NEWEST SENeca — Theodore C. Wenzi, president of the Civil Service Employees Assn., embraces Colleen Johnnyjohn, his Seneca Nation clanmother, following his adoption as a member of the tribe in ceremonies at Olean. At right is his husband Richard Johnnyjohn, who conducted the colorful initiation. Dr. Wenzl was awarded the Seneca name “Hi-e-wah-shun-nes” which means "organizer, planner." The CSEA leader was in Olean to install new officers of the Southwestern chapter, CSEA, whose president, Mary A. Converse, nominated him for the honor. Appearing in the background is Roland Block, regional administrator of the Allegheny State Park and Recreation Commission, who served as installation master of ceremonies. Story on Page 14.

Battle About Increments Moves On Several Fronts

ALBANY — When the State Legislature earlier this year mandated an increment schedule for state employees covering only nine months of the current fiscal year, it touched off a series of legal objections by the Civil Service Employees Assn. Those lengthy legal actions are continuing along several lines, according to a union spokesman last week, and the question of increments is not yet resolved.

The Legislature, under the legislatively hatched process of the Taylor Law, mandated that increments for state employees be effective July 1, 1974. Instead of that, the current fiscal year on April 1.

CSEA immediately processed a

Recommend 7% Hike For 32 Watertown Clerical Employees

WATERTOWN — A fact-finder has recommended a 7 percent pay increase, retroactive to Oct. 24, plus increment, for 32 Watertown Board of Education 10-month clerical employees represented by the Civil Service Employees Assn.

Fact-finder James D. Leary, of Poconos, also recommended that all current and new posts...

(Continued on Page 14)

Arbitrator Upholds CSEA Case On PST Daily Time Records

MANHATTAN — An arbitrator has ruled that maintenance of a daily time record for a parole officer with the Department of Correctional Services here is clearly a violation of the Professional, Scientific and Technical Unit agreement between the state and the Civil Service Employees Assn.

CSEA counsel Richard L. Burstein represented parole officer Mary Sweeney in the arbitration. The union was upheld by arbitrator John W. McConnell in his claim that the Department of Correctional Services had violated Article 10.16 of the PST contract by directing Ms. Sweeney to prepare a daily time sheet for submission to her supervisor and a later requirement of a daily oral report of her movements in and out of her office. Article 10.16 states that the PST employee "shall be required to punch a time clock or record his attendance with a time keeper.

The arbitrator ruled that Ms. Sweeney's expedition was functioning as a time keeper and "the requirement of first a written accounting of daily time, then later an oral report of daily times of arrival and departure and periods away from the regular work place was a violation of the meaning and intent of Article 10.16. Article 10.16 provides for a form of time keeping by professional staff, had the parties contemplated the use of another form of time keeping they would have said so."

Mr. Burstein said that the union was particularly determined to win the arbitration for Ms. Sweeney "so that other PST employees will be subjected to administrative procedures that hamper the need for flexibility in their work as professionals."

"These employees must have certain freedom in their work day to perform efficiently as professionals and it was up to us to protect this status. The decision of the arbitrator should serve to make it perfectly clear to the state that time keeping is illegal unless it is kept by the employee himself."

"Mary Sweeney's case points out to PST employees throughout the state that they have won a clear victory. Employers who currently require written or oral reports for PST employees daily attendance are in direct violation of the CSEA contract."

Jack Welz, CSEA board member, said this is an affirmation of...

(Continued on Page 14)

Wage Freeze Special Meet Is Convened

ALBANY — At Leader press time, the Board of Directors of the Civil Service Employees Assn. were meeting in an emergency session at CSEA Headquarters here to determine action in the face of a proposed wage freeze for state employed singled by Gov. Hugh L. Carey.

The Governor has called the Legislature into special session to consider proposals designed to balance the state's budget for the next 16 months.

Included in his proposals, in addition to broad tax increases, is a request for the wage freeze as well as the freezes of all vacancies that occur in state service during the coming fiscal year. It is believed the wage freeze would also be extended to include local governments.

The Governor's call for a wage freeze comes just prior to the start of formal contract negotiations between CSEA and the state for some 147,000 workers represented by CSEA and seemingly has serious implications relative to those contract talks.

The CSEA Board is expected to consider suggested legislative alternatives to the Governor's wage freeze proposal.
**NYC Region Charts Its Battle Lines In Representation Fight**

MANHATTAN — "What this meeting is about," commented William DeMartino, "is to work out our plans for us against them." The Metropolitan Area Division of Employment chapter, Civil Service Employees Assn., was referring to a strategy session held last week by the executive committee of CSEA New York City Region II. The New York City union leaders met to discuss means of defeating a representation challenge mounted by the Public Employment Federation for members of the state's Professional, Scientific and Technical Bargaining Unit.

The election, ordered by the State's Public Employment Relations Board, will be held in Bullocks mailed to unit members this month. Statewide, there are nearly 49,000 PSTR unit members and of this number, slightly more than 25,000 are currently CSEA members. In the New York City area, according to George Bingham, Region II supervisor, there are about 10,600 unit members with about 4,500 CSEA members. About 2,330 members or about a fifth of the members in the area work in the birthplace of the World Trade Center here.

