Await Arbitrator's Decision On DOT's Work Schedule

(ALBANY—At Leader press time, Civil Service Employees Assn. officials were awaiting an arbitrator's decision relative to what CSEA considers the unilateral and arbitrary action of the State Department of Transportation in establishing uniform working hours for all operational employees in DOT's Region One.

Angered by the change in working hours, DOT operational employees from the Region One threw up informational picket lines on July 25 at the main DOT administration building (Bldg. 5) at the State Complex, and at other DOT residency points on successive days.

Original CSEA plans called for daily picket lines through Aug. 2, but picketing ceased early last week because it was felt the employer and the union had made the point, and because of reluctance to adversely affect the case as it neared the arbitrator's decision in the matter.

At issue is DOT's move effective in April to establish strict 8 a.m. to 4:30 p.m. working hours for nearly 1,000 operational and support employees in Region One. Working hours for similar employees in the nine regions were not affected. Prior to the mandated new hours, the employees generally worked either from 7 a.m. to 3:30 or (Continued on Page 3)

CSEA Western Region supervisor, who led the fight for an all-mail ballot election.

CSEA proposed the all-mail ballot so that the election could be held sooner and negotiations could be underway by the time the new collective bargaining contract is due to expire.

Creation of the new Assistant Executive Director posts resulted from recommendations of the CSEA restructuring study program, as adopted at statewide Directors Meetings. Promotions for Mr. Carey and Mr. Dolan were studied by the Board of Directors personnel committee under the chairmanship of Alfred Jeune, and approved by the whole Board.

Mr. Carey joined CSEA on the field staff in 1968, and has been coordinator of state negotiations (Continued on Page 16)

JOSEPH J. DOLAN

JOHN M. CAREY

Carey, Dolan Are Named To New Top-Level Posts

ALBANY—Promotion of John M. Carey and Joseph J. Dolan to the newly created positions of Assistant Executive Director of the Civil Service Employees Assn. has been announced by the organization's acting president, Thomas H. McDonough.

Mr. Carey was elevated to the post of Assistant Executive Director-Region One from his former position as coordinator of state negotiations. Mr. Dolan was promoted to Assistant Executive Director-Region One from his previous position as director of local government affiliates.

The new positions and titles more accurately reflect the overall responsibilities of Mr. Carey and Mr. Dolan in the State and County Divisions, respectively, of CSEA, Mr. McDonough said.

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Nassau, Suffolk Chapters In Negotiations For ’75

SMITHTOWN — Suffolk chapter, CSEA, opened negotiations July 30 with the county for a 1975 contract.

The demands prepared for white and blue-collar employees were conveyed to unit presidents in a special meeting at the chapter headquarters in Smithtown that night, according to chapter president James Corbin, in keeping with a campaign pledge in (Continued on Page 9)

MINOLA — The Nassau chapter, CSEA, has opened negotiations with the county on a 1975 contract.

A 96-item package prepared by the steering and program committee, topped by a "substantial" salary adjustment, was presented at the initial session and discussed at a follow-up meeting last Thursday.

Talks are scheduled to continue (Continued on Page 16)

HAPPY HOUR — CSEA acting president Thomas McDonough, right, exchanges warm greetings with Margaret Baggerly at her recent retirement party at the Hyatt House in Albany. She is retiring after 46 years in the State Department of Correction's Division of Parole. Looking on is Mayor of Albany, Erastus Corning. (Other news of retirees is on Page 14.)
Queens Consumer Center Seeking Volunteers’ Help

QUEENS—The Consumer Complaint Center at 90-18 61st Street in Jamaica, Queens, is recruiting additional part-time, volunteer aides to work with its small permanent staff in protecting the rights of Queens consumers. The Jamaica Center is one of seven neighborhood offices run by the Department of Consumer Affairs where residents who have been deceived, cheated, and deprived of their rights can turn for help.

Volunteer aide positions at the Jamaica Consumer Complaint Center have responsibility for adjudicating the more than 300 individual complaints received each month. There are also opportunities for some volunteer aides to participate in the office’s consumer education program. This involves talks and slide presentations before educational, social, and civic groups in Queens.

In a recent month, the efforts of volunteer consumer aides contributed to the resolution of 214 complaints and the return of more than $88,000 to their fellow citizens. These resolutions included complaints involving abandoned vehicles, faulty television, radio and appliance repairs, late delivery of damaged furniture and carpeting, and harassment by creditors.

Volunteer consumer aides utilize telephone calls and letters to arrange a favorable settlement between the merchant and the consumer on the cases he or she is assigned. The full-time staff is available at all times to advise and assist the volunteer with all aspects of the work. No previous background or training is required of volunteer consumer aides except a sincere desire to help and the ability to utilize a telephone to its fullest extent. However, persons with expertise in contracting, electronics, auto mechanics or merchandising will find many situations where their knowledge and experience can be applied.

Volunteer consumer aides are expected to work on two different days for a minimum total of six hours every week. Because of budgetary restrictions, the Department of Consumer Affairs may be able to provide only 70 cents each day the volunteer works to cover travel expenses. The Jamaica Center, located in the heart of the Jamaica shopping district, is accessible to the IND and BMT subway lines as well as many major bus routes.

Persons interested in becoming volunteer consumer aides should write or telephone the Jamaica Consumer Complaint Center (929-9600).

CIVIL SERVICE LEADER

Queens Consumer Center
Seeking Volunteers’ Help

**GARDELLA APPOINTED**

John K. Gardella, chairman of the City Planning Commission, last week announced the appointment of James J. Gardella, the current Deputy Director, as Acting Director of the Staten Island Office of the Department of City Planning. Gardella, an urban planner with a background in community work, has been with the Department of City Planning for approximately two and one-half years. Until recently, he supervised community board liaison activities for five districts in southwestern Brooklyn.

**ON HYGIENE COUNCIL**

ALBANY — The Governor has appointed Mrs. Clifton G. Tansill, of South New Berlin, as a member of the State Mental Hygiene Council for an unexpired term ending Dec. 31, 1975, to succeed the late Paul B. Rosas, of Warrensburg.
WCB-CSEA PACT — Departmental negotiations between the Workers' Compensation Board and the employees of the Board represented by the Civil Service Employees Assn. were successfully concluded recently with the signing of an agreement. Present at the signing, from left around the table, are: Jack Lachter, WCB director of personnel; Harold M. Pockerman, associate counsel; Andrew J. Keane, Jr., administrative officer; John W. Leach, assistant director of operations; Eugene Hackney, employee relations officer.

VESTAL OFFICERS — Elected officers for Vestal School District, Civil Service Employees Assn., are from left: Claude Griffith, treasurer; John Tarase, second vice-president; Charles Baumkin, recording secretary; Nick Mancini, first vice-president; Angie Ford, secretary; Pete Stan, president, and Tom Dupee, CSEA field representative.

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.

