FILE STAFF MEETS IN ALBANY, PLAN PS&T REPRESENTATION

Civil Service Employees Association field staffers pay strict attention during speech by President William L. McGowan on subject of the upcoming representation election in the Professional, Scientific and Technical Bargaining Unit of state workers. In foreground are Nate Zummo, left, and John O'Sullivan; behind them, Larry Scanlon and, partially obscured, Frank Martorana; in third row, Jase McGraw, Greg Davis and John Naughter, and in fourth row, Joseph Reedy, Butch Ventura and Ed Diamond, CSEA's director of education.

Predict CSEA Victory In PST

ALBANY — With ballots due to go out March 17 in a union representation election affecting 46,000 state workers in the Professional, Scientific and Technical Bargaining Unit, the Civil Service Employees Association, which represents the employees, said this week that indications point to an overwhelming victory for the union which has represented state employees since 1910.

"PS&T employees are indicating to us that they are really turned off, to the point of being intellectually incensed, by the type of campaign the AFL-CIO bunch is running," says Paul T. Burch, CSEA collective bargaining specialist and staff coordinator for the campaign. The challenge to CSEA's 68-year history of representing the state workers comes from a paper union calling itself PS&T and consisting of the New York State United Teachers and the Service Employees International Union.

"Apparently the campaign material being distributed by PS&T is being developed by SEIU, which is a blue-collar union unfamiliar with intellectually insulting, by the type of campaign the AFL-CIO bunch is running," Burch continued. "But the true picture developed through the material is mostly distorted information, half-truths and such, really insulting stuff." Mr. Burch continued, "But the campaign is run at a very low level and technical employees would be primarily represented by a blue-collar union unfamiliar with their issues," he noted.

"There were clear indications months ago that this campaign would be run at a very low level by PS&T," Burch noted. "It began in the haphazard manner they collected signatures, and continued when they tried to slip over 5,000 invalid signatures past the Public Employment Relations Board to justify holding the election. PERB threw out one-quarter of all signatures submitted as being invalid. But the true picture developed through the material is mostly distorted information, half-truths and such, really insulting stuff." Mr. Burch continued, "But the campaign is run at a very low level and technical employees would be primarily represented by a blue-collar union unfamiliar with their issues," he noted.

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CSEA Targets Legislation

ALBANY—The Civil Service Employees Association statewide political action committee has approved a number of program bills it wants passed by the state legislature this session. The bills would:

—provide for standardizing the workyear for teachers in state institutions and for standardizing the method of payment and of accruing leave credits for these teachers;

—clearly state the rights of Department of Mental Hygiene employees where either a consolidation or a closing of a state facility is involved;

—restore leave credits to those forced to use them during the implementation of the Taylor Law, the Internal Employment Relations Board from conducting a representation election until a valid showing of interest has been made and reviewed by PERB; and

—suspend until 1981 the "countdown" for persons who have been laid off and are currently on five-year preferred lists.

In addition, CSEA has introduced a number of bills that (Continued on Page 3)

Retro Pay Due In 2 Weeks

ALBANY—More than $17 million in retroactive makeup pay for thousands of state employees promoted since April 1, 1977, won for them by the Civil Service Employees Association as the result of two successful class action grievances filed by the union against the state, are expected to be reflected in paychecks issued March 28 and April 5.

Both houses of the State Legislature passed bills authorizing the funds last week. and at Leader press time the bills were before Gov. Hugh Carey for his expected signature. CSEA says thousands of state workers promoted since last April 1 and many others who received less than a full increment as a result of the state's attempts to remove on one part of the current contracts negotiated between CSEA and the state will share in the more than $17 million retroactive makeup pay. After the current contracts had been negotiated, the State suddenly renegotied the agreements by refusing to pay full promotional and incremental increases. (Continued on Page 3)

Your Legislators

— See Pages 8 & 9
Report From The Capitol

The Kyer Wire

BY PAUL KYER

Can it really be 20 years ago that we first met Attorney General Louie Lefkowitz at a meeting of Civil Service Employees Association delegates in Albany?

Louie, as everybody has called him since that first meeting, had been named to the state office to fill an unexpired term created by Jacob Javits, who went to the U.S. Senate. The new attorney general was an instant hit.

At that first CSREA meeting some 200 delegates met in the same place that civil servants used to go during the campaign — the Witt Clinton Hotel. You can be sure that Louie met and remembered a good many of them.

During the next two decades those delegate meetings got so large, CSREA had to book its conventions at resorts or hotels that could hold 1,500 or more people. You can be sure that as the delegate size grew, so did Louie's friendships among public employees.

One thing that has charmed state and local government workers is his long friendship with Democratic State Comptroller Arthur Levitt, his only peer as a vote getter. They are often referred to as the "Gold Dust Twins" at meetings, and the fact that they are in opposite political parties didn't seem to show.

Of course, Louie isn't gone yet and you can be sure he'll be an active and hardworking attorney general right up to Dec. 31.

Increases in social security payments are producing the lowest outcry among taxpayers but it's not only workers who are yelping. The higher payroll taxes are a burden to government, too, and a move is underfoot to do something about it.

