

Civil Service LEADER

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Retirement Options

— See Pages 8 & 9

CSEA PUBLIC RELATIONS



ON THE MOVE — Civil service workers are told to "Keep moving" as they picket Dutchess County offices in protest of County Legislature's failure to act on contract agreed to by Civil Service Employees Assn. members and the County Administration. Deputy sheriffs at the scene would not even allow picketers to line up at water fountain.

Dutchess' Strike Ends; Reach Tentative Contract Agreement

POUGHKEEPSIE—Nearly 900 Civil Service Employees Assn. members returned to work late last week after shutting down Dutchess County operations for one week.

CSEA collective negotiating specialist Emanuele Vitale, Dutchess County unit president Bernard Veit and Region III attorney Thomas Mahar Jr. emerged from a six-hour meeting Thursday with State Supreme Court Judge W. Sweeny and Dutchess representatives. The three informed the county CSEA unit negotiating team that a tentative agreement had been reached for a new contract settlement. Mr. Vitale, Mr. Veit, unit vice-president Lawrence Heaton and a unit member, Marion Otto, had been subpoenaed to appear before Judge Sweeny Thursday morning to answer injunctions against the strike. Mr. Mahar suggested during the hearing that county

(Continued on Page 16)

Wenzl Donates To War Chest In Rensselaer County

CSEA president Theodore C. Wenzl kicked off the effort to build a war chest for Dutchess County strikers by donating the equivalent of one month's value of his honorarium as the union president. In addition to the \$1,800 contribution by Dr. Wenzl, \$500 has been contributed by the CSEA Field Staff Association. Pledges have also been made by several County chapters.

The Day They Tallied The Ballots

By DAN CAMPBELL
TROY — The last hour of any representation election, be it for a village unit, a county chapter, a state bargaining block, is the longest hour time ever wove.

The second hand of every watch, every clock seems to be

held back by some invisible force. Time literally drags by.

This was true of the last hour of the Rensselaer County representation election between the Rensselaer County unit, Civil Service Employees Assn., and the Service Employees International Union, Local 200.

The Public Employment Relations Board had established three polling places to handle the potential 1,100 voters. The Van Rensselaer Manor's polling place opened at 6 a.m. and closed at 10 a.m. to open again from 12 till 4 p.m. when its ballot box would be sealed and the ballots brought to the County Court House for counting with others cast at the Health Department and the County Court House polling sites.

"Why does every election begin an hour too early and end an hour too late?" one of the poll watchers asked, the faded walls jokingly. The PERB officials only smiled and didn't offer any explanation.

A few voters arrived as the clock's hands crawled to 4:15 p.m. In seconds they were gone. "We had one vote at 3:59 and 50 seconds," another voice commented tiredly from the back of the room. The clock raced to 4:20.

A news reporter entered and checked with the PERB officials. "Please sit in the back so

(Continued on Page 14)

Creedmoor Therapy Aides Restored To Their Posts

QUEENS VILLAGE—"We all feel it's a great victory!" That was the way Dorothy King summed up a decision last week in Queens County Supreme Court by Justice Ann Duffley that restored 42 mental therapy aides, laid off July 16 from Creedmoor Psychiatric Center, to their jobs.

Ms. King is first vice-president and Mental Hygiene representative of the Creedmoor PC chapter, Civil Service Employees Assn. CSEA brought a suit to bar the firings of the 42 aides. Justice Duffley's decision against the Creedmoor administration clears the way for their return to work with pay for the period in which they were laid off.

The Queens justice noted that Creedmoor, in Queens, lies in the same layoff unit as institutions in the other four boroughs of New York City. In the unit, there were more than 60 provisional or temporary workers holding the same or similar job titles and Justice Duffley noted that, under Section 80 of the Civil

Service Law, the Creedmoor aides were laid off without measuring their seniority against all others in the layoff unit.

The layoffs came as a result of the Creedmoor administration's being ordered to reduce its operating budget by about \$500,000. Commenting on the fiscal

(Continued on Page 3)



Movement On Bill To Restore Rights Of Fed Employees

CIVIL SERVICE employees are engaged on a wide variety of fronts to protect their economic status, as states and municipalities throughout the country try to

(Continued on Page 6)

Connellie Sets Date For Trooper Exam

ALBANY—Superintendent William C. Connellie of the New York State Police has announced the scheduling of a written competitive examination for the position of trooper to be held Sept. 20 at 15 locations throughout the state.

Any person wishing to take the examination may obtain an application from any State Police station or by writing to the Director of Personnel, New York State Police, Building 22, State Campus, Albany, N. Y. 12226.

Applications must be post-marked no later than Sept. 3.

When the completed application is received, applicants will be advised when and where to report for the written test and receive an admission card to the test location.

Candidates must be at least 20 years old on the date of the examination and must be between the ages of 21 and 29 at the time of an appointment. The maximum age of 29 may be extended up to six years for military service.

The basic requirements for a trooper include a high school or equivalency diploma, United States citizenship at the time of the examination, residency in New York State at the time of an appointment, a valid New York driving license and a year's driving experience, and sound physical condition as determined by a medical examination prior to appointment. A conviction for a felony is an automatic bar to

an appointment.

The 4,000 applicants scoring highest on the written test will be eligible to compete in the next phase of the examination process, the physical performance test. The next steps in the examination procedure are an oral interview and a background investigation of fitness.

A competitive list will be established on the basis of a composite score of the results of the written test, 65 percent of the final score, and the physical performance test, 35 percent of the final score. Veteran's credits will be added to the final score as required by law to determine the final eligibility list.

No appointments of troopers will be made before next April and the number eventually made will be determined by budget authorizations by the Legislature.

Locations for the written examination include Albany, Bay Shore, Binghamton, Buffalo, Elmira, Glens Falls, Middletown, New York City, Olean, Plattsburgh, Rochester, Syracuse, Utica, Watertown, Yonkers and other locations as determined by the volume of applications.

By ALAN BERNSTEIN
ALBANY — A variety of open-competitive positions now exist in various departments of state government. Salaries in the statewide offices range from \$7,024 to \$31,255.

In the Department of Taxation and Finance positions as chief clerk surrogate, head clerk surrogate, principal clerk surrogate and senior clerk surrogate exist. For the chief clerk six years of clerical experience in a law office, surrogate court or other governmental agency is necessary. For head clerk five years; for the principal clerk four years; and for senior clerk three years are needed. One year of the above experience must be in work involving transfer and estate law, estate administration of fiduciary matters.

For the \$9,029 position of medical record librarian, candidates must be certified as a medical record technician or have two years of medical record librarian experience. The jobs exist in various statewide facilities of the Mental Hygiene and Health Department.

Five years' experience in production and estimating positions in a printing firm, will qualify candidates for the \$10,714 job as printing audit assistant. College education with a major in graphic arts may be substituted for up to one year of experience. In addition, a position as printing audit supervisor, is open with

the Audit and Control Department. To qualify, candidates need eight years' experience with a large volume printing concern. The experience must include three years in an administrative position.

Positions as compensation claims auditor and senior compensation claims examiner exist with the State Insurance Fund. For the \$10,714 position of claims auditor a college degree and 24 undergraduate or graduate credits in accounting will qualify applicants. The claims auditor job, paying \$13,404, is open to candidates with six years' experience in the examination, investigation or adjustment of insurance claims. College work may be substituted for up to two years of experience.

In the hospital field, positions as hospital nursing surveyor, hospital administration consultant and hospital administration consultant are available. The nursing surveyor position is open to applicants with a registered nurse license, a degree in nursing and three years' experience. For hospital consultant, candidates must have a master's degree and three years' experience; and for senior consultant a master's degree in hospital administration and five years' of experience, one of which must be as an assistant administrator of a hospital is necessary.

In the Office of Parks and Recreation there is a vacancy for principal environmental analyst, a \$21,545 a year position. To qualify candidates must have a bachelor's degree in forestry, biology, engineering, physics or chemistry and have had four years' experience in evaluation of actions which might have an impact on the environment. Graduate training in any of the fields may be substituted for up to two years' experience.

Many positions as research analysts in different state offices are open. In the Health and Correction Services Department, jobs as senior research analyst, associate research analyst, research analyst, and research assistant are available. And in the Department of Transportation, positions as associate research analyst, senior research analyst,

and research analyst are open. Varying degrees of education and experience are needed for these posts.

For all of the above positions, applications must be received by Sept. 2 with exams scheduled for Oct. 4.

Applications must be received by August 25 for the \$31,255 position of employee health service physician I. All applicants must have a license to practice medicine and either one year of medical experience or two years' of approved residency training.

No written exam is necessary for this position. Candidates will be evaluated on their training and experience in relation to the duties and requirements of the position.

For complete information and applications, candidates should contact the State Civil Service Department at Two World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 West Genesee Street, Buffalo.

24 Fire Officers Finish Training

Twenty-four members of the New York City Fire Department have completed classes at the Officer's Induction Training School, Division of Training.

The firefighter-students are Robert G. Conrad, Paul Landolfi, Eugene Albertelli, Michael Uzzi, John Meehan, Vincent Romeo Jr., John Walsh, Thomas White, Thomas Fried, Gerard Sweeney, John Ryan, and Brian O'Flaherty. Also, Thomas Anello, Frederick Leute, Frederick Prigge, Frank Adamo, Thomas Anderson, Joseph Maguire, Salvatore Augeri, Joseph Sommo, Francis Cassidy, Joseph Spallino, Burton Green, and William Hillery.

Lt. Fried, of the 8th Battalion, received a certificate of merit for achieving the highest rating in his class.

Columbia Univ. P.O. Remodeled

The United States Postal Service has taken a step in upgrading working conditions and mail service efficiency at the Columbia University Postal Station.

The station was remodeled, and rededicated at a ribbon-cutting ceremony July 28.

New York Postmaster John R. Strachan said, "Columbia University Station has been serving the community since 1940 and the general public, as well as community leaders, were able to share in this ceremony."

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Grant To Upgrade W'Chester Jobs

ALBANY — Approval of a \$25,000 federal grant to the State of New York was announced jointly by Gov. Hugh L. Carey and Virginia M. Armstrong, director of the New York Region, U.S. Civil Service Commission.

The grant, awarded under the provisions of the Intergovernmental Personnel Act, will be

used to improve job developmental opportunities for local government employees in Westchester County.

IPA grants are provided to help improve the quality of public services by upgrading personnel systems and practices and by training state and local government employees.

In addition to grants, IPA provides for the temporary assign-

ment of personnel between the federal government and state and local governments and institutions of higher education; the admission of state and local government employees to federal training courses; the study of ways to improve personnel management systems, and providing technical assistance in a range of personnel services.

Civil Service Activities Association

Summer '75!

1. The Tour Book.

Weekends
Disney World \$149
Las Vegas \$219

One Week
West Coast \$369
Las Vegas \$239
Freeport \$199
Rome \$399
Mexico \$329
St. Maarten \$299
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Two Weeks
Spain \$499
West Coast \$399
London \$309
Greece & Yugoslavia \$579
Mexico \$389

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2. The Flight Schedule.

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EDUCATION OFFICERS — Newly elected officers of the Education chapter, No. 657, Civil Service Employees Assn., were installed recently in the office of CSEA president Theodore Wenzl by William L. McGowan, executive vice-president of the Association. From left are Nicholas Fiscarelli, president; Dot Nadoraski, treasurer; Mr. McGowan; Margaret Egan, secretary; Gerry Dickson, second vice-president; Ernie DuMond, first vice-president.

Cayuga County Wins 12.5 Percent Salary Increase But Layoffs Threatened

AUBURN—The Cayuga County Legislature and county Civil Service Employees Assn. members have approved a two-year agreement calling for a 6.5 percent wage increase, retroactive to Jan. 1.

The second year of the contract calls for a 6 percent hike. The contract covers about 500 workers.

The agreement was accompanied, however, by warnings from several county legislators on possible layoffs.

Paul Burke, chairman of the legislature's finance committee, said that, "the greater the pay increase for the workers, the fewer workers there are going to be to receive it."

Ron Smith, field representative, said that layoffs did not enter into the negotiations. Possible layoffs will be faced when

the time comes, he added.

He said that Cayuga employees were already overworked and firing more would serve no purpose.

"The county employees should not be made scapegoats for the county's financial problems," said Mr. Smith.

The contract calls for a maximum wage increase of \$900 for 1975 and \$850 for 1976. There will be no changes in the employees' increment column.

Earlier this year, after negotiations had broken down, a fact-finder was brought in and recommended increases of 8.5 and 7.5 percent for 1975 and 1976, respectively.

