

Joe Coulter

Civil Service LEADER

America's Largest Newspaper for Public Employees

Retirees News

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CSEA Negotiators Prepare To Meet State

Work Out Demands For Third Year Of Current Contract

(Special to The Leader)

ALBANY—Full negotiating teams for each of the four stateworker bargaining units represented by the Civil Service Employees Assn. have already met among themselves once here at the union's headquarters, and another session is set for Dec. 16 in preparation for coming reopener talks on salaries and other matters affecting the third year of the CSEA-State contracts for 1973-1976.

Actual bargaining sessions won't begin until shortly after Jan. 1 when the administration of Gov.-elect Hugh Carey officially takes over, but a top CSEA source did say that the union has been in touch with the incoming group and is establishing communications for the inception of negotiations and handling related matters during the transition period.

Regarding the internal sessions currently under way, John M. Carey, CSEA assistant executive director, said that the union's bargaining team members and supporting staff were completing a thorough review of resolutions and other business acted upon by delegates at CSEA's convention in October to shape the final form of demands to be made on the state. Those demands which are ultimately negotiated and agreed upon will be effective throughout the state's fiscal year beginning next April 1.

Items For Discussion

In addition to salaries, contract items to be negotiated in the reopener talks include periodic salary increments, health insurance, disciplinary procedure, and the agency shop.

CSEA's Carey agreed that major employee interest is focussed on "the crying need for a substantial raise in pay, and while we're not yet ready to talk about any specific figures, the statistics we've put together so far indeed justify an appreciable increase."

One of the items in the reopener, the agency shop, is not included in the existing pacts. Should it be won in this round of talks, it would represent a first for a labor group representing workers employed by New York State. Employees who belong to a union naturally favor the agency shop since it requires that their fellows who do not join have to pay an equivalent "service fee" to the union. Thus, all the workers share equitably in paying for the considerable costs involved in union representation.

The CSEA assistant executive director noted that in addition

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EARL BIVINS
Sullivan Chapter President



CAROL DUBOVICK
Orange Unit President

SULLIVAN, ORANGE EMPLOYEES GO TO POLLS THIS WEEK

(Special to The Leader)

FISHKILL—Attention of Civil Service Employees Assn. members statewide focusses this week on representation elections Friday among workers employed by Orange and Sullivan Counties in CSEA's Southern Region. CSEA, largest and strongest public employee union in the state with a membership of more than 225,000 and the incumbent bargaining agent for both groups, is confident it will turn back challenges from two rival unions.

CSEA interest in the contests is underscored by the fact that the union's statewide president, Theodore C. Wenzl, will cut short a trip to the West Coast to be on the scene the night before the elections for a last rally.

CSEA bargaining rights for about 1,650 Orange County employees are being challenged by the Service Employees International Union in a re-run of an election held previously last June and won by CSEA. The election was declared invalid, however, by the Public Employment Relations Board on grounds of technical inadequacy in certain arrangements set up by county officials.

The Sullivan County election has suffered an equally long delay because one of the two challenging unions, the American Federation of State, County and Municipal Employees, petitioned to represent the county public works employees in a bargaining unit separate from the remainder of the county workers. Their petition was eventually approved by PERB just a few weeks ago. As a result, employees of Sullivan

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Editorial: A Tale Of Two Counties

PUBLIC employees in Sullivan and Orange Counties both go to the polls this Friday to choose the bargaining agent that will represent them in negotiating their next contract.

To the employees who will be voting, we point out two conditions that should make CSEA their odds-on choice.

In the first place, CSEA is a democratically run organization. The leadership is chosen at regular intervals in free elections. If there are complainers, where have they been when the work needed to be done, and why should they suddenly develop an interest in promoting an outside union? (It should be pointed out, however, that there have been advocates

of other unions who participated in losing elections, and who then channeled their energies successfully into improving their local CSEA chapters.)

In the second place, if the leadership does not come from within, then it has to be imported as part of a professional staff. The Sullivan County chapter is administered from Fishkill, seat of the CSEA Southern Region. There are seven counties within the Southern Region, and all have local chapters represented by CSEA. Thus, the CSEA staff members are really insiders, as opposed to representatives of the challenging unions who would like to use Sullivan or Orange as their trial heat.

The long-awaited day of decision is finally at hand for employees in both counties. Whatever is decided, we hope that it will be a vote participated in by all employees so that there can be no further doubts and delays in bargaining for new contracts.

INSIDE THE LEADER

Taconic Workers Win See Page 2
State Patronage Jobs See Page 10



SALARY COMMITTEE — Members of the Civil Service Employees Assn. statewide salary committee confer in Albany to prepare for coming negotiations with the state. Standing, from left, are Angelo Senisi and William O'Neill, committee members; William Blom, Joseph Abbey and Thomas Coyle, CSEA research department staff members, and committee member Felton King. Seated, from left, are Jack Dougherty; committee chairman Natalie Yaskow; Yvonne Mitchell and Evelyn Glenn.



Taylor Law Inequities Major Challenge For Carey Administration

REVISIONS of the Taylor Law, governing the rights of public employees to organize and bargain collectively, loom ahead as one of the most significant issues that will confront the administration of Governor Hugh L. Carey and the State Legislature.

The Civil Service Employees Assn., for many years now, has complained about inequities in the law and urged changes to

(Continued on Page 6)

Westchester PERB Votes Against Probation-Correction Officer Split

WHITE PLAINS—The Westchester County mini-Public Employment Relations Board found that there is no justification to separate correction and probation officer units within the county-wide Westchester chapter of the Civil Service Employees Assn.

"When a substantial community of interest exists, fragmentation of an existing unit is not warranted," the report said. "Our findings in this respect include the conclusion that the continued inclusion of correction officers, probation officers and investigative and enforcement officers in the recognized CSEA unit does not preclude those officers from engaging in meaningful negotiations under the existing structure and does not prejudice their right to be effectively represented."

Ray Cassidy, president of the Westchester chapter, expressed

satisfaction with the report. "I welcome the decision of the Public Employment Relations Board. Unnecessary fragmentation of our units can only lead to a weakening of our bargaining position, and we can now continue our business as a union of effectively representing a united membership," he said.

The Westchester County and the Probation Officers Assn. had petitioned the Board for decertification of CSEA. The same or-

ganization, under the name of the Westchester County Law Enforcement Officers Assn., had a similar petition dismissed by the Board in May 1974, because "that Petitioner is not an employee organization within the meaning of the Act."

In dismissing the latest petition, following extensive hearings in July and August this year, the Board additionally said that the petitioner had complied with neither the financial reporting requirements nor accounting requirements of the law and, therefore, could not be considered an employee organization.

The Board's report was signed by Arthur E. Baylis, chairman and Charles L. Curran and Robert L. Ellis, members. CSEA was represented by Arthur H. Grae, regional attorney for the union.

Insurance Chapter Begins Blood Drive

MANHATTAN—The State Insurance Fund chapter, Civil Service Employees Assn., in cooperation with The Greater New York Blood Program, has scheduled a blood-blank drive for Wednesday, Dec. 11, at 199 Church St., New York City.

Vincent Rubano, president of the chapter, urged all members who can do so to participate. Mr. Rubano said that the drive was especially scheduled for this time of the year.

"What better gift can we offer to our fellow man than a gift of blood for those who may need it," he said.

Typist Pool Results

MANHATTAN—The city Department of Personnel announced last week that a total of 160 typists were appointed to 26 city agencies from a typist pool held on Nov. 19. A total of 483 typist candidates were called to this pool from exam 4178, Group I.

Free Workshop On Business Info

MANHATTAN—Business management, record keeping, accounting and financing will be among subjects covered in a free workshop scheduled for Dec. 5, it was announced last week by State Commerce Commissioner Neal L. Moylan.

The session will begin at 7:30 p.m. in St. Michael's Church, 225 West 99th St., Manhattan.

The business workshop is being sponsored by the New York State Department of Commerce, U.S. Small Business Administration, Manhattan Economic Development Federal Credit Union and the Mid-West Community Corporation.

Information concerning the workshop may be obtained from the State Commerce Department's Division of Metropolitan Area Operations, 230 Park Ave., the department's East Harlem field office at 2131 Third Ave., and the Manhattan Economic Development Federal Credit Union, 201 West 99th St.

C. S. E. & R. A.

FROM CIVIL SERVICE EDUCATION AND RECREATION ASSOCIATION FOR YOU AND MEMBERS OF YOUR FAMILY

YEAR-END PROGRAM

PARIS			
C04312	Lv. Dec. 24, Ret. Dec. 31	CB.....	\$289
		FLIGHT ONLY.....	\$209
COSTA DEL SOL — SPAIN			
C03912	Lv. Dec. 24, Ret. Jan. 1	MAP.....	\$399
	Deluxe Hotel	MAP, From.....	\$329
	First Class Hotel	FLIGHT ONLY.....	\$260
PORTUGAL (ESTORIL)			
C54712	Lv. Dec. 23, Ret. Dec. 30	AB.....	\$359
FREEMONT			
C10812	Lv. Dec. 24, Ret. Jan. 1	EP.....	\$319
	AT THE HOTEL INTERNATIONAL	EP.....	\$259
	SPECIAL BUDGET HOLIDAY AT THE SHALIMAR HOTEL		
MIAMI			
C58012	Lv. Dec. 22, Ret. Jan. 1 (Deluxe)	MAP.....	\$469
GOLDEN WEST — SAN FRANCISCO			
C58112	Lv. Dec. 24, Ret. Jan. 1	FLIGHT ONLY.....	\$199
LAS VEGAS			
C56512	Lv. Dec. 22, Ret. Dec. 26	EP.....	\$199
C53812	Lv. Dec. 26, Ret. Dec. 29	EP.....	\$189
C53912	Lv. Dec. 29, Ret. Jan. 2	EP.....	\$229

SPECIAL RUSSIAN WINTER HOLIDAY

C41512 Lv. Dec. 28, Ret. Jan. 4
3 Nights Moscow, 3 Nights Leningrad
Daily comprehensive sightseeing; many extras, including two special evening performances AP.....\$424

WINTER PROGRAM

ROME (HOLY YEAR)			
C05202	Lv. Feb. 15, Ret. Feb. 23	CB.....	\$469
C05302	Lv. Feb. 22, Ret. Mar. 2		
TORREMOLINOS (COSTA DEL SOL)			
C03602	Lv. Feb. 15, Ret. Feb. 22	MAP, From.....	\$269
LONDON			
C03902	Lv. Feb. 15, Ret. Feb. 22	CB, From.....	\$299
		FLIGHT ONLY.....	\$239
CURACAO			
C08202	Lv. Feb. 17, Ret. Feb. 24	EP.....	\$279
MARTINIQUE			
C06602	Lv. Feb. 12, Ret. Feb. 19	CB.....	\$389
GADELOUPE			
C08602	Lv. Feb. 13, Ret. Feb. 20	CB.....	\$389
PUERTO LA CRUZ (VENEZUELA)			
C06902	Lv. Feb. 8, Ret. Feb. 15	EP.....	\$299
MIAMI			
C40702	Lv. Feb. 15, Ret. Feb. 22	MAP.....	\$399
	Deluxe Hotel	AP.....	\$379
	First Class Hotel		
WALT DISNEY WORLD (ORLANDO)			
C08402	Lv. Feb. 14, Ret. Feb. 17	EP.....	\$179
C08502	Lv. Feb. 17, Ret. Feb. 21	EP.....	\$189
LAS VEGAS (3 Nights)			
C11802	Lv. Feb. 13, Ret. Feb. 16	EP, From.....	\$219
C11903	Lv. Mar. 6, Ret. Mar. 9		
LAS VEGAS (4 Nights)			
C12002	Lv. Feb. 9, Ret. Feb. 13	EP, From.....	\$229
C12102	Lv. Feb. 16, Ret. Feb. 20		
LOS ANGELES			
C09202	Lv. Feb. 14, Ret. Feb. 21	FLIGHT ONLY.....	\$209

PRICES FOR ABOVE TOUR INCLUDE: Air transportation; twin-bedded rooms with bath in first class hotels; transfers; abbreviations indicate what meals included.

ABBREVIATIONS: MAP — breakfast & dinner daily; CB — continental breakfast; AB — American breakfast; EP — no meals; AP — three full meals daily.

NOT INCLUDED: Taxes & gratuities.

FOR TOUR C03602 (Torremolinos) Mr. Irving Flaumenbaum, 25 Buchanan St., Freeport, N.Y. 11520; Tel: (516) 868-7715.

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Scofflaws Working For U.S. Target Of City's Crackdown

MANHATTAN — Approximately 5,000 Federal employees who work in New York City and who have failed to file 1973 New York City Income and Earnings Tax returns will be the target of a new crackdown by the city administration, Mayor Abraham D. Beame announced last week.

The new drive is part of a continuing campaign under the direction of Finance Administrator Ivan E. Irizarry whose agency most recently matched its records with computerized payroll records of seven Federal installations in the city: the local offices of the Justice and Agriculture departments, the Federal Bureau of Investigation, the Veterans Administration, the Federal Aviation Administration, and the U.S. Army Fort Hamilton and Military Traffic Facilities.

