**Proposed Changes In Constitution, By-Laws**

— See Pages 8 & 9

**REPORT FROM THE PRESIDENT**

It's up to you now. The P&S&T election is well under way. Ballots have been mailed, you have read and heard the arguments of both sides, you have been urged and ca-joled to go one way or the other. For all intents and purposes the campaigning is over. The final de-cision is now up to you.

Some of you may have even voted already. For those of you who voted for CSEA, my sincere thanks and our pledge to continue to do the best job we can for you. For those of you who have not voted yet, please do.

The P&S&T is your Unit. You are in that Unit by law. The winner of this election will have the exclu-sive rights to speak on behalf of all employees in the P&S&T Unit, including you!

The winner will present demands to management on your behalf. The terms and conditions of your job are involved. It's that personal!

Don't you think that you should help determine who will speak in your behalf? If someone is going to demand raises and other em-ployment benefits in your name, shouldn't you play a part in deter-mining who makes those demands?

It only takes a few minutes to vote. You may have to live with the outcome for several years. You have a right by law to vote in this elec-tion. You have an obligation to yourself and your family to exer-cise that right.

We've been your union for over a decade. We have always tried to do the best representation job pos-sible for P&S&T and I think we have succeeded overall. We've tried to stick with the facts in this campaign despite the non-stop distortions by the opposition. We've tried to explain to you in the clearest possible terms that CSEA is the intelligent choice in this election based on the facts. Anyone can make "pie-in-the-sky" election-day promises but we have been doing the job for state work-ers since 1916, the opposition hasn't.

But all of our strengths and all of our advantages don't mean a thing without the voice to back them up. Two years ago in a con-test for P&S&T against the same oppo-nent we polled over 40 percent more votes, but we can't rely on history now.

This is your unit, your union and your future on the line. It only takes a few moments to make your voice heard and you don't even have to leave the comfort of your own home. Take a few minutes to-day and make the outcome certain. Don't take anything for granted. Vote for real union representation for the P&S&T! Vote for CSEA!

**Bendet To Senate: Taylor Law Reform Is Union Priority**

**By Ron Karten**

MANHATTAN—Labor leaders called the Taylor Law unfair to public employees last week and proposed legisla-tive changes to make equal the provisions governing public and private sector employees.

Their remarks came during a public hearing conducted by the state Senate Civil Service and Pen-sions Committee, held at the World Trade Center, Manhattan.

Solomon Bendet, president of the Civil Service Employees Asso-ciation's New York City region, suggested revisions in three areas of the law:

- "Experience has shown," Mr. Bendet said, "that many public em-ployers provoke strikes in or-der to secure revenue by com-pelling an employee organization to go out on strike, the public employer can effectively cause the employee organisation to pay for any concessions won during the strike.

- "As the Taylor Law presently exists," Mr. Bendet continued, "there are no penalties which may be imposed upon the public employer no matter how repre-sensible or provocative the con-duct of the employee might be. At the present time, the Taylor Law is weighted so heavily in favor of the public employer that it is becoming almost impossible to arrive at collective settle-ments that are in the best interest of the public employees and in the best interest of the public employers.

- Mr. Bendet asked that provi-sions which enable public em-ployers to "automatically obtain an injunction" to stop a strike be changed to put the process on a par with that of private em-ployers.

Referring to the Taylor Law provi-sions which put striking public employees on probation for a year, Mr. Bendet stressed that probation was designed to evaluate the performance of new employees and not for "union bashing." He called this "an atro-ci-ty."
Mashikian Wants 1,200 More Staffers

WEST BRENTWOOD — The Long Island regional director of the state Department of Mental Health last week called for an additional 1,200 state positions and a 7 percent increase in the state budget to meet the needs of four psychiatric institutions here that house 36 percent of New York's mental patients.

Hagop Mashikian, the state regional director, told a contingent of Long Island assemblymen and senators that the proposed state budget was inadequate because state institutions in his region have seen an increased population and a deteriorating physical plant. He added that additional state and federal budget were also needed to help clean up Long Island's "impeccated areas," which are stlloged with former mental patients.

"In Pilgrim we have a dire emergency. We have a power plant that is supposed to provide heat and electricity for 3,700 patients. The plant is currently operating on a prayer," he added.

The directors of King's Park, Rockville and Northeast Nassau, Pilgrim and Central Islip Psychiatric Centers also attended the meeting and told of understaffing and the need for more funding.

The current proposed budget only provides about 157 new staff positions. Projections for the budget are based on a declining population in the psychiatric institutions. But Dr. Mashikian told the audience that at least 975 new positions are needed "if we are to provide the service the public demands."
Negotiations To Begin Soon In Judiciary Units

ALBANY — Negotiations are set to begin shortly in six judicial bargaining units comprising more than 1,500 public employees represented by the Civil Service Employees Association, according to Joseph J. Delan, the union's administrative director of collective bargaining and field services.

The first negotiating session for Judicial Districts 3 and 4 will be held on Friday, March 31, at 10 a.m. in the Municipal Labor Committee, the associations' headquarters in Albany.

Mr. McOowan noted, "The judicial employees' interests, like those of other public employees, are really the same. They all want to see the state spend more money on the state's schools and the state's hospitals. It's not a question of 'we' versus 'they' but rather, 'we' versus 'the state' and 'we' versus 'the taxpayers.'"

Hail CSEA Rockland Nurses

In Professional Magazine

ALBANY — Nurses represented by Civil Service Employees Association's Rockland County unit were the subject of an article in this month's issue of a professional nursing journal, "RN Magazine."

The nationally distributed magazine titled the article, "Public Nurses Take on New York's Tough Anti-Strike Law — And Win." The article detailed how the nurses and CSEA, working together, won salary increases of up to 28 percent after a ten-day strike.

The article, complete with a chart showing the gains of the Rockland nurses as compared to problems confronting New York's public employees, begins: "The Taylor Law restrictions on their labor rights. The nurses and CSEA also faced the unfair penalties provided by the Taylor Law. "The scramble will be well worth taking as it turned out," the magazine reported. "The strike ended 11 days and 28 percent in salary raises, yearly merit raises, and a 5 percent bonus."

McGowan Endorses Jewish Appeal Campaign

ALBANY — Civil Service Employees Association president William McGowan has wholeheartedly endorsed the 1978 United Jewish Appeal Campaign, which had its kick-off ceremonies Sunday in Albany.

At a breakfast meeting of 300 CSEA members, McGowan endorsed the United Jewish Appeal and urged CSEA members to give generously to the United Jewish Appeal.

CSEA Region Ill Plans Workshop

NEWBURGH — Region III of the Civil Service Employees Association will hold an educational workshop on CFTA at 8 p.m., March 29, at the Holiday Inn, Newburgh.