Region II intends a direct mailing to area unit members, Mr. Bingham said, to be in the post prior to balloting. The messages contain a fact sheet on benefits won by CSEA for the unit members and on the falsehoods of PSTR as a potential representative of the unit.

Chairman presidents within Region II also plan such mailings. As part of the election effort, Mr. Bingham said the Region intends to sponsor advertisements in various area newspapers including the Daily News, The New York Times, The New York Post and Long Island's Press and Newsday.

New York City chapter and Region II president, Solomon Bendst reported his leaders to present the case for CSEA representation at the chapter level.

"Region II can't do this by itself," he declared. "We can get the World Trade Center covered with great concentration on the PSTR unit members. But certain chapters will have to go by themselves in this campaign." Mr. Bendst expressed the importance of emphasizing current CSEA achievements to the membership.

"This business of going back 25 years or so just doesn't ring the bell," he said. "We've got to stress current accomplishments." Equal Opportunity Council is Formed In W'Chester County.

**CSEA Aids Arthritis Telethon**

WHITE PLAINS — Westchester Executive Alfred B. DelBello has named seven county employees to the newly formed advisory council. An opportunity coordinator on matters concerning special events, Mr. DelBello said, he will learn in this way that any chapter could have the services of a representative if it wishes.

Vincent Rubano, president of the State Insurance Fund chapter, promised "heart-to-heart talks" with PSTR unit members. As with a number of other chapters, he said, the Insurance Fund plans a direct mailing "showing what is done in Buffalo or Washington or wherever, but what is done right here."

Mr. DeMartino, who is also a Labor Department representative to the board, emphasized the importance of emphasizing current CSEA achievements to the members.

"This business of going back 25 years or so just doesn't ring the bell," he said. "We've got to stress current accomplishments."

Vowing to resist such tactics with a statewide united front, Theodore C. Wien, president of the Civil Service Employees Assn., concluded his address to more than 76 members of the Suffolk Educational chapter of CSEA at a recent chapter meeting at the Island Queen restaurant here.

Dr. Wien traveled to Long Island from Albany in an attempt to ease the Suffolk chapter's expressed concern over the increasing tendency of politicians to use the situation in New York to whip up sentiment against public employees.

"Dr. Wien was accompanied to Long Island by A. Victor Costa, state representative for the Department of Labor and a CSEA Board of Direction member. The two were greeted by Walter Weeks, chapter president.

"ASU chapters were started here and have remained staunch and loyal supporters of the CSEA over the years," Mr. Costa said. "The growth and gains of non-instructional workers in the educational chapters has been considerable. However, because of Long Island's proximity to New York City, these chapters are now under attack by unethical school administrators and local politicians who are trying to use the situation in New York to deny raises and override benefits to workers."

"I think that people will find out that the CSEA is not going to let them get away with such deliberate distortions of the facts," Mr. Costa said.

Long Island, said Mr. Weeks, is the birthplace of educational chapters within the CSEA. The union now represents about 25,000 non-instructional employees statewide.

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**CSEA Aids Arthritis Telethon**

**AMITYVILLE — The Civil Service Employees Assn. again threw its weight behind the "Stop Arthritis" telethon to be aired in the New York City area over WOR-TV Dec. 6-7.**

CSEA Long Island Region President Irving Plaumenbaum, who is to appear on the Channel Nine telethon as a representative of the civil service, recalled the generous response of civil service workers to last year's premiere telethon for the Arthritis Fund. "It is a special concern to working families," Mr. Plaumenbaum asserted. "Arthritis is the nation's number one crippling disease. As such, it is a special concern to working families.

Furthermore, I hope the public will learn in this way that the civil service is not just always asking for something but is generous in its response to humanity need."
A Night On The Town: Monroe County Has Dinner-Dance

Members and guests at the annual dinner-dance of the Monroe County chapter, Civil Service Employees Assn., display obvious enthusiasm for the event held recently at Logan's Restaurant, Rochester.

Parts Of Program Allowing Promotion Without Exams Is Found Unconstitutional

ALBANY—Part of a two-year trainee program for certain administrative positions in state service, which would allow for advancement without an exam at the discretion of the employer, has been declared unconstitutional in a unanimous Appellate Division decision.

The suit was brought on behalf of several groups of state employees, as well as for “all others similarly situated,” who felt they were being discriminated against and that the trainee program was actually contrary to the civil service system of promotion and open competition for administrative titles.

The case had been dismissed by the State Supreme Court on April 18, 1974. The memo detailed a plan for reclassifying Grade 14 civil service titles to Grade 16 and for future appointees to those positions to be required to complete two levels of training. Administrative Trainee I and Administrative Trainee II, each involving one year of service, to become eligible for permanent appointment at Grade 18.

