Two students from the Suffolk County Board of Cooperative Educational Services work-career exploration programs got some on-the-job training at the Amityville headquarters of Long Island Region I, Civil Service Employees Assn. BOCES coordinator George Crawford, left, and Region I supervisor Edward Cleary brief Denise Hawkins, at typewriter, and Brenda Dowling, both 15-year-old students at Amityville Junior High School. The two young ladies recently completed a six-week training period at the union's Long Island offices. They gained practical knowledge of the operation of various

On Oct. 29, CSEA unit president Paul Spiro wrote to the chairman of the county legislature asking that negotiations for the new contract begin immediately. He received a letter in reply from Dianna Rive, of the county attorney's office, stating that the county would not bargain with the CSEA, the exclusive bargaining agent for the county employees.

"This refusal is a blatant violation of the Taylor Law," said Mr. Spri. "The county has the legal obligation to negotiate with the CSEA, which is, by law, the sole and exclusive representative of the county employees. We expect a hearing to be held shortly regarding our charges."

The union's declaration of an impasse also stemmed from the county's refusal to begin negotiations. The state Public Employment Relations Board has assigned mediator Leon Applewhite, of New York City, to the case, but, the date for the first mediation session has not yet been established.

CSEA convention

Thruway Contract Balloting Results Talled This Week

ALBANY-Thruway Authority employees represented by the Civil Service Employees Assn. voted last week on a tentative contract. When ratification ballots are counted Friday, the employees will either have a new three-year agreement or will have voted to end their union negotiating team with a commitment to strikes, if necessary, by a majority of the employees affected.

The tentative agreement on a new three-year pact was reached last week between the CSEA and the Thruway Authority, and mail ratification ballots, along with summary sheets on the proposed agreement, were immediately mailed to members.

Deadline for returning the ratification ballots was set for 9 a.m. Dec. 3. A "no" vote on the ballot indicates not only a rejection of the proposed contract, but also a willingness on the part of the employees "to participate in a strike against the Thruway Authority" if one should be called anytime after rejection of the contract.

A union spokesman said that although the CSEA is not entirely satisfied with all aspects of the tentative agreement, "it is the best possible under the circumstances." The union is urging acceptance of the agreement.

Among the topics covered in the contract are wages, working conditions, and job security.

The collective bargaining agreement covers all employees of the Thruway Authority.

Cocktails will be served at 6 p.m. following a 7 p.m. dinner at the Hunt Union Ballroom.
ANNOUNCING ANOTHER ARMY PAY HIKE

If our new earning salary of $374 a month before taxes (this would like a lot, look at what you don't have to spend) is any incentive to you, why not jump onto the bandwagon and join the Army? We assure you, you'll never think of leaving the Army once you've served.

CIVIL SERVICE LEADER's AWARDされるでんしわい

For Public Employees

Published Each Friday by

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Central Region V (Syracuse) officers listen attentively as Civil Service Employees Assn. president Theodore C. Wenzl speaks to delegates at recent regional meeting in Massena. Standing is CSEA vice-president Richard Cleary, head of Region V, and secretary Irene Carr, third vice-president Richard Grieco, first vice-president Dorothy Moses and second vice-president Patricia Crandall.

State Thruway Balloting Upcoming

(Continued from Page 1)

an increase in salary and increments that would become effective July 1, 1977. Also, a new hiring rate would become effective July 1, 1977 at 7 percent below the first step for each grade, with those new employees going to step one after one year. It would have no effect upon incumbent employees. Numerous changes in other areas of the previous contract are also contained in the new tentative agreement, and they are outlined in the summary sheet mailed to the employees.

The tentative agreement was reached just prior to the start of the Thanksgiving holiday, and included any form of job action which had been threatened against the Thruway by many employees in the bargaining unit.

Although the CSEA publically disavowed any anticipation of any job action against the Thruway, a large number of employees had threatened to take independent action to express dissatisfaction over the lack of a substantial contract offer from the Thruway Authority.

Ed Board Seat

(Continued from Page 1)

Wenzl told the group his new “people of the CSEA” approach is working fine, is working fine, and he wants to keep it that way.

Hiring at future plans, Dr. Wenzl told the group his new motto was “100 and then through.”