A major reason for the increased social security rates is that there aren't enough people coming into the system to pay for benefits going out. One of the largest work forces to plan for is federal employees, who number in the millions. State and local governments plan to change this if they can.

Rule Males Ineligible For Female Correction Officer Examinations

BY MARTIN FOX

BROOKLYN — Is sex a proper occupational qualification? Could a state, or even federal, civil service examination for female correction officer?

Or does the prohibition against men taking the exam constitute a discriminatory employment practice in violation of the state and federal constitutions?

A state appeals court was asked to decide this question recently, compliments of a male applicant who was not allowed to take the exam. He sued the state Civil Service Department over it.

His effort was unsuccessful. The Brooklyn Appellate Division, relying upon what is called "judicial common sense," ruled that, in this case, "sex is a bona fide occupational qualification for the position of correctional officer."

The unanimous ruling by the four-judge panel upheld rulings by the state Division of Human Rights and the state Human Rights Appeal Board. Both agreed with the Civil Service Department that the applicant, Robert Carey, was not eligible to take the exam for female correction officer.

The appeals court emphasized that while state law prohibits discrimination in public employment, exceptions are made where pay is based on sex as a "bona fide occupational qualification." Obviously, it said, this was the case for female officers because of the sensitive nature of their work with women prisoners.

The judges explained their ruling in this way: "The need of the correctional facilities to maintain security (Continued on Page 10)
Region V Hears Burch Say Prepare To Battle PEF

SYRACUSE—Civil Service Em­ployees Association Region V Lo­cals' officers were called together Feb 27 for the upcoming Professional, Scientific and Technical - representation election, a warning against complacency.

Paul Burch, CSEA collective bargaining specialist and organ­izer, of the challenge effort, cautioned that even though the PEF effort is a "weak one" in the region, the Thru­way Park­­ent in the Region as it has downs­­tamned, it didn't mean the Region didn't have a fight on its hands.

"Just because they're not around, it's not to say we can be complacent," he said.

Mr. Burch said the difference in the PEF challenge from the last time around was the lack of visibility.

President William L. Mc­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­&
ALBANY—The state Civil Service Department is accepting applications until April 17 for gas and meter tester, gas inspector, senior store clerk (New York City only), chief housing and senior clerk (transportation maintenance), senior planner, welfare inspector general field representative II, superintendent of rehabilitative hospitals and other positions.

The state Civil Service Department is accepting applications until April 30 for probationary fire service psychological examiners, chief fire inspectors, encryption and promotion discrimination examiners, general recruitment examiners, and promotions examiners.

The state Civil Service Department is accepting applications until May 1 for lawn and grounds clerks (Region 3) and maintenance and repairmen (Region 1). The state Civil Service Department is accepting applications until May 3 for high school teachers and other positions.

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**Teacher Wants Prison Record Kept Secret, But A Judge Says 'No'**

By MARTIN FOX

MANHATTAN — A state Supreme Court Judge says the state Parole Board cannot be forced to withhold information about an employee’s prison record from an employer.

Judge Bernard Nadel, in a case that is expected to affect personnel decisions, ordered the board to provide an employer of such a parolee the information about it.

The teacher, Andrew H. Eibel, sued to block the Parole Board from telling the school administrators of the 1975 conviction.

The teacher quit his job in January, less than two months after being hired, fearing he would be fired if his criminal background became known. He had been a teacher for 25 years before going to jail.

In his lawsuit, he asked Judge Nadel to order the Parole Board not to inform future employers about his record. Judge Nadel refused. He said that under state law the Parole Board is responsible for supervising all parolees released on parole, including notification to employers.

"Inherent in the legal duty to supervise all parolees," the judge said, "is the right to exercise discretion as to whether or not the present or prospective employer of such a parolee should be notified of the latter's status and of the facts and circumstances of his convictions."

Parolees, however, could halt the disclosure if they prove to a court that "such discretion is or is about to be exercised in an arbitrary or capricious manner" — that is if the information has no bearing on a sought-after job, the judge said.

Civil Service Employees Association officials celebrate recent victory over Service Employees International Union in challenge fight for the right to represent Yonkers School District non-teaching personnel.

Yonkers workers voted 586 to 194 in favor of CSEA. In photo are, from left, Ben Manusola, field representative; Michael Mornsky, Yonkers unit vice-president; Arnie Wipfier, coordinator of school district affairs; Ralph McQueen, Yonkers unit president; James Lennon, CSEA's Region III president; Don Patrick, field representative; Joseph O'Connor, field representative, and Jose Sanchez, statewide organizer.

**SWEET VICTORY**

Jack R. Blaunstein —

"THE TRICK IS TO BE PREPARED"

Jack R. Blaunstein is an expert camper and an expert insurance adviser, and he sees a lot of similarity between the two crafts.

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For almost twenty years — fifteen of them as a Ter Bush & Powell representative — Jack Blaunstein has been helping families to "be prepared" through the sensible use of insurance protection. Shouldn't you be, talking to someone like Jack about your insurance program?

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**SWEET VICTORY**

Jack R. Blaunstein, Ter Bush & Powell representative in the Catskill region.

