SYRACUSE—The Civil Service Employees Assn. has entered preliminary discussions with representatives of the American Arbitration Association, the Public Employment Relations Board, and Onondaga County on a "revolutionary concept in collective bargaining" involving the use of computers to assist in contract negotiations.

According to Joseph J. Dolan Jr., assistant executive director for CSEA, the pilot project, called Computer Assisted Negotiating (CAN), is being proposed for use in public employee negotiations in Onondaga County. CSEA represents the majority of public workers in the county. Discussions are so far only preliminary and no final determination on testing the approach has yet been reached, Mr. Dolan said.

CAN is a research project of the AAA designed to explore the potential contribution of the computer to resolve conflicts. The concept is that data available in public employment collective bargaining are often inadequate, inconsistent, or in a form difficult to readily use. Each side, as a result, offers bargaining positions having different, and conflicting, information and data.

Under CAN, both sides would use the computer to provide an agreed-upon set of data for research, and then have use of the computer available to determine how various proposals would fit into specified contract criteria, such as cost factors.

Additional briefings between all parties involved will be conducted before a determination to enter into the pilot project is made by CSEA.

Computer May Become Bargaining Tool In Onondaga's Negotiations

A State Police 'Me-too' Clause Draws Wenzl Fire

ALBANY—A "me-too" clause in a recent State Police bargaining contract means that the Civil Service Employees Assn. "is, in effect, negotiating for still another bargaining unit" in its current efforts to win a pay raise for state workers. This, concluded CSEA president Theodore C. Wenzl, "is making our job that much harder."

Dr. Wenzl said that his union's membership should be aware that a month-old pact between the State and the Police Benevolent Assn. of the New York State Police contains a so-called "me-too" provision. Under it state policemen would automatically receive a salary increase won by "any union presently negotiating with the State," in the words of the agreement. "We don't like to accuse them of riding on our coattails," said Dr. Wenzl, "but the fact is that whatever pay raise we negotiate for our own members has to go to the State Police, too, means that we've got to squeeze that much more money out of the state."

"Maybe we should feel flattered that the troopers think CSEA can succeed where the PHA failed. It may be a compliment, but we don't need it."

(Continued on Page 16)

Don't Repeat This

Banking Community Support Needed To Float Bond Issues

NORMALLY, public employees are not known as avid readers of the financial pages and of banking news in particular. With the City (Continued on Page 6)

Gallagher Explains Needs For Dues Increase

KIAMESHA LAKE — Civil Service Employees Assn. delegates, gathering at a special delegate meeting March 14-15 at the Orange Hotel here, are expected to be asked to approve the first increase in CSEA dues since Oct. 1, 1972.

The request for a motion to increase the general dues will come at the conclusion of CSEA treasurer Jack Gallagher's report to the delegates. The report will outline a deficit spending history over the past several months created, for the most part, by an enlarged membership service program and inflationary trends in the general economy.

Mr. Gallagher will suggest three dues increase alternatives, with total annual dues established at $71.50, $78.60 and $84.80 per member respectively.

The present CSEA dues structure has been set at $46.50 per year since 1972. It ranks as the lowest among leading labor organizations in the state. CSEA's statewide officers, after reviewing the total financial picture along with future cost projections, have recommended a minimum dues increase to $71.50 per year per member.

Any dues increase approved by the delegates, however, will be coupled with an efficiency and cost reduction program affecting all areas of CSEA. The statewide officers have suggested improved control over administrative travel, establishment of a vacancy control plan for CSEA Headquarters, and a closer review of applications for legal services as part of the program.

The recommended dues increase is designed to eliminate the present deficit financial situation and provide a modest anticipated surplus for emergency purposes, while improving member services. The minimum recommended increase would also allow a $3 per member contribution to the union's contingency fund and, it is hoped, avoid further requests for dues increases through 1979.

(Continued on Page 16)

All State Talks Collapse; File Charges In PST Issue

(Special to The Leader)

ALBANY—Contract talks between the Civil Service Employees Assn. and the State of New York covering 147,000 state workers in all four Bargaining Units represented by CSEA collapsed late last week after more than four months at the table. CSEA declared official impasses in talks affecting the 41,000-member Professional, Scientific and Technical Bargaining Unit last Wednesday and in the 29,000-member Administrative Services Unit and the 24,000-member Operational Services Unit on Thursday. The largest of the four CSEA units, the Institutional Services Unit, declared an impasse about a month ago and, after unsuccessful mediation, is just entering the fact-finding mediation was requested by CSEA in the dispute involving the PS&T, Administrative and Operational Units.

In an added development, CSEA late last week filed an improper practice charge against the State relative to the PS&T Unit negotiations, charging that the State had failed to negotiate in good faith with CSEA in the bargaining team.

CSEA reported little or no progress at the table since the start of contract talks late last year.

(Continued on Page 10)
N. Y. Seeks Investigators

ALBANY—The State Department of Civil Service is accepting applications until Mar. 22 for the promotional exams of senior unemployment insurance investigator and associate unemployment insurance investigator. The jobs are at G-18 and G-21 levels, respectively.

Current vacancies for both posts exist in the Counsel's Office of the Department of Labor in New York City and Rochester. Written exams are scheduled for May 1.

Applications are available through Labor Department personnel or business offices. Forms may also be obtained from the State Civil Service Department at Two World Trade Center, Manhattan; State Office Building, Albany; or Suite 709, 1 West Genesee St., Buffalo.

LABOR CHIEF

ALBANY—Philip Ross has been appointed State Labor Commissioner. Mr. Ross, a professor at Cornell University, will succeed Louis L. Levine. Gov. Hugh L. Carey's announcement of Mr. Ross' appointment had been expected since Mr. Levine revealed he was resigning. The salary will be $47,800 a year.

HAUPPAUGE—Applications are being accepted until Mar. 10 by the Suffolk County Civil Service Department for open-competitive exams of mail clerk, dog warden, probation investigator, assistant law librarian, senior investigator (health services), and assistant sanitary engineer. Starting salaries range from $5,000 to $13,104 a year.

There are no residence requirements for all posts; however, preferences will be given to Suffolk County residents. Tests for posts will be held in April.

To qualify for mail clerk, exam 16-182, candidates must only possess a valid driver's license. The written exam will cover such areas as arithmetic computation, name checking, reading comprehension, filing and office practices.

A year's experience in the care and handling of animals will qualify candidates for dog warden. Tests for the post are held every Wednesday at the East Northport Testing Center, 295 Larkfield Road, East Northport. Candidates interested in the position should contact the center between 9 a.m. and 4:30 p.m. for a test appointment.

For probation investigator, exam 16-179, applicants must have high school graduates with two years' experience in investigative or interviewing work. An associate degree or a satisfactory equivalent combination of education and experience will also be accepted.

High school graduates with four years' public or private library experience may apply for assistant law librarian, exam 16-161. Candidates will be rated on the basis of their training and experience.

Senior investigator (health services), exam 16-178, is open to individuals with a bachelor's degree and three years' experience in gathering evidence leading directly to criminal prosecution. Relevant additional education may be substituted for a maximum of one year of experience.

For assistant sanitary engineer, exam 16-133, applicants must have a bachelor's degree in engineering and two years' experience in sanitation, water resources or environmental engineering is also acceptable.

Applications and further information may be obtained from the Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge, N. Y. 11718; the East Northport Testing Center, 295 Larkfield Road, East Northport, N. Y. 11731; or the Riverhead Information Center, County Center, Riverhead, N. Y. 11901.

