Employees Assn. affecting instructional staff has been finalized between a public school system and the Civil Service Commission to be associated with CSEA. This, the contract opens up new horizons for the public employees. This contract agreement is for a two-year period beginning July 1, 1973, and ending June 30, 1975. Included in the provisions of the contract are:
- A 6.5 percent pay hike, whatever amount is the greater, each year of the contract agreement.
- 13 days of annual sick leave to a maximum of 199 school days.
- Leave for sickness in the family.
- Leave for a death in the family.
- Personal leave.
- Leave for school visitation purposes.
- Approved graduate credit hours paid at the rate of $500 for each 3 credits.
- Increases for teachers participating in extracurricular activities, including coaching, dramatic journalism and chauffeuring.

Grievance Procedure
A favorable grievance procedure calling for the final resolution of any dispute or grievance being resolved by binding arbitration. The American Arbitration Association will be used in the event that arbitration is required.

John Parker, president of the faculty association unit, stated: "The contract is the best agreement that the faculty has ever achieved." Parker added that the cooperation of the CSEA representatives and that he was pleased with the agreement. He also mentioned the need of educational services with the youth of Richfield Springs needed and deserved.

During the negotiations, the Richfield Springs faculty unit was represented by Edward D. Diamond of the CSEA staff, while Ronald Mohr represented the Board of Education. Dr. Irving Silverberg was assigned by the Public Employment Relations Board to assist in the final mediation of the contract.

Retroactive Pay Due July 18 & 25
ALBANY — State Audit and Control officials have confirmed at Leader press time, July 18 and July 25 as the dates that pay raises will appear in the check of state employees in bargaining units represented by the Civil Service Employees Assn.

For employees on the state's institutional payroll, the July 18 pay check will reflect the 6.5 percent pay hike as well as payment of increments for those employees who are eligible to receive them.

Employees on the administrative payroll will receive the pay raises and increments in their July 25 paycheck.

In addition, the administrative paychecks will include the retroactive payment of the percentage rate and increments back to April 1, 1973, the effective date of the CSEA contracts.

According to Audit and Control sources, one of the delays in not paying the 6.5 percent and increments sooner was attributed to the State Legislature and lengthy computation of salaries for certain non-classified positions which cannot be done automatically.

Possible Merger Between CSEA, Federal Union Told At South Conf. Workshop
GROSSENGERS — A plan to gain new strength for the Civil Service Employees Assn. by merging with a large federal employees union was announced last week by CSEA president Theodore C. Wenzl to nearly 200 CSEA members and their wives who attended the three-day Southern Conference Workshop at Grossenger Hotel.

The proposal, which will be submitted to the board of directors and the membership for approval this year, calls for CSEA to affiliate with the National Federation of Federal Employees.

This is an organization of 80,000 members of headquarters in Washington, DC, and with chapters in all 50 states. The federation has a philosophy similar to that of New York CSEA and if a merger takes place CSEA will be able to say that it represents all public employees — federal, state and local.

Dr. Wenzl said:

"The CSEA president also pointed out that this is a time of change and expansion" in many things despite national and state troubles and to be "proud of our country, our state and CSEA." He also pointed out the progress made in the restructuring drive and he hopes that with the new union of CSEA membership should soon.

Puzziferri Honored
A big event at the Workshop was the presentation of a plaque...
The Fire Department didn't know about that one for the Coast Guard put it out and THEN notified the Fire Department that there had been a fire there. It was just as well we didn't know about it, for we couldn't have done anything about it from the waterways anyway. The fire was first reported as Marine 1, finished up at Albany Street and was able to get it knocked out before it became serious. The building was up the East River, past its own berth, under sections of bridges, to the 207th Street fire station where it worked for sufficient time to require relief for the working platoon. The "firefighter" returned to berth. The urgent inquiries of Car 17 as to how long the 27th Street operation would take. In the hopes that Marine 5 could give a hand at Pier 16, were dashed with the announcement that it would be operating for at least an hour and probably more. Booco, lightning struck twice in three weeks, and is going to strike again, but this one is for service of economy reasons, still remain out of service while repairs are made. The Pier cannot be safely protected with five fireboats. Russian Roulette, the 27th Street's last one, and we continue with the policy of "Let's ignore it and maybe it'll go away." What a surprise when we take a glance backward, or forward for that matter, how the problem in it and will continue to remain.

Charlie, another matter I yelled booped. I'm not sure about it, but even the establishment of 911 for the reporting of fires. I said it would not work, and it is NOT working. Dick Vinal, the president-elect of the UFA, recently gave out a statement saying that we can not operate without a policy of "Let's ignore it and maybe it'll go away." What a surprise when we take a glance backward, or forward for that matter, how the problem in it and will continue to remain.

I have been told officers who have had sufficient time to relax, and who have not been reprimanded for excessive force used. Sliea's record showed two incidents previous to this one, where it is not WORKING. Dick Vinal, the president-elect of the UFA, recently gave out a statement saying that we can not operate without a policy of "Let's ignore it and maybe it'll go away." What a surprise when we take a glance backward, or forward for that matter, how the problem in it and will continue to remain.

