

### Call Lottery Employees 'Innocent Victims'

ALBANY—The Civil Service Employees Assn. has called 318 competitive civil service employees scheduled to be laid off as part of Gov. Carey's plan to disband and overhaul the State's lottery operations "innocent victims of gross ineptness and mismanagement on the part of the Lottery administrators."

"And," CSEA president Theodore C. Wenzl revealed, "the effect of layoffs will actually touch many other public employees who are in no way associated with the state lottery operations." That, he said, results from the fact that all employees under the general jurisdiction of the New York State Racing and Wager-

ing Board are considered a single layoff unit.

Lottery division employees comprise about one-third of the total employees in the Racing and Wagering Board lay-off unit. Under the state's layoff system, the employees with the least seniority in the layoff unit who hold job titles similar to those in the Lottery division will be laid off first.

Mr. Wenzl said he was in complete agreement with a state-funded management study which recommended an overhaul of the lottery operations to restore security and public confidence, but said the personnel shakeup should have been limited to "the top level management of the lottery who had responsibility for the security and operation of the lottery, and

not have involved the civil service employees who were performing the duties for which they were hired, although often hindered by inept supervision."

The CSEA president said the union had not been properly notified of the state's plan to lay off the lottery division employees. "As late as the previous working day, the state Office of Employee Relations told us, in reply to our inquiry, that rumors of layoffs were just that, rumors." Mr. Wenzl said CSEA today is working with OER and the state Civil Service Department to insure that all affected employees will receive all rights due them under a layoff situation.

Dr. Wenzl said CSEA wants assurances that the employees involved will be placed on rosters for comparable job openings

in other departments, and that they will receive top consideration for transfers to any vacancies for which they are qualified.

"It's a shame to sacrifice the career of even a single employee who was not responsible for the mismanagement which caused the downfall of the Lottery operation," he said. "The responsibility for management of the lottery operation rested with Lottery Director Jerry Bruno and a handful of high-paid lieutenants, and the responsibility for the mismanagement that occurred rested there also. And the Carey Administration is not blameless either, since it ignored months of dwindling revenue from the lottery without any positive action to change the management and increase the revenue."



**FACE TO FACE** — Joseph E. McDermott, president of Albany Region IV, Civil Service Employees Assn., and Fred Lambert, a representative of the Public Employees Federation, squared off Nov. 23 on Albany's WTEN-TV Channel 10 "Face To Face" television show. The program brings together spokesmen for different points of view on various subjects. CSEA, which now represents about 40,000 state employees in the Professional, Scientific and Technical Bargaining Unit, is facing a representation challenge by PEF, a combination of several AFL-CIO unions and a Teamsters local. Above, with Mr. McDermott, left, and Mr. Lambert, second from left, are "Face To Face" hostess Mary Caroline Powers and Channel 10 staff reporter Bob Lawson.

### Institutional Pact Talks Break Down On Blackout Issue

ALBANY—Negotiators for the largest of the state worker Bargaining Units represented by the Civil Service Employees Assn. last week said they will stand fast in their refusal to continue negotiations with the state unless it agrees to open the sessions to the general public.

James J. Moore, head of the CSEA negotiating team for the nearly 50,000-member Institutional Services Unit, said the move is retaliation against the state's "suddenly revealed decision to abandon the customary news blackout on negotiations."

"We went into our first meeting with the state Nov. 24 with the understanding that our Unit negotiations would be carried on in private, with no reports to the press until a tentative agreement or a complete breakdown was reached," Mr. Moore said.

"At the meeting, the state abruptly announced it would no longer follow this long-established practice. We reject their position since, as anyone who knows anything about collective bargaining is aware, you simply cannot negotiate successfully through the press, giving out day-to-day developments on where the bargaining is at."

"The only alternative is to provide complete public access to the negotiating sessions. This way people can get the whole story. That's the counter-proposal of the Institutional Unit negotiating team. We think it's a sensible compromise and we don't intend to back down," Mr. Moore added.

He noted that his group of negotiators was shocked to discover that the state had acted on its "no blackout" policy without first notifying CSEA. He cited a news release issued on



**JAMES MOORE**  
Heads Institutional Unit

### Seneca Unit Is Declared At Impasse

WATERLOO—Ken Brown, president of the Seneca County unit, Civil Service Employees Assn., declared that an impasse in negotiations exists between the union and Seneca County.

John Sullivan, CSEA field representative for Seneca County, stated that the impasse is caused by disagreements over method of payment.

"Negotiations ground to a halt when the county negotiators, headed by county personnel director J. Paul Wetzel, wanted to eliminate the increment system," Mr. Sullivan said. "CSEA made a counter proposal which was not acceptable to the county

group. There seemed to be no way to continue negotiations on this matter, so an impasse was declared."

"We are hopeful that negotiations can soon be resumed, but

not at the expense of yielding what we feel is a deserved increment system," he concluded.

A mediator has been appointed by the Public Employee Relations Board.

### Chanukah Greetings

*To all our friends of the Jewish faith, we extend best wishes for a meaningful holiday season and good health and prosperity in the new year.*

Theodore C. Wenzl, President,  
Civil Service Employees Assn.



### Does Buckley Face Serious Challenge On Senate Nomination?

SENATOR James Buckley S may have unwittingly painted himself into a corner that jeopardizes his forthcoming race for re-election. Alone

(Continued on Page 9)

(Continued on Page 6)



# Bendet, In Message To PS&T, Urges A CSEA Vote In Election

MANHATTAN—"I have served CSEA voluntarily for 45 years. I think I know a winner. As soon as you receive your ballot, vote for CSEA."

That was the core of a message sent by Solomon Bendet, president of New York Region II, Civil Service Employees Assn. to New York City area members of the State Profes-

sional, Scientific and Technical Bargaining Unit. CSEA currently represents the Unit. This month it will face a representation challenge election mounted by the Public Employees Federation, a five-union group consisting of elements of the Teamsters and the AFL-CIO.

"CSEA has been representing state employees for 65 years," Mr. Bendet's letter noted. "It is composed of dedicated state and other public employees who have voluntarily committed themselves to serve their fellow employees. This core of dedicated individual members is supported by a paid, professional staff of more than 200 specialists."

Mr. Bendet, who is also president of the New York City chapter and a vice-president of the statewide union, cited seven major CSEA accomplishments and qualities of CSEA.

- "Salary and fringe benefits second to none in the continental United States. Of course, setbacks have been encountered but, in the long run, these temporary difficulties have been overcome."

- "Despite depressions and recessions, job security has been maintained and layoffs have been non-existent for most job titles and minimal in others."

- "Millions of dollars have been spent to protect employees in disciplinary proceedings and thousands of jobs have been protected."

- "The financial soundness of our pension plans has been maintained."

- "Health plans secured through collective bargaining have been of the utmost value in times of need."

- "Educational benefits to improve opportunities on the job

have been provided."

- "A grievance procedure second to none."

Mr. Bendet, describing the challenging PEF, termed that group "a non-descript conglomeration of loosely joined organizations."

"It appears from our study of this group that in those cases where they do represent public employees, massive layoffs have occurred; salary increases that were negotiated in the past have been deferred or eliminated; their pension funds eroded, and that in the near future, some of the other benefits that their members are entitled to may be reduced or eliminated."

Mr. Bendet suggested PEF mounted the challenge to CSEA to bolster their weaknesses.

"They have no negotiating team, no demands, no elected officials, no constitution, no treasury and no future," he said. "CSEA has the experience, the negotiating team, the staff, the specific PS&T demands and programs ready to go. Don't permit the opposition to stall negotiations. Vote for CSEA so that we may negotiate our demands and secure the benefits you are entitled to."

## Suffolk Seeks Draftsmen; Medical & Budget Staff

HAUPPAUGE—Draftsmen, budget analysts, budget examiners and medical directors are currently being recruited by the Suffolk County Civil Service Department for posts in county departments. Salaries range from \$10,322 to \$26,104 per year.

There are no residence requirements for these positions; however, appointing authorities may give preference to county residents.

For architectural draftsman, a \$10,322-a-year post, candidates must have a bachelor's degree in drafting and two years' experience. Completion of 60 credit hours in architecture and two years' experience or high school graduation and four years' will also be accepted.

Budget analyst, paying \$10,916, is open to candidates with a bachelor's degree and one year of experience in budgetary review and preparation. Additional graduate education in accounting, business administration, or public administration may be substituted for experience on a year-for-year basis. Three years' experience will qualify applicants for senior budget analyst, paying \$13,754.

College graduates with two years of budgetary review and preparation experience may apply for the \$11,336 post of budget examiner. Extra graduate study may be substituted for experience on a year-for-year basis. A bachelor's degree and four years' experience will qualify candidates for senior budget examiner, a \$14,410 post and a master's degree in accounting, business administration or public administration and four years' experience is necessary for principal budget examiner, paying \$16,640. A bachelor's degree and six years' may also be applied towards principal budget examiner.

For all the above positions, candidates must file applications by Dec. 10. Examinations are scheduled for Jan. 17, 1976.

For medical director (family planning program), applicants

must have a doctor of medicine degree and four years' experience in obstetrics and gynecology. Medical director (hospital affairs division) is open to individuals with a doctor of medicine degree and completion of an internship in a hospital and either a master's degree in public health and two years' experience or six years' experience in the practice of medicine. A doctor of medicine degree and four years' experience in internal medicine or family medicine, will qualify applicants for clinic medical director. All posts pay \$26,104 a year.

Filing for medical director posts closes Jan. 7. There will be no written or oral tests for these positions. Candidates will be rated on the basis of their education and experience.

For additional information and applications, candidates should contact the Suffolk County Civil Service Department, H. Lee Denison Executive Office Building, Veteran's Memorial Highway, Hauppauge 11787; the East Northport Testing Center, 295 Larkfield Road, East Northport 11731; or the Riverhead Information Center, County Center, Riverhead 11901.

### JOB DEVELOPMENT

ALBANY—Gov. Hugh L. Carey has announced the appointment of Wilbur Daniels, of Manhattan, executive vice-president of the International Ladies Garment Workers Union, to the Job Development Authority. Mr. Daniels succeeds Julius Mintz, of Freeport, whose term expired. He was named for a term ending Jan. 1, 1979. Members of the Job Development Authority are paid \$50 a day while on official business up to a maximum of \$5,000 a year.

### Set HRPC Meeting

POUGHKEEPSIE — The Hudson River Psychiatric Center chapter, Civil Service Employees Assn., will hold its next meeting Tuesday, Dec. 16. The event, which will begin at 8 p.m., will be held in the Center's Cheney Conference Room, according to publicity committee chairman Harold McKinney.

### JOHNSON NAMED

ALBANY — Kenneth G. Johnson, of Queens, has been appointed by Gov. Hugh L. Carey as a member and chairman of the Temporary State Commission to formulate a plan for the establishment of a public medical college in the county of Queens. The Governor appoints one member to serve as chairman of the unpaid commission.

### USE YOUR FINGERS TO GET AHEAD!

Learn to be a Stenotype Reporter. Work when you wish—for good pay. Licensed by N.Y. State Education Dept.

FOR FREE CATALOG CALL (212) WO 2-0002 or (914) 428-5353

### Stenotype Academy

259 Broadway - Opposite City Hall  
140 Mamaroneck Av White Plains NY

### 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, 1959, 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.



**FIGHTING BACK** — Theodore C. Wenzl, president of the Civil Service Employees Assn. tells members of the Suffolk Educational chapter that the union will fight attempts by local politicians and school administrators to use the New York City fiscal crisis to whip up sentiment against public employees on Long Island. Dr. Wenzl and A. Victor Costa, state representative for the Department of Labor and a CSEA board member, traveled to Long Island to discuss union strategy with members at a morning meeting in Middle Island recently. Other CSEA leaders on the dais are, from left: Ed Perrott, president, Nassau Educational chapter; Harry Paritsky; Millie Vassall, recording secretary, Suffolk Educational chapter; Dr. Wenzl, and Walter Weeks, president, Suffolk Educational chapter.

Veterans Administration  
Information Service  
Call (202) 389-2741  
Washington, D. C. 20420

Lives Depend On It  
You may not be dying to  
give blood, but some day you  
may be dying to get it.

## Come to our home in Hicksville, L.I. as an honored guest.



## Not as a sales prospect

For a refreshing change, learn all about a great Florida home community with no sales pitch . . . with no pressure to buy! Our home in Hicksville is a full-size model of one of the six models available in Beverly Hills, Florida. They start at \$16,990 and come complete with spacious landscaped lot, city water, sewers and paved roads. Plus a lot of magnificent facilities. Here, as our guest, you will learn all about the best home value in Florida. But you won't be sold a home. That can only be done after you've actually inspected our thriving community itself. There you will see all the reasons why 7,000 happy people have retired to Beverly Hills. Be our guest on a

FLORIDA INSPECTION TRIP \$99 per person  
4 days, 3 nights, including all meals and motel only ROUND TRIP

VISIT OUR FULL SIZE BEVERLY MODEL IN HICKSVILLE, L.I.

## Beverly Hills FLORIDA HOMES

CORNER OLD COUNTRY ROAD & JERUSALEM AVE.  
OPEN 7 DAYS • 9 AM to 6 PM

For Further Information, Call  
212-523-6160 • 516-938-4488

Rolling Oaks Corp. 106 Old Country Rd. Hicksville, N.Y. 11801



## Social Services Newburgh Meet Views Problems

NEWBURGH — The Civil Service Employees Assn.'s statewide committee on social services met Nov. 20 at the Holiday Inn here and the session drew more than 100 representatives from social services offices of the union's Southern Region III.

Changing policies and programs of the federal government and the state in regard to social services were explored in detail by representatives from Rockland, Putnam, Orange, Dutchess, Sullivan, Ulster and Westchester Counties. The meeting also explored facets of Title XX and problems in working conditions and terms and conditions of employment. Special attention was devoted to difficulties encountered in the social services examiner tests, particularly its administration and the endurance needed to complete it. At the present time, although the test is intended to screen entry-level candidates, in many cases it requires about six hours to complete.

The committee also held meetings at the Region III offices in Fishkill. The group consists of Richard Tarmey, chairman; Pat Spieci, vice-chairman; Ben Porter; Hayward Quann; Stephen Ragan; Grace Vallee; Geraldine McGraw, and Allan Shanks.

# Albany Region Stresses Its Efforts To Keep PS&T Employees In CSEA

By ALAN BERNSTEIN

GLENS FALLS—The Professional, Scientific and Technical Bargaining Unit challenge election took center stage at the Albany Region IV meeting and workshop held at the Queensbury Hotel here last month. According to Region president Joseph McDermott, the issue is the most pressing problem facing the region today—but the outlook is for a big victory. Among other happenings dur-

ing the three-day event were two informative workshops on the Taylor Law and strike procedures, a visit and talk by CSEA president Theodore Wenzl and a belated Halloween party ending the weekend.

"I think the Albany Region is

well on the way to a successful campaign to win the PS&T election," Mr. McDermott told an overflow crowd of delegates in the Queensbury Hotel ballroom. Of the approximately 40,000 PS&T employees in the state, 9,000 work in the Albany area, with 67 percent of those CSEA members.

Mr. McDermott feels all other GSEA regions will also contribute to the overall success of fighting PEF's challenge. "Any deficits that may occur in other regions will be made up by the Albany Region," he said.

Among the ongoing campaigns of the Albany Region office is a letter campaign, telephone campaign, personal contact with PS&T workers, newspaper advertisements and television spots, which are planned after all ballots are out.

### To Count Ballots

"Get the active membership out talking to PS&T people," Mr. McDermott told representatives from Albany's CSEA chapters.

Jack Dougherty, a member of the region's executive council, reminded delegates that all PS&T Unit employees, not just CSEA members, should be contacted. "Non-members are also a very important aspect of the election," he said. "We need them to win." Ballots for the election were mailed Nov. 18, and will be counted Dec. 5.

In addressing the delegates, CSEA president Wenzl attacked state leaders for using a wage freeze and state employee pensions to help bail out New York City and Yonkers during their fiscal crises. Everyone, not just the state workers, should share equally in helping save the cities from default, he said.