CSEA members approved the recommendations, but the County rejected the proposal. The County was looking for 5 and 4.5 percent boosts without retroactivity.

Prior to the agreement, CSEA members had mounted informational picket lines around the Cayuga County office building.

Korchak & Goodwin Win In Binghamton

BINGHAMTON — Eleanor Korchak and Fran Goodwin were elected president and first vice-president, respectively, of the Binghamton chapter, Civil Service Employees Assn.

Other officers, all of whom will serve two-year terms, are; Jeanette Began, second vice-president; Edwin Lewis, third vice-president; Jacqueline Burgess, secretary, and Margaret Campoll, treasurer.

Delegates and alternates include Michael Gorman and Suzanne Snyder (SUNY at Binghamton); Frank Micalizzi and Anthony Sarantopoulos (DOT), and John Panaro and Fred Cheatwood (DT).

Syracuse Retirees

AUBURN — The quarterly meeting of the Syracuse Area Retiree chapter, Civil Service Employees Assn., will be held Tuesday, Aug. 5, at Reardon's Restaurant, Market and Genesee Sts., here.

Creedmoor's Aides Restored

(Continued from Page 1)

problems of the institution, the ruling observed: "Respondents' present predicament is a problem of their own making."

It is not known at Leader presstime whether the Creedmoor administration will appeal the decision.

"This is a very good example of how CSEA fights for its members," Ms. King added. "It also seems to show that CSEA and the employees at Creedmoor are more concerned about the care the patients receive here than the administration is."

CSEA officials repeatedly pointed out that the aides are the people most in contact with patients and are the primary source of their therapy and care.

When the layoffs were announced, Creedmoor chapter president Terry Dawson requested that Creedmoor director William L. Werner provide a complete seniority roster of all therapy aides in the layoff unit at Creedmoor, a complete seniority

roster of all therapy aides in the geographic layoffs unit, and a copy of the displacement roster for the layoff unit.

Receiving no response from Dr. Werner, the union charged that the workers were not being accorded an opportunity to evaluate their retention rights under Civil Service Law to displace other employees by "bumping" or "retreating," and instructed its regional attorney, Stanley Mailman of Mailman and Volin to proceed with the Supreme Court action.

Mr. Mailman and Nicolas Laskas argued that Creedmoor's ac-

tion "threatened the affected employees with layoff or suspension in violation of their rights to retain their positions as against employees with less seniority" and that in refusing information, the institution had acted in an arbitrary and capricious manner.

"We are already understaffed at Creedmoor," Ms. King concluded. "Layoffs will affect the adequate care and treatment of the residents here. However, if, in the future, layoffs must come, we're going to see that the administration obeys the provisions of our contract."

PERB Clears Road For Putnam Pact

(Continued from Page 1)

keeper and Thomas Bergin.

Mr. Scanlon had high praise for CSEA regional attorney Arthur Grae, who filed the improper practice charge on behalf of the union.

"Mr. Grae's legal assistance has been invaluable to this

union, and as usual, his advice has been found to be absolutely correct. Such credit is due to him that our position has been upheld, the county has been found to have been bargaining in bad faith, and at last the supervisors must ratify the contract."

Bumpus To Head Western Thruway

BUFFALO — The 600 toll takers, maintenance workers and clerical personnel represented by the Western Thruway chapter, Civil Service Employees Assn., have elected Frank Bumpus president.

The chapter represents Thruway employees from Buffalo to Syracuse.

Others elected were first vice-president, Stewart G. Hauser; second vice-president, Al Steele; recording secretary, Joseph Graves; corresponding secretary, Rose Connally; delegates, Albert Sibilio and Mary Bumpus, and alternates, Mary Kennedy and Albert Gerla.

① CSEA calendar ①

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

JULY

31—Region 1 executive board special meeting: 7:30 p.m., Region 1 headquarters, North Amityville.

AUGUST

- 1—Erie County Social Services Department unit dinner-dance: Hearthstone Manor, 333 Dick Rd., Depew.
- 5—Syracuse Area Retirees chapter quarterly meeting: 2 p.m., Reardon's Restaurant, Market and Genesee Sts., Auburn.
- 9—Nassau County chapter picnic: 11 a.m.-5 p.m., Mushrooms picnic area, Hempstead Town Park, Lido Beach.
- 16—SUNY at Fredonia chapter picnic: College Lodge.
- 16—Town of Huntington unit picnic: 12 p.m.—dusk, Crabmeadow Beach, Northport.
- 27—Yorktown Custodial unit meeting and installation: 3:15 p.m., Middle School cafeteria, Yorktown Heights.

SEPTEMBER

- 6—Saratoga County Educational Employees chapter clamsteak: 10 a.m., Krause's Half Moon Beach, Crescent.
- 13—Suffolk County chapter picnic: 11 a.m.-5 p.m., Southaven County Park, Yaphank.
- 27—Orange County unit steak bake: 12 p.m., Thomas Bull Memorial Park Day Camp, Route 416, Montgomery.



ROCHESTER PC BOARD — Newly elected officers of the Rochester Psychiatric Center chapter executive board, Civil Service Employees Assn., recently held their first meeting. This year's contest had record numbers of candidates for office and voters. Above, seated, from left: Linda Plaisted, corresponding secretary; Marie McMaster, second vice-president; Mary Claire VanWie, recording secretary; William G. Crimm, president; Kurt R. Bischoff, treasurer, and Michael Alletto, first vice-president. Second row, from left: representatives Donna Valvo, Marlene Crenshaw, Robert Donalson Jr., Nancy Crandall and Edna Eaves. Third row, from left: Dorothy Bell, first alternative delegate; Bernard Duprey, second delegate, and representatives James Allen, Gary Lockhart and Vivian Holcomb. Absent are Helen Hall, second delegate; Katherine Scott, second alternative delegate; Betty Buckley, representative, and Pat Timineri, MDC delegate.

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
Clinical Physician I	\$27,942	20-414
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Administration Intern	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic—Statewide except Albany)	\$ 7,616	varies
Medical Specialist I	\$27,942	24-407
Medical Specialist II (Bd. Eligible)	\$33,704	20-408
Medical Specialist II (Bd. Certified)	\$35,373	20-408
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman (Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist	\$11,337	20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator	\$ 6,450	20-402
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)	\$35,373	20-391
Psychiatrist II (Board Certified)	\$35,373	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Medical Records Librarian	\$11,337	20-348
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
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
Variotype Operator	\$ 6,811	20-307

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

Questions And Answers

Q. My brother told me that Medicare's medical insurance pays for the services of suppliers. What is a supplier?

A. A supplier is a person or organization—other than a doctor or health care facility—that furnishes equipment or services covered by Medicare medical insurance. For example, ambulance firms, independent laboratories, and pharmacists and organizations that rent or sell medical equipment are considered suppliers.

Q. My brother was severely injured in a boating accident 2 months ago. He hasn't applied

for disability benefits yet because he says there's a 5-month waiting period. When should he file?

A. Even though there is a 5-month waiting period before disability benefits can begin, people should apply for benefits as soon as they become disabled. By filing early, the claim may be completely processed during the waiting period and benefits can begin at the earliest possible time—for the 6th full month of disability.

Q. I just got a letter from social security telling me that it's time for my redetermination. I've been eligible for supplemental security income payments for a year. Why do I have to have a redetermination?

A. Under the supplemental security income program, a yearly redetermination is made for each recipient. The purpose of the redetermination is simply to make sure that your payment amount is correct, and that there have been no changes in your income, resources, or living arrangements.

Q. Both my wife and I get supplemental security income payments. We're thinking of moving in with our son. If we

do, will our payments be affected?

A. Supplemental security income payments to people who live in another's household may be reduced. If you do move, you should report the change in your living arrangements to a social security office right away. You should also report any changes in your income or resources.

Q. My mother-in-law wanted to go into a nursing facility after a recent operation because she had no one at home to take care of her. The doctor wouldn't send her, though, because he said she didn't need skilled care. What did he mean by skilled care?

A. Medicare can pay for a stay in a skilled nursing facility only if the patient needs daily skilled nursing care or skilled rehabilitation services. Skilled nursing care means care that can only be performed by, or under the supervision of, licensed nursing personnel. Skilled rehabilitation services are services performed by, or under the supervision of, a professional therapist. Since your mother-in-law didn't need skilled care or services, Medicare would not have paid for her stay in the facility.

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ANNOUNCER: Are you looking for work? If so, you will want to check these openings listed with the New York State Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City, call 488-7330. For jobs outside of New York City in nearby New York communities, consult the Nassau and Westchester telephone directories. Look under New York State Department of Labor Job Bank.

If you find that today's openings aren't suitable for you, keep in mind that there are many other kinds of work available at our New York State Employment Service offices. And remember, there is never a fee to you or to the employer who lists his job with us. Now the listings:

SPEAKER 1. In Brooklyn, there's an opening for a **CASE WORKER** with a Master's degree in social work. Will do psychiatric screening. Applicant must have at least one year of experience and be able to speak Spanish. Salary \$13,000 a year.

2. Next is a position for a **SEWING MACHINE OPERATOR** experienced on books. Will sew library bindings using over-sew machine. This job is also in Brooklyn and pays \$4.00 an hour and up.

3. A **DRAPERY HANGER** is needed in Manhattan. The employer is looking for someone with experience installing hardware. Must have driver's license. Will operate automatic van. The pay is \$165 a week.

4. Here's an opportunity for an **ENGINE REPAIR SERVICEMAN** or **WOMAN** in Brooklyn. Will overhaul air conditioning and refrigeration engines. Auto rebuilding experience is acceptable, the employer says. The pay is \$205 a week.

5. A Queens pharmaceutical firm needs a **SECRETARY**. Applicant must be able to operate telex machine and be prepared to do heavy steno. The salary is \$160-\$175 a week and could go higher.

6. A Manhattan employer is calling for a highly-experienced **STRIPPER**. No camera work, will do half-tones black and white. Must do color separation. Salary \$275 a week.

7. Taking a look at Long Island now, we see that a **TAPE LIBRARIAN** is in demand there. The job is with a large data processing installation and involves maintaining and controlling a tape library. The applicant should have at least three years' experience in a sizable operation, with one year of supervision. Experience with an OS system is also required. The job pays \$200 a week.

8. Also on the Island, there's a vacancy for a **FENCE ERECTOR** with two-five years of all-around experience. Will have varied duties in field and yard. Salary \$150-\$250 a week, depending on the job-seeker's experience.

9. A manufacturer of heavy machinery in Brooklyn has put in a call for a **MECHANICAL ENGINEER**. Applicant must have ME degree and eight-ten years of experience as an installation engineer, and know heavy machinery. Will write specs, take bids, and deal with subcontractors. The job also requires some travel. Salary \$20,000-\$23,000 a year.

10. A **CONTROLLER** for TV productions is also high on our

wanted list. Will work on cost analysis, financial reports and budgets. The position is in Manhattan and calls for someone with a Master's in Business Administration. A background in international finances and TV is helpful for this position which pays \$19,000 a year.

11. In the Bronx, there's a good spot waiting for an **AUTOMOTIVE MACHINIST** with a truck repair outfit. Will re-bore truck engine blocks and re-face valve seats. Must be able to operate metal-working machines and read micrometers. The pay is \$200 a week.

12. This next opportunity is for a **CLERK-TYPIST** who can type 50 words a minute. Will also do filing and answer telephones. The salary is \$160 a week.

13. Up in Westchester, there's an opportunity for a senior **PHYSICAL THERAPIST** to work with children. Will decide on testing and use sophisticated electronics equipment. Applicant must be a registered therapist with two to five years of experience. This position pays \$13,700 a year.

14. A **MAP DRAPTER** is also on the wanted list in Westches-

ter today. The employer wants someone who can handle drafting, layouts and sketches for reports. Experience in planning consultation, engineering or landscape architecture would be helpful. Salary \$10,000-\$14,000 a year.

15. We wrap up today's job listing with an opening for a **TRUCK CRANE OPERATOR**. Must have scrap yard experience and be able to operate a magnet. If you've worked a tractor crane, the employer says he may be able to use you. This job is in Brooklyn and pays \$6.10 an hour.

ANNOUNCER: The phone number again for New York City jobs is 488-7330. For those Long Island and Westchester jobs, check the Nassau and Westchester telephone directories. Look for the Job listing under New York State Department of Labor. You have been listening to another edition of the Want-Ad Column of the Air.