The purpose of the reappointment, said Cawley, "is to broaden the Department's efforts toward programs for rehabilitation, and to return as many men as possible to street patrol."" What is the situation now? I can say that most of those in command are not aware of the situation. Well Charlie, all I can say is that that bird is not doing all he could be doing. It's just a possibility. I will give you two examples. There are many more which the answer will not permit me to use. Here they are:

In one recent case, a dispatcher who had a good police monitor with him on his tour, actually heard a police radio (continued on Page 5)

The New York Times

Firemen Charles R. Bowman Jr., Federal Firefighter Unit U.S. Coast Guard Base Governors Island, N.Y.

Poor Charlie.

Last week, in a partial reply to your letter, I outlined some good things and some not so good things about the present Administration. Unfortunately I seem to take as a cause matters which seem almost beyond the possibility of changing. The reason for this is simply because of not enough people in the little guy on the firing line feels strongly about them.

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NOW'S THE TIME

To register for our July

Stenotype courses

Don't miss the big earnings, good jobs and prestige enjoyed by Stenotyes. The 250,000 Stenotypes, trained by 125,000 S.C.C., you can earn Stenotype Day's pay in 2 evenings, of Saturday morning, and 2 evenings. W O 2-0002

Approved by N.Y. State Ed. Dept. for credit for license for non-institutional schools.

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CSEA calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.

June
27—Statewide political action committee meeting; 7 p.m., CSEA Headquarters, 33 Ei St., Albany.
28—Tompkins County chapter meeting; 7:30 p.m., FPY Hall, 51 Black River Rd., Auburn.
30—Black River chapter meeting; 6:30 p.m., Judy’s Wishing Well, 4901 Arneal Rd., Watertown.

July
9—Mental Hygiene Employees Assn. meeting; 9:30 p.m., Trinkos Manor, Oriskany.
12—Onida County chapter meeting; Twin Pines, Utica.
14—CSEA board of directors meeting; 7:30 p.m., VFW Hall, Utica.
23—Binghamton Area Referees chapter meeting; 2 p.m., American Legion Post 80 Clubhouse, 16 Main St., Binghamton.
24—Onida County chapter annual clambake; 6-10 p.m., Stanley’s Grove, Marcy.

Demands Apology For Search Of Parole Officers’ Desks

Jack Weisz, president of the Civil Service Employees Assn.’s Metropolitan Conference Correctional Services departmental representative to CSEA’s Board of Directors, called upon correction officials to render a public apology late last week, when he learned of the department’s authorization of what Weisz called an “illegal and outrageous search of the desks of parole officers.”

According to Weisz, the Cor- rective Services Department recently issued a memorandum instructing parole officers to leave dictating machines on top of their desks for examination by two headquarters employees sent into the field for what Weisz said had been a routine inspection.

Weisz said that the memo further instructed the parole officers that “all desks be left unlocked so that we can certify as to the accuracy of the answers. Any desks locked will be unlocked for this survey.”

Act Called Outrageous

“The search of desks was an incredible, outrageous, and indiscriminate affront to the professional parole officers’ privacy, morale and image,” according to the text of Weisz’s letter, which was sent to Peter Preiser, commissioner of the Correctional Services Department.

Weisz’s comments were requested from Preiser that such searches will never occur again. Weisz released the incident.

“In light of the widespread public indignation over the invasion of privacy in the Waterfront affairs, I am amazed to learn of an arranged and ruthless occurrence such as this could take place,” Weisz said.

2-Year Pact For South Glens Falls

SOUTH GLENS FALLS — A two-year contract for employees of the Village of South Glens Falls, featuring a 10-cents-per-hour pay hike for each year of the agreement, has been reached by the Civil Service Employees Assn. of the Village of South Glens Falls.

Provisions of the pact, worked out in two meetings between the negotiating teams, also included an additional holiday being stipulated in the first year of the agreement and a fully paid health insurance program.

The CSEA negotiating team included Kenneth Varnum, president of the CSEA South Glens Falls Village unit and chairman of the team, and Robert Keppier, unit vice-president. CSEA field representative Aaron Wagner assisted in negotiating the contract for village employees.

Keppier Demands Protection From Violent Patients

ALBANY—Joseph Keppier, president of Central Islip State Hospital chapter of the Civil Service Employees Assn., demanded protection of employees from violent patients in a conference with Department of Mental Hygiene officials last week.

Keppier demanded an end to dangerous situations where employees are with large numbers of patients and with patients known to be potentially violent.

The negotiations, which followed state president Theodore C. Wenzl’s action in placing a committee to investigate the situation in the second Ecumenical Hospital, were handled by the committee’s legal counsel, Ronald Lebovitz.

CSEA spokesman.

CSEA Human Rights Committee Meets

ALBANY — The Civil Service Employees Assn.’s human rights committee met recently at CSEA headquarters in Albany. The committee handles all types of complaints concerning discrimination.

According to W. Reuben Corby, CSEA collective bargaining specialist, the committee was concerned during the course of discussions that the committee is gaining recognition among many of the employees in many of the institutions represented by CSEA. Corby said, “In one small county, the employees committee was able to keep an employee on the job and protect his transfer rights.”

The committee also agreed to have representatives attend a seminar to be held today on the hiring rights in June 13 at the Rockland County Community College.