“The CSEA is my whole life,” he continued. “I reflect upon my problems as your leader—your hired hand, actually—and I’m trying to do a good job for all of you.”

Charles Dickens, Dr. Wenzl said, wrote about “the best of times, the worst of times.” In actuality, he thinks this is the worst of times. Our problems are unbelievable.”

The CSEA leader posed the prospect of the creation of a national public employee union and told members it was something for which to strive. However, he stressed repeatedly the need for private and public sector unions to remain separate. “We are so different, we must work out our own destinies. Let’s co-exist,” he said.

The Taylor Law “absolutely stinks” in troubled economic times, he said. “We have no political campaign. He described how far the group had come in political action in the past year. Franchise Miller of Oswego, county workshop chairman, suggested, however, that the CSEA consider changing its “We Serve” to some other idea that the CSEA consider changing its “We Serve,” to something that “reflects our current state of being.”

The proposal was approved and Mr. Moore was authorized to present the idea to the Board of Directors, with the aid of Dale Dusharm, region education committee chairman.

The workshop also proposed that the ad hoc committee be created to study the “time, purposes and goals of conferences.” This was also approved by the delegates.

Upcoming

The retirees committee was also supported in its bid to set up a separate division within the CSEA.

James Currier, legislative action committee chairman, reported good progress on his group’s political campaigns. He described how far the group had come in political action in the past year. Franchise Miller of Oswego, county workshop chairman, suggested, however, that the CSEA consider changing its “We Serve” to some other idea that the CSEA consider changing its “We Serve,” to something that “reflects our current state of being.”

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

DECEMBER

1—Westchester County chapter executive meeting: 8 p.m., 196 Maple Ave, White Plains.
2—Rockland-Westchester Counties Retirees chapter 918 political action meeting: 7 p.m., Kings Arms Restaurant, Route 303, Baurville.
3—State University at Morrisville chapter Christmas party: 6:30 p.m., Nelson Inn, Nelson.
4—SUNY at Albany local 691 Christmas party: 6:30 p.m., Thruway House, Albany.
5—State University College at Oswego chapter 635 Christmas dinner-dance: 8 p.m., Hunt Union Ballroom, SUCC campus.
6—Orange, Ulster and Sullivan Counties Retirees chapter meeting: 7 p.m., Middletown Psychiatric Center, Middletown.
7—New York State Thruway Western Division chapter meeting: Fether’s Forks Hotel, Broadway Street at Union Road, Cheektowaga.
8—SUNY at Albany local 691 executive council meeting: 5:30 p.m., Northway Inn, Central Avenue, Albany.

CSEA calendar

(Continued on Page 8)

The Keystone Region! Wenzl Cites Syracuse

(From Leader Correspondent)

MASSENA—Members of Syracuse Region V, Civil Service Employees Assn., applauded loud and long as they heard their president Theodore Wenzl describe them as the “people of the CSEA Keystone region,” adding that he wanted them to keep it that way.

Hiring at future plans, Dr. Wenzl told the group his new motto was “100 and then through.”

He continued, “I reflect upon my problems as your leader—your hired hand, actually—and I’m trying to do a good job for all of you.”

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The retirees committee was also supported in its bid to set up a separate division within the CSEA.

The Civil Service Employees Assn.’s Administrative Services Unit negotiations team, composed of two members from each of the union’s six regions, met last month to prepare its position in bargaining with the State. At the first meeting with the state, the CSEA team reopened Article 24, Work Week—Work Day, and Article 35, Protection of Employees, while the State reopened on Article 10, Attendance and Leave, and Article 39, Conclusion of Collective Negotiations. The current CSEA-state contract provides for a reopener on salary as well as two additional articles, with terms of the new agreement to become effective April 1, 1977. Administrative Services Unit chairman Thomas McDonough, of Motor Vehicle chapter 614, is shown here with other members of the team. Clockwise from Ms. McDonough are Stella Williams, State Insurance Fund chapter 351, Sylvia Weinstock, Pilgrim Psychiatric Center chapter 415; Marie Romanelli, SUC at New Paltz chapter 418; Loretta Redwell, SUC at Canton chapter 601; Jean Tobin, Transportation Main Office chapter 601; Nancy Argenta, SUC at Geneseo chapter 605, Rose Marcinowski, Highland Training School chapter 504; Mary Inman, Hutchinga Psychiatric Center chapter 352. Missing from photo is Lislby Lorlo, SUNY at Stony Brook chapter 614. The bargaining process has also got underway under the three other negotiating teams. Institutional, Operational and Professional-Scientific-Technical.
Recommend A 9% Increase For Peninsula's Staffers

ALBANY—A Public Employment Relations Board fact-finder has recommended a 9 percent salary increase for employees of the Peninsula Public Library in Nassau County.

