McGowan: Knock Out AFL-CIO

Montgomery Local Talks Of Striking

By KENNETH SCHEFT
AMSTERDAM — Members of the Montgomery County Local of the Civil Service Employees Association voted last Tuesday night, Feb. 14, to empower their negotiating team to take whatever steps necessary to settle the dispute between the County and the CSSEA. The measure, which grants the team power to call a strike of all 600 county workers, was passed with only two dissenting votes out of about 260 cast.

The following evening the first informal fact-finding session was held between the county's negotiator, Joseph Kelly of Thealan Associates, CSSEA collective bargaining specialist Harmon Swits, and the Public Employment Relations Board appointed fact-finder, Paul Prosper.

Also present was the CSSEA negotiating team headed by William Zippiere. According to a union source, no progress was made at the meeting, but a network of possible by "the continued growth of member participation and the favorable claim experience."

The dividend for individual policyholders is based on specific age groups and is applied to the annual premiums payable for coverage which was in effect for the entire policy year from Nov. 1, 1976 to Oct. 31, 1977.

The current dividend rates based on age group are:

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William L. McGowan said a state supreme court justice last week determined that 5,000 out of about 19,000 signatures submitted by the challenging organization, PEF, were disallowed by PERB as part of the showing of interest requirement. "The remaking signatures are substantially unchecked and unverified, and therefore are highly suspect as well. Since the total puts PEF right on the borderline in meeting the 20 percent showing of interest requirement, I don't have a doubt in the world but that they actually fall short of the required number. But unfortunately, we'll probably never know," he said.

State Supreme Court Justice Con Cholakis, ruling in a suit brought by CSSEA that sought to force PERB to verify signatures submitted for authenticity, noted that PERB merely checked signatures against a master list of employees in the unit and "placed great reliance upon the...

19,000 Due CSEA Insurance Dividends

ALBANY—Over 19,000 members of the Civil Service Employees Association who are policyholders in the CSEA-sponsored Supplemental Life Insurance Plan will share in some $278,000 in dividend checks being mailed out this week.

The dividend declared by the Mutual Life Insurance Company, which underwrites the CSEA supplemental life plan, is an increase from that declared in the last policy year and was made possible by "the continued growth of member participation and the favorable claim experience."

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move and would probably do so. In the meantime, however, the Commission has been operating on a two-member basis in making policy decisions, and bipartisanism is non-existent for the time being.

Comptroller Arthur Levitt has named Calvin M. Burger, counsel to the State Retirement System, as chief counsel to the state Department of Audit and Control. He succeeds Theodore Spats in that post. Mr. Berger at one time was an assistant state attorney general.

The Governor, who has been open for about a year and it was assumed a third vacancy. The third spot is non-existent for the time being.

A Democrat, Victor S. Bahou, was appointed by Mr. Carey as chairman of the Commission and he is assumed a liberal by the Republican-dominated party.

The Republican-dominated party is thinking of adding another Democrat to the vacancy that Mr. Bahou was appointed. Mr. Carey is thinking of a non-partisan membership on the Commission. Furious Republicans concede the unpopular Mr. Carey as chairman of the Commission. Furious Republicans concede the unpopular Mr. Carey as chairman of the Commission. It doesn't appear to end? It doesn't seem possible, but the rumor here in Albany is that Governor Carey is thinking of adding another Democrat to the vacancy on the Commission.

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Lake Central School District,visor, received this year's Annual Commissioner Award from the Office of Drug Abuse Services. Deputy school district.

Commissioner Marguerite Sanders, at the microphone, made the award during a luncheon on Feb. 10, at Bouef's Restaurant, Manhattan. Seated right is Mr. Frevert's wife, Ann.

**CSEA Aims At AFL-CIO**

(Continued from Page 1)

Certificate of authenticity" filed by FEPC that the signatures were valid. But he refused to order PERB to verify the signatures, saying "... it is not for (CSEA) or this Court to substitute its judgment for that of an agency..."

Mr. McGowan said, "Everyone now knows that a very large number of signatures presented to PERB and supposedly authentic were thrown out, and it's too bad the court didn't take the time to order a verification of the signatures and order a verification of the remaining signatures because I think this election is not free and fair and does not meet the requirements of the law.

And Mr. McGowan, pledging an all-out, no-holds-barred campaign between now and when the election ballots are counted on April 12, said he is calling in every field representative, organizer and other field-relates people on the union's staff to Albany late this week for a final strategy meeting. "CSEA has a great message to take to the PEF/STR people, and we're going to do everything possible to think PS/T&F people have a great opportunity to wipe the AFL-CIO right out of the public employed area in New York State in this campaign, and I have great confidence they will..."

CSEA Hiring Computer And Research Personnel

ALBANY—The Civil Service Employees Association is seeking applicants for two staff vacancies relating to computer services and research, according to Thomas S. Whitney, CSEA's director of employee relations and personnel.

A vacancy exists for a computer services manager who will work under the general direction of the comptroller and be responsible for all headquarters computer applications and records. In addition to maintaining day to day liaison with the computer bureau, the position will oversee the input/output control section and the keypunch section. Minimum qualifications for the position include; a bachelor's degree, preferably with business administration specialization; a minimum of five years' experience in computer science and five years of satisfactory experience in modern languages such as Fortran, Cobol or PLI and supervision of the systems development and implementation function of a third generation computer installation such as an IBM 374x or a satisfactory combination of the above experience and education.

