ALBANY—Goals and committee participation were approved by the Civil Service Employees Association Board of Directors at its recent meeting for the ad hoc committees to act on behalf of women and on behalf of minorities. The ad hoc committees will consist of four members from the Board and vice presidents of each of the six Regions.

Six committee goals were outlined. (Substitute the word "minorities" where "women" appears below.)

—Safeguard women's rights in regard to public employment.

—Input into contract negotiations promoting opportunities to elevate women from the "valorized" classification to the "professionized" one.

—Help women in employment, training, counseling and help in problems of education.

—Examine the possibility of a questionnaire issued through the leader directed toward establishing the desire of women for opportunities to be promoted within the civil service system.

—Attend meetings with other women's labor groups to share problems, accomplishments, etc. (Continued on Page 3)

$17 Million From Suit
Plus 5 Percent Raise
Due In Several Weeks

ALBANY—The Civil Service Employees Association reported last week that a 5 percent with a $600 minimum salary increase effective April 1, will be reflected in paychecks issued in a little over a month from now for the 145,000 state employees represented by CSEA.

It will be the third salary increase for employees on the state Institutional payroll and on April 19 for employees represented by CSEA-represented bargaining units will be reflected in paychecks issued on April 12 for employees on the state Institutional payroll. It will be the third salary increase effective April 1, will be reflected in paychecks issued in a little over a month from now for the 145,000 state employees represented by CSEA.

While it sounds simple enough, it may not be the utopia that the news media is making it out to be. According to a CSEA spokesman, John M. Carey, director of CSEA's Office of Member Services, told the Leader that Flextime means many things to many people and what it actually holds in store for state workers is far from certain.

"The first concern that struck me had to do with the way the media handled the release of the Executive Order," Mr. Carey said, "particularly in mentioning 'four-day workweeks' and 'days off in the middle of the week' which are not mentioned in the Executive Order at all."

"Flextime is nothing new. It has been used in certain areas of private industry in various forms and exists now in the state's Department of Motor Vehicles. But flextime can mean different things to different people."

(Continued on Page 3)

State Says Taylor Law Unfair
Carey Reforms Unclear

ALBANY—Despite an admission he made in a separate labor relations expert that the state's controversial Taylor Law is unfairly weighted in favor of management, Gov. Hugh L. Carey says he has no plans "at the present time" to reform the law.

The Governor's statement came on the heels of a bizarre set of events last week when Donald Wollett, director of Carey's Office of Employee Relations, began circulating legislative proposals to soften the Taylor Law. In news interviews, Mr. Wollett publicly admitted that the law was unfairly advantageous to public employers and was not the model of fairness that the state had pretended it was.

But despite the admission by the state's highest labor relations executive, Carey told newspapermen the following day that he had no plans at the present time to offer any sweeping reforms of the law.

In a release from its Albany office, United Press International said that Carey hinted that there might be changes forthcoming in this legislative session but until the contract negotiations in New York City were cleared up he had no intention of proposing changes.UPI said Carey is still considering a legislative proposal to greatly reduce the authority of Judges to issue injunctions against public employee strikes unless a clear and present danger to the public from such a strike is established in advance.

(Continued on Page 3)
ALBANY—Goals and committee participation were approved by the Civil Service Employees Association Board of Directors at its February meeting for the ad hoc committees to act on behalf of women and on behalf of minorities. The ad hoc committees will consist of four members from the Board and one from each of the six Regions.

Six committee goals were outlined. (Substitute the word “minorities” where “women” appears below.)

- Safeguard women’s rights in regard to public employment
  - Input into contract negotiations regarding promotional opportunities to elevate women from the “clerical ghetto.”
  - Help women in employment, training, counseling and help in problems of education.
  - Examine the possibility of a questionnaire issued through the Leader directed toward establishing the desires of women for opportunities to be promoted within the civil service system.
  - Attend meetings with other women’s labor groups to share problems, accomplishments, etc.

(Continued on Page 3)

CHANCELLOR AND PRESIDENT
Clifford R. Wharton, left, and Civil Service Employees Association president William L. McGowan met recently after Dr. Wharton became SUNY Chancellor.

CSEA Cautious, But Hopeful On Carey’s Flextime Option

ALBANY—A Civil Service Employees Association delegation headed by CSEA president William McGowan will meet with officials of the state Office of Employee Relations later this month to discuss flextime, a modern approach to personalizing work hours long sought by the CSEA and ordered recently for state workers by Gov. Hugh L. Carey.

Flextime is a system that allows employees to alter their work hours somewhat to better suit their individual needs, while increasing productivity and expanding service to the public.

While it sounds simple enough, it may not be the utopia that the news media is cracking it up to be, according to a CSEA spokesperson.

