Mental Hy Talks In Impasse Over What Is Negotiable

McGowan Assails Contract Violation

(Special to The Leader)

ALBANY — The Civil Service Employees Assn. has announced an impasse in its negotiations with the state's Department of Mental Hygiene.

William McGowan, a CSEA vice-president who heads the union's Mental Hygiene negotiating team, said this month with a target date for agreement of Feb. 15.

"Kicked Bottom Out"

Mr. McGowan called the initial talks had been progressing routinely until Jan. 24 when agency negotiators "suddenly kicked the bottom out of everything by flatly rejecting more than two-thirds of our proposals." This Mr. McGowan claims, is a direct violation of CSEA's existing general contracts which stipulate that the question of negotiability is itself subject to negotiations.

Besides violating our main contract, the agency's position is the height of bargaining bad faith, and for the thousands of dedicated Mental Hygiene employees who are seeking not high-east manner items, but merely the improvement of numerous problem areas which would help the whole department to run better, we find it intolerable and have no choice but to call the impasse," Mr. McGowan said.

Under the impasse procedure in CSEA's present contracts with the state, the next step called for is a top level meeting between CSEA president Theodore C. Wenzl and the head of employee relations for the state, Melvin Osterman.

"But getting the proposals from fiction to fact took much more time than originally expected. "The State representatives, led by James Brown, the Health Department's principal labor relations specialist, and the CSEA career ladder committee met several times and did develop the career ladder proposal rather quickly."

"Getting the proposals from fiction to fact took much more time than originally expected."

"However, after several delays and several misunderstandings, the Committee and the Health Department representatives met (Continued on Page 14)

Health Dept. Career Ladder OK'd Following 2-Year Quest

ALBANY — Career Ladder Committee members from State Health Department chapters of the Civil Service Employees Assn. have "finally reached a successful conclusion" to their two-year quest for development and implementation of a career ladder for Health Department attendants, according to a spokesman for CSEA.

Implemented January 17, 1974 and will upgrade qualified Grade 4 and Grade 5 attendants to Grade 7.

Time Change, Pay Is Lost

ALBANY — The institution of daylight saving time on January 6 has illegally shortened certain State Thruway Authority employees one hour's pay, according to a second stage grievance filed by the Civil Service Employees Assn. against the Authority.

Thruway employees who were regularly scheduled to work on an overtime basis on the 1 shift — an eight-hour shift — on the winter maintenance schedule, in reality worked only seven hours on January 6, due to the time change. The Thruway Authority has refused to pay these employees their appropriate eight-hour (Continued on Page 5)

Wilson Budget Aims
To Maintain Services, Hold Line On Taxes

THIS state budget, as submitted to the Legislature by Gov. Malcolm Wilson, clearly charts a middle course that is designed to maintain state services at a high level without adding to the taxpayers' burdens.

The underlying philosophy (Continued on Page 6)
To Herbert S. Bauch who authors The Leader column, "The City Employee": Good work for getting that increased work week and the gratifying bills and the manner in which you handled it. My good and faithful reader, of time in Harlem and I am starting to look like a Harlem fireman — red eyes, stinking of smoke, acheing bone, brain not working, wondering how even the sleep that I took was done to me can take the guilt. For instance, the other night, in addition to a book of napping, the 10th one taken on the 6th tour, ran into tour "all hands" workers within eight hours. One which the chief escaped but which the company caught, went to a second floor. If you wanted to see any examples of exhaustion, you should have seen the brothers the most moral.

In one of the "all hands," a woman was rescued by Chris Waters of Battalion 16. As he was pulling her out of the window he asked her if there were any other people in the apartment. In a state of shock she said, "No.

B. C. Cito's sixth sense (which is given by God to firefighters) took over by walkie-talkie. He ordered Leber 28 to make a search. Fire was belching from windows on the second floor and Plumpton, Howards Thewall sprinted up the net. Balancing himself on the top rung of the ladder, he backed to the fourth window and then entered the third. After about 45 seconds, he emerged and this "mystery" carried the prostitute from a two-year-old infant in his arms. He had no long full of fresh air and quickly forced it into the infant's mouth. The baby gasped and, as Bob said later, "What a beautiful feeling to give to a mother who was there ready to die."

Congratulations to Bronx Fire Dispatcher Dennis O'Connell who, after completing his tour at midnight, got into her car with camera in hand and started for the office of Fitchman Bob Thewall, which was always great, is now enormous. At about 3:30 a.m., he killed off to the baby is still alive in Harlem Hospital.

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Federal News
Female Work Force

According to a U.S. Dept. of Labor report, 33 million women now make up the American work force. This is about 35 percent of the total workforce to the 20 percent in the 1920's.

Nearly 7 of 10 women workers have at least a high school diploma, and 1 of 9 is a college graduate. Generally, the report said, the highest proportion of points in March, 1972, compared with less than 3 of 10 in 1963 and less than 1 of 10 in 1947.

Outlook For Women

Legislation barring sex discrimination in employment should open many new opportunities for women to train for and to enter into more diversified positions, the report predicted. "New job opportunities," the report said, "in expanding occupations, add- tion, for women, points to an atten- tion of women, greater inat- enity and of the women, and the trend toward smaller families all point to continuing increases in the labor force participation of wom- an.