AUGUST
7—Willard State Hospital chapter installation: Seneca Falls.
8—Rochester chapter annual summer party: 6 p.m., Logan's Party House, 1420 Scottsville Rd., Rochester.
8—Buffalo State Hospital chapter board meeting: 7 p.m., McFadden's, 38 Caroline Lane, Depew.
11—SUNY at Buffalo chapter annual picnic: Oppenheimer Park.
10—Rochester Department of Transportation chapter family picnic: 11 a.m., Webster Park.
13—New York City Region 2 executive committee meeting: 5:30 p.m., Francos Restaurant, 110 John St., Manhattan.
16—West Seneca State School chapter picnic: 5 p.m., Elma Meadows.
22—Long Island Region monthly meeting: 7:30 p.m., Waldorf-Astoria Hotel (Conrad Suite), New York City.
23—Albany Region Agondrack committee meeting: Grey's Farm, Westport.
23—Fort Stannus chapter of Rome State School clambake.
27—Creonta chapter annual picnic: 11 a.m., Glimmer Glass State Park, Cooperstown.
29—Nassau chapter board of directors meeting: 5:30 p.m., Seabird Club.
29—Long Island Region monthly meeting: 7:30 p.m., Region Headquarters, 740 Broadway, North Amityville.
29—Western Region & political action committee annual meeting: 7:30 p.m., Treadway Inn, Batavia.
30—Statewide legislative and political action committee local meeting for Albany Region: 5:30 p.m., Silo Restaurant, 1228 Western Ave., Albany.

Probation Chief Criticized For Wage Inaction

In a letter to Erie County Probation Director Charles L. Hutchinson last week Arthur F. Tomczak, president of the Civil Service Employees Assn. Probation unit, criticized the director for not including funds to upgrade probation officers in his budget request for next year.

"Your failure to include an upgrading in the 1976 budget gives the appearance of your being in opposition to it," Mr. Tomczak said.

The employees, who now make between $10,000 and $13,000 a year, have for at least two years been requesting salary upgrading, which would bring them to the $12,000 to $15,000 range.

Charles L. Hutchinson, Probation Director, said, however, he is in favor of higher pay for his probation officers, but had not asked for it because the county is conducting a classification study which is analyzing the pay and duties of every county job, with an eye to adjusting pay to modern job conditions.

"We have here is an honest difference of opinion about procedure," Mr. Hutchinson said. "I am all for an upgrading."

In his letter Mr. Tomczak said that many other county departments have asked for upgrading despite the classification study.

Pass your copy of The Leader on to a non-member.

William Floyd Unit Wins Breakthrough In Suffolk

BROOKHAVEN—After months of hard bargaining and four sessions with a mediator from the State Public Employment Relations Board, the William Floyd School unit, Civil Service Employees Assn., and the Town of Brookhaven Board of Education signed a two-year agreement.

Agreement was made by Walter Weeks, president of the Suffolk Educational chapter, of which the local unit is a part, Rudy Scalise, unit president, headed the negotiating committee, which also included attorney Marvin Nicholls, director of the unit and the Suffolk Educational chapter that "forced the other side to a fair settlement after a tough bargaining session."

He added, "Unless we got what we were looking for there was going to be a confrontation that might have fallen, at the start of school, and the district knew we meant business."

Walter Wedes, president of the Unit 334, also pointed to the progress the union had made in the Suffolk Educational chapter, and the Town of Brookhaven Board of Education chapter that "forced the other side to a fair settlement after a tough bargaining session."

He added, "Unless we got what we were looking for there was going to be a confrontation that might have fallen, at the start of school, and the district knew we meant business."

Williams Heads Ray Brook Slate

RAY BROOK—Jaqueline L. Williams has been installed as the new president of the Ray Brook chapter of the Civil Service Employees Assn., at the chapter's annual dinner-dance and installation of officers held at the Skytop Inn in Lake Placid.

Other newly elected officials of the CSEA chapter are: Rose E. Wall, vice-president; Mary C. Cribbs, secretary; and Dusty Dupee, treasurer.

On the CSEA side of the table are: Dr. Canute Bernard, Helen M. Murphy, Rose S. Feurman, Bessie M. Jones, William A. Veronese, Joseph D. Conway, James Zabowa and Michael Bisso. John Conoby, CSEA collective negotiating specialist, assisted in the negotiations.

Await Arbitrator's Decision

(Continued from Page 1)

on the new contract, which have been delayed by the challenge, could begin in the hopes of a settlement by the Jan. 1 deadline.

PERB's assistant director, Harvey Milowe, who conducted the protested challenge hearings, explained that the mail ballot protects privacy and insures that only eligible employees vote without being harassed or intimidated, which in some cases has been occurring on election day itself, but without electioneering, which is in order of the literature any closer to site voting takes place.

Voting Sites

Before voting, anyone who will not have received a mail ballot will have until Sept. 23 at PERB for a ballot.

CSEA, which also championed the mail ballot to prevent voter harassment and intimidation, also opposed the proposal that there be runoff voting on election day itself, but without electioneering, which in order of the literature any closer to site voting takes place.

Voting Sites

On Tuesday, Oct. 2, at Meyer Memorial Hospital and the Home and Infirmary will be 8 a.m. to 6 p.m. a.m.

Employees physically working in the Bush Building will vote from 8 a.m. to 6 p.m. in rooms 729-730 and the executive dining room adjacent to the 6th floor cafeeteras.

COUNTY Hall and Annex (26 Delaware) employees will vote in the old county clerk's office on the first floor of County Hall, also between 8 a.m. and 6 p.m. on Tuesday, Oct. 2.

Peter J. Waehl, County Director of Personnel Relations, said, "Employees will be given a reason to allow in the 6th floor to vote at the on-site locations."

with the ballot will then be placed, unopened, into the ballot box for counting along with the on-site ballots at 7 p.m. in the Bush Building cafeteria.

PERB will mail the ballots to eligible voters on Sept. 5. Anyone who will not have received a ballot by Sept. 10 will have until Sept. 16 to call PERB at 842-2357 for a ballot.

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In a story which I did about the kicking around which Fireman Dan Sullivan received prior to his retirement (he got his retirement ‘ok’ the day after the column with that now-famous cartoon hit the street), it never entered my mind to mention the fact that he had the U.F.A. right beside him all the way.

However, because no mention was made of that fact, somewhere along the line the question was asked by some of the brethren namely... “Where was the union?” Well, as I have said, Bob DiVitrillo and Charlie Bolian were right there fighting for and smoothing the way for Dan Sullivan throughout the entire length of his sick status which lasted about two years and was plenty stormy all the way.

And smoothing the way for Dan Sullivan throughout the entire union?” Well, as I have said, Bob Sullivan had been a member of the Brotherhood since 1952.

T he problem which came up was promptly taken care of with the enormous burden of problems which is the lot of the Boss Trustee, time was always found by both Bob and Charlie to be right where it was needed.

Dan asked me to emphasize this to the readers so that there will be no doubts that the union did everything possible plus a lot more to resolve every problem as it arose. Dan has also gone before the Retirement Board and is now out on three quarters.

