

# Civil Service LEADER

America's Largest Newspaper for Public Employees

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## CSEA Families

Union involvement is a family affair for many Civil Service Employees Association members. Some, like CSEA president William L. McGowan and his wife, Jeanne, have worked together at the same location. The Leader this week, though, is spotlighting union members who have achieved recognition through activity in separate locals.

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(Leader photo by Ted Kaplan)

### GET ROADS READY FOR WINTER

In a scene duplicated throughout the state, this New Castle highway department crew works to get town roads in shape before freezing weather makes the job impossible. Asphalt cannot be laid after the temperature drops too low, so these men are braving the late autumn chill to repair this road near Croton Lake in Westchester County. Workers are Art Bueli, Rock Pugliese, Nick Acetta, Angelo Lavecchia and Bobby Thompson. Wanta bet they'll have a fresh supply of potholes by spring?

## TOIA FREEZES STATE HIRING

ALBANY—The Civil Service Employees Association has blasted the immediate freeze on state hiring ordered late last week by state Budget Director Philip Toia. CSEA president William L. McGowan charged that most state departments and agencies are already severely understaffed and that the overall level of services to the general public is deteriorating rapidly.

**Don't Repeat This!**

### GOP Weakness In City Hurts Its State Ambitions

The condition of the Republican Party in New York City is becoming a problem for Republican leaders, par-

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Mr. McGowan, saying the only bright spot in the situation is the fact that no current employees will be laid off," charged the Carey Administration with "allowing the levels of service to the taxpaying public to reach new lows" and suggested the just announced hiring freeze is a political scheme by the Administration in view of the fact that next year is an election year and a proposed tax reduction is a big issue in that election.

The CSEA president said, "a hiring freeze is a very dangerous scheme for the public and the state workers themselves, since substantially less workers will be trying to do a bigger workload and the only result of that to

### Not Dumping Patients, Says Governor

## Flaumenbaum, Carey Tiff Over Mental Hy

HEMPSTEAD—His face flushed, Gov. Hugh L. Carey, glowered at Irving Flaumenbaum and said in a voice tense with emotion, "to state that we are dumping mental patients is to give the impression that we don't care. We have increased budgetary commitment for mental care. We are putting the

money behind the patient. We are accepting the responsibility for the mentally ill."

Before a "town meeting" attended by 300 people in Hempstead Town Hall Dec. 2, Mr. Flaumenbaum, president of the Civil Service Employees Association's Long Island Region I, had accused the Governor of "dump-

ing mental patients not prepared to go out into communities."

Governor Carey did acknowledge that there had been problems in communities on Long Island where released mental patients had been placed. There might have been "too much of an accelerated deinstitutionalization of patients in the past," he

said.

Defending his record, Governor Carey said he had "personally seen mental patients huddled in the doorways, staring vacantly into space" in Long Beach and that he had reorganized the Department of Mental Hygiene three times during his adminis-

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### STRIKE THREAT LOOMS IN ROCKLAND COUNTY.

—SEE PAGE 2.

the public will be less services."

The union president cited several state departments already

(Continued on Page 3)



(Leader photo by Ray Hoy)



(Leader photo by Thomas Hashem, Jr.)

### CAPITAL, CENTRAL REGION MEMBERS MEET WITH CSEA PRESIDENT

Fourth stop on CSEA president William L. McGowan's statewide tour to meet with rank-and-file union members was Capital Region IV on Nov. 29, when he divided his 15-hour day between the Thruway Motor Inn near the State Office Campus and a meeting room in the Empire State Plaza. Mr. McGowan, left, accompanied by his secretary, Jeanne McGarry, at left of table, talks with SUNY at Albany Local 691 president Mary Jarocki, seated at right, and, standing from right, O. D. Heck Developmental Center Local 445's Harry Ahigian and John Des-Roches, Region IV first vice-president Jack Dougherty, Tax and Finance Local 690's Lee Johnson and SUNY at Albany's Jean L. Harvey.

On Dec. 2, Mr. McGowan trekked to the state's heartland, and spent the day seeking rank-and-file suggestions on how to improve the union and listening to personal problems members have encountered. Sitting in on one session with the CSEA president, left, are Hutchings Psychiatric Center Local 435's Donald Yost, Central Region V president James Moore and Hutchings' Raymond Page. Last of the six regions to be visited by Mr. McGowan is his home region, Western Region VI, where he planned another 9 a.m. to midnight session last Friday at the Cheektowaga regional office. Cheektowaga, like Mr. McGowan's hometown of Orchard Park and his work location of West Seneca, are suburbs of Buffalo.

# Link Small Staffs To Patient Abuse At Mental Units

BRENTWOOD—Irving Flaumenbaum, Long Island Region I president, Civil Service Employees Association, has called for "adequate staffing, improved working conditions, reasonable salaries and decent treatment of employees" to reduce patient abuse at state mental institutions.

Mr. Flaumenbaum, testifying at the Senate Committee on Mental Hygiene and Addiction Control hearings on the operation and administration of state mental hospitals, said the major cause of patient abuse was understaffing, which "makes supervision almost impossible and dramatically increases the incidents of patient-to-patient abuse which are responsible for the vast majority of abuse cases."

The hearings, held at Pilgrim Psychiatric Center in West Brentwood, attracted more than 150 people. It was chaired by Senator Frank Padavan (R-C, Bellerose), and was the third of a series being held throughout the state this fall and winter.

Similar sentiments were ex-

pressed by other witnesses in June and by the Assembly subcommittee chaired by Assemblyman Paul Harenberg (D-Bayport). The subcommittee concluded that at least one out of every 100 patients in a state mental hospital is abused because of lack of adequate supervision. The report censured the Legislature and Gov. Hugh Carey's budget office for insufficient fundings for personnel at the institutions.

John Iafrate, Pilgrim director, testified that "additional staff would do much" to reduce abuse there. Dr. Iafrate said that on nights and weekends the staff sometimes shrinks to "only two staff members on duty to supervise a 30-patient ward."

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Civil Service Employees Association officials Dan Donahue, Joseph Noya and Irving Flaumenbaum, from left, above, who were on hand for State Senate subcommittee hearing, compare notes before session got under way. Mr. Noya is president of CSEA's Pilgrim Psychiatric Center Local. Mr. Flaumenbaum is Long Island Region president. Mr. Donahue is president of the Central Islip Psychiatric Center Local. Union leaders blamed instances of alleged patient abuses on lack of adequate staff at hospitals. Subcommittee chairman Frank Padavan (R-C, Bellerose), at right, listens. Committee members are holding series of hearings throughout state on conditions in mental institutions.



## Strike A Possibility, Says Spicci

# Charge Bad Faith In Rockland

NEW CITY—Bad faith bargaining by Rockland County may lead to drastic action by members of the Rockland County Unit of the Civil Service Employees Association, according to unit president Pat Spicci.

"A strike by county employees is a real possibility," Mr. Spicci said.

"In addition to the fact that the monetary offer is inadequate, the County has also made numerous demands that would reduce or eliminate many benefits that were won in previous contracts."

At a meeting on Dec. 7, 1977, at North Rockland High School, 600 members of the unit approved a resolution giving the group's negotiating committee authority to take whatever action is necessary—up to and including a strike—to reach a fair and equitable settlement in the contract dispute.

"County employees are tired of being kicked around," said Mr. Spicci. "We are frustrated to the point where we will take whatever action is necessary."

Mr. Spicci explained that the County's offer is based on a contract approved this fall by the local unit of the American Federation of State, County and Municipal Employees, AFL-CIO, for the blue-collar workers of the County highway department.

Mr. Spicci said the 1,800 CSEA members do not want to be bound by terms of an agreement made by a 50-member unit. The contract was narrowly approved by the AFL-CIO group, he ex-

plained.

"The contract's terms are not acceptable to our members," he said. "We want to negotiate our own contract."

"So far as we are concerned," he charged, "no true negotiations have taken place."

"We don't want to strike, but we have already pursued all administrative remedies available to us."

With the assistance of CSEA attorneys, an improper practice charge is being filed with the state Public Employment Relations Board. The CSEA is charging that the County entered into negotiations with a predetermined package, making it guilty of negotiating in bad faith.

Mr. Spicci described several other aspects of the County's offer that are disturbing to CSEA members:

The County would have the right to manipulate the working hours of employees, forcing them to work any number of continuing hours. The end result would be that the employees would never know when or how long he or she would be required to work on a given day.

For many years, county em-

ployees have been covered by a fully paid medical plan. In the current offer, the County would require the employee to pay a sizeable portion of the premium. In addition, employees would be required to pay for any increases in the premium.

Mr. Spicci pointed out that county employees have had no salary increases since 1975.

"All we're asking," he said, "is that our salaries be raised according to the increase in the cost of living that's occurred in the past two years."

The average county employee earns less than \$9,000 a year.

The CSEA also objects to other provisions of the County's offer, covering such areas as leave time, working conditions, grievance rights and discipline procedure.

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# McGowan Blasts Civil Service Commission For 'Secret Report'

ALBANY—Reacting to an Albany newspaper story late last week on what it termed State Civil Service Department "secret reports" recommending sweeping reforms in the civil service system, Civil Service Employees Association president William L. McGowan fired off a heated letter to Civil Service Commissioner Victor S. Bahou.

Mr. Bahou had discussed the contents of the reports with the newspaper, and Mr. McGowan, in his hand-delivered letter, noted that CSEA representatives had met with Civil Service Commission people only a week earlier and had, among other things, re-

quested a copy of any such reports before they are made public "so that we might have an opportunity to comment upon them and work with your staff in the development of needed alterations in the system."

But the CSEA never received such copies and, furthermore, Mr. McGowan wrote, "At no time in the more than one year that this study has apparently been under way have you or any of your staff communicated with CSEA either to seek information, comments, or even to provide us with a simple courtesy of a progress report. Our willingness to cooperate in a search for genuine reform has certainly been proven by our joint efforts with Speaker Steingut and Majority Leader Anderson's staff and the staff of the Temporary Commission on Management and Productivity. In fact, the only missing "partner" in this effort has been your department."

And, to keep the record straight, Mr. McGowan's letter was also delivered to Gov. Hugh Carey, Senators Warren Anderson and Richard Schermerhorn and Assemblyman Stephen Greco.

Some of the recommended changes to be proposed are already in the hopper as part of Governor Carey's legislative package for the next legislative session, and others are said to be implemented by the Civil Service Department over the next few months. But Mr. McGowan informed the Commission president that "there are no circumstances under which CSEA will accept unilateral changes imposed by your department without negotiations and we do not believe that either the Legislature, the Governor or the public will accept any secret scheme to abolish the merit selection of employees and replace it with a return to the political patronage of the 19th Century."

The CSEA supports several of the changes, or at least the basic concept with certain reservations, while studying the potential impact of other proposals. One key proposal, approved last week by the Assembly Committee of Governmental Employees and sent

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## State Freeze

(Continued from Page 1)

severely understaffed. "The Civil Service Department is bareboned, and as a result we now have over 12,000\* provisional employees in the state because Civil Service cannot schedule and administer examinations. The Department of Transportation is woefully understaffed, and with winter upon us it means poorer and much more dangerous road conditions because there simply are not enough employees to effectively operate the equipment. The Tax Department is about to enter the hectic income tax season and is terribly understaffed and will not be able to effectively administer this important function. Audit and Control just does not have the necessary personnel to keep the cash flow going. In fact, there is not a single department or agency that can, in my opinion, afford any further reduction in employees."



### COMMUNITY-MINDED AT COBLESKILL

Since the majority of employees at the State Ag and Tech College at Cobleskill are residents of Schoharie County, Civil Service Employees Association Local 616 there annually contributes to the Schoharie County Christmas Bureau. Here Local treasurer Laurel Clapper presents \$250 check to Christmas Bureau treasurer Jessica Foland. The Christmas Bureau provides gifts for underprivileged children and for elderly persons during the holiday season.

# SUNYA GIVES UP OUTSIDE BUSING

By DEBORAH CASSIDY

ALBANY—The support of two student groups at the State University of New York at Albany has helped the Civil Service Employees Association prevent the University from contracting out its busing services to a private firm, according to Butch Knox, president of the SUNYA Operational Services unit.

