**CSEA Secretary Irene Carr Elected**

**ALBANY**—Irene Carr has been elected secretary of the Civil Service Employees Assn. As the runner-up to Ms. MacTavish in the recent CSEA elections, Carr has been endorsed by the executive board of the union to fill the unexpired term of Dorothy MacTavish, who died this summer. As the runner-up to Ms. MacTavish in the three-way race for statewide secretary last year, Carr was considered to be a logical choice to fill the unexpired term. In addition, Carr is one of the two longest-serving regional secretaries, currently completing her fourth term as secretary of Central Region V (Binghamton). The CSEA believes its members will be interested in reviewing the campaign material submitted by Ms. Carr at the time of the general election. Her program is reprinted in the above-mentioned issue.

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**CSEA In Albany Region IV Endorses Cholakis, Ashley**

**ALBANY**—The political action committee of Albany Region IV, Civil Service Employees Assn., in cooperation with the Rensselaer County CSEA chapter executive board, the Alamagatuc Valley Community College unit executive board, and the Hudson Valley Community College unit executive board, has endorsed Tom Choliakis in the Republican Primary and citizens happen to be public employees.

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**McDonough: ‘Don’t Rap License Fee Hike’**

**ALBANY**—Thomas McDonough, a director of the Civil Service Employees Assn. and representing employees of the State Department of Motor Vehicles, sharply attacked recent criticism from CSEA sources against newly imposed increases in license fees for drivers convicted of traffic offenses. McDonough explained that the increase of the fee income were to the state DMV's driver improvement programs, "programs which exist specifically to handle suspensions, revocations and other functions related to the disposition of traffic offenses convictions." When Motor Vehicles' budget was cut by $1.3 million, these programs were going to be dropped, even though they were very essential. A logical way out was to have people that necessitated the programs pick up the tab for their continuation. Most traffic offenses are caused by carelessness or neglect. Why not put the cost of handling the offender on the offenders?" he asked. "What was done made sense to us. It was right and proper and, at the same time, the jobs of more than 200 of our members were saved in the process. Everyone in CSEA should be satisfied with the way things turned out. If not, let them express their dissatisfaction in the proper forum, and not as the official position of our organization."

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**Work-To-Rules Thruway Action Force Pact Talks**

**ALBANY**—Months of frustration over stalled contract negotiations and what were termed related management intimidation actions against threatened "work to rule" action over the Labor Day weekend by Thruway Authority employees, the Civil Service Employees Assn. said last week. This led to immediate intervention by the state Public Employment Relations Board and the resumption of negotiations. The CSEA, which represents the 2,000 toll collectors, maintenance and clerical employees of the Thruway Authority, called for the "work to rule" action but prior to the start of the long Labor Day holiday. It called the tactic "a huge success, because the more threat of employees contributing to the expected traffic delays led to the resumption of negotiations."

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**Lancaster’s 3-Year Pact: A 15% Hike**

**LANCASTER**—The Village of Lancaster and the Civil Service Employees Assn. have signed a three-year contract containing, in each of its years, increases of 3, 6 and 7 percent respectively. The pact, which will expire May 31, 1979, covers Department of Public Works employees.

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**Madison Board Schedules Meet**

**CANAUTA**—A dinner meeting of the board of directors of the Madison County chapter, Civil Service Employees Assn., will be held Tuesday evening, Sept. 21. The meeting, set to begin at 7 p.m., will be held at the White Elephant Restaurant here.
Suffolk: A ‘No’ To County Pact Offer

HAUPPAUGE — The Suffolk County chapter of the Civil Service Employees Assn. last week rejected a late-arriving county contract settlement offer.

The offer, CSERA officials said, was "inadequate." They added the union is awaiting delivery of fact-finders' reports expected by the end of this month.

James Corbin, president of the chapter, said the union negotiating team felt that to submit the "result" to the workers.

The workers, many of them members of the Civil Service Employees Assn., have been without a pact since Jan. 1 and, under provisions of the Taylor Law governing such contractual matters, the county legislature has the right to impose a one-year settlement in the matter as other Taylor Law remedies have failed. These include arbitration, mediation and fact-finding.

MEDICAL AGENCY

ALBANY—Gov. Hugh L. Carey has announced his appointment of Albert H. Sanders, of Manhattan, as a member of the Medical Care Facilities Finance Agency.

Suffolk Holding 7 Examinations

HAUPPAUGE — The Suffolk County Civil Service Department has announced filing for seven titles ranging in salary from $8,195 to $15,190.

Children's shelter aide pays $8,195 and has a Nov. 20 written test (Exam No. 16-275 for female, 16-276 for male). Filing deadline is Oct. 6 is also the deadline for written test. Applicants will be rated on training and experience. Oct. 6 is also the deadline for written test. Applicants must file by Sept. 17 for the salary of $8,195. A written test will be given Oct. 6. Physician assistant (16-319) pays $12,500 and has a Nov. 6 written test. Town park maintenance supervisor has a written test on the same date and Oct. 1 deadline for filing applications. The salary is $12,000.

Harbor and beach maintenance supervisor has a written test on the same date and Oct. 1 deadline for filing applications. The salary is $12,000.