The panel will include U.S. Representative from the 23rd District, Bruce Capuano; Pavana Benncight, director of the New York City Department of Labor; and David Mance, CSEA statewide chair.

Bender On Taylor Law Reform

(Continued from Page 1)

"I'm not sure that we would battle the plan "until no employee is threatened with the potential loss of his rights," said Mr. Bendet. "We would fight each case on its individual merits, if need be," he stressed. "But it's not of a clerical nature but of a category."

Mr. Bendet also noted that the new contract with the state's Office of Collective Relations Board with the power to suspend dues checkoffs from any public union on strike, although section 212 of the law creates a local option whereby in New York City the courts can take into account the potential effect of the strike on the state's finances.

"I think it's safe to say that the majority of public workers may not strike because they perform a job function that is essential to the state," he said. "But we got our increases and there were fewer strikes."

"They have no right whatsoever to modify rules and regulations without prior negotiations with the union," Mr. Casey said. "We have a contract with the state of New York which we live by and the state is going to have to abide by it too. If they attempt to push through this probationary extension in violation of our agreements we will exercise the appropriate action."

"It's not a question of whether they file a grievance against the state but it is also our intention to file an improper practice charge."

CSEA said that specific articles in the contract prohibit any changes in rules and regulations without prior negotiations with the union.

McGowan Testifies

William L. McGowan, president of the Civil Service Employees Association, was scheduled to testify before the Senate Judiciary Committee on Taylor Law reform on Tuesday, March 29, at 11 a.m., in hearings held by the Senate Office Building, Empire State Plaza, Albany. He will present the union's position at a public employee conference. CSEA Region IV president Joseph McDermett will also speak.

Probation Fight

(Continued from Page 1)

The union had already responded to the need for additional probationary period, stated Mr. Bendet.

"We have a contract with the state of New York which we live by and the state is going to have to abide by it too. If they attempt to push through this probationary extension in violation of our agreements we will exercise the appropriate action," Mr. Bendet said.

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"We have a contract with the state of New York which we live by and the state is going to have to abide by it too. If they attempt to push through this probationary extension in violation of our agreements we will exercise the appropriate action," Mr. Bendet said.
CSBA is defending the contract, and lobbying throughout the state, to avert the budgetary crisis that a "dumping" campaign has already forced Governor Carey to set aside $112 million for a pilot program to reverse the detrimental effect of "dumping." State workers should be fighting against Department of Mental Hygiene policy and for used-terrible-quality patient care and job protection. But, instead, PEF has to work our money and energy tied up in a wasteful challenge campaign which state workers rejected once before. We would have to do this more horrendously is that PEF has never addressed itself to the problems of staff salaries. Most of the state mental patients do not have the best-trained and best-qualified mental patients, ineffective administration, unsafe working conditions, and the lack of adequate services provided by state workers for patients in the community. PEF knows something about the problems we face.

PEF is not an organization with a membership, but it is a bastion of civil service strength and we are going to make sure state workers do not dump the worst patients on us.

SHORT TAKES

EMPLOYMENT OUTLOOK ON UPSWING

An improvement in the hiring picture is forecast for the first quarter of 1978, according to the results of the "Quarterly Survey on Employment Outlook, Absenteeism, and Turnover," by The Bureau of National Affairs, Inc., a Washington, D.C. publisher of personnel information services. In 382 employers responding to the BNA survey, 32 percent report plans to increase the size of their work force between mid-January and mid-April. This is a rise of 10 percentage points over the fourth quarter of 1977, and 6 percentage points above hiring projections for the first quarter of 1977.

LEHMAN'S ANNIVERSARY TO BE CITED

A special exhibition of the Lehman papers—documents, letters, political cartoons and medals highlighting the career of former New York Governor and U.S. Senator Herbert H. Lehman—will open at Columbia University March 28, the 100th anniversary of his birth. It will be on view a year, May 24, 4:30 to 6:30 p.m. at the University's International Affairs Building. In another Lehman centennial event, U.S. Senator Daniel P. Moynihan will deliver the annual Herbert H. Lehman Lecture at Lehman College, the Bronx, on the 29th.

NYCLU OPPOSES 'WELFARE CHEAT' BILL

The New York Civil Liberties Union is on record as opposed to a recently introduced bill in the State Assembly requiring state agency heads to submit quarterly reports to the State Social Services Department in an effort to catch welfare cheaters who may be on state rolls. The measure passed the Assembly 112-28. NYCLU says the bill, which the governor supports, will enable the state to keep a file on the life story of every state worker, an invasion of privacy. Assemblyman Daniel Walsh (D-Erie) is the bill's chief sponsor.

JERSEY PUBLIC EMPLOYEES WANT THE RIGHT TO STRIKE

The New Jersey Civil Service Association's board of trustees has approved a move to seek new legislation granting public employees the right to strike. The move is a dramatic departure for the group. It follows what association leaders described as mistreatment from several County boards of freeholders and municipal governments.

GO TO HEALTH

BY WILLIAM R. WELFLORD

Warning Signs

If you drink, chances are you are either a social drinker, a heavy drinker, a problem drinker or an alcoholic.

Do you know your category? You might say heavy drinker, but your friends might say problem drinker or even alcoholic.

As you might expect, these categories are the subject of much controversy. Many professionals are against labeling people. Other people say alcoholism is not a near thing that lends itself to easy labeling.

However, all people in the field agree that the earlier the drinking problem is recognized the better the chances of overcoming the problem. With this theme in mind you might care to look at the following characteristics of a problem drinker:

• Anyone who must drink in order to function or "cope with life."

• Anyone who by his own personal definition, or that of his family and friends, frequently drinks to a state of intoxication.

• Anyone who is intoxicated and drives a car.

• Anyone who goes to work intoxicated.

• Anyone who sustains bodily injury requiring medical attention as a consequence of an intoxicated state.

• Anyone who, under the influence of alcohol, does something he would not have done without alcohol.

Other warning signs facing certain situations, frequent drinking sprees, a steady increase in intake, solitary drinking, early morning drinking, and drinking to avoid a blackout. For a blackout, a blackout is not passing out, but a period of time in which he walks, talks and acts—and does not remember. Blackout may be one of the early signs of the mental condition and a form of alcoholism.

If you are concerned or even irritated by these statements, then maybe you should check them out. What can you do? You can contact your city or county council on alcoholism or attend an AA meeting or discuss your feelings about drinking with a friend who will be honest with you. The worse thing that you can do is ignore the early warning signs.

