

# Civil Service LEADER

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## Retiree News

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Members of the Monroe County Local of the Civil Service Employees Assn. demonstrate their support for a strike during a meeting held at the Auditorium Theater, Rochester. Several days later, they returned, victoriously, to the same location to ratify the new settlement with the county. (More photo coverage of the strike effort on page 16)

## Settle Monroe Strike Pronto; Workers Win Pay Hike, Benefits

ROCHESTER—A two-day strike of workers against Monroe County has resulted in restoration of pay cuts, an 11 percent pay increase and strengthening of job security.

Martin Koenig, president of the Civil Service Employees Assn.'s Monroe Local said, "The county never thought we would walk. He said, "We had been pushed for months, and it finally came time to stand up for our rights."

Only about 10 of the 1,000 Local members who attended a ratification meeting Wednesday night opposed the settlement of the new three-year contract. The Local represents 3,500 of the county's 4,300 workers.

County legislator J. Richard Wilson, D-Brighton, the minority leader, said Democrats will support the CSEA contract when the legislature votes on it this week. And he said they will push to extend its provisions to the other unions representing county employees.

He said the strike could have been avoided if Republican legislators had heeded a proposal advanced by Democrats earlier this year to restore the pay cuts.

Vincent Furia, president of the county firefighters union, said firefighters want to renegotiate their contract because "the CSEA got more than we did. Our contract provides for pay to be restored for half the year, but I think most of us would like to get the restoration for the whole year—what the CSEA got."

## Charge That Firing Result Of Employee Court Action

SARATOGA SPRINGS — The Upstate Transportation Consortium has fired Al Skellie, a former employee of the Saratoga Springs City School District Transportation Department, after Mr. Skellie refused to withdraw his name from the civil court suit brought by the Civil Service Employees Assn. against the school district for illegally contracting out the district's transportation program to the Consortium. The CSEA believes this action to be a blatant, strong arm attempt to violate Mr. Skellie's constitutional rights.

In order to defend Mr. Skellie, the CSEA is filing an action before the National Labor Relations Board, which governs private labor situations, to regain Mr. Skellie's present job position and the CSEA is also prepared to go through the federal court system to the United States Supreme Court to defend his constitutional right to freedom of speech, freedom of association

Here are the key terms agreed upon in marathon state mediation sessions held during the strike:

- Wages — A 3 percent increase beginning Jan. 1, 1978, with an additional 2 percent beginning July 1, 1978, and a 6 percent increase beginning Jan. 1, 1979. The average county worker earns about \$12,400 a year. Increments worth another 4½ percent of wages also will be paid both years.

- Pay restoration — Full restoration of wages and merit increases cut this year by county legislators, retroactive to Jan. 1. Five percent pay cuts had been imposed on all employees making more than \$12,000 a year and a 10 percent pay cut on those making more than \$20,000 a year. This means the average worker earning more than \$12,000 will receive a retroactive check for about \$400; an employee making \$25,000 before the pay cuts would receive a check for about \$800. Increment checks also will be mailed.

- Job security — More protection than ever is provided under the new contract. The county wanted to implement temporary

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## Protest UCP's Headquarters On Willowbrook Takeover

MANHATTAN—Chanting "UCP out of Willowbrook" more than 250 Civil Service Employees Assn. members demonstrated last week before the Manhattan headquarters of United Cerebral Palsy to protest UCP takeover of seven buildings at Willowbrook Developmental Center this month.

Standing on top of a police barricade, back resting against a streetlight post on the corner of Second Avenue and 45th Street in front of UCP Headquarters, Felton King, CSEA Local 429 president, told a crowd

of mental hygiene employees "We are not going to stand by and let Gov. Hugh Carey take away our jobs. United Cerebral Palsy is going to get \$26,000 per patient while the state only gives us a budget of \$10,000

per year per patient. No wonder Willowbrook is a mess." Mr. King spoke through a bullhorn, his voice carrying for blocks in the crisp New York morning.

As more pedestrians stopped to listen, Mr. King continued. "Next week we are going to have a mass demonstration in front of the Governor's mansion in Albany and on Sept. 8 we're planning a lock out at Willowbrook. To United Cerebral Palsy we say stay the hell out of Willowbrook because if you come in you'll have trouble on your hands," he said to the cheers of his audience.

The event was covered by radio and television as well as the daily print media because of the steadily mounting campaign against the UCP takeover being waged by the Willowbrook CSEA Local 429 and CSEA New York City Region II.

Earlier in the morning, Solomon Bendet, Region II president, told a reporter for WABC-TV, "Governor Carey is using a charity organization to perform the functions of government. After UCP experiments and finds out it can't do the job, the people who will suffer will be the children and the employees. . . The Governor is trying to reduce his budget at the patient's expense."

The demonstrators, who carried informational picket signs that read, "UCP Stay out of

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## File Contract Grievances Against Manhattan Psych.

WARD'S ISLAND — Larry Colson, president of the Manhattan Psychiatric Center Local of the CSEA, announced the filing of a series of facility-wide contract grievances demanding that the Department of Mental Hygiene hire additional staff, end out-of-title work and correct the serious fire code and other health and safety violations.

The Local has worked closely with community groups to expose the poor quality of care

provided to residents at the facility. Following a series of newspaper articles and television interviews, Congressman Ed Koch asked the Department of Health, Education and Welfare to investigate conditions at Manhattan Psychiatric Center.

HEW recently issued what Al Sundmark, chairman of the grievance committee at MPC, feels is a "scathing indictment of the Department of Mental Hygiene's operation of the center." Among the conditions cited in the HEW report were a shortage of professional nurses, Mental Hygiene therapy aides performing nursing and pharmaceutical duties, poor medical recordkeeping, insufficient number of pharmacists, social workers and professional therapists.

The HEW report also mentioned various violations of building and fire safety codes such as overcrowding of residents on wards, deficient smoke

### ASSAULTS

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

### Don't Repeat This!

## Will New Primary Date Effect Vote? Politicos Worried

It is in the nature of the profession for campaign managers to be nervous. Those who are experienced

(Continued on Page 6)

# Female, Minority U.S. Job Chances Improving

State and local governments are improving job opportunities for minorities and women with the help of Intergovernmental Personnel Act (IPA) grants made by the U.S. Civil Service Commission, say

commission members. Some of the innovative personnel improvements that state and local governments have developed with IPA funds are described in "Fair Treatment," a new publication issued by the

commission. "If government is truly for 'all the people,' then the government work force, at all levels, must also be comprised of 'all the people,'" said Civil Service Commissioner Ersa Poston. "Improving job opportunities for women and minorities will continue to be an important goal of the IPA grant program."

The 28-page report, titled in full "Fair Treatment: Grant Projects in Equal Employment Opportunity," describes IPA grant projects in affirmative action, improving recruitment and selection, equal employment opportunity (EEO) training and technical assistance, and career development for women. The projects help meet the IPA's congressional mandate to improve job opportunities for "handicapped persons, women, and members of disadvantaged groups whose capacities are not being utilized fully."

State and local governments can use the booklet to get ideas for their own equal employment opportunity projects. Three appendices provide further information: A catalog of 84 EEO grants, along with the addresses and phone numbers to contact for further information; a list of other U.S. Civil Service Commission publications on EEO; and a rundown of organizations which can help on EEO matters.

## Lefkowitz OKs Teacher Race Track Moonlighting

ALBANY—Public school teachers in New York State may also hold down jobs at pari-mutual race tracks but only if they earn

less than \$18,000 a year as teachers, says State Attorney General Louis Lefkowitz. Quoting from several sections

of state law, some of them apparently conflicting, Mr. Lefkowitz responded to a request for a ruling from William Barry, chairman of the State Racing and Wagering Board, and John Van Lindt, the racing board's attorney.

He wrote he could find no support in state law barring teachers from such extra work, providing the teacher does not earn more than \$18,000.

"Accordingly," wrote the attorney general, "in my view, a public school teacher is not barred by reason of such employment from being licensed as a participant in pari-mutual racing. It is equally clear, however, that a public school teacher is eligible for employment in a pari-mutual facility only if he earns less than \$18,000 per annum in his public employment, and not otherwise."

Mr. Lefkowitz based his ruling on parts of Section 8052 of the state's Unconsolidated Laws. He said the law says that public employees are barred from such work, but another portion of the law, according to the attorney general, says public employees earning less than \$18,000 a year are not covered by the law.

## Open Continuous State Job Calendar

Actuary (Casualty), Associate	\$18,369	20-416
Actuary (Life), Associate	\$18,369	20-520
Actuary (Casualty), Principal	\$22,694	20-417
Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14,142	20-519
Actuary (Casualty), Supervising	\$26,516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Dental Hygienist	\$ 8,523	20-107
Dietetic Trainee	\$10,118	20-116
Dietitian	\$10,714	20-124
Dietitian, Supervising	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Engineer, Assistant Sanitary	\$14,142	20-122
Engineer, Junior	\$11,337-\$12,275	20-109
Engineer, Senior Sanitary	\$17,429	20-123
Food Service Worker	\$ 5,827	20-352
Medical Record Administrator	\$11,337	20-348
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Legal Careers	\$11,164-\$14,142	20-113
Librarian, Public	\$10,155	and up
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aid Trainee (Reg & Spanish Speaking)	\$ 7,204	20-394
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nurse, Health Services	\$10,714-\$11,489	20-333
Nurse, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$14,880	20-139
Physical Therapist	—	20-177
Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant I & II (Spanish Speaking)	\$ 9,029	20-175
Physician, Assistant Clinical	\$25,161	20-413
Physician I, Clinical	\$27,974	20-414
Physician II, Clinical	\$31,055	20-415
Physician I, Compensation Examining	\$27,942	20-420
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiologic Technologist, Radiologic Technologist (Therapy)	\$8,051-\$10,274	20-334
Stationary Engineer	\$ 9,546	20-100
Stationary Engineer, Assistant	\$14,142	20-303
Stationary Engineer, Senior	\$10,714	20-101
Varitype Operator	\$ 6,811	20-307
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140

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

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

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

Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4261.

Details concerning the following titles can be obtained from the Personnel Offices of the agencies shown:

Public Health Physician—NYS Department of Health, Tower Building, Empire State Plaza, Albany, New York 12237.

Specialist In Education—NYS Education Department, State Education Building, Albany, New York 12234.

Maintenance Assistants (Mechanic) Motor Equipment Mechanics—NYS Department of Transportation, State Office Building, Albany, New York 12232.

You can also contact your local Manpower Services Office for examination information.



LOUIS LEFKOWITZ  
... \$18,000 is the limit

## Labor Post With State Is Opening

ALBANY—State Civil Service Department officials will hold an oral promotional exam at a date yet to be announced later this month for candidates for the \$17,429-a-year associate agency labor relations representative post.

State Department of Taxation senior personnel administrators with at least a year's experience in the post are eligible to take the test. The filing deadline is Sept. 6.

Prospective candidates should contact the State Department of Civil Service at the State Office Building Campus, Albany; 2 World Trade Center, New York City, or at Suite 750, 1 West Genesee St., Buffalo.

## Rensselaer Jobs To Open Shortly

TROY—Rensselaer County Civil Service officials hope to fill four senior sewage treatment plant operator posts soon.

They have opened up the \$9,338-a-year promotional job to county sewer district type A sewage treatment plant operators with at least a year's experience. The filing deadline for the Oct. 15 test is Sept. 14.

The eligible list resulting from the test will also be used to fill other sewer district job vacancies when they occur.

Officials also listed three open competitive job openings. These jobs also have Sept. 14 filing

## Clerk, Sewage Post Testing Set For Suffolk Co.

HAUPPAUGE — The Suffolk County Civil Service Department has scheduled promotional and open competitive exams for four posts with county agencies.

The filing date for all eight tests is Sept. 14. The tests will be held Oct. 15.

County employees already working in the departments with the vacancies are eligible to take the promotional tests if they meet minimum experience and education requirements. Open competitive candidates must meet similar requirements.

Senior sewage treatment plant operator — Type 3C, principal account clerk, senior sewage treatment plant operator-2A and senior sewage treatment plant operator — type 3B are up for grabs.

Applicants for all sewage jobs must have at least three years' sewage treatment plant operating experience, a high school diploma or its equivalent and either a type 3C, 2A or 3B sewage treatment plant operator certificate. Principal Account Clerk candidates need a high school diploma and six years' bookkeeping experience.

There are no residence requirements for the jobs but Suffolk County residents will be given preference in hiring. Applicants should contact the county Civil Service Department, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge 11784, for job applications and details.

deadlines and Oct. 15 test dates. The job openings are supervising sewage treatment plant operators, senior sewage treatment plant operator (type A plant) and principal sewage treatment plant operator (type A plant).

Supervising sewage treatment plant operators earn \$14,306 a year. Senior sewage treatment plant operators earn \$9,388 and principal sewage treatment plant operators, \$10,794.

For supervising plant operator, candidates need a B.S. or engineering degree and one year's type A plant supervisory experience or an associate degree and three years' experience or a combination of both.

Senior plant operators must hold a high school diploma and one year's sewage plant operating experience or four years' experience or a combination of both.

Principal plant operators must be high school graduates with two years' experience.