Carey Sets Human Rights Observance

ALBANY—Gov. Hugh L. Carey has proclaimed Friday, March 12, "Human Rights Day" throughout New York State in commemoration of the enactment of the New York State Human Rights Law, the oldest in the nation, on March 12, 1945.

Affixing the official State Seal proclaiming the 51st year of the statute, Governor Carey noted that "New York became the first state to pass legislation designed to prevent practices of discrimination in employment because of race, creed, color or national origin. For the first time the right to employment without discrimination was affirmed in a state law as a civil right."

During its 31-year history, 66 amendments have been added to the Human Rights Law, which is administered by the Division of Human Rights, successor to the Commission on Human Rights and the Commission Against Discrimination. These amendments include the prohibition of discrimination in the areas of employment, housing, education, public accommodations, because of race, creed, color, national origin, age and sex.

Under the administration of Human Rights Commissioner Werner H. Kramarsky, the law now forbids discrimination based upon the granting of credits, expands downward to 18-year-olds the age category protected from employment bias, includes "disability" in the list of reasons for barring discrimination, and prohibits religious, racial, or sexual pretexts and blacklisting.

As a result of the changes of the Human Rights Law, more residents of the Empire State are protected against discrimination and more persons are availing themselves of this protection.

Commenting on the Governor's Proclamation, Commissioner Kramarsky noted that, "From 1945 to 1969, this agency processed approximately 1,600 complaints, 5,174 complaints were taken in 1975 alone. It is fairly obvious that, had the law not still existed, and that there is still much work to be done to fulfill the mandate of the New York State Legislature and of our Governor."

CIVIL SERVICE LEADER Tuesday, March 9, 1976

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THE MOST PRECIOUS GIFT
Costa Opposes Affiliation; Claims AFSCME Distorts His Comments

ALBANY—A. Victor Costa, a statewide director of the Civil Service Employees Assn., has expressed strong opposition to affiliation of his organization with any other union. Mr. Costa, who is also vice-chairman of CSEA's expansion committee, until recently charged with exploring the desirability of affiliation for CSEA, specifically ruled out the merger with two major labor organizations, the American Federation of State, County and Municipal Employees, a nationwide AFL-CIO public employee union.

In releasing a statement to the Civil Service Employees Assn. here, Mr. Costa said he had no choice but to make views known at this time.

"When AFSCME presented a false view of CSEA in recent AFSCME publications that he favored an alliance and that he would support such an idea at meetings with CSEA members.

"They actually quoted remarks that I thought were and to challenge the 28-CSEA, the American Federation of State, County, and Municipal Employees, which is also a member of the CSEA umbrella..."

A. VICTOR COSTA

contract is negotiated, it is serviced by our own locally based staff, which is on call 24 hours a day, seven days a week, in Regional offices located throughout the state.

"We have our own research and public relations specialists in each regional office and at headquarters, which includes as well as modern computer services.

"Our legal staff has won landmark decisions. While other unions were bargaining away negotiated employee benefits and funds recently, CSEA was in court protecting pensions and fighting layoffs.

"CSEA members benefit from services from which they are the lowest in the country. Furthermore, we relate 25 percent of members' dues back to their chapter while the balance remains for general purposes expenditure."

"AFSCME says that CSEA will realize increased political clout by affiliation. This is a smoke screen. For nearly 70 years, CSEA members have received some of the best benefits offered to public employees anywhere in the country. These benefits were won through CSEA's legislative lobby and negotiations with state leaders, without the help of any other union."

Mr. Costa also expressed concern that his views be known in the legislature and that there is a need for legislative sessions.

"We are told that CSEA would receive its present or future dues structure by $28.80 per member per year for legal assistance to employees in all jurisdictions of government in New York State."

"Our question is what services? This staff services 230,000 members. Certain services. The question is we are told CSEA would receive its present or future dues structure by $28.80 per member per year for legal assistance to employees in all jurisdictions of government in New York State."

"Over 1,000 contracts are negotiated annually by CSEA elected officials, professionally trained collective bargaining specialists and field staff. After a negotiation is made, the views are known at this time..."
CIVIL SERVICE LEADER, Tuesday, March 9, 1976

Pat Moran, left, a Civil Service Employees Assn. organizer for Long Island Region I, and Service Employees International Union 100 representatives, right, watch as William Duggan of the Public Employees Relations Board, below, signs the official tally at the Riverhead school district certifying the election for CSEA. SEIU officials sent eight representatives to balloting, some from as far away as Pennsylvania, apparently expecting a victory.

L.I. CSEA Win At Riverhead Is Fourth In Row

RIVERHEAD — The Civil Service Employees Assn. took its fourth victory in a row from the Service Employees International Union recently in CSEA’s Long Island Region I in the Riverhead School District.

Despite an all-out push by SEIU in efforts to capture the unit, the employee returned 60-2 on the vote with CSEA the incumbent representative.

The election had been complicated by the defection of a CSEA leader in an attempt to deliver the unit to the rival organization. The president of the Suffolk County Educational chapter, Walter Weeks, noted there was “some discontent caused by the defection of a CSEA leader in an attempt to deliver the unit to the rival organization.”

CSEA had placed its reputation on the line in making the effort to win the employees from SEIU. They employed 12 paid organizers from out of the vicinity and, as Mr. Weeks said, “spent a lot of money.” He added the unit would be reorganized in coming weeks and would immediately prepare for the coming seat negotiations.

The Riverhead victory follows similar wins by CSEA in Franklin Square, Lynbrook and Bayville units which voted to remain CSEA after experiences with SEIU.

The Riverhead campaign was directed by field representative Pat Moran, who has handled the series of SEIU challenges.

LIBRARIAN LIST

ALBANY — A medical record librarian eligible list, resulting from open-competitive exam 36-308, was established Feb. 25 by the State Civil Service Department. The list contains 47 names.

IRS Extends Office Hours

MANHATTAN—Charles H. Brownstein, Internal Revenue Service director for New York, Bronx, Richmond, Westchester and Rockland Counties, said IRS offices there will be open Saturdays from 9 a.m. to 5 p.m. until April 15, the end of the 1976 filing period, to assist persons with their federal income tax returns.

In addition to the extended Saturday schedule, office hours at IRS offices on Wednesdays will be from 9 a.m. to 7 p.m. Telephone assistance will also be available during all hours of extended service. On other days, IRS offices are open from 8:30 a.m. to 5 p.m. The Manhattan office at 129 Church St. opens at 8 a.m.

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.

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; 990 Grand Concourse, Bronx; or 90-04 161st Street, Jamaica, Queens.

Liberal Civil Service Employees Assn. fieldmen and officials share a congratulatory handshake following the CSEA triumph at Riverhead School District. From left are: Erwin Schaeffer, field representative; Jose Sanchez, organizer; Walter Weeks, president, Suffolk Educational chapter, and Pat Moran, organizer.

CSEAer Is Shot, Gravely Hurt During Robbery Try

YONKERS—A parole officer and long-time member of the Civil Service Employees Assn. is under intensive care at Jewish Memorial Hospital in Manhattan for treatment of bullet wounds sustained while attempting to stop a holdup.

Nicholas Colasacco, 46, of Yonkers, was at a beverage distribution on the evening of Jan. 24 when a woman ran in and said that two armed men were robbing a firm in another part of the building.

