Call Lottery Employees 'Innocent Victims'

ALBANY — The Civil Service Employees Assn. has called 318 competitive civil service employees scheduled to be laid off as part of Gov. Cayny's plan to disband and overhaul the State's lottery operations "indefensible." The affected employees are not involved in the running of the lottery and have not been properly notified of the layoffs.

"We are hopeful that negotiations will continue," said Theodore C. Wenzl, President of the Civil Service Employees Assn., and Fred Lambert, a representative of the Public Employees Federation, squared off during a presentation challenge by PEF, a combination of several AFL-CIO unions and a Teamsters local.

Seneca Unit Is Declared At Impasse

WATERLOO — Ken Brown, President of the Seneca County unit, Civil Service Employees Assn., declared that an impasse exists between the union and the county.

Mr. Wenzl said CSEA today is working with the lottery Director Jerry Bruno and a handful of high-paid lieutenants, and the responsibility for the management that occurred rested there.

Institutional Pact Talks Break Down On Blackout Issue

ALBANY — Negotiators for the largest of the state worker Bargaining Units represented by the Civil Service Employees Assn. last week said they will stand fast in their refusal to continue negotiations with the state unless it agrees to open the sessions to the general public.

Senators James Buckley and Alfonse D'Amato, spokesmen for the Senate and the Assembly, respectively, said the move is retaliation against the state's "sudden and unexpected" decision to abandon the customary news blackout on negotiations.

"We are hoping that negotiations can soon be resumed," said John Sullivan, President of the CSEA outside the District.

Chanukah Greetings

To all our friends of the Jewish faith, we extend best wishes for a meaningful holiday season and good health and prosperity in the new year.

Theodore C. Wenzl, President, Civil Service Employees Assn.

Retiree News

— See Page 14

Don't Repeat This!

Does Buckley Face Serious Challenge On Senate Nomination?

Senator James Buckley may have unwittingly painted himself into a corner that jeopardizes his forthcoming re-election. (Continued on Page 6)
Suffolk Seeks Draftsmen; Medical & Budget Staff

HAUPPAUGE—Draftsmen, budget analysts, budget examiners and medical directors are currently being recruited by the Suffolk County Civil Service Department for permanently classified positions in county departments. Salaries range from $10,322 to $20,104 per year.

There are no residence requirements for most positions, however, appointing authorities may give preference to county residents.

For architectural draftsmen, a $10,322-a-year post, candidates must have a bachelor's degree in drafting or architectural experience. Completion of 60 credit hours in architecture and two years' experience in high school graduation and four years' will also be accepted.

Budget analyst, paying $10,016, is open to candidates with a bachelor's degree and one year of experience in budgetary review and preparation. Additional education in accounting, business administration, or public administration may be substituted for experience in a year-for-year basis. Three years' experience will qualify applicants for senior budget analyst, paying $13,754.

College graduates with two years of related work and preparation experience may apply for the $13,354 post of budget examiner. Additional graduate school in accounting, business administration, or public administration may be substituted for experience on a year-for-year basis. Three years' experience will qualify candidates for senior budget examiner, a $14,616 post and a master's degree is necessary for a principal budget examiner, paying $18,940. A bachelor's degree and six years' experience may also be applied toward the requirements for a principal budget examiner.

For the above positions, candidates must file applications by Dec. 10. Examinations are scheduled for Jan. 17, 1976.

For medical director (family planning program), applicants must have a doctor of medicine degree and four years' experience in obstetrics and gynecology. Medical director (hospital affairs division) is open to individuals with a master's degree in public health and two years' experience in the practice of medicine. A doctor of medicine degree and four years' experience in internal medicine or family medicine will qualify applicants for clinic medical director. All post pay $26,774 a year.

Huntington—For a refreshing change, learn all about the best home value in Florida. But after you've actually inspected our thriving community itself, there you will see all the reasons why 7,000 happy people have retired to Beverly Hills. Be our guest.
Albany Region Stresses Its Efforts To Keep PS&T Employees In CSEA

BY ALAN BERNSTEIN

GLENS FALLS - The Professional, Scientific and Technical Bargaining Unit challenge election took center stage at the Albany Region IV meeting and workshop held at the Queensbury Hotel here last month. According to Region president Joseph McDermott, the issue of the challenge election, from the In the past three days, event, was the most pressing problem facing the region offices. The election is for a big victory. The outcome for the region is for a big victory. The outcome for the region is for a big victory.

"I think the Albany Region is well on the way to a successful campaign to win the PS&T election," Mr. McDermott told an overflow crowd of delegates in the Queensbury Hotel ballroom. Among the representatives from the approximately 40,000 PS&T employees in the state, there was work in the Albany area, with 67 percent of those CSEA members.

Mr. McDermott feels all other CSEA regions will also contribute to the overall success of fighting the challenge. "AnySolution that may occur in other regions will be made up by the Albany Region," he said.

Among the ongoing campaigns of the Albany Region offices is a letter campaign, telephone campaign, personal contact with PS&T workers, newspaper advertisements and television spots, which are planned for all ballots.

"Out of Count Ballots

"Get the active membership of talking to PS&T people," Mr. McDermott told representatives from Albany's CSEA chapters.

Jack Dougherty, a member of the region's executive council, reminded delegates that all PS&T employees, not just CSEA members, are involved. "Non-members are also very important aspect of the election," he said. "We need them to win.

Ballots for the election were mailed Nov. 18, and will be counted Dec. 5.

In addressing the delegates, CSEA president Wenzel attacked state leaders for using a wage freeze and state employee pensions to help bail out New York City and Votarios during their fiscal crises. Everyone, not just the state workers should share equally in helping save the cities, from then on, he said.