Following a press conference in which students charged the Capital District Transportation Authority with providing inferior service, John Hartigan, University vice-president of finance, discontinued negotiations with the private firm.

In a message to the student groups, Mr. Hartigan said that he was influenced by the students' "intelligent questions raised at the hearings with the CDTA."

The press conference was part of a day-long series of demonstrations which students titled "CDTA Awareness Day." Other events included a "lunch-in" for the public featuring speakers from student groups and the CSEA and an afternoon "phone tie-up" in which students continually called the Finance office requesting information about the contract.

The CSEA and the students maintained that the CDTA service would force students to be crowded in with the general public, to adjust to infrequent bus

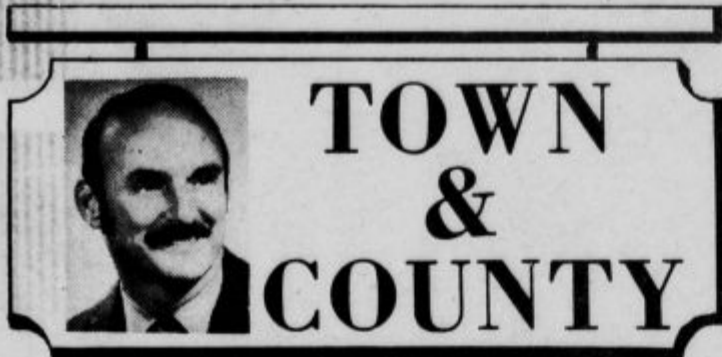
runs, and to do more walking in unsafe sections of the city due to a cut in the number of bus stops.

The CSEA also warned the students that the CDTA employees could go on strike to settle a contract which will be coming up shortly, leaving them with no service for an indefinite period.

According to Mary Jarocki, president of SUNYA Local 691, the University has proposed that the CDTA take over, on a trial basis, the night and weekend services, with night shift CSEA drivers moved to daytime positions.

The CDTA is still considering the proposition, but if they accept, may run into problems with Yankee Trails, which currently provides weekend service to the University.

Mr. Knox stated, "We are satisfied with the settlement and are grateful to the students for their support. If and when the issue comes up again we are prepared to fight it. And we'll seek the aid of students again, if necessary."



By JOSEPH LAZARONY  
Chairman, CSEA County Division

### Political Action

There are always trends in unionism, and one can find out a lot about a particular union by noting how it approaches a trend.

Probably the most "on the scene" trend today is political action by public employee unions. In my opinion nothing could more effectively underline the high degree of membership control of a union, than does the approach to this trend by the Civil Service Employees Association.

Last March, an early proposal for collection and expenditure of a political action fund was proposed at our special convention. The proposal generated a lot of debate, and was referred back to clarify some points and to meet certain objections.

I was fairly active in this debate, and appeared before the two committees charged with revamping the early proposal. Allow me to quote briefly from my prepared statement:

"Basically, my concern can be summed up in the following three points:

1. I am concerned that some provision for political action at the local government level be a part of your final plan.
2. I am concerned that genuine accountability for monies spent be a part of your plan.
3. I am concerned that genuine credibility regarding choices for endorsement be a part of your plan."

Nobody questions the fact that these three items were the basis for referral back. How did CSEA approach this? Literally, hundreds of manhours were spent to redraft a proposal meeting the demands of the members. Input was encouraged, statewide officers were active in discussions and a final draft was accepted. It did the following:

1. A guaranteed level of funds were allocated to local government elections, and a procedure for additional funds was developed.
2. An executive trustee committee was created to oversee all fund expenditures.
3. A complete procedure, from unit to statewide levels, for endorsements was created. It guarantees every member input into political action and prohibits bossism at every step.

COMPARE THIS APPROACH with other unions! How much input into endorsements do their rank and file have? How much accountability for funds to their rank and file?

I believe the current proposed program is an excellent start, is flexible and easily revised to meet changing demands. It will offer to all of our members a valuable new program.

My congratulations to the Constitution and By-Laws Committee (Mr. Cadieux, chairman) and the Political and Legislative Action Committee (Mr. Langer, chairman) for a job well done.

The combination of active-member input into developing a program, of CSEA officials listening and responding to this input and of final membership approval has proved again that members can guide leaders, and the CSEA is where you find it happening!

See You Soon!

## Ⓛ CSEA calendar Ⓛ

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

### DECEMBER

- 16—Southern Region III meeting and holiday party: 7:30 p.m., Holiday Inn, Newburgh.
- 17—Oneida County Local 869 Christmas party: Oneida Hotel, Oneida.
- 17—Sunmount Developmental Center Local 431 Christmas party: 6:30 p.m., Canalis' Restaurant, Tupper Lake.
- 17—SUNY at Stony Brook Local 614 Christmas Party: 8:30 p.m., Patchogue K of C Hall.
- 20—Buffalo-Niagara Frontier Retirees Local 903 meeting and Christmas party: 1:30 p.m., Whitehall Room, Hotel Lenox, 140 North St., Buffalo.
- 21—New York Metropolitan Retirees Local 910 meeting and Christmas party: 1 p.m., Floral Room, Hotel Edison, Manhattan.

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## ALBANY POSTAL SERVICE IS FAST

One-day postal service from Albany appears to be excellent, according to Knickerbocker News. The Albany newspaper decided to test the service by mailing packages of doughnuts to Baltimore and Seattle and checking on their arrival time. Both arrived within 24 hours. The doughnuts, according to the newspaper, were still fresh.

## ERIE CETA JOBS GOING BEGGING

Erie County officials say many federal funded jobs, most of them CETA jobs, in the area are going unfilled despite high unemployment and the efforts of county, state and federal officials. "It's a case of people not wanting to work," said Laurice R. Cushion, director of the Erie County Employment and Training Consortium.

## SUNY CAMPUS EFFICIENCY QUESTIONED

State Comptroller Arthur Levitt has charged that numerous errors in reports received on the utilization of state university campuses makes it difficult to determine if the campuses are being used efficiently. The comptroller says much of the data on campuses received by his office are grossly inaccurate. He says his auditors found considerable excess space on at least four campuses.

## BUFFALO POLICE SEEKING \$1,665 PAY RAISES

Buffalo police officials are negotiating with Buffalo city officials for a new contract hoping to receive a \$166-a-year-per-police-officer pay raise, retroactive to July 1, 1976.

## MURRAY NAMED GOVERNOR'S PRESS SECRETARY

Governor Carey has a new press secretary. He is David Murray, former national political correspondent for the Chicago Sun-Times. Mr. Murray replaces James Vlasto in the \$47,800-a-year post. The 52-year-old Boston native also worked for the New Time magazine, the Economist, a British newsweekly, the New York Post and the now defunct New York Herald Tribune.

## 23,000 CHICAGO U.S. WORKERS 'MISSING?'

The federal government can't seem to locate nearly 23,000 of its workers in the Chicago area. The U.S. Civil Service Commission isn't sure where they are or who they are. The mystery was discovered when the Chicago Daily News tried to find out how many federal employees were in the Chicago area. While seeking out the information, federal officials discovered that 23,539 workers were unaccounted for. Federal officials are trying to find out if the missing workers are really missing or if it is merely a computer mixup.



John Iafrate, Pilgrim Psychiatric Center director, testifies before state Senate committee.

# W'chester CETA Art On Display

WHITE PLAINS—An exhibit of photographs and paintings depicting the functions of various CETA (Comprehensive Employment and Training Act) projects in Westchester is on display at the Westchester County Job Development Center in White Plains.

"CETA at Work in Westchester" is a collection of original works by artists working under CETA. The Job Development Center was created to help CETA workers find unsubsidized jobs after their CETA jobs end. It provides a roster of CETA employees who have demonstrated ability to function effectively on the job. Prospective employers may call the job center at (914) 682-3417.

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## Patients Abused?

(Continued from Page 2)

Senator Padavan commented that despite these conditions, Pilgrim is scheduled to lose 381 staff positions this year because of budget cuts. He said a "restoration of funds" is needed during the 1978 legislative session to reverse the cuts at Pilgrim.

Daniel Donahue, president of Central Islip Psychiatric Center CSEA Local 404, and Joseph Noya, president, and David Armbruster, members, of Pilgrim Local 418, also testified.

A second Long Island hearing on patient abuse is being scheduled for early next year at King's Park Psychiatric Center.

## U.S. Seeking Loan Specialists

WASHINGTON, D.C.—The U.S. Treasury Department hopes to hire an assistant director-administration for the agency's Administrative Programs Division communications section.

It is one of three federal posts—there are a total of six vacancies—recently announced by the U.S. Civil Service Department. The other openings are marine shop and yards superintendent and four loan specialist openings. None of the jobs are in the

New York City area but New Yorkers are eligible. The Treasury Department jobs are in Washington, D.C., the loan specialists are needed in Buffalo, Albany and Syracuse and the yards superintendent post is in Caven Point, N.J.

The filing deadline for all three posts is Dec. 16.

Applicants for the treasury post must have three years experience analyzing administrative problems and solving them. They must also be able to main-

tain good relations with staff. Three years planning and managing communications services experience is also required.

There is no written exam for the \$21,883-a-year post. Applicants will be rated on experience and training.

Applicants should contact the Treasury Department's Bureau of Alcohol, Tobacco and Firearms personnel division, employment branch, room 2228, 1200 Pennsylvania Ave., N.W. Washington,

(Continued on Page 15)

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## Seeking Satisfaction

**M**ANY of the changes in the Civil Service Employees Association initiated by its new president, William McGowan, appear to be an attempt to streamline and upgrade the organization into a smooth running unit, able to respond more quickly to its members' needs.

We feel his efforts can only improve matters and bring about more benefits and better conditions for workers and more harmonious relations with state and local officials.

Changes, however, do not come without some discomfort. It is frequently easy to rest on one's laurels. We are pleased Mr. McGowan has chosen not to stand pat, but instead seeks ways to improve an already effective organization. That way, it will not only remain effective but will achieve even greater goals.

Last week, we praised Mr. McGowan for his tour of local CSEA offices and branches to obtain a better picture of union problems and issues. We applaud with equal vigor his most recent announcement. Mr. McGowan is reorganizing the union's professional staff which, we believe, will make it less cumbersome and more accessible to members, a goal any large organization must strive for in order to continue functioning.

The major shift involves replacing the State and County Divisions with three units that will handle a variety of membership problems. Under the old system, state employees went to the State Division with their problems, and county workers sought aid from the County Division. Mr. McGowan was correct in noting that such an arrangement merely created two opposite camps within one organization.

We urge CSEA members inclined to resist change not to become alarmed. In time, it will become apparent that patience was the best policy.

Mr. McGowan, in announcing the changes, said he believes the union is functioning better and is closer to its peak. "But I won't be satisfied until we have reached it," he said.

We hope satisfaction comes to him very soon. (H.A.T.)

## A Holiday Wish

**W**E cannot let Chanukah go by without making note of its significance.

We truly hope that our many Jewish readers and friends had a pleasant time during their holiday which just ended.

But Chanukah or any holiday celebration is far too important to dismiss with a mere expression of good wishes.

It would have been more joyous if a Middle East peace accord would have coincided with the holiday. Then Jews and everyone else could have celebrated during the holidays. But at least the Sadat trip to Israel and Israel's response to his peace gesture occurred about that time and that pleases us. Hopefully, by the next Chanukah celebration we will have had our wish. (H.A.T.)

### CORRECTION ON LAST WEEK'S EDITORIAL

Our editorial last week incorrectly stated that 286 New York City police officers had been scheduled to be promoted to sergeant. Only 150 were scheduled to become sergeants, and that number was cut to 75. The other promotions were to higher ranks.

## Don't Repeat This!

(Continued from Page 1)  
ticularly Senate Majority Leader Warren M. Anderson and Assembly Minority Leader Perry B. Duryea, Jr., both actively seeking the GOP nomination for Governor next year.

Traditionally, Republicans look to a large vote upstate and in Nassau and Suffolk Counties for statewide victories. However, that strategy assumes a respectable New York City turnout for the Republican candidates.

