**OATH OF LEADERSHIP** — Officers of the Civil Service Employees Assn. are installed by Judge Hogan at the union's 65th annual delegates meeting last week in Niagara Falls. Being sworn in, left from Judge Hogan, are (front) president Theodore C. Cleary, Syracuse Region V, and Robeh Lattimer, Western Region VI. (Leader photo by Tom Kaplan)

**VOTE NEGOTIATIONS TIMETABLE**

CSEA Delegates Authorize Strike If Talks Fail Again

By PAUL KYER

NIAGARA FALLS — Strike authorization was granted by Civil Service Employees Assn. delegates meeting here as they adopted a timetable for negotiations on a new state contract.

Reflecting the bitterness felt by most state employees following the Legislature's approval of a $2 billion tax plan last summer, CSEA delegates approved a binding date of April 1, 1976, as the strike deadline if a contract remains unsettled.

The motion, as presented by CSEA State Executive Committee chairman Thomas McDonough, also declared that negotiations would begin by Oct. 30 this year, with an impasse to be declared no later than Dec. 20. Appropriate action then would be taken according to the Taylor Law and if no contract is possible.

Demands as coaled and presented to the State no later than Oct. 29. If necessary, time could be devoted to further mediation.

CSEA elected 85 delegates to a joint state-federal mediation panel, to be appointed as soon as possible. A CSEA state-appointed arbitrator would then be selected.

The joint state-federal mediation panel would seek to return to the bargaining table. A strike would be avoided if a settlement is reached before the deadline.

(Continued on Page 3)

**Convention Reports**

— See Pages 8 & 9

**County Delegates Stand Up — And Walk**

**By MARVIN BAXLEY**

NIAGARA FALLS — County Division delegates took a stand at the Civil Service Employees Assn. convention and then walked out during the first day of combined sessions with the State Division delegates.

County Executive Committee chairman Salvatore Mogavero told the delegates on Oct. 1 that the time of County members was being wasted as they were required to sit through discussion of issues dealing with state matters.

He chastised the state delegates that their negotiating demands should have been settled in the State Bargaining Unit meetings. Individual meetings had been held on Sept. 29 for delegates in the Administrative, the Operational, the Institutional and the Professional-Scientific-Technical Units.

Mr. Mogavero then called a caucus of County Division delegates, representing counties, towns, school districts and other local government entities.

As the County Division delegates filed out of the meeting hall, State Division delegates inquired whether there still remained a quorum to conduct official business. They were reassured that their actions would be official.

Compromise was reached when it was agreed that separate State Division and County Division meetings would be scheduled for the next morning, Oct. 2, so further time could be devoted to divisional matters before they reconvened. The full delegates meeting then resumed on the afternoon of Oct. 2.

Although the County Division's dramatic action triggered concern among all the delegates, it was probably best demonstrated

**Lost Briefcase**

WILLARD — A brown, zippered briefcase, with the CSEA logo, was lost at the Lake Placid Club during a meeting of the union's Syracuse Region V last month. It found contact with Doris Pratt at Willard Psychiatric Center, Willard, N. Y. 14588.

(Continued on Page 3)

**Equal Rights For Women Gains Endorsement**

By JANE B. BERNESTEIN

NIAGARA FALLS — The Equal Rights Amendment for women was endorsed by the delegates of the Civil Service Employees Assn., meeting here last week at the Convention Center.

The proposal would amend article one of the state Constitution. A new section, Section 13, to read: "Equality of rights under the law shall not be denied or abridged by the state of New York or any subdivision thereof on account of sex."

On the recommendation of state Senator Linda Tourtelotte, of Erie County chapter, the proposal was changed to clarify that five more states are needed to pass the Equal Rights Amendment to the federal Constitution, "but even if it does not go through for the federal amendment, at least we will have it in the state Constitution."

The motion to endorse the Equal Rights Amendment was presented to the CSEA delegates by the union's Executive Committee chairman, Salvatore Mogavero, of Erie County chapter.

In the Legislature, the Amendment has been read once and referred to the Assembly's Committee on Judiciary. It requires action by the Senate as well.

If passed by both legislative houses, it would be submitted to the electorate for approval.

(Continued on Page 6)
Martha Lewis Is Named Social Services Deputy

ALBANY—Martha S. Lewis, formerly director of the New York City Housing Authority's Department of Social and Community Services, has been named deputy commissioner for the Services of State of Social Services.

The appointment was made by Commissioner Stephen Berger and is one of the top three programs in the department. It pays $42,000 annually; Ma. Lewis' division administers programs totaling $4.5 million annually including federal, state and local funds.

Ms. Lewis held the New York City post since 1972. She is a graduate of the University of Arkansas, Pine Bluff, and the University of Atlanta School of Social Work. She has been active in community development programs with a Washington, D.C., architectural firm.

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NORTH AMITYVILLE—

Bookings for the last two-thirds mark late last month, more than six weeks before the first Civil Service Employees Assn. Long Island Region 1 workshop.

The Region's best resorts in the world, is on the Atlantic Ocean at the tip of Long Island. Reservations may still be made at the Long Island Region office, 76 Broadway, North Amityville, N.Y., or with chapter presidents.

For FREE catalog, call WO 2-0002

STENOTYPE ACADEMY

259 Broadway, N.Y. 10007 (Opposite City Hall)
SWAN STREET STOP — Albany Region Civil Service Employees Assn. information station is in operation at the Department of Motor Vehicles Sw. stagna where Region members had a chance to get a quick update on CSEA activities from local chapter officers and professional staff. Pat Maday, CSEA collective bargaining specialist, and Sid Frad, Department of Health, are shown providing information to Milton Weinstein of Motor Vehicles.

Watertown Files Charges Over Longevity Pay Issue

WATERTOWN — The Watertown City unit, Civil Service Employees Assn., following a unanimous vote of its membership, will file an improper practice charge against the city with the Public Employment Relations Board for failing to produce longevity payments to its workers, according to CSEA field representative John Sullivan.

Mr. Sullivan said the improper practice charge, citing the city in general and City Manager Ronald O. Forbes in particular, will be filed by CSEA regional attorney Lee Clary. The City unit embraces general city workers.

CSEA claims that during contract negotiations last winter and this spring, city negotiators promised to pay along minor benefits, such as longevity payments, won by city policemen and firefighters in subsequent agreements.

CSEA unit president Richard J. Ortego said this assurance from City Manager Forbes was the reason his membership voted to accept an early contract settlement.

Mr. Ortego said the city's continuing refusal to grant the longevity payments constitutes a breach of promise and, as such, an improper labor practice.