A vacancy also exists for a research assistant in the New York City area. The employee will assist in computing data for CSEA local residence, a car and a driver's license are required. A bachelor's degree is a minimum educational requirement, preference given to candidates with statistical, economic or labor relations. The candidate must be able to present data in a tabular form and prepare research for use by negotiators. Starting salary is $12,258.

CSEA opposes such re-negotiation and says that the demand changes the Superintendent is seeking would cause irreversible harm to the employees and to the union in its efforts to represent such employees.

CSEA is seeking the Public Re- ses List Board to direct the superintendent to sign the agreement as reached by the union and the school district.

CSEA Files Class-Action NYC Snow-Days Grievance

ALBANY—A class action the Civil Service Employees State employees affected by the snowstorm last week, the CSEA president said, has been filed by Association on behalf of all state employees covered by the CSEA and CSEA covering each of the four bargaining units represented by the union.

CSEA demanded in the grievance that employees who did not report to state offices last week, but were ordered closed by Individual management personnel, be reimbursed on an overtime basis. A further demand calls for the end of further "lock-outs" of employees.

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"Many employees were already at work and forced to leave when the offices were closed," Mr. Carey said. Many others were already contracted to work and found themselves "locked-out" when they arrived. All of the employees were required to charge leave credits. Numerous other employees would have gone to work on those days if they had not been "locked-out" by the closing of the offices." The grievance covers all state offices in the New York City area.

Referring specifically to the Feb. 7 "closing," Mr. Carey said, "The state did not follow any state offices last week, but apparently some work locations were closed and every state management personnel. It is our contention that such closings were made without proper authori-

Montgomery Local To Fact-Finding; Consider Strike

(Continued from Page 1)

Fact-finding is March 2.

CSEA Region IV public relations specialist Daniel Campbell charged that the county super-

visors who had given themselves a 4 percent raise would not grant raises to county workers unless they agreed to diminish their benefits and increase their work hours.

"If the county is offering you a 4 percent raise, they want you to pick up the cost of 1/4 of your dependent health coverage, which equates 4 percent of your salary," Mr. Swits said. "Or the county would give the workers a 4 percent raise if they would agree to abolish summer hours.

Along with this reduction in coverage and increase in work hours, the County also wants to do away with four page of con-

"The board has directed me to propose a standard office work-

week, 35 hours year. It sounds as if he's asking me to drop the county's proposals," Mr. Kelly said. Mr. Kelly said that the board is not negotiating. Mr. Campbell said that he did not bring a union counter offer back to the County precluded negotiations.

The address is: Civil Service Leader, 233 Broadway, New York, N. Y. 10007.

In making a demand for ar-

The United States Civil Service employees and CSEA covering each of the four bargaining units represented by the union. The United States Civil Service employees and CSEA covering each of the four bargaining units represented by the union.

M. Carey, CSEA's director of member services, charged that the State's handling of the situation violated provisions of all four contracts between the State and CSEA covering each of the four bargaining units represented by the union.

The United States Civil Service employees and CSEA covering each of the four bargaining units represented by the union.
Levitt Still Stands Firm On Pensions

ALBANY—State Comptroller Arthur Levitt says many people are urging him not to back down on his stand against investing state employee pension funds in New York City bonds without proper security.

Mr. Levitt is insisting on an "iron-clad" federal government guarantee before purchasing city securities with the $9 billion in retirement reserve funds. The state comptroller is the sole trustee of the funds.

Using some state and city officials as part of a plan suggested by some federal, state and city officials as the best way to solve New York City's fiscal problems.

Mr. Levitt, speaking to an informal meeting of the Legislative Correspondents Association, a group of reporters of the state capitol, said New York area officials are trying to force him to invest funds in city securities. He said no one has come forward with a feasible plan.

The U.S. Senate Banking Committee, headed by Senator William Proxmire (D-Wis) unanimously called for a halt to federal loans to the city. The committee said the City and State could use a $7-billion relief fund.

The pension funds is [sic] part of a plan suggested by some federal, state and city officials as the best way to solve New York City's fiscal problems. The state comptroller is the sole trustee of the funds.

Levitt was too valuable a public official to lose Mr. Kilbourn replied, recently, saying he agreed with Mr. Levitt on the pension controversy but stopped short of saying he would urge his fellow GOP leaders to nominate him.

"The Republican Party has a number of outstanding possible candidates for comptroller, and certainly no one would be considered for this sensitive post who would not be completely trustworthy to protect the funds of your neighbors and the State's employees," Mr. Kilbourn wrote.

Mr. Kilbourn urged Mr. Bendet and his followers to support the Republican candidate whoever he is.

Mr. Levitt said he has not given much thought to what he will do if he loses the Democratic nomination for the post he has held since 1963. He indicated he may run as an independent if the Democrat don't renominate him.

State Promotional Job Calendar

FILING ENDS FEB. 27

Aafl, Dir. Environ. Conserv., Law Enforc. $21,545
Dir. Land Res., Regional $13,700

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

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City of New York, the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9:30 a.m. and 4 p.m. Special hours for Thrusdays are 9:30 a.m. to 6 p.m.

For job counseling applications by mail must include a stamped, self-addressed envelope, to be returned to the Department at least five days before the deadline. Announcements are available at least five days before the filing period.