City To Add $8 Million To Hospitals

Many of the city's 70 volun- tary, non-profits hospitals will receive an additional $8 million in state appropriation of the city's indigent sick in advance of the budget, announced Comptroller Harrison J. Gol- din.

The purpose of the increase, which will bring to more than $70 million the total provided by the city to the hospitals in the form of "soft," is to pro- vide better care for those who come to the city to receive treatment for various illnesses at the city's hospitals.

The ordinary time lag problem under medicaid will be ag- gregated this month, Mr. Gollin said, as an immediate reaction to the hospital strike in November which delayed billing and other paper work and the end of year holi- days which had the same effect on the hospitals' billings.

Compute Sys Ecom
A total of 170 computer sys- tem analysts candidate have been screened by competitive part of exam written of part 0242 by the city Dept. of Per- sonnel on Feb. 1 and 2.

C.C.R.A.
THE 3RD ANNUAL
STENOTYPE ACADEMY
Utility Charges Rollback Urged

MINSOLA — Irving Flammennbaum, president of the Nassau chapter Civil Service Employees Assn, this week directed an inflation protest by telegrams to President Niren and Gov. Malcom Wilson.

"Food, gasoline and new utility costs are hitting into the income of middle-class wage earners, including the civil service," Mr. Flammennbaum said.

He had the governor roll back the increases in telephone, electric and gas rates to 1972 levels.

The protest had been unanimously supported by a vote at the chapter's last general membership meeting.

Mr. Flammennbaum said corporate profits are being swallowed by "heartless" approval of higher prices by government regulatory agencies.

Adirondack Coalition Organizes As Albany Region 4 Committee

WESTPORT — Delegates from Civil Service Employees Assn. chapters in Clinton, Essex and Warren Counties voted recently to align in an informal group within CSEA's Albany Region 4.

The delegates, gathered Adirondack Coalition Committee, on the suggestion of Albany Region 5 president Joseph McDermott, who was one of several regional leaders attending the meeting.

Mr. McDermott had suggested, in a speech to the delegates, that the Adirondack Coalition become a regional committee, following precedents set by the "Uptown" and "Downtown" committees in the City of Albany.

These committees also concern themselves with mutual problems unique to their geographic locations.

All the chapters in Clinton, Essex and Warren Counties have automatically been members of Region 4 since the formation of the Adirondack Coalition Committee and by-laws were modified through adoption of various proposals presented by the statewide reorganizing committee to different chapters over the last two years.

The Adirondack meeting, chaired by Adirondack Coalition Field Representative Jessie Vega and Joseph Umstetter, was attended by Betty Lennon, one of the new members.

She had been called to organize some sort of cooperative effort in the three counties, which are among the largest in the state as far as physical dispersion, but which lack any large metropolitan areas. The counties are located in the northeastern part of the state, and border on Canada and the State of Vermont.

Statewide CSEA executive vice-president Thomas H. McDermott said in an informal speech, the efforts of area leaders to bring new vitality to "put the area on the map."

All the chapters have had representatives on the coordinating bodies and by-laws were modified by the Adirondack Coalition Committee at the Airport Inn here, decided to join together as the Adirondack Coalition Committee chairman Ogi Tatro, in back, is pictured with other participants at recent meeting.

Seated, from left, are Betty Lennon, Joan Kealo and Fran Bessette. Standing are Joseph McDermott, Edward Gardephe, Timothy McHenry and William L. Heeasen.

CSEA Wins Long Fight To Aid Fired Worker

NORTH PELHAM — Almost three years of disciplinary hearings and court actions came to an end this month when, with the support of the Civil Service Employees Assn., Alvin King, an employee of the Village of North Pelham, was ordered restored to his job by the courts.

Mr. King, in July 1971, was charged with absenteeism by Alcwyn Benthem, director of personnel of North Pelham, and was suspended from his job. 

Appellate Division of the Court of Appeals which handles such cases, ordered Mr. King to proceed on Mr. Benthem's behalf. The Appellate Division ordered Mr. King to his former position with all back pay to June 1971.

The Village of North Pelham appealed the court's decision to the state Court of Appeals, but the court, petitioner for re-employment of Mr. King, found the judgment of Justice Slifkin again correct.

Mr. King is a member for help, Ron Marcza, a CSEA field representative, was advoated to the case.

At the Section 73 hearing, Mr. King was found guilty and was discharged from his job. Mr. Mailman, representing Mr. King, argued that the penalty imposed on Mr. King was not just because Mr. King was found guilty and was discharged from his job. Mr. Mailman, represented and presented certificates of appreciation to, from left: John Dymans, Helen Blast, Joyce Jewett, Jessie Vegas and Joseph Umstetter, Past presidents not shown are Helen Emenweine and Margaret Fink. The current president is James Moore.

Time Change (Continued from Page 1)

overtime wage for that day.

The Authority has also refused to pay the overtime meal allowance to employees working the shift on an overtime basis on Jan. 6.

John Naugher, CSEA collective negotiations specialist, stated: "These employees are being penalized for working an assigned, scheduled overtime shift during a time change beyond their control. Furthermore," he continued, the "Thruway Authority is paying toll collectors who worked the 11 p.m. to 7 a.m. shift, which was affected by the same time change, for an eight-hour day. It's unfair for the Authority to short-change certain employees while providing usual compensation for others similarly situated."