Benjamin Rubenstein, of the PERB, in a contract dispute between the Library and the CSEA Chapter, said the increase should be retroactive to July 1. He rejected a request for an additional increase of 1 percent in the last step in the salary schedule. He indicated that employees should remain on their current steps for the duration of the agreement.

Other recommendations included a 1.06 percent payment by the library of health insurance for employees and no change in dental insurance, disability insurance, sick leave and personal days.

Except for economic changes mentioned above, it was recommended the remainder of the contract remain intact for the duration of this year's agreement.

NAME WOZNIAK

ALBANY—Frank Wozniak, of Northville, has been named by Gov. Hugh L. Carey as a member of the Hudson River-Black River Regulating District. Mr. Wozniak is president of the Great Escandaga Lake Assn. The post pays $8,000 a year. He was named for a term to end Sept. 1, 1981, and succeeds Edward M. Galvin, whose term expired.

Suffolk Legislature Overrides Klein's CSEA Contract Refusal

HAUPPAUGE—The Suffolk County Legislature last week voted to override County Executive John V. N. Klein's veto of a two-year contract with the Civil Service Employees Assn. The County Executive and attorney immediately called the pact illegal.

Mr. Klein has previously stated that he would only implement one year of the contract. He claimed that the legislature, under the Taylor Law, is authorized to impose a one-year contract. Attorneys for the legislature, however, say that the two year contract was not imposed, but rather, was an agreement they authorized the County Executive to sign.

In the middle of the struggle between the legislative and executive branches of Suffolk government are the county's 6,500 white- and blue-collar public employees. Approximately 2,000 employees will receive half increments this year while employees at the top step will receive a $1,000 cost of living payment.

To doubt is what will happen to the 1979 provision of the agreement. The Civil Service Employees Assn. will have to wait until Jan. 2 to see what action, if any, Mr. Klein takes. If Mr. Klein refuses to implement the second year provisions, then the union and the legislature will have to initiate a legal action to force the County Executive to implement the legislative package.

Last week's vote was 15-2. Legislator John Webenberg (R-C. Holbrook) was absent. Legislators William Carney (R-C. Nesconset) and William Richards (R-C. Bellport) voted against the veto override.

The next move in the year-long struggle for a contract appears to be Mr. Klein's veto. "If John Klein wants to defy the legislature after they have overridden his veto, that's up to him," said James Corbin, president of the Suffolk County CSEA chapter.

"For us, the problem is not political; it's human. Public employees are suffering because of low pay and inflation," he added. The last Suffolk-CSEA contract expired last year and the CSEA have since gone through the bargaining table, mediation, fact-finding and, finally, to the legislative hearing authorized by the Taylor Law.

There is agreement among temporarily a one-year contract the legislature authorized Mr. Klein on Nov. 9 to enter into a two-year agreement with the union. Mr. Klein vetoed the authorization on Nov. 11, agreeing that the legislature was violating the Taylor Law. The legislature override was 15-2.

Mr. Klein was out of town last week, but was expected to implement the first year of the agreement then, if in January. to refuse to honor the 1979 provisions of the legislative package.
The questions surrounding Mental Hygiene de-institutionalization are as plentiful as the number of patients and employees the policy will affect. Features editor Jane Bernstein has investigated the practice of transferring patients from large institutions into smaller community facilities. And she has attempted to find out what that means for thousands of workers and patients. This is the first of a series.

By JANE B. BERNSTEIN

JAMES is a mentally retarded child with no family. And as is often the case with those like him, he became a ward of the state and was placed in Willowbrook—the smaller state-run facility with the less impressive statistics. "National efforts are pointing toward closing large institutions and finding alternative facilities," says Erwin Friedman, director of the Manhattan Developmental Center. In fact, facilities are gone in all areas, including cost, patient care and staffing. In many cases they're de-humanizing, there are few individual relationships."

