ALBANY—The Civil Service Employees Assn. said last week it will continue efforts to have the State Health Department declare three new nursing titles appropriate for preferred list usage, a move which the department has thus far resisted.

A CSEA spokesman meanwhile urged interested nurses already in state service, and those on preferred lists, to make applications quickly for openings in the three new nurse titles.

The union spokesman said the CSEA has officially asked the State Department of Civil Service to make the three new titles appropriate for preferred list usage. However, the Health Department has stated it is reluctant to comply with the union request. The Health Department had said it would consider applications for open competitive appointments to the new titles, and in some cases, the Department had placed employment ads in newspapers to fill the new titles.

The three new nursing titles for the Health Department are Discharge Planning Nurse, Grade 19; Senior Utilization Review Nurse, Grade 19; Utilization Review Nurse, Grade 19. The CSEA feels the new titles would be appropriate as preferred list titles for Nurse Administrator I and Nurse I and II positions.

Meanwhile, the union spokesman said interested nurses and those already on preferred lists should direct their applications and resumes to Department of Health, Personnel Office, Recruitment Unit N-20, Empire State Plaza, Tower Building, Albany, N.Y.

Vacancies for the Grade 19 positions are primarily in the Long Island area, and the majority of the URN openings are in the New York City area, according to the Health Department.

(Copied on Page 3)

**Low-Cost Insurance Plan is Available This Month To Public Sector Workers**

ALBANY—Enrollment in a special low-cost group life insurance plan, which does not, in most cases, require a medical examination, is available during the month of September to state employees and employees of local governments where the plan is already in force. It is limited to members of the Civil Service Employees Assn., or those who apply for membership when they apply for insurance.

**Appoint Burch As Coordinator For CETA Items**

ALBANY — Civil Service Employees Assn. executive director Joseph D. Lochner announced that CSEA collective bargaining specialists Paul Burch has been named as the

(Continued on Page 14)
Allege Creedmoor PC Officials Still Break Overtime Pay Rules

QUEENS VILLAGE—The Civil Service Employees Assn. has uncovered further evidence that the Creedmoor Psychiatric Center's administration has not paid ward service workers overtime due them.

Dorothy King, Creedmoor CSEA chapter first vice-president, said she has learned that administrators in at least two units encouraged employees to falsify time and attendance records. She first raised the issue two years ago and a number of complaints were filed.

Employees were allegedly told that they could not receive overtime pay and could not show that they worked overtime on their time and attendance sheets. Instead, they were told to come in late another day or to indicate they had a day off when, in fact, they were working.

One unit chief, in comments contained in the minutes of a staff meeting, informed the unit that an overtime book had been destroyed. The book reflected overtime work that never appeared on time and attendance sheets. CSEA has a copy of the minutes of that meeting. Ms. King asserted. The Creedmoor administration has used three techniques to avoid paying overtime, she said.

One is to simply order employees to take compensatory time off. Another method is to compel employees to change their pass days or shift assignments. The third method is to force employees to work a period of time without any pass days, some as many as 13 straight days.

Some units show the overtime worked on the time and attendance sheets; others deliberately falsify their records and keep separate books for overtime worked, the CSA office said.

Burt Briar, CSEA field representative, charged that "Nicholas Duhmer, the deputy director, has abysmally failed to enforce the state overtime regulations on pay. While he sent a memo to the unit chiefs telling them to pay overtime, he has himself made no effort to enforce the Civil Service Law in this matter."

"Either the memo was a smoke screen to dupe our members or he has proved himself incompetent as an administrator," Mr. Briar charged.

The CSA expects that the Department of Mental Hygiene will discipline severely those Creedmoor officials guilty of violating overtime regulations and covering up this illegal practice, Mr. Briar said.

Ms. King urged all Creedmoor employees to bring evidence to her of overtime worked.

CIVIL SERVICE LEADER
REAPPOINT RUSK
ALBANY—Gov. Hugh L. Carey has reappointed to his staff Dr. Rusk, 75, as treasurer and chairman of the Department of Rehabilitation Medicine at the center.

The Master of Public Administration program has been designed to provide training for those who are either already in public service or who have chosen that area as an eventual career field. The program affords both administrative and policy making knowledge through a unique multidisciplinary approach. It is offered by the Department of Political Science with the cooperation of the Graduate School of Business Administration.

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L.I. Region Sets Meetings On Politicos’ Endorsement

SUFFOLK — A special meeting of Long Island Region I leaders of the Civil Service Employees Assn. has been called for Sept. 6 to act on political endorsements.

The session was called by Region President Irving Plau-

SUFFOLK Scheduling Five Water-Related Title Examinations

HAUPPAUGE — The Suffolk County Civil Service Department is announcing five Oct. 16 open competitive examinations for water-related titles. Application deadline is Sept. 13.

The titles are chief water treatment plant operator — type C (16-314), which pays $9,000; senior beach manager (16-315), which pays $10,000; harbormaster (16-316), which pays $10,000; assistant waterways management supervisor (16-314), which pays $13,000; and waterways management supervisor (16-316), which pays $15,000.

Contact the department at H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge, N.Y. 11787; telephone (516) 479-2266.

RETIREMENT 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 33rd Street, New York City, Suite 601 at 8:30 P.M. on the following Wednesdays: Sept. 1st, 15th, 29th and Oct. 5th.

Absolutely no charge or obligation, however participation is limited, so please call Mrs. Cerisse Rubenstein at (212) 699-2016 for confirmation.

A service of the Council of Jewish Organizations in Civil Service and Ramblewood East Information Center.

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Members of CSEA's Palmyra Macedon Central School District listen as collective bargaining specialist Danny Jinks explains new laws affecting bus drivers. Seated from left are unit president George Hall, unit representative Jean Root, Marilyn Pitzenue and Jeanne Williams.

Large Turnout At First CSEA Bus Driver Seminar

BUFFALO—"The committee is elated with the response from the bus drivers," commented Danny Jinks, Civil Service Employees Assn. staff coordinator for the union's statewide non-teaching school employees committee.

Mr. Jinks referred to the turn-out at the first in a series of informational seminars for school bus drivers to familiarize them with the new amendments to Article 19A of the State Traffic and Vehicle Law and Article 9A of the State Transportation Law.

The first three meetings were held in the CSEA's Western Region VI (Buffalo) and, according to Mr. Jinks, "Well over 230 bus drivers attended these first sessions."

