

Civil Service LEADER

America's Largest Newspaper for Public Employees

→ JOSEPH ROULIER

Convention Issue

Western Region 6 News	See Page 3
Long Island Region 1 News	See Page 5
New York City Region 2 News	See Page 9
Southern Region 3 News	See Page 13
Albany Region 4 News	See Page 17
Syracuse Region 5 News	See Page 19

Vol. XXXV, No. 28

Tuesday, October 8, 1974

Price 20 Cents

THE PUBLIC EMPLOYEE

By DR. THEODORE WENZL
President,
Civil Service Employees Association



In this column, I shall be brief and limit myself to just one point — namely, Growth. For CSEA, Growth is perhaps the most revealing factor of strength and overall general well-being that there is.

During the past year, CSEA has grown in membership from about 206,000 to over 220,000. Upon reflection, this is a truly remarkable achievement which bodes well for our great organization. This was accomplished amidst such significant adversities as:

- The general leveling off of the numbers now being recruited in all levels of government.
- The loss of 3,600 members now classified in the grouping called Management/Confidential, and
- The continuous challenging by outside private-sector unions for our membership.

SIDE BY SIDE with this solid membership achievement stands the fact of increased personnel employed by CSEA to service its membership. In the past year, overall staff has increased in numbers from 174 to 191. This increase in personnel occurred at all levels in the CSEA structure, including headquarters, field staff, and new regional offices personnel.

With all of the daily, difficult problems besetting unionism in these very troublesome times in this country and state, it is good to pause and reflect upon our Growth as a great big factual plus. CSEA just keeps growing on and on in spite of all external forces against it.

In closing, I salute the entire membership and all on staff who continue to labor in order to keep CSEA the Number One public-employees union in New York State.

Duryea Promises To Lead Fight For MH Career Ladder Funding

WEST HAVERSTRAW — Low-paid food service workers at mental hygiene institutions throughout the state may soon have a new chance for financial and educational advancement as a result of a meeting at Helen Hayes Hospital here Oct. 2 between prominent assemblymen and members and staff of Southern Region 3, Civil Service Employees Assn.

Speaker Perry R. Duryea Jr. of Montauk and Assemblymen Eugene Levy of Suffern and Harold K. Grune of Stony Point

gave favorable responses to union members' pleas for career ladders for food service workers. Lorraine Scott, a supervisor of food service staff at Letchworth Village and a member of the statewide committee on career ladders, explained to the legislators what the union members are asking for.

"We want to be trained for more responsibility and better-paying jobs, and want this training to be held at our own institutions," she said. Food service workers have been taking college courses in Poughkeepsie for 10

years, but many more would avail themselves of training if it were offered at their place of work, she added.

Affect Thousands

The career ladder concept, which is already in existence for civil service workers in other kinds of jobs, would give food service workers "some place to go" in terms of education and pay. Ms. Scott said. It would affect approximately 3,000 mental hygiene employees and 4,000 correctional services employees.

Mr. Duryea told the union he
(Continued on Page 18)



Rockefeller Termed 'Champagne vs Soda' After Senate Probe

"HE WAS CHAMPAGNE against soda pop." This assessment of Gov. Nelson Rockefeller was privately indicated by one important Democratic member of the Senate Rules Committee following three days of testimony by the Governor at hearings on his confirmation as Vice President.

(Continued on Page 6)



GETTING IT BACK — Charles Jones, left, who had been suspended from employment at Willowbrook Developmental Center, receives a check for nearly a year's back pay after a successful fight for his reinstatement by the Civil Service Employees Assn. Handing him the check is Pat Fraser, grievance committee chairman, and watching is Adele West, CSEA field representative who processed the third step grievance.



NEW CONSERVATION PACT — Representatives of CSEA and the State Department of Environmental Conservation take part in the official signing of a new department-level agreement covering job-related items negotiated by CSEA and the Environmental Conservation Department for Conservation employees. Seated, from left, are: Francis C. DuCharme, chairman of the Department's negotiating team; Jimmy L. Gamble, president of the CSEA Environmental Conservation Department chapter and chairman of the CSEA departmental negotiating team, and John Hanna, deputy commissioner and general counsel for the Department. Standing, from left, are: John Seneabaugh, CSEA team; Donald Menges, Department team; W. Reuben Goring, CSEA collective negotiating specialist; James L. Biggane, commissioner of the Department of Environmental Conservation; Edward Gardophe, CSEA team; Carole Trifiletti, CSEA team; Thomas L. Rider, Jr., Department team; James Cooney, CSEA field representative, and Ronald Bernhard, Department team.

Billing Procedures To Be Simplified

(Special to The Leader)

ALBANY—Members of the Civil Service Employees Assn. who pay membership dues and insurance premiums directly to the union, instead of by payroll deduction, will find billing procedures simplified and more economical within the next few weeks.

The new agreement will have actively employed and retired CSEA members billed directly by Ter Bush & Powell, Inc. for all CSEA insurances and direct pay membership dues, according to Joseph D. Lochner, executive director of CSEA. In the past, members paid dues and Group Life Insurance premiums directly to the union while Ter Bush & Powell, Inc., CSEA's insurance agency, billed members for premiums of the union's Accident and Health Insurance, Supplemental Life Insurance, Automobile/Homeowners Insurance, and
(Continued on Page 18)

2-1 Vote Nixes Thruway Pact

ALBANY—By better than a 2-1 margin, the proposed new contract covering Thruway Authority toll, clerical and maintenance employees was rejected for a second time in ballots counted Oct. 4.

The matter will be discussed with Thruway delegates at the CSEA Convention at the Hotel Concord this week to see if the unit should request PERB to send in a fact-finder.

C. S. E. & R. A.

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

FALL PROGRAM

ROME & FLORENCE		
C41211	Lv. Nov. 2, Ret. Nov. 10	CB.....\$465
LONDON		
C00611	Lv. Nov. 27, Ret. Dec. 1	CB.....\$199
		FLIGHT ONLY.....\$175
PORTUGAL (ESTORIL)		
C00711	Lv. Nov. 27, Ret. Dec. 1	AB.....\$209
		FLIGHT ONLY.....\$169
PARIS or AMSTERDAM		
C40111	Lv. Nov. 27, Ret. Dec. 1	CB.....\$249
		FLIGHT ONLY.....\$199
IRELAND		
C86111	Lv. Nov. 2, Ret. Nov. 10	MAP.....\$349
		FLIGHT ONLY.....224
JAMAICA (OCHO RIOS)		
C10311	Lv. Nov. 28, Ret. Dec. 1	MAP.....\$249
MARTINIQUE		
C52011	Lv. Nov. 8, Ret. Nov. 15	CB, From.....\$259
C52111	Lv. Nov. 23, Ret. Nov. 30	CB.....\$309
FREEMPORT		
C03611	Lv. Nov. 27, Ret. Dec. 1	EP.....\$179
CURACAO		
C41410	Lv. Oct. 24, Ret. Oct. 28	MAP.....\$265
C54811	Lv. Nov. 27, Ret. Dec. 1	MAP.....\$279
BERMUDA		
C12111	Lv. Nov. 28, Ret. Dec. 1	MAP.....\$259
LAS VEGAS		
C53711	Lv. Nov. 7, Ret. Nov. 10	EP.....\$229
C19311	Lv. Nov. 28, Ret. Dec. 1	EP, From.....\$239
MIAMI		
C11211	Lv. Nov. 27, Ret. Dec. 1	MAP, From.....\$209
SPECIAL FALL VACATION — FREEMPORT, GRAND BAHAMA ISLAND		
Departures Mondays and Fridays, Nov. 8-29		
MIDWEEKER — 4 Nights		EP.....\$149
WEEKENDER — 3 Nights		EP.....\$139

At the fabulous KINGS INN & GOLF CLUB

YEAR-END PROGRAM

PARIS		
C04312	Lv. Dec. 24, Ret. Dec. 31	CB.....\$289
		FLIGHT ONLY.....\$209
ROME		
C03712	Lv. Dec. 24, Ret. Jan. 1	CB, From.....\$379
		FLIGHT ONLY.....\$299
COSTA DEL SOL — SPAIN		
C03912	Lv. Dec. 24, Ret. Jan. 1	MAP.....\$399
		FLIGHT ONLY.....\$269
PORTUGAL (ESTORIL)		
C54712	Lv. Dec. 23, Ret. Dec. 30	AB.....\$399
RUSSIA		
C41512	Lv. Dec. 28, Ret. Jan. 4	AP.....\$399
TRINIDAD and TOBAGO		
C53012	Lv. Dec. 22, Ret. Dec. 30	MAP.....\$589
FREEMPORT		
C10812	Lv. Dec. 24, Ret. Jan. 1	EP.....\$319
BERMUDA		
C52812	Lv. Dec. 24, Ret. Jan. 1	MAP.....\$379
MIAMI		
C03812	Lv. Dec. 24, Ret. Jan. 1	MAP, From.....\$409
		FLIGHT ONLY.....\$155
GOLDEN WEST — LOS ANGELES		
C07712	Lv. Dec. 24, Ret. Jan. 1	FLIGHT ONLY.....\$175
C10612	Lv. Dec. 25, Ret. Jan. 1	FLIGHT ONLY.....\$175
LAS VEGAS		
C53812	Lv. Dec. 26, Ret. Dec. 29	EP.....\$179
C53912	Lv. Dec. 29, Ret. Jan. 2	EP.....\$229
HAWAII		
C53212	Lv. Dec. 24, Ret. Dec. 31	EP.....\$387

Information on Christmas Cruises available on request.

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

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

NOT INCLUDED: Taxes & gratuities.

TOUR C00711 (PORTUGAL): Mr. Al Veracchi, R.R. 1, Box 134 Locust Dr., Rocky Point, N.Y. 11778 Tel: Home—(516) 744-2736 Office — (516) 246-6060.

TOURS C52011 & C52111 (MARTINIQUE): Mr. Irving Flaumenbaum, 25 Buchanan St., Freeport, N.Y. 11520. Tel: (516) 868-7715.

TOURS C41211 & C00611 (ROME/FLORENCE and LONDON): Ms. Deloras Fussell, 111 Winthrop Ave., Albany, N.Y. 12203 Tel: (518) 482-3597.

ALL OTHER TOURS: Mr. Sam Emmert, 1060 E. 28 St., Brooklyn, N.Y. 11210 Tel: (212) 253-4488 (after 5 p.m.)

All prices are based on rates existing at time of printing and are subject to change.

ALL TOURS AVAILABLE ONLY TO CSE&RA MEMBERS AND THEIR IMMEDIATE FAMILIES.

CSE&RA, BOX 772, TIMES SQUARE STATION

NEW YORK, N.Y. 10036

Tel: (212) 868-2959



The Carol Burnett Housekeeping Award will be a monthly event at Willowbrook Developmental Center. At the presentation of the first award are, from left: Tony Fontaino, chief supervisor of housekeeping; Charles Harris, president, Vestal Labs; Robert Patton, deputy commissioner, Department of Mental Hygiene, and Don Fleming, deputy director, administration.

Give Women An Equal Chance, Wilson Tells State Agencies

ALBANY—Governor Malcolm Wilson issued an executive order last week with the aim of promoting the active recruitment, training and advancement of women in State departments and agencies.

The order buttresses the existing state policy on equal employment which, as stated in the order, is "to encourage employment opportunities for women at all levels of State government and to make State government fully reflective of the needs, interests and talents of all our population."

The Governor's order requires that each state agency and department, with the assistance of the State Department of Civil Service, take steps to encourage women to enter the state service, particularly at the middle and top levels, and to remove barriers to their advancement within the system.

Agencies have been ordered to review their current recruitment procedures for new hires and assess the records of current female employees to give advancement opportunities to any woman unfairly excluded from promotion or training in the past.

As part of the Governor's plan, the agencies are to remove any requirements for a job that are not specifically related to the duties and responsibilities of that job. Another step in the program will insure that women are fairly represented in all training programs.

The Governor has also ordered every state agency head to report twice a year on the specific efforts the agency has undertaken to give women an equitable representation at all levels within the agency.

State Filing Deadline

ALBANY—A total of 12 State Promotional jobs, including senior stenographer at the G-9 level,

will close on Oct. 15. See page 10 for the promotional job calendar.



Stenotype reporter in court

Train for Success As A Stenotype Reporter

If you're tired of a humdrum, low-pay job you owe it to yourself to learn about the money-making opportunities for Stenotypists. STENOTYPE ACADEMY trains you as a Stenotype Reporter—at hearings, conferences, in the courts, or as a Stenotype stenographer. You can work full time or free lance. Classes held daytime, 2 evenings, or Saturday mornings.

- Licensed by N.Y. State Education Dept.
- Approved for Veterans training
- Authorized for foreign (non-immigrant) students

For FREE catalog, call WO 2-0002
STENOTYPE ACADEMY

259 Broadway, N.Y. 10007 (Opposite City Hall)

WANT TO BECOME A BOOKKEEPER!

The McBurney YMCA is offering a Professional Bookkeeping Course. Evenings, low cost includes "Y" membership, taught by a certified public accountant.

McBURNERY YMCA
215 WEST 23rd ST., NYC
Call 243-1982, Ext. 7

CIVIL SERVICE LEADER America's Leading Weekly For Public Employees

Published Each Tuesday
Publishing Office:
11 Warren St., N.Y., N.Y. 10007
Business and Editorial Office:
11 Warren St., N.Y., N.Y. 10007
Entered as Second Class mail and Second Class postage paid, October 3, 1939, at the Post Office, New York, New York, under the Act of March 3, 1879. Additional entry at Newark, New Jersey 07102. Member of Audit Bureau of Circulation. Subscription Price \$9.00 Per Year Individual Copies, 20c.

WESTERN REGION 6

Regional Headquarters Office:
4122 Union Road
Cheektowaga, N.Y. 14226
Phone: (716) 634-3540



By **WILLIAM MCGOWAN**
CSEA Vice-President/Region 6 President

Nothing like success to make anyone feel good! And we're all feeling pretty good in this region due to our hard-working staff and members who fought unceasingly to win the recent challenge against CSEA in the Erie County election. Because of the dedication and effort expended, we were able to do to AFSCME what the Indians did to George Custer!

Activity has continued in full swing since the opening of our Regional office. For those who take advantage of the services offered, information and field staff assistance is only a phone call away. In case you haven't yet visited the Regional office, let me encourage you to do so.

A COMMITTEE WAS FORMED to check into a location for a satellite office in Rochester, also. I hope to hear something concrete on that shortly, so that our members in the Rochester area will have a similar operation for their benefit.

Education of our membership continues to be a keynote interest of ours. Starting Oct. 10, 1974, Region 6 will sponsor a CSEA Labor Studies Program for interested members. This program is specifically designed for public employees and will be offered through the Cornell University, New York State School of Industrial and Labor Relations, Buffalo Extension Division. Credit should be given to Celeste Rosenkrantz and Genevieve Clark who have put in a lot of time in developing this program with Jeanette Watkins, Cornell Program Director.

In order to be more effective in the future, I'm always open to your suggestions, comments, complaints, etc. regarding steps which we can take to serve you better as rank-and-file members of CSEA. I'm especially interested in hearing from local government and political subdivision members and unit presidents.

ALSO, IT'S STILL not too late to submit items for the upcoming negotiations on these specific subjects: salary, health insurance, disciplinary procedure and agency shop. These are the only items to be considered under the re-opener clause, so be sure to send me your ideas at the Regional office address: 4122 Union Road, Cheektowaga, New York 14225.

In closing, our next Regional meeting will be held Oct. 18 and 19 at the Trenholm East Inn, Thruway Exit 44, Victor, New York (near Canandaigua). Ontario County will be the host chapter for the meeting. I'd certainly like to see every Western Region chapter and unit represented at this important meeting.



CHECKING CANDIDATES — The presidents and political action chairman of the 12 chapters of the Civil Service Employees Assn. in the Rochester area held two nights of candidates' meetings at the Marriott Inn in Henrietta. Republican legislative candidates were presented the first night, and Democrats the next. Listening at this table, from left, are: Sam Grossfield, Rochester chapter president; Jeanne Reisdorf, Craig School chapter delegate; Charles Peritore, Craig School chapter president, and Joe Polvino, Rochester chapter first vice-president.



SUMMER'S LAST FLING — Members of the State University College at Buffalo chapter of CSEA relax at an end-of-the-summer picnic at park outside Buffalo. That's Thomas C. Christy, CSEA field representative, resting at the edge of the blanket, with, from left, chapter president Barbara Chapman, Robert Bogdan, Diane Scropo, Loretta Scropo, Sharon Bogdan and Betty Lennon, president of the SUNY at Plattsburgh chapter.

Retirement Office Hours Upped; Full-Time Service Is Demanded

BUFFALO—State retirement system personnel are now available in the Buffalo office on the first four Wednesdays and Fridays of every month, but William L. McGowan, CSEA Western Region president, says he will not be satisfied until a full-time office is staffed to service the estimated 100,000 non-members of the system in the Buffalo area.

To bolster his argument for such full-time service, Mr. McGowan this week asked all retirement system members and their beneficiaries, who experience any delays on visits to the Buffalo office, or in correspondence to the Albany retirement system headquarters, to detail the delays to the Western Region CSEA office at 4122 Union Rd., Cheektowaga, or call there at 634-3540.

"The 6,000 persons who signed our petitions helped get the additional staffing. Now we must document further the need for the full time office and the complaints will help," Mr. McGowan said.

He explained that the Buffalo area retirement system representative, formerly available only four times monthly, is now at the Donovan Bldg. office on the added four days, in a new office affording more privacy and that this too can be credited to the petition filed by CSEA.

Referring to the present part-time service as an "old fashioned ox-cart approach" to information and guidance, the petition also said that service in the interim relies on correspondence or long distance phone calls to Albany, which is both cumbersome and costly, and that benefits have been lost or delayed be-

cause there is no nearby full-time office.

Furthermore, the petition pointed out that the part-time service cannot provide the often complicated information and guidance to members unfamiliar with retirement system terminology, and that dependents, the elderly and the infirm are un-

fairly treated as a result.

"CSEA will not be content until a full-time office is available in Western New York, but we need the input from everyone having any dealings with the retirement system," Mr. McGowan explained in requesting the letters and phone calls about delays in the present set-up.

Monroe Deputy Restored To Job With Back Pay

(From Leader Correspondent)

ROCHESTER—A sheriff's deputy, for whom the Monroe chapter of the Civil Service Employees Assn. went to bat, will have his job restored and receive full back pay.

A state arbitrator ordered the Monroe County Sheriff's Department to return the deputy to active duty and pay him for the full three months he wasn't working while waiting for the outcome of his case.