Dr. Friedman says people now are more aware of the rights of individuals, including minorities, homosexuals, women and mental patients. "The large facilities leave people without a say in their lives," he said, "They must sleep and eat on schedules, which is essential in a large place to have any kind of organization. They don't have a choice to determine even appropriate behavior." Dr. Friedman said smaller facilities can afford to allow a patient to have more of a say in his or her own destiny.

These alternative facilities and programs may take the form of small developmental centers, halfway houses, where patients live at home but spend the day in a sheltered shop. The center's family unit program has approximately 60 clients now living with families like James. Dr. Friedman says the plan is working very well. Families go through special training in order to be able to take in a client from MDC. They learn what an individual's medical needs are, and how to deal with a client "who acts out" or exhibits disruptive behavior. The MDC staff members make monthly visits to each home to insure that clients are provided for in terms of food, clothing, good living conditions, and in terms of activities including school work, recreation and religious training, if desired.

"If something happens which makes it no longer possible for a client to stay with a particular family, he or she comes back to the center until a new family can be located and trained," Dr. Friedman said. "Our clients are never out on the street."

The center is clean, colorful and constructed more like a college dormitory and lounge than what one generally envisions as a mental health care facility. "Sure, we have some problems," one staff member said. "But this place is well run, and there's really no comparison between this and a large institution. Patients get more attention. I know, I worked in a large institution."

The center's family unit program has approximately 60 clients now living with families, as James, mentioned earlier. Dr. Friedman says the plan is working very well. Families go through special training in order to be able to take in a client from MDC. They learn what an individual's medical needs are, and how to deal with a client "who acts out" or exhibits disruptive behavior. The MDC staff members make monthly visits to each home to insure that clients are provided for in terms of food, clothing, good living conditions, and in terms of activities including school work, recreation and religious training, if desired.

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Not only are the families investigated, but their homes checked out to insure that they comply with fire and safety regulations.

Another alternative to large care facilities for the mentally retarded is what is known as a workshop. These workshops are much like homes than institutions, catering to a fairly small number of clients who live there full-time.

The Melvin W. Kraus Residence on East 5th St. in New York City is a model exemplifies community mental health care at its finest.

The residence was established through the Association to Help Mentally Retarded Children, a private agency, and is supported partly by funds from the state. Its clients, numbering 12, are recipients of Supplemental Security Income payments, receiving amounts to a payment of $285.70 per person each month. Of that, $120 goes to the maintenance of the home, with each client keeping the remainder of the money for personal expenses.

Many of the children living at this home do not have families, and were trained and raised in other large institutions.

When one enters the facility, the difference is immediately sensed. It is a home, not just a center for retarded children. The living room, as are the other rooms in the house, is wall-to-wall carpeted, with contemporary furniture. Includes dining room table, chairs and a large wall unit which encompasses a stereo system and television. The kitchen is large, and each apartment of the house or apartment dwellers would be happy to have its space and accommodations.

There are five full-time staff workers, with at least two on duty at all times. These children are able to function and communicate somewhat, and they attend classes at the occupation center. Ms. Leonard said, "Our clients are never out on the street."

As Ms. Leonard spoke, a mongoloid child was busy setting the table at which she was sitting.

"No, Richie, the napkin goes to the left of the plate, not the right," she said to the child. Richie immediately corrected his mistake and looked up for a smile of approval.

"Our clients here have much more of a sense of accomplishment than before," Ms. Leonard said. "And they set examples for each other."

The group home, the Kraus Residence is accepted by the community. Neighbors often come out for the children to make sure they're all right, and they give them a sense of belonging.

"That's the point of de-institutionalization," Ms. Leonard said. "An institution shutters people away from the rest of humanity. If they are to develop, they must be part of the real world and to some extend take part in the decision-making of day-to-day living.

This is how community-based care can be, but it isn't always this successful. While millions of dollars have gone to the institutions, the immediate presence of mental retarded children, are not as easy to accept. A local facility that houses mental patients—many of whom may be violent or disruptive—is, by its very nature, a de-humanizing place. In some such facilities, where there are no rules, the mentally disabled with nowhere to go can become the victims of profiteering proprietors, who are not licensed by the Board of Social Welfare of the Department of Mental Hygiene to care for the mentally ill.