(Continued on Page 3)

$17 Million From Suit Plus 5 Percent Raise Due In Several Weeks

ALBANY—The Civil Service Employees Association reported last week that a 5 percent with a $600 minimum salary increase effective April 1, will be reflected in paychecks issued in a little over a month from now for the 145,000 state employees represented by CSEA. It will be the third salary increase under the present contract negotiated for the state workers by CSEA, and will raise to 14 percent with a $1,400 increase the wage gains obtained by the employees under the present agreement.

And thousands of these employees will also share in a whopping additional $17 million expected to be paid in about a month and resulting from CSEA’s case action against the state which successfully guaranteed full promotional and incremental increases to those eligible under the present contract.

The CSEA president William L. McGowan reported that at the present time it is expected that forms and exists now in the state’s Department of Motor Vehicles. But flextime can mean different things to different people.

(Continued on Page 3)

Prevost Concedes The Truth Of CSEA Dumping Message

ALBANY—The second phase of the Civil Service Employees Association’s massive media campaign against the dumping of mental patients by the state has ended amid an admission from the Acting Commissioner of Mental Hygiene that dumping has, in fact, been going on for nearly a decade.

James Prevost, chief of the CSEA media division, won a parallel battle against public employers who were using thousands of dollars to publicize the dumping by the state.

James Prevost, chief of the CSEA media division, won a parallel battle against public employers who were using thousands of dollars to publicize the dumping by the state.

(Continued on Page 3)
Sometimes, it doesn't pay to have a sense of humor. This can be an exceptionally dangerous handicap in politics, as was shown in the Legislature last week.

Assemblyman Seymour Posner, who carries the unofficial designation of Clown Prince in the Capitol, has produced gales of laughter in parts of the halls of the Legislature with his self-deprecating sense of humor and his gift for parody. Not everyone in the two houses, however, is appreciative of his comic capers. In the non-laughers almost did Mr. Posner out of his membership on the state Workmen's Compensation Board.

Normally, the Senate gives approval to such nominations without much ado. But, last week, some debate arose, whereupon the president pro tempore, who had been very nettled by Mr. Posner's verbal capers decided to show their displeasure was very real and launched a last-minute drive to deny him the position. They very nearly succeeded and Mr. Posner was reinstated in only a narrow margin.

The normal supposition is that the new board member will be chastened and conduct himself in a much more serious matter in the future.

Don't bet on it!!

Elsewhere, in what might be called "The Case of the Masked Commissioner," John Dyson, who heads the state Commerce Department, got even worse notices than did Mr. Posner.

State Senator John Marchi, who heads the Senate Finance Committee, has been a very severe critic of an advertising series put out by Mr. Dyson's department. The ads have drawn considerable comment both good and bad. They seem to have appealed to Mr. Marchi to be a depiction of Mr. Dyson and his boss, Governor Carney, as the two persons leading the state out of any number of dilemmas, sort of like Jesus leading everybody out of bondage from Egypt.

The Senator was in a very cordial mood, therefore, when Mr. Dyson appeared before Mr. Marchi's committee for approval of his appointment as chairman of the state Urban Development Corporation wearing a mask which was said to have been part of a Lederhosen outfit. (The significance of which was never very clearly explained.) The masked man was received by stone faces and a quick rejection of his nomination. Later, the Democrat-dominated Assembly vetoed any funds for ads that would carry Mr. Dyson's picture.

A short time ago we reported here that an informed source declared Governor Carney would support some substantive changes in the harsher aspects of the Taylor Law. This seemed to have been confirmed early last week when a spokesman from the Governor's office announced Mr. Carney would support such changes as reduced penalties for strikes. A short time later, the Gov, himself, rebuffed his spokesman and said that he was not committed to any substantive Taylor Law changes at this point.

Does this mean that there won't be any? Not necessarily. You see, we all know that in politics what you hear does not necessarily what you're going to do if they are on firm ground when they make a controversial proposal. So, it's not unusual for the first man to send up a balloon following the next man shooting it down and then letting everybody else read for a bit. If Mr. Carney finds the proposed Taylor Law changes don'treally disturb anyone too much then he can move to position one without any harm. If the flack is too heavy he stays with position number two.

So get your pen and paper out, folks, and let the Governor know how strongly you want position number one. It's needed.

Greco, McInerny Named To Key Assembly Posts

ALBANY—Two key shifts in Assembly committee chairmanships of concern to public employees were announced last week by Assembly Speaker Stanley Steingut.

Stephen Greco (D-Buffalo) was named to head the Labor Committee, and Thomas McInerny (D-Yonkers) was appointed to succeed him as chairman of the state Governmental Employees Committee.

Mr. Greco, first elected to the Assembly in 1968, has earned the regard of public employees for his sponsorship of important labor programs such as the Agency Shop Bill and legislation increasing the amount of retirement fees may earn.