CSEA contends that Article XI of the collective bargaining agreement provides that: "(A) — work day, work week and overtime: Article XVI (1) — winter maintenance patrol and (2) — winter maintenance armor: Article XX — maintenance of standards — of the CSEA-Thruway Unit I contract agreement have been violated by the Thruway Authority."

Protects Members

Commenting on the successful conclusion of the case, Mr. Mazzola said, "After 31/2 years of tedious trial, CSEA has again proved itself in protecting its members. This is what CSEA is all about. I hope that in the future, knowing that CSEA stands behind its members, the Village of North Pelham will be more sensitive to the rights of its employees."

Mr. Mazzola stated "Too often people suffer denial of their Civil Service rights through ignorance and lack of legal and financial resources. Here, with the persistent support of the CSEA, the employees were given the opportunity to vindicate the position of Alvin King."

CSEA's work will continue, further, that he had been advised by the counsel of North Pelham that the Village will comply with the court's order and that Mr. King will be reinstated on his job as of Jan. 6.
Commission Evaluates Gains in HRA

Although the city Human Resources Administration's (HRA) face-to-face recertification program has resulted in the removal of many ineligible cases from the welfare rolls, the HRA must still hire more staff, improve its computer system and reach an agreement with the State on the frequency of recertification.

These recommendations were made last year by the Citizens Budget Commission, Inc., in the third of a series of studies of productivity in city agencies.

The commission, a non-partisan civic research organization, studied five productivity programs at the HRA, including recertification. It found that "the city agency, for the most part, has made significant initial gains in spite of delays in implementing these programs and conflicts with state officials."

The five programs evaluated were face-to-face recertification, computerization, centralized case closing, management reporting system (MRS) and error accountability, and income maintenance specialist productivity. The commission's 35-page report is entitled "The Human Resources Administration — The Administration of Welfare."

Recertification

The face-to-face recertification program, in which each welfare applicant's eligibility is reviewed on a regular basis, was called "worthy" by the commission. It has resulted in the closure of 13% of all cases which went through the program. Cases were closed for many reasons, the main one being that the client failed to report for the interview, reported the commission.

"This program has had several operational difficulties. Problems in hiring staff have plagued the program since its inception, and as a result, the implementation of the program is substantially behind schedule."

"Also, the State and City are in conflict over the frequency of face-to-face recertification. This controversy has exacerbated the already existing problem with delay in the implementation schedule," reported the commission.

The study recommended hiring more staff and improving the computer system for recertification so that it can "track" clients after removal from the rolls and determine if they return to the rolls. Also recommended was reaching an agreement with the State on the frequency of recertification.

Computer Program

The HRA's computer program has experienced time delays and cost escalation but the commission found the program worthwhile and recommended it be pursued "with all deliberate speed."

Two reasons cited by the report why the installation of the computer system is essential were: it will give HRA, for the first time, accurate information on its caseload and will enable more effective operational implementation of policy decisions.

Centralized Case Closing

The centralized case closing and processing (CCP) system was designed to replace an antiquated, manual system of placing public assistance cases with a centrally-located automated case closing system, explained the report.

HRA claims a saving of $20 million annually, based on the average size of each check and the number of cases closed one check cycle earlier. There are also savings resulting from reduced paperwork.

"Implementation of CCP has been speedy and thorough. It has performed according to plan. It should be maintained," recommended the commission.

MRS & Error Accountability

The management reporting system (MRS) documents various performance indices which reflect the caseload rate of each center, the center's "error rate," the rejection rate on new applicants and the workload rate of each center's income maintenance specialists, the commission reported.

The study found that the data contained in the MRS are "useful but not definitive and non-definitive", but warns against using the information without each center conforming to citywide norms rather than judging each center by the clients it serves.

"The error accountability report is based on a regular audit of each center's case files for miscellaneous errors that the agency makes in determining eligibility. The commission recommended these accountability reports be made regularly to determine the quality of work and to reduce the overall error rate."

Income Maintain. Scope

The separation of the income maintenance function from the social service function has resulted in the increased productivity of income maintenance, the study said.

The commission recommended the project but cautioned the agency to ensure the quality of work is not sacrificed for the sake of productivity figures.

General Conclusions

The commission also drew some general conclusions on the directions HRA management improvement programs should take in the future. It recommended paying more attention to areas such as social services.

"Manpower programs, job counseling and job placement practices are still fragmented between the City and State. Similarly, in the general field of social services, there has not been the same desire for management improvements which are occurring within the income maintenance section."

The report also stated, "The introduction of new techniques in the social welfare area has been long in coming; it must be pursued with utmost speed. In this vein, the State and City must learn to work together to pursue this common goal."

The Citizens Budget Commission, Inc., is made up of business leaders and supported by public contributions. The commission has also reported on the Police and Fire Departments as part of an over-all study to assess the progress made in the City's programs to improve productivity in its various agencies.

Suprv Wolf Insps List

ALBANY — The names of 14 supervising welfare inspectors, general field representatives assigned to the different units, appear on the list established from competitive exams held by the State on Jan. 16.
Service And Disservice

Career service "is one of the greatest strengths of our democratic process—and one of the best guarantees of sound, effective and efficient government—even more so in 1974 than in 1883."

* * *

United States Vice President Gerald R. Ford

"Can you imagine how miserable you'd be if you were getting all the government you are paying for? It isn't easy..."

It is particularly discouraging to have a man in Governor Reagan's position do such a disservice to civil servants by his sweeping ill-founded generalization.