**TER RUSH & POWELL, INC.**

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Schenectady, N.Y. 12301

I'd like to talk about insurance with the man from Ter Bush & Powell.

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Dumpling Turnaround

THE Civil Service Employees Association campaign to bring public attention to the plight of mental patients being dumped back into the civilian community has proved to be extraordinarily successful.

"Dumpling" is a descriptive word for what is more officially termed "deinstitutionalization," a nine-syllable jaw-breaker that covers a multitude of sins.

The most important aim, however, is that patients, with little or no after-care supervision, are turned out of the state's psychiatric and developmental centers in an effort to contain the state budget and to reduce the patient-staff ratio, as well as some other well-meaning reasons.

The dumpling began at Willowbrook Developmental Center on Staten Island, when United Cerebral Palsy was brought public attention to the plight of mental patients and local governments on one hand and their employees on the other. To allow a deduction received, the payroll supervisor refused.

In filing her tax return, Ms. Tucker deducted the sum of $1,999 as a business expense. The deduction represented a deficieney in her return and constituted the amount represented taxable income.

In sustaining the Internal Revenue Service, the Tax Court ruled that when Ms. Tucker engaged in a strike, she incurred an indebtedness, because of the penalties, on one hand and her employees on the other. To allow a deduction received, the payroll supervisor refused.

The Tax Court Judge said the Taylor Law "reflects a deeply and consistently held policy of New York with respect to the proper relationship between state and local governments on one hand and their employees on the other. To allow a deduction received, the payroll supervisor would frustrate that policy."

As to Ms. Tucker's attempt to deduct from her total income the penalty, the law, the Tax Court, the court also ruled that the penalty was not deductible. The penalty here involved was a violation of the Internal Revenue Code, which provides that "No deduction shall be allowed for any fine or similar penalty paid to a government for the violation of a firearm or similar law without due process of law; (4) that he was discharged in bad faith for political reasons in violation of the First and Fourteenth Amendments.

The petitioner was appointed county hospital superintendent in May 1973. According to the Erie County Charter, the county hospital superintendent shall be appointed by the county executive, subject to confirmation by the county legislature and that the appointment "shall be for the term or balance thereof, of the county executive making such appointment."

The petitioner was appointed by Jan. 1, 1976, petitioner was not re-appointed. He held the position until Oct. 4, 1976, when he received written notice of his termination. Petitioner requested a hearing pursuant to the Erie County administrative code. This request was denied.

The court found no merit in the petitioner's second petition for a pre-termination hearing violated Section 1003 of the Erie County Charter and Section 3.09(g) of the county code; (2) that because he was an honorably discharged veteran holding a permanent position in the classified service he was entitled to a hearing in accordance with Section 76 of the Civil Service Law; (3) that since the county executive did not issue a public statement explaining petitioner's term of office, petitioner was deprived of "liberty and property" without due process of law; (4) that he was discharged in bad faith for political reasons in violation of the First and Fourteenth Amendments.

The court noted that both the administrative code and the charter prescribe procedures for notice and hearing in the case of removal of officers appointed "... for the term or balance thereof of the county executive ... where the removal is 'prior to the end of such term...'" (emphasis added). The court reasoned that since the county executive's term, at the time of petitioner's appointment, ended on Dec. 31, 1975, the petitioner's termination on Oct. 4, 1976, was subsequent to and not prior to the end of such term. Therefore, after Dec. 31, 1975, the last day of which he was appointed, the petitioner became a "holdover" in office pursuant to Section 9 of the Public Officers Law. As such he could continue to discharge his duties, "...for the purpose of choosing his successor."

The court found no merit in the petitioner's second cause of action demanding the protection afforded by Section 78 of the Civil Service Law. As mentioned earlier under the Erie County Charter and administration code the county executive.

Happy Negotiations

NEW YORK CITY Mayor Edward I. Koch and Deputy Mayor Basil Paterson say the City cannot afford to raise city employee's salaries. The officials' remarks were made on the eve of negotiations with the unions, all of whom are demanding sizeable wage increases in upcoming contracts.

We believe Mr. Koch and Mr. Paterson will carry far more credibility if the City had not earlier granted salary increases to thousands of management personnel.

Happy negotiations, Mr. Mayor.

(Continued From Page 1)

A decision by the United States Tax Court upheld the ruling of the Social Security Administration.

The court's decision came in a case involving Carol Tucker, a teacher in the Harrison Central School District, in Westchester County, who participated in a 31-day school strike. As a result, she was not paid $1,999 for the days missed. She was also assessed an equal sum penalty, in accordance with the two-day penalty provisions of the Taylor Law for being on strike for pay or benefits. The deduction was allowed.

The court pointed to provisions of the Internal Revenue Code, which provide that "No deduction shall be allowed for any fine or similar penalty paid to a government for the violation of a firearm or similar law without due process of law; (4) that he was discharged in bad faith for political reasons in violation of the First and Fourteenth Amendments.

