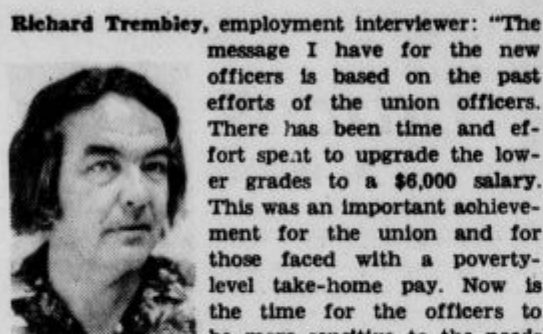
## THE PLACE

Department of Labor, Manhattan

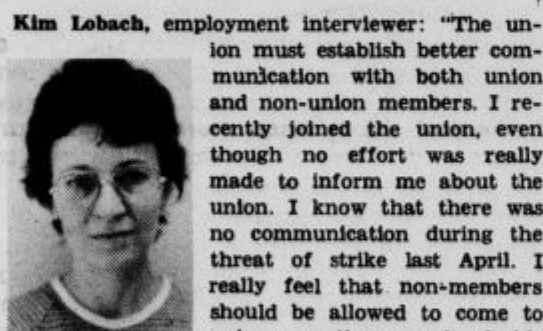
## OPINIONS



Barry Elder, employment interviewer: "I hope the new officers will have the courage to fight or strike for cost-of-living adjustments in the next contract. I hope the new members will have the courage to fight to change the Taylor Law. I hope the new leadership will be more vocal than the previous one. We see other union leaders on television. Why don't we see the leaders of the state's largest civil service union? Having been a member of CSEA for eight years, I can say that I'm prepared to strike and fight to the end, to receive the benefits denied us during these lean years."



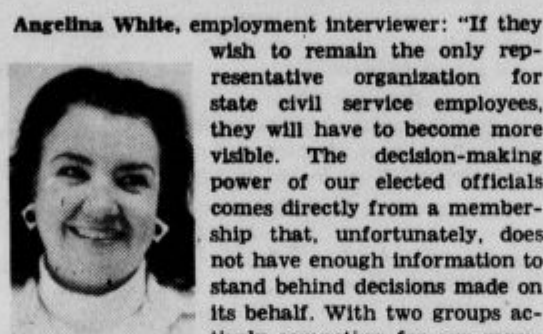
Richard Tremblay, employment interviewer: "The message I have for the new officers is based on the past efforts of the union officers. There has been time and effort spent to upgrade the lower grades to a \$6,000 salary. This was an important achievement for the union and for those faced with a poverty-level take-home pay. Now is the time for the officers to be more sensitive to the needs of the middle-level workers who, I feel, have been neglected. It is time to fight for a decent wage for them also."



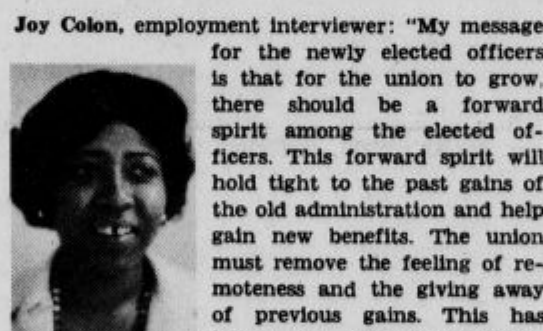
Kim Lobach, employment interviewer: "The union must establish better communication with both union and non-union members. I recently joined the union, even though no effort was really made to inform me about the union. I know that there was no communication during the threat of strike last April. I really feel that non-members should be allowed to come to union meetings and decide whether to join or not. But there were no meetings; not even during the strike."



Shirley Kirsten, employment interviewer: "I recommend that they develop a closer relationship with members and non-members alike, through regular in-person meetings at the local office level. What divided the state workers during the last threatened strike was the CSEA aloofness and lack of communication at grass-roots levels. During negotiations of the new contract, there was considerable confusion about the issues hammered out in Albany and about the progress of those negotiations. I think the message should be clear: be more visible and more responsive to your constituency."



Angelina White, employment interviewer: "If they wish to remain the only representative organization for state civil service employees, they will have to become more visible. The decision-making power of our elected officials comes directly from a membership that, unfortunately, does not have enough information to stand behind decisions made on its behalf. With two groups actively competing for our membership, CSEA had better look to the grass-roots, informed membership, or they will no longer represent all of us in the future."



Joy Colon, employment interviewer: "My message for the newly elected officers is that for the union to grow, there should be a forward spirit among the elected officers. This forward spirit will hold tight to the past gains of the old administration and help gain new benefits. The union must remove the feeling of remoteness and the giving away of previous gains. This has been done in past contracts. The members must fight new battles, not old ones."

# RETIREMENT NEWS & FACTS

By A. L. PETERS

## New Inquiry

Federal employees, whose pension plans have been examined and reexamined half a dozen times in as many years, now face a new General Accounting Office (GAO) study.

Some disabled employees are apparently earning money investigators say they shouldn't.

Highlighted is the case of a pensioner with a \$4,848 pension who refused to live on this. He went into business and is earning \$76,793 a year. According to GAO, this is not "cricket." About 279,000 retirees are receiving pensions of \$1.5 million a year. The agencies do not enforce the requirement of reports of additional earnings.

However, low paid federal workers who become totally disabled get less than they would have if they were under Social Security. A typical disability pensioner retires at age 51 with a heart condition, arthritis or cancer. On the average, the death rate for the disabled is five to 23 times higher than the working employee.

Inability to do the job assigned is grounds for disability retirement. However, there are provisions in the pension law for federal employees with unimpaired earning ability to be stripped of their disability pensions.

The standard is a capacity to earn 80 percent of what their old job currently pays. Disability pensioners are required to report their earnings annually.

The federal retirement law now specifies that a disabled federal employee may retire after five years employment at 40 percent of the average of his highest salary for three years. GAO estimates that one out of every five disability pensioners could handle some other job

when he retires; but it says that almost 90 percent of those who apply for disability pensions eventually get them."

If you are on Social Security, your check should be 5.9 percent higher effective July 1. The limitation on personal earnings remains unchanged. If you earn more than \$250 a month or more than \$3,000 a year, you will forfeit some of your Social Security payments.

However, a five-cent additional charge for Medicare B will be deducted.

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

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

(Continued from Last Week)

Newland, Donald E	Hamburg
Nieves, J Manuel	Garnerville
Noble, Barbara	West Islip
Numis, Dorothea	New York
Ongania, Linda	Bohemia
Osborn, Gerald T	Pawling
Paluszky, Edward J	Wichita Falls, Tex.
Palazzo, Michael	Newark, N.J.
Pepe, Sally C	Staten Island
Perrit, Sandra M	Albany
Phelps, Linda M	Central Islip
Pitts, Barbara J	Newark, N.J.
Pitts, Mary A	Newark, N.J.
Poirer, Orphir	Schuylerville
Powell, William G	Uniondale
Pringle, Cleo M	Newark, N.J.
Puglisi, Mary R	Brooklyn
Pulley, Judith	Buffalo
Ribak, Brian	Albany
Robinson, Raleigh W	Bronx
Rogan, Francis W	Seiden
Rondeau, Allison L	White Plains
Roselman, Gilbert	Liberty

(To Be Continued)

## LETTERS TO THE EDITOR

### Rule Of Three

Editor, the Leader:

On Page 14 of the booklet Working Together For New York State there is the following statement (based on Section 61.1 of the Civil Service Law): "A promotion is made from among the top three on the list of eligibles willing to accept the job. Original appointments for open-competitive eligible lists are made in the same way. This is known as the 'rule of three' and it enables the department head to make a choice."

The "rule of three" is fine when there is an eligible list of many names. However, if an eligible list (where the vacancy exists) results in only one name, why should that person be obliged to lose out in the selection for the vacant position because of the "rule of three," or because the department head did not have a "choice"?

I was once advised that "... as long as one only indicated willingness to accept the appointment, there was no appropriate list available for filling the vacancy... and that there is no recourse, since no violation of the

law has occurred."

I contend that there is a violation of law when a thoroughly experienced person goes to the trouble of taking a Civil Service exam and, through no fault of his, becomes the only one on the eligible list, only to be ignored because management did not have a choice.

I am sure that the law, in its endeavor to maintain competition, did not intend to cause in-

justice by the "rule of three," when only one name is on the eligible list. The law should be amended to clarify the exception to the "rule of three." Perhaps CSEA, or one of our conscientious legislators, will initiate corrective action.

Manny Rosenzweig  
New Paltz

### We're Interested

Editor, The Leader

The Crotona Committee, recently formed, has as its goal the reopening of pension plans A and B to all city employees in service prior to July 1970, now locked into the inferior "fractional" plans. The committee is representing up to 1,000 persons directly involved within union local SSEU 371.

Obviously, we are interested in knowing of any other groups with similar goals. Our work location phone is at 960-7374/7359. Thank you so much.

CHUCK MILLER  
Crotona Committee  
Manhattan

### Acknowledgements

Editor, The Leader:

Would you be so kind as to print the following acknowledgment in your paper. My husband was a member of the union.

The family of Arthur J. Hennessy gratefully acknowledges all the kind expressions of sympathy and help we have received from all our friends.

MRS. ARTHUR HENNESSY  
Center Moriches

### Disabled

Editor, The Leader:

I have been on disability from my job, for more than a year. Besides, I am a disabled veteran and, during WW II, I was a P.O.W.