We prefer to think, as the Vice President has said: "To me, civil service means tremendous knowledge and a great depth of understanding on the part of career people who have devoted their lives to government."

Credit Union Change

NEW YORK CITY The New York State Board of Banking for Federal Credit Unions has announced that beginning Feb. 1 it will move its office from 525 Fifth Ave., No. 2 World Trade Center.

Telephone numbers are unchanged. They are 868-2673 and 868-2542.

The present offices at 80 Centre St. and 270 Broadway will be discontinued.

ALBANY SUNY Meeting

ALBANY—SUNY at Albany charged the Service Employees Assn., will hold a general membership meeting and dinner Feb. 22 at the Albany Hilton Hilton. Association Hall, Exchange St., Wat.

Starting time is 5:30 p.m. Dinner tickets are $2.50 and may be obtained from the chapter executive committee or John Burke, telephone 472-7283.

(Continued on Page 10)

Civil Service Law & You

By RICHARD GABA

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

Taylor Law Shield Is Disallowed

As a result of a strike by public employees in Manhattan on June 7, 1971, approximately one million gallons of raw sewage was discharged into the waters of the upper East River. Tidal confluence of the East River and the waters of Long Island Sound create a phenomenon known as a mixing zone, in which sewage from the East River not only converges, but are completely intermingled. Thus, the raw sewage and garbage that was dumped into the East River was dispersed into Long Island Sound, ultimately washing up on the beaches of Nassau County and contaminating the water there.

The plaintiffs, officials of the Towns of Hempstead and Oyster Bay and of Nassau County were not the employers of the strikers, but sued the union on behalf of their respective governmental units for damage done to their waters and beaches. The plaintiffs claimed that the acts were conspiratorial, malicious and willful, and sued for actual compensatory and punitive damages in the amount of $8 million under the common law doctrine of nuisance.

The defendants claimed there was no such cause of action because the Taylor Law, which prohibits strikes by public employees, provides the exclusive remedies for strikes of that nature. The defendants further asserted that the courts have historically held such governmental entities and unions as is provided in the Taylor Law and most of those provisions allow the courts to intervene only to insure the enforcement of the law.

The Taylor Law provides that public employees and their unions may be punished for engaging in a strike—the employee by the loss of two days' pay for each day on strike, and the union by the loss of its dues checkoff right. In addition, such strikes may be enjoined by the Supreme Court. In the event of a violation of such an injunction, the striking employees and their union may be punished by fines for contempt of court, and the employees may also be jailed.

If officials responsible for obtaining injunctions fail to do so, a proceeding pursuant to Article 78, CPLR, may be commenced to compel the performance of that duty. The court noted that union employees and the union in this case had already been fined almost one million dollars for the strike.

The court said the Taylor Law reflects the Legislature's attempt to balance the right of public employees against those of their employers. The Act was intended to monitor employer-employee relationships and not public employee relations.

The court noted that the drafters of the bill stated that the Taylor Law "should provide the basis upon which viable government-employee relationships in New York can be developed," the court stated, "Clearly, this law was a response to the unique problems of public employee relations."

The court said the Taylor Law was not intended to govern public employees' relations with the general public or others.

The PURPOSE of the Taylor Law and the prohibition against public employee strikes, as well as the general welfare of the public press strong support for appropriate remedies for violations of the law. The court concluded that since the Legislature found that physical constraints were inappropriate to punish unregulated unions, it did not seem that the form, whether fines or damages, would be a controlling distinction.

It further noted that another factor indicating the intent of the Legislature in enacting the Taylor Law was that when a strike was called to be a strike, the Legislature clearly so stated. This is illustrated in section 205 (D) (8) of the Civil Service Law, which invests the necessary power for the purposes of this section to establish procedures for the presentations of claims of improper employer and employee organization practices. However, there is no Taylor Law provision limiting the remedies against a strike to public employees' unions."

THE COURT also noted that the law had been applied remedially in conjunction with other statutes containing other remedies in the past, again indicating that its remedies
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Application Accepted To March 4; Oral Test In March

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Additional information on required qualifying examination and exam subject can be obtained by requesting a job announcement from any of the state Dept. of Civil Service or your state personnel office. Regional offices of the Dept. of Civil Service are located at the Old State Office Building, 1 State St., Buffalo, 14202; and Suite 750, 1 W. Genesee St., Syracuse, 13202.

Letter to the Editor

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Heart Attack, Stroke—Help Yourself

Leading Causes of Death in U.S.A.

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DISEASES OF HEART & BLOOD VESSELS

DEADLY FIRST — Heart attack, stroke and other cardiovascular diseases kill more Americans than all other causes combined. In 1974, these diseases will claim more than one million lives — 53 percent of all deaths.

It is called high blood pressure, also known as hypertension. High blood pressure is a silent, mysterious killer — silent because it has no characteristic symptoms; mysterious because, in more than 60 percent of the cases, the cause is known, and there is no cure. If hypertension is not controlled, serious cardiovascular complications may result.

High blood pressure is a leading cause of disease and death in this country. One in every six adults has some elevation of blood pressure. High blood pressure can result in stroke, congestive heart failure, and kidney failure — and is a major risk factor in coronary artery disease. It is a major cause of death in black Americans.

Surveys of various population groups indicate that only 10 to 20 percent of hypertensive patients are currently receiving preventive treatment. Approximately half of those with high blood pressure do not know that they have it.

