VICTORY IS SWEET IN ULSTER COUNTY

For the benefit of any doubting Thomases, those three Civil Service Employees Assn. officials raise their hands in victory following Ulster County employees' voting to retain CSEA as their bargaining agent. The CSEA win earlier this month was by a 2-to-1 margin over the Service Employees International Union. The three CSEA officials shown here were among those who had worked hardest to assure the CSEA win. From left are field representative Thomas Quimby, chapter president Thomas Phillips and Southern Region supervisor Thomas Luposello. (Another photo of the Ulster CSEA victory celebration appears on page 14.)

CSEA Wins 7 Upgradings For Disability's Staffers

MANHATTAN—In talks extending for almost a year, a management-Civil Service Employees Assn. negotiating team has agreed on the upward reclassification and/or reallocation of seven job titles within the State Bureau of Disability Determinations of the Department of Social Services located at the World Trade Center here.

The titles and their new levels, with former levels in parentheses, are: social security disability examiner, Grade 15 (14); social security reconsideration examiner, Grade 17 (16); mental hygiene eligibility examiner, Grade 15 (14); social security disability examiner, Grade 20 (18); associate social security disability examiner, Grade 23 (21); chief social security disability examiner, Grade 27 (25);

—Lorenza White—

BRENTWOOD—Lorenza White, of the Plattsburgh Psychiatric Center chapter, Civil Service Employees Assn., died Aug. 14 after a brief illness.

Mr. White, a Mental Hygiene therapy aide, served the CSEA as shop steward in Building 26, where he worked, as a member of the chapter grievance committee.

Arbitrator Rules In Favor Of Willowbrook CSEAer On Doctor's Illness Notes

STATEN ISLAND—An arbitrator's decision upholding a Civil Service Employees Assn.'s interpretation of a provision in the agreement between the state and the CSEA covering the Institutional Services Unit will prohibit the state from unilaterally requiring doctors' certificates for employees absent three days or less due to illness.

The favorable decision by arbitrator Benjamin H. Wolf was the result of a grievance the CSEA filed on behalf of a Mental Hygiene therapy aide employed at the Willowbrook Developmental Center here. The aide had been required by her supervisor to provide a doctor's certificate for each absence from work she claimed was due to illness, regardless of the length of her absence. The arbitrator ruled that the woman be reimbursed for a three-day absence when she was docked because she did not submit a doctor's note.

Now The Real Battle Begins For Presidency

THE primaries to the November election, which began so long ago that they seem rooted in antiquity, have at last come to an end, with the nomination of (Continued on Page 6)

Pass your copy of The Leader on to a non-member.
Suffolk Holding 5 Promo Exams

HAUPPAUGE — The Suffolk County Civil Service Department has announced Oct. 16 promotion examinations for 14 titles. Piling deadline is Sept. 8.

Traffic engineer II and III (Exams 16-306, 8 and 10) pay $18,194, $15,190 and $17,513 respectively. Traffic technician II (Exam 16-306) pays $8,840. Assistant director of traffic safety (Exam 16-313) pays $19,105.

APPOINT THREE

ALBANY — Gov. Hugh L. Carey has named Shirley Guerman, of Scarsdale, an archeologist and faculty member at Rensselaer Polytechnic Institute, James Schmitz, of Scarsdale, an architect, and Kirk Lemoyne, of White Plains, an economist, to unadvertised openings on the State Board of Historic Preservation.

The 11-member board was established in 1972 to advise the Commissioner of State Department of Parks and Recreation on the preservation of historic sites around the state.

MINEOLA — The Nassau County Civil Service Commission has announced 14 open competitive examinations for Oct. 16, including four attorney titles, two court security titles, two court operator titles, three traffic controller titles and three traffic titles. One education aide title and one aide title requires only two years' college.

Filing closes Sept. 1 for these. Applicants must file before Aug. 5 with the Nassau County Civil Service Commission, 901 Old Country Rd., Mineola, N.Y. 11501. For additional information and applications.

Nassau Schedules 14 OC Exams.

Traffic technician I (94-325) requires one year's traffic control experience and a high school diploma. It pays $9,374. Three years' experience qualifies applicants for traffic technician II (94-339), which pays $10,606.

Other titles are assistant director of traffic control (94-324), which pays $12,422; sewage plant maintenance person (94-333), which pays about $8,600; and power plant operator II (94-319), which pays $11,906.

Drug and alcohol addiction educator aide (94-640) pays $8,608 and requires only two years' college and no written exam. Contact the Nassau County Civil Service Commission.

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Suffolk Sets Lifeguard Test

HAUPPAUGE — The Suffolk County Civil Service Department has announced a swim and still water life-guard performance examination for Oct. 16. Life guards will be held at Byron Lake Pool, Bayview Drive, Commack; Wedneday, Sept. 1 at 7 p.m. A demonstration clinic will be conducted prior to this examination.

An also an ocean lifeguard performance examination will be held at Town Beach, East Hampton, Aug. 30 at 10:30 a.m. The last ocean lifeguard performance examination for the season will be held at Smith Point Park, Shirley, Thursday, Sept. 2, at 10:30 a.m. The demonstration clinic will be conducted prior to this examination.

To be eligible, a candidate must show proof he is at least 16 years old on or before the date of the test. The candidate must also present his completed life-guard application form.

For further information, contact the Suffolk County Department of Civil Service, E. Lee Dennison Executive Office Building, 259 Broadway, New York, N.Y. 10007, or telephone 718-225-2900.

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RETRIEVAL AND PENSION SEMINARS

We are pleased to announce that one of the city's foremost pension and retirement analysts, David Moss will conduct Seminars on Retirement Problems at 45 East 32nd Street, New York City, Suite 601 at 5:30 P.M. on the following Wednesdays: Sept. 1st, 16th, 22nd, 29th and Oct. 6th.

Absolutely no charge or obligation, however participation is limited, so please call Mrs. Celine Rubenstein at (212) 689-2016 for information.

A service of the Council of Jewish Organizations in Civil Service andRambsens East Information Center.
**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 Leader, 11 Warren St., New York, N. Y. 10007.