The comparison revealed that in the \$5,000-a-year and over category, some 5,000 persons subject to file 1973 City income tax returns do not appear to have filed. Administrator Irizarry estimates that the city should realize \$500,000 in taxes and penalties as a result of this effort.

Results of the city's campaign to track down these city income tax scofflaws also include:

- collection of \$2.5 million in delinquent taxes and penalties from U.S. Postal workers and others since April of this year.

- completion of successful negotiations with the U.S. Treasury Department to assure first quarter 1975 implementation of a new

law requiring Federal agencies to withhold municipal income taxes from their employees' paychecks.

Mayor Beame said, "We anticipate that our year-long campaign has proven to all would-be tax scofflaws that the city can and will scour all available records to assure that these U.S. Government employees pay their fair share of municipal taxes."

"I would remind these would-be scofflaws that municipal workers pay U.S. taxes that help provide salaries for Federal employees. Especially in a time of tight city budgets, Federal employees who don't pay city income taxes are cheating their co-workers in the municipal gov-

ernment." There are over 100,000 Federal employees who work in New York City.

Fire News

Fire Dept. Dinner

MANHATTAN—The Fire Department announced last week that the Annual Dinner and Dance of the St. George Association will be held at the Astorian Manor, 25-22 Astoria Blvd. in Queens on Jan. 3.

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COMMITTEE MEETING — Members of the Civil Service Employees Assn.'s civil service committee are seen during a recent committee meeting. Standing, from left: James Welch, Gerald Purcell, Julia Duffy, Jack Weisz and Ernst Stroebel, Seated, from left: Nicholas Abbatiello; Jimmy Gamble; Anne Baril; Jean Gray, chairman; Robert Lattimer, co-chairman; William Blom, CSEA research director, and, foreground, Canute Bernard.

Boycott, Petitions Seen Cause In Roswell Eating Improvements

(From Leader Correspondent)

BUFFALO—A wider variety of food at lower prices is currently available at Roswell Park Memorial Institute and the change is seen as the result of an employee boycott of the cafeteria there plus the impact of petitions sponsored by the Civil Service Employees Assn.

Changes in menu and prices, heartily approved at an institute CSEA chapter meeting, include 33 percent more food in casserole items; a soup and sandwich special; full dinners with beverage for \$1.30; periodic \$1 luncheon specials, dubbed "George Washington Specials," and 10-cent coffee days once a month.

"Any employee food service today is considered a fringe benefit by the employees, and if the institute desires its employees to

eat there and be comfortable, it must be kept up to date with equipment, style of service, theme, atmosphere of seating areas, and positive service control behind the service lines," said Kenneth H. Randall, director of operations for the cafeteria operators, Service Systems Corp.

He suggested Roswell consider adding more seats in the cafe-

teria, which would be color-coded for visitors and patients; piped-in music; a cafeteria naming contest; new wallpaper, and the replacement of an ice cream machine, a milkshake machine and a char-broiler.

The changes and suggestions were triggered by a one-day boycott of the cafeteria by CSEA.

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Charges May Imperil Islip's Accreditation

(From Leader Correspondent)

CENTRAL ISLIP—Thousands of employees of Department of Mental Hygiene institutions on Long Island reacted with anger to a series of charges by a staff social worker that could jeopardize the reaccreditation of Central Islip Psychiatric Center.

Joseph Keppler, president of the Civil Service Employees Assn. chapter at Central Islip, warned last week that the situation posed a potential threat to the jobs of upwards of 1,000 employees.

Employees at Central Islip filled the CSEA mailbag last week with letters testifying to the falsity of the charges, and CSEA flyers were distributed at various hospitals alerting employees.

The Charges

The charges had been issued by the social worker, Brendan Buschl, that 40 percent of the staff doctors were not licensed, that many do not speak English and that drug salesmen freely roam the grounds, "pushing drugs to patients and employees alike." Later, he charged that he had been prevented from seeing the representative of the joint committee on accreditation of hospitals when he visited the institution preparing a report on the institution's application for reaccreditation.

Employees testified to the falsity of the accusations with a flood of unsolicited letters, while officials also denied them.

Mr. Keppler said that employees have worked with dedication for a year since the last accreditation to meet all the recom-

mendations of the prior survey so that the hospital would pass with flying colors. The furor over Mr. Buschl's charges, even though Mr. Keppler called them unfounded, could have a negative impact on the new accreditation report.

Possible Effects

"At the very least, a denial of accreditation would mean the loss of our entire education department," Mr. Keppler said.

"At the worst, it could mean the closing of the hospital, in which case senior employees at Central Islip would be transferred to the other area hospitals and junior employees would be laid off," he continued. "The motives of this man are not known, but it is clear that the effect of his actions are very, very detrimental to our employees, the patients and the hospital."

Mr. Keppler urged employees to write to CSEA and hospital authorities giving their reactions.

GHEZZI AT STATE

ALBANY—John J. Ghezzi, of Albany, serving as acting Secretary of State since January, has been named to that appointive post at an annual salary of \$47,800. The incoming Governor may make a new appointment after Jan. 1, 1975.

CSEA calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.

DECEMBER

- 3—Insurance Department meeting: 1 p.m., Rumpus Room, Albany.
- 5—New York City chapter executive board meeting: 5:15 p.m., Francois Restaurant, 110 John St., New York City.
- 6—SUNY at Albany Christmas dinner-dance: 6 p.m., Silo Restaurant, Ramada Inn, Western Ave., Albany.
- 6—Binghamton chapter Christmas party: St. John's Memorial Center, Johnson City.
- 6—Onondaga County chapter dinner-dance: 6:30 p.m., Liverpool Country Club, Liverpool.
- 6—Motor Vehicle Bureau chapter Christmas party: 6:30 p.m., Michael's, Latham.
- 6—Metropolitan Armory Employees chapter general meeting and Christmas Party: 4:30 p.m., 102nd Medical Bn. Armory, 56 W. 66th St., New York City.
- 7—Morrisville chapter Christmas party: 7:30 p.m., Dibble's Inn, Rt. 5, Vernon.
- 7—Nassau Educational chapter holiday dinner-dance: 8 p.m., Nar-ragansett Inn, Lindenhurst.
- 7—Office of General Services chapter, Albany, executive board meeting.
- 7—State University College Brockport chapter Christmas party: 6 p.m., DeWitt Clinton Inn, Holley.
- 9—New York City Region 2 executive committee meeting.
- 10—Syracuse area retirees' regular chapter meeting: 2 p.m., Lake-view Lanes, Rt. 3, Hannibal Road, Fulton.
- 11—Capital District Retirees chapter holiday luncheon meeting: 12 p.m., Crystal Ballroom, Hotel DeWitt Clinton, Albany.
- 11—State Insurance chapter: blood donation drive, 199 Church St., New York City.
- 13—Long Island Region 1 holiday party: Holiday Manor, Bethpage.
- 13—Albany chapter D.O.T. Good Will Association Christmas party: 6 p.m., Marie's Theater Restaurant, Troy.
- 13—Fort Stanwix chapter holiday dinner dance: 6:30 p.m., The Beeches, Rome.
- 13—Suffolk County Social Services winter buffet dance: 9 p.m., Veterans of Foreign Wars hall, Lakeland Ave., Sayville.
- 20—Oswald D. Heck Developmental Center chapter meeting: 5:30 p.m., library, Bldg. 1.

Orange, Sullivan Elections This Week

(Continued from Page 1)

County are now in three separate bargaining units: one comprised of rank-and-file public works employees, a second of a handful of supervisory public works personnel, and the third of the main body of other county workers.

CSEA will actually be engaged in two elections in Sullivan County. In the contest for the larger DPW unit of 176 employees, it will oppose both SEIU and AFSCME. In the second election CSEA will be set up against only SEIU to retain bargaining rights for the main Sullivan County bargaining unit of 297 employees.

Local CSEA leaders have set

a busy pre-election schedule in both counties. In Orange County, four meetings with different groups of county workers were scheduled this week, culminating with a large general meeting Thursday at 5:30 p.m. at the County Center in Goshen. CSEA's County unit negotiating committee will serve as a panel for discussion with Manny Vitale, staff negotiations specialist, as moderator. President Wenzl will address the group.

In Sullivan County there will be a general meeting on Wednesday for all DPW employees at 7:30 p.m. at a location to be announced. A meeting for the gen-

eral county employee bargaining unit is set for Thursday at 7:30 p.m. at the Holiday Inn in Liberty.

Information on times and places for voting has been distributed by CSEA to all employees involved in both counties. This was part of a CSEA campaign to rouse interest among the employees and to induce a large voter turnout. In both counties, CSEA officials seek to win by as wide a margin as possible, so as to go into negotiations carrying a firm mandate from the employees.

James Lennon, president of CSEA's Southern Region, said he was particularly gratified to see newspaper ads sponsored by two local CSEA groups not directly involved in the elections: the Orange County chapter and Middletown Psychiatric Center chapter.

Carol Dubovick, president of CSEA's Orange County unit, was also impressed by the assistance given by the two groups.

"The idea of these people spending money out of their treasuries to help us win our election is inspiring. This is the kind of loyalty among CSEA members that makes us hard to beat," she said.

Motor Vehicle Yule

ALBANY—The Motor Vehicle chapter of the Civil Service Employees Assn. will hold its Christmas party Friday, Dec. 6, at Michael's, Latham. A cocktail hour will begin at 6:30 p.m. followed by dinner and dancing.

Prepare To Negotiate With State

(Continued from Page 1)

to the scheduled meetings of the four complete negotiating unit teams, CSEA's so-called "coalition" team had already met on three occasions to do the basic work of shaping up the negotiating demands for review by the larger group. When actual contract talks take place, the coalition team does the bargaining on demands which are common to the four state-worker negotiating

units, as is the case with the entire agenda in the upcoming reopening talks. Sitting on the coalition team are the chairman, two vice-chairmen and secretary of each unit negotiating teams, as well as a staff negotiating specialist assigned to each unit and several other staff members.

Each of the four state negotiating units represented by CSEA consists of related occupational groupings—administrative, institutional, operational and professional—scientific-technical, comprising a total work force of about 136,000. The remaining small bargaining unit, not represented by CSEA, is the security unit, which consists of about 7,500 employees who work as correction officers, security and park police, forest rangers and related jobs.

Mistaken Identity

Mary F. Lenney, member of the St. Lawrence County chapter board of directors, was pictured in the photo on page 14 of the Nov. 19, 1974, issue of the Leader. She was incorrectly identified as Patricia Risdale, also of St. Lawrence County chapter.

Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Attorney	\$14,142	20-113
Assistant Attorney	\$11,806	20-113
Attorney Trainee	\$11,164	20-113
Beginning Office Worker	\$5,2225 & up	various
Chief Physical Therapist	\$17,629	27-448
Clinical Physician I	\$31,056	20-414
Clinical Physician II	\$36,352	20-415
Compensation Examining Physician I	\$27,942	20-420
Construction Safety Inspector	\$10,914	20-125
Dental Hygienist	\$ 8,523	20-107
Dietician	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Factory Inspector	\$10,118	20-126
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Intern Corrections	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Junior Engineer	\$11,337	20-166
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Nurses Services Consultant	\$15,684	20-405
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
Occupational Therapist	\$11,337	20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator	\$ 6,450	20-402
Pathologists I	\$27,942	20-410
Pathologist II (Board Eligible)	\$33,704	20-411
Pathologist II (Board Certified)	\$35,373	20-411
Pathologist III	\$38,449	20-412
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Physical Therapist	\$11,337	20-177
Senior Physical Therapist	\$12,670	20-551
Principal Actuary (Casualty)	\$22,694	20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$33,704	20-391
Psychiatrist III (Board Certified)	\$35,373	20-391
Psychologist I	\$15,684	20-102
Psychologist II	\$17,429	20-103
Associate Psychologist	\$17,429	20-104
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
Rehabilitation Counselor	\$14,142	20-155
Rehabilitation Counselor Trainee	\$11,983	20-155
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Sr. Speech and Hearing Therapist	\$12,670	20-552
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Varitype Operator	\$ 6,811	20-307
Supervising Veterinarian	\$14,880	20-313/314
Vocational Instructor I-IV	\$9,546/\$12,670	20-131/134

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the following offices of the State Department of Civil Service: State Office Building Campus, Albany, New York 12226; or Two World Trade Center, New York, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.

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



Father Joe Bergamini, who is so devoted to the firefighter and his welfare, has had another heart attack and is desperately ill in an undisclosed hospital.

He was in such a condition when brought into the hospital this time that he was at first thought to be D.O.A. He is still in intensive care and can't have visitors but he is terribly depressed and the doctors believe that mounds of get well cards and letters would do him a world of good therapeutically. So take up your pen, get a card and send it to Father Joseph Bergamini, Our Lady of Solace Rectory, 721 Morris Park Avenue, Bronx, N.Y. 10462. It will be delivered to Father Joe by hand.

