Civil Service Commission Reforming

By SALLIE R. KUBR

New York's Civil Service Commission is in the midst of making changes in civil service practices. The new measures have aroused controversy and dismay among state civil service employees, just as recently proposed changes by President Carter in the federal civil service administration have aroused anxiety among federal employees.

(Continued from Page 3)

Sustain Examiner's Right To Represent CSEA

WHITE PLAINS—Citing labor relations laws which protect employees when acting in a special capacity for their union, an arbitrator has acquitt ed a Civil Service Employees Association shop steward and grievance representative of several serious disciplinary charges lodged against him by the State of New York Department of Taxation and Finance.

The state said it had sought to terminate Paul Baronecelli, a senior estate tax examiner in the White Plains office of the Taxation and Finance, on the grounds of misconduct and insubordination following a confrontation last March between Mr. Baronecelli and two supervisors when they attempted to disrupt him as he counseled another employee.

The state had contended that Mr. Baronecelli was not officially designated as a grievance representative and had no authority to take action on behalf of any other employees at the work location. The state maintained that he was told he could not take time off work to pursue employer representation in grievance matters and his refusal to obey his supervisor's order was "flagrant" insubordination subject to dismissal.

ATTENTION ALL PS&T EMPLOYEES

Civil Service Employees Association president William L. McGowan urges all Professional, Scientific and Technical employees to vote in the ongoing representation election in the 45,000-member unit:

"CSEA, the union which has represented your unit since its creation and the state's largest public employee union, is being challenged by a phantom union. Make your voice heard in this important election. Take a few moments to cast your ballot for real representation and vote for CSEA!"

All PS&T election ballots must be received by the Public Employment Relations Board by 5:30 a.m. on April 15 to be counted.

The grievant was represented by Arthur H. Osce, a regional attorney for CSEA, Mr. Osce proved that Mr. Baronecelli was legitimately serving as the employees' grievance representative and, further, that litigation brought previously in a separate matter by the grievant against these supervisors was the basis for their friction against him.

"There has been a long series of confrontations between labor and management in this particular shop," Mr. Osce said, "and, apparently, management has chosen to single out and harass Mr. Baronecelli.

In this decision, arbitrator Joel M. Douglas wrote, "Labor relations law is filled with numerous situations as to the rights of employees acting as employees but in a special union capacity. Labor relations law has long established that these employees must be protected when acting in the dual capacity by the grievant against these supervisors was the basis for their friction against him.

The arbitrator then sustained Mr. Baronecelli's grievance in whole and ordered that all charges against him in the matter be immediately dropped.
Civil Service Reform: Make Or Break Auses?

(Continued from Page 1) What some regard as reform are described by civil service employees as devices to undermine the Merit System and substitute political pull for merit in promotions, hiring, salary increases, and work assignments.

Anthony Costanzo, public relations director for the New York State Association, says everyone wants more government for less money, and believes that the reforms are being considered because of fiscal considerations. These proposals, he said, if acted on, will undermine the exam-

Political involvement by the Civil Service Employees Association is going to get even deeper.

The latest plan in the works is a massive voter registration drive with a goal of more than a quarter of a million new persons on the election rolls throughout the state. A figure of two-and-a-half votes per family is the usual figure used by political strategists. Total success could mean nearly a million voters with an interest in CSEA, and that's a very big bloc in the electorate.

As of now, the Employees Association has established its political action network very firmly throughout the state. In addition, the membership has a large amount of money to support candidates who respect the Association and who are so glad to do something to help keep the Association in office. It's a very big bloc in the electorate.

CSEA Opens Fight Against Sex Bias

ALBANY — Civil Service Employees Association representatives participated in the first workshop of the new campaign for Women in Government last week. CSEA officials attended panels on career planning and verbal skills with 200 other women hoping to advance in the public sector.

Irene Carr of Oneonta and June Scott of Albany, both members of CSEA's ad hoc women's committee, attended the day.

"The workshop was valuable in providing a great opportunity to establish contacts with other women who may be so glad to do something for the Association and who are so glad to help keep the Association in office.

Speaking to the importance of the workshop, Irene Carr, the union's affirmative action officer, said: "The workshop was valuable in providing a great opportunity to establish contacts with other women who may be so glad to do something for the Association and who are so glad to help keep the Association in office.

"The department is also decentralizing examination and job classification. Fourteen state agencies classify superintendents and professionals. Over 100,000 position titles have been decentralized in the last few years.

The Temporal Temporary Commission on Management and Productivity has a Bi-partisan committee that has been recommending ways to improve government management and productivity. It has also undertaken a study to determine state employees' attitudes and opinions.

By PAUL KHER

Tom McNamara, new chairman of the Assembly Gov-

From his new post, as well as his past, he should, since the Yonkers legislator was a member of the chamber's Labor Committee for several years prior.

The CSEA and other public employee labor unions say his expertise is already in evidence:

Publicly over allowing members of his family to use state facilities occasionally and his appointment apparently been taken due note of by Governor Carey.

One of his younger sons was sighted boarding the train from New York City to Albany last week, enjoying the amenities of Amtrak like the rest of us.

"These people are dedicated employees who are so glad to do something to help keep the Association in office," said Mr. Roche.

"There's no way to get on this committee and get into mundane and routine operations and not be bothered by it," he said.

Handicapped persons stay on jobs that generally have a high turnover, such as messenger jobs, heavy labor jobs, envelope-stuffing, limited filling and sorting. Much longer and they tend to have a better sense of loyalty to the employer and the organization, he said.

Affirmative Action programs will continue to recruit in New York City and other cities by searching out neighborhood organizations, youth groups and schools for people willing to accept specific job titles. There are also ongoing programs in New York City to provide training for typists and stenographers.

Affirmative Action programs will continue to function to attract, hire and upgrade workforce potential.

CIVIL SERVICE LEADER
America's Leading Weekly For Public Employees
Published Each Friday
Publishing Office: 223 Broadway, N.Y., N.Y., 10007
Business and Editorial Office: 223 Broadway, N.Y., N.Y., 10007
Entered as Second Class mail and Second Class postage paid, October 3, 1939, at the Post Office, New York, New York, under the Act of Congress, May 29, 1926.

Ramada Inn-Silo Restaurant
Five Reasons Why State Employees Stay With Us:
1. State Rate
2. Indoor Pool
3. Reasonably Priced Food
4. Good Entertainment
5. All Under One Roof

Just 2 Minutes Away From State Campus Offices
1228 Western Avenue
Albany
489-2981

Retirees To Meet
BROOKLYN — Brooklyn Chapter 590, National Association of Retired Employees, will meet April 1 at 1:30 p.m. at the New York State War Memorial Building, Cadman Plaza.

A computer bank is being provided to disseminate information on applicants and positions available, and eventually match up people with job responsibilities.

Flexible work hours, or "flex-
time," is being encouraged by Governor Carey, who says, "Our goal is to provide more opportunities for public service and to increase productivity." The Governor's Feb. 17, 1977, order (Continued on Page 11)
McGowan Outlines Taylor Law Reforms

(Continued from Page 1)

employees). President McGowan said the requirement that they negotiate in good faith with the employee organization is necessary through the motions of negotiation, go through the impasse procedure, and then come to a settlement upon the employees. "This attitude by the employer has actually created strikes which otherwise would not have occurred had employees had the right to strike which would have been negotiated in good faith. Mr. McGowan said.

Mr. McGowan said the controversial Taylor Law prohibits strikes by public employees and imposes harsh penalties on those who violate the law. It provides for no penalties, however, for those public employees who use the law as a tool to enforce their own positions and prevent public employees from striking over 100 days without penalty despite the threat of harm to the national economy.

