CS Legislation

See Pages 8 & 9

Utica-Marcy PC Situation Brings A Suit By CSEA

ALBANY—The Civil Service Employees Assn. has brought suit in State Supreme Court in Albany against the State Department of Mental Hygiene, Lawrence Koib, Mental Hygiene Department Commissioner, and Nelson Sanches, director of the Marcy Psychiatric Center and acting director of the Utica Psychiatric Center.

The CSEA, which represents many state employees of the Department of Mental Hygiene, is seeking a declaratory judgment rescinding Dr. Koib's appointment of Dr. Sanchez to dual director positions at the Utica and Marcy Psychiatric Centers. The action also seeks to prevent the Department of Mental Hygiene from taking any further steps to consolidate the Utica and Marcy PCs without approval of the State Legislature and until all requirements of the law are met, prevent the transfer of employees between the centers, and require the appointment of a new director at Utica PC.

Plaintiffs in the suit are James Moore, a Mental Hygiene Department therapy aide and president of the Utica PC CSEA chapter, and Charles Noll, an occupational therapy assistant and president of the Marcy PC chapter. The Albany law firm of Roemer and Featherstonhaugh, the CSEA's legal counsel, is handling the case.

In papers filed by the CSEA, the union charges that the appointment of Commissioner Koib of Dr. Sanches to dual director posts is the first step in a plan to consolidate the Utica and Marcy PCs and is therefore illegal under Chapter 417 of the state code.

(Continued on Page 1)

Ulster Ballots

KINGSTON—Ulster County employees who have not received their ballots for the coming union representation election and who are eligible to vote may obtain a ballot by contacting the Public Employment Relations Board PERB officials will be on duty during normal business hours. The PERB telephone number is (518) 457-2662. It is not necessary for individuals to be union members to cast a ballot in the election.

(Continued on Page 3)

CSEA Dues Can Be Free For Disabled, On Leave

ALBANY—Members of the Civil Service Employees Assn. who are laid off, who are placed on leave without pay or who become disabled may be entitled to dues-free CSEA membership, a union spokesman said.

-*This is important to the individual and the members of his or her family who stand to benefit from continued membership in the CSEA,*' the spokesman said.

Laid-off CSEAers may be entitled to a dues-free membership for up to one year from the date of the layoff, provided the member has been placed on a preferred list by his or her employer. Disabled CSEAers, or those who go on leave without pay, may be entitled to a dues-free membership for the duration of the disability or leave without pay.

Application forms may be obtained by contacting a CSEA chapter or unit president or by writing to CSEA Headquarters, 33 Elk St., Albany, N.Y. 12207.

ULSTER COUNTY EMPLOYEES VOTE THIS MONTH

Judy Murray, Ulster chapter 856 executive representative to Civil Service Employees Assn. Board of Directors, updates Leader correspondent Herb Geller on challenge election for union representation rights in Ulster. Ballots were mailed July 30 and must be returned in time for counting Friday, Aug. 13. Ms. Murray appealed for support to leaders of other Southern Region III chapters. See story on page 15.

Course Offerings, Location

More Fall 1976 semester courses and the locations where they are offered are listed for public employees participating in the employees training benefits plan in this edition of the Leader. The free courses are part of benefits package negotiated by the CSEA. See Pages 13, 14.
MINOLEA — A showdown legislative hearing on an imposed contract for Nassau County social workers was held last Monday after a day-long meeting.

The Nassau chapter of Civil Service Employees Assn. had prepared a unique, in-depth presentation of data showing that a general increase of $2.25 an hour was justified by rising living costs and economic conditions. The county was unable to afford an increase.

Two out of three of members of a fact-finding panel believed that the CSREA had proved that a raise of at least 6 percent was justified by the facts. One of them, however, commented with the county's claim that the ability to pay and proposed making the increase effective for only the last part of this year.

Despite the report, County Executive Ralph G. Caso has refused to budge from his demands for a raise-free pact while suggesting a reduction of employee benefits.

Nassau County chapter president Irving Flamenbaum, who was to lead the presentation, had earlier challenged the Nassau Board of Estimate to keep open minds on the issue after some published reports had indicated that some were willing to go along with Mr. Caso.

It was not immediately known when the Board would make its decision. Details of the hearing were reported in last week's Leader.
Utica-Marcy Situation Suit

(Continued from Page 1) State police in Utica, a violation of Chaps. 437 requirements that the Mental Hygiene Department violated Chap. 437 requirements that the Mental Hygiene Department violated.

The CSEA sued the appointing authority and the Department of Mental Hygiene Department. The suit was filed under Section 1.03 of the State laws of 1976 as well as plans of the department. The CSEA contends that the dual appointment of Dr. Sanchez violates the Mental Hygiene Law, and that "such dual appointment prevents Dr. Sanchez from fulfilling the statutory responsibilities to the employees and patients at both Utica Psychiatric Center and Marcy Psychiatric CenterMV.

The CSEA further contends that the director of the psychic center "... has ... grave responsibility ... to protect the rights and well-being of patients and employees alike," and that "such dual appointment prevents Dr. Sanchez from fulfilling his statutory responsibilities to the employees and patients at both Utica Psychiatric Center and Marcy Psychiatric CenterMV.

CSEA served notices of the last week served upon Dr. Kolb and Dr. Sanchez.

No date for the court session has been set at this time.

Ballston Spa Calls Impasse

BALLSTON SPA — The Ballston Spa Educational unit, Civil Service Employees Assn., which bargains for more than 100 employees, has reached an impasse in contract negotiations with the school district. The arbitrator has been appointed by the Board of Supervisors.

The matter will now be sent to the Public Employment Relations Board, which will assign a mediator in the dispute.

Putnam Wage Increase Issue

Putnam County CSEA chapter president Russel Cheney said some of the members of the Board of Supervisors have made statements questioning whether the arbitrator had been properly appointed by the PEBE.

Mr. Cheney called these "specious arguments," adding he hopes the Board of Supervisors "will appropriate the money It is legally obligated to pay.

If the Board does not do so, Putnam CSEA is prepared to go to court to get confirmation of the award and to get a judgment against the Board of Supervisors," he said.

The arbitrator's decision concerned the wage increases granted by the Board of Supervisors to the county employees. Under terms of the contract, county employees were to receive a $600 increase on Jan. 1, 1973, and another increase on July 1 for 1975 and 1976.

The Board rejected the contract on March 13, 1975, and proposed a wage freeze on county employees on the grounds that they wanted to keep the county's tax increase down.

The county employees voted to strike in August 1975, but a few days later the Board of Supervisors ratified the contract and granted the 1975 salary increase.

In January 1976, the Board of Supervisors again imposed a wage freeze. This time, the CSEA went to court seeking the board of "bargaining in bad faith.

Mr. Cheney said the strike "... is not a victory for the workers, but a defeat for the workers in the county."

Putnam Supreme Court Justice William Walsh agreed with the CSEA and ordered the Board to arbitrate the salary increases that were granted in the contract he had signed.