On June 28, 1974 Brooklyn Box 77-33-2429 was transmitted for a fire in the Vanderpark Methodist Church at 3500 Wood Street and E 31st St, Street in Brooklyn. The church was destroyed. Normally that would have been just another fire but it happened to be the church of which Fire Department Chaplain Alfred Thompson is pastor. Fire in any church or place of worship is a tragedy but when it happens to one of our own, it is a double tragedy.

A fund has now been set up to rebuild the church and it is hoped that each firefighter will contribute at least one buck toward the building fund. The St. George Association is sponsoring the fund and contributions should be sent to Li. Harold Baker, St. George Association, 315 D.N.Y. Ladder 83, Battalion 22, Div. 8 or 144 Bridgeport Avenue, Staten Island, N.Y. 10312.

Those multiple alarm fires which seem to be happening with painful regularity in the Bronx have wavy brothers in the Bronx talking to themselves.

There is a humorous note however. The troops have come to call this accident a Gallstone Legion! and with a touch of gallous humor, kid about his prowess as he continues to strike softs of gives you the creeps.

I received a letter the other day from a reader who signed himself “Interested Brother.” He points out that in Engine 294 about a year before the explosion which ripped through the cellar and injured many of the company including Fireman Alfred Bold, another accident took place when a firefighter went into the cellar prior to accepting a gasoline delivery and as he lifted the test well, a blast of gasoline shot up into his face causing him to be hospitalized. All the reports were made up and properly endorsed and forwarded but nothing was done; although if somebody had been on the ball, it would have been a certain indication that something was decisively wrong. Said the writer, “If they are looking for ‘goats,’ let them start up where the facts lie.”

“Dear Interested Brother.” You have committed a mortal sin, don’t you know you are not supposed to think? Don’t you know you are supposed to be a non-thinking robot? You better get set with baby... big brother will get you if you don’t watch out! God help us all if it ever gets to such a sorry state but you and I know of somebody who is working like hell to accomplish just such a thing.

During the New York Philharmonic Concerts in the Park, one of the big attractions on the program is the Overture 1812 by Peter Ilich Tchaikowsky. At the conclusion beautiful fireworks erupt and it is quite spectacular to say the least.

As was the case last year, one engine company is assigned to stand duty for the performance just in case anything goes wrong. This harkens back to the tragedy which occurred when the Fourth of July fireworks display put on by a New York department store went very wrong. A man was killed when the whole shooting match blew up on a barge out in the middle of the Hudson River.

Anyway, a comical thought entered this mind of mine as I tried to picture certain brasshats seeking out composer Tchaikowsky, if he were still alive, and making a publicity gimmick out of asking him to re-write the overture to include a part for a Mack One Thousand Gallon Pumper! Turn over in your seat Peter!

On Sunday, July 30th at about two-thirty p.m., Ladder 43 and friends visited 106th Street between 3rd and Lexington. The fire was on the third floor and heavy black smoke was pouring from the window of the fire above the floor.

Larry Smith didn’t wait to get a second look but quickly placed the ladder to the window above the fire and scooted up. He was right. Laying inside the window were a mother and her two kids, five and thirteen years of age.

Sporling the situation and knowing that Larry Smith would need a ladder, Fireman Bill Morton of Ladder 43 ascended the ladder to give Smith a hand. Larry lifted the fire-year-old out and handed him to Monte and then, the woman and the girl and eased them out on to the ladder and down to safety.

This makes three good rescues for Ladder 43 within as many over the last three years which would seem to indicate that things are sort of peaking up down that way. Congratulations to our firemen there who do the job pro.

Fire News

Give Two New Ambulances

Mayor Beame and Fire Commissioner O’Hanlon inspected two new ambulances presented to the Fire Department by the Mayor’s Honor Emergency Fund, in a brief ceremony on Aug. 1st, in Chinatown. The ambulances will serve as mobile medical units to care for injured firefighters at the scene of fire emergencies.

The units will be known as Ambulance number 2 and number 3. Ambulance number 2 will respond to alarms in Brooklyn and Richmond, while ambulance number 3 will be assigned to Queens County.

The new units will provide Fire Department doctors with well-lighted, well-equipped areas in which to render first aid and will also provide relief and shelter for heat-prostrated firemen in extremely hot weather.
Supergrade Elimination Proposed; $41,000 Top Asked

President Nixon has proposed eliminating “supergrade” ranking under the Executive Personnel System that will go to Congress very soon. Like the Federal Executive Service Plan which fell through last year, the proposed EBS would abolish grades 16, 17 and 18. Workers at these executive levels would be paid according to deals they could negotiate with their agencies. The salary range would be from the present GS 18 level to $41,000.

Unlike the PES program which was defeated last year, the new plan does not require executive personnel system, Mr. Nixon again made a pitch for Congress to raise the statutory ceiling on career pay from $36,000 to $41,000. It will take an act of Congress to raise salaries, eliminate grades, and create the Executive Personnel System, but many of the sections of the plan can be accomplished administratively. They include orders to federal agencies to revise the incentive awards program so that top executives and managers would be in line for outstanding work citations, worth up to $25,000, and a Program Management Fellowship, in which at least 350 executives will be chosen for training at various universities with full salary and tuition paid while at school. The latter proposal requires an additional $10 million dollars, which is subject to congressional approval.

New Retirement Law
Thousands of federal workers can be expected to demand early retirement. A benefit in the result of a new law, PL-93-350, signed by the President on July 12. This legislation provides $6,000 federal firefighters, law enforcement officers, and prison aides. It means that most of them will be able to retire at the age of 50 after 20 years of service. And it also means that — beginning in 1978 — agencies will be able to force those employees, to quit after they have reached the age of 50, and have had 20 years of service.

Although most provisions of the bill are effective as of July 12, some of the sections don’t apply until later. Here are some of the details and effective dates of the new law:

Agency heads are now authorized — but not required — to fix minimum and maximum age limits for firing law enforcement officers and firefighters. Also, as of July 12, all employees in the law enforcement-firefighter category may retire under the age 50-20 years of service formula with no reduction in annuity because the worker is under the age 55. However, beginning Jan. 1, 1979, law enforcement personnel and firefighters will be mandatorily retired at the age of 50, with 20 years of service. The only exception will be if the agency head decides to except certain individuals from retirement until age 60, and then only if such an extension is in the public interest.

Another provision of the new law is an extra benefit for workers who retire between now and the end of this year. Beginning next January, employees in the early out retirement system will start paying 7.5 percent of their salary into the Civil Service Retirement Fund; workers now pay only 7 percent.

Little One Down!

Volkswagen Announces the $2499 Love Bug:

Visit your local authorized Volkswagen dealer and find out why there are over 4 million Volkswagens on the American road today.
Oregon’s Agency Shop

In Oregon last fall, a new law went into effect to allow employees in public employment to settle labor disputes with the agency shop authority got through the legislature there under the less-controversial sounding “fair share agreement.” Nevertheless, the result of the law is that employees in a state agency have had to establish a setup whereby non-members of a certified bargaining representative can be required to pay an “in-kind-of-dues” service fee to support the bargaining representative.