The Public Employee Conference put forth several legislative proposals that would result in more equitable treatment for public employees. The proposals would:

- Limit strike situations to injustices where a real threat to the public welfare is proved.
- Eliminate the automatic one-year probationary penalty for any public employee involved in a strike.
- Repeat the two-for-one penalty that fines a public employee two days' pay for each day he is on strike.
- Continue the terms and conditions of employment under an expired contract for an additional two months-
- Establish a presumption of arbitrability as it exists in private labor disputes, but which has been diluted by New York courts.

Mr. McGowan told the Senators at the Tuesday hearing at the Capitol that: Enactment of these orders would be a step toward making the Taylor Law the instrument for promoting harmonious and cooperative employer-employee relationships, that it was intended to be and which has been distorted by recent interpretation to force inequitable settlements.

"Public employees would be more fairly handled, the public would be protected from strikes that put personal health, safety and welfare of the population and public employees employed as a weapon to thwart the rights of public sector employees," Mr. McGowan said.

File Grievance On Transfers

(Continued from Page 1)

number of residents will soon double. Because the residents spend most of the day away from the center, Mr. Diodato said that two employees are working an overnight shift instead of one from 6 a.m. until 9 a.m. and then again from 3 p.m. until 9 p.m.

Mr. Lewis stressed that the union supported the concept of group homes. However, he criticized the way in which he felt the Keener transfer was carried out. "They thought their jobs were in jeopardy if they did not make the move."

Criticize Mental Hygiene Dept.
For $14 Million Advertising Plan

(Continued from Page 1)

dollars to clean up their image when they ought to be concentrating on really getting the job done."

And the CSEA revealed that the Department of Mental Hygiene this week refused to accept an offer to cover the issues with the CSEA on an Albany television station that offered free time to discuss the issues raised by the CSEA, and instead plans to hide behind a $50,000 slick public relations campaign by an out-of-state agency. It's a waste of taxpayer money because all they have to do is discuss the situation with CSEA on the media available across the state," Mr. McGowan said. He said his 200,000-member union will connect television, radio and newspaper people throughout the state to arrange for free time and space, "and all they have to do is show up to talk about the

ELECTED

Eva Katz, of Rockland Psychiatric Center, has been elected as Southern Region III Mental Hygiene representative to the Civil Service Employees Association's Board of Directors. Ms. Katz will complete the term of the late John Clark.

CSEA Calendar

It should include the date, time, place, address and city for the function. The address in Civil Service Leader, 333 Broadway, New York, N. Y. 10007.

Attn.: CSEA Calendar.

APRIL

2—County Division delegates meeting: 11 a.m., Albany.
2—State Division delegates meeting: 8 a.m., Albany, 12 noon, Albany.
2—Board of Directors meeting: 11 a.m., Thruway House, Albany.
2—Departmental delegates meetings: evening, various locations, Albany.
3—Statewide Delegates Convention: Empire State Plaza Convention Hall, Albany.
7—Rockland Children's Psychiatric Center and Research unit, Local 421, ninth annual dinner-dance, honoring retirees of 1977 and 25-year employees, Singers Hotel, Spring Valley.
11—Cressmoor Psychiatric Center Local 406 membership meeting: 5:30 p.m.
15—Syracuse area retirees Local 913 spring luncheon-meeting: 11 a.m., Fairview Dairy, Baldwinsville.
15—Cortland County area meeting of Locals including SUNY 605, DOT 520, ENCON 119, Cortland County 812: 2-7 p.m., American Legion, program to continue its own campaign, which was launched in January with a radio blitz and continued with statewide newspaper ads and is now involved in billboard and pay-per-view advertising.
18—Livingston county unit of Rochester Retirees Local 912 members meeting: 2 p.m., Youth Center, Main St., Mt. Morris.
23—Metropolitan Retirees Local 510 membership meeting: 3 p.m., World Trade Center, room 5890, Manhattan.
23—Nuella Local 830 board of directors meeting: 3:30 p.m., Salisbury Club, Eisenhower Park, East Meadow, L.I.

Watch Ed. Dept. Reorganization

(Continued from Page 1)

union has formed a 13-member Education Department task group appointed to study the reorganization, "and we will ask for a private meeting with consultants hired by the Education Department to learn in greater detail what plans are being considered. The union representative also said CSEA will study carefully a report expected to be issued shortly by the special 13-member task group. "We will evaluate that anticipated report and decide what course of action if that report is, to us, unsatisfactory," Mr. McGowan said.

CSEA said it will keep affected employees informed as the situation develops.
The City court has backed firemen in their fight with city officials over whether vacation time and other paid time off are counted in computing work hours for the year. As a result, firefighters entitled to three weeks vacation, for example, are eligible for overtime after working 1,980 hours, or the equivalent of 49 weeks at 40 hours per week. The city's position was adopted, the appeals court explained, "It would frustrate the clear intent and purpose of the Legislature to thereby substantially deprive the (Amsterdam) firemen of the "benefits" they are entitled to."

So the city was ordered to determine firefighters' maximum annual hours exclusive of paid time off.

**U.S. Holiday Policies Criticized**

Mr. Olsen said that ADL receives an unusually large number of complaints from Jewish employees who refused time off to observe the High Holy Days. He said complaints come from Postal Service, Agriculture Department and Veterans Administration employees and state civil service workers.

ADL has recommended:

- Federal, state and local governments should amend civil service laws to pay workers for personal leave days. Civil service employees could then use personal leave days for religious holidays and other purposes, says ADL. The federal government does not give its employees leave days for religious reasons.
- Civil service departments should clearly define "undue hardship," drawing a distinction between high religious holidays and weekly Sabbaths. High holy days should not be described as constituting hardship to employees preventing them from accommodating employees' religious needs.
- Time off for religious holidays should not be given to some employees and denied to others.
- Civil employers should be required to exhaust "voluntary swaps" between employees.

**PRAISE AND GRATITUDE**

For residents of developmental centers, there is little contact with the outside world. Consequently, members of Civil Service Employees Association Local 438 at Suffolk Developmental Center each year since 1975 have staged an annual party to celebrate the holiday they call SABBATH NO REASON NOT TO WORK. SAYS COURT.

**SHORT LAKES**

FEWER FEDERAL EMPLOYEES

Federal government civilian employees decreased by 12,502 during January 1978 to a total of 2,888,828. The release of 16,072 temporary Christmas assistants, and approximately 1,500 temporary workers in the national parks and forests accounted for the net decrease.

**SABBATH NO REASON NOT TO WORK, SAYS COURT**

A former New York City correctional officer fired for refusing to work on Fridays because of his Muslim faith lost his discrimination lawsuit. The five-Judge court of appeals ruled that the Department of Corrections was exempt from a state law requiring agencies to permit employees to be off on days they observe as their "Sabbath or holy day."

**HE PROPOSES AGENCY FOR DISABLED**

Assembly Minority Leader Perry B. Duryea has proposed creating an Office of Vocational Rehabilitation Services in the state's executive department to administer the state work programs for mentally and physically disabled persons. Assemblyman Duryea said the new agency would serve 100,000 disabled clients.