"A lot of people blame public employees for all fiscal difficulties. It's not our fault and we have to show people we're not the blame."

### Divided Among Everyone

Dr. Wenzl said that everything possible must be done to have austerity programs divided equally among state citizens, not just state employees. "We should convince the public that CSEA isn't all gimme, gimme, gimme," he said.

Also a surprise guest at the business meeting was CSEA executive vice-president William McGowan, who reported on contract negotiations with the state. All statewide negotiating teams, except the PS&T unit, have been meeting and formulating their demands, he reported, however, nothing has happened yet due to state refusal to meet.

"There's not a ghost of a chance of anything getting done at this time," Mr. McGowan said. The Niagara Falls convention had set Dec. 20 as the last date for agreeing on a contract with the state.

One highlight of the business meeting that interested all delegates was CSEA's move into the supermarket business. Chet Sadowski, chairman of the Uptown committee, which had been looking into the possibility of a wholesale meat operation for region members, reported that the opportunity to get lower prices on all products, not just meat, (Continued on Page 9)

## Start Series Of Social Services Sessions



Former CSEA vice-president Richard Tarmey meets with social services workers employed by local government units within Southern Region III, an area that encompasses Westchester, Rockland, Putnam, Orange, Sullivan, Ulster and Dutchess counties. Mr. Tarmey is chairman of the statewide social services committee, which is beginning a series of meetings with local groups throughout the state.

(Leader photo by Ted Kaplan)

## ⓐ CSEA calendar ⓐ

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

### DECEMBER

- 4—SUNY at Buffalo chapter meeting.
- 5—Morrisville SUNY chapter Christmas Party: 6:30 p.m., Nelson Inn, Route 20, Nelson.
- 5—Albany County DOT chapter Christmas Party: 6 p.m., Germania Hall, Troy.
- 5—Representation ballots counted for New York State Professional, Scientific and Technical Bargaining Unit election.
- 5—Onondaga chapter general meeting and Christmas Party: 6:30 p.m., Liverpool Golf and Country Club, Liverpool.
- 5—Western Region VI meeting of statewide non-teaching school employees committee: 7:30 p.m., Holiday Inn, Fredonia.
- 6—Binghamton Psychiatric Center chapter Christmas Party: 7 p.m., Banquet Masters, Washington Avenue, Endicott.
- 6—Western Region VI meeting of statewide non-teaching school employees committee: 10:30 a.m., Regency Hotel, 4408 Mile Strip Road, Blasdell.
- 6—Syracuse Region V political action committee meeting: 11 a.m., Region headquarters, Midtown Plaza, Syracuse.
- 8—Syracuse Region V trainee workshop: 8:30 a.m.—5:30 p.m., Region headquarters, Midtown Plaza, Syracuse.
- 8—Capital District Retirees chapter holiday luncheon meeting: 12 p.m., Ramada Inn, 1228 Western Ave., Albany.
- 9—Nassau County School Crossing Guards unit Christmas Party: 8 p.m., Assembly Hall, Nassau County Police Headquarters, Mineola.
- 11—CSEA Board of Directors (State Executive Committee and County Executive Committee) meeting: CSEA Headquarters, 33 Elk St., Albany.
- 12—Town of Huntington unit Christmas Party: 8 p.m., Musicaro's Restaurant, 1730 Old Walt Whitman Road, Huntington Station.
- 13—Motor Vehicle chapter Christmas Party: 6:30 p.m., Michael's, Route 9, Latham.
- 13—Broome County chapter Christmas Party: 6 p.m., St. Mary's, Baxter Street, Binghamton.
- 13—Haverling unit Christmas Party: 6:30 p.m., Tally-Ho Restaurant, Bath.
- 13—Buffalo chapter Christmas Party: 7 p.m., Statler Hilton Hotel Ballroom, Buffalo.
- 14—Oneida County chapter Christmas Party: Twin Ponds Country Club, Utica.
- 15—Deadline for receipt of ballots in special election for Education Department and Public Corporations representatives to Board of Directors.



Rockland County chapter 844's Pat Spieci is vice-chairman of the statewide social services committee. Here she is shown at microphone as Rensselaer County chapter 842's Grace Vallee, a committee member, listens.



Discussing mutual problems they face in dealing with social services are Donna Destefano, left, and Sharon Vance, both of Putnam County chapter 840.



Full employment  
Is The Key  
To Prosperity.  
Buy U.S. Made Products

Know your type?  
Join the mainstream of good  
guys, who donate blood.  
Make a miracle.  
Lives Depend On It

### Levitt Reports Welfare Funds Disbursement

ALBANY—State Comptroller Arthur Levitt has announced the distribution of \$99,692,218.84 for November 1975 to 57 social service districts in the state.

These monies represent approximately 97.5 percent of the federal and state share of the anticipated welfare expenditures for November by localities, as well as a settlement of claims for the month of August 1975. The federal share amounts to \$62,576,506.93.

In addition, the Comptroller announced the distribution of \$73,537,500 in federal monies to New York City for anticipated welfare expenditures for the period of Nov. 1 to Nov. 15. New York City was previously advanced about \$80 million in state funds for the month of November 1975. A payment of federal monies only will be made to New York City on Nov. 15 for anticipated expenditures for the last half of November. Federal regulations require semi-monthly payments to New York City.

Buying U.S. Products  
Makes Sense For Us



**PARKWAY GROUNDBREAKING** — Officials of Southern Region III, Civil Service Employees Assn., joined New York State officials in groundbreaking ceremonies for the \$13.5 million Cross County Parkway reconstruction project near Yonkers. The project will rebuild a one-mile section from the Saw Mill River Parkway to Seminary Avenue, Yonkers. Observed above during the ceremonies are, from left: Thomas J. Luposello, CSEA Region III supervisor, Robert Greene, chairman of the East Hudson Parkway Authority, and Region III president James J. Lennon.

## Prior Service People



Trade Your Service and  
Training For A Self-Satisfying  
Experience

Try one year with your local Army Guard  
Unit and see if you don't agree that we're  
the proudest organization in the U.S. Army

Call or Write

SGT Bob Welsh  
355 Marcy Ave  
Brooklyn, NY 11206  
(212) 387-9102



The Guard Belongs ...  
...Maybe you belong in the Guard!

# Life Insurance You Can Afford

CSEA, using the vast purchasing power of its 200,000 members, offers YOU the opportunity to purchase low-cost group life insurance through special arrangement with The Travelers Insurance Company, Hartford, Connecticut.

It's easy to buy—easy to pay for. The amount of insurance YOU are eligible for and the premium you pay are determined by your annual salary and age.

If—for example—you are under age 30 and are paid bi-weekly, you'll pay just 10¢ per payday for each \$1,000 of group life insurance to which you are entitled in the schedule. And that includes an equal amount of accidental death insurance.

Regardless of age, your premium can be automatically deducted from your paycheck. Chances are, you won't even miss the pennies it costs to get this valuable protection.

For complete information, and costs, complete and mail the coupon below. Or call your nearest Ter Bush & Powell representative for details.



TER BUSH & POWELL, INC.

SCHEENECTADY NEW YORK  
SYRACUSE

COMPLETE AND MAIL TODAY

TER BUSH & POWELL, INC.  
Civil Service Department  
Box 956  
Schenectady, N.Y. 12301

Please give me complete information on the CSEA group life insurance plan.

Name \_\_\_\_\_

Home Address \_\_\_\_\_

Where Employed \_\_\_\_\_

Employee Item No. \_\_\_\_\_

## Open Continuous State Job Calendar

Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic—Statewide except Albany)	\$ 7,616	varies
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman (Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Principal Actuary (Casualty)	\$22,694	20-417
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Medical Records Librarian	\$11,337	20-348
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Vartype Operator	\$ 6,811	20-307

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

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



# RETIREMENT NEWS & FACTS

## Federal Benefits Higher Than NYC's

By A. L. PETERS

City pensions have been under severe attack for a long time by the press and the public—and recently by the Federal government. The attack has been particularly vicious from Washington where smug advisers view the city's profligacy as sinful and the cause of its great downfall. They view New York City wages and pensions in the terms of Kansas and Nebraska living costs, and see them as way out of line.

It is interesting to note that the Federal pension system provides benefits substantially higher than New York's. Although averages are not a good gauge, they do tell part of the story. The average New York City pension runs about \$383 a month—not enough to live well on in this city even with social security added. The average Federal pension is \$600 a month—and escalating—for two million retired employees. The total payout for the New York City Retirement system (excluding Police, Fire and Teachers) is \$27 million for 64,000 retirees. The total cost of the federal retirement system is now about \$15 billion a year. Under present law, these benefits increase with the cost of living—something the city has not been able to effect. In addition, there is a one percent "added" benefit. Looking to the future, and assuming the present rate of inflation at one percent a month and an average retirement life span of 15 years, the present arrangement will cost the Federal government \$327 billion plus, and for a one percent "added" feature \$127 billion. The present total annual pension budget of the U.S. government is a staggering \$362 billion.

In a particular case, a Congressman, who served 10 years until he retired a few years ago, now gets \$2,095 a month in pension. This increases at the inflation rate plus one percent added. Before he dies, if he has an average additional life span of 18 years, he will be receiving more than \$7,000 a month.

The critical Congressmen, like those from Nebraska and Kan-

sas, will be receiving this type of pension. And the living cost in their states is roughly 60 percent of what it costs to live in New York.

All this, of course, applies to civil servants. The pensions in the military service are drastically higher. A serviceman retires at full pay after 30 years. And he receives all the raises given to those in the rank-at-retirement that they receive.

"Special Tax Benefits for the Senior Citizen" is the title of a new pamphlet produced by Commerce Clearing House, Inc., 4025 W. Peterson, Chicago, Illinois 60646. Price is \$1.50.

A new Supreme Court decision has now given a father the same privileges as a mother insofar as social security is concerned. A widowed father who has children to care for can now collect on his wife's social security and get benefits for his children based on his wife's record. The decision provides payments retroactively to March 1975. However, the father is subject to the same cuts in the check amount as he would be if he were himself on social security—a one-dollar cut for every two dollars earned over \$2,520 in 1975. However, in any month in which he earns less than \$210, he can collect full social security.

If retirement means that you are selling your home, you will be interested in a new book put out by Commerce Clearing House entitled "When You Move or Sell Your Home." It tells a great deal about the new homebuyers' 5 percent tax credit and other matters that seem to create confusion. The price is \$2.50. The address is 4020 West Glenlake Ave., Chicago, Illinois 60646.

# What's Your Opinion

## QUESTION

How do you feel about an end to open enrollment and free tuition at the City University of New York?

## THE PLACE

City Hall Park, Nassau Street, New York City

## OPINIONS

Nelson Gomez, travel agent: "I think that money should not have been cut from the City University. The city officials don't think the college kids know what's going on—that their eyes are closed. I'm a veteran and for the past two years I've been trying to get into either Bronx Community College or Queens College. But when I went down there, they closed the door in my face saying there was no room for me.



They said they had a 200-person waiting list for admission. It seems as though there is no open admissions now. Even the Veteran's Administration has told me they can't help—that it's too late and many cuts have to be made. I've finally gotten to the point where I'm saying the hell with it."

Kirk Haley, Computer programmer: "I think it would be a shame and a tragic thing to happen. I come from Florida and enrollment and tuition there is free. The students are going to suffer greatly. It's going to take quite a bit of money from the people who are now going there to finish school and for those who are just going to start school at City University. I don't have any children of college age, but if I did, it would be quite a shock to find that all of a sudden I would have to be paying a lot for them to go to school. It is a great expense. I don't really know where else they can cut from, because I'm not that familiar with the situation, but it's really too bad."



Adrian Nurse, student: "I think the loss of free tuition and open enrollment mainly affects the poor person. If he has to put a certain amount of children through college, it will be very hard for him. And that's a valid reason for trying to maintain open admissions. I think one thing they could do would be to cut some of the salaries of these high city officials. My father pays for both my sister and I to go to college and it's hard on him, because we're in private schools. We're very fortunate in that he can send us, but others may not be so lucky. And this will affect the city, because many people will not get an education and this will result in a lowering of the standards of our city.



Horace Wilson, mallroom clerk: "This provision would be very detrimental to the people who are about to graduate. At the same time the city is in a crisis right now and I can understand what Mayor Beame's problem is right now and that he has to deal with it. Free tuition shouldn't be totally eliminated. They should try to work out some kind of schedule for the people who are going to school now and are about to finish. Personally, I think tuition should be free all over the country, but that's another story. But if free tuition must end, there should be some type of aid for the people who cannot afford to pay to go to school."

Larry Ross, print shop supervisor: "I don't think there should be an end to open enrollment and free tuition at the City University. I think the city can financially afford to leave the system as it is. I think the people living in New York City have a necessity for education—it benefits them and the city by aiding those who are now growing into adulthood. The minority groups will suffer because many members cannot afford to pay for schooling. I myself can't afford to go to school even now, because I have a family to support and I have to work. There are people in my position who are in school and are getting ready to graduate. What can they do if suddenly they must pay money they don't have to finish?"



Mark Evan Valberg, student: "The budget has to be cut—there's no question about it. Because of this, open enrollment may have to come to an end and it seems sad, because a lot of deserving people who could get a college education, probably won't get one. Until somebody comes up with a better idea, you've got to just grin and bear it, I guess. Many minority groups will suffer because of this, but I don't know what else you can do. I think maybe a small tuition—maybe \$200 or so a year would be fair. Most people could manage to scrape that much up. They could get away with charging that little if they would just trim some of the fat off of City Hall."



Gerber A Mediator

ALBANY—Theodore Gerber, of the Albany office of the Public Employment Relations Board, has been named mediator in a negotiations dispute between the State University Construction Fund and the Civil Service Employees Assn.

## Questions And Answers

Q. When my husband was laid off from work last month, I took a job as a waitress. My boss just told me that I have to pay social security contributions on my tips. Is this true?

A. If your cash tips add up to \$20 or more in a month in work for one employer, they are covered by social security and you are required to give your employer a written report of your tips. The report is due within 10 days after the end of the month in which you receive the tips. Your employer will collect from you the social security contributions due on the tips you report to him. For more information, contact a social security office and ask for a copy of Social Security and Cash Tips. This leaflet tells you how and when to report your tips.

Q. I'm 67 and get supplemental security income payments. Part of my monthly check is a Federal payment and part of it is a State supplementary payment. If I move in with my daughter who lives across town, will the amount of my check change?

A. Yes. Under the law, the supplemental security income payment to a person who lives in the household of another is reduced by one-third. This reduction, which takes the place of determining the dollar value of support and maintenance, applies only to the Federal amount of your monthly check. It does not apply to the State amount.

Q. I am 69 and have very little income, but I do own my home. Will I have to give up my home to get supplemental security income payments?

A. No. The Federal Government does not put liens on people's homes because they get supplemental security income payments.

Q. My wife and I are both 66, and we think we'd qualify for supplemental security income payments except for some land we own. It's not providing any income, so if we sell it, could we get payments?

A. Under the law, a couple can have resources (assets) worth up to \$2,250 and be eligible for supplemental security income payments. Even if your resources exceed this limit, you could still be eligible for payments if you agree to dispose of your assets within a certain period of time. But remember that not all resources are counted under supplemental security income.

## State Seeking Toll Collectors

ALBANY—The State needs part-time and seasonal thruway toll collectors.

Part-time employees receive a salary of \$3.00 per hour, except in Westchester and Rockland Counties. They earn \$3.25 per hour there.

Seasonal and part-time workers are sought in Yonkers, Tarrytown, Spring Valley, New Rochells, Woodbury, Harriman, Newburgh and New Paltz. Only part-time collectors are needed in Canandaigua, Rochester, West Henrietta and LeRoy.

No experience or training—only a driver's license—is needed. Applicants must pass a written test and a medical exam, however.

Applications must be post-marked no later than Dec. 22. The exam is scheduled for Jan. 17 in New York City, Nyack, White Plains, Middletown, Peekskill, Poughkeepsie, Batavia, Geneva, Kingston and Rochester.

Detailed information and applications are available at New York State Civil Service Department at State Office Building Campus, Albany; Two World Trade Center, Manhattan; or Suite 750, 1 West Genesee Street, Buffalo.