He had been charged early this summer with being absent without leave and will lose a week's pay for the time he was gone.

James Hancock, CSEA regional attorney, represented the deputy in the case.

"This might seem like a small one, but it's important to the man involved and it's consistent with our past record of winning most arbitration cases," said Martin Koenig, chapter president. "We're showing the members that the CSEA is behind them all the way."

Retiree Chief To Give Talk

ROCHESTER — Carol Ann Peal, newly appointed coordinator of retiree affairs for the Civil Service Employees Assn., will be guest speaker at a meeting of the Rochester Area Retirees chapter Oct. 23.

Ruth McPhee, chapter president, said the meeting will give the chapter's 500 members an opportunity to learn about proposed legislation affecting retirees.

The meeting, which will begin at 1:30 p.m., will be held in the auditorium of the Marine Midland Bank, corner of Broad and Chestnut Streets, Rochester.

Buffalo SUNY Dines Oct. 25

BUFFALO—Chapter founders will be honored at the 10th anniversary of SUNY at Buffalo chapter of the Civil Service Employees Assn. at a dinner-dance Oct. 25 at the Sheraton East, Walden Ave.

Tickets at \$10 a person are available from social committee members and chapter board members, according to chapter social chairman Dorothy Haney.

Included will be an open bar, starting at 6:30 p.m., with dinner at 7:30 and dancing to the Marquettes from 10 on.

Kenneth McKenzie, Provost of Life Long Learning, Chancellor's Office, Albany, will be the main speaker. Danny Neaverth, radio personality of WKBW, will be master of ceremonies.

Everyone from the University community is invited, Ms. Walden said, but tickets are limited. They are available from Robert Smith, William Stoberl, June Boyle, Roger Frieday, Barbara Kauffman, Dorothy Lewis, Adrian Bieler, Audrey Benzinger, Mary McCarthy, Ed Villa, Mike Bay, Jerry Caputo, and Paul Saleski.

Chapter president Edward Dudek said invitations have been extended to all CSEA statewide, regional and chapter officers within Western Region 6.

Mayor Beame Proclaims Fire Prevention Week

Mayor Abraham D. Beame presented a proclamation to Fire Commissioner John T. O'Hagan at City Hall last week designating the week beginning Oct. 6, as Fire Prevention Week.

The proclamation urges all citizens to help "make New York a safer, more beautiful city," and calls upon schools, churches and the mass media to join "in spreading the message of safety."

The Fire Department Museum, 104 Duane St., will also be open on Oct. 6, through Oct. 11, from 9 a.m. to 4 p.m., and on Saturday, October 12, from 9 a.m. to 1 p.m. to receive visitors.

**BUY
U. S.
BONDS!**



SUGGESTION CHECKERS — Edward J. Groeber and John J. Devine, second and third from left, are cited by members of the Civil Service Commission for long service to the state's employee suggestion program. Commission members shown are Michael N. Scelsi, left, Ersa H. Poston, president, and Charles F. Stockmeister. Mr. Groeber, director of the Bureau of Office Services, Department of Social Services, was honored for 25 years service as a member and chairman of the suggestion review committee at Social Services. Mr. Devine, chief account clerk, Division of Veterans Affairs, was cited for 27 years as a member and secretary of his agency's suggestion committee.

State Employees Awarded Cash For Money Saving Ideas

ALBANY — Twenty-five State employees received cash awards in August for money-saving ideas submitted to the Employee Suggestion Program, administered by the State Department of Civil Service.

Mrs. Ersa H. Poston, president of the Civil Service Commission, said the 25 received awards totaling \$1,450 for suggestions expected to result in yearly savings to the State of more than \$6,400.

The award winners are: Kenneth C. Walton of Chateaugay, assistant civil engineer, and Henry B. Gonyea, of Malone, motor equipment repairman, both of the Department of Transportation in Malone. They suggested a way to adapt existing trucks for winter highway sanding operations, and shared two hundred dollars.

One hundred dollars was

awarded to John LaCasse, Sr., of Waterford, assistant civil engineer, Transportation Department; William Behrhof, of Central Islip, machinist, Department of Mental Hygiene; Linda A. Csontos, of Schenectady, typist, shared jointly with Lynn Kidalowski, of Schenectady, stenographer, both Department of Taxation and Finance; Charles J. Terry, of Troy, senior clerk, Department of Motor Vehicles; Roberta VanValkenburgh, of East Greenbush, senior keypunch operator, Transportation; Mary F. Donovan, of Troy, mail and supply clerk, shared jointly with Rita G. Cooley, Rensselaer, senior mail and supply clerk, both Office of General Services; William H. Childs, of Amsterdam, senior clerk, Motor Vehicles, and Robert A. Begandy, of Rochester, armory superintendent, Division of Military and Naval Affairs.

Fifty dollars was awarded to Anita VanWagner, of Wynantskill, and Marguerite T. Scanlon, Cohoes, both Motor Vehicles; Sgt. Richard A. Foreman, of Herkimer, and Sgt. Raymond S. Ketcham, of Hampton Bays, both Division of State Police, and Anette Cohan, of Rochester, Department of Agriculture and Markets.

Twenty-five dollars was awarded to Richard J. Settembre, of Mattydale, Department of Mental Hygiene in Syracuse; John T. Roach, of Liverpool; Dorothy M. Epperson, of Schenectady; Robert J. Salamack, of Amsterdam, and Ruth L. Strauss, of Glendale, all Motor Vehicles; John D. Swanson, of North Syracuse, and Raymond M. LaRose, of Selkirk, both of Agriculture and Markets, and Herbert C. Peck, of Central Islip, Military and Naval Affairs.

Cash award winners also received Certificates of Merit.

Certificates of Merit also were awarded to Peter Shermeta, of Loudonville, and Helen Ricci, of Holland Patent, both Mental Hygiene; William F. Cary, of Rome, and Anne I. Sadek, of Buffalo, both Labor; Arthur P. Carucci, of the Bronx, Don Johnson, of Albany, and Gary W. Kirkaam, of Schenectady, all Motor Vehicles and L. A. Ellsworth, of Albany, Office of General Services.



WE WANT GOVERNMENT EMPLOYEES IN ROCHESTER, N.Y.

City, State and Federal employees and their families are eligible for special rates at Holiday Inn Rochester, New York.

Show us your government ID card and we'll show you to first class accommodations at reduced rates. It's a deal so good you can afford to take your family with you. Each of our rooms has two double beds, color TV and individually controlled air conditioning. The Downtown Rochester Holiday Inn is famous for its good food and great entertainment. At the

SPECIAL SINGLE RATE*	SPECIAL DOUBLE RATE*
\$13	\$17

Holiday Inn

DOWNTOWN ROCHESTER, N.Y.
Main and St. Paul Streets 716-546-6400
SOUTH ROCHESTER, N.Y.
4950 W. Henrietta Street 716-334-2400



Windsor Room, for example, you can dine and dance in style and save money doing it. And you'll enjoy all our luxury features even more knowing you're staying within your travel budget.

So if you work for Uncle Sam, the State or City government, we want you. And we're willing to give you a great deal to get you.

*Rates do not apply to groups or meetings.

The most accommodating people in the world®

Toastmaster Club Open to Everyone

NEW YORK CITY — The New York Toastmaster Club of Toastmasters International invites men and women interested in overcoming fear and self-consciousness in public speaking to attend their meetings.

There is no cost and no obligation to attend as a guest at any meeting. The club meets at 355 Lexington Avenue, eighth floor, David West Agency, on the second and fourth Mondays of each month, from 6 to 8 p.m.

The Toastmaster program, non-profit, provides opportunities to develop skill in listening, thinking and speaking, by participating in a series of oral communication projects.

For further information, telephone any evening Stanley Rygor, AS 8-4119, or Robert Elsenberg, 969-8549.

LONG ISLAND REGION 1

Regional Headquarters Office:
740 Broadway (Route 110)
Amityville, L.I., N.Y. 11701
Phone: (516) 691-1170



By IRVING FLAUMENBAUM
CSEA Vice-President/Region 1 President

The Civil Service Employees Assn. came of age in the last year in the Long Island Region.

We are a united organization of 50,000 members — and that is probably the largest organization of any kind on Long Island.

We are big, we are cohesive and we now really have the muscle that we have so long deserved.

The best example of our realization of strength came when the City of Long Beach threatened to send civil servants home empty-handed with payless paydays. The power of 50,000 members in the region and more than 200,000 statewide called the bluff, and no member of CSEA is going to go home empty-handed.

IT WAS AN UNPRECEDENTED situation. Never before in the history of New York State has a municipal employer come to employees and said, "We're broke. There is no money for pay."

CSEA came up with an offer to lend the employer \$400,000 in order to meet the payroll until the end of the fiscal year. We didn't have to advance the money, as it turned out. The city, faced with our offer, arranged a bank financing to carry through to the end of the fiscal year.

But CSEA members would have been put behind the eight-ball without that power behind them.

Four hundred members in the City of Long Beach unit would have been outmaneuvered, except for the power of the CSEA statewide behind them.

When the CSEA can call the bluff of any employer, we've come of age.

That's just what it has all been about from the start more than 50 years ago.

Where would 50 employees in a unit be without the other 199,950 CSEA members? Where would 400 in Long Beach be without the support of 49,600 others in the Region; state employees, county employees, school district employees, water-district and library-district employees?

We've shown what organization means. And if there is still a unit of a few hundred that thinks it can go it alone, God help them.

THAT POWER that we have just begun to realize must be translated into political action.

If, as an organization, we have the dollars to call a bluff, we have the votes to call a bluff.

We are about to enter into the most ambitious program of political endorsements we in CSEA have ever undertaken. Our numbers alone mean nothing to the politicians, but our numbers welded into one voice as an organization will mean life and death to them.

We are like the sleeping giant, which never realized its strength.

But, now we do. Our 50,000 members have the power to take a spouse, and a relative or two, and a few neighbors to the voting booth. We can multiply our considerable numbers into the most powerful bloc in the state. And, this year, we're going to do it.

Our state and regional political action committees have carefully studied voting records. Those who are not with us are known. Those who deserve our support are known. We will be so guided.

This is another example of the maturity of CSEA.

OUR LONG ISLAND Region has coordinated the efforts of each of our 16 chapters in the most natural way, with all of our actions debated and discussed by the presidents of each chapter in monthly meetings of the Regional Executive Board.

It is not to be overlooked that Long Island Region 1 has led the state in new memberships since the start of this year.

Rule Dusted Off, Worker Comes Back

SMITHTOWN — The Civil Service Employees Assn. has used the little-known Sec. 76 of the Civil Service Law to overturn an improper suspension of a Suffolk County Park ranger.

Instead of the more cumbersome procedure of an appeal to the Supreme Court, CSEA field representative William Griffin dusted off Sec. 76 and won the case.

The employee had been suspended for 10 days without pay after being served with a piece of paper that did not specify the charges against him nor advise him of his rights. In a brief Sec. 75 disciplinary hearing, the employee remained silent and asked for dismissal of the charges. The departmental trial board found him guilty.

But, under the appeal procedures provided by Sec. 76, Mr. Griffin filed the CSEA argument with county personnel officer Teresa H. Keyes. Ms. Keyes ruled that "there was no substantial compliance with the procedural requirements for such disciplinary action . . . I am therefore directing that the decision be reversed and that you be paid for the 10 days suspension time."

As a result of the ruling, it was understood that the county was directing all departments to honor the safeguards that the law provides for employees.

Nassau Retiree Chapter Sought

AMITYVILLE — Long Island Regional headquarters here is coordinating information for retirees in Nassau County regarding the proposed Nassau County Retirees chapter of the Civil Service Employees Assn.

Retired members interested in helping to start a chapter were urged to call regional field supervisor Edwin J. Cleary at the regional office, 740 Broadway, North Amityville, Telephone 691-1170.

The Suffolk Area Retirees chapter, headed by Michael Murphy, had offered to serve as a bi-county chapter, but the state board of directors decided that the geographic spread was too great and that Nassau County has enough retired members to form a separate chapter.

Declare Suffolk County Impasse

SMITHTOWN—The Suffolk chapter, Civil Service Employees Assn., declared an impasse in negotiations with the county last week.

Chapter president James Corbin said that the county had been "dragging its feet" throughout a series of weekly meetings and "it appeared inevitable that impasse would be the route we have to go." The CSEA and county must now agree on a mutually acceptable impartial mediator.

Meanwhile, the towns of Hempstead and North Hempstead in neighboring Nassau County also declared impasses in their quests for contracts, on the heels of the impasse called in the Nassau chapter's negotiations with that county.

A CSEA negotiator commented: "Impasse appears to be the thing this year."

Mr. Corbin said that the impasse represented "the first real step toward meaningful negotiations, whereby both parties must identify their priorities so that the mediator may, in fact, assist both parties." He added, "My answer to the membership, as president, is to continue the fine performance of your work during this new stage of the negotiations."

The chapter had submitted 180 demands on behalf of blue- and white-collar members. The contract will govern pay and working conditions for almost 8,000 county employees.

May Charge Smithtown On Refusal To Bargain

SMITHTOWN—The Suffolk chapter, Civil Service Employees Assn., is contemplating an unfair-labor-practices charge against the Town of Smithtown for refusal to bargain because a bid for a challenge election is pending.

The challenge, filed by the National Maritime Union, has been the subject of a lengthy examination before a Public Employment Relations Board hearing examiner since late summer. A ruling is expected shortly from hearing examiner Zachary Wellman.

The town has refused repeated demands to open negotiations.

Chapter president James Corbin said the evidence at the hearing, in which CSEA challenged the validity of a large number of NMU petitions, showed that the outside union sacrificed the welfare of the employees in "a reckless gamble" for an election "they cannot win."

Mr. Corbin said the vast majority of Smithtown employees have indicated to CSEA workers that they are properly skeptical of the campaign rhetoric of the

NMU, which many employees have dubbed "not much of a union."

Budget Readied For Nassau Ed

HICKSVILLE — A budget for the Nassau Educational chapter, Civil Service Employees Assn., will be presented to the chapter board of directors at a meeting Oct. 19 at the Bounty Inn, Peninsula and Rockaway Bldvs., Hewlett.

A financial report will be submitted and dinner-dance plans will be discussed. All unit presidents are urged to attend.

The proposed budget was developed at a meeting Sept. 26 of the executive board at chapter headquarters, 111 Old Country Rd., Hicksville. Attending were Ed Perrott, president; Frank Pasano, first vice-president; Ben Gumin, second vice-president; Nuriel Casano, secretary; William Koehler, treasurer, and William Link, convention delegate.

ENCH APPOINTED

ALBANY—Robert Ench, of Melville, has been appointed a member of the council of the State Agricultural and Technical College at Farmingdale for an unsalaried term ending July 1, 1982.



CONTRACT OK — Officials of the State University of New York at Stony Brook and the CSEA chapter sign a local agreement, the reportedly first such reached at the local level and containing many gains for employees. In the front row, from left, are: Jurgen Krause, associate director of personnel; John S. Toll, SUNY president; Al J. Varacchi, chapter president and head of the CSEA negotiators; Nicholas Pollicino, CSEA field representative, and Claire McCarthy, negotiating team. Standing, from left: Kenneth Nugent, negotiating team; Joseph Hamel, assistant vice-president for finance and management; Libby Lorio, William Goshell and Elizabeth Coulter, negotiating team; Lee Yasumura, director of personnel; Ed Zuri, co-chairman of the negotiating team, and Joseph Di Stefano, Selma Schirmer and Ann Hinek, negotiating team.

Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATIONS, INC.

Publishing Office: 11 Warren Street, New York, N.Y. 10007

Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007

212-BEekman 3-6010

Bronx Office: 406 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher
Paul Kyer, Associate Publisher

Marvin Baxley, Editor
Kjell Kjellberg, City Editor
Jack Grubel, Associate Editor

N. M. Mager, Business Manager
Advertising Representatives:

ALBANY — Joseph T. Bellow — 303 So. Manning Blvd., IV 2-5474

KINGSTON, N.Y. — Charles Andrews — 239 Wall St., Federal 8-8350

20c per copy. Subscription Price: \$3.85 to members of the Civil Service Employees Association. \$9.00 to non-members.

TUESDAY, OCTOBER 8, 1974



Career Ladders

AT THE meeting last spring of the Civil Service Employees Assn., Malcolm Wilson spoke for the first time to the CSEA Delegates assembled at the Concord Hotel. Not that it was a get-acquainted meeting for the Governor, who had previously amassed a large following among public employees as a result of his 20 years in the State Legislature and 15 years as Lieutenant Governor. But it was his first formal appearance before the union in his role as the state's chief executive.

CSEA, at that time, was particularly agitated about delays in the implementation of a career ladder program for food service workers in the Mental Hygiene Department, as well as several other career ladders in various other state departments.

In fact, a large number of public employees from around the state had set up informational pickets and marched around the Capital grounds a mere week or two before the Delegates meeting. A meeting was arranged hurriedly with OER chairman Melvin Osterman. The meeting produced some fist-pounding, but little else.

Then the Governor made his appearance before the Delegates, and promised that a settlement would be reached by October. Career ladders have been a rather hushed issue since that time.

Now the Governor—as well as his gubernatorial opponent, Hugh Carey—has accepted an invitation to address the Delegates at their fall meeting, again at the Concord.

Rumors at Leader presstime indicated that a settlement on the career ladder issue is near at hand, and may be announced at the meeting this week.

If so, it certainly will be a feather in the cap of all concerned who have worked to achieve the agreement, through negotiations. The real winners, of course, will be the food service workers.

Helping Hand

ANOTHER example of civil service employee dedication to their own particular responsibilities pops up at the Willowbrook Developmental Center on Staten Island. Cleaning staffs in the buildings there will vie for the monthly "Carol Burnett Housekeeping Award," and the team that wins the most times in a year will get a trophy. The good-natured campaign is symbolized by a banner depicting a caricature of a charwoman as popularized by Carol Burnett on her TV show.

The idea for the friendly competition, where no one really loses, was carried out in the employee ranks. It is another message to management at contract time that the people across the table represent responsible and thinking individuals, and negotiations should proceed on that basis.

LETTERS POLICY

Letters to the Editor should be less than 200 words. The Leader reserves the right to extract or condense pertinent sections of letters that exceed the maximum length. Meaning or intent of a letter is never changed. Lengthy letters that cannot be edited to a reasonable length are not used unless their viewpoint is so unique that, in The Leader's judgment, an exception should be made.

Don't Repeat This!

(Continued from Page 1)

The hearings have essentially confirmed the opinion of New York voters who, in the past 18 years, have overwhelmingly elected him to an unprecedented four terms as Governor.