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

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK, WOODSIDE SAVINGS AND LOAN ASSOCIATION, Plaintiff, against EZRA LEBOVICS, if living, and if he be dead, any and all persons, unknown to plaintiff, claiming, or who may claim to have an interest in, or general or specific lien upon the real property described in this proceeding; such unknown persons being herein generally described and intended to be included in the following designation, namely: his respective heirs at law, next of kin, distributees, executors, administrators, trustees, devisees, legatees, assignees, lienors, creditors and successor in interest, and generally all persons having or claiming under, by, or through said defendants who may be deceased, by purchase, inheritance, lien or otherwise of any right, title or interest in and to the premises described in the complaint herein, and the respective wives or widows of them, and the respective husbands or widowers of them, if any, all of whose names are unknown to plaintiff and cannot after diligent inquiry be ascertained; et al. Defendants. Plaintiff designates New York County as the place of trial, based on the location of the premises herein. SUPPLEMENTAL SUMMONS. Plaintiff resides in Queens County. To the above named defendants: YOU ARE HEREBY SUMMONED to answer the Amended Complaint in this action and to serve a copy of your answer, or if the Amended Complaint is not served with this Supplemental Summons, to serve a notice of appearance, on the Plaintiff's attorneys within twenty days after the service of this Supplemental Summons, exclusive of the day of service or within thirty days after completion of service, where service is made in any other manner than by personal delivery within the State; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the Amended Complaint. Dated: April 1, 1975. FRANK, STERNAT AND GENEROSA, Attorneys for Plaintiff, Office and Post office address, 60-20 Woodside Avenue, Woodside, N.Y. 11377. 639-6100. To the above named Defendants in this action: The foregoing SUPPLEMENTAL SUMMONS is served upon you by publication pursuant to Order of Mr. Justice Sidney H. Asch, Justice of the Supreme Court, New York County, dated June 27, 1975 and filed in the New York County Clerk's Office, 60 Centre Street, New York, where the Amended Complaint is also filed. The object of this action is for the foreclosure of a mortgage made by Singer Equities Inc. to Woodside Savings and Loan Association for \$116,000.00, recorded in the New York City Register's Office, New York County, in Liber 6415 of mortgages, page 308 on September 14, 1965, which mortgage is now owned and held by the plaintiff herein, and for the sale of the mortgaged premises No. 510/14 West 176th Street, New York City, New York, on the southerly side of West 176th Street, 187 feet 6 inches west of Amsterdam Avenue being 87 feet 6 inches wide front and rear by 99 feet 11 inches deep on each side, the easterly side running partly through party walls. Dated: June 10, 1975. FRANK, STERNAT AND GENEROSA, Attorneys for Plaintiff.

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TUESDAY, JULY 29, 1975

For Good Cause

IF CIVIL SERVICE Employees Assn. president Theodore C. Wenzl continues to make a habit of turning over his honorarium as the union's head to various CSEA war chests and welfare funds, he'll be working for free, as do so many of the union's chapter leaders throughout the state.

It is a magnanimous gesture on Dr. Wenzl's part, even though he is the only elected CSEA official to receive compensation of any consequence for the performance of his duties.

Probably most CSEA members do not realize that one of the reasons that their union dues are so small in comparison to other unions, is that most of their elected officials work for mere expenses.

While there is a paid staff at CSEA Headquarters in Albany, and in regional offices from which the field staff operates, the vast majority of the elected officials at the chapter and the regional level receive, at the most, small honorariums and/or expenses. Many end up by digging into their own pockets.

Most of these local leaders consider it a labor of love. They are to be admired for the hours of effort that they put into their union positions, since too frequently the service they perform is on their own time.

That this is often misunderstood by the rank-and-file members was illustrated recently at a meeting attended by CSEA executive vice-president William McGowan. Mr. McGowan found himself explaining that he was a civil service employee like everyone else at the meeting, and that he owed the state many days beyond what he was officially allowed.

While there are always those persons who are quick to criticize persons in authority, it must be remembered that elected officials are put into position by the voters.

Once the voters have made their decision, then it is up to the leaders to make the decisions that they feel are in the best interests of the majority of the voters.

It may not be possible to always agree with the individual decisions, but we do feel that a great deal of admiration is due those people who perform their tasks because of their dedication to the cause of unionism, and, without remuneration to compensate for the second-guessing criticism they must endure.

Dr. Wenzl's contribution of \$1,800 to the CSEA war chest is but the latest example of that spirit of dedication.

Display Of Unity

UNITY is often expressed in union meetings, but seldom is put into action with such firmness as that exhibited last week in the Civil Service Employees Assn. Southern Region III, which takes in the mid-Hudson Valley and Catskills areas.

Funds, picketers and encouragement were provided by members of each of the region's other seven local government chapters in coming to the aid of employees in Dutchess County, where a strike was called after failure of the County Legislature to act on a seven-months-overdue contract.

Too often in any organization, there is a tendency to think in terms of one's own interests.

That is why it should be a measure of pride to all CSEA members to know that when the chips are down, they can count on aid, not only from the state and regional structures, but from their fellow employees in other localities.

Such voluntary efforts are the backbone of a strong organization.

Don't Repeat This!

(Continued from Page 1)
balance their budgets by eliminating civil service positions, or by resisting more than ever the efforts of such employees to get salary increases to keep wage levels abreast of living costs.

On the other hand it appears that federal and postal service employees may at long last have restored to them the political rights which had been taken away from them 35 years ago with the enactment of the Hatch Act.

Up until this year, the Hatch Act also barred political activities on the part of state and local employees whose salaries were paid in whole or in part by Federal funds. The extent to which such freed employees will become effective in political activities may not be known until the November elections.

Reported Out

Last week the House of Representatives Subcommittee on Employee Political Rights and Intergovernmental Programs reported favorably to the full Committee on Post Office and Civil Service Employees. The bill is principally sponsored by Congressman Will Clay of Missouri, the chairman of the Subcommittee. Among the co-sponsors are Stephen Solarz, the Brooklyn Congressman. Significant roles in the development of the bill were played also by Congressman Edward I. Koch of Manhattan and Congressman John M. Murphy of Staten Island.

The final draft of the bill incorporates recommendations made to the Subcommittee by more than 100 witnesses at public hearings in all parts of the country.

The proposed bill discards the Hatch Act concept that political activities on the part of federal employees are "pernicious." Instead it sets forth as affirmative Congressional policy the encouragement of their participation in the political process. Thus, under the proposed bill, such employees will be permitted to run for public office on partisan political tickets as well as for political office, including the privilege of running for delegates to party nominating conventions.

In addition, the bill imposes an affirmative obligation on the Civil Service Commission to establish a program for informing federal employees of their rights of political participation. This obligation is coupled with a requirement that the Commission shall annually furnish Congress with a report of its programs for implementing such programs.

Involuntary Activity

The proposal also protects the federal employees from involuntary political activity. Thus it is unlawful for a superior official to require a member of his staff to participate in political activities in behalf of a particular candidate or party, or to demand contributions for political purposes.

As a further protection of employees against political pressures, the bill also establishes an independent Board on Political Activities of Governmental Personnel, whose function it will be to hear and adjudicate alleged violations of the law.

It is generally anticipated by sponsors of the bill that all legislative hurdles will be cleared sometime in September and that the House would be in a position

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

A Case Of Suspension

In a recent decision from the Nassau County Supreme Court, Special Term, Part I, it was decided that a suspension without pay for thirty days pursuant to the Civil Service Law prior to a hearing on stated charges is not violative of the United States Constitution. In this case, the petitioner, who had been employed at the Nassau County Medical Center as a Hospital Aide I, was served with charges in December 1974, pursuant to Section 75 of the Civil Service Law. She was immediately suspended at that time without pay for a period of thirty days. The charges included specifications to the effect that the petitioner was continuously late in reporting for work, refused to wear the proper uniform, continually left her post without permission and refused to perform the work assigned to her in the regular course of her duties. It was alleged that these refusals disrupted the established procedures of the hospital.

THE PETITIONER denied any misconduct prejudicial to the discipline in her department and commenced a proceeding pursuant to Article 78 of the Civil Practice Laws and Rules, in which she alleged that the 30-day suspension without pay without a pre-suspension hearing violated her rights to due process under the 14th Amendment to the United States Constitution.

The central issue in this case concerns the constitutionality of Section 75.3 of the Civil Service Law, which provides that an employee may be suspended without pay for a period not exceeding thirty days pending the hearing and determination of charges of incompetency or misconduct. Section 75 provides further that if an employee is found not guilty of the charges against him that he shall be restored to his position with full pay for the period of suspension.

THE COURT POINTED out that the petitioner's job in Civil Service is a property right which cannot be taken from her without satisfying due process requirements. The question, of course, is whether due process requires a pre-suspension hearing.

The petitioner, in this case, relies upon a group of U.S. Supreme Court cases, which hold generally that a hearing is required prior to a nonfinal deprivation of property in the absence of extraordinary circumstances. Those cases have been limited by more recent Supreme Court decisions which seem to turn on the issue of whether or not the statutory procedures involved reasonably accommodate the interests of all parties.

IN DECIDING TO DISMISS the petition the Nassau County Supreme Court relied upon a recent Court of Appeals decision *Matter of Jerry v. Board of Education*, which dealt with a case that arose under Section 3020a of the Education Law. In that case the Court unanimously held that suspension without pay of a tenured teacher is constitutionally permissible without a prior hearing. (*Palermo v. Eisenberg*, 367 NYS 2d 378).

Questions & Answers

Q. I visited the social security office during the first week of last month. It was really busy, and I had to wait quite a while before I got to talk to someone. Is the office always so busy?

A. Usually, social security offices are busiest on the first few days of the week and during the first 2 weeks of the month. Unless your business is urgent, the best time to visit the office is at the end of the week or during the last half of the month. And it's a good idea to call the office first. Often, business can be handled by phone and you won't have to make a trip.

Q. I started getting social security student benefits this

month. I work part time and know my earnings can affect my monthly payments, but does this include earnings I had before my benefits started?

A. Yes. In determining your social security benefits for the year, earnings for the entire year are counted. This includes months before your benefits begin, as well as months after your benefits end. If you earn over \$2,520 for the year, your benefits will be reduced \$1 for each \$2 over \$2,520. But no matter how much you earn for the year, you can get your full social security benefits for any month in which you neither earn over \$210 nor do substantial work in your own business.

SAVE A WATT

BUY U.S. BONDS

CAPITOL SPOTLIGHT

(From Leader Correspondent)

For years there has been talk about the way some legislators introduce bills for constituents, knowing full well that the measure will have no chance of passage. Sometimes, to make an even better appearance of industry and application in behalf of the home-folks, the lawmaker may ask to have the bill reported from committee, but then allow it to die on the calendar. The ultimate refinement in this type of gamesmanship is the one-house bill—a bill which will pass in the house of introduction, but which is not intended to be voted in the other house. Such measures have been labeled "turkeys" after the one-time description of that holiday fowl as "a creature which looks like a bird, has wings like a bird, but was never intended to fly."

THE SESSION just closed nearly set a record for lack of accomplishment, in that it passed fewer measures (1,083 to be exact) through both houses than any Legislature in the past 20 years. And even then, one must consider that this Session ran into the early hours of July 19, while the 1954 Session, which produced 1,055 bills passed, quit March 20! Even more important to Capitol watchers, though, was the all-time record high number of "turkeys" which flocked through the 1975 Session. The Senate passed 1,053 bills which were ignored in the Assembly, while the Assembly passed 1,369 bills fated to die in the Senate.

LETTERS TO THE EDITOR

Change The Image

Editor, The Leader:

As far as negotiating with the Carey Administration is concerned, fair play is dead. The Civil Service Employees Assn. negotiated for 1975 wage increases in "good faith." We presented our justifiable demands to the Governor and his negotiators, to the fact-finding committee and to the special legislative impasse committee. We refrained from striking in April and July. For our efforts at being law-abiding, State workers are rewarded with a \$250 bonus and three-quarters of an increment if applicable.

CSEA has been described as "non-militant." This image must be changed. We must still endure three more years of the Carey regime. The inflation rate has risen astronomically and will continue to rise. We need salary increases in the future. How can we achieve a salary raise? When Carey offers us nothing in fu-

ture negotiations, which he probably will, we cannot resort to mass Albany demonstrations, fact finders or impasse committees. We must resort to striking; to shut the State of New York down. Striking seems to be unpopular with CSEA members. Because of the Taylor Law, strikers can lose two days pay for every day on strike as well as be put on a year's probation. The cards are stacked against us. Carey and the state legislature violated the spirit of the Taylor Law. Who will punish them?