This disease can be detected by a simple test.

Here is how blood pressure is measured. An inflatable rubber cuff connected to a graduated glass tube filled with mercury (or a pressure gauge), called a sphygmomanometer, is used to determine blood pressure. The cuff is wrapped around the upper arm, enough air is pumped into the cuff to cut off circulation. As the air is gradually released, the pressure in the cuff begins to fall. This is recorded on a gauge attached to the sphygmomanometer. When the pressure in the cuff is equal to the blood pressure in the artery, the artery opens and blood flows into the arm. At this point, the pressure measured at this point is called systolic, indicating that the heart is contracting when the heart contracts. After getting the systolic pressure, the physician continues to release air from the cuff. At the point where the sounds become muffled or disappear, the doctor checks the pressure registered on the gauge. This is the diastolic pressure, which is the lowest level that occurs between beats, when the heart is at rest.

It is advisable to have your blood pressure checked each year. The doctor listens to the sounds in the artery while noting the pressure. The pressure measured at this point is called diastolic, indicating that the heart is relaxing when the heart is at rest.

Once diagnosed, effective treatment is now available which can be administered by a physician or by specially-trained nurses at home. These treatments may include a diet, exercise, medication or a combination of these measures.

Once diagnosed, effective treatment is now available which can be administered by a physician or by specially-trained nurses at home. These treatments may include a diet, exercise, medication or a combination of these measures.

Atherosclerosis: It Sets The Stage

Atherosclerosis is a slow, progressive disease that sets the stage for heart attack and stroke. In this disease, which may have its beginnings early in life, the linings of the arteries become thickened and narrowed by deposits of fat, cholesterol and calcium.

As this build-up on the inner walls becomes heavy and thick, the arteries harden and narrow. When the blockage occurs in a coronary artery, the result is a coronary thrombosis, one form of heart attack. When it occurs in the blood vessels to the brain, it is a cerebral thrombosis, one form of stroke.

Atherosclerosis, as an underlying cause, contributes directly to more than 880,000 deaths annually from heart attack and stroke. It is known to be a significant primary cause in adults, but

There is now greater interest in just when it begins.

Autopsies of 1,056 victims killed in accidents, or who have died from other causes, reveal the beginnings of the atherosclerotic process. And autopsies of service men killed during the Korean War revealed that, in some cases, the atheromatous process had already reached advanced stages by the early 20's and 30's. The dangers of atherosclerosis begin even earlier.

Early identification and modification of the risk factors — particularly high blood pressure and elevated blood cholesterol — could help prevent or retard the development of atherosclerosis and the heart attack and stroke which may result.

Heart Attack: The Big Build-up

No heart attack is ever really "sudden." It may just seem that way to the patient and members of his family. Coronary disease has, in all likelihood been building for the years, helped along by the patient who has ignored the risk factors and failed to heed the early warning signs.

Usually, when we speak of a heart attack, we mean a sudden blocking of one of the arteries that supply the heart with blood.

Although the heart attack itself is sudden, it is the result of a slowly-developing disease process (atherosclerosis) of the coronary arteries. In atherosclerosis, the passageway through the artery becomes narrowed and narrowed by fatty deposits.

When this happens, a blood clot (thrombus) may form in the area. The heart muscle starves for oxygen and dies.

RISK FACTORS IN HEART ATTACK AND STROKE

The first three charts show the extent of which particular risk factors increases the risk of heart attack and stroke for men. The American figures are based on a survey of the male population, aged 30-55, in Framingham, Mass. For each disease, the columns below the black horizontal line indicate lower than average risk; columns above the line show higher than average risk. The extreme right-hand chart shows how a combination of three major factors can increase the likelihood of heart attack and stroke. For purposes of illustration, this chart uses an abnormal blood pressure level of 180 systolic, and a cholesterol level of 310 in a 40-year-old man.
Heart Attack, Stroke—Help Yourself

The deterioration of a normal artery (left) is seen as atherosclerotic deposits and begins by depositing fatty substances and roughening the lining (center) until a clot forms (right) and plugs the artery to deprive the heart muscle of vital blood which results in heart attack.

Heart Attack, Stroke—Help Yourself

(Continued from Page 8)

The flow of blood to the part of the heart muscle supplied by the arteries is damaged by atherosclerosis, a thick, rough deposit on some of the functions of coronary thrombosis, coronary occlusion—especially control of high blood pressure and of the heart muscle. The result is heart attack, sometimes called a coronary thrombosis, coronary occlusion.

When a clot—either a thrombus or an embolus—blocks a coronary artery, the part of the body controlled by these cells is deprived of oxygen and nutrients needed to function. This may lead to a serious or even fatal disturbance of heart rhythm.

When the heart fails to get enough blood, it begins to pump with less force and the condition known as coronary artery disease can no longer deliver the oxygen and nutrients needed to support the body's physical activities. This combination of factors can cause a heart attack, or death.

A cerebrovascular accident is more likely to occur in one of the cerebral arteries. This may be caused by a head injury or when a cerebral hemorrhage results from an injury to a cerebral artery. The injury may occur as a result of a stroke in the brain, or when the brain tissue is cut off, and the part of the brain that is injured is called a cerebral embolus.