## Gerber A Mediator

ALBANY—Theodore Gerber, of the Albany office of the Public Employment Relations Board, has been named mediator in a negotiations dispute between the State University Construction Fund and the Civil Service Employees Assn.

SAVE A WATT



# 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 Bazley, Editor

Harcourt Tynes, City Editor

Charles A. O'Neill, Associate Editor

N. H. Mager, Business Manager

Advertising Representatives:

UPTOWN NYC—Jack Winter—220 E. 57 St., Suite 17G, (212) 421-7127

ALBANY—Joseph T. Bellow—303 So. Manning Blvd., (518) IV 2-5474

KINGSTON, N.Y.—Charles Andrews—239 Wall St., (914) FE 8-8350

20c per copy. Subscription Price: \$5.00 to members of the Civil Service Employees Association. \$9.00 to non-members.

TUESDAY, DECEMBER 2, 1975



## Sick Leave Bank

THE Sick Leave Bank negotiated by the Broome County unit of the Civil Service Employees Assn. in 1974 was the subject of a Leader editorial at the time, because it impressed us as an outstanding example of creative thinking by a union to serve its members.

We have been reminded of this by News and Views, the monthly publication of CSEA's Broome chapter.

In its December issue, the publication notes that since the start of the Sick Leave Bank, 1,203 days had been given to the bank, and, as of Oct. 1, 1975, 735 days have been used by members in need.

The Broome publication also points out that a recent case involving the Sick Leave Bank resulted in two determinations of understanding within the framework of the Broome agreement. These determinations by a hearing officer are that time from the Sick Leave Bank can be applied retroactively and that paid holidays should not be recorded as sick days.

The only requirement for Broome County unit members to belong to the Sick Leave Bank is that two sick leave days be donated at the time of joining and one day each year thereafter. The bank then acts much like an insurance policy, with members eligible to withdraw days without obligation to repay. In the instance of the case cited above, the employee was unable to work for an extended period after surgery.

We understand that other CSEA chapters and units have negotiated similar arrangements in their localities. We consider it one of the finest benefits available through union membership.

## Pension Reform

THE name of Otto Kinzel comes back into public focus, as the chairman of the state Permanent Commission on Public Employee Pensions renews his efforts to chip away at benefits negotiated over a period of decades.

The moratorium on negotiating new pension benefits for state employees expires June 30, 1976, and the Kinzel Commission is expected to produce reform recommendations by February.

Under consideration, Mr. Kinzel has said, is a recommendation that public employees again contribute to their pensions. "The time has come to consider forcing public employees to foot part of their retirement costs," he said.

Also under consideration is a deduction of state pensions based on some portion of federal social security benefits received.

Mr. Kinzel has also stated that research indicates thousands of retired employees receive more income in retirement than they earned in salaried employment. Even were this statement factual, it requires clarification concerning cost-of-living factors, the Grade levels at which the problem occurs and the amount of dollars actually involved. In all likelihood, the job title is now on a higher pay schedule, too.

As it is—and even though we believe it to be true in some cases—we think this is the kind of misleading pump-priming that causes the public to make erroneous generalizations.

While there may be specific inequities, the real thrust of a pension study should be toward making pensions flexible to reflect the rising cost of living. In reality the purchasing power of most retirement pensions is shrinking in an inflationary economy.

## Don't Repeat This!

(Continued from Page 1)  
among the New York State Congressional delegation. Senator Buckley opposed Federal aid to the City of New York in its fiscal crisis. He waffled on the issue only after President Ford had indicated rather generally that he might change his position, provided that the State and City of New York took certain actions designed to put both the State and the City on a sound financial footing. Now, apparently, the Senator is prepared to do whatever the President recommends.

### Senate Nomination

The problem he now faces is whether he can win the Republican nomination for the Senate. There are a number of highly significant figures in the state who might be prepared to challenge Buckley for the Republican nomination. In alphabetical order these figures include Senate Majority Leader Warren M. Anderson, Assembly Minority Leader Perry B. Duryea, Jr., State Senator John Marchi, and Congressman Peter Peyser of Westchester.

In light of the City's fiscal crisis, Senator Anderson has shown a deep understanding of the impact of possible City default on the economy of the state and on the economy of the nation. In the face of potential differences of point of view on a partisan basis with Governor Carey, he has nonetheless sacrificed partisan political advantage in the more imperative interests of public welfare. In realistic political terms, Senator Anderson has succeeded in making compromises with a Democratic Governor to a degree that he has not sacrificed Republican policy, but accommodated that policy to the emergency needs of the City and the state.

Minority Leader of the Assembly Perry B. Duryea, Jr., ranks among the most knowledgeable people of state government and administration. An aviator who flies his own plane, he is well known to the Republican leadership and grass roots in every quarter of the state. While it is no secret that Duryea hopes to regain his post as Speaker of the Assembly next year as a prelude to a campaign for the Governorship two years hence, there is reason to believe, based on statements from his most intimate advisors, that he might not be adverse to taking a fling at a race for the United States Senate seat.

Senator John Marchi, chairman of the Senate Finance Committee, has played a highly significant behind-the-scenes role in steering through the Legislature, the bills necessary to avoid bankruptcy by New York City. In the past he was a candidate for Mayor of New York City, after defeating Mayor John Lindsay in the Republican primary. During his campaign for Mayor, Senator Marchi impressed the public with his political and intellectual capacity. He could run a tough race against Senator Buckley.

### Announced Candidacy

Congressman Peter Peyser of Westchester is the only one of the four who has announced that he would contest Senator Buckley for the Republican nomination. In relation to the City's fiscal crisis, Peyser has taken a position that is completely contrary to the position that Sena-

(Continued on Page 7)



## Civil Service Law & You

By RICHARD GABA

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

### A Case Of Representation

A recent decision of the New York State Public Employment Relations Board Director, Public Employment Practices and Representation, is worthy of comment. It involved the County of Rockland, the Rockland County Probation Officers and Investigators Association as a petitioner, and the Rockland County unit, Rockland chapter, Civil Service Employees Assn. as the intervenor.

In June 1975, the petitioner, POIA, filed a petition with PERB to decertify CSEA and for certification on its own as the exclusive bargaining agent for all probation officers, investigators and supervisors employed by Rockland County. While the petition was being processed, the parties all agreed that the basic question of timeliness of the petition should be decided without going to a formal hearing, since it presented an issue as to whether or not the petition was barred by the so-called "contract bar" rules.

THERE WAS A memorandum of agreement executed by the County and CSEA on May 27, 1975. Previous to that, the County and CSEA had a contract which was in effect covering the years 1973 and 1974. Negotiations for a successor agreement continued for almost five months, and on May 27, representatives of the County and CSEA executed a memorandum of agreement for a new contract retroactive to January 1, 1975 and covering a one-year period through December 31, 1975. Two days after the memorandum of agreement was executed, CSEA conducted a ratification vote by secret ballot among its members and the membership approved the memorandum of agreement. The employer was notified of that on May 30, and on June 3 the County Legislature ratified the memorandum and authorized the execution of a formal agreement which contained the terms of the memorandum. On June 19, the petitioner, POIA, filed the certification and decertification petition.

ONE WEEK FOLLOWING the filing of that petition, CSEA and the County executed their formal contract. The position taken by CSEA is simply that the memorandum of agreement was a bar to the petition filed by POIA. The employer has taken no position on this issue and the petitioner claims that the memorandum does not bar the filing of a petition. The Director, in his decision, pointed out that on a number of prior occasions he explained the necessity for a contract bar rule . . . it being to balance the need for stability in the process of collective negotiations with the sometimes conflicting right of employees to select and change their negotiating representative. The Director has held in the past that in order to bar a petition, an agreement which is offered for that purpose must not only be in writing and signed by both parties prior to the filing of the petition, but it also must contain substantial terms and conditions of employment and expressly set forth the duration of that agreement.

THE DIRECTOR HOLDS that the May 27 memo satisfies all of these requirements. The memo contains substantially all the terms and conditions of employment, including new salaries and the provisions of the expired agreement which

(Continued on Page 7)



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

(Continued from Page 6)

were expressly stated to be continued and incorporated in the new agreement. The memo of May 27 fixed the duration of the new agreement and as previously stated, it was in writing and signed by the parties. "Clearly," the Director said, "it is a binding agreement in all respects, including those terms requiring legislative approval." It is of no moment that the parties contemplated the execution of a more formal document, since the rules of PERB expressly preclude the filing of a petition where although more than 120 days have elapsed subsequent to the expiration of a prior written agreement, a new agreement has been executed. Accordingly, the Director held the petition must be dismissed in its entirety.

**THE MOST** important part of this decision is that it makes it abundantly clear that a memorandum of agreement signed by both parties prior to the filing of a petition will effectively bar that petition if the memorandum is drawn completely and incorporates the terms of the old agreement which are to be continued, the new terms that are to be inserted in the agreement, and the date covered by the agreement. In the Matter of County of Rockland, Case No. C-1263, October 3, 1975.

## Don't Repeat This!

(Continued from Page 6)

tor Buckley has taken. While Buckley has been opposing Federal aid to the City, Congressman Peyser served as the spark plug who galvanized the New York State Congressional delegation into unified action. During the past several weeks, Peyser has been in all areas of our country rounding up both Congressional and public support for the City of New York. This contrast of approach to the City's problems is one of the most significant distinctions between the Representative and the Senator.

Much will happen between now and the time when the enrolled members of the Republican party will be required to make a choice. The only thing that is clear at the moment is that Senator Buckley is holding on to a precarious position.

### LEGAL NOTICE

#### CDR ASSOCIATES

Substance of certificate of Limited Partnership filed in New York County Clerk's Office November 14, 1975.

Principal Office, c/o Graham-Werwais, 570 Seventh Avenue, New York, New York.

Business: Invest garden apartments complex, South Pasadena, Florida.

Term: October 1, 1975-December 31, 2025, unless sooner terminated.

General Partners: Thomas M. Graham, Jr., 32 Washington Square West, New York, New York; John A. Werwais, 1140 Fifth Avenue, New York, New York; and, Vincent S. Andrews, Jr., Holly Hill Lane, Katonah, New York.

Limited Partners: Michael D. Dowd, Jr., and Genevieve Down, 57 Crosby Brown Road, Gladwin, Pennsylvania, \$30,000.00; Marilyn H. Lewis, 273 Elmwood Avenue, Orange, New Jersey, \$5,000.00; Murray Platt, 420 East 51st Street, New York, New York, \$5,000.00. Additional capital contributions, proportionate to the original contributions are due on January 2, 1976 totalling \$30,000. Contributions returned upon termination or dissolution. Limited Partners share 80% of the profits in proportion to the amount that their respective capital accounts bear to the total capital accounts of all Limited Partners, with special allocations for specific items. Limited Partners' interest is assignable with written consent of General Partners. Upon the death of a General Partner, the survivors shall have the right to continue the business.

## Agreement

**Editor, The Leader:**

After reading your letter to the editor on Nassau County police tests in the Nov. 18 issue, I came to the conclusion of how right the writer was.

I made a Civil Service test last year of professional status with the City of New York.

I know I have passed the test with 85 percent because I checked the numbers on the board; yet the Civil Service Commission refused me on the grounds of insufficient experience.

I could have appealed, but I didn't.

Referring to the article, the only way the balance could have turned in favor for the writer was understanding and good will

by the Civil Service Commission which could have called the applicant in for an interview.

Good will and understanding are the most important parts of success to both parties. Without these there is failure.

Joseph Vajda  
New York City

## Retirees Unite!

**Editor, The Leader:**

There are 80,000 retirees of civil service in the State of New York of whom 20,000 have signed up as members in the 10 retiree chapters of the Civil Service Employees Assn.

As the Governor is spending our pensions in New York City, it's time you should sign up to protect your savings you have

sent to the Comptroller for years. This is only the beginning; they will take more. By signing up we will get strong enough to stop it. New York City is never going to get better with Beame and his group that have been in office for 15 years.

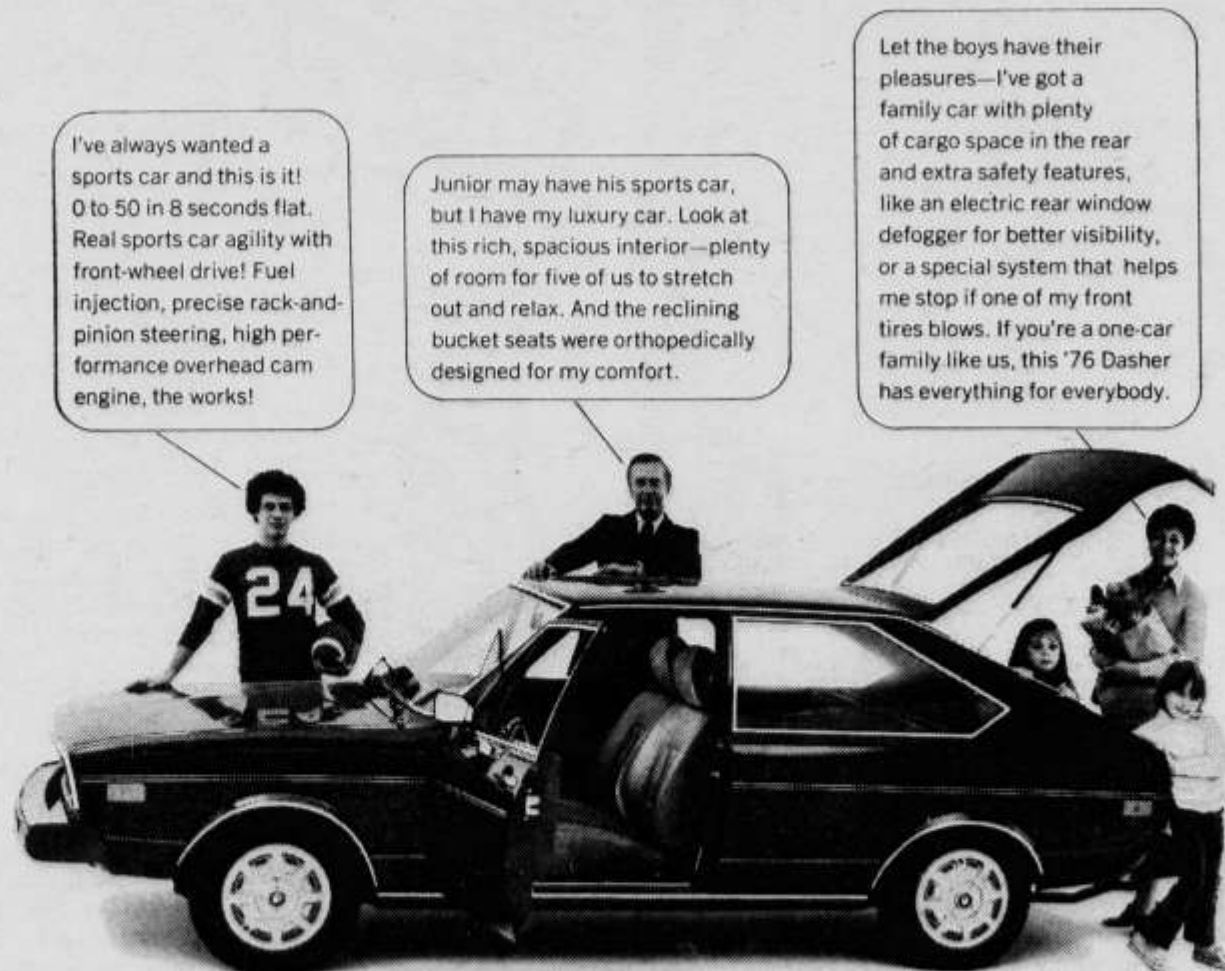
Beame as the comptroller knew where the money went.

So please, brothers and sisters of retired civil service join your CSEA retiree chapter. There is an application blank in the Civil Service Leader. Fill it in and send it to CSEA Headquarters, 33 Elk St., Albany, N.Y. 12207.

