OFF AND RUNNING — The first contract between the Off Track Betting Corp. and an employee union in Nassau County was signed last week by officials of the Civil Service Employees Assn. and the Nassau Downs OTB Corp. The two-year pact provides a 10 percent wage increase, paid vacations and holidays, a fully paid health plan. At the signing ceremonies at Hempstead, Irving Flammeneau, seated second from left, watches as Iasa Easa, president and general manager of Nassau Downs, affixes his signature to the contract. They are flanked by Adele Klenk, OTB vice-president for finance; Sue McGrory, cashier; Nat Zummo, CSEA field representative; Frank Assn. and the Nassau Downs OTB Corp. The two-year pact provides a 10 percent wage increase, paid
councl. The negotiating team consisted of Mr. Kulesa, Mr. Gomez, Mr. LoPitero, Ms. Klenk and Ms. LoPitero, OTB branch manager; Basil Gomez, OTB comptroller, and Kemp Hannort, OTB general
counsel. The negotiating team consisted of Mr. Kulesa, Mr. Gomez, Mr. LoPitero, Ms. Klenk and Ms. McGrory assisted by Mr. Zummo.

New Ballot For Albany First V-P

ALBANY — A special election for the office of first vice-president of the Albany Region of the Civil Service Employees Assn. will be held shortly to settle the issue as democratically as possible.

Original voting results showed Joe L. Schermerhorn elected as the new regional first vice-president by a slim margin over the incumbent, Jean C. Gray.

After a legal objection was filed and the ballots inspected, a mechanical offsetting of the voting blocks was discovered 11 of these ballots were used to determine a winner, questions could be raised as to for which person they were cast.

Rather than institute a whole situation, both parties have agreed to a separate run-off election.

Ballots failing the office, candidates' names and a simple explanation of the election problem will be sent out to the Albany Regional CSEA membership shortly.

'Kick In' Campaign Kicks Off

ALBANY — One hundred and twenty-three contributions, totaling $1,515.50, have been received by the political action committee of Albany Region IV, Civil Service Employees Assn., within 18 days of the issue of 'kick in' campaign, CSEA president, stated. "I am happy with these initial results, but now I am waiting for the first wave of chapter-collected contributions to pour in." Political publicity concerning the "Kick In To Help Us Kick Ends" campaign has been held to a minimum, the Regional president explained, but recently local media have picked up the fund theme and now people are visiting the Regional Office and making out-of-pocket cash contributions.

Many of the returned fund drive forms contain comments from the membership that reflect the attitude of the state employees.

"While I will not reveal the names of any contributors, I do think that some of their observations and suggestions are worth publicizing," Mr. McDermott explained.

"One member contributed $5 for a field goal and suggested that we use the governor's head in lieu of the ball! Another gave $20 for a quick kick and said if he saw CSEA 'Post Power' in action he would send in another contribution." The Albany Region hopes to keep contributions rolling, said Mr. McDermott, "so that, come November 1976, public employees in New York State represented by CSEA will be in the drivers' seat and not the politicians."
ALBANY — Examinations for the new veterans' series of 600 New York State Regents Scholarships, authorized in the last session of the Legislature, have been announced.

The scholarships will be awarded beginning with the coming academic year. Examinations will be held at the State Education Building, Oct. 2, in Albany, New York, Binghamton, Syracuse, Niagara Falls, and Rochester.

Applications and additional information are available from the State Education Department, Regents Examination and Scholarship Center, Albany, N. Y. 12204.

Vitasea Appointed
Gov. Hugh L. Carey announced the appointment of Thomas A. Vitasea, a lawyer in Norwich, as Judge of Chenango County Court. Judge Vitasea, 42, was named to succeed the late William J. Gordon for a term ending Dec. 31, 1975. The office will be subject to an election this fall for a full term beginning in January.

State Opens Key Punch, Steno, Safety, & Medical Auditor Slots

ALBANY — Positions as key punch operators, senior stenographers, institution safety officers, and medical auditor facilties auditors now exist with various state agencies. The salaries range from $3,871 to $21,545.

Applications for all open-competitive positions must be postmarked no later than Sept. 29, with examinations scheduled for Nov. 1.

Three positions as key punch operators currently exist in Albany and New York City. No minimum requirements are necessary for the three-month traineeships in the operation of several types of stenographic equipment. Candidates with three-months' experience or training at the operation of key punch machines may be appointed directly to operator positions without entering the trainee program.

All candidates must pass a written exam designed to test knowledge and ability in such areas as name and number checking under time limitations and speed. The exam will be held Thursday, Oct. 23, at the State Education Building in Albany.

Senior stenographers and senior stenographers (law) applicants are needed only in the New York Metropolitan area. Examinations will be held in New York City, Peekskill, White Plains, Hicksville, Nyack, and Riverhead.

For the senior stenographer, candidates must have one year of secretarial or stenographic experience. Graduation from a two-year course in secretarial science from a business school may be substituted for experience.

One year of secretarial or stenographic experience, six months of which must have involved legal work, will qualify applicants for senior law stenographers. Graduation from a state community college or technical school may be substituted for experience.

A minimum of two years of auditing experience is required for state auditors. Graduates of four-year colleges or universities in the field of auditing are allowed an equivalent substitute. Three years of auditing experience are open to applicants with a two-year course in business administration.

All candidates must pass a written exam designed to test knowledge and ability in such areas as name and number checking under time limitations and speed. The exam will be held Thursday, Oct. 23, at the State Education Building in Albany.

The board, which was created by the Governor last March, advises him on economic development policies. Chairman of the board is Donald A. Grudin, head of the emergency management.

Richard W. Richardson, an economist, was named executive director of the board. Richardson succeeds the late William J. Gordon.