The Republican turnout for the city mayoral election, however, was pitiful. Senator Roy Goodman ran a weak third, barely nosing out Barry Farber, the Conservative Party candidate.

### Anderson Or Duryea

Republican strategists find some comfort in the Farber vote, since they are fairly confident that the Conservative Party will support either Anderson or Duryea for Governor. However, even by adding the Farber vote to the Goodman vote, considerable disarray is evident within the Republican organization in the City.

This is particularly true in Manhattan, where Councilman Henry Stern was re-elected councilman-at-large for two consecutive terms, indicating that the Liberal Party, rather than the Republicans, holds second place among Manhattan voters.

The real irritant was the candidacy of Secretary of State Mario Cuomo, who carried both Queens and Staten Island, both of which are, by New York standards, Republican bulwarks. Cuomo had going for him a special ethnic appeal among Italian voters, and, to many Republicans, he appeared the only viable opponent against Edward I. Koch.

Many Republican leaders also ascribe the poor showing of Senator Goodman to the fact that he is a Manhattan liberal who does not reflect the views and policies of mainstream Republicans. From that point of view, they point to the fact that Goodman, in the initial maneuverings, appeared to be the Liberal Party's favorite candidate. It was only the intervention by Governor Carey that caused the Liberals to take Cuomo instead of Goodman.

In light of Goodman's poor showing, the Democrats smell blood and believe that they may have a chance to unseat Goodman in the race for his Senate seat next year. Under the circumstances, the Democrats appear to be making a determined effort to field a strong candidate to run against him.

It may well be that the Democrats are being premature. Since local Democrats feel Goodman has been weakened, many will aspire for his post. This can result in a bruising Democratic primary.

### The Liberal Nod

In addition, Goodman is well thought of by his constituents. He has been an enlightened and dedicated legislator, and has been devoting much of his considerable energies and talents to taking care of the needs of his constituents. Moreover, it is likely that Goodman will receive the Liberal Party endorsement in his re-election bid. He has always had Liberal support and there is no reason to believe that endorsement will be withheld next year.

In any event, the Silk Stock-  
(Continued on Page 7)



WHO WILL FILL THESE SHOES?



## Civil Service Law & You

By RICHARD GABA

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

### Period Of Suspension

On May 2, 1972, the Housing Authority suspended plaintiff from his position as permanent senior demolition inspector pending determination of bribery charges preferred against him.

A hearing on these charges was scheduled for June 21, 1972, but the hearing did not take place on that date because the Housing Authority could not properly serve the plaintiff. Eventually, plaintiff was served, a hearing was held, and he was dismissed on Sept. 2, 1975.

Plaintiff then commenced an action contending that he was entitled to be paid for the period of his suspension until his ultimate dismissal—a period of more than three years. The Supreme Court, Special Term, New York County, dismissed the claim and was upheld by the Appellate Division. The Court of Appeals again affirmed and held that: "Having manifested by his conduct a desire to avoid that determination for an unwarranted period under all the circumstances and so as to thwart a prompt hearing and disposition, plaintiff should be deemed to have abandoned his claim to backpay."

The court stated that, according to Civil Service Law, Section 75, subdivision (3), pending a hearing, a permanent civil service employee against whom charges of misconduct have been preferred may be suspended without pay for a period not exceeding 30 days. Even though he is eventually discharged for misconduct, an employee suspended for a period in excess of 30 days may recover wages for the excess period, provided that the delay in disposition of charges was not caused by the employee.

The court reasoned that although the record supports a finding that plaintiff evaded personal service of the notice of charges, it does not support a determination that the entire period of delay in holding the hearing resulted from his dilatory tactics. However, the record manifests an effort on the part of plaintiff to impede the resolution of the question of his entitlement to continue at his position, and this effort should be determinative of his claim for salary during the period of suspension.

**EVEN THOUGH** the New York City Civil Service Commission rules may have permitted service by certified mail, the court noted that it cannot be denied that plaintiff was evading personal service of the disciplinary charges. By contrast, it could not be doubted that the Housing Authority sought to resolve the matter. After plaintiff's dismissal in May of 1972, it promptly scheduled a June hearing, which he sought to avoid by evading service. When he was eventually served, a hearing was scheduled for Nov. 29, 1973. Because plaintiff did not appear at that hearing, he was tried in absentia. However, the Housing Authority vacated that determination at the request of plaintiff's attorney, who had requested an adjournment but whose letter wasn't received until after the hearing. It wasn't until 18 months  
(Continued on Page 7)

# WHAT'S YOUR OPINION

THE PLACE: Sheraton Motor Inn, Syracuse, during visit of CSEA President William McGowan.

**QUESTION:** What is your opinion of having the Civil Service Employees Association represent private sector and quasi-public employees as well as public employees?

Robert Gailor, Cortland County fire dispatcher, president Cortland County Local 813: "I really have mixed feelings because private sector employees are, in fact, working in public employee jobs. We probably should represent them for the security of our own employees. But I also feel that by representing private sector employees, we would become involved in many situations that the Civil Service Employees Association is not normally involved in, and consequently it may hurt the union. It would affect our staffers as a public employee union and may take its toll at the public employee's expense."

Sydney Scott Tyler, training coordinator, Onondaga County Department of Social Services, Local 834: "CSEA should and could be able to represent any group of employees. They must demonstrate businesslike and professional competence, first. Of course, the potential strength of the union is based on the size of its membership. Equally important is the belief of the union members in the fairness, concern and honesty of their representatives. Before going to the private sector, and with agency shop a reality, the union will need to get the strength and cohesiveness of its present constituency."



Terry J. Kirwan Sr., assistant civil engineer, Department of Transportation, Syracuse Local 013: "If the private sector employees see fit to come into the CSEA, fine. But we shouldn't necessarily take over other unions' employees in the private sector unless they so desire. As far as quasi-public employees are concerned, we should show them the benefits of our union and let them decide. There are definite advantages to more members. A union is only as good as its members, and there is strength in numbers. I don't think there are any disadvantages to having private or quasi-public employees in the union—again the numbers. This, of course, has to include the participation of those members. Now, we do have the numbers, but we lack the participation."



Terry Knickerbocker, engineering technician, Department of Transportation, Syracuse Local 013: "As long as there is the participation from the members, then there are no serious disadvantages to opening up the union to private and quasi-public sector employees. Again, there must be the participation. As far as the greater numbers are concerned, it still wouldn't be that much of an advantage without participation. CSEA is a union with a lot of members, but the more participation, the better it's going to be—200,000 members not participating means a worthless union. I do believe, however, that the CSEA could do an effective job representing them."



Collin Wells, assistant civil engineer, Department of Transportation, Syracuse Local 013: "Well, I think the CSEA should not force itself upon the private sector. I think the CSEA has enough problems taking care of the public employees without volunteering to take on the problems of the private sector. The main advantage would be in the numbers, but they must participate. It might also win us some friends in the private sector. If the new members participated, then the CSEA would have the strength to handle an expansion. There are a lot of problems in-house and some of these problems are similar to those in the private sector, and it could work out well. On the other hand, we could be getting into a diversity we couldn't handle. A lot of study would be needed."

Regional offices of the Health, Education and Welfare Department are holding hearings around the country to gather opinions on a proposed national health insurance program to be submitted to Congress soon. HEW is exploring the role to be played

# RETIREMENT NEWS & FACTS

By A. L. PETERS

## Pitfalls

When you retire you may fall into one or more of the financial pitfalls that most retirees find.

An interesting article in retirement living itemizes these as failure to establish a good credit rating, maintaining joint charge accounts that depend on both spouses being alive to be effective, joint property ownership that presents estate problems, maintaining too large a house, not adjusting insurance, leaving savings as they were placed without regard to the highest rate of return, and forgetting to figure the effect of inflation on their incomes.

"When Your Parents Grow Old" is a helpful book on what to do and where to go for help when your parents become old. It was written by Jane Otten and Florence D. Shelley. It is a very practical time-saver.

The Tax Reform Act of 1976 changes the availability of the generation-skipping device, which was part of most wills. It permitted giving life interest in property to succeeding generations, keeping the assets in trust. The 1976 law almost entirely rules out life interest as estate planning vehicles. It imposes taxes almost equivalent to the estate or gift tax with a few exceptions. One of the exceptions deals with a trust set up before April 30, 1976, and another affects grandchildren. The law allows tax exclusion from generation-skipping taxes on estates up to \$250,000 per child (not per grandchild). There are other exceptions. See a lawyer about this. Don't depend on your own judgment.

The House of Representatives approved high pension benefits for colleagues who leave Congress next year.

Regional offices of the Health, Education and Welfare Department are holding hearings around the country to gather opinions on a proposed national health insurance program to be submitted to Congress soon. HEW is exploring the role to be played

by private insurance companies, doctors and hospitals. The Department is also seeking opinions on benefits for mental illness.

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

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

(Continued from last week)

Church, Charles A	Syracuse
Christiana, Agnes F	Saugerties
Colliflower, Charles W	Buffalo
Cook, Henry Lewis	Mount Sinai
Copobianco, Joseph C	Glen Cove
Cotrone, Christina	Wyandanch
Curio, Charles I	Haverstraw
Cutten, Ann	Hyde Park
Davey, William R	Lawrence, Mass.
Davis, John J	Brooklyn
Dearborn, Richard G	Ithaca
DeFelice, Lorraine J	W. Islip
DeGrasse, E John	Buffalo
DeLanc, Vivian F	Central Nyack
DeLong, Margaret	Elmwood Park, NJ
Devereaux, Marcus	Long Island City
Dickerson, Clarence	New York City
Dickstein, Edward M	Albany
Dilicate, Carol	Central Islip
Donahue, Crystal M	Utica
Donlan, Alberta F	Union, NJ
Doud, Calvin K	Jamestown
Draves, Violet	Syracuse
Ducic, Julius P	Scarsdale
Eggleston, Edwin E	Deposit
Ellison, Eddie J	Orangeburg
Fabian, Carl E	Brooklyn
Fabrizio, Anthony J	Cedarhurst
Fairbairn, James M	Liberty
Ferrante, Phyllis T	Syracuse
Gaard, Frank J	Rochester
Gallagher, Donald J	Voorheesville
Galvani, Judith M	Lk Ronkonkoma
Gamble, Geneva D	Troy
Gannon, Herbert	Newburgh
Garber, Mertie M	Spring Valley
Gary, Doris A	Glushing
Gary, George M	West Islip
Gaynor, Permilary	Rochester
Goldsholl, Stephen	Massapequa Pk
Gooden, Rosemary	Mantua, NJ
Graham, George M	Buffalo
Greco, Genevieve	Valley Stream
Green, Grace W	Cazenovia
Hall, Jr Robert N	Valatie
Hall, Tom	Hempstead
Hamilton, Clara-Jean	Albany
Harshaw, Jr David H	Brooklyn

(To Be Continued)

## LETTERS TO THE EDITOR

### Seeking Help

Editor, The Leader:

I hope that you can help me, as I am fighting for my job. Here is the story:

I was hired on Aug. 18, 1976, and I started work the next day. I was a kitchen helper in Bernard Fineson Developmental

Center, Howard Park Unit, Howard Beach, Queens. My former boss started to pick on me around March 1977. I have a handicap and she knew it. She told me that I was too slow with my hands, and she fired me on June 19, 1977.

I want to get my job back, and I will fight all the way to

the top court if possible. She discriminated against me, and that is not fair.

I did pay my dues, yet nobody listened to me. I have tried phone calls and letters, but to no avail. I hope that you or any of your readers may be able to help me. I would appreciate it very much.

ALAN COHEN  
Howard Beach

### Disappointed

Editor, The Leader:

This letter is in regard to an article about state correction officers and their Ku Klux Klan affiliation, which appeared in your Nov. 25, 1977, issue.

I am not commenting about the KKK, which I am against, but on your calling state correction officers "prison guards" or "jail guards."

You are supposed to be a newspaper serving the interests of civil servants. Yet, you refer to correction officers out of title. We are not prison guards. You, as a civil service paper, know our correct title, "correction officers."

You would not dare call sanitation men "garbagemen," so why disrespect correction officers?