Mr. Colasacco immediately went to the scene. The pair fired two shots at Mr. Colasacco but missed. They then grabbed a clerk using him as a hostage to make their escape. As they fled, they again fired at Mr. Colasacco, this time hitting him in the stomach. He had his parole officer’s gun with him, but did not shoot for fear of hitting the hostage, according to Mr. Colasacco’s colleagues at the Bronx parole office.

A second shot fired by the guns hit him in the left arm, but he continued chasing them for some time.

Frankly, police said, the prime suspect in the case was a parolee, the kind of person with whom Mr. Colasacco deals every day at work. Parole Officers Miller and O’Neil of the Bronx Police office located the suspect, and Mr. Colasacco identified him from his hospital bed.

Mr. Colasacco’s fellow officers are “having a running battle” with the state in an attempt to get his worker’s compensation payments, they reported recently.

“A parole officer is a peace officer who always carries his gun and never off duty,” they said, “but since Nick got hurt, he’s been like pulling teeth to get the state to even give him the forms he needs to collect the worker’s compensation that he is due.”

Mr. Colasacco is married and the father of three children.

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I SHORT TAKES

MORNING LULUS

New York Assistant Solicitor General Jean Coen said the Attorney General's office has filed an appeal with the State Appellate Court on a lower court decision that ordered lawmakers to return about $1 billion in state aid withheld from school districts paid in lieu of experience. Since all legislative "luke" is back in the proposed 1976-77 state budget, it is likely they will be approved—despite a Supreme Court ruling that they are unconstitutional—once again before a ruling on a lower court decision that ordered lawmakers to return

LAWYER PRIORITIES

Seymour Pomper (D-Bronx), chairman of the State Assembly Labor Committee, is having the state labor leaders to determine their priorities for 1976. The poll, distributed to more than 300 labor officials around the state, seeks to find the relative importance in the minds of union leaders of recent and possible measures now before the committee. The measures are: outlawing professional strikebreakers, requiring that Labor Department forms be printed in two or more languages to increase the number of foreign language speaking residents, providing collective bargaining rights for household workers; prohibiting the use of lie detectors by employers; providing a new method of appeals by workers; setting minimum wages for pregnant women; setting a higher minimum wage; eliminating the minimum wage standard; setting a higher minimum wage for judges and state police. It would also prohibit the inclusion of 'politically motivated' requirements for union personnel in union agreements.

WESTCHESTER CONSOLIDATION

Westchester County Executive Alfred R. DelBello has been meeting with Yonkers officials to explore the possibilities of consolidating all Westchester County services in Yonkers under a single roof. At present there are seven separate functions of county government operating branch offices in Yonkers. These include Social Services, Probation, Family Court and the Community Mental Health Clinic, the Yonkers Housing Authority at 70 Midland Ave.; an Alcoholism Clinic and a Special Children's Clinic at 53 South Broadway, the Yonkers Auto Bureau at 525 Midland Ave., and the Yonkers Municipal Office at 87 Nepperhan Ave. According to the County Executive, any alternative arrangements arrived at would make every effort to ensure that the possibilities of this size of government office would remain on the Yonkers tax rolls.

REPLACE COMMISSION

A report prepared by the staff of a special state commission studying government efficiency has proposed replacing the State Civil Service Commission with a cabinet level State Personnel Director, United Press International reported last week. UPI quoted the report, saying, as saving the change would increase the number of appointees to positions at relatively low levels while going agency heads greater discretion in policy matters. The news service said a part of the report notes the three-member commission makes the system of hiring government workers from the mass of applicants and require workers to accept contracts that are not necessarily in their best interest. The report goes on to state that a personnel director appointed by a governor would "increase managerial discretion at the state, when bargained with union or public managers can ask for increased productivity in return for employee protection.

OFFICER AGE CUTOFF

The state's highest court, the Court of Appeals, has ruled constitutional the action of the State Civil Service Commission in establishing 25 years of age as the maximum for applicants seeking examination for law enforcement positions. The decision was noted by William Figueroa, of New York City, the Court of Appeals ruled that Article V, Section 6 of the State Constitution, which sets forth the right of civil service commissions to adopt "reasonable minimum standards for such positions as policemen, firemen, prison guards, or other positions which require extraordinary physical effort, except where age limits are unwarranted." Figueroa, a member of the New York State Public Employment Association, said the requirement is "arbitrary" and "intol-

Seymour Posner (D-Bronx), chairman of the State Assembly Labor Committee, is having the state labor leaders to determine their priorities for 1976. The poll, distributed to more than 300 labor officials around the state, seeks to find the relative importance in the minds of union leaders of recent and possible measures now before the committee. The measures are: outlawing professional strikebreakers, requiring that Labor Department forms be printed in two or more languages to increase the number of foreign language speaking residents, providing collective bargaining rights for household workers; prohibiting the use of lie detectors by employers; providing a new method of appeals by workers; setting minimum wages for pregnant women; setting a higher minimum wage for judges and state police. It would also prohibit the inclusion of 'politically motivated' requirements for union personnel in union agreements.

THE bill would not present people who wish to retire from doing so, said Assemblyman Fortune. But it makes this possible, he said, we can help the elderly continue their careers if they want to, and still be able to earn a living and draw out a smaller amount of such funds after they do retire.

William Banks, the Assemblyman's aide, explained the legislation. He explained the primary need for the legislation was to ensure "job security." State workers retiring 65 would be evaluated on "job security." State workers retiring 65 would be evaluated on "job security." State workers retiring 65 would be evaluated on "job security." State workers retiring 65 would be evaluated on "job security.

A housing that shown workers that workers in the public sector, many with solid pension plans, appeared less likely to take advantage of the bill's provisions than those in the private sector. The measure is viewed by the

ALBANY—The State Department of Civil Service is accepting applications for the position of deputy director of the State's Civil Service System, April 12 for promotional exam of engineers in the engineering, construction and maintenance supervisory general foreman, deputy director of the division of supervision of state and local government workers and supervisors of human supervisors and performing arts education. Tests for all posts will be held in May.

Employees of the Education Department with a year's experience as bureau chief with the Office for Education for Children with Handicapping Conditions, may apply for director, division of supervision education of handicapped children, exam 39-135. Candidates will be rated on the basis of an oral exam.

APPOINT GARCIA

WHITE PLAINS - Felix J. Garcia, a 33-year-old chemical engineering graduate of West Chester University, has been named by West Chester University Chancellor B. DelBello as minority business advisor in the Westchester Office of Manpower Planning. Mr. Garcia, 26, is a member of the Westchester Bilingual Advisory Council. His new post pays $14,000 a year.

Four Rockland Positions Open

NEW CITY—The Rockland County Personnel Office is accepting applications until March 10 for open-competitive positions for the director of parks and recreation, environmental health aide, laboratory aide and general office aide. Applications, complete announcements and further information may be obtained through the Rockland County Personnel Office, County Office Building, New City, N.Y. 10958.

Bill is Introduced To Eliminate Mandatory Age 65 Retirement

BY ALAN BERNSTEIN

ALBANY—State workers reaching the mandatory retirement age of 65 may not have to step down if a bill introduced last week in the State Assembly becomes law. Besides prohibiting governmental agencies from forcing retirement at 65, the legislation would also apply to private employers.