The negative and abusive possibilities of the shift from state institutions to community facilities will be examined in the next part of this series.

To be continued.

Medical Record Techs Sought

WASHINGTON, D.C.—The Center for Disease Control is seeking 12 temporary medical record technicians in the New York City area, the U.S. Civil Service Commission announced.

At the GS-1 level, which pays $12,16 per year, two years' post-high school education is required. Education or experience must have included at least six months of medical terminology and medical record procedures.

Additional education and experience is required for GS-5 positions.

Further information is obtained at the New York regional office of the Civil Service Commission, 26 Federal Plaza, New York, N.Y. Application forms may be obtained by writing to the Commission at 2 SP 171, directly to the Center for Disease Control, Atlanta, Ga., 30333, attention: Louise Reese.

Full Employment Is The Key To Prosperity

Buy U.S. Made Products
We believe Albert Shanker, New York City United Federation of Teachers president, may have made a dangerous error when he suggested recently that for the duration of the New York City fiscal dilemma (read "near eternity"), public workers should not use collective bargaining methods in connection with their negotiations.

Instead, Mr. Shanker proposed that an emergency tripartite board should be established. This board would have the power to dictate wage and salary settlements.

We think this suggestion; despite Mr. Shanker’s generally excellent past track record in the labor problem suggestion game, is unsound.

The public sector labor in New York City, and around the state, needs collective bargaining, but at no time does it need it more than in periods of financial problems. Take the plight of state workers, for example. They have received no wage increases for the past two years. This doesn’t mean that they are holding their own; it means that the purchasing power of their salaries has been brutally slammed down to earth in those two years by an inflation rate that accelerated at a rate to make a circus human cannonball look slow.

Here at the Leader, we receive many letters from public employees deploiring — rightfully — the fact that they are treated like second-class citizens. Giving up the collective bargaining option, it seems to us, is one sure way to guarantee that this second-class status of public sector workers will be permanently attached.

But the union leaders, civil servants are doing something positive to change that treatment. One notable example is the 1976 election of candidates for local, state and national office. They were endorsed by their members at the chapter, region and statewide level, checked out the records of the candidates they considered to be the best, and worked hard for them. The outcome will reflect themselves in the budget cuts or increases in taxation.

A more realistic view of the situation was taken by the Court of Appeals in its decision. In the first place, the court suspended the operation of its mandate to the Board of Education. In the second place, the court pointed out that the city can impose a new real estate tax to raise the one billion dollars. Thus the court recognized that the Legislature and the city administration may be faced with serious decisions in a struggle to raise some additional billion dollars in a short period.

Advised To Stay Out

What is clear at the moment is that the city must raise approximately one billion dollars of new money within 30 days after service of a copy of the order, or if the PERB institutes its enforcement proceeding prior to expiration of the 30-day period, the respondent’s answer may raise in that proceeding any question that it could have raised in an Article 78 proceeding to review.

Uphold PERB Decision

The New York State Court of Appeals, in Matter of New York State Public Employment Relations Board v. Board of Education, City of Buffalo, held that judicial review of the remedial provisions of an PERB order must be sought in the course of a review of the determinative provisions of that order in accordance with the limitations set forth in Section 213 of the Taylor Law.

The Board of Education of the City of Buffalo made certain unilateral changes in terms and conditions of employment of certain of its employees. It took these employees off their prevailing hourly wage and placed them on an annual salary basis. The employees appealed to the Public Employment Relations Board asserting that these changes were not authorized under the PERB Act.

The PERB found that it had the authority to hear and determine the employees’ appeal. The Board of Education argued that the PERB had no authority to hear the appeal, and that the PERB had no power to mandate the School Board to add an additional million dollars to the city budget to accommodate the Board’s order.

On appeal, the New York State Court of Appeals, in its decision, upheld the PERB’s order as being within its jurisdiction and power. The court stated that the PERB had the authority to hear and determine the employees’ appeal, and that the Board of Education had the duty to comply with the PERB’s order.

The court further held that the Board of Education could not contest the PERB’s exercise of its remedial power and could only raise an issue of the PERB’s jurisdiction or the propriety of its order in an Article 78 proceeding. The court also held that the Board of Education had the duty to comply with the PERB’s order and could not contest it in an Article 78 proceeding.

