ALBANY—The Civil Service Employees Assn. scored an impressive victory over a challenging union last week in an arbitrator's decision on whether the county's furlough plan is legal.

In a mail ballot election supervised by the State Public Employment Relations Board, the CSEA received a 161-52 vote victory over the rival Service Employees International Union, which was listed on the ballots as Local 650, APL-CIO.

"This is an important victory for the people themselves, because it means their negotiating team can go back to the bargaining table with the solid backing of their union," said Patrick Monachino, CSEA collective bargaining specialist, chief negotiator for the Thruway workers.

The CSEA and the Thruway Authority had been engaged in negotiations on a new contract for several weeks prior to the challenge, but the Authority broke off all talks several weeks ago when the challenge became official.

"We're ready to get right back at the table and hammer out a respectable contract for these people," said Mr. Monachino.

The previous contract expired June 30. Negotiators will be working on an agreement retroactive to July 1.

Jean Gray, Thruway Author.

(Continued on Page 16)

Dorothy MacTavish Dies; CSEA Secretary 9 Years

ALBANY—Dorothy MacTavish, secretary of the Civil Service Employees Assn. since 1967, died last week after an extended illness.

Mrs. MacTavish had seemed in good spirits at the July 8 meeting of the CSEA Board of Directors, although the strain of her long battle for health was evident. She had undergone numerous operations and treatments during the past two years.

Mrs. MacTavish had entered the medical field in 1948. She had been employed in the Lieutenant Governor's Office and that of the Presiding Judge of the Court of Claims.

Prior to her election as statewide CSEA secretary, she had been president of the Court of Claims chapter in Albany.

She was also an active member of the National Secretaries Assn. and the Order of the Eastern Star.

CSEA president Theodore C. Wentz offered this tribute: "In the passing of Dorothy MacTavish, the CSEA has lost a dedicated and most loyal statewide official. Her long-time popularity and her membership attest to her outstanding and ever-faithful service in behalf of government employees. She will be sorely missed."

(Continued on Page 16)

Throwing Open Convention For VP Nomination

IN retrospect it appears that Gov. Jimmy Carter may have missed a great opportunity to electrify the Democratic convention by denying...
Nassau Mounds Info Blitz To Win C-Of-L Increases

MINEOLA—The Nassau County chapter, Civil Service Employees Assn., has prepared an in-depth presentation of the case for a cost-of-living adjustment for county employees to be presented at an open legislative determination scheduled for Aug. 2.

A heavy emphasis on the facts, indicating the recommendations of two out of three members of a fact-finding panel that a 6.6 percent pay increase is justified, will be stressed.

The CSEA has prepared statistical data and graphs to make the points clear plus expert testimony for presentation before the Board of Supervisors.

"The facts of the case are overwhelming," asserted Irving Flaschaum, president of the 23,000-member chapter.

The action came following a pre-hearing conference between Mr. Flaschaum, who is also CSEA vice-president and head of the union's Long Island Region 1, and members of the board.

The private conference had been arranged pending the setting of a date for a full hearing. The board wants that hearing to attack employee rights, Mr. Flaschaum said. The action came following a pre-hearing conference between Mr. Flaschaum, who is also CSEA vice-president and head of the union's Long Island Region 1, and members of the board.

The private conference had been arranged pending the setting of a date for a full hearing. The board wants that hearing to start to resolve problems raised by the union over the manual's suspension with the CSEA. He charged that the manual was prepared and implemented on May 28 without prior consultation with the CSEA.

He charged violation of the contracts involving four units represented by the union, the Institutional, the Professional Scientific and Technical, the Administrative, and the Operational Units.

A grievance against the use of the manual was initiated June 28 in Manhattan PC chapter by president, James Fields, and CSEA field representative Harold Knapp. The remedy sought was the withdrawal of the booklet.

Mr. Knapp said that the contract violations, affecting the working conditions of some 5,700 employees, included items in the manual dealing with work day/week, sick leave, time, compassionate time, work leaves with pay and requiring of PS&T employees to sign in to work.

The grievance was denied on July 1, but an agreement was reached between the union and Manhattan PC providing that a joint labor-management group meet to resolve problems raised by the annual. The meeting was held in Albany July 16. In addition to Messrs. Blasphalt, Knapp and Fields, other CSEA officials were William McGowan, union vice-president; James Roemer, counsel; Robert Gulid, collective bargaining specialist; Al Sandmark, grievance procedures committee chairman, and Floyd Payne.

Officials of the Department of Mental Hygiene will be held Wednesday, Aug. 11. The meeting will be called to order at 2 p.m. in Room 210, Kiner Building, Middletown.

Buy American!

CSEA Objects: Manhattan PC Employee Manual Is Withdrawn

MANHATTAN—The Civil Service Employees Assn., charging violation of its contract, has caused a manual, "Time, Attendance and Accrual Procedure," prepared by the administration of Manhattan Psychiatric Center, to be suspended.

Mr. Knapp said, "The manual was prepared and implemented on May 28 without prior consultation with the CSEA." He charged violation of the contracts involving four units represented by the union, the Institutional, the Professional Scientific and Technical, the Administrative, and the Operational Units.

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Officials of the Department of Mental Hygiene were called "Construction Contracts" by the union, not only institutes in the New York City Region, but throughout the state.

Mr. Blasphalt further noted that Manhattan PC is in close proximity to the Harlem area and employs a large number of minority group members. Certain administrative actions at Manhattan PC, including the current episode, he said, "could be racially motivated."

Heading Back For Schooling

The U.S. Civil Service Commission is offering a course called "Construction Contracts" for government employees. Classes will be held in Washington, D.C.

Running from Sept. 27 through Oct. 1 it will train personnel in construction contracting.

Mr. Bispham replied affirmatively to Mr. Krangle's statement that he suspected a "plan of action" on the part of the department to seek a confrontation with the union, not only in the New York State Office of Court Administration, but also in the Legislature.

"They think if they can attack employee rights, Mr. Krangle stated that he had knowledge of other institutions similar to that Issued by Manhattan PC.

Asked if he felt Manhattan PC was being used by low department as an opening wedge to attack employee rights, Mr. Blasphalt replied affirmatively saying, "They think if they can get away with it here, they will get away with it at other institutions."

A union spokesman said that he had knowledge of other institutions preparing booklets similar to that issued by Manhattan PC.

"The Board of Supervisors is on the spot to determine whether or not the county's financial problems are not attributable to payroll," Mr. Caso said.

"It has been shown to the satisfaction of the majority of the Board that the county's financial problems are not attributable to payroll," Mr. Caso said.