Dr. Thomas P. Sharry of Boston writes that in a recent edition of "Sea Classics" magazine, there is a beautiful color spread on New York fireboats. It is published by Challenge Publications, 7950 Deering Ave., Canoga Park, California, 91304. Thanks for your letter Doctor Tom.

To Jim Daley of Rowland Heights, California, thanks for your letter regarding a recent column. There is something cooking of another guy in the same house from which Dan Sullivan retired and this will be a doozy when all the facts are in. Things are getting so bad in the Medical Office now that when a Doctor in Brooklyn is injured in an auto crash, and he calls the medical officer from Manhattan to come over and treat him, the Manhattan medico refuses! That sounds like praying mantises eating each other! Good luck on your situation and I'm sorry to be so late in answering. If you have been reading the column, you are aware of some top priority stuff of which I have plenty more!

To Captain Tom Fay of Ladder No. 2 in Brookline, Mass. (very close to Boston) thanks for your nice letter. The gentleman you are looking to contact is in Field Communications Company No. 2 in Brooklyn. Transferred there when Engine 215 was disbanded. That seems to be all our dear Commissioner can think about . . . reducing the force and closing companies. Have a nice Thanksgiving and Christmas and I apologize for my delay in replying. I hope you understand.

This writer is amused that Commissioner O'Hagan would suddenly come to the Unions for suggestions. I take the liberty of suggesting that he just take one of his weekends and instead of going wherever he goes, just stick around, and please ask the fellow who chases around in Car One in your absence, not to wear your coat at fires. The press sees the name on the coat and gives you credit for attending fires when you are out of town. Not cricket don'cha know!

The Telegraph Dispatchers are as usual, getting an awful kicking around from the O.C.B.! The latest offer would insult the lowest of the low. You would think

thing went to a third alarm. So what else is new?

Somebody better look into the situation in Ladder 61 where a dangerous situation exists. It seems that the ladder on the left side is tied on with a couple of strings and the troops have to ride all on the right side of a trailer, which was not meant for riding to start with. There is a spare rear mount in quarters but because the troops are "not qualified" they are not permitted to use it. However, if the rear mount needs to be taken to another company, it's o.k. for a member of 61 to drive it! If the Co-op City Citizens Organization or the local paper up there get wind of this, and clobber you, you have had it. Just thought you would like to know!

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MAKING IT OFFICIAL — Although elected and serving since last spring as leaders of the Civil Service Employees Assn.'s Nassau County chapter, the officers were not officially installed until the chapter's recent annual dinner-dance. In photo at right, chapter president Irving Flaumenbaum, right, accepts congratulations from the installing officer, James Lennon, CSEA vice-president who heads the union's Southern Region 3. Mr. Flaumenbaum, long-time Nassau president who has guided the County union to its current position as the largest single chapter in the entire CSEA structure, is also shown at far right in photo above of actual installation. Other officers, from left, are corresponding secretary Sally Sartor, first vice-president Ralph Natale, treasurer Sam Piscitelli, fifth vice-president Ruth Braverman, fourth vice-president Ed Logan, third vice-president Pat D'Alessio, recording secretary Mary Calfapietra and second vice-president Nicholas Abbatiello. The affair attracted more than 700 members and guests to Carl Hoppl's Malibu, Lido Beach.

U.S. Completes Standards For Blue-Collar Grades

WASHINGTON—Standards for grading nearly 525,000 Federal blue-collar workers have been completed, the Civil Service Commission announced last week. These standards, a basic set of 117, apply directly to 90 percent of the blue-collar work force and provide the guidance needed by classifiers to determine appropriate grade levels for the remaining 10 percent.

According to the Commission, completion of the standards constitutes a major advance toward the goal of equal pay for equal work in the Federal service.

Some grade level changes will result as the remainder of the new standards are adopted, but the grades of approximately 90 percent of the blue-collar work force will not be changed. For the remaining 10 percent, the number of upgradings and downgradings are expected to be about equal.

'Saved Pay'

Employees whose jobs are downgraded as the final group of

new standards are applied will receive benefit of "saved pay," provided they are converted within six months of the time the new standard covering their particular occupation is published. Under the "saved pay" provisions, an employee whose job is downgraded by application of a new standard retains his current rate of pay indefinitely, and receives one-half of each future pay increase until the regularly scheduled rate of pay for his grade catches up with the saved rate.

Good Since 1967

Prior to 1967, all Federal agencies employing blue-collar workers had their own methods of establishing grades and rates of pay. This led to many inequities in grading and pay-setting.

In December 1967, the President approved a plan for a coordinated Federal wage system, and in 1972 a Federal Wage System was enacted into law.

A continuing goal, under the former system as well as the now-statutory system, has been the development of common job-grading standards.

OER: A 35-Mile Radius Gets The Bird; Taconic Workers Simply Aren't Crows

STAATSBURG—The Taconic State chapter of the Civil Service Employees Assn. has won a second point in a dispute over the interpretation of a grievance decided in favor of the chapter last summer.

At that time, the director of manpower management of the State Parks and Recreation Commission agreed with the CSEA that a meal allowance be given tradesmen working for the Commission when they travel further than a 35-mile radius from the Staatsburg maintenance headquarters or from their homes.

The second point involved the interpretation of "radius." The Commission claimed the distance

should be measured "as the crow flies" while CSEA maintained the distance should be computed over the paved roads the workers would actually have to drive.

Melvin H. Osterman Jr. of the Office of Employee Relations has informed the union that according to the Department of Audit and Control, the 35-mile radius

is to be computed "by the shortest reasonable distance along paved roads."

Chapter president Harry J. Lynch commented that the decision may have statewide implications since other state workers are also frequently required to travel various distances from their headquarters.

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State Promotional Job Calendar

Applications Accepted To December 30

Written Exams February 8

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Senior Engineering Technician	G-11	35-691
Department of Transportation		
Assistant Engineering Geologist	G-19	35-650
Hydroelectric Operator	G-11	35-701
Senior Engineering Geologist	G-23	35-649
Senior Hydroelectric Operator	G-13	35-702
Dept. of Environmental Conservation		
Senior Engineering Geologist	G-23	35-656
Executive (Parks and Recreation)		
Supervisory Positions in Parks and Recreation I	G-9 thru G-14	35-697
Supervisory Positions in Parks and Recreation II	G-15 thru G-18	35-698
Executive (Health)		
Asst. Director of Health Statistics (Oral Exam)	G-29	39-062
Executive (Mental Hygiene)*		
Asst. Director of Mental Hygiene Volunteer and Ancillary Services	G-22	39-033
SUNY		
Magnetic Tape Composer Operator	G-8	39-007

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TUESDAY, DECEMBER 3, 1974

Merit Or No-Show

FOR a man who rode into office on a platform that dealt heavily on his vast experience in municipal government and, in particular, on his knowledge of New York City's finances, because of his many years as city Comptroller, Abraham Beame has reached for the dearest and most dangerous political bromide — freezes and firings in Civil Service.

We know that in the long run Mayor Beame will learn the same lesson acquired so painfully by former Mayor John V. Lindsay — there might be instant satisfaction but as soon as services and protection begin to deteriorate, instant popularity is replaced by instant irritation. Civil Service organizational response, naturally, will be "Put the Blame on Beame, Babe," to paraphrase the old song.

What is so disappointing is that the Mayor has failed to come up with any creative plans for reducing city deficits and acquiring new sources of income at the same time. As a starter, Mr. Beame should institute a crash program on cutting no-show jobs, trimming the fat cats off the payroll and delving into proposed projects that may be more in the interest of special groups rather than the entire citizenry. Far be it from us to claim any financial or economic expertise, but it seems incredible that the expert in office — Mr. Beame — has failed to come up with any new ideas in such areas as solidifying city debts, raising new sources of income through tax incentives to new business, etc.

Of course, the worst aspect of the Mayor's recent fiat on Civil Service is that the cuts are to be made across the board. If there absolutely have to be cuts in public employment, they should be on a selective basis of careful attention when dealing with health, welfare, education and public safety. And if the Mayor thinks that clerks and stenographers are fair bait, let him try to run the city without the routine issuements of necessary documentation, departmental reports, surveys, etc.

In addressing various civil service organizations during the campaign, Gov.-elect Hugh Carey indicated not only his awareness for better salaries for state-government employment, but also showed that he is wise enough to realize that it is his duty to see that a proper civil servant core stays on hand to maintain and even improve essential state services. Any economies that the state might need can certainly be found in the exempt classifications rather than by tampering with the competitive service roll.

As a footnote, Mr. Beame should remember that when he rode into Gracie Mansion, a good deal of the fuel for the trip came from public employees.

Questions and Answers



Q. My husband died in an automobile accident 4 months ago, and my 20-year-old son was severely injured in the same accident. Since my son had worked for nearly 6 months before his injury, can he get monthly disability checks from social security?

A. Your son needs at least 1½

years of work under social security during the last 3 years to get disability payments on his own work record. However, he may be able to get benefits on his father's work record. A child can qualify for monthly payments on the work record of a deceased, disabled, or retired parent if the child became disabled before age 22.

Don't Repeat This!

(Continued from Page 1)
equalize bargaining power on both sides of the bargaining table. It has been the position of CSEA that such changes are vital to improve public employee morale and efficiency.

Right To Strike

Amendments to the Taylor Law will necessarily bring to the fore the sensitive issue of the rights of civil service employees to call a strike. In the course of his campaign, Carey set forth views on that critical subject. He said that strikes should be prohibited in areas that are critical to the life of the community, and consequently he would bar strikes among police and firemen. On the other hand, he thought that strikes should not be unlawful in services that were not so intimately related to life and safety.

Traditionally, laws have prohibited public employee strikes. However, the practical realities are that strikes by civil service employees have become commonplace. In the ten-year period from 1958 to 1968, the number of government-employee strikes increased from 15 to 254. During the same period, the number of employees involved in strikes increased from 1,700 to 202,000. Disagreements over wages caused 61 percent of all the strikes. Moreover, since 1968, the number of strikes has increased together with their duration.

The increase in the volume of strikes by no means suggests that civil service employees are strike-happy. What has happened is that the public employee no longer tolerates second-class citizenship treatment. Salary and wage scales in the private sector, where the right to strike is acceptable, have been increasing at an accelerated rate, and the gap in the scales between private and public employees has been widening. In too many cases, elected officials seek to avoid the responsibility for increasing revenues by economizing at the expense of the civil service employees. Under the circumstances, the trend in public employment has been to adopt the techniques of organizing and bargaining that prevail in the private sector.

In Other States

A number of states, Pennsylvania and Hawaii among others, have taken the lead in recognizing the rights of public employees to strike, except for policemen, firemen and correction officers. The administration of these laws in those states clearly demonstrates that collective bargaining moves at a better pace and that strikes have been kept down to a minimum.

Debate over public-employee rights to strike will take place against a backdrop of financial crisis among all levels of government. The state, the counties, cities, towns and villages, and boards of education are all confronted with the problems of rising costs and declining revenues. The crisis in New York City, which has caused the Beame Administration to lay off civil service employees, foreshadows a similar crisis among other local governments. Thus, at a time of rising costs, public employees will be faced with the spectre of layoffs and unemployment.

CSEA will have a tough year in 1975, but it is anticipated that the union president, Theodore C. Wenzl, and the other statewide officers will measure up to their responsibilities.



Civil Service Law & You

By RICHARD GABA

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

Appellate Decisions

A special proceeding was commenced under Article 75 of the Civil Practice Law and Rules to confirm the award of an arbitrator dated Feb. 17, 1972. The Supreme Court, Westchester County, entered a judgment granting the respondent's cross-application to vacate the arbitrator's award and dismiss the petition to confirm the arbitrator's award. The Appellate Division, Second Department, reversed the lower court on the law and confirmed the arbitrator's award.

There was a clause in the collective bargaining agreement between the Village of Ossining Police Association and the Village of Ossining which required the Village to pay a shoe allowance to policemen. The arbitrator ruled that such allowance had to be paid despite a Comptroller's opinion questioning the authority of a village to pay such a shoe allowance. The court said, "... the contractual agreement providing for such payment is lawful, since there is no statute prohibiting such payment. In the absence of an express legislative restriction, the public employer has the power to negotiate all terms and conditions of employment pursuant to the broad provisions of the Taylor Law." The court cited the Hunting Teachers decision of the New York Court of Appeals. *Village of Ossining Police Association v. Village of Ossining*, 358 NYS 2d 555.

IN ANOTHER recent Appellate decision arising out of an Article 78 proceeding, the New York State Court of Appeals held that a person who passes a civil service examination and is on an eligible list for promotion, has the required legal standing to challenge unlawful appointments or designations to positions for which that list has been established.

In this case, the petitioners were candidates for promotion and were on an eligible list. It was alleged that a New York City administrative agency had ignored that list in making appointments or designations to the position of Supervisor III in the New York City Department of Social Services. Their position was dismissed in the lower court; the dismissal was affirmed in the Appellate Division. They appealed to the Court of Appeals as of right on constitutional grounds.