Candidates must also be licensed for the work they seek.

Job applications should be sent to Rensselaer County Civil Service Commission, Court House, Troy.

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Willowbrook." "Carey made a deal with UCP and sold us out," came from Willowbrook Development Center as well as other New York Region facilities including the Institute for Basic Research and South Beach Psychiatric Center on Staten Island.

"The turnout was good because the guys at Willowbrook really did their homework. They coordinated with the other units in the Region and got a great turnout," said George Bispham, Region II field supervisor.

Rene Grinan, shop steward, Health Services Department, Willowbrook, commented "we have the experience and training to handle patients. . . UCP has no experience with the mentally retarded and it will take them years to reach our level of knowledge. This is a shameful situation," he said to a reporter for the Spanish language WXTV Channel 41.

Also, several parents of patients in Willowbrook demonstrated in support for the employees. Patricia Nelson of Staten Island, who has a child in Willowbrook, said, "I have found nothing wrong with state care of my daughter who has been at Willowbrook for 13 years."

"The press has crucified Willowbrook and it's unfair," added Charles Rose of Manhattan who has a son in Willowbrook. "The state is capitalizing on the mistakes of a few employees so it

can dump the patients," he said. Attempts by reporters to talk with Robert Schonhorn, executive director of United Cerebral Palsy Assn. of New York State, Inc., at the demonstration site were frustrated by the building's management who told them that the Cerebral Palsy offices were closed and empty.

However, a phone call to the UCP offices reached Mr. Schonhorn's secretary who confirmed that the UCP executive was at his office. When asked to comment on a memorandum of agreement between the State Mental Hygiene Department and the UCP in which UCP agreed to absorb all state employees displaced by the UCP takeover or risk termination of the agreement, Mr. Schonhorn's secretary replied that the executive director had "no comment."

According to Mr. King, the CSEA has developed information that as many as 1,300 employees will be terminated because the Department of Mental Hygiene has slashed its budget for Willowbrook after promising the CSEA and parents' groups that no employee layoffs would result because of the UCP takeover. Some UCP employees will earn greater salaries than CSEA workers doing the same jobs, Mr. King said.

Under an agreement signed on March 10, the State Department of Mental Hygiene said it would reimburse the private non-profit

Cerebral Palsy organization to operate seven buildings at Willowbrook, which contain more than 700 retarded patients between the ages of 10 and 17. United Cerebral Palsy will completely staff four buildings and will share staff with the CSEA in the other three buildings.

On Aug. 16, mayoralty candidate Bella Abzug toured the Willowbrook complex and told employees that the Department of Mental Hygiene informed her that "no layoffs will result from the UCP takeover and that 700 workers will be trained and reassigned to the remaining 20 buildings." The remaining 20 buildings house a population of approximately 1,800 patients.

According to William McGowan, CSEA president, the subcontracting of patient care resulted from the state's failing to meet a timetable set up in the consent agreement of April 1975 which mandated the reduction of the Willowbrook population gradually to 250 by 1981. Parents and lawyers for the residents moved recently to have state officials cited for contempt. Mr. McGowan explained that by placing patients with a private non-governmental agency like UCP the Department of Mental Hygiene is able to use federal funds—Medicaid and Medicare—and other subsidy money, to pay UCP \$26,000 for the care of each patient housed in the Willowbrook facilities that UCP will

run. Mr. McGowan, who is a mental hygiene employee, said that the \$26,000 was approximately two to three times what the state pays to care for its patients under the present system.

According to Mr. King, "We will continue to meet and assess the situation as it develops and we will fight to the end on this issue. We will use political action

—all the tools we can muster—to fight back at Gov. Carey. This is an election year and the Governor will hear from us," he said.

Last week's demonstration coincided with the announcement of the resignation of Dr. Lester Cannon as director of Willowbrook. Dr. Cannon will become Commissioner of Mental Hygiene for Ohio on Sept. 25.

## Dutchess County Worker Wins Increment Back Pay

**POUGHKEEPSIE**—A Dutchess County employee, represented by the Civil Service Employees Assn., won a year-long battle when an arbitrator's decision based on her grievance awarded her retroactive pay for increments originally denied her by the county in January 1976 and January 1977.

The county had contended that Patricia Gabel, employed 20 hours per week as a typist by Dutchess Community College, was not entitled to increments because she is an hourly employee and does not work the maximum 35-hour week of county office personnel.

Thomas D. Mahar Jr., an attorney for the CSEA and the grievant, maintained that since Ms. Gabel is a permanent employee who works in excess of 50 percent of the time prescribed for a normal workweek and is in the competitive class, she should receive increments as set forth in the 1975-1977 CSEA contract with the county.

While the county had argued that no hourly employee had ever been granted an increment, CSEA contended that, regardless of the method of computing salary, Ms. Gabel is holding a permanent appointment and works more than half the workweek and is therefore entitled to all the increments and benefits of full-time employees.

In his decision, arbitrator Dale S. Beach upheld the CSEA's position and awarded Ms. Gabel the back payment of the missed increments to be included in her salary based on her hourly rate.

Bernard Veit, former president of CSEA's Dutchess County local, Ann Boehm, executive vice-president of the Dutchess County unit; Martha W. Johnson, chairman of the local's grievance committee, and Emanuel Vitale, CSEA collective bargaining specialist, testified on behalf of Ms. Gabel, who is a member of the Dutchess County unit of Dutchess County Local 814.

## CSEA Negotiates In Rensselaer, Despite SEIU

**TROY**—What will perhaps be the hardest fought negotiations in the history of the Rensselaer County unit of the Civil Service Employees Assn. were almost canceled the day before they were scheduled to begin, as the result of actions by the Service Employees International Union.

Joseph Bakerian, CSEA Region IV field representative assigned to Rensselaer County, explained the situation: "SEIU lied. It's that simple. First, the SEIU lied to a small group of county sewer workers represented by the CSEA and convinced them to sign designation cards. Then the SEIU lied to the Public Employment Relations Board when it filed its original petition when it knowingly failed to inform the PERB that the CSEA is the certified bargaining agent which I'm sure that the SEIU representatives were well aware."

Sue Ernst, unit president, commented, "county officials were not going to negotiate with the CSEA county unit team when they first learned of the SEIU's action. But after the PERB pre-conference hearing in which the SEIU showed its true intent, just to block negotiations for the CSEA members who rejected SEIU two years ago by a near 2-to-1 margin, the county administration agreed to a negotiations session."

The PERB does, however, have several topics it wants clarified by the CSEA and the SEIU attorney.

## Wenzl Court Action Asks For Manual Ballot Count

**ALBANY**—The former president of the Civil Service Employees Assn., Theodore C. Wenzl, has instituted a court action seeking to have all ballots cast for the union presidency and originally tabulated on June 28 recounted manually. In that mail ballot election, William L. McGowan was declared the winner of the office of president of CSEA over Dr. Wenzl by a margin of 38 votes out of nearly 50,000 ballots cast.

Through his lawyer, Edward L. Bookstein of Albany, Dr. Wenzl obtained a show cause order in State Supreme Court here, directing the Civil Service Employees Assn. and Amsterdam Data Processing Corp., the firm which conducted by election, to

appear at a special term of the court on Sept. 8 in Albany to show cause why the ballots should not be recounted manually. The original counting was primarily done by computer using IBM card ballots, with several thousands also counted manually.

Mr. McGowan was sworn into office as CSEA president on July 1 and has served in that capacity since.

## Charge Strong Arm Tactics

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in failure to advertise correctly and failure to accept the lowest responsible bid. Third, the board violated Civil Service Law when it fired its own public employees and replaced them with private contractor employees in order to provide similar services at a higher cost to the taxpayer. Fourth, the CSEA filed an improper practice charge before the Public Employment Relations Board and also instituted a civil court suit against the School District for these illegal actions.

"Now, only a few short weeks before the civil court case is to be heard the Consortium fires a

participant in the civil court suit when he refused to cave in to pressure from the transportation company to drop his participation in the legal action.

"CSEA is not going to allow the Consortium nor the district to use such tactics to squash a legal action. Our counsel will file an unfair labor practice charge against the Consortium before the National Labor Relations Board today. CSEA will also file with the NLRB to be recognized as the collective bargaining agent for all Consortium employees involved in servicing public sector agencies or paid by public funds," Mr. Corcoran

said. The CSEA takes this controversial action in order to protect all public employees and former public workers from such strong arm tactics as developed by the Saratoga City School Board and the Upstate Transportation Consortium.

## Criticize Care At Manhattan Psych Center

(Continued from Page 1)  
barriers and electrical systems, improper lighting and poorly functioning emergency generators.

The CSEA local has held numerous labor-management meetings with the MPC administration in an attempt to correct many of the above-cited deficiencies. The answer has always been the same: no money. In fact, the facility has lost over 170 items since February 1977 through attrition.

"It seems that the state and the Department of Mental Hygiene are deliberately attempting to sabotage decent patient care," charged Bart Brier, CSEA field representative. "They want to make conditions so notorious at state Mental Hygiene facilities in order to dump more easily helpless patients into unprepared communities."

Noting that many of the MPC residents on Ward's Island are poor and from minority groups, Mr. Colson and Mr. Sundmark have vowed to organize a sustained effort to gain additional

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## CSEA calendar

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

### SEPTEMBER

- 5-7—Metropolitan Region II Workshop: Falls View Hotel, Ellenville.
- 9—Public Service Commission, Albany Local 675 steak roast: 1 p.m., Mosall's Grove, McKownville.
- 9—Reception for Nick Abbatiello, president of Nassau Local 830, 6 p.m., Savini's Crystalbrook Restaurant, East Meadow.
- 11—Onondaga County Local 834 clambake: 1 p.m., Hinerwadel's Grove, North Syracuse.
- 11—Hornell Local 007 family picnic: 1 p.m., Almond Dam Recreation Area, Kanakadea Park, Hornell.
- 13—CSEA Region V presidents' meeting: 6:30 p.m., Midtown Plaza Auditorium, Syracuse.
- 14—Ithaca Area Retirees Local regular meeting: 2 p.m., Salvation Army Building, 150 N. Albany St., Ithaca.
- 17—SUNY at Cortland Local 605/DOT Local 520/Cortland County Local 812 combined clambake: 1 p.m., Homer Water Works, Homer.
- 17—Suffolk Local 852 annual Olde Fashioned Picnic: 11:30 a.m.—dusk, Southaven County Park, Yaphank.
- 20—New York Metropolitan Retirees Local 910 membership meeting: 1 p.m., 2 World Trade Center, Room 5890, Manhattan.

# New Vet Hiring Plan Under Study



ALAN K. CAMPBELL  
... making changes

DENVER—Alan K. Campbell, U.S. Civil Service Commission chairman, last week outlined to American Legion members major reforms in civil service practices, including changes in the law that gives preference to veterans.

Addressing the National Economic Commission on the eve of the legion's national convention, Mr. Campbell said:

"The changes being considered will not only serve the interests of those young veterans who are in greatest need of employment

assistance; they will help to meet the equally pressing employment needs of women and minorities."

He continued: "The fundamental accommodation between principles of merit in employment and the needs of special groups such as veterans lies in the fullest implementation of affirmative action—and veterans' preference is one form of affirmative action."

He maintained that among people qualified for any job, it is "entirely permissible" to establish priorities for preferential treatment. What is not permis-

sible, he emphasized, is "a dilution of the competency of the work force through preferential treatment of less qualified workers." My recommendations derive from two fair propositions. First, that our society demands a redress of the unfair treatment of women and minorities by institutional procedures that have excluded them from opportunity; and second, that any such redress should not alter the reasonable and legitimate obligations we have to those who have served their country under arms."

Veterans comprise 50 percent of the federal work force, compared to 22 percent of the total national work force, he said.

Under the Professional and Administrative Careers Examination (PACE), he observed, veterans comprise 19 percent of those rated eligibles and 29 percent of those selected. Women account for 41 percent of the eligibles and 31 percent of the selections.

Veterans also account for a larger percentage of selections for higher level jobs, he said. They represent 60 percent of the selection for senior level (grades GS-13 through GS-15) and mid-level (grades GS-9 through GS-12) positions, he added.

He asked the Legion and other veterans' organizations to consider proposals for change now being considered by the Federal Personnel Management Project as part of a major review of the federal personnel system. They are:

- That veterans entitled to five-point preference be limited either in the time frame within which they can use veterans' preference, or in their ability to benefit from existing law which provides that a manager must select from the top three names on a list of eligibles but may not select a non-veteran over a veteran.
- That veterans entitled to 10-point preference on the basis

of disability, while maintaining their preference, would either compete as equals once the 10-point advantage is given, or they could be hired under a special appointing authority which could be designed to deal with their special needs.

- That veterans' preference as it pertains to retention in a reduction-in-force should be limited.

- That no preference benefits should be extended to retired military personnel seeking further federal employment.

## Trip To N.Y. By Campbell Is Scheduled

U.S. Civil Service Commission Chairman Alan K. Campbell has scheduled a visit to New York City Aug. 31 and Sept. 1, to solicit views and recommendations for changes in federal personnel policies and practices, Mr. Campbell's scheduled visit in July was cancelled because of the New York City power failure.