The part of the plan to which state workers objected in their lawsuit stated that incumbents in a Grade 14 position, with one or more years of permanent service, may be advanced in a direct line to the senior level “without examination at the discretion of the appointing officer.”

The petitioners, who were in Grade 14 positions, maintained that the new program was arbitrary and capricious “in permitting advancement of incumbents already employed without examination, and without setting up any guidelines or standards.” They added that this practice is unconstitutional. The suit also contended that, while such Grade 14 employees as assistant accountants had been eligible for competitive examinations, the general public was not.

The reversal of the earlier Supreme Court opinion is subject to appeal by the State.

Increments

(Continued from Page 1)

the question of increments.

In the latest legal move by CSEA on increments, the union is undertaking the initial steps of a suit challenging the legality of a law suit challenging the

Saratoga Springs Is Site Of School Employee Workshop

SARATOGA SPRINGS—A workshop for school district employees in Essex, Saratoga, Warren and Washington Counties will be held Saturday, Nov. 22, at the Gideon Putnam Hotel here.

The workshop will run from 9 a.m. to 3:30 p.m. and will cover the role of the shop steward, chapter officers’ responsibilities, grievance procedures and the duties of the treasurer.

Erie Dinner-Dance

LACKAWANNA—The Erie County Educational chapter, Civil Service Employees Assn., will hold a Thanksgiving dinner-dance here Saturday, Nov. 22, at John’s Flaming Hearth, 1300 Abbott Road. The dinner-dance will begin at 7 p.m.
NEW YORK STATE AND POLITICAL SUB-DIVISION EMPLOYEES... NOVEMBER 1ST to DECEMBER 31ST IS YOUR TIME TO JOIN GHI

CHOOSE THE GHI/BLUE CROSS OPTION

Consider these advantages:

- Unrestricted annual physical examinations for yourself at any age and all covered dependents
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ENJOY FREEDOM OF CHOICE of Participating Doctors, Participating Medical Groups, Participating Screening Centers, and non-participating doctors.

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For your own well-being and your family’s, you should become a GHI subscriber.

Take advantage of this reopening period. Contact your personnel or payroll office for complete details and the necessary forms.

ATTENTION FEDERAL EMPLOYEES!
Reopening period for choosing GHI coverage is NOVEMBER 15TH to DECEMBER 31ST.

INSURANCE FUND OFFICERS—Officers of the State Insurance Fund chapter, Civil Service Employees Assn., were installed recently in Manhattan for their coming two-year terms. William DeMartino, left, Labor representative to the GSEA Board of Directors, served as an installing officer. The installers are, from left: Vincent Rubano, president; Norman Saks, treasurer; Catherine Napolitano, subbing for Stella Williams, first vice-president; Rosemary Maehlbo, recording secretary; Sarah Johnson, corresponding secretary, and Walter Kelsey, second vice-president.

Drivers And Custodians Sought In Westchester

WHITE PLAINS—Custodians and custodian-bus drivers are being sought by towns and school districts in Westchester County. Filing will close for the open-competitive posts on Nov. 26 with exams scheduled for Dec. 13.

For custodian and custodian-bus drive (school districts), exam 80-153, there are no training or experience requirements. In addition, there are no residence requirements; however, Westchester residents may be given preference in appointments. For appointment, all candidates must possess a New York State driver’s license.

The eligible list produced by this examination will also be used to fill the post of custodian-bus driver-automotive maintenance man in the Lakeland School District. It requires high school graduation and two years’ automotive repair experience.

Custodian and custodian-bus driver (Board of Cooperative Educational Services 1 and 2), exam 80-154, is open to candidates with one year’s experience working with children, performing messenger work, driving a school bus or in the keeping of stores and records. Individuals with two years’ experience or 10 years of school may also apply. For appointment all individuals must have a driver’s license.

There are no residence requirements for the above exam.

Applications and detailed information may be obtained by mail or in person from the Westchester County Personnel Office, Room 100, County Office Building, White Plains 10601. Candidates requesting applications by mail should enclose a stamped, self-addressed envelope with the exam number and title on the back flap.

Guards’ Yule Party

MINOLA—The Nassau County School Crossing Guard unit of the Nassau chapter, Civil Service Employees Assn., will hold its Christmas Party Tuesday, Dec. 8, at 8 p.m. in the assembly room of Nassau Police Headquarters, Mineola. The announcement was made by unit president Elizabeth Martin.

Veterans Administration Information Service
Call (202) 397-2741
Washington, D.C. 20420
City Worker Retirement Options
By A. L. Peters

As most City employees know, when they retire they may choose a number of options as to how their retirement fund is to be disbursed. If they take no option they get the maximum retirement allowance paid during their lifetime, but if they die a week after they retire, the estate receives nothing. This is known as the death gamble.

Option 1 provides a retirement allowance payable for life with a guarantee that the total final reserve set up will be paid to the pensioner or his or her estate or the allowance is somewhat less than maximum.

Option 2 provides for a fixed annual retirement for an employee and may continue for the lifetime of a spouse or other beneficiary.