Since Oct. 1 when the law went into effect, the Oregon State Employees Asm. according to its assistant executive director Everett Stiles, has been successful in winning “fair share agreements” in two state bargaining units.

By contrast with the OSEA, which is an independent union representing 24,000 of the state’s 20,000 employees, efforts by the American Federation of State, County and Municipal Employees have fallen short. The AFSCME has reportedly made efforts to organize fair share agreements, too, but without success.

The point is, that with the new law in Oregon to improve and strengthen collective bargaining procedures for Oregon’s public employees, the private-industry unions are becoming very aware of the potential for dues money.

Another spokesman for OSEA said, “OSSEA was formed by state employees for the benefit of state employees and has worked for state employees in the halls of government since 1943. AFSCME has used the same opportunity to work for the employees, but did practically nothing until they saw the dollar advantage available by Oregon’s new law.” AFSCME has moved in a number of organizers since the “fair share agreements” have been imposed in state units.

All of which goes to show that New York’s Civil Service Employees Asm. is not alone in its defense of public employees from the challenges of outside unions.

Both the OSEA and the AFSCME have been operating under a collective bargaining situation since the late ‘60s. Oregon has had the “fair share agreement” since last fall, and New York’s OSEA is surely going to make the agency shop a major issue in its upcoming negotiations with the State Administration.

And both public employee unions are being constantly beset by challenges from various outside unions. In New York, the OSEA has been within the past few months defending its bargaining representative status in Orange County, Ulster County and Greenburgh unit of Westchester County against challenges from the Service Employees International Union. SEIU has argued that OSEA has failed to make its challenges in the Thruway Authority after twice causing the interruption of salary negotiations for employees in the Authority.

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Associate Research Analyst $21,545 27-437
District Deputy Public Health Nurse $17,429 27-441
Historic Site Manager I $13,404 27-399
Principal Nuclear Power Analyst $26,516 27-436

Written Exam September 14

Applications Accepted Continuously

Assistant Actuary $10,118 20-122
Assistant Clinical Psychologist $13,404 20-122
Asst. Workmans Compensation Examiner $7,616 20-122
Associate Actuary (Casualty) $18,369 20-141
Associate Attorney $11,806 20-113
Attorney Trainee $11,164 20-113
Beginning Office Worker $5,222 & up various
Calculating Machine Operator $6,148 20-111
Chief Physical Therapist $17,629 27-248
Clinical Psychologist $15,684 20-114
Clinical Psychologist II $36,252 20-141
Compensation Examination Physician I $27,942 20-220
Correctional Officer $10,714 20-107
Deputy Director of Mental Hospital $40,758 20-139
Deputy Director of State School $40,758 20-140
Director of Mental Health $40,758 20-125
Director of Mental Hospital $43,833 20-137
Dietician $10,714 20-124
Electroencephalograph Technician $10,714 20-145
Employment Interviewer (Span. Speaking) $10,714 20-136
Emergency Services, and just five minutes from midtown. Close to Points Restaurant or Dolphin Pub. And a rooftop swim-
TWICE As Much Of A Good Thing: Rockland's Pat And Patsy SPICCI

I CAN be quite confusing when Southern Region president James Lennon calls on Pat Spicci to speak at a Region meeting. Calls on Mr. and Mrs. Spicci to speak at a Rockland County CSEA chapter and in the Association have been commendable examples of local understanding but separate accomplishments.

Presidential Lennon and the members cannot be sure who is going to speak, a man or a good-looking blonde. The reason is both husband and wife are known as Pat Spicci and both are officers in Rockland County CSEA.

Technically, their names are not "Pat." She is the former Patricia Ann Peterson and he is Patsy Spicci. People who don't know them well, call both of them "Pat" although "all our close friends call me 'Pat' and him 'Patsy,'" says Mrs. Spicci.

Whatever the confusion over the names, the couple are both very devoted to the cause of CSEA in Rockland County. Mr. Spicci is first vice-president of the Rockland County CSEA chapter and is president of the Rockland unit.

Mrs. Spicci is president of the Department of Social Services section of the Rockland unit and as such would serve on the chapter Board of Directors. She is also a member of the statewide CSEA committee for Social Services.

Their CSEA activities keep both of them very busy. Mrs. Spicci makes periodic trips to Albany for her social services committee meeting and Mr. Spicci has been attending meetings in many parts of Southern Region 3 recently as part of the CSEA County division team.

However, CSEA activities are only one part of the Spicci's busy schedule. There are also their county jobs.

Mr. Spicci is employed in a special air pollution section of the Rockland County Health Department. He is a senior environmental health technician and his job includes investigation of sources of air pollution and ways to prevent and stop such pollution.

The air pollution control program is financed by the Federal government and much of Mr. Spicci's work consists of issuing permits for open burning and checking on cases of open burning.

Mrs. Spicci is a caseworker in the Rockland Department of Social Services, and concentrates on the Spring Valley area. Both she and her husband have served on the county units' salary negotiating committee.

The couple have three children, two boys and a girl. The boys are active in Little League and Mrs. Spicci helps out by umpiring the Little League teams.

Mr. and Mrs. Spicci are both very interested in bowling and belong to the Rockland County Employees bowling league where the husband fishes the bowling team. "Something went wrong. We only finished second this year," Mrs. Spicci said.

Pat and Patsy, who are now 34, met while they were students in Albany State College. She is from upstate Ilion, N. Y. and he is a lifelong resident of Rockland County. After a period of working in Albany, the couple moved to Rockland County and now live in West Haverstraw.

Mr. SPEICCI sees a great future for CSEA on the county level. "There are many young people here and many who have been in governmental employment for a short time, so there is an excellent potential for CSEA expansion."

Mr. Spicci said CSEA is acting "more and more like a union and this is good. He believes the greatest need is for more field staff, particularly on the county level, and more efforts must be made to fill this need.

The couple's main theme appears to be togetherness and they seem to have achieved this in their union activities as well as in other fields of endeavor. "We lead a sometimes hectic but happy life," Mrs. Spicci said.

Photographed at CSEA Statewide Delegates Meeting last March, Pat and Patsy Spicci flash smiles that indicate that they are with a winning team. The Rockland couple's contributions to their chapter and in the Association have been commendable examples of local understanding but separate accomplishments.

CSEA Record
Solid Varied
Erieites Told

BUFFALO—Pointing to AFSCME's past publications and performance with bargaining units it has represented in Erie and Orleans Counties, Faith Gordon, president of the Erie County Downtown unit, "White-Collar," just another one of the "pretty promises" used in the campaign to challenge the Civil Service Employees Assn. for the county's white-collar bargaining unit.

"Lacking any accomplishments from the people they have represented, they have based their entire campaign on nothing but promises," said Mrs. Gordon of the civil union's efforts to dissipate CSEA. "By the way of contrast, CSEA works for you, not the other union."

"Why has there been no pamphlet, 'Blue-Collar,' for the county's blue-collar employees who have paid their dues for the nine years they've been their bargaining agent," Ms. Gordon asked, and continued:

"Blue-Collar Money"

"Indeed, the blue-collar employees should resent the use of their dues money to finance such pamphlets when they have been neglected for so long."