Negotiations Timetable

(Continued from Page 1)

Vogel Takes Post In Western Armory

BUFFALO — Lawrence H. Vogel has been installed as president of the Civil Service Employees Assn. State Armory Employees Western chapter.

Also installed by outgoing president Joseph Kennedy were: vice-president, Greg Webster; treasurer, Robert Stahl; sergeant-at-arms, Phillip Garland, and secretary, Walter Perlman.

Name Dougherty

E. Jack Dougherty's name was omitted from the identification under a photo on page 13 of the Sept. 10, 1975, issue of The Leader. Mr. Dougherty was among the right in the grouping of nine people elected to the Civil Service Employees Assn., Albany Region IV executive council.

In a normal year, they would have been assigned portions of the convention to cover for reporting to chapter members, but this year the chapter convention will have a different format. "What will be the CSEA Program for 1975-76?" will be the theme of the meeting at Rochester. Discussion will center on statewide priorities, the impact of negotiations, challenges from other unions, and the question of job actions. CSEA meets as much state resistance as last time. "We also want to go over the

Inconvenience Pay Battle Is Won At Binghamton PC

BINGHAMTON — Employees at Binghamton Psychiatric Center have notified of a favorable decision in a grievance filed against BPC by the Civil Service Employees Assn. chapter there.

The grievance concerned a contract clause on inconvenience pay that previously stated: "An employee must work for a period of at least four hours between the hours of 6 p.m. and 6 a.m. in order to receive inconvenience pay."

As a result of the filed grievance, the "10 consecutive days" clause has been dropped and the clause now reads: "An employee must work for a period of at least four hours between the hours of 6 p.m. and 6 a.m. in order to receive inconvenience pay."

In a normal year, they would have been assigned portions of the convention to cover for reporting to chapter members, but this year the chapter convention will have a different format. "What will be the CSEA Program for 1975-76?" will be the theme of the meeting at Rochester. Discussion will center on statewide priorities, the impact of negotiations, challenges from other unions, and the question of job actions. CSEA meets as much state resistance as last time. "We also want to go over the

Goings On — Everything seems to be going Wright for the Executive Department chapter of the Civil Service Employees Assn. Chapter members recently elected two men from that name—not related, of course—to top offices. Shell chat before last week's installation dinner-dance in Albany are, from left, Albany Region IV president Theodore C. Wendt and chapter president Anson Wright.

Rochester's Chapter Sets Mini-Convention Following Niagara Falls

ROCHESTER — A "mini-state convention" will be held for members chapter, Civil Service Employees Assn., following the state convention Sept. 28-Oct. 3 in Niagara Falls.

Chapter meeting will be held Oct. 7 at 8 p.m. at the 46 and 4 Club, 933 University Ave., here.

Two chapter officers, Samuel Grossfeld, president, and Kathy O'Brien, first vice-president, and three chapter delegates, Larry Cohen of Workmen's Compensation, Helen Bynum Singleton of State Insurance Fund and Linda Hartman of Motor Vehicle Department, attended the Niagara Falls convention.

In a normal year, they would have been assigned portions of the convention to cover for reporting to chapter members, but this year the chapter convention will have a different format. "What will be the CSEA Program for 1975-76?" will be the theme of the meeting at Rochester. Discussion will center on statewide priorities, the impact of negotiations, challenges from other unions, and the question of job actions. CSEA meets as much state resistance as last time. "We also want to go over the

Open Up Lines

(Continued from Page 1)

The Authority delegates, chaired by their Board of Directors representative Jim C. Gray, decided to hold a statewide meeting to give chapter leaders greater opportunities to discuss mutual problems. There are 10 Authorities chapters.

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

Syracuse Retirees

SYRACUSE — The Syracuse Area Retirees chapter, Civil Service Employees Assn., will hold a quarterly meeting Tuesday, Nov. 25, at Lake View Yanes, Route 8, Fulton.

The meeting will begin with a 1 p.m. luncheon with a business meeting afterward. During the business meeting, a field representative from the Social Security Administration will be on hand to answer questions on Social Security and Medicare.

Retirees from Cranport, Corning, Cazenovia and Oswego Counties are invited to attend. Telephone reservations may be made to contact Hazel Nagler, chapter secretary, at (315) 463-3267.
Syracuse Area Jobs Open

SYRACUSE — Positions as programmers, work experience program coordinators, public service employment specialists, manpower coordinators, grounds foremen, systems analysts, systems programmers, employment services specialists, employment supervisors, and assistant director of manpower presently exist with offices in Onondaga County.

Salaries range from $7,096 to $17,094 and salaries for similar positions may vary with different hiring agencies. Applications will be accepted through October and November, with testing scheduled for November and December.

In some instances, candidates must be residents of Onondaga County or individual cities where hiring will occur. Where no residence requirements are necessary, Onondaga County residents will still be given preference in hiring.

For information on minimum requirements for each post and for applications, candidates should contact the Onondaga County Department of Personnel, 155 County Office Building, Syracuse, N.Y.

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FOR CSEA MEMBERS ONLY

CSEA Basic Accident and Sickness Plan.

If you are a new employee under age 39½ and apply for this insurance within 120 days from your employment date, you are guaranteed $150.00 per month in benefits. All other members may also apply and will be required to show evidence of insurability.

If your annual salary is up to

$4,000 but less than $5,000
$5,000 but less than $6,500
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Syracuse

State High Court Ruling:

Legislature Has No Right
To Mandate Pension Fund
Purchase of MAC Bonds

ALBANY — The Civil Service Employees Assn. and the Police Conference of New York emerged victorious in suits brought to prevent the use of additional public employee pension funds to purchase Municipal Assistance Corp. bonds.

Last week, in a 6-1 decision by the Court of Appeals, it was ruled that the Legislature had no right to order State Comptroller Arthur Levitt to invest pension funds into MAC securities. The bonds are intended to generate capital to bail out the City of New York, nowailing in fiscal shallows.

The court's decision is final and cannot be appealed.

However, in a surprise turn-around late last week, Comptroller Levitt, in what he termed a "last resort," said he was willing to dip into the state's $7 billion pension fund to buy $250 million in state notes to aid New York City. The Comptroller also said he could spend an additional $20 million, which he said could be used to pay off the City's current obligations.

Comptroller Levitt has previously said he was reluctant to use the pension fund to buy additional securities.

Following a meeting earlier in the week with Gov. Hugh L. Carey, the Comptroller and he had no doubts about the worth of the MAC securities but reiterated his position that the $250 million then invested in the securities from pension funds "fulfills the requirements of balance and diversity in the pension fund portfolio."