**AUGUST**

27—Syracuse Area Retirees chapter meeting: 1:30 p.m., Riordan's Restaurant, Market Street, Auburn.

27—Department of Motor Vehicles chapter 674 clubhouse: Krause's Halfmoon Beach, Crescent.

27—Non-Teaching School Employees Committee bus drivers' workshop: 7 p.m., Midtown Plaza Auditorium, 700 W. Water St., Syracuse.

27—Hutchings Psychiatric Center chapter clubhouse: Hinderwadel Grove, Fay Road, North Syracuse.

28—Pilgrim Psychiatric Center "Bicentennial Ball" celebration: 10 p.m.-2 a.m., Assembly Hall, PFC.

28—Non-Teaching School Employees Committee bus drivers' workshop: 10 a.m., Holiday Inn, 300 Washington St., Watertown.

30—Department of Labor chapter 670 steak roast/clem stea: 1 p.m., Krause's Halfmoon Beach, Crescent.

31—Rochester Area Retirees chapter meeting: 12 p.m., Community House, Driving Park Circle, Newark.

**SEPTEMBER**

1—Southern Region III political action meeting: 7-45 p.m., Holiday Inn, State Thruway Exit 17, Newburgh.

1—Western Region VI "Politics and Personalities Night" political action meeting: 8 p.m., Holiday Inn, 4600 Genesee St., Cheektowaga.

2—New York State Thruway chapter 056 (Western Division) meeting: Fethers' Forks Hotel, Broadway Street at Union Road, Cheektowaga.

2—Statewide officers' meeting: CSEA Headquarters, 33 Elk St., Albany.

9—CSEA Board of Directors, County Executive Committee and State Executive Committee meetings: CSEA Headquarters, 33 Elk St., Albany.

9—Non-Teaching School Employees Committee bus drivers' workshop: 7 p.m., Holiday Inn, Route 3, Plattsburgh.

9—Non-Teaching School Employees Committee bus drivers' workshop: 10:30 a.m., Latham Ridge School, Mercer Avenue, Latham.

11—Albany Region IV education committee state division workshops: 10:30 a.m., Quality Inn, Watervliet Avenue Extension, Albany.

11—Binghamton Area "Meet The Candidates" dinner dance: 6 p.m., Farmsteins Pavilion, Johnson City.

12—Onondaga County chapter 29th annual clubhouse: 1:15 p.m., Hinderwadel's Grove, Fay Road, North Syracuse.

12-14—New York City Region II workshop: Falls View Hotel, Elmira.

14—Pilgrim Psychiatric Center chapter membership meeting: 8 p.m., Assembly Hall, PFC.

15—Nassau chapter 839 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow.

16—Broome County unit general meeting: Danceland, Kirkwood.

17-18—Albany Region IV county division workshops: Airport Inn, Westport.

17-18—Albany Region IV meeting: Castle Inn, Ocean.

18—Suffolk County chapter third annual Olde Fashioned Picnic: 11 a.m., Southaven County Park.

23—Long Island Region I executive council meeting: 7:30 p.m., Region office, 240 Broadway, Amityville.

24-26—Central Region V meeting: Massena.

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**Rockland Mounts Into Picket Line, Querries Políticos**

NEW CITY—Several hundred Civil Service Employees Association members demonstrated last week in an informational picket line at the Rockland County Office Building here. Later, the union members held a political action meeting to question candidates for public office.

The picketers gathered outside a meeting of the county legislature to protest the county's failure to come up with a contract for its 1,750 employees. County employees were joined by fellow CSEA members from Rockland Psychiatric Center, Letchworth Village Developmental Center and Bethel Manor Hospital, three state facilities in Rockland County.

CSEA president Theodore C. Wenzl and executive vice-president William McGowan joined the picketers at CSEA headquarters in New York City. They were joined by CSEA chapter president and Southern Region first vice-president John Maure. In the photo below, Mr. McGowan, right, confers with CSEA field representative Larry Scanlon, left, during the picketing outside the Rockland county negotiators' office.

Rockland County employees have been working without a contract since Jan. 1.

The speakers stressed the importance of political action in helping to save county and municipal legislative chambers of persons who refuse to see the point of view of public employees.

Two days later, the CSEA held a meeting at the Holiday Inn in West Nyack. Election officials were on hand to serve out-of-doors for statewide office on matters of concern to CSEAers.

The union members were especially interested in how the candidates stand on such vital issues as seniority, longevity, pension changes, legislative "fixes," and stipends to legislators and public employees.

A political action committee for the Rockland chapter has been established under a bill signed by Governor Hugh L. Carey as chairman of CSEA's political action committee for the state.

Further meetings with county and local candidates throughout the state are planned by CSEA in the next several weeks.

Earlier in the day of the political action meeting, CSEA staff officers and officials presented facts to the Rockland County contract discussions over WRKL's "Hot Line" program.

County union president Patsy Spied and county chapter president John Mauro presented the union's views, along with Mr. Scanlon and Mr. Luposello.

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**Albany Region Sets Workshops**

**ALBANY—**Two September workshops have been scheduled by Albany Region IV, Civil Service Employees Association.

Saturday, Sept. 11, the Region education committee will hold a state division workshop as a Quality Inn, Watervliet Avenue Extension, Albany. On Friday and Saturday, Sept. 17-18, a county division workshop will be held at the Airport Inn, Westport.

The state division workshop will consider items of interest to CSEA-state contracts, plus contract re-opener items to be raised in negotiations beginning around the end of October. In the morning session, beginning at 9:30 a.m., articles which are common to all unit pacts will be discussed. A package of information, already provided to each participating chapter officer, includes a questionnaire concerning the wishes of state employees on items to be included in the CSEA-State contract talks.

Although the workshop will concern itself chiefly with points of interest to state employees, city and county CSEAers are welcome to attend. Chapter presidents should be contacted for reservation information.