Individuals may contact Suffolk County Civil Service Department office at the H. Lee Dennison Executive Office Building, 170 E. Main St., Hauppauge, N.Y. 11787. The telephone number is (516) 246-2000.

Transportation Director Exam

HAUPPAUGE — The State Civil Service Department has announced filing until Sept. 27 for promotion to regional director of transportation at the $15,190. The telephone number is (516) 979-2266.

Engineer Techs

ALBANY—A senior engineering technician stack testing eligible list, resulting from open competitive exam 24-191, was established Aug. 16 by the State Civil Service Department. The list contains 17 names.

UNION MEETING

MINEOLA—A face-to-face meeting among top officials of the Nassau County chapter of the Civil Service Employees Assn. and the county was set for this week in an effort to break a deadlock delaying a legislative determination as to its worth to employees.

It was learned that the board of county officials has been sluggish in helping to get a fair and just contract for the workers.

They added that to submit the "result" to the workers.

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MH Job Freeze & Cutbacks
Ripped By Roosevelt Chapter

SCHENECTADY—A resolution recently adopted by the Eleanor Roosevelt Developmental Services—O.D. Heck Developmental Center chapter 445, Civil Service Employees Assn., has condemned the current state job freeze at Mental Hygiene facilities.

The resolution also opposed cutbacks in funds which formerly went for transportation and other programs for patients.

The freeze and the cutbacks, the resolution said, "affect our ability to give adequate service to clients and community and create hazardous conditions for clients and employees alike.

For the 1975-76 budget year of Eleanor Roosevelt Developmental Services, the Department of Mental Hygiene allowed for a staff ceiling of 821 to effect repatriation of people in large state institutions back to their original counties and to develop community programs.

In May, 1970, ERDS attained a staff level of 762. The regional director of the Department of Mental Hygiene, William Vorvares, then mandated a hiring freeze for the agency and set a new, lower ceiling of 727. This means that 42 positions would be lost.

In the last three months, the ERDS staff has been reduced through attrition to 711; the hiring freeze still has not been lifted.

"By consistently depriving Eleanor Roosevelt Developmental Services of the staff and money it needs to function, the Department is jeopardizing community programs and the requirement program which has been the most rapid and successful of its kind in the state," the resolution added. "In addition, budget restrictions on Eleanor Roosevelt Developmental Services makes it difficult or often impossible to pay for staff to fill gaps in programming caused by vacant positions not allowed to be filled.

Both community and O.D. Heck-based programs are being threatened. Less staff means lower staff-client ratios resulting in poor supervision and custodial care rather than developmental programming."

The resolution notes that ERDS employees are overworked and face work speed up, out of little work, and rejection of contractual leave requests.

"This has caused a severe deficit of administrative and clerical personnel which can only be detrimental to the people served by Eleanor Roosevelt Developmental Services."

Chapter members assert that overnight respite programs for people with disabled family members and other support services provided by ERDS are in jeopardy.

MH Job Freeze & Cutbacks
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CSEA's Western Region VI Members See GOPers, Dems Clash

Candidates presented themselves to scrutiny of CSEA members at Western Region VI "Meet the Candidate" Night earlier this month. Of particular interest here may be the identity of candidate seated directly to left of speaker in lefthand picture. He is James Stewart, a former Roswell Memorial Institute chapter president.
TOURIST BOARD CREATED
Gov. Hugh L. Carey has signed an executive order creating a State Board of Tourism to study tourist business in the state. The panel will include the Commissioners of Commerce, Transportation, and Parks and Recreation. It will also include the Chairmen of the Council on the Arts and Thruway Authority and 15 other members to be named by the Governor.

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 make good sense? After all, the Blues invented pre-paid health care, and doesn't it make good sense? And the Blues invented pre-paid health care, and doesn't it make good sense?

Open State Computer Jobs, 5 Others
The State Civil Service Department has opened filing for six open competitive positions, ranging in salary from $10,714 to $17,429, including computer programmer.

There is a $250 added salary differential for the New York City area.

The computer jobs require as little as one year's experience or college training and pay $10,714.

Five of the jobs, including computer programmer, have Nov. 6 written examinations. Those titles, which close for filing Oct. 4, are: special services program specialist (exam 84-480), which pays $13,404; senior training technician (police), (exam 24-445) which also pays $13,404; Highway safety technical training supervisor (exam 24-485), which pays $14,580; and Associate training technician (police), which pays $17,429.

One job, Laboratory equipment designer (exam 27-609) closes Oct. 13 and is based on a rating of training and experience. Four years' experience as a machinist, electrician or in electronics is required.

For computer programmer (exam 24-444) applicants need either one year's computer programming experience; or an associate degree in electronic data processing; or a bachelor's or master's degree in computer science; or credit hours in computer science-related courses, including a minimum of 12 hours in programming.

A Sensitivity Seminar Set
WEST BRENTWOOD - A "Sensitivity Seminar" will be held by the Pilgrim Psychiatric Center's human rights committee Monday and Tuesday, Sept. 26-27, from 9 a.m. to 5 p.m.

The event, which is open to the public and is free of charge, will explore relationships between human beings of various races and ethnic backgrounds and means of possible improvement of them. The Pilgrim Civil Service Employees Assn., chapter in concert with a number of other civic, social and labor organizations, will participate in the seminars.

