**Rockland Demands Binded Arbitration**

NEW CITY—The Rockland County unit, Civil Service Employees Assn., has demanded binding arbitration as the only equitable way of settling a year-long contract dispute with the county.

In a letter to a county legislature chairman Bernard Pallone, CSEA Rockland County unit president Paul Spicci called for binding arbitration on salaries, including longevity, overtime and wages, reallocation procedures, and holiday pay.

All of these were issues addressed by a fact-finder in his recent report on the case. However, there was no agreement on the implementation of the fact-finder's report.

**Cortland Dinner**

CORTLAND—The Cortland County chapter, Civil Service Employees Assn., will hold a dinner meeting to honor recent chapter retirees on Saturday evening, Oct. 2.

The event, set to begin at 7 p.m., will be held at the San Rocco Lodge, 64 Pomeroy St., Cortland.

**Ross To Head Court Study Group**

MANHATTAN—Ethel F. Ross has been appointed representative on the Civil Service Employees Assn. Board of Directors and chairman of the CSEA office of court administration bargaining and labor-management committee, which will head a newly formed statewide court employee committee. On Sept. 13, CSEA head Theodore Wendl, Ms. Ross and several CSEA staff members met with Richard J. Bartlett, State Administrative Judge, and other Office of Court Administration executives to discuss newly enacted legislation under which local government court employees will join the state payroll on April 1, 1977.

According to Dr. Wendl and

**North Country’s Political Candidates Suggest Some Salary Boosts Next Year**

WATERTOWN—State Senate and Assembly candidates, speaking at a “Meet the Candidates” night sponsored by the Jefferson County chapter, Civil Service Employees Assn., held out some hope for an increase in state employee salaries next year.

Speakers included senator H. Douglas Barclay (R-C, Jefferson), St. Lawrence, Oswego, Cayuga), who is unopposed, and Assemblyman K. Daniel Haley (D-I, St. Lawrence, Franklin).

Senator Barclay indicated there might be “a little latitude” to make adjustments in the state budget next year, adding “if things improve in the way I think they’re improving, then we’re going to have something to really talk about in terms of civil servants’ salaries.”

Assembilman Haley said he feels CSEA members should probably get a raise next year. He added a plan should be provided for incentives like bonuses or raises for public employees who save the government money. His opponent, Canton Republican David Martin, said he feels the government should pay “a just

(Continued on Page 3)
Pedestrian Program Goal Is NYC Seniors’ Safety

MANHATTAN—New York City Transportation Administrator Alexander J. Mautner has announced that a pedestrian safety program for senior citizens will be established under a $50,000 federal grant obtained by his agency.

Noting that the fatality rate in New York City of pedestrians age 65 and older is more than 350 percent higher than the national average, Administrator Mautner said: “The pedestrian safety program will teach older persons the safest ways to cross a street. It will serve to develop an awareness among them of the hazards they face from incorrect walking practices, such as jaywalking.”

The federal funds will finance the production by the Transportation Administration’s Department of Traffic of a 15-minute film with animation aimed at a multi-lingual audience.

A study prepared for the U.S. Department of Transportation showed that senior citizens, who are killed or injured by cars more often than any other age group except young children, have been completely overlooked in pedestrian safety programs.

Traffic Commissioner Theodore Karaghosoff said that direction for the new program will be provided by a 10-year pedestrian casualty study made by his department which revealed that 60 percent of all such accidents involving senior citizens were caused by jaywalking and were therefore preventable.

The primary objectives of the program, which is financed by Federal highway safety funds, are to:

• Warn older persons of the hazards of incorrect walking practices.

• Demonstrate the significance of traffic control devices in promoting safer crossings.

• Teach proper pedestrian behavior to persons with limited physical agility, reflexes, hearing and vision.

The program, which is financed by Federal highway safety funds, is to:

• Build the percentage of jaywalking casualties among senior citizens.

Rensselaer Chemist Position Available

TROY—The Rensselaer County Civil Service Commission has announced filling for sanitary chemist, which pays $12,901.

There is presently one vacancy for the position filling closing Oct. 6 and an examination will be given Nov. 6 (Exam No. 64-580).

Applicants may obtain the examination at Third Floor Court House, Troy, N.Y.

PILGRIM VISITOR

ALBANY—Norma Rita Downer, of West Islip, has been named to the Board of Visitors of Pilgrim Psychiatric Center, West Hempstead, by Gov. Hugh L. Carey. Her term will end Dec. 31.

Ms. Downer, 46, is a geriatric consultant for the Suffolk County Department of Health Services. She succeeds Walter Finster, also of West Islip, who has resigned.

CAMERON APPOINTED

ALBANY—Carl L. Cameron, of Massena, has been named by Gov. Hugh L. Carey as a member of the St. Lawrence-Eastern Ontario Commission.

• BUY U.S. BONDS!

Storm Victim Aid Available

MANHATTAN—Following the President’s announcement of Sept. 3 providing major disaster assistance to Hurricane “Belle” victims Charles H. Brennan, Internal Revenue Service Director here, announced that certain tax benefits are available to New Yorkers who suffered property losses resulting from hurricane damage on Aug. 9.

Special provisions of the tax law enable taxpayers to deduct disaster-related casualty losses on current year’s return, or last year’s return by filing an amended return (Form 1040X).