(Calls Contracting Out Main Issue)

(COVID SERVICE LEADER, Friday, March 25, 1978)

(Calls Contracting Out Main Issue)

(COVID SERVICE LEADER, Friday, March 25, 1978)

(Calls Contracting Out Main Issue)

(COVID SERVICE LEADER, Friday, March 25, 1978)

(Calls Contracting Out Main Issue)
Federal Job Calendar

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

**GENERAL SCHEDULE POSITIONS**

**Written Test Required** At Some Grade Levels

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
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<tbody>
<tr>
<td>Accounting Technician</td>
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<tr>
<td>Communications Technician</td>
<td>5</td>
</tr>
<tr>
<td>Data Transcriber</td>
<td>2.6</td>
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<tr>
<td>Dental Hygienist</td>
<td>2</td>
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<tr>
<td>Electronic Accounting Machine Operator</td>
<td>5,7</td>
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<tr>
<td>Electronics Technician</td>
<td>5,7,8</td>
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<tr>
<td>Engineering Draftsman</td>
<td>5</td>
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<tr>
<td>Engineering Technician</td>
<td>5,6,7,8</td>
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<tr>
<td>Examiner (Interim)</td>
<td>2</td>
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<tr>
<td>Fiscal and Accounting Support Positions</td>
<td>4</td>
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<tr>
<td>Medical Aide (Sterile Supplies)</td>
<td>2,3</td>
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<tr>
<td>Nuclear Medicine Technician</td>
<td>5,6,7</td>
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<tr>
<td>Park Aides</td>
<td>2,3</td>
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<tr>
<td>Physical Therapy Aide</td>
<td>5</td>
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<tr>
<td>Power F older Operator $8.31 per hour</td>
<td>5</td>
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<tr>
<td>Reporting Stenographer</td>
<td>3</td>
</tr>
<tr>
<td>Sales Store Checker</td>
<td>2,3</td>
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<tr>
<td>Shorthand Reporter</td>
<td>7,9</td>
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<tr>
<td>Travel Clerk (Typing)</td>
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**TRADES AND CRAFTS**

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<tr>
<th>Title</th>
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<tr>
<td>Boiler Plant Operator</td>
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<td>Chief Engineer (Ferryboat)</td>
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<td>Electrician Operator</td>
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<td>Master (Ferryboat)</td>
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<td>Skip Surveyor</td>
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For further information, contact a federal job information center at either 26 Federal Plaza, New York, 10007 (telephone (212) 364-0422); 590 Grand Concourse, Bronx, 10451 (212) 292-4666; 271 Cadman Plaza East, Brooklyn, 11201 (212)330-2761.

Carter Reforms Worry Federal Workers

(Continued from Page 1) Are the oft-used expressions "streamlining" and "efficiency" mere cloaks to disguise an effort to frighten and possibly corrupt honest civil servants? Will the much-touted "reform" drag back into the new gargantuan federal establishment all the self-serving that one associates with political patronage and the discredited "spoils system"?

Will it eventually create the kind of job insecurity that will render federal employees mere civil servants of arbitrary power? And, will it soon have a chilling effect on potential whistle-blowers, and faithful civil servants merely trying to implement the law?

Such, at least, are the deepest suspicions of tens of thousands of federal employees. James M. Petruse, president of the independent National Federation of Federal Employees, calls the reform program "an assault on the internal security of the Merit System that will lead to a spoils system." According to Mr. Petrue, the President's "proposals...to allow the successor to the Civil Service Commission (which he has abolished) to delegate rule-making authority to separate government agencies...will put into the hands of political appointees on top the power to hire and fire, reward and punish according as whim. The new dispensation will "open new jobs to political appointees" and "create new appointee positions" where none existed before.

Although the President's reform package--which Congress is only too eager to pass--contains a little rider about "protesting" the general thrust to demolish the existing structure of due process. Under the President's "merit plan," the employee himself must mean to make it more bureaucratic.

In the future, a dismissed employee will have to prove to have been "badly treated" and "politically victimized" before he can get a hearing. And, that hearing will not be automatic, but "may" be granted—as the political appointees see fit, of course. Under the "merit system," the employee himself must mean to make it more bureaucratic. Employee widows are more than a threat to the civil service employees.

(City, State) 24, 1978

BURLGARY PROTECTION FOR LESS THAN $2-

IF HE'S GOT HIS EYE ON YOUR PROPERTY...SHOW HIM SOMETHING HE WON'T LIKE!

AND HE SURELY WON'T LIKE SHEPHERD SYSTEMS BURLGAR WARNING DECAL!

What is it? It's a professionally designed, highly attractive 4" x 5" black, red & gold self-stick decal that contains our carefully researched warning message in a police shield design. Will it work? It works because it is cleverly designed to confuse and leaves the impression that any home, business or car carrying the decal is equipped with a highly sophisticated burglar warning system.

Who says it will work?

A) Readers Digest (August 1977 issue) quotes Shell Oil Company's outstanding anti-car theft booklets, stating: "If I'm a thief, I won't..." and "Anyone looking for a easy mark...

B) Business Week (June 6, 1977 issue) quotes the FBI: "Any sign of good security can deter house breakers...even stickers on your house is protected."

C) Money Magazine (July 1977 issue) quotes a N.Y.C. police detective: "Burglars are looking for an easy mark. They're not on an ego trip to prove they can get into the difficult places."

Is it legal? Absolutely! Thousands of factories, department stores and supermarkets employ dummy TV cameras and signs to deter thieves. Our concept is precisely the same—to confuse and stop thieves and burglars! How many should I buy? We recommend one for each glass door or window near your door and one for each of your vehicles. When should I buy? Right now! Burglars are increasing at an alarming rate. Don't risk one. The plain fact is that a good warning decal can be an effective burglary deterrent.

Order today! The Firemen Widows Overlook Claims

ALBANY—Secretary of State Mario M. Cuomo says some families of firefighters who died in the line of duty have been wronged by the state's firemen's benefit system.

The Public Safety Officers Benefit Office, which is charged with providing a $500,000 death benefit to the eligible survivors of law enforcement and firefighters who were killed while on duty.

Wanna be a good guy? Blood is meant to circulate. Keep it moving by donating The Most Precious Gift. The Greater New York Blood Program
'Merit' More Than A Word

SCRABBLE is one of the most popular games in America. It is a game that most of us enjoy, but a game that many find challenging. The game requires a certain level of skill, and those who are good at it can find it both fun and rewarding. However, for some people, the game can be frustrating and difficult to master. This can be especially true for those who are not used to playing board games or for those who are not familiar with the rules of the game.

The game of Scrabble is played on a square board, made up of 16 rows and 16 columns, for a total of 256 spaces. Each space can contain a letter tile, which is used to form words. The game is played with two players, each of whom takes turns forming words on the board. Each word must be a valid word in the dictionary, and the player with the highest score at the end of the game wins.