C. S. E. & R. A. FROM CIVIL SERVICE EDUCATION AND RECREATION ASSOCIATION FOR YOU AND MEMBERS OF YOUR FAMILY

FALL PROGRAM

COPENHAGEN — 4 Nights
2525 14, Oct. 16, Ret. Oct. 21
At the Superior First Class HOTEL IMPERIAL
AB $399

MINI FIESTA — 7 Nights
WED. 2526 14, Nov. 6, Ret. Nov. 13
1 Night Mexican Cove, 1 Night Taxco or Ixtapan, 3 Nights Acapulco, 1 Night Mexico City, 1 Night Taxco or Ixtapan.
AB $299

MEXICO FIESTA — 14 Nights
WED. 2527 21, Nov. 6, Ret. Nov. 19
5 Nights Mexico Cove, 5 Nights Acapulco, 4 Nights Mexico City, 1 Night Taxco or Ixtapan.
AB $399

GUADALAJARA & PUERCO VALLARTA — 8 Nights
WED. 2528 21, Nov. 6, Ret. Nov. 19
3 Nights Guadalajara, 1 Night Puerto Vallarta, 4 Nights Puntero Vina.
AB $299

BERMUDA — 3 Nights
WED. 2529 21, Nov. 6, Ret. Nov. 19
5321 14, Oct. 26, Ret. Oct. 30
At the BELIZE MATTRESS & GOLF CLUB MAP
AB $199

MARTINIQUE — 7 Nights
WED. 2530 21, Nov. 6, Ret. Nov. 13
7313 14, Oct. 26, Ret. Oct. 30
At the Delice MEDINON HOTEL
AB $199

GRENADA — 7 Nights
WED. 2531 14, Oct. 26, Ret. Oct. 30
5314 14, Oct. 26, Ret. Oct. 30
At the First Class HOTEL IMPERIAL
AB $299

GRAND BAHAMA ISLAND — 8 Nights
WED. 2532 21, Nov. 6, Ret. Nov. 13
1 Night Nassau, 1 Night Freeport, 1 Night Bahama Paradise Island, 5 Nights Freeport, 1 Night Nassau.
AB $399

VACATION IN THE TROPICS — 12 Nights
WED. 2533 21, Nov. 6, Ret. Nov. 13
3 Nights Guadalajara, 5 Nights Puerto Vallarta, 4 Nights Puntero Vina, 1 Night Mexico City.
AB $419

FLIGHT ONLY
WED. 2534 21, Nov. 6, Ret. Nov. 13
At the Superior First Class HOTEL IMPERIAL
AB $299

THANKSGIVING PROGRAM

LONDON — 4 Nights
2535 14, Nov. 16, Ret. Nov. 20
At the First Class HOTEL IMPERIAL
AB $299

ST. MALOIS — 7 Nights
2536 14, Nov. 16, Ret. Nov. 20
At the Superior First Class HOTEL IMPERIAL
AB $299

MIAMI — 4 Nights
2537 14, Dec. 18, Ret. Dec. 20
At the Beautiful HOTEL MONTMARTRE FLIGHT ONLY
AB $199

LONDON — 4 Nights
2538 14, Dec. 18, Ret. Dec. 20
At the First Class HOTEL IMPERIAL FLIGHT ONLY
AB $199

YEAR-END PROGRAM

LONDON — 16 Nights
2539 14, Dec. 18, Ret. Jan. 3
At the First Class HOTEL IMPERIAL FLIGHT ONLY
AB $299

ROME — 8 Nights
2540 14, Dec. 25, Ret. Jan. 3
At First Class Hotel FLIGHT ONLY
AB $299

AMSTERDAM — 10 Nights
2541 14, Dec. 25, Ret. Jan. 3
At the Superior First Class HOTEL PARK FLIGHT ONLY
AB $299

ST. MARTIN — 10 Nights
2542 14, Dec. 25, Ret. Jan. 3
At the Superior First Class HOTEL PARK FLIGHT ONLY
AB $299

MIAMI — 9 Nights
2543 14, Dec. 25, Ret. Jan. 3
At the Superior First Class HOTEL PARK FLIGHT ONLY
AB $299

LOS ANGELES — 5 Nights
2544 14, Dec. 25, Ret. Jan. 3
At the Beautiful HOTEL MONTMARTRE FLIGHT ONLY
AB $199

LONDON — 5 Nights
2545 14, Dec. 25, Ret. Jan. 3
At the First Class HOTEL IMPERIAL FLIGHT ONLY
AB $199

PRICES FOR ABOVE TOURS INCLUDE: Air transportation, twin-berths, double-berths, all meals, taxes, ground transportation, hotel accommodations, transportation, and sightseeing. All prices are based on two people traveling at same time and are subject to change.

FOR MORE INFORMATION CALL REGIONS TRAVEL CENTERS

ALL TOURS AVAILABLE ONLY TO CSERA MEMBERS AND OTHER IMMEDIATE FAMILIES

STENOTYPE ACADEMY Exclusively at 255 BROADWAY (Opposite City Hall)
NO NEED FOR PUTNAM STRIKE NOW

Putnam chapter president Russel Cheney explains to the chapter membership the background leading to CSEA's charges of extreme provocation by the County. The membership later overwhelmingly voted to set Aug. 29 deadline for County Board of Supervisors to act on their contract.

CSEA collective bargaining specialist Roger Kane outlines plans that were being made to carry off strike against Putnam County in as smooth an operation as possible. In background, field representative John Deyo listens.

Ronald Kobbe, Putnam chapter executive representative to CSEA Board of Directors, partakes of the buffet made available to members after special meeting.

Southern Region III's one-two punch, president James Lennon, right, and first vice-president John Mauro, confer on ways to coordinate the efforts of other chapters and regional resources into a successful strike action for Putnam.

CSEA calendar

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

SEPTEMBER

5—Education Department chapter clamsteam and steak roast: 12:30 p.m.-9 p.m., Lanthier's Grove (two miles north of Latham Circle), Rte. 9.
6—Syracuse Region V meeting: Lake Placid Club, Lake Placid.
7—Saratoga County Educational Employees chapter clamsteam: 10 a.m., Krause's Half Moon Beach, Crescent.
8—Onondaga County chapter clamsteam: 1-6 p.m., Henderwadek Grove.
9—Ithaca Area Retirees chapter meeting: 2 p.m., Moose Hall, 125 N. Fulton St., Ithaca.
10—Capitol District Retirees chapter meeting: 1 p.m., CSEA Headquarters, Elk St., Albany.
11—Fort Schuyler chapter "September Social": 7 p.m., Grimaldi's Restaurant, Bleeker St., Utica.
12—Capitol District Armories chapter meeting: 10 a.m., New York National Guard Armory, Troy.
13—Statewide non-teaching school employees committee informational meeting: 7:30 p.m., Clinton Senior High School, Clinton.
14—Statewide non-teaching school employees committee informational meeting: 10:30 a.m., Knights of Columbus Hall, 50 Clinton Ave., Cortland.
15—Suffolk County chapter picnic: 11 a.m.-5 p.m., Southaven County Park, Yaphank.
16—Waterfront Commission of New York Harbor chapter annual dinner-dance: 7 p.m., Officers Club, Governor's Island.
Man, 53, Wins Age Discrimination Suit

FULTON — The New York State Division of Human Rights has upheld a complaint by a 53-year-old man who charged age discrimination when his application for the post of deputy sheriff in Oswego County was rejected.