THE RESPONDENTS MOVED to dismiss the petition based on objections in point of law on the theory that the petitioners were guilty of laches and that the petition did not state a claim upon which relief could be granted. The court pointed out that the New York State Constitution and the Civil Service Law require that appointments be made from competitive lists when they are in existence. The fact that the petitioners may not have been reachable on the list was of no moment since they are all potentially reachable under given circumstances. With regard to the defense of laches, the court said that where there is a continuing violation of a constitutional or statutory right, the doctrine of laches does not apply. Therefore, the court reversed the Appellate Division and remanded the case to Special Term for further proceedings. *In the Matter of Joseph M. Burke v. Jule Sugarman*, 358 NYS 2d 715.

Westchester Forms Problem Fighters

WHITE PLAINS—Westchester County Executive Alfred B. DeBello announced the formation of a joint organization composed of county officials and members of the Westchester County Association and intended to cope with a variety of county government problems.

Two major items on the problem solving agenda are the formation of a "General Services Administration" in the county to improve and coordinate the delivery of essential support services to the various county departments and to improve hiring programs for minorities in public sector managerial level jobs, including recruitment and examination procedures.

Appoint New Transit Public Info Officer

MANHATTAN — The appointment of Frederick D. Wilkinson, Jr. to the newly-created position of Executive Officer for Passenger Services and Public Information of the New York City Transit Authority was announced last week by Metropolitan Transportation Authority Chairman and Chief Executive Officer David L. Yunich at a City Hall press conference presided over by Mayor Abraham D. Beame. Mr. Wilkinson, who is 53, will be responsible for implementing all TA passenger-related services and functions on the subways and buses.

Creation of the new TA executive post is an outgrowth of discussions between Mayor Beame and Mr. Yunich following the August 20 fire in the Clark Street Tunnel.

U.S. Jobs For College Grads: Outlook's Brighter But Not Rosy

The job outlook for college graduates seeking entry into the Federal service this year is somewhat more encouraging than it has been in past years, a U.S. Civil Service Commission spokesman reported at the annual College Public Agency Council's conference that was attended recently by college placement officers and federal personnel managers.

The Federal government, the spokesman said, expects to hire about 23,000 people nationwide in the career-entry occupations—up slightly from the 22,600 hired last year and up substantially from the 18,000 hired during fiscal year 1973. He noted that during peak hiring years, the number of hires in this occupational group ran between 25,000 and 28,000.

Although the spokesman said that hiring projections were up for the year, he cautioned "to temper this projection with the knowledge that there is still quite a lot of budgetary uncertainty."

Two trends, however, should brighten the graduates' job picture. First, retirements are running double from about a year ago (125,000 this year). Second, expansion is anticipated in the technical, energy and medical fields.

PACE Hires Up

About one-half of all college graduate entering the Federal service come into it via PACE (Professional and Administrative Career Examination) which offers opportunities in administrative occupations, staff services and program-entry jobs. Nationwide hiring is projected at 13,000 to 14,000 appointments, up 10 percent over last year.

In the New York area, approximately 2,000 PACE appointments are expected, a rise of 20 percent above last year. The Commission rates the opportunity for PACE placement in this area as "good," but notes that the competition for jobs here is keen.

The largest number of PACE appointments are in the social insurance and claims occupations. After engineering and account-

ing (fields entered through other examinations), social insurance is the third largest hiring group, with 2,900 appointments via PACE projected nationwide.

A substantial number of PACE appointments, approximately 2,700 nationally, will also be made in the management and business related fields. Most positions in this category are located in Washington, D.C.

Other PACE Jobs

Of approximately 1,000 inspecting and investigating positions to be filled through PACE, 250 are jobs located in the New York area. These jobs involve criminal investigation, especially in drug enforcement and immigration.

PACE appointments are also projected in taxation, financial institution examining and social service occupations. Historians, writers, editors and public information specialists will also be hired, but their numbers will be relatively few.

Because of economy the majority of PACE appointments are being made at GS-5 level (\$8,500). PACE appointment to GS-7 level (\$10,520) is provided for when duties require graduate education, work experience or particular qualifications or when a candidate has an outstanding academic record. Only about three out of every ten PACE appointments are being hired at the GS-7 level, a notable trend according to the Commission spokesman.

Optimism for Engineers

Placement for engineers, the federal energy occupation with the largest number of positions, is very optimistic, the Commission spokesman said. The Federal government will need 10 percent of all engineering graduates this year, even though the U.S. only employs 2 percent of engineers nationwide.

Nationally the projection is 4,300 engineering hires, up 23 percent over 3,400 hired last year, a figure that was up 20 percent over the previous year. One-third of the engineers will be stationed in the Navy across the country. For a New York appointment, the best opportunities are available for mechanical and civil engi-

neers.

Other Occupations

The Federal government also estimates that hiring in Math and the Physical Sciences will be up 8 percent over last year. About 1,000 hires are projected nationwide.

Many occupations in the medical field, such as pharmacists, are considered in the "shortage" category, and good opportunities are available to graduates in these fields. With two U.S. hospitals in Staten Island, many

opportunities are available for those seeking a New York location.

The projected hiring figures for accountants is down from last year's national total of 4,500. However, there is still a good number of positions projected for this year, 3,000.

In agricultural and biological sciences hiring is also off from last year. The scarcity of opportunities is compounded by the keenness of competition in these occupations. For example, the Forest Service hired only 70 foresters from a list of 3,500 eligibles last year.

However, two specializations in the natural sciences are considered in the "shortage category," soil science and soil conservation. Eligibles in these fields stand a

Monroe Cnty. To Bargain For Perinton Hwy. Workers

PERINTON — The Monroe County Civil Service Employees Assn. chapter gained a new bargaining unit this month with the certification of the Civil Service Employees Assn. as the exclusive negotiating agent for employees of the Town of Perinton highway department.

The Public Employment Relations Board certified CSEA after the union submitted signed designation cards from a majority of the employees and the employer had signed an agreement consenting to CSEA without the necessity of an election.

very good chance for appointment.

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CSEA Statewide Convention At Concord

Restructuring Committee Report

THE REPORT

This special statewide election report as presented by the Committee to Restructure CSEA is divided into three parts:

1. Constitutional changes
2. By-Laws changes
3. Policy as to method, procedures and practices

Part I are the proposals which require your immediate action as a first reading to change the constitution. What we present here are the proposals for constitutional changes. The exact wording, Articles, Sections, etc. will be presented to you by the constitution & by-laws committee at this meeting. Both our committees are working hand in hand to make these changes in time for the 1975 elections. These changes will also be presented to you at the September 1974 annual meeting as a second reading.

Part II are the changes which require the By-Laws to be re-worded to encompass the new proposals. Again the exact changes, Articles, Wordings, etc. will be presented during this meeting. Since the By-Laws require only one proper notification and reading, some changes may take place now and additional proposals in September 1974, which will effect the 1975 elections.

Part III are recommended changes as to guides in the conduct of elections. The Policy, methods and procedure you adopt here will be mandated on Nominating and Board of Canvassers Committees, or to the Board of Directors, Staff and the independent election company retained by the Board.

Between now and September 1974, other procedural changes will be recommended to you for September 1974 action.

PART I CONSTITUTIONAL

Proposal C-1: Nominating committee for CSEA statewide elections shall be formed by the regions' executive board. (The executive regional board means the chapter presidents and/or their proxy or, if a weighted vote system is used, the delegate to the region.)

Proposal C-2: The nominating committee shall consist of 18 members.

Proposal C-3: Each region at a meeting of the regional executive board to be held between Sept. 1 and Nov. 30 of an even-number year, shall put into nomination, in public, any eight members of CSEA, who have held such membership for two years prior to the meeting. ("Members" means any member in good standing regardless of whether or not he or she has held any office or position in any CSEA entity.

Of the eight placed in nomination, five must be from the State Division and three from the County Division. (Educational chapters are to be construed as part of a county entity.)

Where no county or county educational chapter exists in a given region, the region shall still nominate at least eight members.

Proposal C-4: The regional executive board shall elect by secret ballot from the eight as follows:

From the five state nominees, elect two.

From the three county nominees, elect one.

The nominees with the highest votes received shall constitute the regional nominating members for the state CSEA nominating committee.

(Note: For expediency, the region may also adopt the same committee for regional nominations.)

The names of such nominated members on a regional level shall be forwarded to the secretary of the Association and the executive director on or before Dec. 1 of an even-number year. During the December Board meeting, the president shall announce to the Board the full nominating committee.

(New York City Region 2, which at present has a membership composed entirely of state employees, would nominate all eight from the State Division.)

Proposal C-5: No member of the nominating committee shall be a candidate in the current election.

Proposal C-6: Candidates or potential candidates for state departmental representatives are not permitted to be on a nominating committee.

Proposal C-7: The state members only on the nominating committee shall select candidates for state departmental representatives. If a member of the restructuring committee shall be a candidate for state or county representative or a statewide officer, then he or she shall disqualify himself or herself from assisting the election committee or board of canvassers.

Proposal C-8: The nominating committee shall nominate at least two candidates for departmental representatives.

Proposal C-9: Any incumbent in any office shall be guaranteed a nomination to the same office if he or she so selects to be a candidate.

Proposal C-10: No candidate shall hold two votes on the Board of Directors.

Proposal C-11: If a member in good standing is denied the right to run for a particular office, he or she may petition for signatures of membership to become a candidate.

The petition for statewide office for president, executive vice-president, secretary and treasurer shall be 2 percent of the statewide membership.

To be a candidate for departmental representatives, not less than 10 percent of the department's CSEA membership is needed; however, in no case shall more than 450 signatures be required.

(Note: For regional officers, only 4 percent of the regional membership is needed; however, in no case shall more than 450 signatures be required.)

To be a candidate for departmental representatives, not less than 10 percent of the department's CSEA membership is needed; however, in no case shall more than 450 signatures be required.

(Note: For regional officers, only 4 percent of the regional membership is needed. This proposal as to regional officers hereby forwarded to the charter committee for action and inclusion in the model regional constitution as a mandated clause and action to be accomplished before Dec. 1, 1974.)

PART II BY-LAWS CHANGES

Proposal B-1: Each candidate shall submit on a prescribed form his qualifications for the office he is seeking. Such a form shall be sent to the chairman of the nominating committee by certified mail attention: CSEA Headquarters, 33 Elk St., Albany, N.Y. Such form shall give pertinent information.

(Continued on Page 9)



A. VICTOR COSTA

The report of the Committee to Restructure CSEA was presented by chairman A. Victor Costa. Other committee members are John Adamski, Howard Cropsey, Charles Ecker, Ronald Friedman, Salvatore Mogavero, Nicholas Puziferri, Ernest Wagner and Jack Weisz. In the portion of the report that deals with changes in the CSEA Constitution or By-Laws, the proposals are printed as they were approved by the Delegates.

NEW ELECTION PROCEDURE

Prepared and presented by the Committee to Restructure CSEA upon direction of the Board of Directors meeting September 1973, and by the delegates meeting in general session—annual meeting September 1973, Concord Hotel.

The Committee to Restructure CSEA upon careful evidence presented and selected, and upon information reviewed concerning the past elections (1969, 1971, 1973) is hereby recommending the following changes in the conduct of Statewide CSEA elections.

Please note the election procedure as previously recommended under Phase II-38 is left unchanged at this time.

BACKGROUND

Without a doubt, in any election winners are happy and losers are sad. Further, losers may be skeptical as to some or many facets of the why's and wherefore's—so it has been with CSEA elections.

With the Association becoming more influential in the lives of every public employee—the election of its leaders—that is—its methods, procedure and results—must stand out beyond reproach.

Our reputation in this area must be of the highest integrity and the best means available as to the conduct of an election and must be initiated and kept abreast with the times. This will instill in each member, in each candidate or future candidates the self-confidence that he or she does stand a chance in a fair and honest election.

Our voting record of past years as to numbers and quality has left much to be desired.

With such dramatic changes which have taken place, due to other restructuring proposals, which your honorable body has ordered implemented, it was the anticipated wish and expectation that the 1973 election would break all records. This was anticipated due to the grassroots vote expected in the Regional elections. This root did not materialize, as a matter of fact 1973 on a percentage base was one of the worse voting records in CSEA current elections.

You may ask why?—We really can't say other than the members of CSEA are becoming complacent in its administration and this is a bad sign. A bad sign because it could mean a major defeat in a future election wherein CSEA is faced with a strong union as its opponent.

For your consideration, below are the total figures:

1969	1971	1973
Membership	Membership	Membership
180,000	195,000	205,000
Voters	Voters	Voters
50,000	61,000	57,000

During our meetings in the past six months, we have investigated many charges, allegations, reports. We have found there does not exist or ever existed any fraud or intentional personal intervention in the elections mentioned above. What we had was poor, very poor, methods and procedures in the entire election procedure, from the time a nominating committee is formed to the announcement of the results. One major contributing factor was the high number of invalid ballots or ballots returned late due to mail or other factors. For example in 1973 out of 205,000 ballots mailed and 57,000 returned—11,000 were either undeliverable, invalid or late. Conclusion—only 46,000 members of 205,000 elected the leaders of CSEA.