**OPEN CONTINUOUS STATE JOB CALENDAR**

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary</th>
<th>Exam No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actuary (Casually), Associate</td>
<td>$18,369</td>
<td>20-416</td>
</tr>
<tr>
<td>Actuary (Life), Associate</td>
<td>$18,369</td>
<td>20-520</td>
</tr>
<tr>
<td>Actuary (Casually), Principal</td>
<td>$22,694</td>
<td>20-417</td>
</tr>
<tr>
<td>Actuary (Life), Principal</td>
<td>$22,694</td>
<td>20-521</td>
</tr>
<tr>
<td>Actuary (Life), Senior</td>
<td>$14,142</td>
<td>20-519</td>
</tr>
<tr>
<td>Actuary (Casually), Supervising</td>
<td>$26,516</td>
<td>20-418</td>
</tr>
<tr>
<td>Actuary (Life), Supervising</td>
<td>$26,516</td>
<td>20-522</td>
</tr>
<tr>
<td>Dental Hygienist</td>
<td>$8,523</td>
<td>20-107</td>
</tr>
<tr>
<td>Dietitian</td>
<td>$10,118</td>
<td>20-888</td>
</tr>
<tr>
<td>Dietitian, Supervising</td>
<td>$12,670</td>
<td>20-886</td>
</tr>
<tr>
<td>Dietitian, Supervising</td>
<td>$10,118</td>
<td>20-889</td>
</tr>
<tr>
<td>Electrophysiographer Technician</td>
<td>$7,616</td>
<td>20-308</td>
</tr>
<tr>
<td>Engineer, Assistant Sanitary</td>
<td>$14,142</td>
<td>20-122</td>
</tr>
<tr>
<td>Engineer, Junior</td>
<td>$11,337</td>
<td>20-127</td>
</tr>
<tr>
<td>Engineer, Sanitary</td>
<td>$11,337</td>
<td>20-123</td>
</tr>
<tr>
<td>Food Service Worker</td>
<td>$9,051</td>
<td>20-170</td>
</tr>
<tr>
<td>Histology Technician</td>
<td>$9,051</td>
<td>20-170</td>
</tr>
<tr>
<td>Legal Careers</td>
<td>$11,164</td>
<td>20-113</td>
</tr>
<tr>
<td>Mental Health Hygiene Aid Trainee</td>
<td>$11,337</td>
<td>20-348</td>
</tr>
<tr>
<td>Motor Carrier Transportation Specialist</td>
<td>$13,404</td>
<td>20-889</td>
</tr>
<tr>
<td>Nurse</td>
<td>$10,118</td>
<td>20-584</td>
</tr>
<tr>
<td>Nurse II</td>
<td>$11,337</td>
<td>20-585</td>
</tr>
<tr>
<td>Nurse II (Psychiatric)</td>
<td>$11,337</td>
<td>20-586</td>
</tr>
<tr>
<td>Nurse II (Rehabilitation)</td>
<td>$11,337</td>
<td>20-587</td>
</tr>
<tr>
<td>Nurse, Licensed Practitioner</td>
<td>$8,051</td>
<td>20-106</td>
</tr>
<tr>
<td>Nutrition Services Consultant</td>
<td>$14,880</td>
<td>20-139</td>
</tr>
<tr>
<td>Otolaryngologist</td>
<td>$12,750</td>
<td>20-138</td>
</tr>
<tr>
<td>Physical Therapist</td>
<td>$12,750</td>
<td>20-138</td>
</tr>
<tr>
<td>Physician I &amp; II</td>
<td>$9,029</td>
<td>20-175</td>
</tr>
<tr>
<td>Physician I</td>
<td>$27,942</td>
<td>20-842</td>
</tr>
<tr>
<td>Podiatrist</td>
<td>$33,705</td>
<td>20-843</td>
</tr>
<tr>
<td>Radiologic Technologist, Therapy</td>
<td>$10,714</td>
<td>20-100</td>
</tr>
<tr>
<td>Stationary Engineer</td>
<td>$9,540</td>
<td>20-307</td>
</tr>
<tr>
<td>Stationary Engineer, Assistant</td>
<td>$9,540</td>
<td>20-306</td>
</tr>
<tr>
<td>Stationary Engineer, Senior</td>
<td>$14,142</td>
<td>20-140</td>
</tr>
<tr>
<td>Varniotype Operator</td>
<td>$6,811</td>
<td>20-307</td>
</tr>
<tr>
<td>Vocational Rehabilitation Counselor</td>
<td>$14,142</td>
<td>20-140</td>
</tr>
<tr>
<td>Vocational Rehabilitation Counselor Trainee</td>
<td>$11,983</td>
<td>20-140</td>
</tr>
</tbody>
</table>

**OPEN ALL YEAR - DAY & NIGHT DURING TAX SEASON**

**RETAILING?**

SAFE, quiet, clean rooms near beaches. Shopping. Men only. Completely remodeled. TV, 110 voltage, daily, weekly, a la carte to $11.00 per month, annually. William's Hostel, 514 N. L St., Miami, FL 33135. 374-1112.

**Pediatrics**

UNION DENTAL PLANS versus Specialized office connections of major medical plans. Dr. Robert Bennett, 86-51 Ele­ment Ave., Elmhurst, Queens (212) 446-0074. UNION DENTAL PLANS — All re­cording hours, available. Mail-in form. American Insurance 88-55 18th Ave., Elmhurst, Queens. (212) 446-0074.
MINEOLA—Nearly 80 Nassau County uniformed court officers have won a court ruling ordering the county to pay them for unused sick leave and vacations they have accumulated at the time they became state employees last April.  

The ruling from Nassau Supreme Court Judge Bernard Tomson cited the language of a collective bargaining agreement between the local chapter of the Civil Service Employees Association and the County, effective Jan. 1, 1977. The contract, he said, required the County to make cash payments to court employees “upon terminations of service” for sick leave and vacations, up to 85 days.  

When county court officers became state employees under the Unified Court System April 1, 1977, the judge ruled, they ceased to be county employees and their services were terminated. A lawsuit was brought when claims by individual officers for sick leave and vacations were filed and the County refused to pay.  

Judge Tomson rejected the Office of Court Administration’s argument that the law creating the Unified Court System took precedence over the labor contract. That law gave county court employees credit for sick leave and vacations they had accumulated, but they could get paid for it only when they retired or left their jobs in good standing.  

The court ruled “clear and unambiguous” the contract’s language defining “termination of service.” By becoming state employees, even though they do the same work for the same pay in the same place as when they were county employees, “a termination of service” occurred, said Judge Tomson.  

What the state law attempts to do, and which is unconstitutional, he said, is “modify retroactively an existing contractual obligation.”

GO TO HEALTH  

By WILLIAM R. WILLIUMFD  

Rising Pressure  

How can you tell if you have high blood pressure? Changes are you can’t, unless you had your blood pressure checked by a nurse, physician, or someone trained in taking blood pressure.  

High blood pressure, also known as hypertension, has no warning signs in its early stages. Only half of the 23 million Americans who have hypertension are aware of their condition. In most victims (about 90 percent), the cause is unknown. These people are said to have “essential hypertension.”  

Essential hypertension occurs more commonly in people with a family history of high blood pressure. If one parent has the disease, there is a 50 percent chance that one child will develop it. If both parents suffer the disease, the chance that one child will develop it rises to 90 percent.  

Although its cause is unknown, essential hypertension is known to be aggravated by certain environmental factors. Among these are emotional stress (especially feelings of anger and frustration), large amounts of salt in the diet, cigarette smoking and overweight.  

Once considered a relatively benign disorder, even mild hypertension is now recognized as a disease that can be fatal. In untreated hypertension, the time from onset to death is about 20 years. Except for an elevated blood pressure reading, no warning signs are likely to appear for the first two thirds of this time, after which failure of one or more vital organs occurs. Once organ failure begins, the average survival of the untreated patient is about six years.  

Hypertension and hypertensive heart disease cause about 60,000 deaths annually and contribute to strokes, heart attacks and kidney failure.  