Every person reaches his breaking point. If we don't start thinking about the only weapon we have, the strike, we will have three bleak years to look forward to. The Governor and the legislators claimed that the tough fiscal condition of the State of New York makes pay increases impossible. Yet legislative salaries were raised by \$8,500 and the legislators voted themselves "lulus." I hope the members of the CSEA recognize this hypocrisy

for what it is and that on April 1, 1976, if necessary, we'll take appropriate action until our demands are met and we're granted amnesty. The time to organize is now; our breaking point has been reached.

Harold Tischeiman
The Bronx

Appreciates Attorney

Editor, The Leader:

In The Leader of July 8, there was a story about a Buffalo Psychiatric Center employee winning a case against the center with a job restored and an award of several thousand dollars. I am that employee.

As the story did, I give much credit to Tom Christie, Sarah DaRe and Al Long of the Civil Service Employees Assn. But nothing in the article mentioned attorney Paul Thielman.

Paul took the case to the limit and I know that if needed, he would have taken it to higher courts. He has had many clients at the center and has a very fine reputation—ask anyone around the Donovan Building where the hearings are held. If it weren't for him, I would have lost the case. He told the assistant director, Mr. Cohen, eight months ago, that I was going to win out; and I did.

Harold McGrath
Buffalo

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Don't Repeat This!

(Continued from Page 6)

to vote on the bill early in October. While there are many die-hards in the House who will oppose its approval, the sponsors are confident of a favorable vote. Thereafter, the bill will move over to the Senate side, and it is anticipated that final approval there will be recorded towards the end of the year.

Thus, from all indications it appears that the Hatch Act is approaching its end, and at long last all public employees will enjoy the political freedoms enjoyed by all other citizens.

Outline Of New York's Retirement Options

The following is extracted from the booklet, "Your Options At Retirement," published by the New York State Employees' Retirement System, 90 South Swan St., Albany, N.Y. 12210. The booklet begins with a message from State Comptroller Arthur Levitt. It applies, however, only to those employees not subject to Pension Revision Laws enacted July 1, 1973.

"For each year of your public employment in New York State, money has been put aside for your retirement either from contributions made by your employer or by yourself. Such contributions—along with those of other members of the Retirement System—have been invested so that each year interest has been credited to your account to increase the amount available for your retirement. For example, for the past several years, all members have received interest at 4 percent. Thus, a fund has been built up to provide you with a retirement allowance.

"You owe it to yourself and your family to consider carefully just how you want your retirement allowance paid. You have a number of choices, and the one you pick can have an important impact on you, your spouse, and your children.

"I urge you to familiarize yourself with the kind of options you have, even though your retirement may be some years away. Be sure, too, that your beneficiary designations are just the way you want them.

"After all, when you are ready to retire, the fund built up to pay you a retirement allowance is earmarked for you. The choice as to how you want it paid is yours too. It's a personal decision that must be made by you and you alone. We want to do all we can to help you with your decision, and we will be happy to supply specific figures on the various choices available to you when you retire. Equally important, you can be sure that we will carry out your directions just exactly as you give them to us. I invite you to call upon us when you near retirement age."

THE IMPORTANCE OF YOUR OPTIONS

When you retire, you have a number of options—or choices—as to how you would like your retirement allowance paid. The option you select will determine the amount of retirement income you will receive after retirement. Options are also available to allow your spouse or another beneficiary designated by you to receive income after your death. Thus, it is important that you and your beneficiaries understand exactly what choices are open to you and to them.

HOW YOUR RETIREMENT ALLOWANCE IS BUILT UP

For a complete understanding of your options, you should also know something about how your Retirement System works. Its purpose is to build systematically during your working years a fund from which benefits may be paid to you during your retirement years. Contributions have been made each year by your employer, by you, or by both of you, to provide a fund from which your retirement allowance will be paid. These contributions, along with those made

by and for other members of the Retirement System, are invested so that the account of each member is increased by the interest credited annually.

The size of the fund accumulated for your retirement will depend on a number of factors, such as your length of service, your salary progress, when you joined the System, your occupation grouping, your contributions, the plan you choose and others. For example, when you get an increase in salary, your employer contributes more on your behalf, and the greater your length of service, the greater the number of years during which contributions are made toward your retirement. The total amount accumulated for your retirement allowance increases each year but not necessarily by the same amount each year. It is at your retirement, when the fund for you is completely built up, that your options come into play.

HOW YOUR RETIREMENT ALLOWANCE IS PAID OUT

The amount of money which you begin to receive after retirement is called an allowance. It generally will have two parts, the pension part, which comes from your employer's contributions, and the annuity part, which comes from the amount you have contributed plus interest. Together, the pension and the annuity are called retirement allowance.

The payment of your retirement allowance is in a fixed number of dollars a month, but the number of these dollars depends upon actuarial calculations. Major factors which will determine the size of your monthly allowance, besides the size of the fund, are whether you want the fund paid out over your lifetime alone, or over your lifetime and your designated beneficiary's lifetime, or whether you want payments during your life, with a lump sum to be paid your designated beneficiary when you die.

YOUR PERSONAL CHOICE

Many of the factors that influence the size of the fund available for your retirement allowance are beyond your control and cannot be affected by any personal decision of yours. However, with a broad range of choices, the selection of how your retirement allowance is to be paid is wholly personal with you. In short, the options are yours to choose and yours alone.

The choice of an option would be a simple matter if you could predict the future, particularly how long you will live and how long your dependents will live. But this, of course, you cannot do. Therefore, your selection must be based on existing facts projected into the future, an undertaking that is always fraught with uncertainties and, perhaps, with misgivings.

OTHER CONSIDERATIONS

When you consider the options available, keep in mind your family situation, your Social Security benefits, your other available retirement income, your physical condition, etc. In short, you can't select your retirement allowance option in a vacuum. Your choice must be carefully fitted in with your personal objectives and your other financial and retirement planning.

Once you choose an option at retirement, your choice is ir-

revocable. You thereafter cannot change your mind and pick another form of payout. Your fund is set up in such a way that once your payout starts, it cannot be changed to give you a different selection of benefits without damaging the whole System.

NO OPTION, THE "ZERO OPTION"

The basic retirement allowance is called "no option." It provides for the payment of maximum benefits to you each month for the rest of your life. This no option payout is popular among widows, widowers, persons who have no dependents and persons who have made other arrangements to protect their families. However, under the no option selection, all payments cease at your death. Once made, the no option selection cannot be changed. When you die, even if it is only one year, or even sooner, after retiring, nothing more will be paid. Therefore it is possible, under the no option selection, that the retirement allowance you will receive will be far less than even your own contributions. If you have a very long life span after retirement, the no option payout, with its high monthly retirement allowance, would prove to be the best choice. However, if your post-retirement life span is very short, it could prove to be the worst possible choice if you have dependents. Thus, you should consider your own health and the health of your dependents before choosing this option.

OPTION ONE-HALF

If you wish, you can select a payout option known as option one-half which guarantees that the unexpended part of your contributions will not be lost in the event of your early death. Under this option, you will receive payments of a uniform amount each month during your life. In addition, at your death, the unused amount of the accumulated contributions made by you will be paid to your beneficiary or to your estate.

As you can appreciate, option one-half provides more of a guarantee than does the no option plan. However, there is a cost. Your monthly retirement allowance will be somewhat smaller than it would have been if all benefits were to end at your death.

Who should receive any refund which may be payable at your death? This is up to you; under option one-half, you must name a beneficiary.

Your beneficiary has an option, too. He or she can elect to receive the refund, if any, in a lump sum or in monthly payments for his or her life. If monthly payments for life are elected, the amount payable will depend on the size of the fund remaining at the time of your death and the age and sex of your beneficiary. In addition, the beneficiary can elect reduced monthly payments and provide for the possibility of a further refund to a named beneficiary at the time of his or her death.

What happens if the beneficiary dies before you? In this case, any refund will be paid to your estate and will pass as directed by your last will, if you leave one. If you leave no will, the refund will go to whoever New York State law says is entitled to it. As a matter of fact,

you can name your estate as beneficiary to receive such benefits in the first place.

Again, be clear that once you select option one-half, you cannot change it after you retire. However, you can change the beneficiary, both before and after retirement.

OPTION ONE

If you wish, you can select a payout option known as option one that will guarantee against loss, in the event of your early death, of your employer's contributions as well as your own (as in option one-half). Under option one, you will receive payments of a uniform amount each month during your life. In addition, at your death, the unused amount of the total contributions made by both you and your employer will be paid to your beneficiary or your estate.

For a complete understanding of option one, it is important to remember that your retirement allowance comes from two sources, your contributions and those of your employer. As you will recall, under option one-half, you are guaranteed that your estate or beneficiary will receive a refund of your own contributions to the extent that they are not used up in paying you the annuity portion of the allowance during your lifetime. Option one goes one step further. It guarantees that you, or your beneficiary or estate, will receive the full amount set up for your retirement allowance at the time of your retirement; your employer's contributions as well as your own. If you live long enough, you'll receive the whole fund or more, in monthly retirement allowances. However, if you die before the fund has been exhausted, the balance remaining at your death will be paid as you have directed.

Thus, the guarantee of option one is greater, and more valuable, than that of option one-half. But again, there is a cost. Your monthly retirement allowance would be smaller than it would be under no option or option one-half.

Since there is a refund under option one, you name a beneficiary—your spouse, a child, your estate. At your death, your beneficiary has the same choice as a beneficiary under option one-half, namely, to elect to receive the refund in a lump sum or in monthly payments. The size of the monthly payment to the beneficiary depends primarily upon the amount of the refund. But the beneficiary's age and sex at the time he or she makes the election will also affect the size of the monthly payments. Further, if the beneficiary elects to have the possibility of a further refund at the time of his or her death, the monthly payments he or she will receive will be smaller.

In the event you do not name a specific beneficiary, or your designated beneficiary predeceases you, any refund at your death will be paid to your estate and will pass as directed by your will or by state law if you die intestate, without a will.

Once you select option one at the time of your retirement, you cannot thereafter change it. But you can always change the beneficiary, both before and after retirement.

OPTION TWO

If you wish, you can select a payout option, option two, that

will guarantee payment of a monthly retirement allowance in the same uniform amount, not only for your life but for the life of your beneficiary as well. You will receive the monthly allowance during your lifetime and then your beneficiary, if he or she survives you, will receive the same allowance for the remainder of his or her life. In short, no matter how long you live or your beneficiary lives after you, the same amount will be paid every month. If your beneficiary dies before you, all payments will cease at your death. No refund, whether attributable to your employer's contributions or your own contributions, will be payable to anyone.

As you can see, option two is a good deal different from option one-half and option one because it guarantees monthly payments of a fixed amount for two lives. The amount of the monthly retirement allowance will depend on the age, sex and other characteristics of both you and your designated beneficiary. Options one-half and one, on the other hand, guarantee a fixed monthly amount for only your life and provide for a refund at your death if a reserve balance of your contributions, or your and your employer's contributions, exist.

Once you select option two at retirement, you may not thereafter change it to another option, nor can you thereafter change the beneficiary you first select.

OPTION THREE

If you wish, you can select a payout option, known as option three, that will guarantee payment of a monthly retirement allowance in the same uniform amount for as long as you live, with monthly payments continuing after your death for the life of your beneficiary but at the rate of one-half the amount received by you while you were alive. Thus, option three resembles option two. Payments are guaranteed over both your life and the life of your beneficiary. But option three differs from option two in that the amount payable to your beneficiary after your death is only one-half the amount payable to you while you were alive. With the same factors of age and sex present, the allowance payable to you under option three will be higher than the allowance payable under option two. In the event that your beneficiary dies before you, the full monthly installment is payable to you for as long as you live, with all payments ending at your death. No refund, whether attributable to your employer's contribution or to your own contribution, will be payable to anyone.

Thus, if you receive \$100 a month for as long as you live, your beneficiary would receive half that amount—\$50 per month—for as long as the beneficiary lives after you. If your beneficiary dies before you, you would still receive \$100 a month for life. At your death, if you survive your beneficiary, or at your beneficiary's death, if he or she survives you, no benefits of any kind would be payable to anyone.

Once you select option three at retirement, you cannot thereafter change to another option, nor can you thereafter change the beneficiary you first select.