On the first day of the two-day county workshop, Region political action committee chairman Howard Crouch will speak on political issues of interest to CSEAers. Michael Carroll, Region research analyst, will discuss contract review. Saturday morning, CSEA attorney Richard Pemberton will discuss law as it affects civil service, especially political action committees. After lunch, Charles Loth, Region county committee chairman, will moderate a luncheon discussion on candidates' political views.
Rule Yonkers Must Re-employ Laid-Off Teachers; Precedent Is Seen For Other Workers

YONKERS—An American Arbitration Assn. arbitrator has ruled that the City of Yonkers Board of Education violated its contract with the Yonkers Federation of Teachers in laying off teachers earlier this year.

The arbitrator, Daniel House, directed that the Yonkers Board offer reinstatement to all dismissed teachers and pay them a sum equal to that they would have earned had they not been laid off, plus 6 percent interest. Mr. House also directed the Board to insure that none of the teachers lose seniority or any other benefit.

The Yonkers Board laid off the teachers in an effort to meet an alleged city fiscal crisis. A number of other school employees were also laid off, including a number of members of the Civil Service Employees Assn. The AAA decision was seen by some as a precedent through which the non-teaching staffs might regain their jobs.

Suffolk Sets 21 Examinations

HAUPPAUGE — The Suffolk County Civil Service Department has opened filing for 21 open competitive titles that require Oct. 16 written tests and one more which will be filled based on evaluations of training and experience.

Sept. 8 is the filing deadline for the post, which include water treatment, traffic engineering, and legal jobs.

Chief water treatment plant operator 3B and 1C (16-236) pay $8,055. Law assistant I and II (16-277 and 16-278) pay $14,486 and $15,921. Attorney departmental attorney (16-280) has a $18,700 starting salary and departmental attorney (16-279) pays $18,356.

Chief water treatment plant operator 2B and 1C (16-290 and 16-291) pay $8,000. Sewage treatment plant operator 1B (16-292) has a $9,000 salary and director of sewage plant operations (16-292) pays $15,391.

Smile Maintenance Kit

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.

Blue Cross and Blue Shield Plans of New York State

Pension Fund Turns Profit In N.Y. Notes

ALBANY—The New York State employees’ Common Retirement Fund, which purchased state notes earlier this year which the private investment industry refused to buy, this week sold them to that same market which is now eager to acquire them.

Selling $238.5 million of its $600,000 on the resale of tax and revenue anticipation notes, the Fund trustee, said the sale was made to a group of banks and brokerage houses which will, in turn, attempt to sell the paper to the public.

The Fund will realize a profit of about $36,000,000 on the resale of approximately $238.5 million worth of tax and revenue anticipation notes.

Commissioner Arthur Levitt, said the sale was made to a group of banks and brokerage houses which will, in turn, attempt to sell the paper to the public.

The purchase syndicate, directed by Salomon Brothers and including Goldman Sachs, Merrill Lynch, the Chase Manhattan Bank, Citibank and others, will pay the Fund $175.62 for each $100 worth of the state notes, plus an interest of 1 percent paid on June 15.

The public will be able to buy the notes from the syndicate at $23.50 denominations at 5.6.6 percent interest.

“With the sale of these notes as an excellent investment for the Fund, the state will be able to provide a return of $238.5 million on the tax and revenue anticipation notes,” the Fund trustee declared.

The sale is another indication of the renewed confidence in the fiscal soundness of the state.

Budge Director Peter C. Goldmark, said the sale “IS very, very important step in the continuing strengthening of the state’s credit.”

Shipping Super Albany Opening

ALBANY—The State Civil Service Department has opened filing for correctional industries shipping supervisors (Exam. 27-613) until Oct. 14.

The position, at the correctional industries distribution center in Albany, pays $13,404. Three years’ experience as a warehouse manager is required. Applicants will be rated on training and experience.

Contact the Civil Service Department in Albany, Buffalo or New York City, or visit one of the local offices of the State Employment Service for further information and forms.
"We propose, sir, to teach a boy that the keel is somewhere, and that the keelson is not upon the spar-deck."

New York City to begin training at what was then called the New York Nautical School. One hundred years, several ships and thousands of cadets aboard the U.S.S. St. Mary's, based at Fort Schuyler here, is going strong.

In addition, it employs a slew of professors, including armed forces officers, and more than 300 state workers.

The school fell under the auspices of the New York City Board of Education, but was transferred to the New York State Department of Education on July 1, 1874.

Over the years, the school has become known as The Maritime Academy.

Growing, growing, grown. The college now has a student body of approximately 800. The tuition is the same as that at other state universities or colleges, with one exception: each cadet receives a $500 stipend from the state government every year. Cadets must purchase their own uniforms.

Of the college's staff members, about 140 are represented by the Civil Service Employees' Association. William Holsgrove, a Fort Schuyler electrician for the past 25 years, is one of them.

"I tell you, 'Your old man will never be rich, but he'll always be happy,'" he said, gesturing toward the Irving-covered stones that make up the fort's structures. "I feel at home here. I've watched the place grow since the mid-1860s. It's part of me."

Mr. Holsgrove also grew up with the CSEA.

"I remember when union dues were $2 a year," he said. "But that was 1863."

After a complete tour of the fort, CSEA New York City chapter delegate Edwin Pitts led the way to the Training Ship Empire State, which the college now uses to teach cadets the art of seamanship. As the U.S.N. Darrell, it carried troops to Korea and Viet Nam. Now, as a scholarship ship, it carries cadets across the Atlantic to Europe for six weeks each summer. During the other three seasons, it is hooked up to shore power and turned as a cruise ship.

Thirteen men, all CSEA members, are responsible for the ship year-round.

Nick Deyevich and Bob McCleery, the senior ship's engineer and second engineer respectively, are themselves graduates of the Maritime College.

Mr. McCleery is a recent product of the school.

"I remember one of the cruises I had to take while I was a cadet," he said. "We got caught in a hurricane in the Atlantic. Where? That was some experience."

Both say they love their work, and take pride in showing off the engine room where they spend much of their time, especially when the ship is at sea.

The crew does not teach classes —instructors attend to that. But they do give tours through the ship for new cadets, who must go through a European port.