Mr. McInerny, a former member of the Westchester Board of Supervisors, served in the Assembly from 1966-72 and was re-elected in 1976 after serving the four-year period as chairman of a temporary state commission to study problems of the deaf.

As Labor Committee chairman, Mr. Greco succeeds Seymour Posner, who was confirmed by the Assembly last week as a member of the state Workmen's Compensation Board.

Mr. Posner, a Bronx Democrat who served in the Assembly for 13 years, is also highly regarded by public employees.

"Mr. Posner has been a good friend to public employees in his years in the Assembly, and while we will miss his presence in the Legislature, I know he will bring the same characteristic qualities to his new position in the Commerce Department," Mr. McInerny said when Thomas McInerny was confirmed as chairman of the Assembly Labor Committee.

ALLEN MAY ASSOCIATES
P.O. BOX 128
LITTLE RIVER, S.C. 29566

Correction: St. Lawrence Highway Court Decision: On Freedom Of Speech

The news story was concerned with a state appeals court decision affirming the freedom of speech of a deputy who had been dismissed by Mr. Cook. In the course of the story, it may have appeared that Mr. Cook himself had been found guilty of fiscal misconduct. This is not so. In fact, Mr. Cook himself required an audit by the state Audit and Control Department during the controversy, which had become a focus of political accusations in the St. Lawrence area.

The deputy superintendent, Thomas B. Grout, was reinstated to a job as a result of the court decision, but resigned the position soon after.

Since Mr. Grout was awarded back pay, it may have appeared in the leader story that Mr. Cook had to reimburse the department for improper expenses. This has been denied.

In summation: Mr. Grout's freedom of speech was protected, Mr. Cook continues as the Highway superintendent and the Leader is sorry for any other implication that may have been misconstrued.

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CITY...STATE ZIP
Prevost Concedes Dumping Truth

(Continued from Page 1)

CSEA endorses the concept of deinstitutionalization but insists that this practice be conducted in a proper manner, through state run programs, to insure that there is a continuity of service provided to the deinstitutionalized patients and that the taxpayers' money is not squandered to line the pockets of state officers or politicians.

James Coben, CSEA's consultant on Mental Hygiene, has repeatedly stressed that there is a clear solution to the deinstitutionalization and dumping problems. He said the 5 percent or $500 increase to be effective April 1 is worth more in the long run to those eligible for them than any savings in the short run to the state, because they're concerned with the moral and ethical variations of the patients. In its defense, CSEA pointed out dramatically that all too often it isn't happening. The union emphasized that instead of paying adequate salaries for mentally handicapped with their tax dollars, taxpayers were being "robed" of their dollars.

The state does directly run some community based programs that are fairly and efficiently run with the mentally handicapped and CSEA feels these programs serve as a model for proper way to handle deinstitutionalization. CSEA urged the Governor and Legislature to follow that example and expand these state-run community based programs to provide services aftercare to deinstitutionalized patients.

In conclusion, CSEA recognized that deinstitutionalization and the related practice of "contracting-out" for services not only jeopardizes the mental health of the patients, but also posed a serious threat to the job security of present employees.

CORRECTION

In the Feb. 17 issue of the Leader, there was a misprint in the article, "Inga CSEA's Contract Talked About in Capitol Region," on page 2. The contract is 9.45 percent, not 0.45 percent. The Leader regrets the error.

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.

MARCH

1-New York City Local 214 Post LW convention committee special meeting: 5:15 p.m., Francesca Restaurant, 110 John St., Manhattan.
2-Orange County Local executive board meeting: 7:30 p.m., office location, 255 Greenwich Ave., Orange.
3-CGA convention and reception: 5:00 p.m., Horan's Restaurant, 848 Livingston Ave., Albany.
4-Environmental Conservation Local 655 "Fabulous 50's Night" and dancing, The Chase, 1053 Broadway, New York.
5-Wilton Developmental Center Local 416 business and social meeting: 7:30 p.m., Knights of Columbus, Saratoga Springs.
6-Western Region V delegates meeting: Charter House, Transit Avenue, Buffalo.
7-Central Region V delegates meeting: Treadway Inn, Binghamton.
8-Binghamton School unit dinner-dance: 6:00 p.m., St. Mary's Orthodox Christ Church, Ethel Avenue, Binghamton.
9-Health Department labor-management meeting (tentative):

Quality Inn, Binghamton.
10-Guardsmen and Officers Committee meeting: Statewide County Executive Committee meeting.
11-Statewide Board of Directors meeting.

CSEA Endorses Dumping Truth

(Continued from Page 1)

The $17 million in retroactive pay pushers the increase in payroll to a total about $20 million more. Mr. McCowan stated that we when we had to go in and meet the public to explain the need for this. It was necessary for them to understand that the increase is coming on in an emergency way and that the state is not able to do it in a proper manner through the budget process.