Two Willowbrook Aides Declared Innocent Of Patient Abuse Charges

STATE ISLAND — A jury found two defendants charged with assaulting three severely retarded boys at Willowbrook State School innocent of all counts heard last week in Criminal Court.

The two defendants, both members of the Civil Service Employees Assn., are ward attendants in the dormitories and had been arrested last December 6 by officers of the Society for the Prevention of Cruelty to Children following an eight-month investigation into alleged child abuse at the institution.

When the incident was first reported, Barbara Silston and Eliza Dangerfield were arrested for having struck one of the patients with a broomstick and abusing two others.

Testimonies indicated that “one of the boys had been struck with a severe blow to the head.” Medical evidence submitted by the hospital’s doctors revealed no evidence of injury to the hospital’s patients and the jury declared the aids innocent of the charge.

24 Rome State School Aides Charged With Abuse Back On Job

ROME—Twenty-four employees at Rome State School, charged with alleged abuse of patients, are back on the job after the Civil Service Employees Assn., early last week turned back an attempt by department officials to transfer the employees to other institutions before they come up for trial.

Ray Pritchard, unit vice-president of the CSEA local chapter at Rome State School said, “After learning of the institution’s intention to transfer the employees, we immediately contacted Albany.”

According to Weisz, the administration was attempting to impose a penalty on people without giving them the benefit of the doubt.

CSEA spokesman.

CSEA unit launched earlier in the layoff battle, certainly helps us better understand the current status is one of no layoffs at all.

CSEA head said, “This figure of five and one-half years is a great improvement over the original estimate. It appears that the administration has finally understood the situation and is now taking action.”

Bennie Smith’s Concern

Ronnie Smith, CSEA chapter president at Willowbrook, was particularly concerned with the treatment by Edward Kelly of the only witness to the alleged beating. Kelly had testified that one of the patients had been struck with a broomstick.

“Nothing was done about this incident when it was first brought to our attention,” Smith said. “This was one of the instances when we felt that the administration had done everything they could to help us.”

CSEA president Edward Kelly had said that if there were any evidence of abuse, the employees would be disciplined.

CSEA spokesman.

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The committee also agreed to have representatives attend a seminar to be held today on the hiring rights in June 13 at the Rockland County Community College.
This Week's City Eligible Lists

NEW YORK CITY HEALTH & HOSPITALS CORPORATION
List Est. June 15, 1932

No. 1 — 94.65%

EXAM 5948 FROM TO ASSISTANT DEPUTY CORRECTION DEPT OF CORRECTION
This list of 159 eligibles, established June 8, resulted from April 7, 1973, written testing for which 238 candidates applied, 211 were called, and 241 appeared. Salary is $26,163.

No. 1 — 86.36%

No. 2 — 85.85%

No. 3 — 79.36%

No. 4 — 73.83%

No. 5 — 72.57%

No. 6 — 71.89%

No. 7 — 71.34%

No. 8 — 71.05%

EXAM 5948 FROM TO ASSISTANT DEPUTY SUFT OF WOMEN'S FUND DEPT OF CORRECTION
This list of 15 eligibles, established June 8, resulted from June 17, 1973, written testing for which 116 candidates applied, 111 were called, and 88 appeared. Salary is $18,163.

No. 1 — 84.60%

No. 2 — 82.95%

EXAM 6148 FROM TO LIEUTENANT — NY TRANSIT POLICE DEPT CORRECTED LIST
This list of 57 eligibles, established June 8, is a corrected revision of the list published in the Leader of June 10. The list resulted from June 17, 1973, written testing, for which 210 candidates applied, 178 were called, and 241 appeared. Salary is $20,163.

No. 1 — 83.83%

New York City's Chinatown permanent ARTICLES SHOW
An art show in Thailand's chinatown. Here is a shopping list of merchant-collectors of fine craftsmanship of the past-porcelains, silver, glass, bronze, furniture, memorabilia, prints, maps, paintings, music clocks, mariachi dolls, toys, art deco, Art Nouveau, Tiffany glass, memorabilia of the thirties, art objects, special monthly exhibits.
Open: 10:30-6; Thurs: 10:30-9; Sun: 1-6
Closed Fridays, Admission Free

Promotions
This coming 103rd firemen second grade will advance to fireman effective July 11, 13, and 14.

New Officers
Officers promoted June 21 were: Anthony C. Uebensusser to Deputy Assistant Chief; Ralph R. Palmer, Robert C. Castellano, Charles B. Fairley, and Lawrence E. Sloan to Captain. Recent promotions to the rank of Lieutenant are: Andrew P. Gallagher, Steven C. Debottis, Robert G. Bost, Joseph M. Petito, Francis M. Sciolin and John J. Hoedens.

Park’s Magic Number
Want to know what’s happen- ing around town this summer? Want to attend a concert or sporting event? Do you want some suggestions on different events to take in over the next few weeks? 427-1036 is the magic number. Call daily from 10 a.m. to 9 p.m. to get the lowdown on events going on in your neighborhood, in major parks, other sites in the five boroughs.
Black Prison Guards Say Hiring Is Discriminatory

A complaint charging the New York State Department of Correction and Civil Service with discriminatory hiring practices has been filed by a group of minority correction officers.