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); or 6th Avenue (Brooklyn Bridge). For information on times, call 586-8700.

Several City agencies do their own recruiting and hiring. Their include: Board of Education, Teachers College, BAE, Court St., Brooklyn 11201, phone 586-8600.

The Board of Higher Education advises teaching staff applicants to contact the individual school where the family jobs are filled through the Personnel Department directly.

STATE — Federal offices of the State Department of Civil Service are located at the World Trade Center, Tower 2, 45th floor, New York 10048 (phone 488-4248, 10 a.m.-5 p.m.); State Building Commission, Battery 3 Broadway, Suite 706, 1 W. Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applications must be submitted by mail.

Various State Employment Service offices can provide applications in person, but not by mail.

For positions with the United States Department of Agriculture, office located throughout New York State, applicants should contact the Staffing Service, U.S. Department of Agriculture, East River Center, 7th Floor, Brooklyn 11201; phone 586-4161.

FOR MORE INFORMATION — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 9 a.m. to 5 p.m., weekdays only. Call 384-6543.
Women victims... caught in the bottomless glass trap of alcoholism...

Yes, caught... inescapably trapped... lonely... frightened, confused and secretly desperate. Perhaps she’s a troubled housewife... a fearful mother... a pressured teenager... or a burdened business woman no longer youthful... an unneeded grandparent... sister... sweetheart... somebody’s someone—someone trapped within today’s Number Three Killer-Disease.

She drinks too much... too fast and too often... and all too soon—it will be too late. Can this tragic person be you—or perhaps a someone you know well?

Well, whoever—there’s help and there’s hope for her now.

We of Brunswick House have developed a very special program to meet the very special needs of the woman problem drinker. She is treated primarily by women professionals who have the sympathetic understanding that only a woman can have of another... understanding of those sensitive feminine attitudes that make women victims of alcoholism so very different from man.

While Brunswick House continues to advance its already outstanding reputation for the effective treatment of problem drinkers, we now extend a welcome to that type of woman whose drinking problems are out of the ordinary.

Supported by the professional expertise of specialized personnel throughout our five completely accredited hospitals, the new women’s residential treatment program is so unique that there’s no other like it—anywhere. Further, we are approved by Blue Cross, Medicare, and most major medical health insurance plans.

So, no matter who she is... what she does... or wherever she lives... immediate help and hope are just a phone call away at:

(516) 264-5000/Extension 361.

And call anytime—24-hours, seven days weekly.
We have heard so many tiresome complaints about the so-called laziest and indifference of civil servants that we have grown weary.

Too often, civil servants are rated as overcompensated, underworked and pampered. Public employee unions are sometimes blamed for just about every ill that befalls a community.

This explains, perhaps, the attitude that prevailed when employees from New York City and other agencies and locals underworked and pampered. Public employee unions are since they had rarely worked for their pay.

It happened during the recent snow storms. Sanitation workers, who put in many long and difficult hours to clear roads and highways during and following the severest storms across the state were forced to suffer more than anybody else during the fiscal crises created by budgetary misdeeds of years past. When workers were laid off their jobs because public treasuries were low, we heard too often from many people that the victimized employees deserved their fate since they have rarely worked for their pay.

It is refreshing, occasionally, to hear a different tune. It happened during the recent snow storms. Sanitation workers, who put in many long and difficult hours to clear roads and highways during and following the severest storms since the Day After Christmas snowstorm of 1947, received well-deserved praise from many public officials. New York City's relatively rapid recovery was due primarily to the hard-pressed sanitation workers. Services from many other communities across the state came to the aid of hard-hit Long Island and did what officials called a masterful job.

We hope the public image of public employees has somewhat changed for the better. They certainly deserve that, to say the least. (H.A.T.)

Victims Of The State

Until now, we have kept our silence over the outcry following the alleged inhuman dumping of former mental patients.

Even though the controversy has become the battle cry of the Civil Service Employees Association, we felt it was wiser to withhold comment until time permitted a careful analysis of the problem.

We now find it necessary to side with critics of the program state officials call deinstitutionalization. We believe deinstitutionalization, well-intended as it may have been, is a sham perpetrated on the public. Mental Hygiene workers and, above all, on the patients. Under the program, officials have proved to be overeager to release a patient before he is ready to face the outside world. This is the real tragedy of the issue. Residents of communities where the so-called dumping occurred also have the right to be up in arms, since the policy affects their lives and communities. But the real victims are the patients.

True, mental patients should be returned to regular community living as soon as feasible. That should be part of their recovery program. But dumping them is merely changing them from wards of the state to victims of the state.

The Governor and legislators should be aware of citizen views on this issue. We urge readers to send them letters and telegrams expressing their views. (H.A.T.)
The New York City Transit Retirees of Florida, Inc. is a group described by their name. They put out a monthly newsletter and have many activities. Their address is P.O. Box 3102 Independence, Florida 33034.

The publication deals with such matters as Medicare changes and social activities of all groups.

The "Law of the Elderly" is the latest special guide for practicing attorneys. Published by Practicing Law Institute, 810 Seventh Avenue, New York 10019, it deals with benefit programs, health services supplemental security income procedures before the Social Security Board, ability insurance, retirement income plans, the federal Medicare program, andMedicaid in New York, California and Florida; age discrimination in employment, laws regarding money management for senior citizens, including a section on fraud schemes, and a chapter on ombudsmen.