The chapter has planned a promotional campaign in its efforts to determine by the outcome of the legislative hearing.

Tri-County Retiree Chapter Will Meet

MIDDLETOWN—A meeting of the Orange, Ulster and Sullivan Counties Retiree chapter, Civil Service Employees Assn., will be held Wednesday, Aug. 11. Chapter president, John VanDusen said the meeting will be called to order at 2 p.m. in Room 210, Kiner Building, Middletown.

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America's Leading Weekly

For Public Employees

Published Each Friday

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PROMISSED RETIREMENT AND PENSION SEMINARS

We are pleased to announce that one of the city's foremost pension and retirement analysis, David Moss will conduct seminars on Retirement Problems at 45 East 33rd Street, New York City, Suite 601 at 5:30 P.M. on the following Wednesdays, July 21, August 4 and 18, and September 1, 1976.

Absolutely no charge or obligation, however participation is limited, so please call Mrs. Carole Rubenstein at (212) 586-2016 for confirmation.

A service of the Council of Jewish Organizations in Civil Service and Ramblewood East Information Center.
CSEA Is Victorious In Sullivan

Robert P. Wagner reserved decision on whether to grant a permanent injunction against the furlough plan or whether to dismiss the temporary restraining order granted last week. Justice Wagner allows insurers for the county and the CSEA 10 more business days to file papers before he makes a decision.

Justice Wagner said he will wait until Mr. Hancock provides more information about the court's jurisdiction on the case before issuing a decision. That judge said he had not decided whether his court has jurisdiction over the case or whether the court has jurisdiction over the arbitration

The CSEA's lawyer, James Havcock, and Mr. Krause argued in State Supreme Court about the validity of the present court. Mr. Hancock said the court does have jurisdiction to issue restraining orders and injunctions until the county can prove its furlough plan is legal.

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Low Income Wage Earners 
Could Have Money Coming

MANHATTAN—Although the April 15 deadline for filing 
federal income tax returns is past, certain low-income indi-
viduals who did not have to file tax returns can still receive 
up to $400 from the government by filing a return now, ac-
cording to Charles H. Brennan, 
IRS District Director for Man-
hattan, Bronx, Westchester and Rockland 
Counties.
The $400 payment is the maxi-
mum provided under an "earned 
income credit" established by 
Congress. The credit can only be 
paid to those filing income tax 
returns, even though they would 
not otherwise be required to file 
a return because their earnings 
are so low, Mr. Brennan said.
To qualify for the credits, 
workers must have received less 
than $8,000 from all sources in 
1975. This includes wages, salary, tips, or other 
compensation. Additionally, the 
individuals must have paid more 
than half the cost of maintain-
ing a home in the U.S. for them-
selves and at least one dependent 
child for the entire year. The 
dependent child must be younger 
than 18 years old, or a full-time 
student.
Those qualifying for the 
credit who had total income of 
$4,000 or less would receive a 
check for 10 percent of their 
earned income, up to the maxi-
mum of $400. The amount of the 
credit is reduced when income 
from all sources runs between 
$4,000 and $8,000.
Individuals who believe they 
may qualify for the credit, but 
who have not filed an income 
tax return this year should con-
tact their nearest Internal Revi-

cence Service office

Suffolk Sets OC Exams, Promos

HAUPPAUGE — The Suf-
folk County Civil Service De-
partment has announced 
Sept. 18 open competitive ex-
aminations for 11 positions and 
promotion examinations for six 
positions. The application dead-
line is Aug. 11.
The open competitive titles 
range in salary from $8,000 to 
$16,704. Ordinance inspector 
(No. 16-255) and fire preven-
tion inspector (No. 16-269) each 
pays $8,200. Human rights inves-
tigator (No. 16-365) pays $8,578, 
and senior human rights inves-
tigator (No. 16-280) pays $9,600.
A $10,000 salary is given for 
sewer fire prevention inspector 
(No. 16-270). Right of way 
agent (No. 16-263) gets $10,808.
Airport fire safety officer (No. 16-
272) pays $11,300; at the 
sewer level (No. 16-273), it pays 
$12,000. Ordinance enforcement 
officer (No. 16-266) also gets 
$12,000. Chief fire prevention in-
specor (No. 16-281) pays $15, 
000. Public health nurse IV sal-
ary is $16,704.
The promotional exams are for 
switchboard supervisor (No. 16-
257), senior fire prevention in-
specor (No. 16-271), senior 
right of way agent (No. 16-264), 

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 exam-
inations are necessary. Applic-
ants will be rated according to their 
education, training and ex-
perience.
For licensed practical nurses, 
No. 26-166, candidates must have 
a license to practice as a prac-
tical 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 Depart-
ment of Mental Hygiene, Edu-
cation and Health, as well as the 
State University.
A state medical license and 
completion of three years of 
residency training in psychiatry 
will qualify candidates for psy-
chiatrist I. No. 20-190.

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years of experience helping people meet 
their hospital-surgical-medical expenses 
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sible cost.
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further. As we say, "We've got great plans for 
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Arbitrator Decision in Warren Seen Holding Broad Implications

ALBANY—An arbitrator’s decision in a case involving the Warren County chapter of the Civil Service Employees Assn. and Warren County may cause a statewide and perhaps nationwide impact on public sector contract negotiations.

The American Arbitration Assn’s arbitrator, Irving R. Shapiro, was presented with two significant issues to decide: The first was whether arbitration was necessary in a case that had already gone to court, and the second was whether the contract was advisory or contained a past practice clause.

Shapiro decided in favor of arbitration, noting that the contract was advisory by its terms and that the parties had already submitted the case to him. He also found that the contract did not contain a past practice clause.

The county later added another issue to the case by questioning whether the arbitrator had authority to decide on the issue of past practice.

The arbitrator’s decision, which is final, is expected to have a significant impact on public sector contract negotiations.

Judge Reserve Decision in CSEA’s $1.5 Million Esopus Board Libel Suit

KINGSTON—Justice William Murray, in a special session of the Ulster County Supreme Court, reserved decision following a recent hearing on a $1.5 million suit brought against the Esopus Town Board by former Esopus police sergeant Joseph Pereca.

The suit, charging libel, names former Councilman John Bowman, present Councilman George Villen, Thomas Reesman and Peter Bell and Esopus Commissar Francis West.

Mr. Pereca alleges that after libeling him, the Town Board fired him from the police department without a hearing.

James J. Lennon, president of the Civil Service Employees Assn’s Southern Region III, has gone on record defending Pereca’s suit.