The successful case before the court and the arbitration panel was argued by Arthur Gray, CSEA Southern Region III attornery, and Larry Scammon, CSEA field representative, and Mr. Cheney collected facts about the case.

CSEA Calendar

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

CIVIL SERVICE EMPLOYEES ASSN., INC.
33 EKA STREET
NEW YORK 1027

PLEASE SEND ME INFORMATION CONCERNING THE "CONVERSION PRIVILEGE" OF CSEA GROUP LIFE INSURANCE.

NAME

HOME ADDRESS

DEPT.

DIVISION OR INSTITUTION

PAYROLL

ITEM NO.

DATE OF BIRTH

SOCIAL SECURITY NO.

OFFERS CONVERSION OF INSURANCE UNTIL SEPT. 1

ALBANY—The Civil Service Employees Assn. has announced that certain members who are insured under CSEA's group life insurance plan will be allowed to convert their coverage to permanent form of individual life insurance which contains cash and paid-up values, without medical examination. The deadline for this offer is Sept. 1, 1976.

The offer provides that any actively employed insured member of the group life insurance plan who became age 50 on or after Jan. 1, 1976 or whose 55th or 60th birthday is during 1976 may convert $1,000 or $2,000 of this group insurance to a permanent individual insurance.

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SOCIAL SECURITY NO.
Suffolk Sets Five Exams

HAUPPAUGE — The Suffolk County Civil Service Department has announced filing for five open-competitive titles.

Three of the examinations will only consider training and experience. They are for assistant program director (Exam No. 16-209), which pays $11,000; program director—exceptional children (No. 16-260), which pays $13,000; and migrant worker affairs coordinator (No. 16-265), which pays $13,154.

Filing for these jobs closes Aug. 26.

The two other jobs are assistant public health engineer (No. 16-256), which pays $13,154; and real estate agent (No. 16-294), paying $16,704. Filing for these jobs closes Aug. 29; a written test will be given Sept. 16.

Further information and applications may be obtained from Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge, N.Y. 11787. The telephone number is (516) 979-2266.

NYC Exec Meeting

MANHATTAN — The executive board of the New York City chapter, Civil Service Employees Association, will meet Thursday, Aug. 26, according to chapter president Solomon Bendit. The meeting, which will start at 6:15 p.m., will be held at Frances' Restaurant, 110 John St., Manhattan.

STATE DIVERSITY

New York State is the home of more than 50,000 manufacturing concerns that produce everything from automotive equipment to apparel, according to the State Commerce Department.

SAVE A WATT

How do you keep a healthy smile? Good daily dental hygiene, a healthy diet, regular check-ups and a good dental plan so you don't have to worry about dental bills that you can't handle.

It's common sense, really. But all too many people put off regular check-ups because of the expense. That's where we come in. As we say, 'We've got great plans for you.' Our Dental Care Plan is only one of them.

After all, the Blues invented pre-paid health care and doesn't it seem logical that we can deliver the best dental care promptly and efficiently.

If your employee group wants to discuss a dental plan, give us a call.

Smile Maintenance Kit

Blue Cross and Blue Shield Plans of New York State

Visual Arts Slot Opens

ALBANY — The State Civil Service Department has announced filing for audio visual training and production specialist (Exam No. 27-812). The filing deadline is Aug. 16 for the $13,456 job.

Applicants must have an associate degree in electronics or an appropriate related field and two years' specialized experience. An additional two years' experience can be substituted for the associate degree.

The opening is at the training academy of the Department of Correctional Services, Albany. Applicants will be evaluated on training and experience and then 10 applicants with the highest ratings will be given a performance test.

For further information contact an office of the State Civil Service Department, State Office Campus, Albany, N.Y.
Sonia Sullivan, Artie Smith, As a community resident, I am
title (New Name, New Image for
Editor. The Leader: grateful to have such good men
vices are in danger of having
legislator who initiated this law
duced by 1 percent. The chief
it more of a struggle to meet
Retirees from the Federal Ser-
OL- Likes 46th
secretary: "Yes, I do feel that
has been in my neighborhood
trouble spot which they patrol
that crime has been reduced in
newspapers have said there is
for this. I feel that the street
The idea of having them in a
people who live there feel more
not in the area and that causes
ends under present conditions.
security income claim. They will be glad to help you
you disagree with the decision.
other medical condition which
be for further treatment of a
and the home health care must
be for at least three days in a row
social security office for more information.
security disability benefits, she said
I might be able to get benefits
benefits on a grandparent's social
receives at least one-half of his support from
the child was living with the
most recent three-month period to
employment and providing services must be partic-
Medicare and Medicaid, and
have medical care in the last three months or
be for at least three days in a row
the health care provider used to ask. So what's
from relatives before you can
(To Be Continued)
more than 200 years ago those United States. The first plan was estab-
ilized Corporation for the Relief of Poor and Destitute
Presbyterian Ministers. Set-
up in 1799, it is still in operation. The first profit-sharing plan in
this country was created by
Albert Gallatin in New Geneva,
behalf of unclaimed checks from
bility and is a member of the New
York State Economic Develop-
ment Board. Mr. Schwartz, presi-
dent and chief executive officer
of the New York City apparel
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director of the New York Board of Trade and the pension
fund of the International Ladies
Garment Workers Union, AFL-CIO. He
includes the 38-member board which
advises the Governor on economic
and problem-solving programs affecting the state. The
post is salaried.
Q. I disagree with the recent
decision made on my supplen-
ty security income claim. How
long do I have to appeal and
how do I go about it?
A. You have 60 days from the
date you receive the decision. You
should let the people at a
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The National Federation of Re-
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John Johnson began to work for New York City in 1945. He contributed 5 percent of his salary to the New York City Retirement Fund, and the city contributed an approximately equal amount for 30 years. In 1975 Johnson retired at the age of 65. He was tired and ill and he moved to Florida like so many others in his age group. He sent a check to Mr. Johnson at his Brooklyn address. The check came back "Addressee moved—not forwardable."

Mr. Johnson waited for three months, six months, nine months. He sent checks to the nursing home and died. His son had moved to California and he made no inquiry regarding the $22,000 that was due to his father from the New York City Retirement System. That $22,000 is the rightful owner together, but the New York City Retirement System hides behind its barrier of exemption from the regulations nor

The New York State Retirement System publishes such names in the New York City Teachers Retirement System. The System has given the names of unclaimed accounts in the New York City Teachers Retirement System. The names are due to them because of the city's contribution, which are normally associated with Insurance companies and pension funds. The Insurance Department, which is the only body that has the authority to pay these funds, has no knowledge that any of these recommendations have been made available to the Leader of names of unclaimed funds with the long-standing legal proposition that "an agreement concluded by the parties," the agreement in question makes it clear that the parties contemplated a three-year statutory probationary period. The parties agreed in the contract that notice of denial of tenure must be given by May 1 of the probationary teacher's third year. The Legislature's action in extending the statutory probationary period from three years to five years altered a material circumstance assumed by the parties.