I have read that senior citizens are receiving special benefits. I approve of this wholeheartedly. I feel, however, that in view of the extremely high prices today and the terrible tax burden, we on disability should have the privileges of senior citizens.

DAVID CAPONE  
Hicksville, L.I.

### LETTERS POLICY

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

## Civil Service Law & You

(Continued from Page 6)

the domain of public policy where the employee was never convicted, and where the conviction was necessary for the application of this law. Matter of Binghamton Civil Service Forum v. City of Binghamton, 393 N.Y.C. 2d 452 (A.D. 3rd Dept. 1977).

## Don't Repeat This!

(Continued from Page 6)

York City and Westchester a disaster area and is prepared to move forward quickly with low interest, long-term loans to permit business rehabilitation, many of the injured business people look upon these loans as putting them deeper into debt, thereby impairing their prospects for resuming profitable operations.

The blackout has brought a new dimension to the city's political scene and politicians are desperately looking for the strategy and tactics to deal with this unexpected development.



# CSEA-Negotiated Training Courses Available

FACILITY	COURSE NUMBER	COURSE TITLE	DAY(S)	TIME	COURSE HOURS	CREDITS IF ANY	START DATE
CIVIL SERVICE ONE WEST GENESEE STREET BUFFALO	A-2-5 B-1-415 C-1-5	CASE STUDIES IN SUPERVISION RETIREMENT PLANNING EFFECTIVE SPEAKING TECHNIQUES	W W W	3:30-6:30 3:30-6:30 3:30-6:30	30 30 30		9/14 9/14 9/14
CIVIL SERVICE TWO WORLD TRADE CENTER 55TH FLOOR NEW YORK	A-1-5 A-1-10 A-2-5 B-1-48 B-1-415	FUNDAMENTALS OF SUPERVISION ADMINISTRATIVE SUPERVISION CASE STUDIES IN SUPERVISION INTRODUCTION TO THE METRIC SYSTEM RETIREMENT PLANNING	M W W T M	4:15-7:15 5:00-8:00 4:00-7:00 4:00-6:00 4:00-6:00	30 30 30 20 30		9/19 9/21 9/21 9/20 9/19
CLINTON COMMUNITY COLLEGE AT DANMORA CORRECTIONAL FACILITY	B-1-280 B-1-411 C-1-130	INTRODUCTION TO PSYCHOLOGY SOCIAL INSTITUTIONS BASIC CONVERSATIONAL SPANISH	TH TH M&W	4:00-6:45 4:00-6:45 4:00-6:00	45 45 60	3 3 3	9/8 9/8 9/7
CORTLAND SUNY - COLLEGE	B-1-192 B-1-415	BEGINNING FIRST AID RETIREMENT PLANNING	T W	4:00-6:00 4:00-5:30	12 15		9/13 9/14
CREEDMOOR PSYCHIATRIC CENTER 80-45 WINCHESTER BLVD. QUEENS VILLAGE	A-1-180 B-1-192 B-1-283 B-1-286 B-1-503 B-2-315 B-3-150 C-1-35 C-1-130	CONCEPTS OF MODERN PUBLIC ADMINISTRATION BEGINNING FIRST AID BEHAVIOR MODIFICATION OCCUPATIONAL THERAPY ACTIVITIES THERAPY BASIC COUNSELING TECHNIQUES FUNDAMENTALS OF STATIONARY ENGINEERING III UNDERSTANDING & INTERPRETATION OF WRITTEN MATERIALS BASIC CONVERSATIONAL SPANISH	T&TH T T&TH M&W M&W T&TH T&TH T&TH M&W	4:30-6:30 4:00-6:00 4:00-6:00 4:30-6:30 4:00-6:00 4:00-6:00 4:00-6:00 3:30-5:30 4:00-6:00	30 10 30 30 30 30 40 40 40		9/20 9/20 9/20 9/19 9/19 9/20 9/20 9/20 9/19
DOWNSTATE MEDICAL CENTER** 450 CLARKSON AVENUE BROOKLYN	B-1-47 B-1-180 B-1-160	BASIC MATHEMATICS SMALL ENGINE WORKSHOP BASIC ELECTRICITY I	T W T	5:15-7:15 4:00-7:00 4:00-7:00	30 40 40		9/13 9/14 9/13
*COURSES BEING CONDUCTED BY NEW YORK CITY C.C.	B-1-409 C-1-35 C-1-130 D-1-40	URBAN SOCIOLOGY UNDERSTANDING & INTERPRETATION OF WRITTEN MATERIALS BEGINNING CONVERSATIONAL SPANISH BEGINNING SHORTHAND	TH W W TH	5:15-7:15 5:15-7:15 5:15-7:15 5:15-7:15	30 30 30 30		9/15 9/14 9/14 9/15
DUTCHESS COMMUNITY COLLEGE POUGHKEEPSIE	A-2-39 A-2-90 B-1-415 B-2-93	MANAGERIAL PROBLEM SOLVING PRINCIPLES OF ACCOUNTING I INTRODUCTION TO BEHAVIORAL SCIENCES COMPUTER PROGRAMMING CONCEPTS	TH T M W	4:00-7:00 4:00-7:00 4:00-7:00 4:00-7:00	24 60 45 60		9/15 9/13 9/12 9/14
DUTCHESS COMMUNITY COLLEGE AT WASSAIC D.C.	B-1-406 B-1-413	INTRODUCTION TO SOCIOLOGY HUMAN DEVELOPMENT I & II	W M	6:00-9:00 6:00-9:00	45 45	3 3	9/14 9/12
ERIE COMMUNITY COLLEGE SOUTH CAMPUS 4140 SOUTHWESTERN BLVD. ORCHARD PARK, N.Y.	B-1-285 C-1-35 C-1-130	ABNORMAL PSYCHOLOGY UNDERSTANDING & INTERPRETATION OF WRITTEN MATERIALS BASIC CONVERSATIONAL SPANISH	M W T&TH	4:00-6:30 4:00-6:30 4:00-5:15	45 45 45	3 3 3	9/12 9/13 9/14
COMMUNITY COLLEGE OF THE FINGER LAKES AT NEWARK DEVELOPMENTAL CENTER	A-2-90 B-1-192 B-1-285 B-1-414	PRINCIPLES OF ACCOUNTING I BEGINNING FIRST AID & EMERGENCY CARE ABNORMAL PSYCHOLOGY RACIAL & ETHNIC MINORITIES	M&W T M T	7:00-8:50 4:30-6:20 7:00-9:50 7:00-9:50	60 30 45 45	4 3 3 3	9/12 9/13 9/12 9/13
CCFL AT WILLARD PSYCHIATRIC CENTER	B-1-180 B-2-502 C-1-130 D-2-40	SMALL ENGINE WORKSHOP COMMUNITY MENTAL HEALTH: ISSUES & IDEAS BASIC CONVERSATIONAL SPANISH INTERMEDIATE SHORTHAND	M W T M&W	4:30-6:20 4:30-6:20 7:00-9:50 4:30-6:20	30 45 30 60	2 3  3	9/12 9/14 9/13 9/12
GENESEE COMM. COLL. AT GENESEO - SUC	D-1-40 D-2-115	BEGINNING SHORTHAND REFRESHER IN SECRETARIAL TECHNIQUES	T&TH TH	3:30-5:40 3:30-6:15	65 45	4 3	9/13 9/15
GCC AT CRAIG DEVELOPMENTAL CENTER	A-2-3 B-1-288	TEAM SUPERVISION DEVELOPMENTAL PSYCHOLOGY	T W	3:30-6:15 3:30-6:15	45 45	3 3	9/13 9/14
GCC AT ATTICA CORRECTIONAL FACILITY	A-2-90	PRINCIPLES OF ACCOUNTING I	TH	3:30-6:15	45	3	9/15
GOWANDA PSYCHIATRIC CENTER HELMUTH	B-1-48 B-1-192 B-1-291 B-2-165	INTRODUCTION TO THE METRIC SYSTEM STANDARD FIRST AID COURSE DEVIANCE AND NORMALIZATION REFRIGERATION & AIR CONDITIONING	M M TH T	7:00-9:00 7:00-9:00 2:00-5:00 7:00-10:00	20 10 30 40		9/12 9/12 9/15 9/15
HARLEM VALLEY PSYCHIATRIC CENTER WINGDALE, N.Y.	A-1-5 B-1-412 B-3-192	FUNDAMENTALS OF SUPERVISION COMMUNITY PSYCHOLOGY ADVANCED FIRST AID	W TH T	3:30-6:00 3:30-6:00 3:30-6:30	30 35 45		9/14 9/15 9/13