“Mr. Pereca has an impeccable record of good citizenship,” the CSEA official declared. “In addition to his 17 years’ experience on the force, he is a leader in the community and is widely admired by the people in this area. It seems awfully suspicious that he was suddenly thrown off the force with no explanation to the public even though an explanation was demanded.”

Mr. Pereca is president of the CSEA unit in the Kingston City Consolidated School District and is a member of the CSEA district.”

A Fact-Finder Proposes 7% E. Ramapo School Hike

EAST RAMAPO—A Public Employment Relations Board fact-finder has recommended a 7 percent salary increase, including increments, for maintenance and special services staff and mechanics and bus drivers in the East Ramapo Central School District, Rockland County.

Joseph D. Stillwagon, of Newchestertown, was the fact-finder named by the PERB in a contract dispute between the school district and the Civil Service Employees Assn.

Mr. Stillwagon urged the parties to consider a rollover offer utilizing the 7 percent as the maximum figure. The offer would roughly resolve, in a 1/4 percent increase during the first six months of the contract and 1/4 percent at the end of the second six months, with a net cost to the district being approximately 1/4 percent.

Other recommendations include:

- No change in longevity; re- jection of job security clause, standardized eight-step salary schedule, proposal for changes in sick leave, bereavement and personal leave, health insurance benefits, flood allowance.
- Maximum number of persons on negotiating team during workdays sessions to be four unit members plus unit president and CSEA representatives.
- No change in job reassignment provisions; compensation for out of time on trial.
- Rejection of premium pay for work performed on previously scheduled vacation days and for work performed on Sunday. Rejection of meal allowance when employees work overnight. Rejection of crediting authorized leave as hours worked for purposes of overtime computation.
- Workweek to remain 40 hours consisting of five eight-hour days, excluding at least a 30-minute uninterrupted lunch period.

Grievance Workshops Set

MANHATTAN—Five two-day workshops on Improving Employee Relations Through Effective Discipline And Grievance Procedures have been set for this autumn and winter by the New York State School of Industrial and Labor Relations of Cornell University.

The courses have been set for the Wednesdays and Thursdays of Sept. 22-23, Oct. 6-7, Oct. 26-27, Nov. 17-18 and Dec. 6-7. The workshops, which will be given at NYSSRL’s Conference Center at 3 E. 44th St., Manhattan, will run from 9 a.m. to 4:30 p.m. Cost is $220 per person which covers course materials and lunches.

The workshops will cover such subjects as the disciplinary interview, the warning notice, analyzing discipline problems, basic concepts in contract administration and developing skills in grievance handling.

The workshops will be conducted by NYSSRL faculty members Wallace Winklers and Matthew A. Kelly. Each workshop will be limited to 25 participants.

Additional information and registration forms are available from Cornell University, 3 E. 44th St., New York, N.Y. 10017. The telephone number is (212) 697-2247.

KEEP TRADE UP — Hudson River Psychiatric Center employees have been fortunate through the years in developing top leaders for the Civil Service Employees Assn. chapter there. Here CSEA vice-president James Lennon pays tribute to three of the women who have served as union president at the Mental Hygiene institution, located within the geographic area served by CSEA Southern Region III headed by Mr. Lennon. Standing is Nellie Davta, president of the Putnam Retirees chapter 909, and at right is Nellie Davta. Seated left is former counselor John Bowman, present Councilman George Villien, Thomas Reesman and Peter Bell and Esopus Commissar Francis West. Mr. Pereca alleges that after libeling him, the Town Board fired him from the police department without a hearing. James J. Lennon, president of the Civil Service Employees Assn’s Southern Region III, has gone on record defending Pereca’s suit.

“We are trying to hide! Why are they afraid of Joe Pereca?” Mr. Lennon asked.

“The CSEA is proud to join the citizens of Ulster County in demanding Mr. Pereca’s reinstatement, especially since the Town Board refuses to say the reason why they refused to reappoint him,” Mr. Lennon added.

“Mr. Pereca has an impeccable record of good citizenship,” the CSEA official declared. “In addition to his 17 years’ experience on the force, he is a leader in the community and is widely admired by the people in this area. It seems awfully suspicious that he was suddenly thrown off the force with no explanation to the public even though an explanation was demanded.”

Mr. Pereca is president of the CSEA unit in the Kingston City Consolidated School District and is a member of the CSEA district.”


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Congratulations, CSEA

THERE is the venerable story of the man who, while banging his head into a brick wall, was observed by a friend. Asked why he was punishing himself so, the man replied, "Because the brick wall won't give way." The story is apocryphal, but it is told often enough that it is generally believed.

The story came to mind when we received news of the back-to-back victories scored last week by the Civil Service Employees Assn. in employee representation elections against the Service Employees International Union, AFL-CIO. The victories, both by appreciable margins, were the result of a campaign by appreciable margins, were the result of a campaign waged by disciplined workers, who were not discouraged by the brick wall.

Hearty congratulations, of course, are due to both CSEA leaders and members. It is hard and dedicated work that was responsible for the wins. They are the latest in a long series of CSEA victories over the hapless SEIU. The latter union seems to take what it has to be an almost masochistic relish in bringing about representation elections and then getting soundly trounced when it comes time to count the ballots. Perhaps, like the man and his brick wall, SEIU feels good when the dust settles.

But the most recent election results simply reinforce the old political axiom you can't beat somebody with nobody. It is abundantly clear that CSEA is somebody.

One element in the Thruway election gave us pause, however. SEIU polled less than 30 percent of the votes cast. When 30 percent of a given union entity sign a petition to oblige a friend or fun to shake up union leadership, results are not as costly a matter of time, effort and money. The time, effort and money expended could be used far more effectively in negotiating new contracts and working for them. But it was a good week for CSEA. And we wonder when SEIU will get tired of hitting its head against a brick wall.

Dramatic Changes

There is a lesson here that the Republicans might bear in mind. Both they and their rivals for a long time have been indignant at the fact that the voters in Kansas City in the middle of August. Obviously both President Ford and Ronald Reagan have given some thought to a running mate. Incumbent President Ford, who seems clearly to be the more likely nominee, has publicly announced that he has several persons in mind for the Vice Presidential nomination.

So it is the governmental and public relations point of view, whoever the Republican nominee might be, he would do well to permit the delegates to exercise free choice in the selection of a new candidate's running mate.

We believe that the candidate for President should on his own determine his running mate is better accomplished in the selection of a running mate. We have long felt that the Republican candidate for President should on his own shoulder the burdens of winning the election. His own people to make up a ticket. The rationale of the District's position was that the contract remained in effect until June 30, 1975, and this contract contained no provision for an automatic extension of its terms. Therefore, when the contract that provided the Teachers Assn. with the right to arbitration expired, the teachers no longer had the right to arbitration.