"The main reason for the departure from past practices and attitudes concerning the age at which employees retire is the philosophical implication of the necessity to alienate individuals," said Assemblyman Stanley Bistugn (D-Brooklyn). He added that the bill is part of the anti-discrimination trend that has been in the Kennedy legislation's program in 1975. He said the general view that retirement at age 65 was "arbitrary" and "intol-

A bill has been introduced to eliminate the mandatory retirement age of 65 for state workers. The bill was introduced last week in the State Assembly and would apply to both governmental and private employers. The legislation is being advocated as a way to prevent age discrimination and to allow workers to continue to work if they wish. The bill has been praised by some as a way to improve government efficiency and provide a second personnel system, while being criticized by others as a way to allow for the appointment of friends and political cronies. The bill has not yet been voted on by the Assembly and is currently being debated.

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The Rockland County Personnel Office is accepting applications until March 10 for open-competitive positions for the director of parks and recreation, environmental health aide, laboratory aide and general office aide. Applications, complete announcements and further information may be obtained through the Rockland County Personnel Office, County Office Building, New City, N.Y. 10958.
War Of Independence

In this bicentennial year, it is fitting to remember that even after the American colonies declared their independence another five years of war to achieve that status as a matter of fact.

And, even then, independence had to be won by the War of 1812, often referred to as the Second War for Independence, because Britain continued to regard the United States as being in the British domain. This war was brought to a head by the continuing impressment of American sailors into the British navy, because their philosophy was "once a sailor, always a sailor." Times have changed, of course, and now the United States and the United Kingdom are regarded as close allies, with a community of interest based on their common language, heritage, democracy and heritage of law.

In like manner, the Civil Service Employees Assn. has been especially beleaguered in recent years by continual attempts by Means to topple the 35-year old CSEA from its position as the largest independent union representing public employees.

The latest onslaught is by the American Federation of State, County and Municipal Employees. One spokesman for that union was quoted recently in a Syracuse interview as saying AFSCME was prepared to spend up to $25 million in representation challenges unless CSEA agreed to affiliate with it.

The irony of the AFSCME $25 million figure can be realized when a recent statement by CSEA president Theodore C. Wenzl is taken into account.

Dr. Wenzl noted that CSEA had spent about $2.5 million in fighting off challenges during the past four years. Yet, during that time, if CSEA had been affiliated with AFSCME, the same legal action would have been taken in increased due to AFSCME. Thereby, Dr. Wenzl reckoned, his union had saved its members $24 million during that four-year period.

It is a difficult figure with such hard facts.

It is equally difficult to understand how AFSCME can throw down the gauntlet to CSEA at a time when critical negotiations are being conducted with the state on contracts for state workers.

We think it would be far more to the workers' benefit if AFSCME would spend more effort in improving the lot of its members throughout the nation rather than fostering a war between public employees in New York State.

Let the AFSCME leadership engage in its struggle for power within the AFL-CIO. The leadership of CSEA has more important work to do in wresting out an equitable contract settlement for its state employees (as well as those in local government areas that are also involved in contract negotiations).

Do It! Repeat This!

(Continued from Page 1)

New York continually cảnhing another landmark in financial stability. It appears that underscored by rising prices and a community of only the schools of medicine that can put Humphrey-Dunaway back into the first line.

Both the city and state need to sell bond issues to secure a sound anchor for riding out the current fiscal storms. But buyers are extremely wary of the strength of such bond issues and banking purchasers are absolutely necessary to bolster confidence in the safety of such investments.

Both city and state—and local government units everywhere in New York—need these new funds desperately to operate, and public employees have to have assurances that there are the monies needed in the till for civil service payrolls.

For this simple reason alone, a good many public employees are looking with favor at the prospect of relief last week when the major New York banks pinned to purchase two-and-one-half billion dollars of notes needed for the two-and-one-half billion dollars of bond issues the city and state will float to get through the current crisis.

Phase II A Worry

The second step in the state's selling plan—for various retire-}me systems to purchase these bonds—causes a certain amount of mixed emotions. However, Civil servants are being told that such sales are not expected in the future of public employees. At the same time, however, state and local public employees throughout the state are being told they must see things through. Their unions are: further sacrifices—wage freezes, pension benefit reductions, etc. In other words, public em-}ployees are being told to encourage use of their pension funds to save the state and its cities in what could be termed a roll of the dice. The state and, at the same time, are told to lay off asking anything back in the form of retire-ment and, at the same time, are told to lay off asking anything back in the form of a risk of their own security and future.

It is a grossly unjust position to ask employees to support the years of his labor into. But at the moment there doesn't seem any other way out as far as the first step—bond purchases—is concerned.

NAME HENNESSY

ALBANY—Gov. Hugh L. Carey announced the nomination of Joseph T. Bellew as chairman of the Manhat- is, as a member of the Battery Park City Authority. He was appointed effective Dec. 1974. The nomination will be submitted to the Senate for approval.

Mr. Hennessy, 47, is chairman of the New York State budget. The Board may not spend more than the amount budgeted in any single fiscal year unless authorized by the Director. While the papers before the court indicate that the Director did not approve the proposed budget for the 1975-76 year in which the petitioners' salaries were concerned, the Workmen's Compensation Law does not give the Director the power to either create or abolish positions which are being created and filled only by the Workmen's Compensation Board. His power goes only to the approval or disapproval of the budget pro- posed by the Workmen's Compensation Board, and there-
Broad Pension Changes

Expect some very far-reaching changes in the whole pension system within New York City. The group completing its report on the improvement of fiscal man- 
agement of the City's pension system had a broad mandate to reorganize the system, not only because the contribu- 
tions have been too small, but because the actuarial computations 
have been based on 1916 estimates of life expectancy. 
Retirees are living longer and collect- 
ing more than the designers had 
anticipated.

Medicare hospital insurance deductible would go up from $2 to $4.50, but nurses' wages would remain 
the same. For a post-hospital stay 
on over 20 days in a skilled nursing facility, the cost would be $11.50 a day to $13 a day from 
the 21st through the 100th day.

As a public service, The Leader continues 
to publish the names of individuals who are beneficiaries 
of a variety of unclaimed checks from 
the New York State Employees' Retirement System and the State 
Policemen's and Firemen's Fund. The Leader or the New York State Employees' Headquarters office in 
Albany may be contacted for information as to how to obtain the funds.

(Continued from last week)

Bouche Disputed

Editor, The Leader:

Mr. Bauch claims that it is a bad thing that New York City cops are 30,000 below and should go for all city employees; 
I think most New Yorkers would agree.

On Feb. 2, in my section, I 
read about this career ladder 
the time which helps to prevent it. 
also been working the work 
the middle class.

What's Your Opinion

By SUSAN DONNER

Do you thing the Federal government should take over welfare payments currently underwritten by New York City and State?

THE PLACE

Lower Manhattan

OPINIONS

Margaret Kagan, Administrative Assistant: "I think it's long overdue. I think the New York City government has 
its brains out to get anything, while so many who don't de- 
serve it are getting a hand-out. If the federal government 
took over, perhaps, it would keep some cities out of the po- 
sition that New York City is in right now. I think New York 
City is in a very bad hole as a 
result of welfare. I think the 
whole system must be changed.

George Strait, Salesman: "I think it would greatly benefit New York City. The problem 
has to do with the surplus of the 
people that are coming in from other states and other countries and becoming the ob- 
ligations of New York City. They 
come here, collect welfare and then tell their friends back 
home how good it is. There are other states that don't allow 
this. They at least have a wait- 
ing time which helps to prevent it. Something must be done. It's not working the way it is run now."