The AMA recognizes hypertension as “a major and urgent medical problem” and urges everyone to have a blood pressure check. If detected early enough, hypertension can be treated and controlled. So why wait? (Source: “Your Blood Pressure” a pamphlet published by the American Medical Association.)

Offer Expires April 15th  

Do yourself a favor. Put yourself into a free OTB sweatshirt.  

For a limited time only, you can get a free OTB sweatshirt. It’s a hand-felted garment that’s a must for men and women both. By putting yourself into this free sweatshirt from OTB you’ll be doing yourself a favor. Because the only way you can receive a sweatshirt free is by opening an OTB Telephone Betting Account. A phone account is the easiest, most convenient way to bet with OTB. All you do is pick up a telephone, dial and tell us your bets. So fill out the application now. Begin enjoying both the convenience of telephone betting and the comfort of your free OTB sweatshirt in only a couple of weeks.

Please open an OTB phone account in my name and send me a free OTB sweatshirt size (Small... Medium... Large...). I certify that I am a U.S. citizen, 18 years of age or older and not employed by N.Y.C. OTB Track Betting Corporation Limited to one account holder.  

Print last first initial  

NYC Address  

Phone number code number  

Enclosed is my check/money order in the amount of _____ (25 minimum) payable to OTB as an initial deposit to my new account. I choose to use the following code name:  

Signature  

Mail In Application Today

---

**State Promotional Job Calendar**

<table>
<thead>
<tr>
<th>FILING ENDS APRIL 10</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior File Clerk</td>
<td>$7,204</td>
</tr>
<tr>
<td>Senior Mail and Supply Clerk</td>
<td>$7,204</td>
</tr>
<tr>
<td>Senior Mechanical Stores Clerk</td>
<td>$8,051</td>
</tr>
<tr>
<td>Senior Clerical Clerk</td>
<td>$8,051</td>
</tr>
<tr>
<td>Welfare Inspector General Field Representative II</td>
<td>$13,404</td>
</tr>
<tr>
<td>Welfare Inspector General Field Representative III</td>
<td>$17,429</td>
</tr>
<tr>
<td>Senior Clerk (Transportation Maintenance)</td>
<td>$7,204</td>
</tr>
<tr>
<td>Chief Beverage Control Investigator</td>
<td>$18,369</td>
</tr>
<tr>
<td>Executive Officer A</td>
<td>$21,545</td>
</tr>
<tr>
<td>Executive Officer B</td>
<td>$12,388</td>
</tr>
<tr>
<td>Executive Officer C</td>
<td>$14,880</td>
</tr>
<tr>
<td>Executive Officer D</td>
<td>$14,404</td>
</tr>
<tr>
<td>Executive Officer E</td>
<td>$11,337</td>
</tr>
<tr>
<td>Senior Beverage Control Investigator</td>
<td>$12,670</td>
</tr>
<tr>
<td>Supervising Beverage Control Investigator</td>
<td>$14,880</td>
</tr>
<tr>
<td>Associate Bacteriologist</td>
<td>$17,429</td>
</tr>
<tr>
<td>Senior Bacteriologist</td>
<td>$13,404</td>
</tr>
<tr>
<td>Senior Bacteriologist</td>
<td>$13,404</td>
</tr>
<tr>
<td>Chief Housekeeper II</td>
<td>$10,714</td>
</tr>
<tr>
<td>Chief Housekeeper I</td>
<td>$11,983</td>
</tr>
<tr>
<td>Chief Gas Inspector</td>
<td>$16,142</td>
</tr>
<tr>
<td>Senior Gas Inspector</td>
<td>$10,714</td>
</tr>
<tr>
<td>Senior Bacteriologist</td>
<td>$13,404</td>
</tr>
<tr>
<td>Assistant State Stores Supervisor</td>
<td>$12,215</td>
</tr>
<tr>
<td>Principal Thruway Storekeeper</td>
<td>$11,535</td>
</tr>
<tr>
<td>Thruway Stores Assistant</td>
<td>$8,553</td>
</tr>
<tr>
<td>Senior Thruway Storekeeper</td>
<td>$7,904</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FILING ENDS MAY 10</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Nurse Administrator I (Psychiatric)</td>
<td>$14,142</td>
</tr>
</tbody>
</table>

For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building, Campus: 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.

---

**Job Calendar**

<table>
<thead>
<tr>
<th>FILING ENDS APRIL 10</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior File Clerk</td>
<td>$7,204</td>
</tr>
<tr>
<td>Senior Mail and Supply Clerk</td>
<td>$7,204</td>
</tr>
<tr>
<td>Senior Mechanical Stores Clerk</td>
<td>$8,051</td>
</tr>
<tr>
<td>Senior Clerical Clerk</td>
<td>$8,051</td>
</tr>
<tr>
<td>Welfare Inspector General Field Representative II</td>
<td>$13,404</td>
</tr>
<tr>
<td>Welfare Inspector General Field Representative III</td>
<td>$17,429</td>
</tr>
<tr>
<td>Senior Clerk (Transportation Maintenance)</td>
<td>$7,204</td>
</tr>
<tr>
<td>Chief Beverage Control Investigator</td>
<td>$18,369</td>
</tr>
<tr>
<td>Executive Officer A</td>
<td>$21,545</td>
</tr>
<tr>
<td>Executive Officer B</td>
<td>$12,388</td>
</tr>
<tr>
<td>Executive Officer C</td>
<td>$14,880</td>
</tr>
<tr>
<td>Executive Officer D</td>
<td>$14,404</td>
</tr>
<tr>
<td>Executive Officer E</td>
<td>$11,337</td>
</tr>
<tr>
<td>Senior Beverage Control Investigator</td>
<td>$12,670</td>
</tr>
<tr>
<td>Supervising Beverage Control Investigator</td>
<td>$14,880</td>
</tr>
<tr>
<td>Associate Bacteriologist</td>
<td>$17,429</td>
</tr>
<tr>
<td>Senior Bacteriologist</td>
<td>$13,404</td>
</tr>
<tr>
<td>Senior Bacteriologist</td>
<td>$13,404</td>
</tr>
<tr>
<td>Chief Housekeeper II</td>
<td>$10,714</td>
</tr>
<tr>
<td>Chief Housekeeper I</td>
<td>$11,983</td>
</tr>
<tr>
<td>Chief Gas Inspector</td>
<td>$16,142</td>
</tr>
<tr>
<td>Senior Gas Inspector</td>
<td>$10,714</td>
</tr>
<tr>
<td>Senior Bacteriologist</td>
<td>$13,404</td>
</tr>
<tr>
<td>Assistant State Stores Supervisor</td>
<td>$12,215</td>
</tr>
<tr>
<td>Principal Thruway Storekeeper</td>
<td>$11,535</td>
</tr>
<tr>
<td>Thruway Stores Assistant</td>
<td>$8,553</td>
</tr>
<tr>
<td>Senior Thruway Storekeeper</td>
<td>$7,904</td>
</tr>
</tbody>
</table>

---

**Offer Expires April 15th**

Do yourself a favor. Put yourself into a free OTB sweatshirt.

For a limited time only, you can get a free OTB sweatshirt. It’s a hand-felted garment that’s a must for men and women both. By putting yourself into this free sweatshirt from OTB you’ll be doing yourself a favor. Because the only way you can receive a sweatshirt free is by opening an OTB Telephone Betting Account. A phone account is the easiest, most convenient way to bet with OTB. All you do is pick up a telephone, dial and tell us your bets. So fill out the application now. Begin enjoying both the convenience of telephone betting and the comfort of your free OTB sweatshirt in only a couple of weeks.
Election Fever will Heat Up Budget Debate

It's not that April 1 is April Fool's Day but the Governor and the State Legislature are in a flux. It's because April 1 is the beginning of the fiscal year and is the deadline for final approval of the state's budget.