John Richardson III, director of the New York State Afro and Hispanic American Correction Officers Association, filed the charges last week with the Office of Economic Opportunity and the New York State Commission of Human Rights. The Asuu, containing 4,000 members, represents all minority narcotics and state correction officers.

Named in the complaint were John Mooney, administrative director of the State Dept. of Civil Service, and Stanley Grossman, the state's director of investigation.

Public hearings will be set for June 18 and 19 for the Departments of Correction and Civil Service, respectively, at 270 Broadway, Manhattan.

According to Richardson, the Civil Service and Correction Departments are "ignoring Governor Rockefeller's intention to set up a special bureau of minority affairs designed to recruit and give an equal opportunity to members of minority groups.

Richardson told The Leader that blacks are "dismissing after a few months of employment" with white applicants, particularly those of Italian descent who do not meet the height requirements or drug-related convictions.

Richardson charged Grossman with "criminal negligence." He said that his office has investigated whites with criminal records and that his office has interviewed whites with criminal records and that his office has interviewed whites with prior criminal records.

Richardson said that in making his case, Richardson will testify that he witnessed a white state correction officer at the Beacon Correction Academy suffer an epileptic seizure. "It took several hours with the aid of the local state troopers to bring him back," claimed Richardson, "and he was not dismissed from his job."

The Asuu is also asking for the removal of Jane Clemente, deputy superintendent at the Bedford Hills Correction Facility, and the highest ranking black in the Dept. of Correction.

Mrs. Clemente has been brought up on charges of "discriminating against other blacks in her evaluation reports," according to Richardson, "for the sole purpose of providing jobs for white employees."

"She is in a position of trust," said Richardson, "where she could help other blacks, but she is also in a position to harm her job and so allows her subordinates to make derogatory evaluations of blacks. She won't make fair evaluations because she might jeopardize her own job, so she acts as if she were against the development and progress of blacks as much as any racist."

According to Richardson, Mrs. Clemente was appointed deputy superintendent after, as a lieutenant, she filed a suit charging discrimination and won her case.

Commenting on the overall racial problems within the prisons, Richardson said, "It is my personal observation that the next time there is a riot it won't be at Attica or Greenshaven, but at the women's prison because of the tension between the black and white female officers. This arouses the inmates—they can sense what's going on. The whites always get better assignments, and the union, the Security Task Employment Council, Local 82, limit particularly outspoken."
**Some Action Needed**

Two Willowbrook State Hospital employees last week were cleared of all charges of patient abuse. At Rome State School upstate, 24 sides charged with patient abuse were returned to their posts, after the Civil Service Employees Association charged that their transfer to other assignments was the equivalent of being sentenced without a jury trial.

In a second development last week, Joseph Kryper, president of CSEA's Central Islip State Hospital chapter demanded that the State Department of Mental Hygiene offer workers more protection against violent patients. A ward attendant was severely injured recently at this institution when he tried to prevent a fight between two patients.

What we have with the above information is the revelation that while much is being heard about Mental Hygiene Dept. problems from its workers and their organization, there is still no word from the top level management in the department on what new programs, if any, it is creating to alleviate dangerous working conditions in institutions.

How many are in charge of too many patients? What is being done about stepped up recruitment? What is being done in the way of programs to improve employee morale? What are the dialogue between labor and management that have been sought by the Employees Association?

It is imperative that Albany get moving in these areas before another explosive situation arises in the Mental Hygiene Dept.

---

**Questions and Answers**

Q. I'm a 19-year-old student getting majorly social security payments. I just got a part-time job and my earnings for this year could go over $1,160. Do I wait until my earnings do exceed $2,100 before reporting it to social security?

A. No. You should notify social security as soon as you start working at a job that will increase your earnings could exceed $2,100 for the year. In the report to social security, show the month you started work and estimate your total earnings for the whole year from January 1 until December 31. If you wait until you've earned $2,100 before reporting, you might be required to pay some money back to social security.

Q. Our family doctor says my father will need a hospital bed at home. Since my father has coverage under both parts of Medicare, who decides if he should buy a bed or rent one?

A. Your father does. However, your father should keep in mind that Medicare payments are made over a period of time, based on the reasonable rental rate for a hospital bed. These payments stop when his need for the bed ends. The length of time for which my father may need a bed is an important factor in determining whether to rent or purchase one.

Q. My uncle, who lives with me, has coverage under Medicare and he's always asking me questions about the program. I tried to get the answers out of his Medicare handbook, but he listed a lot. Can you explain what an "enrollment period" is?

A. A "benefit period" is a period of time for measuring an enrollee's use of hospital insurance benefits after the first day he enters a hospital, and it ends when he has not been a bed patient in any hospital or skilled nursing facility for 60 days in a row.

To get your uncle another Medicare handbook, call any social security office. They'll be glad to send you one.