The "Sensitivity Seminar" will be held at the PPC main assembly. Additional accommodations will be served.

Additional information is available from the Pilgrim Human Rights Committee secretary, Sidney Parfitt. His work telephone number is (516) 221-8820 extention 127.

NYC Exec Meeting
MANHATTAN - A special meeting of the executive committee of the New York City chapter, Civil Service Employees Assn., will be held Wednesday, Sept. 22, according to chapter president Solomon Bendet.

The meeting, which will begin at 5:15 p.m., will be held at Frescoco Restaurant, 110 John St., Manhattan. The agenda, Mr. Bendet said, will be limited to discussions on the coming CSIA annual convention at the General Hotel, Klamath Lake, and the selection of the nominating committee.

Orange Meeting
GOSHEN - The next meeting of the Orange County chapter, Civil Service Employees Assn., will be held Tuesday, Sept. 28, at 7:30 p.m. at Dimebank Firehouse, New Street, Goshen.

LECHWORTH VISITOR
ALBANY - Gov. Hugh L. Carey has reappointed Anna Stedman Deane, of Calverton, as a member of the Board of Visitors of Lechworth Village Developmental Center for a term ending Dec. 31, 1979.

Ms. Deane, 63, is an employee of the physically handicapped division of the Orange County Department of Health and a past president of United Cerebral Palsy of New York State.

The post is unalarmed. Ms. Deane’s name will be sent to the Senate when it reconvenes in January for confirmation.
Abuse: Hard To Stop, Harder To Uncover

By JANE BERNSTEIN

BUILT into the Comprehensive Employment and Training Act (CETA) are certain safeguards to minimize the extent of possible abuse in using CETA funds.

The monies dispensed under Titles I, II, III and VI are for purposes of providing training and employment to the hard-core unemployed, underemployed and individuals laid off by a municipality in time of financial crisis.

An employer may not lay off regular workers and replace them with CETA employees. In order to be eligible for a CETA job or training program, an individual must be unmarried for at least 30 days, or in some cases 15 days, and be considered economically disadvantaged. Persons who have been unemployed for great periods of time and are unable to find jobs because of lack of skills generally have first consideration for work or training under CETA.

When a person applies for a position, the prime sponsor (the state or municipality which administers the CETA program) must review the application completely, checking that all data is correct. An interview with the prospective worker is also necessary to determine eligibility.

The prime sponsor must also fill out forms detailing the methods of collecting needed services. These include the names, titles and salaries of municipal workers, except those who work for law enforcement agencies. Local municipal laws also make public their office checks and books. Section 51 of the General Municipal Law, which applies to counties, towns and villages, makes these records available to the public. These records, hopefully, will allow an individual to document any charge of improper CETA hiring that he or she suspects.

One item that may aid in discovering improper hiring is a written request to the civil service department of the municipality to substitute federal funds for municipal funds. This, he contends, allows a local government to appear to cut its own spending while retaining needed services.

The prime sponsor should also maintain a subject matters list. This list will identify records that may be examined by the public. These records, hopefully, will allow an individual to document any charge of improper CETA hiring that he or she suspects.

On the other hand, persons who work in law enforcement agencies and are performing the same tasks as municipal workers, making the two types of employees indistinguishable from each other, are not eligible for CETA funds. In order to make sure that individuals under CETA are eligible for their posts, one must examine each payroll and personnel list of each municipal agency.

H ow may a regular civil service employee or private citizen determine if an individual is properly employed under CETA?

The New York Freedom of Information Law mandates that certain records are open to the public. These include the names, titles and salaries of municipal workers, except those who work for law enforcement agencies. Local municipal laws also make public their office checks and books. Section 51 of the General Municipal Law, which applies to counties, towns and villages, makes these records available to the public. These records, hopefully, will allow an individual to document any charge of improper CETA hiring that he or she suspects.

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One item that may aid in discovering improper hiring is a written request to the civil service department of the municipality to substitute federal funds for municipal funds. This, he contends, allows a local government to appear to cut its own spending while retaining needed services.
Dan Campbell, public relations, Civil Service Employees: "It has been in society and democracy since Rome. It's an accepted fact. Politicians have failed to run on a reform ticket to win. However, they never perform what they say they are going to. The first politician to really reform the government will most likely end up as the previous leaders of Rome, very dead, very fast. As far as I know, in other phases of society, I truly fear a resurgence of morality and ethics. After Watergate, I think people are looking for the semi-honest, semi-representable person who hasn't let the public down yet. We're more skeptical and less trusting today. It will take generations to change that feeling, though.

Cathy Hahn, travel agent: "I really think corruption is a tough term to use. I definitely feel that corruption exists in politics. I once was denied a government job because of behind-the-scenes corruption. In my personal life I feel my friends are the same as they always have been. I don't condone corruption anymore. I must admit that I would leave my own community here in Albany, where I would never do it in New York City. Yet, I walk downtown at night on the streets here and I am afraid to walk at night in New York City. Most problems we face are not contained in your Aug. 27 editorial. I think that has been contained in your Aug. 27 editorial. In our society, there has been a breakdown in the moral fiber of many people. People tend to follow the lead of their leaders, and when they see widespread corruption on the highest level, even the least powerful individual can make a difference.