In noting the 5 percent or $500 increase to be effective April 1, Mr. McCowan said that this increase represents 5 percent of the total payroll, which is the union's bargaining unit. He said it is the union's position that increments for those eligible will be added to the individual's salary account. He pointed out that this amount is the average percentage of increase on that larger total, the same procedure as in the past.

The increases to be reflected in paychecks issued next month total in excess of $100 million overall, according to Mr. McCowan. He said the 5 percent or $500 minimum increase to be effective April 1 is worth more than $88 million in new money to state workers, and that increments payable as of April 1 to those eligible for them will total about $20 million more. He said that in retrospect promotion pay pushes the increase in the total state payroll to well over $100 million.

He said that when we had to go in and meet the public to explain the need for this, it was necessary for them to understand that the increase is coming on in an emergency way and that the state is not able to do it in a proper manner through the budget process.

Mr. McCowan said that the increase to employees under our tremendously successful class action griefvances will be reflected in paychecks issued March 29 and April 30. This increase will be retroactive to the expected issuance of the payroll, thereby relieving the budget burden and further suggesting how the state is able to do without the need for expenditures.

CSEA's consultants on Mental Hygiene, James Coben and A. Victor Hopkins (Albany County) to the OER, pointed out that while the legislation passed by the State Legislature is similar to the law that is presently in effect, there exist for modification of the staffing and working conditions of the patients. In its meeting with the OER, CSEA stressed the importance of adequate staffing and placement of approximately 500 patients from state run facilities to provide adequate services for the state. In its meeting with the OER, CSEA stressed the importance of adequate staffing and placement of approximately 500 patients from state run facilities to provide adequate services for the state.
ASSAULT PSYCH CENTER REASSIGNMENTS

WARD’S ISLAND — Civil Service Employees Assn. official of Local 413 is unhappy over a move by Manhattan Psychiatric Center administration to reassign ward personnel next week.

HUGH L. CAREY

... cutting back

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Registered nurses, male and female, may join the U.S. Army Reserve Program through age 33 (up to age 39 with commensurate experience and education). Spend one weekend a month in a hospital near your home and two weeks a year at Army hospitals such as Ft. Benning, Georgia; Ft. Bragg, North Carolina; West Point, New York, and others.

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FILM ANGELS — $2.50. A must for anyone in the entertainment business, with addresses and contact information for film producers, distributors, and other industry professionals.

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Federal Job Calendar

These jobs are open in New York City or surrounding counties until further notice. Applicants should contact U.S. Civil Service Commission's New York City Area office. Requirements vary.

GENERAL SCHEDULE POSITIONS
Written Test Required At Some Grades Levels

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<td>Communications Technician</td>
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<td>Dental Hygienist</td>
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<td>Fiscal and Accounting Support Positions</td>
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<td>Medical Aid (Sterile Supplies)</td>
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<td>Nuclear Medicine Technician</td>
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<td>Park Aid</td>
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<td>Physical Therapy Asst.</td>
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<td>Power Folder Operator $3.31 per hour</td>
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<td>Reporting Stenographer</td>
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TRADES AND CRAFTS
No Written Test

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Florida Retirement Sampler Trip!
 Arbitration Edict Stays Despite City's Demur

ALBANY — The state's highest court told city officials throughout the state last week that once they enter into collective bargaining contracts calling for arbitrations to determine punishments for employees guilty of misconduct, they have to live by those agreements and cannot impose their own penalties.

The notice came when the state Court of Appeals, by a narrow 6-3 vote, upheld an arbitrator's decision to suspend for six months a Binghamton building and maintenance superintendent who had admitted accepting bribes. The Mayor of Binghamton had previously fired the superintendent, Richard Cornwell. The ruling represented a victory for the Binghamton Civil Service Forum, the local bargaining agent for Binghamton city employees. The union filed a grievance and demanded arbitration as provided in its contract immediately after the Mayor discharged Mr. Cornwell.

The four-judge majority, in reversing a lower appeals court that had backed the Mayor, said that once Binghamton officials agreed to arbitration, they could not appeal the ruling just because they didn't like the result.

"The collective bargaining agreement between the parties here expressly provided that resolution of whether there was just cause for the discipline or other discipline of an employee was to be resolved in a four-step grievance procedure culminating in arbitration," Judge Lawrence A. Cooke wrote for the majority. "Indeed, the parties have stipulated orally on the record to submit this very issue of just cause to the arbitrator."

The only legal ground on which the City could challenge the arbitrator's decision to suspend the employee was whether it violated "public policy," that is, whether it went contrary to what a proper penalty should have been for accepting bribes. But the court pointed out since there is no automatic provision that a trier of fact in an arbitration procedure is required to follow "public policy," it ruled that the arbitrator's decision was not contrary to public policy.