Fort Schuyler's five-cornered stone structures inspired the architecture for the Pentagon in Washington, D.C. The fort was built between 1833 and 1845 and named in honor of Maj. Gen. Philip John Schuyler, a Revolutionary War hero.

The crew's enthusiasm was infectious, making it easy to understand why so many young people chose to study at the Maritime College. The dream of going to sea becomes a reality for them.

But when the crew members extended an invitation for the next ship cruise, there was no shortage of takers. With images of a hurricane at sea, it's better to leave the casting off to the cadets and stick with the old terrains.

Because no matter how encompassing the sea, the more firms, the less terror.
No News Is Bad News

LACK of good news stories is an editor's nightmare, but even more so when there are important issues to be set.

This is one of those weeks—but it shouldn't be.

Nearly one-eighth of the membership of the Civil Service Employees Association, is waiting for movement on contracts that have been in effect for some time or another, by management insensitivity to the problems of public employees.

There should have been news this week on a contract for Nassau county employees, but there isn't.

Maneuvers available to them. On the other side, Nassau County Executive Ralph Caso has refused to offer any wage settlement to the 14,000 county employees there, who are waiting for their February 1975 contract. The defiance by the Putnam county employees, but there isn't.

The dispute over a contract for the 2,200 toll collectors, maintenance and clerical employees is one of the most bitter fights of negotiations.

Rockland county employees, to postpone their hearing

There should have been news this week on a contract for Suffolk county employees, but there isn't.

The situation in Suffolk is much the same as in Nassau. Here the county employees are currently awaiting fact-finding recommendations on a cost-of-living increase and payment of increments.

Regardless of negotiations, for county employees there is still patience exhausting all the legal maneuvers available to them. On the other side, Nassau County Executive Ralph Caso has refused to offer any wage increase, despite demands made from those employees, to postpone their hearing.

Another story. Rockland county chapter president John Mauro has called for binding arbitration to settle the contract dispute that has been drawn out since Jan. 1. CSEA leaders and county employees have been staging demonstrations across the state, and the state-wide union, the American Federation of State, County and Municipal Employees, is financing a challenge election.

There should have been news this week on a contract for Rockland county employees, but there isn't.

Again, the same story. Rockland county chapter president John Caso has been accusing management of inefficiency, with delegations from the Putnam county employees, to postpone their hearing. The dispute over a contract for the 2,200 toll collectors, maintenance and clerical employees is one of the most bitter fights of negotiations.

The dispute over a contract for the 2,200 toll collectors, maintenance and clerical employees is one of the most bitter fights of negotiations.

Putnam county employees, but there isn't.

There should have been news this week on the payment of Putnam county employees, but there isn't.

This is probably the most frustrating situation of all the ones mentioned here. Here, despite court orders and arbitration rulings, the County still has not disbursed the money it is legally obligated to pay employees per terms of their February 1975 contract. The delayed by the Putnam Board of Supervisors in the face of repeated legal victories by CSEA duties description.

The payment of these five labor disputes would have been a major news event. Perhaps by Nov. 2, those public employees who are affected by such shoddy treatment will be angry enough to cause some real changes in the attitude of public officials toward civil servants.

Nov. 2, of course, is election day.

M.O.B.

(Continued from Page 1)
Letters To The Editor

A Response

Editor, The Leader: I, too, am a state worker and a member of a minority group. I take exception to the unqualified complaint about minority groups. Leader, Aug. 13 Letters To The Editor:

If there were no laws to protect the rights of all New York State workers equally, minorities would have no defense against the unwarranted, false, racist allegations.

Louis M. Silverman

Staff Salaries

Editor, The Leader: I wrote a letter to a Civil Servants Employees' Aum. president Dr. (Theodore) Wenzel asking about the mandate from the legislative body as to the salaries of the Civil Servants Employees Aum. President: Theodore Wenzel's method of selection of the four groups is in the proper formation of the Constitutional Employment Committee, as provided for under the State Division contracts. While not questioning the constitutionality of the Americans, James Leinon, Robert Latimer and Joseph McDermott, one must consider how a person is hired after the bargaining units are not represented on this panel selected by the Secretary of State, the group that supports him for the exclusive or exclusive coin.

Thus the problem for the State is to spread the word, the problem for the Carter is the question why all of the bargaining units are not represented on this panel selected by the Secretary of State, the group that supports him for the exclusive or exclusive coin.

(Continued from Page 6)

Pensions Worldwide

By A. L. Peters

1959 provides a very small retirement benefit, but a new plan is in the works at the moment. The present pension law provides for a retirement benefit of about $50,000 a month for 40 years of service. The new plan, which is under consideration, provides for a retirement benefit of about $100,000 a month for 40 years of service. The new plan, which is under consideration, provides for a retirement benefit of about $100,000 a month for 40 years of service.

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Political Hopefuls Will Attend Broome CSEA Dinner-Dance

JOHNSTON CITY — Among legislators invited to the Saturday, Sept. 11, “Meet the Candidates Dinner-Dance” sponsored by Civil Service Employees Assn. chapters in Broome County are U.S. Congresswoman Matthew F. McHugh (D-L, Utica, Sullivan, Delaware, Broome, Tioga, Tompkins, Chemung), State Senator Warren Anderson (D-Binghamton) and Assemblymen James R. Tallon (D-Broome) and James W. McGinty (D-Broome, Tioga).

The dinner-dance will be held at the Fountain’s Pavilion here and will run from 6 p.m. to 1 a.m. No tickets will be sold at the door. The tickets, priced at $6 each, are available from Eleanor Korthal, 31 Bellevue Ave., Binghamton, N.Y.

The dinner-dance will feature music by a live band and free beer.

Western Region To Hold Candidate Meeting Night

CHEELTOWAGA—An early start on political action in Western Region VI (Buffalo) of the Civil Service Employees Assn. was announced last week by Ramona Gallagher, Region vice-president and chairman of the political action committee.

Ms. Gallagher revealed plans for a “Politics and Personalities Night,” Wednesday, Sept. 1, at which all area candidates for the State Senate and Assembly are expected.