The Supreme Court, Appellate Division, Fourth Department held that the petitioner's termination was not in violation of the Erie County Charter or administrative code; that he was not entitled to the protections afforded by Section 75; that the failure of the county executive to issue a public statement did not deprive the petitioner of "liberty or property" without due process of law; (4) that he was discharged in bad faith for political reasons in violation of the First and Fourteenth Amendments.

The court noted that both the administrative code and the charter prescribe procedures for notice and hearing in the case of removal of officers appointed "... for the term or balance thereof of the county executive ... where the removal is 'prior to the end of such term...'" (emphasis added). The court reasoned that since the county executive's term, at the time of petitioner's appointment, ended on Dec. 31, 1975, the petitioner's termination on Oct. 4, 1976, was subsequent to and not prior to the end of such term. Therefore, after Dec. 31, 1975, the last day of which he was appointed, the petitioner became a "holdover" in office pursuant to Section 9 of the Public Officers Law. As such he could continue to discharge his duties, "...for the purpose of choosing his successor."

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(Continued on Page 7)
WHAT'S YOUR OPINION

PLACE: Civil Service Employees Association Region V headquarters, Syracuse, organizational meeting of Local CSEA leaders for PS&T election.

QUESTION: (1) How can the CSEA get better input from its membership with regard to the PS&T, and (2) what do you regard as the key issue or issues for the PS&T?

Bill Gotskow, State Insurance Fund, Syracuse, evening, speakers, "One thing for certain: we are trying to deal with on a general basis. Given the circumstances, it is incumbent upon the individual representatives to canvas their membership and to be the messenger, so to speak, for that membership. Unfortunately, this puts a responsibility on the individual to interpret the 'bureaucracy' for the membership. (2) I have one overriding issue in my membership—the increase in mileage compensation. We also need increased medical benefits.

Charlie Price, senior compensation examiner, Delaware, speakers, "Greater input from the membership is a subject at our meetings all the time. Sometimes people are constantly asked for suggestions. We've put out a newsletter asking for advice beforehand. There may be a lack of communication. There has been very little concern by the membership about how much mileage is being approved. (2) Job title representation. As a teacher, I don't feel represented by the CSEA. Maybe the only thing I can say is that I have a tiger by the tail because of the thousands of job titles. You end up with small groups of people who feel represented.

Terry Sansfield, Nurse, St. Lawrence Psychiatric Center, Opinion, "As far as meetings like this I would think. Even though we have to come quite a distance, it brings back the 'goods.' If the CSEA leadership is going to understand PS&T personnel, they should be held. (2) I think probably the biggest point is being heard. If the CSEA has not enough input to determine all the key issues. As we solve the communication problem, we can solve most of CSEA's problems. (3) An item of concern has been the hospitalization plan—probably more so than others.

Doris Campion, staff development specialist, Huntington Psychiatric Center: "You have to go out and ask them. Talk to them individually. If that is not possible, then you have to have group meetings. Special meetings should be set up for the PS&T members. I don't think there is enough communication. It can be improved. (2) It is very difficult to say. At this point there are so many issues to deal with that it is hard to begin. We have to get our foot in the door. We have to get out and mingle. There may indeed be main issues, but I can't say. I've heard one or two people ask about something, but that doesn't make it a central issue. There are so many titles, you hear so many different communications, but that doesn't make it a central issue. There are so many titles, you hear so many.

Dave Grolier, correction classification specialist, Elmsford: "We've got excellent input at our local. The trouble is that many times, for example, noncontract grievances are filed and submitted to a Step 3 hearing, and we either do not get an answer or we get it extremely late. It is our suggestion that CSEA show more muscle with the Office of Employee Relations. Right now it appears that we are not getting the input we need to try to resolve this. The input is there, it is a matter of the CSEA responding to it—running our ship, the best way we know how. We talk about it, it hasn't been straightened out."
Here is a listing of New York State Senators and As-
semblymen printed occasionally as a service to those
public employees who wish to write to their representatives
urging support for measures that would be of benefit to
their local area. You may also write to them in care of
their respective legislative houses in Albany.

U.S. SENATE
Communications can also be
addressed to: Senate Office
Building, Washington, D.C. 20515.

JACOB K. JAVITS (R), 119 East 48th,
New York 1, New York 10017.

Daniel P. Moynihan (D-L),
Davenport, N.Y. 13840.

CONGRESS
Communications can also be
addressed to House Office
Building, Washington, D.C. 20515.

SUFFOLK
1st CD—Conrad F. DeFeo (D-L),
260 Kennedy Rd., Blue Point,
N.Y. 11715.

NASSAU
4th CD—P. Frank LeBar (R-C),
40 Parkhurst Ave., Great Neck,
N.Y. 11021.

QUEENS
7th CD—Peter F. Martin (R-C),
22-40 63rd St., Sunnyside, N.Y. 11197.

BRONX
31st CD—Richard J. Faust (R-C),
579 West 254th St., Bronx, N.Y. 10453.

ROCKLAND-ORANGE-
ULSTER
24th CD—Edward J. Mortensen (R-C),
160 Monsey Ave., Orangeburg,
N.Y. 10962.

WESTCHESTER
26th CD—Charles F. Dowling (R-C),
285 Old Farm Rd., North Salem,
N.Y. 10560.