A cerebrovascular accident is more likely to occur in the brain when the blood supply to the part of the brain that is injured is cut off. This may be caused by a head injury or when a cerebral hemorrhage results from an injury to a cerebral artery. The injury may occur as a result of a stroke in the brain, or when the brain tissue is cut off, and the part of the brain that is injured is called a cerebral embolus.

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Civil Service Law & You

(Continued from Page 6)

were not intended to govern all persons and all relationships in-
volving public employees and their benevolent associations.

The court reasoned that the plaintiff was not entitled to mone-
ty damages because he was not an employee of a public
employment unit that engaged in illegal activities. It said that
there was no evidence that the union had engaged in illegal
activities and that the plaintiff was not an employee of the
union. It said that the union was not a public employment unit
within the meaning of the statute.

A total of 254 parking en-
makes were sold in Hicksville... we
• Going down to Florida? Be our guest — FREE —
• Send coupon for
case, Hicksville... we
• Visit our model home in Hicksville and arrange for a

Business

Headquarters, 1000 Birch Street, Poughkeepsie, N.Y.

Agricultural

Title

Salary Grade

Exam No.

Agricultural Commodities Graders (Fresh Fruit and Veg., Grain, and Poultry) GS-5 to 9

SA-11

CH-1-06

Agricultural Commodity Grader (Meat) Dept. of Agriculture GS-5

SA-2

WA-0-14

Inspector — Meat and Poultry (Consumer and Marketing Service, Dept. of Agriculture) GS-5

SA-5

CH-6-05

Meatcutter

SA-4

NY-0-30

Warehouse Examiner Dept. of Agriculture GS-5, 7

SA-6

NY-0-62

written

Engineering and Scientific Careers in Biological and Agricultural Sciences GS-5 to 15 421 (Feb. 15 deadline)

Engineering, Physical Sciences and Related Professions GS-5 to 15 424

Health Scientist Agency GS-12 to 15 418

Grants Associate SA-15 to 15 28 NYS 0-11

Industrial Hygienist SA-15 to 15 28 NYS 0-11

Journeyman in Skilled Trades SA-20 to 20 28 NYS 0-11

Meteorological Technicians SA-20 to 20 28 NYS 0-11

Photographers and Photographers (Laboratory) SA-4, 5, 7 28 NYS 0-24

Technical Aid (Medical, Science and Engineering Fields) SA-5, 7 28 NYS 0-22

Technical Assistant (Engineering and Physical Science SA-15 to 15 28 NYS 0-11

Air Traffic Controller (FAA) SA-5, 7 28 NYS 0-11

Deputy Marshal SA-5, 7 28 W-3-03

Fed. Service Exams (written) 28 W-3-03

Clerical Services (written) 28 W-3-03

Technical Assistant (Engineering and Physical Science SA-15 to 15 28 NYS 0-11

Technical Assistant (Engineering and Physical Science SA-15 to 15 28 NYS 0-11

Technical Assistant (Engineering and Physical Science SA-15 to 15 28 NYS 0-11

Technical Assistant (Engineering and Physical Science SA-15 to 15 28 NYS 0-11

General

General


Blue Cross Statewide
(PA. or N.Y. SUFFIXES) insurance plan* is accepted for Rehabilitation Medicine at Brunswick Hospital Center

in beautiful new buildings with expert resident staffs

Physical Disabilities
An individual treatment program is carefully established by our Physiatrist (physician specialist in physical medicine). It is implemented by a team of rehabilitation professionals including nurses, physical, occupational, recreational and speech therapists, psychologists and social service counselors.

The Hydrotherapy Department includes a therapeutic Swimming pool, Hubbard tanks, and whirlpools; the Physio-therapy Department administers electro-thermo treatments and massage in private treatment areas and therapeutic exercise in a professionally equipped gymnasium. The patient who is chronically ill can also receive special care in this facility.

Joseph J. Panzarella, Jr., M.D.
Medical Director

Mental Health
Most effective is the teamwork approach of psychiatrists, nurses, psychologists, social workers, occupational and recreational therapists. All modalities of psychiatric treatment are available - individual and group psychotherapy, hypnotherapy, electroshock, new multi-vitamin and supplemental drug therapy. Bright cheerful colors and spacious socialization areas immediately key this modern therapeutic approach to the care of the mentally and emotionally ill, the drug and alcohol addicted and those in need of custodial care.

Philip Goldberg, M.D.
Medical Director

*The Blue Cross Statewide Plan (PA. or N.Y. Certificate Numbers) for employees of New York State, local subdivisions of New York State, most major medical insurance plans, and Medicare are applicable at these divisions of this fully accredited Hospital Center.

A color brochure will be sent upon request or call 516-264-5000, Ext. 227 for Physical Rehabilitation—Ext. 280 for Mental Health.
### Federal Job Calendar

**Medical**

(Continued from Page 18)