In the course of three days of tough questioning by the members of the Democratically controlled Rules Committee, Rockefeller emerged as a dedicated and sophisticated public official, with broad visions of goals within the reach of the American people. During those three days, Rockefeller fielded a broad range of questions that touched upon the most pressing and most delicate issues that confront us now and that may trouble us in the years ahead. Rockefeller displayed such finger-tip familiarity with the issues that he evoked admiring comments from the Senate Committee, the press and the public who attended the hearings.

Well Informed

Indeed, the only question that remained on the lips of those who attended the hearings was not whether Rockefeller was qualified for the Vice Presidency, but rather how his vast talents and experience could be best employed in that office.

Clearly the Governor was well informed about the most significant international problems — threats to the security of the currency exchange system, those involving the European Common Market and the particularly acute financial situation in Italy that led to the downfall of its government last week, the continued tensions in the Middle East, and problems relating to Latin America.

Governor Rockefeller is equally expert with respect to domestic problems, particularly problems of the economy which President Ford has appropriately tagged as the Nation's number one problem. As the President's summit conference on the economy clearly indicated, there are almost as many solutions to our economic problems as there are economists in the country. The only trouble is that the proposals advanced by the experts so completely conflict with each other as to produce a quandary.

No Magic Wand

Rockefeller, no more than anyone else, has the solution at his finger tips. It was known, however, that the National Commission for Critical Choices, of which he has been chairman, was ready to go public with its studies the week before his designation as Vice President. Inside knowledge had it that the Economy was singled out as the No. 1 priority. It was Rockefeller himself who, at that time, told his associates that "If we don't recognize the economy as our top priority, we won't have the opportunity to deal with the others."

Obviously there is no magic wand that will overnight put an end to skyrocketing prices, stabilize employment, produce mortgage money for homebuilding, and clear up international trade balances. What Rockefeller can do is to restore a sense of confidence in the business community which can go far towards easing the problems of economic stagnation.

There is no doubt in anyone's mind that Rockefeller will be overwhelmingly confirmed as Vice President by Congress. What has become urgent about



Civil Service Law & You

By RICHARD GABA

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

Appointment Of Lawyers Challenged

A proceeding was commenced in New York County under Article 78 as well as an action for declaratory judgment wherein the petitioners sought judgment to the effect that certain positions in the Law Department of the City of New York entitled "Assistant Corporation Counsel" had to be filled by appointment from a civil service list after competitive examination. Those positions had been classified previously by the Civil Service Commission as being in the exempt class of the classified civil service. Motions were made to dismiss the proceedings and for summary judgment. There were a number of procedural issues that had to be disposed of, but the importance of this case lies in the substance which the petitioners are trying to accomplish.

Since the inception of this litigation, the petitioners had been attempting to test in the courts the basis upon which the Corporation Counsel has made appointments of lawyers to the Law Department under the exempt status. The Corporation Counsel's action was supported by the termination of the Civil Service Commission to the effect that the positions belong in the exempt class. However, administrative determinations of the Civil Service Commission must be measured against the State Constitution, which is the groundwork upon which all legislation is built.

ARTICLE V, SECTION 6 of the New York State Constitution states: "Appointments and promotions in the civil service of the state and all of the civil divisions thereof, including cities and villages, shall be made according to merit and fitness to be ascertained, as far as practicable, by examination which, as far as practicable, shall be competitive..."

There is no question that the Civil Service Law gives the local commission authority to classify positions, and furthermore, it cannot be questioned that it is the duty of the commission in the exercise of its statutory authority to use its discretion in determining what is practicable. This discretion, however, is not an uncontrolled one.

The authority to make civil service appointments without examination in the exempt class is limited by Section 41 of the Civil Service Law, which lists the exceptions for appointment without competitive examination. Section 41 (1)(b) permits appointment to the exempt class of "deputies of principal executive officers authorized by law to act generally for and in place of their principals." Section 41 (1)(e) permits exempt appointments to other subordinate positions where examinations may be found not to be practicable.

THE CORPORATION COUNSEL argued that the appointment of Assistant Corporation Counsels in the exempt class is expressly permitted by statute. However, the court pointed out that merely calling an employee a deputy is not alone sufficient unless the duties of a deputy apply to his position. It therefore becomes important to resolve the factual issues which cannot be determined on the pleadings and papers before the court. It is necessary to take testimony as to the actual responsibilities and authority in relation to the Corporation Counsel which is exercised by the petitioners. The title may not necessarily be controlling, but the delegation of authority and responsibility may well be determinative of the issue.

Examinations may be considered impracticable where a confidential relationship exists between the appointing officer and the subordinate employee, but that confidentiality is a substance which can only be explored through the taking of testimony so that a factual determination can finally be made. Accordingly, the court denied respondents' motion to dismiss the case, and the matter was restored to the trial calendar for a hearing. *Grossman v. Rankin*, 356 N.Y.S. 2d 921.

the confirmation is the need to speed up the process, so that Government at the executive level will be fully and constitutionally re-established. This is a vital first step for the Nation to recover from the tensions of Watergate. It is a vital step to get the Nation moving forward with resolve and dedication towards the resolution of its prob-

lems. There are many Democrats—as well as Republicans — who sense that the public is beginning to view the confirmation proceedings as a stall for political advantage. It was not the intent of the 25th Amendment to the Constitution that the Vice Presidency should be used as a toy and political ploy.

LETTERS TO THE EDITOR

Respect, Please

Editor, The Leader:

I have been recently informed that one of the school superintendents has been quoted as referring to school custodians as "janitors." I offer my sympathy to that individual for his ignorance to the fact that there are no "janitors" in the employ of any school district on Long Island.

The fact that some administrators take the liberty to address their employees subordin-

ately to them supports previous statements that some school administrators assume they are corporate magnates and fail to realize that they are public servants as well as the people they supervise.

This statement is not intended to demean employees in other municipalities or political subdivisions; it is purely a point of information to those who are ignorant of the fact that there are no janitors employed within the school districts of the educational chapters.

Furthermore, some administrators or supervisors take the liberty of calling or referring to their subordinates by their first names but insist on being referred to as "Mr." or "Mrs." or "Ms." If this in fact occurs in your particular situation, then you should in turn refer to your supervisor by his or her first name.

Some administrators also consider themselves your superiors, rather than your supervisors. There is no way for any individual to be superior to a fellow employee. Administrator, yes, supervisor, yes, but never superior. As a civil service employee, and as an individual, you are the superior being, otherwise you would be a failure by self-recognition.

BEN GUMIN
Nassau Educational chapter

Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Asst. Workmans Compensation Examiner	\$ 7,616	20-108
Associate Actuary (Casualty)	\$18,369	20-416
Attorney	\$14,142	20-113
Assistant Attorney	\$11,806	20-113
Attorney Trainee	\$11,164	20-113
Beginning Office Worker	\$5,2225 & up	various
Calculating Machine Operator	\$ 6,148	20-111
Chief Physical Therapist	\$17,629	27-448
Clinical Physician I	\$31,056	20-414
Clinical Physician II	\$36,352	20-415
Compensation Examining Physician I	\$27,942	20-420
Construction Safety Inspector	\$10,914	20-125
Consultant Public Health Nurse	\$17,429	20-320
Correction Officer (Male)	\$10,714	20-541
Dental Hygienist	\$ 8,523	20-107
Dietician	\$10,714	20-124
Electroencephalograph Technician	\$ 7,616	20-308
Employment Interviewer (Span. Speaking)	\$10,714	20-386
Employment Security Claims Trainee (Span. Speaking)	\$10,118	20-387
Employment Security Placement Trainee (Span. Speaking)	\$10,118	20-388
Factory Inspector	\$10,118	20-126
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Intern Corrections	\$10,118	20-555
Hospital Administration Intern	\$10,714	20-555
Industrial Foreman	\$10,714	20-558
Junior Engineer	\$11,337	20-166
Laboratory Technician	\$ 8,051	20-121
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Medical Specialist III	\$35,373	20-408
Medical Specialist III	\$38,449	20-409
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Nurses Services Consultant	\$15,684	20-405
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist	\$11,337	20-176
Offset Printing Machine Operator	\$ 6,450	20-402
Pathologists I	\$27,942	20-410
Pathologist II (Board Eligible)	\$33,704	20-411
Pathologist II (Board Certified)	\$35,373	20-411
Pathologist III	\$38,449	20-412
Pharmacist	\$12,670	20-194
Physical Therapist	\$11,337	20-177
Principal Actuary (Casualty)	\$22,694	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Associate Actuary (Life)	\$18,369	20-520
Principal Actuary (Life)	\$22,694	20-521
Supervising Actuary (Life)	\$26,516	20-522
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$33,704	20-391
Psychiatrist III (Board Certified)	\$35,373	20-391
Psychologist I	\$15,684	20-102
Psychologist II	\$17,429	20-103
Associate Psychologist	\$17,429	20-104

(Continued on Page 8)

Civil Service Activities Association

Vacation Preview!

Weekends: Plus:

DISNEY WORLD \$159
LAS VEGAS \$199

THANKSGIVING

Trips to Lisbon, Miami, San Francisco, Acapulco, Puerto Rico and more

CHRISTMAS

Holidays in Rome, London, Paris, Hawaii, West Coast DisneyWorld, Miami, San Juan, Curacao, Martinique, Mexico, Rio and more.

Prices per person double occupancy and do not include tax and service where applicable.

One Week:

BARBADOS \$239
SPAIN \$339
MEXICO \$289
ITALY \$405
HONG KONG \$599

(many dates available)

C.S.A.A.

P.O. BOX 809
RADIO CITY STATION, NYC 10019
Tel. (212) 586-5134

ALL TRAVEL ARRANGEMENTS PREPARED BY T/G TRAVEL SERVICE, 110 WEST 57th STREET, NEW YORK CITY 10019
Available only to members and their immediate families.

Send complete information

on

Name _____

Address _____

City _____

State _____

Zip _____

SCHOOL DIRECTORY

MONROE INSTITUTE — IBM COURSES Computer Programming Key punch, IBM-360.
Special PREPARATION FOR CIVIL SERVICE TESTS, Switchboard, NCR Bookkeeping machine, H.S. EQUIVALENCY, Day & Eve Classes, EAST TREMONT AVE. & BOSTON RD., BRONX — KI 3-5600
115 EAST FORDHAM ROAD, BRONX — 933-6700
Approved for Vets and Foreign Students. Accred. N.Y. State Dept. of Education.

If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters!

FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what is happening in civil service what is happening to the job you have and the job you want.

Make sure you don't miss a single issue. Enter your subscription now.

The price is \$9.00. That brings you 52 issues of the Civil Service Leader filled with the government job news you want. You can subscribe on the coupon below:

CIVIL SERVICE LEADER
11 Warren Street
New York, New York 10007

I enclose \$9.00 (check or money order for a year's subscription) to the Civil Service Leader. Please enter the name listed below.

NAME _____

ADDRESS _____

CITY _____

Zip Code _____

ATTENTION

CIVIL SERVICE TEST TAKERS

Maximize your chances of passing your Civil Service test with

courses at the

CIVIL SERVICE INSTITUTE
Of St. Francis College

ENGLISH

6 Week Course Starts
Oct. 31 Thursday, 6-8 PM
Nov. 2 Saturday, 3:30-5:30 PM
Fee \$75

MATHEMATICS

6 Week Course Starts
Oct. 29 Tuesday, 6-8 PM
Nov. 2 Saturday, 1:15-3:15 PM
Fee \$75

For Further Information
Call 522-2300, Ext. 208
or Send Coupon Below

DEAN OF CONTINUING EDUCATION
c/o St. Francis College CS 10-8
180 Remsen St., Brooklyn, N.Y. 11201

NAME _____

ADDRESS _____

CITY _____

STATE _____

ZIP _____

TELE _____

OPEN SUNDAYS

The New York

ARTS AND ANTIQUES

FLEA MARKET

25th Street and 6th Avenue

Open Noon to 7 P.M. Admission \$1.25

Submit Budget Request For City Review

MANHATTAN—The Municipal Service Administration submitted last week to the City Planning Commission a Capital Budget request of \$134,762,000, featuring major court building and renovation programs, the renovation of the Manhattan Municipal Building, including programs directed at redeveloping the Manhattan Civic Center; completion of the City's high intensity street-lighting program; alterations to public buildings to include the ac-

commodation of the handicapped and the installation of an elevator in City Hall.

Other major requests for funds would finance purchase of 250 Broadway as a City-owned office building, renovation of 51 Chambers Street—formerly known as the Emigrant Savings Bank Building, now occupied by City agencies and a Department of Real Estate Apartment Renovation program.

Open Competitive State Job Calendar

Applications Accepted Until October 21
Written Exam November 23

Associate Chemist (Air Pollution)	\$17,429	23-651
Medical Facilities Auditor, Senior	\$13,404	24-116
Medical Facilities Auditor, Associate	\$17,429	24-117
Medical Facilities Auditor, Principal	\$21,545	24-118
Senior Stenographer	\$ 8,051	20-989

Applications Accepted Until November 4
Oral Exam Nov. Thru Jan. 1975

Public Administration Internships	\$11,164	27-460
-----------------------------------	----------	--------

Applications Accepted Until November 11
Oral Exam In December

Associate Adirondack Park Specialist	\$17,429	27-429
--------------------------------------	----------	--------

Applications Accepted Until November 11
Written Exams December 14

Buoy Light Tender	\$ 6,811	24-123
Canal Maintenance Foreman	\$ 9,546	24-124
Canal Structure Operator	\$ 7,616	24-125
Senior Airport Dev. Specialist (no exam)	\$17,429	27-455
Associate Airport Dev. Specialist (no exam)	\$21,545	27-454
Underwriter	\$10,714	24-130

Open Continuous State Job Calendar

(Continued from Page 7)

Public Librarians	\$10,155 & Up	20-339
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Rehabilitation Counselor	\$14,142	20-155
Rehabilitation Counselor Trainee	\$11,983	20-155
Senior Pharmacist	\$14,880	20-194
Senior Recreation Therapist	\$12,670	20-553
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Senior Occupational Therapist	\$12,670	20-550
Senior Physical Therapist	\$12,670	20-551
Sr. Speech and Hearing Therapist	\$12,670	20-552
Senior Recreation Therapist	\$11,277	20-553
Supervising Dietitian	\$12,760	20-167
Supervising Veterinarian	\$14,880	20-313/314
Unemployment Insurance Claims Examiner (Spanish Speaking)	\$10,714	20-389
Vartype Operator	\$ 6,811	20-307
Vocational Instructor I-IV	\$9,546/\$12,670	20-131/134

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

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

Fire News

Fire Commissioner John T. O'Hagan swore in Stephen J. Murphy as his first deputy

commissioner in a ceremony at Fire Headquarters last week.

Commissioner Murphy replaces former Deputy Commissioner Vincent J. Canty, who retired last month after a long and distinguished career in the Fire De-

partment. The new deputy commissioner officially assumed his duties as First Deputy Commissioner Monday, September 30.

Mr. Murphy served for more than 20 years as a fire-fighter before his retirement from the uniformed force on April 1, 1962. At the time, he was the Acting Deputy Chief in charge of the Division of Fire Prevention.

Most of Commissioner Murphy's fire-fighting career—as a Fireman, Lieutenant, Captain and Battalion Chief—was spent with the Third Division, Manhattan.

Among his awards was a citation from the U. S. Navy for rescue work in a fire aboard the U. S. Constellation, and the New York Daily News Hero Award which he won in November, 1956, for bravery in connection with an aerial ladder rescue of five people in a fire at Broadway and 46th Street, Manhattan.

Commenting on the appointment, Commissioner O'Hagan said the "Fire Department is most fortunate to be able to utilize once again the expert services of an experienced administrator such as Commissioner Murphy. He should be particularly helpful to us in the all-important fire prevention activities of the Department."

New York's Sheraton Motor Inn cares for your comfort. And your budget.

\$1500 single
\$2100 double
parking free

Special State Government Rates

On the banks of the Hudson, overlooking the cruise ships, and just five minutes from midtown. Close to Lincoln Tunnel, just off the West Side Highway 42nd Street exit. Enjoy a comfortable room with river view, moderate-priced coffee shop, fine dining at the Compass Points Restaurant or Dolphin Pub. And a rooftop swimming pool in summer. Truly a special place to stay, at very special savings for state employees. (Identification Required.)

For reservations dial 800/325-3535.



Sheraton Motor Inn-New York City

SHERATON HOTELS & MOTOR INNS, A WORLDWIDE SERVICE OF ITC
520 12TH AVENUE, NEW YORK, N.Y. 212/695-6500

Bigger and better than ever in '74.

Come to the 2nd Annual Wine and Cheese Tasting Festival

Eat the exhibits. Drink the exhibits.

The only Festival of its kind this side of the Atlantic... where the exhibits are yours to taste, sample and savor. The greatest selection of wines and cheeses in the world. A festival of fun, learning and good taste. So celebrate with us.

There will be colorful exhibit after exhibit, crammed with hard cheese, soft cheese, sharp cheese, mild cheese, moldy cheese, runny cheese—every kind of cheese you've ever heard of.

You might sip a Bordeaux, nibble a hunk of Gouda, try a little Riesling, savor a glorious Brie, delight in a California Burgundy—or a New York State Champagne. [And every bite, every sip, is free.]

In fact, there's much, much more space than last year's great festival. Over 200 Exhibits attended by the friendliest wine and cheese merchants ever—pressing their goods on you.

Visit the brand-new live entertainment extravaganza. Relax and enjoy some of the most unusual and delightful performances in the world.



- Musical groups
- Dancing troupes
- Oompah Bands
- Steel Bands
- Strolling Violinists
- Flamenco music
- Jazz Bands
- Folk music
- Folk dancers
- Cooking demonstrations
- Contests
- Games
- Prizes
- Films

Seminars conducted by world famous experts.

Save Now!

You can enjoy all the festivities—and save money, too. Take advantage of our "Special Pre-Show Discount!" coupon below! Bring a friend. And share the fun.

Tickets are also available at all 220 Ticketron outlets. Call (212) 642-7290 in N. Y. For group sales of 50 or more call Joseph Lawler (212) 642-3237.



New York Coliseum • Oct. 12-20 • 2-10 P.M. Daily • 3-9 P.M. Sunday • \$5

International Wine and Cheese Festival

P.O. Box 8956, Church Street Station, New York, N. Y. 10049

SAVE \$2.50
Special Pre-Show Discount Ticket Only \$4

[Regular admission—\$5]
Plus the beautiful Official Wine and Cheese Reference Guide included FREE [regularly \$1.50].

A \$6.50 Value for \$4.

And it guarantees you admission to the Festival in case of a sellout. Need we say more?