The objective of the game is to form words on the board, with each letter tile contributing to the player's score. The player with the highest score at the end of the game wins. The game can be played in a variety of ways, with different rules and scoring systems. Some versions of the game allow for the use of special tiles, such as vowel tiles or double-letter tiles, which can be used to increase the value of certain letters or words.

Despite its popularity, Scrabble can be a challenging game for some players. It requires a certain level of skill and strategy, and can be a great way to challenge oneself and improve language skills. However, for those who are not used to playing board games or who are not familiar with the rules of the game, it can be a daunting task. Regardless of one's skill level, Scrabble is a game that can be enjoyed by players of all ages and abilities.
The Other Side

Editor, The Leader:

I am compelled to write concerning your article, "No work" (March 10, 1978) about unemployment insurance workers. It appears that your article is biased in favor of the claims inquirer. Although the author indicates that many interviewers are harassed by claimants and are unappreciated in their work, this is another side to the story. I have been there.

How about harassment of the claimant? I have been called off two hours (when, by the way, I told them to wait in Section C. After that many Interviewers are harassed, why is it so important, and do you ever get the same courtesy of a reply. The prevailing attitude seemed to be that if you're collecting, you're a non-entity, your time is important, and you're not entitled to some decency.

I had a friend who had to work although she was pregnant. She was called to Section C every week to present a fresh list of places where she had sought work. If she brought 10, she was told it wasn't enough. If she brought 20, she was told it wasn't enough. They always wanted a few more than she brought. Paradoxically, she wanted a whole day each week when she could have been seeking work. Instead, there she was, in Section C, waiting "til they called her name, and then waiting again while a hostile interviewer called every name on her list. Does being pregnant make one unable to work? I worked up to the very last day. The employment assistance I received was also no help at all. Every time she told me to come back in four months. No computer search, no nothing. They marked up my card with strange initials, and when I asked what they were, I was told in an ominous voice, "If you are supposed to know, you'll find out."

Again, although I am sure many of the interviewers are in worse in their work, encountered many who were not. It seemed they felt it was some kind of crime to be out of work and try to collect the benefits to which they were entitled.

KATHY HARRIS
Brooklyn

LETTERS POLICY

Letters to the Editor should be less than 200 words.

The Leader reserves the right to extract or condense pertinent sections of letters that exceed the maximum length. Meaning or intent of a letter is never changed.

STOGER FAMILY

Manhasset

Letters to the Editor should be less than 200 words. The Leader reserves the right to extract or condense pertinent sections of letters that exceed the maximum length. Meaning or intent of a letter is never changed.
Proposed CSEA Constitution And By-Laws Changes:

The following amendments to the Civil Service Employees Association's Constitution and its By-Laws will be presented to union delegates for action when they meet at CSEA Headquarters, April 1978. Chairman for the committee on revision of constitution and by-laws is Kenneth Cadieux, of Nassau Local 438, with committee members William DeMartino, Earl Mayfield, Jon Powers, and William Menael, Nassau County Retirees Local.

ARTICLE III "Membership", Section 2: "Being a member of the Association who has retired from the civil service of the State of New York or any political subdivision thereof or any public authority, public benefit corporation, or similar autonomous public agency may elect to become a retiree member. (Retiree members shall not be eligible to vote on issues of such rights and privileges as the Board of Directors may prescribe.)"

Explantion: The Committee again recommends defeat of this amendment.

The following item is to be presented to the delegates for a second reading and if passed, will become part of the CSEA Constitution:

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE CONSTITUTION. THE PRESENTATION TO THE DELEGATES AT THIS MEETING CONSTITUTES A FIRST READING OF THESE AMENDMENTS.

1. This proposal was originally prepared for the Committee at the 1977 Delegates Meeting. The delegates referred the matter back to the Committee for the addition of certain language. The Committee has inserted that language and is recommending passage of the amendment by the delegates. Since this is only a first reading of the amendment, it will not take effect unless it is passed again at the October 1978 meeting.

For the purpose of explanation, the Committee has prepared a chart which is attached to this report which shows the gradual implementation of the three-year term for all elected officials within CSEA. It should be noted that a three-year term for the four statewide officers will take effect for the election to be held in June, 1978. All other offices will be elected at that time for a two-year year. In 1981, the Region Presidents and other Region officers will then be elected for a three-year term. In 1981, Local and Unit Officers, as well as the statewide Board of Directors, will again be elected for a two-year term. In 1983, those officials will be elected for a three-year term. It should be noted that the Board of Directors will be responsible for amending Region and Local Constitutions to effectuate implementation of the three-year term. However, since the Region Officers below the rank of region President will not be elected until 1981, the Board of Directors has ample time, if this procedure is adopted, to make the necessary changes.

To implement this recommendation, the following language is submitted.

ARTICLE IV, Section 5(a) of the Constitution:

(a) ELECTION. (Officers of the Association shall be elected by secret ballot in odd-numbered years in the manner prescribed in the by-laws. They shall hold office for a term of two years or until their successors shall have qualified, commencing July 1st in an odd-numbered year. The four statewide officers of the Association shall be elected by secret ballot at an annual (every three years) convention with the term of office to begin on July 1, 1977. The five Vice Presidents of the Association shall be elected for terms of two years, commencing July 1, 1978. Thereafter the six Vice Presidents of the Association shall be elected for a term of three years, commencing with the term of office to July 1, 1981.) They shall hold office for the term for which they were elected or until their successors shall have qualified. Vacancy in the office of President shall be filled by the Executive Vice President. Vacancies in the office of Executive Vice President shall be filled by the Board of Directors by appointing any one of the six Vice Presidents. A vacancy in the term of any of the Vice Presidents shall be filled according to the Constitution and By-Laws of the respective regions."

"REST OF SECTION REMAINS THE SAME."

ARTICLE VI, Section 1, STATE EXECUTIVE COMMITTEE:

"Section 1. STATE EXECUTIVE COMMITTEE. The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each of the State Departments. The Faculty Student Associations and Teachers’ Regional System shall, as a unit, be deemed a State Department. In addition to the foregoing, each State Department shall have representatives as provided in the constitution.

The following articles and sections are continued on Page 9.
Check Them Out Now Before Delegates Convention

(Continued from Page 8)

Explanation: The Committee examined several reasons why this procedure could be preferred to any other procedure. The major and most compelling reason is as follows:

(a) Under the current procedure, a number of people would be running for the same office at the same time which leads to confusion and uncertainty among the membership. For example, a single member could be running for two or three separate ballots from the central election agency. The number is almost staggering to contemplate. Since there are approximately 220,000 members, slightly over 4,000 members voted in that election. The number of members voting for the highest office in the union equaled 21 percent of those eligible to vote! In any event, the Office which would select the delegates were even lower than the return for the office of President. In the New York Region, 4,748 ballots were cast while 3,135 ballots were cast. This represents a slightly less than 20 percent participation. While people in the Southern Region, 6,748 votes were cast while 3,135 ballots were cast. This represents a slightly less than 20 percent participation.