Director Brennan also stated that the law covers losses of business property as well as personal property, and extends to taxpayers who use either a fiscal calendar-year basis to file their tax returns. Non-business losses are limited to the amount exceeding the first $100 for each casualty.

In addition, Mr. Brennan advised that “A list of items lost or damaged during Hurricane ‘Belle’ or other storms, value after the loss occurred, is recommended. Photos of property before and after it was damaged are very helpful, as are appraisals of the property.

To expedite amended returns, they should be addressed to: Brookhaven Service Center, Disaster Area Claim, Stop 531, P.O. Box 777, Holtsville, N.Y. 11742.

It is also suggested that the top of the form used be marked, Disaster Area Claim.

Taxpayers who need help in preparing their returns can contact their local IRS office or send a postcard requesting a free copy of IRS publication No. 347, “Tax Information on Disasters, Casualty Losses and Thefts.”

HIP Health Security means:

• NO MONEY out of pocket!

• NO MONEY claims to fill out!

• NO waiting for MONEY payments!

• NO major MONEY headaches!

CIVIL SERVICE LEADER

America’s Leading Weekly For Public Employees Published Every Friday

Mailing Address: 255 Greenwich St., New York, N.Y. 10013

Subscriptions:

Annual, U.S. $25.00, Foreign $30.00.

Send orders and correspondence to: 255 Greenwich St., New York, N.Y. 10013

Orders may be sent by mail, phone, or telegraph.

Orders for single copies may be sent to:

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Retiring Soon?

There’s a great deal you know—but a lot more you should know about:

Prepaying for Retirement

Handling Your Finances

Choosing a Place to Live

Your Retirement Residence

Making Your Wife Happy in Retirement

Making Your Husband Happy in Retirement

Your Health in Retirement

Medicare and Medicaid

Your Legal Affairs in Retirement

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Ways to Increase Your Income

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You may send me a copy of "The Complete Guide to Retirement." I enclose $3.95 plus 32 cents Sales Tax—or total of $4.27. I understand mailing is free.

NAME

ADDRESS
Rockland Arbitration

(Continued from Page 1)

The 1,800 county employees represented by the CSEA have been working without a contract since July 1. 1983.

Mr. Spicci also attacked the county legislature for stating in a recent resolution that the union has rejected the factfinding report. "This is a glaring misrepresentation of the facts," Mr. Spicci said. "As you are aware, Mr. Palioni, at no time did the union reject the factfinding report. Similarly, at no time did the county legislators accept the report as is written."

Mr. Spicci said the workers' willingness to submit the issues to binding arbitration shows their desire to arbitrate in good faith. Binding arbitration would eliminate the possibility of the employer's 'hiring through the legislature's hearing.'

Mr. Spicci also attacked the workers' alleged delaying tactics by school negotiators at contract talks. Then packed a meeting of the Middle Island School District Board last week to protest the foot-dragging by the board. irwin Scharfeld, CSEA field representative and negotiation director, said the legislature has ordered a hearing for certain employees. "As it stands now, the legislature has ordered a hearing for 9 a.m. Oct. 15 at the Clarkstown Town Hall Annex, Maple Ave., New City. After the hearing, at which the union can present its case for a raise and other terms and conditions under which they must work, the legislature will render a decision on the settlement upon the workers."

"This is in the employment-mind, a last-in-hand approach in which they must 'go along' for a raise during negotiations, thus perpetuating the current crisis in the first place. Binding arbitration would eliminate the possibility of the employer's 'hiring through the legislature's hearing.'"

In a flyer currently being mailed to all county unit CSEA members, Mr. Spicci points out that the same section of the state's Taylor Law that provides for a legislative hearing also provides for binding arbitration. The 1,800 county employees are the general state civil servants that the state's Taylor Law that provides for a legislative hearing also provides for binding arbitration.

CSEAers Picket Middle Island School Meet Over A Pact Lack

MIDDLE ISLAND—More than 150 Civil Service Employees Assoc. members picketed, then packed a meeting of the Middle Island School District Board last week to protest alleged delaying tactics by school negotiators at contract talks. After parading in front of the Middle School to Middle Island for more than an hour in an interminable纠结, Suffolk Educational chapter CSEA members attended the board meeting. They warned that the union and the board "are on a collision course that only this board can avert."

Irwin Behrufeld, CSEA field representative and negotiation director, said the legislature has ordered a hearing for the 185-member CSEA Middle Island unit. Negotiators have not yet signed up

ALFRED COUNCIL

ALBANY — Jack Richardson, Republican state Senate candidate in District 45, which includes the North Country, has been named by Gov. Hugh L. Carey as a member of the Board of Governors of the State University of New York and Alfred University College at Alfred for a term ending July 1, 1989.

North Country Meet

(Continued from Page 1)

want... but since we have to pay agents to the bone that have outlined their usefulness..." Democratic congressional candidates Norma A. Bartle, Oswego, seeking to unseat Rep. Robert C. McCreight, Oneida, Essex, Franklin, Clinton, St. Lawrence, Lewis, Jefferson, Oswego, said most of the problems faced by the civil servants is the general state of the economy in the area. Ms. Bartle noted, "The North is becoming depressed territory; we're not getting our fair share of federal tax dollars."