Ruth Leverence, senior file clerk, Comptroller Department: "I definitely feel that people, after reading about how politicians cheat on their income tax, that they have a right to be suspicious, why can't I? But I still feel that everyone has some bad apples, that they can't be bad all the time. Everyone's got good in them. Only today, you just have to dig a little deeper to find it in some people. We didn't hear about corruption before. Now when it happens, it's so well publicized, everyone knows about it. Corruption has been hidden in the closet and it's coming out into the open, that's all. People are probably the same, but the news reporting is better.

Pete Waldb, attorney: "I feel that corruption has filtered down into all phases of our society. There has been a breakdown in the moral fiber of many people. People tend to follow the lead of their leaders, and when they see widespread corruption on the highest level, even the least powerful individual can make a difference. The general attitude is if the highly paid public officials can avoid prosecution for corruption, then there is no reason for the average man not to take the risk."

Don Tischner, computer programmer: "I don't think corruption has gone very far in our society. I think that the number of people who stretch the tax laws is about the same. As far as business, I think if you go to a reputable dealer, chances of getting taken are small. If he is set in the community, then you have various media which tend to keep businesses on their toes. I find that if I have a product and something malfunctions, I can get my money back or exchanged without any trouble at all."

(Continued from Page 6) In reversing the surcharge, the court said that "it is the province of the legislature, as the body best qualified to determine the public interest in the matter of increases, to determine the best rates of service which can be rendered for the public, and that in the absence of any statutory mandate to the contrary, the corporation is in a position to make a judgment as to what rates are just and reasonable." The court then denied the surcharge and ordered that the rates be reduced to the pre-increase rates.

(Continued from last week) The city had the burden of proof to show that the surcharge was reasonable and necessary to raise additional revenue. The court found that the city had failed to support its claim with evidence. The court concluded that the surcharge was arbitrary and unreasonable and therefore ordered its reversal.

There is no doubt that President Ford would veto the bill if Congress were to approve it. This would draw a clear line between the Republicans and Democrats on economic policy. However, too many Democrats in Congress are not prepared to draw such a sharp line. Of course, if Congress fails to act on the bill, it could still give the opportunity for President Ford to halt the Democrats for failing to live up to their platform.

At the moment, the economic programs of both President Ford and Governor Carter are murky. This in part accounts for the fact that the stock market has been jittery, beset with uncertainties, at the market is, about the economic policies that will guide the next administration.

The forthcoming debates between President Ford and Governor Carter may provide some clues to the direction in which each candidate wants to lead. What is particularly critical for the President is what the unemployment figures look like for the months leading into the November election. This will be made public late in October, and will be the last chance for the voters to go to the polls.

Not Repeat This.

\begin{itemize}
  \item Lewis, Lawrence S. \textit{New York Times} 1983-08-10
  \item Linder, Karl A. \textit{Hofstra Law Review} 1982-05
  \item Longwell, Victor \textit{Milwaukee Journal} 1983-08-10
  \item Maccabini, Carlo \textit{Deborah Photograph} 1983-08-10
  \item Mangin, Arthur J. \textit{Buffalo News} 1983-08-10
  \item Strong, Daniel \textit{Niagara Gazette} 1983-08-10
  \item Mater, Marc F. Jr. \textit{Buffalo News} 1983-08-10
  \item Strong, Daniel \textit{Niagara Gazette} 1983-08-10
  \item Mayhew, Bernard \textit{Buffalo News} 1983-08-10
  \item McCarthy, Thomas J. \textit{Spring Valley News} 1983-08-10
  \item McMillan, John W. \textit{New York Times} 1983-08-10
  \item McKenna, Mary \textit{New York Times} 1983-08-10
  \item Merola, E. \textit{Buffalo News} 1983-08-10
  \item Meyer, Edward E. \textit{New York Times} 1983-08-10
  \item Meyers, Nora G. \textit{Brooklyn Eagle} 1983-08-10
  \item Miller, Grace \textit{Syracuse Tattler} 1983-08-10
  \item Mills, Jacqueline \textit{Staten Island Advance} 1983-08-10
  \item Mollen, Paul \textit{Buffalo News} 1983-08-10
  \item Mollard, Paul \textit{Springfield Daily News} 1983-08-10
  \item Morano, Robert S. \textit{Syracuse Post-Standard} 1983-08-10
  \item Nagy, Milton \textit{Ozone Village News} 1983-08-10
  \item Noonan, Marlene \textit{Staten Island Advance} 1983-08-10
  \item Noonan, Mary J. \textit{Syracuse Post-Standard} 1983-08-10
  \item Pambianco, Louis \textit{Southside News} 1983-08-10
  \item Pappas, Peter \textit{Hearst-Argus} 1983-08-10
  \item Pennington, John \textit{Buffalo News} 1983-08-10
  \item Perrotti, Peter \textit{Buffalo News} 1983-08-10
  \item Pichard, Robert P. \textit{Syracuse Post-Standard} 1983-08-10
  \item Rafferty, Max \textit{Buffalo News} 1983-08-10
  \item Reichard, John H. \textit{Buffalo News} 1983-08-10
  \item Ridgeway, Arthur B. \textit{Albany Times-Union} 1983-08-10
  \item Reynolds, Mary \textit{Poughkeepsie Journal} 1983-08-10
  \item Ries, David \textit{Buffalo News} 1983-08-10
  \item Riddell, John \textit{Buffalo News} 1983-08-10
  \item Roach, William J. \textit{Middletown Press} 1983-08-10
  \item Rose, Robert \textit{Buffalo News} 1983-08-10
  \item Sawyer, Joseph \textit{Syracuse Post-Standard} 1983-08-10
  \item To Be Continued.\end{itemize}
The following items are presented to the delegates for a second reading, and, if passed, will become part of the CSEA Constitution:

1. Article IV, Section 4:

"Section 4. No member of the Board of Directors who is physically present at a Board Meeting and who is entitled to vote in more than one chapter shall have the right to a proxy; provided, however, that he may cast only one such proxy for each office or capacity he represents."