He said that the committee members hope that the response in the other Regions will be as enthusiastic.

Mr. Jinks, explaining the purpose of the meetings, said, "It is necessary for all bus drivers to be aware of the regulations that will take effect in the 1976-1977 school year and to understand the impact of them."

"If they don't become familiar with these new rules, they could inadvertently violate a regulation, and a bus driver could be fined in accordance with the newly stipulated penalties or lose his job."

More meetings are planned by the CSEA committee in other regions of the state. Mr. Jinks suggested that bus drivers check the "CSEA Calendars" in each issue of the Leader for the dates, times and locations of the meetings in their area.

Staffing the sessions in the Western Region were Salvatore Mogavero, committee vice-chairman, Hugh Cranor, and Neil Orsoppe, both committee members, and Mr. Jinks.

LEFT:
Union steward Skip Dunham, of Geneva, Ontario County, emphasizes the problems faced by bus drivers during question and answer session.

BELOW:
Turnout for first bus driver seminar was so good that even Dundre Central School District unit president Carol Cadwell had to sit on floor. Seated next to her is Palmyra Macedon driver Barbara Smith.

Reschedule Wagner Testimonial Dinner

TROY—The testimonial dinner honoring Ernest R. Wagner has been rescheduled for Sept. 11 at Marie's Inn.

Mr. Wagner, who was president of the Civil Service Employees Assn. Capital District Conference from 1969-73 and long-time chairman of the statewide union's important pension committee, left state service to accept a position in Boston.

Persons interested in attending the testimonial should contact Mildred Wands at (518) 474-7510. The $9 per person fee includes a contribution towards a gift.

Cocktails will be served at 6 p.m., with dinner at 7, noted Mrs. Wands, who had served as Capital District social chairman during Mr. Wagner's two terms as president.

Nurse Preferreds

(Continued from Page 1)

One year of which must have been in a supervisory position. A bachelor's degree can be substituted for the one year of supervisory experience for this Grade 19 position. The Grade 19 position requires an RN and two years' of hospital clinical experience within the past five years.

BUY U.S. BONDS
CSEA Staff Member Reveals Aid To Non-Union Workers

MANHATTAN—Members of the Civil Service Employees Assn.'s New York City chapter executive committee, meeting here last week, expressed dismay at hearing a union field representative say he had spent 90 percent of his time servicing non-members.

Mr. Scherker, one of three field reps for the 6,500-member chapter of state employees in the NYC area, said, "Evelyn Glenn (a Social Services delegate) can back me up, because she was with me. I have spent 60 to 65 percent of my time this week working with non-members, because we are bound to do so by the Taft-Hartley Law."

Mr. Scherker's statement was made during a general discussion about the need for participation in the current CSEA membership recruitment drive made during a general discussion about the need for participation in the current CSEA membership recruitment drive and of the Legislature's failure to act on the agency shop bill, which would have required all public employees to pay for the union services they receive.

It was noted that the CSEA has to pay in the neighborhood of $1,000 as its share of each arbitration case it is forced to take in defense of non-members.

Another major inequity was brought to the delegates' attention by chapter vice-president Benjamin Lipkin, who noted that the $200 geographical pay was not being received by those people who needed it most—those who are receiving the minimum state wage.

Employees in New York City or Rochester are supposed to receive an extra $250 per year in recognition of the higher cost of living in those cities than in other areas.

Those people who need this geographical differential the most, though, do not receive it because the state has chosen to take advantage of a loophole in the contract wording, Mr. Lipkin said.

Those persons—and there are relatively few of them—at the lowest grade levels are to receive a minimum salary of $6,000, even though the grade is scaled for less. No differential is given, however. Therefore, a Grade I employee in New York City or Rochester receives the same standard pay as those in other areas of the state—even though employees making more than the $6,000 base wage would receive the geographical differential.

Mr. Glenn pointed out that $6,000 is regarded as a poverty-level wage, and this should be one of the major considerations of negotiators when contract talks reopen with the State this fall.

The meeting, presided over by chapter president Solomon Bender, ended on a cheerful note, however, as it recognized one of its delegates, Willie Raye, for his success in entering the political system. Mr. Raye conducted a successful petition drive to have his name placed on the primary ballot Sept. 1st as a Democratic candidate for the 70th Assembly District.

Mr. Raye responded that, "A lot of people thought I was foolish and didn't have a chance, but I got more names on my petitions than any of the other candidates."

Prevent cavities!

It's too bad that science can't invent a magic lollipop which would prevent cavities and tooth decay simply by eating it. It will never happen.

Dental research has come a long way in the past quarter century, but the same old rules still apply. Good daily dental care, a healthy diet and regular visits to a dentist.

Sure—dental care can be expensive, and too many people wait to visit their dentist until they're having trouble.

That's where we come in. Our dental plans put the emphasis on prevention—not only for children, but for the entire family.

A sound dental plan—at a reasonable price—is a big step toward family health security. If your employee group is even considering a dental plan, talk to the Blues. We just might have the answer for you. After all—we're the ones who invented pre-paid health insurance.

NYC Region II To Hear Wenzl At Workshop

MANHATTAN—Civil Service Employees Assn. president Theodore C. Wenzl has been scheduled as principal speaker for the second evening of the first annual workshop of the union's New York City Region II, Sept. 12 through 14.

In making the announcement, regional president Solomon Bender also detailed the program for the rest of the workshop.

On Saturday, Aug. 30, Dr. J. Allen Yager, of Group Health Insurance, will explain the law on getting a second opinion before agreeing to surgery.

The morning session will feature a seminar on pensions, a regional delegates meeting on tap for the afternoon.

Wednesday's schedule includes a session on "Employee Benefits Training Program," led by CSEA education director Edward Diamond, and a program on "Grievance Procedures," led by Cornell University School of Industrial and Labor Relations Joel Douglas.

It is also planned to have various informational booths set up by the insurance companies that service Association members, so that individual problems may be discussed.

The workshop, to be held at Palisades Hotel in Elmsford, has been arranged by a committee composed of Samuel Emmett, of New York City chapter; Irene Hills, of Willowbrook Development Center chapter; Ann Wadas, of Institute of Research chapter, and Carl Laurence, of Metropolitan Division of Employment local.