There are also summaries of the membership meetings with gifts of body parts, insurance supplements to Medicare, Individual Retirement Accounts, and other matters. The book sells for $35.

The New York State Pension Commission held hearings last month to study public employer pension systems. The committee was especially interested in how they deal with disability benefits. In general, state employees are entitled to 33 to 75 percent of their final average monthly earnings. It will also study the administration of the disability program, particularly with reference to the "hearth bill" which presumes a heart condition arises from certain types of work. As a public service, the Leader continues to publish the names of individuals who are benefitaries of unclaimed checks from The Civil Service Employees Retirement System and the State Policemen's and Firemen's Fund. The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to obtain the funds.

(Retrieved from Page 5) to a polygraph lie-detector machine, operated by an expert, with regard to the question concerning only his official conduct in the office. The court distinguished the case by pointing out that the town sought to use a psychometar and not a polygraph. Unlike the polygraph, the reliability of the psychometar is highly questionable, according to one observer, the person who was supposed to administer the test conceded that he had no professional training. Therefore, the Dolan case will not control here and petitioner's refusal to take the test was a justiciable issue to an arbitrary order. McGinley v. Town of Greenburgh, 389 N.Y.S. 2d 236.

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LETTERS TO THE EDITOR

Goats in The Flock

Editor, The Leader:

I find your CSEA Calendar interesting. The CSEA takes our "money to represent" us, but the only meetings are parties or social events.

In other words, the Governor decides what he wants us to do and the CSEA makes sure it happens. We want to have and what we want isn't even considered.

Maybe the union can take this chance to find out if PEF has membership meetings! You always have 25 years, but the Agency Shop has run goats into your flock—and these are people worthy of their representation, not dictation.

A.J.F.

(Name Withheld by the Editor)

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The idea of a perfected therapeutic environment ending assaults against staff is basically a sound one, Dr. Barton said: “Like Medicaid and Medicare, marvelous ideas, but always being used.” Craig Developmental Center director, Nadine Hunter, agreed: “The problem of assaults against staff should be ‘dramatically reduced,’ if the right therapeutic atmosphere is maintained.” Of course, there will always be some incidents because of the nature of the work. But it may be as smart to use the funds to provide adequate staffing, effective training, well-designed facilities, and more treatment programs to reach that level of perfection. Until then... "We do the best we can..." Dr. Hunter said, "Up to the limit of that day and the number of employees we have.

There is a problem in the system where assaults against staff are much lower than in New York City institutions, where there is greater anonymity. Establishment of the kind of ideal therapeutic atmosphere, which Dr. King and others are as to way to minimize assaults, seems more by now a community system.

Olive Pitt has been a head nurse at Bronx Psychiatric Center for the last 10 years. Last December she has been assaulted and seriously injured three times, and nearly died. She is, as she described it, "in the eye of the storm.

A similar problem was experienced at the Brooklyn Psychiatric Center. The superintendent of that center, Ms. Davis, said that the problem of assaults against staff is much lower than in New York City institutions.

Next: Worker Rights
State Open Competitive Job Calendar

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

5 percent salary increase anticipated April 1, 1978

FILING ENDS FEB. 27
Clerical Positions Outside NYC
(Account, Audit, Statistics Clerk)
$6,450 24-567
Assoc. & Princ. Budget Examiners
$21,545 & 26,516
(General)
$7,700 27-704
(Management)
$7,701 27-705
(Public Finance)
$7,702 27-706
(Employment and Training)
$18,000 27-493
Asst. Manager, Contract Admin.
$25,000 27-494
Manager, Contract Admin.
$125,000 27-495

FILING ENDS MARCH 6
Tax Technician Trainee I (Reg. & Sp. Spacing.)
$9,723 24-325
Drafting Technician (Architectural), Sr.
$11,537 24-533
Unemployment Insurance Investigator Trainee
$10,118 24-328
Unemployment Insurance Investigator
$11,337 24-329
Public Health Representative I
$10,118 24-336
Public Health Representative II
$11,938 24-337
Chief, Gas & Petroleum Safety
$26,516 24-338

FILING ENDS MARCH 13
Hearing Reporter
$11,557 27-492

Deputy Wins

(Continued from Page 1)

It turned out, however, that signatures to the contract belonged to other officials, and that the county attorney should have investigated the ownership.

A second charge was that Mr. Garty had purchased a 1974 model of equipment which was actually manufactured in 1973. It developed that the 1973 model was "considered a new model" and therefore a 1974 model.

The automatic reinstatement of the deputy superintendent carried with it back pay, which will have to be determined by a lower court.

New Coordinator

(Continued from Page 4)

The Coordinators may be reached in Albany at (518) 467-3180 and in New York City at (212) 499-6270.

Ma. Weiner is a graduate of the Montreal General Hospital School of Nursing. For the 10 years, she has been employed by the Employee Health Service of the Department of Civil Service. She was also head nurse of the Montreal General Hospital and served as student nurse in Montreal.

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"IF YOU'RE W ILING TO BE IN THE DRIVER'S SEAT FOR A VERY WILD RIDE, 'BLUE COLLAR WILL DELIVER A PUNCH YOU WON'T EASILY FORGET. PRyor'S BEST PERFORMANCE TO DATE."