This language is to be placed in the By-Laws, Article II, Section 8, PROXIES.

2. Article IV, Section 6(b) to be renumbered to Section 4.

3. Article IV, Section 6(a) to be renumbered to Section 5.

4. Article IV, Section 6(a):

"(a) ELECTION. Officers of the Association shall be elected by secret ballot in odd-numbered years in the manner prescribed in the by-laws. They shall hold office for a term of two years or until their successors shall have qualified, commencing January 1st in an odd-numbered year, provided, however, that the term of office commencing January 1st, 1977 shall be for a period of two years, and three months and shall expire on September 30, 1978. Vacancies in the office of President shall be filled by the Executive Vice President. Vacancies in the office of Executive Director of any of the Vice Presidents shall be filled according to the Constitution and By-Laws of the respective regions. Vacancies in the office of Secretary and Treasurer shall be filled by the Board of Directors."

Note: This amendment was made by Bernard Schmahl during the March, 1976 Delegate's Meeting. The amendment was proposed in order to conform to the Restructuring Committee report which recommended that State elections be held in September thus removing the election date from the time when contracts with the State expire on April 1.

5. Article VI, Section 1:

"Section 1. STATE EXECUTIVE COMMITTEE. The power and authority to transact business relating to State employees shall, except as provided herein, be vested in the State Executive Committee.

The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, (the Legislature), the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Faculty Student Associations, Teachers' Retirement System, and the Higher Education Assistance Corporation shall as a unit be deemed a State Department. In addition to the foregoing, each State Department with more than 3,000 members as of January 1 in an odd-numbered year, shall be deemed a State Department. The State Executive Committee shall elect from its membership one member to be known as the Chairman of the State Executive Committee. The State Executive Committee may create one or more subcommittees for such duties as the State Executive Committee shall delegate. Each delegate shall be elected by ballot by the members in his department in the manner prescribed in the By-Laws. No person shall be eligible for nomination unless he shall have completed his term of office as a member of the Association or before June 1st of the year previous to the time to which such vacancy occurs. They shall hold office for a term of two years or until their successors shall have qualified, except that, for the election to be held in 1973, the term shall be for one year and 6 months, ending June 30, 1975, or until their successors shall have qualified. Vacancies in the office of the State Department representatives may be filled for the remainder of the term by the members of the Association employed in such department at a special election to be called by the Board of Directors within fourteen days after the first meeting of the Board subsequent to the time that such vacancies occur under rules established by the Board."

Note: It is the Committee's recommendation that State legislatures and the number of individuals represented number approximately fifteen. The second delegation is made to eliminate obsolete wording.

6. Article VI, Section 2:

"Section 2. NOMINATIONS. The State Division members of the Nominating Committee shall be elected in accordance with Article IV, Section 6(b) of this Constitution. The nomination committee shall select at least two nominees for the offices of President, Executive Vice President, Secretary and Treasurer. The Nominating Committee must select a nominee from the State Division and a nominee from the County Division for each statewide office. The State Division members of the Nominating Committee shall also select at least two nominees for the offices of the State Executive Committee. In all cases an incumbent shall be one of the nominees unless in the opinion of the Nominating Committee it would be inadvisable to become a candidate. No nominee shall be eligible as a candidate for more than one office. However, a position on the State Executive Committee or County Committee shall not be deemed a statewide office."

The Committee is not recommending defeat of this or any other amendment.

7. Article VII, Section 2(d):

"(b) The members employed in executive, political subdivisions in a chapter shall be entitled, if they have more than 50 members or exceed 400 members in the chapter, to have a representative in the chapter. Each chapter shall be entitled to choose a representative from the state unit or the chapter, whichever is smaller, with a maximum of 15 members, to be determined within the discretion of the membership. The Nominating Committee shall delegate such duties as the State Executive Committee. The State Executive Committee shall delegate such duties as the State Executive Committee. The State Executive Committee shall also delegate such duties as the State Executive Committee. The State Executive Committee shall also delegate such duties as the State Executive Committee. The State Executive Committee shall also delegate such duties as the State Executive Committee."

This language is included in the By-Laws, Article IV, Section 3(b).

8. Article VIII:

"Meetings of Delegates."

Section 1. DELEGATES.

REST OF ARTICLE REMAINS THE SAME.

The following items are presented to the delegates by the committee as passed and are submitted to the Constitution. The presentation to the delegates at this meeting constitutes a first reading of these amendments.