"The majority opinion considered that once Binghamton 'bargained for arbitration whether there was just cause for the discipline or discharge of a municipal employee, and having submitted that very issue to the arbitrator, the city is bound by the determination of the tribunal to which the dispute was submitted...the bargain, having been struck, must now be honored.'"
Misplaced Anger

WHATEVER ambitions former New York City Mayor John Lindsay may have had were buried in the snow of 1969 in Queens. Despite being one of the earliest and most eloquent spokesmen on controversial issues that have mostly been resolved in accord with Mr. Lindsay's views, his subsequent presidential bid was frozen by the unfore­

…

No Surprise

Actually New York's special elections do not produce any surprising results, except the

…

Dismissed Illegally

The appellant was hired as a provisional Sept. 25, 1975 as a traffic engineer for the City of Buffalo. He was notified

…

(Continued on Page 7)
Mike Causer of the Washington Post surveyed some grievances from civil servants during 1977 and comes up with a summary that includes a man who came to work dressed in a skirt, an employee who shot coyotes from a government-owned helicopter, an IRS worker who wrote a flower pot card and inquired about 1977. A 43 percent increase became effective last month, and the plan was applied to October checks.

Social security benefits are taxable. Civil service pensions are taxable.

"Hanging In There," a new book by Peter Schied, offers reassurance to those about to retire and feel it is the beginning of the end. It is designed to help retirees change attitudes and overcome despair, and offer inspiration and practical advice. It is full of stories of retirees who have begun again, including one who enrolled as a college freshman at age 63.

As social security payroll deductions increase, the budget committee sees it as a major threat. Every increase of the wage base on which taxes are paid means an increase in future maximum benefits for the workers. As social security benefits increase, employees feel less and less pressure to find protection independently through savings or insurance. As savings dry up, a problem of sources for liquid capital becomes more serious. Insurance policies and savings accounts have financed most of the long-term investment in business and housing.

Private pension plans will also suffer as social security taxes increase, a recent survey indicates. Many plans are tied to the Social Security payment. Insurance companies regard to both contributions and benefits. The more the federal plan pays retired workers, the less employers must pay them. Many plans are designed to supplement social security. The difference between the maximum taxed payroll and the actual payroll.

Civil Service
Law & You

Please Tell Us
Editor, The Leader:
I can't understand how Com-
merce Commissioner John Dyr-
an can be so clear in saying that the Carey Administration has "red tape agencies and bur-
eaus" which he intends to cut. Why doesn't he tell us taxpayers, who paid for his $30,-
000 ads in the Wall Street Journal and New York Times, what departments he's talking about and precisely what the red tape is? He should tell, too, what is expected in accompaniment from the taxpayer-paid quarter page portraits of himself in those costly ads.

CARRIE DIAMOND
Brentwood

(continued from Page 6)
"I couldn't see him. The blood was rushing into my eyes. I sank lower and lower into the chair with my hands up. I thought I was going to die."

And it will be a verbal exchange."
Criminal Justice

ALBANY—The state Civil Service Department established an eligible list for professional careers criminal justice on Jan. 31, as the result of a June 1977 open competitive exam. The list contains 36 names.

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NOVEMBER—Four new jobs, ranging in salary from $9,152 to $14,022, are open with Nassau County agencies.

Applicants have until March 8 to file applications for the qualifying exams for social health investigator, electroencephalograph technician I, automotive shop supervisor I and correction officer-

To qualify for automotive shop supervisor I, applicants must have completed a vocational school program ranging in salary from $9,152 to $14,022, and have at least a year's public mechanical experience; or a bachelor's degree in auto mechanic experience, at $14,022 a year, must hold a female. The exams are scheduled for April 8.

Social health investigators, who earn $14,022 a year, need a high school diploma plus training in electroencephalograph equipment operation.

For the qualifying exams for electroencephalograph technician I, a $9,152-

The exams are scheduled for April 8.

Health, Auto, Other Posts

One banner lists 40 names.

A NEW Musical: The THEON

DENTAL EMERGENCIES

To qualify for automotive shop supervisor I, applicants must have completed a vocational school training program in automotive maintenance with five years' auto mechanic experience, at least one year of it being repair and maintaining highway construction and maintenance equipment; or at least seven years' experi- (Continued on Page 13)
Say Union Was First To Oppose 'Dumping'

AMITYVILLE — “If the CSEA hadn’t got involved over a year ago and made an issue out of dumping, this would have never happened,” Irving Flaumenbaum, and after hearing about the state’s plans to return some former patients to hospitals from Long Beach.

Mr. Flaumenbaum, president of Region l, recalled how the Long Island Health was one of the first in the state to feel the effects of the state’s policy to release large numbers of patients from Long Island’s mental institutions to local communities.