OMB Associate Director Wayne Granquist and Federal Personnel Management Project Executive Director Dwight Ink accompanied him.

The fact-finding visit is part of a major study to make the government more responsive to people's needs. Changes in personnel policies and practices are expected to have a major impact in the overall reorganization of the government.

Mr. Campbell met with the commission's regional staff, agency managers, operating personnel officers, federal employee union officials, and others interested in federal civil service.

Such field visits are considered critical because more than 87 percent of all federal employees are stationed outside (Continued on Page 15)

# Special Notice

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### LEGAL NOTICE

#### MEMORY PRODUCTIONS

Substance of Amended Certif of Ltd Partnership of Memory Productions filed 7/21/77 NY Co Clk. Sole Ltd Partner WM J Dunsmore Jr has become Co-Gen'l Partner and additional Ltd Partners substituted as follows (Names & Cash Capital Contributions): G Adler, 914 S Mooney Blvd, Visalia, CA, \$10,000; JW Barry, 1334 N Avalon Blvd, Wilmington, CA, \$20,000; I Blazina, 544 W 25 St, Merced, CA, \$6,667; AJ Cusenza, 1429 College Ave, Modesto, CA \$13,333; JD Darroch, 1213 Coffee Rd, Modesto, CA, \$26,667; H Escobar, 30882 Success Valley Rd, Porterville, CA, \$10,000; RB Evey, 130 N Santa Cruz Ave, Modesto, CA, \$5,000; GC Graham, 1050 Colorado Dr, Merced, CA \$10,000; JR Hays, 1393 E Olive, Porterville, CA, \$20,000; J Keck, 800 W 20 St, Merced, CA, \$6,667; SJ Klor, 1400 Florida Ave, Modesto, CA, \$15,000; P Levy, 3546 E Shields Ave, Fresno, CA, \$13,333; PJ Maloney, 656 W 20 St, Merced, CA, \$20,000; PS Nelson, 16521 Rd 204, Porterville, CA, \$10,000; W Nelson, 803 Coffee Rd, Modesto, CA, \$13,333; EG Nielsen, 800 W 20 St, Merced, CA, \$6,667; CD Powers, 130 N Santa Cruz Ave, Modesto, CA, \$5,000; RW Purvis, 3104 Buckingham Ct, Modesto, CA, \$10,000; NE Ringer, 1400 Florida Ave, Modesto, CA, \$15,000; JW Rowland, 1400 Florida Ave, Modesto, CA, \$15,000; JA Sargent, 3125 W Howard Ave, Visalia, CA, \$10,000; MW Simmons, 3540 E Shields Ave, Fresno, CA, \$15,000; MT Slater, 1852 Scenic Dr, Modesto, CA, \$10,000; LD Smith Jr, 412 E Orangeburg, Modesto, CA, \$10,000; C Stockton, 1034 12 St, Modesto, CA, \$10,000; G Takhak, 2531 N Hickman Rr, Denair, CA, \$40,000; J Ward, 1400 Florida Ave, Modesto, CA, \$20,000; D Weisenberger, 875 W Olive Ave, Porterville, CA, \$18,333; JH Wilhelm, 2644 M St, Merced, CA, \$15,000.

All of the Ltd Partners have agreed to assume his pro-rata portion of overall liability for financing of Partnership property only. Otherwise, Certif identical to that filed 5/19/76 NY Co Clk.

### LEGAL NOTICE

#### LIMITED PARTNERSHIP CREEM & CREEM

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

# Who Will Win 'Son Of Sam' Rewards?

By HARCOURT TYNES  
MINEOLA — It may be many weeks before Civil Service Employees Assn. officials decide who will receive its \$1,000 reward for the Son of Sam capture. That's because there has not

been a conviction in the celebrated case and some observers close to the investigation say the case may never go to trial. Another reason is that CSEA officials plan on going along with the decision of other organizations who posted rewards

for capture and conviction of the Son of Sam killer and it is not expected that the other organizations will decide on a reward winner for quite some time.

Whoever is designated the winner stands to collect about \$29,000 in rewards. The leading candidate is believed to be a Brooklyn woman, Cacilia Davis, who police say supplied the tip that broke the case.

Ms. Davis came to police four days after the last shooting attributed to the Son of Sam suspect and told them she may have been within a few feet of the killer and saw him get into a car parked in front of a fire hydrant. It had a parking ticket on its windshield, she said. A check of parking tickets issued in that area—Brooklyn's Bensonhurst—led them to a suspect, David Berkowitz, 24, of Yonkers.

Stacy Moskowitz and Robert Violante were the last Son of Sam victims. They were shot July 31 as they sat in Mr. Violante's parked car. Ms. Moskowitz, 20, died from her wounds several days later. Mr. Violante, also 20, suffered head wounds that cost him the sight of one eye and badly damaged the other. Ms. Moskowitz was the sixth young person killed in the attacks which began July, last year, with the shooting death of 18-year-old Donna Lauria and the wounding of her friend, Judy Valante, 19, in the Bronx Pelham Bay section. Seven young persons, most of them women with long, dark-brown hair, were wounded in the attacks. The

killer used the same .44 caliber gun in all of the attacks, a habit that earned him another nickname, the .44 caliber killer. Berkowitz has been indicted

by grand juries in the Bronx, Queens and Brooklyn in all six murders. He is undergoing psychiatric examination in King (Continued on Page 10)

## SHORT TAKES

By HELEN WEISMAN

### HE NEEDS DISABILITY INSURANCE?

Federal civil service disability pensions can be obtained merely by showing medical inability to perform one or more parts of his job. The definition of disability is so broad and vague that almost any ailment can be considered grounds for a pension. Nearly 90 percent of those who apply for disability retirement get it. One former federal civil servant earned \$117,560 in a new job in 1974 and 1975 while collecting a disability retirement pension.

### WITH LESS EXPERIENCE, AIDE GETS MORE MONEY

An 18-year-old Comprehensive Employment and Training Act (CETA) worker was chosen over five experienced community aides for an \$8,700-a-year administrative post, about \$1,000 more than the others were paid for the same work. State Senator James Griffin, a Buffalo mayor candidate, is demanding justification for the hiring.

### FIVE-YEAR BACKLOG

The Equal Employment Opportunity Commission has a backlog of 130,000 job-discrimination complaints. The backlog, five years old, has caused the commission to be a frequent target of criticism. To change this, the Equal Employment Oppor-

tunity Commission is starting a new case processing system to encourage early settlement of complaints. This is only one feature of a major reorganization process designed to make the agency more efficient.

### MURDER AT ATTICA DRIVES AWAY WORKERS

As a result of the slaying of a prison cook, allegedly by an Attica inmate, the facility is losing personnel, say state penal officers. About nine persons so far have declined further duties there, reportedly because of fear for their safety.

### DISPARITY IN CIVIL SERVICE AGENCIES

Albany County has the highest percentage of provisional employees of any local civil service agency in the state. Low finances and poor salaries have resulted in a high turnover of Albany County's trained technicians. County Commission secretary William Crotty attributes the high turnover to the higher salaries and greater opportunities for advancement in state and federal government jobs. He explained that once technicians in Albany County are trained to classify positions so that civil service examinations can be given, the technicians leave for the better civil service positions available elsewhere.

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## GO TO HEALTH

By WILLIAM R. WILLIFORD

More and more evidence indicates that drinking during pregnancy is risky.

Studies have confirmed that women who take more than two alcoholic drinks daily increase their chances of giving birth to mentally retarded and physically deformed babies.

Many physicians such as Dr. Eileen Oulette of Harvard Medical School advise against women drinking at all during pregnancy. Results of a recent study (Medical Tribune, March 16, 1977), indicate that perhaps 12 percent of babies born to mothers who average only a couple of drinks a day may be abnormally small, dysmorphic, jittery and tremulous — with effects later in life as yet not understood. For pregnant women who drink very heavily, the risk of delivering an abnormal baby may be as high as 74 percent, according to findings at the Boston City Hospital.

Ernest P. Noble, director of the National Institute on Alcohol Abuse and Alcoholism, reported in a recent news conference that the most dangerous period for the unborn child of a heavy drinker is from three to four-and-a-half months after conception and during the final three months of pregnancy. He also stated that periodic binge drinking is more dangerous than drinking in moderation throughout pregnancy.

The breakthrough linking alcohol intake and birth abnormalities came in 1973 when researchers in Seattle identified a pattern of defects in the children of chronic alcoholic mothers. Further studies have identified about 20 symptoms that occur in the babies of women who had more than two drinks a day who went on occasional binges during pregnancy. Some of the symptoms include babies with severe retardation; hyperactivity; heart murmurs and other cardiac abnormalities; a small head, low set ears, and poorly developed limbs.

Dr. Noble reported that women who drink as much as six cans of beer, glasses of wine or mixed drinks daily during pregnancy may deliver babies with many of the above-mentioned symptoms that are indications of the "fetal alcohol syndrome."

Abstinence or very light occasional drinking appears to be the best policy to follow during the entire pregnancy.

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FRIDAY, SEPTEMBER 2, 1977

## Examination By Taxation

WE thought that governments had learned a basic lesson in American democracy when the Supreme Court, a few years ago, struck down poll tax laws that had served to limit who could vote in elections of certain states, especially in the South.

New York City has now come up with a plan to tax job-seekers. We consider this to be every bit as incidious and un-American as the poll tax.

To us, the right to seek government employment is as much a right as is the obligation/privilege to vote. It is inherent within our system, whether or not it is spelled out in the Constitution or merely taken for granted because it is considered to be The American Way.

Under the city's new regulation, a sliding scale from 5 dollars to 10 dollars will be charged for the right to take a civil service exam.

We found it objectionable when a straight 5-dollar fee was imposed a year ago. That the fee will now be increased for higher-paying jobs does not disturb us so much as the essential fact that the fee is being levied.

Although the city reputedly collected \$300,000 in fees since the test tax was instituted last October, a spokesman said the new increase is necessary because of the rising cost of administering tests. Supposedly the cost of giving a test has gone from \$90 a person several years ago to approximately \$145 this year.

We say such paper-shuffling figures are beside the point. Nor is ability to pay the real issue.

What is important is that another move is being made against the Merit System: by setting up additional qualification standards other than Merit.

We can see no difference between the graft of a spoils system where prospective employees get their jobs by paying off corrupt officials and the New York City system where applicants are being told to put a little something in the kitty for the opportunity to take a civil service exam—and it doesn't even guarantee that they will pass the exam, much less get the job.

Most people agree that the Merit System could stand a little shaping up. Like in most venerable institutions, there are those who know their way around the system better than others and, consequently, abuse it. The basic structure of the Merit System is sound, though. It needs to be better enforced as intended, with the nooks and crannies cleaned up.

Once you start chipping away at the foundation of any structure, however, you are hastening the day of its eventual collapse. The day you allow the first chip to be hacked away, it may not seem like much, but the precedent is then set for future destruction.

We regard the government's primary responsibility in attaining employees to be the hiring of its best citizens to serve the public.

It is not in the business of selling tests, even if the collected fees supposedly go to defray the cost of the tests. The next step is to charge the full cost of the tests: this year it's \$145, next year who knows?

But it is not the money that we find objectionable. It is the morality of the Merit System that we defend.

It is every citizen's right to compete equally for public service jobs without taxation.

## Don't Repeat This!

(Continued from Page 1)  
at the game accept ulcers and heart palpitations with professional equanimity. As primary day approaches, the new frowns that crease the brows of campaign managers are caused by the vagaries of the political calendar.

Primary day this year is on a Thursday, Sept. 8, rather than the usual Tuesday set aside for voting. What is troubling campaign strategists is whether this change in the voting day will produce any change in voting patterns. With primaries all over the state being hotly contested and voter turnout in primaries being traditionally low, any change in the normal scheme of things hits politicians' sensitive nerves.

There was nothing diabolical in the selection of a Thursday for primary day. Once the Governor and the Legislature decided to shift primary day to September from June for a wide variety of political reasons, they had to cope with the inflexibility of the calendar. Tuesday, Sept. 6, might have been an appropriate date, but it comes a day after Labor Day and that seemed an inappropriate day for holding elections.

The following Tuesday had to be discarded because it conflicted with the Jewish Rosh Hashana holiday. Holding it any later would have created problems in New York City, where there is a runoff provision in the Election Law that requires a second primary if no candidate for city-wide office receives more than 40 percent of the vote. So Thursday, Sept. 8, seemed like a sensible compromise. If a run-off primary is required in New York City, as seems highly likely, it will be held on a Monday, Sept. 19. This allows for a final seven-week campaign.

As the day of decision approaches, the poll takers, particularly in New York City, are having a field day. Some polls have been commissioned by candidates and others by independent organizations. While they vary in minor details, they indicate, as a group, that Bella Abzug, Abraham D. Beame, Mario Cuomo and Edward Koch, to list them in alphabetical order, are leading the pack.