RICHARD PRYOR
"THE PERFORMANCES ARE ALL EXCELLENT," Richard Pryor has a role that for the first time makes use of the wit and fury that distinguish his straight comedy routines. IT IS A SNEAKY FUNNY PERFORMANCE RIGHT UP TO THE FILING HURRY FREEZE-FAME ENDING. 'BLUE COLLAR' is at its best describing the quality of the day-to-day life of its three leading characters... each in his own way is a very angry man."-VIRGINIA KEMP MY TIMES

"BLUE COLLAR MAY LINGER IN THE MIND WHEN A LOT OF SLICKER, MORE EASILY ASSIMILATED MOVIES HAVE PASSED BEYOND RECALL."

THE MAGAZINE OF DR. RALPH R. BERGER, DENTAL EMERGENCY
"FULL TIME DENTISTS DENTAL EMERGENCY SERVICE"
No emergency call for emergency, free estimates.
Day & Night Hours
Mon. - Fri. 10 am-5 pm.
Sun. 10 am-5 pm.
All Union Plans Accepted.

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Blue Collar
TOWN SAYS THANKS
North Hempstead Town Supervisor Michael J. Tully, Jr., left, and Town Councilman Charles J. Soschilie present an award for outstanding service to retiring town employee Douglas Rankin. Mr. Rankin worked at the Rocklyn Incinerator for 10 years.

The Federal Employee
By Peter Alison

Demotions Voided
The pressure to be able to fire or demote federal civil service employees without going through the complicated procedures now required by law, may result in a "no fault" insurance against demotion. A bill would restore the grades of almost all government workers demoted since Jan. 1, 1977. This is in line with President Carter's promise that no one would be demoted because of his reorganization plan. The President is supporting the bill insofar as it affects workers under reorganization.

Postal workers forced to take on unscheduled overtime will be paid as a result of a U.S. district court decision. About 1,450,000 em­ployees and $1.1 million is involved.

A legal freeze on down-grading is in effect in federal agencies. Civil Service Commission guidelines will permit required cuts until Dec. 31, 1979, thus deferring job grade changes. A special campaign to eliminate overgrading is in the works.

A U.S. Supreme Court decision gives an employee of world or­ganizations the right to sue their employers if they have been improperly fired. This includes United Nations, World Bank, and the Organization of American States employees.

Postal union leaders, represent­ing 700,000 postal workers, will be negotiating a new contract within the next few weeks. They have been averaging 7.7 percent increases the past three years. The Carter Administration is trying to hold government em­ployees to a 5.9 percent raise— partly as an example to other non-governmental unions. Since they were removed from civil service, postal workers' wages have been running about 26 percent higher than the Civil Service grade five workers who were at a comparable level prior to the change.

Dental Plan
NEW CITY—Robert Watkins, president of Civil Ser­vice Employees Association Leitchworth Village Developmental Center Local 413, has announced that Don Cohen, a dentist located at 7 Elmwood Drive, New City, has agreed to accept the union's dental insurance plan. With the exception of de­ductibles and co-insurance, there will be no out-of-pocket costs to members.

The dentist has also accepted an aggregate family deduct­ible of $150.

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BOOKS NOT RETURNABLE AFTER 10 DAYS

GO TO HEALTH

BY WILLIAM R. WILLIFORD

3 Million Victims
Is your grandfather acting strange?
If he is, he might have it. Your teen-age son or daughter might also have it. It shows no respect for age or social status. Who knows? Even you might have it.

Anyone can catch it—evidenced by the fact that a new case occurs every 11 seconds, totaling over 3 million victims every year. Nobody is immune.

Should you be concerned? Yes, if you are sexually active and would like to stay that way. In fact, the more active you have been, the greater the chances of catching venereal disease. It is so widespread that it ranks only second to the common cold.

Venereal disease is a serious problem. Left un­treated, it cripples, paralyzes, sterilizes, blinds and kills. The important thing for all of us to know is that it can be treated most effectively. Most counties in New York State have free VD clinics that anyone of any age can visit to receive confidential treatment.

To find the location of the nearest VD clinic, you can use the following toll-free number: 1-800-523-1885. Your call will be treated confidentially and you will not be asked to give your name. The following VD facts will possibly help someone to make an important decision:

• Gonorrhea is the most common venereal disease. Infection is widespread.

• Some people think syphilis and gonorrhea are the same disease. They aren't. You can, however, have both at the same time.

• Gonorrhea symptoms usually appear in men within a week or two after infection—a discharge from the penis or rectum followed by pain in the testicles.

Women may have no noticeable symptoms. Often the only way men and women learn they have an infection is when their partners warn them.

• Untreated gonorrhea can cause sterility, gonococcal arthritis, and pelvic inflammation. It can also cause abnormal pregnancy. A child born to an infected woman may become blind after birth.

• Syphilis can be as deceptive as gonorrhea. Men may notice symptoms in the first stage—an open, painless sore called a chancre. With women, or male homosexuals, the chancre may be internal and may go unnoticed because it is painless.

• The symptoms of the second stage of syphilis may go unnoticed, or be attributed to another cause. Symptoms may include a general body rash, a rash on the hands or feet, or a rash on the genitalia.

• In time, the noticeable symptoms of syphilis will heal, but the disease stays on. Eventually, syphilis causes crippling, blinding, heart disease, or insanity. It is also possible for a pregnant woman with syphilis to infect her infant before birth.