The action was brought by Charles Beattie, a Fulton resident. Mr. Beattie also had one year's experience as a village patrolman prior to taking the test. He was passed over, however, while three younger men, two of whom had no prior law enforcement experience, were hired. The respondents in the action were Oswego County and County Sheriff Ray Chesbro.

At a public hearing on the complaint, the Division of Human Rights established that the sole and uncontroverted cause for Mr. Beattie's rejection was his age and that he had not had any physical difficulty in performing his duties as a patrolman; nor had he been requested by the county to take a physical examination for the deputy sheriff position.

Commissioner Werner H. Kranshansky upheld the complaint and ordered the respondents to offer Mr. Beattie the next available position as deputy sheriff. The human rights official awarded him back pay from June 29, 1974, to the day he was requested to resign or reject the offer of employment, with six percent interest from a reasonable intermediate date.

FULL EMPLOYMENT IS THE KEY TO PROSPERITY.
BUY U.S. MADE PRODUCTS

H.S. Grads May Qualify In Rockland Clerical Jobs

NEW YORK — Positions as typists, stenographers, and transcribers are currently open in various civil divisions in Rockland County departments and agencies. Salaries start at $6,195 for typists and $6,685 for stenographers and transcribers.

All applicants must be legal residents of Rockland County and be a high school graduate or possess a high school equivalency diploma. Clerical experience or academic or vocational training may be substituted for education on a year-for-year basis.

For typist positions, applicants must pass a written spelling test and a 5-minute typing test at 35 words per minute. Stenographers are required to pass a written stenography exam, a 5-minute typing test, plus a two-and-a-half minute stenography test at 80 words a minute. A written spelling test and a five-minute test in which candidates must score 50 words per minute with an error rate of 5 percent or less.

Candidates must achieve passing scores in all parts of the examination. Final scores will be determined on only the typing and stenography parts of the test.

To arrange for tests, held at frequent intervals, candidates should contact the New York State Employment Service office at 50 Commerce St., Spring Valley.

FOR CSEA MEMBERS ONLY
CSEA Basic Accident and Sickness Plan.

If you are a new employee under age 39½ and apply for this insurance within 120 days from your employment date, you are guaranteed $150.00 per month in benefits. All other members may also apply and will be required to show evidence of insurability.

<table>
<thead>
<tr>
<th>If your annual salary is</th>
<th>You can now apply for disability income benefits up to</th>
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<tbody>
<tr>
<td>$4,000 but less than $5,000</td>
<td>$150 a month</td>
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<td>$5,000 but less than $6,500</td>
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<td>$6,500 but less than $8,000</td>
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<td>$8,000 but less than $10,000</td>
<td>$300 a month</td>
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<td>$10,000 and over</td>
<td>$400 a month</td>
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When your annual salary is increased to a new wage bracket, you should apply for additional disability income. YOUR INCREASE IN DISABILITY INCOME IS NOT AUTOMATIC.

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

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<thead>
<tr>
<th>Assistant Actuary</th>
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<tr>
<td>Associate Actuary (Casualty)</td>
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<td>Principal Actuary (Sc)</td>
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<td>Dental Hygienist</td>
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<tr>
<td>Dietitian</td>
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<td>Food Service Worker</td>
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<td>Hearing Reporter</td>
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<td>Histology Technician</td>
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<td>Hospital Administration Intern</td>
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<td>Assistant Hydraulic Engineer</td>
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<tr>
<td>Senior Hydraulic Engineer</td>
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<tr>
<td>Industrial Foreman</td>
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<td>Laboratory Technician</td>
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<td>Nurse II [Residential]</td>
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<tr>
<td>Psychiatri I [Board Eligible]</td>
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<tr>
<td>Psychiatri I [Board Certifed]</td>
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<td>Radiology Technologist</td>
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<td>Senior Medical Records Librarian</td>
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<td>Asst. Sanitary Engineer</td>
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<td>Specialties in Education</td>
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<td>Stationary Engineer</td>
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<td>Steam Fireman</td>
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<td>Stenographer-Typist</td>
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<tr>
<td>Varitype Operator</td>
<td>$8,523</td>
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Open Continuous State Job Calendar
**CSEA Convention**

DELEGATES of the Civil Service Employees Assn. will be meeting later this month in Niagara Falls for their annual convention.

Normally, there would have been a special full-scale convention in the spring, also, but this year, an abbreviated meeting was held in July because of the need to bring the union's recent history, we think that harmony on this issue, is starting to grip the giant public employees union, third largest independent union in the nation and largest independent public employees union in the world.

For behind the small skirmishes and clashes within the union at present is the urgency to put the house in order as soon as possible. These situations begin on a new contract with the state.

For the most part, the pre-convention by the Public Employees Federation is deemed a nuisance as a means to an end, and it is difficult to see how such a move could be successful in order to act on the real business of serving the membership.

This is not to say that the challenge of the Public Employees Federation is over, it is just that it is difficult to see how such a move could be successful in order to act on the real business of serving the membership.

CSEA leaders will surely be looking for a win in any challenge as an indication to Governor Carey that CSEA is the union he is going to have to deal with—if it is not like it or not.

In the meantime, high-placed members of the more influential unions have moved themselves into three task forces, each one of which is the union's challenge.

But that is another sign of the strength within the union.