In ITS DECISION, the court granted the stay of arbitration to the Teachers Assn. The court concluded that the Teachers Assn. could negotiate an agreement that would provide its members with salary and benefits that were equal to or better than those of the prior agreement. In the words of the court, "The Assn. would be locked into a guaranteed gain position, and the employers in an assured losing stance."

THE COURT also examined the Taylor Law to determine whether there were any specific provisions of the law which stated that the terms of an expired collective bargaining agreement continue until a new agreement is reached. Unable to find a provision that extended the terms of an expired agreement, the court concluded that "if the Legislature had been seeking this result, presumably direct language would have been employed." Thus, based on an attempt to keep the parties on equal footing at the negotiation of the new agreement, and absent language in the Taylor Law stating that the terms of an expired agreement continue until a new agreement is reached, the court held that the expired agreement did not continue until the new agreement was executed. Betts v. Teachers Assn., 92 LRRM 3132, April 15, 1976.

Bargaining Complications

In a recent decision, the Supreme Court, Benue-Kasar County, was faced with the issue of whether an expired collective bargaining agreement between a School District and the Teachers Assn. continued in force until a successor agreement between the parties was executed.

THIS CASE arose when the School District made an application pursuant to Section 7503 (f) of the Civil Practice Law and Rules to stay arbitration of grievances on the ground that a valid agreement to arbitrate did not exist. The School District argued that the Teachers Assn. had no right to arbitration because the agreement providing that right had expired. The rationale of the District's position was that the contract remained in effect until June 30, 1975, and this contract contained no provision for an automatic extension of its terms. Therefore, when the contract that provided the Teachers Assn. with the right to arbitration expired, the teachers no longer had the right to arbitration.

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Theresa Thomas, school principal: "I, like a great many of the workers who are left, who tend to be older, feel that since as an industry, we've been concerned, have always produced. The majority of city workers and employees are producing up to their utmost. There is no doubt that we are working up to our optimum and deserve whatever we can get when it's possible to get a raise. One result is that many of the workers who have been doing good jobs right along, now think that because of the reductions in staff, and because they're expected to produce twice as much, are for the first time thinking strongly of leaving the system. You're going to lose your good, old-time, hard workers because they can't produce any more than they've always produced; they're getting pretty exhausted."

Harry Silver, auditor: "It depends upon the job a person has. Some jobs can be judged quickly and which have no meaning or real importance to both employees and the public. Some jobs take longer and which have no meaning or real importance to both employees and the public. Some jobs take longer and which have no meaning or real importance to both employees and the public."

Andrew Zuber, small business specialist: "The quality of work should be improved—提高—about productivity in other jobs. The Board of Directors should be changed. You can't make an overall, across-the-board decision to produce goods that produce more to get more. It's not fair in certain positions where brain power is the important thing not how much you are producing. You might take twice as long to move out with something, but the result will be far better than those someone does quickly and which have no meaning or real results. Officials just can't say everyone must produce more to get an increase. That's not really fair. It has to be selective."

By PAMELA CRAIG

What's Your Opinion

QUESTION

New York City Emergency Financial Control Board says all wage increases for city workers must be tied to increased productivity. What do you think?

THE PLACE

City Hall Park, Manhattan

OPINIONS

Theresa Thomas, school principal: "I, like a great many of the workers who are left, who tend to be older, feel that since as an industry, we've been concerned, have always produced. The majority of city workers and employees are producing up to their utmost. There is no doubt that we are working up to our optimum and deserve whatever we can get when it's possible to get a raise. One result is that many of the workers who have been doing good jobs right along, now think that because of the reductions in staff, and because they're expected to produce twice as much, are for the first time thinking strongly of leaving the system. You're going to lose your good, old-time, hard workers because they can't produce any more than they've always produced; they're getting pretty exhausted."

Marylin Goldh, administrative assistant: "That raises the big question of how productivity is measured—and by whom? Adequate job descriptions will then become very important to both employees and the civil servant should be responsible for that description. Supervisors should be responsible for seeing that the employees are working up to capacity and a higher superintendent should check that the supervisors are being fair. What about the question of increased responsibility without increased pay? That's the beginning of increased productivity."

Guy Warin, computer programmer: "Yes, I think that should be a requirement. If employees expect to get more money and, with the financial trouble that the city is in right now, this shouldn't be allowed to raise ties tied to an increase in productivity. If they can find a more effective way of doing their job, they should be rewarded with higher wages."

Jenny Krivanek, editor: "I think it's fine. If people aren't working for the money they are paid, they shouldn't be getting an increase. I don't know who's going to judge if people are producing up to standard. I've seen good bad examples of productivity and I think the bad examples should receive decreases in their salaries. But overall with the cutbacks, I think, many people have to fill in for people who have been laid off. Maybe the objective has already been met: city workers may be in the process of having to increase their output."

Don't Repeat This!

Letters To The Editor

Of Decisions

Editor, The Leader: In the July 16 issue of The Leader, it is stated: "Whereas productivity, it may be difficult to measure productivity in other jobs. The Board of Directors should be changed. You can't make an overall, across-the-board decision to produce goods that produce more to get more. It's not fair in certain positions where brain power is the important thing not how much you are producing. You might take twice as long to move out with something, but the result will be far better than those someone does quickly and which have no meaning or real results. Officials just can't say everyone must produce more to get an increase. That's not really fair. It has to be selective."

NAME FINNEY

ALBANY—Louise Finney, of Brooklyn, has been named by Gov. Hugh L. Carey as assistant industrial commissioner for the State Department of Labor. Ms. Finney will be based in the Department's New York City office.

Questions and Answers

Q. I'm getting social security student benefits and have a chance to earn $500 a month on a job this summer. I'll make $1,500. Should I still get my social security benefits?

A. If you have no other earnings in 1976, there's nothing to worry about because you can earn up to $2,520 this year and still get all of your benefits. If your annual earnings exceed $2,520, $2 of your earnings will be withheld for each $2 earned above that amount. But this could be a windfall for you this year. You have a single job. If you're going to do substantial work in your own business.
Participants in one group discussion are, from left, CSEA director Bea McCoy, of Audit and Control chapter 651; discussion leader C. Allen Mead, of James E. Christian Memorial Health chapter 664. Gerald Toohey, president of SUNY Central Administration chapter 691; Mary Jaro, of Taxation and Finance chapter 690; Sue Crawford, Correctional Services chapter 656. CSEA director Jack Dougherty, of Taxation and Finance chapter 690, and CSEA director Frances Bessette, president of Clinton chap. 810.