"A lot of people blame public employees for all fiscal difficulties. It's not our fault and we have to show people we're not to blame.

Divided Among Everyone

Mr. Wenzel and that everything possible must be done to have quality programs divided equally among state citizens, not just state employees. "We should convince the public that CSEA isn't all slimy, slimy, slimy," he said.

Also a surprise guest at the business meeting was CSEA executive vice-president William McGowan, who reported on contracts negotiations with the state. All statewide negotiators, except the PS&T unit, have been meeting and formulating their demands. He reported, however, nothing has been offered yet for the state refusal to meet.

"There's not a shot of a chance of anything getting done at this time," Mr. McGowan said. The Niagara Falls convention had set Dec. 20 as the last date for talking on a contract with the state.

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"There's not a shot of a chance of anything getting done at this time," Mr. McGowan said. The Niagara Falls convention had set Dec. 20 as the last date for talking on a contract with the state.

CSEA'S move into the supermarket business, which had been approved by the board of directors at its last meeting, received much support from the floor. A lot of people blame public employees for all fiscal difficulties. It's not our fault and we have to show people we're not to blame.

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Levitt Reports Welfare Funds Disbursement

ALBANY—State Comptroller Arthur Levitt has announced the distribution of $99,692,213.84 for November 1976 to 57 social service districts in the state.

These monies represent approximately 97.5 percent of the federal and state share of the anticipated welfare expenditures for November by localities, as well as a settlement of claims for the month of August 1975. The federal share amounts to $62,576,506.93.

In addition, the Comptroller announced the distribution of $37,016,706.91 in federal monies to New York City for anticipated welfare expenditures for the period of Nov. 1 to Nov. 15, 1975. A payment of federal monies only will be made to New York City on Nov. 15 for anticipated expenditures for the last half of November. Federal regulations require semi-monthly payments to New York City.

PARKWAY GROUNDBREAKING — Officials of Southern Region III, Civil Service Employees Asso., joined New York State officials in groundbreaking ceremonies for the $125 million Cross County Parkway reconstruction project near Yonkers. The project will rebuild a one-mile section from the Saw Mill River Parkway to Seminary Avenue. Yonkers. Observed above during ceremonies are, from left: Thomas J. Espenello, CSEA Region III supervisor; Robert Greene, chairman of the West Hudson Parkway Authority, and Region III president James J. Lennox.

Open Continuous State Job Calendar

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary Range</th>
<th>Appointment Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Clinical Physician</td>
<td>$27,942 - $30,000</td>
<td>20-413</td>
</tr>
<tr>
<td>Associate Actuary (Life)</td>
<td>$18,369 - $20,500</td>
<td>20-420</td>
</tr>
<tr>
<td>Supervising Actuary (Life)</td>
<td>$26,516 - $29,880</td>
<td>20-124</td>
</tr>
<tr>
<td>Principal Actuary (Life)</td>
<td>$31,155 - $34,670</td>
<td>20-135</td>
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<tr>
<td>Associate Actuary (Casualty)</td>
<td>$18,369 - $20,500</td>
<td>20-558</td>
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<tr>
<td>Supervising Actuary (Casualty)</td>
<td>$26,516 - $29,880</td>
<td>20-418</td>
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<tr>
<td>Senior Actuary (Life)</td>
<td>$25,197 - $27,429</td>
<td>20-124</td>
</tr>
<tr>
<td>Clinical Physician II</td>
<td>$31,056 - $34,670</td>
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<tr>
<td>Compensating Examining Physician I</td>
<td>$27,942 - $31,056</td>
<td>20-420</td>
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<tr>
<td>Dental Hygienist</td>
<td>$8,523 - $10,714</td>
<td>20-107</td>
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<tr>
<td>Dietitian</td>
<td>$10,714 - $12,900</td>
<td>20-124</td>
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<tr>
<td>Supervising Dietitian</td>
<td>$12,750 - $14,937</td>
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<tr>
<td>Electroencephalograph Technician</td>
<td>$7,616 - $9,010</td>
<td>20-135</td>
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<tr>
<td>Food Service Worker</td>
<td>$5,927 - $7,616</td>
<td>20-352</td>
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<tr>
<td>Hearing Reporter</td>
<td>$11,337 - $13,914</td>
<td>20-111</td>
</tr>
<tr>
<td>Histology Technician</td>
<td>$8,051 - $9,432</td>
<td>20-135</td>
</tr>
<tr>
<td>Assistant Hydraulic Engineer</td>
<td>$11,337 - $13,914</td>
<td>20-135</td>
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<tr>
<td>Senior Hydraulic Engineer</td>
<td>$17,429 - $20,897</td>
<td>20-135</td>
</tr>
<tr>
<td>Industrial Foreman</td>
<td>$10,714 - $13,337</td>
<td>20-352</td>
</tr>
<tr>
<td>Laboratory Technician</td>
<td>$8,051 - $9,432</td>
<td>20-135</td>
</tr>
<tr>
<td>Public Librarians</td>
<td>$10,155 Up</td>
<td>20-111</td>
</tr>
<tr>
<td>Licensed Practical Nurse</td>
<td>$8,051 - $9,432</td>
<td>20-135</td>
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<tr>
<td>Maintenance Man</td>
<td>$7,616 - $9,010</td>
<td>20-135</td>
</tr>
<tr>
<td>(Mechanic—Statewide except Albany)</td>
<td>$7,616 - $9,010</td>
<td>20-135</td>
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<tr>
<td>Mental Hygiene Asst. Therapy Aide</td>
<td>$7,204 - $8,690</td>
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<tr>
<td>Mental Hygiene Therapy Aide (T/S)</td>
<td>$7,204 - $8,690</td>
<td>20-352</td>
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<tr>
<td>Motor Equipment Repairman</td>
<td>$9,546 - $10,942</td>
<td>20-352</td>
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<tr>
<td>(Statewide except Albany)</td>
<td>$9,546 - $10,942</td>
<td>20-352</td>
</tr>
<tr>
<td>Nurse I</td>
<td>$10,118 - $12,554</td>
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<tr>
<td>Nurse II</td>
<td>$11,337 - $13,914</td>
<td>20-352</td>
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<tr>
<td>Nurse II (Psychiatric)</td>
<td>$11,337 - $13,914</td>
<td>20-352</td>
</tr>
<tr>
<td>Nurse II (Rehabilitation)</td>
<td>$11,337 - $13,914</td>
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<tr>
<td>Offset Printing Machine Operator</td>
<td>$4,450 - $5,823</td>
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<tr>
<td>Pharmacist</td>
<td>$12,670 - $15,942</td>
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<tr>
<td>Senior Pharmacist</td>
<td>$14,880 - $18,369</td>
<td>20-135</td>
</tr>
<tr>
<td>Principal Actuary (Casualty)</td>
<td>$22,494 - $26,144</td>
<td>20-417</td>
</tr>
<tr>
<td>Radiologist Technology</td>
<td>$7,616 - $9,010</td>
<td>20-352</td>
</tr>
<tr>
<td>Radiologist Technology (T/B Service)</td>
<td>$8,079 - $9,432</td>
<td>20-352</td>
</tr>
<tr>
<td>Senior Medical Records Librarian</td>
<td>$11,337 - $13,914</td>
<td>20-352</td>
</tr>
<tr>
<td>Asst. Sanitary Engineer</td>
<td>$14,142 - $16,516</td>
<td>20-135</td>
</tr>
<tr>
<td>Senior Sanitary Engineer</td>
<td>$17,429 - $20,897</td>
<td>20-135</td>
</tr>
<tr>
<td>Specialists in Education</td>
<td>$16,358 - $22,694</td>
<td>20-352</td>
</tr>
<tr>
<td>(T/S)</td>
<td>$16,358 - $22,694</td>
<td>20-352</td>
</tr>
<tr>
<td>Stationary Engineer</td>
<td>$9,546 - $11,942</td>
<td>20-352</td>
</tr>
<tr>
<td>Senior Stationary Engineer</td>
<td>$10,714 - $13,337</td>
<td>20-352</td>
</tr>
<tr>
<td>Steam Fireman</td>
<td>$7,616 - $10,047</td>
<td>20-352</td>
</tr>
<tr>
<td>Stenographer-Typist</td>
<td>$8,051 - $10,714</td>
<td>20-352</td>
</tr>
<tr>
<td>Vartype Operator</td>
<td>$6,811 - $9,010</td>
<td>20-352</td>
</tr>
</tbody>
</table>