New Rochelle Seeks Lawyer

NEW ROCHELLE—The New Rochelle Civil Service Commis- sion has announced an open competition examination for se- cond assistant corporation counsel in order to fill a vacancy in the Department of Law.

This present hiring rate for the position is $25,475, and it is open to qualified residents of Westchester County and New York City. Preference in appointment, however, will be given to resi- dents of the City of New Rochelle.

Applications will be accepted through Sept. 15, and a qualify- ing written test will be held on October 16. In addition to the written test, there will be a weight ed evaluation of training and experience.

Contact the Commission at 615 North Ave., New Rochelle, N.Y.

Censure O'Hagan

Delegates at the International Firefighters Convention passed a resolution censuring New York City Fire Commissioner John F. O'Hagan for "anti-labor actions" which the sponsor of the resolution described as "coercing and intimidating union members."

The sponsor, Ed Jennings, president of the local Uniformed Fire Officers Association said Mr. O'Hagan is no longer wel- come at labor and symposiums of the Interna- tionals' 200,000 members.
Over The Cuckoo’s Nest,” the film adaptation of the novel by Ken Kesey, was boxoffice boffo among film fans with its “fun” treatment of frontal lobotomies, forced medication, electroshock therapy in mental institutions.

The number of patients at the center has decreased in the past 10 years from 7,000 to 2,000, most of whom reside in “open wards.” According to staff members, there are only a few wards with locks left in the facility.

Many of the staff are members of the Civil Service Employees Asn.’s HRPC chapter 410. Six of the members, including chapter president Madeline Mackey, shed a bit of light on today’s mental health care picture.

“State laws have been put into effect to prevent any kind of exploitation of mental patients,” Ms. Mackey said. “For example, we no longer fingerprint or photograph an individual when he or she is admitted.”

She said there are no longer any lobotomies. The operation has been declared unconstitutional by the United States Supreme Court.

“And unlike the patients in Cuckoo’s Nest,” added Peg Conners, a nurse administrator and chapter treasurer, “our patients cannot be forced to take medication. In most cases, it is strictly voluntary. The state also has laws pertaining to that.”

“And you know how in ‘Cuckoo’s Nest’ the characters start to dictate policy to the patients, and strictly spelled out how and when they had to do things,” Ms. Conners remarked. “We now have patient committees for food, environment, the purchasing of equipment, entertainment and many others. The patients have a full say in their living conditions. The individual committee chairman is a patient.”

Another example of change in treating patients is the behavior modification unit, headed by nurse Clara Franklin, chapter first vice-president.

The unit is run on a “token” economy system, where patients receive tokens for good behavior. These may be used to purchase food and cigarettes in the unit store.

Each morning, Ms. Franklin explained, the staff conducts an appearance check. If a patient has gotten up on time, shaved and/or bathed, he receives a token.

“We use positive reinforcement for good behavior,” Ms. Franklin said. “And we use negative reinforcement for behavior that is deemed socially unacceptable,” she explained.

Patients are penalized in much the same way hockey players are. The unit has a “time-out box,” where a patient is sent for five or 10 minutes. He is prevented from taking part in activities for that amount of time. They are not sent off for electroshock therapy for aggressive behavior, as were Mr. Kesey’s characters.

“We are not ‘Big Nurse’ to our patients either,” Ms. Franklin said, in another reference to the book and film. “I was away for two weeks. When I got back, one patient came over to me and asked, ‘Where in hell have you been, Franklin?’ I never thought you was comin’ back.’”

“We have to encourage the good things in these people,” she said. “Our first group wouldn’t use bathrooms, eating utensils or wear clothes. They now eat cafeteria style, without trays, and with flowers on every table.”

Shirley Palmer, a therapy assistant who has been a therapist on the wards and with patients, has a different approach to the patients. “I never thought you was never going to change the approach from custodial care for patients to tender loving care,” Ms. Franklin said. “We don’t have the deaths we used to have when patients were mistreated.”

Patients do not have to sit around staring at a television set all day. The center offers courses leading to high school equivalency diplomas, college credit courses, job workshops and job-handling responsibilities. There is even a special ward where patients are permitted to keep pets.

The only problem with this has arisen since the ASPCA was closed in this area,” Ms. Mackey said. People drop all kinds of pets off, assuming we will care for them. This has resulted in an abundance of fleas that have infested the patients and staff—we even have flea compensation to pay for treatment,” she added.

It seems the staff has more to complain about than most of the patients. Of the six CSEA members interviewed, most make only about $10,000 a year.

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Right To Work

THERE are organizations, such as the Right To Work Committee, who spend a great deal of money in order to defend the rights of those people who do not choose to belong to a union.

We are disturbed by the single-minded purposefulness of these organizations, and agree with them that in a democracy no one should be forced to belong to any club, society or union if such membership is against the individual’s will.

One will remember why they don’t pursue this policy to its logical conclusion, and do that, these anti-union employees refuse to accept the benefits that the union gains for employees.

Agreement among these benefits are the pay raises and fringe benefits that are negotiated by the unions. The truly anti-union worker would refuse to accept these fruits of someone else’s labor (and that someone else’s dues have paid for).

What’s more, non-union workers in trouble with management should refuse to claim their right to union representation in fighting their battles. It was rather shocking to hear Civil Service Employees Association field representative Edward Scherker explain to a local meeting of CSEA members recently about the amount of time that he has devoted to helping non-members.

Mr. Scherker explained that under the Taylor Law, the Civil Service Employees Assn., as well as other unions who hold the bargaining rights in their particular areas, are required to do what they can for non-members.

Not only is this a drain on the union staff members’ time and on the volunteer stewards’ time, but it also is a drain on the union treasuries.

It was pointed out at the meeting, held by the CSEA’s New York City chapter executive council, that the union is required by law to pay one-half of the expenses of arbitration cases. Solomon Bendet, president of the chapter, noted that there are CSEA units in the approximately $10,000.

CSEA, as well as other unions in the state, has been seeking an agency shop, whereby non-members would be required to pay a certain fee to the unions. This does not mean that the anti-union freeloaders would be forced to join the union, participate in its meetings and decision-making. They would be perfectly free not to join the insurance programs and not to receive the other benefits of union membership.

All it would really amount to is that they would be paying for some of the services that they get now by free-loading.

There are those who accuse the unions of being dues-hungry by their advocacy of an agency shop law. We think the above-stated facts show that they only want just restitution for the funds that they are forced to spend on non-dues-payers.