# Many New Course Offerings This Semester

HUDSON RIVER PSYCHIATRIC CENTER POUGHKEEPSIE	A-2-1 A-2-3 C-1-35 C-2-56	ADVANCED SUPERVISION-INSTITUTIONAL SETTING TEAM SUPERVISION UNDERSTANDING & INTERPRETATION OF WRITTEN MATERIALS COMMUNICATION SKILLS	TH T W M	4:00 4:00 3:30 3:30	30 30 30 30		9/15 9/13 9/14 9/12
HUDSON VALLEY COMMUNITY COLLEGE TROY CAMPUS	A-2-90 A-2-91 B-1-111 B-1-180 B-1-280 B-1-289 B-1-169 B-2-160 B-2-165 B-2-167	PRINCIPLES OF ACCOUNTING I PRINCIPLES OF ACCOUNTING II FUNDAMENTALS OF ELECTRONIC DATA PROCESSING SMALL ENGINE WORKSHOP INTRODUCTION TO GENERAL PSYCHOLOGY PSYCHOLOGY OF PERSONAL ADJUSTMENT BASIC WELDING BASIC ELECTRICITY, PART I REFRIGERATION AND AIR CONDITIONING, PART I HYDRAULICS AND PNEUMATICS	T&TH T&TH TH TH TH TH T&TH M TH T&TH	4:00-6:00 4:00-6:00 4:00-7:00 4:00-7:00 4:00-7:00 4:00-7:00 4:00-6:00 4:00-7:00 4:00-7:00 4:00-6:00	60 60 45 40 45 45 40 40 40 40	4 4 3 3 3 3 3 3 3 3	8/30 8/30 9/1 9/1 9/1 9/1 8/30 8/29 9/1 8/30
HVCC AT SUNY ALBANY 1400 WASHINGTON AVENUE	A-1-180 A-3-90 B-1-280 B-1-285 B-1-406	CONCEPTS OF MODERN PUBLIC ADMINISTRATION GOVERNMENTAL ACCOUNTING INTRODUCTION TO GENERAL PSYCHOLOGY ABNORMAL PSYCHOLOGY INTRODUCTION TO SOCIOLOGY	W T W T W	4:00-7:00 4:00-7:00 4:00-7:00 4:00-7:00 4:00-7:00	45 45 45 45 45	3 3 3 3 3	8/31 8/30 8/31 8/30 8/31
RICHARD H. HUTCHINGS PSYCHIATRIC CENTER 545 CEDAR STREET SYRACUSE	B-1-284 B-1-411 C-2-56	INDIVIDUAL & INTERGROUP RELATIONS SOCIAL INSTITUTIONS COMMUNICATION SKILLS	T TH W	7:00-10:00 7:00-10:00 7:00-10:00	30 30 30		9/13 9/15 9/14
INTERBORO INSTITUTE 229 PARK AVENUE SOUTH NEW YORK CITY	A-2-90 A-2-91 B-1-47 B-1-111 B-1-280 B-1-406 B-2-405 C-1-130 C-2-42 C-2-130 D-1-20 D-1-40 D-2-20 D-2-40	PRINCIPLES OF ACCOUNTING I PRINCIPLES OF ACCOUNTING II BASIC MATHEMATICS FUNDAMENTALS OF ELECTRONIC DATA PROCESSING INTRODUCTION TO GENERAL PSYCHOLOGY INTRODUCTION TO SOCIOLOGY GENERAL PSYCHOLOGY II BASIC CONVERSATIONAL SPANISH REPORT WRITING INTERMEDIATE CONVERSATIONAL SPANISH BEGINNING TYPING BEGINNING SHORTHAND INTERMEDIATE TYPING INTERMEDIATE SHORTHAND	M&W T&TH M T&TH M&W T&TH M&W W M&W M M&W M&W T&TH T&TH	4:00-5:30 4:00-5:30 4:00-6:00 4:00-5:30 4:00-5:30 4:00-5:30 4:00-5:30 4:00-6:00 4:00-5:30 4:00-5:30 4:00-6:00 4:00-5:30 4:00-5:30 4:00-5:30 4:00-5:30	45 45 30 45 45 45 45 30 45 30 45 45 45 45 45	3 3 2 3 3 3 3 2 3 2 3 3 3 3 3	9/12 9/13 9/12 9/13 9/12 9/13 9/12 9/14 9/12 9/12 9/12 9/12 9/13 9/13
J.N. ADAM DEVELOPMENTAL CENTER PERRYSBURG	A-1-5 A-3-1 B-3-192 C-2-42	FUNDAMENTALS OF SUPERVISION ADVANCED SUPERVISION ADVANCED FIRST AID REPORT WRITING	W TH W TH	6:30-9:30 6:30-9:30 6:30-9:30 6:30-9:30	30 30 30 30		9/14 9/15 9/14 9/15
JEFFERSON COMMUNITY COLLEGE WATERTOWN	A-2-90 B-1-48 B-1-406 C-1-33 C-1-35 D-2-20 D-2-40	PRINCIPLES OF ACCOUNTING I INTRODUCTION TO THE METRIC SYSTEM INTRODUCTION TO SOCIOLOGY EFFICIENT READING UNDERSTANDING & INTERPRETATION OF WRITTEN MATERIALS INTERMEDIATE TYPING INTERMEDIATE SHORTHAND	M&W W T TH M T&TH M&W	4:00-6:00 4:00-6:00 4:00-7:00 4:00-6:00 4:00-6:00 4:00-6:00 4:00-6:30	60 20 45 30 30 60 75	3 3 3 3 3 3 3	9/12 9/14 9/13 9/15 9/12 9/13 9/12
JEFFERSON VOCATIONAL - TECHNICAL CENTER ARSENAL STREET ROAD, R.D. 1 WATERTOWN, N. Y.	B-1-160 B-1-169 B-1-180 B-2-160 B-2-163 D-1-20 D-1-40	BASIC ELECTRICITY BASIC WELDING SMALL ENGINE WORKSHOP ELECTRIC MOTOR CONTROLS PLUMBING & HEATING BEGINNING TYPING BEGINNING SHORTHAND	T T&TH M TH M W M	7:00-9:40 7:00-9:40 7:00-9:40 7:00-9:40 7:00-9:40 7:00-9:40 7:00-9:40	36 72 36 36 36 36 36		9/20 9/20 9/19 9/20 9/19 9/21 9/19
ST. JOSEPH'S COLLEGE 245 CLINTON AVENUE BROOKLYN	A-2-90 B-1-280 B-1-406 C-1-33 C-1-130	PRINCIPLES OF ACCOUNTING I INTRODUCTION TO GENERAL PSYCHOLOGY INTRODUCTION TO SOCIOLOGY EFFICIENT READING BASIC CONVERSATIONAL SPANISH	M T TH W W	5:20-7:50 5:20-7:50 5:20-7:50 5:20-7:50 5:20-7:50	45 45 45 34.5 45	3 3 3 3 3	9/12 9/13 9/15 9/14 9/14
KINGSBOROUGH PSYCHIATRIC CENTER 681 CLARKSON AVENUE BROOKLYN	B-1-288 B-1-427 B-2-605 C-1-151	DEVELOPMENTAL PSYCHOLOGY THE FAMILY INTRODUCTION TO SOCIAL WORK PRACTICES IMPROVING READING & WRITING SKILLS	T W W M	4:00-7:00 4:00-6:00 4:00-7:00 4:00-7:00	45 30 45 45		9/13 9/14 9/14 9/12



# Latest State And County Eligible Lists

**EXAM 35-975**  
HIWAY SAFETY TECH TRNG SU  
Test Held Nov. 6, 1976  
List Est. April 4, 1977

1	Schmidtman W E Rochester	92.7
2	English C H Syracuse	76.2

**EXAM 35-976**  
ASSOC TRNG TECH POLICE  
Test Held March 6, 1976  
List Est. April 4, 1977

1	Schmidtman W E Rochester	93.7
2	Reynolds Edward W Lebanon	87.7
3	Bury Frank J Clifton Pk	81.1
4	English C H Syracuse	80.2
5	Graziano F E Duaneburg	72.7

**EXAM 55-499**  
SENIOR COURT DICTATING MACH.  
TRANSCRIBER, NYS CT. OF CLAIMS  
Test Held Oct. 16, 1976  
List Est. April 21, 1977

1	Lee A M Nassau	82.3
2	Kirchbaum V B Albany	81.5
3	Burns E K Albany	75.6
4	Bess M J Albany	75.6
5	Casale R V Albany	70.8

**EXAM 55-500**  
SENIOR STENOGRAPHER, COUNTY  
CLERK, CLERK OF COURTS  
ORANGE COUNTY  
Test Held Oct. 16, 1976  
List Est. April 21, 1977

1	Bierstine L E Pine Island	81.3
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**EXAM 55-501**  
SENIOR STENOGRAPHER, MHIS  
SECOND JUDICIAL DEPARTMENT  
Test Held Oct. 16, 1976  
List Est. Oct. 16, 1977

1	Anderson Q E Wassic	87.0
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2	Murphy M E Garnerville	83.6
3	Graves D M Jamaica	74.7
4	Frato M A Goshen	73.1
5	Hastings R M Dover Plains	70.3

**EXAM 55-502**  
SENIOR STENOGRAPHER, FAMILY  
COURT, SUFFOLK COUNTY  
Test Held Oct. 16, 1976  
List Est. April 21, 1977

1	Wohl R Deer Park	82.0
2	Ryckman E Patchogue	70.5
3	Angotta M D E Northport	70.0

**EXAM 35988**  
SR BUDGET EXMR  
Test Held Nov. 6, 1976  
List Est. May 26, 1977

1	Stone Carole C Newtonville	93.9
2	Rosenkrantz R I Loudonville	93.3
3	Torkelson R Schenectady	91.3
4	Kuhmerker K L Albany	90.6
5	Stenson Brian T Guiderland	90.2