John M. Van Duzen  
President  
Orange, Ulster and Sullivan  
Counties Retiree Chapter,  
CSEA Middletown

**Veterans Administration  
Information Service  
Call (202) 389-2741  
Washington, D. C. 20420**

# FINALLY, THE ONE-CAR FAMILY GETS A BREAK.



I've always wanted a sports car and this is it! 0 to 50 in 8 seconds flat. Real sports car agility with front-wheel drive! Fuel injection, precise rack-and-pinion steering, high performance overhead cam engine, the works!

Junior may have his sports car, but I have my luxury car. Look at this rich, spacious interior—plenty of room for five of us to stretch out and relax. And the reclining bucket seats were orthopedically designed for my comfort.

Let the boys have their pleasures—I've got a family car with plenty of cargo space in the rear and extra safety features, like an electric rear window defogger for better visibility, or a special system that helps me stop if one of my front tires blows. If you're a one-car family like us, this '76 Dasher has everything for everybody.

Both the Dasher and Dasher Wagon got an EPA estimated 37 mpg on the highway and 24 in the city, with standard transmission. Your actual mileage may vary with the type of driving you do, your driving habits, your car's condition and optional equipment.

# VW '76 DASHER

Sedan and Wagon

Visit your local authorized Volkswagen dealer and find out why there are over 4½ million Volkswagens on the American road today.





Rochester Transportation District 4 chapter 506 vice-president Mark Levinson, left, and chapter delegate Lynn Stezer join Rochester Area Retirees chapter 912 president Ruth McFee and CSEA executive vice-president William McGowan at opening of Western Region satellite office at Rochester's Win-Jeff Plaza.



CSEA field representative Thomas Pomodoro and his wife talk over a piece of cake with Jackie DiChairo, who will work as a secretary in Western Region satellite office for Rochester area.  
(Leader photos by Jim Laragy)

# Open Region VI Satellite Office In Rochester

ROCHESTER—The Rochester area, with 10,000 members of the Civil Service Employees Assn., observed the opening of a satellite office here recently to serve members in a 60-mile radius.

Among the chapters to be served by the office, located at 3159 Winton Rd. near Jefferson Rd., are the Monroe and Ontario county chapters and state

chapters representing Rochester employees; Department of Transportation; Rochester Psychiatric Center; Monroe Developmental Center; Craig School; State Agricultural and Industrial School at Industry, SUNY Brockport, and SUNY Geneseo chapters.

CSEA statewide president Theodore Wenzl and other state and chapter officers attended an open house at the satellite office.



ABOVE: Sharing a light moment are, from left, SUNY at Brockport chapter 601 president Lloyd Tipton and his wife, Betty; Jeanne McGowan, wife of the CSEA executive vice-president, and statewide regional offices committee chairman A. Sam Notaro and his wife.



LEFT: CSEA directors Martin Koenig (Monroe County) and Judy Burgess (Ontario County) were on hand for the opening. Mr. Koenig is also president of Monroe chapter 828 and Ms. Burgess is secretary of Western Region VI.



Western Region VI third vice-president Ramona Gallagher chats with John Garvey, second vice-president of Rochester chapter 012. Mr. Garvey is also the recently appointed chairman of the regional committee to study CETA.

BELOW: Western Region VI president Robert Lattimer, left, and regional second vice-president Robert Smith pose with CSEA chief Theodore C. Wenzl, who sports headgear presented to him at his installation as honorary member of Seneca Nation.



Western Region VI supervisor James Powers, left, in one of the last photos before his death in automobile accident last month, is shown in discussion with CSEA executive vice-president William McGowan, center, and CSEA treasurer Jack Gallagher.



# Fort Schuyler Chapter Hits The Links While Assisting Heart Fund

UTICA — Golfers of the Fort Schuyler chapter, Civil Service Employees Assn., had an opportunity recently to assist the Heart Fund and to get in one more round on the links before the snow flies, according to chapter president James H. Currier.

The chapter's fourth annual Marshall Memorial Golf Tournament was held at the Camroden Heights Golf and Country Club, Floyd.

Low net trophy was awarded to Ralph W. Hammond, for a round of 72, with a special award to Joan St. John.

Other prize winners were Florio Vitullo, low gross of 90; second Bob Bidwell with 93; tied for second low net were Jesse Sweeting and Joe Vanno, and closest to pin, first Dan Vanno and second Joe Williams.

The tournament committee consisted of Mr. Williams, Mr. Bidwell, and Frank Ostanek. A players' check was donated to the Heart Fund.

The Utica District Department of Labor Men's Invitational Golf Tournament was also recently held at the Skenadoah Country Club, Clinton. Mr. Williams was

tournament director, assisted by Mr. Vitullo, Mr. Ostanek and Chuck Klimek.

Trophies were awarded to Howard Bushinger, with a low gross of 77, and low net was won by Dan Kelleher, with a score of 74. Other prize winners were Al Keckeley, closest to the pin on the 163-yard number 6 hole; Jim Hagen, high gross of 139; nine fives, Ernie Coletti; eight fives, Jesse Sweeting; eight sevens, Mr. Ostanek, and eight eights, Jim Skelly.

## Assail Rumored Health Aid Plan At Plattsburgh

PLATTSBURGH — Rumors of plans for the contracting out of services for the health care facility of the SUNY at Plattsburgh campus has drawn the fire of the university's Civil Service Employees Assn. chapter.

Chapter president Betty Lennon has informed her membership that a committee is studying the idea of eliminating the position of one physician and four nurses and contracting out the services of these employees to the Champlain Valley Physicians Hospital Medical Center.

Ms. Lennon has informed the college president that such action would be in direct violation of the existing CSEA agreement, especially Section 36 of the Professional, Scientific and Technical Unit agreement which states that (36.1) "There shall be no loss of present jobs by permanent employees as a result of the State's exercise of its right to contract out for goods and services" and (36.2) "No permanent employee will suffer reduction in existing salary as a result of reclassification or reallocation of the position he holds by permanent appointment."

## Institutional Pact Talks Break Down

(Continued from Page 1) Monday, while the first negotiating session was going on, in which the state enumerated numerous state worker benefits which it said were excessive and outlined plans to reduce these benefits in the upcoming contract talks. Mr. Moore called this "Pearl Harbor tactics, where the enemy stabs you in the back while his negotiators are talking peacefully with you elsewhere."

According to Mr. Moore, his negotiating team feels that the completely open bargaining sessions are a "desirable and practical alternative." There is readily available space in existing state premises which could be used at no additional cost, he pointed out.

"Most important," he said, "if the public is to be kept up to date on what takes place at negotiating sessions and make judgments on what benefits the

## Bosses Night For Niagara Chapter



Niagara County chapter 832 of the Civil Service Employees Assn. held its annual Bosses Night dinner-dance last month at the Crown and Anchor Restaurant in Niagara Falls. Event chairman Dorothy Hy, third from left, seems center of attraction for the bosses, from left: Clerk of Courts Carole Benedict, personnel director Don Ehinger, (Ms. Hy), County Civil Service Commissioner Stanley Walker, infirmity administrator Genevieve M. Murphy, Niagara chapter president William Doyle and Bosses Night committee worker Ann Severance. (Leader photo by Hugo Unger)



When there is trouble in Niagara County, CSEA members most probably turn to one of these men for help. From left are county attorney Warren Kahn, field representative James Stewart, chapter president William Doyle, field reps Thomas Christy, Robert Young and John Allen.



Among those attending the function were members of the Niagara Falls School unit, clockwise from left: unit president Dominic Spacone, Nina Spacone, unit secretary June Reed, negotiating team member Marshall Rotella and his wife, Mildred, unit second vice-president Robert Stevens and his wife, Arlene.

## Albany PST

(Continued from Page 3) has arisen.

For \$65,000 a year in lease, the region can take over the Carnavale Supermarket in Albany. He said the business has \$365,000 in stock and grosses \$4 million a year. For example, he said, CSEA members would be able to purchase bread for 33 cents a loaf, instead of the usual 57 to 60 cents.

The delegates moved to have detailed information as to exact cost and savings, as well as an attorney's breakdown on the business legality presented at the next regional meeting. At that time a vote will be held as to further steps.

Saturday's workshops drew large crowds as John Sands, from the New York State School of Industrial and Labor Relations at Cornell University, and Martin Barr, of PERB, explained the workings of the Taylor Law in the morning session. The afternoon meeting was headed by CSEA organizer Lee Frank on "How a Union Organizes for a Job Action."

Mr. Sands went through a step-by-step process of each of the rules of the Taylor Law, while Mr. Barr fielded many questions from interested CSEAs. The men explained that literature on the Taylor Law and a monthly newsletter from PERB is available to any CSEA member. To obtain the literature, members should contact the Public Employment Relations Board, 50 Wolfe Road, Albany 12205.

In the afternoon session, Mr. Frank explained the 11 points for setting up a good job action. Included were an action coordinator, action headquarters, public relations, action committee, negotiating committee, picket sites, picket schedules and funding. As examples of how a job action should work, he pointed to occurrences during the Dutchess County strike this past summer.

The next regional meeting will be Jan. 19 at Michael's on Route 9 in Latham.

state should provide the employees, the public should hear everything that's said at the bargaining table, not just what filters out through a number of news sources."

As an example, Mr. Moore continued, his negotiators think the public should be given information about what he termed is waste that goes on in the state mental institutions, where the majority of Institutional Unit workers are employed.

"Our people feel the taxpayers should be told about the construction of a \$500 dog pound for the director of one of our institutions and the building of a heated swimming pool for another, not to mention the use of chauffeur-driven limousines by most of our Mental Hygiene Department commissioners," he said.

Mr. Moore is employed at the Utica Psychiatric Center. His 11 fellow negotiators on the team

represent a cross-section of the employees in the Unit from various locations around the state. According to Mr. Moore, the group has returned home and has no plans to reconvene since no date has been set for their Unit negotiations to resume.

Negotiations which also started Monday for two of the other three state Bargaining Units represented by CSEA, Administrative Services and Operational Services, have also broken off on the issue of the state's abandoning the "news blackout" policy. CSEA said These two groups have come up with no counter-proposals of their own so far, indicating only that they will hold their position for continuation of the blackout and await a further move by the state.

CSEA's bargaining rights in the other state Negotiating Unit it represents, the Professional, Scientific and Technical Unit, are now under challenge by a

coalition of rival unions called the Public Employees Federation. PS&T Unit negotiations are being delayed pending the outcome of an election among the employees to decide which union group will represent them.

The four CSEA Units are in the final year of three-year contracts which will expire March 31. These units constitute a total of 147,000 employees.

## Binghamton Party

BINGHAMTON — The Binghamton Psychiatric Center chapter, Civil Service Employees Assn., will hold its Christmas party Saturday, Dec. 6, according to president Leon Wilmot. The event will begin at 7 p.m. at Banquet Masters, Washington Avenue, Endicott.

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



## Rensselaer Seeks Associate Planner

TROY — The Rensselaer County Civil Service Commission is accepting applications until Dec. 17 for the open-competitive post of associate planner, paying \$12,643 to \$12,901 a year. A written test will be held Jan. 17.

To qualify for the exam, candidates must be residents of Rensselaer County and have a degree in community planning, architecture, civil engineering or public administration plus two years' experience.

Additional information and applications may be obtained from the Rensselaer County Civil Service Commission, Court House, Troy.

### STATE UNIVERSITY

ALBANY—Gov. Hugh L. Carey has appointed Milton J. Barnes, of Endicott, a development engineer, as a member of the Council of the State University at Binghamton. Mr. Barnes will succeed Edward C. Jones of Owego, whose term expired.



Civil Service Employees Assn. Long Island Region I president Irving Flaumenbaum and Robin May, co-founder of the Long Island Arthritis Club, discuss the union's participation in the Stop Arthritis telethon to be aired on WOR-TV Dec. 6-7 in the New York City area. Mr. Flaumenbaum and other CSEA leaders will appear,

## CSEA To Assist Telethon

MINEOLA—A vital margin of support for the second annual Stop Arthritis tele-

thon Dec. 6-7 is counted on from members of the Civil Service Employees Assn.

CSEA leaders and members are participating in the charity campaign for the second year, according to Long Island Region I president Irving Flaumenbaum, who is coordinating the effort.

Mr. Flaumenbaum noted that "The generous response of public employees in last year's telethon provided a vital part of the success of the drive."

Mr. Flaumenbaum said that arthritis is the number one crippling disease in the nation. The Arthritis Foundation, sponsor of the telethon, is seeking to find the cause and cure of the disease.

A mail campaign to CSEA chapters and units throughout the state in advance of the telethon has already resulted in substantial pledges going into the telethon, Mr. Flaumenbaum said.

Co-hosts Rosalind Russell and Jane Wyman are scheduled to interview Mr. Flaumenbaum during the telethon on the role of public employees.

## Onondaga Has Five Openings

SYRACUSE — Meter readers, maintenance crew leaders, superintendent of buildings and grounds, custodial supervisors, and pharmacists are currently being recruited by the Onondaga County Personnel Department. Salaries range \$6,775 to \$11,058 a year.

Filing for all posts, except custodial supervisor, will close Dec. 17, with tests scheduled for Jan. 17. The custodial supervisor filing will close Jan. 7 and a written exam is set for Feb. 7.

For applications and further information, candidates should contact the Onondaga County Department of Personnel, 105 County Office Building, Syracuse.

Arthritis costs the nation's work force more than \$3.5 billion annually in lost wages due to activity limitations and inability to be employed, says The Arthritis Foundation.

Arthritis sufferers in the U.S. lose a total of 14,500,000 work days a year.

BUY U.S. BONDS!

### ADIRONDACK AGENCY

ALBANY—Gov. Hugh L. Carey has named four new members to the Adirondack Park Agency including former Manhattan Assemblyman Peter Berle. Mr. Berle had previously served as chairman of the Governor's Task Force on the Environment. Also

named to the agency were Robert Flacke, of Lake George; Francis Trudeau, of Saranac Lake, and Anne LaBatstille, of Big Moose. Agency members are paid \$100 a day while on official business up to a maximum of \$5,000 annually.

"'CHICAGO' IS A MARVEL!"

—Time Magazine

"THE BROADWAY MUSICAL AT ITS BEST."

—Newsweek Magazine

GUEN VERDON · CHITA RIVERA  
JERRY ORBACH  
**CHICAGO**

BOOK BY FRED EBB · MUSIC BY BOB FOSSE · LYRICS BY JOHN KANDER · FRED EBB

DIRECTED AND CHOREOGRAPHED BY BOB FOSSE

MAIL ORDERS NOW!