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**Civil Service Law & You**

By Richard Gaba

Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

**Police Chief Ruled Managerial**

A recent decision issued by Paul E. Klein, director of public employment practices and representation of the New York State Public Employment Relations Board, dealt with the question of whether or not the chief of police of the City of Elmiria was a managerial or confidential employee within the meaning of Section 201.7 of the Taylor Law. Section 201.7 states that employees may be designated as managerial or confidential if they formulate policy or who may reasonably be required on behalf of the public employer to assist directly in the preparation for and conduct of collective bargaining or to take an active role in the administration of agreements or in personnel administration, provided that such role is not of a routine or clerical nature and requires the exercise of independent judgment. That section goes on to say that employees may be designated as confidential only if they are persons who assist and act in a confidential capacity to managerial employees described in that section.

The Police Department in Elmiria is the second largest department in the city, having more than 100 employees. The chief of police is the only person in that department who does not enjoy competitive civil service status. With the loss of status in all departments in the city, it is the chief of police, appointed by the manager, who is the effective operating head of the Police Department and is responsible to the city manager.

The chief is responsible for coordinating police activities with those of other departments in the city and with law enforcement agencies outside of the city. The chief has more responsibilities than any other employee in the department, and he's always asking me questions about the program. I used to think about his judgment. That section goes on to say that employees may be designated as confidential only if they are persons who assist and act in a confidential capacity to managerial employees described in that section.

**The Record**

In the case indicated that the chief of police has participated to some extent in contract negotiations between the city and the PBA. He did not actively participate in drafting the public employer's counter-proposals in the PBA demands in the Taylor Law cases. But in this case, the chief testified that he seeks approval of the city manager on issues having broad impact on the community, he conceded that in all areas, except where additional funding is necessary, he determines the limit of his authority to act without prior approval.

In enacting Section 201.7, it was not the intention of the Legislature to destroy existing employer-employee negotiating units, such as principals or other school administrators who do not formulate policy, or who do not have a significant role in employee relations, nor was it the intention of the Legislature to require negotiations to cover all employees in existing negotiating units who hold certain jobs as long as these employees perform functions generally associated with their jobs. They are not to be deemed managerial, except in a significant way when these matters were discussed. The chief of police saw his role in the city administration as that of a supervisor with authority to determine only matters of a technical nature.

In this case, the director of public employment practices and representation found that the police chief is managerial. He found that the chief was a person who participated with regularity in the essential process which results in a policy proposal, and that he participated in a significant way when these matters were discussed. The chief of police saw his role in the city administration as that of a supervisor with authority to determine only matters of a technical nature. The chief of police saw his role in the city administration as that of a supervisor with authority to determine only matters of a technical nature. The chief of police saw his role in the city administration as that of a supervisor with authority to determine only matters of a technical nature. The chief of police saw his role in the city administration as that of a supervisor with authority to determine only matters of a technical nature.
Blue Cross Statewide
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Physical Disabilities
An individual treatment program is carefully established by our Physiatrist (physician specialist in physical medicine). It is implemented by a team of rehabilitation professionals including nurses, physical, occupational, recreational and speech therapists, psychologists and social service counselors.

The Hydrotherapy Department includes a therapeutic Swimming pool, Hubbard tanks, and whirlpools; the Physio-therapy Department administers electro-thermo treatments and massage in private treatment areas and therapeutic exercise in a professionally equipped gymnasium. The patient who is chronically ill can also receive special care in this facility.

Joseph J. Panzarella, Jr., M.D.
Medical Director

Mental Health
Most effective is the teamwork approach of psychiatrists, nurses, psychologists, social workers, occupational and recreational therapists. All modalities of psychiatric treatment are available - individual and group psychotherapy, hypnotherapy, electroshock, new multi-vitamin and supplemental drug therapy. Bright cheerful colors and spacios socialization areas immediately key this modern therapeutic approach to the care of the mentally and emotionally ill, the drug and alcohol addicted and those in need of custodial care.

Philip Goldberg, M.D.
Medical Director

*The Blue Cross Statewide Plan (PA. or N.Y. Certificate Numbers) for employees of New York State, local subdivisions of New York State, most major medical insurance plans, and Medicare are applicable at these divisions of this fully accredited Hospital Center.

A color brochure will be sent upon request or call 516-264-5000, Ext. 227 for Physical Rehabilitation—Ext. 280 for Mental Health.
CSEA first vice-president Thomas McDonough, right, thanks State Senator
Joseph Pisani, center, for his efforts in Legislature on behalf of public em-
ployees, and asks for his continuing support during special session on pen-
sions. They are joined here by Southern Conference political action chair-
man James Lennon.

Conference third vice-president Arthur Bolton, left, joins CSEA regional
director Thomas Luposello, Sullivan County's Reuben Cohen and Eastern
New York Correction Facility's George Halbig in conversation during break
in the round of seminars and meetings at Southern Region State and
County Workshop.

Presiding over seminar for treasurers, CSEA treasurer Jack Gallagher, right, talks with,
from left, Peg Connors and Arthur Marx of Hudson River, Irene Hills of Willowbrook, Mi-
chael Sensek of Public Services, Edna Rimbball of Harlem Valley, Dorothy Goetz of Town of
Huntington, and Robert Campbell.

Manny Rameris, left, vice-president of Letchworth Village
chapter, headed his chapter's delegation to Workshop. Here
he talks with CSEA field representative Felice Amodio on
problems being worked on at the institution.