Perhaps it would shake the anti-union freeloaders up a bit if the unions changed their tactics from one of seeking an agency shop law to enforcing the existing law to eliminate the provisions from the law that force them to provide these services to non-members.

And in the meantime, we would encourage union members—in particular CSEA members right now since they are engaged in a statewide membership recruitment campaign—to get the non-members to sign up.

We are pleased to see the state that claim total 100 percent membership of all employees in the unit. Some that come to mind immediately are the Suffolk and the Suffolk Educational employees chapters.

These units have shown that it can be done.

Grievance Arbitration

The Port Washington School District petitioned the Nassau County Supreme Court for a stay of arbitration of grievances which the Port Washington Teachers Assn. raised pursuant to a collective bargaining agreement between the District and the Association. The contract is a five-year agreement covering the period July 1, 1973, to June 30, 1978.

The Association sought to compel arbitration of questions of whether or not the District’s actions complained of by the Association are subject to arbitration under the agreement, and the court pointed out that no express provision of the agreement so mandated. Instead, the Association was limited to the grievance procedure contained in the agreement.

The District also made certain other changes resulting in the termination of four full-time nurse-teachers and one half-time nurse-teacher aide, a position that involved no teaching duties. The District also made certain other changes resulting in the termination of four full-time nurse-teachers and one half-time nurse-teacher aide, a position that involved no teaching duties. The District also made certain other changes resulting in the termination of four full-time nurse-teachers and one half-time nurse-teacher aide, a position that involved no teaching duties. The District also made certain other changes resulting in the termination of four full-time nurse-teachers and one half-time nurse-teacher aide, a position that involved no teaching duties. The District also made certain other changes resulting in the termination of four full-time nurse-teachers and one half-time nurse-teacher aide, a position that involved no teaching duties.

The request for arbitration concerned itself first of all with the termination of the driver ed position. The other matter involved termination of the nurse-teacher positions. In 1974-75, there were 11 full-time nurse-teachers, and one half-time nurse-teacher in the District. In the year beginning July 1, 1975, the District reorganized its administration of health services by creating the position of nurse-aide, a position that involved no teaching duties. The District also made certain other changes resulting in the termination of four full-time nurse-teachers and one half-time nurse-teacher aide, a position that involved no teaching duties. The District also made certain other changes resulting in the termination of four full-time nurse-teachers and one half-time nurse-teacher aide, a position that involved no teaching duties. The District also made certain other changes resulting in the termination of four full-time nurse-teachers and one half-time nurse-teacher aide, a position that involved no teaching duties.

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letters to the editor

of CUNY layoffs

Editor, The Leader:

One of my colleagues just sent me a copy of an excellent article (Leader, July 9) "Blackboard dilemma," by Jane B. Bernstein.

This is the sort of informative and sensitive coverage that many of us had hoped to see in our weekly newspaper. I would also like you to know that many of us who were adversely affected by new legislation (on teachers' pension plans, school uniforms, and the overturn of the Judge Frank Pino decision) feel that many of the legislation (on school guidance and sensitive coverage that many have experienced this past year.

Helen Lew, retired teacher:

"There should be more teachers and less overcrowding in the classrooms. Teacher security in the halls and laboratories is needed terribly. Repeated trouble-makers are suspended, rather than expelled. Slow learners should be segregated from children with higher and scholarship abilities. There should be special schools for children for learning difficulties until they reach standard English requirements. There should be more emphasis on spelling, reading and writing. This is obvious, and collect any cooperation spell or read. There should be less simplification of curricula, and city-wide exams instead of Regents exams."

Dear Editor:

I feel that an excessive amount of available funds are spent on "overhead." I feel that the staff at the Livinston St. (N.Y. City Board of Education Headquarters) could be cut. On the school level, the positions of assistant principal and guidance counselors should be eliminated. The money saved could then be directed toward enhancing the teaching of the student's skills and providing for advanced and specialized courses in accordance with the needs of a specific school. I also feel that physical education courses in accordance with the needs of a specific school should be added. I feel that curriculum "reform" has gone too far. I feel that community boards should have more say. When the school administration comes up with an idea, it should consult the community board's individually, since each community is ethnically different. There should be an easier way of reducing the number of students per school for merely attending school. All federally funded city school programs, such as lunch, should be heavily investigated. The procedure of spending all the federally allocated funds before a given school year is over should be stopped. They are spent wastefully.

Jimmy Walsh, Brooklyn College security officer:

"I feel that community boards should have more say. When the school administration comes up with an idea, it should consult the community board's individually, since each community is ethnically different. There should be an easier way of reducing the number of students per school for merely attending school. All federally funded city school programs, such as lunch, should be heavily investigated. The procedure of spending all the federally allocated funds before a given school year is over should be stopped. They are spent wastefully."

George Gould, art teacher: "Beside overcrowding, being a terrible problem, I feel that 90 percent of the teachers are dissatisfied. I've found that the people who were the best teachers were in love with the subject. Most teachers are not mature enough in their own emotional development to be able to love. Teachers today should be capable of instilling pride, the spirit of achievement. Too often, a teacher has no feeling for what he teaches, the child has no feeling or interest."

Susan Glass, public relations, United Federation of Teachers: "I would provide the school system with more productive facilities and then, after the from core-curricular, not extra-curricular. An example of such an existent subject is, in New York, where the world is moving closer together it is hallowed.

They are actually the same thing. The unions, which the colleges are laying off, have supported the city by their unions' purchase of bonds. This group also deferred wages increases and are at present owed a week's wages. Nevertheless the college presidents and budget directors are excusing these employees. How many other employees without tenure have they excused? Is the spoils system returning to New York City schools?"

Paula Robinson, licensed practical nurse: "It should not be the employee unions who have to put up a fight to save tenured jobs, but it should be the daily of the Civil Service Commission who tested and approved these employees to day that the security promised as long as the employee does his job in a competent manner is retained."

H. Williams Manhattan

Letters to The Editor

Down, Not Out

Editor, The Leader:

The City University of New York Board of Higher Education received a grant of $475,000 which includes monies for all tenured employees both on the faculty and in the civil service lines. But the District, and in fact, the Supreme Court, April 6, 1976. There is no question that the District refused to agree to the proposal which would freeze the total number of instructional employees. Added to that fact is the provision of the agreement which limits the arbitrator's power so that he cannot modify, modify or amend any of the provisions of the two parties to arbitration. The court ruled that the arbitrator was not empowered to modify or amend any of the provisions of the agreement.