Gill Wenegas, Computer Operator: "Something must be done. It's unfair. The 
lower middle class doesn't have to work 
big difference to New York's 
rected into other areas where 
these people that are coming 
from other states that don't allow 
home how good it is. There are 
other states that don't allow 
this. They at least have a wait-
ning time which helps to prevent it. Something must be done. It's not working the way it is run now."

Julie Clandelina, New York State Assembly Speaker's Office: "I think the whole 
government should do it. There 
are millions of dollars being 
collected under false premises. People 
who really need it. I think maybe if 
the federal government looks over, it could be run a lot bet-
ter. I also think it's very unfair 
the way people migrate to New York 
for welfare. The people who live 
here and pay taxes and social security are the ones who should 
be entitled to the benefits. I think 
this is one of the biggest reasons for the fiscal 
crisis we are in today.

By William Tandy, Attorney: "I think if the local 
governmental organizations op- 
rate the welfare program in the manner in which it should 
be run, they'd be able to manage 
more efficiently. It would not be possible, I suppose, we might 
be better off getting it done 
by the state government. There is 
no one of the simplest places to 
come to for a free hand. That's why I'm 
sure many of them are here. However, if 
American citizens comes to this part of the United 
States and think that we all have an obligation toward 
ether American citizen. Of course we have no assurance 
that the federal government is going to 
run things any more efficiently.

Russell Rose, Director of "Alternatives to De- 
tention" Program: "I think the 
government should assume 
the responsibility. New York 
City is paying more than its 
share of the welfare costs and 
more other cities and states around the country and 
the federal government should be more 
severely distributed. People come 
here from other states because 
they know that they can get 
their welfare so easily. Maybe if 
te programs were transferred to the federal government they would be run more efficiently.
CSEA officers join with Assemblyman Andrew Stein prior to press conferences to publicize the CSEA/Stein Joint Committee to Investigate Waste and Inefficiency in Government. From left are executive vice-president William McGowan, treasurer Jack Gallagher, president Theodore C. Wenzl, Assemblyman Stein, vice-president and Syracuse Region V president Richard Cleary, secretary Dorothy MacTavish and vice-president and Long Island Region I president Irving Flaumenbaum. Other statewide officers at the meeting were vice-president James Lemon, president of the Western Region III and Robert Lattimer, president of Western Region VI.

"They All Want Us," Wenzl Responds To AFSCME Affiliate-Or-Else Threat

(By Leader Correspondent)
SYRACUSE—"The bigger they are, the harder they fall," Civil Service Employees Assn. president Theodore C. Wenzl said in responding to threats by a rival union to either merge or face a "bloodbath." Dr. Wenzl made the comments to a gathering here of delegates at a meeting of CSEA's Syracuse Region V at the Hotel Syracuse last month.

"They all want us. I think that is a compliment to us," Dr. Wenzl said, referring to the saluting remarks made by a spokesman for the American Federation of State, County and Municipal Employees as reported in a Syracuse newspaper.

At the meeting, Assemblyman Andrew Stein (D-L, Manhattan) was principal speaker at a dinner that concluded the weekend activities. Mr. Stein pointed out that "You can't change things unless thousands of decent people like you get involved.

He was referring to the success his legislative committee had in uncovering irregularities within the nursing home industry, and how public anger kept the issue from being swept under the rug.

"The same anger must be aroused in order to rectify the abuses being uncovered by the CSEA/Stein Joint Committee to Investigate Waste and Inefficiency in Government," he said.

The Assemblyman, who is being prominently mentioned as a contender for United States Senator this fall, warned that "the Civil Service Merit System is facing its greatest challenge since its inception.

"We spend so much money for services that do not reach the people. But there is a tendency to make civil servants the scapegoat for this. It's not fair: They are the ones who are suffering the most.

At the general session earlier in the day, CSEA vice-president Richard Cleary, head of Region V, discussed the status of contract negotiations between CSEA and the State.

He expressed pessimism on the outcome of the negotiations, and reminded the delegates that the "No Contract, No Work" mandate is still in effect if a contract has not been reached by April 1.

CSEA executive vice-president William McGowan said that books are being prepared in Albany to instruct chapter presidents on how to prepare for a strike.

"Read them," Mr. McGowan

(Continued on Page 9)
Decent People Must Get Involved, Says Stein
(Continued from Page 8)
said. "Your negotiating teams are against a wall. The State keeps wanting to take things away, so prepare now, so we can let them know we're going to fight to keep what we've got."

Mr. McGowan pointed out that "You can always call off a strike, but it's difficult to start one if you wait until two days before to prepare for it."

Mr. Cleary emphasized that strike committees should be lined up by April 1.

A plea also was made for political action donations. Mr. Cleary said that dues probably will go up and the delegates will vote on the proposal at the coming meeting at the Hotel Concord. "I can assure you that our financial situation merits this," said Mr. Cleary. "Our legal expenses alone have zoomed to $1 million from $300,000 a few years ago. They'll probably go to $2 million this year. The purpose of a union is to protect employees jobs, and it costs money to do that."

The delegates also were told that CSEA has no interest in affiliating with any other union and rumors to the contrary were completely unfounded.

Another area of major concern to the delegates was the federal Comprehensive Employment and Training Act. At a state workshop meeting, Robert Lattimer, Western Region VI president, said that "field representatives are going to have to learn CETA law" to protect the members from abuses. Another problem, he said, is that CSEA's legal staff is overworked, but more attorneys are promised.

Regional second vice-president Patricia Crandall proposed a resolution that field representatives and chapter presidents be trained in CETA law so they in turn could teach the membership.

Dutchess County chapter 814 president Ellis Adams, right, shows the certificate his chapter will give for donations to the chapter Welfare Fund to aid members penalized for strike participation last summer. From left are CSEA County Division chairman Salvatore Mezzavera, Long Island Region I first vice-president Ralph Natale and Dutchess chapter secretary Helen McCallum.

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Serious expressions indicate gravity of topic being discussed. Shown here are Joseph Madonna, of School for the Deaf chapter 261, and Claire McGrath, of Syracuse chapter 615.

Leonard Prins, president of Oswego County State Transportation chapter 316, asks for clarification of question as Oneida County chapter 513 president Vincent Speciale listens.

Grouped here are WIBard PC chapter 425 president Robert Lee, SUNY at Oswego chapter 611 treasurer Charlotte Murray, SUNY at Morrisville chapter 609 president Stephen Zaros, Tompkins County chapter 853 president Claude Colleypower and Cortland County chapter 815 president Marie Baisnauj.

Giving attention to the discussion are, from left, Fran DeLemo, of Fort Schuyler chapter 014 of Utica and a member of the Operational Services Bargaining Unit team; James Currier, Fort Schuyler chapter president; Gene Treacy, of the same chapter and a member of the Professional-Scientific-Technical Bargaining Unit team; Linda Beard, and Ben Robbins, both delegates from SUNY at Cortland chapter 605.
Promos Set For Investigators, Sanitarians & Consumer Supers

ALBANY—The State Department of Civil Service is accepting applications until March 22 for promotional exams of motor vehicle investigator, beverage control investigator, senior sanitarian, compensation investigator, law department investigator and gas consumer service supervisor. Exams for all posts will be held May 1. Employees of the Motor Vehicles Department who have served as a motor vehicle investigator for one year, may apply for senior motor vehicle investigator, exam 25-196. Both a written and oral exam will be used in choosing applicants.