Speaking from Niagara Falls where CSEA was holding its annual convention, a union spokesman said officials there are "irate" about the Comptroller's previous statement, "We have ordered our counsel to investigate every legal ramification." Mr. Leavitt said he would invite the pension funds in state short-term notes, which major banks said they could not sell to the public. In purchasing these notes, the Comptroller is able to help New York City while continuing in his refusal to invest the $250 million pension funds voluntarily in MAC bonds.

The latest move is intended to keep the city above water until December.

The CSEA and Police Conference suits were brought to defend about $125 million from their pension funds which had been earmarked for the MAC bond purchase. However, the Court of Appeals ruled against the entire section of the purchase legislation which required approximately $750 million in pension investments. In all, the Legislature voted that about $3.3 billion be invested in MAC securities in an emergency financing measure designed to prevent default by New York City.

Last week's ruling by the Court of Appeals could also mean the rest of the $2.3 billion plan, especially the state's own effort to come up with $750 million in loans in behalf of the City. Other parts of the package, including up to $486 million in bond funds, were supposed to have been contingent on the entire package going forward. State officials expressed concern that the other parts of the package could now fall apart.

The CSEA and Police Conference suits argued that the legislation was unconstitutional in that it violated a state guarantee that pension rights of public employees cannot be impaired.

In the ruling, Chief Appeals Judge Charles D. Breetz said for nullifying what he called "the extraordinary and troubled efforts" to save New York City from default but added that the Legislature went beyond its powers a month ago in mandating that the pension funds be spent by the Comptroller.

In the decision, written by Judge Breetz with Judge Lawrence H. Cooke dissenting, the court noted that to deprive Comptroller Levitt of "constitutional powers" is to remove his power to remove our Constitution. In his dissent, Judge Cooke observed that the State Constitution provides no basis for compelling the Comptroller to spend the pension funds voluntarily in MAC bonds.

Governor Carey met last week in Washington with the New York Congressional delegation to meet with other top Congressional leaders in what was assumed to be another attempt to obtain federal assistance for New York City. He has made several unsuccessful trips there in recent months and has been quoted as saying default by the City could lead to a national disaster, with the collapse of nationwide municipal bond markets.

In an Albany Times-Union front page story last week, Political Affairs Editor Vic Ostrowiowski quoted administrative and legislative sources as unhappy with the Appellate Court decision.

Some, he said, termed the CSEA and Police Conference suits "half-hearted" and added that this quality may hurt the unions in coming contract negotiations.

"One source went as far as to say that if no solution could be found to the state's fiscal crisis, the state would be forced to lay off state employees 'en masse.'" Mr. Ostrowiowski wrote.

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The Hydrotherapy Department includes a therapeutic swimming pool, Hubbard tanks, and whirlpools; the Physio-therapy Department administers electro-thermal 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.

Psychiatric Hospital

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 spacious 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.

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Wrong Risks

What is becoming increasingly clear is that the federal
Administration seems intent on following a handson approach to
New York City's financial crisis, which might result in
the city's bankruptcy.

The repeated criticism of the Vietnam War is not uncommon, even in
New York State and its municipalities.

Relying on the City of Buffalo, the state's second largest,
which has been unable to prevent its financial problems,
its bonds have been reduced in price despite
the state's high credit rating.

Last week the City of Buffalo, in a move that might
raise some eyebrows, received one bid for $6 million
for a package of bonds.

For the state Constitution to de-
mand that a person be elected as
the Comptroller, as set forth by Chief
Justice of the State Supreme Court,
the wording of the term in the Consti-
tution. Thus, the few words
"shall be elected" in the State Con-
stitution. The courts have held that
the election of a Comptroller is in
violation of the provisions of the
State Constitution.

The language of the contract specifically excluded
review of the decisions of the selection committee. The

People Win One

Although we appreciate the severity of the dilemma
faced by the city, we must consider the need for
Public Employees Act to be fully implemented.

In arguing the case for CSEA, attorney James Roemer
has emphasized the importance of protecting
the rights of public employees.

It is the public employees who are the real winners,
WASHINGTON, D.C. — Nurses, nurse anesthetists, clinical nurses, operating room nurses, occupational health nurses, psychiatric nurses, and public health nurses are currently being recruited by the U.S. Civil Service Commission. The jobs are at the GS-4 to 9 levels paying $9,873 to $13,269 a year. Positions to be filled are located in Washington, D.C., and in various installations throughout the United States, including New York City. A small number of overseas positions may also be filled. About 80 percent of federal nurses work in hospitals, while the rest are in employee health units, clinics, research centers, and other establishments.

Eligibles will fill vacancies in the Commissioned Corps of the U.S. Public Health Service, the Veterans Administration, the uniformed military services, or in volunteer agencies.

For all positions, candidates must have a professional nursing license. However, if applicants are applicants have graduated in the last 12 months from a three-year diploma program of professional nursing, or graduated with an associate degree or other program of at least two years’ duration in a professional nursing school, additional experience or education is necessary for different levels in various nursing positions.

For all GS-4 to 9 positions, except nurse anesthetists (GS-9), candidates from the New York City area should submit applications to the Syracuse Area Office, U.S. Civil Service Commission, O’Donnell Building, 301 Erie Blvd. West, Syracuse, N.Y. 13202.

Nurse anesthetist applicants should file their forms with the commission through its area office, 1000 6th Street NW, Washington, D.C. 20415.

Applications and detailed information may be obtained from the federal job information centers at: 26 Federal Plaza, Manhattan; 271 Cedar Pl., Brooklyn; 500 Grand Concourse, Bronx; or 90-04 161st Street, Jamaica, Queens.

Contract did not exclude from arbitration the disapproval of Sabbatical leave because of financial matters, and the discretion vested in the selection committee in determining whether particular leave programs are educational in value. The latter is not arbitrable in that the civil service procedure removes such determination from the real of the grievance procedure. The board’s determination, on the other hand, which results in a default of its contractual obligation to grant sabbatical leaves to qualified employees, may not be removed from the arbitration procedure under the guise of absolute discretion. To do so would be to vest the board with untrammeled authority to choose which clauses of the contract it will obey. This was not the intent of the parties; nor does the agreement lend itself to that interpretation. Thus, we hold that an arbitrable dispute does exist.

(continued from Face 6)

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Let’s compare the Medical Plans available to you.