This budget is a weighty document and only experts know how to weave a path through its seemingly endless columns of figures. However, it is the most significant legislative item to be taken on with urgency, because it establishes state programs and policies for the ensuing fiscal year. It becomes a particularly sensitive document in an election year, when the state administration and legislators must face the contributors.

Generous Tax Cuts

Since this is an election year, taxes, tuition, and pensions are all a few pitch. Last winter, even before the Legislature convened for its regular session, Warren M. Anderson convened a special Senate session, which approved generous tax cuts. This was an interesting ploy by Anderson to grab the play away from Gov. Carey's opponent in this year's election, who will be Carey's opponent in this year's gubernatorial race. On the tax cuts. All that remains now is for the Democratic rhetorical to each political party tries to grab a measure of public approval, thereby stimulating the tax reduction program.

This is a particularly burning issue, since all taxpayers will be saddled with substantial social security tax increase next year. However, resolution of the tax problem has by no means resolved the budget problem.

There still remains the sensitive problem of use of Medicaid funds for elective abortions. Senate Republicans, who have been in the majority of national rhetoric as each political party tries to grab a measure of public approval, thereby stimulating the tax reduction program. Assembly Speaker Stanley Steingut is anxious not to put Assembly Democrats on the spot by requiring them to vote on an issue charged with political passions.

May Min Deadline

Assembly Speaker Steingut is both adamant on the issue. Unless some compromise is reached, it is quite possible that the current state of hours, it is entirely possible that the budget will not be approved by the April 1 deadline. That could create considerable problems for the State's financing picture, since it will shortly after April market short-term notes to meet immediate state obligations.

It would be virtually impossible to market those securities until the budget is approved. Once this cliffhanger is settled, the Legislature is likely to move at breakneck speed to wind up its work so its members can hit the campaign trail early.
Return To Work

Many disabled workers receiving social security disability benefits may want to return to work, even through their health has not improved. A provision in the social security law could help them, a social security representative says.

This provision, known as the trial work period, helps disabled workers to test their ability to work while still disabled and continue to receive monthly benefit checks.

A trial work period ends after nine months. The work period need not be nine consecutive months, however. Minor work activity is not counted. The general rule is that only months in which an employee earns more than $50 or devotes more than 15 hours to the business count.

At the end of the trial period, the worker's work is reviewed. If the worker can work, benefits are stopped after an adjustment period of three additional months.

On the other hand, benefits continue if it is found that the worker is still unable to work. One important thing to remember is that people getting social security disability checks should report any return to work, no matter how small their earnings.

The questions flooding IRS information centers about this provision, involving strict interpretations of the law—has caused the service to establish a hot-line telephone in New York. It is (202) 665-4300. Call from 8:30 to 4:30 or write: EP: T 111 Constitution Ave., NW, Washington, D.C. 20224.

Laws that prohibit mandatory retirement up to age 70 still are in the works, but the effective date of the law is uncertain. It might be Jan. 1, 1980, with exemptions for "end-of-contract" situations for union employees or with pension commitments. However, this is already affecting contracts for employment. It will not ap

LETTERS TO THE EDITOR

 Didn't Know

Editor, The Leader: I would like to thank you and commend you for your issue of the Civil Service Review, announcing the Post Office exams in the NYC Metropolitan area. However, the join that made your announcement

LETTERS POLICY

Letters to the Editor should be no less than 200 words. The Leader reserves the right to excerpt or condense pertinent material, or to edit for length. Meanings or intent of a letter is never changed. Extensive letters that cannot be edited to a reasonable length as used unless their viewpoint is so unique that in The Leader's judgment, an exception should be made. All letters must be signed and bear the writer's address and telephone number Names will be withheld upon request.
ALBANY—Confused and frustrated because he had been told that he had rabies, 4-year-old Michael Winkler, who lives at 330 Vermont Ave., N. W., suddenly realized that he had just made a trip to the emergency room. "I don't think my husband quite understands what has happened to him," said Michael's wife, Jeanette. "It's hard to explain it to him."

"His voice was tight and he held rigidly against the door," Jeanette said. "It's not that he was scared. He was just confused and not quite sure what was happening."

Michael's wife is a nurse at Albany Medical Center and was able to explain to him that he had rabies and that rabies is a disease that is spread by animals.

Michael's wife said that he was confused and not quite sure what was happening. "He was just confused and not quite sure what was happening," she said. "I don't think my husband quite understands what has happened to him."

"It's hard to explain it to him," she said. "His voice was tight and he held rigidly against the door."

"It's not that he was scared. He was just confused," she said. "I don't think my husband quite understands what has happened to him."

"It's hard to explain it to him," she said. "His voice was tight and he held rigidly against the door."
### Retired Employees Eligible Lists

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murphy James J</td>
<td>Albany</td>
<td>93.4</td>
</tr>
<tr>
<td>Robb John M</td>
<td>Troy</td>
<td>92.0</td>
</tr>
<tr>
<td>Koch Theodore</td>
<td>Watertown</td>
<td>89.2</td>
</tr>
<tr>
<td>Novak Eugene E</td>
<td>Morris</td>
<td>89.2</td>
</tr>
<tr>
<td>McGilvray D C</td>
<td>Barneveld</td>
<td>94.8</td>
</tr>
<tr>
<td>Hutchins Donald</td>
<td>Syracuse</td>
<td>100.0</td>
</tr>
<tr>
<td>Purple Robert</td>
<td>ROADWAY THEATRE. Broadway at 53rd Street • 247-72M</td>
<td></td>
</tr>
<tr>
<td>Jack Dinoffer</td>
<td>Union Avenue, Harlem</td>
<td>74.3</td>
</tr>
<tr>
<td>John B</td>
<td>South Bronx</td>
<td>74.3</td>
</tr>
</tbody>
</table>
| Penner does not so qualify or die, be incapacitated, withdraws or becomes - incapacitated, withdraws or becomes - incapacitated unless all the Partners elect in writing to continue the Partnership. The Partnership shall dissolve unless all the Partners elect in writing to continue the Partnership. There is no right to substitute an assignee as partner. Limited Partners may agree on additional capital contributions as provided in Agreement. Agreement does not have the right to subscribe as an associate or to participate in the business of the Partnership. General Partners with approval of 50% of all partners.

### State Retiring 'Dumpped' Patients

Hagop Mashtchan, Long Island director of the State's Department of Mental Hygiene, has promised to locate former mental patients who were placed "in inappropriate environments" by DMH.

Assemblman Paul Harenberg's office says Dr. Mashtchan was responding to the lawmaker's urging.

Mr. Harenberg criticized the "callous and insensitive 'dumping' of former mental patients in unstructured, unsupervised, unlicensed, untrained and uninhabited residences." He said former mental patients have been "dumped" in converted resort hotels, roaming rooms and ad hoc homes.

He said it is a "breach of trust" to bring patients back to back alley that has done one any good." He promised to seek legislation that would make the dumping illegal.

With Dr. Mashtchan's cooperation, Mr. Harenberg (D-Bayport) said he hopes former patients inappropriately placed "can begin to get the care they need."

In related matter, Mr. Harenberg filed legislation to prevent the Mental Health Department from placing released mental patients in facilities offering no psychiatric aftercare treatment unless the director of the hospital from which the patient is released is able to certify that the patient is capable of independent living.