One year’s experience as a beverage control investigator, exam 25-160, or as executive officer E or assistant auditor in the Division of Alcoholic Beverage Control, will qualify applicants for senior beverage control investigator, exam 25-196. A year as a senior investigator or executive officer D is good for supervising beverage control investigator, exam 25-160 and a year as a supervising investigator will qualify for chief beverage control investigator, exam 35-779.

For senior sanitarian, exam 35-931. A year as a senior investigator will qualify for chief sanitarian, exam 35-498. Both a written and oral exam will be used in choosing applicants.

Employees of the Motor Vehicles Department who have served as a motor vehicle investigator for one year, may apply for senior motor vehicle investigator, exam 25-196. Both a written and oral exam will be used in choosing applicants.

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For medical specialist I, No. 20-390. Candidates must have five months’ experience as a sanitarian in the State Department of Health. The written test will cover areas such as environmental health, investigation, supervision and preparation of written material.

Employees of the Workmen’s Compensation Board who have served for two years as a senior compensation investigator, may apply for chief compensation investigator, exam 35-954. State employees on the senior investigator list are also eligible to take the test.

Six months’ experience as a Law Department investigator will qualify applicants for senior Law Department investigator, exam 35-208. A year as a senior investigator is required for chief Law Department investigator, exam 35-779.

For gas consumer service supervisor, exam 35-130, applicants must be employees of the Public Service Department with a year’s experience as a chief gas technician. Presently, there is one vacancy in New York City.

Information and applications are available through department personnel or business offices, as well as the State Civil Service Department.

State Eligible Lists

Nurse, Medical Specialist, Psychiatrist Posts Open

ALBANY—Licensed practical nurses, psychiatrists and medical specialists are continuously being recruited by the State Civil Service Department for posts in state agencies. Salaries range from $8,051 to $33,704 a year.

For all posts no written examination is necessary. Applicants will be ranked according to their education, training and experience.

For licensed practical nurse, No. 20-106, candidates must have a license to practice as a practical nurse in New York or have a limited permit to practice as a practical nurse or have applied for a permit. Practical nurses are employed with the Department of Mental Hygiene, the Department of Education and Health, as well as the State University.

A state medical license and one year's post-residency experience in psychiatry will qualify candidates for psychiatrist I, No. 20-186. Candidates meeting requirements for psychiatrists I who have two years' post-residency experience may apply for psychiatrist II.

For medical specialist I, No. 20-607, candidates must be licensed to practice medicine and have completed a training program approved by the certifying board of the candidates specialty. Individuals with two years post-residency experience may apply for medical specialist II, No. 20-468.

Application forms may be obtained in person or by mail from the State Civil Service Department at Two World Trade Center, Manhattan; State Office Building, Albany; or Suite 760, 1 West Genesee St., Buffalo.

FIELD REP

ALBANY—An insurance fund field services representative eligible for reappointment from successive competitive exams 24-138, was established Feb. 24 by the State Department of Civil Service. The list contains 125 names.

4 WINNER OF ACADEMY AWARD NOMINATIONS

THE MAN WHO WOULD BE KING

HE MAKES LOVE—NOT WAR

THE BIGGEST COMEDY HIT EVER!

MORE LAUGHS THAN EVER BEFORE IN THE HISTORY OF BROADWAY!

"A COMIC MASTERPIECE! ASMASH HIT!"

HE NORMAN CONQUESTS

"THE MOST STYLISH BROADWAY MUSICAL SINCE PIPPIN. A SIGHT TO BEHOLD. A PERFORMANCE LING AND SLICKLY DONE."

—Douglas Watt, Daily News

"THE WIZ"

4TH STREET THEATRE

BOARDWALK THEATRE

MARRATHONER — Gordon Steele, supervisor of the Nassau County Department of Recreation and Parks' mobile unit, is getting in shape for the county's Earth Day Marathon in Eisenhower Park, East Meadow. The 36-mile long distance event will be held on Sunday, Mar. 21.

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Major Overhaul Of Mental Hygiene Dept' Is Proposed

ALBANY—A complete overhaul of the state’s Mental Hygiene system is proposed in a 220-page report released by Assembly Speaker Stanley Steingut (D-Brooklyn).

The report calls for the closing of “more than nine months of facilities,” including six public hearings and 16 site visits by the Assembly Joint Committee to Study the Department of Mental Hygiene,” Mr. Steingut said. The joint committee is headed by Assemblyman James W. McCabe Sr. (D-Hollis), and John C. Deans (D-Bronx). Mr. McCabe is chairman of the Assembly’s Mental Health Committee; Mr. Deans is chairman of the Ways and Means Subcommittee on Mental Hygiene.

Steingut emphasized the need for “bipartisan action in dealing with this statewide problem. Our goal is to pass legislation that will let the better organized, more appropriate mental hygiene services throughout the state. The system of state and local services be unified into a single system. Local authorities, representing Mental Hygiene responsibilities and authorities would be clearly defined and allocated under a unified system, the report said.

Funding would be rechanneled accordingly. Mr. McCabe emphasized the need to develop community-based care programs, noting that “over and over again our joint committee heard testimony that underserved the need to change these new arrangements into institutional care.”

“We have not done enough to develop programs or facilities in the community,” Mr. McCabe said.

Deans pointed out that community opposition to increased numbers of mental patients re-entering local facilities “is a major hurdle that must be overcome if we are to achieve community-based care programs in this state. In our joint efforts we will be wise if we cannot win the support of our local communities.”

Buy American!

State Suffers Employment Slip

ALBANY—Industrial Commissioner Leon P. Levinstein, head of the State Labor Department, said that total employment in New York State in January was 2,733,400 in comparison with 2,742,900 in December. The unemployment rate for New York State was 8.4 percent.

In New York City total employment was 2,732,900 in January as compared with 2,742,900 in December and 2,861,900 in January 1976.

The state unemployment rate for January was 11.7 percent, eight-tenths of a percentage point higher than the December rate. In January 1975, the unemployment rate for New York State was 9.4 percent.

Levitt Reports Social Services Disbursements

ALBANY—State Comptroller Arthur Levitt has announced the distribution of $57,043,372.52 for March to 57 Social Service Districts in the state.

The three months represent approximately 90 percent of the federal and state share of the anticipated welfare expenditures for March by the localities, as well as a settlement of claims for the month of December 1973. The Federal share amounts to $57,035,300.52.

In addition, the Comptroller announced the distribution of $45,690,500 in federal monies to the City of New York for anticipated welfare expenditures for the period March 1-15. New York City was previously advanced about $61 million in state funds for the month of March. The Federal share amounts to $57,035,300.52.

The unemployment rate for New York City in January was 12.2 percent, up seven-tenths of a percentage point higher than the December rate. In January 1975, the unemployment rate was 9.8 percent.

Workshops Set At South Beach

STATE ISLAND — South Beach Psychiatric Center chapter 446, Civil Service Employees Assn., will hold a series of workshops for persons interested in learning the skills and responsibilities of shop stewards.

The first of the workshops will be held Tuesday, March 9, at 6 p.m. at the Center. A dinner is included. Interested persons should contact Tom Gregor, training workshop coordinator, at (212) 390-6215, or Barry Markham at (212) 394-7832.