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany, New York 12224. Applicants can file in person only at Two World Trade Center, New York 10047 or Suite 750, 1 West Genessee Street, Buffalo, New York 14202.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12224.
City pensions have been under severe attack for a long time by the press and the public—and recently by the Federal government. The attack has been in various ways, but the Federal government, with the assistance of New York City wars and pensions in the terms of Kansas and Nebraska linking, has seen them as very out of line.

It is interesting to note that the Federal pension system provides benefits substantially higher than those in New York City. The average pension in New York City runs about $383 a month—not enough to live well on in this city with social security added. The average Federal pension is $600 a month and escalates—for two million recipients—of which about $15 million is added. The average Federal pension is about $327 million a month.

The critical Congressmen, like W. Peterson, Chicago, Illinois, and Kirk Haley, Computer programmer: "I think it would be a shame and a tragic thing to have people who could get a college education, probably won't get one. The people in a state that are going to take quite a bit of money from the people who are going to college for school and for those who are just going to start school at City University. I don't have any children of college age, but if I did, it would be quite a shock to find that all of a sudden I would have to be paying a lot for them to go to school. It would be an enormous expense. We don't really know where they can cut from, because I'm not that familiar with the situation, but it's really too bad."

It is my tip that this is true. Is this true?

State Seeking Toll Collectors

ALBANY—The State needs part-time and seasonal threeway toll collectors.

Part-time employees receive a salary of $3.00 per hour, except in Westchester and Rockland Counties. They earn $1.25 per hour there.

Seasonal and part-time workers are sought in Yonkers, Tarrytown, Sleepy Hollow, Harrison, Cortlandt, Montgomery, Newburgh and New Paltz. Only part-time employees are needed in Canandaigua, Rochester, West Henrietta, and Pittsford.

No experience or training is required. Only a driver's license is needed. Applicants must pass a written test and a medical exam, however.

Applications are accepted at: 1161 Albany-Clifton Road. Detailed information and applications are available at State Employment Relations Board.

Gerber A Mediator

ALBANY—Theodore Gerber, of the Albany office of the Public Service Commission, is the new mediator in a negotiations dispute between the New York State Retirement Fund and the Civil Service Employee Association.

SAV£ A WATT
Sick Leave Bank

The Sick Leave Bank negotiated by the Broome County unit of the Civil Service Employees Assn. in 1974 was the subject of a Labor editorial at the time, because it impressed us as an outstanding example of creative thinking by local union members.

We have been reminded of this by News and Views, the monthly publication of CSEA's Broome chapter.