(b) The establishment of this procedure will provide for the staggering of terms for most of the offices which will lead to guaranteed continuity when incumbents elect not to run for re-election or are defeated during an election. Under the current procedure, it is possible for the ten statewide offices to change incumbents at the same time. While the event is unlikely, even a change of six or eight officers would lead to an immediate turnover of those individuals in the highest level of administration within the union. This is undesirable. At the same time, six of the top ten statewide officers would be re-elected at the same meeting, seven of the top ten statewide officers would be re-elected at the same meeting. The six officers who would be re-elected are: Secretary of the Association; Executive Director; Statewide President; Statewide Vice President; Statewide Assistant to the President; and one representative from each County Division Local elected by the Board of Directors. The remaining four officers would be elected by the Board of Directors. Currently, all ten officers are campaigning simultaneously which leaves little time to campaign on the issues and in the present union matters. This is particularly important in those instances where a bargaining unit is up for a re-bargaining unit or if the bargaining unit is up for re-bargaining unit.

(c) Under the current procedure, as many as forty members of the Statewide Joint Ex.

3. In the event that the above amendment pertaining to the Special Election Procedures Committee is adopted by the members of the Board of Directors at this meeting, the following amendment to Article VI, Section 4 of the By-Laws will be necessary.

Article VI, "Committees"

4. Section 4: SPECIAL AND AD HOC COMMITTEES. The Standing Committees of the Association shall be as follows: Insurance Committee, Legal Committee, Elections and By-Laws Committee, Special Election Procedures Committee, Nominating Committee, Pension Committee, Salary Committee, Committees of the Executive Branch, and Committees of the National Association. The Standing Committees of the Association shall be as follows: Insurance Committee, Legal Committee, Elections and By-Laws Committee, Special Election Procedures Committee, Nominating Committee, Pension Committee, Salary Committee, Committees of the Executive Branch, and Committees of the National Association. The Standing Committees of the Association shall be as follows: Insurance Committee, Legal Committee, Elections and By-Laws Committee, Special Election Procedures Committee, Nominating Committee, Pension Committee, Salary Committee, Committees of the Executive Branch, and Committees of the National Association. The Standing Committees of the Association shall be as follows: Insurance Committee, Legal Committee, Elections and By-Laws Committee, Special Election Procedures Committee, Nominating Committee, Pension Committee, Salary Committee, Committees of the Executive Branch, and Committees of the National Association. The Standing Committees of the Association shall be as follows: Insurance Committe
## Latest State and County Eligible Lists

<table>
<thead>
<tr>
<th>Rank</th>
<th>Name</th>
<th>City</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Carpenter Joseph A</td>
<td>Albany</td>
<td>91.7</td>
</tr>
<tr>
<td>2</td>
<td>Carpenter James A</td>
<td>Albany</td>
<td>91.4</td>
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<tr>
<td>3</td>
<td>Carpenter James E</td>
<td>Albany</td>
<td>91.2</td>
</tr>
<tr>
<td>4</td>
<td>Carpenter John A</td>
<td>Albany</td>
<td>91.1</td>
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<tr>
<td>5</td>
<td>Carpenter John E</td>
<td>Albany</td>
<td>91.0</td>
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## Nassau Telephone, Clerk Jobs Opening

Only assistant telephone operators need more than a high school education. Candidates for this post must hold chemistry, biology or biochemistry degrees and have three years chemistry laboratory experience. Filing closes March 29. There is no written exam. Filing for communications analysts, an $11,971-a-year job, has a March 22 filing deadline. Job hopefuls should contact the Nassau County Civil Service Commission, 140 Old Country Rd., Mineola, for details.

## State Promotional Job Calendar

<table>
<thead>
<tr>
<th>FILING ENDS APRIL 10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior File Clerk</td>
</tr>
<tr>
<td>Senior Mail and Supply Clerk</td>
</tr>
<tr>
<td>Senior Chemical Stores Clerk</td>
</tr>
<tr>
<td>Welfare Inspector General Field Representative II</td>
</tr>
<tr>
<td>Welfare Inspector General Field Representative III</td>
</tr>
<tr>
<td>Senior Clerk (Travel and Transportation Maintenance)</td>
</tr>
</tbody>
</table>

## FILING ENDS MAY 10

| Nurse Administrator I (Psychiatric) | $14,142 |

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

## "Timbuktu!" is spectacular! Watch the fireworks while it lights up Broadway!"
Carter's reform plan. Most experts feel it will go nine out of ten. Job holders will be part of the new Office of Personnel Management. All that will really change would be the department name and paraphernalia—a flag, a seal. Executive Director Raymond Jackson, who undoubtedly has a new title. Technically his job will be abolished, but he has rights to another top federal civil service job.

Social Security changes permitting diversions to receive part of their ex-husbands' pensions may be applied to military benefit. A bill has been introduced by Rep. Patricia Schroeder (D-Colo.) to accomplish this.

President Carter has approved a law allowing special tickets for older travelers on airlines. Allentown and Continental Airlines offer one-third off for persons over 65 or older on a stand-by basis. However, to be eligible, the travelers must purchase a special $20 identification card — valid for two years. Discounts are available except on holidays.

Hawaiian and Aloha Airlines are offering a 33 percent discount, requiring a 65 lifetime identification. Their applications with the Civil Aeronautics Board are pending.

In Canada, senior citizens receive an 8 percent discount on all airlines without the standby requirement.

56 Westchester Youth Jobs Open

WHITE PLAINS — The Westchester County Youth Conservation Corps has received an estimated $85,000 from the state Department of Environmental Conservation for the country's summer program. County Executive Alfred B. DelBello has announced.

The program combines environmental education with outdoor work that includes streams, soil erosion conservation, construction, wildlife habitat improvement and selective tree thinning. It is open to Westchester residents 15 through 18. Enrollees will be paid $2.66 per hour. For additional information contact Alfred B. Speth, Westchester County Youth at (914) 682-2863.

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BURNS AWAY MORE FAT EACH 24 HOURS THAN IF YOU RAN 14 MILES A DAY!

Incredible "Crash-Loss" Breakthrough Reported in Reader's Digest Works So Fast You Can Actually Measure the Difference In Your Waistline in Just 24 to 48 Hours!

STEP ONE: Take a whole new world of LIFE-SCIENCE to the system! In just 24 to 48 hours, your body will start burning scientifically engineered "inner fat" that your body never knew existed!