1. The Committee received the following amendment to Article IV, Section 6(b) of the Constitution as follows:

"(a) ELECTION. Officers of the Association shall be elected by secret ballot in odd-numbered years in the manner prescribed in the By-Laws. They shall hold office for a term of two years or until their successors shall have qualified, except that for the election to be held in 1973, the term shall be for one year and 6 months, ending June 30, 1975, or until their successors shall have qualified. Vacancies in the office of the State Department representatives may be filled for the remainder of the term by the members of the Association employed in such department at a special election to be called by the Board of Directors within fourteen days after the first meeting of the Board subsequent to the time that such vacancies occur under rules established by the Board."

2. The Committee received the following amendment to Article IV, Section 6(b) of the Constitution as follows:

"(b) NOMINATIONS. The State Division members of the Nominating Committee shall be elected in accordance with Article IV, Section 6(b) of this Constitution. The nomination committee shall select at least two nominees for the offices of President, Executive Vice President, Secretary and Treasurer. The Nominating Committee must select a nominee from the State Division and a nominee from the County Division for each statewide office. The State Division members of the Nominating Committee shall also select at least two nominees for the offices of the State Executive Committee. In all cases an incumbent shall be one of the nominees unless in the opinion of the Nominating Committee it would be inadvisable to become a candidate. No nominee shall be eligible as a candidate for more than one office. However, a position on the State Executive Committee or County Committee shall not be deemed a statewide office."
5. The Committee received the following amendment to Article V, Section 1 of the Constitution as follows:

"Section 1: The power and authority to transact business and establish policy relating to employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association and one representative from each State Department." REST OF SECTION REMAINS THE SAME.

The Committee recommends adoption of this amendment on the basis that it is one more step in dividing CSEA into two separate entities.

6. The Committee received the following amendment to Article VI, Section 1 of the Constitution entitled "County Executive Committee":

"Section 1: COUNTY EXECUTIVE COMMITTEE. The power and authority to transact business and establish policy relating to employees shall, except as otherwise provided herein, be vested in a County Executive Committee which shall consist of the officers of the Association and one representative of each County Division Chapter, and one County Educational Chapter Representative from each County Region elected by the County Educational Chapter members within each Region." REST OF SECTION REMAINS THE SAME.

The Committee recommends defeat of this amendment because of the inherent conflicts, i.e., one division not knowing what the other is doing, and that this is one more step in dividing CSEA into two separate entities.

7. The Committee received the following amendment to Article VII, Section 1 of the Constitution entitled "Meetings of Delegates" which would add a new subsection:

"Section 2. REPORTS. No committee of the Association will be allowed to make a report to the Delegates unless its report shall have been submitted to the Committee at least thirty (30) days prior to the opening day of a Delegates' Meeting."

The Committee recommends defeat of this amendment based on the fact that past experience indicates that a complete listing of Delegates is not available to CSEA Headquarters 30 days prior to the opening date of a Delegates' Meeting.

2. Numerous recommendations were received by the Committee to establish certain criteria necessary for a successful election. The Committee recommends adoption of these amendments as follows:

3. The Committee received the following amendment to Article II, Section 2 of the By-Laws as follows:

"Board of Directors":

"Section 2. BOARD OF DIREC- 
TORS. Meetings of the Board of Directors shall be held upon call of the President four times per year. Upon written request of five members of the Board of Directors, the President shall call a special meeting of the Board."

The Committee recommends adoption of this amendment on the basis that four is what the Board of Directors has been doing, and since they are most knowledgeable as to how often and when they should meet.

4. The Committee received the following amendment to Article II, Section 2 of the By-Laws as follows:

"Section 2. BOARD OF DIREC- 
TORS. Meetings of the Board of Directors shall be held upon call of the President. Upon written request of (five) ten or more members of the Board of Directors, the President shall call a special meeting of the Board."

The Committee recommends adoption of this amendment on the basis that ten represents a reasonable requirement for calling a special meeting in view of the costs involved.

5. The Committee received the following amendment to Article II, Section 4 of the By-Laws as follows:

"Section 4: STATE EXECUTIVE COMMITTEE. Meetings of the State Executive Committee shall be held upon call of the President. Upon the written request of (five) ten or more members of the State Executive Committee, the President shall call a special meeting of the Committee."

The Committee recommends adoption of this amendment on the basis that ten represents a reasonable requirement for calling a special meeting in view of the costs involved.

6. The Committee received the following amendment to Article II, Section 5 of the By-Laws as follows:

"Section 5: COUNTY EXECUTIVE COMMITTEE. Meetings of the County Executive Committees shall be held upon call of the President. Upon the written request of (five) ten or more members of the County Executive Committee, the President shall call a special meeting of the Committee."

The Committee recommends adoption of this amendment on the basis that ten represents a reasonable requirement for calling a special meeting in view of the costs involved.

7. The Committee received recommendations to delete in Article V, Section 1 of the By-Laws as follows:

"Section 5: SPECIAL MEETINGS. (c) The President shall call a special meeting of the Executive Committee each year between January 1 and June 30."

The Committee recommends defeat of this amendment on the basis that such an amendment would be too burdensome and incompatible with the strict guideline of a standing committee as outlined in Section 1 and Section 6 of Article VI.