MON. THRU. FRI. EVGS.	SAT. EVGS.	WED. MATS.	SAT. MATS.
ORCH. \$16.00	\$17.50	\$12.50	\$14.00
MEZZ. 13.50	15.00	10.00	12.00
BALC. 11.00	12.00	9.00	10.00
10.00	11.00	8.00	9.00
9.00	10.00	7.00	8.00
8.00	9.00		

46th STREET THEATRE

229 West 46th Street, 246-4271

Charge/Mail, Cred. Card (212) 739-7177



## "JAWS" IS BACK!



# JAWS

ROY SCHEIDER ROBERT SHAW RICHARD DREYFUSS  
**JAWS**

Co-starring LORRAINE GARY · MURRAY HAMILTON  
A ZANUCK/BROWN PRODUCTION · Screenplay by PETER BENCHLEY and CARL GOTTLIEB · Based on the novel by PETER BENCHLEY  
Music by JOHN WILLIAMS · Directed by STEVEN SPIELBERG  
Produced by RICHARD D. ZANUCK and DAVID BROWN  
A UNIVERSAL PICTURE · TECHNICOLOR · PANAVISION

PG — MAY BE TOO INTENSE FOR YOUNGER CHILDREN

Catch it NOW a Universal Showcase Theatre

MANHATTAN	BROOKLYN	QUEENS	NASSAU	SUFFOLK
GUILD'S FORUM 47th ST. FLORIN'S CINE 42nd ST. ASTRAL BRANDT'S ESSEX LIGHTSTONE'S QUAD #3 BRONX BRANDT'S ALLERTON POZIN'S BAINBRIDGE POZIN'S SHORE'S KENT PALACE STATEN ISL. HANNA'S FOX PLAZA #2 NEW OAP	LIGHTSTONE'S BENSON #1 INTERBORO'S BROOKLYN HEIGHTS #1 CREATIV'S CHOPIN LIGHTSTONE'S GRANADA POZIN'S KENT UA OASIS REX CINEMA BRANDT'S SANDERS WILLIAMSBURG N.Y. STATE FILM BOOKER'S CINEMA #1 NEWBURGH ROSENDALE ROSENDALE	UA CASINO RICHMOND HILL TRIANGLE'S DELUXE WOODSIDE BRANDT'S DRAKE HEAD PARK BRANDT'S FAIR JACKSON HEIGHTS UA QUARTET #1 FLUSHING BRANDT'S ROCKDALE JARICA BRANDT'S SURFSIDE CIN ROCKAWAY PK NEW JERSEY CASTLE IRVINGTON CHATHAM CINEMA CHATHAM FLORIN'S CINEMA BERNARDSVILLE FILM BOOKER'S DIRECTOR'S CHAIR JACKSON DUNELLEN DUNELLEN	CENTURY'S ARGENT MOHT C.G.T. BEACON PT. WASH. CINEMA OLD BETHPAGE S.G.T. GRAND AVE BALDWIN D.C.S. HERRICKS LYNDROOD WESTBURY WESTBURY WESTCHESTER GROUP CINEMA HARRISON GROUP CINEMA'S KENT FINNEY YORKTOWN HTS. CREATIV'S LAUREL LINDEN UA MALL #3 MADAGASCAR MOVIES UA SQUIRE GREAT NECK SCHLEMAN'S STUDIO 1 LYNDROOD WESTBURY WESTBURY WESTCHESTER TRIANGLE'S PICKWICK DOBBS FERRY TRIANGLE'S ROME PLEASANTVILLE LESSER'S TRIANGLE YORKTOWN HTS. BRANDT'S MAYFAIR W. NEW YORK NECHT'S MEADTOWN KINELON UA PALACE BERGENFIELD FLORIN'S PARK LANE MADISON	CREATIV'S CINEMA WEST PT. JEFFERSON UA COLLEGE PLAZA #2 FARMINGVILLE LESSER'S HATTITUCK #1 HATTITUCK UA NO. BABYLON NO. BABYLON SHORE'S PINE CINEMA CORAUA UA SAYVILLE SAYVILLE SHIRLEY #2 SHIRLEY UA SMITHTOWN SMITHTOWN LIGHTSTONE'S SOUTH BAY #3 W. BABYLON WEST ISLIP TWINS 1 & 2 W. YULIP FLORIN'S PLAZA LINDEN POZIN'S RIALTO RIDGEFIELD PARK FILM BOOKER'S STRATHMORE MATAMORA

(For fullest enjoyment - see "JAWS" from the beginning.)

"She's still glowing, she's still growing, she's still going strong."

PEARL BAILEY in HELLO, DOLLY!

with BILLY DANIELS

Seats Now at Box Office

LIMITED ENGAGEMENT 6 WEEKS ONLY! Now thru Sun. Dec. 14  
Tickets available at Ticketron 541-7290  
For Group Sales only call (212) 354-1032  
MINSKOFF THEATRE 45th Street W. of 8 way • 869-0550

Candide  
The theatrical event of the year!

CANDIDE AT THE BROADWAY THEATRE

"THE MOST STYLISH BROADWAY MUSICAL SINCE 'PIPPIN.' A SIGHT TO BEHOLD, SPECTACULAR LOOKING AND SLICKLY DONE."

— Douglas Watt, Daily News



For Group Sales only call: 354-1032 MAJESTIC THEATRE 247 West 44th St. • 246-0730



# Latest State And County Eligible Lists

CIVIL SERVICE LEADER, Tuesday, December 2, 1975

**EXAM 27-467**  
DIRECTOR, DIVISION OF LIBRARY DEVELOPMENT  
Test Held Sept., 1975  
List Est. Nov. 19, 1975

- 1 Frantz John C Forest Hills .....97.0
- 2 Flores Robert J Latham .....94.0
- 3 Gillock Oliver Trenton .....93.0
- 4 Stevens Frank A Arlington .....93.0
- 5 Cohen Nina T Seattle .....93.0
- 6 Judd John V Ballston Lake .....90.0
- 7 Weber Ruth A East Patchogue .....81.0
- 8 Hasemeier A C Utica .....79.0
- 9 Enquist J H Albany .....79.0
- 10 Jansen Guenter Bellport .....78.0
- 11 Vrooman Hugh T Schenectady .....76.0

**EXAM 35-671**  
PLANT SUPT B  
Test Held Jan. 18, 1975  
List Est. Nov. 13, 1975

- 1 Butler Richard Elmira .....83.1

**EXAM 35-672**  
PLANT SUPT C  
Test Held Jan. 18, 1975  
List Est. Nov. 13, 1975

- 1 Farmer Walter W Yorkville .....98.0
- 2 Acken George C Wingdale .....94.5
- 3 Bowers George F Rome .....92.5
- 4 Reynolds John J Orangeburg .....92.3
- 5 Zoellner Peter Smithtown .....90.1
- 6 Sykora Joseph C Staten Is .....88.2
- 7 Maddox Walter H Bronx .....88.1
- 8 Moran Edward J Bronx .....88.0
- 9 Pryor Gerald W Whitesboro .....87.6
- 10 Reynolds George Utica .....87.0
- 11 Vannostrand W B Ovid .....84.2
- 12 Farnitano J B Staten Is .....84.0

- 13 Marciano E Wilton .....84.0
- 14 Mahon Thomas M Queens Vill. ....81.7
- 14A Cawley Kenneth Mt Morris .....81.5
- 15 Seymour Milton Newark .....80.8
- 16 Benedict R K Bellvale .....79.1
- 17 Sager Howard A Perrysburg .....78.5
- 18 Bentley Marvin Verona .....78.5
- 19 McCarney Paul F Rochester .....77.5
- 20 None
- 21 Quinn Howard C Ogdensburg .....76.8
- 22 Keely William T Orangeburg .....72.9

**EXAM 35-673**  
PLANT SUPT B  
Test Held Jan. 18, 1975  
List Est. Nov. 13, 1975

- 1 William C E Binghamton .....95.0
- 2 Goodwin George Melrose .....94.8
- 3 Fedoryk William Brooklyn .....92.1
- 4 Reynolds John J Orangeburg .....89.8
- 5 Zoellner Peter Smithtown .....87.6

- 6 Vreeland R J Otisville .....85.9
- 7 Pryor Gerald W Whitesboro .....85.1
- 8 Sykora Joseph C Staten Is .....84.2
- 9 Marciano E Wilton .....82.5

**EXAM 35-674**  
PLANT SUPT C  
Test Held Jan. 18, 1975  
List Est. Nov. 13, 1975

- 1 Lewis Herbert Depew .....92.1
- 2 Haviland L J Binghamton .....88.5
- 3 Didonato Tony Walden .....86.7
- 4 Reballat C E Brentwood .....86.0
- 5 Schaar Ralph F Oneonta .....85.4
- 6 McHerron Jack A Tully .....85.0
- 7 McGrath John L Syracuse .....79.9
- 8 Perron Austin J Dix Hills .....79.5
- 8A Scorsone Thomas Geneseo .....79.0
- 9 Clark John E Brewerton .....78.5
- 10 Newton Hobart P Syracuse .....78.5
- 11 Taravella C J Cortland .....78.0

- 12 None
- 13 Bologna William Islip Ter .....76.6
- 14 Conine Kenneth Andes .....74.9

**EXAM 35-675**  
PLANT SUPT B  
Test Held Jan. 18, 1975  
List Est. Nov. 13, 1975

- 1 Howell Ralph L Johnson City .....87.4
- 2 Didonato Tony H Walden .....82.2
- 3 Newton Hobart P Syracuse .....79.5
- 4 Emmi Richard Northport .....77.6
- 5 Scorsone Thomas Geneseo .....77.5

**EXAM 35-676**  
PLANT SUPT C  
Test Held Jan. 18, 1975  
List Est. Nov. 13, 1975

- 1 Keith Bertram G Staatsburg .....86.6
- 2 Sorenson Edward Scotia .....86.5

(Continued on Page 12)

**EXAM 35-668**  
PLANT SUPT C  
Test Held Jan. 18, 1975  
List Est. Nov. 13, 1975

- 1 Fisher John K Plattsburgh .....90.0
- 2 Savage John L Saratoga .....87.7
- 3 Houston Robert Atica .....87.5
- 4 Stanton C G Skaneateles .....83.5
- 5 Westover George Coxsackie .....83.5
- 6 Skinner George Elms .....80.4

**LEGAL NOTICE**

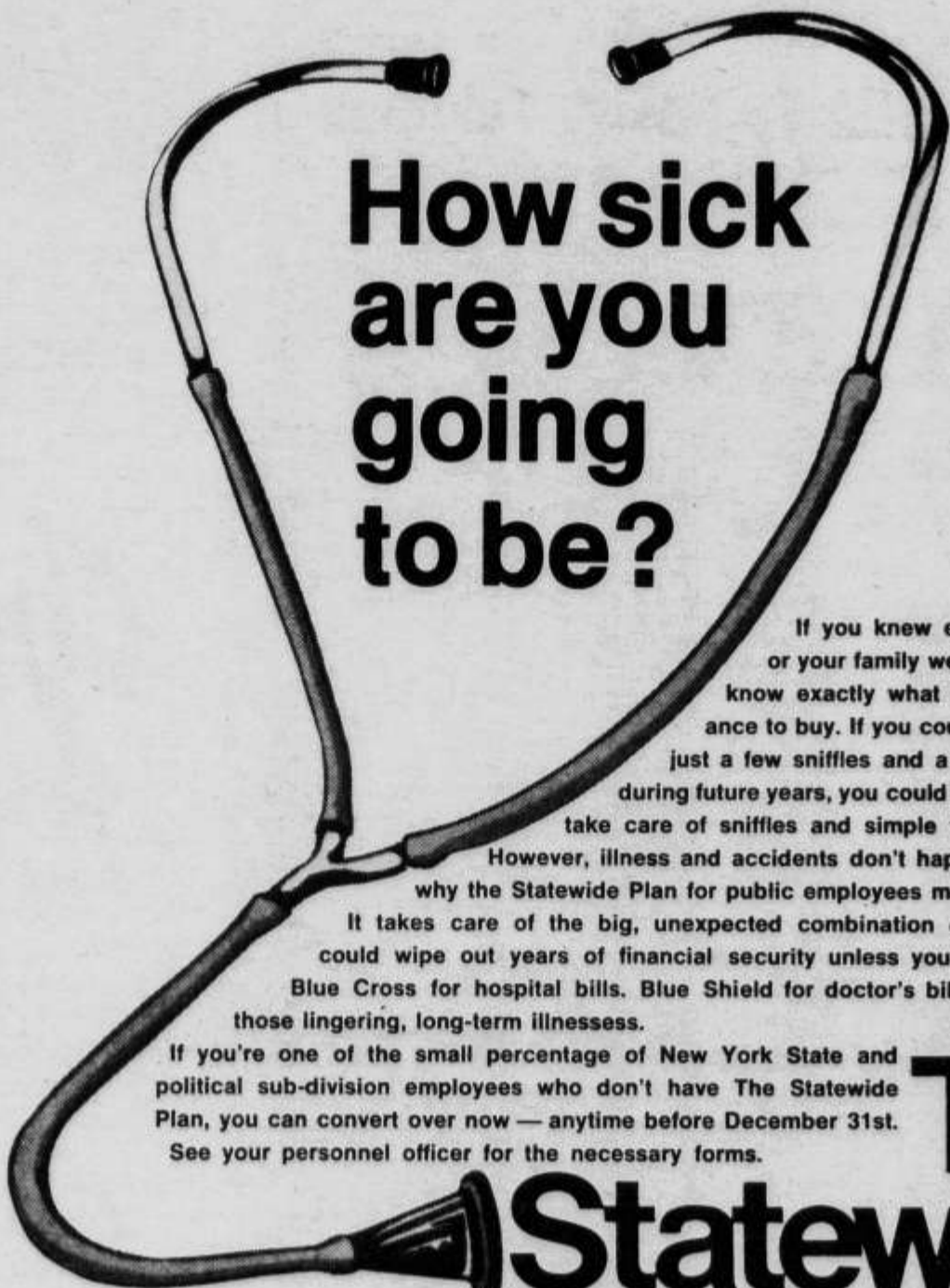
**CRYSTAL & CRYSTAL.**

—Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on October 2, 1975. Name and principal place of business—Crystal & Crystal, 235 Park Avenue South, New York, N. Y. Nature of business—to furnish office and management services. General Partner—Bernard S. Crystal, (Residence) 119 Meadowview Avenue, Hewlett Bay Park, New York, Limited Partner—Frederick H. Crystal, (Residence) 78 Neptune Avenue, Woodmere, New York, (cash contribution) \$100, (share of profits) 33-1/3%. Term of Partnership—July 1, 1975 to June 30, 1979, unless sooner terminated. No additional contributions required to be made by any Limited Partner, but failure to contribute when called upon may result in diminution of limited partnership interest. No agreed time prior to termination for return of Limited Partner's contributions. A Limited Partner may transfer his interest in the Partnership to a member of his immediate family or gift, devise or descent, all as more fully set forth in the Partnership Agreement, may assign his interest on notice to General Partner, but may substitute an assignee as a new limited partner only upon unanimous consent of all General and Limited Partners, all as more fully set forth in the Partnership Agreement. Additional limited partners may be admitted upon the unanimous written consent of all General and Limited Partners upon such terms as said Partners unanimously decide. No Limited Partner has priority over any other Limited Partner as to contributions or compensation by way of income. Partnership is dissolved upon the death, incapacity or retirement of a General Partner except that in the case of retirement, a new general partner may be admitted, all as provided in the Partnership Agreement. No Limited Partner has right to demand property other than cash in return for his contribution.

**LEGAL NOTICE**

**469 GEORGIA AVENUE ASSOCIATES,**

293 Central Park W. NYC.—Substance of Certificate of Limited Partnership filed in New York County Clerk's Office October 15, 1975. Business: Sell, purchase trade and deal in real property, mortgage leases and all other interests in real property. General Partners: Ralph L. Eagle, 940 Grand Concourse, Bronx, N.Y.; Joseph Kurta, 72-39 43rd Ave., Woodside Queens, N.Y.; Samuel D. Hoffman, 293 Central Park West, N.Y. Limited partners' cash contribution and share of proceeds: Emma R. Hoffman, 293 Central Park W., NYC.; Samuel Greenberg, 116-10 226th St., Cambria Hts., Queens, NY; Ivan Goch, 19131 NE 20th Rd., N. Miami Beach, Florida; \$4,000 each, 11-1/9% each. Partnership to continue until midnight April 4, 1977, and may be further extended for a period of 5 years. None of the limited partners have agreed to make any additional contribution. Contribution to be returned upon termination. No additional limited partners. No limited partner has priority over any other limited partners as to contribution or compensation. On death, protracted disability, retirement or insanity of any one or two general partners the remaining general partner or partners may continue. No limited partner may demand or receive property other than cash in return for contribution. Each partner may assign or otherwise dispose of his interest and must notify partnership of such action by certified mail to partnership place of business 5 days prior to such action, giving name, business and residence address of person to whom disposition made. Such assignee bound by all the terms and provisions of this agreement, subject to other agreement of partners of even date (April 5, 1967).



## How sick are you going to be?

If you knew exactly how sick you or your family were going to be, you'd know exactly what kind of health insurance to buy. If you could accurately predict just a few sniffles and a simple tonsillectomy during future years, you could buy a plan that would take care of sniffles and simple tonsillectomies.

However, illness and accidents don't happen that way. That's why the Statewide Plan for public employees makes the most sense.


It takes care of the big, unexpected combination of medical bills that could wipe out years of financial security unless you're properly covered. Blue Cross for hospital bills. Blue Shield for doctor's bills. Major Medical for those lingering, long-term illnesses.