Outline Of New York's Retirement Options

HOW TO GET THE FIGURES

For you to get a realistic appraisal of your own position at retirement, you ought to use the numbers available to you at that time. If, as a member of the Retirement System, you are eligible for or are near to retirement, appropriate figures can be obtained from the System on any option in which you may be interested. Such requests should be accompanied by the prospective retiree's name in full, address, System registration number (which appears in the upper right hand corner of the report made to you each year by the comptroller, the date of birth of your beneficiary, and the date of your anticipated retirement.

THE TAX IMPACT

It is not the business of the Retirement System to give tax advice, and so you are urged to consult your own tax advisor on how the payout of your retirement allowance will affect your own particular tax picture or the tax picture of your beneficiary or estate. Thus, what follows is only a brief description of tax effects generally applicable to benefits under your Retirement System, and not necessarily those applicable to your own particular situation.

Retirement allowances are exempt from New York State and municipal income taxes, but they are not fully exempt from Federal income tax. Neither state law or the regulations of the Retirement System determines the portion of your retirement allowance that will be subject to Federal income taxes.

In brief, Federal law exempts from income tax that part of your retirement allowance attributable to your own contributions, but without the interest earned on your contributions, and any contributions made by your employer prior to 1939. These two elements are called your "investment." Assume, for example, that these two factors total \$15,000 at your retirement age of 65 years, and that you receive payments under the no option selection, that is, payments during your life alone with no refund after death. The Federal tax law says that your "investment" is to be divided by your estimated expectancy at that age which is 15 years. Thus, \$15,000 divided by 15 years gives \$1,000. This is generally the amount of the retirement allowance you can receive each year free of the Federal income tax. The rules are more complicated for options two or three. For option one-half or option one, your "investment" is reduced by subtracting an amount that reflects the total refund at your death.

Under certain circumstances, a different tax rule will be applicable. If, within three years of the receipt of your first check, the total of your retirement allowance will be equal to or greater than your "investment," then all amounts will be tax-free until the payments equal your investment. Thereafter, all amounts will be taxed.

After you retire, the Retirement System will provide information needed for the correct computation of the amounts of your retirement allowance that will be taxable and those that will be excludable from income tax.

As to the Federal or State es-

tate tax consequences of benefits payable to your beneficiary or of your estate, you should consult with your tax advisor. How much, if any, of benefits payable at your death will be subject to estate taxes depends on such factors as the size of the estate, provisions of your will and other considerations.

In addition, your tax consultant should be asked about the taxability as income of benefits payable to your beneficiary after your death. Here again, your own particular circumstances may affect such taxation.

CHECK YOUR BENEFITS AND BENEFICIARIES

The benefits provided by the Retirement System, both for you and your beneficiaries, can be most important in your financial planning. This is why you should know what your benefits are and how they will affect the future financial security of you and your family. This is also why you should be sure that your designation of beneficiaries and your retirement plans are always currently in tune with your family situation and your personal objectives.

The Retirement System can do no more than provide you with the figures needed for such planning. Thereafter, it will carry out your elections and pay such beneficiaries as you name. But personal planning of your benefits is up to you and for help on that, you may wish to consult your attorney or other financial advisor.

"Your Options At Retirement" lists several frequently asked questions about options. These include:

When do I select a retirement option?

When you retire. At that time, an appropriate form will be provided.

How do I retire?

By filing an application for retirement not less than 30 days and not more than 60 days prior to the date when you will be eligible for retirement.

Will my retirement allowance stop when I have received all my accumulated contributions and my employer's contributions on my behalf?

No. Allowances of a pensioner continue for his or her lifetime.

Is the amount of my retirement allowance affected by my Social Security benefits?

No. Each is independent of the other.

What option do I select so as to get the largest monthly allowance from the Retirement System?

If you select no option, you receive the largest monthly payment but all payments cease at death. Other options provide smaller monthly payments but offer the possibility of payments continuing after your death.

Why are monthly payments under the no option plan higher than payments under other options?

In contrast to the other options, there is no possibility under the no option plan of payments being made after your death. By selecting other options, you in effect pay, by means of a reduced allowance, for contingent benefits of your survivors.

Is it true that under option one-half, my beneficiary receives my accumulated contributions

less the amount of retirement allowance paid to me?

No. Your accumulated contributions are reduced only by the annuity portion of the retirement allowance paid to you during your lifetime. The part of your allowance that represents a pension paid to you from the fund built up by your employer's contributions, if any, does not reduce the amount that your beneficiary will receive at your death.

Do the option one-half benefits payable to a pensioner's beneficiary differ from benefits payable under option one?

Yes. The death benefit payable under option one can be substantially higher than the benefit payable under option one-half. Your "retirement allowance" is made up of an annuity and a "pension." The annuity is derived from your contributions. The pension is derived from your employer's contributions. Under option one-half, the annuity reserve—your accumulated contributions—reduced by annuity payments to you is payable to your beneficiary when

you die. Under option one, both the annuity reserve and the pension reserve, reduced by the total retirement allowance paid to you, are payable to your beneficiary when you die before these reserves have been exhausted.

Can't I guarantee that my beneficiary will receive a specific amount?

Yes, through options two and three. Under option two, your beneficiary continues to receive after your death the same amount you received. Under option three, one-half of the amount you received would be payable to your beneficiary.

If option two will give my beneficiary my full retirement allowance and option three will give my beneficiary only one-half of my retirement allowance, isn't it better to select option two?

No. It is not always advisable to select option two over option three, because the monthly retirement allowance provided by option three is higher than that provided by option two. The selection should be based on your

personal objectives and your individual situation at the time of your retirement.

Why can't I change my designation of a beneficiary under options two and three?

You cannot change your beneficiary designation because your retirement allowance and your beneficiary's allowance are determined at the time of your retirement on the basis of you and your beneficiary's age, sex and life expectancy at that time.

The Retirement System has a program of statewide monthly visits by its consulting staff. The cities regularly visited, places of the visit and visit times are: Binghamton, county court house, third Wednesday; Buffalo, state office building, second and fourth Wednesday; Mineola, county executive building, first Monday; Rochester, county office building, second Thursday; Syracuse, county court house, second Friday; Utica, county court house, third Tuesday; White Plains, county center, third Monday except in July, and Manhattan, 270 Broadway, 23d floor, first and third Tuesdays.



CHICKEN & FIXINS' — That was the menu recently when the Department of Social Services chapter, Civil Service Employees Assn., gathered for a picnic in Saratoga Lake Kaydeross Park. Above is a view of the event when mealtime rolled around.

Accident And Sickness Benefits Changes Explained By Insurers

Ernest G. DuMond, chairman of the Civil Service Employees Assn. insurance committee, has received several letters from members expressing confusion over the benefit changes in the accident and sickness program which were approved by the Board of Directors to be effective July 1, 1974.

Changes that were recommended to the Board of Directors by the former insurance committee were selected from several alternatives proposed by The Travelers Insurance Co. to stabilize the adverse claim experience that had developed on the case.

The Board of Directors concurred with the recommendation of the insurance committee that the best way to make the plan healthy without changing premiums was to modify the additional benefits which had been added to the accident and sickness program at no cost to the participants during past years when the claim experience was satisfactory.

The changes that were made in these benefits are as follows:

1. There is a seven-day waiting period for benefits payable due to sickness whether or not you are confined in a hospital, rather than coverage from the first day if you were

confined in a hospital for 48 hours or more.

If you are under 60 and have been insured for at least one year:

2. The monthly benefit increases by 12½ percent for insureds paying plan I or plan II premiums, rather than 20 percent for plan I and 25 percent for plan II as was formerly the case.

3. The sickness monthly indemnity benefit (except for pregnancy) will be paid for 12 months regardless of how long your policy has been in force, rather than increasing to 24 months after your policy had been in force for one year.

4. The accident monthly indemnity benefit will be paid for 12 months for on-the-job accidents rather than 24 months. The accident monthly indemnity benefit for off-the-job accidents continues to be payable for life.

Upon the recommendation of the statewide insurance committee, a new rider describing the additional benefits which apply to disabilities commencing between July 1, 1974, and June 30, 1976, is being mailed to all individuals at the time they file claims for benefits.

Health Care Program At Rockland Center Stresses Prevention

Haverstraw — New health evaluation services are now offered to Civil Service Employee Assn. members in the southeastern section of the state at the North Rockland Health Center, Haverstraw.

Multiphasic diagnostic screening is given at North Rockland, by appointment only, and includes instrument-screening tests as well as a complete physical examination by a physician.

If CSEA members have GHI coverage, the fee allowed by the insurance company will be accepted by the Health Center as payment for the complete screening package for the member, his or her spouse and dependent children. CSEA members who are covered by other statewide options will be given a special rate. The costs will range from \$61.50 to \$80, depending upon the tests given.

The diagnostic screening includes a battery of tests administered by a trained medical technologist. Hearing and vision, with a painless test for glaucoma, are measured and blood pressure and heart rate are recorded. A new computerized instrument, called SMAC, analyzes a blood sample in 24 different tests to determine abnormalities in the blood and other vital organs. A urine specimen is analyzed for diabetes and kidney diseases. Lung capacity and function are tested. Female patients of appropriate age are routinely checked for breast cancer and a pap smear is taken by the physician to rule out cervical cancer. A chest x-ray will be taken of all adult patients. Patients over 35 will also receive proctoscopic examination to detect cancer and other diseases of the colon plus an electrocardiogram.

The patient is notified by mail as to whether or not any abnormalities have been detected. Complete results of the diagnostic screening test are usually

sent to the family or personal physician as designated by the patient at the time of the examination. If the examinee does not have a personal physician, he or she may choose to have follow-up care of any detected abnormality done at the Health Center. All specialty services which might be required for such follow-up care are available at the Center. These include urology, cardiology, dermatology, further laboratory tests and others.

The diagnostic screening process is designed to detect abnormalities at the earliest possible stage, before disease is evident, so as to permit treatment or preventive management before irreversible damage has occurred. Diseases which may be detected in this way include cancer, glaucoma, diabetes, coronary artery (heart) disease or emphysema.

Before the patient arrives at the North Rockland Health Center, he or she will have received and completed a four-page medical questionnaire which will help direct the examining team toward areas of potential trouble. The entire screening process is generally completed in less than three hours.

An appointment for a health evaluation can be obtained by calling the North Rockland Health Center at (914) 429-5343. An appointment to suit the patient's convenience will be made mornings, evenings, or on the weekend.

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Latest State And County Eligible Lists

EXAM 35-603

SR STENO

Test Held Nov. 23, 1974

List Est. Feb. 28, 1975

(Cont. from Previous Edition)

- 700 Albrecht C E Rome73.1
- 701 Wilson Susan J Gowanda73.1
- 702 Sherman J M Troy73.0
- 703 Northway C M Jamesville73.0
- 704 Brady Linda S Rensselaer73.0
- 705 Jones Martie L NYC73.0
- 706 Green Michelle NYC73.0
- 707 Chorzay Andrea Syracuse73.0
- 708 Pittard Elaine Medina73.0
- 709 Peleggi J T Binghamton72.9
- 710 Stollefson M G Cold Spring72.9
- 711 Martin Lila R Brooklyn72.8
- 712 Wilson Sharon A Stillwater72.8
- 713 Papajohn Linda Commack72.8
- 714 Cohen Iria A Rochester72.8
- 715 Reinholz C B Avon72.8
- 716 Wilson Linda Albany72.7
- 717 Maldonado C Bronx72.7
- 718 Rank Martha C Glendale72.7
- 719 Brustle Janet L E Greenbush72.6
- 720 Vennaro L A Whitesboro72.6
- 721 Daley Margaret Rochester72.6
- 722 Yanarella B Beacon72.5
- 723 Kimble Sandra L Plattsburgh72.5
- 724 Zarecki Barbara Waterford72.5
- 725 Goldenbaum E E Flushing72.5
- 726 Mulford Cynthia Rensselaer72.4
- 727 Allen Joan A Stillwater72.4
- 728 Mooney Laura Staten Is72.4
- 729 Demarco V J E Greenbush72.4
- 730 Earley Patricia Albany72.4
- 731 Garner Debra A Schenectady72.4
- 732 Swift Ann C Pt Jefferson72.4
- 733 Cotterill Jean Freeville72.3
- 734 Hynes Carol Troy72.3
- 735 Gangemi C M Albany72.3
- 736 Cox Corinne Brooklyn72.3
- 737 Calnon Mary E Chateaugay72.2
- 738 May Susette M Albany72.2
- 739 Kerman Barbara Cohoes72.2
- 740 Terbutt Linda J Latham72.2
- 741 Harrington S I Oneida72.2
- 742 Jablonski Donna Albany72.2
- 743 Laclair Joan A Elmira72.2
- 744 Langley Lynda R Seneca Falls72.2
- 745 Morhard Evelyn Schenectady72.2
- 746 Simcox Virginia Portlandvil72.1
- 747 Doney Shirley G Clayton72.1
- 748 Utter Cora L Cobleskill72.1
- 749 Schachter D Schenectady72.1
- 750 Rizzo Joan Deer Park72.1
- 751 Bologna K J Hicksville72.1
- 752 Salica Susan Brooklyn72.1
- 753 Houppert Anne K Baldwinvil72.0
- 754 Goshieski D Cheektowaga72.0
- 755 Greiner Marcia Buffalo72.0
- 756 Bradley Judith Morrisonvil71.8
- 757 Lieber Dianne J Taberg71.8
- 758 Grousky M Floral Park71.8
- 759 Hermance M A Albany71.8
- 760 Butler Maureen Albany71.8
- 761 O'Brien Blanche Schenectady71.6
- 762 Riess Lenore F Cortland71.5