6	Richman S L Loudonville	90.0
7	Mitchell G A Rensselaer	89.7
8	Walter Francis Schenectady	88.9
9	English David I Troy	87.1
10	Roth Marcia F Clarksville	86.7
11	Burrell Chester Menands	85.7
12	McCarthy M J Albany	85.3
13	Shepardson John Feura Bush	84.8
14	Randles R K Cambridge	83.3
15	Doyle Joseph F Albany	82.9

16	Puccio Paul S Schodack Lng	82.5
17	French ePter Valatie	80.6
18	Rapp Susan M Albany	80.6
19	Colfer Edward G Clifton Park	79.1
20	Sawyer Susan W Albany	79.0
21	Buxbaum Howard Menands	78.9
22	Markowitz A A Castleton	78.8
23	Balle Bruce A Schenectady	77.8
24	Murray William Watervliet	76.9

25	Speciale T M E Greenbush	75.7
26	Smbolwitz Ira E Ballston Lk	74.6

**EXAM 35989**  
SR BUDGET EXMR EMPL REL  
Test Held Nov. 6, 1976  
List Est. May 26, 1977

1	Rosenkrantz R I Loudonville	91.5
2	Stone Carole C Newtonville	89.6
3	Torkelson R Schenectady	89.3
4	Stenson Brian T Guiderland	87.7
5	Richman S L Loudonville	85.5
6	Kuhmerker K L Albany	84.8
7	Walter Francis Schenectady	83.4
8	Roth Marcia F Clarksville	81.4
9	Doyle Joseph F Albany	80.9
10	Shepardson John Feura Bush	80.5

**EXAM 35990**  
SR BUDGET EXMR MNGMNT  
Test Held Nov. 6, 1976  
List Est. May 26, 1977

1	Rosenkrantz R I Loudonville	93.3
2	Richman S L Loudonville	92.8
3	Stone Carole C Newtonville	92.4
4	Torkelson R Schenectady	91.8
5	Kuhmerker K L Albany	91.6
6	Stenson Brian T Guiderland	91.2
7	Walter Francis Schenectady	90.4
8	Mitchell G A Rensselaer	89.2
9	Shepardson John Feura Bush	88.0
10	Burrell Chester Menands	87.6
11	Roth Marcia F Clarksville	87.2
12	English David I Troy	87.1
13	McCarthy M J Albany	86.3
14	Bromley Thomas Glenmont	85.5
15	Randles R K Cambridge	83.3
16	French Peter Valatie	82.6
17	Doyle Joseph F Albany	82.2
18	Puccio Paul S Schodack Lng	81.2
19	Rapp Susan M Albany	81.1
20	Sawyer Susan W Albany	80.3
21	Markowitz A A Castleton	80.1
22	Colfer Edward G Clifton Park	79.1
23	Murray William Watervliet	76.3
24	Smolowitz Ira E Ballston Lk	74.0
25	Speciale T M E Greenbush	73.7

**EXAM 35991**  
SR BUDGET EXMR PUB FIN  
Test Held Nov. 6, 1976  
List Est. May 26, 1977

1	Stone Carole C Newtonville	93.9
2	Rosenkrantz R I Loudonville	91.8
3	Kuhmerker K L Albany	90.1
4	Torkelson R Schenectady	89.8
5	Stenson Brian T Guiderland	89.7
6	Mitchell G A Rensselaer	89.2
7	Richman S L Loudonville	88.0
8	Walter Francis Schenectady	86.2
9	Burrell Chester Menands	85.0
10	English David I Troy	84.5
11	McCarthy M J Albany	84.3
12	Shepardson John Feura Bush	83.5
13	Roth Marcia F Clarksville	83.1
14	Doyle Joseph F Albany	82.2
15	Randles R K Cambridge	81.3
16	Puccio Paul S Schodack Lng	81.2
17	Rapp Susan M Albany	80.6
18	Colfer Edward G Clifton Park	79.1
19	Buxbaum Howard Menands	78.9
20	French ePter Valatie	78.7
21	Markowitz A A Castleton	78.2
22	Sawyer Susan M Albany	76.4
23	Murray William Watervliet	76.3
24	Balle Bruce A Schenectady	75.2
25	Smolowitz Ira E Ballston Lk	74.0

**EXAM 36014**  
INSURANCE EXAMINER  
Test Held March 19, 1977  
List Est. June 1, 1977

1	Shraibman H S Brooklyn	98.3
2	Hirsch Benita B Richmond Hl	91.3

## Name Varacchi 614 President

ALBANY—Al Varacchi, president of the State University at Stony Brook Local 614 of the Civil Service Employees Assn., was elected chairman of the university chapters' labor-management committee here last week.

Mr. Varacchi, veteran president of his university local, was chosen to head an eight-member panel assigned by the university chapters to deal with labor-management committee affairs, along with the four departmental representatives.

Mr. Varacchi said all indications were that the panel would meet with management representatives in early September.

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3	Zelka Jeffrey Brooklyn	90.3
4	Doran David P Baldwin	90.2
5	Grossman Seth I Brooklyn	89.3
6	Schleifer M Brooklyn	89.3
7	Ellis Michael Elmsere	88.8
8	Chan Wing W Astoria	88.2
9	Puro Marjorie E W Caldwell	87.5
10	Badean Carl R Flushing	87.3
11	Weiss Joshua Z Brooklyn	87.3
12	Orkwa Paul T Staten Is	86.3
13	Gennaoui M G Brooklyn	86.2
14	Fugel Martin J L I City	85.7
15	Fitzgerald J S Albany	85.5
16	Bodinger Fred Brooklyn	85.2
17	Lucchesi John P Jackson Hts	85.1
18	Boucher Paul R Mechanicvil	84.3
19	Rapacciuolo C S Brooklyn	84.2
20	Regan Linda K Bedford Hls	84.2
21	Weitz Kenneth Bellerose	84.2
22	Goldberg Aaron Brooklyn	82.3
23	Simon Fritz Laurelton	80.8
24	Lee Alan Y Yonkers	80.7
25	Yee Nancy Fish Meadows	80.7
26	Kaufman Alvin B Brooklyn	80.2
27	Tisser Eli Brooklyn	79.6
28	Hegab Mohamed I Bayonne	79.6
29	Mundra J S Flushing	79.3
30	Altomare A Val Stream	79.2
31	Grabe Stephan A Brooklyn	79.0
32	Krieger Stewart Forest Hills	77.9
33	Elrassay Sami A Brooklyn	77.8
34	Neidich B L Whitestone	77.8
35	Schuldenfrei A Bepoklyn	77.7

(To Be Continued)

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—John Beaufort, Christian Science Monitor

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—T.E. Kalem, Time

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# 28 New State Promotionals Open

(Continued from Page 5)

Another post, clinical physician II, a G-34 title, carries no test or filing deadline date. Physician II candidates with at least two years Physician I experience and 50 hours advance schooling during the two years are eligible for the test.

All state employees with at least three months radiologic technologist experience are eligible for the senior radiologic test.

The other tests are open to many workers in the departments with the openings.

For details and applications, job hopefuls should contact the State Civil Service Department at 2 World Trade Center, New York; State Office Building Campus, Albany; or 1 Genesee St., Buffalo.

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## LEGAL NOTICE

### LIMITED PARTNERSHIP CREEM & CREEM

111 Broadway, NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on July 12, 1977. Business: General commission and brokerage business including functioning as specialists on New York Stock Exchange. General Partners: Michael Creem, 53 Templar Way, Summit, N.J.; Anthony Creem, 313 W. 29th Street, N.Y.; Timothy Creem, 26 Plymouth Rd., Port Washington, N.Y.; Ralph Costello, Jr., 190 Wellington Rd., Elmont, N.Y. Limited Partners: Cash Contributions and Annual Share of Profits: Theresa Devoe Creem, Michael Creem, Anthony Creem and Timothy Creem, as Executors of the Estate of John J. Creem, Jr., c/o Michael Creem, 53 Templar Way, Summit, N.J., \$300,000, greater of 15% of net annual profits or 10% per annum interest on amount of capital contribution; Anne C. Creem, 26 Plymouth Rd., Port Washington, N.Y., as Trustee under separate trust agreements f/b/o Siobhan N. Creem, \$10,000, Julie A. Creem, \$10,000, Daniel A. Creem, \$10,000, Sharon L. Creem, \$10,000, Stephen D. Creem, \$10,000 and Mark W. Creem, \$10,000; Nancy Creem, 53 Templar Way, Summit, N.J., as Trustee under separate trusts f/b/o Jacob T. Creem, \$10,000 and Linda S. Creem, \$10,000; such Trustees to receive under each separate trust agreement 1% of net annual profits. Term: January 1, 1965 until terminated by operation of law, consent of the majority of partners or as provided in agreement. Limited Partners shall not assign or transfer their interests without written consent of majority of general partners. Partners may withdraw upon 90 days written notice. Contributions to be returned upon consent of a majority of the general partnership. No right to admit additional Limited Partners given. The death or withdrawal of a partner shall not terminate the partnership.

## LEGAL NOTICE

LIMITED PARTNERSHIP  
HIGH QUALITY HAMBURGER ASSOCIATES, 122 E. 42 St., NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office June 8, 1977. Business: Own or lease real property for construction of restaurants. General Partners: William A. Meyer, 1311 Greenbrook Parkway, Memphis, Tenn.; Gail Meyer, 3301 NE 5 Ave., Miami Fla. Limited Partner and Cash Contribution: Paula Mooney, 9990 Hickory Hill Square, Memphis, Tenn., \$100. Term: May 24, 1977 to December 31, 2027. Contribution of original limited partner returned upon admission of additional limited partners who shall contribute \$25,000 per unit up to 36 units. Limited partners shall receive 99% of net profits based on contribution. Upon death, retirement, resignation, bankruptcy or incompetence of a general partner, partnership shall terminate unless remaining general partner agrees to continue business.