The court’s decision is significant because it establishes the PERB’s authority to hear and determine appeals from unilateral changes in terms and conditions of employment of public employees, and that the Board of Education has the duty to comply with the PERB’s order.

The court’s decision also puts an end to the Board of Education’s attempts to contest the PERB’s exercise of its remedial power, and it serves as a reminder to public employers that they must comply with the PERB’s orders in good faith.

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Earnings Limit Hike

If you are on Social Security, you will be able to earn $3,000 a year beginning next Jan. 1 without affecting retirement income. The earnings limit for 1976 was $5,500.

But even those still regularly employed, the 1972 base on which Social Security taxes will be withheld will go up from $15,960 to $26,560. There will be no change in the 5.8 percent deduction from employees and employers and the payment payable by self-employed.

If you are on Social Security and were married before 1977, you stand to lose $1 in Social Security cash benefits for every $2 you receive in additional earnings. However, you will receive full benefits in any month in which you do not exceed $8316. This monthly figure is $20 more than the 1976 maximum.

The $401.6 million fundings for Social Services under Title 3 of the Older Americans Act, including monies for training, research and development of gerontology centers, senior centers and nutrition programs has been passed by Congress to override the President's veto. The monies are for use between July 1, 1977 and June 30, 1978.

The first "Right to Die" law has been enacted in California. It allows a doctor to discontinue "the use of life-support procedures for a patient who is beyond all hope of recovery." The patient has left a "living will" authorizing such action. The will must be witnessed by two persons other than a doctor or a relative. Two doctors must verify that the patient is terminally ill.

More than 534,000 children—almost 5½ times as many as in 1960—are monthly social security beneficiaries. An estimated 60 percent of these children are the orphaned children of their mothers, who are disabled or disabled after having been deserted by the fathers, who have left to care for them.

The children can get payments until age 18 full time students and remain unmarried. Over 40 million working parents get social security protection for themselves and their families.

"Releasing the Potential of the Older Volunteer," a new study has been prepared by the Elder People's Action Center at the University of California in Los Angeles.

It reveals the experience of volunteers at their project on what to look for in work that is both satisfying and contributes to society. It shows how seniors volunteer and what voluntarians can be used to effectively involve them in their own education and other public service organizations. The booklet runs 11 pages and costs $3.50.

Another monograph of interest is "Growing Old in America." Edited by Beth S. Semb and published by Transaction Books, New Brunswick, N.J, it contains 27 data and reports each subject as transition, the aging experience as it is and as it could be and how social services can be helpful. Typically, it discusses sexuality, remarriage, divorce, inelasticity, long-term need, volunteers and the particular problems of some ethnic groups.

As a public service, The Leader continues to publish the names of individuals who are benefited after being long from the New York State Employees' Retirement System and the State Police's and Foresters' Fund. The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to obtain the funds.

Continued from last week:

Insurance Rep
Promo Is Set

ALBANY — The State Civil Service Department has announced filing on Dec. 6 for promotion to supervising unemployment insurance hearing representatives. An oral test will be held in January (Exam No. 8117).

At present there is one vacancy each in New York City and Albany. Application forms are available through agency personnel or from the Civil Service Department.

What's Your Opinion

By Pamela Craig

Letters To The Editor

Don't Repeat This!

Albany Sweep

Editor, The Leader:
The political action committee, chaired by Howard Cropper, wishes to thank all the members of the Civil Service Employees Assn.'s Albany Region IV and their chapter officers who worked so hard to make the political campaign 100 percent successful.

Every candidate endorsed by the Country Service Law & You

(Continued from Page 6)
differentiates for purposes of judicial review between the determinative and the remedial portions of a PERB order if the PERB order is found to be beyond the jurisdiction conferred upon it by the Legislature. In the present proceeding, the PERB not only had jurisdiction of the subject matter of the charge and of the parties, but exercised in a manner which the law permits. (39 NY 2d 830.

Richard Fernandez, math teacher: "I feel that he should take away the welfare costs. Any legislation that required an employer to re-create a program should be paid for by whoever is responsible for the medical costs. He should also try to develop a municipal bond market that will lower the interest rates. There should be a one-shot bond deal, with a central insurance agent or underwriter for municipalities bought through this act in the early 1960's have become worn out. We need revitalisation of the science program."