Civil Service Law & You

A Case of Tenure

The Court of Appeals recently affirmed the Appellate Division, Second Department, in a decision which upheld the decision of a Board of Education denying tenure to a teacher who was in his third year of probation. The teacher contended that he was entitled to tenure because of a collective bargaining agreement which provides for teachers to acquire tenure unless notified to the contrary by May 1 of their third year of probation.

The State Legislature enacted an amendment to the Education Law, effective May 9, 1971, which extended the probationary term for secondary school teachers from three years to five years. In this case, the Board of Education had previously decided to deny petitioners' tenure. However, the Board witheld its decision because of the amendment lengthening the probationary period from three years to five years. The Court of Appeals' decision would not withdraw the action in order to further evaluate the teacher's performance.

Therefore, the Board did not give the teacher notice by May 1 of his third year to the effect that he would not be granted tenure. The Superintendent of Schools sent a letter on April 28, 1971, notifying him of the extension of his probationary period and stating that no recommendation would be appropriate at that time. The petitioners, for obvious reasons, did not object to this arrangement. On July 1, 1971, the Legislature suspended the effective date of this amendment from May 1 to Oct. 1, 1971. Therefore, teachers such as the petitioner in this case, who would have acquired tenure as of Sept. 1, 1971, were permitted by acquiescence to acquire such tenure. The Board of Education in this case, faced with the dilemma of the change of effective date, and not having notified petitioners by May 1 of his failure to achieve tenure, immediately notified petitioner on July 26, 1971 that tenure was denied and his employment was terminated—obviously after the May 1 deadline.

The Court of Appeals stated that in accordance with the long-standing legal proposition that "an agreement must be construed according to the intent of the parties," the agreement in question makes it clear that the parties contemplated a three-year statutory probationary period. The parties agreed in the contract that notice of denial of tenure must be given by May 1 of the probationary teacher's third year. The Legislature's action in extending the statutory probationary period from three years to five years altered a material circumstance assumed by the parties.

Unclaimed Pension

Unclaimed Pension $15,000

The New York City Retirement System hides behind its barrier of exemption from the regulations normally associated with insurance companies and pension funds.
The Rabbit. You got to drive it to believe it.

Visit your local authorized Volkswagen dealer and find out why there are over 42,5 million Volkswagens on the American road today.
First prize winner Nancy Ferro, second from left in rear, and runner-up Marcie Palmer, get VIP treatment in the recent Cortland Bicentennial Parade. Nancy was an all-expense-paid trip for three to Philadelphia in the CSEA Bicentennial Essay trip for three to Philadelphia in the CSEA Bicentennial Essay Contest sponsored by the Cortland County chapter of CSEA. While the girls enjoyed the Cortland County chapter of CSEA. While the girls enjoyed the ride of honor, chapter president Marie Daignault, in front seat of auto, waved to friends among the thousands of viewers who lined the parade route.

### SUMMARY OF BILLS AFFECTING CSEA'S

<table>
<thead>
<tr>
<th>BILL NO. &amp; INTRODUCER</th>
<th>SUMMARY OF PROVISIONS</th>
<th>STATUS</th>
<th>CSEA'S POSITION</th>
</tr>
</thead>
<tbody>
<tr>
<td>S.2708, Flynn; A.13256A, Greco</td>
<td>This bill would increase the supplemental retirement allowance of additional credit for veterans in competitive examinations to include hostilities from 6-26-50 to 1-31-55.</td>
<td>Passed both houses.</td>
<td>FAVOR</td>
</tr>
<tr>
<td>S.560, Pizzia, Knecht</td>
<td>This bill extends the definition of time of war for the purpose of additional credit for veterans in competitive examinations to include hostilities from 6-26-50 to 1-31-55.</td>
<td>Passed both houses.</td>
<td>FAVOR</td>
</tr>
<tr>
<td>S.1484A, McFarland</td>
<td>This bill allows Municipal Civil Service Commissions to extend to non-competitive class employees who have held positions for 5 years or more to qualify for competitive promotional exams.</td>
<td>Signed by Governor 6-29-76 Chapter 453.</td>
<td>FAVOR</td>
</tr>
<tr>
<td>S.3567C, Marchi, Goodman Flynn</td>
<td>This bill establishes guide lines for health maintenance organizations. Passed both houses.</td>
<td>FAVOR</td>
<td></td>
</tr>
<tr>
<td>S.4386, Caemmerer</td>
<td>This bill would increase the supplemental retirement allowance of additional credit for veterans in competitive examinations to include hostilities from 6-26-50 to 1-31-55.</td>
<td>Passed both houses.</td>
<td>FAVOR</td>
</tr>
<tr>
<td>S.5903, Multi-sponsored</td>
<td>This bill allows the Monroe County Legislative body to determine the proper classification for certain personnel in the State Police if they were subject to investigation by the Grand Jury or the Special Prosecutor in connection with the layoffs of permanent employees.</td>
<td>Signed both houses.</td>
<td>FAVOR</td>
</tr>
<tr>
<td>S.7804, Flynn</td>
<td>This bill allows for final offer arbitration as a method of resolving disputes in negotiations.</td>
<td>Signed by Governor 6-29-76 Chapter 453.</td>
<td>FAVOR</td>
</tr>
<tr>
<td>S.1445A, Anderson</td>
<td>This bill would allow PERB to enforce the terms of a negotiated agreement.</td>
<td>Passed both houses.</td>
<td>OPPOSE</td>
</tr>
<tr>
<td>S.8500, Schnetker-Maurer, A.11438C, Greco</td>
<td>This bill would increase the supplemental retirement allowance of additional credit for veterans in competitive examinations to include hostilities from 6-26-50 to 1-31-55.</td>
<td>Passed both houses.</td>
<td>FAVOR</td>
</tr>
<tr>
<td>S.8841A, Eckert</td>
<td>This bill would allow the Marine County Legislative body to determine the retirement allowance of certain personnel in the Sheriff's department.</td>
<td>Passed both houses.</td>
<td>FAVOR</td>
</tr>
<tr>
<td>S.9191, Rules Comm.</td>
<td>This bill allows employees who held permanent positions in the competitive class in the former State Lottery to be returned to the same or similar positions according to seniority.</td>
<td>Passed both houses.</td>
<td>OPPOSE</td>
</tr>
<tr>
<td>S.10446, Rules Comm.</td>
<td>This bill is an appropriate bill providing for approximately twenty six million dollars necessary for the payment of the increase in training and other miscellaneous funds negotiated by CSEA in the four statewide agreements.</td>
<td>Signed by Governor 6-29-76 Chapter 453.</td>
<td>FAVOR</td>
</tr>
<tr>
<td>S.10723, Cieftzak, A.13228, Lipschutz</td>
<td>This bill sets forth guide lines for determining the scope of professional nursing practice.</td>
<td>Passed both houses.</td>
<td>FAVOR</td>
</tr>
<tr>
<td>S.10444, A.12911, Rules</td>
<td>Appropriates $538,044.00 for implementation of agreements between the State and CSEA covering non-patients of the unified court system.</td>
<td>Passed both houses.</td>
<td>OPPOSE</td>
</tr>
<tr>
<td>S.10473, Rules Comm.</td>
<td>This bill extends supplemental retirement allowances paid to pensioners.</td>
<td>Signed by Governor 5-28-76. Chapter 227.</td>
<td>FAVOR</td>
</tr>
<tr>
<td>A.147, Wertz</td>
<td>This bill would allow investigatory personnel of the office of the Suffolk County District Attorney to provisionally or permanently be appointed without having to meet the ordinary Civil Service requirements.</td>
<td>Passed both houses.</td>
<td>OPPOSE</td>
</tr>
<tr>
<td>A.1928, Multi-sponsored, S.1583</td>
<td>This bill extends supplemental retirement allowances paid to pensioners.</td>
<td>Passed both houses.</td>
<td>FAVOR</td>
</tr>
<tr>
<td>A.9760, Greco; A.5137C, Flynn</td>
<td>This bill would allow investigatory personnel of the office of the Suffolk County District Attorney to provisionally or permanently be appointed without having to meet the ordinary Civil Service requirements.</td>
<td>Passed both houses.</td>
<td>FAVOR</td>
</tr>
</tbody>
</table>