Obviously the President faces a tough battle. The party and party is not as good a target as the "do-nothing 80th Congress." The party and party is not as good a target as the "do-nothing 80th Congress." The party and party is not as good a target as the "do-nothing 80th Congress."
More than 500 present and former employees of the Auburn Correctional Facility gathered recently at the Publix Pekoe's Club in Auburn to honor seven new CSEA retirees. Their total service to the State of New York totaled 145 years. CSEA Employees Assoc. representative at the event was Richard E. Chazy, president of the union's Otsego Region V. Chairman and toastmaster was Austin Donovan, Anbum CSEA chapter president. Above, seated from left, Charles Fite, 53 years' service, Joseph Murray, 20 years' service, and Stanley Young, 14 years' service. Standing, from left, Mr. Chazy; Mr. Donovan; Henry Clifford, seven years' service; Wayne Hammond, 20 years' service; Joseph Hemani, 14 years' service, and Andrew Brestel, 21 years' service.

OSCIAO—The Otsego County chapter, Civil Service Employees Assoc., honored one of its officers at a buffet dinner at the Hotel Pontiac in Oneonta. Walter Spierling, fifth vice-president of the chapter, recently retired as foreman in the Otsego County Highway Department. He and Mrs. Spierling were honored guests at the dinner attended by fellow officers, his family and friends.

Fete Canaleers

SYRACUSE—Three members of the Central Barge Canal chapter, Civil Service Employees Assoc., who tallied a total of 55 years of service to the State of New York, were cited upon their retirement.

The three men, Richard Greer, John Sullivan and Harry Breamfield, were guests of honor at a dinner tendered them by fellow chapter members and friends at Weber's Restaurant here.

OSWEGO—The Oswego County chapter, Civil Service Employees Assoc., honored one of its officers at a buffet dinner at the Hotel Pontiac in Oswego. Walter Spierling, fifth vice-president of the chapter, recently retired as foreman in the Oswego County Highway Department. He and Mrs. Spierling were honored guests at the dinner attended by fellow officers, his family and friends.

Ithaca Area Retiree Meet

ITHACA--A meeting of the Ithaca Area Retirees chapter, Civil Service Employees Assoc., has been set for Wednesday, Sept. 21, according to secretary Barbara Bartus.

The meeting, Ms. Bartus said, will come to order at 2 p.m. at the Loyal Order of the Moose Hall, 123 W. Pulaski St., Ithaca.

Honor Warren

DOT Staffers

WARRENSBURG—Five retirees from the State Department of Transportation in Warren County were given “their night” in ceremonies by fellow workers and friends on the occasion of their retirement.

All are members of the Civil Service Employees Assoc. They are: C.W. Brown, 44 years' service; Henry Schrauber, 12 years' service; William Pressaro, 20 years' service; Delbert Chambers, six years' service, and Ralph Bartlett, 15 years' service. Ceremonies were held at the Northernway Northgate Inn here. Attending were James Hall, Warren County unit president of the DOT chapter, Fred Btono, assistant resident engineer, and Timothy McKinney, DOT Region 1 chapter, president.

WChester Seniors' Discount Card Application Sites Listed

WHITE PLAINS—Locations where senior citizens in Westchester County may obtain identification cards enabling them to participate in the county’s discount program during September and October were released this week.

The cards, which enable the bearer to obtain special reduced rates for a number of services, are $2. Applicants should present proof of age and residence when applying.

The location of the regular sites and the hours of operation are: Massacie Temple, 130 W. Broadway, Yonkers, 10:30 a.m. to 3 p.m., Mondays, Sept. 20 and Oct. 18; Mount Sinai Hospital, 131 E. 54th St., New York, 10:30 a.m. to 3 p.m., Tuesdays, Sept. 21 and Oct. 19; Mount Vernon Senior Citizens Center, 55th Avenue and North Street, 10:30 a.m. to 3 p.m., Wednesdays, Sept. 15 and Oct. 20; New Rochelle Senior Citizens Center, 94 Davis Ave., 10:30 a.m. to 3 p.m., Thursdays, Sept. 29 and Oct. 21.

The cards are also available at the following special sites: New Rochelle Senior Citizens Center, 94 Davis Ave., 10:30 a.m. to 3 p.m., Thursdays, Sept. 29 and Oct. 21.

Please send a statement of my social security earnings to:

Street Name

City & State

Please pass your copy of The Leader on to a non-member.
The Civil Service Employees Assn. is presently involved in a membership recruitment drive, offering members $50 cash incentive for each new member enrolled. Recently the retiree office has received several calls inquiring if the cash incentive applies to securing new retiree members. The answer, of course, is "No." The amusing aspect of this is that the "incentive" is more than the annual retiree dues, which is $4.80.

Retiree recruitment goes on, just the same. Several chapters have set up canvassing campaign to contact recently retired public employees through the mail. This is the time of year for it, so that new members will be brought in as near as possible to the start of the new membership year, which is Oct. 1.

Believe it or not, many CSEA members enter retirement without knowing that they can continue to belong to the Association by joining the Retiree Division. It might be expected that their chapter president would inform them of this fact. The amusing aspect of this is that the "incentive" is more than the annual retiree dues, which is only $4.80.

Incidentally, enrolled retiree members will soon receive a dues reminder in the mail from Headquarters' direct pay unit. An effort will be made to get membership cards mailed more promptly this year. Last year cards were not sent until the latter part of January, which annoyed many members, and understandably so.

George Butler, president of the new retiree chapter in the Lutheran, Oneida and Madison Counties area, reports that their chapter members and guests had a very enjoyable time at the Vernon Downs track last weekend.

Our Binghamton retirees will have State Senator Warren Anderson, Senate majority leader, as principal speaker at their chapter's monthly meeting on Sept. 27.

Dorothy Lesser, vice-president and social chairman of the New York City Metro Retirees chapter, has completed arrangements for a boat ride for members and guests on Sept. 18. At their monthly meeting on Aug. 17 at Two World Trade Center, the members' guest was Solomon Bendet, vice-president of CSEA and president of New York City Region II.

On July 28, the Nassau County retirees chapter enjoyed its first annual picnic at Lido Beach. Chapter president Bill Menzel reports that there was an abundance of good food, swimming, singing and general socializing. Who could ask for more?