"But, this latest of their pretty promises proves a pattern on their part."

"Jean Bistoff, president of AFSCME local 1496, which recently switched Coopers to CSEA, has told us of similar practices there."

"Mr. Bistoff is appearing at Erie County CSEA meetings, together with Radix Dragin, her predecessor as president of the local, and Patsy Spicci, who has paid their dues for the nine years they've been their bargaining agent," Ms. Gordon said. "Poor on past performance, they promise pie-in-the-sky to poor, prospective pigeons."

In contrast she enumerated the many recent examples of CSEA's proven performance she listed just before satisfied legal battles won, competent staff representation and use of dues for present members and their fellow co-workers' benefit.

Hike In Social Services Staff In Erie Possible

BUFFALO — Stinging testimony by Civil Service Employees Assn. Erie County Social Services unit president and employees represented by the rival CSEA's proven performance when they have the right to vote on creation of the posts and salaries of the new workers. The membership majority has been neglected for so long.

A grievance filed by CSEA against the county for shortening employees' first pay- check of 1974, which resulted in the county's reimbursement of $123,000 to CSEA's employees, including the blue-collar workers represented by the rival union.

They're Told

Oneonta Plans
Aug. 17 Picnic

COOPERSTOWN — Oneonta chapter, Civil Service Employees Assn., will hold its annual picnic Aug. 17 at Glimmer Glass State Park.

The menu will include chicken and liquid refreshments will be featured, and each family attending is asked to bring a salad dish.

Irene Carr, chapter president, says reservations must be made by August 11, and the reservations chairman is Neil Buzby.

(Leader photo by Ted Kaplan)

(Leader photo by Ted Kaplan)
The Orange County unit of the CSEA Orange County chapter threw a steak bake for all employees and their families in Orange County represented by CSEA. The July 28 event took place at Orange County Park day camp area in Montgomery, and everyone obviously had a great time. The first four persons lined up for their share: from left, Jol Ivette, airport; Charles Capozella, Sheriff's Department; Grace Diene, Middletown State Hospital, and Carol Critelli, Middletown beauty school.

Southern Region 3 president James Lennon, right, is pleased to yield picnic tickets to Harry Gass, Health Department. Looking on, from left, are Glenn Erikson, Health Department, Pape Crane, Commercial College, and Helen Murphy, Family Corrections. 

CSEA Record Solid, Varied

(Continued from Page 8)

. A CSEA legal victory in which the Human Relations Board ruled employees must receive sick-leave benefits in maternity situations. Again, blue-collar workers benefited without their union's involvement.

2. A CSEA lawsuit filed against the county, which had unilaterally changed working hours for Rath Building employees, resulted in working hours of their choice for affected CSEA represented employees. Blue-collar workers affected, not included in CSEA solution.

3. County and State CSEA opposition to "Family Services Act," which could have produced massive social services lay-offs, credited for Governor Wilson's veto.

Win 96 Percent

4. A record of winning 96 percent of numerous CSEA grievances filed against the county.

5. A CSEA legal victory in which the Human Relations Board ruled employees must receive sick-leave benefits in maternity situations. Again, blue-collar workers benefited without their union's involvement.

6. CSEA's dues are $45.50 annually, with all monies spent within the state for member services; rival union's blue-collar workers must pay almost twice as much. With good part of dues going to international's salaries and organizing costs.

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Suffolk In Negotiation

(Continued from Page 1)

The negotiating program covered more than 150 items in the white- and blue-collar categories.

The chapter will be negotiating for separate while- and blue-collar contracts for the first time in response to a need to provide contract clauses tailored to meet the problems of specific groups.

In addition, it was announced that the negotiating teams were insisting that all agreements be reduced to final written form before being submitted to the membership for approval.

Await Decision

(Continued from Page 1)

from 7:30 to 4. Some 600 employees had signed petitions to signify dissatisfaction with the new hours, claiming they caused unnecessary hardships and inconveniences. The employees sent a switch back to previous work hours.
Save a Summer for Someone
July and August are Blood Shortage Months...Donate!

Employee Blood Program
N.Y.C. Department of Personnel
566-2800

Patrolmen Eligibles

EXAM 3914
PATROLMAN/POLICEWOMAN

This is the eligible list resulting from the Dec. 15 written test for police officer. Originally, 117,460 candidates filed, while 53,474 actually appeared to take the test. Of those, 42,894 passed. The list was made public April 3, 1974, and will be officially "established" later. Meanwhile, candidates will be called, in order, to appear for physical testing. The Leader will print the entire list of names, with as many each week as space permits, starting with the April 9 edition.

(Cont. from Previous Editions)

No. 8321—90%


No. 8341—90%


No. 8351—90%


AMALIO SANTOS JNR. DELA O'KEEFE, LINDA M PEZIOLO, RICHARD C BADGER, JAMES F WILLIAMS, VIRGINIA MITCHELL, VINCENzo P TORIO.

No. 8361—90%


No. 8381—90%


No. 8401—90%


8421 Melvin H Blanchard, Lorraine S Kean.

(Continued on Page 11)

State Promotional Job Calendar

Applications Accepted To August 19
Written Exams September 14

Senior Toll Audit Clerk (Bridge Authority)
Written Exam Sept. 14

Additional information on required qualifying experience and exam subject can be obtained by requesting a job announcement from the state Dept. of Civil Service or your state agency personnel office.

Regional offices of the Dept. of Civil Service are located at the World Trade Center, Tower 2, 55th floor, Manhattan, 10004; 488-4248; State Office Campus, Albany, N. Y., 12226; and Suite 750, I W. Genesee St., Buffalo, 14202.

Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request. Be sure to specify the exam title and number.

Open Competitive State Job Calendar

(Continued from Page 7)

Senior Recreation Therapist
$12,670 20-553

Steam Fireman
$7,616 20-301

Stenographer-Typist
$8,942 20-271

Stationary Engineer
$14,142 20-122

Senior Stationary Engineer
$10,714 20-101

Specialists in Education
$16,158 20-312

Speech & Hearing Therapist
$11,337 20-178

Staff Sanitary Engineer
$16,142 20-122

Senior Sanitary Engineer
$17,492 20-173

Senior Occupational Therapist
$12,670 20-550

Senior Physical Therapist
$12,670 20-551

Sr. Speech and Hearing Therapist
$12,670 20-552

Senior Recreation Therapist
$11,277 20-553

Supervising Distiller
$12,760 20-160

Supervising Veterinarian
$14,880 20-312/314

Tax Examiner
$10,714 20-549

Tax Examiner Trainee
$10,118 20-540

Tax Examiner (Spanish Speaking)
$10,118 20-540

Tax Examiner Trainee (Spanish Speaking)
$10,118 20-540

Unemployment Insurance Claims Examiner
$10,714 20-399

Vocational Operator
$5,811 20-307

Vocational Instructor I-V
$9,546/12,670 20-131/134

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the following offices of the State Department of Civil Service: State Office Building Campus, Albany, New York 12226; or Two World Trade Center, New York, New York 10048; or Suite 750, 1 W. Genesee Street, Buffalo, New York 14202.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.
No Residency Requirements

31 Jobs Open In Westchester Until Aug. 14

The Personnel Office of Westchester County is now accepting applications until August 14 for various positions in the various school districts and special districts of the city of Rye. The following positions have no residency requirements:

Programmer (school districts), exam 45-553, is now open. Salary varies with location. High school graduation and one year of experience in programming are the minimum requirements for the position. Completion of a college or business school course may be accepted in lieu of two years of experience specified above.