Option 3 additionally provides a specified amount for the lifetime of a beneficiary, usually one-half to the beneficiary for his or her lifetime.

Option 4 may provide for a lump sum payment to the beneficiary in case of death, or some other form of payment to the beneficiary.

There are variations known as Options 4-1 which provides certain benefits if your beneficiary pre-deceases you or Options 4-2 which provides for the similar special benefits if your beneficiary pre-deceases you.

There must be another way that we can achieve a financial balance. I don't know what I would do if I lost my job. I have many obligations, with four children and a car and rent — unemployment insurance probably wouldn't help much. I'm sure many people are in the same situation and that's bad for this whole city.

Set Social Services

Newburgh Workshop

NEWBURGH — A special meeting, intended to cover four major items of interest, has been set for Thursday, Nov. 29, by the statewide social services committee and the Northern Section of the Civil Service Employees Assn.

The event, which will begin at 7:45 p.m., is set for the Holiday Inn here. Topics to be discussed include proposed reclassification of job titles, the recent case of an worker and examiner, and the one-year-old senior computer system.

There will be an additional month, 45 disability retirements. Disability retirements were approved for seven. Those made to 1,500 members amounting to $1,562.19. Resignations of retirement payments were made for 371 members. Continuance in service was approved for 169, and four more were transferred to other reserves.

RETIRED NEWS & FACTS

What's Your Opinion

Question

How will additional layoffs and service cuts affect New York City?

The Place

New York City Hall Park, Municipal Building, Police Plaza

Opinions

Eugene Nickerson, former Nassau County Executive: "I don't think we can yet fill the full extent of layoffs and service cuts. It depends on where there are other federal funds that would be available to them in those services. Obviously, if there aren't additional federal funds, it is going to mean more police, fire, particularly in the Health and Hospitals Corporation. Public assistance will probably also be hurt. In my judgment it will be very serious if cuts have to be made, the effect on the people who live and work in this city will be very adverse.

I don't think we can give an answer that will answer all of the eventualities that may come with this financial situation until we know if we're going to default and what kind of laws are going to be applied to New York.

Prima Verhoven, planned parenthood administrator: "It's obviously going to be extremely difficult to run the city with the kind of personnel we would consider. I think that one of the things that is going to have to be happened is there may be a need to have more institutional volunteers. It's going to be hard to do but we're all going to have to pitch in. We have to keep the city picked-up, help out. I would have that the kind of personnel cuts they're talking of is a short-lived one and that once we begin to settle back and balance ourselves financially, we can police back some of the people who are evident going to be laid off.

Robert Velte, Police Department dispatcher: "How can the city function with all the layoffs? I'm speaking for the Police Department, because that's what I do. As a dispatcher, I couldn't give the executive statistics of how many crimes have been committed since police were laid off. But in every division we have a heavy crime rate because of the layoffs. This is a good time. There will be an even more other way that we can achieve a financial balance. I don't know what I would do if I lost my job. I have many obligations, with four children and a car and rent — unemployment insurance probably wouldn't help much. I'm sure many people are in the same situation and that's bad for this whole city.

Marietta Aarson, senior computer systems analyst: "I think the City is going to be in a lot of trouble because the Civil Service workers, more especially the position of PS&T, will be severely reduced. The people who are dependent on the necessary services to function. The ones who can leave this city won't have to worry, but we've got to consider the people who can't leave.

MHEA Leader Urges Support Of CSEA

STATEN ISLAND — Irene D. Hillis, president of the New York State Mental Hygiene Employees Assn., issued a letter Nov. 17 to members of the State Professional, Scientific and Technical Unit asking for support for the Civil Service Employees Assn. in this month's union representation election.

Miss Hillis noted: "A great many of you are already this letter, and CSEA has always been our first choice as a bargaining agent. The reasons are simple and clear. CSEA has the strength in number, the ability, and the established services and facilities throughout the State that other unions can begin to offer.

"We can't afford to get rid of any more people. There are too many jobs to be done and not enough people to do them now. It will probably be us more in the long run to lay off any more people. We think that they are going to suffer, not only the civil service workers, but the entire city.

If you own your own good in the PS&T Unit and for the good of all State workers, we strongly urge that you vote for CSEA and keep an excellent representation that we now enjoy.

IRENE HILLIS
CIVIL SERVICE LEADER

America's Largest Weekly for Public Employees
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LEADER PUBLICATIONS, INC.
Publishing Office: 11 Warren Street, New York, N.Y. 10007
Business & Subscription Office: 1 Warren Street, New York, N.Y. 10007
212-886-0347
212-886-6850
Benza Office: 400 Smith Street, Brooklyn, N.Y. 11201
Jerry Finkelstein, Publisher
Paul Kyor, Associate Publisher
Ron Lerner, Associate Publisher
Harcorac Tynes, City Editor
Charles A. O'Neil, Assistant Editor
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The Chicago Tribune
The Chicago Tribune

UPTOWN NYC—Jack Winter—220 E. 57 St., Suite 170, (212) 421-7127
ALBANY—Joseph T. Beilso—301 Manning Blvd., (518) 425-5474
KINGSTON, N.Y.—Charles Andrews—229 Wall St., (914) 631-2850
20c per copy. Subscription Price: $5.30 to members of the Civil Service Employees Association. 15.00 to nonmembers.