8. The Committee received the following amendment to Article IV, Section 3(e) of the By-Laws as follows:

"(c) REFUNDS TO REGIONS. Each region of the Association shall receive from the Treasurer an annual payment of (ten) twenty cents per member of the dues collected from the member-

ship in such region. In the event that a region adopts a plan for assessing the chapters within its region, the Chapter Treasurer shall be responsible for deducting assessment from the chapter's direct rebate from the Association and informing the Regional Treasurer of such action."

9. The Committee received two amendments to Article VI, Section 1 of the By-Laws entitled "Standing Committees" to read as follows:

"Section 1: STANDING COMMIT- 
TEES. The Standing Committees of the Association shall be as follows: Board of Directors, Revision of Constitution and By-Laws Committee, Education Committee, Political and Legislative Action Committee, Executive Officer Committee, Salary Committee, Committee to Restructure CSEA and Education and Training Sections."

REST OF SECTION REMAINS THE SAME.

The Committee recommends adoption of these amendments based on the fact that (1) the CSEA and the State Association have no real viable function since grievances are covered under the grievance procedure provided in the contracts between CSEA and the State of New York, and (2) the Salary Committee, as it has been, historically only for usage in one CSEA division which precludes its continuance under the strict guideline of a standing committee as outlined in Section 1 and Section 6 of Article VI.

10. The Committee received a proposed amendment to Article VI, Section 3 of the By-Laws entitled "Nominating Committee." The proposed amendment was to create wording with regard to all division bargaining units. After discussion, the Committee voted that such an amendment would be too burdensome due to the number of different negotiating units. As an alternative, the Committee recommends the following amendment:

"Section 2: STATE NEGOTIATING COMMITTEES. There shall exist the following committees in the By-Laws."

11. The following amendment was proposed to Article VI, Section 4 of the By-Laws but not adopted by the Committee:

"Ad Hoc Committees" inasmuch as the wording contained in the section is applicable only to Special Committees. Ad hoc committees, by definition, are formed for a particular end or case at hand and are not appointed for a specific period of time.

(Continued on Page 14)
10 State Promos Offered

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

Piling for all but one of the posts ends 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 requiring written tests are supervising toll collector (Exam 35-905), which pays $9,746 and is with the West Hudson Parkway Authority; senior and associate social services management specialist (Exams 35-977 and 35-978); social services program specialist and senior program specialist (Exams 35-901 and 35-908); highway safety technical training supervisor (Exam 35-975) in the Criminal Justice Services Division at the G-20 level, and associate training technician (police) (Exam 35-970) in the same agency at the G-23 level.

The titles with oral tests required are principal rehabilitation counselor (Exam 35-147) at the G-23 level in the Education Department; associate director of the Workmen's Compensation Board (Exam 35-151) which closes Sept. 13, and associate director in the health department for hospital affairs, medical services and evaluation or epidemiology and preventive health service (Exam 35-150).

TEACHING ASS'T

ALBANY—A teaching assistant eligible list, resulting from open competitive exam 27-577, was established Aug. 24 by the State Civil Service Department. The list contains 2,755 names.

Open Sundays thru Oct. 17th
Closed Sunday, Sept. 26th

ARTS AND ANTIQUES
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Adm. $1.50 - Avenue of the Americas at 25th Street - noon to 7 p.m.
You won’t believe how good it tastes... until you taste it!

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serve with club soda or on the rocks with a kiss of lemon

imported by the Sidney Frank Importing Co., Inc., N.Y.

(Continued on Page 2)
MANHATTAN — The U.S. Civil Service Commission has reopened filing for a New York City area office of the Federal Aviation Service, a Westchester County center in Hartsdale. The job pays $3,000 per hour or $12,000 weekly.

Prior experience and training are no longer required to apply for the clerical positions. Applicants need only be able to type 40 words per minute and have a written test of clerical ability. In addition to transcribing machine operation, the job requires some office tasks or other clerical work.

Applicants for the clerk positions need either professional experience or entry training. Applicants are encouraged to apply at a Federal Office Information Center.

APPOINT CMINO

ALBERT-OV, Hugh L. Carey has announced the appointment of Joseph A. Climo, commissioner, and will develop the Environmental Protection Agency.

Dr. Climo, 42, was chairman of health in New York City from 1973 to 1976. He has served in a number of positions in the city government, including deputy health commissioner, health and safety director of the New York City Board of Health.

The recent appointment will be announced to the Senate for confirmation by the Senate.

### REAL ESTATE VALUES

Publisher's Notice:

All real estate advertised in this newspaper is subject to the availability of such property and which makes it the responsibility of the reader to verify through their own inquiries or by contacting the broker or owner the accuracy of such property, religion, sex, or national origin.

Wasted Housed

WILLING to purchase houses under $32,000, well located, in between Manhasset and Montauk. No bookers. Mail replies to WALTER THOMPSON, 225 Broadway, New York, N.Y. 10276.

Westport, Connecticut

WESTPORT, Conn—(Continued from preceding page) The newspaper that tells you about what is happening in civil service. Write to the Civil Service Leader, Please enter the name listed (check or money order for a year's subscription). I enclose $9.00 (check or money order for a year's subscription).

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If you want to know what's happening to you, to your chances of promotion to your job or your next raise, then what matters?