ALBANY-CHENANGO-
 Tioga
23rd CD—Frank H. Crandall (R-C),
239-12 Main St., Chenango Bridge,
N.Y. 13740.

HOT LINE
To find out the status of a bill in the Senate, a
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NYS LEGISLATURE
STATE SENATE
Communications to State Senators
may also be addressed to State Capitol,
Albany, N.Y.

SUFFOLK
37th SD—David J. Fanning (R-C),
P.O. Box 474, West Sand Lane,
N.Y. 11021.

QUEENSBORO BRIDGE
10th CD—Jason B. Dunlap (D-C),
100 East Main St., Great Neck,
N.Y. 11021.

BROOKLYN
19th CD—Joseph F. Chabon
(D-L), 1455 President St.,
Brook-
lyn, N.Y. 11213.

21st CD—Eugene M. Solarz
(D-L), 212-11 and 211-11,
Brooklyn, N.Y. 11235.

24th CD—Frederick W. Rich-
mond (D-L), 43 Pierrepont St.,
Brooklyn, N.Y. 11201.

20th CD—L. Ross Perot (R-C),
500 Madison Ave., New York,
N.Y. 10022.

DELAWARE-OSTEGO-
MADISON-ALBANY
32nd CD—James M. Hanley
(D-L), 316 Converse Ave.,
Saratoga Springs, N.Y. 12866.

COLUMBUS-SCHECHEN-
YACHTING-
HAMILTON-KIRKMER
31st CD—Donald J. Mitchell
(R-C), Shell's Bush Rd., Herki-
dan, N.Y. 12330.

DELAWARE-OSTEGO-
MADISON-ALBANY
32nd CD—James M. Hanley
(D-L), 316 Converse Ave.,
Saratoga Springs, N.Y. 12866.

COLUMBUS-SCHECHEN-
YACHTING-
HAMILTON-KIRKMER
31st CD—Donald J. Mitchell
(R-C), Shell's Bush Rd., Herk-
### Latest State And County Eligible Lists

#### State Promotional Job Calendar

**FILING ENDS MARCH 13**

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supervisor of Office Building Maintenance Services</td>
<td>$19,868</td>
</tr>
</tbody>
</table>

**FILING ENDS APRIL 10**

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</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 Stores Clerk</td>
<td>$8,051</td>
</tr>
<tr>
<td>Welfare Inspector General Field Representative I</td>
<td>$13,404</td>
</tr>
<tr>
<td>Welfare Inspector General Field Representative II</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>$15,539</td>
</tr>
<tr>
<td>Executive Officer C</td>
<td>$14,880</td>
</tr>
<tr>
<td>Executive Officer D</td>
<td>$13,404</td>
</tr>
<tr>
<td>Executive Officer E</td>
<td>$10,880</td>
</tr>
<tr>
<td>Senior Beverage Control Investigator</td>
<td>$16,270</td>
</tr>
<tr>
<td>Supervising Beverage Control Investigator</td>
<td>$14,880</td>
</tr>
<tr>
<td>Associate Bacteriologist (Virology)</td>
<td>$17,429</td>
</tr>
<tr>
<td>Senior Bacteriologist</td>
<td>$13,404</td>
</tr>
<tr>
<td>Senior Bacteriologist (Virology)</td>
<td>$13,404</td>
</tr>
<tr>
<td>Chief Housekeeper J</td>
<td>$10,714</td>
</tr>
<tr>
<td>Chief Housekeeper II</td>
<td>$11,983</td>
</tr>
<tr>
<td>Chief Gas Technicians</td>
<td>$14,142</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 Thruway Stores Supervisor</td>
<td>$7,045</td>
</tr>
<tr>
<td>Senior 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>$9,045</td>
</tr>
</tbody>
</table>

**FILING ENDS MAY 10**

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</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 Plaza, Genesee St., Buffalo, or 2 World Trade Center, New York City.

#### Join AARP, you might think it's just a social club.

AARP is actually a whole lot more.

Sure, it's wonderful that AARP gives you the opportunity to get involved and make new friends at one of its 5800 local chapters.

But when you join AARP, you'll receive subscriptions to Modern Maturity Magazine and AARP News Bulletin. Both are full of interesting articles and valuable information. And some AARP members are even able to get good paying part-time jobs through Mature Temps, an AARP-recommended service, located in a number of major metropolitan areas.

You'll also find out about recommended auto insurance. And group health insurance that can be an important addition to Medicare, or any other coverage you may have.

And it's even easy to become a member. Membership in the American Association of Retired People is open to anyone, 55 or over, retired or not. To turn 55 you can benefit from your age and make the most of your money.

To become one of AARP's 10 million members just mail in the coupon. Because until you join, you won't know how much AARP has to offer.

### GREASE

**THE ONLY AND ONLY LONGEST RUNNING SHOW ON BROADWAY**

There's a reason for that!

**ROYAL THEATRE - 45TH STREET & W. BROADWAY**

GET YOUR TICKETS TODAY!

### Grease

**THE ONLY AND ONLY LONGEST RUNNING SHOW ON BROADWAY**

There's a reason for that!