Dr. Mashtchan said he hopes to receive the necessary funds to implement a full relocation program.

### Legal Notice

**PENNER 9TH ST. GARAGE CO.**

Substance of Certificate of Limited Partnership in New York County Clerk's Office, March 2nd, 1978; Name and address of Partners: PENNER 9TH ST. GARAGE CO., 324 Madison Avenue, New York, N.Y., Business of Partnership: hold, operate, improve and manage a building at 9th Street, New York, New York. General Partner: DAVID I. PENNER, Limited Partners: DAVID I. BERLEY, 217 Hammons Road, Mount Sinai, New York, N.Y.; JACK DISNER, Union Avenue, Har-_ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ ...
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 West Genesee St., Buffalo.

**FILING ENDS APRIL 3**

Adirondack Park Project Review Specialist $10,714 27-709

Adirondack Park Review Project Specialist II $13,404 27-711

**FILING ENDS APRIL 17**

Clerk (Transportation Maintenance, Sr.) $7,204 24-646

Chief of Regulatory Research $26,516 27-497

Gas Inspector $9,746 24-641

Gas and Water Tester ** $8,251 24-640

Housekeeper, I, Chief $10,914 24-622

Housekeeper, II, Chief $12,183 24-622

Planner, Senior $11,983 24-622

Stores Clerk, Sr. (NYC Area Only) $25,851 20-932

Supervisor of Rehabilitation Hospital $21,746 80-011

Vocational Instructor (Field Rep.) II $13,604 24-647

**FILING ENDS MAY**

Stockroom Worker $130,140/week 24-624

Electric Inspector $9,746 24-648

Telephone Inspector $10,914 24-649

Correctional Officer, Trainee $10,605 24-550

(Region I-Buffalo) 24-550

(Region V-Albany) 24-551

Computer Programmer $11,450 20-222

(Scientific) 20-222

(Senior) 20-221

(Senior, Scientific) 20-223

**FILING ENDS MAY 22**

Professional Careers In The Natural Sciences $10,318 24-650

(Chemistry) 24-650

(Biology) 24-651

(Geology) 24-652

(Archaeology) 24-653

---

**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 West Genesee St., Buffalo.

---

**Civil Service Leader, Friday, March 31, 1978**
**Quail Homes**

Introduces

Homes of Excellence

Beauiful Deer Park

$49,990

High Ranch

$41,990

3 bedroom Low Ranch

PHA-VA Conventional. As Little as $1,500 down

OPEN EACH MONTHER. PER MONTH, P.I. QUALIFIED

Directions: Southern State Parkway to Exit 39 North (Deer Park Ave). Continue north to Bayshore Rd. make right turn. Corner Bayshore & Skillman Rd. YOU ARE HERE.

516-242-2929

516-242-6166

**R.E., N.Y.S.**

Forms & Country Homes

Binghamton - 274 ac. farm, remodeled BR home, 40 x 100 barn, 2 ponds, 4500' rd. $35,000@$ 99%. Own, tenant. Call O. Moravsky, Rlt, 818, 908-466-8861.

629-747-5690, 62-6736. Ad- sale

**R.E., Long Island**

BAYSHORE

Brick ranch, 3 bedrooms, large, private lot. $36,000, 3BR, 1.5BA. 20x20 living rm, 60x70 kitchen, 30x12 BR, 10x10 BA.· 16x32 concrete pool, 3 car, 26x28 garage.

**Butcher Co.**

Forms & Country Homes

20 ACRE FARM

6 room house, barn, trout stream, SECLUDED. beautiful location. $32,500. (516) 424-6401 Owner

**Services**

Fine Furniture FURNITURE—Will beat any price on name brand furniture and bedding. Before you buy elsewhere, call (212) 674-0002.

**Legal Service**

ATTORNEY, Uncontested Divorces, Estates, Corporations. Securities Law. Consultation Fees. (516) 948-8319

**Business Opportunities**

COMPUTER AUTOMOTIVE TRANSMISSION CENTERS An opportunity before anyone else. Preparing for a new and exciting future. Inquire at N.Y.C. or L.I. office. Apply now. Cellars will be a partner in the first half of the present. Excellent training provided for managing a computer automotive transmission center. No experience necessary. Apply now. Immed delivery $100 cash investment. The finance balance. Call Mr. Synnth, 91-79-7797.

**Help Wanted M/F**

Personnel Manager

M/F,要有 experience working with people in an office setting. Good communication skills are necessary. The successful candidate must be detail oriented and have the ability to work independently and as part of a team. The ideal candidate will have a strong background in personnel management and be familiar with employment law.

**Help Wanted M/F**

NURSES R.N. STAFF NURSES FLOWER FIFTH

- Has Professional Staff Opportunities

- For Experienced N.Y.S. Licensed R.N. Right to work in an exciting environment. We have openings in Head Nurses and Assistant Head Nurses. Shifts include days, nights and med-surg.

- We offer top salary, excellent benefits, shift differential and a broad service education.

Call Nursing Office for Interviews (212) 666-7614.

**FLOWER & FIFTH AVENUE HOSPITALS**

N.Y. Medical College

FIFTH AVENUE AT 106 ST.

N.Y.C.

Social Opportunity Preferential Action Available

A Proven Business

$200 per wk — P/T

$800 per wk — F/T or Part-T.

Planning, Marketing, Advertising

Beachgum Gum Life Saver Products Carefree Sugar Free Gum Bubble Yum Tic Tac's

Many other Pre-Sold Products!

We have no expenses! You receive established accounts only. We provide complete training. Customer locations, marketing experience and complete expansion financing. You provide good credit report. Min. working capital. Our division pays for and promotes all our products. You can work full time or part time. You can work alone or with one other person. No purchase help.

Call MR. NOCHER

On Long Island (516) 464-0717

Mon. thru Sat. Only

U.S. 1 Systems, 911 Comm. St., Plaistow, N.Y.

**FINANCIAL**

Accountant, background of engineering background. Excellent communication skills. Private investor buying. Specifications. lease tasked. Complete price determination, private placement financings. will require advice right hand in each. 10 days to 6 weeks. Involves preparing offering statements and advice on due diligence, our presentations to lenders. Our presentations to our projections to lenders. Minimum qualifications of successful candidates. Financially independent individuals. $27,000 check or money order. Or copy the self-addressed stamped envelope for information. Or send VISA or MASTER CHARGE card. We require numbers and expiration date from your VISA or MASTER CHARGE card. Or send 

**R.E., Colorado**

GROUSE MOUNTAIN CABIN

Perfect family or executive retreat at Eagle-Vail, Co. 6 bedrooms, 5 bath rooms, Excellent cook and service. For rental available at Easter. Cell. owner. (703) 687-6858

**Home of Greene County**

Looking for a person who can do the following:yields the following:

- Have 5 years experience in personnel administration and labor relations

- Preferably have a degree in business administration or personnel management

- Have strong verbal and written communication skills

- Be able to effectively communicate with both management and staff

- Be able to maintain confidentiality

**President's Office**

Memorial Hospital & Nursing Home of Greene County is seeking a qualified individual to fill the position of Personnel Manager. Responsibilities include:

- Developing and implementing personnel policies and procedures

- Coordinating personnel recruitment and selection activities

- Providing guidance and support to departmental managers on personnel matters

- Investigating and resolving employee grievances

- Managing the organization's benefits program

**Real Estate Values**

Publisher's Note:

All real estate advertised in this newspaper is subject to the Federal Fair Housing Act of 1988 and we therefore cannot advertise "For Sale by Owner" or "By Owner". Advertising, discrimination, or discrimination on the basis of race, color, religion, sex, or national origin, or an intention to make any such discrimination, is prohibited. This newspaper will not knowingly accept any advertising for real estate which is in violation of the law. Our readers are informed that all dwellings advertised in this newspaper are available on an equal opportunity basis.
ONE COMPLETE RATE INCLUDES spectacular Pocono mountainside.
your own 3-room chalet with fireplace — all entertainment and activities. Ten
attractions.
Nightly entertainment In our club and
Directly on the ocean. Air conditioned
Colorado 80401. Ph. 303-279-6MI.
We have only 34 chalets— call (215)681-
ADDRESS
Box 1M7-2I CL, Hutchinson, KS 77501
WEEKEND
• Deluxe Hotels, American breakfast daily
Kresgevlile, Pennsylvania 18333
W 15 DAYS
• Free Info. Call or Write
(215)681-9708
M.7$ppd Pas 4% Ta«.SN O W D E N 'S IN C . • E S I. IM S  P C , Boi JJI, M edia, Pa. IM «
T h e  R a d a r  D e t e c t o r
You may send me a copy of "The Complete Guide to Revenue Retirement."
Preparation for Retirement
Choosing a Place to Live
Your Retirement Residence
Making Your Husband Happy in Retirement
Your Health in Retirement
Medicare and Medicaid
Your Legal Affairs in Retirement
Using Your Leisure
Ways to Increase Your Income
There's a great deal you
know—but a lot more you
should know about:

Preparing for Retirement
Handling Your Finances
Choosing a Place to Live
Your Retirement Residence
Making Your Husband Happy in Retirement
Your Health in Retirement
Medicare and Medicaid
Your Legal Affairs in Retirement
Using Your Leisure
Ways to Increase Your Income

You'll find a lot of answers in
by Thomas Collins
paperback $3.95

LEADER PUBLICATIONS INC.
233 Broadway
New York, N.Y. 10007
You may send me a copy of "The Complete Guide to Revenue Retirement." I enclose $3.95 plus 32 cents Sales Tax — or total of $4.27. I understand mailing is free.
NAME
ADDRESS
ALBANY— The Civil Service Employees Association’s Professional, Scientific and Technical unit coordinator has lashed out at the Public Employees Federation for making, “the most blatant and obvious distortion of all,” as the result of new PEF propaganda.

Paul T. Burch called the latest PEF claim, “Beyond a doubt, a gross distortion of all the many PEP distortions foisted upon PS&T people throughout this campaign.”

PEF distributed a flyer which implied that teachers’ salaries had increased much faster than state workers’ salaries in the decade since the Taft-Hartley Law was enacted. The flyer claimed to be based on a study by the Public Employment Relations Board of the relative positions of median teacher wages and median state worker wages to the cost of living.

“They claimed the teacher increase was solely the result of bargaining and that is a lie!” It has also gone up as a result in an increase of the median experience level of teachers due to massive job cuts in the teaching field which have affected teachers on the lower end of the wage scale,” Mr. Burch said.

“The study itself plainly stated that the position of the teachers’ median wage on the cost of living scale could not be considered as the result of negotiated increases alone. But PEF didn’t mention that and they didn’t mention the loss of 75,000 teacher jobs in the last four years!” They didn’t mention either that the teacher workforce has been cut by more than 25 percent in just four years!” the negotiator said.

“As if these distortions weren’t bad enough, they continue to imply that the New York State Unified Teachers (SYTU) union would be representing PS&T if PEF somehow managed to win an election. That is also an outright lie! If PEF ever won an election, and it already lost two and is about to lose a third, the P&T unit would be stuck with PEF,” Mr. Burch said.

“When you look at the facts, CBSEA has negotiated a 14-percent wage increase for PS&T in the present contract. Five percent of that will be implemented April 1, nine percent already has gone into effect. That increase and the $17 million grievance we just won have hit the pay of the CBSEA represented employees by $105 million. We don’t just talk, we produce! By contrast PEF has never negotiated a single dollar for any workers anywhere!”

Mr. Burch said, “It’s time to put an end to the PEF platform of empty promises and non-stop distortion. We want to win big in this election because we want to send PEF to the showers forever. They’ve done nothing for PS&T, just waste its time and money. We want to see all PS&T people make their voices heard in this election as well. It’s time to end the PEF distortions for ever.”

Change State Breached Neutrality In Election

ALBANY— An improper practice charge has been filed against the state by the Civil Service Employees Association for a breach of neutrality in the upcoming representation election in the Professional, Scientific and Technical bargaining unit.

The charge alleges that a state publication, the “Rochester Psychiatric Center” publications,” printed by the CBSEA which constitute, “...a clear violation of the principle of neutrality on the part of the State of New York.”

Paul T. Burch, CBSEA’s negotiator for the PS&T bargaining unit, charged that the publication of the unfavorable remarks about the union constituted violations of Section 199-A, sub-sections (a), (b) and (c) of the Public Service Law.

The union demanded a retraction of the remarks by the Rochester Psychiatric Center.

Downstate Engineers Seek Parity With Federal Govt.

MANHATTAN— Ronald Feaster, senior stationary engineer at Downstate Medical Center in Brooklyn, is spearheading an effort to achieve parity for state engineers.

He has shown the unbalanced pay scales of engineers on the state level compared with the pay scale for New York City and federal workers doing the same jobs.

"We only get about half the pay of the city and federal workers," he said. "Our steam fireman at grade 9 makes $14,097. Accord- ing to Mr. Feaster, those are comparable jobs.

Mr. Feaster expressed his displeasure with what he feels are the inequities in his job. "The heart of any institution," he said, "is the engineering system. We're providing air conditioning, light, all electric services, oxygen for the patients, the heating, the water, the supply. The institution wouldn't be considered habitable without the engineers, yet when it comes to paying us, we're the last on the totem pole."

Gov. Hugh L. Carey set aside $5 million as a contract appropriation to upgrade the pay of some state workers, and while Mr. Feaster and his colleagues hope to see a piece of this action, its face is still in the hands of the Civil Service Employees Association's Reorganization and Compensation Committee, created in January to distribute this money.

As part of his effort to keep the committee from distributing the money among all four Bargaining Units, Mr. Feaster has obtained more than 1,000 signatures on a petition for his cause.

The committee is chaired by Dr. Robert Karten, president of Local 607 at the State University College at Fredonia, with the following local representatives in attendance at the first meeting: Lawrence Murphy, Robert Keeler, Fred Halvorsen, Frank Hull, and Frank Windows. Also in attendance representing CBSEA statewide were William Bion, director of research, Thomas M. Coyle, assistant director of research, Timothy Mullen, research analyst, and David Grier.

"In my opinion," said Mr. Keeler, president of Local 644 at Downstate Medical Center in Brooklyn, "the engineers are the most underpaid of all state workers. We can't get qualified engineers at Downstate because the wages are not competitive. We're like a training base. Engineers come here to learn the job and then go elsewhere for the same job with more money."

Other statewide compensation committee members were unavailable for comment at this premeetings.
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 New York City area office, Requirements vary.