## Lewis Slate Returns

HAUPPAGUE—Bill Lewis and his running mate who won election in Suffolk Local 852 last month, have been continued in office pending an election challenge by order of state CSEA president William McGowan.

Mr. McGowan, on July 18, overruled a July 15 decision by the special elections committee, which had directed James Corbin to continue in office as president, temporarily.

Mr. Lewis led his team to victory in last month's election by a 500 vote margin.

Mr. Lewis said he is continuing to reorganize the local and regretted that some delay had been caused by the conflict.

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## REAL ESTATE VALUES

### Publisher's Notice:

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This newspaper will not knowingly accept any advertising for real estate which is in violation of the law. Our readers are informed that all dwellings advertised in this newspaper are available on an equal opportunity basis.

### New York State

**SEASONAL Lakefront home.**  
Canadago Lk, 4 bds, completely furnished, beautiful view, tpic, gar & boat \$38,500.  
**STEVE SKRAMKO, REALTOR**  
Richfield Springs 13439  
315-858-1464

### WORCESTER - Reduced to \$35,000

8 year old custom built ranch, 7 rms + 2 car gar., fin bsmt.  
**607-397-9785**

### BUILDERS CLOSEOUT

Ideal retirement home with lake rights only minutes to shopping. 3 Bdrm, 1 1/2 baths. Laundry on 1st level. Needs landscaping. \$37,500. Negotiable.  
**BIRCHWOOD REALTY, Copeake, NY**  
518-329-1265.

### GRAND VIEW-ON-HUDSON.

Distinction & elegance on 2 1/2 acres. Spectacular Spanish house. 11 rms, 4 BR, summer veranda, solarium, 4 tpics, patio w/12 ft stone walls. Huge lawn & river frnt propy w/rrr clews frn every rm. Full bsmt, 2 drvwys + many xtras. Truly a beaut home.  
**OWNER (914)358-8178**

**PUTNAM COUNTY, CARMEL, NY**  
Magnificent redwood contemporary. 4 bedrooms, EIK. Formal dining room, 2 1/2 baths, conversation pit, sauna bath, all appliances, secluded. Reduced to \$74,500 for quick sale.  
914-225-1849

### Albany City.

**ALBANY COUNTY**  
Elegant 200 yr old Col on 3 acre estate, summer hse, in-grnd pool, selling at sacrifice for \$89,000. Listing of many vintage Colonials in area. Robert Whipple, Bkr, Altsamont, NY. 518-861-5156 or 518-768-2697

### Dutchess Cty.

**ARTIST'S 90-ft. combined glass studio home on waterfall in beautiful Dutchess County ten minutes from Pawling. New 50 x 30 studio plus 2 bdrms, two baths, Living room w. fireplace. Two new furnaces, new septic system, new appliances. Two waterfront acres, easy maintenance, low taxes. Sacrifice 60K. Owner: (914)832-6004.**

**RHINEBECK VIC.** Superbly constructed, maint free 8 rm + fin bsmt. Modern Stone House. Nestled among magnificent pines, with view of Catskills & Hudson, on 15 very private acres. Minimal housekeeping, oil/hot water radiator heat. Deep well. Oak floors. 5 bedrooms, 4 baths, 2 tpics, 2 hrs. NYC. \$250,000. Prins only. 914-759-7100.

### Nassau - Suffolk

**SMITHTOWN, Custom-Built, Mint-condition, BRK RANCH, wooded beaut landscpd plot over 1/4 ac. 3 BR 1 1/2 bths. LR, DR w/chandelier, kit, knotty pine den w/tpic & sliding drs to porch, hardwood flrs, plaster walls & cells thruout, fenced in yard, 2-c gar, full bsmt, \$59,000. Principals only.**  
**516-724-1057**

### Orange Cty.

**TWO FAMILY, 2 bedrooms in each apartment, dining room, kitchen, possible third bedroom; with a two car garage, concrete block. Great price \$26,500.**

### Mc CAREY'S

**MLS Realtor 914-343-7856**  
13 Benton Ave., Middletown, NY

### GOSHEN VILLAGE

New ranch home, aluminum siding, 3 bedrooms, large eat-in kitchen with dishwasher, full basement, 1 car garage, no closing costs. 5% down if qualified. A bargain at \$38,000.

### Marianne Swanson

**914-294-6676**

### RIDGEVIEW ESTATES

Goshen Schools - Acre Lots  
Executive homes in a country setting, unusual bi-level \$59,000, large Colonial. \$68,000 or will build to suit.  
Open for your inspection  
Ridge Road 1/2 mile off Craigville Rd., Goshen

### Marianne Swanson

**914-294-6676**

### Real Estate Orange Cty.

**Middletown Vicinity**  
**FETTL ESTATE**  
5-room bungalow, fireplace, automatic heat, carport, nice landscaped lot.  
\$14,000.

### COLONIAL - Otisville

Nice 3-bedroom, fireplace 1 1/2 baths, hardwood floor, 2-car garage, hot water heat, blacktop drive, large treed landscaped lot.  
\$33,500.

### MERRITT

**(914) 342-2267**  
54 Wickham Ave.,  
Middletown, N. Y.

**GREENWOOD LAKE-Charms and character, beach and boat dock, 2-3 bedrooms, living room with cathedral ceiling. Balcony overlooking fireplace, family room with covered porch, new kitchen with appliances, \$39,900. Call 914-477-3619.**

### GREAT BUY!

City of Newburgh, double corner lot, 3 bedroom ranch, den/rec. room, living room, dining area, new furnace and wall to wall carpeting. Near schools. Better area of Newburgh. Low \$30's.  
Call after 3 pm  
(914) 562-5073.

### Real Estate Putnam County

Brewster must sell builder's own 3 yr C/H Col., huge LR, formal DR, cntry kit, fam rm, indry, 4-5 BR, 4 bth, 2-c gar, marble tpi, cent vac, food cntr, enormous brk patio, 1 1/2 ac panoramic vu, 5 min train or 1-684, ideal prof'l or mother/dtr, low tax, gd sch, must be seen. Sac \$89,900. 914-279-6923.

### Rockland Cty.

**RAMAPO VIOLE**  
**UNIQUE 58' BI-LEVEL**  
5 BR custom hi-ranch, centr a/c, 2 tpics, pnd fam-rm w/wet bar, 24' eat-in-kit, 3 bths + add'l in-law living qtrs. lge deck & patio, 2-c/gar, 3/4 acre wooded lot. Owner retiring. Low \$70s.  
**914-354-4773**

### ROCKLAND COUNTY

**New Bi-Levels**  
**Choice Area**  
**\$49,990**  
**Call Eves. Only**  
**(914) 356-0725**

### CLARKSTOWN LOW 50'S

Immaculate ranch on private 1/2 acre, formal dining room with glass sliders to deck, gas bbq., self-cleaning oven, play room, work shop, cent. a/c, many extras!  
Negotiable - must sell!  
Call owner 914-268-9253

### Sullivan County

**LIBERTY - 10 room house, modern kitchen, two bathrooms, fireplace, new vinyl siding, 2 other buildings on property, 1 used as garage, other as antique shop, on about 1/2 acre of land, fruit trees, lilac bushes, etc., in heart of village, but with seclusion of country property. Could be utilized as income property.**

**\$41,500.**  
**(914)292-8655**

### Ulster Cty.

**MT CHAPEL converted to unique home. 1 bedroom + sleeping loft. Lge liv rm, kitch, bath, 1/4 ac. \$38,000.**  
**RANCH, Liv rm w/cathedral ceiling, huge tpic, kitch, 2 Bdrms, bath, 2 car gar., 1 1/4 private acs, \$33,000.**  
**RANCH, kitch w/appliances 3 bdrms, bath, carpeting, gar. Lge lot \$29,000.**  
**RANCH 3 bedrooms, 2 baths, carpeted, air cond., 24x24 gar., 1 ac. beautifully furnished, \$38,500.**  
**Unfurnished \$35,500.**  
**FARM 80 acs, good frontage, farmhse, outbuildings, stream, \$67,000 w/terms, OTHER LISTINGS.**  
**RUTH TERWILLIGER BKR**  
Warwarsing, NY 914-447-4357

### Real Estate ARKANSAS

### ARKANSAS

**3 ACRES, 12x70 mobile home, 3 bedrooms, central air and heat, 1 1/2 baths, skirted. Small house, drilled well, septic tank, fenced, secluded, 1 1/2 mi. off I-40. \$12,000.**  
**914-754-8956.**

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### Wanted

### Part-Time or Full-Time

Immediate need in many towns for distributors. All retail outlets are secured by company. No selling involved. You may keep your present job and start part-time & expand to full-time later with company assisted financing. You may become a distributor for all nationally advertised cigarettes. No experience necessary. To qualify you must have car and a few hours per week, days or evenings. Cash investment required.