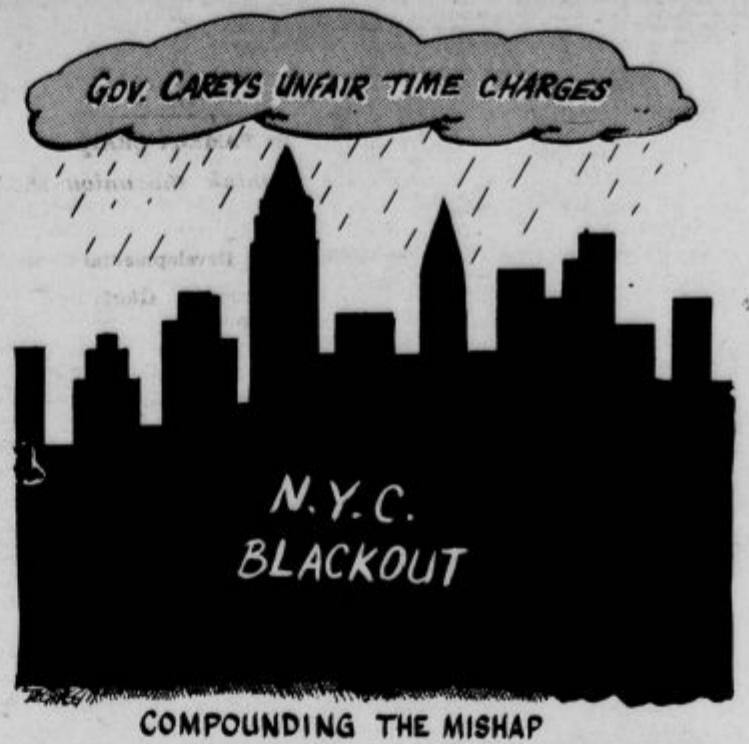
However, they are separated by no more than 5 percent, an acceptable margin of error in all scientific polling. The polls also indicate that Herman Badillo and Percy Sutton are not so far behind that they can be counted out of the running. By and large, the poll results correspond rather generally with the instinctive judgments of political leaders.

### Voters Divided

What all this means is that after months of campaigning, the candidates remain bunched while the voters remains sharply divided. This is enough to make any campaign manager reach for his bottle of aspirins.

To the extent that polls accurately reflect voter sentiment, it is clear that anything can happen primary day. Any unusual event affecting the people of the city during the next few critical days may have a radical impact on voter sentiment. Even the weather on primary day could have a subtle impact on the result, depending on which voters prefer to remain dry rather than vote.

(Continued on Page 7)



## Civil Service Law & You

By RICHARD GABA

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

### Tantamount To Dismissal

An Appellate Division, Third Department, decision dated May 12, involved an Article 78 proceeding brought by a parole officer seeking reinstatement.

In June 1975, petitioner suffered a heart attack. A diabetic condition was also discovered and he was hospitalized. Upon petitioner's request, he was granted a leave of absence from his duties with pay at that time. Shortly thereafter, petitioner was notified that he would be required to undergo an employee health service medical examination pursuant to Section 21.3(e) of the rules and regulations of the Department of Civil Service, before he could be permitted to return to work. This examination was conducted and the Department of Correctional Services was advised by a physician with the Employee Health Service that petitioner was physically incapable of performing the duties of his position. Thereupon, petitioner was notified that he would not be permitted to return to work. Petitioner then submitted statements from three physicians of his choosing which stated that he could return to work and perform the duties of his position without limitation. Petitioner requested reinstatement, which was refused.

The Supreme Court, Special Term, granted petitioner's application for reinstatement, reasoning that failure to reinstate him to his position was tantamount to dismissal. The court held that while an employee absent on leave due to illness may properly be required to undergo a physical examination before resuming the duties of his position, the physical examination alone cannot be determinative of the termination of employment of a permanent employee without affording him the procedural safeguards and hearings mandated by Section 75 of the Civil Service Law.

On this appeal of the Special Term decision, the commissioner of the Department of Correctional Services took the position that Section 21.3(e) contains the only procedure required to be followed in the case. The commissioner also contended that the refusal to reinstate petitioner to his position did not constitute a denial of due process, as claimed by petitioner, since appellant's determination was reviewable under CPLR, Article 78.

The Appellate Division, Third Department, did not find the commissioner's arguments persuasive and affirmed the Special Term decision directing reinstatement. The court found that Section 21.3(e) permits an appointing authority to require an employee who has been absent due to illness to submit to an examination as a condition of his return to duty. In the above cited regulation, no provision is made for any hearing to determine a disputed question of disability as in the case, nor for appealing or otherwise challenging the determination of the examining physician. In affirming the Special Term decision, the court said that petitioner's rights in continued employment are safeguarded by procedural due process and cannot be extinguished except upon cause following an opportunity for a hearing.

The court also concluded that a review pursuant to

(Continued on Page 7)

# WHAT'S YOUR OPINION

By PAMELA CRAIG

**QUESTION:** What action do you think the union should take to save the jobs of mental health employees?

**THE PLACE:** Willowbrook Developmental Center, Staten Island

**Larry Colvett, recreational therapist:** "The union should see that the employees have more community orientation since that is going to be the next phase when we are located in residences in the community. We should have better training prior to being sent into the community. This way we will be educated in order to integrate the community and the residents. The rehabilitation programs would be geared to orientate the community positively." If people in the neighborhood were to view the residents participating in gardening work in their own area, they can learn to relate to the residents as human beings."

**Richard Nilan, therapy aide:** "I think the only thing that the union can do is hold the state to the contract that permanent employees will not be laid off because of the UCP contract. The union must make sure that the state finds jobs for all of the permanent employees in other nearby institutions. The state should not be allowed to find jobs which require moving because that would be the same as laying them off. The stigma on the lower echelon employees has made it very difficult to obtain work from other institutions. The union must let the public know this pitiful situation."

**Joanne Maviglia, teacher:** "I think the union should take every possible action to insure the employment of its members. If they must take the parties to court, then they should do so immediately. They should organize strikes because in this institution, our backs are against the wall. Even though it has not been in our history to strike, I feel that it must be used as a defense. The union must encourage the members to become more unified and support its efforts. This institution must finally take a strong stand."

**Gloria Fred, therapy aide:** "The union must unify the employees for once and fight together in full view of the public. The public must be shown the facts. This can only be done by mass demonstrations, media coverage or strike. Also, the union must finish a job it starts. I am willing to strike for my job and it's the union's responsibility to mount a massive campaign against UCP. The union must prove to the public that they are more capable than the employees from UCP. The union should force the state to keep the employees at their present grade when the takeover occurs."

**Irene Brandt, CSEA secretary:** "I think that the union has taken as much of a stand as it can and now it's all up to the employees. We've had many general meetings, we've gone to the buildings, we've made rounds, we've talked to the people, we've talked to every shift, we've contacted parents, we've contacted other chapters and everyone is willing to help us outside of Willowbrook but Willowbrook employees have got to unite themselves. I guess the employees have suffered from the past union administration and resist the present effort to unify."

**Gerald McCarthy, occupational therapist:** "I feel we should investigate UCP and see how they are functioning and see if they are complying with the court decree. They should be monitored to find if they are superior or inferior. We should follow up on family care. Who will be held accountable if the care is inferior? How can people who are untrained and have little experience perform cures? The union should make sure that Carey doesn't keep his job or any of the other politicians who favor this takeover by UCP."

# RETIREMENT NEWS & FACTS

By A. L. PETERS

## Three Chances

A new three-phase appeal process to fight requested reimbursements by the U.S. Civil Service Commission for alleged excess pension payments is available to 115 million federal government retirees.

A California federal court ruled that the Civil Service Commission had inadequate hearing procedures for retirees disputing overpayments deducted from their checks. These usually involve withholdings for life or health insurance payments.

Until recently, retirees were simply notified that reimbursements would be withheld from their next check. There was no appeal. The court decision, however, provides three chances. But retirees must act within two benefit periods after the deduction is made.

The three alternatives are (1) a statement to the Civil Service Commission itself, including full name, address, the name of the survivor, and pertinent facts regarding the disputed reimbursements and reimbursements already made; (2) a hearing before a Federal Employees Appeals' Authority examiner. This may be taken if the first step fails. The examiner must make a recommendation to the Commission's Bureau of Retirement Insurance and Occupational Health which must reconsider the decision; and (3) if both steps fail, an appeal is possible to the commission's appeals' review board. The court decision does not affect matters settled before February. In May, notices were sent to 6,000 retirees, but several thousand of them with claims dating back to March or April were not notified.

Retirees who feel overpayments (deduction) have been made

from their check since February may contact Craig Pettibone, Civil Service Commission, Bureau of Recruitment Insurance and Occupational Health, Room 4810, 1900 "E" St., N.W., Washington, D.C. 20515.

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

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

(Continued from last week)

Wuest, Martha A	.....	Masapequa
Borner, Rose	.....	Valley Stream
Boyd, Yvone	.....	Grand Island
Burkett, Larry D	.....	Albany
Bush, Rodney M	.....	Ogdensburg
Cranker, Carl P Sr	.....	Altamont
Ditommaso, Maurio J	.....	Rochester
Glymph, Sherman C	.....	Great Neck
Hux, Norma C	.....	New Hyde Park
Mauriello, Virginia	.....	N Babylon
Kennedy, Gail B	.....	Poughkeepsie
Lavada, David G	.....	Gloversville
Abramowitz, Howard D	.....	Brooklyn
Alifler, John P	.....	Kingston
Allen, Bruce T	.....	Ithaca
Allison, Laura V	.....	Staten Island
Amev, Karen A	.....	Buffalo
Anderson, Mary	.....	Highland Falls
Anderson, Robert N	.....	Dover Plains
Ashline, Virginia K	.....	Suffern
Attrino, Gabriel	.....	Patchogue
Bacon, Marilyn E	.....	Hamburg
Baker, Paul W	.....	Phelps
Barksdale, Marquerite	.....	Albany
Bearce, Bradford C	.....	Ithaca
Bee, Rudolf W	.....	Buffalo
Bellamy, Edie M	.....	Brooklyn
Bernstein, David M	.....	Brooklyn
Berry, Geneva	.....	Brooklyn
Black, Ernest	.....	Uniondale
Blackwell, Dorothy	.....	E Elmhurst
Blain, Mary C	.....	Amsterdam
Borst, Robert L	.....	Inwood
Bostick, Tommy E	.....	Rockville Centre
Brody, Vivian D	.....	Brooklyn
Burday, Marilyn J	.....	Rochester
Burger, Carol A	.....	East Concord
Burke, Robert B	.....	Taberg
Caldwell, Mary D	.....	Albany
Campbell, James A	.....	Commack
Canfield, Monte Jr	.....	Schenectady
Cappelletti, Richard R	.....	Brooklyn
Carabello, Gabriella E	.....	Brooklyn
Cato, Glenwood	.....	Staten Is
Cerge, Dalton	.....	Bronx
Chadderdon, Helen E	.....	Acra
Ciereck, Virginia E	.....	Utica
Clark, Rosalie A	.....	Fort Lee, NJ
Comstock, Richard E	.....	Islip Terrace

(Continued from Last Week)

## LETTERS TO THE EDITOR

### It Hurts

Editor, The Leader,

The enclosed piece, "How To Hurt An Organization" could certainly apply to CSEA members. Maybe you'd like to reprint it in some future Leader issue. If you do, please give a special thanks to Frank Rafferty, board chairman, American Legion Post #89, Vestal, for transcribing the piece.

How To Hurt An Organization..

1. Stay away from meetings.
2. If you go, find fault.
3. Decline office or appointment to a committee.
4. Get sore if you are not nominated or appointed.
5. After you are named, don't attend committee meetings, but shout frequently when you do show up "why didn't somebody tell me."
6. If you get to a meeting, despite your better judgement, clam up until it is over, then

Full Employment

Is The Key

To Prosperity.

Buy U.S. Made Products.

tell them how things really should be done.

7. Do no work if you can help it. When the old reliables pitch in, accuse them of being in the "clique."

8. Oppose all banquets, parties and shindigs as being a waste of money.

9. If everything is strictly business, complain that the meetings are dull and the bunch of officers should be replaced.

10. Read mail only when you feel like it, answer when you get damn good and ready.

CHARLES McGEARY  
CSEA Public Relations Associate  
Syracuse

### Women's Movement

Editor, The Leader:

Your editorial: "Women on the Line" ventured into certain areas now being affected by the Woman's Movement which are not considered often enough. The Woman's Movement for equality—or equal opportunities—has often moved along with considerable enthusiasm but without much wisdom.

As I always saw the matter, women are often born with, or often acquire, certain talents and/or skills with which they may earn a living. They need not necessarily be arbitrarily

confined to the home with no opportunities outside. However, the human race really is only a few thousand years out of the jungle; certain male and female traits remain quite unchanged and in the minds of the wise need not—indeed, should not—be challenged. It would have been completely practical to widen the rights of women without effecting any such challenge; women could enjoy the privilege of being part of the national work force without getting involved with jobs in maximum security prisons or hobbies like hitch-hiking on public highways.

May the day come to the Woman's Movement when the emphasis will be on the best use of the talents and skills of women in fields where they are much needed and not on what is often nothing more than reckless exhibitionism.

MARIE FERGUSON  
Brooklyn

A child with Leukemia.