GENERAL SCHEDULE POSITIONS
Written Test Required At Some Grade Levels

<table>
<thead>
<tr>
<th>Title</th>
<th>*Salary Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting Technician</td>
<td>5</td>
</tr>
<tr>
<td>Communications Technician</td>
<td>5</td>
</tr>
<tr>
<td>Data-Teller Operator</td>
<td>3</td>
</tr>
<tr>
<td>Dental Hygienist</td>
<td>4</td>
</tr>
<tr>
<td>Electronic Accounting Machine Operator</td>
<td>4</td>
</tr>
<tr>
<td>Electronic Technician</td>
<td>7</td>
</tr>
<tr>
<td>Engineering Draftsman</td>
<td>7</td>
</tr>
<tr>
<td>Examiner (Internal Mail)</td>
<td>7,78</td>
</tr>
<tr>
<td>Piscatorial Accounting Support Positions</td>
<td>4</td>
</tr>
<tr>
<td>Medical Aide (Sterile Supplies)</td>
<td>2,3</td>
</tr>
<tr>
<td>Nuclear Medicine Technician</td>
<td>5,7,3</td>
</tr>
<tr>
<td>Park Aide</td>
<td>2,3</td>
</tr>
<tr>
<td>Physical Therapy Asst</td>
<td>5</td>
</tr>
<tr>
<td>Power Folder Operator $8.31 per hour</td>
<td>5</td>
</tr>
<tr>
<td>Reporting Sterngrapher</td>
<td>5</td>
</tr>
<tr>
<td>Sales Store Checker</td>
<td>3</td>
</tr>
<tr>
<td>Shorthand Reporter</td>
<td>9</td>
</tr>
<tr>
<td>Travel Clerk (Typing)</td>
<td>7,9</td>
</tr>
</tbody>
</table>

TRADES AND CRAFTS
No Written Test

<table>
<thead>
<tr>
<th>Title</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Boiler Plant Operator</td>
<td></td>
</tr>
<tr>
<td>Ordnance Equipment Mechanic</td>
<td></td>
</tr>
<tr>
<td>Chief Engineer (Ferryboat)</td>
<td></td>
</tr>
<tr>
<td>Electrician</td>
<td></td>
</tr>
<tr>
<td>Master (Ferryboat)</td>
<td></td>
</tr>
<tr>
<td>Ship Surveyor</td>
<td></td>
</tr>
</tbody>
</table>

For further information, contact a federal job information center at either 26 Federal Plaza, New York, 10007 (telephone (212) 264-0422); 590 Grand Concourse, Bronx, 10451 (telephone 292-4666); 271 Cadman Plaza East, Brooklyn, 11201 (telephone 212-330-7671).

The salary grades pay as follows: grade 2 pays $7,035; grade 3 $7,930; grade 4, $8,902; grade 5, $9,959; grade 6, $11,101; grade 7, $12,336; grade 8, $13,662; grade 9, $15,090.

WHERE TO APPLY FOR PUBLIC JOBS
NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 4 p.m.

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

By subway, applicants can reach the filing office via the IND (Chambers St.), BMT (City Hall) and was held in an Islip restaurant rather than in the legislative building in Hauppauge.

John J. Foyler (D-Hampton Bays), who boycotted the meeting, charged that in light of the recent CETA hearings held by the Civil Service Employees Association any CSEA discussion "should be discussed at an open meeting of the legislature."

William Lewis, CSEA's Buffalo Local 653 president who chaired the CSEA hearings March 11, said that "even if it was an informational meeting, as I have been assured, the timing was terrible."

Only seven legislators attended the 8 a.m. March 21 session and heard Lou V. Vempers, Buffalo commissioner of labor, explain the city's CETA program, considered one of the largest in the state.

Suffolk Legislature providing officer Joseph Caputo (D-Islip) explained why he held the unusual meeting.

"The purpose of the executive session was to excise the public from participation," he said. "It was a dialogue between the legislators and one of their commission­ers."

Over the last few months we have had a lot of questions asked about the CETA program—including those raised by the CSEA—that we wanted answered. I wanted the legislators to have the opportunity to ask questions about how the $40 million that CETA brings into the county is spent.

Floyd B. Linton (D-Port Jef­ferson), the Legislature's former presiding officer, said that the lawmakers "established a track record of being an open body and we should keep it that way."
Examining The State’s Banks Calls For Judgment

By RON KARTEN

While people blame banks for everything from extended lunch hours ("I was waiting in line for 45 minutes . . .") to the fall of New York City, and while the banks have their fingers in so many pies that they’d have to admit being somehow involved in nearly every crisis each of us faces, the bank examiner, the man who sees that banks operate honestly and successfully, categorically reassures us that at least, "Banks don’t cheat.""When we find a mistake, it’s generally due to incompetence. Maybe the officer is unfamiliar with a particular regulation. Maybe they’ve made a mistake on the maximum loan amount. Perhaps they haven’t gotten enough credit information from the customer."

In the event of problems, the banking department has no punitive clout. "But we don’t need it," examiner Bill Montero insists. "We talk it over with the bank’s management, write up our report, and, if need be, we send a copy of the report to the bank’s board of directors. They want a solvent operation as much as we want them to have one."

Mr. Montero likes the freedom and challenge in the field. "You’re always going to new places," he says, "and always encountering new problems. I won’t go back to the same place twice in five years."

"You can not learn this job," says Mr. Swick. "No matter how many places you go to, or how many audits you’ve done, the economic scene keeps changing, laws are changed, and above everything, we’re out there making judgments which have consequences on the personal lives of the people."

Mr. Montero is a graduate of Long Island University, New York. He was a loan officer for a New York bank before becoming an examiner. "I won’t go back to the same place twice in five years."

"You can not learn this job," says Mr. Swick. "No matter how many places you go to, or how many audits you’ve done, the economic scene keeps changing, laws are changed, and above everything, we’re out there making judgments which have consequences on the personal lives of the people."

Mr. Swick was quick to add, however, that of the substantive complaints the division receives (500 of both substantive and irritative complaints come in each month), not even seven are in the same category. "If too many complaints came in any one area, we would come down very hard on that bank."

Mr. Swick is quick to add, however, that of the substantive complaints the division receives (500 of both substantive and irritative complaints come in each month), not even seven are in the same category. "If too many complaints came in any one area, we would come down very hard on that bank."

The department regulates reehining problems on an "individual care" basis. When a bank lends money in a so-called redlined area, the department "constantly reviews the rent rolls" to make sure that the landlord has the income to pay back the loan.

The department also tries to make sure that the landlord is not "syphoning money off" which could be used to repair a loan. Another protective device is to see that the landlord, in these highehtened areas, is himself a tenant. Absentee landlords spell trouble in these situations.

The thrift division regulates savings banks, credit unions and savings and loan associations. We see them every day: The Dime, The Bowery, East River Savings Bank and Emigrant are the names of a few. The commercial division monitors and regulates the commercial banks. Included in these ranks are Manufacturers Hanover, Chemical, Bankers Trust and Marine Midland among others. Although state regulated, some of these banks have national and international branches.

The financial studies division has developed an "early warning system" based, according to Neal Soss, deputy superintendent of banks, on "a great deal of statistical material" to ensure the continued solvency of a particular institution. "We want to know how much capital the bank has on hand, how its investments are doing, the amount of its assets that can be readily turned into cash. We’re looking at (economic) trends."

Mr. Soss says that the division makes a request to open new branches. The division will want to know if the bank making such a request is adequately filling the needs of the communities its branches already serve. The division wants to know if the requested community needs another branch.

The financial studies division has developed an "early warning system" based, according to Neal Soss, deputy superintendent of banks, on "a great deal of statistical material" to ensure the continued solvency of a particular institution. "We want to know how much capital the bank has on hand, how its investments are doing, the amount of its assets that can be readily turned into cash. We’re looking at (economic) trends."

"Banks are so tied up with the economy in general that our judgments have to be fluid. In 1974, when the economy went down, many corporations were having trouble so consequently many banks were, too."

Mr. Swick noted that while the banks face different problems today, compared with the situation in 1974, the banks today are in much better shape.