### MV Holds Clambake

**ALBANY** — The annual clambake for members of the Motor Vehicle chapter, Civil Service Employees Association, has been set for Friday, Aug. 21, according to chapter social committee chairman Marilyn Mistry.

The event will be held at Krause's Halfmoon Beach, Mohawk River at Crescent. Festivities include games and prizes.
Area Politics Will Attend Rochester’s Summer Festivities

ROCHESTER — Incumbent area legislators, their opponents in the November election, officials of the Civil Service Employees Assn. and area chapter officers have been invited to the Rochester CSEA chapter’s annual summer party. Tuesday, Aug. 12, at Logan’s. 10 Scenic Vista Road.

A cash bar will open at 5 p.m., dinner will be served at 6:30 p.m., and dancing to music of a live orchestra will follow. Ticket price covers all.

Tickets are $4 each and are available from chapter representatives or officers, according to Sylvia Eberhard, chapter social committee chairman. Chapter president, Samuel Greenfield, said the chapter will subsidize half the cost of the party.

Heck Exec Meeting

SCHENECTADY — The next meeting of the executive council set for Aug. 31. Local 1410, Developmental Center chapter, Civil Service Employees Assn. will be Wednesday, Aug. 18.

Robert Lattimer

PUBLIC SECTOR EMPLOYEES

SUMMARY OF PROVISIONS

<table>
<thead>
<tr>
<th>STATUS</th>
<th>CSEA POSITION</th>
</tr>
</thead>
<tbody>
<tr>
<td>FAVOR</td>
<td></td>
</tr>
<tr>
<td>OPPOSE</td>
<td></td>
</tr>
</tbody>
</table>

This bill would establish guide lines for relisting programs under New York State jurisdiction for places not covered by the Federal Occuational Safety and Health Act.

<table>
<thead>
<tr>
<th>RULES COMMITTEE</th>
</tr>
</thead>
<tbody>
<tr>
<td>A.12277, Root, S.915A.</td>
</tr>
<tr>
<td>A. 13568, Rules Comm.</td>
</tr>
<tr>
<td>A.13101, Rules Comm.</td>
</tr>
<tr>
<td>A.12114, Rules Comm.</td>
</tr>
<tr>
<td>A.13130, Greco, Multi-sponsored</td>
</tr>
</tbody>
</table>

This bill appropriates funds for certain members of the Senate and Assembly at the level and for the positions in effect in 1974. This bill extends until April 1st, 1977, the prohibition against changes negotiated with respect to retirement benefits. It extends until June 30, 1977, the right of local governments to bargain over the amounts to be paid into retirement benefits not requiring legislative approval and it extends until July 1, 1977, for temporary treatment of new classified positions. This bill applies provisions for new classified positions. This bill authorizes the creation of a three month retirement plan. The following were part of a package of bills affecting state employees.

The two, Marie Antonucci and Ramona L. Gallagher, served as members of Department of Labor chapter 350, Buffalo. The suggestions contained in the letter to Mr. Lattimer for you to consider acting on either (CSEA president) Dr. (Theodore) Wenzl or the Board of Directors or in any manner you deem most appropriate.

In their letter, Ms. Antonucci and Gallagher described themselves as extremely disheartened at the way in which the recent CSEA convention was run.

Two CSEA Delegates Pose Plan To Alter Conventions

CHEektowaga — Two members of Western Region CSEA, have drawn up a package of suggestions which, if future CSEA conventions are run, Robert Lattimer, Region VI, Civil Service Employees Assn. Asm., would alter the way president, termed them “important and important and important.”

The two, Marie Antonucci and Ramona L. Gallagher, served as delegates to the 1976 CSEA convention. They are members of Department of Labor chapter 350, Buffalo. The suggestions contained in the letter to Mr. Lattimer, “for you to consider acting on either,” CSEA president Dr. (Theodore) Wenzl or the Board of Directors or in any manner you deem most appropriate.

In their letter, Ms. Antonucci and Gallagher described themselves as extremely disheartened at the way in which the recent CSEA convention was run.

“It is our belief that such a meeting is held to expedite, recommend, receive and vote on important union matters, not petty personal grievances,” they said. Suggestions contained in the letter included:

- The committee reports should be waived and presented to the delegates at the end of the convention whenever feasible. This would give the delegates an opportunity to present new business when there would be a quorum, if a vote is needed. We realize, too, that the delegates have a responsibility to ask the usual agenda of business be suspended.
- “There should be some account of proceedings from the previous meeting, and the chair of each of the committees should be held responsible for his/her delegation, i.e., making sure their attendance at the meetings; that the meetings do not just socialize.
- “The Sergeant-at-Arms should read the rules of order to all, so that many of them do not know parliamentary procedures and how to handle delegations at the microphone. More effective control would expedite the business of the convention. Important and necessary.”
- “There should be a regional training session for all delegates. This training would include parliamentary procedure and responsibilities of delegates. This training should be a prerequisite for all certified delegates, regardless of how many times they have been delegates. The omission of point-of-order, point-of-information, and personal privilege is ridiculous.
- “The convention should be held in other areas of the state instead of continually returning to the downstate delegates. It would also be wise to try to economize by staging less extravagant meetings. I.e., reduce number of days, perhaps even eliminate one meeting if necessary.”
- “The final report of the Constitution Reorganization Committee CSEA should be presented regionally before it goes before the delegates at the next convention. At the past meeting, few people understood the recommendations made. This report should be considered top priority at the next delegates’ meeting.”
- “Departmental meetings should be held during the convention period in order to allow delegates to fully discuss any opportunity to exchange ideas and discuss problems.
- “A copy of the Constitution and By-laws should be sent to each member. Many of them do not know the Constitution and By-laws. The membership has a right to know what the Constitution states, and in turn, to make worthwhile recommendations for change.
- “The packet of committee reports should be sent to delegates and chapter officers at least 15 days before the convention. This would allow for discussion with chapter and unit members in advance.”
- “There should be open panels or meetings by each committee when feasible to enable delegates to fully participate and participate in the meetings.
- “A Political Action Workshop should be held at the next convention to discuss fund raising, letter writing, and other methods of approaching legislators. This could prove to be an invaluable asset to the union.”