In its December issue, the publication notes that since the start of the Sick Leave Bank, 1,203 days had been given to members in need. As of Oct. 1, 1976, 725 days have also been used by members in need.

The Broome publication also points out that a recent case involving the Sick Leave Bank resulted in two determinations by a hearing officer that time from the Sick Leave Bank can be applied retroactively and that paid holidays should not be recorded as sick days.

The only requirement for Broome County unit members to belong to the Sick Leave Bank is that two sick leave days be donated at the time of joining and one day each year thereafter.

We understand that other CSEA chapters and units have negotiated similar arrangements in their localities. We consider it one of the finest benefits available through union membership.

Pension Reform

The name of Otto Kinzel comes back into public focus, as the chairman of the state Permanent Commission on Public Employee Negotiations, renews his efforts to chip away at benefits negotiated over a period of decades.

The moratorium on negotiating new pension benefits for state employees expires June 30, 1976, and the Kinzel Commission is expected to produce reform recommendations that public employees again contribute to their pensions.

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A Case Of Representation

A recent decision of the New York State Public Employment Relations Board Director, Public Employment Practices and Representation, is worthy of comment. It involves the County of Rockland, the Rockland County Probation Officers and Investigators Association as a petitioner, and the Rockland County unit, Rockland chapter, Civil Service Employees Assn., as the intervenor.

In June 1975, the petitioner, POFA, filed a petition with PERB to decertify CSEA and for certification on its own as the exclusive bargaining agent for all probation officers, investigators and supervisors employed by Rockland County.

While the petition was being processed, the parties all agreed that the basic question of timeliness of the petition should be decided without going to a formal hearing, since it presented an issue as to whether or not the petition was barred by the so-called "contract bar" rule.

There was a memorandum of agreement executed by the County and CSEA on May 27, 1975. Pursuant to that, the County and CSEA had a contract which was in effect covering the years 1973 and 1974. Negotiations for a successor agreement continued for almost five months, and on May 27, 1975, the County and CSEA executed a memorandum of agreement for a new contract retroactive to January 1, 1975 and covering a one-year period through December 31, 1975. Two days after the memorandum of agreement was signed, the Commission received a petition by secret ballot among its members and the membership approved the memorandum of agreement. The employer was notified of that on May 30, and on June 3 the County Legislature ratified the memorandum and authorized the execution of a formal agreement which contained the terms of the memorandum. On June 18, the petitioner, POFA, filed the certification and decertification petition.

One week following the filing of that petition, CSEA and the County executed their formal contract. The position taken by CSEA is simply that the memorandum of agreement was a bar to the petition filed by POFA. The employer has taken no position on this issue and the petitioner claims that the memorandum does not bar the filing of a petition. The Director, in his decision, pointed out that on a number of prior occasions he explained the necessity for a contract bar rule... it being to balance the need for stability in the process of collective negotiations with the sometimes conflicting right of employees to select and change their negotiating representative. The Director has held in the past that in order to bar a petition, an agreement which is offered for that purpose must not only be in writing and signed by both parties prior to the filing of the petition, but it also must contain substantial terms and conditions of employment and expressly set forth the duration of that agreement.

The Director holds that the May 27 memorandum satisfies all of these requirements. The memo contains substantially all the terms and conditions of employment, including new salaries and the provisions of the expired agreement which... (Continued on Page 7)
Let's Talk About the VW Dasher. It's the One Car Family Gets a Break!

Don't Repeat This!

(Continued from Page 6)

The Leader reserves the right to extract or endorse portions of letters that exceed the maximum length. Meaning or intent of a letter is never changed. Lengthy letters that cannot be edited to a reasonable length are not used unless their viewpoint is so unique that in The Leader's judgment, an exception should be made. All letters must be signed and bear the writer's address and telephone number. Names will be withheld upon request.

LEGAL NOTICE

In the Matter of

CMR ASSOCIATES

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Open Region VI Satellite Office In Rochester

ROCHESTER — The Rochester area, with 10,000 members of the Civil Service Employees Assn., observed the opening of a satellite office here recently to serve members in a 60-mile radius.

Among the chapters to be served by the office, located at 3199 Winton Rd. near Jefferson Rd., are the Monroe and Ontario county chapters and state chapters representing Rochester employees: Department of Transportation; Rochester Psychiatric Center; Monroe Developmental Center; Oak School; State Agricultural and Industrial School at Industry, SUNY Brockport, and SUNY Geneseo chapters.

CSEA statewide president Theodore Wenzl and other state and chapter officers attended an open house at the satellite office.

ABOVE: Sharing a light moment are, from left, SUNY at Brockport chapter 901 president Lloyd Tipton and his wife, Betty; Jeanne McGowan, wife of the CSEA executive vice-president, and statewide regional offices committee chairman A. Sam Notaro and his wife.

LEFT: CSEA directors Martin Koenig (Monroe County) and Judy Burgess (Ontario County) were on hand for the opening. Mr. Koenig is also president of Monroe chapter 818 and Ms. Burgess is secretary of Western Region VI.

BELOW: Western Region VI president Robert Latimer, left, and regional second vice-president Robert Smith pose with CSEA chief Theodore C. Wendel, who sports headgear presented to him at his installation as honorary member of Seneca Nation.

Western Region VI third vice-president Ramona Gallagher chats with John Garvey, second vice-president of Rochester chapter 912. Mr. Garvey is also the recently appointed chairman of the regional committee to study CETA.
**Fort Schuyler Chapter Hits The Links While Assisting Heart Fund**

UTICA — Golfers of the Fort Schuyler chapter, Civil Service Employees Assn., had an opportunity recently to assist the Heart Fund and to get in one more round on the links before the snow flies, according to chapter president James H. Costello.