“All the politicians have been invited and indications are that they will all be there to meet with our members and to explain their positions on matters pertinent to public employees,” Ms. Gallagher said, “I hope the members show their interest by attending.”

The meeting will be held at the Holiday Inn, 4600 Genesee St., Cheektowaga, and begins at 8 p.m.

Following presentations by the candidates, there will be question-and-answer periods. Refreshments will be served.

Syracuse Golfers Brave Ramp Links In Annual Tourney

SYRACUSE—Unusually wet weather in Central New York failed to dampen spirit of the golfers at the Syracuse chapter Civil Service Employees Assn.

Dick Benzoni, acting chapter president, reported that more than 60 members turned out for the chapter’s annual golf tournament held recently at the Liverpool Country Club.

Trophy winners included Lou Christ, Health Department; and Lynne Fredericks, Mental Hygiene, for low men’s and women’s net score. Pete Chaplin, Tax Department, won a trophy for the closest-to-the-hole contest. Other prize winners were John Bismane, Department of Transportation; Helen Flannery, Commerce; Thursto, 5 a 7.9 e, Health; Joe Baur, Parade; Lou Bell, DOT; Anne Consoli, DOT; and Gene Conti, Tax.

A buffet dinner concluded activities for the afternoon. Bob Pink and Helen Hanlon coordinated the event.

Onondaga Plans Annual Party

NORTH SYRACUSE—The 29th annual clambake of the Onondaga County chapter, Civil Service Employees Assn., has been set for Sunday, Sept. 12.

The event, which will run from 1-6 p.m., will be held in Kinderhook Grove, Fay Road, North Syracuse. The clambake will be a continuous one with games and door prizes offered.

Tickets are $13 each and may be obtained by contacting the chapter office at (315) 471-8410. According to publicity chairman Gerald Roseman, more than 900 persons attended last year’s clambake and the chapter is striving to go over the 1,000 attendees mark this year.

Committee members are: President, Robert Obert; chairman, Joseph Piccirillo; co-chairman, Thomas Harper; tickets, Carmelita Bartholomew; invitations, Conni Elias; prizes, Eugene Cappoliti; games, Gus Stanko; and political action, Sarah Greco.
Mental Hy Employees Assn. Re-elects Hillis President; ‘Educate Public,’ Says Guild

ORISKANY—The New York State Mental Hygiene Employees Assn. met here last month to discuss problems statewide and to elect officers.

Convening at Trinkhaus Manor, the group heard Civil Service Employees Assn. staff member Robert Guild warn that, “there are almost too many fronts to fight on.” Many MHEA members are also members of the CSEA.

Proposed mergers of state mental health facilities will both take away jobs and result in a reduced level of care for the mentally ill, Mr. Guild told members.

“Our main objective,” he said, “is to educate the public so that they will see what we’re fighting for and see to it that the state assumes the responsibility for mental health care. The state wants to dump mental health patients in the communities to save money.”

Mr. Guild cited the establishment of halfway houses and the like, which the state claims will save tax dollars. Mr. Guild claimed the contrary is true.

Ott Brewer of the Middletown Psychiatric Center suggested that the field representatives—familiar with the MHEA stand—address clubs like the Kiwanis and Rotary as guest speakers to describe the point of view of the two associations on the issue.

The major effort right now, Mr. Guild said, is distribution of a position paper which is nearing completion. It will be used to show the residents of New York what the state intends to do, he said.

The group voted to support this paper.

Irene Hillis, of Willowbrook, was returned to the presidency in voting by the group. Other officers elected were Richard Snyder, first vice-president; Eileen Cole, of Craig Developmental Center, second vice-president; Salvatore Butero, of New York Psychiatric Institute, third vice-president; Carl Garrand, of Wassaic DC; secretary-treasurer Edna Percoco Apostle, of Willowbrook DC; and consultant Nicholas Puniferrl, of Rockland PC. They were installed by Civil Service Employees Assn. president Theodore C. Wenz at the MHEA dinner that concluded the weekend meeting.
CIVIL SERVICE LEADER, Friday, August 27, 1976

ALBANY—The State Civil Service Department has announced interdepartmental promotion examinations for 10 titles, including supervising toll collector.

Filing for all but one of the posts closes Sept. 27. Written tests will be given for seven titles Nov. 6 and oral tests will be given for the other three at a date to be announced later.

The titles require written tests are supervising toll collector (Exam 35-925) which pays $9,776 and is with the East Hudson Parkway Authority; and supervising social services management specialist (Exams 35-977 and 35-978) that pays $7,035.

Written tests will be given for the other three titles at a date to be announced later. Written tests are required for: public health service positions of clerk and of stenographer (Exam 35-907) in the Education Department; associate director (Exam 35-975) in the Office of the Commissioner of Health; and associate director (Exam 35-976) in the Department of Social Services.

In addition to written tests, candidates for the senior stenographer (Exam No. 35-950) and the senior stenographer (law) (Exam No. 35-951) will have to take qualifying performance tests in stenography. Candidates must be graduates of a college course in stenography of 120 hours. Candidates must take the test only if they have not held the title of stenographer, typist or dictating machine operator.

For each year of seniority, 0.2 points will be added to the eligible score.

Assistant to Hold Treatment Op Exam

The Rensselaer County Civil Service Commission has announced an Oct. 2 open competitive examination for a sewage treatment plant operator (type A plant) for people with four months residency in the county. A high school diploma, four years general experience, or an equivalent combination of training and experience, is required. Successful candidates will be eligible to qualify for the $4,900 job. Filing deadline is Sept. 1.

Contact the commission at 150 Third St., Court House, Troy, N.Y.
Outline HMO Rules & Benefits

State Department of Civil service can benefit from them.

By agreement with its various bargaining agents, the state will retain responsibility in approved HMOs as one of the enrollment options available to its employees under the State Health Insurance Program. Only those HMOs which have qualified under federal guidelines established by the Health Maintenance Organization Act will be approved for participation in the state program. In addition, where more than one federally qualified HMO serves the same area, the state reserves the right to designate only one for participation in the state program.

Participating subdivisions are not subject to the provisions of this particular bargained agreement and the decisions as to whether to make membership in an HMO available to its employees will rest with each individual subdivision.