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<tr>
<th>HIP (prepaid)</th>
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<tbody>
<tr>
<td>Fully-covered maternity benefits. Board-Certified Obstetrical and Gynecological Specialists.</td>
<td>Fixed-dollar allowance. You pay the difference. The real out-of-pocket costs may vary upward to $800 or more for the delivery alone. Example, GHI Major Medical Type E, does not pick up the difference between its maternity allowance and the physician’s fee.</td>
</tr>
<tr>
<td>Fully-covered in HIP. No limit on post-operative visits.</td>
<td>Fully-fixed-dollar allowance. Extra cost may be financially catastrophic.</td>
</tr>
<tr>
<td>Fully covered. No limit on the number of visits. HIP members have access to the full range of medical specialists.</td>
<td>Fixed-dollar allowance. Limitations on visits. Out-of-pocket extra dollar costs cannot be predicted.</td>
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<td>Fully covered by HIP’s famed Special Services Program which pays the full cost for super-specialist care, the treatment of rare and complex illness, and for such expensive operations as brain surgery, ear surgery, heart surgery, all performed by renowned specialists in these fields.</td>
<td>Costs cannot be predicted. Usually run into thousands of dollars for ear surgery, brain surgery and other rare and complex operations.</td>
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<td>Fully covered when provided by HIP physicians. Includes physician care in the home, hospital or office. No limitation on medical services. X-rays, Laboratory Tests, injectible drugs, wheelchairs and appliances fully covered. Provision for round-the-clock medical care.</td>
<td>Fixed-dollar allowance for medical services. In some cases, no allowance for office visits. Office visits can result in out-of-pocket dollar costs.</td>
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<td>None required. All the medical care for covered services is paid for in advance by your premium. HIP does not have claim forms, co-insurance or deductibles. Think about it for a minute — you will never have to pay another bill for covered medical services. By joining HIP you become part of a system of modern medical care that treats the whole person.</td>
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GOVERNMENT EMPLOYEES
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TIME TABLE:
Board of Education transfer dates to October 10:
City transfer until October 17
State and Federal transfer dates to be announced.

CITY STATE FEDERAL EMPLOYEES

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Let’s compare the Medical Plans available to you.

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None required. All the medical care for covered services is paid for in advance by your premium. HIP does not have claim forms, co-insurance or deductibles. Think about it for a minute — you will never have to pay another bill for covered medical services. By joining HIP you become part of a system of modern medical care that treats the whole person.

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GOVERNMENT EMPLOYEES
Can you afford not to transfer into HIP while you have the opportunity during your transfer period. See your payroll clerk today.
The special work performance ratings and examinations committee of the Civil Service Employees Assoc. is chaired by Samuel Grossfield, of Rochester, with committee members Harry Casey, Al Castelli, William Gagnon, Carl Carrand, Marjorie Reeves and Don Gallonol.

Since our last report to the Delegates in October of 1974, this Committee met with the Director of Personnel Services and Development, James A. Dermony, and twice with John M. Kerfe and Irving Handler, Assistant Administrative Director and Assistant Director for Staffing Services, respectively, of the State Department of Civil Service. Due to circumstances beyond our control, no meetings were scheduled after February of 1975.

Members of your Committee, and particularly the Chairman, have had quite a bit of correspondence and phone calls from CSEA members as well as the Department of Civil Service. We have tried to answer all of them, some tactfully, due to our lack of clerical assistance. More importantly, we have tried, to the best of our ability, to do something for them, not always successfully.

It is noteworthy that we were successful in overturning two "unsatisfactory ratings" for the years 1969-1973. To briefly summarize these statistics, the total number of employees rose from approximately 100,000 to approximately 125,000 during the period, while the number of "unsatisfactory ratings" increased from 127 to 430. That was a 3-fold increase in the number of "unsatisfactory ratings" during the four year period referred to above.

During 1974, the total number of rat-ings remained constant at approximately 125,000. The "unsatisfactory rating" again significantly increased to 578 — a 45 percent increase in the previous year.

The number of employee appeals from "unsatisfactory ratings" increased from 77 in 1969 to 83 in 1974, which tells us that only 25 percent of those receiving an "unsatisfactory rating" appeal it.

It is worse to note that the number of victories on appeal only exists since 1974. Certainly it does not help our cause to see how vague the criteria for a "satisfactory rating" are. We must press for more specific guidelines and for representation on Rating Appeal Boards.

A potential problem area is the new regulation that all intra-departmental promotions now require the successful completion of a probationary period without the right to appeal an "unsatisfactory rating." CSEA lost the Court battle this Committee will continue its efforts to get the Department of Civil Service to allow appeal.

We have been successful in reducing the number of continuous recruitment examinations. To reduce our memory, it is necessary that the examination lies in the interfiling of later successful candidates, which could result in the by-passing of the earlier successful candidates.

The largest number of complaints we have received is the constant failure of examinations. We shall pursue this problem as vigorously as possible. The same holds true for the post-testing review of written examinations so the candidates can have access to the questions as well as to their own answers.

We are requesting that more time be allowed for the spelling portion of examinations held for the positions of Clerk, Typist and Stereotypist. Only ten minutes is allowed for 90 difficult words and we would hope that now managerial employees could pass such a spelling test in the short time allocated.

Delegates representing state, local government, school and authorities employees gather in Niagara Falls Convention Center to debate issues and to pass on reports prepared by union committees.

Non-Teaching School Employees Committee

The statewide non-teaching school employees committee of the Civil Service Employees Assoc. is chaired by Edward Perretti, Nassau County, with committee members Salvador Magasero, Erie; Vincent DiBiase, Suffolk; David Silverman, Nassau; Neil Gruppo, Niagara; Jack Brogsdale, Queens; Charles Lasch, Saratoga; Hugh Crapser, Dutchess; Howard Cropsey, Albany; Les Banks, Rensselaer, and Irene Izzo, Westchester.

Beginning last January, the Statewide Non-Teaching School Employees Committee became a mobile committee in that it began traveling to different parts of the State to meet, with non-teaching employees for the purpose of convening the meetings in different parts of the State were threefold. First, it provided a means for members of the Statewide Non-Teaching School Employees Committee to meet, in person, with non-teaching employees in all parts of the State, and discuss the programs of the committee. Secondly, it provided a forum for employees who wished to express themselves on matters affecting their terms and conditions of employment including their relationships with employers. Finally, it provided a means for the committee to discuss the problems of each region for the purpose of ascertaining whether there were some problems that were similar to all regions containing non-teaching employees. The committee feels that the direct contact it has had with employees has helped its members gain greater insight into the present and future needs of non-teaching employees. From this insight gained, the committee hopes that it will be able to develop programs which will aid non-teaching employees with matters of concern to them.