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
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<tbody>
<tr>
<td>Dietitian</td>
<td>GS-5 to 12</td>
<td>WA-8-10</td>
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<tr>
<td>Dietary Assistant</td>
<td>GS-5 to 8</td>
<td>WA-8-10</td>
</tr>
<tr>
<td>Public Health Nutritionist</td>
<td>GS-9 to 12</td>
<td>WA-8-10</td>
</tr>
<tr>
<td>Medical Machine Technicians</td>
<td>GS-5 to 8</td>
<td>NY-3-02</td>
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<tr>
<td>Medical Officer</td>
<td>GS-11 to 18</td>
<td>WA-8-10</td>
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<tr>
<td>Medical Radiology Technician</td>
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<td>NY-025</td>
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<td>Medical Record Librarian</td>
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<td>Medical Technician</td>
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<td>Medical Technical Assistant</td>
<td>GS-6</td>
<td>WA-2-04</td>
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<tr>
<td>Medical (Public Health)</td>
<td>GS-6</td>
<td>WA-9-17</td>
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<tr>
<td>Medical Technologists</td>
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<td>Nursing Assistant</td>
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<td>Orthodontist, Prosthodontist</td>
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<td>Pharmacist</td>
<td>GS-7 to 11</td>
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<td>Physician's Assistant</td>
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<td>Professional Nurse</td>
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<td>Resident in Hospital Administration (Vets Adm.)</td>
<td>GS-5 to 7</td>
<td>WA-6-07</td>
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<td>Therapists: Physical, Occupational, Corrective</td>
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<td>PR-0-23</td>
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<tr>
<td>Educational, Manual Arts</td>
<td>GS-5 to 7</td>
<td>73-1</td>
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<td>Veterinarian Trainer (Dept. of Agriculture)</td>
<td>GS-4 to 6</td>
<td>NY-0-26</td>
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<tr>
<td>Veterinary Medical Officer</td>
<td>GS-5 to 9</td>
<td>WA-8-07</td>
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</tbody>
</table>

**Military**

- Air Reserve Technician (Administrative, Clerical/Technical positions) | GS-5 to 15 | AT-0-99 ART
- Aircraft Pilot | GS-12 | NY-3-06 (NY & N)
- Flight Instructor | GS-11 |
- Aircraft Dispatcher | GS-7 |
- Air Reserve Technician: Administrative Supply Technician | GS-4 to 6 | NY-0-26 (NY & SL)
- Staff Administrative Specialist | GS-7 |
- Staff Administrative Assistant | GS-7 |
- Staff Administrative Officer | GS-9 |
- Marine Operations | GH-0-23 |
- Military Sealift Command | 73-1 |
- Tailer | GS-7 |
- Coiler | GS-10 |
- Presser | GS-6 |
- Sewer-Head Machine | GS-5 |

**Social And Education**

- Correctional Officer | GS-6 | WA-2-04 |
- Hospital Police Officer | GS-4, 5 | NY-7-22 (NY & SL)
- Indian Education—Elementary Teacher, Secondary Teacher, and Guidance Counselor (Bureau Indian Affairs) | GS-5 to 6 | DM-0-2 |
- Museum Technician | GS-3, 7 | WAM-103 (DC & SL)
- Professional Careers for Librarians | GS-7 to 12 | 422 |
- Psychologist (Clinical, Counseling, VA and Psychology) | GS-11, 12 | WA-8-13 |
- Social Worker and Correctional Officer | GS-8 to 12 | 428 |
- Treatment Specialist | GS-3 to 5 | WAH-803 |

**Stenography And Typing**

- Data Transcriber | GS-2, 3 | NY-1-14 (NY & SL)
- Key Punch Operator | GS-2, 3 | NY-3-01 (NY & SL)
- Reporting Stenographer | GS-5 |
- Stenographer | GS-2 to 5 | (DC area, written) |
- Shorthand Reporter | GS-7, 9 | NY-8-17 (NY & SL) |
- Typist | GS-2 to 4 | WA-8-01 (DC area) |

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### If you want to know what's happening to you...

**CIVIL SERVICE LEADER**

Karl H. Byrne, Chief
New York, New York 10007

I enclose $7.00 (check or money order for a year's subscription) to the Civil Service Leader. Please name the listed examinee below:

NAME

ADDRESS

CITY Zip Code

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**State And County Eligible Lists**

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**State And County Eligible Lists**

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**If you want to know what's happening to you...**

*Choose the option that best describes your situation.*

1. You are currently working in the field and want to maintain your eligibility status.
2. You have recently completed training and are preparing to enter the field.
3. You are considering a career change and are interested in the field.
4. You are a currently employed government employee and want to transfer to the field.
5. You have completed all the necessary requirements and are ready to apply for a position.

Please select the option that best describes your situation and submit your application accordingly.

---

**Third National ANTIQUES SHOW**

Sat., Feb 16 - Sun., Feb 24

Cover Show - Appraisal Clinic

Appraisal Service by the Association of American Appraisers

Daily 10:00 a.m. - 5:00 p.m.

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Heart Attack, Stroke—Help Yourself

CSEAs Education Group

Oswego — The establishment of an education committee was announced by Dale Dahlstrom, president of SUNY-Oswego chapter, with Sandra L. Patching appointed as Civil Service Employees Assn. chairman.

At present the committee is in formative stages, Mr. Dahlstrom said. "We will be responsible for approving chapter and unit members of current developments in the following areas:

Employee development and training: benefits or changes in temporary or regular attendance rules, and collective bargaining procedures.

In addition, the committee will be responsible for any other items that affect an employees' terms and conditions of employment.

Until the other responsibilities of the following chapters can be worked out, Ms. Patching has stated that the immediate goal of the CSEA will be to provide interested employees with information and educational opportunities to help themselves.

Cognitive Failure

As aging processes take place in the brain, normal functions begin to deteriorate, and many people develop different degrees of cognitive failure.