The two, Ms. Antonucci and Gallagher, described themselves as extremely disheartened at the way in which the recent CSEA convention was run.

They said in their letter: “We sincerely feel that the above suggestions, or variations thereof, will help improve our meetings and result in more positive response and attitude from the delegates and, ultimately, the membership.”
Exec Training For U.S. Aides

Sixty-one federal career employees will participate in the Third Annual Federal Executive Development Program (FEDP) in Washington, D.C. Sponsored by the U.S. Civil Service Commission and Office of Management and Budget, FEDP is designed to help employees prepare for increased managerial responsibilities.

In the part-time program beginning Aug. 13, employees will participate in classroom training, work assignments, lectures, and seminars.

There will also be a special program at the Federal Executive Institute in Charlottesville, Va., Aug. 15 to Oct. 1.

State Agencies Making Moves

Industrial Commissioner Philip Ross announced that three State Employment Service offices have been moved from 650 Avenue of the Americas to new quarters at 247 West 54th St.

The offices are the Service Personnel Placement Center, the Rural Minimum Wage Unit, and the Manhattan Employment Placement Unit.

The State Employment Insurance Division, which processes claims for ex-service personnel and former federal employees, moved to 650 Avenue of the Americas the same day. It formerly was at 215 7th Ave.

Fire Fighters

Ward LaFrance fire engines from Elmira Heights fight fires in cities and communities throughout our nation and in many countries overseas. The Ward LaFrance Truck Corp. has been turning out these "Made in New York" products at a growing rate for more than 50 years, according to the New York State Department of Commerce.

The firm not only manufacturers a complete line of fire apparatus, but special purpose vehicles also. Recently, construction was begun on 80 heavy equipment transporters for the Kingdom of Morocco.

Stony Brookers Have Picnic Fun

STONY BROOK — More than 300 persons enjoyed the annual picnic of the Stony Brook chapter, Civil Service Employees Assn., at Southaven County Park July 17.

Members and guests enjoyed a full day's program from 11 a.m. to 6 p.m., including free beer, soda, frankfurters, corn on the cob, watermelon and ice cream plus prizes for races, a softball game plus amusement rides, popcorn and cotton candy for the youngsters.

Al Varacchi, president of the chapter, extended congratulations to the members of the committee.

Give a pint of blood. Someone Needs YOU! Lives Depend On It
L. I. Plan — Flood Capital With Volunteer Lobbyists

NORTH AMITYVILLE — Leaders of Long Island Region I, Civil Service Employees Assn., last week advanced a plan to flood Albany legislative sessions with lobbyists to put across the views of the CSEA.

The manpower would come, officials said, from the union ranks with volunteers under a plan to be presented to the statewide political action committee of the CSEA.

The idea was explained at the monthly meeting of the Region’s executive board by Irving Flammbaum, president and head of the CSEA Nassau County chapter.

“We can flood the halls with 60 or 80 lobbyists,” Mr. Flammbaum enthused. “They will require tests or fewer than 100 percent of the legislators in critical situations.”

The statewide political action committee, meanwhile, was scheduled to meet with the Long Island Region executive board and chapter political action chairmen at its next meeting. It is scheduled for Thursday, Aug. 26, at the Syosset facilities of the Medi-Screening Health Maintenance Center, which will host the meeting.

BUY U.S. BONDS

MINEOLA — The Nassau County Civil Service Commission announced Sept. 18 examinations for 12 jobs ranging in salary from $12,971 to $19,290. Filing deadline is Aug. 18. It also announced filing for four jobs that have no written tests, ranging from $12,537 to $29,709. The filing deadline for these is Aug. 4.

The jobs requiring tests are claims settlement agent I (64-016), clinical laboratory technician I ($14,816), director of community relations and housing ($35,000) and manager of hospital services reimbursement ($25,777).

Applications for claims settlement agent I (exam no. 64-016) require a high school diploma and two years’ general business experience. For radiocardiograph technician I ($63-092), high school and a training course in electronic cardiology equipment operation are required. For school bus driver I ($19,339) requires a high school diploma and five years’ specialized experience. A school bus driver II (64-029) also requires a high school diploma and five years’ specialized experience.

Real property tax examiner I (64-027) applicants must have a high school diploma and five years’ specialized experience. Fire inspector I ($64-167) and chief tax clerk I ($64-036) require a high school diploma and five years’ specialized experience in the respective areas.

Electronic technician II (64-183) needs either a high school diploma, a two-year electronic technology course, and either four years’ specialized experience or a diploma and six years’ specialized experience.

Real property tax specialist (64-015) requires a high school diploma and five years’ specialized experience. For real estate appraiser (64-019) a bachelor’s degree and three years’ specialized experience. Event supervisor (64-060) requires a high school diploma and two years’ specialized experience.

Public health engineer I (64-165) requires an engineering degree and either a master’s degree in public health or seven years’ public health or junior engineer experience; or two years’ sanitary or public health engineering experience. Tax collection and claims settlement supervisor (64-039) requires a first class high school diploma and seven years’ specialized experience.

A master’s degree in nursing and seven years’ specialized experience are required for director of nursing IT (64-060). Director of community relations and housing needs a master’s degree and ten years’ specialized experience.

Applications and additional information are available from the Office of the Executive Director, Nassau County Civil Service Commission, 140 Old Country Road, Mineola, N.Y. 11501.

CSEA Will Hold School Vehicle Driver Sessions

ALBANY — The Civil Service Employees Assn.’s statewide non-teaching school employees committee has announced plans to conduct a series of meetings the state starting this month to inform school bus drivers on recent changes in the New York State Traffic and Vehicle Law and the Transportation Law.

According to Edward Perrott, chairman of the statewide committee, a series of three meetings will be held in each CSEA region, with the exception of the New York City Region. Mr. Perrott said the first series of meetings will be held Thursday through Saturday, Aug. 26, 27 and 28, at three locations in Central Region V.

Both Mr. Perrott and Salvatore Montesano, vice-chairman of the statewide committee, called upon all school bus drivers to participate in the arrangements and one of the meetings within their region.

“It is extremely important that every bus driver receive information of the recent amendments and changes in the law to prevent problems arising during the next school year,” starting this fall. We’ll be holding these meetings at three central locations within each region for the convenience of everyone,” Mr. Perrott said.

"MANDINGO" HIT THE FUSE-DRUM IS THE EXPLOSION!

"DRUM" starring WARREN OATES - ISELA VEGA - KEN NORTON - PAM GRIER

YAPHET KOTTO - JOHN COLCOS - FIONA LEWIS - PAULA KELLY - BRENDAL SYKES

Produced by RALPH B. SERPE - Directed by STEVE CARVER - Screenplay by NORMAN WEIXLER - Based on the novel by KYLE ONSTOTT

Music Composed by CHARLIE SMALLS

United Artists

"DRUM" It scalds. It shocks. It whips. It bleeds. It louts. It out-Mandingos Mandingo!