**ROYAL THEATRE - 45TH STREET & W. BROADWAY**

GET YOUR TICKETS TODAY!
Union Throws Support To Civil Service Reform

(Continued from Page 3)

...will have to concern themselves with it.

Proposed modifications in veterans' preferences will focus on Vietnam-era veterans while pulling back from preferences for Korea and World War II vets.

The reform act encourages mo­

bility of senior executive among agencies. It rewards high per­

formance with additional com­

pensation and annual bonuses.

And it makes possible the removal of unsatisfactory employees, a task federal officials claim to be almost impossible under cur­

rent rules.

The second part of the pack­

age is an executive reorganiza­

tion plan which will be officially transmitted later this month to the President.

Specifically, the reorganiza­

tion involves making it easier for agencies to handle advising the President in personnel and policy matters and morning abuses.

An office of Personnel Man­

agement is recommended to ad­

vise the President, provide lead­

ership to agencies and admin­

ister central personnel programs.

Also recommended is a new Merit System Protection Board con­

sisting of three members ap­

pointed by the President; it will later in their joint creation. Health is a participation in that crea­

tion, a participation in one's own being, a com­

mitment to one's life in the world. To be healthy is to celebrate one's life."

Bob Hope: "Promotive Medicine, and the Processes of Health."

Arch Environmental Health, February, 1968."

On Living

"I believe that life is to be enjoyed, to be tasted—or there isn't any point to it. I've found ways to live freely and joyously—because I was convinced there was no other reason for living. . . . There's so much to be had from life. There's pleasure and satisfaction and love and entertainment and excitement. There are enjoyable ways of earning a living, and there are adventures, uncommitted hours, challenges and happy surprises. Use your imagination. Look for al­

ternatives. Don't settle for less than the kind of life you need to make it worth having in life."


"Be good to yourself. Your body's best friend is you."William R. Williford

WHO TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file with the Department of Personnel, 29 Thomas St., New York 10013, any Wednesday between 9 a.m. and 4 p.m. Special hours for Thursdays are 8:30 a.m. to 4 p.m.

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

ble only during the filing period.

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington INT (Brooklyn Bridge). For information on titles, call 366-0706.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 62 Court St., Brooklyn 11201-0609.

The Board of Higher Educa­

tion advises teaching staff ap­

plicants to contact the individ­

ual schools; non-faculty jobs are filled through the Personnel De­

partment directly.

STATE — Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone 488-4294; 10 a.m.-2 p.m.); State Building Campus, Albany 12210; State Executive Tower, Buffalo 14203: 9 a.m.-4:30 p.m. Ap­

plicants may obtain announce­

ments by telephone (within the offic­

e only) or by applying in per­

son at any of the three.

Various State Employment Service offices can provide ap­

plications in person, but not by mail.

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room 1100, Office of Court Admin., 270 Broadway, N.Y., phone 488-4141.

FEDERAL — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 4 p.m., weekdays only. Telephone 264-0423.

U.S. Civil Service regional director John J. Lafferty listens as Civil Service Commission chief Alan Campbell fields questions about Carter’s Civil Service package in Washington. The telephone press conference last week enabled reporters to speak to Mr. Cam­

bell and to hear the questions posed by his colleagues around the country.

...staff photo by Pamela Craig
Help Wanted M/F

THE ARMY RESERVE NURSE CORPS:
IT PAYS TO GO TO MEETINGS!

PART-TIME POSITIONS AVAILABLE THROUUGHOUT NEW YORK STATE
Registered nurses, male and female, may join the U.S. Army Reserve Program through age 35 (up to age 39 with commensurate experience and education). Spend one weekend a month in a hospital near your home and two weeks a year at Army hospitals or camps. Berlin, Georgia; Ft. Bragg, North Carolina; Weat Point, New York, and others.

To find out if you are eligible, please call (212) 836-4100, Extensions 6264 or 6209, or write for brochure without incurring any obligation.

Colonel Norma P. Bagley, Chief Nurse
Colored Eileen M. Benor, Coordinator, Nurse Recruiting

Nurse Recruiter
8TH MILITARY BRIGADE, USA
Building 408, Fort Hamilton
Brooklyn, 400, New York 11225

The Army Medical Reserve...
Part Of What You Earn Is Pride!

Help Wanted M/F

NURSES STAFF NURSES
OPPORTUNITY TO WORK IN YOUR PROFESSIONAL SCOPE AND ACQUIRE PSYCHIATRIC NURSING EXPERIENCE

Staff Nursing Positions Available for New York City citizens only and recent graduates of an approved school of nursing with at least 1 year's experience in a large progressive highly modern psychiatric center utilizing a comprehensive approach.

A • Complete benefit package.
B • Central location.
C • Good starting salary.
D • Free transportation.
E • Career growth and training opportunities.
F • Free room and board.
G • 1 week vacation (after 1 year), 2 weeks with 14 days leave.