**PLAN 1 \$2,950, PLAN 2 \$3,885, PLAN 3 \$6,470**

**Call Mr. Vann at 713-333-3273**

### PRIDE INDUSTRIES, INC.

**1110 Nasa Road, Suite 202**  
**Houston, TX 77058**

### R.E. - Conn.

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**\$90's**

This charming large 3 bdrm, 3 bth home placed on a quiet cul-de-sac; picture a peaceful afternoon sitting facing a large lake while the children boat or play in the backyard. Large walkout famrm w/bar offers the perfect setting for fun. For Mom, a convenient lge kitchen, formal DR, livrm w/tpice - all this at the right price.

**CHOICE PROPERTIES**  
**(203) 324-4994 or**  
**(203) 322-1859**

### Retire. Prop. - Ga.

**GEORGIA - Retirement property on 56,900 acre Lake Hartwell or 3-15 acre hobby farms nearby. Low taxes. Friendly people. Free brochure. LAKE HARTWELL, INC., HARTWELL, GA. 30643 (404) 376-5540.**

### Real Estate Maine

### LAKE WASSAKEAG

Exceptional Cottage Property on a crystal lake in Dexter, Maine, completely furnished over 200 ft. frontage - \$35,500.

### ON MOOSEHEAD LAKE

4 season income property, in excellent condition, 3 log lodges, new steel garage, on 1 1/4 acres, marina with 142 ft. lake frontage - \$125,000.

### COOPER, MAINE

Washington County - 4 Bedroom log home, situated on 200 acres, 170 acres blueberry land, 60 acres woods, 30 acres pasture, panoramic view, private setting, reduced \$105,000.

### EAST PORT

Colonial home, offering gracious living plus professional office space, several fireplaces, large well landscaped lot with pony barn and playhouse. \$52,500.

### GREENVILLE, MAINE

Moosehead Lake - Year round 3 bedroom vacation home with 200' lake frontage, 1 acre lot, 10 minutes to Squaw Mountain ski area - \$39,000.

**CALL DAWSON COMPANY**  
**ERA MEMBER BROKER**  
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**BANGOR, MAINE**  
**1-207-947-6788**

### R.E. - Mass.

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**KERR LAKE - Va., N.C. - For sale. col-fages, lots, mobiles, or rentals.**

**S.T. Peace Real Estate, 215 S. William St., Henderson, N.C.**  
**Call Scott Peace**  
**(919) 492-5061**

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Separate Sunbelt Apartment Resorts from 75 to 350 units (or more). Priced from \$145.00 per month per unit. Especially attractive for your retirees. You manage or we will do it for you. Long term net lease. "You helped them work, now help them play!" Call or write  
**MRS. J. SUSHMAN, GULDFORD ASSOCIATES, 481 Golden Isles Drive, NE, 212 Mallandale, Fla. 32009. (305) 844-8831.**

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### NORTHEASTERN PA.

100 ACRE FARM, has modern 7 room house, 3 BRs, full basement, oil heat, drilled well. 2 car garage, new 32x100 barn, low taxes.

50 ACRES WITH EVERYTHING, scenic view, hardtop road, woods, stream, pond site, old barn, electric, \$52,000.

PRIVATE LAKE located on this 43 acres of wooded and open land, spring water and septic included. All for only \$42,500.

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**MONTROSE, PA. 18801**  
**(717) 278-2220**

### Vermont

### 13 ACRE CAMPUS ST. JOHNSBURY

By beautiful, secluded, Emerson Falls, St. Johnsbury, Vt., 6 buildings including new administration—classrooms, etc. Potential—research, conference, resort center. \$500,000.

**EVERETT SJOBERG, St. Johnsbury, Vt. (802) 748-9398**

### Acreage - N.Y.S.

### FINGER LAKES

Skaneateles. Spectacular panoramic view of magnif Lake Skaneateles. A view words cannot describe. Rare oppty at \$2400 per acre. Offered by Frank G. Klotz Agency, 516-744-5050, Rte 25A, Rocky Pt, NY 11778.

**ADIRONDACKS-On the great Sagandaga Lake, 40 surveyed acres w/800' on lakefront, natural spring on property, ideal for development. The only large tract of land left on the Sagandaga. Asking \$150,000 for entire parcel or will divide to suit. Terms arranged. BROKERS FULLY PROTECTED. Call or write Samuel Winters, 111-41 Farmers Blvd., St. Albans, NY 11412, (212)776-6500**

### Vacations - Maryland

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**705-765-3380** Dept. C

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A hotel with restaurants as fine as any you'll find anywhere. A top restaurant serving great ribs of beef steaks, shellfish and fresh seafood on the top floor, the twelfth. A coffee shop serving big breakfasts and great lunches. A nightclub with fine entertainment after 5 P.M. A late night restaurant where you can sandwich in a snack, then top it off with a luscious dessert. A seafood restaurant that encourages you to come out of your shell.

the heart of the city is beating a little faster

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At Asheville's Thomas Wolfe Plaza

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**OCEAN CITY, MARYLAND 21842**  
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**MAR-LANE MOTEL**  
Cherry Grove Sect.  
N. MYRTLE BEACH, S.C. 29582  
**PHONE 803-249-2013**  
Mrs. Esther Anderson  
Mgr. & Owner

### Vacations - N.Y.S.

### LAKE GEORGE

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**RENTALS WEEKLY OR MONTHLY.**

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**At Avon Old Farms School**  
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**AUG 21-AUG 27**

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**Tel. 717 687-6792**

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**Ellis Sarasota Bank and Trust Co., P.O. Box 1718, Sarasota, Florida 35578, or phone (813) 566-2580.**  
**Attn: Ms. Wilcox.**

### MOTEL SALES EXHIBIT

On August 18 and 19, there will be a motel sales exhibit at the Cleveland Airport Holiday Inn. This exhibit will give national exposure to hundreds of principals. Whether you are interested in buying or selling a motel, motel site, or motel franchise, advance reservations requested - contact: **Leon Smith at 216-247-3222 or write Realty Mart, 5100 West 144th St., Cleveland, Ohio 44142.**



# MOST OF THE PEOPLE IN MY OFFICE BELONG TO CSEA...

## ISN'T THAT ENOUGH?

### NO.



The Strength of CSEA is in UNITY. The Unity of *all* public employees covered in CSEA's bargaining units.

The goal of those who would destroy the rights and benefits for which you've worked so hard is to divide and conquer. They would like to see department against department, office against office and unit against unit.

While CSEA is the most powerful public employee union in the country today, there is much more to be done to give public employees a fair shake. And the only way we will all succeed is with unity.

That's why it's so important for *you* to make every effort to sign up non-members in CSEA. We must show them that *their* future is on the line, too. CSEA needs their ideas, their participation, and their votes. **EVERY ONE COUNTS!**

During our membership drive, for each new member you sign up in CSEA, you'll get a \$5 Cash Award. The Cash Award rules are easy.

1. You must be a member in good standing.
2. The new member you sign up must be on the payroll for a minimum of four (4) biweekly pay periods or equivalent.
3. New members must work in a governmental unit represented by CSEA.
4. There is *no limit* to the number of new members you can sign up. Of course, you'll get the \$5 Cash Award for *each* one.

See your Chapter or Unit president for special sign-up cards.

We've come a long way — but there's a long way still to go. United as one, we'll get there!