Irene Hills, treasurer of Willowbrook chapter, has attention of Nassau chapter president Irving
Flausenbaum, left, and Leader executive editor
Marvin Baxley.

Rebecca Eufemio, right, secretary of Rockland
State Hospital chapter, stops by information
booth manned by Mary Lee, president of Better
Buying Service of America.

Harlem Valley State Hospital chapter president
Anna Bessette is joined by Robert Tompkin during
Senator Pisani's explanation of "influencing
legislators."

Who's telling who about insurance? Ter Bush and Powell's
Ronald Lacey, left, is shown here with CSEA insurance de-
partmental representative to Board of Directors Solomon
Bendet, also head of New York City chapter.

Raising point during meeting is Gus Galluzzo of State Uni-
versity College at New Paltz
chapter.

Conference second vice-president Lee Connors talks things over with CSEA regional attorney Stanley Mailman.

(Leader photos by Ted Kaplan)
SOUTHERN REGION WORKSHOP

CSEA treasurer Jack Gallagher, left, reacts to comments by Conference sergeant-at-arms Carl Garrand, while Conference fourth vice-president Richard Snyder focuses his attention elsewhere.

After accepting award for his service as last Southern Conference president prior to switch-over to Region III, Nicholas Puzziferri, second from right, is offered congratulations by, from left, CSEA president Theodore C. Wenzl, CSEA director of local government affairs Joseph Dolan and CSEA second vice-president A. Victor Costa.

Wives of statewide and Conference officers are seated at separate table at Monday evening banquet at Grossinger's. Counterclockwise from six o'clock are Mrs. Lyman Connors, Mrs. James Lennon, Mrs. Nicholas Puzziferri, Mrs. Carl Garrand, Mrs. Richard Snyder, Mrs. Jack Gallagher, Mrs. Thomas McDonough and Mrs. Arthur Bolton.

Conference president Nicholas Puzziferri is joined by Conference treasurer Rose Maranciakowski in reviewing the Conference's financial accountability as it prepares to become the Southern Region 3 of CSEA.

Mickey Flynn engages in controversial discussion during one of Tuesday morning seminars.

Presidents of three influential county delegations get together for exchange of views. From left are Ulster's Harold DeGraff, Putnam's Ronald Kobbe and Dutchess' Ellis Adams.

Nominations are in order as committee chairman John Hoack presides over meeting with, seated from left, Nellie Davis, John Mauro, Marie Romanelli, and, standing, Elton Smalley and Reuben Cohen.

Various seminars were presented by labor relations specialists from Cornell University's Industrial and Labor Relations Educational Services program. Here Katherine Schrier, William A. Toomey, Jr. and Gerard DeMarchi offer advice on running successful meetings and planning education programs.
Michael Maye, president of the Uniformed Fire Officers Assn., received the white helmet of an honorary battalion chief, recently from the Uniformed Fire Officers Assn. Maye is the first rank and fire officer to be so honored by the officers.

UFOPA president David McCormack presented the helmet to Maye for his "extraordinary accomplishments" during the five-year reign over the 11,500-member union.

Andrew Maye's accomplishments, McCormack said, was the raising of firefighters' salaries when the $6,000 annually, not including overtime.

"Mike Maye brought the city's firefighters benefits never before enjoyed," McCormack noted, and "he gained a five-man minimum for apparatus, the only such requirement in any fire department in the nation.

"Mike gained the Heart bill for firefighters," McCormack continued. "He is the father of the fight for a national fire academy and he led the fight in the most complicated court negotiations in the history of New York City firemen.

McCormack concluded saying, "It is with deep gratitude for his accomplishments that I am pleased to bestow this honor on him.

"Mike," he concluded, "is a man, a firefighter and labor leader that we honor him. Well done, Mike!"

Maye, a 17-year veteran of FDNY, will be a ladder man in the South Bronx when his term expires July 31. Richard Trotman, first vice-president of the chapter, said Maye, "a very fine, honest, dedicated man in the April UFA election, will then assume the presidency.

Dorm Contract OK'd

ALBANY—The tentative contract agreement between the Dormitory Authority of the State of New York and the Civil Service Employees Assn., was recently ratified by a membership vote of 41 in favor, one opposed.

The CSREA negotiating team was chaired by Ernest Viele, Dormitory Authority chapter president, with William Moback, head of the employees, and Thomas Moore and Thomas Devane rounding out the CSREA Dormitory Authority chapter representation.
Counseling Available For Veterans At Two Service Centers In City

State Commerce Commissioner Neal L. Moylan recently reminded returning veterans that two State service centers are available at the two service centers in New York City.

The service centers are located at 132 West 125 St, Manhattan, and 543 Neustad Ave, Brooklyn. They are operated jointly and 543 Nostrand Ave, Brooklyn.

Counseling Available For Veterans

Hoiste And Rigging Inspector, a popular county exam, has just been opened to the public. The only requirement is full-time paid experience acquired within the last ten years as a Rigger. Written test covering any type will be in September.

This and four other county exams have been announced as Part of Personnel for filling within the Bar of the City of New York, and 53 West 44 Street, last year forward. Assistant Deputy Mayor Edward Hamilton, representing Mayor Lindsay: Gregory R. Farrell, executive director of the fund; Cyrus R. Vines, former Secretary of the Late 54th Street, Manhattan.