State Promotional Job Calendar

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
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<tbody>
<tr>
<td>Senior Motor Vehicle Investigator</td>
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<tr>
<td>Senior Sanitarian</td>
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<td>35-915</td>
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<td>G-7</td>
<td>35-913</td>
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<td>Chief Compensation Investigator</td>
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<td>Senior Law Department Investigator</td>
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<tr>
<td>Gas Consumer Service Supervisor</td>
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<td>39-130</td>
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Filing Closes March 22

- Principal Engineering Technician (Conservation) G-15 35-921
- Principal Engineering Technician G-15 35-923
- Steam Improvement Supervisor G-15 35-923
- Maintenance Supervisor G-15 35-940
- General Parkway Foreman G-10 35-714
- Supervisor of Humanities and Performing Arts Education G-28 39-136
- Director, Division of Supervision Education of Handicapped Children G-33 39-135

Additional information and application may be obtained from department personnel and business offices or from the State Department of Civil Service: State Office Building Campus, Albany 12226; Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo 14202.
MANHATTAN — The following is a simulated radio broadcast by the New York State Department of Labor's Manpower Development Division. The positions noted, however, are real jobs.

ANNOUNCER: Are you looking for work? If so, you will want to check those openings listed with the New York State Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City call (212) 488-7330. For jobs outside of New York City check with the New York State Employment Service office. See your local newspaper for a listing of these offices. Look under New York State Department or Labor-Job Bank.

If you find that today's openings aren't suitable for you keep in mind that there are many other such listings 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 listing.

SPEAKER: The following position is available with a CUTTING MACHINE OPERATOR with a Manhattan business. Applicant must have at least five years of experience on a book trimmer and cutter on a desktop or Laser machine. The job pays $125 a week but employer may pay more, depending on experience.

2. Also in Manhattan, a non-profit agency is looking for a STENOGRAPHER who can take dictation at 80 words a minute shorthand or stenography method. Must also be able to type 45 words a minute on standard typewriter. The job involves work with three secretaries. Two to five years experience is re- quired and the salary is $8,000 a year plus medical, dental and other benefits.

3. AN AUTOMOTIVE TECHNICIAN is wanted in Brooklyn to service and troubleshoot marine and truck equipment. Work on radar, sonar, echo sounders. An applicant with a first-class PCV certificate has about five years of experience and is acceptable. Some supervisory experience is also preferred for this position paying from $4,087.5 to $4,500.

4. In the Bronx, an employer is seeking a DEPARTMENT MANAGER who has two to five years of experience in the construction of metal and glass storefronts. Must have own tools. The pay is $5 an hour, may go higher depending on experience.

5. A SEWING MACHINE OPERATOR is wanted in Manhattan to work on a high-priced electronic twister. Will do complete garment. Must be experienced on a single needle Brother. It's piece work and pay should average about $125 an hour.

6. Also in demand today: a PROGRAMMER with at least two years' background on a Honeywell 6000 OS or above. Must know COBOL and Easytrieve. The position is in Manhattan and offers a salary of $230-250 a week, depending on the job seeker's experience.

7. Out on Long Island, there's a firm trying to locate a COMMERCIAL ACCOUNTANT with at least three years in the field. Applicant must also have an accounting degree or at least a C.P.A. The salary is $11,000-14,000 a year.

8. Elsewhere on Long Island, a hospital is looking to hire a也許 to work on the night shift in a factory's molding department. Must have extensive experience in molding diversified materials and a good technical background related to injection molding. The job pays $210-230 a week, according to the job seeker's experience.

MOSHOLU PKWY

TRACIE TOWERS

Near transp., shopping and recreation.

3 Bdrm $420-$450

2 Bdrm $320

1 Bdrm $280

2 Bdrm - $375 to $429

1 Bdrm - $300 to $345

Rental in progress.

All REAL ESTATE ADVERTISED

Fees and commissions are always paid for your protection. G"ac Sale*. 4689 N. DuE Hwy., P"Meri' Highland Mobile Home Park. Many of these programs are included with a one-way ticket. For complete information on any of these programs, write to the respective hotel or to the reservation desk of the hotel where you plan to stay.

Legal Notice

VERMONT LOG BUILDINGS REP.

154 ACRES — $127,000; 320 Acres — $180,000; 400 Acres — $280,000; 750 Acres — $650,000.


10. Also in Brooklyn, a hospital is seeking a nurse for a supervisor's position. Applicant must be a nurse, have extensive experience, and a valid license. The salary is $6,000-12,000 a year.

11. A SHALER ASSISTANT is being sought by a Manhattan electronics firm to sell intercoms to physicians and dentists. Applicant must have at least three years of outside sales experience in any field. The job also calls for some travel. A car isn't necessary, but applicant must be able to operate a car. The salary is $6,000-12,000 a year.

12. A TOOL and DIE MAKER is being sought by a large steel products manufacturer. The job involves working with progressive dies by layout, set-up and operate. Must be able to read blueprints. Applicant must have two to five years of experience on a high-speed lathe. The pay is $5 an hour, may go higher depending on experience.

13. Up in Westchester, an employer is seeking a STENOTYPE  for a SYSTEMS ANALYST. Applicant must have at least five years' experience in computer-controlled receivers and interface of hardware and software. A BS in electrical engineering or at least a B.S. in engineering and at least five years' experience in software systems will be involved in all phases of program development. The salary is $6,583 an hour.

14. An ELECTRICAL ENGINEER is also on the demand list in Westchester. Must have at least five years of experience in computer-controlled receivers and interface of hardware and software. A BS in electrical engineering or at least a B.S. in engineering and at least five years' experience in software systems will be involved in all phases of program development. The salary is $6,583 an hour.

15. A small retail butcher shop in Brooklyn needs a MEAT CUTTER with two to five years' experience. Will do breakdown, cutting and boxing, but will not serve customers. Will work five days, including Saturdays. The pay is $1,200 a week, depending on experience.

ANNOUNCER: The phone number again for New York City jobs is (212) 488-7330. For the jobs we've noted outside the City, check the Nassau and Westchester telephone directories. The job seeker will find a listing under New York State Department of Labor.

LEGAL NOTICE

OAK ASSOCIATES,
A Limited Partnership, 40 Wall Street, N.Y.C. Subnamee of Certificate of Limited Partnership filed in New York State on May 11, 1976. Business: Trading in commodities futures, commodity options, and in commodities and options, part prices in investments in securities and real estate, and in the acquisition and development of real estate. All real estate owned by or in which limited partners have an interest are located in the United States. No agreement to make additional contributions in the form of real estate or cash shall be made unless the certificate is amended to reflect the net asset value of the property. Amendment to be made upon written request of the limited partner or by will to member of family, and the application of any partner. Partnership may continue after the death of a partner or by will to member of family, and the application of any partner. Partnership may continue after the death of a partner or by will to member of family, and the application of any partner.
To Help You Pass
GET THE ARCO STUDY BOOK

Books

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Open Continuous State Job Calendar

Deadline is Set For N' Chester Seasonal Jobs

WHITE PLAINS - April 1

The following is set for the Westchester County Personnel Office as the deadline for filing for temporary summertime jobs with all agencies of the County:

These positions are filled on a temporary basis and carry no guarantee of permanent employment. Persons who are hired under this program will serve from June 1 to September 15. Applications will be accepted until the positions are filled.

Alfred B. DelBello, Westchester County executive, said the county will hire fewer workers this summer because of fiscal belt-tightening. There will be about 650 openings this summer, down from the 1,100 positions available last year.