As the 85th Annual Convention begins, the committee has completed visits to four of the five regions containing non-teaching employees. The committee found that there were several areas of concern to non-teaching employees that were similar. These areas are as follows:

- Protection of the rights of human beings to aspire to human goals. The struggle is in persuading the leaders of IL, IV and other local Human Rights Committees in their regions.

CSEA has also given support to the New York State Chapter of the National Association of Human Rights Workers by taking membership in that organization.

The effect of CSEA to create equal rights for all has been made a part of the curriculum by the New York State Careerists Society, Inc. of New York City. We are devoted.

Finally it is the wish of the Human Rights Committees to the establishment of Regional Human Rights Committees in Regions I, II and VII and believes that it will eventually succeed in persuading the leaders of IL, IV and other local Human Rights Committees in their regions.

Human Rights Committee Report
Social Services Committee Report

The statewide social services committee of the Civil Service Employees Assn. is chaired by Richard Tarmey, Montgomery County, with committee members Geraldine McFarland, Hovey Ragan, St. Lawrence; Patrick Spidel, Rockland, E. Ben Porter, Suffolk; Grace Vallee, Rochester; Joseph Zieniak, Erie; Rose Pandery, Clinton, and Howard Quinn, Nassau.

The statewide Social Services Committee has met six different occasions since January and has involved the chapters with new job series plans, new social services legislation and the outcome of the "exam-taker" job series tests. It is the feeling of this committee that the "Examiner" once the "Examiner" Series test can be given again. Mr. McFarland pledged his cooperation with this committee and to keep the committee aware of his developing role in local social services agencies.

A discussion took place during the meeting regarding the "Assignment Payment Specialties" series. To further our efforts, a meeting was held in July, at which Norma Wedlake, guest speaker, was asked to discuss pending social services legislation. A lengthy question and answer period followed the discussion. Copies of relevant proposed legislation, including amendments introduced by this committee, were distributed.

Special Memorial Plaque Report

The John M. Harris Memorial Plaque is to commemorate the names of those who have rendered extraordinary service to the Association. It is recognized that throughout the years thousands of members have rendered valuable service and many substantial sacrifices to advance good government and employee welfare, and all objectives named to be inscribed on the Memorial Plaque shall be limited to deceased members of the Association, who during their lifetime have rendered outstanding benefits or services to their chapter, their conferences, and to the State Association, and will usually have resulted for efforts which were far beyond the call of duty.

There is no time limit on when the outstanding service may have been rendered.

Serious responsibility rests upon the Presidents, the Regional Presidents, the region, and the Delegates to assure that the Memorial Plaque serves the fine purpose for which it was created. Nominations must be forwarded to the Regional Presidents by the first of the month. Each region will be allowed two nominations per year to the Memorial Plaque, as determined by the Regional Presidents. All nominations are to be submitted to the Regional Presidents, and the Regional Presidents will forward their recommendations to the Executive Director of the State Association, who will then distribute the recommendations to the various chapters for consideration. All nominations must be in the hands of the Regional Presidents by the first of the month.

The John M. Harris Memorial Plaque is to be held in Region I headquarters on September 15th. To further the hopes, we are recommending the establishment of "mini-committees" in each region which would have the responsibility of soliciting nominations for the Memorial Plaque, as determined by the Regional Presidents. The Regional Presidents will forward their recommendations to the Statewide Committee and for the aggregation of feedback on local problems that may be referred for action by the State Executive Committee. With the assurance and approval of the regional presidents, regional committees have already been formed in Region I and Region II, and their quick action and sound encouragement the remaining regions to follow suit.

Down through the years, succeeding Memorial Plaque Committees have seriously considered their areas of responsibility, and so it maintains the high standard and fine recognition that the Plaque represents.

At this time, the Committee wishes to suggest to the Committee for the election of the new Mr. Krueger for an outstanding service to CSEA throughout the years. As a representative of the State Department to the State Executive Committee, he participated in major decisions affecting CSEA, and contributed generously to his time as chairman of the Legal Committee, and he has been an integral part of the Legislative Committee, and it is his decision to fill his many responsibilities.

The Chairman would once again reiterate all members that the Chairmen's readiness to recommend candidates and distinguished past members in the election of the Memorial Plaque from our Chapters throughout the State.
ANNOUNCER: Are you looking for a job in the New York area? You will want to check out these openings listed in the New York State Department of Labor. To get the complete job listing, please call 1-800-222-JOBS. For jobs outside New York City, call your local Department of Labor office. And remember, there are many more openings than are listed in this edition. Look under the New York State Department of Labor—Job Bank.

1. An insurance company is seeking a SENIOR HUMAN RESOURCES OFFICER with two years of experience in personnel and benefits administration. Must be familiar with state laws and regulations. Salary $30,000 to $40,000.

2. The New York City Department of Education is hiring a CLERK-SUPERVISOR with a four-year college degree and two years of experience in educational administration. Must be familiar with state regulations and procedures. Salary $28,000 to $30,000.

3. A publishing company in New York City is seeking a SENIOR ACCOUNTANT with a four-year college degree and two years of experience in accounting. Must be familiar with state tax laws. Salary $30,000 to $35,000.

4. A supermarket chain is hiring a STORE MANAGER with a four-year college degree and five years of experience in retail management. Must be familiar with state regulations and procedures. Salary $40,000 to $45,000.

5. A construction company is seeking a PROJECT MANAGER with a four-year college degree and five years of experience in construction management. Must be familiar with state regulations and procedures. Salary $45,000 to $50,000.

6. A law firm is hiring a DOCUMENT STAFF ATTORNEY with a four-year college degree and two years of experience in legal research. Must be familiar with state laws and regulations. Salary $25,000 to $30,000.

7. A hospital in New York City is seeking a NURSE MANAGER with a four-year college degree and two years of experience in hospital administration. Must be familiar with state regulations and procedures. Salary $30,000 to $35,000.

8. A finance company is hiring a CREDIT ANALYST with a four-year college degree and two years of experience in credit analysis. Must be familiar with state regulations and procedures. Salary $25,000 to $30,000.

9. A restaurant chain is seeking a GENERAL MANAGER with a four-year college degree and five years of experience in restaurant management. Must be familiar with state regulations and procedures. Salary $40,000 to $45,000.

10. A manufacturing company is seeking a QUALITY CONTROL SUPERVISOR with a four-year college degree and two years of experience in quality control. Must be familiar with state regulations and procedures. Salary $30,000 to $35,000.