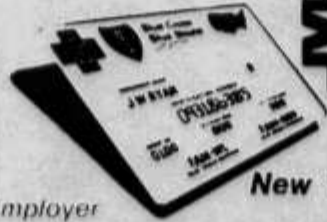
If you're one of the small percentage of New York State and political sub-division employees who don't have The Statewide Plan, you can convert over now — anytime before December 31st. See your personnel officer for the necessary forms.

# The Statewide Plan

 Blue Cross

 Blue Shield

 Major Medical



New York State's No. 1 Get Well Card gets even better.

Equal Opportunity Employer



# Latest State And County Eligible Lists

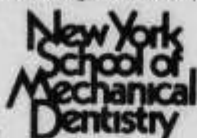
(Continued from Page 11)

EXAM 24-139 PLANT SUPT B Test Held Jan. 18, 1975 List Est. Nov. 14, 1975	4 Fedoryk William Brooklyn ..... 93.5 5 Fisher John K Plattsburgh ..... 90.5 6 Lewis Herbert Depew ..... 88.5 7 Butler William Beacon ..... 87.0 8 Sorenson Edward Scotia ..... 85.5 9 Quaglieri Julio Delmar ..... 85.0 10 Ramsay John R Binghamton ..... 84.5 11 Zoellner Peter Smithtown ..... 84.5 12 Hyatt John E Menands ..... 84.0	13 Julian Roger E Saratoga ..... 84.0 14 Butler Richard Elmira ..... 83.5 15 Vreeland R J Otisville ..... 83.5 16 Boettner August Schenectady ..... 83.0 17 Murphy William Lancaster ..... 83.0 18 Savage John L Saratoga ..... 82.5 19 Breaker Robert Centereach ..... 82.0 20 Linhart Richard Oneonta ..... 81.5 21 Relation Albert Albany ..... 81.0 22 Reed William W Latham ..... 80.5 23 Farnitano J B Staten Is ..... 80.0 24 Smith Duane G Kirkville ..... 80.0 25 Moran Edward J Bronx ..... 80.0 26 Marciano E Walton ..... 78.5 27 Martin Lawrence Brooklyn ..... 78.0 28 Bentley Marvin Verona ..... 77.5 29 Billings James Stormville ..... 76.0 30 O'Neill Joseph J Newark ..... 75.5 31 Seymour Milton Newark ..... 75.5 32 Cybulski W V Buffalo ..... 74.0 33 Benedict R K Bellvale ..... 74.0
---	---	--

## DENTAL TECHNOLOGY A Lifetime Career

Licensed by New York State Education Department Veterans training approved. Coed. Authorized under Federal Law for non-immigrant alien students (foreign.) Placement assistance for graduates. Morning, Afternoon, Evening. Weekly payments. Write Booklet L.

55TH YEAR  
CALL 675-7272  
205 W. 19th NYC 10011  
START TRAINING NOW.



### EXAM 34-745 SR CLERK

Test Held May 3, 1975  
List Est. Sept. 2, 1975  
(Continued from Last Week)

529 Dangelico D A Watervliet ..... 86.9 530 Esposito F P Schenectady ..... 86.9 531 Ogbury David F Guilderland ..... 86.9 532 Dechiro Helena Watervliet ..... 86.9 533 Dillon Gertrude Morrisville ..... 86.9 534 Strobel John L Mt Morris ..... 86.9 535 Lee Benjamin C Slingerlands ..... 86.8 536 Thompson Ann M Clay ..... 86.8 537 Quantville S H Syracuse ..... 86.8 538 Frasca Diane E New Rochelle ..... 86.8 539 Bouck James G Schenectady ..... 86.8 540 Grzmar Janice O Tappan ..... 86.8 541 Petrak E A Wappingers ..... 86.8
---

(To Be Continued)

### Help Wanted M/F

TEMP MALE/FEMALE NO FEE

## OLSTEN

Good Paying  
Jobs Now  
Available For

### SECRETARIES

(with or without steno)

### TYPISTS

(Biller-copy-stat & manuscript)

### CLERKS

All Other Office Skills

Our Rates And  
Bonus Programs  
Are Among The Best

ALSO NOW OPEN FOR  
YOUR CONVENIENCE OUR  
NEW OFFICE LOCATED AT  
139 EAST 23rd ST-2nd Flr

## OLSTEN

TEMPORARY SERVICES

EAST SIDE: 60 E. 42 St Rm 1060  
EAST SIDE: 139 E 23 St 2d Flr  
WEST SIDE: 152 W 42 St. Lobby Flr  
BROOKLYN: 26 Court St Rm 201  
STATEN ISL: 40 Richmond Terr  
REGO PARK: 95-20 63rd Road  
BRONX: 120 E. Fordham Rd Rm 7

An equal opportunity employer

### For Sale - Automobile

1972 B.M.W. 2002. Excellent cond., a/c, AM-FM, Stereo, new shocks. Call eve. 851-0675 or 332-0531.

**T Y P E W R I T E R S**

**A D D E R S**

MIMEOS ADDRESSERS,  
STENOTYPES  
STENOGRAPH for sale  
and rent. 1,000 others.

**Low-Low Prices**

**ALL LANGUAGES  
TYPEWRITER CO., Inc.**  
119 W. 23 St. (W. of 6th Ave.)  
N.Y., N.Y. CHelsea 3-8084

### FLORIDA JOBS

Federal, State, County, City.  
FLORIDA CIVIL SERVICE BULLETIN.  
\$5 yearly. 6 issues.  
P.O. Box 440999 L  
Miami, Fla. 33144

## HELP WANTED

(A special Leader service to help you find the job you want in private industry.)

ADDING Machine/Calculator Operators. Atlas Temps (agency), 194 7th Ave. (21st St.) 243-4910.

ADMINISTRATIVE Assn., all areas of accounting, programming, systems. Winston Agency, 18 E. 41st St. 889-1700.

ATTORNEYS, Fee paid, Hi salary. Do you want to practice? Or do you have a secret desire to step up to management? Come in, call or send your resume to: John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

AUDITOR/INTERNAL. Fee paid. \$15,000. 2 years public accounting experience plus knowledge E.D.P. John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

BOILER Inspector \$10/14,000 Fee Paid. High or low pressure exp. required. Cornwall Agency, 179 Broadway. 349-2520.

BANK CLERKS. Fee paid. To \$185. John Brady Personnel Inc., 18 East 41 Street, Suite 104, Mezzanine.

BILLER/TYPIST, good figure aptitude. Downtown, Midtown, Uptown, rapid raises—excellent benefits. John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

BOOKKEEPERS. Atlas Temps (agency) 194 7th Ave. (21st St.) 243-4910.

CHEM. SALES, F/PD, \$11-15,000. Trainee or some sales experience. Must have chem. degree. John Brady Personnel Inc., 18 East 41 Street, Suite 104, Mezzanine.

CLERK-Typing. Many clerk typist spots available from 9-5 P.M. Must type accurately 40 plus wpm. Salary range anywhere from \$120 to \$150 weekly. Mohawk Placement Service Inc. (agency) 12 Maiden Lane. 233-4950.

CLERK Typists. Fee Paid. \$125/\$150. Several diversified positions with this major firm. Must type 40 wpm plus. Cornwall Agency, 179 Broadway. 349-2520.

CLERK/TYPIST. Fee paid. Hi Salary. Good figure aptitude. Downtown, Midtown, Uptown, rapid raises—excellent benefits. John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

CLERKS. Winston Agency. 18 E. 41st St. 889-1700.

COLLATORS. Atlas Temps (agency). 194 7th Ave. (21st St.) 243-4910.

COLLEGE GRADS. Fee paid. Hi Sal. Management-Sales Trainees. John Brady Personnel Inc., 18 East 41 Street, Suite 104, Mezzanine.

COMPUTER OPERATORS. F/PD. Hi sal. Must know IBM360-OS, DOS. John Brady Personnel Inc., 18 East 41 Street, Suite 104, Mezzanine.

DICTAPHONE/TYPIST, Fee paid Hi salary. Downtown, Midtown, Uptown, rapid raises—excellent benefits. John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

DRIVERS. Atlas Temps (agency). 194 7th Ave. (21st St.) 243-4910.

ENGINEERS. F/Pd. \$Hi Sal. Local-national-international. We have numerous positions open for all types of engineers with all types of backgrounds and at all levels. Try us. Come in, call, or send your resume to: John Brady Personnel Inc., 18 East 41 Street, Suite 104, Mezzanine.

ENGINEER-CHEM. Fee paid, \$12,000 plus. Sales, if you have a B.S. in chem. or chem. engineering with or without sales experience and are interested in a chemical sales position please call us or send or bring a resume. Women and minority candidates welcome. John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

EXECUTIVE Secretary to Administrator. Civil Rights organization. "fee paid" \$200. Archer Personnel Agency, 301 Madison Ave. YU 6-7373.

FIGURE Clerks. Winston Agency, 18 E. 41st St. 889-1700.

FIGURE CLERK, Fee paid, Hi salary. Can you speak Japanese? rapid raises—excellent benefits. No contract to sign. John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

FIGURE CLERKS, Fee paid, Hi salary. Some typing, good figure aptitude. Downtown, Midtown, Uptown, rapid raises—excellent benefits. John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

FILE CLERK-LEGAL Fee paid, Hi salary. Some typing. Downtown, Midtown, Uptown, rapid raises—excellent benefits. John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

FRENCH/English Secy. Typing 50-60 wpm. Fashion—fee pd. \$200 plus. Archer Personnel Agency, 301 Madison Ave. YU 6-7373.

INSURANCE SALES. Fee paid, \$12-850,000. Experience or trainees. Come in for an interview or send resume to: John Brady Personnel Inc., 18 East 41 Street, Suite 104, Mezzanine.

INVENTORY Clerks. Atlas Temps (agency). 194 7th Ave. (21st) 243-4910.

MANAGEMENT, F/PD, Hi sal. Experience in plant mgmt or in trading of non-ferrous metals. John Brady Personnel Inc., 18 East 41 Street, Suite 104, Mezzanine.

MANAGEMENT TRAINEE, Fee paid, Hi salary. Executive development program. Are you accustomed to public contact? Do you want to sell your way to top management? Training at

this company is geared toward top management positions. Become a producer not just a pencil pusher! John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

PLATE Makers, Printers. Atlas Temps (agency) 194 7th Ave. (at 21st.) 243-4910.

PRINTERS: Offset or Letter Shop experience (any press ok). Atlas Temps (agency) 194 7th Ave. (at 21st St.) 243-4910.

PROGRAMMERS, Fee paid, Hi salary. Ready to switch? Come in, call or send your resume to: John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

READY TO MAKE THE CHANGE? How much longer are you going to wait? We are a full service employment agency, specialists in recruiting executives for middle and upper management. Plus a full range of office clerical staff openings. No contracts to sign. Most of our jobs are fee paid. Come in—call us or send your resume to: John Brady Personnel Inc., 18 East 41 Street, Suite 104, Mezzanine.

RECEPTIONIST. Fee paid \$125/150. Hotel chain. Vacation benefits. Meet & Greet, answer phones, typing. Mohawk Placement Service, 15 Maiden Lane. 233-4950.

RECEPTIONIST—Model. Will do receptionist work and also model for buyers. Mfg. Co. Salary to \$150. Mohawk Placement Service, 15 Maiden Lane. 233-4950.

RECEPTIONIST, F/PD. \$Hi Sal. Like to meet people? A diversified job for an attractive, well dressed, personable person, for a plush mid-town company. John Brady Personnel Inc., 18 East 41 Street, Suite 104, Mezzanine.

RECEPTIONIST Typist. Must have front desk appearance and pleasing personality to greet customers. Phone exp. helpful. To \$150 wk. Mohawk Placement Service, 15 Maiden Lane. 233-4950.

SECRETARIES: Good steno. (80 wds. up) Typing, at least 50 wds. Atlas Temps (agency), 194 7th Ave. (at 21st St.) 243-4910.

SECRETARIES—9: Steno/No Steno/Dict. Expansion. Career openings in several depts. Apply immed, start when you can. Eve interviews if nec. Cosmopolitan (agency) 15 E. 40St.—Suite 300. 686-9139. No fee.

SECRETARIES: Many spots available for those who have good typing & steno ability 50 typ./90 sten. Salaries range anywhere from \$125 to \$200 weekly. Mohawk Placement Service, 15 Maiden Lane. 233-4950.

SECRETARIES: Many positions available in all locations from Jr. to Executive. all industries. Never a fee. Never a contract. \$ to 225. Uniforce Personnel Agency, 41 E. 42nd St. 986-0600.

SECRETARIES: Winston Agency, 18 East 41st St. 889-1700.

SECRETARY: Fee paid \$185-210. International Public Relations dept. of a NON-PROFIT organization. Cornwall Agency, 179 Broadway, 349-2520.

SECRETARY, Fee paid. To \$225. Assistant to president, top skills—administrative duties. No contracts to sign. John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

SECRETARY. One of N.Y.'s fastest growing life insurance co.'s seeks two secretaries to department heads. Typing must be 50 wpm minimum with steno at 80 wpm minimum. Diversified duties including some telephone contact with agents. Young, growing company with excellent company paid benefits. Salary commensurate with experience. Contact Lynn Blaine at 889-4141.

SHIPPING CLERKS: Atlas Temps, 194 7th Ave. (at 21st St.). 243-4910.

STATISTICAL TYPIST: Must be able to use long carriage typewriter. Able to type financial reports. Salary to \$175. Mohawk Placement Service, 15 Maiden Lane. 233-4950.

STAT/TYPIST, Downtown, Midtown. Upon, rapid raises—excellent benefits. John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

STENO/TYPIST, Fee paid, Hi salary. Would you like to be a secretary? Downtown, Midtown, Uptown, rapid raises—excellent benefits. John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

TELLERS, Fee paid, Hi salary. Trainees or experienced, good figure aptitude and bondable employment background. Come to see us first. Start work next Monday! John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

TYPIST/DICTAPHONE, Fee paid, Hi salary. Would you like to be a secretary? Downtown, Midtown, Uptown, rapid raises—excellent benefits. John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

TYPISTS. Free jobs. \$Hi salary. Experienced typists. See us first—start work next Monday. Positions open in all areas. Uptown, downtown. These companies offer excellent benefits plus bonuses and a happy working atmosphere and most important, job security plus a wonderful vacation policy. No contract to sign at: John Brady Personnel Inc., 18 East 41 Street, Suite 104, Mezzanine.

TYPISTS: Winston Agency, 18 E. 41st St. 889-1700.

a brand new very old idea.

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 29 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.

DEIGHAN REAL ESTATE  
VERMONT LOG BUILDINGS REP.  
159 Main Street  
Lake Placid, N.Y. 12946 518-523-2488

## REAL ESTATE VALUES

Publisher's Notice:  
All real estate advertised in this newspaper is subject to the Federal Fair Housing Act of 1968 which makes it illegal to advertise "any preference, limitation, or discrimination based on race, color, religion, sex, or national origin, or an intention to make any such preference, limitation, or discrimination."

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

**CAMBRIA HTS \$38,990**  
**CORNER BRICK 5 & 4**  
Ideal mother/daughter with 2 separate modern apartments, 2 car garage. Many extras.

**QUEENS HOME SALES**  
172-35 Hillside Ave., Jamaica  
**658-7510**

**House For Sale - Queens**  
CAMBRIA HTS — \$38,990. Corner Brick 5 & 4. Ideal mother/daughter with 2 separate modern apartments, 2 car garage. Many extras. QUEENS HOMES SALES, 172-35 Hillside Ave., Jamaica — 658-7510.

**For Sale - N.Y. State**  
KERHONKSON — 9 cleared ac., springs on property, 800' frontage. Terms. 212 225-6222 after 5 p.m.

**Lots & Acreage N.Y. State**  
DELAWARE COUNTY. Watch the deer from your window on this 5 acre parcel of land with lots of apple trees, lovely view of the country side. Owner will finance with 25% down 8 1/2% interest. \$4,900.

5 ACRES of open land with a good sturdy barn for horses. Owner financing. Priced to sell fast \$5,900. More land available.

HUNT AGENCY, 34 River St, Sidney, N.Y. 13838. Open everyday including Sunday. Call 607-563-1993. Send for our brochure.