This committee has always maintained that to be a leader in the modern union movement, more voice should be given to the membership, with a more democratic organization, with interest and growth a net result.

Hence, we hope the new election procedure will forever, if possible, erase the stigma some losers hold forever by informing, "the election was a fix."

PREAMBLE

It shall be the right for any member in good standing in CSEA to seek office, be it at a low level or statewide and commensurate with the qualifications presented to a duly nominated committee with no personal interest in the outcome.

It shall further be the right of a member to run in an election by petition having obtained such signatures according to established procedure and policy.

All candidates, regardless of the office they seek, shall be guaranteed an honest, unbiased election and shall be extended every consideration to challenge, review and appeal the results in accordance with accepted policy and without blemishing the good character of CSEA.



PAPER DRIVE — Employees of the Department of Social Services in Albany contributed three tons of scrap paper for the Hospitality House drive there recently. Hospitality House is a residential community for people with alcohol, drug or emotional problems and the paper drive not only supplied money for it but also, through a recycling program, helped ease the current paper shortage. Checking the paper aboard is Social Services employee Sue Howe, left, with Howard Cray, president of the Social Services CSEA chapter, and Lenore Campbell, assistant to N. Lee Cook, special assistant to department commissioner Abe Lavine.

Basketball Clinic Hosted By Erie Probation Unit

BUFFALO—Thirty-two youthful probationers attended a recent basketball clinic at Niagara University under the sponsorship of the Erie County probation unit of the Civil Service Employees Assn.

The clinic, directed by Niagara basketball coaches Frank Layden and Dick Conover, was arranged in cooperation with the Fellowship of Christian Athletes (FCA) and was part of the continuing rehabilitation program run by the CSEA unit. Last summer 20 young probationers attended a camp program at Utica College operated by the FCA and sponsored by the CSEA unit.

James K. Brady, of North Tonawanda, statewide chairman of the CSEA committee on probation and coordinator of the unit's rehabilitation programs, explained that the group sponsors such programs "in the hope that a demonstration of the effectiveness of such programs will result in future public funding."

Ray Goodrich, statewide FCA chairman and a former Buffalo State soccer star, praised the CSEA units involved as a "fine

example for troubled youth of the commitments their probation officers have to their work, their clients and their community.

Assisting Mr. Brady in the basketball clinic program were CSEA probation unit members Neil Cummings, Eulis Cathey, Salvatore LaDuca, John Whitehead and John Von Langen.

Roswell Boycott

(Continued from Page 3)

headed at Roswell by chapter president Robert W. Stelley.

CSEA acted, he said, after Roswell ignored petitions circulated by CSEA complaining about service and food in the cafeteria. Also as a result of the CSEA complaints, the cafeteria cash register was relocated to improve customer traffic flow.

Conclusion Of Final Report By Committee To Restructure CSEA

(Continued from Page 8)

Proposal B-2: The independent election agency shall keep the validating envelope in a safe and secure location for a period of 90 days after the election.

Proposal B-3: The independent election company shall keep all the return envelopes and ballots in a safe and secure location for a period of 90 days.

Proposal B-4: The independent election company shall permit a candidate or his representative to review such envelopes.

Proposal B-5: Each chapter president, two weeks after the slate of candidates has been announced, shall receive from Headquarters a printout indicating what members of his or her chapter shall receive ballots.

Proposal B-6: After completion of the normal mailing preparation, all same area mail shall be deposited in a post office large enough to accept all the regional distribution—such as Buffalo, Syracuse, Albany, New York City, etc. This is to insure that all members will receive ballots on or about the same time.

Proposal B-7: A replacement ballot is furnished to a member who fills out an affidavit indicating no ballot has been received.

Procedure:

1. Each chapter president shall be furnished with at least 5 percent of the membership "affidavit" blanks at same time of printout.
2. Same is mailed to the chairman of the board of canvassers.
3. The independent election company shall then be authorized to mail out a replacement ballot.
4. The return replacement ballot shall be other than white.
5. Replacement ballot shall be considered received within the prescribed period of time to 6 p.m. on June 26th of an odd-numbered year.
6. All replacement ballot envelopes and ballots shall be kept in a safe and secure location by the independent election agency for a period of 90 days and may be inspected by a candidate or his representative.
7. All replacement ballots received after the prescribed time period shall be kept in its sealed envelope and apart from the accepted ballots for 90 days. If a replacement ballot is postmarked before June 26th, such ballot shall be construed to be received on time.

Proposal B-9: A galley proof of the name of a candidate as it will appear on the ballot shall be sent to the candidate by certified mail. The candidate shall review and sign the approval as to the correct spelling. Such shall be returned within a specified period of time and shall be retained by the company.

(Note: The entire ballot shall never be permitted to be released as a galley proof, only the name of the respective candidate.)

Proposal B-10: No ballots shall be separated from the return envelope of the secret ballot envelope until the official closing time and date has arrived.

Proposal B-11: Add election committee Article V—No. 1.

Proposal B-12: Delete election committee and nomination committee article V section 4.

Proposal B-13: Upon the denial of the nomination by the nominating committee for a respective office such candidate should be notified in writing of the reason for his denial and the right to appeal. Such appeal to be in accordance with C-11.

PART III PROCEDURE

Proposal P-1: Schedule:

- a) Between September 1 and November 30 even-number year, regions select nominating committee members.
- b) December Board meeting nominating committee released to Board of Directors by the secretary as received from the regions.
- c) January 1 to March 1, odd-numbered year the nominating committee meets, elects a chairman, vice-chairman, and secretary and begins to seek potential candidates and on March 2, publish the slate.
- d) During the same period regions may select their candidates for regional officers and on March 2 publish the regional slate.

cers and on March 2 publish the regional slate.

f) From March 1 to April 15, the committee will accept proper petitions.

g) April 1 to 15 odd-number years nominating committee makes substitutions and confirms the final slate of officers and department representatives.

h) April 15 to May 31, odd-numbered years necessary printing and mailing operation.

(Note: Ballots can not be printed at any time prior to April 15 of an odd-numbered year—however, necessary envelopes may be purchased any time prior to April 1.)

i) June 1 all ballots are deposited in mails.

j) June 1 to June 21, voting period—Independent company may spot-check validating envelope.

k) June 21, last of balloting—closing time 6 p.m. All mail shall be picked up at the post office of the independent election company.

(Note: All ballots in regular white return envelopes received after 6 p.m. June 21, of an odd-numbered year must be maintained and separate from the valid ballots. Such late ballots shall be kept in a safe and secure location by the independent election company for a period of 90 days and may be inspected by a candidate or his duly authorized representative.)

l) Any color but white envelopes replacement ballots shall be accepted to 6 p.m., June 26.

m) June 22 to June 27 the independent election company shall separate the return envelopes and secret ballot envelopes and futher:

The independent election company shall separate the ballots from the secret ballots envelopes.

(Note: During the period of June 21, to June 27, any candidate or his representative may observe this operation.)

n) If the counting of the ballots shall be completed by electronic equipment, any candidate or his representative may inspect such equipment for final clearance before the actual counting of the ballots.

o) June 27, actual counting of the ballots—any candidate or his representative may observe this operation. All candidates are to be notified of time of opening.

p) June 28 balloting results are released.

Proposal P-2: Any challenge may be made by a candidate or group of candidates by filing with the executive director the particulars — such challenge must be made prior to July 15.

Proposal P-3: No employee of CSEA shall take part or pass remarks concerning any candidate in any election be it statewide, region, or chapter or unit. An employee of CSEA may be brought up on charges for such interference.

Proposal P-4: The envelope for secret ballot (a) the envelope for secret mail shall contain nothing more than on the face side "secret ballot" (b) the return envelope shall be as follows: the front or face side mailing indicia. Reverse side: employee name, work location and social security number.

Proposal P-5: There shall be three separate ballots in different colors:

- 1st: Ballot 4 for Statewide officers
- 2nd: Ballot regional officers
- 3rd: Department representative

ADDITIONAL PROPOSALS

PRESENTED AT THE 1974 SEPTEMBER MEETING

Proposal P-6: Full-page ad in official CSEA publication shall spell out the election procedure as soon as a nominating committee is elected.

The Public Relations Department shall make up appropriate bulletin board poster for all chapters giving in detail the election procedure.

Proposal P-7: The restructure committee shall meet with the special election committee or/and the board of canvassers to review and advise them as to the election procedure.

Proposal P-8: The restructuring committee shall inspect the ballots to see the uniformity and conformity with the election procedure as adopted by the delegates.

Proposal P-9: At the selection of regional nominating committee to constitute the statewide nominating committee, the regional representative on the restructuring committee and a member of the restructuring committee from outside the regions shall be present to see that questions, if any, are answered in conformity to restructuring committee election procedure and adopted by the delegates.

Change In Administration Affects Patronage Jobs

With the advent of a new state administration, it is always presumed that certain patronage jobs will change hands. While it is expected that Governor-elect Carey will retain certain holdovers who served under his predecessor, Governor Wilson, The Leader prints here the main patronage jobs in state government regardless of whether rumors indicate that any given job will be filled by a new appointment or continue as currently set up.

The positions are listed by agency or department, and include information on salary and number of jobs affected.

Due to the length of the list, one section is printed below, with the remainder to be published in next week's edition of the paper.

Office of Governor
 Governor: \$85,000
 Executive Assistant: \$44,310
 Special Assistant for Legislature: \$42,200
 Administrative Assistant: \$37,160
 Special Assistant on Policy: \$47,771
 Special Assistant on Labor: \$16,775
 Special Assistant, Urban Affairs: \$85-a-day, part-time
 Research Director: \$24,493
 Confidential Assistant (9) \$5,-

673 to \$21,746
 Confidential Stenographer (52): \$6,400 to \$19,841
 Special Office Assistant (27): \$5,871 to \$14,243
 Kitchen Assistant (2): \$7,334 to \$9,345
 Secretary to Governor: \$47,800
 Secretary to the Secretary to Governor: \$18,457
 Deputy Secretary to Governor (4): \$37,453 to \$45,410
 Assistant Secretary, Program: \$36,036
 Special Assistant to Governor (3): \$25,848 to \$44,069
 Assistant to Secretary to Governor: \$22,472
 Principal Program Associates (2): \$30,632
 Program Associates (9): \$12,344 to \$21,628
 Assistant in Intergovernmental Affairs: \$34,831
 Assistant to Deputy Secretary: \$15,731
 Assistant to Secretary to Governor: \$19,254
 Principal Mail Clerk: \$12,660
 Principal Office Assistant: \$11,605
 Chauffeur to Governor: \$12,608
 Counsel to Governor: \$47,800
 First Assistant Counsel: \$4,288
 Assistant Counsels (7): \$22,155 to \$26,375
 Secretary to Counsel: \$13,197
 Appointments Officer: \$39,217
 Deputy Appointments Officer: \$23,034
 Special Assistant for Appointments: \$16,293
 Coordinator Urban Affairs: \$14,307
 Typist: \$7,823
 Director of Women's Unit: \$33,557
 Associate Director, Public Information: \$14,607
 Associate Director, Community Resources: \$25,123
 Assistant Women's Director: \$10,501
 Special Assistant, Women's Unit: \$7,728
 Special Assistant to Women's Director: \$11,055
 Press Secretary to Governor: \$47,771
 Deputy Press Secretary: \$38,215
 Assistant Press Secretary: \$36,925
 Assistant to Press Secretary: \$30,595
 Proclamation Officer: \$29,540
 Deputy Director, Washington Office: \$21,500
 Assistant Director, Washington Office: \$12,500
 Special Assistant, Washington: \$20,850
 Assistant to Director Washington: \$16,001
Office of Welfare Inspector General
 Inspector General: \$43,060
 Deputy Inspector General: \$35,382
 Counsel: \$34,028
 Public Information Director: \$28,876
 Assistant Inspector General, Special: \$23,961
 Assistant Inspector General, Metropolitan Area: \$29,228
 Assistant Inspector General, Albany: \$25,592
 Assistant Inspector General, Buffalo: \$24,746
 Chief, New York City Area: \$20,428
 Chief of Special Investigations: \$23,116
 Confidential Investigator: \$12,371
 Secretary to Counsel: \$11,198
Audit and Control
 Comptroller: \$60,000 plus \$15,000
 Administrative Assistant to the Comptroller: \$19,806

Assistant Counsel in the Employees Retirement System (2): \$25,472 each.
 Assistant Counsel to the Comptroller: \$28,839
 Assistant Mortgage Investment

Officer (2): \$20,226 and \$21,348
 Assistant Public Relations Officer: \$20,795
 Chauffeur to the Comptroller: \$13,019
 (Continued on Page 11)

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Change In Administration Affects Patronage Jobs