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(Continued from Page 11)

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ZIP CODE
CSEA's Thruway 'Work-to-Rules' Job Action

(Continued from Page 1)

By Robert J. Hitchcock

A legislative hearing has been set for Thursday, Oct. 12 at 8 p.m. at the Clarksport High School, after which the county legislature will impose a one-year settlement on the workers. The hearing is the last step under the state's Taylor Law, which governs contract negotiations for public employees. The law states that if the two sides cannot agree on the terms of a new contract, the legislature can impose a one-year settlement on the workers.

Spelci Letter
Mr. Spelci said in his letter, "I am writing to thank you for the Thruway talks, Patrick Monachino said. "Management made every effort to iron out the labor-management problems and that's important in negotiating a new contract." The prior contract covering the 2,200 employees expired June 30. The labor-management apparentley irritated employees thereafter by refusing to honor Rockland Unit, Citing No Pact, Will Not Contribute

(Continued from Page 1)

Rockland County chapter president John Mauro has been a member of the board of directors of Rockland County since 1975.

"However," Mr. Spelci wrote, "on behalf of the 1,750 county employees represented by the CSEA, I must inform you that our economic situation has changed dramatically in the past 12 months. We have fallen farther and farther behind the cost of food, housing, clothing, insurance and other necessities that have skyrocketed.

"Working without a contract since Jan. 1, we can no longer contribute to the charitable causes that mean so much to our Rockland area community members, and that's important in negotiating a new contract," Mr. Monachino said.

While it is not essential to be a secretary for this office, I am a secretary and proud of it, and do not feel it should be a detriment. After graduating from high school some time ago, I am now pursuing an associate degree in applied sciences through negotiations with GSEA's Thruway 'Work-To-Rules' Job Action.

"As an organization, we are entering an era in which our many problems will tend to not only be multiplied but magnified. Money and a social insurance rights not being the least of our problems must be faced head on daily. Our many problems must be handled, solved and walked into, not around. Anything worthwhile is worth the fight and it takes to be accomplished.

The time has come for a change. For too long now we, in this Association, have accepted a set of rules that are not working. The County employees ask you for an opportunity to help, to participate, to be allowed to make the decisions on how we handle CSEA as the biggest, best and toughest public employee union in this country. With the expansion of a nationwide organization, and a new Chapter of CSEA, I am capable of fulfilling the duties of Secretary in an efficient and conscientious manner, and I ask for your vote.

Rockland Unit, Citing No Pact, Will Not Contribute
(Continued from Page 1)

Roosevelt DC Raps Cutbacks
(Continued from Page 3)

President. The membership of these committees shall not be reduced by more than seven, not more than ten, and the make-up of such committees shall be determined by rotation from each region and proportional representation for each county. The resolution of the Board of Directors affects county problems. Ad hoc committees may be appointed by the President of the Association and upon recommendation from the Board of Directors for the Thruway talks.

"The Committee recommends adoption of this amendment."

12. The Committee received the following item from the Board of Directors entitled "Committees which would add a new section to Roused Roosevelt Developmental Services goals of high quality community service, and for children with developmental disabilities and retarded people of all ages, and, therefore, must

13. Article VII of the By-Laws: [ARTICLE VII]

[BORD OF DIRECTORS] (a) No change: Nothing in this section, committee or members of groups shall strike, picket, demonstrate in any concerted stoppage of work or slow-down unless such action is specifically authorized by the Board of Directors of the Association.

(b) "Section 2. Whenever a strike, picketing or demonstration, any concerted stoppage of work or slow-down or any other job action is authorized by the Board of Directors or the Delegates, one of the terms of the settlement of such strike, picketing, demonstration, concerted stoppage of work or slow-down shall be that no strike or any concerted action, must be that no retaliatory measure or measures shall be imposed on the employee against any member or members of this Association. This provision shall apply to all County Chapters as well as State Chapters."

In view of recent Taylor Law penalties imposed against the Association and upon recommendation from the President of the Association, the committee recommends delletion of this Article of the By-Laws which can only serve to implicate the parent union in any job actions in which units or chapters may be forced to participate.

The Committee unanimously recommends adoption of this amendment.

14. Article VIII (to be renumbered as Article VII)
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10012, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 11:30 p.m.

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

By subway applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall) or IRT (Lexington Ave.) lines to Brooklyn Bridge. For information on filing, call 565-6700.

Several City agencies do their own hiring. They include: Board of Education teachers only, 65 Court St., Brooklyn 11201, phone 852-5000; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone 552-5000.

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

STATE — Regional offices of the Department of Civil Service are maintained in the Trade Center, Tower 2, 55th floor, New York 10048 (phone 488-4248; 9 a.m. to 5 p.m.); various service centers throughout the state. For information, call any of these numbers.

Various State Employment Service offices provide job placement in person, but not by mail.

For positions with the Unified Court System throughout New York State, applicants should contact the appropriate Unified Court System office. (See map on page 1.)

FEDERAL — The U.S. Civil Service Commission, New York Region, runs a Job Information Center, 340 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 11:30 p.m., weekdays only. Directory inquiries: 264-5000.

Federal entrants living outside (North of Dutchess County) should apply at their nearest Federal Personnel Office. 201 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (800) 222-4507. Federal titles have no deadline unless otherwise indicated.
Sign-Up '76

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 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.