The best advice is to know how to avoid VD. You can become a sexual isolate. If that's not appealing, there is a better way. If interested, contact your local, county, or state health department.
HELP WANTED M/F

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

Nurses, male and female. Reserve program through age 62 without medical examination. Spend one weekend in a two weeks; pay at Army or Navy, pay is the same. Select your own assignments. colonies, i.e., a nurse supervising a unit of the U.S. Army in the field. Salary varies, not below $200 per month.

Help Wanted M/F

SELECTED REGISTERS NEEDED FOR 100 SUMMER CAMPS LOCATED THROUGHOUT THE UNITED STATES.

JULY AND AUGUST. CONTACT ASSOCIATION OF PRIVATE CAMPS, 15 W. 43 ST., NEW YORK 19.

You may need to work part-time, full-time, or even overtime. You must be a graduate of an accredited school of nursing and be licensed in the state in which you are employed.

ATTORNEY, SR.

GRAD 19 training at the Federal Reserve Agency for permanent position in legal unit of the Agency responsible for disciplining Federal Reserve System Employees. Send resume and salary requirements to:

Mr. Fred Brown
Department of the Treasury
Washington, D.C. 20229

COUNSELORS

ASSOCIATION OF PRIVATE CAMPS, 15 W. 43 ST., NEW YORK 19.

You may need to work part-time, full-time, or even overtime. You must be a graduate of an accredited school of nursing and be licensed in the state in which you are employed.

PERSONAL ATTORNEY

ATTORNEY, SR.

You may need to work part-time, full-time, or even overtime. You must be a graduate of an accredited school of nursing and be licensed in the state in which you are employed.

Registered Nurses

ATTORNEY, SR.

You may need to work part-time, full-time, or even overtime. You must be a graduate of an accredited school of nursing and be licensed in the state in which you are employed.

LEGAL SERVICES

ATTORNEY, UNINCORPORATED.

You may need to work part-time, full-time, or even overtime. You must be a graduate of an accredited school of nursing and be licensed in the state in which you are employed.

HOME CARE HEALTH SERVICE

New available 24 hours in your home.

For your estimate, call Miss Co.

BARBER

ATTORNEY, SR.

You may need to work part-time, full-time, or even overtime. You must be a graduate of an accredited school of nursing and be licensed in the state in which you are employed.

LEGAL SERVICES

ATTORNEY, UNINCORPORATED.

You may need to work part-time, full-time, or even overtime. You must be a graduate of an accredited school of nursing and be licensed in the state in which you are employed.

DOMESTIC EMPLOYMENT

This position is available on a part-time, full-time, or even overtime. You must be a graduate of an accredited school of nursing and be licensed in the state in which you are employed.

CLASSIFIED ADVERTISEMENTS

VETERINARY MEDICAL ASSISTANT

You may need to work part-time, full-time, or even overtime. You must be a graduate of an accredited school of nursing and be licensed in the state in which you are employed.

LEGAL SERVICES

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Some of the probation officers who lined up outside General Post Office on Eighth Avenue, Manhattan, to sign up for postal jobs. At right is their union president, Jack Billi.

They Apply For Postal Jobs

### Bar Association Elects Lipkind

**BABYLON—**Leslie B. Lipkind, the Civil Service Employees Association's local president with a trustee. In protest, probation officers formed their own union and claim to represent 56 percent of the officers. UPD president Arnold Billi said his union filed Jan. 8 to be declared the official union. Mr. Billi said he hopes to have bargaining power by the end of March.

#### Open Continuous State Job Calendar

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary</th>
<th>Exam No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acharya (Casualty), Associate</td>
<td>$18,369</td>
<td>20-416</td>
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<tr>
<td>Acharya (Life), Associate</td>
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<td>Acharya (Life, Principal</td>
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<td>Acharya (Life), Senior</td>
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<tr>
<td>Acharya (Casualty), Supervising</td>
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<tr>
<td>Acharya (Life), Supervising</td>
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<tr>
<td>Dental Hygienist</td>
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<tr>
<td>Dietitian</td>
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<td>20-887</td>
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<tr>
<td>Electrician</td>
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<tr>
<td>Elecrician</td>
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<tr>
<td>Electrocenceograph Technologist</td>
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<td>Engineer, Assistant Sanitary</td>
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<tr>
<td>Engineer, Junior</td>
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<td>Engineer, Senior</td>
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<td>Food Service Worker</td>
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<td>Histology Technician</td>
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<td>Legal Careers</td>
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<td>Medical Record Administrator</td>
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<td>Mental Hygiene Therapy Aid Traineer</td>
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<td>Nurse</td>
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<tr>
<td>Nurse II</td>
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<tr>
<td>Nurse II (Psychiatric)</td>
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<tr>
<td>Nurse II (Rehabilitation)</td>
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<td>Nurse, Licensed Practical</td>
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<td>Nutrition Services Consultant</td>
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<td>Physical Therapist</td>
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<td>Physical Therapist Assistant II &amp; I</td>
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<td>Radiologic Technologist, Therapy</td>
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<tr>
<td>Stationary Engineer</td>
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<tr>
<td>Stationary Engineer, Assistant</td>
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<tr>
<td>Stationary Engineer, Senior</td>
<td>$10,714</td>
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<tr>
<td>Vertebral Operative</td>
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<tr>
<td>Vocational Rehabilitation Counselor</td>
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</tr>
<tr>
<td>Vocational Rehabilitation Counselor Train</td>
<td>$11,983</td>
<td>20-140</td>
</tr>
</tbody>
</table>

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, First Building, 1st Avenue, New York 10239 (518) 457-6616.
2 World Trade Center, 55th Floor, New York City 10007 (212) 468-4248.
Suite 750, Genesea Building, West Genesea Street, Buffalo, New York 14202 (716) 842-4260.