Mr. McCreight was unable to attend the meeting due to a prior commitment in Washington, D.C., his office said. In all, 15 candidates for offices at all levels of government addressed the meeting.

CSEA calendar

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

SEPTEBMBE

24—Capital District Armories chapter meeting and luncheon: 10 a.m., Glenn Falls Armory, Glenn Falls.

24—Non-Teaching School Employees Committee bus drivers' work stoppage at 3 p.m., at 3 p.m., 111 Old County Road, Poughkeepsie.

25—Nassau County Educational unit open house: 11:30 a.m.-3 p.m., Old County Road, Rockville Centre.

27—Bohemia Area Retirees chapter #202 meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.

28—Orange County chapter executive board meeting: 7:30 p.m., Diocese Office, Groton.

29—Southern Region III executive committee and delegates' meeting: 8 p.m., Holiday Inn, Newburgh.

OCTOBER

2—Cortland County chapter dinner: 7 p.m., San Rocco Lodge, 80 Pompey St., Cortland.

4—West Seneca Developmental Center chapter meeting: 8 p.m., Buffalo, N.Y. 14216.

5—Oneida County chapter of directors meetings: 7 p.m., 1204, 1294 Oneida Street, Utica.

12—Public hearing on Rockland County employees' contract: 8 p.m., Clarkstown Town Hall.

14—National Junior CSEA Federal District chapter 05A meeting: F.F.C. Community Center, 1204, 1294 Oneida Street, Utica.

15—Westchester County chapter dinner: 8:30 p.m., Riviera Beach Club, 360 Hawthorne Ave., New Rochelle.

29—Central Region V (Syracuse) meeting: Messina's.
COLUMBIA SHERIFF
ALBANY—Gov. Hugh L. Carey has named Harold Horton, a member of the Columbia County Board of Supervisors, as the new Columbia County sheriff.

The appointment will permit Mr. Horton, who is a Democrat, to run in the November election against Paul Proper, a Republican and a deputy sheriff.

FAMILY COURT
ALBANY—Reul Halberstam, of Ballston Spa, has been appointed by Gov. Hughes L. Carey as family court judge in Saratoga County effective immediately. He was appointed for a term ending Dec. 31 to fill a vacancy created by the resignation of James A. O'Connor.

HAMMOCK NAMED
ALBANY—Gov. Hugh L. Carey has appointed Edward R. Hammock to the State Board of Parole. Mr. Hammock, of Queens, is deputy commissioner of the New York City Department of Investigation.

CIVIL SERVICE
HAUPPAUGE — The Suffolk County Civil Service Department has announced filing for three titles with Nov. 6 written tests and one title with a rating of training and experience and continuous recruitment.

The three titles with tests are stenographer (Exam. No. 15-234), which pays $6,000, audio visual aide (16-133), which pays $6,342, and chemist (16-231), which pays $9,840. Filing deadline is Oct. 6.

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'll 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 want 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.

Blue Cross and Blue Shield Plans of New York State

HAUPPAUGE — The Suffolk County Civil Service Department has announced filing for three titles with Nov. 6 written tests and one title with a rating of training and experience and continuous recruitment.

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The continuously open title is a lawyer, a Journeyman plumber, and secretary of the Workmen's Compensation Board. He is a lawyer, a Journeyman plumber, and secretary of the Workmen's Compensation Board.

A law firm has named Edward R. Hammock to the State Board of Parole. Mr. Hammock, of Queens, is deputy commissioner of the New York City Department of Investigation.

The two are Donald E. Cullen, of Ithaca, to the dispute between Chenango County and CSEA, and Bunner Rosen, of Manhattan, to the dispute between the Sayville, Long Island, School District and the Sayville School union, Suffolk County Educational chapter, CSEA.

ALBANY — Two fact-finders were recently named by the state Public Employment Relations Board to disputes involving employees of the Civil Service Employees Assn.

The two are Donald E. Cullen, of Ithaca, to the dispute between Chenango County and CSEA, and Bunner Rosen, of Manhattan, to the dispute between the Sayville, Long Island, School District and the Sayville School union, Suffolk County Educational chapter, CSEA.

LATHAM NAMED
ALBANY—Gov. Hugh L. Carey has announced the appointment of Ernest R. Latham, of Rockville Centre, as a member of the Workmen's Compensation Board.

Mr. Latham, 51, is a former referee and member of the Workmen's Compensation Board. He is a lawyer, a Journeyman plumber, former counsel to Plumbers Local No. 1, and secretary of the New York State AFL-CIO Workmen's Compensation Committee.

In the community, Mr. Latham is a scoutmaster and a team coach in the Pop Warner Little Football League. He was named for a term ending Dec. 31, 1982, to succeed Raymond Schaffer, whose term expired. The position carries a salary of $35,250 a year.
CETA

Where Does The Worker Stand
In Terms Of Civil Service?

Dr. JANE E. BEINSTEIN

Employment and union officials have not yet been able to agree on exactly where a Comprehensive Employment and Training Act worker fits into the scheme of civil service.

A CETA employee who is placed in a public service job is there on a temporary or transitional basis. He or she may become a regular employee after the grant has expired, but during the funding period, the worker need not pass civil service examinations.

Is a CETA participant really a civil servant?