The chapter’s fourth annual Marshall Memorial Golf Tournament was held at the Capital Heights Golf Club, Floyd.

Low net trophy was awarded to Ralph W. Harmon, for a score of 72, with a special award to Joan St. John.

Other prize winners were: Florio Vitulllo, low gross of 69; second Bob Rodwell with 80; Charles Stier, high gross of 93; Sandy Killian, net low of 70; and Jim Hagen, high gross of 130; ninth place, Ernie Colletti, eight strokes behind the leader; eighth, Mr. Ostanek, and eighth, Jim Skilker.

Trophies were awarded to Howard Butterworth, with a low gross of 77, and low net was won by William Hall, who scored 69.

**Albany PST**

Albany Postal Employees Lodge 421, Local 2200, is a chapter of the CSEA, located in the heart of the capitol city of New York. This chapter has been active in the union movement for over 50 years, representing the interests of postal employees in the area.

The lodge is active in a variety of activities, including negotiations, political campaigns, and community service projects. They are dedicated to ensuring fair treatment for their members and advocating for their rights.

**Assail Rumored Health Aid Plan At Plattsburgh**

PLATTSBURGH — Rumors of plans for the contracting out of services for the health care facility of the SUNY at Plattsburgh campus has drawn the ire of this area’s Civil Service Employees Assn. chapter.

Chapter president Betty Lemen has informed her membership that a committee is studying the idea of eliminating the position of one physician and four nurses and contracting out the services of these employees to the Champlain Valley Physicians Hospital Medical Center.

The position that has been removed is a position that was held by Mr. Lemen, who has informed the college president that such an action would be in violation of the Taylor Law.

The Taylor Law, specifically Section 26 of the Professional, Scientific and Technical Unit agreement, states that (36.1) "There shall be no loss of present jobs by permanent employees as a result of the State’s exercise of its right to contract out for goods and services" and (36.2) "No permanent employment will be reduced by elimination in existing service as a result of reclassification or reallocation of the services of these employees by permanent appointment."

**Institutional Pact Talks Break Down**

(Continued from Page 1)

Monday, while the first round was being played, the union held meetings with Union representatives to outline plans to reduce these benefits in the upcoming contract round.

Mr. Moore explained that the "talks with the Public Employees Federation, have also broken off on negotiations to resume.

Negotiations which started Monday for two of the other three Bargaining Units, which will expire March 21, these units constitute a total of 147,900 employees.

**Binghamton Party**

BINGHAMTON — The Binghamton Psychiatric Center chapter, Civil Service Employees Assn., will hold its Christmas party Saturday, Dec. 6, according to president Leon Wilcox.

The event will begin at 7 p.m. at Banana Masters, Washington Avenue, Endicott.

**Pass your copy of that The Leader to a non-member.**
Rensselaer Seeks Associate Planner

TROY — The Rensselaer County Civil Service Commission is accepting applications until Dec. 17 for the open, competitive, post of associate planner, paying $12,540 to $12,957 a year. A written test will be held Jan. 17.

To qualify for the exam, candidates must be residents of Rensselaer County and have a degree in community planning, architecture, civil engineering or public administration plus two years experience.

Additional information and applications may be obtained from the Rensselaer County Civil Service Commission, Court House, Troy.

STATE UNIVERSITY

ALBANY—Gov. Hugh L. Carey has appointed Milton J. Barnes, of Easton, a development engineer, as a member of the Council of the State University at Binghamton. Mr. Barnes will succeed Edward C. Jones of Oswego, whose term expired.

CSEA To Assist Telethon

MINEOLA—A vital margin of support for the second annual Stop Arthritis telethon Dec. 6-7 is counted on from members of the Civil Service Employees Assn.

CSEA leaders and members are participating in the charity campaign for the second year, according to Long Island Region President Richard Flamentbaum, who is coordinating the effort.

Mr. Flamentbaum noted that "The generous response of public employees in last year's telethon provided a vital part of the success of the drive." Mr. Flamentbaum said that arthritis is the number one crippling disease in the nation. The Arthritis Foundation, sponsor of the telethon, is seeking to find a cure and ease of the disease.

A mail campaign to CSEA chapters and units throughout the state in advance of the telethon has already resulted in substantial pledges going into the telethon, Mr. Flamentbaum said.

Onondaga Has Five Openings

SYRACUSE — Meter readers, maintenance crew leaders, superintendent of buildings and grounds, custodial supervisor, and pharmacists are currently being recruited by the Onondaga County Personnel Department. Salaries range $6,775 to $11,584 a year.

Filling for all posts, except custodial supervisor, will be handled thru Dec. 17 with tests scheduled for Jan. 17. The custodial supervisor filling will close Jan. 7 and a written exam is set for Feb. 7.

For applications and further information, candidates should contact the Onondaga County Personnel, 185 County Office Building, Syracuse.

CANDIDE

SYRACUSE — The theatrical event of the year is CANDIDE at the Broadway Theatre on Thursday, December 15th. The musical is based on the novel by Voltaire and features a cast of 40 actors. Tickets are available at the box office.

CANDIDE AT THE BROADWAY THEATRE

There's a reason for that!

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"THE MOST STYLISH BROADWAY MUSICAL SINCE 'PIPPIN.' A SIGHT TO BEHold, SPECTACULAR LOOKING AND SLICKLY DONE."