“Although we had been fighting the state internally for years over dumping, it wasn’t until the public at large began to feel the results of the state’s self-serving policy that we started to organize public opinion,” the CSEA leader said.

A Long Island Region Mental Hygiene Task Force was created with Danny Donohue, CSEA Central Unit chief, as its chairman. The task force forged alliances with various civic groups in Long Island communities receiving an influx of release patients and started public protests of the state’s actions.

The climax of the campaign came when Mr. Flaumenbaum visited and angered Gov. Hugh Carey at a “community meeting” on Long Island last December with pointed questions about mental patient “dumping.” The next day, Assembly Minority Leader Perry Duryea followed the CSEA’s lead and charged the state with dumping, thus making it a campaign issue in this year’s gubernatorial race.

“The Long Beach project is a band-aid and does not represent a significant attempt to solve the problem. We will only be satisfied when the state stops applying cosmetics and makes a commitment to the care of our mental patients,” Mr. Flaumenbaum said.

There are an estimated 300 to 700 ex-patients in Long Beach. Other Long Island communities with large populations of ex-patients are Bayshore, Sayville and Patchogue.

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State Open Competitive Job Calendar

The following jobs are open. Requirements vary. Apply with the state Civil Service Department, Two World Trade Center, Manhattan; State Office Building Campus, Albany, or 1 West Genesee St., Buffalo.

(5 percent salary increase anticipated April 1, 1978)

FILING ENDS MARCH 6

| Tax Technician Trains (Reg. & Sp. Sping.) | $8,723 |
| Draining Technician (Architectural), Sr. | $9,299 |
| Draining Technician (Architectural), Principal | $11,337 |
| Unemployment Insurance Investigator Trains | $10,118 |
| Unemployment Insurance Investigator | $11,337 |
| Public Health Representative I | $10,118 |
| Public Health Representative II | $11,337 |
| Chief, Gas & Petroleum Safety | $26,516 |

FILING ENDS MARCH 13

Hearing Reporter | $11,557

FILING ENDS APRIL 3

Adirondack Park Project Review Specialist | $10,714

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SHORTHAKES

SAY TROOPERS HIRED ILLEGALLY

The Appellate Division of State Supreme Court has affirmed a lower court ruling that state police illegally passed over white males to recruit females and minorities. However, the ruling came as the troopers early in the week, acting under a federal court order, swore in several women, blacks and Hispanics. A suit was initiated by a number of white males who contended they had been discriminated against.

PAY HIKE FOR ALBANY WORKERS

A PERB fact-finder has recommended a 33-cents-an-hour pay increase for 240 Albany County highway workers represented by the Civil Service Employees Association. The union had been seeking a 40-cent an hour increase. The county offered only 23 cents.

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She's A Victim of Contracting Out... And So Are You!

When the State dumps tens of thousands of mentally disabled people out of State institutions into unwary communities, or private agencies, as it is doing, it’s really part of a much bigger problem — CONTRACTING OUT FOR GOODS AND SERVICES!

When the State Department of Mental Hygiene hands out tens of millions of dollars in contracts to private firms annually, as it does, when the State Office of General Services awards more than 90 contracts in excess of $100,000 EACH to OUT-OF-STATE FIRMS in a six-month period, as it did this fiscal year, when virtually every major State department awards MILLIONS OF TAX DOLLARS annually to private firms, many from out of state. It’s ALL PART OF THE SAME, DISGRACEFUL PROBLEM.

VICTIMIZED BY GOVERNMENT AT EVERY LEVEL

But it’s not just big, bureaucratic State agencies that fleece taxpayers through unnecessary awarding of multi-million dollar contracts every year. Taxpayers all over the state are also paying additional millions for contracts handed out by counties, cities, towns, villages, and school districts.

UNNECESSARY AND COSTLY

Contracts totaling tens of millions of dollars annually are awarded unnecessarily by state and local governments. In those cases, completely competent public employees are already available to perform the services and at well below what it costs governments to contract out. Governments contract out for political expediency, but it only creates a false sense of economy while actually increasing costs.

SOLVING THE PROBLEM

Eliminating unnecessary government-contracts will save taxpayers millions of dollars every year. And it will solve scores of related problems often disguised as something else. Write Gov.

Carey and your legislators in Albany. Demand that governments at every level be accountable for how they spend — and waste — your tax dollars. Up until now, they haven’t been.

Presented as a public service by

CSEA

The Civil Service Employees Association, Inc.

33 Fif Street

Albany, New York 12207

William L. McGowan, President

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Thruway Supv. Test Scheduled

ALBANY—State Thruway Authority senior administrative analysts, internal auditors and personnel administrators on the job at least a year are eligible to take the oral exam for supervisor of office and building maintenance services, a $19,588-a-year post.

The exam is scheduled for some time this month. The exact date has not yet been made public. Applicants have until March 13 to file.