- 763 Boccio Joyce A Amsterdam71.4
- 764 James Barbara E Rensselaer71.4
- 765 Moroskey Ruth A Castleton71.4
- 766 Henry Sandra A Danville71.4
- 767 Litwiler D A Elmira71.3
- 768 Combs Shirley E Ballston Lk71.3
- 769 Wood Kathleen R Cohoes71.2
- 770 Urbano Angela K Poughk'psie71.2
- 771 Marinaccio A R Berlin71.1
- 772 Ryan Carol J Troy71.0
- 773 Halpin Wendy M Troy71.0
- 774 O'Connor Karen A Albany71.0
- 775 Licata Doreen R Breenwood71.0
- 776 Serafin Marcia Orchard Park70.9
- 777 Verlotte Vikki Scotia70.8
- 778 Metcalf P R Schenectady70.8
- 779 Miller Barbara Binghamton70.8
- 780 Francis Mildred Vestal70.8
- 781 Honeyman Paula E Nassau70.8
- 782 Masten Patricia Stillwater70.8
- 783 Welch Juliana L Merrill70.7
- 784 Piano Marianne Queens Vil70.5
- 785 Miller Cecilia Mineola70.5
- 786 Jones Janet C Albany70.4
- 787 Clements Janice Schenectady70.4
- 788 Dolatowski N C Lancaster70.4
- 789 Walrath Jill L Livonia70.4
- 790 Laverde Donna M Buffalo70.4
- 791 Brennan Marie Nanuet70.4
- 792 Sena Arlene M Holmes70.3
- 793 Hayner Patricia Buffalo70.3
- 794 Bardo Shirley C Utica70.3
- 795 Henry Marie M Conesus70.3
- 796 Purcell P A Albany70.3
- 797 Pucci Joanne Mechanicvil70.2
- 798 Newman Carole S Kings Park70.2
- 799 Podgorski Adele Schenectady70.2
- 800 Duquette Kathy Plattsburgh70.1
- 801 Amrose Carol J Lyons70.1
- 802 Spears Vera C Rochester70.1
- 803 Pazianko Dorothy Troy70.1
- 804 D'Ambrosio Linda E Islip70.1
- 805 Vanderwerken M Schenectady70.1
- 806 Vergoni Gina L Cohoes70.0

- 170 Porter John M Voorheesvil70.9
- 171 Cancellieri R L Spring Val70.7
- 172 Quackenbush M A Tuckahoe70.6
- 173 D'Alessandra R V Staten Is70.6
- 174 Dobricko Lynn M Schenectady70.6
- 175 Lubeko Thomas Rome70.5
- 176 Coppola F M Scotia70.4
- 177 McMahon Michael Binghamton70.4
- 178 Lasky Richard A Amsterdam70.3
- 179 Yarmish Eli K Brooklyn70.2
- 180 Macaluso M P Brooklyn70.2
- 181 Colamaria N Mt Vernon70.2
- 182 Gartenberg B Lakewood70.2
- 183 Lindenauer H L Brooklyn70.2
- 184 Bieber Martin A Flushing70.1
- 185 Duren Herbert W NYC70.1
- 186 Pisani Ronald A Voorheesvil70.1
- 187 Mathews Thomas Williston Pk.70.0

EXAM 35-623

TOLL SECTION SUPVR

Test Held Nov. 23, 1974

List Est. March 18, 1975

- 1 Meyer Alfred H Albany95.0
- 2 Reher Walter NYC93.4
- 3 Ippolito Sam J Westeld93.4
- 4 Eleccko Daniel Central Val93.4
- 5 Watson Uerol D Cambria Hts93.2
- 6 Lennon James J New Rochelle92.5
- 7 Kieser William Kenmore91.7
- 8 Olan Harold Breenwood91.4
- 9 Curtin Thomas R Chittenango89.9
- 10 Margrey Frank R Chittenango89.9
- 11 Vickers Calvin Amsterdam88.6
- 12 Russo Louis S Brocton88.6
- 13 Kalina Casimer Camillus88.2
- 14 Bumpus Francis Dewitville87.7
- 15 Dombroski Betty Bridgeport87.6
- 16 Rivers Harold J Washingtonvil87.3
- 17 Niekamp Harold Catskill87.1
- 18 Swanner Walker Merrick87.1
- 19 Ulmer Elizabeth Dobbs Ferry87.0
- 20 Kosselak S N Tonawanda86.9
- 21 Dibble Janet P Sinclairvil86.9
- 22 Banks Robert Schenectady86.7
- 23 Valvo Joseph J Freeonia86.7
- 24 Figliacconi J R Florida86.4
- 25 Lingle Lewis Warwick86.1
- 26 Skinner John A Syracuse86.1
- 27 Collopy James A Buffalo86.0
- 28 Sortisio Alfred Buffalo85.8
- 29 Fuller Ray Saugerties85.6
- 30 Schumacher W A Rensselaer85.5
- 31 Clouthier Henry Canajoharie85.5
- 32 Unreia Raymond Babylon85.2
- 33 Donovan James E Buffalo84.9
- 34 Lingle James L Warwick84.6
- 35 Figliacconi E C Florida84.6
- 36 Slupeki Joseph Troy84.6
- 37 Smalley Frances Garrison84.5
- 38 Cardamone Grace Bladell84.5
- 39 Morstein A Bayside84.5
- 40 Mergenhausen K W Snyder84.2
- 41 Grinstwaite R Cornwall84.0

(Continued on Page 12)

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MMO ASSOCIATES, 1345 Avenue of the Americas, NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on June 13, 1975. Business: Acquire, hold, sell or otherwise deal with, on its own behalf only and not for others, in securities of any kind and nature. General Partners: B. Gerald Cantor, 30 W 54 St., NYC; George V. Delson, 135 E 83 St., NYC. Limited Partners, Cash Contribution and Share of Profits: Ronab Associates, 1345 Ave of Americas, NYC, \$206,500, 59%; Frank Bacher, 1025 Fifth Ave., NYC; Steven Tomkin, 301 E 66 St., NYC; John Langer, 3010 Grand Concourse, Bronx, NY; Andrew Grabis, 116 E 19 St., NYC; Joseph McCarthy, 511 E 80 St., NYC; David Goldblatt, 155 E 34 St., NYC; Paul Hart, 9472 Rembert Lane, Beverly Hills, Ca., \$14,000 each, 4% each; Camela Fellitti, 623 West Fingerboard Rd., S.I., N.Y.; Linda Peretz, 4105 Mourning Dove Way, Calabasas, Ca.; William Bellinzoni, 99 Randall Ave., Freeport, NY; \$7,000, each; 2% each; Daniel Orzo, 2357 Davidson Ave., Bronx, NY; Lynn Tanzi, 1034 Neck Rd., Brooklyn, NY, \$3,500, each; 1% each; Jeremiah Carolan, 120 Central Park S, NYC, \$10,500., 3%. Term: May 30, 1975 to May 30, 1978 unless sooner terminated. No additional contributions to be made. No partner may assign his interest except as provided in agreement. No additional limited partners to be admitted. No priority among limited partners as to contributions or as to compensation by way of income. Partnership terminates upon death, insanity, bankruptcy or retirement of both general partners. No limited partner shall demand property other than cash in return for their contribution.

State's Vacant Positions Now Total Nearly 2,500

ALBANY—In a fourth report on the hiring freeze instituted by Gov. Hugh L. Carey, Civil Service Commission President Ersu H. Poston and Budget Director Peter C. Goldmark Jr., announced a net decrease of 1,303 filled permanent positions in state service over the period May 28-June 25.

This brings to 2,465 the net number of permanent positions vacated since the freeze was announced Jan. 8, reducing the state's permanent workforce from 183,837 to 181,372 and continuing the downtrend begun in February.

Of the total net reduction, nearly 90 percent represents employees paid from state tax revenues (State Purposes-Regular and First Instance appropriations) as opposed to such other funding sources as federal grants.

The State's temporary-seasonal workforce continued to increase. The net addition of 500 filled temporary and seasonal positions in the May 28-June 25 period

has largely resulted from the operation of state parks and other recreational facilities, though on a more limited basis than in previous years.

Since the Jan. 8 freeze announcement, there has been a net increase of 1,216 filled temporary and seasonal positions in State services, from 9,775 to 10,991. However, this change reflects a net increase of 1,001 paid from other funds, primarily federal grants.

One such Federal program is the Comprehensive Employment and Training Act (CETA) which is intended as an anti-unemployment measure. Two titles of the act fund jobs in the public sec-

tor. This has caused some suspicion on the part of Civil Service Employees Assn. officials and members, among others, that the act may serve to undermine the Civil Service Merit System.

The state officials pointed out that the hiring freeze and these monthly reports only cover positions subject to the Governor's control. As such, they exclude staff engaged by the Legislature and the Judiciary. They further noted that as departments and agencies within the Executive branch become subject to expenditure limits for the current fiscal year, they may hire staff only as they stay within their prescribed dollar allocations.

Many Promos Set

By ALAN BERNSTEIN

ALBANY — Applications are now being accepted for many promotional positions in state offices. Positions are available throughout New York State with salaries ranging from \$8,523 to \$26,516.

Applicants with three years' experience as a narcotic correction officer in the Drug Abuse Control Commission may apply for the job of drug abuse rehabilitation counselor trainee II. Appointees will enter a two-year training program leading to the G-18 position of drug abuse rehabilitation counselor.

Employees of the state Education Department with a year's experience as supervisor of school business management, may apply for either chief, bureau of general school business management, or chief, bureau of special school business management services. Both are at the G-30 level.

The position of senior surplus property agent, a G-20 job, is open to employees of General Services. Candidates must have

one year of permanent service as a surplus property agent.

For all the above positions applications must be received no later than August 11. Examinations will be held in August or September.

For the following promotional jobs all applications must be received by August 25. Tests will be held in September or October.

A variety of examiner and auditor positions are open to employees of different state offices. Employees of the State Insurance Fund may apply for associate compensation claims auditor (G-23), senior compensation claims auditor (G-18), compensation claims auditor (G-14) or junior compensation claims auditor (G-10).

Employees of the state Insurance Fund, Department of Labor may also apply for positions as senior compensation claims examiner (G-18), associate compensation claims examiner (G-21) and principal compensation claims examiner (G-24). Varying amounts of experience are needed for all the positions.

For the G-18 position of senior examiner of municipal affairs, candidates must have six months' experience as an examiner of municipal affairs in the Department of Audit and Control. And for principal, associate or senior workmen's compensation examiners, applicants must have six months' experience in the titles in the Workmen's Compensation Board, Department of Labor.

Employees of the State Department of Health with two years' experience as a hospital administration consultant may apply for the G-28 position as senior hospital administration consultant. Positions exist in New York City and in White Plains.

For the two vacancies as senior research analyst (municipal), a G-23 job, applicants must have one year of experience as a research analyst or senior municipal research assistant in the Audit and Control Department. Candidates will take both a written and oral test.

Workers in the Department of Mental Hygiene with one year of service as a security hospital treatment assistant may file for the job of security hospital senior treatment assistant. The positions at the Mid-Hudson Psychiatric Center are at the G-16 level.

A vacancy for principal heating and ventilating engineer exists in Albany. The G-31 position is open to employees of the Office of General Services with two years' experience as associate heating and ventilating engineers.

All employees of New York State serving as research analyst, transportation analyst, senior economist, senior statistician or senior biostatistician may apply for the G-23 job of senior research analyst.