A permanent civil service employee in the position of Superintendent of Buildings and Grounds was charged by his employer, a union-free school district, with 13 counts of misconduct and 12 counts of incompetence. The charges could have been dismissed from his position as Superintendent, but in the end, the employee has been found guilty of one or more of the specified charges, and could have been dismissed from his position as Superintendent.

The employee, who is a Sabbath observer and did not engage in his employment from sundown on Friday until sundown on Saturday, the attorney, accordingly, notified the Board of Education that he would be unable to appear at the hearing which had been scheduled for a Saturday. At the same time, he requested a rescheduling of the hearing.

THE BOARD OF EDUCATION, in responding to a law suit filed by the employee on his behalf, a union-free school district, with 32 counts of misconduct and 12 counts of incompetence, the charges could have been dismissed from his position as Superintendent, but in the end, the employee has been found guilty of one or more of the specified charges, and could have been dismissed from his position as Superintendent.

THE COURTS pointed out that the employee had a statutory right to be represented by counsel pursuant to Section 75(2) of the Civil Service Law. Since the employee's position has been held to be "property" within the meaning of the due process clause of the U.S. Constitution, the employee is entitled to due process where the hearing may result in the loss of his job. The court said that any deprivation of the right to counsel and to a fair trial is in itself a basis for the right to counsel.

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.

**Counsel's Religious Obligations**

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The employee further argued that the Board's failure to honor his request for a hearing date other than on a Friday night or Saturday effectively denied the employee his right to counsel of his own choice. The employee objected to this advice and insisted on being represented by his original attorney.

THE COURTS noted that the employee's request to have a Sabbath observer serve as his counselor had been granted, and that the employee was entitled to a Sabbath counselor as his legal representative. The court said that any deprivation of the right to counsel and to a fair trial is in itself a basis for the right to counsel.

THE COURTS pointed out that the employee had a statutory right to be represented by counsel pursuant to Section 75(2) of the Civil Service Law. Since the employee's position has been held to be "property" within the meaning of the due process clause of the U.S. Constitution, the employee is entitled to due process where the hearing may result in the loss of his job. The court said that any deprivation of the right to counsel and to a fair trial is in itself a basis for the right to counsel.

(Continued from Page 2)
Letters To The Editor

Mary Winchell

Editor, The Leader:

You might say Mary Winchell is an employee of Hudson River Psychiatric Center.

You would be right.

You might say Mary Winchell is a patient at St. Francis Hospital due to a severe beating received from a co-worker.

You would be right.

You might say she should not have been on night duty on an admission ward by herself.

You would be right.

You might say Mary's beating was the result of poor staffing and a job freeze.

You would be right.

But most of all, what Mary Winchell is, is a sign of the times. What has happened to Mary Winchell is the end result of Governor Carey's political game of "Job Pether to Pay Paul."

Mary Winchell is not the first victim at the bottom of the long line of "Carey's cutbacks" and she is not likely to be the last.

Perhaps Gov. Carey can send Mary a get-well card at St. Francis Hospital, Poughkeepsie, where she lays with her head bashed in.

Perhaps he can explain to Mary why no one was there to help her when she was dragged from her ward, bleeding, and that still later the patient was found, blood smeared, wandering toward Poughkeepsie and treated at St. Francis Hospital and returned to Hudson River Psychiatric Center locked ward.

Perhaps the failure that Senator Warren Anderson and Assemblyman Bland Reising could have provided Mary with the help when she needed it.

Perhaps Governor Carey can explain to Mary Winchell that he is sorry but the depression is an unfortunate sign of the times due to his cutbacks.

I couldn't sleep last night, thinking about Mary Winchell. Can he?

Erick Rodichka
President
Civil Service Employees Assn.
Chapter No. 410
Hudson River Psychiatric Center
Poughkeepsie

Stand Together

Editor, The Leader:

Some of our members blame CSEA for what is wrong with our union. I would like to remind each member individually that it is he or she who make up our union's strength and/or weakness. Most members want what the union fights for: to take part and fight for what we want is another matter. We can't seem to stand togethe and fight -just stand together and lose without a fight.

I have heard many members say that they would definitely strike without a second thought if it were not for the Taylor Law. All right. So we stand together and as a majority said, "Yes, Carey, we will do your bidding for the table scraps you may feel allows to toss our way." All right. The majority of us said, "We are afraid of you but we can still atomize something someday --maybe."

As long as our utmost fear seems to lie in the Taylor Law, I suggest that the least we can do as a union is to fight this law to the Supreme Court if necessary. I feel this law is definitely unconstitutional and though it may be upheld by lower courts, I do not feel that the Supreme Court of our land could or would find this law which pertains to so many of us constitutional.

I therefore request that we take legal action against this law and fight it to the Supreme Court so eventually the type of job action which should have taken place will be taken without the terrifying Taylor Law to keep us bowing down cowardly.

If we cannot rid ourselves of the Taylor Law and will not, when we feel the need, rebel against it, we will succumb to our Governor's every whim from now on and we need only hope he is of mercy and once in a while generous to his employees whose wages cannot keep up with inflation.

Linda (name withheld)
Chatham

LETTERS POLICY

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

Special Announcement to Retired CSEA Members:

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Larry Ditmore and Ed Gilbert, delegate and president, respectively, of Industry chapter, takes notes of information to report back to their chapter members. Mr. Gilbert, right, is newly elected as the chapter president.

BUFFALO—The Civil Service Employees Assn.'s traveling information show stopped in Buffalo recently to explain to CSEA Western Region VI chapter representatives the intricacies of 33 Elk St., Albany, the union's headquarters, and answer questions regarding challenges by other unions.

The session, directed by Joseph Lochner, CSEA executive director, pointed out the benefits CSEA has amassed for municipal workers throughout the state. Appearing with Mr. Lochner were Marge Karowe, counsel, William Blom, director of research, and Paul Burch and Jason McGrath, collective bargaining specialists.

Ms. Karowe explained the workings of the Taylor Law regarding challenges and Mr. Blom pointed out CSEA accomplishments in salaries and fringe benefits.

During the day-long session in the Cordon Bleu Restaurant, the more than 125 CSEA representatives from Western Region VI chapters were reminded that the union offers public employees an established organization geared for immediate action in matters of negotiations and grievances.