Be A Blood Donor

Call UN 1-7200

Be A Blood Donor

Call UN 1-7200

## LETTERS POLICY

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

## Civil Service Law & You

(Continued from Page 6)

Article 78 would not be considered an adequate safeguard of petitioner's rights since his property interest is his permanent civil service position, which has been placed in jeopardy by the refusal to permit him to return to his duties. Matter of Cooperman v. Commissioner, Department of Correctional Services, 394 N.Y.S.2d 324 (A.D. 3rd Dept. 1977).

## Don't Don't This!

(Continued from Page 6)

Among the troubling imponderables of every election, the fact that primary day is on a Thursday rather than a Tuesday is adding to the worries of campaign managers.

# State's Plan Central Topic At MHEA Meeting

By KENNETH SCHEPT

ORISKANY—The reorganization of the state's Mental Hygiene program and problems of expanding membership were the main topics of discussion at the annual meeting of the Mental Hygiene Employees Assn. held earlier this summer at the Trinkhaus Manor here.

MHEA president Irene Hillis, of Willowbrook Developmental Center, conducted the business meetings which were highlighted with the distribution of the Mental Hygiene White Paper of the Civil Service Employees Assn. The MHEA contributed about \$5,000 to the publication of that report, a critical evaluation of planned changes in the state's Mental Hygiene program.

Eileen Cole, MHEA second vice-president, from Craig Developmental Center, suggested that the membership actively

publicize what were seen as the negative consequences of the Governor's Mental Hygiene plan. She cited statements published by members of the Craig CSEA Local.

One statement read in part: "If a resident can function and take care of himself in the community . . . we are totally in favor of such a placement . . . but, on the other hand, if a resident is placed into a community setting that he or she can't cope with . . . this is unjust and inhumane treatment."

CSEA collective bargaining specialist Robert Guild discussed the possibility of slowing down the transfer of patients from the institutions to the community. He, too, expressed concern that patients might not receive proper care.

Mr. Guild answered questions about the \$5 million reallocation fund contained in the union contract. He suggested that members make known what adjustments are deemed necessary. Nursing service in New York City was specifically mentioned as a possible recipient of money to upgrade salaries.

Among other questions discussed was the accountability of working time for professional as well as non-professional staff. Some professionals, it was charged, abuse their flexible lunch periods and starting times, while non-professionals are penalized for minor tardiness.

## Manhattan PC

(Continued from Page 3) funds for the facility. The local is meeting with parents organizations, political figures, the American Civil Liberties Union, and other concerned community groups to forge an effective alliance.

"We'll see how the state responds to our contract grievances," Mr. Colson remarked. "If we don't get what we consider adequate relief quickly, we have other alternative measures. We mean business."



Conducting the meeting of the Mental Hygiene Employees Assn. are four of the officers, from left: second vice-president Eileen Cole, from Craig Developmental; first vice-president Richard Snyder, from Wassale Developmental, and secretary-treasurer Edna Aponte, also from Willowbrook. Other officers are third vice-president Sal Butero, from Psychiatric Institute, and fourth vice-president Carl Garrand, from Wassale.



Maye Bull, of Gowanda Psychiatric, spoke forcefully about the problems of expanding the MHEA membership. The organization's president, Irene Hillis, suggested that members publicize the group's financial support of the CSEA White Paper on Mental Hygiene.



Nicholas Puzifferri, of Rockland Psychiatric, and Joseph Umstetter, of Utica Psychiatric, listen to CSEA collective bargaining specialist Robert Guild discussing the effects of the Governor's Mental Hygiene reorganization plan. "We may lose jobs," Mr. Guild said. "But worse, patients will not receive the care to which they're entitled."



MHEA third vice-president Sal Butero, from Psychiatric Institute, announced a hypertension study being conducted by Psychiatric Institute that, he said, could benefit the members if they participated. He also commented on a workweek study citing abuses by professional staff.



Several members of the MHEA met over lunch to discuss plans for improving the organization's newsletter. From left are MHEA public relations head Audrey Snyder, from Hutchings Psychiatric; second vice-president Eileen Cole, from Craig Developmental, who distributed copies of a statement opposing Mental Hygiene reorganization which had been distributed at Craig, and Barney Pendola, from Kings Park.



Conferring during meeting are, from left, Josephine Pfeifer, Hudson River Psychiatric; Marie Donaldson, retired from Newark Developmental; Dorris Pierrepont, retired from Marcy Psychiatric, and Rebella Eufemio, Rockland Psychiatric, who suggested that the members contact legislators and discuss the recommendations of the CSEA Mental Hygiene White Paper.

## Offer Hypertension Control Program

MANHATTAN—Workers in the state's Department of Mental Hygiene have been invited to participate in a Hypertension Control Program being conducted by Leslie Baer, an associate professor of medicine at Columbia University.

Free hypertension detection centers will be set up at many work locations throughout the state, Dr. Baer said. He urged participation, calling hypertension a major risk factor for stroke, heart and kidney disease, "a silent killer with few or no symptoms."

According to Dr. Baer, the condition can be

easily detected by repeated blood pressure determinations and effective treatment is available.

Civil Service Employees Assn. president William McGowan called the program an important preventive health care tool and urged members to participate. Commissioner of Mental Hygiene Lawrence C. Kolb also announced his support.

Dr. Baer cited the following as the program's goals:

- to evaluate resources within a large New York State agency for onsite detection, fol-

low-up and treatment of hypertensive employees

- to educate medical and paramedical personnel at New York State Mental Hygiene facilities in techniques of hypertension detection and follow-up of employees within their institutions

- to establish an onsite nurse-practitioner and physician-supervised hypertension treatment program.

A schedule of times and places where the detection service will be available will be published in a future issue of the Leader.



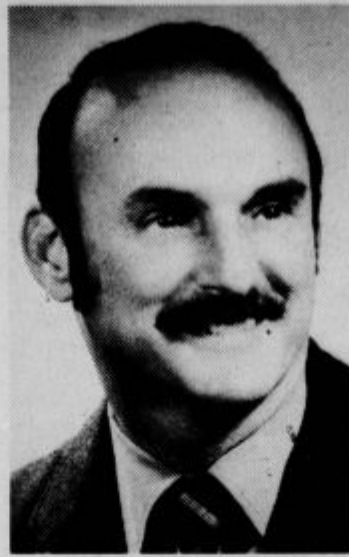


**WILLIAM DECK**  
... State Division Chairman



**PATRICIA CRANDALL**  
... State Vice-Chairman

## New Leaders Of CSEA's State, County Divisions



**JOSEPH LAZARONY**  
... County Division Chairman



**MARY SULLIVAN**  
... County Vice-Chairman

By **MARVIN BAXLEY**

ALBANY—At the first meeting of the Civil Service Employees Assn.'s State and County Executive Committees following the statewide elections, new chairmen were elected.

Heading the State Executive Committee is William Deck, of Marcy Psychiatric Center Local 414, with Patricia Crandall, of SUC-Cortland Local 605, as vice-chairman.

Chairing the County Executive Committee is Joseph Lazarony, of Rensselaer Local 842, with Mary Sullivan, of Herkimer Local 822, as vice-chairman.

These positions rank just below the 10 statewide

officers in importance since they are, in effect, the chairmanships of the two major legislative bodies of the statewide Association.

The State Executive Committee and the County Executive, in combination with the 10 statewide officers and the 11 appointed standing committee chairmen, comprise the Board of Directors.

The chairmen preside at meetings of the Executive Committees as well as State and County Division delegates meetings and general workshops sponsored for general membership of the respective Divisions.

Although the four chairmen are not elected by the general membership, they are elected to their respective executive committees: as departmental repre-

sentatives for the State Executive Committee and as local county or regionwide education chapter representatives for the County Executive Committee.

Mr. Deck is serving his third term as a Mental Hygiene representative for Central Region V, and Ms. Crandall is beginning her second term as a University representative.

Mr. Lazarony has made a dramatic comeback as County Executive Committee chairman, a position he held three years ago until he lost his local election, and, consequently, the chairmanship. Ms. Sullivan, on the other hand, is a relative newcomer to the union's top ranks, having recently been re-elected to the County Executive Committee.

## Too Many Management Cars In Empire Plaza Lot: CSEA

ALBANY—The Civil Service Employees Assn. and the Office of General Services for the State are currently involved in talks stemming from the CSEA's allegation that management is taking more parking spaces than it is entitled to in the Empire State Plaza.

According to Ernst Stroebel,

## CSEAer's Daughter Earns Scholarship

WATERTOWN—Donna Saur is winner of the Fannie Smith Scholarship award given annually by Jefferson Local 823 of the Civil Service Employees Assn. It is valued at \$150 for each of two years.

A June graduate of South Jefferson Central School, she plans to enter Jefferson Community College in September. The award is given to the son or daughter of a CSEA member. Her parents are Donald and Phyllis Saur, the latter being a CSEA member of the South Jefferson Central School unit.

There were nine eligible candidates, the winner selected by a panel comprising the Rev. John Demos, St. Vasilios Greek Orthodox Church; former Watertown Mayor Theodore Rand and Mrs. Harold Walker. The scholarship committee was comprised of Grace Londraville, chairman; Eleanor Howland; Angeline Dusckas, and Jean Butterfield.

## Interviewers

ALBANY — The State Civil Service Department established an eligible list for Employment Interviewer on Aug. 9 as the result of a Sept. 18, 1976, open competitive exam. The list contains 154 names.

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

## Rensselaer Aides Lose Bonus Fight

TROY—The Appellate Division of State Supreme Court recently overturned a Rensselaer County Supreme Court ruling in favor of the Rensselaer unit of the Civil Service Employees Assn., ordering the county to acknowledge a grievance filed by CSEA requesting back payment of the \$250 bonus to employees who resigned as of July 1.

According to Sue Ernst, unit

president, the county is refusing to pay these employees, although they were employed at the time the Rensselaer County Legislature imposed the one-year contract containing the bonus.

The unit is scheduled to begin negotiations this month for a 1978-80 contract.

## Act To Settle Four Disputes

ALBANY — The state Public Employment Relations Board (PERB) has appointed a mediator and three fact-finders to

settle disputes between the Civil Service Employees Assn. and several municipalities.

Mediator Eric Lawson Jr. of Buffalo was named to the dispute between Allegheny Central School District and non-teaching workers represented by CSEA.

The fact-finders are William Curtis of Yonkers who is assigned to the dispute with the Town of Greenburgh and town employees, Thomas Helfrich of Schenectady, assigned to the dispute between the Niskayuna Public Schools and school employees, and Susan Mackenzie of New York City, assigned to the Village of Sea Cliff—village employees dispute.



## LITTLE THINGS ARE IMPORTANT, TOO

Salary increases, pension benefits and grievance procedures are all vitally important matters to be resolved in contract negotiations, but sometimes incidentals can have a big effect on employees' morale, too. This group here seems pleased about the new coffee urn and other items they now have as the result of an allocation for improvement in working conditions as part of Article 22.6 of the Institutional Services Unit contract. Smiling garage workers at St. Lawrence Psychiatric Center, represented by Civil Service Employees Assn. Local 432, are, from left, Pete McLaughlin, William Herzog, Howard Richards, William Kroeger and Ed Bush, with assistant business officer Mary Riccobono, business officer Thomas Murphy and maintenance supervisor Irving Robinson.

# Latest State And County Eligible Lists

EXAM 39179  
LICENSE INVSTGR  
Test Held May 1977  
List Est. June 16  
1 Roff Willard C Binghamton .....93.4  
2 Abel Seymour Rego Park .....92.2  
3 Pulice Frank J Staten Is .....80.8  
4 Nichols Frank Kinderhook .....75.4

EXAM 39183  
SUPVR OF SCHL BUSNS MNGT  
Test Held April 1977  
Est. July 20  
1 Smith Fred E Scotia .....93.7  
2 Horth Russell A Schenectady .....93.7  
3 Davis George Richmondvil .....88.6  
4 Wettergreen C J Albany .....87.8  
5 None  
6 Poskanzer C J Albany .....85.5  
7 Hunt Ivan H Suffern .....84.5  
8 Churchill R A Glens Falls .....83.2  
9 Ahola Richard R Voorheesvil .....82.9  
10 Ekvedge C Castleton .....81.2  
10A Lory Charles G Suffern .....79.0  
11 Binzer Henry J Schenectady .....78.5

EXAM 39183  
SUPVR OF SCHL BUSNS MNGT  
Test Held April 1977  
1 Long Vito F Valatie .....86.7

EXAM 36023  
BRIDGE MTCE SUPVR 2  
Test Held Apr 16  
Est. July 21  
1 Gough Patrick J Greenville .....87.0  
2 Marov Aldo M Nanuet .....78.5  
3 Hendrick R F Yonkers .....78.3  
4 Stevens Philip Berne .....75.8  
5 Allen William J N Tonawanda .....75.8  
6 Riosa Ronald Manchester .....74.2  
7 McFadden John Nanuet .....74.0

## Son Of Sam

(Continued from Page 5)  
County Hospital, Brooklyn.

Nicholas Abbatiello, president of the CSEA Nassau County Local, announced his union's reward before Berkowitz was arrested. He noted that civil service workers, along with other citizens, should do everything possible to stop the killer.

## Janitor Listing

ALBANY — The State Civil Service Department established an eligible list for Spvg. Janitor on Aug. 11, 1977, as the result of a March 19, 1977, open competitive exam. The list contains 136 names.