Board of Directors members were among those who participated in the weekend workshop. From left are Jimmy Gamble, Environmental Conservation; Ernst Stroebel, Health, and James Welch, Executive.

This discussion group met in the courtyard. From left are group leader Jeanne Kelso, of Clinton chapter 810; CSEA director Paul St. John, of Transportation Main Office chapter 687; CSEA director Jimmy Gamble, president of Environmental Conservation chapter 655; Gerry Dekom, Education chapter 687; Phil Piana, Columbia chapter 821; Larry Pfeiffer, O.D. Heck DC chapter 445; Genevieve Ryan, Rensselaer chapter 842, and Grace Vallee, Rensselaer chapter 842.

Reviewing their findings are, seated from left, Michael Steese, of Executive chapter 659; Mary Jarzecki, SUNY at Albany chapter 691; Anne Murmans, Correctional Services chapter 686; Ruth Lovegrove, Commerce chapter 864; Lee Cole, Saratoga Educational chapter 864; Wendell Lashua, Clinton Correctional chapter 154, and Jerry Hirsh, General Services chapter 680. Standing are John Wright, Executive chapter 659; Sam Ciraulo, president of Rensselaer chapter 842, and Cosmo Lembo, General Services chap. 680.

Connie Buckley, left, a member of the region’s political action committee, takes notes on the proceedings, as Santa Orsino, secretary of Taxation and Finance chapter 690, listens.
Stratton Favors Cost-Of-Living Pay Adjustment

GLENS FALLS — Congressman Samuel Stratton told public employees here that government has to make compensation to its workers to help them survive the effects of inflation.

"If we are going to prohibit the men and women who run our form of government from striking, then we have to make compensation to help them survive the cost-of-living that is eating away their take-home pay," he said.

The Schenectady Democrat, was principal speaker at the dinner that highlighted the weekend workshop, last month, of the Civil Service Employees Assn.'s Albany Region IV at the Sheraton Inn here.

He said that at the state level, and possibly at the federal level, too, employees should have their salaries adjusted to take into account the cost-of-living.

"Bureaucracy is supposed to be a dirty word," he said. "All of us who are engaged in government, especially you who do the day-to-day work, should resent the public misconception of civil servants.

"Work, fight, give to make democracy live. That's what you people are doing."

The Saturday evening banquet also featured the 11th annual presentation of the President's Award for outstanding service to the region.

This year's recipient was Timothy McInerney, who is president of Transportation Region I chapter 676 and finance chairman of the region. Mr. McInerney is also a CSEA director, representing Transportation Department, and is chairman of the special Transportation committee.

Past winners of the award have been Mary Hart, Shirley Ellet, Mae DeSève, Marion Johnson, Marion Stute, Mildred Wands, Dorothy Honeycutt, Giovanni Bice and Gloria Fleming.

Regional president Joseph McDermott also acknowledged Insurance chapter 666 president Jack Fitzgerald, who had just received his law degree.

Good will and fair play were stressed many times during the Saturday workshop sessions.

For example in discussion of how to treat past chapter presidents, instructor Arthur Weinberg responded: "It doesn't matter whether you may have agreed with them, but you have to recognize that they tried to do their best."

Later on, Mr. Weinberg, who is coordinator of the Quality of Work Life Program for New York University's Institute of Labor Relations, applied the same thinking to negotiations:

"Bargaining requires unity," he said, "and you don't achieve that unless you accept the person next to you as your equal, regardless of job classification."

He also noted that there is probably no group that has more grades and classifications than public employees.
### 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; 590 Grand Concourse, Bronx; or 90-04 161st Street, Jamaica, Queens.

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

<table>
<thead>
<tr>
<th>Agriculture</th>
<th>Salary Grade</th>
<th>Exam No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food Inspector</td>
<td>GS-5</td>
<td>CH-6-05</td>
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<tr>
<td>Warehouse Examiner</td>
<td>GS-5, 7</td>
<td>CH-0-02</td>
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<thead>
<tr>
<th>Engineering And Scientific</th>
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<tbody>
<tr>
<td>Correction Officer</td>
<td>GS-4, 6</td>
<td>431</td>
</tr>
<tr>
<td>Freight Rate Specialists</td>
<td>GS-7, 9</td>
<td>WA-6-13</td>
</tr>
<tr>
<td>Mid-Level Positions</td>
<td>GS-9 to 12</td>
<td>413</td>
</tr>
<tr>
<td>Senior Level Positions</td>
<td>GS-13 to 15</td>
<td>408</td>
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<tr>
<td>Technical Assistant</td>
<td>GS-4, 5</td>
<td>NY-8-43</td>
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<td>GS-5 to 9</td>
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<td>GS-5 to 7</td>
<td>NY-5-09</td>
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<td>Licensed Practical Nurse</td>
<td>GS-3 to 5</td>
<td>NY-5-06</td>
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<td>Medical Machine Technician</td>
<td>GS-5 to 8</td>
<td>NY-3-02</td>
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<td>Medical Radiology Technician</td>
<td>GS-5, 6</td>
<td>NY-0-25</td>
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<td>Medical Technician</td>
<td>GS-5 to 7</td>
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<td>Medical Technologist</td>
<td>GS-5 to 11</td>
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<td>Nursing Assistant</td>
<td>GS-2, 3</td>
<td>NY-1-16</td>
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<tr>
<td>Nursing Assistant (Psychiatry)</td>
<td>GS-2</td>
<td>NY-5-05</td>
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<td>Nurses</td>
<td>GS-5 to 12</td>
<td>419</td>
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<td>Physician's Assistant</td>
<td>GS-5 to 11</td>
<td>428</td>
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<td>Veterinarian Trainee</td>
<td>GS-5 to 17</td>
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<td>GS-2, 4</td>
<td>NY-1-18</td>
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<td>Secretaries, Options I, II, III</td>
<td>GS-5, 6</td>
<td>NY-5-04</td>
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<td>Typist</td>
<td>GS-2, 3</td>
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**Nassau CSEA Membership Soars Higher**

ALBANY — The Nassau County chapter, Civil Service Employees Asso., has reached a new high of almost 23,000 members, according to the latest tally of the CSEA's computerized membership records.

The chapter, which has long been the largest in the statewide organization, has grown steadily throughout the 28 years since its founding in 1948.

### Applications for the Following Positions Will Be Accepted Until Further Notice

Unemployment is a concern, and the chapter is working to prevent job losses.

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**Hiring Goal Near**

Onondaga County is approaching its previously set goal of hiring minority group public employees, according to the county affirmative action officer.

### Job Title Changed

ALBANY — The State Civil Service Commission is changing the title of mental hygiene assistant therapy aide to mental hygiene therapy aide to better reflect the work of the position.