Details concerning the following titles can be obtained from the Personnel Offices of the agencies shown:

Specialist in Education—NYS Education Department, State Education Building, Albany, New York 12234.


You can also contact your local Manpower Services Office for examination information.
Stress Importance Of Better Communication Within The Locals

MALONE — Officers and delegates from 17 units of Franklin County Local 817, as well as other representatives from New York State Police and SUNY Potsdam Locals of the Civil Service Employees Association, attended a recent officers training session and grievance seminar conducted here at the William Mansfield Nursing Home.

Don Brouse, CSEA field representative, and Robert Fleury, president of the Franklin County Local, opened the session by introducing James Moore, president of CSEA Central Region V. For the benefit of new officers, Mr. Moore discussed the background of the CSEA, as well as the new staff structure and goals of the organization.

Edward Diamond, CSEA director of education and main speaker for the evening, stressed the responsibilities of new officers within the unit and Local.

"Your key function," Dr. Diamond said, "is to delegate responsibilities to the membership. Seek out those who are willing to give meaningful input, establish committees with chairmen who will be directly responsible to the unit or Local president. The office of president is a status position not to be taken lightly. It is the bound duty of each president, as the highest elected officer, to set standards and develop patterns for effective leadership."

Dr. Diamond closed his segment of the session with a pledge of continued support from Albany Headquarters in the way of future workshops and educational seminars arranged with the cooperation of Local and regional field staff.

Charles McGerry, regional public relations specialist for the CSEA, spoke to the group concerning ways of improving communication within Franklin County units and the overall Local. He also suggested plans be formulated for one or more newsletters and suggested ways of establishing better communication within the Local by using services provided by news media.

Don Brouse, CSEA field representative for Franklin County, reviewed the key points of grievance procedure. "Document the facts," Mr. Brouse said. "Remember your who, what, where, when rules and get them on paper. Above all, be timely." he concluded.

The session ended with an invitation and reminder from Mr. Moore to officers and delegates about attending the upcoming Region V conference scheduled for March 3 through 5 in Binghamton.

Edward Diamond, CSEA director of Education, emphasizes the importance of strong leadership to Franklin County Local 817 officers and delegates at a recent Capital Region V training session and workshop held in Malone.

Buffalo Local 003 president Peter Blauhoeer reads over some of the material that was distributed at the grievance seminar, held Jan. 17.

From left are statewide and Local education chairwoman Celeste Rosenkranz, vice-president Frank DeGeorge, Buffalo Local 003 president Peter Blauhoeer, Administrative Unit vice-president Patricia Pfleger and Operational Unit vice-president Richard Szymanski.

Officers of Buffalo Local 003 include from left, treasurer Stanley J. Jarosz, executive vice-president Cyril Gross, CSEA field representative Tom Christy, recording secretary Christine Kaspnyk, and corresponding secretary Ethel M. Diekinson.

Department of Transportation representative John O'Hare listens during discussion about grievances.
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>Grade</th>
<th>Salary</th>
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<tbody>
<tr>
<td>Communications Technician</td>
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<tr>
<td>Data Technician</td>
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<td>$26,000-28,000</td>
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<tr>
<td>Dental Hygienist</td>
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<td>$28,000-30,000</td>
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<td>Electronic Accounting Machine Operator</td>
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<td>Electronic Technician</td>
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<td>Engineering Draftsman</td>
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<td>Engineering Technician</td>
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<td>Specifications Writer</td>
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<td>Fiscal and Accounting Support Positions</td>
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<tr>
<td>Medical Aid (Sterile Supplies)</td>
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<tr>
<td>Nuclear Medicine Technician</td>
<td>6.5</td>
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<tr>
<td>Physical Therapist</td>
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<td>$25,000-27,000</td>
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<tr>
<td>Power Folder Operator</td>
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<tr>
<td>Power Transformer Operator</td>
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<td>Sales Representative</td>
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<td>Shorthand Reporter</td>
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<td>Travel Clerk (Type)</td>
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<td>$25,000-27,000</td>
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TRAVEL AND CRAFTS
No Written Test

<table>
<thead>
<tr>
<th>Title</th>
<th>Grade</th>
<th>Salary</th>
<th>Notes</th>
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<tr>
<td>Hotel Plant Operator</td>
<td>5</td>
<td>$25,000-27,000</td>
<td></td>
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<tr>
<td>Chief Engineer (Ferryboat)</td>
<td>5</td>
<td>$25,000-27,000</td>
<td></td>
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<tr>
<td>Master (Ferryboat)</td>
<td>5</td>
<td>$25,000-27,000</td>
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<tr>
<td>Ordinance Equipment Mechanic</td>
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<td>$25,000-27,000</td>
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</tr>
</tbody>
</table>

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After Law
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ANCHOR REALTY COMPANY, 465 Fifth Ave., N.Y.C. N.Y., a Subsidiary of Limited Partnership Limited Partnership of Robert C. Hallock Staffing Service, 880 6th Ave., N.Y.C. N.Y., is seeking a Limited Partnership of Limited Partnership with prior experience in Accounting and Real Estate. The position is open to both men and women. The salary is $25,000-27,000. Applications should be submitted in writing by February 1, 1973. The successful candidate will be able to work in both the office and field offices.