—Douglas Watt, Daily News

1 Lewis Homer T Riceville 93.4
2 Didonato Tony H Walden 82.2
3 Judd John V Ballston Lake 90.0
4 Rebollal C E Brentwood 86.0
5 Clark John E Brewerton 78.5
6 McHerron Jack A Tully 75.0
7 Hasemeier A C Utica 79.0
8 Judd John V Ballston Lake 90.0
9 Clark John E Brewerton 78.5
10 Vreeland R J Otisville 85.9
11 Finnegan John J Bradley 86.0
12 None


1 Walker Walter W Knicksville 98.0
2 Accen George C Winchester 94.5
3 Rowley George F Rome 85.5
4 Reynolds John J Oriskany 78.5
5 Tracy Freda Knox 80.0
6 Stevens Joseph C Utica 88.2
7 Walker Walter W Knicksville 98.0
8 Wayne Edward J Jones 84.0
9 Pyra Gerald W Wharton 87.5
10 Berndt George Utica 87.0
11 Vandermeer W V Grovel 84.2
12 Furniture J R Saran 84.0

13 Marzec F Wilson 82.0
14 Nensley Thomas M Queens 81.7
15 Ivey Kenneth C Morris 80.5
16 Brandt John S Ballston 70.1
17 Stott Howard A Fishersburg 78.5
18 Bowers George F Rome 85.5
19 McCampbell Paul F Rochester 77.0
20 None


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2 Accen George C Winchester 94.5
3 Rowley George F Rome 85.5
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5 Tracy Freda Knox 80.0
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17 Stott Howard A Fishersburg 78.5
18 Bowers George F Rome 85.5
19 McCampbell Paul F Rochester 77.0
20 None

How sick are you going to be?

If you know exactly how sick you or your family were going to be, you'd know exactly what kind of health insurance to buy. If you could accurately predict just a few sniffles and a simple tonsillectomy during future years, you could buy a plan that would take care of sniffles and simple tonsillectomies.

However, illness and accidents don't happen that way. That's why The Statewide Plan for public employees makes the most sense.

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If you're one of the small percentage of New York State and political sub-division employees who don't have The Statewide Plan, you can convert over now — anytime before December 31st. See your personnel officer for the necessary forms.
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### Promotion Exams For Clerks, Engineers, Nurses, Others Set

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<td>Beverage Control Invest.</td>
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<td>Attorney</td>
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<td>Bus Operator</td>
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<td>Captain Fire Dept.</td>
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<td>Chemical Engineer</td>
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<td>Clerk</td>
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<tr>
<td>Complete Guide to C.S. Jobs</td>
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<td>Probation and Parole Officer</td>
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<td>Transit Patrolman</td>
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<td>Vocational, Spelling and Grammar</td>
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### Rockefeller Public Awards Are Now To Include Local And State Level Workers

PRINCETON, N. J. — Judges of the Rockefeller Public Service Awards Program announced that this year the program will include examinations to recognize outstanding performance in public service at the local and state level in addition to those performed on the national level within or outside government service.

For the past 22 years, the Rockefeller Public Service Awards Program has focused on recognizing and rewarding outstanding public service performance by local and state government workers. The program, which currently includes 40 awards, recognizes excellence in public service at the local and state level in addition to those performed on the national level within or outside government service.

Although five awards are being offered, nominations are invited in nine problem areas. These include: expansion of employment opportunities; environmental management; development of social conflict; reforming energy policies and practices; national energy policy and planning; and the reduction of crime, rethinking and redefining economic policies and restructuring intergovernmental relationships; rethinking the role of public sector employment; redefining the role of the state and local government; rethinking the role of public sector employment; and redefining the role of the state and local government.

Nominations are due prior to April 30, 1976. Additional information is available from the Rockefeller Public Service Awards Program.

For more information, contact the Rockefeller Public Service Awards Program at Woodrow Wilson School, Princeton University, Princeton, N. J.
CSEA's Retiree Chapter Growth Continues Lively

ALBANY—"Recently retired Civil Service Employees Assn. members who want to continue their membership in the Association sometimes don't know who to contact in order to join a retiree chapter in their area," according to Thomas Gilmarin, CSEA retiree coordinator, in a statement prepared for the retirees committee meeting Dec. 3.

"Usually the regular chapter president puts the new retiree in touch with officers of the retiree chapter in that area," Mr. Gilmarin noted. "But a newly retired public employee can also write to or call the nearest retiree chapter president."

Mr. Gilmarin has prepared the following list to aid new retirees:

**TINGHAMTON AREA RETIREE CHAPTER NO. 902.** (Counties: Broome, Chenango, Delaware, Otsego.) President: Donald L. Buswell, 11 Cravy Ave., Binghamton, N.Y. 13905.

**ROCKLAND - WESTCHESTER COUNTIES RETIREE CHAPTER NO. 910.** President: George Celeantano, 157 N. Magnolia Ave., Suffern, N.Y. 10901.

**CAPITAL DISTRICT RETIREE CHAPTER NO. 912.**

Dominick Eramo Cited In Utica

LITTLE FALLS—Dominick J. Eramo was honored recently following his retirement as a license investigator with the Utica Office of the State Department's Division of Licensing Services. Mr. Eramo served the state for 24 years.

The dinner was held at the Manor Inn here and principal speakers included Elia J. Malara, Fred E. Cape and Frank Nichols, all officials of the Department of State. Mr. Eramo is a member of the Retired Police Officers Association.

The following retirees chapters have been organized but are not yet chartered by the Board of Directors:


**BROOKLYN AREA RETIREE CHAPTER NO. 911.** (Counties: Queens, Kings.) President: John J. Griswold, 174 Rockwood St., Troy, N.Y. 12180.