TUESDAY, NOVEMBER 18, 1975

State PST Election

APROFESSIONAL, scientific and technical employees of the state vote this month on a union to represent them in bargaining with the state. It is interesting to consider the contrast of the competing organizations: the Civil Service Employees Association and the Public Employees Federation.

There is, of course, the obvious difference of the names: "Civil Service" with its implied dedication to principles of the Merit System and "Public Employees" with its less explicit insinuation that anyone on the public payroll is acceptable.

Comparing their track records is an impossible task, since CSEA has 65 years' experience as a bargaining agent for civil servants in New York, whereas PEF came into existence in 1972. PEF is an organization without constitution or officers, with whom have "staffed members," including at least one who was "asked to leave" CSEA employment.

Will are these staff members borrowed from PEF? CSEA is a collaboration of four AFL-CIO unions and a Teamsters local. It is interesting to note some recent news items dealing with these groups:

* The Illinois State Employees Association withdrew its one-year affiliation with the Service Employees International Union, one of the PEF collaborators. The Illinois had grabbed bargaining rights. It was a marriage of convenience that proved unworkable.

* The Teamsters union this month canceled agreements with 22 AFL-CIO unions to honor each other's picket lines. This action came about after AFL-CIO president George Meany agreed to call off a called strike in New York, whereas CSEA is being called trade unions. Another marriage of convenience that fell apart.

In addition to its bargaining success—CSEA members' salaries have approximately doubled since 1967, there are other factors to be considered in choosing a representative. One of these is the protection of members' rights.

CSEA has been particularly active and successful in its court battles within the state. Recently CSEA was successful in stopping the investment of State Retirement System funds into Municipal Assistant Corp. bonds and in getting Legislative bills ruled illegal. There are many other cases before the court through various steps.

The 240,000-member CSEA has been successful in having the prestigious law firm DeGraff, Foy, Conway & Holtz-Harris as counsel, as well as influential congressional attorneys.

CSEA also has its state headquarters in the heart of Albany, directly across from the state Capitol. In addition, there are six staffed regional offices and another seven regional personnel, as well as numerous local offices to provide direct service to its members.

In addition to the frequent meetings, CSEA communications is extraordinary. There are telephone committees, direct mailings, telegrams between offices and a weekly newspaper to keep members informed.

We believe that professional, scientific and technical employees would be foolish to weaken CSEA's united strength as it faces admittedly difficult times in negotiating a new contract. CSEA's negotiating teams have been elected and are set to go as soon as the PST employees give CSEA their mandate.

CSEA may not be perfect, but it certainly tries to be.

(Continued from Page 1)
LETTERS TO THE EDITOR

A Thank You

Editor, The Leader:

Creedmoor Psychiatric Center has given a refresher course to the staff. We appreciate the efforts of the Department of Education and Training and extend our wholehearted thanks to them for doing such an excellent job.

Terry Dawson, President
Creedmoor Chapter, GSEA

Of Police Tests

Editor, The Leader:

So you want to become a cop in Nassau County? Why not? It's a good job with plenty of security, great benefits and the like. But, remember, you feel you can do a good job helping people. You realize it's not going to be easy. There are thousands of other men and women who also want the job. But, you're sure you're going to make it. Of course you can get a better mark.

But are you aware that your biggest obstacle is not going to be the other competitors for this job, but the arbitrary requirements, which have no relevance in determining whether you are capable to do the work of a policeman, which are set down by the Nassau County Civil Service Commission because they're the ones who give the exam?

But are you sure that your biggest obstacle is not going to be the other competitors for this job, but the arbitrary requirements, which have no relevance in determining whether you are capable to do the work of a policeman, which are set down by the Nassau County Civil Service Commission because they're the ones who give the exam?

A. Under the law, a person who is disabled and is otherwise eligible can get supplemental security income, the people in the social security office will tell him if he can get presumptive disability payments.

Paul Arnao Lynbrook

Invest Salaries?

Editor, The Leader:

I would like to offer the following as one more suggestion toward confronting with New York City and New York State's financial difficulties. Pay a reasonable percentage of all State and City salaries in negotiable long-term bonds and/or State bonds. It is estimated that the return on this investment would be around 30 cents on the dollar. This is a reasonable return for a long-term bond and it can be used by the City or State to reduce their debt.

I'd like to thank you for your help in making this happen.

Lois Weinberger
Brooklyn

Civil Service Law & You

(Continued from Page 6)

Civil Service Law & You

(Continued from Page 6)

STORM WARNING: It came howling out of the desert: Scirocco by Volkswagen.