CIVIL SERVICE LEADER, Tuesday, December 3, 1974

(Continued from Page 10)
 Chief Consultant on Municipal Affairs: \$29,564
 Consultant on Municipal Affairs: \$30,760
 Counsel to the Comptroller: \$44,132
 Counsel to the Retirement System: \$28,891
 Deputy Comptroller (4): \$45,382 each
 Director of Mortgage Investment and Management: \$43,420
 Executive Assistant to Comptroller: \$45,070
 First Deputy Comptroller: \$47,771
 Mortgage Investment Officer (2): \$23,000 and \$1,038
 Personal Stenographers to the Comptroller (2): \$10,000 and \$13,098
 Public Relations Officer: \$31,721
 Secretary to the Comptroller: \$18,680
 Assistant Counsel to the Division of Audits and Accounts: \$29,534
 Associate Counsel to Audits and Accounts: \$31,561
 Associate Counsel for Municipal Affairs: \$32,485

Banking
 Commissioner: \$47,800 plus \$3,000
 Assistant Counsel (3): \$22,894 to \$30,263
 Deputy Superintendent of Banks (6): \$33,697 to \$37,773
 Deputy Superintendent and Counsel: \$36,754
 Executive Assistant to Superintendent of Banks: \$22,773
 First Assistant Counsel: \$30,263
 First Deputy Superintendent of Banks: \$43,259
 Secretary to the Superintendent: \$13,694
 Senior Stenographer to the European District Office: Vacant

Civil Service
 President: \$47,800 plus \$3,000
 Commissioners (2): \$33,260
 Public Relations Officer: \$33,315
 Secretary to the President: \$13,290
 Special Assistant to President: \$15,060

Public Employment Relations Board
 Chairman: \$47,800 plus \$3,000
 Associate Counsel: \$35,253

Deputy Chairman and Counsel: \$42,295
 Director of Public Employees Conciliation: \$35,253
 Director of Public Employment Practices and Representation: \$35,253
 Executive Assistant: \$35,253
 Public Employment Assistant Regional Representative: \$19,392
 Public Employment Regional Representative (2): \$26,516 and \$30,988

Commerce
 Commissioner: \$47,800 plus \$3,000
 Assistant Counsel to the Department: \$23,508
 Deputy Commissioner and Counsel: \$37,000
 Executive Assistant to the Commissioner of Commerce: \$29,228
 Executive Director, Post Vietnam Coordinating Committee: \$24,689
 First Deputy Commissioner: \$43,259
 Secretary to the Commissioner: \$13,832
 Special Assistant to the Commissioner: \$22,270

Correctional Services
 Commissioner: \$47,800 plus \$3,000
 Assistant Commissioner of Correctional Services: \$41,247
 Assistant Correctional Services Investigator: \$14,489
 Assistant Public Information Officer: \$23,371
 Assistant Deputy Commissioner for Correctional Facilities (2): \$33,233 each
 Chief of Correction Audit and Investigations: \$22,593
 Confidential Assistant to the Commissioner: \$11,198
 Correctional Service Investigator (3): \$17,830
 Counsel to the Department of Correction: \$34,815
 Deputy Commissioner (5) \$34,815 to \$40,460
 Executive Assistant to the Commissioner: \$23,872
 Executive Secretary to the Board of Parole: \$19,120
 Public Information Officer: \$24,687
 Secretary to the Commissioner: \$13,685

State Parole Board
 Chairman: \$43,050
 Members of the Board of Parole (11): \$36,100 each
 Clergy Program Coordinator: \$24,746

Housing and Community Renewal
 Commissioner: \$7,800 plus \$3,000
 Assistant Commissioners (4): \$29,424 to \$36,011
 Chief Rent Examiner: \$25,472
 Confidential Investigators (2): \$20,410 and \$24,689
 Counsel: \$35,019
 First Deputy Commissioner: \$41,940
 Deputy Commissioner: \$39,225
 Executive Assistant to Commissioner: \$27,264
 Secretary to Commissioner: \$12,598
 Special Assistant to Commissioner: \$26,439
 State Aide for Accounting: \$10,039

State Human Rights Appeal Board
 Secretary to State Human Rights Appeal Board: \$15,579

Commission for Human Rights
 Commissioner: \$43,050 plus \$3,000
 Assistant Commissioner (3) \$33,319 each
 Assistant Public Relations Officer: \$25,413
 Confidential Investigator: \$14,233
 Deputy Commissioner: \$36,952
 Executive Assistant to the Chairman: \$17,221
 General Counsel: \$34,135
 Public Relations Officer: \$23,902
 Secretary to Commissioner: \$13,385
 Special Assistant to the Commissioner: \$16,410

Criminal Justice Services
 Commissioner: \$47,800 plus \$3,000
 Deputy to the Commissioner: \$37,453
 Director of the Bureau for Municipal Police: \$34,606
 Assistant to the Director of the Bureau for Municipal Police: \$26,516
 Administrator of the Office of Planning and Programming Assistance: \$40,618
 Chief of Criminal Justice, Project Development and Grant Administration: \$31,000
 Executive Assistant to the Commissioner: \$25,413

(Continued on Page 12)

City Open Continuous Job Calendar Competitive Positions

Title	Salary	Exam No.
Air Pollution Control Engineering Trainee	\$11,500	4133
Architectural Trainee	\$11,500	4135
Landscape Architectural Trainee	\$11,500	4157
Medical Officer	\$22,614	4086
Psychiatrist	\$17,550	4200
Public Health Nurse	\$11,950	4165
School Lunch Manager	\$ 9,900	4201
Surgeon	\$22,614	4204

Promotional

Electrical Engineer	\$16,400	4685
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OPEN COMPETITIVE — Additional information on required qualifying education and experience and exam subject can be obtained by requesting a job announcement in person or by mail from the Dept. of Personnel Application Section, 49 Thomas St., Manhattan, 10013 or the Intergovernmental Job Information and Testing Center, 90-04 161 St., Jamaica, Queens, 11432. Be sure to specify the exam number and title and, if requesting an announcement by mail, a stamped self-addressed envelope.

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

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Open Competitive State Job Calendar

**Applications Accepted Until December 9
Oral Exam In January**

Director, Division of Library Development \$26,516 27-467

**Applications Accepted Until December 16
Written Exam January 18**

Capital Program Analyst, Associate \$17,429 24-126
Correction Officer (Male) \$10,764 24-143
Director of Cancer Institute Nursing Services
(Training and Experience Only) \$20,428 27-465
Librarians I thru IV
(Training and Experience Only) \$varies 27-470 to 478
Head Maintenance Supervisor \$14,142 24-137
Senior Maintenance Supervisor \$12,670 24-136
Maintenance Supervisor \$11,337 24-135
Mechanical Equipment Inspector \$13,404 24-188
Pari-Mutuel Examiner \$10,714 24-121
Plant Superintendent A \$19,396 24-140
Plant Superintendent B \$16,538 24-139
Plant Superintendent B \$16,538 24-138
Principal Commissary Clerk \$ 9,546 24-190
Senior Commissary Clerk \$ 8,051 24-189
Senior Accountant (Employment Sec.) \$13,404 24-202

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Legal 2-fam det coln, 5 rms + fin bsmt for owner & 3-rm apt for inc. Grdn grnds. Many extras.

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List State Patronage Jobs

(Continued from Page 11)
Chief Legal Systems Analyst:
Vacant
Executive Assistant to the
Commissioner: Vacant
Chief of Criminal Justice In-
formational Systems Planning:
Vacant
Assistant to Executive Direc-
tor: \$38,306
Director of Identification Serv-
ices: \$37,453
Executive Assistant to Direc-
tor: \$21,562
Director for Local Police Train-
ing: \$33,793
Administrator of Office of
Planning: \$39,915
Chief of Legal Systems Analy-
sis: \$32,023

Department of State
Secretary of State: \$47,800
Assistant to Secretary: \$17,429
Chairman, Athletic Commis-
sion: \$35,250
Barbers Board Member (5):
\$34.22 per day for 2 days week
Administrative Assistant to Ex-
ecutive Deputy: \$16,176
Executive Deputy: \$32,544
Assistant Director, Cemeteries:
\$21,865

Assistant to Secretary of State:
\$19,500
Deputy Secretary of State (2):
\$22,331 and \$23,117
Counsel: \$27,942
Director, Cemeteries: \$25,473
Public Relations Officer: \$22,-
331
Secretarial Assistant: \$12,924
Secretary to Secretary of
State: \$13,455
Secretary to Barbers Board:
\$10,786
Secretary to Cosmetology
Board \$11,612
Uniform Commercial Code Ad-
viser: \$20,968
Chief Deputy, Athletic Com-
mission: \$23,398
Counsel, Athletic Commis-
sioner (4): \$15,076
Public Information Officer,
Part-Time: \$15,626
Confidential Investigator:
\$13,404
Deputy Secretary, Corpora-
tions: \$31,929
Athletic Commission Attend-
ant (2): \$17,773

General Services
Commissioner: \$47,800 plus
\$3,000
Assistant to the Director of
South Mall Construction (2):
\$23,903 and \$24,685

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ities. Min. 6 mos. (516) 935-2854.

Environmental Conservation
Commissioner: \$47,800 plus
\$3,000
First Deputy Commissioner:
\$42,743
Assistant Commissioner, Metro-
politan Area: \$31,017
Counsel: \$26,516
Deputy Commissioner, Pro-
gram: \$39,758
Deputy Commissioner, Inter-
government Affairs: \$32,000
Director of Communications:
\$34,891

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Cocktails — Dinner.

Associate Counsel: \$26,037
Chief Bureau of Building Man-
agement: \$27,420
Chief of Equitable Adjustment
Claims Analysis: \$29,229
Counsel, Office of General Ser-
vices: \$31,461
Deputy Commissioner of Gen-
eral Services: \$37,315
Deputy Director of South Mall
Construction: \$33,394
Director of Buildings, Design
and Construction: \$38,529
Director of Facilities Planning
and Operation: \$33,039
Director of South Mall Con-
struction: \$40,626
Equitable Adjustment Claims
Analyst (6): \$18,103 to \$20,121
Executive Assistant: \$12,738
Executive Deputy Commis-
sioner: \$41,966
Labor Relations Consultant for
South Mall: \$28,131
Public Relations Officer: \$25,-
594
Secretary to Commissioner of
General Services: \$14,439
Superintendent of Executive
Mansion: \$17,001
Superintendent of State Cap-
itol: \$17,184
Construction Expediter (2):
\$24,689 and \$23,903
Special Assistant: \$20,123
Safety Inspector: \$14,710
Superintendent of A. E. Smith
Building: \$17,184
Superintendent of State Cam-
pus: \$19,123
Superintendent of 80 Centre
St.: \$19,118
Superintendent, Harlem \$17,-
184
Superintendent, Suffolk: \$17,-
184
Superintendent, Buffalo: \$19,-
123
Superintendent Syracuse,
\$17,249
Superintendent, Utica: \$16,-
658
Superintendent, Watertown:
\$16,658
Superintendent, Binghamton:
\$17,184
Senior Supervisor of Construc-
tion: \$16,481
Assistant Construction Exped-
iter: \$17,038

Office for Local Government
Commissioner: \$47,800 plus
\$3,000
Associate Counsel: \$33,601
Deputy Commissioner: (2) \$34,-
029 each
Deputy Director, Division for
Local Police: \$38,529
Director of Communications:
\$23,891
Director of Legal Services:
\$33,686
Director of Equalization: \$35,-
364
Executive Deputy Commis-
sioner: \$40,546

Parks and Recreation
Commissioner: \$47,800 plus
\$3,000
Assistant Commissioner for
Administration: \$33,315
Counsel to the Office of Parks
and Recreation: \$33,701
Deputy Commissioner for His-
toric Preservation: \$33,701
Deputy Commissioner for Park
Management: \$35,758
Deputy Commissioner for Plan-
ning and Resource Development:
\$33,701

LEGAL NOTICE

MURPHY AND DURIEU—SUBSTANCE
OF LIMITED PARTNERSHIP CERTIFI-
CATE OF MURPHY AND DURIEU
FILED IN THE NEW YORK COUN-
TY CLERK'S OFFICE ON NOVEMBER
19, 1974.

The name of the partnership is
Murphy and Durieu. The character of
the business is a general stock exchange
brokerage and commission business, which
shall include the buying and selling for
the account of the partnership and on
commission for others, corporate shares,
bonds and other securities, commodities
and investments. The location of its
principal place of business is 30 Broad
Street, N.Y.C. The term for which it
is to exist is from as of October 1, 1974
and then from year to year unless at
least three months before the end of
any calendar year either general partner
shall have delivered to the other at the
office of the partnership a written notice
of intention to dissolve at the end of
the year. The names of the general part-
ners are Walter A. Murphy and Richard
J. Murphy and the name of the sole
limited partner is Mildred E. Murphy,
all three of whom reside at 105 Walnut
Street, N.Y. Mildred E. Murphy, the
sole limited partner is contributing \$10,-
000.00 in cash only and has not agreed
to make any additional contributions.
Mildred E. Murphy's contribution is to
be returned on the dissolution of the
partnership. Mildred E. Murphy shall
receive 6% per annum for her contribu-
tion. Mildred E. Murphy has no right
to substitute an assignee as contributor
in her place. There is no right of priority
among limited partners as to contributions
or as to compensation by way of in-
come. Mildred E. Murphy has no right
to demand or receive property other than
cash in return for her contribution. Rich-
ard J. Murphy shall have the right to
purchase Walter A. Murphy's partnership
interest and continue the business in the
event the later retires, on thirty days
written notice to Walter A. Murphy.
Either general partner may purchase the
interest of the other and continue the
business upon the death or insanity of
the latter by giving notice in writing to
the legal representative of the deceased
or insane general partner within thirty
days after appointment and qualification
of said representative.