The change in title is expected to clarify the role of the employees.

### Legislative Pensions

A bill signed recently by Gov. Hugh L. Carey restarts the state legislature's pension program that was canceled in 1973.

The program was part of a proposal that would extend current public employee pension benefits for a year. It allows anyone eligible for any of the old pension plans closed by the legislature in 1973 to sign up anytime from now to the end of the year.
# CSEA-Negotiated Training Courses Available

<table>
<thead>
<tr>
<th>FACILITY</th>
<th>COURSE TITLE</th>
<th>DAY(S)</th>
<th>TIME</th>
<th>COURSE HOURS</th>
<th>CREDITS IF ANY</th>
<th>START DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Harlem Valley</td>
<td>Abnormal Psychology</td>
<td>T</td>
<td>3:30-6:30</td>
<td>30</td>
<td>9/14</td>
<td></td>
</tr>
<tr>
<td>Psychiatric Center</td>
<td>Basic Conversational Spanish</td>
<td>W</td>
<td>3:30-6:30</td>
<td>30</td>
<td>9/15</td>
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<tr>
<td>Wingdale, N.Y.</td>
<td>English as a Second Language</td>
<td>M</td>
<td>3:30-6:30</td>
<td>30</td>
<td>9/15</td>
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<tr>
<td>Hudson River</td>
<td>Team Supervision</td>
<td>TH</td>
<td>3:30-6:30</td>
<td>30</td>
<td>9/16</td>
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<tr>
<td>Psychiatric Center</td>
<td>Advanced Supervision</td>
<td>W</td>
<td>3:30-6:30</td>
<td>30</td>
<td>9/15</td>
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<tr>
<td>Poughkeepsie</td>
<td>Basic Mathematics</td>
<td>M</td>
<td>3:30-6:30</td>
<td>30</td>
<td>9/15</td>
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<tr>
<td></td>
<td>Behavior Modification</td>
<td>W</td>
<td>3:30-6:30</td>
<td>30</td>
<td>9/15</td>
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<tr>
<td></td>
<td>Occupational Therapy</td>
<td>T</td>
<td>3:30-6:30</td>
<td>30</td>
<td>9/14</td>
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<tr>
<td></td>
<td>Retirement Planning</td>
<td>T</td>
<td>3:30-6:30</td>
<td>30</td>
<td>9/13</td>
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<tr>
<td></td>
<td>Basic Counseling Techniques</td>
<td>M</td>
<td>3:30-6:30</td>
<td>30</td>
<td>9/13</td>
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<tr>
<td>Hudson Valley Community College</td>
<td>Principles of Accounting, Part I</td>
<td>T&amp;TH</td>
<td>4:00-6:00</td>
<td>45</td>
<td>9/14</td>
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<tr>
<td>Troy Campus</td>
<td>Principles of Accounting, Part II</td>
<td>T&amp;TH</td>
<td>4:00-6:00</td>
<td>45</td>
<td>9/14</td>
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<tr>
<td></td>
<td>Fundamentals of Electronic Data Processing</td>
<td>TH</td>
<td>4:00-6:00</td>
<td>45</td>
<td>9/16</td>
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<tr>
<td></td>
<td>Introduction to General Psychology</td>
<td>TH</td>
<td>4:00-6:00</td>
<td>45</td>
<td>9/16</td>
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<tr>
<td></td>
<td>Psychology of Personal Adjustment</td>
<td>TH</td>
<td>4:00-6:00</td>
<td>45</td>
<td>9/16</td>
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<tr>
<td></td>
<td>Basic Electricity I</td>
<td>M</td>
<td>3:30-6:30</td>
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<td>9/13</td>
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<tr>
<td></td>
<td>Introduction to Sociology</td>
<td>W</td>
<td>4:00-6:00</td>
<td>45</td>
<td>9/15</td>
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<tr>
<td></td>
<td>Introduction to Public Personnel Administration</td>
<td>W</td>
<td>4:00-6:00</td>
<td>45</td>
<td>9/15</td>
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<tr>
<td></td>
<td>Refrigeration &amp; Air Conditioning</td>
<td>TH</td>
<td>4:00-6:00</td>
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<td>2/16</td>
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<tr>
<td></td>
<td>Small Engine Workshop</td>
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<tr>
<td></td>
<td>Interviewing: Approaches &amp; Attitudes</td>
<td>TH</td>
<td>4:00-6:00</td>
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<td>9/16</td>
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<tr>
<td>HVCC at SUNY Albany</td>
<td>Concepts of Modern Public Administration</td>
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<td>4:00-6:00</td>
<td>45</td>
<td>9/15</td>
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<tr>
<td></td>
<td>Governmental Accounting, Part I</td>
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<td>4:00-6:00</td>
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<td>Introduction to General Psychology</td>
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<td>9/13</td>
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<td>Basic Mathematics</td>
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<td>J. N. Adam Developmental Center</td>
<td>Introduction to General Psychology</td>
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<td>Kingsborough Psychiatric Center</td>
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<td>681 Clarkson Avenue</td>
<td>Abnormal Psychology</td>
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<td>Brooklyn</td>
<td>Occupational Therapy</td>
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<td>Improving Reading &amp; Writing Skills</td>
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<td>Kings Park Psychiatric Center</td>
<td>Advanced Supervision - Institutional Setting</td>
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<td>Individual &amp; Group Relations</td>
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<td>Psychology of Deviance</td>
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<td>Manhattan Community College</td>
<td>Introduction to Public Personnel Administration</td>
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<td>134 W 51 St.</td>
<td>Basic Statistics</td>
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<td>Understanding &amp; Interpretation of Written Materials</td>
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<td>Refresher in Secretarial Techniques</td>
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<td>Manhattan Developmental Center</td>
<td>Behavior Modification</td>
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<td>75 Morton Street</td>
<td>Introduction to Social Work Practice</td>
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* Conducted at Keener Building, 621 Water Street, Manhattan
* Conducted at Sheridan Building, 75 Morton Street
** Conducted at Keener Building, West Side Island
REAL ESTATE VALUES

CAMBRIA HEIGHTS TWIN BEAUTIES
4 beds, 2 baths, 2-car garage. Large, fully landscaped yard.

HOUSE FOR SALE - L.I.
CORAM, L.I. — 4 bedrooms, 2 baths, 1-car garage, 15,000 sq. ft.,

COTTAGE FOR SALE - ROCKEYAW
WITH fresh and back porches, 3 brms., 2 bths.,

PROPERTY FOR SALE N.J.
Permit for summer home or permanent residence. On ocean, 2000 sq. ft.