Senior clerk (school district), exam 45-556, salary varies with location. High school graduation and three years of clerical experience are the minimum requirements for the position. Clerical and stenographic experience or a Junior College degree in Business Administration, English, or related field in- cluding two years of experience, including two years in an instructional capacity, may be substituted.

Senior stenographer (school districts), exam 45-559, salary varies with location. High school graduation and three years of clerical and stenographic experience are the minimum requirements. Graduation from a two-year college or business school secretarial course, and one year of the experience may be substituted.

Senior systems analyst (school districts), exam 45-560; salary of $13,500 to $18,000. Minimum requirements are high school graduation and either college graduation with a Bachelor's Degree and three years of experience in systems analysis, or completion of a two-year post high school, community college or technical school course, and five years of specialized experience as specified above, or seven years of data processing experience with two years in a supervisory position.

Project leaders in (student systems), exam 45-567, at a salary of $13,000, are now open in the school districts for candidates with a high school degree and either college graduation with a Bachelor's Degree and three years of experience in methods analysis, or completion of a two-year post high school or college course in technical school course, and five years of specialized experience as specified above, or seven years of data processing experience with two years in a supervisory position.

Senior systems analyst (financial systems), exam 45-573, at a salary of $13,000 to $21,000, are now open in the school districts for candidates with a high school degree and either college graduation with a B.A. Degree and six years of experience in methods analysis, or completion of a two-year post high school or college course, and eight years of experience in methods analysis or a related field involving organizational and procedures analysis, or completion of a two-year post high school or college course, and eight years of experience in methods analysis or a related field involving organizational and procedures analysis, or completion of two years post high school or college course, followed by an additional two years post high school or college course, and eight years of experience in methods analysis or a related field involving organizational and procedures analysis, or completion of a two-year post high school or college course, and eight years of experience in methods analysis or a related field involving organizational and procedures analysis, or completion of a two-year post high school or college course, and eight years of experience in methods analysis or a related field involving organizational and procedures analysis, or completion of a two-year post high school or college course, and eight years of experience in methods analysis or a related field involving organizational and procedures analysis.
The following information suggests a path that is bound to lead to a bargain.

The first step is to develop a list of schools. To do this, you must decide what kind of training you want and where you want to pursue it. Check the Directory of Postsecondary Schools with Occupational Programs which was published by the U.S. Office of Education in 1971. To make a buy or write for descriptive material to which the schools all have available. Examine these materials to find the courses, facilities, costs, and facilities. Also talk to people who have attended these schools. Sometimes guidance counselors in the public schools can be helpful. Compare schools with rehabilitation programs know more about local trade and technical schools usually. If possible, contact some former students who attended the school and ask them about the school. Inquire from area employers what their experience is with people who have graduated from the training. Questions suggested by the Federal Trade Commission are how many employers say that they helped to secure employment? Would you hire graduates of the school? How many have you hired in the last year? Were they hired because of the school's reputation? Did the training make any difference in starting salary?

The next step is to visit the school itself if at all possible. While you are there, look around and try to get a feeling about the school. What are you doing? Talk with students, recognising while you are doing it, one or more of the school is likely to be somewhat critical. Examine some of the course materials, and observe the facilities that are available.

After gathering all the information, develop some kind of system for comparison. A simple chart might help to summarize the information which could include such categories as costs, location, general atmosphere, courses, etc. Rate each of the schools on a scale for each of the categories using numbers or words such as "good," "poor," "excellent," etc. At this time you get your chart compiled, you should be able to make your decision. If you still are not clear, a couple of indicators should hold special weight. Accreditation is an important one. E. especially, should it not be the only factor because the accreditation process has not been widely adopted. For proprietary schools very long and most of them have not yet been accredited. If your school is accredited, however, it probably is a reliable school. Accreditation is given in the directory described above. If you do not have that directory a Directory of Accredited Private Trade and Technical Schools is available free of charge from the Federal Trade Commission. If you are interested, write to the Department of Trade and Technical Schools at 3301 E. Street, N.W., Washington, D.C. 20542.

The most important factor is the attitude of employers. While you are there, look around and try to see what people are doing. Often students who are doing well have employers who are satisfied. They receive is of little or no value for getting a job. The students may end up spending hundreds of dollars on a completely worthless education. To control such practices, the FTC promulgated guidelines for private vocational schools in 1972. If you shop carefully, you should be well satisfied.

Three Sant Men honored by City

MANHATTAN — Mayor Abra- ham C. Beame presented the Civil Service Commission Robert T. Groh honored three members of the New York City Police Department for distinguished service at ceremonies held on Aug. 5, at City Hall.

Sanitation. Patrolman Leo Deely received the prestigious Medal of Honor of the American Police Association. Patrolman White of Brooklyn was shot and killed while attempting to prevent a holdup at a bar and grill in Brooklyn. Patrolman Orsini of the Woman, Mrs. Mary Janet White, will accept the award on his behalf.

Sanitation Department Confidential Investigator Louis Fino was recognized for his tracks in cracking down and arresting the suspect in the White shooting. Mr. Fino, of Queens, also led an investigation leading to the arrest of an alleged bribery suspect on May 34.

Sanitation Commissioner Richard Olandi of the Queens Bureau of Health was honored for his efforts in tracking down and arresting the 24th bribery suspect. Mr. Orsini resides at New Hyde Park, L. I. In presenting the award, Mr. Olandi declared: "That men of the Department are often called upon to render extraordinary services in the course of a normal day's work. When their time comes, the men are inspired and furnished courageously. Their brave deeds reflect highly on the Sanitation Department and uniformed forces that serve the City."

SAVE ON YOUR MOVE TO FLORIDA

Compare your cost per 4,000 lb to St. Petersburg from New York City, 850 M. Philadelphia, 41722.00; Hartford, Conn. 6,000 lb. 157.00. For an estimate on your move to Florida.

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PETERSON FLORIDA 823

Florida Properties

Developed properties in St. Lucie, Port Charlotte, Port Malabat and communities. Sorry same area. Becker, 516 872-5532.

Vocational Careers Worth Shopping For

While college graduates are searching the boondocks for jobs, more and more students are turning to trade and technical school training in preparing for a career. According to Federal Trade Commission Chairman Lewis A. Engman, "America's school enrollment is increasingly attracted to the promising value of a vocational education. Along with this growing appeal of vocational education there is an increasing need for prospective students to make a decision as to the specific vocational college or school before they make any financial commitment. The essential criterion for that evaluation should be the value of the school's training in helping students get a good job."