"MANDINGO" IT'S THE EXPLOSION!
<table>
<thead>
<tr>
<th>FACILITY</th>
<th>COURSE TITLE</th>
<th>DAY(S)</th>
<th>TIME</th>
<th>CREDITS IF ANY</th>
<th>START DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marcy Psychiatric</td>
<td>Concepts of Modern Public Administration</td>
<td>T</td>
<td>4:00-7:00</td>
<td></td>
<td>9/14</td>
</tr>
<tr>
<td>Center</td>
<td>Fundamentals of Stationary Engineering, Part I</td>
<td>T&amp;TH</td>
<td>3:30-6:30</td>
<td>40</td>
<td>9/14</td>
</tr>
<tr>
<td></td>
<td>Abnormal Psychology</td>
<td>W</td>
<td>4:00-7:00</td>
<td>40</td>
<td>9/15</td>
</tr>
<tr>
<td></td>
<td>Developmental Psychology</td>
<td>M</td>
<td>4:00-7:00</td>
<td>30</td>
<td>9/13</td>
</tr>
<tr>
<td></td>
<td>Community Mental Health - Issues &amp; Ideas</td>
<td>W</td>
<td>4:00-7:00</td>
<td>30</td>
<td>9/15</td>
</tr>
<tr>
<td>Medaille College</td>
<td>Principles of Accounting, Part I</td>
<td>M</td>
<td>4:00-6:30</td>
<td>45</td>
<td>9/13</td>
</tr>
<tr>
<td>18 Agassiz Circle</td>
<td>Basic Statistics</td>
<td>W</td>
<td>4:00-6:30</td>
<td>45</td>
<td>9/8</td>
</tr>
<tr>
<td>Buffalo</td>
<td>Basic Mathematics</td>
<td>W</td>
<td>4:00-6:30</td>
<td>45</td>
<td>9/8</td>
</tr>
<tr>
<td></td>
<td>Psychology of Interpersonal Relations</td>
<td>T</td>
<td>4:00-6:30</td>
<td>45</td>
<td>9/8</td>
</tr>
<tr>
<td></td>
<td>Social Problems</td>
<td>T</td>
<td>4:00-6:30</td>
<td>45</td>
<td>9/14</td>
</tr>
<tr>
<td></td>
<td>Understanding &amp; Interpretation of Written Materials</td>
<td>TH</td>
<td>4:00-6:30</td>
<td>45</td>
<td>9/8</td>
</tr>
<tr>
<td>Mildred Elley School</td>
<td>Fundamentals of Electronic Data Processing</td>
<td>M</td>
<td>4:00-7:00</td>
<td>30</td>
<td>9/15</td>
</tr>
<tr>
<td>227 Quail Street</td>
<td>Intermediate Typing</td>
<td>TH</td>
<td>4:00-7:00</td>
<td>30</td>
<td>9/16</td>
</tr>
<tr>
<td>Albany, N.Y.</td>
<td>Intermediate shorthand I</td>
<td>T</td>
<td>4:00-7:00</td>
<td>30</td>
<td>9/14</td>
</tr>
<tr>
<td>Monroe Community</td>
<td>Basic Electricity I</td>
<td>T</td>
<td>4:00-7:00</td>
<td>30</td>
<td>9/7</td>
</tr>
<tr>
<td>College</td>
<td>Introduction to General Psychology</td>
<td>W</td>
<td>3:30-6:30</td>
<td>45</td>
<td>9/8</td>
</tr>
<tr>
<td>Rochester</td>
<td>Developmental Psychology</td>
<td>W</td>
<td>3:30-6:30</td>
<td>45</td>
<td>9/8</td>
</tr>
<tr>
<td></td>
<td>Basic Conversational Spanish</td>
<td>T&amp;TH</td>
<td>4:00-5:30</td>
<td>45</td>
<td>9/7</td>
</tr>
<tr>
<td>Monroe Developmental</td>
<td>Efficient Reading</td>
<td>T&amp;TH</td>
<td>4:00-5:30</td>
<td>30</td>
<td>9/14</td>
</tr>
<tr>
<td>Center</td>
<td>Beginning Sign Language</td>
<td>T&amp;W</td>
<td>4:00-7:00</td>
<td>30</td>
<td>9/12</td>
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<tr>
<td>Rochester</td>
<td>Fundamentals of Supervision</td>
<td>W</td>
<td>4:00-6:30</td>
<td>30</td>
<td>9/15</td>
</tr>
<tr>
<td>New York City</td>
<td>Public Budget &amp; Finance Administration</td>
<td>TH</td>
<td>4:00-6:00</td>
<td>30</td>
<td>9/16</td>
</tr>
<tr>
<td>Community College</td>
<td>Basic Mathematics</td>
<td>W</td>
<td>4:00-6:00</td>
<td>30</td>
<td>9/15</td>
</tr>
<tr>
<td>300 Jay Street</td>
<td>Fundamentals of Electronic Data Processing</td>
<td>TH</td>
<td>4:00-6:00</td>
<td>30</td>
<td>9/16</td>
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<tr>
<td>Brooklyn</td>
<td>Introduction to Sociology</td>
<td>T</td>
<td>4:00-6:00</td>
<td>30</td>
<td>9/14</td>
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<tr>
<td></td>
<td>Effective Speaking Techniques</td>
<td>TH</td>
<td>4:00-6:00</td>
<td>30</td>
<td>9/16</td>
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<tr>
<td></td>
<td>Basic Conversational Spanish</td>
<td>T</td>
<td>4:00-6:00</td>
<td>30</td>
<td>9/14</td>
</tr>
<tr>
<td></td>
<td>Beginning Sign Language</td>
<td>M</td>
<td>4:00-6:00</td>
<td>30</td>
<td>9/13</td>
</tr>
<tr>
<td></td>
<td>Improving Reading &amp; Writing Skills</td>
<td>T</td>
<td>4:00-6:00</td>
<td>30</td>
<td>9/14</td>
</tr>
<tr>
<td></td>
<td>Speed Reading</td>
<td>M</td>
<td>4:00-6:00</td>
<td>30</td>
<td>9/13</td>
</tr>
<tr>
<td></td>
<td>Intermediate Conversational Spanish</td>
<td>TH</td>
<td>4:00-6:00</td>
<td>30</td>
<td>9/16</td>
</tr>
<tr>
<td>North Country</td>
<td>SARANAC LAKE</td>
<td>M&amp;W</td>
<td>2:00-5:00</td>
<td>60</td>
<td>9/8</td>
</tr>
<tr>
<td>Community College</td>
<td>Principles of Accounting, Part I</td>
<td>M</td>
<td>3:00-5:00</td>
<td>30</td>
<td>9/13</td>
</tr>
<tr>
<td></td>
<td>Small Group Workshop</td>
<td>T</td>
<td>3:00-6:00</td>
<td>45</td>
<td>9/7</td>
</tr>
<tr>
<td></td>
<td>Report Writing</td>
<td>M&amp;W</td>
<td>4:30-6:30</td>
<td>60</td>
<td>9/8</td>
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<tr>
<td></td>
<td>TUPPER LAKE</td>
<td>M</td>
<td>3:00-6:00</td>
<td>45</td>
<td>9/9</td>
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<tr>
<td></td>
<td>Community Mental Health - Issues &amp; Ideas</td>
<td>T</td>
<td>3:00-6:00</td>
<td>45</td>
<td>9/10</td>
</tr>
<tr>
<td></td>
<td>Understanding &amp; Interpretation of Written Material</td>
<td>F</td>
<td>3:00-6:00</td>
<td>45</td>
<td>9/8</td>
</tr>
<tr>
<td>Onondaga Community</td>
<td>Principles of Accounting, Part II</td>
<td>T</td>
<td>3:00-6:00</td>
<td>45</td>
<td>9/7</td>
</tr>
<tr>
<td>College</td>
<td>Introduction to Sociology</td>
<td>W</td>
<td>3:00-6:00</td>
<td>45</td>
<td>9/8</td>
</tr>
<tr>
<td>Syracuse</td>
<td>Effective Speaking Techniques</td>
<td>TH</td>
<td>3:00-6:00</td>
<td>45</td>
<td>9/9</td>
</tr>
<tr>
<td></td>
<td>Beginning Shorthand</td>
<td>T&amp;TH</td>
<td>3:00-6:00</td>
<td>90</td>
<td>9/7</td>
</tr>
<tr>
<td>Orange County</td>
<td>Abnormal Psychology</td>
<td>W</td>
<td>4:15-6:00</td>
<td>45</td>
<td>9/7</td>
</tr>
<tr>
<td>Community College</td>
<td>Introduction to Sociology</td>
<td>M</td>
<td>4:15-6:00</td>
<td>45</td>
<td>9/8</td>
</tr>
<tr>
<td>Middletown</td>
<td>Basic Conversational Spanish</td>
<td>M</td>
<td>4:00-6:30</td>
<td>30</td>
<td>9/20</td>
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<tr>
<td></td>
<td>English as a Second Language</td>
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<tr>
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<td>M</td>
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</tr>
<tr>
<td>Psychiatric Center</td>
<td>Behavior Modification</td>
<td>T</td>
<td>4:00-8:00</td>
<td>30</td>
<td>9/14</td>
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<tr>
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<tr>
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<tr>
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<td>TH</td>
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<tr>
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</tr>
<tr>
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<td>4:00-6:15</td>
<td>30</td>
<td>9/9</td>
</tr>
<tr>
<td></td>
<td>General Psychology</td>
<td>TH</td>
<td>4:00-6:45</td>
<td>30</td>
<td>9/9</td>
</tr>
<tr>
<td></td>
<td>Effective Speaking Techniques</td>
<td>T</td>
<td>4:00-6:45</td>
<td>30</td>
<td>9/7</td>
</tr>
<tr>
<td></td>
<td>Understanding &amp; Interpretation of Written Materials</td>
<td>M</td>
<td>4:00-6:45</td>
<td>30</td>
<td>9/13</td>
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### Many New Course Offerings This Semester