Additional limited partners may be ad-
mitted only on unanimous consent of all
partners and approval of the New York
Stock Exchange.

Hearing Examiner: \$25,281
Executive Deputy Commis-
sioner: \$46,410
Executive Secretary to Envir-
onmental Board \$18,000
Public Relations Officer: \$22,-
774
Secretary to Commissioner:
\$11,806
Secretary to Director: \$12,364
Secretary to Lake George
Commission: \$12,635
Deputy Commissioner, Field
Services: \$39,959
Deputy Commissioner, Commu-
nity Affairs: \$35,700
Director of Aviation: \$28,904
Director, Alpine Skiing: \$12,660
Deputy Commissioner and
Counsel: \$39,730
Secretary, Nature Trust: \$17,-
429
Assistant Counsel: \$18,500
Environmental Research Spe-
cialist: \$26,516

Office for Local Government
Commissioner: \$47,800 plus
\$3,000
Associate Counsel: \$33,601
Deputy Commissioner: (2) \$34,-
029 each
Deputy Director, Division for
Local Police: \$38,529
Director of Communications:
\$23,891
Director of Legal Services:
\$33,686
Director of Equalization: \$35,-
364
Executive Deputy Commis-
sioner: \$40,546

Parks and Recreation
Commissioner: \$47,800 plus
\$3,000
Assistant Commissioner for
Administration: \$33,315
Counsel to the Office of Parks
and Recreation: \$33,701
Deputy Commissioner for His-
toric Preservation: \$33,701
Deputy Commissioner for Park
Management: \$35,758
Deputy Commissioner for Plan-
ning and Resource Development:
\$33,701

LEGAL NOTICE

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OF LIMITED PARTNERSHIP CERTIFI-
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FILED IN THE NEW YORK COUN-
TY CLERK'S OFFICE ON NOVEMBER
19, 1974.

The name of the partnership is
Murphy and Durieu. The character of
the business is a general stock exchange
brokerage and commission business, which
shall include the buying and selling for
the account of the partnership and on
commission for others, corporate shares,
bonds and other securities, commodities
and investments. The location of its
principal place of business is 30 Broad
Street, N.Y.C. The term for which it
is to exist is from as of October 1, 1974
and then from year to year unless at
least three months before the end of
any calendar year either general partner
shall have delivered to the other at the
office of the partnership a written notice
of intention to dissolve at the end of
the year. The names of the general part-
ners are Walter A. Murphy and Richard
J. Murphy and the name of the sole
limited partner is Mildred E. Murphy,
all three of whom reside at 105 Walnut
Street, N.Y. Mildred E. Murphy, the
sole limited partner is contributing \$10,-
000.00 in cash only and has not agreed
to make any additional contributions.
Mildred E. Murphy's contribution is to
be returned on the dissolution of the
partnership. Mildred E. Murphy shall
receive 6% per annum for her contribu-
tion. Mildred E. Murphy has no right
to substitute an assignee as contributor
in her place. There is no right of priority
among limited partners as to contributions
or as to compensation by way of in-
come. Mildred E. Murphy has no right
to demand or receive property other than
cash in return for her contribution. Rich-
ard J. Murphy shall have the right to
purchase Walter A. Murphy's partnership
interest and continue the business in the
event the later retires, on thirty days
written notice to Walter A. Murphy.
Either general partner may purchase the
interest of the other and continue the
business upon the death or insanity of
the latter by giving notice in writing to
the legal representative of the deceased
or insane general partner within thirty
days after appointment and qualification
of said representative.

Additional limited partners may be ad-
mitted only on unanimous consent of all
partners and approval of the New York
Stock Exchange.

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List State Patronage Jobs

(Continued from Page 12)
Commissioner of Parks and Recreation: (2) \$33,701 each.
Executive Secretary, Hudson River Valley Commission: \$24,946
General Manager of the State Park Commission for the City of New York: \$36,432
Public Relations Officer: \$27,865
Special Assistant to the Commissioner: \$14,606
Planning Services
Commissioner: Vacant
Assistant Director: \$32,427
Counsel: \$27,430

LEGAL NOTICE

CITATION. — File No. 6280, 1974. — The People of the State of New York, By the Grace of God Free and Independent, Public Administrator of New York County.
To LUANA M. FICKEL; ANNETTA M. GRIFFITH; JOHN E. McFARREN; CHARLES R. McFARREN; STEWART WILLIAM WALLER; ROY A. LILJESTROM; DAVID B. LILJESTROM; JOHN WILLIAM LILJESTROM; PATRICIA G. LILJESTROM; MICHAEL L. LILJESTROM and any all unknown heirs at law; next of kin and distributees of ANNA E. BORGSTROM, deceased, if living, and if any of them be dead, to their heirs at law, next of kin, distributees, legatees, Executors, Administrators, assignees and successors in interest whose names and places of residence are unknown and cannot be ascertained after due diligence.
YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on January 7th, 1975 at 10 A.M. why a certain writing dated May 15th, 1969 which has been offered for probate by DAVID R. LOGAN residing at 54 Grandview Dr., Blue Point, N.Y. and GEORGE GRIMM residing at 70 State Street, Brooklyn, N.Y. should not be probated as the last Will and Testament, relating to real and personal property, of ANNA E. BORGSTROM, Deceased, who was at the time of her death a resident of 165 Park Row, New York, in the County of New York, New York.
Dated, Attested and Sealed,
November 14th, 1974.
HON. MILLARD L. MIDONICK
Surrogate, New York County
(L.S.) David L. Sheehan Jr.
Clerk.

LEGAL NOTICE

RONTIGO COMPANY — Substance o. Cert. of Ltd. Partnership filed in New York Co. Clk's Office Oct. 31st, 1974. Name and location: Rontigo Company c/o Harold Sobel, 521 Fifth Avenue, Suite 1510, New York, N.Y. Business: Acquisition and distribution of a motion picture. Term: Sept. 1, 1974 to September 15, 1998. Name and addresses of General Partners: Harold Sobel, 3725 Henry Hudson Parkway, Riverdale, NY; Robert Baum, 35 Mayflower Drive, Tenafly, NJ. Names, residences and cash contributions of Ltd. Partners: Camp Associates c/o Cramer Rosenthal, 110 Wall St., NY, NY, \$70,000; Albert Willner, 45 Crest Dr., S. Orange, NJ, \$50,000; Herman Kaye c/o Howard L. Brenner, 450 Seventh Ave., NY, NY, \$25,000; Noel D. Martin, 21 Kamapo Terrace, Fairlawn, NJ, \$25,000; Donald T. Singleton, 27 Lancaster Rd., Tenafly, NJ, \$50,000; Alvin A. Bakst, 9 Dorset Rd., Great Neck, NY, \$100,000; Paul D. Harris, 315 W. 57 St., NY, NY, \$25,000; Alfred Simon, 30 Lancaster Rd., Tenafly, NJ, \$5,000; Kenneth H. Leeds, 300 Hawkins Ave., Lake Ronkonkoma, NY, \$50,000; Lakeland Press Corp., 300 Park Ave. S., NY, NY, \$25,000; Norman Jackter, 251 174th St., Miami Beach, Fla., None; Jerome Bauman, 5 Tutor Place, East Brunswick, NJ, None. Ltd. Partners have not agreed to make any add'l contributions to Partnership. Contributions of each Ltd. Partner to be returned upon dissolution of Partnership or at any time in the sole discretion of the Gen. Partners provided that after such return of capital contributions the Partnership shall be left with a cash reserve sufficient for the payment or provisions for payment of all debts, liabilities, taxes, contingent liabilities and anticipated expenditures. Each Limited Partner's share of the profits shall be equal to 4.0588% for each \$25,000 of contribution made by such Ltd. Partner. In addition, for services rendered and to be rendered, shares of the profits shall be given as follows: Jerome Bauman, 4.23525%; Norman Jackter, 1.05885%; Alfred Simon, 705885%. The Ltd. Partners have no right to assign their interest unless they obtain a prior consent of the Gen. Partners. The Partnership has no right to accept any additional Limited Partners. No Ltd. Partner shall have any priority over any other Ltd. Partner as to contributions or as to compensation by way of income. The Partnership business shall not continue upon the withdrawal, resignation, death, bankruptcy, disability or other legal incapacity of both Gen. Partners unless 51% in interest of Ltd. Partners appoint a successor Gen. Partner or successor Gen. Partners. No Ltd. Partner may demand to receive property other than cash for his respective contribution.

Deputy Director: \$37,394
Executive Secretary, Social Development Planning Commission: \$28,852
Model Cities Coordinator (4) \$15,684-\$23,748
Secretary to the Director: \$11,337
Division of Probation
Counsel: 25,136
Deputy Director of Probation: (2) \$22,156 and \$29,910
Secretary to the Director: \$13,355
Permanent Commission on Public Employee Pension and Retirement System
Chairman: \$39,650
Executive Assistant to Chairman: \$18,290
Commissioner: (4) \$7,500 each
Executive Director: \$29,911
Secretary to the Chairman: \$11,108
Special Assistant to Executive Director: \$18,290
Secretary to the Commissioners: \$11,108
Veterans' Affairs
Director: \$39,650 plus \$3,000
Counsel to the Division: \$26,767
Deputy Director of Veterans' Affairs: (2) \$28,131 each
Executive Deputy Director of Veterans' Affairs: \$31,520
Liaison Representative, Veterans' Affairs: \$15,360
Secretary to Director: \$12,022
Division for Youth
Director: \$47,800
Counsel: \$29,810
Deputy Director: (3) \$27,420-\$36,808
Executive Assistant: \$23,900
Director of Public Information: \$23,900
Executive Deputy Director: \$40,898
Senior Attorney (part time): \$7,627
Secretary of the Director: \$14,283
Alcoholic Beverage Control Division
Chairman: \$43,050
Commissioners: (4) \$35,350
Assistant Chief Executive Officers: (6) \$24,687-\$26,255
Chief Executive Officer: \$29,231
Counsel: \$32,267
Deputy Commissioners: (7) \$21,545-\$25,470
Executive Assistant to the Chairman: \$31,039
Secretary to the State Liquor Authority: \$25,471
Secretary to the Chairman: \$13,417
Special Assistant to the Chairman: (3) \$21,545-\$30,134
Council on Architecture
Chairman: \$43,250
Executive Director, Council on Architecture: \$31,593
Secretary to Executive Director: \$12,976
Secretary to Assistant to Executive Director: \$11,383
Budget Division
Director: \$47,800 plus \$3,000
Deputy Director, (2) at \$45,382 (1) at \$27,500
Secretarial Stenographer: \$11,859
Secretary to the Deputy Director of the Budget: \$12,021
Secretary to Director: \$18,643
(To Be Con't Next Week)

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Civil Service Activities Association

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London	\$279	West Coast	\$179	Innsbruck	\$399
Paris	\$264	Las Vegas	\$239	Jamaica	\$309
Hawaii	\$369	Rio de Janeiro	\$439	Acapulco	\$539
Curacao	\$269	Madrid	\$379	Venezuela	\$269
Mexico	\$349	Miami	\$334		

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Parks Poet Concludes 25 Years

WEST ISLIP—Gov. Malcolm Wilson and Robert Moses were among those who sent messages of appreciation to Kay Magenheimer upon her retirement from the Long Island State Park and Recreation Commission after 25 years in state service plus another 22 years in private industry.

A published poet and active in religious and community affairs, Ms. Magenheimer started Oct. 1, 1949 with the New York State



Kay Magenheimer, center, was honored upon her retirement after 25 years of State service in the Long Island State Park and Recreation Commission. She was the first woman in the Commission's history to advance to the post of head account clerk. With Ms. Magenheimer is State Senator Owen H. Johnson, left, and Harthon L. Bill, Commission general manager.

Department of Transportation (known then as the Department of Public Works). She was transferred to Jones Beach on a promotion in 1956 and then in 1958 to the administration headquarters of the Commission in Babylon, where she remained until her retirement. She was the first woman in the Commission's history to advance to head account clerk.

Ms. Magenheimer is listed in the "International Who's Who in Poetry" and the forthcoming "Dictionary of International Biography." She is also a nominee for the forthcoming "Who's Who of American Women." She is the author of the 1963 prize-winning book of poems "Love's Stigmata" and the soon-to-be-published "Ah, Camelot."

With Msgr. Eugene J. Crawford, former spiritual director of the Sisters of St. Dominic, Amityville, and now pastor of Holy Redeemer Church, Freeport, Ms. Magenheimer was co-founder of the Amityville chapter of the Third Order of St. Dominic, Secular, now known as the Dominican Laity, and for almost a decade was a member of the board of directors of Our Lady of Consolation Home for the Aged in Amityville. She also served as a member of the New York State regional committees for the 1960 and 1971 White House Conferences on Aging.