Please send me... Festival tickets at the special rate of \$4 each. (Regularly \$5) Total: \$..... My Check or Money Order made payable to Wine & Cheese Festival is enclosed. I understand that a \$1.50 Official Wine and Cheese Reference Guide will be presented to me FREE at the door for each ticket I have purchased. (Under 18, no admittance without parent or guardian.)

Name (print) _____

Address _____

City _____ State _____ Zip _____

*Controlled wine tastings subject to New York State laws and regulations.

Attention Wine and Cheese Importers and Distributors: There is still exhibit space available. Call Joseph Proctor (212) 642-3237. Hurry!



NEW YORK CITY REGION 2

Regional Headquarters Office:
11 Park Place (Room 1210)
New York City, N.Y. 10007
Phone: (212) 962-3090

By SOLOMON BENDET
CSEA Vice-President/Region 2 President

New York City Region 2 (and its predecessor, the Metropolitan Conference) has long enjoyed a reputation for militancy within the Civil Service Employees Assn.

It is a reputation well-deserved, since we have always felt that the purpose of our union has been to fight for the best interests of our members—across a bargaining table, if possible, but with a willingness to resort to stronger measures, if necessary.

While we congratulate our fellow members in other areas of the state for their successful defenses against raids by outside private-sector unions during the past year, we also warn against future, increased efforts by these private-sector unions to continue their so-far unsuccessful efforts to divide and conquer our great organization.

IT IS PARTLY because we here in New York City live side by side with these outside unions that we have developed this reputation for militancy. It is for the survival of our independence that we are constantly striving to improve the situation of our members, so that they will realize that our democratic methods do work.

Currently, on the local level, much attention is being devoted by regional leadership to the improvement of safety standards in the World Trade Center to make sure that our members who work there can be assured that reasonable safety precautions are taken against an outbreak of fire or being stuck in an elevator.

Regional representatives have testified before the Senate Committee on Safety in High-Rise Buildings, and have met with the New York City Fire Commissioner to press our demands on safety. I say with pride that we have been directing our efforts in that direction for three years, long before public attention started to turn toward the situation in the World Trade Center. Sometimes, though, it takes many years of spadework before results are evident. Again, though, it has been our militancy in this area that is now achieving results.

On a statewide level we have been speaking out for the need of various improvements in our contracts with the state. The third year of our current contract is open for renegotiation. These negotiations will begin soon. New York City Region has been actively campaigning for a cost-of-living adjustment to be included in the contract, in order to help our members better cope with runaway inflation that we all face.

We feel that it is in the best interest of the state and the welfare of all its people to have the best qualified people in responsible positions within civil service. The state needs to hold onto and continue to recruit the best people to handle the multitude of functions of our state government. To promote this goal, we have also been militant about other areas that affect our members. We believe that many improvements are needed in the disciplinary procedure to protect the rights of our working members, and we believe that a cost-of-living escalator provision should be made to include those former employees who have retired from state service since 1969.

AND OUR MILITANCY extends even within the executive council of this region. It is with pride that I can say that there is not a single "yes" man or woman among our regional officers. First vice-president Ronnie Smith of Willowbrook, second vice-president Vincent Rubano of the State Insurance Fund; third vice-president William Cunningham of Brooklyn State; secretary Dorothy King of Creedmoor and newly elected treasurer John Eversley of Parole, as well as the various chapter presidents who compose our executive council, all bring their own distinct ideas to regional meetings.

Sometimes we differ greatly among ourselves, but issues are put to majority vote. We pray that our collective decisions are right for the membership, and our success will make us all winners.



At the meeting between representatives of the CSEA Metropolitan chapter Division of Employment, and management, are, seated, from left: Antonio Murphy, associate personnel administrator, and Martin Sherman, Hugh O'Pray and Tom Perlman, CSEA; standing, from left: John Maselli, the principal agency labor relations representative; Ralph Fabiano, Willard Wagner and Connie Minardi, CSEA; David Zaron, director, employee relations; William DeMartino, chapter president, and Jay Ber- man and John MacAvoy, CSEA.

(Leader photo by Lou Salzberg)

DofE Labor and Management Thrash Out Local Problems

MANHATTAN—Representatives of the Metropolitan chapter, Division of Employment, Civil Service Employees Assn., met recently with management representatives to try to resolve some problems unique to the New York City area.

The CSEA contingent was headed by chapter president William J. DeMartino, and the management staff was headed by David Zaron, director of employee relations. The agenda covered such items as staffing problems, the new-careers program and problems at the World Trade Center.

Mr. DeMartino pointed out there appeared to be a tendency on the part of management to expand the span of control, and to increase the duties of existing titles rather than offering pro-

motional opportunities from civil service lists that are apparently frozen.

Out of Title

Examples were given of a senior claims examiner supervising in excess of 30 persons, and of employment interviewers acting as senior employment interviewers for periods in excess of 30 days. Management replied that each case was individual and

should be examined as such, as the added duties may be within the specifications of the job title as outlined by the Civil Service Commission.

Connie Minardi of the CSEA pointed out that those employees who had completed courses under the new-careers program almost a year ago are currently working without having been afforded the opportunity to take the promised examination, which would enable them to become permanent employees in a higher title. Mr. Zaron said plans for that examination were in the works.

After discussions about items such as the poor planning that caused the transfer of security guards from unemployment insurance offices to the locations that distributed the Neighborhood Youth Corps checks, attention was centered on some of the problems plaguing the World Trade Center.

Ask For Cleanliness

The CSEA representatives unanimously cited the filthy condition of the satellite eating areas, resulting from the lack of qualified maintenance staff, and noted that the main cafeteria had been on the Board of Health list as unsanitary. Management promised to look into the current cleaning contract as well as investigate the higher prices of food in the cafeteria.

The final discussion covered complaints that the feeling of the crush of humanity within the World Trade Center was being aggravated by the poor elevator service provided. The inflexible time schedule of working hours established by management was cited. It was brought out that the Port Authority stated that all of the express elevators to the 44th floor were not necessary in order to transport the staff on the connecting floors. This particular situation was left unresolved.

Management representatives expressed hope that such meetings as these could be held more frequently than in the past.

A & M Negotiators Hit On Lack Of Good Faith

NEW YORK CITY—Management negotiators representing the Department of Agriculture and Markets failed to negotiate in good faith with the Civil Service Employees Assn., especially with regard to the keeping of time records, according to Abraham I. Libow, New York City chapter grievance chairman and negotiator.

He made the charge in a letter to Joseph Reedy, CSEA bargaining specialist, and other CSEA negotiators representing the Department employees.

A memorandum of understanding was to be signed on June 12 which said, "The Department agrees to work with CSEA in researching the simplification of field inspectors' daily time records." (Memorandum of Understanding, Section 111 D.)

Because of changes requested by the Office of Employee Relations, not effecting this paragraph, the signing of this memorandum of Understanding has been delayed. However, Mr. Libow said in his letter, Department negotiators have not lived up to this agreement. On July 1, a time record procedure was adopted in the meat inspection division, the largest division in this Department, greatly complicating the existing procedures and in direct contradiction to the avowed purpose of the memorandum of understanding. Mr. Libow said.

In his letter, Mr. Libow requests that this memorandum of understanding not be signed

until a meeting can be held by the CSEA negotiators to reassess the situation.

In an unrelated matter, Mr. Libow also refers in his letter to an item which was to be in the memorandum of understanding but was deleted because of a decision made by OER. This involved the appointment of one CSEA nonmanagement employee, not an officer in any CSEA chapter, to the Department's performance rating board. Mr. Libow suggests that this provision should not be left out of the memorandum, as such an appointment is acceptable according to civil service rules and regulations.

Armory Meeting

STATEN ISLAND—Al Knight, president of the Metropolitan Armories chapter, Civil Service Employees Assn., announced a general membership meeting for Oct. 24. The session will be at 2 p.m. at the Staten Island Armory, 321 Manor Rd.



The appointment of Pedro Velez as vice-president for community relations for the 19-member municipal hospital network was announced last week by Dr. John L. S. Holloman, Jr., president of the Health and Hospitals Corp. "Pete Velez brings to this position a unique blend of experience both as health care administrator and, more important, as community activist and leader," Dr. Holloman said.



The appointment of Victor A. Solomon, well-known civil rights leader and community activist, as director of the new Office for the Health and Hospitals Equal Employment Opportunity Corporation, was announced last week by Dr. John L. S. Holloman, Jr., Health and Hospitals Corp. president.

TO ONEONTA
ALBANY—Mrs. Clifton Tamsett, of South New Berlin, has been appointed to the Council of the State University College at Oneonta for a term ending July 1, 1976. There is no salary.

AMERICA'S AWARD WINNING MUSICAL!
*WINNER OF 24 LOCAL AND NATIONAL AWARDS
FOR MUSIC, LYRICS, DIRECTION, PERFORMANCES AND BEST BROADWAY CAST ALBUM

DON'T BOTHER ME, I CAN'T COPE

EXTRA PERF. EVERY SAT. at 10 P.M.
Gison Theatre
47 St. W. of B'way • 757-7164

State Promotional Job Calendar

Applications Accepted To October 15
Written Exams November 2-3
Interdepartmental Promotion Exams

Senior Stenographer	G-9	35-603
Senior Stenographer (Law)	G-9	35-604
Supvg. Toll Collector	*	35-622
Toll Section Supervisor	*	35-623

*Salary varies with agency.

Correctional Services

Senior Commissary Clerk	G-9	35-593
Principal Commissioner Clerk	G-12	35-594

Health

Associate Medical Facilities Auditor	G-23	35-601
Principal Medical Facilities Auditor	G-27	35-602
Senior Medical Facilities Auditor	G-18	35-600
Senior Sanitary Chemist	G-18	35-595

Labor

Senior Chemist (Industrial Hygiene)	G-18	35-611
-------------------------------------	------	--------

Applications Accepted To November 4
Written Exam December 14

Interdepartmental

Senior Civil Engineer	G-23	35-616
-----------------------	------	--------

Departmental

Administrative Aide	G-11	35-581
---------------------	------	--------

Agriculture & Markets

Supv. Dairy Products Inspector	G-19	35-624
Senior Dairy Products Inspector	G-16	35-625
Supv. Farm Products Inspector	G-19	35-626
Senior Farm Products Inspector	G-16	35-627
Supervising Food Inspector	G-16	35-628
Senior Food Inspector	G-16	35-629
Senior Horticultural Inspector	G-16	35-630
Chief Meat Inspector	G-21	35-631
Supervising Meat Inspector	G-19	35-632
Senior Meat Inspector	G-16	35-633
Associate Marketing Rep.	G-19	35-651
Senior Marketing Representative	G-15	35-652
Chief Marketing Representative	G-22	39-036

(Oral exam held in Dec. 1974)

Audit & Control

Principal Retirement Benefit Examiner	G-20	35-641
Associate Retirement Benefits Examiner	G-17	35-642
Senior Retirement Benefits Examiner	G-14	35-643
Retirement Benefits Examiner	G-11	35-644

Correctional Services

Correction Captain	G-24	35-635
--------------------	------	--------

Dept. Of Transportation

Canal General Foreman	G-17	35-647
-----------------------	------	--------

Environmental Services

Senior Environmental Analyst	G-18	35-655
Principal Fish & Wildlife Technician	G-14	35-657
Senior Fish & Wildlife Technician	G-10	35-658
Associate Director, Div. of Pure Water	G-34	39-044

(Oral exam held in Dec. 1974)

Executive

Supervising Natural Disaster Civil Defense Representative	G-22	39-046
---	------	--------

(Oral exam held in Nov. 1974)

Health (Exch. of Hospitals)

Senior Radiological Chemist	G-18	35-663
-----------------------------	------	--------

(Labor (State Insurance Fund))

Associate Underwriter	G-21	35-636
Senior Underwriter	G-18	35-637
Underwriter	G-14	35-638
Principal Underwriter	G-24	39-045

(Oral exam held in Nov. 1974)

Teachers Retirement

Sr. Retirement Benefits Examiner	G-14	35-645
Retirement Benefits Examiner	G-11	35-646

Continuous Recruitment

Senior Hydraulic Engineer	G-23	30-202
Assistant Hydraulic Engineer	G-19	30-203

Additional information on required qualifying experience and exam subject can be obtained by requesting a job announcement from the state Dept. of Civil Service or your state agency personnel office.

Regional offices of the Dept. of Civil Services are located at the World Trade Center, Tower 2, 55th floor, Manhattan 10047, 488-4248; State Office Campus, Albany, N. Y. 12226; and Suite 750, 1 W. Genesee St., Buffalo 14202.

Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request. Be sure to specify the exam title and number.

"CASA" Assisting Honduras Victims

HEMPSTEAD — The Coordinating Agency for Spanish Americans, CASA, is assisting in the collection of relief supplies for the unfortunate victims of Honduras.

Volunteers and donations for this relief supply effort are desperately needed. Items needed include canned goods, light-

weight clothing (wearable and clean), cotton blankets, bed sheets, powdered milk, bandages, water purification tablets, flashlights, water pumps, shoes, kerosene lamps, portable gas stoves, shovels, picks, walkie talkies, and generators.

Anyone wishing to make a donation may bring these items to CASA, 102 Main St., Hempstead.

CALL THE
Party Line
Call 563-7450

Your Direct Line for PARTY PLANNING
NO FEE!
NO OBLIGATION!

WHATEVER THE OCCASION
Luncheon, Dinner, Shower, Wedding, Bar Mitzvah, ... for 8 guests or 800 ... let us plan a party to suit your taste and budget, at one of more than **200 RESTAURANT & HOTEL** facilities in Manhattan that we represent, at **NO COST TO YOU!** We are paid by the house, (like your Travel Agent) and we guarantee you cannot get a lower price than we quote. But time is of the essence; call right now for information, especially for **CHRISTMAS AND NEW YEAR'S OFFICE PARTIES.**



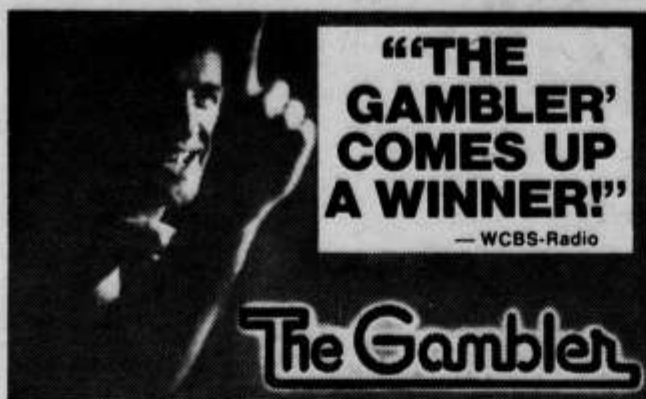
- TRANSFER PERIOD** • Held once a year. It is your one opportunity to transfer into a health plan that meets your needs.
- WHY TRANSFER** • Not all the health plans offered by the City are the same. Some offer "fair and reasonable" charges which can result in considerable cost to you. Only in HIP are there no doctor bills.
- WHAT TO LOOK FOR** • Inflation. Do you have extra money in your pocket for medical bills? Do you need fully comprehensive medical care for the needs of your family? Are you concerned about being able to pay the medical bills for your family?
- CATASTROPHIC BILLS** • Are you covered for rare, complex, costly surgery and medical care? The HIP Special Services Fund pays for the full cost of brain surgery, heart surgery, eye surgery, and other extraordinary procedures.
- EMERGENCY CARE** • Can you reach a doctor day or night? HIP has 24-hour emergency care. One phone call links you to HIP's Emergency Service.

Transfer Into HIP NOW
SEPT. 23 TO OCT. 18, 1974
EFFECTIVE DATE OF CHANGE-JANUARY, 1975
SEE YOUR PAYROLL OR PERSONNEL OFFICER

Health Insurance Plan of Greater New York
625 Madison Avenue, New York, New York 10022
212 - 754-1144

**BUY
U. S.
BONDS!**

**INCREASE ATTIC
INSULATION
WEATHER STRIP WINDOWS**



**"THE
GAMBLER'
COMES UP
A WINNER!"**

— WCBS-Radio

The Gambler

Paramount Pictures Presents
A Robert Chartoff-Irwin Winkler Production A Karel Reisz Film
James Caan
in "The Gambler"

Co-starring Paul Sorvino Lauren Hutton Written by James Toback
Produced by Irwin Winkler and Robert Chartoff

Directed by Karel Reisz Music Scored by Jerry Fielding



LOEWS TOWER EAST
72ND ST. AND 3RD AVE. • 879-1313

Everybody loves a winner!

CABARET

**Winner of 8 Academy Awards
Everywhere!**

NOW PLAYING

MANHATTAN NATIONAL UA EASTSIDE CINEMA JULIET 1 NEW YORKER WAVERLY	MASSACHUSETTS FIVE TOWNS NORTON VILLAGE UA PEQUA UA SQUINE	NEW JERSEY ARNOUD Pt Pleasant BELMAR BERKELEY CIRCLE CIRCLE #2 CINEMA 10 MOVIES 3 PLAINFIELD INDOOR PRINCE STRATMORE TWIN 1 TEANECK WASHINGTON
MARYLAND ALLENTON UA CAPRI BROOKLYN AVALON BROOK STATEN ISLAND UA PARAMOUNT	MASSACHUSETTS CENTURY 5 YORK WESTCHESTER UA BRONXVILLE MT. KISCO QUEENS CENTURY 5 GLEN OAKS UA MIDWAY	UPSTATE N.Y. CARMEL 3 JULIET MAYFAIR NALL CINEMA 1

Police News

The following Captains of Police, who have been detailed to act in the title so specified, for one year or longer, will continue in said title for a period of 365 days:

They are: Assistant Chiefs Charles E. McCarthy, Manhattan North Area, and Carl Ravens, of the Manhattan South Area.

Deputy Chief Thomas Reid, of the Inspectional Services Bureau.

Inspectors Anthony Aguanno, of the Richmond Area, and Maurice McAuley, of the Manhattan Traffic Area.

and Deputy Inspectors Lester P. Edelberg, of the 114th Precinct; Irving Levitan, of the Brooklyn South Area; Joseph G. Sampson, of the 41st Precinct, and Theodore J. Stockton, of the Manhattan North Area.



Family Plan Insurance

You can insure yourself, your wife and children — and build a retirement fund for yourself at the same time — with one of Metropolitan's Family Plan Endowment policies.

For all the details, call me today.

Tony La Marmora
3 6 7 - 0 8 8 5

Metropolitan Life
Where the future is now

Metropolitan Life, New York, N.Y.

Anthony La Marmora
Sales Representative
Met. Life Ins. Co.
2330 Grand Concourse
Bronx, N.Y. 10458

I would like, without obligation, more information on the Metropolitan Plan featured above.