"Our first priority will be to hire unemployed heads of households when possible," Mr. DelBello said. "Persons 18 years of age and older will be given the first chance, and no child, of a family of persons employed will be hired." For Information:

1. Warren St., New York, N.Y. 10007

New Commissioner

MINEOLA - Inspector Dennis P. Guido has been named Commissioner of the Nassau County Police Department by County Executive Ralph S. Guido. Inspector Guido, 44, will replace Commissioner Louis J. Pranck, who will retire about April 15. The 4,000-person department is the second largest in the state. Inspector Guido, a Mineola resident, is commanding officer of the Nassau County Detective Special Squad. The appointee was first in his respective graduating class at Nassau Community College and Hofstra University.

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CIVIL SERVICE LEADER

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New York, New York 10007
Broome County chapter 804 first vice-president Ruth Marsh and second vice-president Diane Schaumberg urge Syracuse Region delegates to action. At the registration table where they are greeted by Region V treasurer Helene Callahan, Syracuse chapter 013.

A fair day's play for their work," Mr. Dolan said.

The Region V members also addressed by Martin Longer, statewide legislative political action chairman, who gave priority to getting the Taylor Law modified. He called for legislation to aid retired employees and a program of reviewing the actions of state legislators.

The Housing Authority Incentive Program is designed to determine the effectiveness of a wage or salary increase rather than simply on numbers. It will help us determine if the people we represent in local housing authorities are receiving a fair day's pay for their work," Mr. Dolan said.

CSEA To Represent Irondequoit Division

ROCHESTER — The Civil Service Employees Assn. has been recognized by the Town Board of the nearby suburb of Irondequoit as the sole bargaining agent for the town sanitation department's general maintenance division.

CSEA To Represent Irondequoit Division

The maintenance workers thus became the town's only unionized employees. Treatment plant employees had belonged to another union but left it last year.

The Board's recognition of CSEA excluded two positions the CSEA wanted to have in membership. The general foreman and deputy general foreman were not included. Town Supervisor Donald A. Dening said, "because they are strictly supervisory personnel." Maintenance work includes overseeing the town's pumping stations and sanitary sewers.

Patterson Named

ALBANY—Gov. Hugh L. Carey has named two-time heavyweight boxing champion Floyd Patterson to the state Athletic Commission. Mr. Patterson, a New Paltz resident, will receive $310 a day while on commission business. The three-member commission regulates professional boxing and wrestling in the state.

Black River Will Offer Scholarship

WATERTOWN—The Black River Valley chapter of Jefferson County chapter 812, CSEA State Division chairman Thomas McDowell, of Motor Vehicles chapter 674, and Grace Vallee, who participated in the meeting as a member of the statewide social services committee.

(Continued from Page 9) concern that the state is now attempting to force 13-month employees to become 10-month employees to save their jobs.

Mr. Dusharm urged those at the workshop to refuse to become 10-month employees. "It will hurt all your benefits. Don't take it. My posture is to take the layoff, then fight for your job. But don't volunteer to be cut back to 10 months."

The Region V members also addressed by Martin Longer, statewide legislative political action chairman, who gave priority to getting the Taylor Law modified. He called for legislation to aid retired employees and a program of reviewing the actions of state legislators.

The only thing we have going for us is in political action," she said. "The statewide job layoffs and the threat of more to come, have spurred our efforts to inform our elected legislators where we stand as dedicated civil service employees and taxpayers.

"If state budget cuts are followed by more job cuts, collectively we may have some solid voting strength next election day," she said.

Webster To Speak

FITHACA — Tompkins County chapter 805 of the Civil Service Employees Assn. will meet March 15 at the VFW Hall here on West State Street, according to chapter president Claude Colburn.

Donald Webster, president of the Mount Vernon unit of CSEA Westchester local 865, will be guest speaker.

Visitors from Albany Region VI included, from left, Region IV second vice-president John Valle of Bennington County chapter 812, CSEA State Division chairman Thomas McDowell, of Motor Vehicles chapter 674, and Grace Vallee, who participated in the meeting as a member of the statewide social services committee.

Webster To Speak

(Continued from Page 9)


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ALBANY — Ballots will be posted Thursday, March 11, in a special election for representative to the Civil Service Employees Assn. Board of Directors from the State Department of Audit and Control.

Bernard C. Schmahl, chairman of CSEA's special election procedures committee, reminded Audit and Control members that complete returns are due by 6 a.m. Monday, March 29, and will be counted beginning at 10 a.m. the following day.

The post became vacant as the result of the retirement of the incumbent, Harold J. Ryan Jr., from state service.

CANDIDATES

In this election are: Beatrice H. McCaw, Blanche O. Wright, Robert M. Rhubin, George LaParrie, John Randazzo, and Bernard C. Schmahl. The voting will be counted beginning at 10 a.m. the following day.

Social Services — Members of the Civil Service Employees Assn.'s statewide social services committee held a two-hour session in Syracuse last month to discuss topical issues with delegates to the CSEA Syracuse Region V meeting at the Hotel Syracuse. Committee members, from left, are, staff coordinator Phil Miller; Vice Employees Assn. Board of Control members that representative to the Civil Service Employees Assn. Board of Control and will be counted beginning at 10 a.m. the following day.

George LaPlante, John Randazzo, Barbara L. Skelly, Theodore C. Wenzl. "But they simply refused to engage in real negotiations and we had no choice but to declare an impasse in each unity talks."

The talks broke down with less than a month before the expiration of existing contracts covering the four units. CSEA delegates last voted a mandatorv strike if the contracts were not renewed by April 1. Delegates meeting at CSEA's state special meetings March 14-18 at the Concord Hotel, Kiamesha Lake, are expected to receive detailed reports on the progress of negotiations—or the lack of it—and reemphasize the edit concerning the negotiations timetable.

"We hope that mediators can get the talks on track quickly, but if they can't, we're prepared to go to court," the president told the audience.

The "me-too" clause on salary, pension, health and dental insurance. The "me-too" clause also applies to any other benefits with a money value which might be won by another union now negotiating with the state.

Beyond these items, the PBA trooper pact includes a handful of changes providing for the establishment of additional joint labor-management committees, including a new committee in labor-management discussions, and relaxation of the time to obtain representation prior to intervention when secured of violation. The project is approved.

Commenting on rumors al preamble that a settlement for state security employees might be imminent, Dr. Wenzl speculated that if this proved to be the case, "we would bet they'd be going the same route as the PBA—settling for a 'me-too' clause that would give them a free ride on CSEA."

The Security Services Unit, represented by the American Federation of State, County and Municipal Employees, is currently negotiating a reopening covering existing units in an existing contract.

'Too'

Me-Too

(Continued From Page 1)

Me-Too

(Continued From Page 1)

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

CSEA Endorses A Study
In Albany And Syracuse Of HA Incentive Program

ALBANY — The Civil Service Employees Assn. has endorsed applications by local housing authorities in Albany and Syracuse, whose employees are represented by CSEA, for federal funds to participate in a study of the effectiveness of incentive programs as a means of increasing productivity in local housing authorities.

Support of the applications by the union representing the local authorities was in order for the applications to be considered favorably by the Federal Department of Housing and Urban Development.

Joseph J. Dolan Jr., assistant executive director-county for CSEA, said support by the union for an additional study of this magnitude represents a first for CSEA. "We hold the belief that under a mandate of 1975, the study is designed to cover a two-year period and provides up to $150,000 for each local housing authority whose participation in the project is approved."

Mr. Dolan said that representative to the Civil Service Employees Assn.'s statewide social services committee held a two-hour session in Syracuse last month to discuss topical issues with delegates to the CSEA Syracuse Region V meeting at the Hotel Syracuse. Committee members, from left, are, staff coordinator Phil Miller;