Salary for Hoists and Rigging Inspector is $10,000. Applicants should request the application for exam 2240.

Tasted here is the roster of open competitive county exams for July filling with exam number, salary, minimum requirements, and tentative exam dates, although some titles require an evaluation of the candidate's training and experience, for which there would be no exam.

Principal Computer Programmer, Exam 2240 ($10,000) requires the ability to do B.A. degree plus three years of full-time paid third generation computer programming experience, involving the use of either Assembly Language, PL1, COBOL, or Basic, with five years of experience in the supervision of computer programmers.

Fireman Eligible To Elect Officers

The Fireman's Eligible Committee, recently formed to protect the Department of Judge Weinfield that the fireman's exam is unconstitutional, will elect officers at 7:30 p.m. at St. John's Church Hall, 215 West 30 St., Manhattan.

The committee had 300 members as of Leader press time. The new officers will be elected by the members. All interested persons are invited to attend the meeting, as are firemen who wish to join the committee.

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HA Front Men Get Top $ Awards For Suggestions

Two minutes to make elevators safer drew the top cash awards in the Housing Authority's Employee Suggestion Award Program that won $1,000 for redesigning wires on top of elevators. Other award winners, seventeen of them, included: John Faye, elevator mechanic's helper; James Grayson, elevator mechanic; and Karl Surge, elevator mechanic. The five awards were: $500 — Marie R. Russell; $300 — Miss Jean Norton; $250 — C. R. Dawkins; Miss Mabel E. Bennett; and $10, the other six, certificates of merit.

7:30 P.M. at St. John's Church Hall, 215 West 30 St., Manhattan.

Selection panel will be: Cyrus R. Vines, former Secretary of the Fund, 1135 Ave. of the Americas, New York, New York 10036.

Pesticide Fire Incidents Call Special Number

The New York State Department of Environmental Conservation has set up a special telephone number for information relating to fire incidents involving pesticides. Call the New York City Area Pesticide Control Division, Home Study Section, 786-6900 during the day, or 786-5718 after hours.

Get Top $ Awards

The Manhattan Post Office will hold a series of examinations for clerk and carrier jobs exclusively for Vietnam veterans. Starting Thursday, April 12, it was announced last week by New York Postmaster John R. Strachan. These exams are not open to the general public.

The exam will be held at 8:30 a.m. at the Federal Building, Room 734, 241 Washington St, New York, N.Y., 10013.

Each veteran receiving passing grades on the exam will be given immediate placement, the postmaster said. Starting salary for clerks and carriers is $4.22 per hour.

New City Titles To Open For Filing July 3 To 23

Each year, starting this October, awards of $5,000, tax-free, will be given to outstanding civil servants. The Fund for the City of New York announced.

The Fund, a private organization established in 1968 and financed by the Ford Foundation, has just been opened at the Bar of the City of New York, 43 West 44 Street, last year.

The selection procedure calls for the Staff Director, Warren Moscone to confer with a large number of individuals inside and outside the city government, obtaining suggested names.

Those with a substantial number of endorsements will be presented to a selection panel. The 1973选拔 winners will include a variety of occupations.

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The Port Authority's civilianization program, to be completed by October 1, would reduce the number of police officers at the George Washington Bridge from 50 to 36, at the Lincoln Tunnel from 124 to 88, at the Holland Tunnel from 137 to 44, and at the Staten Island Bridges from 36 to 27.

Charging that the Port Authority has a "complete disregard for the motorizing public," PBA President John Beneduce told reporters last week that the "reduction of our squad will put extra demands on the best personnel," because the civilians would "not be inclined to work in overtime." But Jerry Apicella, president of the Superior Officers Association, explained, "The civilians are paid for security, and if we just have a skeleton crew, the civilians will have to call on the local precincts for protection which we now provide with our own police."

Employees of the Port Authority have used the two-week training period to develop the policy for the police officer positions. The program was approved last week by the Port Authority police officer associations in New York, New Jersey, and Pennsylvania. The program would save the Port Authority $22 million per year, according to the Port Authority police officer associations in New York, New Jersey, and Pennsylvania. The program was approved last week by the Port Authority police officer associations in New York, New Jersey, and Pennsylvania.

The civilians were put into training after applying for the civilian job. Civilian job applications were used to determine eligibility. According to Jim Connolly, PBA president, there are at present "at least 500" candidates who underwent training and are "waiting for Jobs" on the office staff.

The civilians would replace the patrolmen on cat-walks in the tunnels next to toll booths on bridge and tunnel traffic control. The program would save the Port Authority $22 million per year, according to the Port Authority police officer associations in New York, New Jersey, and Pennsylvania. The program was approved last week by the Port Authority police officer associations in New York, New Jersey, and Pennsylvania.
Fed. Key Punch Jobs
Seeking Applicants

Experienced and trainable key punch operators are needed by U.S. government agencies in the New York State. High school graduates with no key punch experience may start at $6,128 if they can type 26 words per minute and pass a written test of verbal ability.