Name
Address
City
State Zip
Tel.
(Mail to address above)

Do You Need A



for civil service
for personnel satisfaction
6 Weeks Course Approved by
N.Y. State Education Dept.
Write or Phone for
Information

Eastern School AL 4-5029
721 Broadway, NY 3 (at 8 St)

Please write me free about the High School Equivalency class.

Name
Address
Room L1



you won't
believe how
good it tastes...
until you
taste it!

GEKKEIKAN

(PRONOUNCE IT GAY-KEE-KAN)

PLUM WINE

serve
with club soda
or on the rocks
with a kiss of lemon



Imported by the Sidney Frank Importing Co., Inc., N.Y.

MRS. SWEPT NAMED

ALBANY—Governor Wilson has reappointed Mrs. Harlan J. Swift, of Buffalo, to the Council of the State University College at Buffalo for an unpaid term ending July 1, 1983.

BUY U.S. BONDS!

Washington Hts BRIDGE APTS
Immediate Occupancy
3 Bdrm/Balc.
1 1/2 Baths, \$296
FREE GAS & ELEC

Renting Office open M-F, 9-4 PM, 1365 St. Nicholas Ave. Tel. 795-9300. Under supervision of N.Y. State Div. of Housing and Community Ren.

Senior Planner List

ALBANY — A senior natural resources planner eligible list, resulting from open competitive exam 24-074, was established Sept. 26 by the state Department of Civil Service. The list contains 35 names.

ERIE COLLEGE HEAD

ALBANY — Dr. Robert H. Stauffer, president of Parkersburg Community College in West Virginia, has been named president of Erie Community College in Buffalo at an annual salary of \$33,800, effective Sept. 1.

Condominium - Florida

CENTURY VILLAGE, Deerfield Bch. New two bedrooms, 1 1/2 bath, ground floor, garden apt. Under builder price, high mtg. Immediate occupancy. Mr. Werbel after 6 p.m. — 212-945-5928.

a brand new very old idea.



REAL LOG HOMES

Comfortably rustic, your real log home brings new care-free year-round living. Complete pre-cut log packages have solid 8" to 11" diameter log walls. You can build your own dream, or rely on your contractor. Choose from 28 models—compact hide-aways to full two story all season homes. Send for free brochure, or enclose \$3.00 for complete catalog of model plans and costs.

VERMONT LOG BUILDINGS INC.
DANIEL K. DEIGHAN
159 Main Street
Lake Placid, N.Y. 12946 518-523-2488

REAL ESTATE VALUES

Coop For Sale
COOP: HOWARD BEACH—Extra lge. 3 1/2 w/17 ft Terrace, 2 AC dw, new decor, 222 incl. G&E. Lge Tax deduct. 835-7734.

BRYANT LAKE
BEAUTIFUL! 2.5 acre wooded corner parcel. High elevation, good views, minutes to 5-mile lake. \$4,160, 20% down. Owner, J. Sweeney, Chestertown, N.Y. 12817.

VETERANS

If you have served in the military and have an honorable discharge you are entitled to buy a home without any cash down payment.

CIVILIANS

You can't buy a home without a cash down payment, but you can buy a \$30,000 home for just \$250 or a \$35,000 home for just \$1,750 down. Over 150 1 & 2 family properties available.

Mortgage Money Plentiful — We handle only the better areas of Queens. Call now for more information.

AMWAY
297-4221

House For Sale - Queens

BEST OF 2 WORLDS
LIVE IN N.Y. CITY AND USE GREAT NECK SCHOOLS
Modern luxurious A/C ranch straddles city line, Great Neck/Little Neck. Going abroad. Will sacrifice. Middle 80's. (516) 487-2941.

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

House For Sale - Nassau

UNIONDALE, Split Level, 7 rooms plus attic, garage, aluminum siding. Many extras. Principals \$42,000. Eves (516) 489-5941.

CAMBRIA HTS \$30,990

NO DOWN PAYMENT
for qual GI on this brick Tudor with tremendous bedrms, fin bsmt, newly decorated. We have key. Call for appointment.

LAURELTON \$43,990

DET LEG 2-FAMILY
... with 5 lg rms and fin bsmt for owner plus lge 3 rm apt for income. Many extras, garage. Many other 1 & 2 Fam Homes

QUEENS HOME SALES
170-13 Hillside Av, Jamaica
OL 8-7510

VETERANS

If you have an honorable discharge we can get you a great deal on any home of your choice with only \$500 cash down. We have a large selection of 1 & 2 family homes in all Queens area. Call us for free information & ask about our easy credit terms.

BTO REALTY 723-8400

Farms - N.Y. State

FALL Catalog of Hundreds of Real Estate & Business bargains. All types, sizes & prices. DAHL REALTY, Cobleskill 7, N. Y.

Highland Meadows

Offers you the good way of life in a 5 Star Park with a 5 Year Lease with homes priced from \$7,995.00.

HIGHLANDS MOBILE HOME SALES, 4689 N. Dixie Hwy., Pompano Beach, Fla. 33064.

VENICE, FLA. — INTERESTED? SEE H. N. WIMMERS, REALTOR ZIP CODE 33595

FLORIDA JOBS

Federal, State, County, City.
FLORIDA CIVIL SERVICE BULLETIN.
\$5 yearly; 8 issues.
P.O. Box 610846 L, Miami, Fla. 33161

BUY U.S. BONDS!

Florida Properties

DEVELOPED homesites in Port St. Lucie, Port Charlotte, Port Malabar and other communities. Big savings, easy terms. Broker, 516 872-3532.

Grease

THE ONE AND ONLY LONGEST RUNNING SHOW ON BROADWAY

There's a reason for that!

ROYALE THEATRE 45TH STREET W. of BROADWAY
SEE ART ADS FOR DETAILS

HURRY WHILE THEY LAST!

AT THESE '73 PRICES THEY'RE GOING FAST

Adjoining Westchester . . . Priced Thousands Less
2 Level, 3-Bedroom Town Houses



Affordable **\$28,490**

Liberal Financing — Terms Available

Immediate Occupancy

Luxurious - Swimming Pool - Wall-to-Wall Carpeting - 2 Bathrooms - Energy Saving Construction - Convenient - Close to public and parochial schools.

Roundtree Town Houses

Liberty St. & Washington Ave., Beacon, N.Y.

A Metra Industries Development

DIRECTIONS: Taconic Parkway North to I-84 West to Exit 12 (Fishkill). Left 2/10 of a mile to fork then follow signs to model.

This is not an offering which can only be made by formal prospectus.

(914) 831-8940 Anytime

City Open Continuous Job Calendar Competitive Positions

Title	Salary	Exam No.
Assistant Electrical Engineer	\$13,300	4139
Assistant Mechanical Engineer	\$13,300	4141
Electrical Engineering Trainee	\$11,500	4151
Landscape Architectural Trainee	\$11,500	4157
Psychiatrist	\$17,550	4200
Mechanical Engineering Trainee	\$11,500	4159
Shorthand Reporter	\$ 7,800	4171
Social Worker	\$10,800	4173

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

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

GOURMET'S GUIDE

PERSIAN - ITALIAN

TEHERAN 45 WEST 44TH ST. MU 2-8588. No. 1 Cocktail place for free hors d'oeuvres. Howard Hillman, a top authority in New Guide Book Inside N.Y. Famed for Seafood — Steaks — Persian and Italian specialties. Curtain time dinner. After theatre cocktails. Parties of 400. — Luncheon — Cocktails — Dinner.

Goblin Time

WATERTOWN — The Black River chapter, Civil Service Employees Assn., will hold a Halloween party Oct. 25 at the Brownville Parish Center. Chapter president William Dupee said costumes are urged, and there will be dancing from 9 p.m. to 1 a.m. A midnight buffet will be served. The chapter's social chairman is Dwight Halstead.

LIMITED PARTNERSHIP

DON FILM COMPANY—Substance of Certificate of Limited Partnership duly signed and acknowledged by Dan Q. Kennis as General Partner and as Attorney-in-Fact for the Limited Partners and filed in the New York County Clerk's Office on August 23, 1974. Name and principal place of business: Don Film Company, c/o Independent International Pictures Corp., 165 West 46th Street, New York, N.Y. Character of business: to acquire ownership of the full length motion picture film entitled "Don Quixote" for a certain specified Territory including title to the film and all rights appurtenant thereto, for theatrical, non-theatrical, CATV, wire, cable and other distribution, marketing, sale, exhibition, licensing and exploitation, throughout the "Territory." The "Territory" shall be Spain, Portugal, Central America, South America, Cuba and Mexico. Name and place of residence of General Partner: Dan Q. Kennis, Q5 Avon Drive, East Windsor, N.J. Name place of residence and capital contribution of Limited Partners: Martin Tolchin, 5 Barrett Road, Lawrence, N.Y.; Max Jacob Schacknow, 628 East 79th Street, Brooklyn, N.Y.; William Suskin, 1372 Hewlett Lane, Hewlett, N.Y.; Max Rak, 15517 Waterloo Road, Cleveland, Ohio; Lowell Friedman 1916 Hunter Avenue, Mobile, Ala.; Walter R. Funk, 14400 Pearl Road, Strongsville, Ohio; Willard A. Weiss, 1 Bratenahl Place, Bratenahl, Ohio; Norman O. Stahl, 201 Eastern Parkway, Brooklyn, N.Y. Cash \$10,000.00 and \$25,000.00 Notes, each. No additional contributions may be made by Limited Partners other than payment of their notes. Term: partnership shall continue until December 31, 1986, provided, however, that Partnership may be dissolved and terminated prior to such date by reason of following (a) if it shall sell or otherwise dispose of its entire interest in all its properties; or (b) if Partnership shall enter into a general assignment for benefit of creditors shall become insolvent, or shall be declared bankrupt; or (c) if General Partner shall retire, die or be adjudicated insane or bankrupt; or if Partners shall willingly agree to terminate the Partnership. Share of profits or other compensation by way of income which each Limited Partner shall receive in his pro rata share as determined by the ratio that his investment bears to the total capital invested by all Limited Partners in the Limited Partnership. Limited Partners shall receive an aggregate of 95% of all net profits received by the Partnership. However, at such time as Limited Partners have received cash distributions equal to their capital contributions then profits and losses shall be changed to 80% for the Limited Partners and 20% for the General Partner. Limited Partners shall not be able to assign their partnership interest in whole or in part to any other person, nor shall they be entitled to substitute for himself as a Limited Partner, any other person without the written consent of the General Partner, except as provided for in the Limited Partnership Agreement. No provision has been made to admit additional limited partners, except assignees of Limited Partners may become substituted limited partners. No right given any Limited Partner to priority over other Limited Partners as to contributions or compensation by way of income. No right given to Limited Partners to demand and receive property other than cash in return for his contribution. There is a right of continuation of the business on the death, retirement or insanity of the General Partner. Sixty-six and 2/3rd percent of the Limited Partners can elect within 90 days after the death, bankruptcy, retirement, adjudication of incompetency of insanity of the General Partner, that the Partnership shall not dissolve and to continue the business of the Partnership, and they shall designate one or more persons, corporations or other entities to be a substitute General Partner or General Partners.

T Y P E W R I T E R A D D E R

MIMEOS ADDRESSERS, STENOGRAPHS, STENOGRAPHS for sale \$5 and rent 1,000 others.

Low-Low Prices ALL LANGUAGES TYPEWRITER CO., Inc.
119 W. 23 St. (W. of 4th Ave.) N.Y., N.Y. CHelsea 3-8884

Process Many Grievances By Putnam County Chapter



SOUTHERN REGION 3

Regional Headquarters Office:
Old Route 9, North (RD 1)
Fishkill, N.Y. 12524
Phone: (914) 896-8180

By JAMES LENNON
CSEA Vice-President/Region 3 President

In March I spoke with confidence about the challenges we would be facing in the future in the Southern Region. Today I am happy to report that we have met these challenges head-on, and have emerged victorious from each of them.

First, an outside union decided to challenge CSEA for the right to represent the workers of Orange County. Initially, they couldn't even get enough interest to warrant an election, but when one was finally held last summer, CSEA won handily. The other union then tried to claim the election was unfair, but the state Public Employment Relations Board has thrown out all of the outside union's protests against CSEA, and only two complaints against the county's conduct are still unresolved. We expect favorable decisions on these from PERB very shortly.

CSEA ALSO WON the representation election in Ulster County. Again, public employees proved they prefer the tried-and-true wages, benefits and services they get from CSEA, to the false promises of an outside union.

Finally, we beat the Service Employees International Union (SEIU) in a representation election in Westchester County's Town of Greenburgh by a better than 4-to-1 margin. We are gratified by all these demonstrations of confidence in the leadership of our union, and I want to make it clear that we attribute these victories to the untiring work of our rank-and-file members, with the aid of our field staff, to retain CSEA as representative of public employees in the Southern Region.

In Sullivan County, we faced another kind of challenge, and won. This was an attempt — on the part of SEIU, the American Federation of State, County and Municipal Employees and the county itself — to "divide and conquer" the county unit we had represented by splintering it into three small units. CSEA took on all three challengers and stuck to our firm policy that strength comes not through division but through unity. A short time ago, PERB ruled in our favor by deciding the most appropriate bargaining unit would be the one big unit we had always represented, with just a handful — fewer than 20 — supervisors in the Department of Public Works as a second unit. Elections will be held soon in both these units, and we are confident the results will be the same as in all other units where we have faced challenges in the past six months.

THE GRAND OPENING of our regional headquarters Sept. 14 was a huge success, thanks to the hard work of our super "Grand Opening Committee." The event was attended by members of Congress and the State and County Legislatures.

And speaking of the regional headquarters, I should mention that we have four new field representatives. They are Don Patrick for Westchester County and the Ossining Correctional Facility; Tom Quimby, for Ulster and Dutchess Counties; Larry Scanlon, for Rockland and Putnam Counties, and George Sinko, for Orange and Sullivan Counties. These men provide on-the-spot assistance to all CSEA members, no matter what their question or problem might be. And finally, we have a new secretary to help the capable Judy Morrison with the diversified duties involved in the regional headquarters. She is Alice Dittmar, and she is a welcome addition to the always busy Fishkill office.

Our region's other new staffer is Geni Abrams, a public relations associate who publicizes the goings-on of all our chapters and units. For a long time I have asked for a public relations person to get out the fliers and leaflets that each unit needs to publicize CSEA news in the local media and hopefully soon to develop a regional newsletter. Geni was experienced in reporting and editing on the Middletown Record and should be able to handle all these chores for us.

In the brief space I have, I have tried to bring you up to date on these challenging and exciting six months in our region. Hope to see many of you at the convention!

BREWSTER—It's "open season on grievances" in the Putnam County chapter of the Civil Service Employees Assn., according to attorney Arthur Grae of White Plains.

"The chapter had gone a long time without filing grievances, but we're making up for that now," Mr. Grae said recently. "We're urging all those who feel they have a legitimate grievance to come forward with it."

The county chapter president, Russell Cheney, said grievances that are already being acted on seem to be going in favor of the union members.

Kent Grievances

"In the Town of Kent, where we have several grievances pending, the town is now sitting down with our attorney to try to avoid going to arbitration. The town knows it would lose if the cases get that far," Mr. Cheney said.

One of the cases is that of Andrew Steiner, who was fired illegally in January. The CSEA is trying to get him the back pay that the town owes him, although it is not known whether he would accept reinstatement to his job once he wins that.

"The same highway superintendent, Ray McDougal, is still there. McDougal is the guy who illegally fired Steiner in the first place, and I'm not sure Steiner would want to go back to work for him," Mr. Cheney said. Mr. Steiner could not be reached for comment Friday morning.

Mr. McDougal, who "acts as though he's a little god," according to Mr. Cheney, was elected in January to a four-year term. Mr. Steiner was a motor equipment operator in the highway department.

Went To Court

Mr. Steiner's case has already gone through a court proceeding, where the decision was to send the case to arbitration. Mr. Cheney feels that the town, by trying to avoid arbitration, is "sort of admitting they were wrong in firing Steiner."

In another case in the Town of Kent, CSEA member Richard Smith was fired for allegedly drinking on the job, along with another person, who was fired for the same reason. The other person was hired back, but Mr. Smith was not.

"Here again the town is working with Grae to find an acceptable solution because, if they don't they're going to arbitra-

tion," Mr. Cheney said.

Still more grievances in the town involve an illegal demotion and an illegal firing. Mr. Cheney expressed confidence Friday that all the cases will be settled favorably to the CSEA members.

Putnam Grievances

The Putnam County unit is also filing grievances concerning County Treasurer David Bruen's failure to provide personnel manuals, quarterly-reports on leave accruals, and monthly lists of new employees' names and addresses, and to provide for the

automatic deduction of payments for Master Plan insurance—all of which he is called upon to do in the unit's contract with the county.

Finally, the unit is waiting for the county's list of possible arbitrators in a case involving two employees who were not given the promotional raise that was due to them when they received promotions in January 1973. Mr. Cheney said it was "just a matter of time" before the arbitration will be decided in favor of the CSEA.



BRIGHTEN OFFICE — Not only beautiful and bright, but they work hard to provide various office services for Southern Region 3, headquartered in Fishkill, Dutchess County. Secretaries Judy Morrison and Alice Dittmar, from left, go over a press release prepared by public relations specialist Geni Abrams.



SOUTHERN HOSPITALITY — Southern Region 3 field supervisor Thomas Luposello, seated far right, goes over plans with two of the four newcomers to the regional field staff as three of the tried-and-true field veterans add some tidbits from their on-the-job experiences. Seated, from left, are newcomer Larry Scanlon with veteran Joseph O'Connor. Standing are organizer Thomas Brann, newcomer Thomas Quimby and veteran Ronald Mazzola.