It was explained that the Public Employees Federation, the most recent union conglomerate to challenge CSEA, had decreased from five original unions to two: the Service Employees International Union and the United Federation of Teachers.

It also was pointed out that the American Federation of State, County and Municipal Employees currently was proposing a possible merger with CSEA.

"A lot of people hear about Albany Headquarters and they hear about 33 Elk St., but they don't see the people who work there and they don't know what they do," Robert Lattimer, Western Region VI president, said in explaining the purposes behind the information session.

"Basically, they told us: This is what we've done; here's how we did it, and this is what we can do for you," Mr. Lattimer added.

CSEA officials, he said, pointed out that CSEA dues were 25 to 40 percent cheaper than dues proposed by other unions seeking to represent CSEA members.
CSEA executive vice-president William McGowan is surrounded here by staff members, Al Mrozak, left, Western Region public relations specialist, and Paul Burch, collective bargaining specialist. Mr. McGowan was recently elected to the union's second-highest position, after serving as Western Region VI president and, before that, as West Seneca Developmental Center chapter president.

CSEA vice-president Robert Lattimer, right, head of Western Region VI, discusses local problem with John Garvey, Rochester chapter labor representative. Mr. Lattimer is also one of three Labor departmental directors on CSEA State Executive Committee.

Counsel Marge Karowe was one of the group of union experts who took part in the informational program at the Cordon Bleu. Here she exhorts the members to watch for violations during representation campaigns.

CSEA's enviable record in saving jobs—especially when compared to that of other unions—is documented by William Blom, CSEA director of research. Mr. Blom supported his case with ample facts and figures.

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SUNY at Buffalo leaders confer during break in business session. From left are chapter second vice-president Dorothy Haney, president Robert Smith and first vice-president June Boyle. Mr. Smith also serves as Region VI second vice-president and Ms. Boyle as University director on State Executive Committee.

CSEA executive director Joseph Lochner, updates delegates on the various activities the statewide organization is planning in order to meet the numerous challenges facing the union in the next few months; primary of which is the opening of talks for a new state contract.

Two new delegates are welcomed by CSEA field representative Thomas Christie. From left, Rochester's Doris Young and Cathy Hill took pleased to be able to participate in the regional meeting.
Alcoholism Rehabilitation Effort Is Launched By Nassau County

MINOLEA—A counseling program for Nassau County employees with alcohol problems has been launched.

The program includes weekly therapy sessions and is intended to serve as a model for other efforts launched in the Long Island county by municipalities, labor unions, and firms in the private sector.

Irving Plaumanbaum, president of the Nassau County chapter, Civil Service Employees Asso. and also leader of the union's Long Island Region 1, enthusiastically endorsed the program.

"Too often, management doesn't become aware that there's a drinking problem—either on the part of the employee or a member of the employee's family—until it's too late, when there's a situation where the employee's work deteriorates to the point of firing," Mr. Plaumanbaum observed.

Nassau County Executive Ralph C. Chao also boosted the new program.

"The Federal Government estimates that 7 percent of Americans have a drinking problem," the Executive remarked.

"County employees are no less vulnerable to this addictive disease than the rest of the population."

The Nassau County counseling service's office can be found on the fourth floor of Building G of the county's Medical Center complex. The program itself is funded by a $65,000 grant to the Nassau Department of Drug and Alcohol Addiction from the Division of Alcohol Abuse, New York State Department of Mental Health. It is administered by the Nassau County Department of Mental Health.

Both Mr. Plaumanbaum and Mr. Chao stress that the program is entirely confidential.

Participants go to weekly group therapy sessions at which their problems are discussed and analyzed. They also may be invited to attend meetings of Alcoholics Anonymous.

Members of the participants' household are urged to become involved in the program.

The Nassau County counseling service's office can be found on the fourth floor of Building B of the county's Medical Center complex. The program itself is funded by a $65,000 grant to the Nassau Department of Drug and Alcohol Addiction from the Division of Alcohol Abuse, New York State Department of Mental Health. It is administered by the Nassau County Department of Mental Health.

Nassau County has a payroll of about 20,000 persons.

Nassau Setting Contract Goals

MINOLEA—Nassau chapter of the Civil Service Employees Asso. will complete its negotiation goals for 1976 on Sept. 3 and is demanding immediate talks and a settlement by the end of October, it was announced by chapter president Irving Plaumanbaum.

He said the steering and program committee had agreed to demand immediate and intensive negotiating sessions with a settlement deadline in order to avoid the unresolved, one-month effort last year to negotiate a settlement.

"If we can't do it in eight or nine meetings, then we can't do it at all," Mr. Plaumanbaum declared.

The steering and program committee, representing all divisions of county employees, was to complete its package of demands tomorrow to follow a series of meetings through the summer.

First Woman Named As Superintendent Of A Men's Prison

ALBANY—In the continuing shakeup of the state's Department of Correctional Services, a woman has been named for the first time in New York history to head a prison for men.

Janice Warne, 49, has been appointed superintendent of the Attica Correctional Facility, Albany, a 380-inmate medium-security facility.

Ms. Warne, mother of six children, began her career in the department in 1965 as a guard at Attica. At that time, Attica was a women's prison.

"I am extremely pleased to make this important appointment because I feel strongly that a woman is as competent as a man to run a male correctional facility in the State of New York."

A spokeswoman for the department, Al Castro, added: "The appointment means that in the future, there will be more varied assignments for women in the system."

Ms. Warne holds a degree in correctional administration from Geneseo College. She has also attended Rochester Institute of Technology, St. Lawrence University and the University of Rochester.

Mr. Warne replaces Theodore Reid, who will become superintendent of the Oneida Correctional Facility, a 750-inmate facility. Former Oneida superintendent Edward O'Meara will go to the Wallkill Correctional Facility as superintendent there. He will replace former Wallkill superintendent Harold Butler at the Ossining Correctional Facility.

Two other transfers were also announced last week.

L. Leland Cates, former superintendent of the Great Meadow Correctional Facility, Comstock, will become superintendent of the Tacoma Correctional Facility, with minimal-security facility for men at Bedford Hills.