The process of selecting the right school can be an exciting bargain hunt, well worth careful consideration. It's probably the most important purchase a person makes in his lifetime.

Four factors of the school's training offer clues to its worth: name, address, and telephone number, type of school, control or affiliation, enrollment, and accreditation.

For a school that gives the kind of training you want, you must decide where you want to receive it. Check the Directory of Postsecondary Schools with Occupational Programs which was published by the U.S. Office of Education in 1971. To make a copy of the directory in the directory about the school on each of the factors of the school includes name, address, and telephone number, type of school, control or affiliation, enrollment, and accreditation.

Make a make-up list of the schools that give the kind of training you want. You must decide where you want to receive it. Check the Directory of Postsecondary Schools with Occupational Programs which was published by the U.S. Office of Education in 1971. To make a copy of the directory in the directory about the school on each of the factors of the school includes name, address, and telephone number, type of school, control or affiliation, enrollment, and accreditation.
## Eligibles

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<tr>
<td>8541 Michael J Cumley, John W Walsh, Richard J Duse, Paul J Moser, Victor M Ayala, Robert L Myers, Domingo A Castaneda</td>
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<td>General Entrance Series</td>
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### HOUSEHOLD servants

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### Legal Notice

JAMES A. SCHNEIDER & CO. No notice is hereby given that the Limited Partnership, organized in the County of New York on the 30th day of July, 1974, under the name of JAMES A. SCHNEIDER & CO., has been dissolved and cancelled by the partners thereof.

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### School Directory

**MONROE INSTITUTE — IBIS COURSES**

- Computer Programming
- Electronics
- Business Management
- Accounting
- Graphic Design
- Audio/Video Production

**Civil Service Activities Association**

- September 1974 Edition
- Available at all Civil Service Exam Centres

### Send for Civil Service Activity Association Book & Everywhere, Anywhere, Somewhere

- 1-2-3-4 Weeks Do-It-Yourself and Escorted Packages to Europe, Africa, California, Orient, Caribbean, and more.

### Send for Civil Service Activity Association Book & Everywhere, Anywhere, Somewhere

- Second Edition Available
- Send for 96 Page Book, Europe & Everywhere, Anywhere, Somewhere.

### Send for Civil Service Activity Association Book & Everywhere, Anywhere, Somewhere

- Second Edition Available
- Send for 96 Page Book, Europe & Everywhere, Anywhere, Somewhere.
offers cards to Westchester County residents who are 60 years and over. The cards allow bearer to a 50 percent discount at various county recreation facilities and other facilities throughout the county. The cards cost a one-time fee of $1. They may be obtained at the sixth floor offices of the Westchester Department of Parks, Recreation and Conservation, and provision is being made to issue them at municipal and county offices throughout the county. The cards are plastic and bear a photograph of the individual, made at the time of applying for the card. Mobile vans are also making the cards available more quickly around the county.

Bernard Shawn Retires

NEW YORK CITY—Alfred A. Delaney, administrative officer of the Judicial Conference of the State of New York, has announced his retirement from State Government, after more than 35 years of service, 19 of which were with the Judicial Conference. He will continue as a special consultant to the State Administrative Judge Richard J. Bartlett.

Since helping to organize the Conference in 1955, Mr. Delaney has served four Chief Judges, and three State Administrators. Between 1953 and 1956, he served as Finance Officer for the Temporary Commission on the Courts, which later created the Judicial Conference. Mr. Delaney began his government career in 1939, when he joined the State Department of Audit and Control in Albany. He remained with that agency until 1949, when he joined the State Building Code Commission. He has been a member of the Civil Service Employees Assn. for 35 years.

In a letter to Mr. Delaney, Judge Bartlett said that "in the minds of thousands of people connected with the courts, judges and non-judicial personnel alike, your name has been more closely linked with the Judicial Conference than with any other person."

Pension Bill Limits Cited

ALBANY—In a clarification of a report from Civil Service Employees Assn. headquarters on the provisions of a bill of living supplemental pension bill, a spokesman in Comptroller Arthur Levitt's office stated:

"The new supplemental pension law passed by the 1974 Legislature did not change the requirement that eligibility was dependent upon attaining age 65 or before May 31, 1972 . . . This age requirement is part of the law as it is the stipulation that the retirement becomes effective prior to Jan. 1, 1969."

Civil Service Employees Assn. will meet at noon on Aug. 14 in Stewart Park. Members will gather at the large pavilion in the park, and those attending are requested to bring their own lunch.

Sunny Plattsburgh Retirees

Employees retiring from the the State University of New York College at Plattsburgh and from the University College chapter of CSEA were honored recently by their fellow CSEA members. From left, are: DeWeyry Connolly, Cecile Pike. George Angel, Anna Kinney and Merle Myers.

Westchester Offers Cards For Discount

WHITE PLAINS—Westchester County has instituted a senior citizen discount card program for all Westchester residents who are 60 years and over. Special 12-community entitles the bearer to a 50 percent discount at many county recreational facilities at various times. The discount will apply at all county golf courses Mondays and Thursdays, and at all county swimming pools Mondays through Fridays. At county beaches, adult admission remains at $2 cents, but senior citizens will get a locker without charge on weekdays.

County Executive Alfred DeBello said he hoped that stores, restaurants and other facilities would offer reduced rates also. The cards cost a one-time fee of $1. They may be obtained at the sixth floor offices of the Westchester Department of Parks, Recreation and Conservation, and provision is being made to issue them at municipal and county offices throughout the county. The cards are plastic and bear a photograph of the individual, made at the time of applying for the card.

Mobile vans are also making the cards available more quickly around the county.

Roswell Nursing Chief Retires

BUFFALO—Eva M. B. Nolen, Director of Nursing Services and Training at Roswell Memorial Institute, the New York State Department of Health cancer research and treatment center, retired last month.

Ms. Nolen has been credited with reaching the top of her profession by "rising through the ranks" during her 27 years at Roswell Park. Daily, she has administered a staff of over 250 persons involved in the nursing and clerical aspects of taking care of patients that fill the 318 beds at the oldest and world-famed cancer research facility.

She enrolled in Mayor Memorial Hospital's School of Nursing in 1946 and was graduated in 1946. While pursuing her nursing career, she continued her education, first at Canisius College, then at the State University of Buffalo from which she received her nursing degree in 1958 and a masters of education degree in 1967.

Youngs Retired

A retirement party was held at the Deansboro Hotel, Deansboro, for Loren Youngs, who helped organize the Clinton Central School District for CSEA and who has served as the unit's president for six years.

Bernard Shawn Retires

BERNARD SHAWN RETIRES — Bernard Shawn, center, receives a commemorative plaque at a retirement dinner held in honor at Jack's Restaurant, Albany, from Ralph Simmons, director of the State Education Department's Division for Handicapped Children, as Ronald Moser, chief of the Bureau for Mentally Handicapped Children, looks on. Mr. Shawn has been a state employee and a member of the Civil Service Employees Assn. for 12 years.