Because of your lack of respect for the correction officer title, I am very disappointed in your paper. I hope this will not be repeated in the future.

TED FARKAS  
Flushing

**Wanna be a good guy?  
Blood is meant to circulate.  
Keep it moving, by donating  
The Most Precious Gift.  
The Greater New York  
Blood Program**

## Don't Repeat This!

(Continued from Page 6)

ing District is faced with a hot political year among Democrats who aspire to Goodman's Senate seat and to Koch's Congressional seat.

## Civil Service Law & You

(Continued from Page 6)

later that a hearing was finally held on June 9, 1975.

The court in conclusion noted, "Where it is apparent that the employee is avoiding the chance to determine his rights, the employee should not be able to prolong the inevitable for an unreasonable period..." Gerber v. New York City Housing Authority, 397 N.Y.S. 2d 608.

## LETTERS POLICY

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

# How Does Capital President View His Region?

## McDermott Is Own Toughest Critic After Five Years

By DEBORAH CASSIDY

ALBANY—As the Capital Region of the Civil Service Employees Assn. marks its fifth year of existence, its president, Joseph McDermott, reflects on his five years in office.

"No one could understand why a Region was needed in Albany, with statewide headquarters here," said Mr. McDermott in an interview. Noting that the function of headquarters is not to serve the individual member, but the union as a whole, he added, "The Region has provided a different and better manner of service. Now people wonder how we did without it."

There can be no question about the capabilities of Mr. McDermott who, in addition to serving three elected terms as president of the 1,600 member Transportation Local 687, has served as an elected member of the Board of two CSEA Locals, as a statewide delegate for the past 12 years, and as chairman or member of several committees at all levels of the CSEA.

Contending that the concept of Regions saved the organization by putting the leaders in touch with the "grass roots," he had much to say about the direction which the Region has taken since its inception, about his role as a regional president and some of the goals he has for the next term.

He feels that regionalization was an advancement for the union, because it gave the members a strong voice and a powerbase to work with directly. A Region, he explained, also provides a separate staff which can be more effective because it is divorced from internal politics in headquarters.

In the beginning, he said, the Regions did have a great deal of control, but this trend is reversing itself now as the headquarters begins to grasp control. "It's good; it's the way it should be," he said.

Expressing some concern, Mr. McDermott stated that he has seen the rise of internal politics within the Region in the past few years. He cited the last election as an example, saying, "It was the dirtiest campaign I've ever seen, not by the candidates, but by their supporters." He cautioned that something must be done about this before it cuts down the effectiveness of the union.

### Role Misunderstood

The regional system, as a whole, he feels, is working effectively. His philosophy, stated simply, is: "The components of the system function and should function individually and collectively. The system should be protected, but it can be improved upon."

Referring to his role as president of the Region, Mr. McDermott explained that it is often misunderstood. His function, he said, is "not to solve member problems, but to address them to people who can. I just do not have the basic knowledge that a specific staff member has."

He, as well as all the other Region presidents, serves as a statewide vice-president. According to Mr. McDermott, it was

thought that such a set-up would serve the purpose of keeping the headquarters staff in better touch with the membership.

In his own case, however, he found this not to be working out. He is not able to get out to the members as much as he would like to. "For instance," he said, "I have 12 messages on my desk to answer today and two of them are from yesterday."

"It's difficult to wear two hats," he continued. "What people want in one Region is not always good for CSEA, Inc. and vice-versa," Mr. McDermott would like to see separate vice-presidents elected geographically, but knows that it is too late to revert now.

Focusing on the question of whether the regional president or the staff head should direct the staff, he explained that Jack Corcoran, Region IV field supervisor, runs the day-to-day operations, while he does and should get involved in the organization of Locals only.

"My role," in this sense, Mr. McDermott says, "is to grease the machinery." As far as running the units and Locals, Mr. McDermott said he is to a large

degree "only a figurehead." It is not the regional president who sets the guidelines for their operation and, in fact, he must function within the guidelines himself.

"I have some responsibility to interfere if the Local does not adhere to policies and guidelines," he explained. "Legally I can intervene if they work against the best interests of the organization and if I can define those interests as determined by policy."

Mr. McDermott feels that it is his job to direct, not run, the Locals. "After all, they are not the creation of the Region," he said.

Among the most important changes he would like to effect is the addition of more staff. "The staff we have is very capable, but they are hampered by being so few in number. More staff would mean an even better job," he said.

Another high priority item, said the veteran president, is to instill pride in the staff; an "esprit de corps" he calls it. "They must realize that the Region needs them to run properly."

## CSEA Wins PERB Backing On Saratoga Springs Buses

ALBANY—A Public Employment Relations Board hearing officer has found in favor of the Civil Service Employees Association in the improper practice charge against the Saratoga Springs City School District action of contracting out its Transportation Department to a private contractor.

PERB hearing officer Louis J. Patack stated in his decision that "The record makes clear that the District went to subcontracting solely to reduce the cost of its transportation program. Because it obviously did

not believe it could accomplish this through negotiations with CSEA it chose the expedient of avoiding those negotiations altogether."

In effect, the District unilaterally altered basic terms and conditions of employment, and to allow such action under the color of exercising a managerial prerogative would be to endorse an abuse of the negotiating process."

The PERB recommends that the District be ordered to:

—Offer reinstatement under their prior terms and conditions of employment to those employees terminated as a result of the July 15, 1977, agreement with Upstate Transportation Consortium, Inc., together with any loss of wages or benefits, and

—Negotiate in good faith with the CSEA concerning all terms and conditions of employment.

Joseph E. McDermott, CSEA Capital Region president, commented on the decision: "Justice sometimes comes slowly and if the School Board challenges this PERB decision, the CSEA will proceed again through available processes and win again. Our position is clear. We want fair treatment and we're willing to fight for it."

## Buffalo-Niagara Retirees To Hear Fire Precautions

BUFFALO—Next meeting of the Civil Service Employees Association's Buffalo-Niagara Frontier Retirees Local 903 will be a combination business meeting and Christmas party. The group will meet Tuesday, Dec. 20, at the Hotel Lenox, 140 North St., Buffalo. The meeting, in the Whitehall Room, will begin at 1:30 p.m.

Main speaker will be David E. Fields, of the American Red Cross. He will speak on fire prevention in the home.

Local president Mary Gormley also has announced the appointment of Al Jeris to the Local's board of directors. He will be filling the unexpired term of Lee Smith, who recently moved to Florida.

## Tiff Over Mental Hy

(Continued from Page 1)  
tration. He added that his administration had increased the department's budget this year to help mental patients.

Mr. Flaumenbaum was applauded by the audience when he said that the state was "throwing patients who need custodial and mental care into

communities like Long Beach, Bellport and the Town of Islip. The patients are left in shabby homes and nothing is done for them. The state is ruining our communities."

Mr. Flaumenbaum called for Governor Carey to stop "dumping patients" until community facilities are prepared for them.

Like others in the CSEA, he would like to see Agency Shop established throughout the Region. He is "sick of freeloaders."

Lifting the threat of the Taylor Law from public employees, or at least reducing the penalties, is important to Mr. McDermott. "The public employee should have the same right as the private sector employee to withhold



JOSEPH McDERMOTT  
... function within guidelines

## Capital Staffers To Learn About School Districts

ALBANY—Capital Region IV of the Civil Service Employees Assn. will send three staff members to the Capital Area School Development Assn. conference to be held sometime in early 1978.

The Region supervisor, Jack Corcoran; research analyst, Barbara Falzano, and public relations specialist, Daniel Campbell, will be attending the conference, which is a series of workshops designed to educate school district employees who work in the areas of transportation, maintenance, food services and secretarial.

The three expect to acquire more extensive knowledge about the way a school district operates, especially in terms of laws and regulations governing employment, administrative and financial management, and public relations. They will get a firsthand view of the work employees do and the problems they encounter in their specific fields.

Ms. Falzano commented, "Attending the conference will give the CSEA a chance to become a part of the employees' working environment. We'll have a chance to actually sit down and talk to school district representatives about our concerns for the employees. And, finally, it will help to create a good image for the CSEA."

services," he said. Citing the recent case of the former CSEA school bus drivers who went on strike when forced by the Saratoga Springs School District to join a private bus company, he said, "These were privately employed drivers refusing to bring the children to and from school and the press did not mention the Taylor Law. If these drivers were still employed by the school district as public employees it would have been a big story."

As part of an overall improvement plan, Mr. McDermott seeks more workshops to educate the staff and the people who run the Locals and units. He notes that constant updating is needed to keep up with the changes in times and practices. In addition, he feels that there must be more participation in workshops by the individual units.

Among the topics he would like to see covered are basic officer training, the entire concept of unionism and political action.

"With employment dropping in the private sector and gaining in the public sector, unionism and the CSEA, will be in the forefront soon," he concluded.

## SEIU Fails To Sign Up Rensselaer

ALBANY—Ruling a "lack of sufficient showing of interest" on the part of Rensselaer County employees, the Public Employment Relations Board dismissed a petition by the Service Employees International Union to represent the workers.

The Civil Service Employees Assn. is the bargaining agent for Rensselaer employees.

The SEIU first sought to represent a group of sewer workers and later the remainder of county workers, but was ruled out when, according to the PERB, it failed to get the required one third of signatures from the more than 1,000 employees. Richard Burstein, an attorney for the CSEA, said that the SEIU acquired signatures from 30 percent of approximately 300 sewer workers, but did not have that amount from the other 700 county employees. He stated that the support of those few was not appropriate for representation at any level.

According to Joseph Bakerian, CSEA field representative for Rensselaer County, the CSEA alleges that the only reason the SEIU got the signatures at all was because they lied to the workers, telling them that they did not belong to the CSEA's bargaining unit. "They definitely are a part of the bargaining unit," Mr. Bakerian added.

Daniel Campbell, public relations specialist for the Region, said, "This is the 18th time that the SEIU has been thrown out of the county; in fact, it is the second time in less than a year."

## Sunmount Celebrates

TUPPER LAKE — Sunmount Developmental Center Local 431 of the Civil Service Employees Assn. will have a Christmas party Dec. 17, 1977, according to Local president Joseph I. LaLonde. The event, scheduled to start at 6:30 p.m., will be held at Canalis' Restaurant.





Collective bargaining specialist W. Reuben Goring and Metropolitan Region II field representative Anne Chandler were among the estimated 75 frontline staff members who attended the briefing last week.



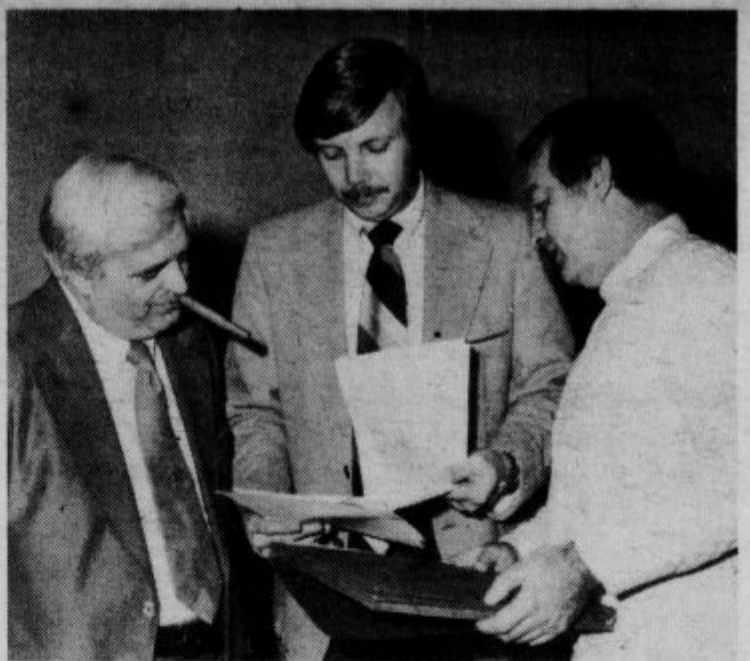
Research is one of the important behind-the-scenes operations carried out by CSEA staff members. Capital Region IV research analyst Barbara Falzano is shown here with headquarters researcher Walter Leubner.