TO HELP YOU PASS GET THE ARCO STUDY BOOK

BOOKS	PRICES
Accountant Auditor	4.00
Administrative Assistant Officer	4.00
Assessor Appraiser (Real Estate)	4.00
Attorney	5.00
Auto Machinist	6.00
Auto Mechanic	6.00
Beginning Office Worker	5.00
Beverage Control Invest.	4.00
Bookkeeper Account Clerk	6.00
Bridge and Tunnel Officer	5.00
Bus Maintainer - Group B	5.00
Bus Operator	5.00
Buyer Purchasing Agent	4.00
Captain Fire Dept.	8.00
Captain P.D.	8.00
Cashier	4.00
Civil Engineer	8.00
Civil Service Arith. and Vocabulary	4.00
Civil Service Handbook	1.00
Clerk N.Y. City	4.00
Complete Guide to C.S. Jobs	2.00
Computer Programmer	6.00
Const. Supv. and Inspec.	5.00
Correction Officer	5.00
Court Officer	6.00
Dietitian	5.00
Electrician	6.00
Electrical Engineer	5.00
Federal Service Ent. Exam	5.00
Fireman F.D.	5.00
Foreman	5.00
General Entrance Series	4.00
General Test Pract. for 92 U.S. Jobs	5.00
H.S. Diploma Tests	5.00
High School Entrance and Scholarship Test	4.00
H.S. Entrance Examinations	1.00
Homestudy Course for C.S.	5.00
How to get a job Overseas	1.45
Hospital Attendant	4.00
Housing Assistant	5.00
Investigator-Inspector	5.00
Janitor Custodian	6.00
Laboratory Aide	5.00
Lt. Fire Dept.	8.00
Lt. Police Dept.	8.00
Librarian	4.00
Machinists Helper	6.00
Maintenance Man	5.00
Maintainer Helper A and C	4.00
Maintainer Helper Group D	5.00
Management and Administration Quizzer	6.00
Mechanical Engineer	8.00
Motor Vehicle License Examiner	5.00
Notary Public	4.00
Nurse (Practical and Public Health)	5.00
Parking Enforcement Agent	4.00
Police Administrative Aide	5.00
Prob. and Parole Officer	6.00
Police Officers (Police Dept. Trainee)	5.00
Pharmacists License Test	4.00
Playground Director - Recreation Leader	4.00
Policewoman	5.00
Postmaster	5.00
Post Office Clerk Carrier	4.00
Post Office Motor Vehicle Operator	4.00
Postal Promotional Supervisor-Foreman	6.00
Preliminary Practice for the H.S. Equivalency Diploma Test	4.00
Principal Clerk-Steno	5.00
Probation and Parole Officer	6.00
Professional Career Tests N.Y.S.	5.00
Professional Trainee Admin. Aide	5.00
Railroad Clerk	4.00
Sanitation Man	4.00
School Secretary	4.00
Sergeant P.D.	6.00
Senior Clerical Series	5.00
Social Case Worker	5.00
Staff Attendant and Sr. Attendant	4.00
Stationary Eng. and Fireman	5.00
Storekeeper Stockman	5.00
Supervision Course	5.00
Transit Patrolman	5.00
Vocabulary, Spelling and Grammar	4.00

Contains Previous Questions and Answers and
Other Suitable Study Material for Coming Exams

ORDER DIRECT—MAIL COUPON

LEADER BOOK STORE
11 Warren St., New York, N.Y. 10007

Please send me copies of books checked above.
I enclose check or money order for \$.....

Name

Address

City State

Be sure to include 8% Sales Tax

State And County Eligible Lists

EXAM 35540
SR MECHANICAL STORES CLK
Test Held May 11, 1974
List Est Aug 6, 1974

212 Lague Joel G Cohoes	76.0
213 Durkee E Hudson	76.0
214 Wyles Larry J Loudonville	75.9
215 Stone Faye A Watertown	75.9
216 Wolff Marion E Schenectady	75.9
217 Wilson Walter R Schenectady	75.8
218 Robinson R J Binghamton	75.7
219 Mikes Phillip Tilton	75.6
220 Davis Rosemarie Tonawanda	75.6
221 Dedrick G A E Berne	75.6
222 Ryan Ellen Middletown	75.5
223 Stoliker Donald Kinderhook	75.5
224 Clark Barbara J Albany	75.5
225 Gravel Georgia Mechanicville	75.5
226 Campione Joseph Liverpool	75.5
227 Hever Raymond E Richmond H.	75.5
228 Kutey Joseph M Green Island	75.5

LEGAL NOTICE

THE HOSANNA COMPANY.— Substance of Certificate of Limited Partnership of The Hosanna Company subscribed and acknowledged by all partners and filed in New York County Clerk's Office on September 19, 1974. Name and location: The Hosanna Company, 240 West 47th Street, NYC. Business: To produce and exploit a dramatic production entitled HOSANNA, and exploit rights held in connection therewith. GENERAL PARTNER: Norman Kean, 280 Riverside Drive, NYC. LIMITED PARTNERS, places of residence and contributions: Tarragon Theatre, 30 Bridgman Ave., Toronto, Can., \$30,000.00; La Compagnie Des Deux Chaises Inc., 3823 Melrose, Montreal, Can., \$10,000.00; Norman Kean, 280 Riverside Drive, NYC, \$10,000.00. Each limited partner shall receive that proportion of 50% of the net profits of the partnership as his original contribution bears to the total capital thereof. Partnership commences upon filing of Certificate of Limited Partnership in County Clerk's Office and terminates on such date as the general partner designates. Limited partner's liability for losses, debts or obligations is limited to cash capital contributed by him. Limited partners' contributions shall be repaid if partnership has \$10,000.00 cash reserve after payment or provision for payment of all liabilities. All cash in excess thereof shall be paid at least monthly.

LEGAL NOTICE

CERTIFICATE OF CONTINUED USE OF PARTNERSHIP NAME OF P.D. LEAKE & CO.

PURSUANT TO ARTICLE 7 OF THE PARTNERSHIP LAW OF NEW YORK WHEREAS, the business of the firm of P.D. LEAKE & CO., a partnership which has transacted business in this state, continues to be conducted by certain of the partners therein, and

WHEREAS, the business heretofore conducted by said firm is to be conducted hereafter by the undersigned in the name of P.D. LEAKE & CO.,

NOW, therefore, the undersigned, in pursuance of the statute in such case made and provided, do make, sign and acknowledge this certificate and declare that the persons intending to deal under the name of P.D. LEAKE & CO., with their respective places of residence, are as follows:

Name	Places of Residence
Michael J. Levine	1 Robin Hill Road Scarsdale, New York 10583
Peter W. Phillips	Pound House Totteridge Lane London N. 20 England
Denis G. Dedman	23 Uphill Road Mill Hill London N.W. 7, England

Each partner for whom this certificate has been executed by an attorney-in-fact has authorized such attorney-in-fact to execute this certificate in the name and on behalf of such partner by a Power of Attorney filed at the office of P.D. Leake & Co., located at 450 Park Avenue, New York, New York.

IN WITNESS WHEREOF, the undersigned, Michael J. Levine, on behalf of himself and as attorney-in-fact for the several above named persons has hereunto set his hand and seal this 6th day of June, 1974.

s/MICHAEL J. LEVINE
Michael J. Levine, on behalf of himself and as attorney-in-fact for Peter W. Phillips and Denis G. Dedman,

LEGAL NOTICE

SATURDAY SUNDAY MONDAY COMPANY— Substance, Certificate of Limited Partnership, Saturday Sunday Monday Company, filed NY Co. Clerk's Off., Aug. 7, 1974, signed and acknowledged by all partners. Name and location: Saturday Sunday Monday Company, Suite 1100, 1564 Broadway, NY, NY. Purpose: To produce the play "Saturday Sunday Monday"; Names and addresses: general partners, Barry M. Brown and George W. Holt, III, a/k/a Fritz Holt, 885 West End Ave., NY, NY; Name, address and contribution of limited partner, Barry M. Brown, 885 West End Ave., NY, NY, \$1.00; Term: 8/7/74 until business of partnership concluded; no add'l contributions agreed upon; 50% of net profits shared pro rata among lim. partners. Liability of lim. partners lim. to cap. contributed. Add'l lim. partners to be admitted to the maximum extent of \$300,000. Lim. partners have priority on distributions to the extent of their capital. No right to demand property other than cash. Partnership shall not terminate on death of general partner.

229 Bartscherer P E Rochester	75.4
230 Wallace K A Danville	75.4
231 Stupla Toni L Centereach	75.4
232 Sheley Colombe Cohoes	75.4
233 Kircher Harold Albany	75.4
234 Dunn John R Albany	75.4
235 Halavin James H Wappingt Fls	75.4
236 Flynn Patrick R Oneonta	75.3
237 Fetler Sol Rego Park	75.3
238 Nowak Kathleen Albany	75.3
239 Green Richard T Albany	75.3
240 Leone Cheryl D Mt Morris	75.3
241 Grygiel Edward New Hartford	75.3
242 Mazzanti A J Utica	75.3
243 Close James E Interlaken	75.3
244 Gorry Thomas P Orangeburg	75.3
245 Bonneville F A Latham	75.2
246 Spiak Robert J Watervliet	75.2
247 Ballistres T Lackawanna	75.0
248 Mayo William T Green Island	74.9
249 Polhamus Mary B Port Crane	74.9
250 Babulski Joseph West Seneca	74.3
251 Scheer Martha Rexford	74.3
252 Hrib George Mechanicville	74.3
253 Markowski Ruth Staatsburg	74.2
254 Lincoln Deane C Guildford Ctr	74.2
255 Eaton Margaret Schenectady	74.2

LIMITED PARTNERSHIP

NORTH TOWN PHASE II ASSOCIATES, 32 Broadway, N.Y.C. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on August 28, 1974. Business: Provide capital for complete construction of, hold the beneficial interest in and operate and manage an urban rental project. General Partners: North Town Phase II Houses, Inc., 1345 Ave. of Americas, NYC; Sovereign Construction Co., Ltd., East 81, State Highway 4, Paramus, NJ. Limited Partner, Cash / Contribution and Share of Profits: R. I. Management Corp., 32 Broadway, NYC, \$100., 95%. Term: October 30, 1972 until December 31, 2025 unless sooner terminated. No additional contributions agreed to be made. Contributions to be returned upon admission of additional limited partners. Limited partner shall not substitute an assignee in its place without consent of the general partners. General partners may admit additional partners. No priority among limited partners as to contributions or as to compensation by way of income. Upon withdrawal of a general partner the remaining general partner shall have right to continue the business. Limited partner shall not demand property other than cash in return for its contribution.

LEGAL NOTICE

HERCULES ASSOCIATES, 600 Madison Ave., NYC—Substance of Cer. of Ltd. Partnership, duly signed and executed by all the partners and filed in N.Y. Co. Clk's Office Aug. 19, 1974. Business to purchase all rights to various motion pictures, including but not limited to a motion picture tentatively entitled "Long Live Death" as provided in Partnership Agreement. General Partners: Sidney Ginsberg, Covered Bridge Rd., Merrick, N.Y., who has contributed \$6,000 and share of profit 2%. Limited Partners, their places of residence and P & L Percentages are Alfred A. Johnson, 130 E. 77th St., NYC, Douglas Bittenbender, 400 West End Ave., NYC, Raymond J. Kiernan, 45 Tisdale Rd., Scarsdale, N.Y., Frank Polansh, 20 Waterside Pl., NYC, Louis J. Vorhaus II, 180 E. 78th St., NYC, Howard Adelman, 260 Chestnut St., New Milford, Conn., Lawrence Keith, 1 W. 67th St., NYC, and Mary Ann Crenshaw, 200 E. 74th St., NYC each \$28,500, each 9.8%. Robert Dorough R.D. No. 1, Mt. Bethel, Penn., Charles B. Kurah, 34 Bank St., NYC, Leonard L. Merl, 5516 North Hill Dr., Raleigh, N.C., and Stanley A. Schneider, 2420 Tyson, Raleigh, N.C., each \$14,250, 4.9%. The Partnership term shall commence on the day upon which, pursuant to the Partnership Law of the State of New York, the Certificate of Limited Partnership is duly filed in the office of the Clerk of the County of New York and thereafter from year to year, and shall terminate on January 3, 1999, unless sooner terminated. No additional contributions may be required to be made by the Limited Partners to the Partner ship The Contribution of each Limited Partner shall be returned to him at such times (after distribution of the motion picture has commenced), as the Partnership has paid or made reasonable provision for all debts, liabilities, taxes and contingent liabilities; all cash received from time to time by the Partnership in excess of said cash reserve shall be paid to the Limited Partners until their total contributions shall have been thereby fully repaid, and thereafter, in accordance with their Partnership percentages, after payment of two (2%) percent to the General Partner as compensation, said 2% rising to 5% at such time as the Limited Partners have recouped their capital contributions. No Limited Partner shall have the right to substitute an assignee in his place, without the written consent of the General Partner. No additional Limited Partners may be admitted into the Partnership. No Limited Partner shall have any priority over any other Limited Partner as to contribution or as to compensation by way of income. In the event of the death, retirement or disability of any General Partner, the Partnership shall be dissolved, unless all Limited Partners shall have within eighty (80) days following any of such events given notice to continue the Partnership and thereafter a majority in interest shall elect a successor General Partner. No Limited Partner may demand and receive property other than cash in return for his contribution.

256 Luvera Tracy A Utica	74.2
257 McConville J Amsterdam	74.1
258 Romanelli J Brooklyn	74.1
259 Baldrini Robert Bernhrds Bay	74.1
260 Parkis David W Nassau	74.1
261 Brant Clarence Syracuse	74.0
262 Glasheen Susan Troy	74.0
263 Douglass S R Ogdensburg	73.9
264 Krzyzanowski R Silver Creek	73.9
265 Stueber V A Brentwood	73.6
266 Bookstauer H L Middletown	73.6
267 Wodtke Wayne E Niverville	73.5
268 Attanasio Susan Bayport	73.4
269 Kabat William J Johnson City	73.4
270 Yattaw James H Hudson Falls	73.4
271 Mauro Theresa V Bohemia	73.3
272 Hendrick Edward Nassau	73.3
273 Alaimo Charles Fredonia	73.3
274 Roberts Michael Delmar	73.3
275 Stacy Carol A W Sand Lake	73.3
276 Taber Gary E W Sand Lake	73.3
277 Caputo Gerard Buffalo	73.3
278 Chotkowski Z F Schenectady	73.2
279 Farron Joseph A Troy	73.2
280 Coon Adrian E Groton	73.1
281 Kahlan Judy A Albany	73.1
282 Jasinski Ann D N Evans	73.0
283 Shigo Michael Brooklyn	73.0
284 Hallenbeck, L M Albany	72.9
285 Henry Linda A Rensselaer	72.9
286 Clough Louis Schenectady	72.9
287 Ball Janet K Pine City	72.9
288 Piche Robert J Waterford	72.9
289 Peppin Tod S Troy	72.8
290 Lodewick Warren Castletn Hud	72.8
291 Prosser Darlene Rochester	72.8
292 Leyden Thomas P Albany	72.8
293 Traynor Patrick Cohoes	72.7
294 Meegan E A Albany	72.7
295 Deberri P K Albany	72.7
296 Wheland Raymond W Sand Lake	72.7
297 Sierzega John J Amsterdam	72.7
298 Gorman Richard Ballston Spa	72.7
299 Welch Edward J Troy	72.6
300 Herbert P R Syracuse	72.6
301 Lawson C E Voorheesvil	72.5
302 Shershanovich C New City	72.5
303 Davignon C F Mechanicvil	72.5
304 Duck Lois E Cherry Creek	72.1
305 Vassallo P N Syracuse	72.0
306 Zuzlo John V Schenectady	72.0
307 Hubicki C A Troy	72.0
308 Royce Daniel B Watervliet	71.9
309 Gattulli M M NYC	71.6
310 Belawski M J Alban y	71.6
311 Smith Maureen L Menands	71.6
312 Hurley E B Wards Island	71.6
313 Smith Beatrice Albany	71.6
314 Schichtel E A Hamburg	71.5
315 Goodwin William Troy	71.5
316 Platt Eugene L Troy	71.5

FREE With Each Order—
16 Page Booklet, "How
to Take a Civil Service
Examination"

25 Current Civil Service
PASSBOOKS®

Examination / Questions
Section / & Answers

ALL BOOKS \$7.23
Includes postage & tax
(except where indicated)

- C 9 ADMINISTRATIVE ASSISTANT
- C 1996 Asst. Prog. Spec. (Corr.) \$13.71.
- C 1114 Asst. Supv. of Construction
- C 53 Asst. Train Dispatcher
- C 101 Bus Maintainer/B
- C 102 BUS OPERATOR (MaBSTOA)
- C 1978 Dist. Foreman (H. Maint.)
- C 201 District Supt. (San.)
- C 274 Foreman (Power Dist.)
- C 276 Foreman Signals
- C 279 Foreman (Water Supply)
- C 297 Gardener
- C 344 Housing Sergeant
- C 608 Power Maintainer/B
- C 1997 Prog. Spec. (Corr.) \$13.71
- C 1453 Repair Aide
- C 2004 Repair Crew Worker
- C 995 Senior Assessor
- C 711 Senior Dentist
- C 1998 Sr Prog. Spec. (Corr.) \$16.95
- C 742 Signal Maintainer
- C 1500 Supt. of Construction
- C 812 Traffic Control Inspector
- C 821 Transit Sergeant
- C 1989 U.S. Park Police Officer

And Hundreds of Others
SEND FOR FREE CATALOG

prices subject to change
without notice

National Learning
Corporation

20 DuPont Street
Plainville, N.Y. 11803
(516) 925-5800

Gentlemen: CSL/10874

Please send me the books
checked above. I enclose \$.....
check or money order. (Special
Delivery: Additional 90c).

Name (please print)

Address

City State ZIP

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

Judicial Conference jobs are filled at 270 Broadway, New York, 10007, phone: 488-4141. Port Authority jobseekers should contact their offices at 111 Eighth Ave., New York, phone: 620-7000.

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

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

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

ALBANY BRANCH OFFICE

FOR INFORMATION regarding advertisement. Please write or call:

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

MAYFLOWER-ROYAL COURT APARTMENTS—Furnished, Unfurnished, and Rooms. Phone NE 4-1994 (Albany).

Latest State And County Eligible Lists

(Continued from Page 14)

317 Graham Rosemary Albany71.5
318 Moody Dorothy M Buffalo71.5

ARCO
CIVIL SERVICE BOOKS
and all tests
PLAZA BOOK SHOP
380 Broadway
Albany, N.Y.
Mail & Phone Orders Filled

NOW...
a state rate
\$18.00 Single
24.00 Double
... at the
Albany Hyatt House
1375 Washington Avenue, Albany

319 Keckeisen Irene Esperance71.4
320 Ahern William P Troy71.4
321 Mize Marian A Orchard Pk71.4
322 Farrell Toni L Syracuse71.3
323 Kopec Walter Maspeth71.2
324 Delamarter R J Poughquag71.1
325 Burnett Francis Rosedale71.0
326 Evangelista M L I City71.0
327 Palmquist Dane Waterford70.8
328 Siegel Alan Loudonville70.7
329 Gerasia Rosario E Greenbush70.6
330 Santoianni T Bronx70.6
331 Palmastier R W Binghamton70.4

EXECUTIVE HOUSE APTS INC. - 175 SO SWAN ST
ALBANY'S only Co-op, adjoining South Mall; sponsored by CSEA, supervised by N.Y.S. Div. of Housing, is accepting applications for Studio, one and two bedroom apts. Contact Manager Aib 434-4121.