HOMES WANTED
WILLING to purchase houses under

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Real Estate - Upper NY State
FARM, RETIREMENT HOME, business property in the Rural Region. See Real Estate Tel. as your need. Wood-

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Your choice of 3 areas: Pompano Beach, Fort Lauderdale or Palm Beach. New mobile homes available in all 3 areas. All plans include financing. Our mobile homes are guaranteed as manufactured homes. A 10-year warranty on each, and a 1-year warranty on the heating system. For information, call (954) 396-9896.

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WRITE

SOUTHERN TRANSFER AND STORAGE CO., INC.
Tel. (813) 822-4241

CIVIL SERVICE LEADER, Friday, July 30, 1976
Objection To The Question

An objection to the consideration of a question—a motion to prevent consideration of a question—should not come before the assembly, they may make an objection to the Consideration of a Question—that will hold the question.

The objection motion is similar to a point of order, in that the presiding officer, on his own initiative, can submit an objection of this kind to a vote, just as he can raise a question of order on his own accord.

It is important, however, to distinguish between occasions in which the benefits of the consideration of a question and a point of order are used.

An objection to the consideration of a question is not used if a main motion is outside the organization's objectives as defined in the bylaws or operating regulation. It is also not used outside the announced purpose for which a main meeting has been called. Such a motion should be ruled out of order.

If an objection is sustained, the main motion is dismissed for that session and cannot be renewed during the same session except by unanimous consent or by reconsideration of the objection vote. If it is not sustained, consideration of the main motion proceeds as if no objection had been made.

When the objection is put to a vote, members are asked to vote for or against consideration of a question objected to (not for or against sustaining the objection). Therefore, it is a vote to prevent consideration of the question should vote in the negative.

An objection to the consideration of a question:
• Takes precedence over main motions, but can be raised only before there has been any debate or before any subsidiary motion has been stated by the chair.
• Yields to the main motion to Lay on the Table, to all privileged motions and to incidental motions arising out of itself.
• Can be applied to main motions and to petition and communications that are not from a superior body. Cannot be applied to incidental main motions.
• Is in order when another has the floor, until consideration of the question has begun.
• Does not require a second.
• Is not debatable.
• Is not amendable.
• Two-thirds vote against consideration is required to sustain the objection.
• Negative vote, that is, vote sustaining the objection can be reconsidered. An affirmative vote cannot.
Albany Region Workshop At Glens Falls

Members of regional social committee turn horticulturists as they check over petunias used to decorate tables. From left are Grace Fitzmaurice, of Audit and Control chapter 651; Margaret Dittrich, president of Motor Vehicle chapter 674, and Nonie Johnson, of Law chapter 672.

Check for $575 is presented by Albany Travel Service to regional officials. The payment is based on registration fees by region members during first six months of travel program. Presenting the check, at left, are Robert Milstein and Mary Ann Gerwin. Accepting on behalf of the region are regional travel director Cosmo Lembo, of General Services chapter 660, treasurer Mary Jarocki, of SUNY at Albany chapter 651, and first vice-president Jean C. Gray, Thruway Headquarters chapter 652.

The region's banner is put in place, prior to the concluding banquet, by members of regional social committee. From left are Wayne Demingue, of Labor chapter 676; Jane Perry, Agriculture and Markets chapter 650; Norma Faige, Audit and Control chapter 651, and Donald Ruggaber, president of Audit and Control chapter.

Lee Johnson, of Taxation and Finance chapter 656, and Syvila Henry, of Environmental Conservation chapter 650, prepare to attend dinner at which Congressman Norman Strahan is guest speaker.

Columbia County chapter president Dale Funk, left, and county unit treasurer Phil Pears are able to relax a bit now that the strike situation by Columbia employees has been resolved.

Barbara Stack, left, of Motor Vehicle chapter 674, joins CSEA directors Gerald Purcell and Mary Moore, both of whom represent Executive Department, as they check over documents.

Larry Nealon, district manager for Ter Bush & Powell Insurance agency, provides information on latest plans to Muriel Ministry, of Motor Vehicle chapter 674. Mr. Nealon had set up booth at workshop to distribute literature.
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York City, only during the filing period. The period begins at 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 8:30 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Office at least five days before the deadline. Announcements are available online.

By subway, applicants can reach the filing office via the IND (City) or IND (Bridge Hall) Lexington INT (Brooklyn Bridge). For information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 555-8000; NYC Transit Authority, 350 Jay St., Brooklyn 11201, phone: 852-8030.

The Board of Higher Education is recruiting teaching staff. Applicants are invited to contact the individual colleges; non-faculty jobs are filled through the Personnel Department.

STATE—Regional offices of the Department of Correction are located at the World Trade Center, Tower 2, 35th Floor, New York City, 10104 and 315 Eighth Ave., New York City 10001, phone: 212-666-2040. (Except for Albany area) $7,616 Various

Several State Employment Service offices can provide applications in person, but not by mail.

For positions with the Unified Court System throughout New York State, applicants should contact the appropriate Supreme Court Unit, Room 1202, Office of Court Admin., 270 Broadway, N.Y., phone: 703-0800.

FEDERAL—The U.S. Civil Service Commission, New York Region, has offices at the WTC Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m. weekdays and 9 a.m. to 12:30 p.m. on Saturdays.

Federal entities with similar functions (e.g., the Environmental Protection Agency) should contact the appropriate office.

ALBANY BRANCH OFFICE

FOR INFORMATION regarding advertising, call 407-555-0900
JOSEPH T. BELLEV
135 SO. MANNING BLVD.
ALBANY, N.Y. Phone 4-5474