HONORED IN ERIE — Four members of the Erie County Civil Service Employees Assn. Correctional Facility unit were cited with plaques bearing their service insignia at the unit's first annual retirement party. Above, from left, are correction officers Barney M. Jaszynski, 21 years service; Vincent J. McCarthy, 18 years service; Andrew J. Sojka, 25 years service, and nurse John C. Roes, 13 years service. Correction officer Alfred S. Pratt with 21 years service was also cited but was unable to attend the event. About 150 guests were present at the party which was held at the Twin Village Post 463, Veterans of Foreign Wars, in Depew.

40-Year Educator Named New Retiree Coordinator

ALBANY—Thomas A. Gilmartin Jr., a retired educator with 40 years of teaching experience, has been appointed to the newly created staff position of coordinator of retiree recruitment and services for the Civil Service Employees Assn. retiree division.

Mr. Gilmartin, a graduate of the Catholic University of America, holds a master's degree in education from the State University of New York at Oneonta. Prior to his retirement this year, Mr. Gilmartin taught primary and secondary education in both public and private schools. For the last 20 years of his career, he was employed by the Scotia-Glenville Central Schools as a high school teacher in English

and faculty sponsor for the school's yearbook and newspaper.

As coordinator, Mr. Gilmartin will provide advice and direction to members in CSEA's new retiree chapters. His duties will also include notifying retirees of changes in retirement and social security laws as well as informing members on ways to obtain benefits from local laws or resources.

Dutchess-Putnam First Fete

POUGHKEEPSIE—More than 80 persons attended the first annual anniversary dinner of the Dutchess-Putnam Counties Retirees chapter of the Civil Service Employees Assn. Nov. 20 at the Elks Club here.

James J. Lennon, president of the Southern Region of the CSEA, spoke on proposed legislative programs for the retirees,

including cost-of-living provisions in pensions and improved insurance and death benefits.

Other speakers were Nellie Davis, president of the retirees, Richard Snyder, president of the Wassale Developmental Center CSEA chapter, and Dutchess County Sheriff Lawrence Quinlan. John R. Deyo, CSEA field representative, was toastmaster.

Last Opportunity To Join Old Retirement Program

In what was known as the Omnibus Retirement Bill, passed by the Legislature last year, provision was made for membership in the Retirement System, as it existed before the current pension freeze. (See Leader issues of June 4, 1974, July 9, 1974, and July 16, 1974.)

To be eligible for participation in the old retirement plan, the employee must have been employed prior to and including June 30, 1973, by the State of New York or by an employer who participates in the Retirement System.

Ernest Wagner, chairman of the Civil Service Employees Assn.'s pension committee, has pointed out that the deadline for affidavits to be filed with the State Retirement System is Dec. 31, 1974.

Consequently, The Leader has requested permission of the Employee's Retirement System to reprint the form, so that applicants can clip it and fill it out, with notarization, so that it can be used as an official form.

With time slipping away, applicants are cautioned by Mr. Wagner that the forms are to be received by Dec. 31—not merely postmarked, so immediate attention should be given to the matter by those persons who are interested in changing to the old system.

Mr. Wagner explains that retirement policy numbers have seven digits, followed by a dash and an eight (xxxxxxx-8). If the first two digits are "13" these are new policies, not included under the old system (13xxxxx-8).

These "13-" numbered policies belong to people who are still eligible to join the old system.

Explanation of this procedure was also printed in the Oct. 1, 1974, Leader in a report by Ben Gumin, second vice-president of Nassau Educational chapter.

Mr. Gumin's advice included the following statement:

"Many employees were not advised of their rights to retirement benefits. They simply assumed that as civil servants they would be entitled to pensions at the time of retirement at age 55. Prior to the laws of July 1, 1973, any civil service employee hired on or after that date must have had a minimum of five years of civil service employment by 62 years of age before they are entitled to retirement benefits.

"Those employees who have not entered into the retirement system and who have years of service prior to July 1, 1973, have an amnesty period up until Dec. 1, 1974, but no later. They must petition Arthur Levitt, New York State Comptroller, Albany, requesting affidavits attesting to the fact that they were not advised of the opportunity to join the retirement system."

The actual form, RS 5230, may be used, of course, instead of the facsimile printed on this page.

STATE OF NEW YORK EMPLOYEES' RETIREMENT SYSTEM POLICEMEN'S AND FIREMEN'S RETIREMENT SYSTEM

_____, being duly sworn, deposes and says:

1. I am presently employed by _____
2. On June 30, 1973, I was actually in the employ of _____

a participating employer of the Retirement System, and I have been continuously employed since that date by the State of New York or by an employer which participates in the Retirement System.
3. For reasons not ascribable to my own negligence, I did not become a member of the Retirement System prior to July 1, 1973.
 am now a member; my registration number is _____
4. I am not yet a member; please send required application.
5. As authorized by Chapter 510 of the Laws of 1974, I request that I be deemed to have become a member of the Retirement System on June 30, 1973.

(Signature)

Sworn to before me this

_____ day of _____, 197

(Notary Public, State of New York)
(Please Affix Stamp)

(Name - Please Print)

(Address)

Note: This affidavit must be filed with the Retirement System on or before December 31, 1974.

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 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

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

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

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

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

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York, 10048, (phone: 488-4248); **State Office Campus, Albany, 12226; Suite 750, 1 W. Genesee St., Buffalo 14202.** Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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.

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-6000; and for federal, 526-6192.

ALBANY BRANCH OFFICE

FOR INFORMATION regarding advertisement, please write or call:

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303 SO. MANNING BLVD.
ALBANY 8, N.Y. Phone IV 2-5474

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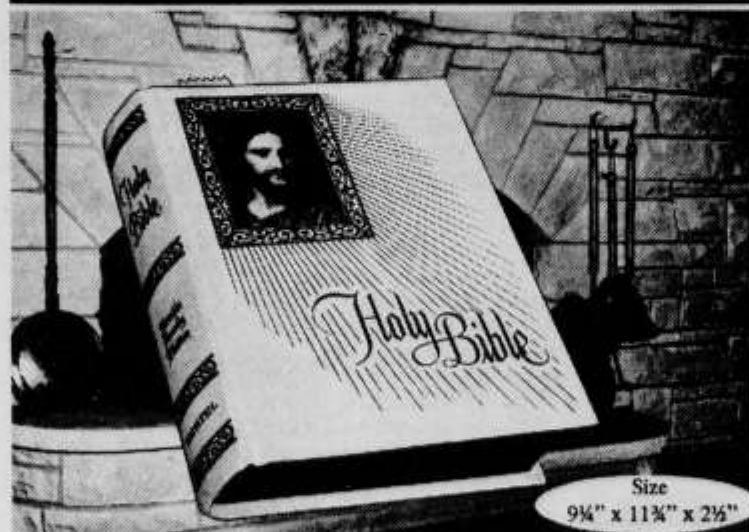
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Clarkstown Group Gains January 1st Increments

CLARKSTOWN—The 170-member Clarkstown unit of the Civil Service Employees Assn. ratified its new three-year contract by what appears to be an unprecedented unanimous vote.

An item with which the Clarkstown members seemed especially pleased involves the payment of increments on Jan. 1 of each year rather than upon the individual worker's employment anniversary date. This gives the effect of a raise for those not hired until late in the year.

CSEA collective bargaining specialist Pat Monachino said other major items gained included an approximate \$1,000 raise for each of the three years per person with cost-of-living raises in the second and third years plus a non-contributory dental plan for both individuals and their families to be administered by the unit. There had been no dental plan provision in the previous pact.

Union negotiators included Mr. Monachino, unit president Art Huggins, Bob E. Ross, Beth Greene, Frances Sikora, Harold

E. Aber, Dick Baker, John Clune and George Drescher. Negotiations began in June.

All benefits and the new salary schedule begin Jan. 1, 1975.

"We're very pleased with the contract, as you could tell by the vote," Mr. Huggins said. "Pat Monachino made a great presentation to the membership, in

giving examples of the raises the various members will receive. That really settled it."

Town Supervisor George S. Gerber signed the contract for the town; Mr. Huggins signed for the union. Town attorney Murray Jacobson attested to the signing for the town and Evelyn Knerr for the union.

Williamsville 2-Year Pact Includes Raises, Benefits

WILLIAMSVILLE—A 2-year contract providing raises of up to 25 cents per hour retroactive to July 1, plus increments and other benefits for Williamsville School District employees represented by the Civil Service Employees Assn., was ratified by the union's members, according to CSEA Williamsville School unit president James F. Burgoyne.

Under terms of the pact, 12-month employees of the district, principally maintenance workers, will receive 25 cents additional per hour each year plus increments based on length of service until they reach the top of their salary grade and additional longevity raises of \$100 to \$300 per year after 12 to 25 years of service in the district.

Part-time employees, mostly cafeteria workers, will receive 10 cents additional per hour plus increments and longevity pay as well as paid holidays as follows: Thanksgiving and Christmas the first year, plus New Year's Day, Veterans' Day and Columbus Day in the second year.

Full-time employees covered by the contract will receive an additional half-day holiday on Christmas Eve during the first year, increasing to a full day the

second year, during which the Monday after Easter will also be a paid holiday.

All employees in the bargaining unit will benefit from a shared cost prescription plan added to the Blue Shield-Blue Cross health plans, and a sick leave policy permitting the accumulation of up to 160 days of sick leave, up from 150 days in the current contract.

Negotiations, which took place over a period of nine months, were conducted by personnel director William Ferrara and the assistant superintendent for business Joseph Day for the Williamsville School District while CSEA field representative James Stewart was chief negotiator for the union with the following negotiating team members: unit vice-president Robert Allen and members Paul Glasar, Loretta Wylie, Mary Ralsch, Louise Lougen, Vincent Sicari, John Czermerys and Donald Baumgartner.

Flaumenbaum Heads Publication Group

ALBANY — Irving Flaumenbaum, dean of CSEA vice-presidents, has been named by CSEA president Theodore C. Wenzl to head a committee to negotiate for the official publication of the Civil Service Employees Assn.

Serving with Mr. Flaumenbaum, who is president of the organization's Long Island Region 1, are the other nine statewide CSEA officers.

In addition to Dr. Wenzl, they are executive vice-president Thomas H. McDonough, secretary Dorothy MacTavish, treasurer Jack Gallagher, and vice-presidents Solomon Bendet, James Lennon, Joseph McDermott, Richard Cleary and William McGowan.

Benefits, Pay Hike Won By Johnstown

JOHNSTOWN — Employees of the City of Johnstown, Fulton County, will receive a 70-cents-an-hour pay hike and other benefits as a result of a two-year work agreement negotiated by the Civil Service Employees Assn. and representatives of the city administration.

This is the first contract negotiated by CSEA in this newly

formed unit of the CSEA Fulton County chapter, according to field representative Aaron Wagner, who assisted in the negotiations.

The salary raise involves a 40-cents-per-hour boost effective Jan. 1, 1975, and a 30-cents-an-hour increase effective Jan. 1, 1976. Other provisions of the new pact include an additional holi-

day (Good Friday); sick leave accumulation to 120 days; one hour minimum call-out time; and additional vacation days based on years of service, featuring 20 days annually for employees with ten or more years as of Jan. 1.

Members of the CSEA negotiating team were Sanford W. Fisher, CSEA unit president; Sherman Bowman, and Joseph Forsey.

Farmingdale SUNY Setting Party Date

FARMINGDALE — The State University at Farmingdale chapter of the Civil Service Employees Assn. has scheduled a Christmas party for Dec. 21, it has been announced by Art Hennessy, president of the chapter.

The party will be held in The Androns restaurant, Plainview, starting at 9 p.m. Tickets are \$7 for members and \$10 for non-members.

Syracuse Area Chapter Schedules Fulton Meeting

FULTON — The regular meeting of the Syracuse Area Retirees' chapter of the Civil Service Employees Assn. will be held Tuesday, Dec. 10, at 2 p.m. at

Lakeview Lanes, Fulton.

President John Tanzi will preside and said that any retiree in the Onondaga, Cayuga or Oswego County areas is invited to attend.

TIME OUT IN MONROE



Martin Koehnig, left, president of the Civil Service Employees Assn's Monroe County chapter, welcomes Congressman Frank Horton (R-34th CD) and Ange Monteleone, member of the chapter board of directors, to Monroe county dinner-dance at Logan's Party House, Rochester. Monroe County chapter is eighth largest in entire CSEA statewide structure, and the largest in the union's Western Region 6. (Leader photos by Jim Laragy)



Committee members for the dinner-dance take time out from hustle and bustle that kept them busy attending to details throughout the evening. Exhibiting smiles that indicate that all went well are, seated from left, Dom Miglioratti and Robert Bray; standing are James Mangano, Dolores Pezzulo and Ange Monteleone. Monroe chapter has a membership of approximately 3,000 public employees.



Marty Zaremski, an employee in the County Department of Social Services, perform another act of good will by reaching into the bucket to draw names of winners of door prizes.