Those without high school graduation who have studied key punch operation for at least three months may also start at that level with passage of a written test. Some work experience in key punching eliminates the necessity of taking a test. Further work or educational experience will bring starting salary of $6,128.

For more information, contact the U.S. Civil Service Commission at the addresses listed on Page 15 under "Where To Apply."
Present Fannie Smith Scholarship At Meeting Of Central Conference

ALEXANDRIA BAY—Honorine Fannie Smith, long-time leader of Jefferson County chapter and the Central Conference of the Civil Service Employees Assn., CSEA president Theodore C. Wenzl has made the first presentation of the memorial scholarship bearing her name.

At a meeting of the Central Conference here earlier this month, the Association president made the presentation to Nicholas Puzziferri, last president of the Southern Region. Puzziferri is not seeking a new term of office. Puzziferri was also presented to George Koch, president of the Long Island Conference and Arthur Bolton, president of the Metropolitan Conference, and were accepted in their behalf by other officers of their conferences.

New officers for the Southern Region were also elected by the Central Conference which In October will become the Southern Region. Puzziferri is not seeking a new term of office. Puzziferri was also presented to George Koch, president of the Long Island Conference and Arthur Bolton, president of the Metropolitan Conference at Alexandria Bay. Young Sackett also received additional $100 from Jefferson County chapter.

Mrs. Wenzl Reaffirms Stand on Reform Of Pension Plan

The president of the Civil Service employees' Association has told the Legislature's new select committee on pensions that CSEA's recently negotiated pension settlement for state workers is a good compromise and asks the need to control pension costs.

Speaking here at the second of the series of public hearings set by the seven-member panel, CSEA chief Theodore C. Wenzl first reviewed CSEA's efforts to achieve "actual benefits" received by retirees in the New York State Employees Retirement System.

Citing examples such as an average retirement allowance of $4,100 annually paid to the 6,100 employees who retired under the Employees Retirement System in 1974, and an overall average average allowance of $2,000 received by the system's 1972 total of 60,000 retirees and beneficiaries, Wenzl concluded that "the benefits are not excessive or too liberal as many, including the pension commission, have charged."

"Instead," he said, "they are modest for the vast majority of hard working state workers and are paltry for far too many."

Wenzl continued with a general review of the retirement arrangement worked out between CSEA and the state, reaffirming his organization's stand that it fulfills whatever need exists for pension reform while at the same time not imposing drastic reductions on the retiree.

CSEA will present its position more fully at one or both hearings of the committee scheduled for June 28 at Rochester and the following day at Albany.
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| Various City agencies do their open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5 p.m.

WHERE TO APPLY FOR PUBLIC JOBS

New York City — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013. New York City telephone: 264-0422. Application forms must be filed on or before the filing period. The filing period must be 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 (B) or RCT (C) City Hall, Long Island Rail Road (Brooklyn Bridges). For advance information on titles, call 566-8686.

Several City agencies do their open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5 p.m.

Starr — Regional offices of the Department of Civil Service are located at 1030 Ave. of the Americas, New York 10018. (Phone: 566-7900 or 780-8791). State Office of Employment, Albany, 12221: Suite 701, 1 W. Genesee St., Buffalo 4326. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

Various Employment Service offices can provide applications in person, but not by mail. Judicial Conference jobs are filed at 230 Broadway, New York, 10007. Phone: 566-1154. Port Authority employees should contact their offices at 111 Eighth Ave., New York, phone: 620-7000.

Federal — The U.S. Civil Service Commission, New York Regional Office, 1030 Ave. of the Americas, Conference Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m., weekdays only. Telephone: 264-0422.

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Floyd Peashey and Richard Cleary

Executive Vice-President
Louis Sunderhaft

Thomas Elhage

First Vice-President
Delbert Langstaff

Dorothy Moses

Second Vice-President
Patricia Crandall

Boyd Van Tassel

Third Vice-President
Eleanor Percy

Flora Jane Beaton

Michael Sweet

Secretary
Irene Carr

Treasurer
Helene Callahan

Exchanging views during a break in the round of seminars and meetings are, from left, Mercy State Hospital chapter president William Dekk, Jefferson County unit president Peter Grieco, CSEA first vice-president Thomas McDonough and Central Counties Workshop president Francis Miller.

CENTRAL CONF MEETING

Members of Mental Hygiene committee meet with William McGowan, second from right, MH representative from Central/Western. From left are Audrey Snyder of Hutchings, William Gagnon of St. Lawrence, CSEA field rep Donald Brown, McGowan and James Moore of Utica.

Jefferson County chapter hosted the Central Conference meeting at Alexandria Bay. Shown here, from left, are Richard Grieco, William Murray, chapter president Eleanor Percy, co-chairman Marsha Coppola, co-chairman Peter Grieco, Elaine Duffany, Eleanor Howland, Betty Constance and Beth Garland.

Left) Guests included, seated from left, CSEA fifth vice-president Hazel Abrams and secretary Dorothy MacPhail; standing, president Theodore C. Wenzl and university representatives Edward Dudek.

(Right) Attending treasurers' seminar held by CSEA treasurer Jack Gallagher, second from right, are Glen Loadwick, Mary Sullivan, Elisa Harmes and Dale Dusharm.