Among family and guests were retirees from our Suffolk County and New York City retiree chapters, and Irving Flausbaum, president of the Nassau chapter and Long Island Region I, enlightened the retirees on the new premium rates for health insurance.

Mensel reports that there was an abundance of good food, swimming, singing and general socializing. Who could ask for more?
PENSION PLAN BENEFICIARIES

Nine legislative staff members were permitted to enter the increased legislative pension plan under a bill recently signed by Gov. Hugh L. Carey. The plan, supposedly ended in 1971, permits any legislator or staff member to sign up for higher benefits than those offered by the state plan if they were on the payroll prior to 1973, but had not then joined the plan. The plan was approved in 1968. Because of its special features and unusually high benefits not given to other state employees, the legislation was forced by public pressure to end the program in 1973 for future members or those not already in it. The plan was seen as gold pro quo, with the 1968 legislature paying former Gov. Nelson A. Rockefeller's Urban Development Corp. bill and the Governor approving the enriched pension plan.

OFFICE OF AGING PROBLEMS

A number of problem areas were explored by the Temporary Commission on Management and Productivity in the Public Sector in recent hearings with officials of the state Office of the Aging. The commission, headed by Leg. Gov. Mary Anne Krupka, had been asked by the legislature to look at the operation of the programs. The commission is currently consulting with officials of eight state agencies.

RELOCATION RAPPED

Onondaga County Executive William Bryant joined the Civil Service Employees Assn. and other union groups in condemning the state's plan to move retarded mental patients to in-community facilities. The county is facing a $1.3 million loss from the DMV budget. The plan has come under fire with one or two convictions doubled; it tripled for those with three or more convictions. The plan is a response to the trimming of $1.3 million from the DMV budget. The plan has some under fire from some legislators, notably Senator John B. Caumtmer (R- Nassau), chairman of the Senate Select Committee on Transportation, who promised that if the plan is not dropped, he will introduce legislation mandating refund of the higher fees. It was also attacked by some Civil Service Employees Assn. officers including Irving Flamanbaum, a CSEA vice-president and head of the union's Long Island Region 1, who called it "arbitrary" and "a means of double taxation."

CAREY INTERVENTION ASKED

Alfred Portanova, head of the Yonkers Police Benevolent Assn., has asked Gov. Hugh L. Carey to intervene in the dispute between the union and the City of Yonkers over a wage freeze. Mr. Portanova asked the Governor to hold open meetings of the state's Emergency Financial Control Board on the freeze which is to be in effect through next June 30. "Our men have been repeatedly frustrated by city officials," said Mr. Portanova. Since June 30, 1974, The Control Board, in a 4-3 vote last May, froze wages at November 1975 levels. Commissioner James P. Melton defended plans by the Department of Mental Hygiene proposal "a dumming" of 2,800 people in Utica and vicinity without providing facilities for them.

DEFEND FEE BOOST

Commissioner James P. Melton defended plans by the Department of Motor Vehicles to impose higher fees for license renewals for drivers with traffic violation convictions. Commissioner Melton said the fee hikes would be the elimination of the elimination of the state's driver improvement programs and this, he claimed, would mean the loss of $600 for 260 DMV staff. The higher fee schedule took effect Sept. 1. Under the new fee structure, persons with one or two convictions doubled; it tripled for those with three or more convictions. The plan is a response to the trimming of $1 million from the DMV budget. The plan has some under fire from some legislators, notably Senator John B. Caumtmer (R- Nassau), chairman of the Senate Select Committee on Transportation, who promised that if the plan is not dropped, he will introduce legislation mandating refund of the higher fees. It was also attacked by some Civil Service Employees Assn. officers including Irving Flamanbaum, a CSEA vice-president and head of the union's Long Island Region 1, who called it "arbitrary" and "a means of double taxation.

Nassau Schedules 13 OC Exams

MINIBOLA — The Nassau County Civil Service Commission has announced 14 open competitive examinations for Oct. 14, 1975, including four attorney titles, two law assistant titles, two plant operator titles, three traffic controller titles and three clerk titles. One educator aide title has no exam and requires only two years of college.

Piling closes Sept. 1 for account clerk (Exam 72391), which pays approximately $10,100 and requires a high school diploma, including an elementary bookkeeping course.

Piling closes Sept. 10 for the other titles. Service typist clerk (Exam 64-222) pays about $6,530 and requires high school and one year's clerical experience. Principal account clerk (Exam 64-264) pays about $8,194 and requires four years' clerical experience in addition to a high school diploma.

Law assistants (Exam 64-007) require college graduation and some law school attendance. It pays $7,174. Social services law assistant pays $12,431 and requires a law degree.

One year's law practice is required for attorney I, social services (Exam 64-203) and two years for attorney II in social services (Exam 64-023) and attorney III, probation department (Exam 64-065). The lower level pays $13,377 and the higher level $16,324. Attorney III, probation department pays $19,359 and requires three years' experience.

Traffic technician I (Exam 64-255) requires one year's traffic control experience and a high school diploma. It pays $6,174. Three years' experience qualifies applicant for traffic technician II (Exam 64-256), which pays $10,508.

Other titles are assistant director of traffic control (Exam 64-334), which pays $12,431; sewage plant operator II (Exam 64-282), which pays approximately $8,600; and power plant operator II (Exam 64-219), which pays $10,008.

Drug and alcohol addiction educator aide (Exam 64-060) pays $8,600 and requires only two years college and no written exam. Contact the comm at 140 Old Country Road, Mineola, N.Y. 11501 for additional information and applications.

"An evening of musical enchantment. This new all-black production could hardly be better!" — Manhattan Entertainment Review
Bus Drivers' Workshops Set

ALBANY — Workshops for school bus drivers on the implications of new rules and regulations of the New York State Traffic and Vehicle Law and the Transportation Act will move into the Civil Service Employees Association's Southern Region III and Long Island Region I this month.

The workshops, intended to bring drivers up to date on changes in the laws, are being held by the CSEA non-teaching school employees committee.

In Southern Region III, the workshops are set for Thursday and Friday, Sept. 16 and 17, at respectively, Midtowntown High School, Gardner Avenue, Midlettown, at 7 p.m. and at the Elmford Holiday Inn on Tarrytown Road at 7:30 p.m.

On Long Island, similar Thursday-Friday workshops are set.