STEP TWO: Build up your STRENGTH with the fat-taming "HERITAGE" compound! This new ingredient in LIRI-DIME-100 will add the equivalent of 1000-2000 calories to your calorie count every day, You may think that's ridiculous—except that your body never knew it existed. And you never knew it existed until now!

STEP THREE: Rival the metabolic "heat" of your body's own "inner fat"! The energy it takes to burn just one pound of body fat is 3500 calories! So every time you take just one LIRI-DIME-100, your body is burning off an equivalent of a whole pound of "inner fat"! In just 24 to 48 hours, you don't have to be a mathematician to add up to a whole pound of body fat burned away every single day; In just 24 to 48 hours, it's the secret of the LIRI-DIME-100!

IF YOU READ NOTHING ELSE—READ THIS!

LIRI-DIME-100 is a new and unique dietary supplement that for the very first time allows your body to burn away body fat without having to exercise at all. In just 24 to 48 hours, you burn away 70% of the body's "inner fat" and decrease your appetite by 80% or more! This new LIRI-DIME-100 is an essential part of the "inner fat" crisis in America today, and here's why:

American men and women today consume up to 3500 calories a day in just one meal! That means that you burn away 3500 calories every single day...yet you never knew it existed until now! So where does that energy go for all that food you eat? It goes for "inner fat" that you never knew existed until now! This "inner fat" is the secret of the LIRI-DIME-100 and the secret of the "inner fat" crisis in America today.

IF YOU READ NOTHING ELSE—READ THIS!

What is the "inner fat" crisis in America today? It is what happens when you eat more food than you burn away. It is what happens when you waste away your energy! And the secret of the "inner fat" crisis in America today is what happens when you don't know what's going on in your body until now! It's not just what your body is doing, it's what your body isn't doing. It's the secret of the LIRI-DIME-100 and the secret of the "inner fat" crisis in America today.

IF YOU READ NOTHING ELSE—READ THIS!

The secret of "inner fat" is what happens when you waste away your energy! It's what happens when you eat more food than you burn away! And the secret of the "inner fat" crisis in America today is what happens when you don't know what's going on in your body until now! It's not just what your body is doing, it's what your body isn't doing. It's the secret of the LIRI-DIME-100 and the secret of the "inner fat" crisis in America today.

IF YOU READ NOTHING ELSE—READ THIS!

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I am not able to process the image content due to the nature of the task. If you have a specific question or need information from the text, please let me know, and I'll be happy to help!
Retiring Soon?

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 Wife Happy in Retirement
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
The Woman or Man Who Retires Alone
Conquering Your Worries About Retirement
You'll find a lot of answers in

The Complete Guide To Retirement
by Thomas Collins paperback $3.95
Hold Jefferson Grievance Workshop

WATERTOWN—Officers and delegates from 10 units of Jefferson Local 823, as well as representatives from area state Locals of the Civil Service Employees Association, attended a recent officers training session and grievance workshop held here at the Holiday Inn.

Richard Grieeco, president of Local 823, coordinated the full-day workshop held recently in Watertown.

Why The Taylor Law Requires Reforming

A recent editorial in the Troy Times Record dismissing the need for Taylor Law reform brought a long response from Civil Service Employees Association Remsen local president Samuel E. Griesbach. As he did so, he detailed why the Taylor Law requires reforming. Mr. Ciancia's remarks are excerpted below.

The Taylor Law as it exists becomes a very one-sided law in favor of the employer if bargaining breaks down. The Public Employment Relations Board (PERB) has worked very hard to see that bargaining does not break down and, in most cases, is successful. However, when the bargaining processes reach the fact-finding stage, which is usually only after many months of intensive negotiations, PERB can only make a recommendation through a fact-finder's report for a settlement. If this recommendation is acceptable to the union, but not acceptable to the employer, a legislative hearing is then imposed. If the Legislature takes the side of the employer and also does not accept the fact-finder's report, the employees are left with nowhere to turn and must accept anything they are given by the legislators, no matter what. This becomes very difficult, placing the legislators in a position of having to do the job that management has failed to do over many months. They are disadvantaged since they have to absorb what was going on during the entire negotiating process prior to their receiving the ballot. In most cases they get very little time to look into both sides. Also the legislative positions are not full-time positions and sometimes they have to depend quite heavily on what management tells them. The legislators can then be subjected to some very stiff financial penalties.

There have been times in the past, because of the disadvantaged position legislators are placed in by management, when public employers came out of a legislative hearing losing some of the benefits that were negotiated in years past. If the employees can not accept this and decide to fight back by going on strike (which is what happens in private industry) we in public service are subjected to the following:

1. Loss of tenure for one year for each employee, thereby denying them the protection of the Civil Service Law against dismissal regardless of the number of years of service.
2. Loss of tenure for one year for each employee thereby making the employee "pay" the employer the equivalent of two days pay for each and every day on strike.
3. The leaders of the union can wind up in jail for participating in a strike with their fellow employees.
4. If the employees' union is found guilty of participating in the strike, they could lose their dues-checkoff privileges and be subjected to some very stiff financial penalties.

In short, the employee can do very well if the employees are forced to go on strike, and yet there are no penalties for an employer who is found guilty of negotiating in bad faith. By no stretch of the imagination can this be considered as fair treatment, especially when you consider (contrary to public opinion created by the press) that no working man or woman, public or private, likes to go on strike. Need, frustration, and desperation are the creators of a strike when all else has failed to resolve the problem.

Announce Labor/Management Committee: Parole Division

ALBANY—A statewide Civil Service Employees Association labor/management committee for employees of the new Division of Parole has been announced.

CSA president William L. McGowan has named the following persons to represent the union at labor/management meetings: Michael Bell, parole officer at Eden; Peter Beaudoin, senior parole officer at Buffalo; James O'Connor, senior parole officer at Latham; Donald Kinsley, parole officer at Ozone Park; Joseph Early, parole officer at Albany Area; Lawrence Bean, parole officer at Taconic; Robert Kent, parole officer at Binghamton; Nancy Morrison, senior stenographer at Syracuse; Paulie Wright, parole officer at Clinton; Sheldon Arman, parole officer at Plattsburgh; Alice Fisher, parole officer at Oswego; and Joseph Gaudio, parole officer in New York City.

Additional people may be appointed as needed, according to Mr. McGowan.

CSA collective bargaining specialist Jack Conoby will be the staff representative at the first labor/management committee meeting, which will be held this month. In attendance at the meeting will be Edward R. Hamrock, chairman of the Division of Parole, and Henry Bankhead from the personnel department of the Division, according to Mr. Conoby.