And, like the desert wind it's named after, this automobile took people by storm. There is a 1.6-liter overhead-cam engine that means 0 to 50 in 7.5 seconds. Plus a free hatchback, rack-and-pinion steering and front-wheel drive. Yet, for all its power and performance, the EPA estimates that the standard shift Scirocco got 39 highway mpg and 25 in the city. Your actual mileage may vary, depending on driving habits, car condition and optional equipment. Power plus performance. Scirocco for 1976. So lean of line and sleek of look that, even standing still, it will take you by storm.

Questions & Answers

Q. My husband is severely-disabled and we think he's eligible for supplemental security income.

A. Under the law, a person who is disabled and is otherwise eligible can get supplemental security income. The Social Security Administration will tell you if he is eligible.

Don't Repeat This!

(Continued from Page 6)

In all of this, New Hampshire will become the focal point of political observers. Actually all the politicians know that the vote in New Hampshire will prove nothing in terms of clues as to how the rest of the nation thinks. However, there is an overpowering psychological factor in politics. And no one dare deny the psychological impact of a victory or defeat in that state.

Visit your local authorized Volkswagen dealer and find out why there are over 4½ million Volkswagens on the American road today.
Booths were set up to provide information on special topics...

Meetings were held according to the four bargaining units...

Staff members were on hand to provide professional advice...

Chapter leaders learn from each other...

Kings Park Psychiatric Center chapter 411 president Gregory Szurnicki was dynamic speaker during Institutional Bargaining Unit meeting to discuss contract demands to be put on the table in negotiations with state.

CSEA collective bargaining specialist Paul Burch, left, listens as Hudson River Psychiatric Center chapter 410 president Rick Reechis speaks out in meeting of Professional-Scientific-Technical Bargaining Unit delegates on second day of convention.

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CSEA Restructuring Committee Report

The restructuring committee of the Civil Service Employees Assn. is chaired by A. Victor Costa, of Workmen's Compensation, with committee chairman-designate C. Allen Stad, of James E. Christian Memorial Health Department, and committee members Ernest Warner, George Koch, John Adamak, Salvatore Magaro, Charles Ecker, Nicholas Puzziferri and Jack Weiss.

PROGRAM EVALUATION

Regions: The single outstanding proposal made by the Restructuring Committee was to Regionalize CSEA. We now find, as projected, better Committee was to Regionalize CSEA.

We now find, as projected, better interested parties must meet this challenge in the years to come. Second, we cannot afford a power struggle as to who manages the Region. The Board and your delegate bodies must be very definite as to who does what.

The Regions are functioning well. Our Regional and state offices are a source of pride both on the statewide level and locally.

The voice of the grass-root membership is better heard through the chapter executive committee. Regional Executive Boards and a better committee system.

The Trial Boards, although new, seem to be a self in the discipline a union concept.

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Promotion Exams For Clerks, Engineers, Nurses, Others Set

ALBANY—The State Civil Service Department is currently accepting applications for promotional jobs as account clerks, audit clerks, statistics clerks, thruway storekeepers, and supervisors, draftsmen, nurse administrators and sanitary engineers. Applications will be accepted until Dec. 3, with examinations scheduled for Jan. 17, 1976.

State employees with three months' experience in a clerical post allocated to Grade 3 or higher may apply for the clerical positions exam, 35-874. Account clerk, audit clerk and statistician vacant positions will be filled from this test. The written exam will test knowledge in areas such as arithmetic computations, name and number checking, alphabets and following directions.

For principal thruway storekeeper, exam 35-882, candidates must have one year's work as a senior thruway storekeeper or thruway store assistant. The $10,826 a year post is also open to State employees with three months' experience in a clerical position allocated to Grade 7 or higher. Assistant thruway store supervisors, exam 35-885, is open to workers with one year's experience as a principal thruway store supervisor or two years' as a senior thruway storekeeper. For thruway store supervisor, exam 35-886, one year as an assistant thruway store supervisor or two years' as principal thruway storekeeper is necessary.

The Jan. 17 test will include questions on bookkeeping and inventory control; preparation of written material; administration; and supervision.

State workers who have served in a drafting post at Grade 8 or higher may apply for the O-11 post of senior draftsman (architectural), exam 35-878. One year's experience as a senior draftsman (architectural) will qualify applicants for principal draftsman (architectural), exam 35-879. Knowledge of drafting techniques, architectural principles, mathematics and architectural layouts and details will appear on the written test.

Nurse administrators I (psychiatric), a G-18 post, is open to employees of the Mental Hygiene Department who have one year's experience as a nurse II, G-15. Applicants must also have two years of college in courses in nursing, psychology and sociology. No written test will be held, with candidates being rated on the basis of their training and experience.

For assistant sanitary engineer, a G-19 job, candidates must have served in an engineering post allocated to G-15 or higher. Senior sanitary engineers, a G-23 post, is open to General Services workers in an engineering position allocated to G-19 or higher and one year's experience.

The written exam will test for knowledge in sanitary engineering planning; site drainage; hydraulics; contract documents; and preparation of written material.