DEAR HUNTING
on 2600 Catskill Mts. acres. Bucks everywhere, Deluxe steam heated rooms. Cocktail Lounge. For reservations:
paramount motel/hotel
PARKSVILLE, N.Y.
DIRECT WIRE - (212) 524-3370

332 Andrus William Colonie70.4
333 Dorney James D Albany70.4
334 Vanwoorner M M Albany70.4
335 Jacobson Marcia Waterville70.3
336 Nowak Edward J Latham70.3
337 Morley Ronald W Ogdensburg70.3

HERKIMER BOARD
ALBANY—Frank J. Pontolillo, of Frankfort, has been appointed a member of the Board of Trustees of Herkimer Community College for an unsalaried term ending June 30, 1977.

FRIENDSHIP INNS SKYLANE
STATE & GOVERNMENT EMPLOYEE RATES
1927 Central Ave - Rte 5
2 Mi Off Northway Ex. 2W
Call 518-869-0002
For Reservations
Visit Our
Pancake & Steakhouse
For Your Dining Pleasure

338 Mayo Michael J Latham70.3
339 Wolcott Jack K Oneonta70.3
340 Simpson Ronald Troy70.3
341 Lindsay Daniel Breesport70.2
342 Jenik Outilia Ballston Spa70.2
343 Steinwachs E K Blandell70.2
344 Willis Linda M Stillwater70.1
345 Cobb Cathleen M Syracuse70.1
346 Geiger Lois J Albany70.1
347 Thompson Dana A Ballston Spa70.0

GOVERNORS MOTOR INN
STATE AND GOVERNMENT EMPLOYEE RATES
RESTAURANT — COCKTAIL LOUNGE OPEN DAILY FOR LUNCHEON AND DINNER.
LARGE BANQUET HALL SEATS UP TO 175 DINERS AND BUFFETS SERVED. FINEST FOOD ALWAYS. EFFICIENCY APTS.
DANCING TO A FINE TRIO FRIDAY - SATURDAY NITES 9:30-1:30
FOR RESERVATIONS CALL 456-3131
4 Miles West of ALBANY Rt. 20 Box 387, Guilderland, N.Y. 12084

CIVIL SERVICE LEADER, Tuesday, October 8, 1974

Save on this magnificent Fireside Family Bible



Publisher's retail price \$39.95

only \$19.95 from

Civil Service Leader
11 Warren Street
New York, N.Y. 10007

This distinguished beautiful Bible is one of the most useful ever published. Designed especially to give you easy understanding. Has large type on finest English finish paper. The words of Christ in red to facilitate reading and understanding. Gold stained page edges. Richly textured gold embossed padded cover that will last a lifetime.

OUTSTANDING INSTRUCTIONAL FEATURES INCLUDE

- Comprehensive Concordance of the Holy Scriptures.
- Brief history of the origin and purpose of the Bible.
- William Smith Bible Dictionary.
- References to inspiring and consoling Bible Chapters.
- Over 60,000 column references.
- Great Events in the lives of Noted Bible Characters.
- Synopsis of the Books of the Bible.
- Complete Bible course on Personality Development.
- Christian Character Analysis.
- Interesting Facts and Figures about the Bible.
- Select Scriptures for Special Needs.
- Bible Stories For Young People.

SPECIAL COLOR FEATURES INCLUDE

- Great Moments in Old Testament History.
 - Palestine Where Jesus Walked.
 - The Land of Israel in Modern Times.
 - Full Color Section of the Twelve Apostles.
 - Full Color Bible maps with cross reference index to give visual understanding of the Holy Land.
 - Family Record Section.
 - Presentation Page.
- Protestant edition is the authorized King James translation containing both the Old and New Testaments.
Catholic edition: THE NEW AMERICAN BIBLE. A faithful new translation in simple, modern, easily readable English for today. The First New Bible in English for the Roman Catholic Church in more than 200 years, under the sponsorship of the Catholic hierarchy in the United States. Nihil Obstat—Rev. Stephen J. Hartdegen, O. F. M., S. S. L. and Rev. Christian P. Ceruik, O. Carm., S. T. D. Imprimatur—Patrick Cardinal O'Boyle, D. D. Archbishop of Washington. Catholic edition also contains full four-color sections of the Virgin, 32-page four-color Mass Section and full-color illustrations of the Life of Mary with the Story of the Rosary. In addition the Bible contains a Catholic Encyclopedia and is profusely illustrated with reproductions in full color of world-famous paintings by the old masters of religious art.

We have made special arrangements with the publishers of the Fireside Family Bible to offer this magnificent volume to our readers for only \$19.95. (The publisher's normal retail price is \$39.95.) It is available for immediate shipment in either the King James Protestant edition or the New American Bible Catholic edition. The Fireside Bible is a deluxe full family size Bible with classic gold embossed padded cover and more than 950 gold-stained pages. It is an exceptional value, and we are quite proud to make this special offer to our readers. To order, clip and mail the coupon at right.



MAIL TO:
CIVIL SERVICE LEADER
11 Warren St., New York, N.Y. 10007

City _____ **State** _____ **Zip** _____
Please send me the number of Fireside Family Bibles I have indicated in the squares at right. My check (or money order) in the amount of \$ _____ is enclosed.
 Protestant Edition
 Catholic Edition
Please write the number of Fireside Family Bibles you want in the appropriate box.

Name _____
Address _____
City _____ **State** _____ **Zip** _____



Sue Crawford, co-chairman of Region 4 social committee, registers CSEA president Theodore C. Wenzl at the regional meeting last month in the Italian American Center in Albany.



Constitution and By-Laws committee chairman Ernest K. Wagner, left, accepts congratulations from Region president Joseph McDermott for completing assignment to get approval on Constitution from Region delegates.



Labs and Research chapter president Ernst Stroebel, left, gets together with fellow CSEA Board of Directors members Bernard Dwyer, Public Service, and Cindy Egan, Criminal Justice Services (Executive), and Public Service chapter president Richard Doucette.

Albany Region 4 Meeting — See story on page 20



Jon Schermerhorn presents membership report.



CSEA executive vice-president Thomas H. McDonough, left, explains developments at Orange St. Parking Lot to Nick Fiscarelli, chairman of Region's downtown committee, as Region president Joseph McDermott listens.



Seated at head table are, from left, Region 4 secretary Nonie K. Johnson; Region 4 first vice-president Jean C. Gray; guest Irving Flaumenbaum, Region 1 president; guest James Lennon, Region 3 president, and guest Ralph Natale, Region 1 third vice-president.



Enjoying a few moments conversation are, from left, Region 4 third vice-president John Vallee; guest William McGowan, Region 6 president, and Dorothy MacTavish, CSEA statewide secretary.



Jimmy Gamble, right, Environmental Conservation chapter president and En Con representative to CSEA Board of Directors, heads chapter delegation of, from left, Doug Hindle, Kernan Davis, vice-president George Wallace, Shirley Fusco, Helen Rest and Emily Lindsey.

(Leader photos by Ray Hoy)



Participants in business session are, from left, Reida Koskowski, Hudson Training School chapter vice-president; Howard Cray, Social Services chapter president; Alberta Alger, Social Service delegate, and Ernestine Coleman, Hudson president.



RIGHT: Attentive listeners, from left, are guest Joseph Dolan, CSEA assistant executive director—county; Mary Toomey, Motor Vehicles delegate; Pauline McDonough, Audit and Control delegate, and guest June Boyle, CSEA Board of Directors.



Delegation from Albany Division of Employment chapter are, from left, audit chairman Frank Carlino, president Alphonse Briere, secretary Marion Ahearn, delegate Kay Gaucas, delegate Muriel Lubiner and vice-president Dorothy Honeywell.



Standing for Pledge of Allegiance prior to opening of business session are, from left, Labor chapter delegation members Arthur Sullivan, delegate; Mildred Olender, delegate; Margaret Poggioli, former president, retired, and Frances Risti, treasurer, and SUNY at Albany chapter delegation members Robert Meccariello, delegate, and Mary Jarocki, treasurer.

Rensselaer Members Nix Pay Hike, Longer Hours

(Special to The Leader)

TROY — Rensselaer County employees have narrowly rejected a proposed change in their contract which would have provided increased wages in exchange for an increase in the work-week hours. The proposal for more pay in return for increased productivity came from County Executive William Murphy after a series of discussions with representatives of the Civil Service Employees Assn., which represents the employees.

County employees are presently covered by a three-year contract calling for a wage hike of 4 percent this year and 5 percent next year, the final year of the agreement. Following a series of meetings with CSEA, Mr. Murphy offered to provide wage hikes totaling 16 percent for highway department employees and 12 percent for the remainder of the county employees for 1975 in exchange for an increase in working hours.

Highway employees, who would have gone from the present 10-hour per day, four-day per week work schedule, and lost a paid lunch hour in the process, to an eight-hour, five-day work week, rejected that proposal by a count of 58-12. The remainder of the county employees at the CSEA meeting to vote on the proposals rejected their 12 percent wage hike proposal by 114-110. About one-half of those employees would have been required to increase their work week from 35 hours to 37½ hours in exchange for the additional money.

Mr. Murphy stated after his proposals were rejected that the present 5 percent hike for next year would be retained, since there was no time for further discussions because the county budget was due Sept. 30. However, Joseph Lazarony, president of the Rensselaer County CSEA unit, said he was hopeful that further discussions could be held to work out some modifications of Mr. Murphy's original proposals.

Mr. Lazarony, who said the proposals for a trade-off of salary and productivity increases were presented to the CSEA membership without any recommendations by the CSEA negotiating team, indicated that the proposed contract changes were rejected because the majority of the membership felt the increased wage offers did not also provide any consideration for the rising cost of living.

Mr. Lazarony said he and his negotiating team feel that future talks on a change in the 1975 portion of the contract

would be fruitful if the cost-of-living factor can be covered also. However, Mr. Murphy has publicly stated that it is unlikely he will reopen the talks again.

An additional proposal, to increase the mileage reimbursement rate from 12 cents to 15 cents for county employees using their own cars on county business, was accepted by the county employees, and Mr. Murphy has said he will institute that change for 1975.

Capital Retirees To Meet Oct. 16

ALBANY — The Capital District Retirees chapter, Civil Service Employees Assn., will hold its first meeting of the fall season Oct. 16 at 1 p.m. at the CSEA Headquarters, 33 Elk St., Albany.

Guest speaker will be Assemblyman Charles D. Cook. Mr. Cook represents the Counties of Albany, Schoharie, Schoharie, Montgomery and Delaware. He is also a member of the Assembly Committees on Government Employees and Social Services.

A short business meeting will be held with John Joyce, president, presiding. All retirees are invited to attend.

Vestal Recognition Dinner

VESTAL — The Vestal School District unit of Broome Educational chapter, Civil Service Employees Assn., held its second annual recognition dinner to honor past officers and retired members Sept. 21 at the American Legion Hall.

Retirees cited for 1974 were Howard Bronson, Cora Wilson

Saranac Lake Calls On PERB For Conciliator

SARANAC LAKE — The Saranac Lake unit, Civil Service Employees Assn., has asked the State Public Employment Relations Board to assign a conciliator in its current contract dispute with the Board of Education.

"The impasse still exists, but not in as great a detail, since we have gone through both mediation and fact-finding," stated John Corcoran, chief negotiator for the CSEA. "The major differences presently are retirement, job security and other language changes which we consider to be essential to any contract."

Mr. Corcoran added: "We are available to meet with the Board of Education, with or without their negotiator, John Nord of Thealan Associates, at their convenience. We are prepared to address ourselves to all those issues which are still separating us. With some movement on the board's part this matter could be wrapped up quickly."

Robak Appointed

ALBANY — Appointment of June Robak as permanent sergeant-at-arms for CSEA's Albany Region 4 has been announced by Joseph McDermott, region president. Ms. Robak is a regional delegate representing the Education Department chapter.

and Robert Dunham.

Recognition was also given to the negotiating teams, including Shirley Vandervort, Pete Lewis, Gary White, Sam Miller, Terry Romonchuk, Margaret Quackenbush, Nick Mancini, Sam Bogart, Paul Hackling, Wes Babcock, Earl Birdsall, Les Schwartz, Joan Bundy, Nancy Dalley, Angle Ford, Gail Smith, Richard Van Pelt, Earl Bogart, Reta Krisko, James Scripa, Richard Sroka, Pete SeJan, Bob Warner, Beverly Fleming, Nelson Wakeley and Tom Dupee.

Current officers are: Pete SeJan, president; Nick Mancini, first vice-president; John Tarsia, second vice-president; Angle Ford, secretary; Clarice Baumin, recording secretary, and Claude Griffiths, treasurer.

ALBANY REGION 4



Regional Headquarters Office:
10 Colvin Avenue
Albany, N.Y. 12206
Phone: (518) 459-5595

By JOSEPH McDERMOTT
CSEA Vice-President/Region 4 President

One of the more important considerations in summing up Year One for the Albany Region of CSEA involves the question — What major problem HAS NOT occurred between October 1973 and October 1974?

Region 4 has not been faced by the problem of a challenge to any of our 80 chapters by an outside union during that time. Certainly, this is not typical when compared to what has occurred in other CSEA regions.

In the Albany Region we have been instrumental in establishing an aggressive, get-tough policy. This policy grew out of our feeling that CSEA should not always be on the defensive; that we should be the challengers. This policy has now been taken to heart by other areas and target lists have been formulated. In the Albany Region, we have identified 15 to 20 groups presently represented by other independents, AFL-CIO affiliates or private sector unions as potential targets for challenges.

ON THE OTHER SIDE of the coin, we have already expanded during the past year by adding five new chapters. One of them, the Hudson River-Black River Regulating District, involves a quasi-governmental employer, an area about which the chairman of the CSEA charter committee, Francis G. Miller, has commented, "I am glad to see that we are serious about getting into these types of situations when we consider expansion."

In addition, 11 new local governmental bargaining units have been incorporated into existing chapters. This type of expansion has increased our membership in our Albany County chapter alone, by 52.3 percent in one year.

Of course we are not without faults. Many state department chapters have not yet been able to totally overcome their losses from the establishment of the management-confidential group.

REGION 4 CHAPTERS continue to participate in the many activities, both social- and union-oriented, to a satisfactory degree. Our Region activities committee has experimented with new endeavors. One, our Mix and Mingle Dance in June, attracted 550 guests. The Department of Transportation chapter utilized the occasion for the installation of its executive board by Thomas McDonough, who was in attendance. Many Regional chapters are considering the possibility of en masse installations at this type of function during 1975, since all chapter general-election time frames are similar.

During the past year the Region has submitted items to the various statewide committees for both Delegates and Board actions.

In September 1974, Region 4 became the first area to completely revise and establish a Constitution and By-Laws, which encompasses the total operational framework of the multifarious needs envisioned, above and beyond those mandated by the Regional Model Constitution.

During Year One, it has been possible for us to support our brethren throughout the state during challenge periods and in other needs by supplementing their field staffs with personnel. The Albany Region will continue to act in this responsive and responsible manner in the future.



Albany Region 4 September Meeting



LEFT: Field staffer Aaron Wagner, left, is joined at table by Capital District Armories chapter president James Stevens, Ag and Markets departmental representative John Weidman and Ag and Markets chapter president Frank Hubbard.



ABOVE: Sharing table are, from left, Julia Braden, Motor Vehicles; Virginia Kiddle, Insurance; Rita Madden, Insurance; Mildred Wands, Retirement System, and Joseph Bestie, Liquor Authority. Ms. Wands, Braden and Madden serve on regional communications committee.

Tax and Finance departmental representative Jack Dougherty recommends strong political action stand as chapter president Jack Daley, foreground, listens.

Questions and Answers about CSEA

(Editor's Note: The Civil Service Employees Assn. is the largest independent union of public employees in the country. New members are continually joining. For the benefit of those workers who are just being exposed to CSEA activities and goals on their behalf, CSEA Headquarters at 33 Elk St. in Albany circulates a flier describing aspects of CSEA. It makes a good refresher for any CSEA member and the Leader reprints it herewith.)



Albany Region Meeting

(Continued from Page 20) the downtown committee, reported that investigations on Day Care Centers are continuing, and that the committee would like more input from interested people. "There may be only one pilot program in the entire state, and Albany has its bid in," Mr. Piscarelli noted.

He also said that a letter had been sent to Mayor Erastus Corning, commending the City for the improved safety conditions in certain areas where muggings had been raising the fears of state employees. The letter also cautioned that the efforts should not be let up now that results were being shown.

Chapter members were invited

to attend a Training Seminar on grievance procedure being sponsored by the Office of General Services chapter. The sessions, scheduled to take place at CSEA Headquarters, 33 Elk St., Albany, on Oct. 26, will cover duties and procedures for stewards and building representatives, explained OGS chapter president Earl Kilmartin. People wishing to attend were requested, however, to notify him beforehand so proper arrangements could be made.

Region supervisor Jack Corcoran also spoke at the meeting. He noted that the region continues to grow, listing 5 new chapters that had been organized recently.

Career Ladder Fight

(Continued from Page 1) supports the demand for a career ladder, and promised to lead the fight for career ladder funding in the legislature. The cost of the program was not available Wednesday. Mr. Duryea pointed out he is already on record as supporting career ladders for other civil service workers.

Mr. Levy told CSEA Southern Region president James J. Lennon at the conclusion of the meeting, "You have our support." He added, "Gov. Wilson and Democratic gubernatorial candidate Hugh Carey better support you, too." Congressman Carey and Governor Wilson are attending the CSEA convention in Sullivan County this week. Mr. Lennon represents over 30,000 workers in the Southern Region, and the CSEA another 200,000 statewide.

Also present at the meeting were John Clark, who is both

president of the Letchworth Village CSEA chapter and chairman of the CSEA statewide political action committee, and Thomas J. Luposello, Southern Region field supervisor. Both supported Ms. Scott's position.

Mr. Grune said that another factor making career ladders a necessity is that many state institution residents and patients are making as much money as food service workers, which hurts employee morale.

"Residents used to help out at their institutions by cleaning their own rooms or helping serve food, and this was considered therapeutic for them," he said. "But then it was decided that it exploited the residents for them to do this work without pay, and now they're getting paid the same as many food service workers. This is bad for the employees' morale."

New Billing Procedure

(Continued from Page 1) for retired members. In-Hospital Indemnity Insurance.

"This new billing procedure will make it unnecessary for our members to be billed directly by two sources and pay two sources as well. The system will be more convenient and less confusing while it provides a saving on postage and handling for members, CSEA and the insurance agency," Mr. Lochner said.