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<tr>
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<th>COURSE HOURS</th>
<th>CREDITS IF ANY</th>
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<td>Abnormal Psychology</td>
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<td></td>
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<td>Advanced Supervision - Institutional Setting</td>
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<td>5:00-7:30</td>
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<td>1/14</td>
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<td></td>
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<td>4:00-7:00</td>
<td>30</td>
<td>1/15</td>
<td></td>
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<tr>
<td></td>
<td>Nature &amp; Needs of The Mentally Retarded</td>
<td>TH</td>
<td>4:00-7:00</td>
<td>30</td>
<td>1/16</td>
<td></td>
</tr>
<tr>
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<td>Effective Speaking Techniques</td>
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<td>1/17</td>
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<td>1/15</td>
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<tr>
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<td>Introduction to General Psychology</td>
<td>T&amp;TH</td>
<td>4:00-5:30</td>
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<td>1/14</td>
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<td>1/14</td>
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<tr>
<td></td>
<td>Occupational Therapy</td>
<td>T</td>
<td>4:00-7:00</td>
<td>30</td>
<td>1/14</td>
<td></td>
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<tr>
<td>South Beach</td>
<td>Basic Mathematics</td>
<td>T</td>
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<td>1/7</td>
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<td>W</td>
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<td>1/8</td>
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<tr>
<td>Staten Island</td>
<td>Communication Skills</td>
<td>T</td>
<td>4:30-7:30</td>
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<td>1/7</td>
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<td>T&amp;TH</td>
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<td>Principles of Accounting, Part I</td>
<td>M&amp;W</td>
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<td>M&amp;W</td>
<td>4:20-5:45</td>
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<td>1/2</td>
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<td>M&amp;W</td>
<td>4:20-5:45</td>
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<td>1/2</td>
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<td>T&amp;TH</td>
<td>4:20-5:45</td>
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<td>Introduction to Sociology</td>
<td>M&amp;W</td>
<td>4:20-5:45</td>
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<td>T&amp;TH</td>
<td>4:20-5:45</td>
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<tr>
<td>Utica</td>
<td>Interviewing: Approaches &amp; Attitudes</td>
<td>M&amp;W</td>
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<td>Introduction to Public Personnel Administration</td>
<td>T</td>
<td>4:30-6:30</td>
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<td>1/7</td>
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<td>1213 Court St.</td>
<td>Abnormal Psychology</td>
<td>W</td>
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<td>1/8</td>
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<tr>
<td></td>
<td>Basic Counseling Techniques</td>
<td>TH</td>
<td>4:30-6:30</td>
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<td>1/9</td>
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<tr>
<td>Syracuse</td>
<td>Concepts of Modern Public Administration</td>
<td>TH</td>
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<td>30</td>
<td>1/16</td>
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<td>800 Willibar Ave.</td>
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<td></td>
<td>Nature &amp; Needs of The Mentally Retarded</td>
<td>TH</td>
<td>7:00-10:00</td>
<td>36</td>
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<td>Introduction to the Metric System</td>
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<td>Psychiatric Center</td>
<td>Psychology of Deviance</td>
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<td>6:30-8:30</td>
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<td>1213 Court St.</td>
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<td>Utica-Rome</td>
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<td>T&amp;TH</td>
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<td>1/13</td>
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<td>M&amp;W</td>
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<td>Utica</td>
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<td>T</td>
<td>3:30-6:00</td>
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<td>1/16</td>
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<td></td>
<td>Medical Sociology</td>
<td>TH</td>
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<td>T&amp;TH</td>
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<td>T&amp;TH</td>
<td>3:30-6:00</td>
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<td>1/15</td>
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<td>Intermediate Conversational Spanish</td>
<td>M&amp;W</td>
<td>3:30-6:00</td>
<td>40</td>
<td>1/13</td>
<td></td>
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<td>Basic Conversational French</td>
<td>M&amp;W</td>
<td>3:30-6:00</td>
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<td>English as a Second Language</td>
<td>T&amp;TH</td>
<td>3:30-6:00</td>
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<td>1/14</td>
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<tr>
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<td>Report Writing</td>
<td>M&amp;W</td>
<td>3:30-6:00</td>
<td>30</td>
<td>1/13</td>
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<td>Intermediate Conversational French</td>
<td>M&amp;W</td>
<td>3:30-6:00</td>
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<td>1/14</td>
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### Deadline This Week For Training Courses

ALBANY—New York State employees who plan to apply for tuition-free training courses supported by funds negotiated by the Civil Service Employees Assn. must do so by Aug. 6.