Test Held Apr 16  
Est. July 25  
1 Deyoe Charles A Schuylervil .....91.0  
2 Cary Donald W Canastota .....89.8  
2A Cox Phillip A Scottsville .....86.2  
3 Smith David A Afton .....85.5  
4 None  
5 Clement Leonard Watertown .....79.5  
7 Stec Stanley P Poughkeepsie .....76.7

EXAM 36040  
PRIN ENGRG TECH ELECTRIC  
Test Held May 7  
Est. July 21  
1 Fox James V Astoria .....89.3  
2 Rohan Constance Bronx .....85.1  
3 Hoover Elmer S Delmar .....84.3  
4 Rourke E A NYC .....84.1  
5 Fink Charles F Averill Pk .....83.6  
6 Lowe Jan M NYC .....83.1  
7 Mulholland J Brooklyn .....82.9  
8 Witt Frederick Delmar .....82.3  
9 Liguigli Emil Bronx .....80.3  
10 Havnen David K Watervliet .....80.0  
11 Piencinski H Bayside .....77.1  
12 Hamilton M I Laurelton .....76.6  
13 Feldman Emily B Brooklyn .....75.1  
14 Polanski Steven Brooklyn .....73.1  
15 Slusher Ken J Jackson Hts .....73.1  
16 Greenberger N Brooklyn .....71.1  
17 Boswell Leda L S Orange NJ .....70.1

EXAM 36041  
CHF ELECTRIC COMPNT TECH  
Test Held May 7  
Est. July 21  
1 Fox James V Astoria .....84.3  
2 Mulholland J Brooklyn .....81.9  
3 Liguigli Emil Bronx .....80.3  
4 Witt Frederick Delmar .....79.3  
5 Daignesault R R Cohoes .....76.0

EXAM 36042  
SR GAS & PETROL INSPCTR  
Test Held May 7  
Est. July 21  
1 Goetz Charles P Kenmore .....94.0  
2 Munnally Thomas Staten Is .....88.3

EXAM 36043  
ASSOC GAS & PETROL INSPCT  
Test Held May 7  
Est. July 21  
1 Dally Joseph W Perry .....96.4  
2 Bill Timothy A Heuvelton .....81.8  
3 Miles Melvin L Hamburg .....81.4  
4 McCauley John H Schenectady .....77.5  
5 Roperi Angelo Islip .....74.5  
6 Salvatore Myron Lancaster .....72.5  
7 Marchica John P Hauppauge .....70.9

EXAM 36-163  
PRIN INCOME TAX EXMR  
Test Held Jan. 15, 1977  
List Est. July 14, 1977  
1 Brusie Louis E Clifton Pk .....91.6  
2 Laudisi William Rochester .....90.1  
3 Parsons Howard Albany .....84.3  
4 Rourke William Rensselaer .....82.2  
5 McCormack M J NYC .....81.6  
6 Davis Charles E NYC .....78.9  
7 Lobdell Audrey Albany .....77.6

EXAM 36-164  
PRIN SALES TAX EXMR  
Test Held Jan. 15, 1977  
List Est. July 14, 1977  
1 Heinz Thomas J Selden .....97.1

2 Keeley Lawrence Clifton Pk .....95.9  
3 Amyot D N Clifton Pk .....93.4  
4 Kogel John F Syracuse .....93.3  
5 Kelly Robert J Latham .....93.1  
6 Fallis John E Staten Is .....92.6  
7 Hoffman Walter Latham .....90.9  
8 Michalak Ronald Voorheesvil .....89.0  
9 Bradford George Schenectady .....88.6  
10 Greetley James F Syracuse .....87.8  
11 Fiano Joseph M Schenectady .....86.3  
12 Shetakofsky I Flushing .....85.9  
13 Zurlo Phillip Hartsdale .....84.6  
14 Cosentino A D Niagara Falls .....84.6  
15 Raupp Donald G Rochester .....84.1  
16 Bach Martin D Verona Beach .....81.0  
17 Naroff Rita Flushing .....80.7  
18 Gizzi Richard E Schenectady .....80.6  
19 O'Hara William J Binghamton .....79.1  
20 Nendza Aloysius Voorheesvil .....77.4  
21 Chyrywaty J Altamont .....76.6

EXAM 35983  
SR VOC REHAB CNSLR  
Test Held March 19, 1977  
Est. Aug. 10, 1977  
1 Wendlandt B M Hammondsport 83.5  
2 Oursler Janice Massapequa .....82.7  
3 Wayne Laura K New City .....82.4  
4 Gruber Linda I NYC .....82.3  
5 Moskos William Mt Vernon .....81.9  
6 Johnson Beverly Setauket .....81.4  
7 Szymanski E M Utica .....81.3  
8 Freidlander B Hempstead .....80.9  
8A Smakowitz John Irvington .....80.9  
9 Monahan Terry F Little Falls .....80.9  
10 Edelstein S P NYC .....80.2  
11 None  
12 Lombard James L Cadyville .....79.6  
13 Crissey David L Tonawanda .....79.5  
14 Warren Claire NYC .....79.3  
15 Davidson Mary E NYC .....79.2  
16 Leary Cynthia J Spring Val .....79.0  
17 Dooley Kenneth Woodside .....78.9  
18 Fenster Elaine Williamsvil .....78.8  
19 Pratt Paul D Kenmore .....78.5  
20 Rutnik George J Clarksville .....78.4  
21 Donnelly Marion Buffalo .....78.3  
22 Wallace Ronald Dewitt .....78.0  
23 Fuebach Claire Pt Chester .....78.0  
24 Hershkowitz E N Somerville .....77.9  
25 Koch Richard E Albany .....77.6  
26 Engel Eleanor G Syracuse .....77.6  
27 Miller F H Parishville .....77.5  
28 Maville Robert Rochester .....77.5  
29 Tischelman H B Bronx .....77.4  
30 Lasky Robert L Pt Jefferson .....77.3  
31 Mulhern Joseph Queens .....77.2  
32 McCarthy Denise Albany .....77.2  
33 Fisher Carolyn NYC .....77.1  
34 Kwart Barbara Rochester .....77.0  
35 Brody Alice H NYC .....77.0  
36 Rosen Allen S Staten Is .....77.0  
37 Baumann L E E Rochester .....76.9  
38 Noble John V Dewitt .....76.7  
39 Nichols Pamela Webster .....76.7  
40 Shanahan Thomas Arcade .....76.6  
41 Pava Frances Brooklyn .....76.6  
42 Muller Joanne U Rochester .....76.5  
43 Sharpless G P Marcellus .....76.5  
44 Haley Raymond White Plains .....76.4  
45 Levine Andrea NYC .....76.4  
46 Goldenberg Jan NYC .....76.3  
47 Concilia Ronald Buffalo .....76.3  
48 Wilson Patricia North Salem .....76.3  
49 Waltzer Ilene NYC .....76.2  
50 Straus Peter Sunnyside .....76.2  
51 Braccini Irene Hartsdale .....76.0  
52 Kaufman Thelma NYC .....75.9  
53 Weintra L Jamaica .....75.7  
54 Anzalone G L Flushing .....75.7  
55 Royer Harriette Macedon .....75.6  
56 Krakovsky R M NYC .....75.5  
57 Miller Glenn C E Rochester .....75.5  
58 Berger Yitzhak Brooklyn .....75.5  
59 Walters Donna L Staten Is .....75.4  
60 Bernstein Elena NYC .....75.3  
61 Liebman Judith NYC .....75.3  
62 Swanson Sonia B Tonawanda .....75.2  
63 Farrell Harold Buffalo .....75.2  
64 Brown Joan C White Pks .....75.0  
65 Gloeckner Ingo East Norwich .....75.0  
66 Schwartz Burton E Setauket .....75.0  
67 Abrams Rhoda Brooklyn .....75.0  
68 Beck Elizabeth NYC .....75.0  
69 Bailen Marilyn Bellerose .....75.0  
70 Bartaicki M J Rochester .....74.9  
71 Brown Lawrence New Paltz .....74.9  
72 Bagi Beverly J Staten Is .....74.8  
73 Benjamin Lois Plainville .....74.8  
74 Rubin Karen E Brooklyn .....74.8  
75 Stanic A S Syracuse .....74.8  
76 McGee Alfred G Poughkeepsie .....74.7  
77 Salerno Maryann NYC .....74.5  
78 Cardascia John S Hauppauge .....74.5  
79 McIlvain Gary L Liverpool .....74.5  
80 Baron Leanne S Levittown .....74.4  
81 Couto Thomas J NYC .....74.4  
82 Smith Dania D Wantagh .....74.4  
83 Jacobs A Brooklyn .....74.3  
84 Lenscher Jon M Bronx .....74.3  
85 Notarianni F R Patchogue .....74.3  
86 Koppelson J A E Setauket .....73.9  
87 Paruolo Vincent Poughkeepsie .....73.8  
88 Clark Edna F Bronx .....73.5  
89 Cloonan K M Fairport .....73.4  
90 Deisig June A Hamburg .....73.3  
91 Goldstein J V Ridgewood .....73.3  
92 Finkel Muriel W Hempstead .....73.3  
93 Feinberg S J Massapequa Pk .....73.3  
94 Pfohl Robert W W Amherst .....73.2  
95 Mellow Judith A NYC .....73.1  
96 Falk Paul NYC .....73.1  
97 Lindaman D N Vestal .....73.1

98 Smith Judith S NYC .....73.0  
99 White Olga D Syracuse .....72.9  
100 Goldstein M J Bronx .....72.9  
101 Wolfe Robert Brooklyn .....72.7  
102 Young Ira New Milford .....72.7  
103 Deluca Ronald N Syracuse .....72.7  
104 Schierer Thomas Snyder .....72.7  
105 Ross Robert J White Plains .....72.6  
106 Fonfa Susan L Staten Is .....72.4  
107 Slusky F N Dix Hills .....72.3  
108 Morgan C A Schenectady .....72.3  
109 Munshen Wilma M Kenmore .....71.9  
110 Erpelting B S NYC .....71.9  
111 Way Ernest N Buffalo .....71.8  
112 Cohen Wendy S Rochester .....71.8  
113 Lang Kathryn W Newburgh .....71.7  
114 Tooman Helise A Stockholm .....71.7  
115 Ehrenreich M Glen Oaks .....71.6  
116 Hochberg Susan NYC .....71.3  
117 Biggi Ian M Hudson .....70.9  
118 Rand Deborah E Locust Val. ....70.8  
119 Jennings Sara L NYC .....70.8  
120 Kane Ella Ossining .....70.8  
121 Carpenter A J Getzville .....70.8  
122 Cooper Florence Rockvil Ctr .....70.7  
123 Jamison Doris V Albany .....70.4

EXAM 36003  
ASSOC U I HEARING REP  
Test Held Jan. 1, 1977  
Est. Aug. 10, 1977  
1 Walker David P Hamburg .....94.6  
2 Danahy D J Albany .....94.3  
3 Victory Joseph Wantagh .....91.0  
4 Moran Charles E Buffalo .....90.9  
5 Novotny Joseph Ossining .....90.6  
6 Robinson James E Elmhurst .....89.5  
7 Thorpe Robert A Baldwinvil .....87.9  
8 Jones Glenn D Wantagh .....87.6  
9 Joseph Julia C Bronx .....85.5  
10 Davis Harold R Brooklyn .....83.3  
11 Schneider Peter Brooklyn .....83.0  
12 Berlan Robert NYC .....82.5  
13 Diamond Joseph Monroe .....82.5  
14 Morosoff Paul Flushing .....82.5  
15 Borin Robert B Cornwall .....81.5  
16 Wiegert Wallace New Hyde Pk. ....79.3  
17 Bernstein Harry Brooklyn .....78.8  
18 Paratore A P Albany .....77.3  
19 O'Leary Michael Middletown .....74.5  
20 Edwards F G West Islip .....73.8  
21 Dietze W A East Aurora .....71.4

EXAM 36011  
SR VOC REHAB CNSLR  
Test Held March 19, 1977  
Est. Aug. 10, 1977  
1 Mallabar Mary E Altamont .....83.3  
2 Lipkin Howard S NYC .....79.5  
2A Volkmer G Wantagh .....77.4  
3 Brenner Anne F White Plains .....77.3  
4 None  
5 Ross Robert J White Plains .....76.6  
6 McLane William Rochester .....75.4

7 Griffith John W E Rochester .....74.7  
8 Tucker Richard Niagara Falls .....74.2  
9 Randman Stephen N Bellmore .....73.7  
10 Litke Barbara NYC .....73.5  
11 Palau John B N Tonawanda .....73.4  
12 Cooperwasser R White Plains .....73.2  
13 Pickman Shirley Forest Hills .....72.7  
14 Cahill Dorene M Bayside .....72.5  
15 McMenamin Ann E Albany .....72.3  
16 Lafave Margaret Baldwinvil .....72.1  
17 Srepanik M E Northport .....71.7  
18 Spano Lena NYC .....71.4  
19 Sroka John M Auburn .....70.7

EXAM 36047  
LICENSE INVSTGR 3  
Test Held May 7, 1977  
Est. Aug. 11, 1977  
1 Amello Joseph T Elmont .....95.9  
2 Castellano E J Staten Is .....88.8  
3 Barr James H Chesago Fks .....83.5  
(Continued on Page 15)

Evening (non-credit) Courses

**STATIONARY  
ENGINEER  
PREPARATION  
FOR CIVIL  
SERVICE  
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### PERB Moving

MANHATTAN—The New York City office of the State Public Relations Board (PERB) will move "on or about Sept. 1" to the second floor of 270 Broadway, according to the July-August PERB News.