For detailed information and for applications, candidates should contact agency personnel or business offices, or the State Civil Service Department at Two World Trade Center, Manhattan; State Office Building Campus, Albany; and Suite 750, Genesee Building, 1 W. Genesee Street, Buffalo.

CIVIL SERVICE LEADER Tuesday, July 29, 1975



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State And County Eligible Lists

(Continued from Page 12)

2 Curtis Mary M Delmar91.5	15 Howell Joseph E Bronx.....73.0	4 Hughes Str M R Elmira89.7
3 Lisko Henry D Bronx.....84.0	16 Snyder David E Wilmington.....73.0	5 McGlone William Albany.....85.1
4 Goodman Arnold Smithtown.....85.0	17 Benzra Louis Brooklyn.....71.5	6 Langman Morris Latham.....83.5
5 Hayes Patricia Sand Lake.....85.0	18 Nkwocha Festus Bronx.....70.0	7 Wilder Carolyn Great Neck.....75.6
6 Leyden Eugene H Merrick.....84.0	19 Ghosal Prity N NYC.....70.0	8 Abelson Roger P Bronx.....75.5
7 Russo Ronald F Tonawanda.....83.5		
8 Hinds Wendell M Brooklyn.....79.0		
9 Abbott William Skaneateles.....77.5		
10 Stutzman Thomas Scotia.....77.5		
11 No No. 11.		
12 Leiman Lillian Far Rockaway.....76.0		
13 No No. 13.		
14 Lee Alan Y NYC.....74.5		

EXAM 27-449
COORDINATOR OF
POSTER GRANDPARENT PROGRAM
 Test Held April 29, 30, May 1, 1975
 List Est. May 14, 1975

1 Harris Gerald H Lyons.....96.7
2 Bush Robert J Mr Morris.....86.3
3 Krieger Timothy Lunenburg.....94.5

EXAM 35-629
SR FOOD INSPCTR
 Test Held Dec. 14, 1974
 List Est. April 28, 1975

1 Dellavedova S Cornwall Hud.....95.4
2 Ingalls Jack L Casadaga.....89.9
3 Eiss Dennis H W Seneca.....85.4
4 Bowen Bessie Holley.....85.3
5 Snyder Gerald O Baldwinvil.....85.2
6 Miles Evelyn M Leroy.....84.4
7 McGrath John R Sherrill.....84.3
8 Biigelman M T Merrick.....83.8
9 Brodie Ernest F Oxford.....83.8
10 Buch Keith W Norwich.....82.0
11 Riek Arthur C Maine.....81.9
12 Cerchia Angelo Syracuse.....80.9
13 Halbert Michael N Val Stream.....80.3
14 Demers Richard Massepequ.....80.1
15 Kingsley Daniel Greece.....79.8
16 Corby Jacob J Sylvan Beach.....78.3
17 Flanagan John J Brenwood.....78.2
18 Coates James E Freeville.....78.0
19 Gaut William L Liverpool.....76.5
20 Hazard Richard Sandy Creek.....76.5
21 Garrelman Larry Malon e.....76.3
22 Bierce James D Danville.....75.9
23 Shpunt Michael E Northport.....74.5
24 Berlin Harry G Monticello.....74.5
25 James Richard A Danemora.....74.4
26 Foris Anthony G Niskayuna.....73.3
27 Hill Daniel L Cheekwaga.....73.2
28 Bier Howard Far Rockaway.....73.2
29 Gill Harland L Sanborn.....72.5
30 Tinney Gilbert Johnstons.....72.2
31 Libby David L Wurtsboro.....72.1
32 Stamp Charles N Sodus Point.....71.5
33 Waterstrat Lynn Ransomville.....71.2
34 Calabrese Peter Merrick.....70.3
35 McDonald M T Brooklyn.....70.3

EXAM 35-653
ASSOC ACCNTNT EMP SBC
 Test Held Jan. 18, 1975
 List Est. May 6, 1975

1 Davies Charles Albany.....100.3
2 Bird John A Cohoes.....92.8
3 Herman Morris Brooklyn.....90.6
4 Goldman Alvin H Elmira.....89.5
5 Mulligan George Albany.....89.0
6 Smith Robert V Menands.....88.7
7 Cuthbertson J L Hamburg.....87.8
8 Dahlgren Terry Depew.....86.0
9 No number 9.
10 Weissman Morris Fairlawn.....84.5
11 North Robert F Niagara Falls.....84.3
12 Ellis Laurence Brooklyn.....84.1
13 Robinson John D Smithtown.....84.0
14 Bly Dean A Schenectady.....83.8
15 Marshall R J Elnoia.....83.2
16A Thorne Jos F Elnoia.....82.8
16 Bestman A Brooklyn.....81.5
16A Lower Fred N Queens Vill.....81.5
17 Schwager Steven Oakland.....81.3
18 Semelka Ivars Elmburst.....80.9
19 Deutch Norbert Brooklyn.....80.8
20 Hodgkins W T Waterford.....80.7
21 Tannenbaum Paul Oceanside.....80.4
21A Schoyler James E Syracuse.....80.2
22 Ullman Anita S Laurelton.....79.9
23 Berry Norman B NYC.....79.4
24 No number 24.
25 Tyrrell George Elnoia.....78.9
26 Chevalier M E Cohoes.....78.2
27 Swinson Edward Ballston Lk.....78.1
28 Simonds James K Amsterdam.....77.9
29 No number 29.
30 Jacoby Edward C Syracuse.....76.5
31 Cordaro Russell Rochester.....75.7
32 Richards Oscar Brooklyn.....75.4
33 Delehaudy A J Albany.....75.4
34 Zurlo Philip Harisdale.....75.2
35 Umboltz Robert Albany.....74.0
36 McGrath Kevin J.....73.9
37 Kaplan Melvin Brooklyn.....73.9
38 Hesley Robert A Albany.....72.9
39 Lawlor Joseph J Baldwin.....72.7
40 Kerwin William Troy.....72.6
41 Kells Robert J Camden.....71.7

EXAM 35-716
MOTOR EQUIP MTCR FOREMAN
 Test Held March 1, 1975
 List Est. May 28, 1975

1 Coulter Walter Altamont.....91.5
2 Church Lloyd W East Nassau.....89.8
3 Aldrich Delbert Troy.....84.5
4 Schampier C J Albany.....84.3
5 Miller Robert H Albany.....79.5
6 Hagakorn Robert Cohoes.....79.5

State Promotional Job Calendar

Applications Accepted To August 11

Oral Exams in September or October

Title	Salary Grade	Exam No.
Drug Abuse Rehab Counselor Trainee II	G-18	39-108
Senior Surplus Property Agent	G-20	39-097
Chief, Bureau of Non-Public School Svcs	G-30	39-095
Chief, Bureau of General School Business Mgmt.	G-30	39-100
Chief, Bureau of Spec School Business Mgmt Svcs	G-30	39-102

Applications Accepted To August 25

Exams in October

Associate Compensation Claims Auditor	G-23	35-829
Junior Compensation Claims Auditor	G-10	35-826
Compensation Claims Auditor	G-14	35-827
Senior Compensation Claims Auditor	G-18	35-828
Workmen's Compensation Examiner	G-14	35-833
Senior Workmen's Compensation Examiner	G-18	35-834
Associate Workmen's Compensation Examiner	G-21	35-835
Principal Workmen's Compensation Examiner	G-24	35-836
Security Hospital Sr. Treatment Asst.	G-16	39-086
Senior Examiner of Municipal Affairs	G-18	35-856
Senior Compensation Claims Examiner	G-18	35-830
Associate Compensation Claims Examiner	G-21	35-831
Principal Compensation Claims Examiner	G-24	35-832
Senior Civil Engineer (Structures)	G-23	35-795
Assistant Civil Engineer (Structures)	G-19	35-794
Senior Research Analyst	G-23	35-815
Senior Research Analyst (Municipal)	G-23	35-857
Senior Hospital Administration Consultant	G-28	39-107
Principal Heating and Ventilation Engineer	G-31	39-106

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

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RENSSELAER EMPLOYEES AGAIN VOTE CSEA AS THEIR UNION OF CHOICE

(Continued from Page 1)
people can vote freely."
The reporter shrugged and found a seat.
A few more reporters and photographers wandered in, "CSEA" they asked.
The air conditioned room was beginning to fill and tension was filling into the air.
"We got them now" an SEIU supporter whispered hoarsely. "We sure do" another said.
"Did we get the vote out?" a CSEA official asked.
"About 660 to 700" a staff person replied.
No buttons or identification symbols are allowed in the polling place before the polls close. No electioneering is allowed 50 feet from the building.
"It's hot" one of the CSEA shuttle drivers complained opening his collar, "What's taking so long?"
The clocks had jumped to 4:45.

Lee Will Lead Willard Chapter

WILLARD — Members of the Willard Psychiatric Center here elected Robert Lee president and Hugh McDonaid, first vice-president.

Other officers include Sara Woledge, second vice-president; Nelson Barber, third vice-president; Doris Pratz, secretary; Marjorie Scoles, treasurer, and June Favreau and Gary Dougherty, delegates.

Bargaining unit representatives include Sandra Gustafson, administrative; Carol Warne, institutional; Michael Ragan, operational, and William Harris, professional, scientific and technical.

The new officers were installed at ceremonies June 28 at the Holiday Inn, Waterloo.

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

"With your flying fingers we'll be out by five, or six" a PERB official commented to another PERB staff member.

"Roll 'em in 25 or 50's?" he asked.

"50's" the man replied, "This is a big one."

Five o'clock the clock read. "Polls are closed," a PERB spokesman announced.

"Now we have to wait for the Health Department ballots," he said.

Time dragged again. People pulled out smile buttons and put them on, two circles of spectators emerged from one audience.

More photographers and news reporters appeared.

"They filmed at the Manor," some one commented. "We'll be on TV," he exclaimed.

"Here comes the box," some one said.

Jack Corcoran took a chair at the counting table, Dave Patrick slipped beside him, a county official took the third seat.

"We are now mixing all the ballot boxes into one box," a PERB spokesman explained.

"Then we will open each ballot and place it face down into one of three piles: SEIU, CSEA or No Union."

Hands began to fly, paper piles began to form.

Everyone's eyes were trying to catch where the mark was on every ballot. Quickly it was over.

A coin was flipped: Who do we count first? Heads, CSEA, tails, SEIU.

Heads win. Count CSEA first. The largest pile was moved forward, the count began.

Nine rubber bands encircled CSEA's 434 votes.

SEIU's pile only held 270 votes. "We win," a voice in the back said.

The reporters moved in with questions.

The count was over. CSEA chalked up another win against SEIU.

"That's fourteen confrontations in a row," someone said at 5:53 p.m.



Ballots from various voting places in Rensselaer County were brought to one location where they are mixed in one box under watchful supervision of CSEA and challenging union representatives. As ballots were counted, it became evident early that Rensselaer civil service employees had voted to retain CSEA as their bargaining representative. The results are mirrored below in face of David Patrick, (photo below at left) who represented SEIU in its fruitless bid, and by CSEA regional supervisor John Corcoran, (photo below at right) as he signs election result form.



Offers Conversion Of Insurance Until Sept. 1

ALBANY—The Civil Service Employees Assn. has announced that certain members who are insured under CSEA's group life insurance program will be allowed to convert part of their coverage to permanent form of individual life insurance which contains cash and paid-up values, without medical examination. The deadline for this offer is Sept. 1, 1975.

The offer provides that any actively employed insured member of the group life insurance plan who became age 50 on or after Jan. 1, 1975 or whose 55th or 60th birthday is during 1975 may convert \$1,000 or \$2,000 of this group insurance to a permanent individual insurance.

Group insurance would be reduced by the amount converted, and the payroll deductions of such insurance would be reduced accordingly.

The conversion plan features many other items of interest to group life insurance members.

All of those interested may request information on the conversion privilege by writing to the Civil Service Employees Assn. at 33 Elk St., Albany, N.Y. 12207 prior to Sept. 1, 1975. The effective date of the converted insurance will be Nov. 1, 1975, contingent on the premium payments for the converted insurance to be made directly by the individual to the Travelers Insurance Co.

Fill Out and Mail Today

CIVIL SERVICE EMPLOYEES ASSN., INC.
33 ELK STREET
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(Please print)

HOME ADDRESS
City State Zip Code

DEPT. DIVISION OR PAYROLL
EMPLOYED INSTITUTION ITEM NO.

DATE OF BIRTH SOCIAL SECURITY NO.