""It works this way," said New York City Department of Employment commissioner Lucille Rose. "If it's convenient, he is. If it isn't convenient, he isn't."

Commissioner Rose said the CETA worker is treated much as a provisional worker who may become permanent.

Manpower deputy associate administrator Ray Herbert says, "By strict definition, the CETA employee is not a civil servant. Depending on who you talk to, however, there may be disagreement."

There is plenty of disagreement, especially among the members of the Civil Service Employees Assn., who have been debating earnestly for many months whether CETA workers should be union members.

The Association's attorney, Marjorie Karowe, says the CSEA had no choice but to represent them.

"The Taylor Law mandates that all state employees are entitled to fair representation," said Ms. Karowe. "We met with the top officials in Washington, and they were of the opinion that the CETA workers should be members of our statewide organization."

Since members under the CETA fall into some of the same bargaining units as regular civil servants, the CSEA must treat them in the same manner. Ms. Karowe said it is an unfair labor practice for the union to represent the CETA people differently than regular municipal workers.

"This new language about representation was not in the federal regulations governing the CETA," said Robert Lattimer, chairman of the CSEA statewide CETA ad hoc committee and resident of the union's Western Region VI (Buffalo). "But because of the New York State Taylor Law, these people now have rights under the contract."

But many in the organization fear that full recognition for the CETA workers may mean an infringement of the rights of regular civil servants.

Many argue that a distinction should be made between the two types of workers, using, in support of the contention, provisions of Section 64 of the Civil Service Law.

The law states, "In view of the fact that temporary appointments are exempt from the usual civil service requirements for appointment, they are entitled to none of the advantages secured by period of tenure..."

Nevertheless, when a CETA worker becomes a member of the CSEA, he or she has a full legal assistance in all grievances, except Step III. Civil servants and union members seem to hold two major fears about CETA people.

The first involves a possibility of a union takeover by those working under the CETA. Donald Webster, also a member of the CSEA ad hoc committee and head of the Mt. Vernon CSEA unit, says there is one city in Westchester County where the CETA workers outnumber regular civil servants.

"What happens if the CETA workers, who make up the majority of all state employees in this area were to vote their own people in as officers?

CSEA ad hoc CETA committee chairman Marge Karowe says CETA job descriptions must be clarified to insure that minimum qualifications and fitness standards are met.

"I'd say they might attempt to vote changes that would be beneficial to their own, rather than the regular state or municipal worker."

Ms. Karowe, however, says this is highly improbable, because regular state employees outnumber the CETA employee across the state.

The second fear, however, is more widespread. It concerns a possible end to the Civil Service Merit System.

"The end of the Merit System is our major fear," said Ms. Karowe. "But we're taking steps now to combat this."

The Merit System was designed to relieve abuse of civil service involving political patronage appointments. It sets up minimum qualifications and fitness standards for each job title. Individuals applying for jobs must meet these standards in order to be eligible to take examinations for titles.

Since the CETA workers are exempt from taking tests, and are normally only required to be unemployed for 30 days or more and lacking job skills, regular workers feel the safeguards of the system are threatened.

While there is no merit system governing the CETA, the Eleventh Amendment to the New York State Constitution provides that all public employees must meet certain requirements.

"The state backs us up," said Ms. Karowe. "All appointments and promotions must be made according to merit and fitness, including CETA appointments."

She says officials will be working on clarifying CETA job descriptions to establish minimum qualifications.

"The only problem now is that the qualifications are too minimal," said Ms. Karowe.

Mr. Webster agrees, but adds, "We know that the CETA means the end of the Merit System. It's not the simple work program it was painted to be."

CETA is not a simple program. Despite present attempts to insure that criteria for job applicants are enforced, the controversy over whether the participants should be union members continues among CSEA people.

"We still don't know all of the answers," says Ms. Karowe. "And the problem is, the federal government doesn't always clarify them for the individual states."

The unemployment problem has become more acute in the past two years, and so has the CETA program with it.

As more participants enter public service jobs, the potential for abuse becomes greater, while the possibility of uncovering it diminishes.

Many union and employment people would agree that the CETA creates almost as many problems as it attempts to alleviate. But until a better program is created to attack the troubles of the unemployed and unskilled, the prime sponsors in the municipalities around New York and the country appear to be in the position of having to make do with it.
Voice From Olympus

WILLIAM F. BUCKLEY JR., editor of the National Review and a syndicated newspaper columnist, recently designed to give his readers a few words about labor unions. Writing on such a bread-and-butter issue, we think, must be a challenge for Mr. Buckley. He is usually more at home delivering earnest lectures to heads of state informing them of what he finds unsatisfactory with their performance.

What precipitated Mr. Buckley's effort on labor unions were comments by Leonard Woodcock, head of the United Auto Workers. In these remarks, Mr. Woodcock said it was his opinion that the current high level of nationwide unemployment is due, in good measure, to policies of the incumbent Democratic administration. "The immunity of the large, cocky, monopo-

ly union as Mr. Buckley's does, you might be more cheerful about monopolies in the oil industry, too.

Buckley and Moynihan are regarded as having intellectual capabilities above the norm for political figures. Both have excellent command of the English language and both have irresistible bits of wit and humor in their speeches.