Staff meeting provided opportunity for easternmost and westernmost regional supervisors to compare notes. Long Island Region I supervisor Edwin Cleary, left, listens to Western Region VI supervisor Lee Frank.



Long Island Region I public relations associate Hugh O'Haire, left, and headquarters research analyst Joseph Abbey look attentive during educational program for union staffers at three-day briefing.



CSEA president William L. McGowan, left, looks over agenda with two of his key advisors: chief counsel James Roemer, center, and Joseph Dolan, director of the newly created Office of Collective Bargaining and Field Services. The three-day staff meeting, called by Mr. McGowan, is believed to be first of its kind since CSEA has become one of the giant labor unions.

# Intense Briefing For CSEA Staff

By PAUL KYER

CATSKILL—William McGowan, who has been touring the state for the past few weeks to listen and talk directly to the membership of the Civil Service Employees Association, of which he is president, took time out last week to call a symposium for the organization's professional staff.

The three-day session at the Friar Tuck Inn gave staff persons a chance to let down their hair on a variety of topics as well as to discuss some interesting and unusual facets of the problems they deal with in their various professional occupations.

A few of the discussion titles covered such areas as: "Reducing the Credibility Gap and Building Trust With Members."

"Understanding CSEA Insurance Programs Without Being Salesmen."

"How to Cope With The Civil Service Law."

"Important Factors in Handling Disciplinary and Contract Grievances."

And then there was one of the most popular titles of the event—"Get It Out of Your System." It provided for both some astringent and good-humored give-and-take that, as several staff members noted, brought the seminar to a pleasant and rewarding finale.



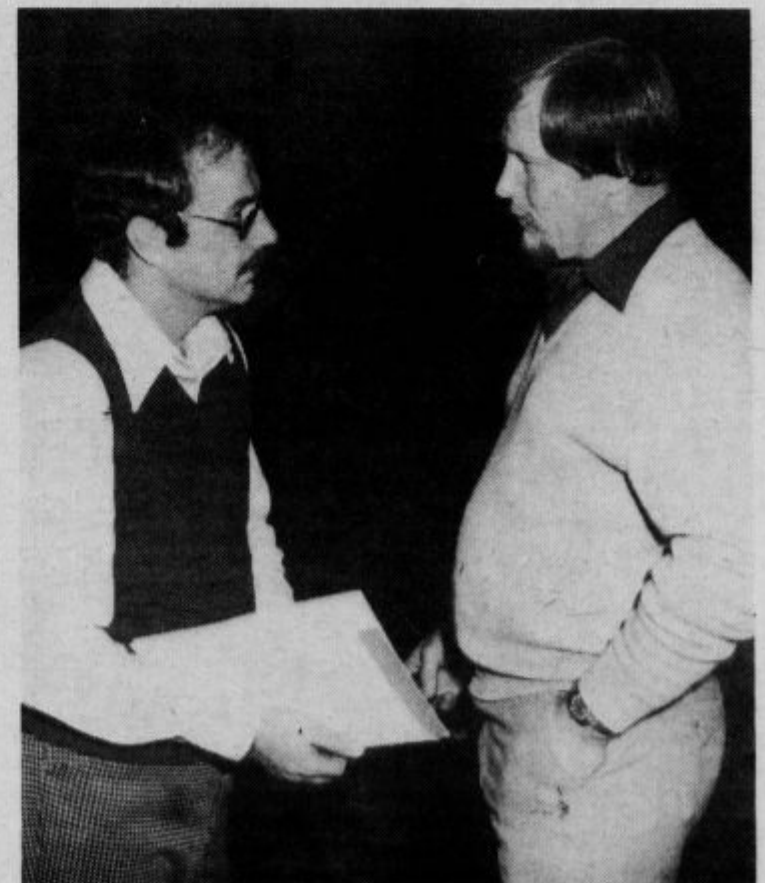
Five new staff members started their first day as CSEA employees by attending the training session at Friar Tuck. From left are assistant public relations director Gary Fryer, Long Island Region I fieldman Clem Burchill, Long Island Region I fieldman John O'Sullivan, coordinator of school district affairs Arne Wilpflar and Southern Region III public relations associate Marti Madory.



Thomas Collins, named head of CSEA's newly created Office of the Comptroller, checks over informational brochure with Bernard Ryan, director of legislation and political action.



Capital Region IV field representative Aaron Wagner sweeps off his car as Catskill area was hit by snowstorm that was prelude of blizzards that swept state later in week.



Central Region V supervisor Francis Martello, left, reviews some regional problems with Ronald Smith, field representative assigned to the Region V office in Syracuse.

(Leader photos by Ted Kaplan)

# Latest State And County Eligible Lists

CIVIL SERVICE LEADER, Friday, December 16, 1977

EXAM 36034	
SR INST SAF OFFCR	
Test Held March 19, 1977	
List Est. Oct. 12, 1977	
(Continued from Last Week)	
111 Garcia Juan A Bronx	81.2
112 Lahue Dale N Ogdensburg	81.1
113 Smithers Donald Sylvan Beach	81.0
114 Long Francis J Romulus	81.0
115 Avery Francis H Lyons	81.0
116 Reed Elvin H Schenectady	80.7
117 Brady James H Ogdensburg	80.7
118 Pulliam G Jamaica	80.3
119 Paraszti Laszlo Amenia	80.3
120 Monteleone S R Ronkonkoma	80.2
121 Ladouceur R C Ogdensburg	80.0
122 Giardino A J Rochester	79.1
123 Tublewicz John Amenia	79.1
124 Farley William Yorkville	79.0
125 Viggiano N J Blauvelt	78.9
126 James Harriet T Brooklyn	78.9
127 Hall Robert S Binghamton	78.8
128 Rhodes John J Auburn	78.6
129 Randells E R Brooklyn	78.5
130 Dosiek Joseph M Rome	78.2
131 Pace Donald Ronkonkoma	78.1
132 Ippolito Philip Middletown	78.0
133 McBrien Raymond Nyack	77.3

134 Fisher Riley W Stony Point	77.1
135 Granelli L A East Islip	77.0
136 Hanley Ronald A N Amityville	76.9
137 Provo Joseph S Mt Morris	76.6
138 Bellone Archie Bronx	76.6
139 Young Donald R Ogdensburg	76.5
140 Leclair Allan J Ogdensburg	76.5
141 Thomas Kenneth Windsor	76.5
142 Reynolds Leroy Long Beach	76.5
143 Carreras David Hauppauge	76.3
144 McCarthy W J Ctl Islip	76.1
145 Foster Glenford Ogdensburg	76.0
146 Beerhalter M J Clinton	75.9
147 Olson Wallace J Queens Vill	75.8
148 Harrison Larry Wingdale	75.8
149 Loughlin K J Lk Ronkonkoma	75.6
150 Dunkerley W J NY Mills	75.5
151 Eckert Truman F Newark	75.5
152 Lampasi John B Malverne	75.5
153 Hartsock Thomas Buffalo	75.5
154 Friot Harold L Marcy	75.5
155 Pigozzi George Monroe	75.4
156 Prairie Norman Rome	74.8
157 Stevens Bernard St Albans	74.5
158 Torbitt Donald Oswego	74.4
159 Ontolano R A W Seneca	74.3
160 Wood Warren C Dalton	74.3
161 Simmon Charles Jamaica	74.0
162 Laszick B R Kings Park	74.0
163 Guardiola C Massapequa Pk	73.9
164 Jackson Cecelia Ctl Islip	73.4
165 McDonald Paul F Ferrysburg	73.0
166 Haley William F Marcy	72.9
167 Chapman T W Silver Creek	72.9
168 Alexander R J Freeport	72.8
169 Montroy C M Ogdensburg	72.1
170 Snyder Edward J Staatsburg	71.8
171 Slack George W Willard	71.6
172 King John F Brooklyn	71.5

## GO TO HEALTH

By WILLIAM R. WILLIFORD

### The Life-Savers

Do you know what to do if the person you are eating with suddenly appears to be having a heart attack?

First, do not automatically assume the problem is a heart attack. He might be choking on a piece of food. If he is grasping at his upper chest or throat area, turning red and not making a sound, there is the possibility he is choking.

A simple rule is that if you cannot hear the person breathing, your first act should be to establish an airway. Henry Heimlich, director of surgery and head of the esophagus center at Cincinnati Jewish Hospital, has developed a simple technique to dislodge objects caught in the throat. By pressing firmly on the diaphragm, Dr. Heimlich has discovered that it's possible to force up enough air from the lungs to expel many foreign objects. Approximately 10 people choke to death every day, so it's good to know exactly how the Heimlich method works.

When the victim is standing or sitting, you stand behind him and wrap your arms around his waist. Grasp your fist with the other hand and place clasped fists against the victim's abdomen, slightly above the navel and below the rib cage. Press in forcefully on the victim's abdomen with a quick upward thrust. Repeat this several times, if necessary, until the food is dislodged.

If you are alone and start to choke, you should wrap your arms tightly around your abdomen, bend over at the waist, and push in on your abdomen with the same upward movements.

If your eating companion is having a heart attack—not choking—then it certainly would be helpful for both of you, if you also know what to do in that situation. Cardio pulmonary resuscitation (CPR) is a most effective emergency method that can be learned in a few hours. Your local Red Cross or Heart Association will be able to tell you how to enroll in a CPR training program near your home.

Why not make learning these two life-saving techniques your next goal. It is a helpless feeling not knowing how to help a loved one.



EXAM 36035	
CHF INST SAF OFFCR 1 & 2	
Test Held March 19, 1977	
Est. Sept. 27, 1977	
1 Gero Marvin F Wassaic	93.5
2 Janicke Raymond Wilton	89.7
3 Binkley Bruce E Schenectady	84.5
4 Pemberton G E Port Crane	83.0
5 Butcher Albert South Dayton	80.5
6 Fridley Douglas Macdougall	78.0
7 Walsh Richard W Pt Jffrsn	77.6

EXAM 35992	
SR SOC SRVS PLANNING SPEC	
Test Held June 18, 1977	
List Est. Oct. 28, 1977	
1 Anolik Abraham Albany	90.6
2 Walsh Kathy M Ravena	89.6
3 Collins E M Albany	87.7
4 Teeter Frances Delmar	86.6
5 Douglas A L Rensselaer	86.6
6 Harkess Harold Albany	85.5
7 Mahoney Mary C Guilderland	83.9
8 Burzynski S J Albany	83.8
9 None	
10 Corrigan M I Delmar	82.7
11 Klaier Charles H Schenectady	81.5
12 Lamb Teresa R N Bergen	81.4
13 Goldstein H Forest Hills	80.9
14 Wagner Jane A Ravena	80.8
15 Vivona Santo V Latham	80.7
16 Robinson Sandra Webster	79.8
16A Bradley Edward Albany	79.7
17 Tyrrell Mary L Ravena	79.2
18 None	
19 Rickard Paul A Waterford	78.6
20 Tierney M A Albany	78.6
21 Smith James C Albany	78.6

#### LEGAL NOTICE

SUPREME COURT: BRONX COUNTY. Summons Index No. 15220/77. PLAIN-TIFF: NEW YORK & SUBURBAN FEDERAL SAVINGS & LOAN ASSOCIATION, against Pedro Laruy and Madeline Laruy, his wife, and all the heirs at law, next of kin, distributees, devisees, grantees, trustees, lienors, creditors, assignees and successors in interest of any of the aforesaid defendants at law, next of kin, distributees, devisees, grantees, trustees, lienors, creditors, assignees and successors in interest of the aforesaid classes of persons, if they or any of them be dead, and their respective husbands, wives or widows, if any, all of whom and whose names and places of residence are unknown to the plaintiff, except as herein stated. THE PEOPLE OF THE STATE OF NEW YORK TO THE ABOVE NAMED DEFENDANTS AND EACH OF THEM: YOU ARE HEREBY SUMMONED to answer the Amended Complaint in this action and to serve a copy of your Answer or if the Amended Complaint is not served with this summons, to serve a notice of appearance on the Plaintiff's attorney within twenty (20) days after the service of this Supplemental Summons, or within (30) days where service is other than by personal delivery exclusive of the day of service and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint. The basis of the venue designated is that the premises being foreclosed are situated in Bronx County, New York.