# CSEA

## STRENGTH IN UNITY



# CSEA-Negotiated Training Courses Available

KINGS PARK PSYCHIATRIC CENTER KINGS PARK, LONG ISLAND	B-1-283 B-1-285 B-2-150 B-1-513 B-1-515 B-1-231	BEHAVIOR MODIFICATION ABNORMAL PSYCHOLOGY FUNDAMENTALS OF STATIONARY ENGINEERING II UNDERSTANDING & TREATING THE GERIATRIC PATIENT ALCOHOLISM & DRUG ABUSE BASIC INSTRUMENTATION	M T M T W TH	5:30-8:30 5:30-8:30 5:30-8:30 5:30-8:30 5:30-8:30 5:15-7:45	30 30 40 30 30 30		9/12 9/13 9/12 9/13 9/14 9/15
LEITCHWORTH VILLAGE * DEVELOPMENTAL CENTER THIRLLS *COURSES CONDUCTED BY ROCKLAND C.C.	A-1-19 A-2-39 B-1-283 B-1-285 B-1-286 C-1-138	SUPERVISORY MANAGEMENT MANAGERIAL PROBLEM SOLVING BEHAVIOR MODIFICATION ABNORMAL PSYCHOLOGY OCCUPATIONAL THERAPY ENGLISH AS A SECOND LANGUAGE	M TH M&W T M&W T&TH	4:00-6:30 4:00-6:30 4:00-6:00 4:00-6:30 4:00-6:00 4:00-6:00	45 45 45 45 45 40	3 3 3 3 3	9/12 9/15 9/12 9/13 9/12 9/13
MONROE COMM. COLL. AT MCC ROCHESTER MCC AT MONROE DEVELOPMENTAL CENTER	A-1-10 A-2-90 B-1-283 B-1-285 C-1-5 C-1-130 B-1-280 B-1-423	ADMINISTRATIVE SUPERVISION PRINCIPLES OF ACCOUNTING I BEHAVIOR MODIFICATION DEVELOPMENTAL PSYCHOLOGY EFFECTIVE SPEAKING TECHNIQUES BASIC CONVERSATIONAL SPANISH INTRODUCTION TO GENERAL PSYCHOLOGY THE FAMILY	T T&TH M T M&W T&TH T&TH M&W	5:30-8:20 5:30-6:50 7:00-9:50 7:00-9:50 7:00-8:20 5:00-6:50 4:30-5:50 4:30-5:50	45 45 45 45 45 45 45 45	3 3 3 3 3 3 3 3	9/6 9/6 9/12 9/6 9/7 9/6 9/7 9/12
MONROE DEVELOPMENTAL CENTER ROCHESTER	C-2-140	INTERMEDIATE SIGN LANGUAGE	M&W	4:00-5:30	30		9/12
NASSAU COMMUNITY COLLEGE GARDEN CITY, L.I.	A-2-90 B-1-111 B-1-406 C-1-2	PRINCIPLES OF ACCOUNTING I FUNDAMENTALS OF ELECTRONIC DATA PROCESSING INTRODUCTION TO SOCIOLOGY ORAL COMMUNICATION	M&W M&W T&TH T&TH	4:00-5:45 4:00-5:15 4:00-5:15 4:00-5:15	60 45 45 45	3 3 3 3	9/7 9/7 9/8 9/8
NEW YORK CITY COMMUNITY COLLEGE 300 JAY STREET BROOKLYN	A-1-5 B-1-47 B-1-111 B-1-150 B-1-282 C-1-33 C-1-130 C-1-140 C-1-151	FUNDAMENTALS OF SUPERVISION BASIC MATHEMATICS FUNDAMENTALS OF ELECTRONIC DATA PROCESSING FUNDAMENTALS OF STATIONARY ENGINEERING I PSYCHOLOGY OF INTERPERSONAL RELATIONS EFFICIENT READING BASIC CONVERSATIONAL SPANISH SIGN LANGUAGE IMPROVING READING & WRITING SKILLS	TH W TH TH W M T M T	4:00-6:00 4:00-6:00 4:00-6:00 4:00-7:00 4:00-6:00 4:00-6:00 4:00-6:00 4:00-6:00 4:00-6:00	30 30 30 40 30 30 30 30 30		9/15 9/14 9/15 9/15 9/14 9/12 9/13 9/12 9/13
NORTH COUNTRY COMMUNITY COLLEGE AT SUNMOUNT DEVELOPMENTAL CENTER TUPPER LAKE	B-1-285 B-1-406 C-2-42	ABNORMAL PSYCHOLOGY INTRODUCTION TO SOCIOLOGY REPORT WRITING	T TH W	3:00-6:00 3:00-6:00 3:00-6:00	45 45 45	3 3 3	9/13 9/15 9/14
MANHATTAN COMMUNITY COLLEGE 134 W. 51 ST. NEW YORK CITY	A-1-160 A-2-90 A-2-91 A-3-90 B-1-22 B-1-47 B-1-48 B-1-95 B-1-111 B-1-280 B-1-282 B-1-415 B-2-315 C-1-2 C-1-41 C-1-130 C-1-135 C-1-35 C-1-138 C-2-52 C-2-130 C-2-135 D-2-105 D-2-115	INTRODUCTION TO PUBLIC PERSONNEL ADMINISTRATION PRINCIPLES OF ACCOUNTING I PRINCIPLES OF ACCOUNTING II GOVERNMENTAL ACCOUNTING I BASIC STATISTICS BASIC MATHEMATICS INTRODUCTION TO THE METRIC SYSTEM COMPUTER TECHNIQUES WORKSHOP FUNDAMENTALS OF ELECTRONIC DATA PROCESSING INTRODUCTION TO GENERAL PSYCHOLOGY PSYCHOLOGY OF INTERPERSONAL RELATIONS RETIREMENT PLANNING BASIC COUNSELING TECHNIQUES ORAL COMMUNICATIONS HOW TO WRITE - A BASIC ENGLISH COURSE BASIC CONVERSATIONAL SPANISH BASIC CONVERSATIONAL FRENCH UNDERSTANDING & INTERPRETATION OF WRITTEN MATERIALS ENGLISH AS A SECOND LANGUAGE LETTER AND MEMO WRITING INTERMEDIATE CONVERSATIONAL SPANISH INTERMEDIATE CONVERSATIONAL FRENCH UNDERSTANDING MEDICAL TERMINOLOGY REFRESHER IN SECRETARIAL TECHNIQUES	TH T TH W M T M T W T W TH T W T W TH M TH M W TH M M M	4:00-6:00 4:00-6:00	30 30		9/22 9/20 9/22 9/21 9/19 9/20 9/19 9/20 9/21 9/20 9/21 9/22 9/20 9/21 9/20 9/21 9/22 9/19 9/22 9/19 9/21 9/22 9/19 9/21 9/22 9/19





NICK ABBATIELLO  
... incoming



IRVING FLAUMENBAUM  
... steps down

## Open Continuous State Job Calendar

Actuary (Casualty), Associate	\$18,369	20-416
Actuary (Life), Associate	\$18,369	20-520
Actuary (Casualty), Principal	\$22,694	20-417
Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14,142	20-519
Actuary (Casualty), Supervising	\$26,516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Dental Hygienist	\$ 8,523	20-107
Dietetic Trainee	\$10,118	20-116
Dietitian	\$10,714	20-124
Dietitian, Supervising	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Engineer, Assistant Sanitary	\$14,142	20-122
Engineer, Junior	\$11,337-\$12,275	20-109
Engineer, Senior Sanitary	\$17,429	20-123
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Legal Careers	\$11,164-\$14,142	20-113
Librarian, Public	\$10,155	and up
Medical Record Administrator	\$11,337	20-348
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aid Trainee (Reg & Spanish Speaking)	\$ 7,204	20-394
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nurse, Health Services	\$10,714-\$11,489	20-333
Nurse, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$31,404	20-139
Occupational Therapy Assistant I & II (Reg & Spanish Speaking)	\$ 9,029	20-174
Pharmacist, Institution	\$12,670	20-129
Physical Therapist	—	20-177
Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant I & II (Spanish Speaking)	\$ 9,029	20-175
Physician, Assistant Clinical	\$25,161	20-413
Physician I, Clinical	\$27,974	20-414
Physician II, Clinical	\$31,055	20-415
Physician I, Compensation Examining	\$27,942	20-420
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiologic Technologist, Radiologic Technologist (Therapy)	\$7,632-\$ 9,004	20-334
Stationary Engineer	\$ 9,546	20-100
Stationary Engineer, Assistant	\$14,142	20-303
Stationary Engineer, Senior	\$10,714	20-101
Variotype Operator	\$ 6,811	20-307
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140

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

State Office Building Campus, First Floor, Building 1, Albany, New York 12239 (518) 457-6216.

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

Suite 750, Genesee Building, West Genesee Street, Buffalo,



U.S. Civil Service Commissioner Erna Poston of New York is part of a panel studying ways to improve federal job opportunities for Hispanics.

### WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

### Position Wanted

FORMER STATE D.M.V. INSPECTOR Seeking training position as Claims/Adjuster examiner. Prepared Resume on request. Albert L. Mallozzi, 546 Tamarack St., Utica N.Y. 13502. (315) 724-9049.

## An Era Ends In L.I.; Abbatiello Is Installed

MINEOLA—Nick Abbatiello has been installed as president of the 20,000-member Nassau Local 830 of the Civil Service Employees Assn.

Mr. Abbatiello and his slate were installed by Irving Flaumenbaum, who led the chapter as its president for 25 years, in a

ceremony at the Salisbury Park clubhouse.

Mr. Abbatiello held various offices in CSEA for 20 years, and was a vice president of the local and vice president of the Long Island Region. Mr. Flaumenbaum did not seek reelection to the county local, in order to devote full time to his duties as president of the Long Island Region.

The local's other newly elected officials are Ralph Natale, first vice president; Edward Logan, second vice president; Alex Bozza, third vice president; Tony Gainnetti, fourth vice president; Ruth Braverman, fifth vice president; Mary Calfapietra, recording secretary; Sam Piscitelli, treasurer; Alice Heaphy, corresponding secretary; William B. Dixon, financial secretary; Dudley Kinsley, sergeant-at-arms, and Mr. Flaumenbaum and Ralph Natale, representatives on the state executive committee.

Elected and installed as delegates were: Mrs. Braverman, Kenneth Cadieux, Mrs. Calfapietra, Ken Darby, Nick Dellisanti, Molly Falk, Mr. Flaumenbaum, Mr. Giannetti, Doris Kasner, Mr. Kinsley, Jim Mattel, Mr. Natale, Edward Ochenkoski, Mr. Piscitelli, Thelma Powell, Carl Pugliese, Carmine Santoli, Trudy Schwind and Rita Wallace.

### House For Sale - L.I. Hampton Bays

LOCATED close to ocean and bay. Is a lovely 2 BR home with a bright and airy Florida room. Just reduced to \$35,000. GALHUE Real Estate (516) 728-1121.

### House For Sale— Spring Valley, N.Y.

Spring Valley, N.Y. 2 Family, Monthly income \$625.00, Excellent Condition, Mid \$40's, Call owner 914-354-4377 after 5 p.m.