Please send resume and salary requirements to:

R.E. Retirement
RETIREE SPECIALIST CORPORATION
61 New Utrecht Ave. Dept. 94
Brooklyn, New York 11215

R.E.—New Hampshire
HANOVER: By Owner. Beautiful old New England home on corner of town. BR, BR, L, DR, Lr. DK, liv. frms. 47 1/2 pl. 2.500.000 caps. 1811-12 Center St., Manchester, NH. 03103. 603-643-4365 after 6 P.M.

Business Opportunities

Medical Product Sales
International Sales Personnel
For persons with medical and entrepreneurial backgrounds, sales is available. Experience not necessary but at least an interest in a comprehensive program of sales and training program is required. Must be financially independent, capable and willing to visit patients, hospitals and health centers. Interested parties should contact Mr. H. A. Schuman, (212) 756-8400, or write for free catalog. 25-417 Park Ave. 726.

Medical Product Sales
Int'l Management Bureau
55 W. 21st St., N.Y., N.Y. 10010

Medical and Research
For sale: Research D.A.G. Lowa. 500 Gallon Stainless Steel, 1000 Gallon Stainless Steel.

NURSES NEEDED FOR MENTAL HEALTH CENTERS IN NEW YORK STATE.

CALL MR. BOCHNER
212-472-3000

Small Personal Items

Antiques

Cabinet, desk, chair, table, etc.

Small Animal Items

1 - Wooden Nickel
1 - Large Penny eng.
1 - Liberty Nickel

Send 13.95 8.25t Postage to:
3 P.O. Box 370, Angier, N.C. 27501

Chew Gum and Other Items

Careful Sugar Free Gum
Bubble Yum
Life Savor Products

Dispensing Notionally Advertised

Registered Nurses Needed

FOR INDIVIDUAL
AND ACQUIRE PSYCHIATRIC NURSING EXPERIENCE

Staff Nursing Positions Available for New York City citizens only and recent graduates of an approved school of nursing with at least 1 year's experience in a large progressive, highly modern psychiatric center utilizing a comprehensive approach.

A • Complete benefit package.
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CSEA Upheld As Broome Security Officers’ Rep

(Special To The Leader)

BINGHAMTON—The State Public Employment Relations Board has dismissed an attempt to de-certify the Civil Service Employees Association as the representative of some 20 security officers employed by Broome County.

PERB director Harvey American Federation of State, County and Municipal Employees to de-certify the CSEA "should be dism issed in its entirety."

Mr. Milowe said in a decision Feb. 6 that the petition by the to the drawing up of demands, or that their concerns were submer applied in the negotiations.

He added: "There is no evidence that CSEA ever failed to respond to charges and denied them," and "the petitioners themselves had not been provided representations in the negotiations."

The PERB director concluded: "CSEA has negotiated several contracts which include provisions specific to the security personnel; has prosecuted and substantiated grievance complaints; and has accorded all employees, including security personnel, an opportunity for input in negotiations. Furthermore, the security officers share a community of interest in the overall unit." The decision was issued March 1978.

Mr. Corcoran noted, "Basically, this was simply a ploy by the AFS-ICA to prejudice the head of the security officers, and their cause had no merit at all, as the PERB has decided." The president of the CSEA Broome County unit, Barbara H. Pickwell, said, "Our unit is pleased to see another charge of this type has been dismissed, as it is strength in unity, so we are glad to keep the bargaining unit intact as a way to protect the rights of security officers, and we will always continue to do so." The vote of the board was 3 to 0 in favor of the decision.

The PERB's action represents a victory in the long-running dispute between the CSEA and the county over the contract rights of security officers. The PERB has upheld the CSEA's right to represent these officers, a decision that has been appealed by the county.

Transportation local installs officers

Elisa area Department of Transportation Local 565 installed the following new officers recently: from left, secretary Lauren Scholl, treasurer Eugene Torres, recording secretary Raymond Spear, first vice-president Charles Whitnall and president Nicholas J. Cimino.

Transportation Local Installs Officers

Call Albany Building Safe

ALBANY—For more than a year with meetings of state officials, the safety committee of the State Local of the Civil Service Employees Association has found that most safety problems of the office building located on Washington Avenue in Albany were rectified last spring.

According to Steve Cimino, local president and chairman of the safety committee, the building was in a run-down state with unsanitary and sometimes dangerous conditions. The committee's report was released last spring, but the problems continued to persist.

According to Steve Cimino, local president and a committee member, the state actually leased the building from a private owner and that person had to be called upon to make some of the changes. "At first we feared that we may have some problems here that we are ignoring the proper authority to speak up to the proper authorities."

The committee's members were from floor to floor speaking to the employees in an effort to learn of any problems.

ASSURANCE MECHANISMS?

The word to watch in Carey Administration is "mechanism." Last month, we revealed that the Governor's job freeze was not a job freeze but a "vacancy control" program. None have been reported. None have been reported. None have been reported. None have been reported.

The agreement with committee members in other areas of the state this group commented, "If a certain amount of blame has to be put on the employees when they speak up. They're not wanted to speak up to the proper authorities."

The committee members went from floor to floor speaking to the employees in an effort to learn of any problems.

Four months have been spent with the employees in an effort to learn of any problems.