Dated: Nov. 1977. To the above named defendants: The foregoing summons is served upon you by publication pursuant to an order of the Hon. Alexander Chananau, a Justice of the Supreme Court of the State of New York, dated November 18th, 1977 and filed along with the supporting papers in the Bronx County Clerk's Office. This is an action to foreclose a mortgage on premises 843 East 214th Street, Bronx, N.Y., briefly described as follows: On the north side of East 214th Street, 257.65 feet west of Bronxwood Avenue, being a plot 83.83 feet x 28.67 feet and located in Section 16, Block 4673, Lot 19. Dated: December 2nd, 1977. Howard Stein, Attorney for Plaintiff.

21A Ross Linda A Albany	78.5
22 Vazzana Maryann Latham	78.4
23 Carioto Francis Saratoga Spgs	78.3
24 Dunn John J Hillsdale	78.3
25 None	
26 Abo Gustave Brooklyn	78.0
27 Jackson Ronald Rochester	77.9
28 Hoffman John C Honeoye Fls	77.8
29 Johnson Richard Guilderland	77.6
30 Sussman Yale J Watervliet	77.3
31 Goyette Linda A Troy	77.0
32 Feigenbaum Gary Brooklyn	76.8
33 Hoffman John R Albany	76.7
34 Jackson Stephen Albany	76.5
35 Dutcher Joanne Albany	76.5
36 Terzian Harry D Latham	76.5
37 White James P Albany	76.3
38 Ryan Michael J Mineola	75.7
39 Lenihan William Albany	75.5
39A Coviello Joseph New Rochelle	75.3
40 Keeler James M Chatham	75.2
41 None	
42 Malito Donald B Westbury	74.9
43 Seereiter C E Rochester	74.9
43A Tomaszewicz I M Mt Vernon	74.8
44 Tierney William Slingerlands	74.8
45 Kasten Lawrence Little Neck	74.8
46 Dinehart W L Albany	74.5
47 Grabo Helen A Scotia	74.4
48 Poole Lois Schenectady	74.4
49 Peters David R Schoharie	74.1
50 None	
51 Lougen James J Latham	73.9
52 Babcock Beth E Delmar	73.9
53 Duda William L NYC	73.9

54 Tucker Lois Woodside	73.6
55 Mitchell Mary L Castleon	73.5
56 Church Anne M Albany	73.4
57 Murray Thomas C Brooklyn	73.4
58 Brna Viera NYC	73.3
59 Poole Carl N Latham	72.9
60 Unson Christine Clifton Pk	72.8
61 Evensen Donald Albany	72.8
62 Odeen Linda W Clifton Pk	72.2
63 Gordon Gail M Rego Park	71.7
64 McElligott C A Woodside	71.6
65 Hall Richard H E Greenbush	71.5
66 McGuinness P J Bronx	70.9
67 Utley A S Williamson	70.9
68 Brunelle John C Troy	70.8
69 McFadden Dennis Saratoga Spg	70.8
70 Fegarelli M A Round Lake	70.8
71 Rogone John G E Greenbush	70.7
72 Schaffer Mark L Slingerlands	70.6
73 Kozlowski Susan NYC	70.5
74 Feldman Daniel Latham	70.4

EXAM 36017	
ASSOC SOC SRVS DIS ANLYST	
Test Held March 19, 1977	
List Est. Nov. 4, 1977	
1 Seckular Alan S Flushing	100.8
2 Erickson K T Brooklyn	100.2
3 Schapiro Robert Mamaroneck	99.3
4 Bodoff Alyce R Staten Is	97.7
5 Killip Edward F Brooklyn	96.6
6 Carpenter E A Huntngtn Sta	95.2
7 Benavides C P Freehold	95.1

(Continued on Page 15)

## Security, Clerk, Other State Posts Available

ALBANY—Ten new state promotional exams opened up last week for state employees seeking higher job rankings.

The posts, announced by State Civil Service Department officials, pay from \$9,029 to \$21,545 a year. The filing deadline for all 10 is Jan. 16. Most of the exams are scheduled for Feb. 25 except for four of the posts. Oral testing for chief resources and reimbursement agent and principal resources and reimbursement agent is scheduled for an undetermined date in January. The chief resources post pays \$21,545 a year, the principal resources post, \$18,369. Security hospital treatment chief, which also pays \$18,369, and security hospital supervising treatment assistant, a \$14,880-a-year post, is scheduled for oral testing in February but no exact date is listed.

The others are principal ac-

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Information Service  
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Washington, D. C. 20420**

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**Marc L. Ames**  
Atty at Law  
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Tel 962-2390

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#### Help Wanted M/F

SR. STORES CLERK, starting salary \$8,251 plus liberal fringe benefits. A warehouse operation involving supervision, heavy lifting, report writing, inventory control, etc. Must be a permanent N.Y. State employee for at least 1 yr. in a clerical position allocated to grade 3 or higher. Send resume to Wm. S. Regina, Assoc Personnel Adm., Bronx Psychiatric Center, 1500 Waters Pl., Bronx, N.Y. 10461.

#### House For Sale - Bayside, NY

BAYSIDE TOWNEHOUSE CONDOMINIUM: Finest section in Queens — 3 bedrooms, 1½ baths, finished basement, central A/C, appliances, carpeting, cable T.V., \$700 taxes, overlooking golf course. \$62,500. Call evenings 212 423-3521.

# Hospital, Clerk, Other Openings In Nassau

CIVIL SERVICE LEADER, Friday, December 16, 1977

MINEOLA—Six new job titles with Nassau County agencies are open this week.

## Dec. 21 Filing Deadline Set For Clerk Job

TROY — Rensselaer County Civil Service officials have scheduled a Jan. 14 qualifying test date for candidates for the \$7,489-a-year principal clerk's job at Hudson Valley Community College. The filing deadline is Dec. 20.

There is only one vacancy but the eligible list resulting from the test will be used to fill future vacancies at the college, say officials.

Candidates must have been Rensselaer, Washington, Saratoga, Albany or Columbia County residents for at least four months prior to the exam. They must also be high school graduates with four years' clerical experience, two of them as supervisors; or with four years' experience, two as a supervisor; or an equivalent combination of both.

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

The filing deadlines for the posts, which range in salaries from \$20,596 to \$8,400, are Dec. 21 and Jan. 6.

Assistant hospital administrator I, which pays \$17,279 a year to start, and assistant hospital administrator II, a \$20,596-year post, have Jan. 6 filing deadlines. There is no written qualifying exam for these posts. Evaluation will be by training and experience.

Administrator I applicants must hold master's degrees in hospital administration, health services or an allied field. Administrator II hopefuls need the same type of degree plus two years hospital administration experience.

A Jan. 14 exam date is scheduled for the other four jobs, manpower program monitor supervisor, which pays \$15,779; assistant coordinator—senior citizen services project, a \$13,228 post; audit clerk, \$11,170; and vocational placement assistant, \$8,400.

Manpower program monitor supervisors must be college graduates with four years manpower or personnel training and placement and financial records review experience.

Senior citizen assistant coordinators should hold a master's degree and two years social work, community organization, education, health, recreation ex-

perience; or a bachelor's degree and four years experience. One year of gerontology experience can be substituted for two years of the other experience.

Audit clerk candidates should be high school graduates with four years clerical experience.

For vocational placement assistant, a high school diploma and two years clerical experience, one year of it conducting personnel interviews is required.

Job applicants for five of the

## St. Lawrence Traffic Safety Post Is Open

CANTON—St. Lawrence County Personnel Office officials are accepting resumes from candidates for the \$14,209-to-\$17,626-a-year traffic safety engineer's post until Jan. 1.

Applicants must have a bachelor's degree in civil engineering and at least a year's traffic engineering experience or four years' civil engineering experience and a year's traffic engineering experience. A master's degree in transportation or traffic engineering may be substituted for a year's traffic engineering experience.

six titles must be Nassau County residents. Only assistant hospital administrator I is open to non-Nassau residents.

To apply, candidates should contact the Nassau County Civil Service Commission, 140 Old Country Rd., Mineola 15501.

## Open Continuous State Job Calendar

Title	Salary	Exam No.
Accounting, Careers In	\$10,714	20-200
Actuary (Casualty), Associate	\$18,369	20-416
Actuary (Life), Associate	\$18,369	20-520
Actuary (Casualty), Principal	\$22,694	20-417
Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14,142	20-519
Actuary (Casualty), Supervising	\$26,516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Audiologist, Assistant	\$11,337	20-885
Audiologist	\$12,670	20-882
Dental Hygienist	\$ 8,523	20-107
Dentist-In-Training	\$20,428	27-679
Dentist I	\$22,694	27-629
Dentist II	\$25,161	27-680
Dietitian Trainee	\$10,118	20-888
Dietitian	\$10,714	20-887
Dietitian, Supervising	\$12,670	20-886
Electroencephalograph Technician	\$ 7,616	20-308
Engineer, Assistant Sanitary	\$14,142	20-122
Engineer, Junior	\$11,337-\$12,275	20-109
Engineer, Senior Sanitary	\$17,429	20-123
Food Service Worker	\$ 5,827	20-352
Histology Technician	\$ 8,051	20-170
Legal Careers	\$11,164-\$14,142	20-113
Librarian, Public	\$10,155 and up	20-348
Medical Record Administrator	\$11,337	20-407
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aid Trainee (Reg & Spanish Speaking)	\$ 7,204	20-394
Motor Carrier Transportation Specialist	\$13,404	20-889
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nurse, Health Services	\$10,714-\$11,489	20-333
Nurse, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$14,880	20-139
Occupational Therapist (Reg. & Spanish Speaking)	\$11,337	20-895
Occupational Therapist, (Reg. & Spanish Speaking)	\$12,670	20-894
Physical Therapist	—	20-177
Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant I & II (Spanish Speaking)	\$ 9,029	20-175
Physician, Assistant Clinical	\$25,161	20-413
Physician I, Clinical	\$27,974	20-414
Physician II, Clinical	\$31,055	20-415
Physician I, Compensation Examining	\$27,942	20-420
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiologic Technologist, Radiologic Technologist (Therapy)	\$8,051-\$10,274	20-334
Speech Pathologist, Assistant	\$11,337	20-884
Speech Pathologist	\$12,670	20-883
Stationary Engineer	\$ 9,546	20-100
Stationary Engineer, Assistant	\$14,142	20-303
Stationary Engineer, Senior	\$10,714	20-101
Varitype Operator	\$ 6,811	20-307
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140

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

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

2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248.

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

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

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

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

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

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

## Alan Campbell Says:

# U.S. Pay System Is Contradictory

WASHINGTON—Alan K. Campbell, chairman of the U.S. Civil Service Commission, is supporting changes in the federal wage system, which, he said, are "contradictory, unwarranted and unnecessary for the equitable operation of the federal wage system."

Mr. Campbell endorsed maintaining federal blue-collar pay in line with prevailing local pay rates in a statement before the Subcommittee on Compensation and Employee Benefits of the House Post Office and Civil Service Committee.

"The proposed changes are necessary," he said, "to return the federal wage system to that principle and restore credibility to the blue-collar pay setting

process.

"We damage our credibility with the taxpayer and with local employers who participate in our wage surveys when we tell them that federal wage rates are based on local prevailing rates and, at the same time, import rates from outside the area under the Monroney Amendment. Overpayments caused by the present five-step structure with the second step as the prevailing rate and by night differentials which are excessive in relation to local prevailing practices are an improper expenditure of tax dollars and are very significant to local employers who are trying to compete with the federal government for qualified employees. These overpayments should be elimin-

ated."

Mr. Campbell called for amendment or repeal of four key features of the current law which, he said, do not contribute to comparability between federal wages and local-area prevailing rates. He also asked for a modification in the timetable for surveying private employers.