Interested employees should get an application card (PN 296.6) from their supervisor, fill out the card, have their supervisor sign it, and forward it to their training office or personnel office no later than Aug. 6. The personnel or training office will notify applicants of their acceptance or rejection no later than Sept. 1.

Edward C. Diamond, CREB director of education, said that new courses and new locations have been planned for the fall program, with more than 300 courses at 60 facilities statewide. This represents an increase of approximately 100 courses over prior years. One hundred or more courses will now carry college credit and enrollments who successfully complete non-credit courses will receive continuing education credit units.

Pal courses will start as early as Sept. 1, and applicants are urged to check the schedule to determine the exact starting date of the course in which they are interested. Acceptance will be based on applicability of the course to the employee in any future position.

The amount negotiated by the CREB is $2.1 million for employees in all four bargaining units represented by the CREB: Administrative, Institutional, Operational, and Professional, Scientific and Technical.

The listing of all courses offered at various locations throughout the state is completed in this issue of The Leader. The listing began in the July 23 issue and continued in the July 30 edition. The information in this news item was originally published in the July 16 issue.
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking public jobs should file at the Department of Personnel, 498 Broadway, New York 13, between 9 a.m. and 5 p.m. Special hours for Thursdays are 10 a.m. to 5 p.m. until Oct. 13.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received within five days. Applications will be filled on a first-come, first-served basis, at least five days before the deadline. Announcements are available online at the website.

By subway, applicants can reach the filing office via the IND High Bridge (North of Dutchess County) and the New York Central (South of Hudson River). A list of jobs for the current week is available at the Brooklyn Bridge (South of the New York Central). Information on job opportunities is also available at the Personnel Bureau, State Office Building Campus, Albany, New York 12226.

Several City agencies do their own recruiting and hiring. They include the City Transit Authority, its hours are 8 a.m. to 5 p.m., weekdays only.

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 52nd Floor, North Tower, New York 10048 (phone: 666-4486; 10 a.m. - 6 p.m.); State Office Campus, Albany, 12226; Suite 200, 1 W Genesee St, Buffalo 14202 (phone: 8 a.m. - 4 p.m.). Applicants may obtain announcements by writing to the appropriate office or by applying in person at any of the three.

The State Employment Service office can provide applications in person, but not by mail.

For positions with the United Court System throughout New York State, contact the Northern Region, the Central Region, and the Southern Region, 400 First Avenue, New York 10016, or contact the Staffing Services Unit, Room 1250, Office of Court Administration, 400 First Avenue, New York 10016, phone 488-1414.

LEGAL SERVICES — Applicants should contact their elected officials for references.

CIVIL SERVICES — The U.S. Civil Service Commission in New York City, 498 Broadway, New York 13, runs a Job Information Center at 26 Federal Plaza, New York 10006, open daily (except Sundays) from 9 a.m. to 5 p.m., weekdays only. Telephone 24-6422. Persons with a hearing impairment (North of Duquesne County) should contact the Syracuse Area Office, 101 E. Blvd, West, Syracuse 13220. Toll-free calls may be made to (800) 533-0947. Federal titles have no deadline unless otherwise indicated.
Southern Counties Discuss Problems, Possible Solutions

NANUET—Members of Southern Region III, Civil Service Employees Assn., discussed current union problems with county division leaders at a recent meeting at the Sheraton Inn here.

The meeting was held during a time of continuing challenges to the CSEA by other unions in county areas, Southern Region president James J. Lennon said.

Mr. Lennon noted the discussion was part of a continuing program for officials to meet with all sections of the CSEA Southern Region so that information can be obtained on problems faced by employees.

A consensus among attendees was that more field staff is needed to meet challenges and assist employees during layoffs. More and better public relations efforts are needed to tell the truth about all public general and those who work for government, the members said.

"Death Knell"

At the beginning of the meeting Mr. Lennon read sections of New York's new employee retirement bill which appreciably alters the state's present system and which requires a 3 percent contribution towards pensions from new employees.

Mr. Lennon said he felt the passage of this bill could be "the death knell of the state's retirement system in 6 to 10 years." Raymond Cassidy, Westchester chapter president, said he believes the bill to be discriminatory, because it does not treat all public employees equally.

The bill also sets up new definitions such as the number of hours that constitute part-time and full-time work and changes present labor practices without any study or consultations with labor or management, he said.

Ellis Adams, president of the Dutchess chapter, said there have been 15 layoffs recently among county employees. Twelve of those have been brought before the Public Employment Relations Board. He praised the work of the CSEA field staff and noted that the Dutchess chapter is still $52,000 in debt due to fines levied on it after it struck the county last summer.

Judy Murray, who represented Thomas Phillips, Ulster chapter president, told of the challenges brought by the Service Employees Union to the Ulster CSEA unit. The challenges to determine what county units and chapters want and need concern employees now represented by CSEA in the highway department, health department, county infirmary, social services, county complex and community college, she said.

Ms. Murray pointed out that SEIU has been printing a small newsletter for Ulster County employees and slanting articles in it to put CSEA in a bad light. "We should have some way to reply to these accusations and to tell the truth to public employees," she said.

The need for more field staff was discussed by the county leaders. Ms. Murray presented a balance sheet for new employees. Mr. Lennon said he felt the $52,000 in debt is more than CSEA can bear. President Lennon said he was confident that the CSEA will win again, as it did in challenges in these areas two years ago, but a great deal of hard work will again be needed from the officers and members so that the CSEA can emerge victorious.

CSEA vice-president James Lennon, East Hudson Parkway Authority chapter 651 member who heads the union's Southern Region III, outlines efforts being made at regional level on behalf of employees. Seated at left is region first vice-president John Mauro, president of Rockland chapter 844.

Westchester Local 860 leaders confer as they wait for meeting to begin. Here, local president Raymond Cassidy, right, listens to views of Wilfred Mmeault, left, and Carmine LaMagna, first vice-president of the local and of its county unit.

Donald Webster, president of Westchester Local 860's Mount Vernon unit, chats with local staff aide Ann Gehrard, left, and local delegate Judy Sancano. Westchester Local 860 is the second largest chapter in the cede-wide CSEA organization, having nearly 15,000 members.

Irene Amaral, of Westchester Local 860, filled in for the evening as this leader for the Transportation Department. Capita Lime Days, of Transportation Region 8 chapter 857.

Rockland chapter 844's county unit president Patsy Sploci, right, details problems faced by union negotiators under threat of challenge by rival unions, At left is Sullivan chapter 853 president Earl Bivins, who led successful rebuff of outside union challenge in his chapter last month. Dutchess Educational Employees chapter 867 president Hugh Cragar listens in background.