State Civil Service Department officials also announced that the filing deadline for motor equipment maintenance supervisor II, field supervisor and maintenance supervisor III have been extended to March 6. Supervisor II and field supervisor pay $11,337 a year, supervisor III, $14,142.

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NEW YORK COINCESEUM

MAR. 11-13

Be Your Own Boss!

For the 20th Annual
START YOUR OWN BUSINESS EXPOSITION

New York Coliseum

Sat.: Noon to 9 P.M.
Sun.: Noon to 7 P.M.
Mon.: Noon to 9 P.M.
Hempstead Workers Win Snow-Day Credit

BY GEORGE H. HERRERA

The bonus may be taken as a compensation for time worked, unlike the state’s practice of denying pay or premiums.

"Those who worked went above and beyond the call of duty," said Mr. Abbatello, and Mr. D’Amato recognized this. His response is a great contribution to employee morale, and it must be said, a good example for Governor Carey to follow."

The bonus could be taken as a compensation for time worked, unlike the state’s practice of denying pay or premiums.

FILE STATEWIDE SNOW DAY GRIEVANCE

Mr. Abbatello is working on a grievance that any employees locked out of their offices during the snow storms of Jan. 29 and Feb. 7 be given extra absences without charge to leave them time to work. The day and a half credit was determined.

The bonus may be taken as a compensation for time worked, unlike the state’s practice of denying pay or premiums.

Less Job Security

By WILLIAM R. WILLFORD

"Preventing A Coronary"

By WILLIAM B. WILLIFORD

(Continued from Page 10)

"Preventing A Coronary"

L. I. Health, Auto Jobs Set

(Continued from Page 10)

"Preventing A Coronary"

More job opportunities and better conditions have been placed in the state's civil service since the snow emergencies in New York.

Mailing ballots out for Bank Board representative election

MAIL BALLOTS OUT FOR BANKING BOARD REPRESENTATIVE ELECTION. Banks are to be mailed Monday, March 6, to members of the Civil Service Employees Association who have been elected in the state Banking Department, for the election of a Banking Board representative to the Civil Service Employees Association's statewide Board of Directors.

A special election is being conducted because of a vacancy caused by the resignation of Mr. Abbatello, a Banking Board representative, Victor Post, a management/confidential position in the department.

Deadline for return of completed ballots will be Monday, March 13.

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UTICA—A retirement party was held recently by Civil Service Employees Association Department of Transportation Local 505, at Harts Hill Inn.

Local president Nicholas Theodorou presented wallets to the following retirees whose present or past service total 368: Charles Alexander, Honor Beers, Peer Poulsen, Raycey, Robert Chapman, George Coulombe, Arthur Davies, Charles Dembinski, John Donaldson, Frank, Barney Glid, Steve Corzyn, Clarence Kibler, Evelyn Levy, Margaret Lyon, John Philp, Joey Mazur, Tom Origczynski, Steven Spada, Joe T. Tenillo, Joseph Upright, James Ward and Charles Whittier.

Newburgh School Honor 13 Retirees

NEWBURGH—Thirteen retiring members were recently honored at the Newburgh City Civil Service Employees Association unit on Jan. 21 at Beille’s Restaurant.

The retiring members were presented with gifts and certificates of merit.

Robert C. Eichstadt, Stan­...
DA Aides To Stay in Civil Service

(Continued from Page 5)
merit selection. "Classifications made by a civil service com¬
mission are subject only to limited judicial remedy," he wrote.
Even if the classifications are

"arbitrary" and "unreasonable"
thereby interfering with a civil service commission determina¬
tion, the chief judge explained.
"In the Nassau case, the "abso¬
lutist position" that all criminal
investigators must be exempt is "unpersuasive," he said, par¬
cularly since three of the positions — chief detective and de¬
puty chief investigators—already are classified as non-competitive.

The court agreed with the Nassau DA's argument that be¬
cause in some counties all in¬
vestigations are outside civil ser¬
vice and pay, the classification
should prevail in his office.
The court ruled that each pay¬
grade through the classification
must have "flexibility" and take
into account a "likely variation in local circumstance." It would be inappropriate to have a blank
policy statewide to make all investigations exempt or subject to competitive examination, said the judges.

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 4, between 9 a.m. and 4 p.m. Special
hours for Thursdays are 9 a.m. to 1 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be returned within one week at least five days before the dead¬
line. Announcements are available on
the State Job Calendar.