At present, there is one federally qualified HMO in New York State, the Genesee Valley Group Health Assn. It is likely that only one or even none in Albany and one or two in New York City will also become federally qualified before the year's end.

As each of these organizations becomes federally qualified and approved as an option under the State Health Insurance Program, eligible employees who reside in the area served by the organization will be given an option to elect coverage with that group.

If you or any of your covered dependents are age 65 or older, or have not attained age 65 but are receiving Social Security disability benefits and are eligible for enrollment in the Federal Medicare Program, you or those dependents must enroll in the Medicare program to prevent any loss of coverage.

Benefits payable by the State Health Insurance Program for HMO service is determined by the benefits available under Medicare as soon as you become eligible. If you do not enroll you will not be enrolled in that program.

Therefore, it is extremely important that the state's permanent employees and dependents enroll in Medicare when first eligible.

You will be reimbursed by your private employee group for the monthly cost of enrollment in the Federal Medicare Program. Your employer or group has the option to pay for this cost as a fringe benefit.

Federal HMOs will be treated as individual or small group policies. You, your dependents, and your enrollees under Federal HMO coverage may be subject to underwriting by the carrier.

Those who are not subject to the provisions of the Medicare program may enroll in the applicable HMO in the New York State Employment Retirement and Fringe Benefits System. This program is not subject to the provisions of the Medicare program, nor is the employer required to pay the premium for coverage in the state program.

Only those employees who are covered under the New York State Employment Retirement and Fringe Benefits System may enroll in a HMO available to its employees under the State Health Insurance Program.

It is anticipated that the Federal HMOs approved for participation in the state program will be available to employees in the State Department of the Budget and the State Civil Service Commission. The Federal HMOs will be available to all employees under the provisions of the Federal HMO Act, as amended, and those provisions will be applied as they are to the state program.

PENSION FUND FUNDING

According to the recently published annual report of the State Employees Retirement System, in the 1975-76 state fiscal year, 9,751 persons joined the system while 12,668 persons retired. The average pension, the report stated, for non-uniformed personnel, was $3,470 annually. The largest number of shifts will take place in the state's older, larger institutions; at newer developments facilities in the future.

PENSION PAYMENTS

According to the recently published annual report of the State Employees Retirement System, in the 1974-75 state fiscal year, 5,951 persons joined the system while 12,865 persons retired. The average pension in the report stated, for non-uniformed personnel, was $3,470 annually.
distinctive, or an intention to make any such prefer- 
ence, limitation, or discrimination.

This newspaper will not knowingly ac-
cept advertising for illegal purposes, such as 
crime, religion, sex, or national origin.

or an intention to make any such prefer-
ence, limitation, or discrimination.

This newspaper will not knowingly ac-
cept advertising for illegal purposes, such as 
crime, religion, sex, or national origin.

Stavisky Ruling Is Still Awaited
A decision was expected early this week on a challenge to 
the Stavisky-Goodman Law.

Judge Abraham Gellhorn was 
to rule on the controversial law 
following a hearing two weeks ago in 
Manhattan Supreme Court. It mandates that 21.46 percent of 
the city's annual budget be given to 
education. The city has refused to 
contribute.

The court has refused to 
contribute. The

Precious Gift.

Join the mainstream of good

workers, who donate blood.

1. ALBANY—A senior engineer- 

or an intention to make any such prefer-
ence, limitation, or discrimination.

This newspaper will not knowingly ac-
cept advertising for illegal purposes, such as 
crime, religion, sex, or national origin.

2. Mobile Home  - Saratoga  Co.

We have a new w/c car, appliances, 10 x 20 and 15 x 25 mobile homes 1008x1020.

3. Mobile Home  - Saratoga Co.

We have a new w/c car, appliances, 10 x 20 and 15 x 25 mobile homes. 1008x1020.

4. Mobile Home  - Saratoga Co.

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5. Mobile Home  - Saratoga Co.

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7. Mobile Home  - Saratoga Co.

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8. Mobile Home  - Saratoga Co.

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10. Mobile Home  - Saratoga Co.

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11. Mobile Home  - Saratoga Co.

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12. Mobile Home  - Saratoga Co.

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15. Mobile Home  - Saratoga Co.

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17. Mobile Home  - Saratoga Co.

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18. Mobile Home  - Saratoga Co.

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19. Mobile Home  - Saratoga Co.

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20. Mobile Home  - Saratoga Co.

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24. Mobile Home  - Saratoga Co.

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25. Mobile Home  - Saratoga Co.

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26. Mobile Home  - Saratoga Co.

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27. Mobile Home  - Saratoga Co.

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28. Mobile Home  - Saratoga Co.

We have a new w/c car, appliances, 10 x 20 and 15 x 25 mobile homes. 1008x1020.

29. Mobile Home  - Saratoga Co.

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30. Mobile Home  - Saratoga Co.

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New Prisons Making New Jobs

ALBANY—The state will hire about 400 employees for five new medium and minimum security prison facilities. In hope of reducing inmate crowding, the Department of Correction is seeking to replace the populations of other prisons in the state and place about 450 inmates in the new facilities.

A spokesman for Gov. Hugh L. Carey said the state also wants to hire 100 new correction officers for prisons throughout the state in the present fiscal year.

The 400 new employees for the five new facilities will include correction officers, teachers, computer support staff, and maintenance workers. Many of them will be hired from the ranks of the Department of the Office of Drug Abuse Services, which has suffered severe cutbacks in its budget or the new employees will be taken from eligible lists.

For the $4.7 million annual budget for the expansion will be allocated as follows:

- The Governors facility in Long Island City will have a $2 million budget, with 300 employees and room for 264 inmates.
- In hope of reducing Inmate overcrowding, CSEA Long Island Region I president Irving Flaumenbaum said the state also wants to hire 180 new correction officers for prisons throughout the state in the present fiscal year.

State Slates Six Promos

ALBANY—The State Civil Service Department has announced six competitive promotion exams for Oct. 16, including accountant, clerical and engineering titles. Filing deadline is Sept. 6.