**CSEA RETIREE CHAPTER NO. 915.** President: William L. Mandel, 16 Forest Dr., Pleasantville, N.Y. 10570.

**TIBACIA AREA RETIREE CHAPTER NO. 955.** (Counties: Chemung, Cortland, Schuyler.) President: Helen J. Musto, 24 Meadowbrook Court, Newfield, N.Y. 14868.

**SUFFOLK COUNTY RETIREE CHAPTER NO. 920.** President: Hilda Hara, 15 Pettee Blvd., Central Islip, N.Y. 11722.

**FOUGHERRESE AREA RETIREE CHAPTER NO. 925.** (Counties: Dutchess, Putnam.) President: Tris Schwartz, 12 Minnow Drive, Hyde Park, N.Y. 12538.


**ORANGE-ULSTER-SULLIVAN COUNTIES RETIREE CHAPTER NO. 950.** (Counties: Orange, Ulster, Sullivan.) President: John VanDuce, 53 Electric Ave., Middletown, N.Y. 10940.

**KINGSTON AREA RETIREE CHAPTER NO. 961.** (Counties: Dutchess, Ulster, Sullivan.) President: John VanDuce, 53 Electric Ave., Middletown, N.Y. 10940.

**ROCHESTER AREA RETIREE CHAPTER NO. 991.** (Counties: Genesee, Livingston, Monroe, Ontario, Orleans, Schuyler, Wayne, Wyoming.) President: Ruth Meri, 4336 Buffalo Road, North Chili, N.Y. 14614.

**BUFFALO AREA RETIREE CHAPTER NO. 992.** (Counties: Chautauqua, Cattaraugus, Erie, Niagara.) Temporary President: Grace J. Jones, 6 Navaho Parkway, Buffalo, N.Y. 14210.

**NEW YORK CITY AREA RETIREE CHAPTER NO. 910.** (Counties: Queens, Kings, Bronx, Manhattan, Brooklyn, Queens, Staten Island.) Temporary President: Martha W. Owens, 190-36 172 St., Jamaica, Long Island, N.Y. 11436.

**UTICA AREA RETIREE CHAPTER NO. 914.** (Counties: Herkimer, Madison, Oneida.) Temporary President: George F. Butler, 445 Lorraine Ave., Utica, N.Y. 13502.

The following retirees chapters do not have retiree chapters, although efforts are being made to organize them:

**ALBANY AREA RETIREE CHAPTER NO. 917.** (Counties: Albany, Columbia, Greene.) Temporary President: John J. Griswold, 174 Rockwood St., Troy, N.Y. 12180.

**NASSAU COUNTY RETIREE CHAPTER NO. 920.** (Counties: Nassau, Suffolk.) President; Joseph J. Fee, 4305 Buffalo Road, North Chili, N.Y. 14614.

**ITHACA AREA RETIREE CHAPTER NO. 921.** President: John Tanzi, R.D. No. 3, Ithaca, N.Y. 14850.

**SYRACUSE AREA RETIREE CHAPTER NO. 926.** (Counties: Onondaga, Madison, Cortland.) Temporary President: Charles J. VanDusen, 1480 N. Main St., Syracuse, N.Y. 13209.

**KINGSTON AREA RETIREE CHAPTER NO. 931.** Temporary President: John H. Tisch, 636 DeWitt Pl., Schenectady, N.Y. 12301.

**BUFFALO AREA RETIREE CHAPTER NO. 992.** (Counties: Chautauqua, Cattaraugus, Erie, Niagara.) Temporary President: Grace J. Jones, 6 Navaho Parkway, Buffalo, N.Y. 14210.
Assembly Forms A Human Rights Subcommittee

ALBANY — Assembly Speaker Stanley Steingut and Assemblyman Joseph Liss, chairman of the Standing Committee on Governmental Operations, recently announced the creation of the Subcommittee on Civil Rights.

"New York State is recognized as the national leader in protecting and preserving the human rights of all New Yorkers," Speaker Steingut said. "I will be the responsibility of this new subcommittee to make the effectiveness of the civil rights law and to develop new legislation to further the advancement of human rights for all New Yorkers from discrimination."

According to Mr. Liss, who is chairman of the new subcommittee, it will be made up of five members. Assemblymen Max Alpert, Johannes Michael, Michael Peace and the Democratic members, Assemblyman Lawrence Herst, ranking minority member of the committee, has appointed Republican Assemblyman Peter Sullivan and Benjamin Boyce, and Mr. Liss said the group will review invasion of privacy by government and the private sector, discrimination based on prior accidents, and an investigation into human rights and discrimination by bureaucracy or blacklisting.

Voters Administration Information Service
Call (202) 389-2741
Washington, D.C. 20040

Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Region, at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 510 Grand Concourse, Bronx; or 90-24 111th St., Jamaica, Queens.

Applications for the following positions will be accepted until further notice, unless a closing date is specified. Jobs are in various federal agencies throughout the country.

Agriculture

Title: Salary Grade: Exam No.