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

**Property For Sale - NY State**  
UPSTATE MOHAWK VALLEY Real Estate. 400 acre farm. Profitable garage. Trailer park and service and sales. Complete listings, dwellings, businesses, farms, country property, retirement homes. Triumpho, Broker, Canajoharie, New York. 518-993-2341.

Enjoy Your Golden Days in Florida

**SAVE ON YOUR MOVE TO FLORIDA**  
Compare our cost per 4,000 lbs to St. Petersburg from New York City. \$583.20; Philadelphia, \$553.20; Hartford, Conn., 4,000 lbs., \$612.80, or an estimate to any destination in Florida.

**Write SOUTHERN TRANSFER and STORAGE CO., INC**  
Tel (813) 822-4241  
DEPT. C, BOX 10217  
ST. PETERSBURG, FLORIDA, 33733

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

**FLORIDA MOBILEHOME LIVING IS EASIER**  
Your choice of 3 areas: Pompano Beach in S. Fla., Sebastian in Indian River country & Venice on the Gulf Coast. All homes backed with full 1 year warranty for your protection. Gene Metzger's Highland Mobile Home Sales, 4689 N. Dixie Hwy., Pompano Beach, Fla. 33064, (305) 946-8961.

**FLORIDA JOBS**  
Federal, State, County, City.  
FLORIDA CIVIL SERVICE BULLETIN.  
\$5 yearly. 6 issues.  
P.O. Box 440999 L  
Miami, Fla. 33144



# TO HELP YOU PASS GET THE ARCO STUDY BOOK

BOOKS	PRICES
Accountant Auditor	6.00
Administrative Assistant Officer	8.00
Assessor Appraiser (Real Estate)	6.00
Attorney	5.00
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
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	2.00
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	6.00
Court Officer	6.00
Dietitian	5.00
Electrician	6.00
Electrical Engineer	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
Lt. Fire Dept.	8.00
Lt. Police Dept.	8.00
H.S. Diploma Tests	5.00
H.S. Entrance Examinations	4.00
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
Librarian	4.00
Machinists	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)	6.00
Parking Enforcement Agent	4.00
Police Administrative Aide	5.00
Prob. and Parole Officer	6.00
Police Officers (Police Dept. Trainee)	6.00
Playground Director — Recreation Leader	6.00
Postmaster	5.00
Post Office Clerk Carrier	4.00
Post Office Motor Vehicle Operator	4.00
Postal Promotional Supervisor-Foreman	5.00
Preliminary Practice for H.S. Equivalency Diploma Test	4.00
Principal Clerk-Steno	5.00
Probation and Parole Officer	6.00
Professional & Administrative Career Exam	6.00
Professional Trainee Admin. Aide	5.00
Railroad Clerk	4.00
Sanitation Man	4.00
School Secretary	4.00
Sergeant P.D.	7.00
Senior Clerical Series	5.00
Social Case Worker	6.00
Staff Attendant and Sr. Attendant	4.00
Stationary Eng. and Fireman	6.00
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

# Promotion Exams For Clerks, Engineers, Nurses, Others Set

ALBANY—The State Civil Service Department is currently accepting applications for promotional jobs as account clerks, audit clerks, statistics clerks, thruway storekeepers, and supervisors, draftsmen, nurse administrators and sanitary engineers. Applications will be accepted until Dec. 8, with examinations scheduled for Jan. 17, 1976.

State employees with three months' experience in a clerical post allocated to Grade 3 or higher may apply for the clerical positions exam, 35-874. Account clerk, audit clerk and statistical clerk vacancies will be filled from this test. The written exam will test knowledge in areas such as arithmetic computations, name and number checking, alphabetizing and following directions.

For principal thruway storekeeper, exam 35-882, candidates must have one year's work as a senior thruway storekeeper or thruway stores assistant. The \$10,826 a year post is also open to individuals in clerical positions allocated to Grade 7 or higher. Assistant thruway stores supervisor, exam 35-881 is open to workers with one year's experience as a principal thruway stores supervisor or two years' as senior thruway storekeeper. For thruway stores supervisor, exam 35-880, one year as an assistant thruway stores supervisor or two years' as principal thruway storekeeper is necessary.

The Jan. 17 test will include questions on storekeeping and inventory control; preparation of written material; administration; and supervision.

State workers who have served in a drafting post at Grade 8 or higher may apply for the G-11 post of senior draftsman (architectural), exam 35-878. One year's experience as a senior draftsman (architectural) will qualify applicants for principal draftsman (architectural), exam 35-879. Knowledge of drafting techniques, architectural practices, mathematics and architectural layouts and details will appear on the written test.

Nurse administrator I (psychiatric), a G-19 post, is open to employees of the Mental Hygiene Department who have one year's experience as a nurse II, G-15. Applicants must also have two years of college in courses in nursing, psychology and sociology. No written test will be held, with candidates being rated on the basis of their training and experience.

For assistant sanitary engineer (design), a G-19 job, candidates must have served in an engineering post with the Office of General Services, Executive Department for at least one year. The work must have been at the G-15 level or higher. Senior sanitary engineer, a G-23 post, is open to General Services workers in an engineering position allocated to

G-19 or higher and one year's experience.

The written exam will test for knowledge in sanitary engineering planning; site drainage; hydraulics; contract documents; and preparation of written material.

Employees of the Environmental Conservation Department with at least one year's experience in an engineering post allocated to G-23 or higher, may apply for associate sanitary engineer (solid waste management). The written test for the G-27 job

will include questions on resource recovery technology; construction methods; state and federal solid waste management laws; and supervision.

Applications and detailed information may be obtained from department personnel or business offices. In addition, candidates may obtain forms through the State Civil Service Department at: State Office Building Campus, Albany; Two World Trade Center, Manhattan; or Suite 760, Genesee Building; 1 West Genesee St., Buffalo.

## Rockefeller Public Awards Are Now To Include Local And State Level Workers

PRINCETON, N. J.—Judges of the Rockefeller Public Service Awards Program announced that this year the program will recognize outstanding contributions in public service at the local and state level in addition to those performed on the national level within or outside government service.

For the past 22 years, the Rockefeller Awards focused on distinguished work by federal career officials. The new awards program will honor individuals who have made valuable contributions to the improvement of society whether they are career public officials or not. Individuals in non-profit organizations, citizen groups, educational institutions and private enterprise as well as those in government service are all now eligible.

The program is administered by the Woodrow Wilson School of Public and International Affairs at Princeton University. It is anticipated that five awards of \$10,000 each will be presented in the late fall of 1976.

Although five awards are planned, nominations are invited in nine problem areas. These are expansion of employment opportunities; management of social conflict; reforming energy policies and practices; administration of justice and the reduction of crime; rethinking and readjusting economic policies; restructuring intergovernmental relationships; reconsidering the role of public sector employment; redefining the role of the United States in world order, and international protection of resources and environments.

Nominations are due prior to April 30, 1976. Additional information is available from Rockefeller Public Service Awards, Woodrow Wilson School, Princeton University, Princeton, N. J.

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 \_\_\_\_\_

#### LEGAL NOTICE

QUINCY PARTNERS. Substance of Amendment of Certificate of Limited Partnership filed in New York County Clerk's Office November 7, 1975. The following have been admitted as limited partners and their cash contribution: The Hillman Company, Grant Bldg. Pittsburgh, Pa. \$46,000; Canny, Bowen, Howard, Puck & Associates, Inc. 425 Park Ave. NYC. \$14,000; Donald J. Sutherland, High Farms Rd. Glen Head, NY. \$20,000; George J. Hauptfuhrer, Jr. Robert P. Hauptfuhrer as Tenants in Common, 1710 Martins Lane, Gladwyne, Pa. \$15,000; Vestor Corporation, 72 Colonia Miramonte, Scottsdale, Ariz. \$15,000; Swiss American Corporation, 100 Wall St. NYC. \$15,000; Edith P. Murnane, Box 505 Locust Valley, NY. \$15,000; Siragusa Brothers Partnership, Box 883, Lake Forest, Ill. \$15,000; Diana H. Parkinson, Valley Road, Locust Valley, NY. \$15,000; Rend & Co. Winters Bank Bldg. Dayton, Ohio. \$15,000.



# CSEA's Retiree Chapter Growth Continues Lively

ALBANY—"Recently retired Civil Service Employees Assn. members who want to continue their membership in the Association sometimes don't know who to contact in order to join a retiree chapter in their area," according to Thomas Gilmartin, CSEA retiree coordinator, in a statement prepared for the retirees committee meeting Dec. 3.

"Usually the regular chapter president puts the new retiree in touch with officers of the retirees chapter in that area," Mr. Gilmartin noted. "But a newly retired public employee can also write to or call the nearest retiree chapter president."

Mr. Gilmartin has prepared the following list to aid new retirees:

**BINGHAMTON AREA RETIREE CHAPTER NO. 902.** (Counties: Broome, Chenango, Delaware, Otsego). President: Donald L. Buswell, 11 Cray Ave., Binghamton, N. Y. 13905.

**ROCKLAND-WESTCHESTER COUNTIES RETIREE CHAPTER NO. 918.** President: George Celentano, 157 N. Magnolia Ave., Pearl River, N. Y. 10965.

**CAPITAL DISTRICT RE-**

## Dominick Eramo Cited In Utica

LITTLE FALLS—Dominick J. Eramo was honored recently following his retirement as a license investigator with the Utica Office of the State Department's Division of Licensing Services. Mr. Eramo served the state for 24 years.

The dinner was held at the Manor Inn here and principal speakers included Elia J. Malara, Fred E. Cape and Frank Nichols, all officials of the Department of State. Chra Boone of the Fort Schuyler chapter, Civil Service Employees Assn., served as dinner chairman and Stephen P. Cimino Sr. of the Department of State-Albany was master of ceremonies.

A World War II veteran, Mr. Eramo is a member of the Veterans of Foreign Wars, the Italian-American War Veterans and the Disabled American Veterans. He is also a member of the Herkimer Memorial Hospital Board of Managers and serves as chairman of the hospital's building committee.

Mr. Eramo was presented with a purse, a book of autographs and a service pin.

**TRENTON AREA RETIREE CHAPTER NO. 909.** (Counties: Albany, Columbia, Greene, Fulton, Hamilton, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Warren, Washington). President: John J. Kennedy, 271 Hoosick St., Troy, N. Y. 12180.

**ROCHESTER AREA RETIREE CHAPTER NO. 912.** (Counties: Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming). President: Ruth McFee, 4305 Buffalo Road, North Chili, N. Y. 14514.

**NASSAU COUNTY RETIREE CHAPTER NO. 919.** President: William L. Mensel, 18 Forest Dr., Plainview, N. Y. 11803.

**ITHACA AREA RETIREE CHAPTER NO. 905.** (Counties: Chemung, Cortland, Schuyler, Tioga, Tompkins). President: Helen B. Musto, 24 Meadowbrook Court, Newfield, N. Y. 14867.

**SUFFOLK COUNTY RETIREE CHAPTER NO. 920.** President: Hilda Runz, 13 Peters Blvd., Central Islip, N. Y. 11722.

**POUGHKEEPSIE AREA RETIREE CHAPTER NO. 909.** (Counties: Dutchess, Putnam). President: Tris Schwartz, 12 Mansion Drive, Hyde Park, N. Y. 12538.

**SYRACUSE AREA RETIREE CHAPTER NO. 913.** (Counties: Cayuga, Onondaga, Oswego). President: John Tanzi, R D No. 5, Auburn, N. Y. 13021.

**ORANGE-ULSTER-SULLIVAN COUNTIES RETIREE CHAPTER NO. 917.** President: John VanDuzer, 31 Electric Ave., Middletown, N. Y. 10940.

The following retiree chapters have been organized but are presently not yet chartered by the Board of Directors:

**S.A.Y. RETIREE CHAPTER NO. 907.** (Counties: Steuben, Allegany, Yates). Temporary President: O. Ward Alden, 10 Thorpe Ave., Hammondsport, N. Y. 14840.

**BUFFALO AREA RETIREE CHAPTER NO. 903.** (Counties: Cattaraugus, Chautauqua, Erie, Niagara). Temporary President: Grace Hillery, 6 Navaho Parkway, Buffalo, N. Y. 14210.

**NEW YORK CITY AREA RETIREE CHAPTER NO. 910.** (Boroughs: Bronx, Manhattan, Brooklyn, Queens, Staten Island). Temporary President: Martha W. Owens, 109-30 172 St., Jamaica, Long Island, N. Y. 11433.

**UTICA AREA RETIREE CHAPTER NO. 914.** (Counties: Herkimer, Madison, Oneida). Temporary President: George F. Butler, 445 Loraine Ave., Utica, N. Y.

The following counties do not have retiree chapters, although efforts are in the plans to organize: Jefferson, Lewis, St. Lawrence, Clinton, Essex and Franklin.

## NYC Retirees Vote Approval Of A Charter

MANHATTAN—Almost 100 retirees attending a recent meeting of the New York City Retirees chapter, Civil Service Employees Assn., voted approval of a chapter constitution which has been submitted to the Association's charter committee.

The meeting, which was held at the World Trade Center, was presided over by Martha Owens, president pro tem.

Speakers included Thomas Gilmartin, CSEA retiree coordinator, who outlined the goals of CSEA retiree chapters throughout the state, and William L. Mensel, president of the Nassau County Retirees chapter, who emphasized the importance of cooperation and active participation of members, particularly in getting new chapters organized.

Ms. Owens said that retirees legislative goals include a cost of living increase built into pension allowances regardless of retirees' age; a life insurance certificate for all retirees; and that the first \$5,000 of pension allowances be exempt from federal tax.



**PRESIDENTIAL REWARD** — Broome Community College Civil Service Employees Assn. unit retirees Eleanor Troy, left, and Joseph Vilecco, right, were honored guests at the unit's recent officers' installation ceremony. Ms. Troy prepares to plant a kiss on unit president Frank Martin's cheek. Being a unit president does have its rewards.

## Give Added Income Guide

WASHINGTON, D.C.—Persons who do not report changes in circumstances affecting their supplemental security income payments may have a penalty deducted from future payments, according to social security officials.

The supplemental security income program makes monthly payments to people with little or no income and limited resources who are 65 years of age and over or blind and disabled. Eligibility for payments and payment amounts can be affected by changes in income, place of residence, marital status and other circumstances.

"People have 30 days to report such changes to any social security office," a spokesman said. "Under the law, failure to report changes, or delay in reporting them, can mean reductions in supplemental security income payments."

The penalty is \$25 for the first failure or delay, \$50 for the second and \$100 for each subsequent failure or delay.

"The penalty isn't applied to people who couldn't help reporting late or weren't at fault for not reporting changes in their

circumstances," the spokesman added. "People who make a false statement that causes them to get money not rightfully due to them may be prosecuted for fraud," he added.

## Albany Retiree Yule Luncheon

ALBANY — The Capital District Retirees chapter, Civil Service Employees Assn., will hold a holiday luncheon meeting Monday, Dec. 8.

The luncheon will be held at the Ramada Inn, 1228 Western Ave., Albany, and will begin with a social hour at noon. Luncheon will be served at 12:45 p.m. Reservations at \$5 each should be made with Eva Sweeney, 9 Garden Ave., Albany, N. Y. 12203. The telephone number is (518) 538-0592. Checks should be made payable to chapter treasurer Isabelle O'Hagan. Guests are asked to bring a grab bag gift not costing more than \$1.

The next meeting of the Capital District retirees will be held Wednesday, Jan. 14, 1976, at CSEA Albany Headquarters.



**PAYLOAD** — The men of Chapter 51 of the East Hudson Parkway Authority's Division Eight met recently for a retirement dinner tendered Ed Sheldon, a 20-year Authority veteran. Above, Mr. Sheldon is presented with a toy earthmover loaded with a monetary gift by Vince Grimaldi. At far left is Jack Lasher and at far right is Ed Hopkins.

## Ready To Retire?

Protect your future with Retiree membership in CSEA. Goals of your State Retiree Committee:

- Protect present retirement benefits.
- Provide permanent cost-of-living supplement.
- Federal income tax exemption of \$5,000 for retirement income.
- Reduction on utilities and transportation for seniors
- Attainment of potential 80,000 retiree membership

Send the coupon below for membership information.