Employees of the Environmental Conservation Department with at least one year's experience in an engineering post allocated to G-23 or higher may apply for associate sanitary engineer (solid waste management). The written test for the G-27 job includes questions on resource recovery technology; construction methods; state and federal solid waste management laws and supervision.

Applications and detailed information may be obtained from department personnel or business offices. In addition, candidates may obtain forms through the State Civil Service Department at State Office Building Campus, Albany; Two World Trade Center, Manhattan; or Buffalo.

SLA, Employee Reps To Meet

MANHATTAN — A labor-management meeting will be scheduled shortly by State Liquor Authority employees and representatives from the office of SLA Chairman Michael Roth for a discussion of employee requests.

Anthony M. Papa, a Civil Service Employees Assn. delegate and an employee committee member noted that nearly all the employee requests are items intended to increase productivity and efficiency in the SLA while reducing operational costs.

Among the suggestions to be proposed at the coming meeting, Mr. Papa said, is one to permit SLA inspectors to make routine investigations singly, instead of in pairs, as is now the practice. Another involves the sponsorship of legislation by the SLA to empower investigators to administer oaths and thus eliminate the payment by the agency of notary public fees.
NEW YORK CUSTOMER SERVICE EMPLOYEES
ASSOCIATION

 toàn the Civil Service Employees
Association added two names to its growing list of members, including the
number of other groups in

sponsors the recent position

sionary and markets, William W. Zimbardo, Lancaster, Department
of Transportation, Barbara L. McWhorter, Division of State Police,
Meryl Ammer, Queens Village, Department of Social Services, and
the Society.

Cash award winners also re

used at Einz G. Anderson, Hamburg;
Paul G. Bartolo, West
Sneeu, (two awards); Kirk
Beck, Buffalo; Anthony LaSpada,
Dansalk, and John H. Williams,
Tewonsak and Robert E.
Crawshaw, Lockport, all

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Long, Danville, Department of

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a Hospital Complex for Complete Hospital Care

in beautiful new buildings with expert resident staffs

Hospital of Physical Disabilities
An individual treatment program is carefully established by our Physiatrist (physician specialist in physical medicine). It is implemented by a team of rehabilitation professionals including nurses, physical, occupational, recreational and speech therapists, psychologists and social service/counselors.

The Hydrotherapy Department includes a therapeutic swimming pool, Hubbard tanks, and whirlpools; the Physiotherapy 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.

Entrance to Brunswick Psychiatric Hospital is at 81 Louden Avenue (directly off Broadway — Route 110)
For Color Brochure Call 516-264-5000, Ext. 227/Hospital of Physical Disabilities; Ext 280/Psychiatric Hospital.

GROUP MEDICAL COVERAGE FOR CIVIL SERVICE EMPLOYEES
The Blue Cross Statewide Plan (P.A. or N.Y. Certificate Numbers) for employees of New York State, local subdivisions of New York State, most major medical insurance plans, and Medicare are applicable at these subdivisions of this fully accredited Hospital Center.

Brunswick Hospital Center
Other divisions: General Hospital • Nursing Home
366 Broadway, Amityville, New York 11701
Tel: 516-264-5000
The Newest Seneca Is Hi-e-wah-shun-nes

Roland Bick, center, who served as master of ceremonies at the southwestern chapter installation, joins the chapter's new officers. From left are treasurer Douglas Wallquist, president Mary A. Converse, secretary Sharon L. Fellows and vice-president Jerry Bromley. Mr. Bick is regional administrator of the Allegheny State Park and Recreation Commission.

CSEA president Theodore C. Wenzl appears in feathered headdress symbolizing his adoption by the Seneca Indian Nation. The union leader was given the name "Hi-e-wah-shun-nes" which means "organizer, planner." Another view of the social dance with Colleen Johnnjohn, Dr. Wenzl's Seneca clanmother, leading. The CSEA leader is at right and in the center are Robert Hoag and his wife. Mr. Hoag is president of the Seneca Nation.

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Nurse, Tailor, Clerk, Secretary Needed

The following is a simulated broadcast by the New York State Employment Service. The job notes, however, are real ones.

ANNOUNCER: Are you looking for work? If so, you will want to check these openings listed with the New York State Employment Service. Make a note of the number to call if a job interests you. The position is in New York City, call 488-7330. For jobs outside of New York City in nearby New York communities, consult the Nassau and Westchester telephone directories. Look under New York State Department of Labor-Job Bank.