However, Buckley, however, tends to be flamboyant, where Buckley is reserved. His humor tends to be broad, while Buckley's tends to be sharp and sly. Moynihan brings to his platform the proverbial 'argumentative tone' that is characteristic of the New York City's Bell Kietchen. Kennedy brings to the platform the polish acquired in the nation's finest private schools.

While they have contrasting styles, they are not agreed on the need for an American defense posture that is second to none.

Buckley's position on this issue keeps him consistent with the views of both the Republican and conservative parties. Moynihan's position may bring him into conflict with some of the elements of the liberal vote as well as with voters who normally vote on the Liberal Party line.

When Buckley was elected six years ago, he ran on the Republican ticket. The fact that two orthodox liberal candidates, Congressmen Richard Ottinger, Democrat, and former Senator Charles Goodell, Republic-

nian. During that campaign, Buckley did not make much of his new because the leader in a White House effort to get Goodell out of the Senate.

This time Buckley is running on the Republican and Conservative Party lines. Under circumstances that suggest unity of effort and program among the candidates, this may be an indication that Buckley's support may be more widespread. Perhaps most significant as a symbol of this unity is the wholehearted endorsement of Buckley by Governor Nelson A. Rockefeller.

This is a distinct plus for Buckley because the leader of the country matches Rockefeller in his talents and vigor as a campaigner.

Moynihan's problem is to achieve the same degree of unity among Democrats whose bitterness still linger among the supporters of the candidates whom Buckley defeated in the primary. Declarations by his opponents of support reflect only surface and superficial unity. Typically, defeated candidates after a pri-

mary, feel obliged to return to the routines of their regular business and politics. They have no personal stake in the outcome. The real problem Moynihan faces is to mobilize the frustrated and disappointed supporters of Buckley to rally behind his candidacy.

In the nature of politics in the New York area, Moynihan will have to run campaigns independently of the campaigns of the campaigns of the other two orthodox liberal candidates. Neither Buckley nor Moynihan can rely on the coal-

ition of blacks and decent working conditions which to perform this work. It will require something a bit stronger than Mr. Buckley's unhappiness to change our opinion. Then again, expecting Mr. Buckley to be objective about a subject like unionism, given his past track record, is much like expecting the victim of a nearly fatal botulism attack to write a hearty endorsement for tuna fish.

However, Mr. Buckley is certainly entitled to his many, many opinions. Also he is welcome to them.
REirement News & Facts

By A.L. Peters

A Major Problem

A major problem for retirees is the limitation of earnings, currently $2,750 a year. After earnings exceed this amount $1 in benefits is withheld for each $2 of earnings. However, in any given month you do not earn $250, regardless of your earnings in the other months.

There is no way to offset limitation until you reach age 72.

Of course, benefits do not include income from interest, dividends, some sales of capital assets, gifts, inheritance, income from real estate, royalties and pension funds.

An interesting device suggested for those who can set up a business operation is the form of an S type corporation in which all income is

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Statewide CSEA political action chairman Martin Langer, left, of Rockland Psychiatric Center chapter 431, talks with CSEA field representative Joseph O'Connor and Transportation's Donald Fullam.

Clerk, Transcriber Jobs Open

MANHATTAN — The U.S. Civil Service Commission's New York City area office has reopened filing for seasonal positions of clerk and data transcriber, which require little or no experience, and are only at the Internal Revenue Service's Brookhaven Service Center in Holtsville. The jobs pay $8.63 per hour or $121.20 weekly.

Prior experience and training are no longer required to apply.

Rensselaer Seeking Typists & Stenos

TROY — The Rensselaer County Civil Service Commission is continuously accepting applications for typist and stenographer positions. These require no training or experience, although persons with a high school diploma and steno or typing courses are preferred. The salaries vary according to jurisdiction. Typist ranges from $7,914 to $8,150 and stenographer ranges from $8,163 to $8,200. Four months' residence is required.

The exams include a qualifying spelling test, a typing test with a 25 word-per-minute requirement, and for the stenographer an 80 word-per-minute dictation test.

For application forms contact the commission at Third Floor, Court House, Troy, N.Y., for the data transcriber positions. Applicants need only be able to type 25 words per minute and pass a written test of clerical ability. In addition to transcribing a machine operation, the job entails editing and coding tasks or other clerical work.

Applications for the clerk positions need either six months' experience of any type that demonstrates ability to follow instructions or a high school diploma.

Applicants for both seasonal positions can call (516) 852-8805 for an appointment to take a test or they can send CSC Card Form 5506 AB to the Brookhaven Service Center, P.O. Box 400, Holtsville, N.Y. 11742. If unable to take the test at the service center, applicant can request it at a Federal Job Information Center. The Commission also announced that filing has closed for motor vehicle operator.

The job centers are at: 590 Grand Concourse at 140th Street, Bronx, N.Y., telephone: (212) 285-4360; U.S. Post Office Building, Room 413, 271 Cadman Plaza East, Brooklyn, N.Y., telephone: (212) 336-7717; and 26 Federal Plaza, New York, N.Y., telephone: (212) 264-0422.

ERIE CC BOARD

ALBANY — Eugene M. Setal, of Buffalo, has been named by Gov. Hugh L. Carey as a member of the Board of Trustees of Erie Community College for a term ending June 30, 1977.
NEWBURGH—Civil Service Employees Assn. lobbyists Bernard Ryan and James Featherstonhaugh told the union's Southern Region III political action committee that local political endorsements will be the key to CSEA's position on state senatorial and assembly candidates this fall.