Retiree Division  
Civil Service Employees Assn.  
33 Elk St.  
Albany, N.Y. 12207

Please send me a membership form for membership in Retired Civil Service Employees of CSEA.

Name .....

Street ..... Apt. ....

City, State ..... Zip .....

Date of Retirement .....



# Glen Cove Resident Is Awarded Damages In Race Bias Case

GLEN COVE—A white 22-year-old Long Island woman who took her complaint of job discrimination because of race by an anti-poverty organization to the local branch of the National Assn. for the Advancement of Colored People and then to the State Division of Human Rights has been awarded \$500 in compensatory damages by that agency.

The complainant is a resident of Glen Cove. The respondents are the Glen Cove Economic Opportunity Council and two of its directors who are black.

Carmela Perillo was hired by the council in January 1974 as a \$7,000-a-year community organizer assistant. In her complaint before the Division, she charged the organization, Walter Puryear, program director, and Howard Davis, assistant director, with discriminating against her in employment because of her race and color and retaliating against her in violation of the New York State Human Rights Law.

On Oct. 31, 1974, according to her complaint, Ms. Perillo received a memorandum from Mr. Davis stating that her work performance had been below par, that she would be evaluated during a two-week period beginning Nov. 1, 1974, and that she would be terminated if her work did not improve.

On Nov. 8, 1974, she went to the Glen Cove office of the NAACP and complained to James Davis, president of the branch, about her treatment on the job and her fear of dismissal. After being notified of Ms. Perillo's assertions, Howard Davis visited

the NAACP branch and purportedly expressed resentment that she had enlisted the aid of the black civil rights organization.

Upon receiving notice one week later from Howard Davis at the direction of Mr. Puryear that she had been terminated at the Council, Ms. Petrillo filed a complaint with the State Division of Human Rights. After investigation the Division assigned the matter to a public hearing before Francis X. Giaccone, a hearing examiner, with Division attorney Paul Hartman representing the complainant.

On the basis of testimony, it was ordered that the complaint against Mr. Puryear be dismissed, and on the basis of the finding of fact, the Glen Cove Economic Opportunity Council was ordered to pay Ms. Perillo the sum of \$500 as compensatory damages. The order was signed by State Human Rights Commissioner Werner H. Kramarsky.

## HEALTH COUNCIL

ALBANY—Gov. Hugh L. Carey has named William Lee Frost, a New York City attorney, to the State Public Health Council. Mr. Frost is a former U. S. foreign service officer and succeeds Robert F. Armao, of New York City, named to the council last year as a recess appointee. The post carries a salary of \$2,500 a year and Mr. Frost will serve a term ending March 25, 1977.

# Assembly Forms A Human Rights Subcommittee

ALBANY — Assembly Speaker Stanley Steingut and Assemblyman Joseph Lisa, chairman of the Standing Committee on Governmental Operations, recently announced the creation of the Subcommittee on Human Rights.

"New York State is recognized as the national leader in protecting and preserving the human rights of its people," Speaker Steingut said. "It will be the responsibility of this new subcommittee to review the effectiveness of the human rights laws and to develop new legislation to protect all New Yorkers from discrimination."

According to Mr. Lisa, who is

chairman of the new subcommittee, it will be made up of five members. Assemblymen Mark Alan Siegel and Michael Pesce will be the Democratic members. Assemblyman Lawrence Herbst, ranking minority member of the committee, has appointed Republican Assemblymen Peter Sullivan and Benjamin Roosa.

Mr. Lisa said the group will

review invasion of privacy by government and the private sector, discrimination based on prior arrests or conviction records, and discrimination by boycotting or blacklisting.

**Veterans Administration  
Information Service  
Call (202) 389-2741  
Washington, D. C. 20420**

## Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Region, at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 90-04 161st Street, Jamaica, Queens.

Applications for the following positions will be accepted until further notice, unless a closing date is specified. Jobs are in various federal agencies throughout the country.

### Agriculture

Title	Salary Grade	Exam No.
Meatcutter	GS-8	NY-0-30
Warehouse Examiner	GS-5, 7	CH-0-02

### Business

Accountant, Auditor and Internal Revenue Agent	GS-5 to 12	425
Computer Operator and Computer Technician	GS-5 to 7	NS-4-15

### Engineering And Scientific

Engineering, Physical Sciences and Related Professions	GS-5 to 15	424
Meteorological Technician	GS-6 to 9	NY-8-43
Technical Aide	GS-2, 3	NY-0-22
Technical Assistant	GS-5 to 15	421

### General

Freight Rate Specialists	GS-7, 9	WA-6-13
Junior Federal Assistant	GS-4	411
Mid-Level Positions	GS-9 to 12	413
Professional and Career Exam	GS-5 to 7	
Sales Store Checker	GS-3	NY-3-07
Senior Level Positions	GS-13-15	408
Summer Jobs	GS-1 to 4	414
Technical Assistant	GS-4, 5	NY-5-07
Telephone Operator	GS-3, 4	NY-5-01
Teletypist	GS-3 to 5	NY-4-02

### Medical

Autopsy Assistant	GS-4, 5	NY-9-05
Careers In Therapy	GS-6 to 9	WA-8-03
Dental Hygienist, Dental Lab Technician	GS-5 to 7	NY-5-09
Licensed Practical Nurse	GS-3 to 5	NY-5-06
Medical Machine Technician	GS-5 to 8	NY-3-02
Medical Radiology Technician	GS-5, 6	NY-0-25
Medical Technician	GS-5 to 7	NY-3-01
Nursing Assistant	GS-2, 3	NY-1-16
Nursing Assistant (Psychiatry)	GS-2	NY-5-05
Nurses	GS-5 to 12	419
Physician's Assistant	GS-7 to 11	428
Veterinarian Trainee	GS-5 to 17	WA-0-07

### Military

Air Reserve Technician (Administrative Clerical/Technical)	GS-5 to 15	AT-0-59
Army Reserve Technician	GS-4 to 9	NY-9-26

### Social And Education

Hospital Police Officer	GS-4, 5	NY-72-2
Professional Careers for Librarians	GS-7 to 12	422
Psychologist	GS-11, 12	WA-9-13
Recreational Therapist	GS-5 to 7	NY-5-09

### Stenography And Typing

Data Transcribers	GS-2	NY-4-05
Keypunch Operator	GS-2, 3	NY-3-01
Reporting Stenographer and Shorthand Reporter	GS-5 to 9	NY-9-17
Stenographer	GS-2 to 5	WA-9-01
Secretaries, Options I, II, III	GS-5, 6	NY-5-04
Typist	GS-2 to 4	WA-9-01

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

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

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

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

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

**ALBANY**  
*Tony's Lodge*  
SINGLE STATE RATE **\$12.50**  
1230 WESTERN AVE - 489-4423  
Opposite State Campuses

MEET YOUR CSEA FRIENDS  
**Ambassador**  
27 ELK ST. — ALBANY  
LUNCHEES - DINNERS - PARTIES

GOVERNORS MOTOR INN  
Finest Accommodations  
SINGLE **\$10.**  
Phone (518) 456-3131  
4 Miles West of ALBANY Rt. 20  
Box 387, Guilford, N.Y. 12084

XMAS PARTIES  
OFFICE LUNCHEONS  
OR DINNERS  
THE ALL NEW  
**Herbert's**  
138 WASHINGTON AVE.  
— 482-2268 —  
ON CAPITOL HILL  
SMORGASBORD OUR SPECIALTY  
Two Floors - Separate Bars  
Seating 175-250  
No Party Too Large  
Weddings - Meetings

Veterans Administration  
Information Service  
Call (202) 389-2741  
Washington, D. C. 20420

**COLONIE MOTEL**  
TENTH STAY FREE  
\$10.00 SINGLE  
Free Continental Breakfast  
1901 CENTRAL AVE., ALBANY  
(518) 456-1304

NOW — a CSEA Rate  
**\$18.00 SINGLE**  
This ad reflects the 10%  
discount to CSEA members  
**Albany Hyatt House**  
1375 Washington Avenue, Albany  
(518) 459-3100

**GIDEON PUTNAM**  
HOTEL AT SARATOGA SPA  
SARATOGA SPRINGS, NEW YORK 12866  
STATE RATES  
CONFERENCE CENTER  
BANQUET CATERING  
Yoel Eisen 518-584-3000

**ALBANY BRANCH OFFICE**  
FOR INFORMATION regarding advertisement, please write or call:  
**JOSEPH T. BELLEV**  
303 SO. MANNING BLVD.  
ALBANY 8, N.Y. Phone IV 2-5474





**WORKSHOP IN PROGRESS** — Members of Rensselaer County Educational Employees chapter 871 of the Civil Service Employees Assn. recently sponsored a workshop for Rensselaer non-instructional employees. Seated, from left, are: Samuel Ciraulo, Rensselaer County chapter 842 president; Edward Evans, Rensselaer Educational chapter president; Ted Gerber, PERB mediator, and Les Banks, Rensselaer Educational chapter treasurer.

## Lancaster Policy On Special Pay: Hwy. Unit Declines Special Jobs

LANCASTER — The Lancaster Town Board had refused to reverse its position on payment of overtime and "emergency call-in time" and so the town highway department employees, represented by the Civil Service Employees Assn., countered with an announcement that they will refuse such work.

CSEA field representative John B. Allen said the employees also have made plans for informational picketing during their free time at the town highway garage on Walden Avenue and at the Town Hall, Central Avenue.

"What brought the issue to a head were the simultaneous and unilateral actions by the Town of installing time clocks and of announcing the discontinuance of guaranteed minimum call-in time payments," Mr. Allen explained.

"While we may have no objections to the installation of the time clocks, we feel we should have been consulted on this change," he continued. It is a change of a past practice."

On the issue of 'call-in time,' Mr. Allen said the union "feels very strongly" about the attempt to reduce the workers earnings "even further than the town's earlier actions on overtime payment."

The 'call-in time payments,' he said, were formerly a guaranteed minimum pay of four hours, whenever a worker was called in to work at non-scheduled hours.

"Now they want to disrupt the workers' family lives and compensate them only for time actually required to perform the job. The call-in could be on a

half-hour genuine emergency or an equally short "administrative goof" like poor scheduling.

"I don't think anyone would want a whole evening, or perhaps the weekend with the family messed up for a half-hour's straight time pay," he added.

The issue of overtime payments at straight time goes back to Jan. 31, before the workers became CSEA members. They still lack a contract. At that time, the town board opted to pay the workers at straight time for overtime, but has been putting funds in escrow to pay workers premium pay should the U. S. Supreme Court rule 1974 amendments to the Federal Fair Labor Standard Act constitutional. These mandate time-and-a-half pay for overtime for most public employees.

"We tried to resolve these issues quietly and peacefully by negotiating, by appealing for fair dealing, and by pointing out that almost every other employer in this state has minimum call-in time payments and is paying time-and-a-half," Mr. Allen continued, "and they're all aware of the Supreme Court case."

He conceded that a major impact of the refusal to work beyond scheduled hours might occur in the event of a snow storm.

## Ed Committee's Western Region Visit Sites Picked

ALBANY—Sites have been chosen for the two-day visit of the Civil Service Employees Assn.'s statewide non-teaching employees committee to the union's Western Region VI.

The visit is part of the committee's continuing program of informational meetings held periodically to discuss matters of interest and concern to non-instructional school staffers throughout the state.

The first meeting will be held Friday, Dec. 5, at 7:30 p.m. at the Holiday Inn, New York State Thruway Exit 59, Fredonia. The following morning, Saturday, Dec. 6, the second session will begin at 10:30 p.m. at the Regency Hotel, 4408 Mile Strip Road, Thruway Exit 56, Blasdell.

All Western Region VI non-teaching personnel are invited to

attend one or both of the meetings. Subjects to be discussed include negotiations, grievances, working conditions, actions affecting school employees pending before the Legislature and others.

Committee members include chairman Edward Perrott; vice-chairman Salvatore Mogavero; Jacob Banek, Charles Luch; Howard Cropsey; Les Banks; Hugh Crapser; Irene Izzo; David Sliberman; Vincent DiBrienza, and Neil Gruppo.

## Ballots Are On The Way For 2 CSEA Board Seats

ALBANY—State employee members of the Civil Service Employees Assn. in the Education Department and those who are employees of public corporations will be receiving ballots in a special election for representative to the CSEA Board of Directors.

Bernard Schmahl, chairman of CSEA's special elections committee, explained that the elections were necessary because of the resignation of incumbents who had been elected last June as Board members representing the Education Department and Public Corporations.

Running for board member from the Education Department are Nicholas Fiscarelli, G. Geraldine Dickson and Claire McGrath. The Public Corporations candidates are JoAnn Lyons and Richard Helms.

Winners of these two elections will serve out the two-year terms until the next general election.

Mr. Schmahl reminded voters that they can contact their chapter president for a replacement ballot if they do not receive one by Dec. 3.

Ballots must be returned in the enclosed return envelope with signature and social se-


curity number on the back for validation no later than 6 p.m., Monday, Dec. 15.

## Region V Schedules Meeting, Workshop

SYRACUSE—A political action committee meeting and a trainee workshop have been scheduled early this month by Syracuse Region V, Civil Service Employees Assn.

The political action committee meeting will be held at 11 a.m. Saturday, Dec. 6, and the trainee workshop from 8:30 a.m. to 5:30 p.m. Monday, Dec. 8, according to Region president Richard E. Cleary. Both events will be held at Region headquarters, Midtown Plaza, Syracuse.

**BUY U.S. BONDS!**



# PROFESSIONAL SCIENTIFIC & TECHNICAL EMPLOYEES OF NEW YORK STATE

### NINE REASONS TO VOTE CSEA IN THIS ELECTION

- 1. EXPERIENCE**
  - In 1910, when employees of the State of New York wanted to be represented, they created their own organization — CSEA. It's been doing the job the members wanted ever since. That's a solid 65 years history of representation.
- 2. TRACK RECORD**
  - CSEA has negotiated salary increases of up to 115% for N.Y. State workers since 1967. That makes employees of this state number two in the country in wages and benefits.
- 3. NEGOTIATORS SET**
  - The P.S. & T. negotiating team has drawn your demands and is ready to go. The team is made up of your fellow members, with CSEA staff professionals there to assist. The opposition hasn't yet developed a list of demands.
- 4. UNITY A MUST**
  - The coming negotiations will be the toughest ever. If P.S. & T. switches unions now, all four bargaining units will suffer a loss of "clout" — especially P.S. & T. You can't afford anything less than a solid front.
- 5. SECURE PENSION**
  - CSEA went to court to stop the state from raiding your pension fund. The opposition was silent.
- 6. "LULU" FIGHTERS**
  - CSEA went to court to stop illegal "lulus" for legislators. And won. Once again, the opposition was silent.
- 7. LOW DUES**
  - A total of \$45.50 a year, and one quarter of that goes back to your local chapter. The opposition has no announced dues structure, but the present range within the coalition is from \$100 to more than \$200 a year — before special assessments.
- 8. ESTABLISHED ORGANIZATION**
  - CSEA is a visible entity, with nearly 200 full time professional staff members all over the State, a large modern headquarters in Albany, and full time regional offices in its six geographic regions. The opposition has no permanently assigned staff or facilities.
- 9. SOLID STRUCTURE**
  - CSEA operates under legally binding constitutions with democratically elected officers at state, regional and local chapter levels. The opposition has no constitution, no elected officers — apparently, nothing at all. In fact, a lot of folks feel that "PEF" has to mean Phantom Employees Federation.

**COMMENT:** As far as we can determine, the opposition in this election is a sort of mish-mash of teachers, construction and transportation oriented groups who seem to have little relationship to public employees. It looks simply like another attempted raid to swell the coffers of the various unions involved.

# VOTE CSEA

**RETURN YOUR BALLOT PROMPTLY — THEY WILL BE COUNTED ON DECEMBER 5th. DON'T WAKE UP ON DECEMBER 6th AND FIND YOURSELF REPRESENTED BY A COLLECTION OF UNIONS YOU KNOW NOTHING ABOUT.**