Bureau Formed To Help Aging

ALBANY—Social Services Commissioner Abe Levine has announced the appointment of Sidney S. Smernak as Associate Commissioner to head the Bureau of Family and Adult Services, newly created to consolidate State and local programs helping families and the aged overcome problems that can lead to welfare dependency.

To implement the new Bureau's planned special emphasis on meeting the needs of the elderly, said Commissioner Levine, he has appointed Robert P. O'Connell to head the aging section within the Family Services Bureau.

The new bureau will place sections and focus public and private resources on problems that can adversely affect families and adults receiving services through local social service districts.

The aging section within the Bureau will develop new approaches and public-private relationships to improve the quality of life and the self-sufficiency of adults. This section will coordinate public and private agency efforts in a number of key areas, including:

• Protective services, identifying and correcting hazardous living conditions and situations of persons unable to protect themselves from neglect;

• Preventive services, providing or arranging for services to enable adults to remain in their own homes when feasible;

• Foster care for adults to enable them to remain part of the community by providing adequate non-institutional care outside their own homes;

• Senior citizen centers to provide social group services to help elderly people cope with personal problems, develop their abilities to function as individuals and part of the community, and relieve isolation.

Mr. Smernak, 48, has 25 years of experience in social welfare administration, most recently in the State's Medicaid program. Mr. O'Connell, 33, has extensive experience in mobilizing community resources to combat the problems of the aged. He organized the Remedial County Department for the Aging and was that agency's first commissioner before joining the Department of Social Services.

THACA Meeting

THACA—Rhine Arts Retirees and Civil Service Employees Assn. will meet at noon on Aug. 14 in Stewart Park. Members will gather at the large pavilion in the park, and those attending are requested to bring their own lunch.

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**Latest State And County Eligible Lists**

**WHERE TO APPLY FOR PUBLIC JOBS**

**NEW YORK CITY** — Persons seeking jobs with the City should file at the Department of Personnel, 125 Livingston St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours on Saturdays are 8:30 a.m. to 5:30 p.m.

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

By appointment only, reach the filing office via the IND (Chambers B): BMT (City Hall Loop), or the BMT (Brooklyn Bridge). For advance information on titles, call 686-9700.

Several City agencies do their own recruiting and hiring. They include:

- Board of Education (teaching only), 68 Court St., Brooklyn 11201, phone: 586-5886
- NYC Transit Authority, 25 East 57th St., NYC Transit Authority Building, New York, phone: 821-5060

The Board of Higher Education advises teaching staff applicants to contact the individual agency. Persons seeking jobs should file through the Personnel Department directly.

Several regional offices of the Department of Civil Service are located at the World Trade Center, 90 White St., New York 10048, phone: 488-4248; State Office Campus, Albany, 12203; and the Department of Commerce St., Buffalo 14203. Applicants may obtain announcements either by mail or by contacting the stamped, self-addressed envelope with their request.

Various State Employment Service agencies make applications in person, but not by mail.

Judicial Conference jobs are filled at 270 Broadway, New York, 10007, phone: 486-4141. For criminal justice positions, contact their offices at 110 Reade St., New York, phone: 750-7000.

**FEDERAL** — The U.S. Civil Service Commission, New York Region, 700 Central Park West, at 70th St., New York 10023, and 50 Flatbush Av, Brooklyn 11205. Job inquiries may be made to 690-332-7460. Federal titles have no deadlines unless otherwise stated.

**INTERGOVERNMENTAL** — The Intergovernmental Job Information and Testing Center supplies a list of federal, state, and local vacancies in New York City and State and Federal jobs. It is located at 50-06 41st Ave. Sunnyside, Queens, phone: 721-6201. Five free hours are from 9 a.m. to 5 p.m. weekdays. The phone for information is 721-6201. Rates for state: $525-4100; for state: $526-4000; and for federal: $524-0192.

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**20K**
BUFFALO — Picking up steam as it travels around the state, the Civil Service Employees Assn. statewide political action committee, under the chairmanship of John Curtain, made its second stop of the tour here in the state’s second-largest city, headquarters of the union’s Region 6.

As it had the previous day at a meeting with leaders from Syracuse Region 5, the committee discussed voting records of incumbent legislators. An analysis of the records will be one of the tools by which the committee will be able to make judgments as to which candidates deserve CSEA endorsement.

This is only the second year that CSEA has launched a full-scale effort in political action. The first, two years ago, was headed by Thomas H. McDonough, now executive vice-president of the statewide organization and currently functioning as acting president. At that time, although an avowedly experimental, "learn-by-your-mistakes" situation, CSEA scored a dramatically impressive record of success.

In the ’72 legislative elections, three out of four winning candidates had CSEA endorsement. Perhaps even more impressive than this 75 percent accuracy record was the fact that certain candidates won by very narrow margins, and CSEA has been generally acknowledged as having been a factor in these close elections. Examples are an Assembly race in Long Island in ’72 when the winner topped his opponent by only 600 votes, and the County Executive election in Nassau in ’73 when the decision was also very close.

The statewide political action committee at the Buffalo meeting expressed its desire to work closely with the regional political action committees in developing a unified approach to the elections in all parts of the state.

Western Region’s political action coordinator, under the chairmanship of Region third vice-president June Boyle of SUNY at Buffalo, attended the meeting in full force, with representatives from CSEA at Fredonia, Lockport, and Monroe in the northeast.

Ms. Boyle, who also serves as a University representative on the CSEA’s Board of Directors, said that the regional committees are beginning to work immediately on formulating plans for activities.

She pointed out that with 44,000 voters in Western Region, it is important to lay the groundwork now for the elections this fall, so that understanding and cooperation of efforts can be coordinated between the statewide and the regional committees.

Talks were initiated early in view of past difficulties in reaching agreement and mutual understanding.

-- Dolan, Carey

(Continued from Page 1)

At 8:20 a.m. the commission arrived at the site and was greeted by the mayor and other officials.

(Continued from Page 1)

The package includes many items basic to take-home earning power and working conditions.

The basic anti-inflation salary adjustment, tied in with the CSEA’s successful negotiations, is designed to keep pace with the cost of living. The committee adopted a policy of deliberately setting the rates of increase in the package below the inflation rate, in order to hold down the cost of living to the greatest extent possible.

To ensure that the committee members are satisfied with the results of the negotiations, the commission has agreed to meet regularly with the members of the negotiating committee to discuss progress and to consider any new issues that may arise.

The package includes a demand for a minimum salary.

There are also measures for new or improved optical prescriptions, such as better eyewear and improved benefits regarding holidays, sick leave accumulation, vacation opportunities, shift differentials and true longevity. Additional deals with reduced working hours are also included.

The negotiating committee is meeting regularly and is expected to present a complete package before the end of the year.

The commission is also negotiating with the state government to improve working conditions, including the possibility of a new location for the state office building.

A special meeting is scheduled for the end of the year to discuss the progress of the negotiations and to consider any final adjustments that may be necessary.