The New York PERB offices are now at 342 Madison Ave., Manhattan.

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**MEETING THE CANDIDATE**

Civil Service Employees Assn. members meet their state senator at recent political meeting at Rainbow Grill in New York City. He's State Senator Joseph Pisani of New Rochelle, second from right. The meeting was arranged to help him raise funds for race for statewide office next year. He may run for attorney general or lieutenant governor. It is rumored. With him, from left, are his wife, Joan, CSEA Southern Region president James Lennon; Eleanor McDonald and Pug Lanza, of CSEA's Westchester Local 860, and Pat Mascioli, the union's Southern Region political action chairman.

**Judge Rules**

**Union Must Represent Both Sides**

The case was one never before brought into a state court and it went right to the heart of a public employee union's obligations to its membership.

Simply put, must a union provide a lawyer to a member facing loss of a job in a lawsuit brought by a fellow member who is already being represented by the union's official counsel?

The delicate question was answered in Nassau Supreme Court this month when a judge ordered the East Meadow Teachers Association to either provide an "independent" lawyer to represent the challenged teacher or else pay his legal fees if he retains his own lawyer.

If the union did neither, Judge Douglas F. Young ruled, then the union lawyer already represent-

ing the teacher would have to be removed from the case.

The dispute between the two teachers involved a tenure issue. Sharon Jacobs brought a lawsuit after her job was abolished last year by the East Meadow Board of Education, claiming she had more seniority than Paul Dreska, who was kept on the payroll. Since Ms. Jacobs belonged to both the East Meadow Teachers Association and the New York State United Teachers, she got as her lawyer the general counsel for NYSUT.

Mr. Dreska, who automatically became involved in the case because his job was at stake, brought his own lawsuit to disqualify Ms. Jacobs' lawyer or have the union provide him with his own lawyer. As he told Judge Young, "A labor organization to which he pays dues should not champion the cause of a fellow teacher who seeks to be reinstated to her position at his expense."

Judge Young summed up Mr. Dreska's argument this way, "NYSUT should not favor one member over another."

The judge, in ruling that the issues had never before been raised in court, rejected the NYSUT lawyer's claim that the union was under no "contractual obligation" to provide Mr. Dreska with legal assistance.

"It seems incongruous," he said, "for a union to sponsor or to support the attack of one member against the job security of another member in what can be termed a 'one-on-one' dispute. I believe this issue involves considerations of public policy. If this conduct is permissible and becomes a regular practice, it holds the possibility of a proliferation of lawsuits sponsored by the union on behalf of some of its members against the other members. This could lead to serious intra-union dissension and fragmentation of the union."

But most disturbing to Judge Young was the prospect of a union member not only finding himself out in the cold as far as legal assistance goes, but seeing "the power of the union" supporting an opponent "in a crucial contest for job survival."

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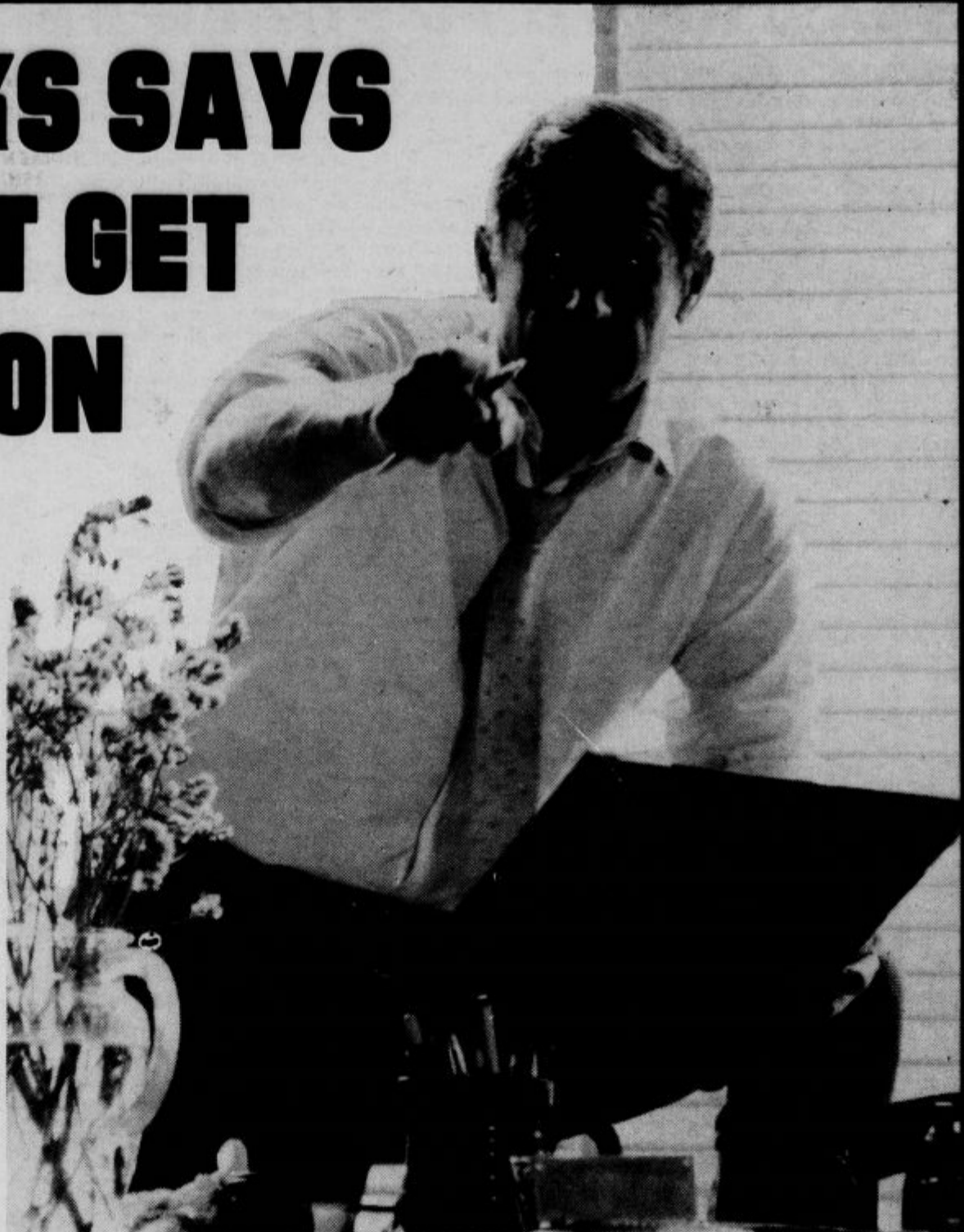
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The CSEA new membership drive is in full swing and now's the time for you to get off your duff and sign up non-members. With each new member you bring into the CSEA fold, you get five bucks cash! And there's no limit to how many new members (at five bucks each!) you can sign up.

But you've got even more than five bucks riding on the CSEA membership drive. The blunt truth is that the more public employees who belong to CSEA the stronger we *all* become. The opposition doesn't want to see us united because they know that our strength is in unity. With all of us on the same side we all will get the fair shake we deserve.

It's up to each one of us in CSEA to strongly impress every non-member that our fight is also the fight of every public employee in New York. And that if we don't work together—as equal and participating members—our future goals will be harder to reach.

So, if you're a member in good standing, get going and sign up your fellow workers who are non-members in CSEA. See your Chapter or Unit president for special sign-up cards which have all the necessary information. The five-dollar cash award is yours with each new member you sign up but more importantly, with every new member in CSEA, you are helping to insure the future. For all of us.



**STRENGTH IN UNITY**

# Name Group To Review Retiree Complaints

NEWBURGH — A better deal for the retirees, the people who faithfully serve the Civil Service Employees Assn., was asked for by George Celentano, Westchester-Rockland Retirees president at a special meeting of the Southern Region III executive committee at the Holiday Inn recently.

"We don't get enough recognition on the Board of Directors; we don't get any part at the state convention; we don't have the right to vote for state officers; we don't get any publicity from CSEA and we are not even mentioned in the Bylaws," was the complaint voiced by Mr. Celentano.

Southern Region president James Lennon said the complaints should be looked into. He appointed Mr. Celentano, John VanDuzer, Orange-Ulster-Sullivan Retirees Local 917 president, and Tris Schwartz, Dutchess-Putnam Retirees Local 909 president, as a committee to meet before the October convention with Nellie Davis, statewide re-

tree chairman, in order to draw up some resolutions on the question that could be introduced on the convention floor.

Mr. Lennon noted that the retirees in the Southern Region now have two members on the Board of Directors and they may be entitled to as many as four members on the board. He also said he would speak to CSEA president William McGowan about the problems of the retirees.

Mr. Celentano said he would like to see a program for the retirees presented on a Tuesday morning at the October convention. He also urges that letters be sent out to the Governor and the Legislature on the high cost of living and that negotiations be undertaken to continue health insurance for the spouses of retired public employees. Retirees average about \$4,500 a year on their pensions and if a retiree dies, his or her spouse is given 31 days to get costly private insurance.

Retirees pay \$4.80 a year in

dues and can't vote in CSEA elections. Mr. Celentano pays the full \$58.50 in dues even though he is retired. He believes that all retirees should have the right to vote in the elections without paying the full dues.

He also claimed that only 11 people in the state CSEA get the right to select the statewide retiree chairman and vice-chairman and he believes this privilege should be given to all the retirees.

The Westchester-Rockland Retiree Local has encouraged Rep. Benjamin Gilman (R-26th District) to introduce a bill in Congress to set a \$5,000 income tax exemption for all people receiving pensions. "The retirees wield a lot of political clout and can do a lot for CSEA," he said.

In other action, Region president Lennon said he and Long Island Region president Irving Flamenbaum are going to be honored by the Federation of Italian-American Democratic Organizations in New York City on August 31.

A tentative calendar for 1977-78 for the Southern Region was announced at the meeting. It includes the following dates: Sept. 28, a delegates meeting; a workshop at the end of October; Nov. 16, a regional officers meeting; Dec. 16, a Christmas party; Jan. 11, officers meeting in Fishkill; Jan. 25, Regional officers meet-

ing; March 15, regional meeting, April 12, 19, regional meetings. The regional meetings will be held in different counties, according to which Locals want to act as hosts, Mr. Lennon said.

Mr. VanDuzer introduced a letter from Congressman Gilman into the minutes in which the Congressman condemned Gov. Hugh Carey's plan to drastically change the State Mental Hygiene Department. "I share your con-

cern over Gov. Carey's plan and I am writing him to express my opposition. This seems to me to be yet another hasty decision which will inevitably harm both patients and doctors and at a time when the health field cannot sustain further tampering and major shifts of emphasis. I believe the Governor's decision is poorly thought out and ill-planned," Congressman Gilman said.



## DOROTHY KOTHEN RETIRES

A retirement dinner in honor of Civil Service Employees Assn. member Dorothy Kothén was held recently at the Cavalier Restaurant, Amherst. Ms. Kothén, a veteran employee of 36 years with the libraries, has served an unprecedented five terms as president of the Library unit, which she helped organize in 1968 with the assistance of Robert Dobstaff and Eulis Cathey. Ms. Kothén also held the position of fifth vice-president of CSEA Local 815 since 1970, serving for seven years under the administrations of George Clark and Victor Marr. Maggie McNeela, vice-president of the Library unit, will now become president of this unit. From left are Mr. Marr, Local 815 past president; John P. Eiss, current president; Ms. Kothén, and Mr. Clark, County representative to CSEA Board of Directors.



## PSYCHIATRIC INSTITUTE HONORS RETIREES

The New York State Psychiatric Institute Local of the Civil Service Employees Assn. recently honored two of its members who retired after many years of service. From the left are: Donald Dillon, who presented the retirees with gifts; H. Donald Dunton, who retired after 19 years; his wife, Bunny Dunton; Vivienne Cole, with 36 years of service, and Arthur Cole, her husband. At right is Salvatore Butero, Local president. The presentations were made during a dinner dance at the Astorian Manor, Queens.



## HONOR SUNY PLATTSBURGH RETIREES

Retirees of Local 612 SUNY Plattsburgh of the Civil Service Employees Assn. were recently honored at a banquet. From left are Ernie Wood, Bill Campbell, Roma Noel and Maynard Beauvals.

## Hold Fed. Retiree Meeting Sept. 21

MANHATTAN—The next regular meeting of Manhattan Local 23, National Assn. of Retired Federal Employees will be held on Sept. 21, at 1:30 p.m. at the McBurney YMCA, West 23 St. between Seventh and Eighth Avenues.

Feature of the meeting, as announced by President Charles Sullo, will be a talk by Debbie Carter, field representative of Social Security, who will speak and answer questions regarding retired federal employees.