The chairman emphasized that if the proposed changes are enacted "no employee's pay will be reduced now or in the future." Each wage employee would be guaranteed a 3-percent pay increase at the first pay adjustment after the legislation is effective. Employees who would otherwise lose pay due to the changes would have indefinite pay retention rights and would get one-half of all subsequent pay increases until they become

(Continued on Page 15)

### LEGAL NOTICE

#### THREE OAKS V ASSOCIATES

Substance of Limited Partnership Certificate filed in NY County Clerk's Office on 11/4/77. Business is to race a thoroughbred racehorse, John Harvard. Principal place of business 1623 3rd Ave., NYC. The names, addresses and amounts contributed by partners are: General Partner—Arthur Innace, 1623 3rd Ave., NYC. Limited Partners—Ralph Brown, Jr., 1342 Lohengrin Place, Bronx, NY (\$2,200); Shaheed Rahaman, 473 Crescent Street, Bklyn, NY (\$2,200); Jeanne Unger, 273 Bellmore Rd., East Meadow, NY (\$2,200); Arthur Unger, 273 Bellmore Rd., East Meadow, NY (\$2,200); Daniel Rindos, 39 Meridan Rd., Waterbury, Conn. (\$2,200); Joseph Glielmo, 747 East 102nd St., Bklyn, NY (\$2,200); James Mintzer, 112-20 72nd Dr., Forest Hills, NY \$6,600). The term is from 6/1/77 to 12/31/78 unless sooner terminated. The Limited Partners have agreed to make additional contributions aggregating \$19,665 at rate of \$1,035 per month from 6/1/77 through 12/31/78. The Limited Partners will receive 92 1/2% of profits and 92 1/2% of net assets upon dissolution of partnership. No Limited Partner has right to substitute an assignee in his place without written consent of General Partner.

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## REAL ESTATE VALUES

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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.

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2½ mi's south of Montour Falls. Unusual business potential due to frontage on both sides of old Rt 14 as well as both sides of current h'wy. Catherine Creek, famous trout stream runs through property. Older 7 rm house. 1½ bths, spring water. Double garage, nice lg barn, walnut trees, plenty of wild life. Direct from owner. Will finance for responsible party & divide if necessary. \$80,000 P.R. Kuster, RD +1, Horseheads, NY, 14845. (607)739-3851 or (607)739-1015.

### Bronx

**N.E. BRONX.** Lovely 2 fam brk. Semi-att. 12-13 yr old, 1 lge 3½ rm apt, 1 lge 5 rm apt. Front porch, back patio, drive-in-gar. Alarm sys, gas ht, ½ blk from subway. Very modest price. Must sell right away. Bkr 231-0211.

**N.E. BRONX**—Lrge 5 fam brick home, 4 2BR apts, 1 very lrg 2 BR apt on 1st flr. All apts are de-condrd, lrg front yard (50x30) & side yard, 3-car garage. House in very excel cond. Nr all major schls, churches & shop'g areas, trans readily avail. Will be sold vacant. Taxes & water \$1500/yr, fuel \$1600 yr. This property must be sold, so buy now at a very low price. Bkr 231-0211.

### Columbia County

**COPAKE LAKE ESTATES**—Modn 4 BR 2 bth Ranch. Lake view. Oil heat. Full ½ acre. Ski, golf, tennis, swim & boatg. Mins to all Berkshire Facil's. \$43,500. Ideal winter/summer. 516-223-6406, 518-329-0951.

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### Farms & Country Homes R.E. N.Y.S.

**OSSINING** — Ranch style home, 3 bedrooms, liv rm w/cathedral ceiling & frpic, 2 full baths, car port, full play rm w/built in BBQ pit. Central air & heat. Patio & sun deck in rear. Mid 50's. Call owner. 914-941-2374 after 5:30 P.M.

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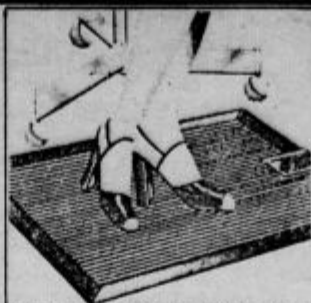
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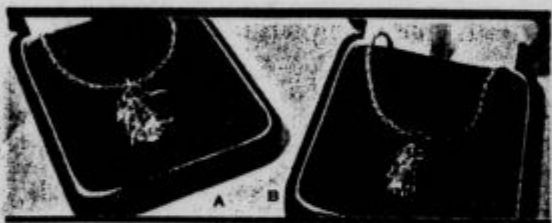
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# THEY'RE ALL IN CSEA FAMILY



**BUTRYM**  
LEFT: "At least" 11 years ago, Tax and Finance Local 690 secretary Helen Butrym became active in the CSEA as a Local representative. Husband Victor was also active as representative for now-disbanded Lottery chapter. Here she appears with newest Butrym union activist, son Paul, who is steward for Division For Youth Local 663.

(Leader photo by Ray Hoy)



(Leader photo by Ted Kaplan)



(Leader photo by Ted Kaplan)

## MANNELLINO

ABOVE: The Mannellinos of Long Island have gone their separate but parallel ways in union activity. Fran is Pilgrim Psychiatric Center Local 418 corresponding secretary, and Lou is Transportation District 10 Local 508 first vice-president and Long Island Region I social chairman.



(Leader photo by Emmet Blum)

## PERCY

ABOVE: It has been commonly acknowledged that the influence of Jefferson County Local 823 has been outsized beyond what would be expected for a 900-member chapter. Credit for this has been given to the effective leadership of Eleanor Percy. Ms. Percy gave up the Local presidency earlier this year when her job with the courts was put under state control. Now she serves as interim president of Region V Judiciary Local 334. Looking over her shoulder is daughter, JoEllen, popularly called Jody, who is delegate for Black River Valley Local 015.

## CARR

LEFT: Statewide CSEA secretary Irene Carr worked up the CSEA ladder of success by serving numerous terms as president of Oneonta Local 011 and as secretary of Central Region V. With so much CSEA dedication in the family, husband Wilbur, known as Zip, became active in the union, too, and has served as a delegate for SUC at Oneonta Local 635.



## VALLEE

(Leader photo by Ray Hoy)

ABOVE: The Vallees both belong to Rensselaer County Local 842, but their reputations have been enhanced at other levels of the union. In addition to being Local delegate, Grace is a leading member of the statewide Social Services committee. John is a former member of the CSEA Board of Directors and former second vice-president of Capital Region IV. He still serves as a sergeant-at-arms for Delegate Conventions.



## CRANDALL

LEFT: For years, Donald Crandall has been well-known within CSEA circles as the husband of Patricia Crandall, but now is an official delegate in his own right from Cortland County Local 812. Pat, meanwhile, continues to amass CSEA responsibilities as the most titled woman in the union: SUC at Cortland Local 605 president, Central Region V executive vice-president, statewide director representing Universities and State Executive Committee vice-chairman.

(Leader photo by Hashem)



## WEIDMAN

(Leader photo by Ray Hoy)

ABOVE: As the CSEA Board of Directors member representing Agriculture and Markets members, John Weidman is the most prominent member of the Weidman family, but not the whole story by a long-shot. Mother Mary has been an Employees Retirement System Local 652 delegate and father John Sr. is active in Mental Hygiene Central Office Local 673. But that only scratches the surface. The senior Weidmans also claim two daughters, another son, a daughter-in-law and a son-in-law as well as (on Mary's side) eight other close relatives in Audit and Control, Motor Vehicle, Commerce, Thruway, Correction and Health.

# Latest State And County Eligible Lists

(Continued from Page 10)  
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 29 Pordy Richard J NYC .....71.2

11 Harrington John Leeds .....77.2  
 12 Parisi Marie A W Coscackie .....75.9  
 13 Szramkowski D A Buffalo .....70.4

24 Hayes William M Peekskill .....77.7  
 25 None  
 26 Tarmey Thomas J Malverne .....75.8

## 50 End First Aid Training

PLEASANTVILLE—More than 50 East Hudson Parkway Authority employees have recently completed a one-day course and have been certified in first aid and Red Cross training requirements.

Westchester County Parkway Police Headquarters in Hawthorne. EHPA employees continued on for specialized instruction in cardio-pulmonary resuscitation.

Robert Greene, Chairman of the EHPA, expressed his appreciation to Chief Carlo Fulgenzi who provided the instructors and facilities for the program. "The training," Mr. Greene said, "stressed the fundamental principles, knowledge, and skills of first aid and accident prevention."

"In operating the parkways and dealing with the public, we are continually in the position of assisting others," Mr. Greene commented. "As a result of this training, our personnel are now better prepared to care for most injuries, such as cases of severe burns, bleeding, breathing stoppage, poisoning, shock, fractures, and exposure."

The course will soon be extended to other employees in the counties to the north of Westchester.

## Loan Specialists

(Continued from Page 5)  
 D.C. 20226.

The government is seeking loan specialists on two levels, GS 9 and 11. GS 9 specialists are paid \$15,090 and GS 11 specialists, \$18,258. GS 9 candidates need three years general experience, which officials describe as gathering and analyzing facts and figures and presenting them orally and in writing, and two years specialized experience, described as analyzing collateral offered as security for loans, use of business systems and work with financial organizations and financial statements.

GS 11 candidates need three years general and three years specialized experience. Educational credits can be substituted for some of the experience requirements. Job applications are available at U.S. Civil Service Commission offices at 26 Federal Plaza, New York City 10007.

EXAM 36049  
 RADIO DISPATCHER  
 Test Held May 7, 1977  
 List Est. Nov. 4, 1977

1 Dixon Ann M Rhinebeck .....96.2  
 2 Pasinello A S Waterford .....93.8  
 3 Bell Ruth I N Tonawanda .....92.5  
 4 Mistretta N T Whitesone .....90.4  
 5 Dedrick Carol A Albany .....88.8  
 6 Wait Mary A Malden Brg .....88.7  
 7 Wills William D Amsterdam .....87.8  
 8 Rinaldi William C Catskill .....84.9  
 9 Fitzgerald C J Getzville .....82.2  
 10 Wilsey Viola P Cornwall .....78.3

EXAM 36064  
 PRIN BANK EXMR/PR OV BR  
 BANK EXAMINER  
 Test Held May 7, 1977  
 List Est. Oct. 26, 1977

1 Sullivan Alan C Malverne .....99.9  
 2 Conlon Peter V Mamaroneck .....94.9  
 3 Miller Terrence Forest Hills .....93.7  
 4 Nelipowitz R A Liverpool .....92.6  
 5 Donofrio Mario Elmont .....92.0  
 6 Tenga Carmine M London Eng 91.5  
 7 McCormick R H Bethpage .....90.9  
 8 Bacon Paul V Pitsford .....90.9  
 9 Valenti Vincent Valhalla .....88.8  
 10 Hess Robert J NYC .....86.9  
 11 Hess Michael P Westwood .....86.8  
 12 Wilk Edward R London England 85.3  
 13 Hetzel David A Tonawanda .....85.0  
 14 Kieley Charles Pitsford .....82.6  
 15 Smith Richard J Scarsdale .....82.1  
 16 Zanko Peter L Hillsdale .....81.8  
 17 MacMurray W J Melrose .....80.5  
 18 O'Donnell L J Cosmack .....79.9  
 19 Cullen Edward J Massapequa Pk 79.3  
 20 McAlea Thomas P Stewart Mar 79.0  
 21 Arnold Arthur D Marcellus .....78.8  
 22 Buell George E Rockvil Ctr .....78.8  
 22A Krasowsky J Glendale .....78.4  
 23 Holm Harold O Irvington .....78.3

## In Suffolk:

# Seek Insurance Execs

HAUPPAUGE—If you are a college graduate and have at least six years' experience administering large-scale insurance contracts, Suffolk County Civil Service officials want to see you.

The county has several \$666 bi-weekly insurance manager

post vacancies. Applications must be in by Jan. 4 to be eligible for the qualifying exam, scheduled for Feb. 4. County officials say general insurance experience can be substituted for some of the education requirements.

There are no residency requirements but Suffolk County residents will receive hiring preference.

Applications should be sent to the Suffolk County Department of Civil Service, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge 11787.

## State Has Speech Openings

ALBANY — State employees with at least a year's speech and hearing therapist, assistant au-

diologist or assistant speech pathologist experience are eligible for two promotional posts with the state Mental Hygiene Department.

Speech pathologist and audiologist posts are open for continuous recruiting by state civil service officials. Both posts pay \$12,670 to start.