11. A software company is seeking a SOFTWARE DEVELOPMENT MANAGER with a four-year college degree and five years of experience in software development. Must be familiar with state regulations and procedures. Salary $40,000 to $45,000.

12. A retail store chain is seeking a STORE MANAGER with a four-year college degree and five years of experience in retail management. Must be familiar with state regulations and procedures. Salary $35,000 to $40,000.

13. A government agency is seeking a PROGRAM MANAGER with a four-year college degree and two years of experience in program management. Must be familiar with state regulations and procedures. Salary $30,000 to $35,000.

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What's Your Opinion

QUESTION
Should public employees have the right to strike?

THE PLACE
Interviews were made at the New York City Municipal Building and at Police Plaza.

OPINIONS

Elia Hicks, Manhattan, N.J., junior stenographer, N.Y.S. Dept. of Labor: I think they should have the right to strike to gain the benefits they're fighting for. But the penalties are so severe—workers can lose their seniority and after more years in one place, that's something you just don’t want to throw away. There should be some assurance that strikes won't be penalized.

Albert Shanker, Manhattan, park worker: Employees should have the right to strike. The people in charge should not disrupt services and cause the residents of a city so much inconvenience that it's absolutely ridiculous. The teachers could have stayed at the table until the talks were concluded but they walked out and tied things up—I don't believe in it.

Steven Kain, Manhattan, printing trainee: "I wish the teachers would be more reasonable. It's like the freedom of striking—it's the only way to get any grievances heard. The administration ignores the problems and puts off discussion on it until workers have no choice but to strike. The people in charge have to be made to listen to the problems of workers and I think a strike accomplished this. I think that strike penalties should be abolished because everyone should have the right to walk out.

Howard Krutel, Bronx, printing trainee: "Employees should have the right to strike. They shouldn't be blackmailed into accepting a bad contract. The administration ignores the problems and puts off discussion on it until workers have no choice but to strike. The people in charge have to be made to listen to the problems of workers and I think a strike accomplished this. I think that strike penalties should be abolished because everyone should have the right to walk out.

Abraham L. Herman, Manhattan, retired Board of Elections employee: Employees should not go out on the street and stop the vital utilities but should keep talks going and mediate, if necessary, to reach a new solution. Workers can exercise their rights by sitting down and talking things over. They should not disrupt services and cause the residents of a city.

Robert Ortez, Manhattan, maintenance trainee: "Workers should definitely have the right to strike. Public employees are permitted to file a grievance if they are unhappy about working conditions or contracts. But when the grievance procedure is not successful in getting better benefits, the only possible outlet for improvement has been exhausted. This is forced into striking—it's the only way to accomplish anything, and there should not be any penalties against them.

Steven Kain, Manhattan, printing trainee: "Why would anyone want to throw away the things they have? There's no way to accomplish anything, and there should not be any penalties against them.

H.S. Grads May Qualify In Rockland Clerical Jobs

NEW YORK—Positions as typists, stenographers, and audiologists and speech pathologists in Rockland County departments and agencies. Salaries start at $8,105 for typists and $8,600 for stenographers and transcribers.

Typist applicants must be legal residents of Rockland County and have a high school education and a 5-minute typing test at 35 words per minute with an error rate of 5 percent or less. Candidates must achieve passing scores on the examination. Final scores will be determined on only the typing test.

To arrange for tests, hold at frequent intervals, candidates should submit form 001B to the U.S. Civil Service Commission, Washington, D.C. 20420, and be sent to the U.S. Civil Service Commission, Washington, D.C. 20420.

Audiologists and speech pathologists must have completed all requirements for a master's degree in speech pathology and audiology and a 5-minute typing test at 35 words per minute. Additional experience is needed to qualify for OS-2 positions. For OS-11 posts a year's experience, either in a hospital or other qualified institution, with a special treatment center for the handicapped, university clinic or industrial institution dealing with speech pathology or audiology is necessary. Candidates must have two years' experience for GS-7 jobs.

Applications will be accepted only from those who have completed all requirements. No written examination is required. Applicants' qualifications will be rated on a scale of 100, with ratings based on evidence of personal and professional experience. Lists of eligible applicants will be available.

To apply, candidates should submit forms 171, 226, 50001-1, and 50001-2 along with their application. They may be mailed to the U.S. Civil Service Commission, Washington, D.C. 20420, or sent to the U.S. Civil Service Commission, Washington, D.C. 20420.

Civil Service Acticle Association

Fall & Winter Travel Program is Here

One Week Fall And Christmas Packages

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Additional Information

- All rates are per person double occupancy and do not include tip and extras such as airfare or air change. Passport required for Spanish flights.
- Flights are on regular scheduled carriers on the 1st and 2nd nights and on others. We are now offering $100,000 travel protection.
- For more information, contact the Civil Service Activities Association at 202-218-3420.

Data Transcriber Posts With U.S. On Long Island

The U.S. Civil Service Commission is accepting applications for data transcribers at the GS-2 level. The positions, at the Brooklyn Center, Norfolk, have a starting salary of $100.20 a week.

Data transcribers operate an electronic machine which has a combination alpha-numeric keyboard. The work requires skill in operating a typewriter-style keyboard and applying detailed transcription procedures. The machine also edits, codes and performs other clerical work.

To be eligible, applicants must have had some training in a typing course or have a high school diploma; or have completed a 10-hour training course in the use of the machine; or have completed a 10-hour typing course in a high school or other educational institution.

Applications must be submitted to the U.S. Civil Service Commission, Washington, D.C. 20420.
Manager, Counselor, Nutrition, Parks Posts Open For Suffolk

HAUPPAUGE—Eight open-competitive positions and one promotional post are currently open with agencies in Suffolk County. Included are park foreman, alcoholism counselor, town park supervisor, greenkeeper, nutritionists, special services managers, and assistant special services managers. Salaries range from $8,944 to $16,000 a year.

The promotional exam for foreman is open to candidates now serving as assistant park foreman in Suffolk County. All applicants must have two years' experience. The Nov. 22 written test will cover areas such as: grounds maintenance; building maintenance; equipment; preparation of written material; and supervision.

For open-competitive alcoholism counselor, an $8,944 position, candidates must be high school graduates and have two years' experience in alcoholism services, one of which must have been in alcoholism counseling. Relevant education may be substituted for experience on a year-for-year basis. The written test will include questions in such areas as: disease; large scale food preparation; community resources and relations, and training. For all other above exams, candidates must file by Oct. 22, and written testing will be held Nov. 22.