Members and other retired federal employees are invited to attend.



## FUTSCHER RETIRES

A retirement party was held recently to honor Dorothy M. Futscher who served over 43 years as an employee of New York State. She was with the Department of State Liquor Authority when she retired on July 20, 1977. Ms. Futscher has served as an officer of the Civil Service Employees Assn. in the Albany office of the State Liquor Authority.

## Fewer Jobless

ALBANY—Industrial Commissioner Phillip Ross, head of the State Department of Labor, says 459,214 persons claimed unemployment benefits under four separate programs in the State the week ending August 12. There were 471,165 claims the previous week. The decline was caused mainly by claimants returning to work in the New York City apparel industry.

## Catskill Retirees Meeting Sept. 14

MIDDLETOWN — There will be a meeting of the Orange, Ulster, and Sullivan Counties Retirees Local 917 of the Civil Service Employees Assn. at 2 p.m. on Wednesday, Sept. 14, at the Kiner Building, Middletown. Local president John M. Van Duzer announced recently.

He expressed his appreciation to those who supported the 14 percent pension increase recently won for retirees who left state service before April 1, 1969.

"It is the kind of accomplishment which should encourage retirees to join the CSEA if they are not members already," Mr. Van Duzer said.

## Honor Morrisville Retiree, Noble

MORRISVILLE — Doris Noble, vice-president of the Morrisville Local of the Civil Service Employees Assn. was recently honored by friends, co-workers, and officers at a retirement luncheon celebrating her nine years working at SUNY Morrisville and actively participating in union activities.

## Nassau Retirees

MINEOLA — There will be a meeting of the Nassau County Retirees Local of the Civil Service Employees Assn. on Aug. 31 at 11 a.m. in the American Savings Bank, Modell's Shopping Center, Hempstead Turnpike, East Meadow.

Meetings are held the last Wednesday of every month.

# Latest State And County Eligible Lists

(Continued from Page 10)

- 4 Merrow Clinton Amsterdam .....82.2
- 5 Coyne Michael G Liverpool .....77.9
- 6 Weiner Danny L NYC .....73.6
- 7 Amick Ross M Pitsford .....73.0
- 8 Gago Robert W Bronx .....72.9

**EXAM 36045**

**PRIN GAS & PETROL INSPCTR**

- Test Held May 7, 1977  
Est. Aug. 10, 1977
- 1 Turtle Clifford Delevan .....86.9
  - 2 Martello Marino Commack .....83.8
  - 3 McCutcheon Lynn N Tonaawnda 82.9
  - 4 Davenport R L Dundee .....75.9

## Trip To N.Y.

(Continued from Page 4)

**Washington, D.C.**

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- 5 Mushalla Frank Binghamton .....74.9
- 6 Beyer Richard A Ft Montgomery 72.9
- 7 Deyo Russell L Malden Bdg .....70.9

**EXAM 36044**

**SUPVVG GAS & PETROL INSPCTR**

- Test Held May 7, 1977  
Est. Aug. 10, 1977
- 1 Dally Joseph W Perry .....94.4
  - 2 Turtle Clifford Delevan .....90.9
  - 3 Miles Melvin L Hamburg .....84.4
  - 4 Bill Timothy A Heuvelton .....81.8
  - 5 Mushalla Frank Binghamton .....80.9
  - 6 Beyer Richard A Ft Montgomery 76.9
  - 7 McAuley John H Schenectady .....74.5
  - 8 Marchica John P Hauppauge .....71.9
  - 9 Roperi Angelo Islip .....71.5
  - 10 Salvatore Myron Lancaster .....70.5

**EXAM 36057**

**SR MEDICAL RECORDS CLERK**

- Test Held May 7, 1977  
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  - 2 Willis Linda M Hollnd Patnt .....92.7
  - 3 Gadbois A M Clinton .....92.0
  - 4 Aquino Mimi A Middletown .....91.1
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- 13 Seymour Debra M Loudonville 89.5
- 14 Kopsler E F Poughkeepsie .....89.4
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- 41 Murray Patricia Schenectady .....87.2

- 42 Koeppe Janet A Stuyvesant .....87.1
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  - 49 Barrett Eileen Bay Shore .....86.6
  - 50 Vergoni Gina L Cohoes .....86.5
  - 51 Gehrke Dorothy Derby .....86.4
  - 52 Oberling Marie Albany .....86.4
  - 53 Sulem Linda D Watervliet .....86.3
- (To Be Continued)

## Head Janitors

ALBANY — The State Civil Service Department on Aug. 5, 1977, established an eligible list for Head Janitor as the result of a March 19, 1977, open competitive exam. The list contains 14 names.

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

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

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

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

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

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

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

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

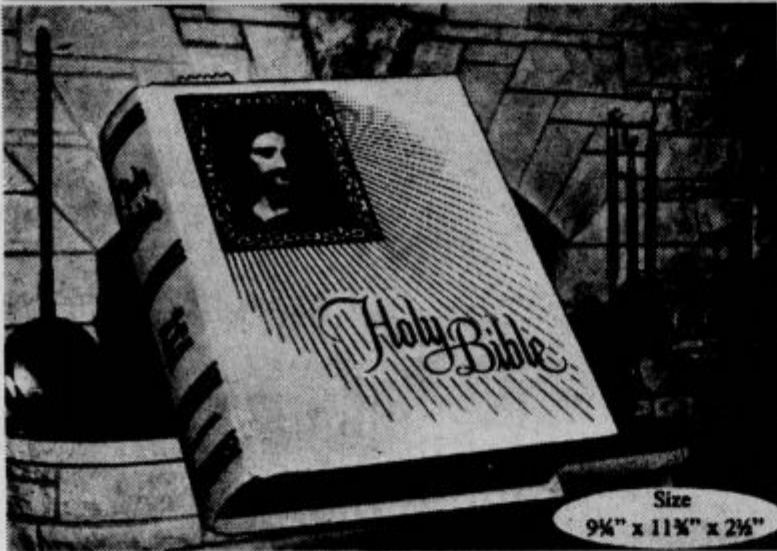
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# Monroe Strike Over Quickly, Successfully

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layoffs but agreed that there will be none in 1977 or 1978. The CSEA conceded that if it's shown county expenses must be reduced, jobs can be cut by abolition of job titles. But layoffs must be based on seniority and anyone laid off will be eligible for unemployment insurance. The county cannot select specific employees to be "furloughed" for a day or two. Under those conditions, laid-off employees would be ineligible for jobless pay. Mr. Koenig said he feels no layoffs or furloughs can be ordered for the length of the contract.

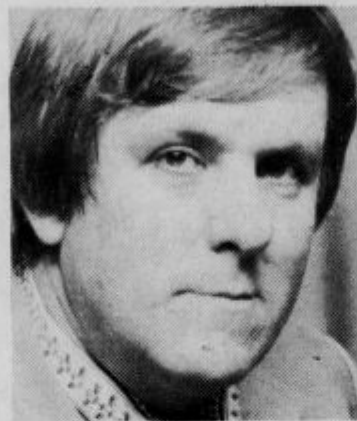
• Agency shop — CSEA and county will reopen negotiations within 30 days after new contract is signed. CSEA wants the right to collect a dues equivalent from employees who have not joined CSEA but benefit from the union's activities.

• Union business — The Local president is permitted to spend three hours a day on CSEA business and still receive full pay from the county. Other CSEA leaders are permitted to spend a combined total of 1,950 hours a year on union business and still receive full county pay. Starting next Jan. 1, CSEA will repay the county for any salary the Local president receives for union work exceeding three hours daily. The county agreed to drop disciplinary action against Mr. Koenig, who was charged with refusing to do any work for the county for the past two years as a senior probation officer. Mr. Koenig agreed to drop improper practices and other charges against the county.

• Mileage — County employees using their own cars on county business will receive 16 instead of 15 cents per mile in 1978. In 1979 the rate will become 17 cents a mile.

• Health insurance — If Blue Cross and Blue Shield premiums increase in 1978 and 1979, the county will pay for all of the increased costs.

• Time-and-a-half pay — This will continue to be paid, although the county wanted to eliminate it.



CSEA vice-president Robert Lattimer met with top county officials to help arrange quick settlement of local strike.

• Work hours — Although county wanted power to change work hours during the workweek, it will be unable to do so.

Negotiations began last October and about 15 mediation sessions were held after the contract expired Dec. 31.

The biggest factor precipitating the strike was the county's rejection of the fact-finder's report, which CSEA members had

voted unanimously to accept at a meeting attended by 1,500 Local members.

The fact-finder recommended restoration of pay cuts, a 6 percent pay increase over two years, an agency shop, maternity leave and other benefits.

CSEA members voted Aug. 17 to strike on Monday, Aug. 22. Marathon negotiating sessions lasted 14 hours from Sunday to Monday and 27 hours from Tuesday to Wednesday.

Robert Lattimer, a statewide vice-president of the union and the ranking officer in CSEA's Western Region VI, had hurried to the scene when it was realized that nearly 75 percent of the Local membership had joined the strike on Monday and Tuesday. Mr. Lattimer joined the talks to help bring an early settlement to the dispute, and to restore services that had disrupted services throughout the county.

The settlement announcement was made about 10 a.m. Wednesday and pickets were pulled off the lines immediately. Mr. Koenig said he was attempting to remove Wednesday from consideration as a strike day because most workers returned to work most of that day.

"Members showed tremendous courage, solidarity and cohesiveness in pulling this thing through successfully," Mr. Koenig said. "They showed the county administration and county legislature that we are a united group and that we will stand up for our rights should anything like this reoccur."

There were no serious incidents or injuries during the strike.



CSEA collective bargaining specialist Gary Johnson and Monroe County Local president Martin Koenig address the membership regarding the issues separating the county and the union, at a meeting held prior to the strike at the Auditorium Theater, Rochester.

## Cortland's Crandall Wins 2 Grievances

CORTLAND—Ask Pat Crandall, executive vice-president of Central Region V, SUNY-Cortland Local 605 president, and a State University representative of the Civil Service Employees Assn.'s Board of Directors, what good news CSEA delivered lately, and you will quickly get a smile and the traditional victory sign. It is her way of saying she was recently notified of two favorable Step Three grievance decisions from SUNY officials in Albany. Ms. Crandall's grievances included a charge of management harassment and another involving additional pay for out-of-title work.

Regarding the harassment grievance, Ms. Crandall contended her many CSEA responsibilities required absences from her work station as an DMT, SG-4 in an office where she was the only secretary. Written and verbal harassment by faculty members and others prompted the grievance action. In the decision the reviewer stated . . . "when possible, grievant should be transferred to a multiple-person office. Meanwhile, the office supervisor should inform all affected employees that grievant's absences on CSEA business is both appropriate and necessary."

The second favorable decision involved Ms. Crandall's temporary assignment to senior stenographer Jan. 10, 1977. Man-

agement contended that the Department of Civil Service would only allow payment for 60 days in that position. The grievant contended she should be paid for the full period of time worked since January. In part, the decision declared . . . "The Administration acknowledges that the grievant is doing the work of the incumbent of the position, who is on leave. To the best of this reviewer's knowledge, there is no civil service law or rule preventing the payment for out-of-title work for more than 60 days. The college is hereby instructed to pay the grievant at the senior stenographer rate for the entire time she has filled the duties of that position."

"Naturally, I'm delighted with the decisions," Ms. Crandall said, "the grievances were justified and the decisions bear out the charges. Once again we proved the effectiveness of CSEA support to its members," she concluded.

SUNY-Cortland employees are represented by Terry Moxley, CSEA Central Region V field representative.



A secret ballot determined that the members of the Monroe County CSEA Local would strike. The vote was overwhelmingly in favor of job action.

## Sign Johnson City Schools Contract

JOHNSON CITY—A contract between the Johnson City School District and the Civil Service Employees Assn., which represents 150 non-instructional employees, has been ratified, it was announced by Jim Corcoran, CSEA field representative and negotiator for the employees.

The two-year contract, accepted by the employees last month and ratified by the School Board, includes a 7 percent pay raise for the 1977-78 school year, with a 6½ percent raise for the 1978-79 school year. Dates for paid holidays were changed, but no new holidays were added or any deleted.



Monroe County workers demonstrated at sites around the county during the strike last week. Local leaders attributed the short duration of the action, in part, to excellent participation by the workers. In this photo, picketers carry signs at the local airport.

## SHERIFF'S DEPUTY DONATES \$3,000 TO STRIKERS

The first donor to a Monroe County striking workers welfare fund came forward on the very first day of the successful 2½-day strike.

Herman F. Hartman, a sheriff's deputy assigned to the courts, reached into the savings account he started three years ago for a trip to Australia and New Zealand and handed a \$3,000 cashier's check to picket captain Robert Trimmer of the county probation department. "He handed it to me and left, Mr. Trimmer said, "I looked at it and saw the dollar amount—I was shocked. By the time I looked up, he was gone."

Word of the unsolicited donation from Mr. Hartman spread throughout the more than 30 picket sites and served to harden the strikers determination. "I've been a strong union man since before World War II," explained Mr. Hartman, and that was his way of showing "solidarity" with the strikers even though his department was not involved, he said.