Metastatist: GS-5 to 9: 265

Welfare Examiner: GS-5 to 7: 261

Business

Accountant, Auditor and Internal Revenue Agent: GS-5 to 12: 425

Computer Operator and Computer Technician: GS-5 to 15: 421

Engineering and Scientific

Engineering, Physical Sciences and Related Professions: GS-5 to 15: 424

Meteorological Technician: GS-5 to 9: 483

Technical Assistant: GS-5 to 9: 421

General

Freight Rate Specialist: GS-5 to 12: 425

Civil Assistant: GS-5 to 12: 411

Mid-Level Positions: GS-5 to 12: 413

Professional and Career Exam: GS-5 to 7: 417

Senior Level Positions: GS-5 to 12: 408

Summer Jobs: GS-5 to 12: 414

Technical Assistant: GS-4 to 10: 416

Telegrapher: GS-4 to 9: 455

Typist: GS-5 to 12: 414

Veterinarian Trainee: GS-5 to 17: 428

Medical

Autopsy Assistant: GS-5 to 9: 429

Counselor in Therapy: GS-5 to 10: 423

Dental Hygienist: GS-5 to 9: 417

Dental Laboratory Technician: GS-5 to 9: 408

Instructor in Dental Hygiene: GS-5 to 9: 408

Medical Assistant: GS-5 to 10: 417

Medical Director: GS-5 to 10: 408

Medical Technologist: GS-5 to 10: 408

Medical Technologist: GS-5 to 10: 428

Nurse Anesthetist: GS-5 to 10: 416

Nurse Anesthetist: GS-5 to 10: 408

Physician's Assistant: GS-5 to 10: 408

Veterinarian: GS-5 to 15: 429

Veterinary Assistant: GS-5 to 10: 408

Military

Air Reserve Technician (Administrative): GS-5 to 10: 408

Army Reserve Technician: GS-5 to 10: 408

Social and Education

Hospital Police Officer: GS-5 to 10: 408

Professional Careers for Librarians: GS-5 to 10: 408

Psychologist: GS-5 to 10: 408

Recreational Therapist: GS-5 to 10: 408

Stenography and Typing

Data Transcriber: GS-5 to 10: 408

Key punch Operator: GS-5 to 10: 408

Reporting Stenographer and Shorthand Reporter: GS-5 to 10: 408

Stenographer: GS-5 to 10: 408

Secretaries, Options I, II, III: GS-5 to 10: 408

Typist: GS-5 to 10: 408
Lancaster Policy On Special Pay: Hwy. Unit Declines Special Jobs

LANCASTER — The Lancaster Town Board had refused to reverse its position on payment of overtime and “emergency call-in time” and so the town highway department employees, represented by the Civil Service Employees Assn., countered with an announcement that they will not refuse such work.

CSSEA Field representative John B. Allen said the employees also have made plans for informational picketing during their free time at the town highway garage on Walden Avenue and at the Town Hall, Central Avenue.

“Workers brought the issue to a head were the simultaneous and unilateral actions by the Town to institute time clocks and announcing the discontinuance of guaranteed minimum call-in time payments,” Mr. Allen explained.

“We may have no objections to the installation of the time clocks; we feel we should have been consulted on this change,” he continued. “It is a chance to streamline the procedure.”

On the issue of call-in time, Mr. Allen added the union “feels very strongly” about the attempt to reduce the workers earning “even further than the town’s earlier actions on overtime payments.”

The “call-in time payments,” he said, were formerly a guaranteed minimum pay of four hours, whenever a worker was called in to work on a scheduled basis.

“Now we want to disrupt the workers’ family lives and compensate them only for time actually required to perform the job. The call-in could be on a half-hour genuine emergency or an equally short “administrative goof” like poor scheduling.

“I don’t think anyone would want a whole evening, or perhaps the weekend with the family messed up for a half-hour’s straight time pay,” he added.

The issue of overtime payments at straight time for Dec. 1, before the workers became CSSEA members. They still lack a contract. At that time, the town board opted to pay the workers at straight time for overtime, but has been putting funds in escrow to pay workers premium pay should the U.S. Supreme Court rule 1974 amendments to the Federal Fair Labor Standard Act constitutions.

One mandate time-and-a-half “even further than the town’s earlier actions on overtime payments.”

“We tried to resolve these issues quietly and peacefully by negotiating, by appealing for fair dealing, and by pointing out that almost all other employees in this state have minimum call-in time payments and is paying time-and-a-half.” Mr. Allen continued, “and they’re all aware of the Supreme Court case.”

He conceded that a major impetus for the refusal to work beyond scheduled hours might occur in the event of a snow storm.

Ed Committee’s Western Region Visit Sites Picked

ALBANY — Sites have been chosen for the two-day visit of the Civil Service Employees Assn.’s statewide non-teaching employees committee to the union’s Western Region VI.

It is part of the committee’s continuing program of informational meetings held periodically to discuss matters of interest and concern to non-instructional school staff members throughout the state.

The first meeting will be held Friday, Dec. 5, at 7:30 p.m. at the Holiday Inn, New York State Thruway Exit 59, Florham. The following morning, Saturday, Dec. 6, the second session will begin at 10:30 a.m. at the Regency Hotel, 6000 Mile Strip Road, Thruway Exit 66, Blandell.

All Western Region VI non-teaching personnel are invited to attend one or both of the meetings. Subjects to be discussed include negotiations, grievances, workers’ compensation, actions affecting school employees pending before the Legislature and others.

Committee members include chairman Edward Perrott; vice-chairman Salvatore Majoreno; Jacob Banker, Charles Luchi; Howard Cressey; Lee Banks; Hugh Crapser; Irene Issi; David Silberman; Vincent DiBello; and Neil Gruppo.


Ballots Are On The Way
For 2 CSEA Board Seats

ALBANY — State employee members of the Civil Service Employees Assn. in the Education Department and those who are employees of public corporations will be receiving ballots in a special election for representative to the CSEA Board of Directors.

Bernard Schmahl, chairman of the Civil Service Employees Assn.’s special elections committee, explained that the elections were necessary because of the resignation of incumbents who had been elected last June as Board member representing the Education Department and Public Corporations.

Running for board members from the Education Department are Nicholas Piscatelli, G. O’Shea; Brian Donley and Claire McCrohan. The Public Corporations candidates are John Lyons and Richard Holms.

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