Assistant special services managers and special service manager files will close Oct. 17, with tests scheduled for Nov. 1.

A high school diploma and four years' experience in security enforcement, two of which must have been in an administrative capacity, will qualify applicants for the manager's job. Six years' experience will be required for the assistant manager's position. Both tests will include questions on public safety: premises security; evaluating information, and administration.

For more information and applications on all posts, candidates should contact the Suffolk County Civil Service Department at H. Lee Dennison Executive Office Building, Veterans Memorial Cabell Hallway, 285 Larkfield Road, East Northport; or the Riverhead Information Center, County Center, Riverhead.

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(TO BE CONTINUED)
Checklist Provided For Future Retirees

READY TO RETIRE?
Protect your future with Retiree membership in CSEA.

Goals of your State Retiree Committee:

- Prevent present retirement benefits.
- Provide permanent cost-of-living supplement.
- Federal income tax exemption of $5,000 for retirement income.
- Reduction on utilities and transportation for seniors.

Workers Honored; 111 Years' Service
SYRACUSE — Eight Civil Service Employees Association members with a combined total of 111 years of Department of Transportation Service were honored recently at a retirement party at the American Legion Post in North Syracuse.

The retirees from the Onondaga County Road Maintenance Department of Transportation included Phil Ray, eight years; Frank Wagner, 10 years; Clifford Snow, 11 years; Harold Ward, 14 years; Harold Smith, 16 years; and Stanley PickFaxd, 29 years.

During the evening, Mr. PickFaxd recited that when he started, the sport was 18 years of age.

Also attending the event were Richard Cleary, CSEA Region V president, and Doreen Morgan, CSEA state coordinator.

In preparing to retire, it is important to consider the full cost of the coverage. If you are enrolled in the Statewide Plan with dependent coverage, it will cost you more. The State continues to provide traditional health coverage at age 65, but if you are enrolled in the Statewide Plan with dependents, or under OHI or OASDI, you can only receive your retirement coverage by fulfilling their financial requirements.

Martin, coordinator of retiree association, and/or must be a cost for your retirement coverage. You should inquire as to the amount.

If there is any cost, how will your unused sick leave be applied toward that cost?

In any event, the dollar value of your unused sick leave is broken down into monthly payments according to your expected retirement. For the survivors benefit, you may have received the amount of your unused sick leave as well as your retirement allowance.

As for insurance you have costs when retiring?

Contact CSEA's insurance office at 211 State St., Albany, N.Y. 12225, to advise you on what to do regarding your group life insurance. In the event an employee dies before retirement, the beneficiaries are entitled to a $2,000 benefit. If you are covered by Social Security, you may be entitled to a $3,000 benefit. This benefit is not provided by the Retirement system but by the State Civil Service Commission and does not apply to retiree of political subdivisions.

As for insurance, you have a CSEA member, what are the insurance options you may face when retiring?

As for insurance, you have a CSEA member, what are the insurance options you may face when retiring?

Enact Broader SSI Guidelines

ALBANY — The State Legislature has enacted new guidelines for the Supplemental Security Income Program which provides funds for persons over 65 years of age as well as the blind and disabled.

The new guidelines, intended to assure that all of the persons eligible for SSI reside in the state will tax their retirement incomes.

If you are presently covered by the State employees health insurance program, will you be covered when you retire?

Yes, there will be no break in coverage for persons eligible dependent. If you decease them, they may continue in the plan by paying the


Donate Blood Today

ALBANY — Thomas A. Gilmarin, coordinator of retiree activities for the Civil Service Employees Assn, has prepared a checklist for public sector employees nearing retirement.

As an employee nears retirement, there are important matters he or she must do in order to be as informed as possible before taking that step.

Mr. Gilmarin observed: "This checklist merely points the way. It is based on CSEA members' questions which are the more common questions they need from the agencies assigned to do the retiree and prospective retirees."

In question and answer form. Mr. Gilmarin's checklist follows:

As you face the prospect of living on a reduced income, your first question is, "How much will I get?"

First question is, "How much will I get?"

As for your eligibility for Social Security and the possible plans for entering another area of employment. You must carefully make the decision before leaving.

In making your decision you should take full advantage of professional help such as that offered by the Retirement System's advisors who are qualified to answer your questions and explain the options.

You should also obtain a copy of "The CSEA Retirement Guide" which explains in clear language the options from which you must choose, and includes a specimen estimate, such as your projected retirement income.

If you have a balance owed on money you borrowed from your own contributions, must I repay it to the Retirement System before you retire?

It need not be. The Retirement System will deduct this balance from the actuarial portion of your costs. However, you may carry over this amount that is not deducted from your Social Security check for enforcement.

After you have retired from public service and are drawing a retirement allowance, are there any restrictions on what you can earn if you take a new job or business?

There are no limits to what you may earn if you are not receiving Social Security benefits. If you are, you can earn up to $3,200 without loss of benefits. Or, you may earn the rate of Social Security for each $2 you earn. You should seek information in favor of other investments.

Yes, because if you do not do so when you reach 65, your State Retirement System will freeze your contributions thus lowering the amount of your retirement allowance but probably not substantially. You should inquire about this when you visit the Retirement System before retiring.

In determining your retirement allowance, you should be aware of the specified contributions you may continue to make. Some options also apply to you.

You will be informed as to the extent of such reduction after you have retired.

If you are seeking a disability retirement before you are of retirement age, are the items in this checklist applicable?

Yes, because if you do not do so when you reach 65, your State Retirement System will freeze your contributions thus lowering the amount of your retirement allowance but probably not substantially. You should inquire about this when you visit the Retirement System before retiring.

If you are presently covered by Social Security, you may be entitled to a $2,000 benefit. If you are covered by Social Security, you may be entitled to a $3,000 benefit. This benefit is not provided by the Retirement system but by the State Civil Service Commission and does not apply to retiree of political subdivisions.
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Civil Service Leader
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Await Decision On Pay For Time Spent Testifying In Arbitration

WEST SENeca—Charging an “anti-labor bias” on the part of Edward Penders, West Seneca Highway Superintendent, Robert Dobstaff, president of the West Seneca Civil Service Employees Assn., unit representing the town’s blue-collar workers, announced he has filed a grievance over “arbitrary and capricious” denial of pay and overtime to town workers required to testify in an arbitration case Sept. 2.

CSERA lawyers are also studying the possibility of filing unfair labor practice charges before the Public Employment Relations Board.

Mr. Dobstaff said that although there are 150 workers represented by CSERA in all town departments, 90 percent of the grievances the union must file are against Mr. Penders, “who ignores contract requirements, criteria of fairness and equality for the workers, and operates like a tyrant of old days.