Candidates for principal clerk (corporation search) (Exam No. 35-364) need one year's service in a clerical or technical position.

The Queensboro facility in Queens County will hire up to 200 employees and will operate an educational release program for 50 inmates with one year's experience in a state correctional facility.

Flaumenbaum: Sharp Eyes Required In Court Shift

MINBOLA—State takeover of the courts poses potential threats to the benefits gained for court employees and demands vigilant action by the Civil Service Employees Assn. to protect them, according to John E. Flaumenbaum.

Mr. Flaumenbaum also said the state will not be able to meet its obligations to its employees and must find an alternative method of funding. He noted that the state's budget for this fiscal year is expected to be $500,000.

The legislation providing for the court service was signed by Gov. Hugh L. Carey.

Mr. Flaumenbaum said the state's budget for this fiscal year is expected to be $500,000.

Also crucial, Mr. Flaumenbaum asserted, is the state's obligation to provide a high level of service to the courts and to protect the rights of all in the CSEA structure, with a high level of protection for all employees represented by CSEA, from state to local government and from the court service.

Madison Needs Account Clerk

WAMPsville—The Madison County Civil Service Commission is holding an open examination for principal accountant clerk 16 at the courthouse.

The filing deadline is Sept. 16.

The successful candidate will be responsible for maintaining the county budget and accounts, and will be required to perform similar duties for the county auditor.

The successful candidate will have at least five years' experience in accounting and bookkeeping, and must be able to perform similar duties for the county auditor.

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Albany Region is Seeking Info on EE Funding

ALBANY—Albany Region IV, Civil Service Employees Assn., has sent a two-page list of questions to the CSEA Headquarters' research department concerning the monies to be used under the Emergency Employment Act.

Regional president Joseph McDermott, in sending the information so that CSEA leaders will be able to discuss the matter with management.

The letter questions the distribution process through state agencies or local government units, the true amount of money available to New York State and the use of these funds.

The letter closed: “We want to know the answers so that CSEA can plan for the future and the ultimate effect on our present and future membership.”

CSEAer’s Doctor’s Note

WILLIAMSTOWN—CSEA doctor’s note states that an employer who is being treated for a chronic medical condition, the state was obviously attempting to discipline her for legitimate absence by forcing her to bring in a doctor’s certificate, at a personal cost to her of $25 per visit.

“The state is clearly misinterpreting the intent of this article which is to protect employees against the expense of a doctor’s visit for a short-term illness unless there is reason enough for the state to believe the employee was abusing sick leave,” said CSEA attorney James Roemer.

NYC Region’s Convention

MANHATTAN—The annual convention and workshop of the New York City chapter of the Civil Service Employees Assn., has been set for Sunday through Tuesday, Sept. 12-14, according to Region II president Solomon Bendet.

The event will be held at the Palaview Hotel, Ellenville, Mr. Bendet said.

Based on double occupancy, rates per person per day are $32.50 and $29.50, depending on accommodations. Single occupancy, based on the same accommodations, has a $1 per day surcharge. Children sharing a room with parents aged 10 years or under will be assessed a rate of 50 percent of the adult charges, and children’s gratuities are $2.50 per day. Third and fourth occupants of any room will be charged 20 percent of the adult rate plus 5 percent state sales tax. The rates are based on a minimum two-night stay.

Lunch and cocktail parties will be held for all members. The entertainment for the evening will be the New York City chapter’s bowling league. The league needs bowlers for the 1976-77 season which starts on Sept. 13, the day after Labor Day.

Nassau Women’s Bowling League Seeks Recruits

MINEOLA—The Nassau County Women Employees’ bowling league needs bowlers for the 1976-77 season which starts on Sept. 13, the day after Labor Day.

Interested? Contact Margaret Ruth Gorton in the Nassau controller’s Office (516) 535-3904 or Linda Gatti at the Department of Social Services, (516) 535-5292.

Offers Conversion Of Insurance Until Sept. 1

CIVIL SERVICE EMPLOYEES ASSN., INC.
31 ELK STREET
ALBANY, NEW YORK 12207

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

NAME_________ (Please print)

HOME ADDRESS City State Zip Code

DEPT. EMPLOYED STATEMENT OR PAYROLL PAPRTNo.

INSTITUTION ITEM NO.

DATE OF BIRTH SOCIAL SECURITY NO.

BUY U.S. BONDS

CIVIL SERVICE EMPLOYEES ASSN., INC.

NEW YORK 12207

William O’Neill, president of the CSEA chapter at the center, said that a minimum of $650,000 is needed for the unit. It is intended to serve the Upstate New York medical center here after the Upstate Medical Center has been closed.

Mr. O’Neill praised the efforts of local firefighters to raise the $500,000, and said the CSEA chapter will join in with an “in-house” drive. Anyone interested in donating to the drive will be eligible to win a television donated by Sylvania Commercial Electronics of Syracuse. The television’s owner will be named Aug. 27.

INSTRUCTOR LIST

ALBANY—A gas inspector eligible to win from one of five counties on competitive exam 24-386, was 12428.

Pilgrim Ball

BLENWOOD — Tickets can still be secured for the “Bicentennial Ball” to be held Saturday, Aug. 28, by the Pilgrim Psychiatric Center chapter, Civil Service Employees Assn., has been set for Sunday through Tuesday, Sept. 12-14, according to Region II president Solomon Bendet.

The event will be held at the Palace Hotel, Ellenville, Mr. Bendet said.

Based on double occupancy, rates per person per day are $32.50 and $29.50, depending on accommodations. Single occupancy, based on the same accommodations, has a $1 per day surcharge. Children sharing a room with parents aged 10 years or under will be assessed a rate of 50 percent of the adult charges, and children’s gratuities are $2.50 per day. Third and fourth occupants of any room will be charged 20 percent of the adult rate plus 5 percent state sales tax. The rates are based on a minimum two-night stay.

Pilaview includes three meals daily from after lunch on arrival day until after lunch on departure day, coffee breaks, a dinner plus cocktail party, and free sports and recreation activities. Rooms will be available after 3:30 p.m. on day of arrival.