VISITORS' CONGRATULATIONS — New officers of the State University at Plattsburgh chapter, Civil Service Employees Assn., received best wishes at their recent installation from two senior CSEA officers, Thomas McDonough, chairman of the State Executive Board, and Joseph McDermott, president of CSEA Albany Region IV. Above, from left: Mr. McDermott; Janet Rock, treasurer; Clara Trombley, secretary; Lyman Pageau, vice-president; Betty Lennon, president, and Mr. McDonough.

Willy, Citations And A Lieutenant's Comment

On Fire Department orders recently, I noted with sadness the passing of Fireman William Wildhagen, formerly of Ladder 106.

Willy Wildhagen was a fireman on a bright Sunday morning back in 1927 when I first visited the quarters of Ladder 106. I was taken there by my father to watch the company drill. I was eight years old.



THAYER

Of course, I was no stranger to the Fire Department, having taken my first ride on department apparatus two years previously when I joined the men of fireboat Abraham S. Hewett on a trip to Jersey City for coal. That was in 1925 which permits me to claim this as my golden year with FDNY.

I knew nothing about the layout of the apparatus floor, except that it held the hook and

ladder truck itself. Wandering towards the rear of the floor, I discovered a little room off to the side with tables and benches. At the gas stove was a hulk of a man. He was basting a loin of pork. The potatoes were already peeled and the sauerkraut was steaming.

The aroma was beautiful. "Hello Sonny," he said. We liked each other right away, although I was later to find that little kids in firehouses are generally considered to be bad news. However, this was not the case with the kid who was to grow up to write this column. The men of 106 Truck took special care to explain everything to me in detail. In Willy Wildhagen's case, he always arranged to have some extra nice cold milk ready on Sundays when I visited quarters for the drill.

Throughout our lives, I suppose the people we remember most vividly are those who somehow managed to have kind words for us when, in fact, a gruff brushoff was sort of expected.

Willy Wildhagen eventually told me about the things a good buff should do, such as drop around before lunch to see if the brothers needed anything from the store. Then, there was the coffee in the two-and-a-half gallon coffee pot which a good buff would make and lug to the fire with four or five china cups, this at any hour of the day or night, 365 days a year.

I remember how one rainy Sunday afternoon, a "class three" station came in for the Paramount theater in Brooklyn. Willy was on watch. He took special pains to explain the meaning of a class three alarm which I never forgot. On a clear Sunday morning when the wooden truss ladder—all 35 feet of it—lay flat on the ground, Willy and Felix McGarty, also now deceased, gave me a fascinating lecture on how the ladder was made of special wood from special trees, selected only for the making of ladders. They took me to one end of the ladder and they pointed out that the grain was absolutely straight for the full length of the ladder. In cutting the wood to make the ladder, they said, if the grain turned out to the edge, the wood was discarded. It was a collection of things such as these which made a little boy's introduction to life in the firehouse a treasure of small adventures.

The cavalcade of adventures, both large and small, which have filled these 50 years, would fill a very fat volume. One thing for sure, though in my old age, I

will never be a lonely man because, thanks to nice people such as the late Willy Wildhagen, I will have many, many happy memories of F.D.N.Y.

About a week ago, the officers and members of Engine Company 302 and Ladder 155 received citations voted them by the New York State Assembly.



They were the first two companies to arrive at the scene of the plane crash at Kennedy Airport a few weeks ago. Those who received the citations are as follows:

In Engine 302: Lt. Edward Ferraro, Firemen Thomas J. Connors, Norman J. LaCourciere, John M. Simmons, Richard F. Huebner and Edward J. King. King was laid off and has not as yet been reinstated.

In Ladder 155: Lt. Walter Clark, Fireman Lawrence Carlton, John McKeon, Francis Cleary, Vincent Bauer and Martin Schmidt.

Congratulations to the members of the first alarm assignment who rolled into a fire in a

three-story frame building on Sunday, July 19 at 3:51 a.m.

The building was completely involved in front. The only access to the building was with a fully-charged hoseline. Before the arrival of FDNY, a woman who allegedly had a sister living in the building, either fell or jumped from the second floor window of her home directly opposite the fire building. Lt. Carter, with Engine 237, arrived first due and sent a second alarm at once. MPO Jerry Lombardi gave 237 almost instant water. This made it possible to beat down the fire and get to several persons trapped on the ground floor.

As Jerry Lombardi told me, "I doubt that anything will be written up on it . . . it's the job. You see something which has to be done and you do it; whether anybody outside knows about it doesn't seem important. There was a job to be done and everybody pitched in to do it."

With all this in mind, I remember one of the people who fools around with the New York City budget who commented: "When you deal with firefighters, you're dealing with more brawn than brains."

That's the type I would love

to see taken by the scruff of his well-laundered shirt and booted into a hallway filled with the thick hot black stuff. One whiff would do it . . . then ask him how he feels about firemen.

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: 468-4248; 10 a.m.-3 p.m.; State Office Campus, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

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

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

Federal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (800) 523-7407. 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.

Vets' Clothing Grant Available

MANHATTAN — A number of service-connected disabled veterans are eligible for an annual clothing allowance of \$150, according to the New York State Division of Veterans' Affairs.

Director Frank V. Votto says the payment is given to those veterans who wear or use prosthetic or orthopedic appliances which tend to wear out clothing.

Included among the appliances are artificial limbs, rigid spinal braces, wheelchairs, crutches or other appliances prescribed for the claimant's service-connected disability. Soft and flexible devices such as elastic stockings are not included.

For assistance in applying and complete information contact the Division of Veterans' Affairs at 1910 Monterey Avenue or 2488 Grand Concourse, both in the Bronx.

Parr Is Appointed

ALBANY — Secretary of State Mario M. Cuomo has appointed Phillip E. Parr as a departmental special investigator. Mr. Parr, a Brooklyn resident, is 46 and was formerly president of a job training agency there that worked primarily with inner-city residents. His principal investigative concern will cover real estate situations.

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W'Chester Needs Police

Candidates have until August 8 to file for Police Officer (69-729) with towns and villages in Westchester County. Residents of Manhattan, Brooklyn, the Bronx, and Queens are eligible for positions in Pelham Manor. Other positions will be filled by residents of Rockland, Putnam, Nassau, Orange, Ulster and Dutchess counties. In all there are 22 vacancies.

Salaries will be determined by each municipality.

To qualify for appointment, candidates must be high school graduates and must be between 20 and 29 years old. Any non-residents applying for the positions must be willing to become residents of the locality in accordance with local laws of the department for which they are applying.

A written exam, scheduled for October 18, will test knowledge, skills and abilities in such areas as judgment in police work, un-

derstanding and interpreting legal passages, and preparing written material. In addition, candidates who pass the written exam will be required to pass a qualifying medical and physical fitness exam. Detailed information of the medical test will be distributed to all candidates at the time of the written exam.

Complete information and application forms may be obtained by contacting the Westchester County Personnel Office, Room 104, County Office Building, White Plains 10601. If requesting a form by mail, applicants should enclose a stamped, self-addressed envelope with the number and title of the exam on the back flap.

Region I Board Meeting

NORTH AMITYVILLE — A special meeting of the executive board of Long Island Region I, Civil Service Employees Assn., will be held at 7:30 p.m. Thursday, July 31, at Region headquarters here.

According to Irving Flaumenbaum, Regional president, the meeting for Region and chapter officers will be held to deal with "several pressing issues" prior to the next regular meeting.

Flaumenbaum Expresses Thanks

MINEOLA — Irving Flaumenbaum, Long Island Regional president of the Civil Service Employees Assn., expressed thanks to the hundreds of CSEA fellow members who sent cards and letters during his recent brief hospitalization.

Mr. Flaumenbaum returned to his duties at Region I headquarters in North Amityville and at the Nassau chapter in Mineola

Monday. He had been hospitalized for a week for a minor operation.

Mr. Flaumenbaum asked The Leader to publish his appreciation for the concern and good wishes sent by several hundred fellow members.

"It would take most of the rest of this year to adequately respond to each one individually, and I want to say 'thanks' to all right away," he said.

Someone Needs YOU!

A young woman awaiting open heart surgery. Help them — Give blood.

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Dutchess Strike Ends Pending Ratification

(Continued from Page 1)

workers would return to work if members of the County Board of Representatives were ordered by the court to negotiate continuously with the union until a tentative agreement on a new contract was signed.

By the end of the day, however, such a move was not necessary as the two sides had signed a tentative agreement.

The Dutchess County employees, negotiating since last fall, had been working without a contract since last January.

Details of the tentative agreement were being withheld until both sides held their ratification votes. The ratification meetings were scheduled for July 28 at 7:30 p.m.

As soon as the tentative agreement was signed, Mr. Veit used the Dutchess County Sheriff's Department's communication system to inform strike captains at eight picket line locations. He and the other union leaders were greeted by cheers as they left the courthouse and mingled with county employees who, moments before, had been picketing the courthouse in the seventh day of the first county employees' strike in New York State history.

The union began giving picket line-pay in mid-week of \$15 per day, and also offered interest-free loans to strikers in need. At presstime, it was not known whether anyone applied for the loans.



CSEA collective bargaining specialist Manny Vitale was kept on the run during picketing at eight locations in Dutchess County. Here, Mr. Vitale, center, is shown shouting instructions to picketers to maintain orderly demonstration in spite of harassment.

Erie Probation Elects Cathey

BUFFALO — Eulis Cathey has been elected president of the Erie County Probation Department unit, Civil Service Employees Assn.

Unit vice-president is James K. Brady, chairman of CSEA's statewide committee on probation, a board on which Mr. Cathey also serves. Last year Mr.

Cathey won the Public Servant of the Week award, a recognition awarded by the Buffalo Courier Express.

Other unit officers, all of whom will serve two-year terms, are Diana Barnes, treasurer; Waldemar Metz, secretary, and Jo Anne Leegant, Donald Kochersberger and Charles Skipper, executive board members.

Cortland's Chapter Fetes Its Retirees

CORTLAND—The Cortland County chapter, Civil Service Employees Assn., honored nine retirees at its recent annual dinner dance at San Rocco Lodge.

The retirees are Kathryn Smith, Margaret Bush, Wendell Eaton, Eugene Bates, Marlin Hinkle, John Morris, Robert Tobin and Frank Smithkin, all former Cortland County employees, and Muriel Hulbert of the city school district.

Guardi Will Head Broome Ed Chapter

BINGHAMTON — Carlo Guardi was named president and Wilbur Barkman executive vice-president in the balloting of the Broome County Educational chapter, Civil Service Employees Assn.

Anne Maywalt was elected secretary and Earl Girdsall was named treasurer. Five vice-presidents, representing five area school districts, were also elected. They are: Joe Hmurcik, Binghamton City; C.H. Nightengale, Deposit Central; George Bound, Johnson City; Herbert Decker, Susquehanna Valley Central, and John Tarsia, Vestal Central.

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



ABOVE: Group of CSEA officials discuss progress of Dutchess strike. From left are Rockland County chapter first vice-president Patsy Spicci, regional attorney Thomas Mahar, Southern Region III first vice-president John Mauro, Rockland's Ray Zerbarini, Dutchess Educational Employees chapter president Hugh Crapser and Poughkeepsie School District unit president John Famelette.



LEFT: Presidents of two fellow county chapters in Southern Region III marched in picket line to show solidarity of effort behind Dutchess employees' strike. Carrying placards are Sullivan chapter president Earl Bivins, left, and Westchester chapter president Raymond Cassidy.

BELOW: Marchers protested in front of eight locations during strike that began Friday, July 18, and continued through last week.



* CSEA LEAVE FORM *

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

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

INSURANCE UNIT, Civil Service Employees Association, Inc.
33 Elk Street, Albany, N.Y. 12224

Please Check the Appropriate Box(es):

I am RETIRING (effective date: _____) RESIGNING (effective date: _____) on LEAVE from _____ to _____ with pay without pay on MILITARY LEAVE from _____ to _____ TRANSFERRING work location (DATE: _____) From _____ to _____

Name (FULL) _____
Social Security # _____
Home Address _____
City _____ State _____ Zip _____

COUNTY STATE SCHOOL OTHER
I am employed by: _____
Address: _____
My PAYROLL line number (NOT check #) is: _____

Please Check Appropriate Box(es):

I want information & forms necessary to continue my CSEA... MEMBERSHIP LIFE INSURANCE ACCIDENT & HEALTH INSURANCE SUPPLEMENTAL LIFE INSURANCE AUTO & HOMEOWNERS INSURANCE

IF YOU ARE REMAINING ON THE PAYROLL, DO NOT USE THIS FORM

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