“We’re looking into any special favors, just rewards and equality. Furthermore, as this case illustrates, there should be some consideration of our position as taxpayers, who are forced to pay for time away from work for the town,” he continued.

“Any grievance costs are even more costly because they involve the costs of lawyers and arbitrators,” Mr. Dobstaff said. “Simply sticking to the contract and being fair is a lot of work and money, too.”

The present grievance charges Mr. Penders with denial of pay and overtime to three highway department workers who testified voluntarily without the necessity of being subpoenaed.

Their testimony was required at an arbitration hearing on Sept. 1. The three workers, William Baker, James Brown and Eugene Zaky, testified before arbitrator Charles Byrne in a case filed by CSERA against Mr. Penders for “arbitrarily and unilaterally” denying overtime for work done by three workers for the last three winters. In that case, CSERA charged Mr. Penders with violation of Article 3 of the contract between the union and the town. This case that normal working hours for the workers are 8 a.m. to 4:30 p.m. Monday through Friday, and that work performed at other times is performed at premium pay.

CSERA also charged that Mr. Penders violated Federal Labor laws in denying overtime pay for work done in excess of 40 hours per week. Mr. Byrne’s arbitration decision is pending.

Mr. Dobstaff also said that M. Dobstaff’s decision to deny pay and overtime to the workers testifying in the arbitration case “would penalize them for filing the grievance.” He said CSERA is basing its present grievance also on Article 3 of the contract, as well as on past practices.

In the present grievance, CSERA supports its stand by citing a recent case in which Mr. Penders authorized pay for workers who testified at a disciplinary hearing for a fellow worker Aug. 16.

“It is eminently clear that Mr. Baker, Mr. Brown and Mr. Zaky were on town business and must be paid for all time put in at the arbitration hearing,” the grievance concludes.

Response To Request For CSERA Pact Items Termed ‘Overwhelming’

ALBANY—“Absolutely overwhelming” was the term an M. Carey, assistant executive director—state for the Civil Service Employees Assn., described the response of CSERA members last week to a recent request by the union for the contract suggestions from its membership.

Hundreds of proposed contract demands have been received as CSERA Headquarters in Albany since the union applied to its members last month in the Leader for suggestions to be used in planning for coming contract negotiations.

According to Mr. M. Carey, most proposals concerned salaries, health and dental insurance, disciplinary procedures, grievances, and other general terms and conditions of state employment.

“We were impressed by the great volume of mail received from individuals as well as State Division chapters,” Mr. Carey continued. “Everyone who took the time to write out their proposals can be assured that their suggestions were brought to the attention of the appropriate negotiated teams as the state-wide convention this month.”

Mr. Carey said he feels that the suggestions will benefit negotiators by making them “incredibly aware” of each CSERA member’s priorities concerning changes and improvements in their state employment.

“Negotiations for the new state contract are expected to begin in November.”

Social Service Gathering

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 11 Warren St., New York, N.Y. 10007. Atttn.: CSEA Calendar.

OCTOBER
7—Rochester chapter mini-convention: 8 a.m., 40 and 8 Club, 931 University Ave., Rochester.
8—Ontario, Utica and Sullivan County: Retirement chapter meeting: 2 p.m., Middletown Psychiatric Center, Middletown.
9—City of White Plains unit “Meet the Candidates Night”: 7:30 p.m., White Plains Public Library conference room.
10—Buffalo chapter dinner meeting: 8 p.m., Statler Hotel, Buffalo.
11—Mental Hygiene Employees Assn. meeting: Ramada Inn, Western Ave., Albany.
12—Buffalo Region V clam bake: 1 p.m., Regan’s Silver Lake, Cheektowaga.
13—Albany Division Thruway unit I “Night at the Races”: 10:30 p.m., Seaview Raceway.
14—Syracuse Region V satellite office dedication: Win-Jeff Plaza, Syracuse.
15—Marcy Psychiatric Center chapter general meeting: 7 a.m., Club Mohawk Restaurant, Yorkville.
16—Western Region VI satellite office dedication: Win-Jeff Plaza, Winston and Jefferson Rds., Rochester.
25—Buffalo PC Chapter officers’ training session: Buffalo Social Services Committee.
26—Western Region VI chapter officers’ training session: Treadway Inn, Batavia (tentative).
27—Suffolk County Educational chapter meeting: Island Squire Inn, Middle Island.
28—Albany Region IV workshop: Queenbury Hotel, Glens Falls.
29—Long Island Region I workshop: Gunny’s Inn, Montauk.
30—Enlarged meeting: 10 a.m., 600 Monroe Ave., Buffalo.

November
1—Western Region VI chapter officers’ training session: Treadway Inn, Batavia (tentative).
8—Suffolk County Educational chapter meeting: Island Squire Inn, Middle Island.
18—Albany Region IV workshop: Queenbury Hotel, Glens Falls.
18—Long Island Region I workshop: Gunny’s Inn, Montauk.

Buffalo PC Chapter Raps Center’s Chief

BUFFALO—Members of the Civil Service Employees Assn. chapter at Buffalo Psychiatric Center have sent Gov. Hugh L. Carey a letter criticizing Stanley R. Platman, acting director at the center and regional director of the state Mental Hygiene program.

Robert Stanton, president of the chapter, said copies of the letter were sent to Lawrence Reiss, state Mental Hygiene commissioner, and his first deputy, Hugh Butta.

The letter accused Dr. Platman of “systematically destroying our abilities . . . to provide quality services” by recruiting “interfering” higher-ups to top positions at the center. It continued:

“Would it seem,” the letter said, “that S.R. Platman is continuing his presence in an administratively position in the mental health delivery system warrants careful scrutiny.”

The letter pointed out that that hiring practices for management jobs by Dr. Platman endangered, “surprisingly” many residents of the state. The letter concluded:

“Out-of-town college professors willing to take jobs on a contract basis in the state system during the current economic climate. He said at the meeting the professors accepted low wages and delayed the jobs of CSERA members.

Leaders Confer

Four members of CSEA Board of Directors with home bases in New York City Region II, confer with the regional supervisor George Giampietro during recent meeting of the region’s executive council. Standing, from left, are Salvatore Butera, New York Psychiatric Institute; William Michaelowicz, Dorothy King, Creedmoor, and Jack Weiss, New York State District. Mr. Butera, Mr. Smith and Ms. King are Mental Hygiene representatives, and Mr. Weiss is Corrections departmental rep.