The Pilaview does not accept personal checks. The $325 per person is for one person or one couple. They may be secured from members of the committee: Ms. Duffy at (315) 211-6806, Ext. 489; Bob Williams, chairman, Ext. 231; Bruce Specht, Ext. 231; Jean Prater, Ext. 174, Ordetsi Bush, Ext. 486; or Marge Noyes, Ext. 715.

Syracuse.—Members of the Civil Service Employees Assn. at the Upstate Medical Center here have joined in a community effort to bring a burn treatment unit to the center.

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Severe Central New York burn victims should be sent to Boston and Texas facilities.

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List of State and County Eligible Lists

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<thead>
<tr>
<th>Place</th>
<th>Eligible Lists</th>
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<tbody>
<tr>
<td>Albany, New York</td>
<td>Medical Specialist I $27,942, Senior Pharmacist $14,880</td>
</tr>
<tr>
<td>Forest Hills, New York</td>
<td>Dental Hygienist $9,523</td>
</tr>
<tr>
<td>Harlem, New York</td>
<td>Dental Hygienist $9,523</td>
</tr>
<tr>
<td>Rochester, New York</td>
<td>Dental Hygienist $9,523</td>
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<td>Schenectady, New York</td>
<td>Dental Hygienist $9,523</td>
</tr>
<tr>
<td>Troy, New York</td>
<td>Dental Hygienist $9,523</td>
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Note: Eligible lists may vary by location and service type.
Improper Practice Alleged In S. Jefferson School District Contract Talks

ADAMS—Attorneys for the Civil Service Employees Assn. and Roger Kane, a union collective bargaining specialist, have jointly annouced that an improper practice charge has been filed against the South Jefferson School District and Aison Dougherty, a paid negotiator for the district.

Mr. Kane declared that Mr. Dougherty has failed to bargain in good faith during mediation sessions. Now, he (Mr. Dougherty) is not upholding his end of the agreement. Our CSEA negotiating team made many concessions during mediation. Now we learn that Mr. Dougherty has backed down on his agreement, then why are the district board members wanting good taxpayer money to pay him?” Mr. Kane added.

"It all seems totally unfair that the district board members should refuse the 7 percent raise agreed upon by their paid negotiator—a figure that breaks down to $250 to $400 per employee—and then turn around and vote the school principal a 7 percent raise amounting to around $2,500.

"We feel we were totally justified in filing this charge, and we are confident that when all the facts are made public to the taxpayers, a favorable decision will be forthcoming. We have bargained patiently and in good faith with Mr. Dougherty, but if he doesn’t have the authority to make a binding agreement with our negotiating team then perhaps the School District should take steps to replace him with someone who can,” Mr. Kane concluded.

APPOINT HART

ALBANY—Kitty Carlisle Hart has been named by Gov. Hugh L. Carey as new chairman of the New York State Council on the Arts. Ms. Hart is a former stage and television personality. Governor Carey also named composer-pianist Peter Duchin, and television personality, advocate Bess Myerson as liaisons between the arts. Ms. Hart is a former stage and television personality.

Lennon Expresses Thanks For Support In Elections

FISHKILL—Civil Service Employees Assn. Southern Region III president James J. Lennon expressed his thanks to union members, elected officials and staffers who contributed to the three recent CSEA victories in representational elections in the Region.

"In the space of three months, the CSEA has beaten a rival union for the right to represent the State Thruway Authority, the employees of Sullivan County, and the employees of Ulster County,” Mr. Lennon said.

"This was due to the hard work of CSEA members here, and also to the CSEA staff both in the Region and in Albany.

"It was truly a team effort, where local telephone committees and chapter officers worked hand in hand with CSEA field reps, public relations and research workers, and with rank-and-file employees.

"Most of all, it shows the loyalty of the employees themselves to the CSEA, which was the incumbent union in all three cases. It shows that the workers know which union can do the job for them.”

VICTORY IN ULSTER

Following announcement of the CSEA's victory in an election last month, Sullivan County employees had retained CSEA in an election last month.

CSEA STRENGTH IN UNITY MEMBERSHIP DRIVE

JUNE 1 - NOVEMBER 30

Newer in the history of our union has it been so vital to stick together—grow together and share the load to help us strong. In these tough times, the greater the percentage of membership of any county unit or chapter, the greater the strength at the bargaining table. The greater the percentage of state employees belonging to CSEA, the greater the strength of the state bargaining units.

Therefore, we are offering members in good standing a cash incentive to recruit new members. There is no limit to the number of new members you may sign up. And while the cash incentive is nice to receive, the most important factor is the strength you will be helping to build for you and your fellow worker.

ONE (Member) WILL GET YOU FIVE ($5)

For each new member you sign up between June 1 and November 30, CSEA will award you $5.00. After you have signed up the new member he must be on the payroll for four bi-weekly pay periods or the equivalent thereof. Many members are planning their Christmas shopping around this membership drive. The Christmas Club bonuses for all members signed up before December 15 will be paid on December 15th. The second payroll for new members signed between September 15 and November 30 will take place on February 15.

CHAPTER OR UNIT PRESIDENT HAS CONVENIENT SIGN-UP CARDS

Ready to go? See your Chapter or Unit president for special sign-up cards which have a place to record all the necessary information. Send your cards in as soon as you sign up a new member—and we'll credit your account with $5.00 for each member signed up.

We'll keep your account up to date and will return to you, in writing, a receipt for each new member you've signed up.

Only CSEA members in good standing as of June 1, 1975, may recruit new members during this drive. New members must work in a unit of government represented by CSEA. So we urge you CSEA members—go to it—start signing up non-members for cash in your pocket and security in your future.

NON-MEMBERS SHOULD HELP SHARE THE LOAD

If you’re a non-member, we ask you to think of this sharing of the load in these tough times is important. Logically, we represent you—at the bargaining table—and even in productivity grievances. And we need your support—morally and financially—to fight the battles ahead. Our dues are most reasonable for the services provided which benefit you in many ways.

So help us share the load by signing up with us. CSEA—the most powerful force in New York State working for public employees.