Mr. Conoby advised the more than 1,000 CSA members in the Division to get in touch with the committee member nearest them with suggestions for topics to be taken up at this and future labor/management meetings.

Parole became the newest division of state government on Jan. 1.

Form New GSEA Unit In Onondaga County

LIVERPOOL — The Onondaga County employees of the Department of Parks and Recreation, a newly formed unit of the Civil Service Employees Association, recently elected their officers.

They are president Fred Ladue, first vice-president James Bishop, second vice-president Anthony Sokolowski, treasurer Helen Windham, and secretary Florence Spencer.

The election committee included Palmer Brulidige, Dave Mollin, Raymond Oravecz, Michael Cahiers, James Abbott, Jeannette Haldpher and Anthony Arnold.

Mary Matteuon and Alan Cox comprised the nominating committee.

Onondaga Local Installs Leaders

SYRACUSE—Onondaga County Local 94 of the Civil Service Employees Association has announced the installation of new officers at a dinner ceremony held recently at the Camela Restaurant, in Syracuse.

James J. Moore, president of CSA Central Region V, administered the oath to the new officers who will represent the county Local for a term of two years. Those installed were Robert Cribit, president; Thomas Murphy, first vice-president; Joseph Caputo, second vice-president; Pat Callahan, third vice-president; Ventina Curvelli, secretary; Daily Greco, treasurer; Gerald Rosenman, Local representative, and Carm Bartholomew, corresponding secretary.

BINGHAMTON RETIRED MEET MARCH 27

BINGHAMTON—There will be a regular meeting of the Binghamton Area Retirees Local 952 of the Civil Service Employees Association 2 p.m., March 27, at Garden Village West, 50 Prout St., Binghamton.

Retirees from Broomos, Chenango, Otsego, and Delaware Counties are invited to attend. Ben Putter, director of Action for Older People, will be the guest speaker.
State Open Competitive Job Calendar

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

**FILING ENDS APRIL 3**
Adirondack Park Project Review Specialist I $10,714 27-709
Adirondack Park Project Review Specialist II $13,404 27-711

**FILING ENDS APRIL 17**
Cliff (Transportation Maintenance), Sr. $7,204 24-646
Chief of Regulatory Research $24,516 27-497
Gas Inspector $9,746 24-641
Gas and Meter Tester $8,251 24-640
Housekeeper III, Chief $18,383 24-622
Planner, Senior $11,983 24-645
Stores Clerk, Sr. (NYC Area Only) $8,251
Superintendent of Rehabilitation Hospital $35,000 26-717
Fiscal Administration $21,745 30-011
Welfare Inspector General Field Rep. II $13,604 24-647

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file with the Department of Personnel, 49 Thomas St., New York City 10013, open weekdays between 8 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 available only during the filing period.

By subway, applicants can reach the filing office via the IND Chambers Street BMT (City Hall); Lexington Rl. (Brooklyn Bridge). For information on titles, call 586-7580.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 1 W. Genesee St., Brooklyn 11201, phone: 964-8680.

The Board of Higher Education advises teaching staff applicants to complete the individual school's non-faculty jobs are filled through the Personnel Department directly.

STATE — Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2, 50th floor, New York City 10048 (phone 489-4360; 10 a.m. - 3 p.m.). State Office Building Campus, Albany 12239; Suite 760, 1 W. Genesee St., Buffalo 14202; 9 a.m. - 4 p.m. Applicants may obtain announcements by writing (the Albany office first) or by arriving in person at any of the three.

Various State Employment Service offices are located at the State Department of Civil Service for announcements, applications, and other details concerning the following titles can be obtained from the Personnel Offices of the agencies shown.

Federal — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York City 10007. Its hours are 8:30 a.m. to 5 p.m. weekdays only. Telephone 586-0888.

Audit, Accounting

ALBANY — The State Civil Service Department established an eligible list for professional auditing and accounting on Feb. 6, as the result of a November 1077 open competitive examination. The list contains 41 names.

State Highway Assembly

PUBLIC JOBS

State Highway Assembly

ADIRONDACKS

OPEN EMPLOYMENT

This group of Long Island state employees led by Irving Flamanbaum, left, president of the Civil Service Employees Association's Long Island Region I, were about to enter bus for trip to Albany when picture was snapped. Group made trip recently to protest policies of State Mental Hygiene Department.

OPEN EMPLOYMENT

STATEMENT OF JOBS

OPEN EMPLOYMENT

STATEMENT OF JOBS

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BOOKS NOT RETURNABLE AFTER 10 DAYS

Open Continuous State Job Calendar

Title

Salary

Exam No.

Actuary (Casualty), Associate

$14,769

20-416

Actuary (Life), Associate

$14,142

20-420

Actuary (Casualty), Principal

$22,694

20-177

Actuary (Life), Principal

$22,694

20-178

Actuary (Casualty), Supervising

$26,516

20-418

Actuary (Life), Supervising

$26,516

20-422

Dental Hygienist

$11,983

20-107

Dietetic Trainer

$10,118

20-888

Dietitian, Supervising

$10,714

20-885

Electroencephalograph Technician

$7,616

20-308

Engineer, Assistant Sanitary

$14,142

20-112

Engineer, Sanitary Inspector

$11,337-$12,375

20-109

Engineer, Senior Sanitary

$17,429

20-123

Food Service Worker

$5,827

20-302

Phlebotomist

$5,827

20-351

Legal Careers

$8,051

20-170

Medical Record Administrator

$11,337

20-348

Medical Hygiene Therapy Aide Trainee

(Reg & Spanish Speaking)

$7,204

20-394

Motor Carrier Transportation Specialist

$13,404

20-889

Motor Carrier Transportation Specialist (Spanish)

$13,800

20-889

Nurse I

$11,337

20-584

Nurse II

$11,337

20-585

Nurse II, Psychiatric

$11,337

20-586

Nurse II (Rehabilitative Nursing)

$11,337

20-587

Nurse, Licensed Practical

$8,523

20-391

Ophthalmic Assistant

$5,681

20-309

Ophthalmic Technician

$7,616

20-307

Ophthalmic Technician

$8,051

20-314

Physical Therapist

$8,051

20-172

Physical Therapist, Senior

$12,760

20-138

Physical Therapy Assistant I & II

$9,029

20-175

Psychiatrist

$27,942

20-842

Psychiatrist II

$33,705

20-843

Radiologic Technologist, Therapy

$5,827

20-351

Registration Technologist, Therapy

$5,827

20-351

Stationary Engineer

$10,118

20-100

Stationary Engineer, Assistant

$9,546

20-303

Stationary Engineer, Senior

$14,142

20-101

Vestry Operator

$5,681

20-307

Vocational Rehabilitation Counselor

$14,142

20-140

Vocational Rehabilitation Counselor

$11,983

20-140

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above, as well as examination for Stenographer and Typist.