The workshops will be held on respective Sept. 22, at 7:30 p.m., Smithtown High School, Northern Boulevard, St. James, and Sept. 23, at 7:30 p.m., at Levittown High School, Division Avenue, Levittown

W'Chester Halloween Party

NEW ROCHELLE — The annual Halloween masquerade party of the Westchester County chapter, Civil Service Employees Association, will be Friday evening, Oct. 15, at the Riviera Beach Club, 360 Davenport Avenue, New Rochelle.

 festivities will begin at 8:30 p.m., according to party chairman Tony Blasle. Tickets are $16 each and will cover a hot and cold buffet dinner, an open bar throughout the evening and dancing to a live band.

Reservations will close Oct. I. Tickets are available by calling the Westchester chapter office at (914) 638-6552. Checks should be made payable to the Westchester County CSEA Dance Committee.

Costumes are optional but those who attend are encouraged to wear them. Prizes will be awarded.

Special Notice

FOR CSEA MEMBERS ONLY
CSEA Basic Accident and Sickness Plan.

If you are a new employee under age 39% and apply for this insurance within 120 days from your employment date, you are guaranteed $150.00 per month in benefits. All other members may also apply and will be required to show evidence of insurability.

<table>
<thead>
<tr>
<th>If your annual salary is</th>
<th>You can now apply for disability income benefits up to</th>
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When your annual salary is increased to a new wage bracket, you should apply for additional disability income. YOUR INCREASE IN DISABILITY INCOME IS NOT AUTOMATIC.

For complete information and costs, complete and mail the coupon below or call your nearest Ter Bush & Powell representative for details.

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SCHENECTADY NEW YORK SYRACUSE

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TER BUSH & POWELL, INC.
Civil Service Department
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Schenectady, N.Y. 12301

I am interested in further details. Please check for the proper application form.

I wish to increase my monthly indemnity
I wish to apply for benefits

Where Employed_________________________________________

Employee Item No._______________________________________

Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Region, at 26 Federal Plaza, Manhattan; 27 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or Federal agencies throughout the country.

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

<table>
<thead>
<tr>
<th>Agriculture</th>
<th>Medical</th>
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<tr>
<td>Title</td>
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<tr>
<td>Food Inspector</td>
<td>GS-5</td>
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<tr>
<td>Warehouse Examiner</td>
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<tr>
<td>Engineering And Scientific</td>
<td>Stenography And Typing</td>
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<tr>
<td>Engineering, Physical Sciences and Related Professions</td>
<td>GS-5 to 15</td>
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<tr>
<td>Meteorological Technician</td>
<td>GS-6, 7, 9</td>
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<td>Life Sciences</td>
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<td>General</td>
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<td>Correction Officer</td>
<td>GS-6</td>
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<td>Freight Rate Specialist</td>
<td>GS-7, 9</td>
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<td>Mid-Level Positions</td>
<td>GS-9 to 12</td>
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<tr>
<td>Senior Level Positions</td>
<td>GS-13-15</td>
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<td>Technical Assistant</td>
<td>GS-6, 7</td>
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<td>Stenographer</td>
<td>GS-3, 4</td>
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<td>Secretaries, Options I, II, III</td>
<td>GS-5, 6</td>
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<tr>
<td>Typist</td>
<td>GS-2, 3</td>
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<tr>
<td>Autopsy Assistant</td>
<td>GS-3 or 4</td>
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<td>Careers in Therapy</td>
<td>GS-6 to 9</td>
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<td>Dental Hygienist, Dental Lab Technician</td>
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<td>Licensed Practical Nurse</td>
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<td>Medical Machine Technician</td>
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<td>Medical Radiology Technician</td>
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<td>Medical Technologist</td>
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<td>Nurses</td>
<td>GS-5 to 11</td>
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<td>Physician's Assistant</td>
<td>GS-5, 6</td>
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<td>Veterinarian Trainee</td>
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<td>Air Reserve Technician (Administrative/Clerical/Technician)</td>
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<td>Social And Education</td>
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<td>Social Worker and Correctional Treatment</td>
<td>GS-5 to 12</td>
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<tr>
<td>Psychologist</td>
<td>GS-5 to 12</td>
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<tr>
<td>Professional Care for Librarians</td>
<td>GS-7 to 12</td>
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I am interested in further details. Please check for the proper application form.

I wish to increase my monthly indemnity
I wish to apply for benefits

Where Employed_________________________________________

Employee Item No._______________________________________
## Flawenburg Gives Civil Service Jobs To L.I. Candidates

### MINEOLA — Irving Flawenburg, both of Mineola, and Island Region I of the Civil Service Employees Assn., addressed a noon meeting of that organization for elective office in Nassau County on Aug. 21. He told them that public employees have spe\\n
#### Forms, Ny State

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### Real Estate Values

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<td>House</td>
<td>$150,000</td>
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<td>Lot</td>
<td>$25,000</td>
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### Suffolk Holding 5 Promo Exams

#### Hauppauge — The Suffolk Holding for five titles. Flawenburg told the candidates that public employees deeply felt unfairly labeled "lazy and overpaid" by the media. Mr. Flawenburg also said that civil servants are striving for are repeal of the current pension set; adoption of "last offer binding arbitration" and agency shop bill, as well as a smooth and fair and just treatment of the court employees from local to state control.

Copies of the eight-page pamphlet, which is available to the press after the exams.

### Rensselaer Holding Electrician's Exam

**TROY** — The Rensselaer County Civil Service Commission announced Oct. 16 open competitive examination for five titles. Filing deadline is Sept. 8.

- Traffic controller L, II and III (Exam 16-206, 8 and 10 pay $13,134, $15,180 and $17,813 respectively)
- Traffic technologist I (Exam 16-207)
- Assistant director of traffic safety (Exam 16-211) pays $15,135.

### If you want to know what’s happening to you...

**Business Opportunity**

A NEW 7 room house with 3 rooms up; a 2-car garage, and 14 room motel. Situated in the heart of the beautiful village of Springs. Excellent potential for 75,000 or more. Located in the heart of the Suffolk Holding. For immediate occupancy. Inquire Alfred R. Balentine, 26, Route 8, Bowdoin, N.Y., 11824. (516) 664-3319.