OPEN CONTINUOUS STATE JOB CALENDAR

Title | Salary | Exam No.
--- | --- | ---
Actuary (Casualty), Associate | $18,369 | 20-416
Actuary (Life), Associate | $18,369 | 20-520
Actuary, Principal | $22,694 | 20-417
Actuary, Senior | $14,142 | 20-519
Actuary, Supervising | $26,516 | 20-522
Actuary, Supervising | $26,516 | 20-522
Dental Hygienist | $8,523 | 20-107
Dietitian | $10,174 | 20-887
Dietitian, Supervising | $12,670 | 20-887
Electroencephalograph Technician | $17,429 | 20-112
Engineering, Assistant Sanitarian | $14,142 | 20-122
Engineer, Junior | $11,377 | 20-129
Engineer, Sanitarian Sanitarian | $17,429 | 20-112
Food Service Worker | $6,821 | 20-352
Histology Technician | $8,051 | 20-170
Legal Careers | $11,164 | 20-138
Medical Dental Assistant | $11,337 | 20-348
Nurse | $7,204 | 20-394
Motor Carrier Transportation Specialist | $13,406 | 20-889
Nurse I | $10,118 | 20-586
Nurse II (Psychiatric) | $11,337 | 20-587
Nurse, Licensed Practical Nursing | $14,142 | 20-122
Nurse, Rehabilitation | $11,337 | 20-587
Nurse, Traveling Consultant | $14,880 | 20-138
Physical Therapist | $12,760 | 20-138
Physical Therapist, Senior | $12,760 | 20-138
Physical Therapist, Senior I & II | $9,029 | 20-175
Radiologic Technologist, Therapy | $10,714 | 20-100
Stationary Engineer, Assistant | $9,546 | 20-303
Stationary Engineer, Senior | $14,142 | 20-101
Vocational Rehabilitation Counselor | $8,841 | 20-301
Vocational Rehabilitation Counselor | $11,978 | 20-140

For Sale - Cooperative Apt.

JACKSON HEIGHTS Cooperative Apartments, 450 rooms, 2 bedrooms, 3 bedrooms, all units have electricity included. Gas and electricity included in maintenance service. $500. (312) 548-5846

Buy U.S. Bonds!
CANCER DETECTION

Raymond Damadian, associate professor in the College of Medicine, has been working since 1971 on a cancer detector. His project, nuclear magnetic resonance, works by sending radio signals into the atoms of tumors, both cancerous and normal. The signals deflect differently from the cancerous tissue.

The radio signals are hooked up to a television screen in such a way that a picture of the cancerous tumor can be projected from the signal deflection.

So far, cancerous tumors have only been studied with this method in test tubes. A picture of normal tissue in humans has been recorded, and "very soon," Dr. Damadian said, "we'll have a picture of cancerous tissue in humans."

"I've had monstrous difficulties," Dr. Damadian added. "They're too painful to recall." The high point of his career, he said, was getting that first picture of a cancerous tumor.

Dr. Stanley Goldstein, associate professor in pediatrics, has written grant proposals to study arterial sclerosis, heart disease using Dr. Damadian's nuclear magnetic resonance technique.

"My principal responsibility," said Eli Friedman, head of the renal (kidney) program at Downstate and one of the top 20 renal specialists in the world, "is to see that patient care in kidney disease and that training of medical students and research fellows in kidney disease goes on at an acceptable level. In addition, I am involved in personal research in two lines.

The first is concerned with developing a compact portable artificial kidney which patients can take with them in their homes, ships, and in airplanes so that they are not dependent on institutions."

In fact, Dr. Friedman has designed such a device which, he noted, "you could have a haphazard, hot dog eating, and that was the first material used, and if you put blood in the casing, and then you put the blood in the casing in a beaker of salt water, the high waste level concentration in the blood, like urea which contains nitrogen, would come out through microporous holes in the membrane into the salt solution and they would be dissolved out.

The waste would get out but bacteria wouldn't get in the blood."

"Bacteria are fragile, and if you put blood out of the blood and foreign proteins in blood.

"The group is working on a simplified remedy for one of the complications of kidney failure which is high blood fats. As a consequence of the high blood fats (which the doctor noted was not necessarily found in fat people), patients die of heart attacks, coronary artery disease, and strokes."

Breathing through the problem, the Dr. Friedman said that high blood fats were the result of an enzyme deficiency in the patient. Enzymes take fat out of the body.

"We found, as an oddball observation, that if you eat charcoal in very small amounts, the fats fall.

"Eating charcoal is supposed to work in rats, because you can take the fat out of the blood."

"If you talk of our transplant success rate in terms of two years after the operation, if the kidney comes from a perfectly matched brother or sister, 96 percent of the patients are alive."

If you're talking about a medium match, then 78 percent of the kidneys are functioning and about 59 percent of the patients are alive if you go to a cadaveric grant—from a dead person—then 44 percent of the kidneys are functioning and only 65 percent of the patients are alive.

"The life of the researcher is great," Dr. Friedman said. "It's one of the very few places I know where you can say to yourself, "I'm going to make it on my own. I probably work much harder, and longer than other people, but I have to."