This type of failure can be either a loss of memory or a decline in reasoning ability, which may make it difficult for a person to complete tasks that were previously done easily. It can also affect a person's ability to learn new information or remember things that have been previously learned.

Diseases such as Alzheimer's, Parkinson's, or dementia can all contribute to cognitive failure. The risk of cognitive failure increases with age, and it can be influenced by lifestyle factors such as diet, exercise, and social interaction.

It is important to note that cognitive failure is not a normal part of aging, and there are steps that can be taken to help prevent or delay its onset. Regular exercise, a healthy diet, and engaging in activities that challenge the brain can all be beneficial in maintaining cognitive function.

Rheumatic Fever

Rheumatic fever is an autoimmune disease that occurs in people who have had streptococcal infection. It is caused by the body's immune system attacking the heart, joints, and other organs in response to a streptococcal infection.

The disease can be treated with antibiotics to prevent further damage, but if left untreated, it can lead to serious complications such as heart failure, joint damage, and kidney disease.

Prevention is key to reducing the risk of rheumatic fever, and this can be done through proper treatment of streptococcal infections. Early detection and treatment of streptococcal infections can help prevent rheumatic fever from developing.

Mental Hygiene

Mental hygiene refers to the maintenance of emotional and psychological well-being. It includes activities and practices that promote emotional stability, mental health, and overall well-being.

Some examples of mental hygiene practices include:

- Regular exercise: Physical activity can help reduce stress and improve mood.
- Adequate sleep: Getting enough restful sleep is essential for mental health.
- Healthy diet: Eating a balanced diet can help improve mood and energy levels.
- Social support: Maintaining strong relationships with friends and family can help reduce stress.
- Mindfulness and meditation: Practices such as mindfulness and meditation can help reduce stress and improve overall well-being.

Incorporating these mental hygiene practices into your daily life can help promote emotional and psychological well-being and reduce the risk of mental health problems.
### Latest State And County Eligible Lists

<table>
<thead>
<tr>
<th>Name</th>
<th>City</th>
<th>Zip Code</th>
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<tr>
<td>Schlachter S</td>
<td>NYC</td>
<td>10012</td>
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<tr>
<td>Haberman M</td>
<td>Arverne</td>
<td>11373</td>
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<td>Hoemann R</td>
<td>Mineola</td>
<td>11501</td>
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<tr>
<td>Bonfigio S</td>
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<tr>
<td>Walton J</td>
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<td>Daly J</td>
<td>Terryville</td>
<td>06430</td>
<td>80.4</td>
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<tr>
<td>Reidman O</td>
<td>Bellerose</td>
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<tr>
<td>Dow 60</td>
<td>NYC</td>
<td>10012</td>
<td>80.1</td>
</tr>
</tbody>
</table>

**WHERE TO APPLY FOR PUBLIC JOBS**

**NEW YORK CITY** — Persons seeking jobs with the City should file at the Department of Personnel, 100 Thomas St., New York 10012; open weekdays between 9 a.m. and 5 p.m. Special hours on Thursdays are 8:30 a.m. to 5:30 p.m.

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

By subway, applicants can reach the filing office via the IND Subway (Broadway and Times Square) or the IND-Catridge (City Hall; Lexington BRT (Brooklyn Bridge). For advance information, call 666-7800.

Several City agencies do their own recruiting and hiring. They include the Board of Education (teachers only), 65 Court St., Brooklyn 11211; phone: 986-3000; the Federal Transit Authority, 870 Jay St., Brooklyn 11211; phone: 695-6800.

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

**STATE** — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 2880 ft. floor, New York 10045, (phone: 480-4348); State Office Campus, Albany, 12236; Suite 755, 1 W. Genessee Bl., Buffalo 14222. Applicants may be required to travel internment to get either in person or by sending a stamped, self-addressed envelope with their request.

Variable State Employment Service offices can provide application to persons in person, but not by mail.

Judicial Conference jobs are filled at 270 Broadway, New York, New York 10007; phone: 458-4414. Public Authority jobholders should communicate with their offices at 111 Eighth Ave., New York, phone: 620-7000.

**FEDERAL** — The U.S. Civil Service Commission, New York City, runs a Job Information Center at 26 Federal Plaza, New York 10278; special hours are 8:30 a.m. to 5 p.m. weekdays only; Telephone 264-9422.

Federal wanna-be hires (North of Dutchess County) should contact the Syracuse Area Civil Service Recruitment Office, 67 Monitor Blvd, West Syracuse 31202. Toll-free calls may be made to (800) 923-7407.

Federal deadlines have no deadline unless otherwise indicated.

**INTERGOVERNMENTAL** — The Intergovernmental Job Information System, Madison, Wisconsin, supplies information on N.Y. City and State and Federal jobs. It is open weekdays at 24 and 14th St., Jamaica, Queens, 14432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone number for information about city jobs is 925-4190; for state, 525-6000; and for federal, 385-4192.
Galpin Is Honored At Albany Dinner

Arthur Bolton, chairman of the County Executive Committee, passes pleasantries with the guest of honor.

Abe Kranker, chairman of the CSEA legal committee, recalls highlights with the former assistant executive director.

It was family time, also, for the much-praised Mr. Galpin. From left are: Peter Meister, his son-in-law; wife Helene Galpin; Mr. Galpin, and Mary Ann Meister, the couple's daughter. The Meisters flew in from West Berlin for the occasion.