Robert Hoke, former deputy superintendent in charge of programs at Great Meadow Correctional Facility, will become deputy superintendent in charge of programs at Great Meadow Correctional Facility, where he will be the Bedford Hills Correctional Facility.

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A Cabbie At Night; Would-Be Teacher In Day

By JANE R. BERNESTEN

Robert Feirsen, 24, of Jackson Heights, drives a taxi for a living. He is one of hundreds of unemployed teachers in New York City.

He must put up with long hours, low pay and people who irritate him. He's driven people to their destinations and then had them inform him that they have no money. He's said, "I'm a dominating profession," Mr. Feirsen said. "It's a dominating profession."

With due respect to the backing profession, what's a young man like Mr. Feirsen doing in a life like this? He has the misfortune, in these financially troubled times, of holding a New York State teachers' license. He received his Master of Arts in teaching from the State University of Stonybrook this year and is number 14 out of 1,400 names on the New York City eligible list for high school social studies teachers.

"I've sent resumes all over the place and I've gone to every school district on Long Island," Mr. Feirsen said. "But there's nothing available."

In 1973, he substitute taught at the School of the Transfiguration in Corona, hoping to get a full-time position. The job never materialized.

When his name appeared on the teacher's eligible list in June, he received letters from three high schools asking him to come in for interviews.

"I went to a high school in Brooklyn—they had an opening for a social studies teacher," Mr. Feirsen said. "But I'll be right back with it."

The other two schools called to say they'd be cutting back their staffs and an interview would not be possible.

He still calls the Board of Education for news on jobs, but things look bleak. The private schools around the city are also strapped for funds and have their own hiring freezes.

"The only thing I have going for me is if schools begin hiring in the future, I have a chance of being called," Mr. Feirsen said. "However, as long as I have a taxi license, I can always make a buck."

So Robert Feirsen, one of hundreds of young, unemployed teachers in New York City, continues to drive a cab.

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11 Warren Street, New York, N.Y. 10007

"Fire Safety Watch," the Uniformed Fire Officers Association's new newsletter, began publication this month.

The publication, out monthly, will keep the public informed of developments affecting community fire protection.

The first issue deals mainly with recent outbreaks in New York City's arson epidemic.

"We believe this new program will provide citizens with the basic information needed to assure fire protection in their communities," said a UPOA spokes-

BUY U.S. BONDS
HAUPPAUGE—Social welfare examiners, lighting inspectors, laboratory technicians and x-ray technicians are currently being sought by agencies under the jurisdiction of the Suffolk County Department of Civil Service. Salaries range from $8,000 to $11,908 a year.

For social welfare examiner I, both English and Spanish speaking, applicants must be high school graduates and have two years’ experience in examining, investigating or evaluating assistance claims. Additional education may be substituted for experience on a year-for-year basis.

Candidates who are college graduates or those high school graduates with four years’ experience in examining, investigating or evaluating assistance claims may apply for the social welfare examiner II. Social Welfare examinee must have an accredited college degree, have two years’ experience in technical laboratory work. High school graduation and one approved two-year course in general laboratory work will also be accepted. The written exam will test knowledge of laboratory principles: basic biology, chemistry and general science, and arithmetic and algebraic reasoning.

For x-ray technician jobs, applicants must have a high school diploma and an approved two-year program in radiologic technology. The written test is designed to test for knowledge and skills of street lighting distribution systems.

For all the above exams, applications must be postmarked by Oct. 20. Written testing is scheduled for Oct. 4.

For further information or applications may be obtained by contacting the Suffolk County Civil Service Department, H. Lee Montgomery Executive Office Building, Veterans’ Memorial Highway, Hauppauge 11787; the East Northport Testing and Information Center, 350 Larkfield Rd., East Northport 11731; or the Riverhead Information Center, County Center, Riverhead 11901.
Clerical, Medical, Food Chemist Other Promotions Set By State

ALBANY — The state Department of Civil Service is accepting applications until Sept. 22 for promotional exams to senior stenographer, senior typist, institution safety officer, senior stenographer, junior stenographer, medical facilities auditor, biochemist, food chemist, food bacteriologist, administrative analyst and budgeting analyst. The positions are on the G-6 to G-18 levels and will have written exams Nov. 1.

All employees of New York State having three months' experience in clerical or stenographic work on the G-6 level or higher may apply for senior stenographer, senior stenographer (law), junior stenographer, senior typist, G-7 level. The exams are in the New York Metropolitan area and applicants in the areas will receive an additional $200 annual salary differential.

The written test will include questions on written grammar, spelling, English Grammar and Usage and Vocabulary. Candidates will also be required to pass a qualifying performance test in atenção to typing and stenography.

Employees of the Mental Hygiene Department who have one year of experience as an institutional safety officer may apply for the G-12 position of senior institutional safety officer.

The chief institution safety officer I and II applicants must have a year's experience as either an institutional safety supervisor or senior institutional safety officer.

The written exam is designed to test knowledge of fire-fighting and fire prevention, accident prevention, preparation of written material and security situations.

For senior damages evaluator, a G-17 position, candidates must have one year of experience as a damages evaluator in the state Motor Vehicle Department. Questions in such areas as state and federal laws, automotive equipment, state automobile regulations, and other related fields of supervision will appear on the written exam.

Bacteriologists in all state departments may apply for the G-18 job as senior biochemist and senior biochemists working for the state may apply for the G-23 position of associate biochemist. Questions in such areas as lab principles, care of lab equipment, and administration will appear on the written exam.

Questions on general accounting, general auditing, preparation of written material, interpreting tabular material and medical facilities management will make up the written exam.

Biochemists in all state departments may apply for the G-18 job as senior biochemist, and senior biochemists working for the state may apply for the G-23 position of associate biochemist. Questions in such areas as lab principles, care of lab equipment, and administration will appear on the written exam.

Candidates with six months' experience as a food chemist in the Agriculture and Markets Department are eligible for senior food chemist and senior food chemists working for the state may apply for the G-23 position of associate food chemist. Questions in such areas as lab principles, care of lab equipment, and administration will appear on the written exam.