MAJOR KHOI T. TRANG, 23, U.S. Army, 424-77th Infantry, 1st Cavalry Division, 124th Infantry, was killed in action on November 19, 1969, in the Republic of Vietnam. He was a son of Mrs. H. T. Trang and a graduate of Lincoln High School, N.Y. City. He is survived by his parents, a brother, and a sister.

**LEGAL NOTICE**

CARLYLE BUSINESS AGENCIES, 57-61 West 86th St., New York, N.Y., is seeking two new clerical personnel. Responsibilities include filing, typing, word processing, and other general office duties. Qualifications: High school diploma, plus one year of related experience. Applicants should be able to work independently and be detail-oriented. The hours are Monday through Friday, 9:00 a.m. to 5:00 p.m. The starting salary is $30,000-32,000. Applications should be submitted in writing by February 1, 1973.

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- Orca monitoring
- Orca rescue

- Orca protection
- Orca rehabilitation
- Orca monitoring

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- Orca breeding
- Orca conservation

- Orca education
- Orca protection
- Orca rehabilitation

- Orca monitoring
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- Orca protection
- Orca rehabilitation
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The most populous titles committee of the Civil Service Employees Association's Professional, Scientific and Technical Unit met Feb. 5 at the Thruway House, Albany.

By RON KARTEN

ALBANY—"This is one of the biggest clerical operations in the country," said Santa Orsino, president of the Civil Service Employees Association's Taxation and Finance Local 608 in Albany. She said that 800 temporary clerical workers are hired each year to help sort the different forms representing partnerships, corporations, unincorporated businesses, miscellaneous incomes and individuals.

In describing the job of processing "darn near 10 million" income tax forms that are filed yearly, an income tax technician said, "We have a great big room, it's Room 8A, where all of the income tax forms are sent. We have certain people who sort all this mail, and they're pretty good at their job, and they divide forms into categories for processing. "All the forms are checked for a number of things. Completeness is first. We also want to know that the correct form has been filed and that the entries are properly made. Then, the forms go to the key punch girls."

Key punch operators record the dollar amounts on key punch cards and then two computers go to work. An IBM 36040 registers initial data. The Univac automatically makes any necessary adjustments. "An adjusted refund or a bill is generated by the computer for all returns where appropriate," said Karen McCarthy, public relations officer for the department. Arithmetical mistakes do not hold up refunds.

What will hold up the filing process is the taxpayer omitting or incorrectly noting his filing status. Though recording one's status as "single" or "married" seems straightforward, "people have a tendency to leave this space blank," according to Ms. McCarthy, and, she added, this is a mistake that has been repeated consistently through the years.

This mistake or omission makes problems because the filing status determines the program which the computer will use to figure the refund or bill due. If a manual review of the form makes the filing status obvious, it is entered on the form and resubmitted to the computer. Without the filing status, however, the form cannot be processed.

An income tax technician shed a little more light on this problem, saying, "1976 was the first year we took over New York City taxes. And, oh boy, people just didn't know what they were doing. I couldn't believe what was going on.

"There were wagonfuls of returns done incorrectly that year and they had to be returned. I said to my boss that there must be a million of them. He said, 'It's closer to two million.'" "But you can't blame slow returns too much on us," he continued. "If all of a sudden we have two million forms to do over, you have to expect that it's going to take some time. We don't have that big of a staff."

"Hopefully, the 1977 returns won't be so bad." One tax technician estimated that 50 percent of the forms were filled out incorrectly, but the department's 1976 tax year figures approximate the percentage. Math errors at eight percent, non-math at one percent and miscellaneous errors at seven percent.

Recent departmental restructuring has divided tax examiners into the staff which works on field audits, called tax auditors, and the staff which handles the office load, called tax technicians. While promotion for the auditors is based on years of successful traineeship, promotion for technicians requires a promotion examination.

Robert Brady, a supervising tax auditor, who works in the Albany field office, says his is "a satisfying job." He audits records at the vendors' places of business. Four or five days are required to do an audit and included in that time is travel, time spent going through the books, conferencing with the vendor and his lawyers, and writing up the case.

Until now, he said, he has not had to do much overnight traveling, but under the new reorganization, he will be traveling to out-of-state accounts. "I won't like it," he said, "but I'll do it."

February to June marks peak season for the state Tax and Finance department. Some 1,100 tax technicians and 650 auditors work without vacations during this period to see the job through. Only two personal or sick days are allowed, and the use of those requires a genuine emergency.

"To be able to do tax audits is a complex process which takes a long time to learn," said Jack Dougherty, a member of the CSEA's Board of Directors and one of the Miscellaneous Tax Bureau's tax examiners.

He said that each form is a little different, "and if I spent the rest of the afternoon trying to explain to you all the things that have to be done, we still wouldn't have scratched the surface."

"As far as I'm concerned," this tax technician said, "there's only one way to do a job and that's the right way. I don't like it when I can't work things out right."

Promotion for technicians requires a promotion examination.