Speech pathologist job hopefuls must hold a speech pathologist license. Audiologists must be licensed. Candidates for both posts can substitute clinical competence certification from the American Speech and Hearing Association if they are not licensed.

Candidates should file applications with Mental Hygiene Department agencies or the State Civil Service Department at either the State Office Building Campus, Albany; Suite 750, 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.

## Art On Display

(Continued from Page 5)

"The jobs give our people work experience and a chance to develop their skills," said Westchester County Executive Alfred B. DelBello. "Almost 300 projects have been funded since March, creating nearly 1,400 new jobs."

The exhibit is part of the county-sponsored "Art in Public Places" program.

## U.S. Pay System

(Continued from Page 11)

entitled to higher rates by normal operation of the wage system. This procedure has "worked very well and proved to be very equitable" in the past, the chairman said.

ADVERTISEMENT

## Finally The End Of The Cockroach

A new scientific development, tested and proven over a period of years, can now make the roach extinct. This product is so effective retail stores will not stock it because there is very little reason to reorder. The manufacturer states "RO-CHEK" not only kills roaches, but also eliminates ants, water bugs, and silver fish, preventing reinfestation for years.

Since roaches do not recognize non toxic "RO-CHEK" as a bug killer, they walk through it and make no attempt to bypass it. One of "RO-CHEK" ingredients produces an electrostatic charge which causes the powder to adhere to their bodies. Within 24 hours of

making contact the roaches die and during that time they spread the powder inside the walls going through the ritual of cleaning themselves. This habit permits the distribution of "RO-CHEK" into the nesting areas and therefore the elimination of the remainder of the roach population in 10 days.

"RO-CHEK" is being sold directly to consumers. It costs \$4.95 (add \$.50 for postage and handling) for a 9oz. container which is sufficient to roach proof a 9 room residence. To Obtain "RO-CHEK", send a check or money order to JM Co. 685A NE 123 St. North Miami, Fla. 33161. Or for further information please Call 947-3531.

## Security Jobs

(Continued from Page 11)

principal drafting technician-mechanical, \$11,337; and chief clerk, \$14,880.

The hospital security jobs are with the State Mental Hygiene Department. Associate accountants with the Division of Housing and Community Renewal are eligible for the principal accountant written test. All clerks and technicians with at least three months service with the state may take the chief clerk test. The drafting posts are available to Office of General Services workers in engineering or drafting posts.

For details, contact the State Civil Service Department at either the State Office Building Campus, Albany; 2 World Trade Center, New York City; or 1 West Genesee St., Buffalo.

## 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 4 p.m. Special hours for Thursdays are 8:30 a.m. to 4 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 information on titles, call 566-8700.

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

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

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

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

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

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

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# Westchester Parking Dispute Settled For Judiciary Workers

WHITE PLAINS—An agreement reached between the Civil Service Employees Association and Westchester County officials has resolved the dispute over parking spaces for state employees of Westchester's court system.

As a result of the settlement last week, 36 state employees will not be evicted from their rented spaces at the Westchester County Courthouse, according to James J. Lennon, president of the CSEA's Southern Region.

Following the closing of a county parking lot in White Plains recently, 350 state and county employees were ordered out of their rented spaces. The County then instituted a point system based on civil service grade and number of years worked to distribute the remaining spaces with state employees required to have more points than county employees to be eligible for a spot.

In a meeting held between CSEA officials and County Executive Alfred DeBello, the union charged the County with discriminating against state Judiciary employees in Westchester County by applying an inequitable evaluation system to determine eligibility for the limited number of spaces available. The union also maintained that the County had an obligation to provide spaces to all employees, including state Judiciary employees.

CSEA representatives who attended the meeting on behalf of the Judiciary employees were Ethel Ross, statewide Judiciary representative to CSEA's Board of Directors; James J. Lennon, Southern Region III president; Thomas J. Luposello, Region III

supervisor; Michael Morella, Westchester County unit president, and Arthur Grae, a regional attorney.

When Westchester officials agreed to the demands of the CSEA representatives, the point system was adjusted to reflect a more uniform method of determining eligibility, and a total of 36 Judiciary employees were granted parking spaces. Included in this group was one court employee who, backed by the Service Employees International Union, had obtained a temporary restraining order in an effort to resolve the issue and gain a victory for the rival union.

Following successful talks between the CSEA and the County, SEIU was forced to drop the restraining order.

According to Pat Monachino, CSEA collective bargaining specialist for state Judiciary employees, the withdrawal of the restraining order was an indication of the SEIU's failure to approach the dispute realistically. Mr. Monachino said, "CSEA addressed the issue directly, settled the dispute by resolving the problem, and received a commitment from the County to continue negotiating for additional parking spaces for all employees, including Judiciary employees. The SEIU's remedy would have pro-

longed the problem for Judiciary employees, who would have still had to seek private parking lots at greater cost and with no guarantee of any success."

Mr. Monachino cited the CSEA's 10 years of experience representing court employees as a reason for the union's success with Westchester County. "Representing janitors, custodial workers and cafeteria employees, as SEIU does almost exclusively, is not the same as representing professionals, which CSEA does as a matter of course on a daily basis," Mr. Monachino said.

## To Preserve Jobs

# McGowan Requests Audit Of Meyer Hospital Records

BUFFALO—Citing an interest in preserving jobs and "preventing an additional waste of taxpayers' funds under the guise of an economy move," William L. McGowan, president of the Civil Service Employees Association, last Friday requested that "books and records" of E.J. Meyer Memorial Hospital be made available to union auditors for examination "beginning on Tuesday, December 13, 1977."

Mr. McGowan, in his telegrams to Erie County Executive Edward V. Regan and acting hospital administrator Guy Alfano, said he only wanted the "same privileges given to proponents of the transfer" of the county facility to private interests.

He said he was informed by officers of CSEA's Erie County Local 815, which represents 1,700 white-collar workers at the hospital, that such books were "in fact made available to Dr. Argen" and speculated that officials of Buffalo General Hospital may also have been accorded similar treatment.

Ralph Argen has been identified as leading a group of persons interested in operating the newly built \$130 million facility, as has been Buffalo General Hospital.

According to county sources, the county officials were meeting with Dr. Argen's interests at the time Mr. McGowan made his requests.

They had met for three days earlier with Buffalo General officials.

Mr. McGowan sent his telegrams after consulting by telephone earlier in the day with the union's law firm, Roemer and Featherstonhaugh, and said



## VAN DUYN UNIT OFFICERS INSTALLED

Officers of Van Duyn Home and Hospital unit of the Civil Service Employees Association's Onondaga Local 834 smile happily after their recent installation. Seated, from left, are treasurer Thelma Peters, recording secretary Ester Shippy and corresponding secretary Beverly Newcomb. Standing are president Tom Murphy, vice-president Carl Segear and board of directors members Anna Schad, Diane Patterson and Robert Renders. Other officers, not present for photo, are Ken Shonnard, Leona Gooley and Mary Zaikowski, Onondaga Local president Robert Obrist was on hand to oversee the installation ceremonies.

# Agree To Extend Broome Contract To Await Hearing

BINGHAMTON—Broome County has agreed to extend its contract with the Civil Service Employees Association past the Dec. 31 expiration date, until the end of January or until a new contract is imposed at a legislative hearing.

The dispute goes to fact-finding Dec. 20. According to CSEA Broome County unit president Barbara Pickell, both the union and the county intend to make

presentations that day to Public Employment Relations Board fact-finder Ronald Donovan.

"We expect that his report will be completed about Jan. 6. We should know his recommendations by the following week," Ms. Pickell said.

She said that the problem with negotiations thus far had been that the County had not taken them seriously. The County's wage offer was 1 percent.

Negotiations began on Sept. 14, and reached impasse on Oct. 25, when the union charged that negotiating meetings had been poorly attended by the County.

## Creedmoor Meet

QUEENS—Creedmoor Psychiatric Center Local 460 of the Civil Service Employees Association will combine a dinner with a general membership meeting in observance of the holidays. Local president Dorothy King has announced. The meeting will be Wednesday, Dec. 14, at 6 p.m. at Koenig's Restaurant, Tulip Ave., Floral Park.

He identified local officers who provided him with information on the problem as John Eiss, president of Local 815, which represents all of the County's white-collar workers, and Steven Caruana, president of the E.J. Meyer unit.

that the CSEA was prepared to proceed in the courts should his request be turned down by Mr. Regan or Dr. Alfano.

Mr. McGowan was particularly incensed over the interests of the Argen group and said Mr. Regan's "apparent bias in favor of Dr. Argen was political" and that the "so-called community-based group was made up of Mr. Regan and totally lacked representation from labor, and had only taken user input.

"It's a giveaway of taxpayers property," he said of the pro-

## Secret Report

(Continued from Page 3)

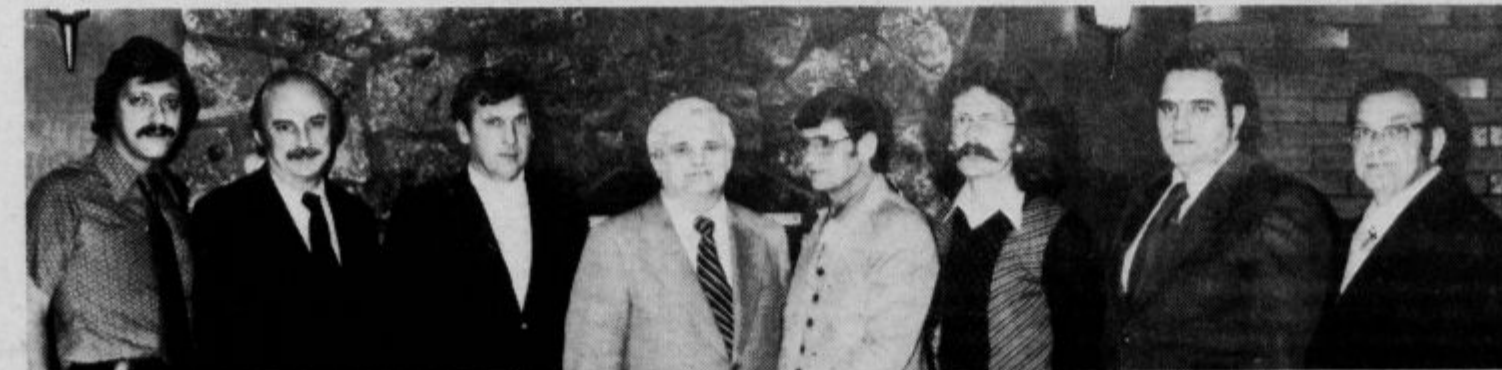
on to the Assembly floor, would allow the granting of merit pay or bonuses for selected state employees based on meritorious performance. The CSEA generally approves the concept since it does not affect general increases to all employees, but insists that a number of safeguards must be incorporated into the proposed legislation to prevent the awards being made as favoritism rewards.

Another key proposal would extend the one-in-three selection rule to preferred-list appointments. The CSEA also insists a number of safeguards must be built into such a proposal, but that the general concept does have merit.

CSEA especially endorses a proposal to extend preferred eligible lists so as to protect the eligibility of hundreds of state employees, and is also strongly in favor of a proposed bill to authorize negotiated disciplinary procedures with local government employers.

The CSEA is also studying further a proposed bill which would enlarge transfer opportunities between competitive class titles. It would, the union believes, reduce the number of exams members would have to participate in while broadening career opportunities and permit employees a method to leave dead-end positions.

Meanwhile, the CSEA says it is continuing to study every proposed change to determine a union position and to detect any changes from earlier proposals.



## EVANS CONTINUES TO LEAD RENSSELAER ED LOCAL

At recent installation conducted by Civil Service Employees Association president William McGowan, officers of Rensselaer Education Local 871 were sworn in. Edward P. Evans, re-elected as Local president, poses here with other officers and CSEA officials. From left are CSEA field representative Joseph Bakerian, CSEA County

Division chairman Joseph Lazarony, Averill Park unit president Fred Toussaint, Mr. McGowan, Mr. Evans, Schodack Unit president Wayne Miller, Troy unit president George Tashjian and East Greenbush unit president Les Banks.