If you find that today’s openings aren’t suitable for you, keep in mind that there are many other kinds of work available at our New York State Employment Service offices. And remember, there is never a fee to you or the employer who lists his job with us. Now the listings:

1. A Queens Leonardo is looking for a BOX MAKER to make wooden crates for the export of heavy machinery. Uses power tools to cut lumber. Must be able to measure, mark, assemble and nail. The pay is $6.50 an hour for a 40-hour week.
2. In Brooklyn, there is a job for a PLUMBER. Will help install scrubbers and fillers on boilers to eliminate smoke emission. Applicant must be mechanically inclined and able to use wrenches and tools. A driver’s license is preferred for this position paying $25.00 an hour.
3. A Manhattan law firm needs a LEGAL SECRETARY with two or more years of experience. Legal background is preferred but employer will also consider someone with good book-keeping skills; must be able to takestenos at 90-100 words a minute and type 70. Dictaphone work not required. The salary is $116.25 a week, depending on the applicant’s experience.
4. A Queens store is looking for a BOOKKEEPER to keep records of sales. Must be able to work two or three evenings a week, a good opportunity for an ELECTRONIC ENGINEER with at least two years of experience. Will sell instruments and sophisticated components. The position pays $12,000 a year, plus expenses and use of a car.
5. In Westchester, there’s a good opportunity for an ELECTRONIC ENGINEER with at least two years of experience. Will sell instruments and sophisticated components. The position pays $12,000 a year, plus expenses and use of a car.
6. A Manhattan health department is looking for a LICENSED PRACTICAL NURSE to work on a per diem basis. Pediatric experience is required. The job pays $18 an hour and up, depending on the job seeker’s experience.
7. In Westchester, a PHYSICIAN is in demand. Applicant must have knowledge of government specifications and ability to read blueprints. At least five years experience is required for this job paying $200 a week.
8. Another island firm is seeking an ELECTRICAL APPLIANCES SERVICE WORKER. Will visit homes to repair electrical appliances. The salary is $150 a week and up, depending on experience, plus car expense.

ANNOUNCER: The phone number again for New York City jobs is 488-7330. For those Long Island and Westchester jobs, check the Nassau and Westchester telephone directories. Look for the Job Bank listing under New York State Department of Labor. You have been listening to another edition of the Want-Ad Column of the Air.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City or Municipal Government should consult the Personnel Office, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

Those requesting applications and other information should mail a self-addressed envelope, to be received by the Department of Civil Service, Room 251 City Hall, Brooklyn 11201.

Several City agencies do their own recruiting. These include: Board of Education (teaching only), 68 Court St., Brooklyn 11201; NYC Transit Authority, 77 Jay St., Brooklyn 11201; N.Y.C. Police Department, 260 Broadway, New York 10007.

The Board of Higher Education advises teachers applying to the City Department of Education to apply through their own school districts.

STATE — Regional offices of the Department of Labor are located at the following addresses:

ALBANY — The State Department of Labor is trying to find positions for veterans seeking employment in health-related fields, State Health Commissioner, Robert P. Whalen said. The center has been working with the State Labor Department in an attempt to place veterans in health-related positions. Dr. Whalen noted that 10 percent of the veterans were registered with the center. The center is in Manhattan and is offering a salary of $156.85 a week for a 32-hour week.

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Seek Positions For Vets With Medical Background

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NINE REASONS TO VOTE CSEA IN THIS ELECTION

1. EXPERIENCE
- In 1910, when employees of the State of New York wanted to be represented, they created their own organization — CSEA. It's been doing the job the members wanted ever since. That's a solid 65 years history of representation.

2. TRACK RECORD
- CSEA has negotiated salary increases of up to 115% for N.Y. State workers since 1967. That makes employees of this state number two in the country in wages and benefits.

3. NEGOTIATORS SET
- The P.S. & T. negotiating team has drawn your demands and is ready to go. The team is made up of your fellow members, with CSEA staff professionals there to assist. The opposition hasn't yet developed a list of demands.

4. UNITY A MUST
- The coming negotiations will be the toughest ever. If P.S. & T. switches unions now, all four bargaining units will suffer a loss of "clout" — especially P.S. & T. You can't afford anything less than a solid front.

5. SECURE PENSION
- CSEA went to court to stop the state from raiding your pension fund. The opposition was silent.

6. "LULU" FIGHTERS
- CSEA went to court to stop illegal "lulus" for legislators. And won. Once again, the opposition was silent.

7. LOW DUES
- A total of $45.50 a year, and one quarter of that goes back to your local chapter. The opposition has no announced dues structure, but the present range within the coalition is from $100 to more than $200 a year — before special assessments.

8. ESTABLISHED ORGANIZATION
- CSEA is a visible entity, with nearly 200 full time professional staff members all over the State, a large modern headquarters in Albany, and full time regional offices in its six geographic regions. The opposition has no permanently assigned staff or facilities.

9. SOLID STRUCTURE
- CSEA operates under legally binding constitutions with democratically elected officers at state, regional and local chapter levels. The opposition has no constitution, no elected officers — apparently, nothing at all. In fact, a lot of folks feel that "PEF" has to mean Phantom Employees Federation.

COMMENT:
As far as we can determine, the opposition in this election is a sort of mish-mash of teachers, construction and transportation oriented groups who seem to have little relationship to public employees. It looks simply like another attempted "raid" to swell the coffers of the various unions involved.

RETURN YOUR BALLOT PROMPTLY - THEY WILL BE COUNTED ON DECEMBER 5th. DON'T WAKE UP ON DECEMBER 6th AND FIND YOURSELF REPRESENTED BY A COLLECTION OF UNIONS YOU KNOW NOTHING ABOUT.