---

**If you want to know what’s happening to you**, **to your chances of promotion**, **to your job**, **to your next raise**, **and similar matters!**

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**CIVIL SERVICE LEADER, Box 20, Stony Brook, New York, New York 11797**

I enclose $9.00 (check or money order for a year’s subscription) to the Civil Service Leader. Please enter the name listed below:

**NAME:**

**ADDRESS: **

**CITY: **

**Zip Code:**
When A Firefighter Weeps

About 15 years ago, I stopped off for a cold beer in a little oasis in Valley Cottage, N.Y. At the bar, one man sitting at the bar. I was wearing my Fire Department ring — a gift from a T-shirt on which he spotted at once. A Conversation began and a long and lasting friendship began. The man’s name was Robert S. O’Brien who was then a fireman in Ladder 28. I eventually went to Ladder 33 and watched Bob O’Brien in action. He was a leader.

There is a school of thought in medicine that jogging is good for people who have heart trouble. So every day Bob would go over to Rockland Lake and jog a few miles. It was doing so that he became ill and died.

Among other things, this whole affair demonstrates the awful price a man pays for becoming a fireman. He must be in perfect health when he enters the Fire Department. Within 10 years, in some cases, the perfect specimen is ready for medical retirement or close to complete physical breakdown. In Bob’s case, a perfectly healthy man, when he entered the Fire Department, is dead at age 50. What more do we ask? And don’t forget, this happened before the mad policy of short terming went into effect.

I have often wondered how ministers and rabbis and priests manage to hold back their emotions during the Service of Burial. At least to me it seemed they didn’t.

He mentioned that Bob always wanted to help people. First he became a fireman to help those in trouble from fire. Then, forced to change his calling, he elected to become a nurse, the better to help the sick and the dying.

And then I found the answer to my question. Deacon Arthur J. Lauber broke down and cried.

Yonkers’ Teacher Rehire Decision: No $ To Do It!

YONKERS—The City of Yonkers’ Board of Education seems to be faced with an conundrum: It has been ordered by an American Arbitration Assn. arbitrator to rehire about 300 laid-off teachers, and pay them for the time they were laid off.

However, it lacks the funds to do so, officials say. Rehiring the 300 with retroactive pay plus a 6 percent per annum promised interest from layoff date would cost the city an estimated $7.5 million.

The arbitrator’s decision is seen by some as a valuable precedent for the State and City of Yonkers in violation of a contract with the Yonkers Federation of Teachers. A provision of the contract forbids layoffs. A number of other Yonkers school employees were also laid off.

AA arbitrator Daniel House previously ruled that discharging the teachers, the Board and City of Yonkers were in violation of a contract with the Yonkers Federation of Teachers.

Yonkers’ current fiscal plight, paying this sum is an impossible task.

Yonkers corporation counsel Eugene Fox told Board members last week that the only available hope is an appeal to the arbitrator’s decision, buying time and gum:

“ Arbitrator’s awards are usually very difficult to vacate” on appeal.

ALBANY BUSINESS COLLEGE

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CORTLAND-Madison BOCES Workers Win Arbitration Decision On Holiday Time

CORTLAND—A spokesman for the Civil Service Employees Assn. announced, the Arbitration American Assn., has awarded a favorable decision on grievances filed by five employees of the Cortland-Madison Board of Cooperative Educational Services.

The grievances were submitted following a written directive of Dec. 12, 1974, from Walter G. Frank, BOCES district superintendent, stating that employees of McPherson Educational Center would be forced to use their vacation time during the period Dec. 22, 1974, through Jan. 2, 1975, or be forced to take 48 hours vacation time and express willingness to work.

The five employees submitted grievances through steps 1, 2, and 4: mutually agreed with administration officials to bypass Step 2.

In the months that followed, the executive officers of the BOCES filed a written request to the employees to take their vacation days during July and August, but there is no language in the agreement requiring employees to take vacation days during any of the other months.

The arbitration officers of the BOCES represented by Earl Boyle, CSEA Region V (Syracuse) attorney, Stanley Morin, personnel coordinator, represented Cortland-Madison BOCES.

The hearing officer ruled that the employees' grievances were sustained. The hearing officer ruled that the executive officers of the BOCES may require employees to take some of their vacation time and expressed willingness to work.

CSEA Item Coordinator

(Continued from Page 1)

The employees Assn. have awarded a favorable decision on grievances filed by

CSEA Fights, Wins An Appeal For AFSCMEer

(Continued from Page 1)
State And County Eligible Lists

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872 Bowcroft Faith B Holweber ... 78.2
873 Shanahan M M Albany ... 78.2
870 Utic Mini Dorodir Trof ... 78.2
875 Eckhardt R G Albany ... 78.2
874 Pictoueui F H Camlcton ... 78.2
871 Purtell F J Canton ... 78.2
876 Eckhardt N G Albany ... 78.2

WHERE TO APPLY

NEW YORK CITY — Persons seeking jobs with the City should apply to the Department of Personnel, 40 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

Several city agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 63 Court St., Brooklyn 11201, phone: 596-3700; NYC Transit Authority, 570 Jay St., Brooklyn 11201, phone: 832-9000.

The Board of Higher Education advises teaching staff applicants to contact the individual schools; nonteaching jobs are filled through the Personnel Department directly.

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, 120 Broadway, New York 10048 (phone: 485-4278); 10 a.m. to 5 p.m.; State Office Campus, 9th Ave. and W 40th St., New York 10018, phone: 212-436-1590; W Genesee St., Buffalo 14001, 9 a.m. to 5 p.m. Applicants may obtain examinations by writing (the Albany office only) or by applying in person at any of the State offices.

Various State Employment Service offices can provide applications for persons, but not by mail.

For positions with the Unified Court System throughout the State, New York State applicants should contact the Staffing Services Unit, 11th Floor, Office of Court Admin., 270 Broadway, N.Y.

WASHINGTON DC — Federal civil service positions are filled through the U.S. Civil Service Commission, 400 4th St., N.W., Washington, D.C. 20424.

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CSEA STRENGTH
IN UNITY
MEMBERSHIP DRIVE
JUNE 1 - NOVEMBER 30

Never in the history of our union has it been so vital to stick together — grow together and share the load to keep 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 September 15 will be paid on December 15th. The second payoff, for new members signed between September 16 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, 1976, 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 the load in these tough times is important. Legally, we represent you — at the bargaining table and even in processing grievances. And we need your support — morally and financially — to fight the battles ahead. Our dues are most reasonable for the services provided... services 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.