The written test may include questions on laboratory principles, operation of lab instruments and supervision of lab personnel. All state employees with six months' experience as senior administrative assistant or senior administrative assistant I are eligible for the G-23 position of associate administrative assistant. Applicants must have a year of experience in several state agencies.

The written test will examine knowledge of administrative services, preparation of written material and control of manual or automated systems. For associate budgeting analyst, applicants must have six months' experience as a senior budgeting analyst. At present there are openings in Albany and New York City. Questions on administrative supervision and analysis, public budgeting policies and interpreting tabular material will appear on the written exam.

Application forms for all positions are available through personnel offices or business offices of the State. In addition, forms may be obtained from the state Civil Service Department, State Office Building Campus, Albany; Two World Trade Center, Manhattan; and Suite 70, 1 W. Genesse St., Buffalo.

Human Rights

Edward A. Morrison, former deputy mayor of New York City, named by Gov. Hugh L. Carey as a member of the Human Rights Advisory Board, Mr. Morrison was named for a term ending July 1, 1979. Members of the three-member board are paid $150 a day while on official business.
The Publicity Chairman's Role

Publicity Ins And Outs Dos And Don'ts

(Edidor’s note: The following is extracted from the booklet, "Publicity Chairman's Handbook," published by the Civil Service Employees Assn. Copies of the booklet are available from the Public Relations Department, OSEA Headquarters, 33 Elk St., Albany, N.Y. 12207.)

Now, my friend, if you are a publicity chairman, you’re probably asking yourself: “How did I get into this?”

Your chapter or unit president may tell you, “Just give the news to them.”

But how do you do that?

What Newspapers Are

Newspapers are exciting places—sometimes just like they are portrayed in films with reporters rushing in and out—but they are not necessarily a hard-bitten, cynical, drink-downing dictator by a given time and if an excuse is acceptable. None.

If you waste their time, they are usually a concerned citizen of the community, just like yourself. But don’t for a minute believe there is probably no one in your town who knows more about the city editor has tremendous responsibilities.

Psyching The City Editor

An editor is much more likely to print a story about the sec-
cular or unit than about one person's appointment as junior member of your research committee.

It is important to find out if the copy or dress of a paper has to observe. If you hand in a story too close to deadline, it may not make it. If your story doesn’t pass the test for news, it may still have to be rewritten in the style used by your newspaper. Your copy, as your story is termed, will be checked for grammar, spelling, accuracy and wordiness. The copy editor, who will edit the story, will then write a headline for it and will assign it to a position in the paper.

Nowhere along the line, your story runs the risk of being killed because more important news, or news of equal importance but better written, beats it out. Then again, the story may be held and appear in a later edition of the paper or an edition of one or more cities outside your own.

A Nose For News

A good way to develop your news sense is to study the paper and note the sort of stories that appear in it. Your story is not likely to be killed if it appears in the back pages or is buried under a mountain of advertisements.

By simply following the style and reporting of news and feature stories that appear in the paper, you can learn a good deal about news writing. These necessary or “headline” words are taboo. Sharp, colorful verbs are scattered throughout the good stories. Put the most important facts first; don’t include unnecessary ones.

You must be very wary of advertising; they can lead you into editorializing which is only proper on the editorial pages or in a letter to the editor. Don’t call a meeting “interesting” or a woman “attractive,” or make “successful.” Instead, just call it a “meeting” or give the speaker’s topic or the refreshment’s without comment.

Make sure to stress the number of members in your chapter or unit. For example, “The Blank chapter, Civil Service Employees Assn., which represents more than 200 employees of the Central School District, will hold its annual dinner.”

Police, fire departments, county health officials, etc., should be easy to work with and so save time. These few rules should be followed:

• Don’t argue if a story isn’t done.
• Don’t beg an editor to print a story. If it is a good story, it will be printed.
• Don’t argue if a story isn’t printed. Try again.
• Don’t try to disguise advertising as news.
• Don’t color the facts with superlatives, exaggerated claims or opinion.
• If your chapter or unit has bought paid advertising in the past, don’t use that fact to pressure the editor. He will not work.
• Don’t beg an editor to print a story. If it is a good story, it will be printed.

Points To Remember

• Try to make your stories relevant to your readers.
• Keep this in mind and don’t try to print stories and letters that are off the mark.
• Make your story as accurate as possible. If you misinform the editor or public opinion.
• Make sure that the person reporting the story is trustworthy.
• Make sure that the paper clearly states the name of the photographer who took the photograph.

SUMMER BLOOD DRIVE — George E. Cundiff, Jr., a member of the Albany Tax and Finance Committee, Civil Service Employees Assn., sits beside a poster depicting the nearly 14 gallons of blood he has contributed in drives conducted by the American Red Cross. The photo was taken during the recent bloodmobile visit to the State Campus at Albany. The drive was conducted by the chapter in conjunction with the Department of Tax and Finance during the vacation period for many employees, there were 156 donations received. During 1974, state employees contributed a total of 9,510 pints.
The Story About The Boy In The Picture

As you probably read last week in a Leader story by Alan Bernhardt, the Fire Department has kicked off a campaign against false alarms by flooding the houses, subways and other public places with a poster showing a little boy horribly burned entitled to by two firefighters from Squad Co. No. 1, which at the time, was quartered in Harlem and did a yeoman job at the fire.

I rolled into the fire with Battalion 1 Chief James O'Brien after having responded to a false alarm at the time and the photo you will see is one of a series of three taken by the Chief for publication in the Daily News that night.

The fire was a very strange one. Seeing the picture so widely published brings back vivid memories of the incident and I just thought you might care to know the details of the fire as they happened.

The fire took place at 603 W. 143 St. on Sunday, June 23, at 12:14 p.m. The building was a six-story, well-constructed brick structure, and when I got out into the back yard, I heard a man screaming. Looking up, I saw a partially open window with flames coming out of the back yard just in case they jumped.

Meanwhile, the Chief-Lieutenant, John Thayer, of Engine 69, leading his line up the inside of the building in the back yard just in case they jumped. Firefighters refer to it as "the elevator shaft," which is exactly what it is. And I almost threw up just looking at those unfortunate people. A person in a safety belt like a clock pendulum and when Larry Centella and Engine 59 got up there, there were the three bodies by the window unable to move and horribly burned.