State Eligible Lists

Continued from Page 13

299 Burns Joan C Voorheesvil 80.8
310 Henningson E E Troy 80.6
311 seeking jobs with the City able only during the filing period. Include: 566-8700.
312 Brooklyn 11201, phone: 5fl6-
313 candidates to contact the individ-
314 the Albany office only) or by writing
315 Service offices can provide ap-
316 the Staffing Services Unit, Room 1209, Office of Court
317 Commission, New York
318 State Eligible Lists
319 Federal titles have no deadline
320 may be made to (800) 522-7407.
321 Office, 301 Erie Blvd. West,
322 at 26 Federal Plaza, New York, New
323 State Job Calendar
324 Assistant Clinical Physician
325 Association Activity (Life)
326 Supervising Actuary (Life)
327 Principal Actuary (Life)
328 Associate Actuary (Casualty)
329 Supervising Actuary (Casu-
330 Senior Actuary (Life)
331 Clinical Physician II
332 Compensation Examination Physician I
333 Dental Hygienist
334 Dietitian
335 Supervising Dietitian
336 Electroconvulsive Therapy Technician
337 Food Service Worker
338 Hearing Reporter
339 Metallurgical Technician
340 Hospital Nursing Services Consultant
341 Industrial Foreman
342 Legal Careers
343 $10,155 & $339
344 Licensed Practical Nurse
345 Maintenance and Mechanic (Except for Albany area)
346 Medical Specialist I
347 Medical Specialist II
348 Mental Hygiene Therapy Aide Trainee
349 Motor Equipment Mechanic
350 $9,546 varies
351 Nurse I
352 Nurse II
353 Nurse III (Psychiatric)
354 Nurse II (Rehabilitation)
355 Nutrition Services Consultant
356 Office Printing Machine Operator
357 Pharmacist
358 Physical Therapist
359 Principal Actuary (Casualty)
360 Principal Actuary (Life)
361 Psychiatrist I
362 Psychiatrist II
363 Public Librarians
364 Radiology Technologist
365 $7,323-$9,204
366 Radiology Technologist (T.B. Service
367 Senior Actuary (Life)
368 Senior Medical Records Librarian
369 Senior Correctional Therapist
370 Senior Pharmacist
371 Senior Physical Therapist
372 Senior Sanitary Engineer
373 Aul. Sanitary Engineer
374 Senior Sanitary Engineer
375 Specialists in Education
376 Stationary Engineer
377 Assistant Stationary Engineer
378 Stenographer-Translator
379 Varitype Operator
380 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 12226.
381 Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.
382 Open Continuous
383 Job Calendar
384 Assistant Clinical Physician
385 $25,161
386 Association Actuary (Life)
387 Supervising Actuary (Life)
388 Principal Actuary (Life)
389 Associate Actuary (Casualty)
390 Supervising Actuary (Casu-
391 Senior Actuary (Life)
392 Clinical Physician II
393 Compensation Examination Physician I
394 Dental Hygienist
395 Dietitian
396 Supervising Dietitian
397 Electroconvulsive Therapy Technician
398 Food Service Worker
399 Hearing Reporter
400 Metallurgical Technician
401 Hospital Nursing Services Consultant
402 Industrial Foreman
403 Legal Careers
404 $10,155 & $339
405 Licensed Practical Nurse
406 Maintenance and Mechanic (Except for Albany area)
407 Medical Specialist I
408 Medical Specialist II
409 Mental Hygiene Therapy Aide Trainee
410 Motor Equipment Mechanic
411 $9,546 varies
412 Nurse I
413 Nurse II
414 Nurse III (Psychiatric)
415 Nurse II (Rehabilitation)
416 Nutrition Services Consultant
417 Office Printing Machine Operator
418 Pharmacist
419 Physical Therapist
420 Principal Actuary (Casualty)
421 Principal Actuary (Life)
422 Psychiatrist I
423 Psychiatrist II
424 Public Librarians
425 Radiology Technologist
426 $7,323-$9,204
427 Radiology Technologist (T.B. Service
428 Senior Actuary (Life)
429 Senior Medical Records Librarian
430 Senior Correctional Therapist
431 Senior Pharmacist
432 Senior Physical Therapist
433 Senior Sanitary Engineer
434 Aul. Sanitary Engineer
435 Senior Sanitary Engineer
436 Specialists in Education
437 Stationary Engineer
438 Assistant Stationary Engineer
439 Stenographer-Translator
440 Varitype Operator
441 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 12226.
442 Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.
KELLOR'S UNIT MEETS TO PLAN REPRESENTATION VOTE STRATEGY

NEW YORK CITY — The Rockland County unit, Civil Service Employees Assn., held an open meeting July 21 to discuss a representation challenge election mounted by the Service Employees International Union, AFL-CIO.

Patsy Spicci, unit president, said, "I am sure there were many questions in the minds of our members as to the status of our negotiations and the representation challenge by SEIU. The meeting provided an opportunity for them to be answered and for an exchange of ideas and strategy."

"We have been without a contract since Jan. 1. In early May, the CSEA members in the Rockland unit rejected a county offer to pay increments and a flat $150 to workers not eligible for the increment."

Dora Feneor, in the discussions, said CSEA won over SEIU in Sullivan County "and that's a good sign. Let's determine what we have to do in Rockland and do it. We will do what our leaders tell us but they must tell us."

"Applause followed this remark."

Larry Stechel, CSEA field representative, said that in Rockland the situation in Rockland bids fair to come down to a 'push-solve' situation and the Taylor Law does recognize 'extreme provocation."

"Remarks were made to the effect that the legislature should really determine that the situation may develop into a 'hot war.' John Maro, Rockland chapter president, said to the meeting: "You are CSEA. You must get your co-workers and keep them informed."

"They should realize that if ever, the situation in Rockland bids fair to come down to a 'push-solve' situation and the Taylor Law does recognize 'extreme provocation.'"

Shenendehowa Calls Impasse

(Continued from Page 1)

Mrs. MacTavish is survived by her husband, John, as well as a son who is a high school music teacher in Connecticut and a daughter who is a secretary in Boston.

The CSEA Constitution makes provision for a vacancy in the office of a member to be filled for the remainder of the term by the Board of Directors.

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

CSEA DRIVES A THRUWAY STEAMROLLER

The vast majority of the employees are strongly behind the CSEA in the bargaining table," she said after the victory.

"Mr. Gray, who had sent letters to all Thruway employees during the campaign, capped off the win by sending a thank you message to every worker.

"Your CSEA negotiators have just gotten a big vote of confidence from you and we are going to make the Thruway management know it," she wrote. "Let's take advantage of this and use every opportunity to show that we're all united for the big, common objective—a good, new contract."

"The best man wins was the latest of several challenges from the SEIU that the CSEA has turned back successfully, initiating a number among Thruway workers. It preceded by one day a win by the CSEA over the SEIU to retain representation rights for Sullivan County employees.

CSEA president Theodore C. Wenzl issued a "thank you and congratulations" message to all CSEA staff, chapter officers and members who worked on the successful campaign.

"Two major wins in two days is something everyone can be proud of," he said. "We hope the Thruway employees themselves who made good use of the democratic process and earning the right to carry on their fight for fairness and justice in labor-management relations understand the importance of the guidance of CSEA," he said.

POLITICAL ACTION — Buffalo area newspapers were unanimous in giving credit to the Lake Shore Central School unit in the defeat of two incumbent school board members and the election of George C. Antholzer, left, and William P. Dispenza, second from right, in their places. Organizers and leaders of the movement, the CSEA unit, received a victory. It was done with the aid of a PERB decision, which was not surprising.