"You can make a difference," Mr. Ryan assured the group of about 60 chapter presidents and political action chairmen. He cited several races for Assembly and Senate seats from Southern Region districts that political insiders still consider to be in the air.

"This year, a CSEA endorsement will mean more than just a letter signed by a union official that the candidate doesn't even know," Mr. Ryan said.

"This year, it will mean money, printing and volunteers—the kind of help every candidate desperately needs. Also, the announcements of endorsements will be made by local people, CSEA members who are voters in the candidate's own district. That way, a CSEA endorsement will be meaningful to them.""
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 $25,161, involving the use of computer programs.

There is a $100 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. These titles, which close for filing Oct. 20-522.

Suffolk Holding 7 Examinations

BAYFARAOE — The Suffolk County Civil Service Department has announced filing for seven titles ranging in salary from $8,195 to $10,716.

Several of the positions pay $8,195 and have a Nov. 20 written test (Exam no. 16-375 for female, 16-376 for male) on Oct. 5 deadline and no written test. Applicants will be rated on training and experience.

Oct. 5 is also the deadline for forms analyst (16-350), which pays $13,502 and has a Nov. 6 written test. Town park maintenance supervisor has a written test on the same date and an Oct. 4 deadline for filing applications. The salary is $13,600.

Another department-wide test is Oct. 12 deadline for a minimum of 12 hours in programming experience. One job, laboratory equipment designer (exam 24-590) closes Oct. 12 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 24-645) 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 24 credit hours in computer science-related courses, including a minimum of 12 hours in programming.

Reach the State Civil Service for more information. Open Continuous State Job Calendar

Assistant Clinical Physician $25,161
Associate Actuary (Life) $18,369
Supervising Actuary (Life) $25,161
Principal Actuary (Life) $22,694
Associate Actuary (Casualty) $18,369
Supervising Actuary (Casualty) $25,161
Senior Actuary (Life) $14,142
Clinical Physician I $27,974
Clinical Physician II $31,055
Compensation Examining Physician I $27,042
Dental Hygienist $8,523
Dietitian $10,714
Supervising Dietitian $12,760
Electroencephalograph Technician $7,616
Food Service Worker $8,827
Hearing Reporter $11,337
Histology Technician $8,051
Hospital Nursing Services Consultant $16,528
Industrial Foreman $10,714
Legal Career $11,164
Public Librarians $10,155 & Up
Licensed Practical Nurse $8,001
Maintenancenst an (Mechanic) $7,616
Medical Specialist I $27,974
Medical Specialist II $33,704
Mental Hygiene Therapy Aide Trainer $7,204
Mental Hygiene Therapy Aide (T.B.) $7,484
Motor Equipment Mechanic (Statewide except Albany) $9,546
Nurse I $10,118
Nurse II $11,337
Nurse II (Psychiatry) $11,337
Nurse II (Rehabilitation) $11,337
Nutrition Services Consultant $13,401
Occupational Therapist $11,337
Office Printing Machine Operator $8,405
Principal Actuary (Casualty) $22,694
Practical Nurse (Life) $22,694
Physical Therapist $11,337
Psychiatric Nurse $12,760
Psychiatric Technician $33,704
Public Librarians $10,118
Radiology Technologist $14,142
Radiology Technologist (T.B. Service) $8,079 to $8,797
Senior Actuary (Life) $14,142
Senior Medical Records Librarian $11,337
Senior Occupational Therapist $12,670
Senior Physical Therapist $14,890
Senior Physical Therapist $17,760
Stationary Engineer $9,546
Senior Sanitary Engineer $17,429
Aest. Sanitary Engineer $14,142
Stationary Engineer various $12,670
Varnish Operator $5,811
Pharmacist $12,670
Specialist in Education $16,358 to $22,694
Senior Stationary Engineer $10,714
Assistant Stationary Engineer $7,616

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

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FLEA MARKET

Adm. $1.50 - Avenue of the Americas at 25th Street - noon to 7 p.m.
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(Pronounce It Gay-Kee-Kan)

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SAVING THE OLD DOMINION: 2000
FREE INDOOR PARKING

N.Y. STENO, Typist Promo

ALBANY — Interdepartmental promotions for senior stenographer, senior stenographer (law) and senior typist have been announced for Nov. 4 by the State Civil Service Department. Last full-time employees on tap to take the test, candidates must have at least three months' experience.

ALBANY COUNTY

ALBANY—Joseph Harris has been appointed Albany County Civil Service Commissioner. Mr. Harris is currently serving as Acting Commissioner for the last 15 months. He replaces Commissioner Joseph P. O'Toole, who resigned.

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$2000 single
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SAVING THE OLD DOMINION: 2000
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CIVIL SERVICE LEADER, Friday, September 24, 1976

VENDORS

O'Toole Takes 2nd in Of L Slot

FORMER C.S. CHIEF DIES

Oscar M. Taylor, former president of the New York State Civil Service Commission, died recently at his home in Burlington, Calif. Mr. Taylor was 96. Mr. Taylor died in February after having served as chairman of the state's revised service system by appointment of the late Gov. Thomas E. Dewey in 1954. The three-member commission remained in existence but the two other members served in a largely advisory capacity. Mr. Taylor resigned about 15 months later following the election of Gov. W. Averell Harriman. In addition to his state service, Mr. Taylor also was a former executive vice-president of the New York Telephone Company and a member of the board of the Mutual of Omaha Insurance Co.