Much of the blame was placed on the employees when they speak up. None have been reported. None have been reported.
The Federal Elite

By PETER ALISON

Yet another part of White House plans to change the civil service procedures will include legislation that would allow for increased professionalization and a more tie-creative service containing both career and political employees. It would also allow for the appointment of partners and supervisors in grades GS-15 through the current executive level.

A "special case" situation would be created in this group to permit employees to move from agency to agency. This elite group might be asked to take assignments for periods at a reduced salary without pay. On the other hand, they could earn bonuses up to $5,000 a year for five years. They could also seek assignments outside the senior executive service.

House For Sale — By Owner

COLUMBIA COUNTY, N.Y. State

Localities

Specialty

Kindergarten — 15

Home from Albany

Addison School

Irvington Craftsman School District

115 acres of rolling meadows; 2000 sq. ft. carriage house; spacious kitchen and dining area; room for garden and pet area; comfortably paneled and paneled; aluminum siding; electric heat.

Conditions — Payment free.

Lot 147 — Owner must reside.

Call 518-758-7866 after 6 P.M. or evening.

LEGAL NOTICE

CARLY'S BUSINESS ARCHIVES, 17-61
West 16th Street, New York, N.Y., 10011,
has been created as a limited partnership

with county officials notifying the Board of Supervisors, and took evidence from members of the public. The Board of Supervisors, CETA employees, kept on the job, have been notified of limited partners.

CETA employees in riot-period, and block-in; new employee training for another 3,000 more people for employment in local institutions Jobs.

escorts, CETA employees kept on the job, have been notified of limited partners.

N.Y. State Various.

1440 employees in riot period, and block-in; new employee training for another 3,000 more people for employment in local institutions Jobs.

escorts, CETA employees kept on the job, have been notified of limited partners.

Title Salary

Actuary (Casualty), Associate ..................$14,142 20120

Vocational Rehabilitation Counselor ..................$14,142 20120

Medical Record Administrator ........................$11,337 20109

Dental Hygienist ..................................................$8,523 20517

Dietetic Trainee .................................................$10,114 20113

Dietitian, Supervising ...............................$12,760 20419

Electroencephalograph Technician ..................$7,308 20177

Vocational Rehabilitation Counselor ..................$14,142 20120

Legal Careers — NYS Department of Transportation, State Office Building, Albany, New York 12234.

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No Work? They're Here To Serve You

BY RON KARTEN AND KEN SCHEPT

What if you spent ever day talking with people who had just lost their jobs, had been on their feet for at least three hours and, by the time they reached your desk, were sure that you were responsible for their lack of employment, their aching feet, their indigence, a dreadful subway ride and a bad marriage?

You would be working as a claims examiner in an unemployment office, and it would be your job to tell these people whether or not they were entitled to receive unemployment insurance benefits.

Saying yes to an applicant would be easy. And there are many examples of claims examiners bending over backwards to find the loophole in regulations which might entitle a needy person to money. Saying no would be the problem.

BLEEDING AT MY DESK
Michelle Jackson, Claims Examiner

"Let me tell you about the time I ducked out of the way and the supervisor got punched. I had a claimant. The issue was failure to report. OK. He didn't report because he was in the hospital recovering from stab wounds. They didn't discharge him but it was his reporting day and he walked out of the hospital because he wanted to come sign for his check. You could see through his shirt that he was starting to bleed. People are very desperate for this money. It's sad in a way.

"I disqualified him for unreported vacation pay, for his failure to report previously, and I made him unable to work because of the stab wounds.

"At this, he became very irate. He didn't understand. I also made continuous suspension until he could bring us back a medical saying he was ready, willing and able to work even though he was in the hospital. He said he was ready to work even though he was getting a lot of problems. He didn't understand why he couldn't work. He was crying and screaming all over. I ducked and he got punched."

"I had a claimant who told me that on the day after he left work, he went to some hospital's psychiatric center because he felt he was having psychiatric problems. He didn't understand why he couldn't get a job. So he walked out of the hospital. I was out the back door. He was hitchhiking, looking for another job. He was starting to bleed. People are very desperate for this money. It's sad in a way.

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TOILET HABITS
Walter Harris, Sr. Claims Examiner

"We have an incident of a woman who was wandering out in the hall and she came up on the porter's closet and she decided to take her clothes off and take a bath. The guard came and he grabbed me, He said, 'Harry, you got to see this.' I took one look and said, 'Oh, my God.'"

"We had a claimant who was fired from his job for urinating in the dishwasher. We disqualified him. He asked for a hearing and the employer's information concerning the incident wasn't specific enough to overcome his objections or his denial to satisfy the referee. So the referee and the appeals board allowed payment on the claim.

"Just recently, we had another claimant who was also fired from the same place for urinating into the dishwasher. All right. So the employer learned this time. This time he's got his witnessesses and everything ready, except, they weren't available at the hearing. But, in the meantime, he did get them together for the appeal and he did win the appeal."

"As an additional follow-up on that, a few weeks ago, this last claimant came into the office two or three days later than he ought to have. Except, by now, he's worked again and he has another claim going. We inquired as to how come he was late. He said he had been in jail for urinating in the subway."
Missing Issue(s)