The father, in a last desperate effort to save his wife and remaining daughter from the flames which surrounded them, had forced his wife to lie flat on the floor. Then he tucked his daughter as close to the mother as possible and up against the wall. Then, in a final moment of self-sacrifice, he placed his own body on top of theirs, hoping to protect them from the flames.

The truck and the engine men arrived at the top floor, and the three bodies were quickly brought downstairs where first aid was given. The little boy in the picture you are now seeing was horribly burned with his skin literally hanging off his neck and arms. He also sustained the skull fracture as a result of the effort to save his life before the firefighters arrived.

The father, mother and daughter were just as badly burned. Most of their clothes had been burned from their bodies and all were in shock.

Several City agencies do their own recruiting and hiring. They include: Board of Education (Central Office, 26 Federal Plaza, New York 10007, phone: 523-4100; for state, 526-6000; Audit, 585 Federal Plaza, New York 10007, phone: 526-6000; for state, 526-6000; for federal, 526-6000)

THE STORY ABOUT THE BOY IN THE PICTURE

The photo being used by the Fire Department in its current campaign to fight false alarms. Left is Robert F. Powers, now a lieutenant with the Division of Safety. The chief is coach, now a battalion chief with the 49th Battalion. Mr. Thayer expressed his thanks to Commissioner John T. O'Hagan for permission to publish this photograph.
Seniors’ Health Care Soars

WASHINGTON, D.C.—The average health care bill for a person 65 and over was $1,218 in fiscal 1974, nearly three times the average American bill of $420, the Social Security Administration reported recently. The report, "Age Differences in Health Care Spending," appears in the June issue of the Social Security Bulletin. It analyzes trends in personal health care expenditures by different age groups, from 1966 to the present.

MARY L. MCCARTHY

Mary L. McCarthy, Syracuse’s Leader, Honored At Dinner
SYRACUSE — Mary L. McCarthy, past president of the Syracuse chapter, Civil Service Employees Assn., and an active representative of the union for the past 22 years, was honored recently at a retirement dinner party held at the Hotel Syracuse.

Ms. McCarthy’s committee work with CSEA included membership on the social, nominating, membership and legislative committees. She also served on the Syracuse region V nominating committee.

Ms. McCarthy served for many years with the State Department of Social Service.

Capitol District’s Retirees Meeting
ALBANY — The Capitol District Retirees chapter, Civil Service Employees Assn., will hold its first autumn meeting Wednesday, Sept. 10.

The meeting will begin at 1 p.m. at CSEA Headquarters, 33 Elk St., Albany. The guest speaker for the event will be Raymond Rockwell, a senior employee insurance representative, who will discuss health insurance.

In addition, chapter president John J. Kennedy will conduct a regular business meeting. All Albany-area retirees are invited to attend.

Binghamton’s SUNY Opens Its Classes To Auditing Seniors

BINGHAMTON — Older adults may audit SUNY-Binghamton courses free of charge, according to an announcement by Donald Blake, academic adviser and coordinator of the program.

New York State residents, 60 years of age or older, may audit any course at the University if there is space available and with the instructor’s permission. Mr. Blake said as auditors, they will participate fully in classes, but will not be required to take exams or turn in written assignments.

No educational prerequisites are necessary. Individuals with high school, college, or professional training are welcome.

The fall semester at Binghamton begins Sept. 2 and ends on Dec. 12; the spring semester will start on Jan. 19 and conclude May 7. Courses meet two or three times a week. Each class is between 56 and 75 minutes long.

New York State legislation enacted in the fall of 1974 enabled senior citizens to audit courses free of charge at State University campuses for the first time. During the 1974-75 academic year, some 75 local residents 60 years and older participated at SUNY-Binghamton.

Ready To Retire?

Protect your future with Retiree membership in CSEA.

Goals of your State Retiree Committee:
1. Protect present retirement benefits.
2. Provide permanent cost-of-living supplement.
3. Federal income tax exemption of $5,000 for retirement income.
4. Reduction on utilities and transportation for seniors
5. Attachment of potential $5,000 retiree membership

Send the coupon below for membership information:

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

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

Name
Street
City, State
Date of Retirement

OFFICERS RE-ELECTED — The Syracuse area retirees chapter, Civil Service Employees Assn., recently re-elected its officers at a luncheon meeting at Raphael’s Restaurant, Syracuse. From left are Andrew Anderson, of Fulton, treasurer; John Tandt, of Oswego, president; Thomas A. Gilmartin, Jr., state CSEA retiree coordinator and luncheon guest speaker; Tom W. Hauger, of Syracuse, vice-president, and Hazel C. Bangar, of Syracuse, secretary.

PLATTSBURGH RETIREES — Three retiring members of SUNY at Plattsburgh chapter, Civil Service Employees Assn., received congratulations from two senior CSEA officials at recent ceremonies. Above, from left, are: Thomas McDonough, chairman of the CSEA Executive Board; retirees Hazel Blanchard, Edie Silver and Patrick Mainor, and Joseph McDermott, president of CSEA Albany Region IV.

W’CHESTER ISSUING I.D. CARDS

WHITE PLAINS — Westchester County officials have announced the fall schedule for obtaining senior citizen photo identification cards enrolling residents to participate in the county’s discount program.

A $1 fee is charged for the lifetime cards and interested in obtaining them should bring proof of age—66 years or more—on record.

Days, dates, locations and times are:

Mon. Sept. 8 and 22, Salvation Army Building, 110 New Main St., Yonkers, 10:30 a.m.-3 p.m.

Mon. Sept. 15, 10:30 a.m.-12 p.m., and Thursdays, Sept. 25 and 25, New Rochelle Senior Citizens Center, 4 Davie Ave., 10:30 a.m.-3 p.m.

The cards can also be obtained at the Westchester County Office Building, Mondays through Fridays from 10 a.m. to 4 p.m. They are issued at Room 100 on the main floor.

THREE ARE HONORED — Ruth Walker, right, president of the Lancaster Schools unit, Civil Service Employees Assn., presented gifts to three unit retirees at recent ceremonies at the Heartstone Manor, Depew. They are, from left: Cecilra Griner, Alexander Herlien and Irene Kustasiski.