TOTAL JOBS DECLINE

During the fiscal year ended last June, according to the Bureau of Labor Statistics, New York was one of only three states—the other two were Florida and Montana—to lose jobs. Regional Commissioner Herbert Beinstock said the declines were largely due to losses in New York City. Approximately 103,000 New York City jobs were lost in the period, with about 71,000 of these coming in the public sector. The City loses more than offset gains in the private sector. In the New York Metropolitan area, however, which includes the City's five boroughs plus Westchester, Rockland and Putnam Counties, some 101,700 jobs—a 2.6 percent of the total—were lost.

COMMERCE SHIFTS PLANNED

Commerce Commissioner John R. Dyson stated he plans to increase the Department's efficiency by hiring two or three more top-level executives and by splitting the department into their new offices, each to be headed by a deputy commissioner. The Department has about 385 employees and a budget of about $85 million annually. Mr. Dyson said the reorganization was proposed 'to allow us to use our high-level people more effectively.' It will cost an additional $150,000, he added.

WOMEN COMPLAIN

A complaint has been filed with the New York State Civil Service Commission that agency has set arbitrary requirements which deny women from entry-level management posts. The complaint, filed by the recently formed Women in State Government, stated that such requirements are "especially unfair to women."

KNOW YOUR TYPE?

Be a blood donor; find out

Help Wanted M/F Draftsmen-Estimators

不足以 tracing or estimating, rain or shine. Must have a valid driver's license, and be familiar with the local area and traffic laws. Preference given to applicants with a good work ethic and a desire to work in a fast-paced environment.

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Call (516) 781-9517, Ext. 203, 205
Monday thru Friday 8-4

Federal Job Calendar
Detailed announced and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Region, at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 93-04 161st Street, Jamaica, Queens.

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

### Agriculture

**Title** | **Salary Grade** | **Exam No.**
---|---|---
Food Inspector | GS-5 | CH-6-05
Warehouse Examiner | GS-5, 7 | CH-6-02

**Engineering And Scientific**

**Title** | **Exam No.**
---|---
Meteorological Technician | GS-6, 7, 9 | NY-8-43
Life Sciences | GS-5 to 7 | 421

**General**

**Title** | **Exam No.**
---|---
Correction Officer | GS-6 | 431
Freight Rate Specialists | GS-7, 9 | WA-6-15
Mid-Level Positions | GS-8 to 12 | NY-5-15
Senior Level Positions | GS-13-15 | 408
Technical Assistant | GS-4, 5 | NY-5-07

**Stenography And Typing**

**Title** | **Exam No.**
---|---
Stenographer | GS-3, 4 | 118
Secretaries, Options I, II, III | GS-5, 6 | NY-5-04
Typist | GS-2, 3 | NY-1-18

**Military**

**Title** | **Exam No.**
---|---
Autopsy Assistant | GS-3 or 4 | NY-5-10
Careers in Therapy | GS-5 to 9 | WA-8-03
Dental Hygienist, Dental Lab Technician | GS-5, 7 | NY-5-09
Licensed Practical Nurse | GS-3, 4, 5 | NY-5-06
Medical Machine Technician | GS-5, 6 | NY-3-02
Medical Radiology Technician | GS-5, 6 | NY-0-32
Medical Technician | GS-5, 6, 7, 9 | NY-3-01
Medical Technologist | GS-5, 6, 7 | NY-6-08
Nurses | GS-5 to 12 | 419
Physician's Assistant | GS-5, 7 | 428
Veterinarian Trainee | GS-5, 7 | WA-0-07

**Social And Education**

**Title** | **Exam No.**
---|---
Social Worker and Correctional Treatment | GS-5 to 12 | 426
Specialist | GS-5 to 12 | WA-9-13
Professional Careers for Librarians | GS-7 to 12 | 422
Salary Committee Meets, Outlines Contract Goals

ALBANY—The Civil Service Employees Assn.'s statewide salary committee met here recently to begin preparations for developing salary demands for this fall's contract reopener with the State of New York.

Coyle, director and assistant director, respectively, of the CSEA's research department, respectively, of the CSEA's research department, presented various data for the committee's consideration in developing salary demands for this fall's contract reopener with the State of New York.

Black River Scholarship Won

WATERTOWN—Susan Simmons, daughter of Mr. and Mrs. Kenneth F. Simmons Jr., is the recipient of a two-year scholarship awarded by the Black River Valley chapter, Civil Service Employees Assn.

She plans to attend Albany Medical College this fall and was selected for the award by a panel of judges composed of:

Albany—State Social Services Commissioner Philip L. Toia has sent a 35-member state monitoring team, to overstate support extraneous to the Child Support program, as well as poor management and resultant dollar losses.

Citing mutual state and city dissatisfaction with the city's pace of implementing the program, as well as an insufficiently trained and resistant dollar losses, Commissioner Toia said: "This is clearly a case where the city has been forced to turn to Aid to Dependent Children support in lieu of paternal support.