The new billing procedure will cover members who pay dues and insurance premiums directly to the union, members whose deductions stop for one reason or

another while they remain on the payroll and those members who go off the payroll due to sickness or disability, leave of absence or other interruption.

The new system will advise state-employed members of all insurances they participated in when they went off the payroll and their eligibility to continue insurances and membership in CSEA.

Under this arrangement, the insurance agency will furnish CSEA Headquarters in Albany with a daily listing of receipts and will deposit all dues income in a CSEA account.

Q. What is CSEA?

A. CSEA is a union of civil service employees who work in New York State. Like any other union, its purpose is to improve working conditions for its members. It works constantly to get them better salaries, pensions, job protection, promotion opportunities, vacation and sick leave, health insurance—all the job benefits that employees look for in our society.

Q. When was CSEA started?

A. CSEA was started in 1910 in Albany by a handful of State employees who saw that they had something in common and got together to advance their interests. At first, only State workers could belong. Beginning in 1949, employees of all local government jurisdictions throughout the State were allowed to join. This group, called the CSEA County Division, has grown in just 25 years' time to 90,000 members. Total membership in CSEA has more than doubled in the past ten years. The present count is about 212,000 members.

Q. Can any government employee join CSEA?

A. If you work for the State or for a local government or for a non-profit organization within N.Y. State, you may join. It's completely democratic, and there are members from almost every income level. Needless to say, there are far more people in the lower pay brackets, and this proportion is reflected in CSEA's membership. The vast majority are rank-and-file workers with only a modest salary.

Q. How does CSEA operate?

A. CSEA is comprised of more than 296 local chapters all around the State. About 240 are made up of State employees — the other 56 chapters are local government workers. Each chapter elects its own officers and delegates, and all members vote for top-level statewide officers of the union and a central board of directors. The chapters run their own affairs at the local level and keep in touch with CSEA headquarters in Albany. Chapter delegates from all over the State get together several times a year to formulate a complete program and make important policy decisions. These conventions are supplemented by meetings of the board of directors which take place every month. Throughout the year, the professional staff of 160 people work at headquarters to carry out the details of CSEA's programs and to serve as liaison throughout the State.

Q. What did CSEA accomplish before the Taylor Law was passed in 1967?

A. CSEA's record of accomplishment for New York State's public employees speaks for itself. Just name any major benefit now enjoyed by our State and local government workers, and you can bet that CSEA was responsible for winning it. This is true of the Employees Retirement System itself, which CSEA pushed for back in 1921. In 1937, CSEA worked successfully to get the first effective salary plan set up for State employees. In the late forties, CSEA got the five-day work week for State workers. In the fifties, CSEA pushed through legislation that made State workers eligible for Social Security benefits on top of their pensions. CSEA also got the whole State Health Insurance Plan started in that period. Right up to the time the Taylor Law came in 1967, CSEA was winning further improvements in these major benefits and, of course, periodic pay raises, all along the way. And remember, whatever CSEA got for State workers was soon enjoyed by employees of cities, counties, towns, villages and school districts all over the State. That's the way it worked.

Q. What exactly does CSEA do for its members?

A. Very simply, CSEA goes in and negotiates with the employers in behalf of its members. State workers and most local government employees present a program of job improvements agreed upon by the members and presented to the employer by CSEA. Under the Taylor Law, formal labor negotiations are carried on until agreement is reached by both sides. Besides engaging in these formal contract negotiations, CSEA is on the job throughout the year meeting with State and local government officials on the great variety of rules and regulations that affect civil service employees, always seeking improvements that benefit the employee. Also, whenever an employee has a problem or grievance, whether it's minor or serious, CSEA is available to see that he gets a fair shake from his employer. This includes everything from friendly advice to costly legal assistance.

Q. Who runs CSEA?

A. CSEA is run by its members. Through a completely democratic process, they formulate the programs and policies and make important decisions. Since CSEA's members all work full-time for the State or other jurisdiction, a professional staff is employed to administer routine business and specialized work.

Q. How did CSEA win these benefits without collective bargaining or negotiations?

A. A lot of people think that negotiations and collective bargaining never took place for public employees in N.Y. State until the Taylor Law came along. This is a lot of bunk! The Taylor Law simply told the public employer that he had to negotiate. The fact of the matter is that CSEA had already convinced him that he should, anyway. For years prior to the Taylor Law, CSEA had been sitting down with the State government every year to tell them what the State workers wanted. We did the same thing with local government officials around the State. Of course, we didn't do it only with the executive branch — CSEA built up a very effective legislative lobby, too. Most people agree that, in the final analysis, the Legislature calls the shots anyhow. CSEA took advantage of this and lobbied very effectively through the years. Behind all this informal negotiating and lobbying, of course, was CSEA's big numerical strength. There's a lot of political power in that many votes!

Q. How much are CSEA dues?

A. It costs \$45.50 a year to belong to CSEA. And that's it! There's no initiation fee, no special assessments, no extras of any kind. The thing to remember, of course, is that CSEA is independent. We don't have to "kick back" any part of our money to a national treasury. Every cent of CSEA dues goes to represent our members. \$45.50 a year is a good deal. Other unions in the public employment field cost two or three times as much.

Q. Do CSEA members get anything for their dues besides representation at the bargaining table and job protection?

A. Every CSEA member gets a 16-page weekly newspaper delivered right to his door. It keeps him up-to-date on what CSEA is doing and what's going on in civil service in general. A member also has the opportunity to sign up for one of CSEA's low-cost group insurance programs. That costs him extra, but very little extra. Being a large organization, CSEA is able to qualify with a commercial insurance company for special group rates for our members. There are two basic types of coverage — group life insurance, and accident and sickness insurance (also, an automobile and homeowner/tenant plan, called Masterplan, is now available). A lot of the

(Continued on Page 20)

SYRACUSE REGION 5

Regional Headquarters Office:
Midtown Plaza (Room 118)
700 East Water St.
Syracuse, N.Y. 13210
Phone: (315) 422-2319



By **RICHARD CLEARY**
CSEA Vice-President/Region 5 President

Greetings to all the delegates from the Syracuse Region! The first year of restructuring has brought new vitality to Region 5.

Satellite offices have been approved for Utica, Binghamton and Canton. The Utica office is an ongoing entity, and leases are being negotiated for Canton and Binghamton. The locations have been approved by the region site committee and the necessary approval by the Board of Directors obtained. We anticipate an operational date by the end of this month, pending the budget committee approval.

The Region Directory has been distributed to chapter and unit presidents. The public relations committee solicits your ideas on what information is to be added. Your recommendations in draft form should be submitted to Peter Grieco for consideration by the committee.

CSEA POLITICAL ACTION is on everyone's mind. Meetings have been held in all regions by the statewide committee, plus individual meetings with Gov. Malcolm Wilson and the Democratic nominee, Hugh Carey.

Letters will be sent out from the Region to each candidate asking if he will sponsor and support legislation for an agency shop, the right to strike by public employees and equal penalties for employees who do not negotiate in good faith.

Further action in the political field will be recommended by the region committee at the October meeting. Every chapter will be asked to donate time and experience to this year's political action. I would recommend that the chapters in each Assembly and Senate district band together to promote the candidate who they feel will support our legislation.

The recommendation of the statewide political action committee will be given strong consideration at the local level.

CHALLENGES ARE still under way in Region 5. Hearings are being held on the Madison County challenge. The other areas of concern have been resolved to our liking. Additional effort will have to be made at the chapter level to combat this intrusion and also to initiate action to put the other union on the defensive.

The membership recruitment and delinquent dues collection are an ongoing project. The greater our membership the stronger our voice at the bargaining table. Many new members have been signed up, and this will strengthen our ability to gain improved contracts at the local level, as well as at the state level. The added strength will also help us in our quest for an agency shop. The nearer we are to full voluntary membership the easier it will be to sell the idea of everyone contributing for the benefits we gain them. Those who gain the benefits and do not contribute to the cost of obtaining them should be made to pay a fee through payroll deduction.

It is regrettable that there are still delinquent dues outstanding and each chapter president should make a concerted effort to regain this money owed our Association. Many dedicated members have paid without any qualms, and they rightfully expect everyone to do the same.

THE REGION 5 FALL MEETING will be held at the Ramada Inn in Ithaca on Oct. 18 and 19. Our Friday evening session will start at 7:30 and be on Leadership Motivation. A social hour will follow. Saturday the committees will meet from 9 a.m. to 10:30 a.m. followed by individual County and State luncheons from 11 a.m. to 1:30 p.m.

The '74-'75 budget will be presented at the October meeting, and those committees that want expenses for meetings will have to prepare a written submission to the budget committee for approval. The justification will have to be meaningful.

Best wishes for a successful annual meeting and a safe trip home.



Here are three of the more than 100 Willard Psychiatric Center employees receiving certificates for the successful completion of educational courses. They are, standing, from left: Jane Sieen, Ann Scharett and Gary Garrett. Dorothy Moses is at the microphone and behind her is Josephine Schramm.

100 At Willard Watertown CS Office Finish Courses Defies City Manager

(From Leader Correspondent)

WATERTOWN—The Municipal Civil Service Commission, in direct defiance of City Manager Ronald G. Forbes, has proclaimed authority over its own staff — a confrontation which may have legal overtones.

The commission, on a 2-1 vote of its membership, granted an eight-week leave of absence without pay to stenographer Donna L. Vout who is pregnant. City Manager Forbes had told the commission that such a leave could not be granted because city policy provides "no basis for leave without pay on maternity leave."

Last week, the City Council complied with provisions of the Federal Equal Opportunity Act of 1972 and the U. S. Code by allowing sick leave for pregnancies. Mr. Forbes told the Civil Service Commission that Ms. Vout be paid for the seven days of sick leave she had accumulated in as many months of employment in the civil service office.

Advised to Quit

Despite the City Council action, Mr. Forbes' long-standing remedy for pregnancy cases in city government was stated in a letter to the commission, specifically: "Persons in this situation should terminate their employment so a regular employee of the caliber you want can be hired," adding that "then if and when the employee who resigned wishes to return to work and if there is a vacancy, I will be glad to appoint them."

In support of their action granting Ms. Vout the leave, Civil Service Commissioners Donald Carbone and Clifford J. Norfolk cited two sections of the local civil service regulations—Rule 2 which states, in part, "the commission may appoint a secretary who shall not be a commissioner and such other subordinates and employees with available appropriations as it may deem necessary or proper to carry out the purposes of these rules and the law," and Rule 19, which states, in part, "a leave of absence without pay, not to exceed one year, may be granted to an employee by an appointing officer."

Is It Legal?

In dissenting, Civil Service Commissioner Fred Bence said he would not vote for a leave of absence until "I know it's legal."

Richard J. Grieco, president of the CSEA city unit, said Ms. Vout had approached him about the possibility of union support for her request for time off. However, he said, she cancelled a meeting with the CSEA lawyer after the civil service commission promised to fight the battle for her. Mr. Grieco said the CSEA would try to help Ms. Vout obtain extended sick leave status should she wish to return to the union for assistance.

City Manager Forbes has referred the entire matter to Corporation Counsel Kenneth W. Brett for a ruling. In the meantime, Commissioner Carbone indicated he was ready for an open confrontation in court if necessary.



MADISON ELECTS — CSEA field representative Ted Modrzejewski, right congratulates the new officers of the Gerritt Smith Infirmary unit of the Madison County chapter of CSEA. From left, are: Josie Livermore, secretary; Harry Riggall, president, and Jane Utigg, vice-president.

Don't Go It Alone On Backing Candidates, Chapters Asked

ALBANY—Individual chapters should not make separate political endorsements, warned Howard Cropsey, if they expect the efforts of the Civil Service Employees Assn.'s statewide and regional political action committees to be effective.

Mr. Cropsey, reporting in his position as chairman of the Albany Region 4 political action committee, was one of many committee chairmen who presented reports at the Region's September meeting.

He pointed out that the statewide and regional committees have spent months in interviewing candidates and reviewing their records, as well as consulting with chapter leaders to determine local views.

It is anticipated that the opinions of local CSEA people would be taken into account by the statewide committee; therefore, it could only be confusing to rank-and-file members if various chapters started submitting their separate recommendations to the

membership. The statewide committee is striving to consider the best interests of all our members, he said.

At the meeting, presided over by CSEA vice-president Joseph McDermott, who heads Albany Region 4, various statewide officers were present. The guests were headed by statewide president Theodore C. Wenzl, vice-president Irving Flaumenbaum, James Lennon and William McGowan, and secretary Dorothy MacTavish. Executive vice-president Thomas H. McDonough was also in attendance, but in his capacity as president of the

Motor Vehicles chapter, as a member of the Albany Region.

Region president McDermott offered congratulations to Ernest Wagner, chairman of the region's constitution and bylaws committee, for gaining approval of the regional constitution within the one-year period following the official organization of the region from the prior conference set-up. Mr. Wagner, who was the last president of the former Capital District Conference, had submitted final amendments to the proposed constitution, and these were either accepted or amended by the delegates.

Announcing plans for the Region's November Workshop at the Friar Tuck, Catskill, Nov. 1-3, activities committee chairman Cosmo Lembo informed delegates that the highlight of the event would be a testimonial dinner for State Senator Walter Langley, a man who has long been regarded as a friend of civil service. Reservation blanks were expected to be distributed before early October, he said.

Donald Ruggaber, a member of the activities committee in charge of the scheduled excursion to Las Vegas Oct. 17, noted that there are still reservations available, and that the \$50 deposits should be sent in immediately.

Nick Piscarelli, chairman of (Continued on Page 18)

① CSEA calendar ①

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

OCTOBER

- 8-10—Continuation of CSEA Convention: Concord Hotel, Kiamesha Lake.
- 9—Orange, Ulster and Sullivan County Retirees chapter meeting.
- 9—Ithaca Area Retirees chapter meeting: 2 p.m., Moose Hall, Ithaca.
- 12—Rensselaer chapter "Meet the Candidates Night": 6:30 p.m., Michael's Banquet House, Latham.
- 16—Oswald Heck Developmental Center chapter meeting.
- 16—Capital District Retirees chapter meeting: 1 p.m., CSEA Headquarters, 33 Elk St., Albany.
- 16—Buffalo chapter dinner meeting: 6 p.m., Plaza Suite Restaurant, I M & T Plaza, Buffalo.
- 17—Southern Region 3 executive board meeting: 8 p.m., Holiday Inn, Newburgh.
- 18—SUNY at Albany chapter meeting: 5:30 p.m., Silo Restaurant, Western Ave., Albany.
- 18-19—Syracuse Region meeting: Ramada Inn, Ithaca.
- 18-19—Western Region 6 meeting: Trenholm East Inn, Exit 44, Thruway, Canandaigua.
- 19—Nassau Educational chapter board of directors meeting: noon, Bounty Inn, Rockaway and Peninsula Blvds., Hewlett.
- 19—Nassau chapter annual dinner-dance: Malibu Club, Lido Beach.
- 21—West Seneca Developmental Center chapter meeting: 8 p.m., VFW Post Hall, 299 Leydecker Rd., West Seneca.
- 22—Tax and Finance chapter "Meet the Candidates Night": 5 p.m., Bldg. 3 cafeteria, State campus, Albany.
- 23—Rochester Area Retirees chapter meeting: 1:30 p.m., Marine Midland Bank Building, auditorium, Chestnut and Broad Sts., Rochester.
- 24—Thruway Unit 1 meeting: 7 p.m., CSEA Headquarters, 33 Elk St., Albany.

STATEWIDE PERSPECTIVE



By THOMAS H. McDONOUGH
CSEA Executive Vice-President

In retrospect, the past several months have been marked by what seems an extraordinary level of activity on the part of CSEA. This is especially true when compared to similar periods in the past, and it is probable that the somewhat quieter summer months we once knew are gone forever.

It is natural, of course, that as our Association continues its pattern of growth, the amount of work and attention necessary to provide proper representation for the membership also increases. I believe CSEA is keeping pace with these requirements and that this partly explains the increased tempo of activity. But this is only part of the answer.

Over the years, and particularly within the past decade, CSEA has expanded its capabilities and representation rights into virtually every level of government within the State. Our growth and expansion primarily has been into those areas where public employees previously were unorganized, and we have been most successful in those efforts. We were mostly unopposed for many years, but with the advent of the Taylor Law we have witnessed the arrival on the scene of many previously uninterested labor organizations, both AFL-CIO affiliates and other independent, special-interest groups.

THE RESULT, which is dramatically illustrated by the excessive activities of the past several months, is that our claims to representation rights are being challenged on an almost continuous basis all over the State and at all levels of government. With literally hundreds of contracts in effect and expiring at various times throughout the year, the threat of year-round challenge activity is ever present, in fact is already occurring.

To date our success ratio in beating down such challenges has been extremely high. As your executive vice-president, I am well aware that these successes have been achieved through extreme dedication and plain hard work by scores of individuals we are lucky to have associated with CSEA; local officers, members and staff alike. It was my pleasure and honor to have served as your acting president recently following president Wenzl's unfortunate accident. During that time it was my responsibility to direct and participate very closely in the many challenge activities which occurred. This perspective gave me even greater insight into the capabilities, dedication and perseverance of the CSEA team that made it possible to repulse challenges in our Southern Region, in Erie County, along the Thruway from border to border, and in numerous smaller skirmishes all over the state.

VIRTUALLY ALL of these battles were fought from the trenches, with CSEA maintaining a largely defensive position. And although we were victorious, the toll in manpower, time and money committed was high. And when all these costly battles were over, we were left in the position of holding the same ground as before and preparing our defenses for the certainty of renewed attacks.

All of which brings me to the main point I wish to make. We have a strong program and a great reputation, and I think it is time we took them on the road and stopped staying at home so much. I believe our strategy in the future should be to go on the attack wherever possible and to defend our positions whenever necessary with the same high degree of determination you have exhibited in the past.

AND WE MUST APPLY this same aggressiveness to the day-to-day representation we carry out for our membership. We must continue, and I know we will, our exceptional record of achievement in enforcing contract provisions, of protecting the rights of the people we are committed to represent. I assure you this will be very evident as we reopen the State contract shortly and there will be no doubt that CSEA is out to gain the best benefits possible for our state membership segment.

In closing, I look forward to sustained growth, a more aggressive attitude, and many examples of successes which CSEA can point to with pride as the civil service employees union not only of the seventies, but beyond.



MANHATTAN STATE ELECTION — Special Civil Service Employees Assn. committee members check ballots for elections at Manhattan Psychiatric Center chapter last month. Attending to duties, these five Mental Hygiene departmental representatives to CSEA Board of Directors are, from left, Dorothy King, Creedmoor; Joseph Keppler, Central Islip; Ronnie Smith, Willowbrook; Betty Duffy, Pilgrim, and Gregory Szurnicki, Kings Park.