EDENTON, N.C. - Historic, on Albemarle Sound. Unrestored early 1800 house, interesting wainscoting, 6 mantles, 4 chimneys, on wooded site w/60 acs. \$75,000.  
4 Bedrm. modern frame house in Bertie County on picturesque 2 ac. site with 400 ft. on Albemarle Sound. \$70,000.  
4 Bedrm. brick house. Cent. heat, air, double garage, on interesting town lot. \$55,000. Large 2-bedrm. brick house on wooded, well landscaped 4.5 ac. site 5 miles north of town, double garage, storage house, shop, \$65,000.  
5 Bedrm, 1 1/2 story house, 4 baths, (Inc. apt. w/separate entrance), \$39,000. Additional land on pond available.  
2 Bedrm, furn. house, cent. heat, on bulkheaded lot on Chowan River w/canal on south side \$32,500.  
Waterfront: 4 BR Ranch on Picturesque creek. With Bathhouse, E. Pier. \$99,000.  
NELSON P. CHEARS, REALTOR  
P.O. BOX 349, EDENTON, N.C.  
27932  
(919) 482-8284, 482-3302

### Help Wanted M/F

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# Safety Standards, Unemployment Bills Pass

(Continued from Page 1)

sition for a school district. They may now feel that guaranteeing employment to their non-teaching employees is a more economically sound move to make."

The same bill raises maximum unemployment payments from \$95 to \$125 per week by 1978. The two-step increase will see a hike to \$115 on Sept. 5, 1977 and go to a \$215 weekly maximum. Additionally, eight weeks of such disability payments are now allowed for a normal pregnancy, with up to 26 weeks in cases where there are birth complications.

"Recently, non-teaching school district employees have been able to collect unemployment payments during summer recess under a federal law administered by the state," Mr. Ryan said. "However, that law is due to expire shortly. The new bill has no expiration date attached to it, and it's a boon to every CSEA member employed by a school district."

The second bill puts the state of New York back in the business of ensuring the safety of

places where people work. The State Department of Labor once had some 700 employees in its Safety and Health division, but on July 1, 1975, Gov. Carey decided to let the federal government alone set the standards and enforce the laws regarding building safety. That left only about 40 Department of Labor employees to develop a plan for inspection of buildings in which state and political subdivision

employees work, while hundreds of other state workers lost their jobs. Previously, such public-employee work places were rarely if ever inspected, as most of the standards and laws were for the private sector. Meanwhile, the federal government continues to inspect buildings where private-sector employees work. However, by an act of the 1975 legislature, the 40 state inspectors' jobs were to end by Feb. 15, 1977.

Under the new bill, the current inspectors will be retained by the Department of Labor to evaluate existing problems and develop safety standards for buildings in which employees of New York State and its political subdivisions work. By April of 1978, the state's Industrial Commissioner must come up with occupational safety and health standards for buildings occupied by public employees, and submit

those standards to the state legislature for its approval.

"This bill benefits us on two fronts," Mr. Ryan said. "First, it saves the jobs of the current state employees and opens the door for the hiring of many more. Also, it provides for the first time for a set of enforceable standards for safety in buildings in which thousands of public employees in New York State must work."



**SEYMOUR POSNER**  
Sponsors Bill

## Affirm CSEA Rockland Win

NEW CITY—Two full months after a representation election victory by the Civil Service Employees Assn. over the Service Employees International Union, the state Public Employment Relations Board has thrown out all of the losing union's objections to that election.

"This decision opens the door for immediate negotiations for a new contract for the 1,700 employees of Rockland County," said CSEA's assistant director for the County Division, Joseph J. Dolan.

SEIU, the loser in the original and later, in a run off election to CSEA, attempted to claim that

the votes of the county court employees should not have been counted, since these workers became employee of the state on April 1, 1977.

However, PERB director Harvey Milowe found that "Notwithstanding their change in status, such employees shall be entitled to the salaries, wages

hours and other terms and conditions of employment" enjoyed prior to that date.

"The terms and conditions of employment for the Rockland workers had expired on Jan. 1, 1977, so the new contract we negotiate will apply to the court workers retroactively," said Mr. Dolan.

Mr. Milowe agreed with CSEA's contention that the court employees had a vital interest in the outcome of the election.

Other objections to the election by SEIU included its claim that CSEA representatives were granted access to county employees while the SEIU was denied such access.

Mr. Milowe found that although SEIU representative Dennis Canny "had complained to county officials of actions by the CSEA, which he considered to have violated the campaign policies of the County," the presence of a CSEA representative in an area which allegedly violated those policies "was not protested by the SEIU."

The SEIU also charged that the CSEA illegally posted election campaign materials upon certain bulletin boards. Mr. Milowe found that during the hearing in the matter, Mr. Canny "was unable positively to identify those circulars produced at the hearing with those which he had seen and removed."

With respect to the most important SEIU objection to the CSEA's victory, in which over 1,300 county employees voted, Mr. Milowe wrote in his decision:

"It should be sufficient to merely note the uncontroverted fact that having exercised its right to challenge voter eligibility, having withdrawn the challenge and having signed the election certificates with full knowledge of all the circumstances, SEIU waived any right to now object. Having failed to preserve its rights, indeed having deliberately abjured any challenge to the ballots in question, it cannot, after knowledge of the election result, revive a disavowed objection."

The director continued, "I find that CSEA has established that it represents a majority of the employees who participated in the election and that the results of the run off election should not be set aside."

The challenge to the results of the election by the SEIU had held up CSEA negotiations with the county since last October.

The CSEA will now begin negotiations for a new contract, which will be retroactive to Jan. 1, 1977.

## Pending Civil Service Legislation

This weekly Legislative update is provided by Civil Service Employees Assn.'s office of legislation and political action.

S.6868, Rules Com. A.8994, Rules Com.	This bill implements the pay raises for the CSEA/State Contract, the State Police Contract and the Security Unit Contract. In addition, the bill provides for the opportunity for employees who were employed prior to June 30, 1976 and through no fault of their own, did not join the Retirement Plan to be eligible for coverage in Tier Two.	Signed into Law.	FAVOR
A.81, Greco, multi. S.19, Schermerhorn, multi.	This increases to \$3,000 the maximum amount a retired person may earn in a public service position without loss of retired allowance.	Signed into law.	FAVOR
S.26363-A Rules Comm. A.3737 Mc Inerney.	This bill allows for the negotiability of retirement benefits for local governments through June 30, 1978.	Passed, signed into Law, April 18, 1977, Chapter 84.	FAVOR
S. 2542, Volker A.3442, Zimmer	This bill prevents loss of state aid to school districts that were closed due to adverse weather conditions or fuel shortages during the '76-'77 school year.	Passed into law	FAVOR
S.2574, Schermerhorn A.3645, Marchiselli	This bill provides a retired person may earn in public service an amount equal to the amount stipulated by the Social Security Act that can be earned with loss of benefit.	May 2 Passed, sent to Gov., May 13 signed into Law, Chapter 137.	FAVOR
A.8756, Rules Committee S.6454, Rules Committee	This extends all temporary retirement benefits and supplementation programs until July 1, '78 and requires a comprehensive and constructive survey of public retirement systems in order to clarify the inconsistencies of the coordinated escalator retirement plan.	A. Passed, June 9 S. Passed, June 13 Signed into law June 28	FAVOR
S.2587, Schermerhorn A.3643, Hinchey	Clarifies the various retirement options.	June 7 signed into Law, Chapter 223.	FAVOR
S.6564, Volker, multi. A. 8114, Greco, Fremming, multi.	Prohibits State employees from being charged with absence or requiring the use of leave credits due to extreme weather conditions in the nine counties declared a disaster area between January 29 and February 5, 1977.	Passed both houses.	FAVOR
S.6376, Anderson A.8040, Greco	This extends power of PERB to include issuing a decision and ordering an offending party to cease and desist from any improper practice, and to take necessary action to effectuate the policies of the Taylor Law.	June 28 passed both houses	FAVOR
S.6835, Flynn (Note new number for Agency Shop Bill)	This bill provides for an Agency Shop fee to be collected from non-members who are employed by the State of New York. In addition, it allows for non-union members employed by a local government to have the Agency Shop fee deducted from their salary if the certified bargaining agent can negotiate this benefit into the collective bargaining agreement. The bill further provides for a refund to the non-member of any portion of the Agency Shop fee that is used by the union for causes or projects of political nature. This bill is for a two-year period.	Passed both houses.	FAVOR
S.6833, Padavan, multi	This bill reorganizes the Dept. of Mental Hygiene into three autonomous offices and makes provisions for budgeting, staffing and program development.	Passed both houses.	FAVOR
S.6246-B, Padavan, Schermerhorn, multi	This establishes a three-member Quality Of Care Commission to oversee the reorganization and operation of the Department of Mental Hygiene.	Passed both houses.	FAVOR
S.6249-A, Padavan, multi	This bill would allow for the local government funding of patients in local facilities.	Passed both houses.	FAVOR
S.6244-A, Levy A. Posner	This is an omnibus bill providing for an increase in unemployment insurance and workmen's compensation benefits; in addition, this bill would provide for payment of unemployment insurance benefits to non-teaching school district employees if the negotiated agreement between the union and the employer did not specifically guarantee reemployment.	Passed both houses.	FAVOR
S.6683, Levy A.8899, Posner	This bill would extend for one year to employees of the Dept. of Labor, Div. of Occupational, Safety & Health for the purpose of conducting a study to determine the best program for inspection of facilities where public employees are employed; this would include establishing of standards as well as providing for sanction.	Passed both houses.	FAVOR
S.6775, Leichter, multi A.8925, Nadler, multi (Note new bill numbers for Social Security bill) (Rules Com.)	This bill would prevent an employer from withdrawing from the Social Security System.	Passed both houses.	FAVOR