Commissioner Toia said the Child Support program in the IV-D program would be stationed in the city's Bureau of Child Support at its field offices and the five court units in the Child Support program, to supervise its operations, decide shortcomings and recommend solutions. He said some of the problems in administering the program have been assigned of insufficiently trained personnel to child support investigations and a city reliance on telephone investigations rather than leg work.

Commissioner Toia said the decision to employ close state scrutiny resulted from meetings with J. Henry Smith, the city's Human Resources Administrator, and the state is operating their programs with satisfactory results.

Identifying deserting parents, locating them and arranging support of their families was expected to result in both increased revenues of support and a reduction in the number of families forced to turn to Aid to Dependent Children support in lieu of paternal support.

Below is the Change of Address form used by the Civil Service Employees Assn. in maintaining its mailing list for The Civil Service Leader, statewide elections, contract ratifications and other general mailings. This form is postcard use, and may be clipped, glued and mailed to: The Civil Service Employees Association, Inc., P.O. Drawer 155, Capital Station, Albany, N.Y. 12215. The form is also available from chapter presidents, but is reprinted here as a convenience. It is to be used only by those CSEA members who are currently employed as civil service workers or by those whose name or address has been changed in an active membership status.

How To Make Your Voice Heard

MANHATTAN—A recent issue of the New York Motorist, the publication of the American Automobile Club of New York, gave some guidelines for persons wishing to express opinions to elected officials by letter. The letter should be written on stationery bearing a personal or business letterhead, the article suggested, with a signature over the typed name at the end of the letter. A return address should be included.

In stating your reason for writing, your personal experience—how the issue would affect you, your family or job—is your best supporting evidence.

S. Jefferson Hearing Set

SYRACUSE—The New York State Public Employment Relations Board has scheduled an informal hearing on the improper practice of bargaining in good faith in the current contract negotiations.

A regional representative from CSEA Albany Headquarters will be assigned to represent the employees at the hearing which has been set for Oct. 30, at the State Office Building, Syracuse.

Tola Sets Check On NYC Infant Support Program

ALBANY—State Social Services Commissioner Philip L. Toia has sent a 35-member state monitoring team, to oversee support extraneous to the Child Support program, as well as poor management and resultant dollar losses.

Manhattan—An annual family picnic of the Hornell chapter, Civil Service Employees Assn., will be held Sunday, Sept. 26, at Stony Brook State Park, Danville.

Chapter president Earl P. Logan said the picnic will begin at noon and will run to closing time at the park. He suggested attendees bring a dish to pass on plus eating utensils and table service.

How To Make Your Voice Heard

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Avoid stereotyped phrases or sentences which may give the impression of a "form" letter. Be reasonable; don't demand the impossible or make threats. Ask the legislator to state his positions on issues in his or her reply. As a constituency, you're entitled to know.

Consider the factor of timing. Try to write when a bill is still in committees and the legislator can be more responsive rather than later when the bill has already been voted upon.

In writing elected officials, the following salutations and addresses may be used:


Dear Mr. President:

Dear Senator Doe:

Dear Congressman Doe:


Dear Mr. Doe:

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WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at 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 9 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 telephone, applicants can reach the filing office via the IND (Chambers St.) or BMTC (City Hall) extensions. N.Y.C. (Brooklyn Bridge). For information on titles, call 266-9700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), U.S. Employment Service, Brooklyn 939-9100; NYC Transit Authority, 370 Broadway, 400-1500; at New York, N.Y. 10007.

The Board of Higher Education distributes application blanks to state teachers colleges for students to apply to the Personnel Department directly.

STATE — Regional offices of the Department of Civil Service are located in college student centers. The nearest office to your college should be able to provide the forms you need.

OUTSTANDING INSTRUCTIONAL FEATURES INCLUDE

- Comprehensive Concordance of the Holy Scriptures.
- Brief history of the origin and purpose of the Bible.
- Williams Smith Bible Dictionary.
- References to inspiring and instructive Bible Chapters.
- Over 60,000 column references.
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- Synopsis of the Books of the Bible.
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- Select Scriptures for Special Needs.
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SPECIAL COLOR FEATURES INCLUDE
- Great Moments in Old Testament History.
- Palestine Where Jesus Walked.
- The Land of Israel in Modern Times.
- Full Color Bible maps with cross reference index to give visual understanding of the Holy Land.
- Family Record Section.

Preliminary Page. Permanent edition is the authorized King James translation containing both the Old and New Testaments.


We have made special arrangements with the publishers of the Fireside Family Bible in order to offer this magnificent volume at the lowest and most economical rate for only $21.95. (Regular retail price is $37.95.) It is available for inspection in all Catholic bookstores. The King James Version edition is the American Bible Catholic edition.

KITTY BARBARA O,

CIVIL SERVICE LEADER, Friday, September 26, 1975

MAIL TO:

CIVIL SERVICE LEADER
11 Warren St., New York, N.Y. 10007

City State

Zip

Please send me the number of Fireside Family Bibles I have indicated in the squares above.

My check (or money order) in the amount of

is enclosed.

Please state the number of Fireside Family Bibles you wish to receive.

(Check one)

[ ] Catholic Edition [ ] Standard Edition

For a complete list of the number of Fireside Family Bibles ordered, please add the appropriate line.

Name

Address

State

Zip
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.

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.