State Office Building Campus, Albany City, Albany, New York 12239.

State Office Building, Albany, New York 12232.

You can also contact your local Manpower Services Office for examination information.
I Association's Local 152, works at Attica Correctional Facility, a 55-acre rural prison surrounded by a concrete wall that extends 30 feet above ground and 12 below.

Are all these gates—which slam shut with the finality of death—disturbing?

"There's a very definite psychological reaction when you approach them, Mr. Becker said, and it's not accidental. It's very foreboding and the feeling they give is one of oppression. But after five years, I have no problems at all."

Jeanne Westby, teacher of English at the Bedford Hills Correctional Facility, has had similar experience. "There was a time I forgot I was in a prison and times when it was very, very evident. When a resident tries to escape, they lock everything down and I can't move, and the residents can't move. It's a very nervous situation and then you know where you are."

Edward Gorton, a math and reading teacher at Wallkill Correctional Facility, said he feels safer in the prison than he does in his own home. In 16 years, he's only seen two fighting incidents and neither were directed at him. He explains his success with inmates saying, "I treat the class. At least it seems so.

All aren't so equitably treated in the Corrections system, however.

A problem that Attica shares with the general population is that the facility is a recipient of dumped mental patients. A few years back, when the state began releasing these patients into public mental hospitals, a lesser known facet of that program was that the state released the dangerous mental patients into unprepared correctional facilities like Attica.

Ossining Correctional Facility

by Ronald Marx, the State Correction Department CSEA Board representative and president of Local 151 at the Clinton Correctional Facility, has noted the first of a series of labor-management meetings with the Corrections Department.

Other problems faced by Corrections teachers, cited by Ronald Marx, the State Correction Department CSEA Board representative and president of Local 151 at the Clinton Correctional Facility, have been the political appointments made at the top echelon of the system.

"The three top men in the department," he said, "have .. five years of corrections experience among them.

David Miller, president of CSEA's Local 151 at the Attica Correctional Facility, attributed another problem to "political hacks at the top who don't understand how a prison works." He said that the department is planning to institute a "Comprehensive Day," which will mean that inmates will switch from a full day of work activities to a half day of work and a half day reserved for administrative activities.

While this will prevent inmates from being called out of work assignments and classes, Mr. Miller stressed that it will mean more work during the "day, they'll have too much free time."

In addition, this plan will involve a reduction in the number of teachers and service people.

He also said that locally, the teachers are forced to work from 1 p.m. to 9 p.m. in violation of their contract. When Mr. Miller brought this to the attention of the supervisor, he was reportedly told, "If you don't like working here, find a job elsewhere."

CSEA's state-wide institutional teachers committee, has held the first of a series of popular titles committees, has held the first of a series of labor-management meetings with the Corrections Department.

It's Foreboding First

by RON KARSTEN

Richard Becker is a teacher. He arrives at work at 7:30 a.m., and says good morning to a guard in a glass booth. The guard opens up three electric gates, which are used to control the administration building but further than that from the classrooms.

A guard boxes open another electric gate, and this leads to the lobby. Half a dozen more electric gates get him to the A-block gate, which is a manual gate requiring a guard to open it with a key. It's 200 yards through Cell Block A until he reaches "Times Square," where the four main cell-block corridors come together.

He goes through another manually opened gate here, turns right and heads down the next Cell Block D to another manual gate has to be unlocked. Then he's at the chapel. He goes up three stories and down to the end of the hall to his office.

Mr. Becker, president of the Civil Service Employees Association's Local 152, works at Attica Correctional Facility, a 55-acre rural prison surrounded by a concrete wall that extends 30 feet above ground and 12 below.

Some Inmates Succeed

by Jeanne Westby and Resident Peter Willis

Prison rooms are blue and white and there are flower gardens around the buildings. The chain link fence surrounds the facility, and it is to keep people out, to lock inmates in.

Take the case of an inmate who had a pet squirrel. He didn't have enough money to buy him, and his chances of passing were very good. "There are many, many like her."

Peter Willis, vice-president of CSEA Local 162 and a math teacher at the medium-security Coxsackie Correctional Facility, called his work with inmates "emotionally demanding, but it is the most satisfying work I do. But many times," he adds, "It is, in fact, rewarding."

He said that all instruction at Coxsackie is modular. Assignments are tailor-made for the inmates and they proceed at their own rate. During the most recent survey of school successes, 96 high school equivalency diplomas were awarded in a one-year period.

Mr. Gorton said that he had an inmate who, in two years, earned both a high school equivalency diploma and an associate degree in sociology. He added that he never looks at inmates' records because he does not want to form prejudices about his students. He said that in two cases he has had to fire a teacher.

In problem situations, Mr. Gorton tries to motivate an inmate by dealing with his interests. "If you force him to the side and tell him, 'You can't do that,' he says, 'Ask, 'Are you reluctant to get involved because you're afraid you don't know anything? Then I tell him, 'There's nothing wrong with not knowing anything now, but if you stay here for two years and still don't know anything, that's your fault.'"

Mr. DePew said that nearly all of his students at Elmira come out of the facility with a trade they can sell. His students worked on the South Mall project in Albany and many get jobs as carpenters, electricians and plumbers when they leave. "In 13 years, I only know of two men paroled from my shop who have nothing."

Corrections teachers respond very emotionally to claims that prisons don't rehabilitate. "For me, it's the people I'm working with that keep me going," said Mr. Becker from Attica. "On what criteria do you base rehabilitation? There are a lot of reasons for redefinitions. Everything else has failed. We can get an inmate a high school equivalency diploma, but when he gets out on the street, who's going to get him a job?"

"If he gets out on a Friday and the welfare and employment offices don't open until Monday, what's he going to do?"

He now can make a lot of money hustling one thing or another. Why should he take a job pushing a broom at minimum wage? There needs to be a more coordinated effort.

Mr. Miller, at Albion, said, "Personally, I think it's like saying high schools are a waste just because they don't guarantee a job. You may not be able to demonstrate that what we give them is rehabilitation, but you can't demonstrate the reverse either. If you give them something positive while they're here, there's just a much less chance that they'll do something negative when they get out."

Categorically, prison life is not good. One teacher said that if the Governor's proposal for life sentence existed, he would have to become law. He said the prisoners were so incarcerated for killing anyone and everybody he had to order in order to escape. Things are lighter, however, at Albion, the minimum security correctional college campus. It was built out of public works funds in the 1930s. It's a redbrick facility where inmates may be sent if they are well-behaved and require no parole. Two hundred fifty men and 56 women share certain facilities and are due in the coming years to share more. The school is a famous black Americans