Robert Startx, English teacher: "I feel he should guarantee the bonds in order to stabilize the market. He should have the federal government take over welfare. I hope he will spend the three-year plan to a ten-year plan, although I really don't think he will. He should attempt to save the educational standards within the school system. The most we can look forward to is a sympathy path."

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CSEA director Flora Jane Beaton, St. Lawrence County’s representative on statewide Board, pitches in to help her chapter as host regional meeting. Here she officiates at registration desk as Jake Banek, of Oneida Educational chapter 869, signs in. Waiting is Joseph Brown, of Elmira chapter 005. Mr. Brown is delegate to statewide Board, pitches in to help her chapter as its CSEA director Flora Jane Beaton, St. Lawrence County’s representative.

As Oswego chapter 838 first vice-president Thomas Elhage reports on school district affairs, other county delegates listen during workshop. In foreground are Oswego County delegates, from left, chapter 833 president Vinoe Speoiale, secretary Dorothy Penner and Jeanelte Evans. In background are Oswego County chapter leaders: Joanne A. nodes to put a stop to it.”

At the Concluding dinner, Francis Miller asked that all county chapters submit lists of court employees. Mr. Miller said the request was being made in light of the state takeover of the courts.

He said there is a danger in state takeovers. “Next it will be the federal government, and then...”

The St. Lawrence County chapter hosted the meeting and was led by president Agnes Earl, Ernest Labaffa, a St. Lawrence County legislator, was toastmaster, and Daniel A. McGowan, assistant professor of economics at Hobart and William Smith Colleges in Geneva, spoke on consumerism and unionism at the concluding dinner.

Syracuse Region Hears Wenzl Praise It As Union ‘Keystone’

(Continued from Page 3)
Central Counties Workshop chairman Francis Miller expresses appreciation to Eleanor Percy for her contribution at workshop meeting. Both are chapter presidents and representatives to CSEA Board of Directors: Mr. Miller for Oswego chapter 838 and Ms. Percy for Jefferson chapter 823.

Leaders of Central Region V State Workshop listen to discussion at Saturday morning session for State Division delegates. Utica Psychiatric Center chapter 477 president James Moore, center, presided at the meeting with vice-chairman Dale Dusharm, president of SUC at Oswego chapter 611, and secretary Jackie Burgess, of Binghamton chapter 607, providing support.

St. Lawrence County delegates seem concerned with topic being discussed at Friday evening business session. From left are chapter first vice-president Richard Reno, secretary Carol Blanchard and Patricia Kildale.

St. Lawrence County 845 delegates seem concerned with topic being discussed at Friday evening business session. From left are chapter first vice-president Richard Reno, secretary Carol Blanchard and Patricia Kildale.

Something seems to have brought a smile to Region V executive secretary Joseph McDonald, left, and CSEA treasurer Jack Gallagher. Mr. McDonald hails from Willard PC chapter 428 and Mr. Gallagher from Syracuse Division chapter 655.

At Counties Workshop Saturday morning, St. Lawrence chapter delegates included Massena Central School District unit president Joseph Hidy, chapter director Lois Abbeau and secretary Carol Blanchard.

SUC at Potsdam chapter 613 was represented at meeting by, from left, Joan Everett, president Mary Lauson, Carol Wolstenholme and Merrill R. White. There are three University-affiliated CSEA chapters in St. Lawrence County.

Doris Prats and Dorothy Moses, from left, representing Willard Psychiatric Center chapter 428, are seen here with Teni Begar and Eleanor Korchak, of Binghamton chapter 607, headed by Ms. Korchak. Ms. Moses is Region V first vice-president.

CSEA director Carlo Guardi (Region V Educational chapters) takes part in regional meeting as president of Broome Educational chapter 666. In foreground are participants from SUNY at Syracuse chapter 612 (Uptown Medical Center): president William O'Neill, treasurer Lois Tavane and first vice-president Robert Vincent.

That's CSEA lobbyist James Featherstonhaugh in background as delegates take part in study group. From left are Tompkins County chapter 815 delegate John Wyroogh, Broome County chapter 864 president and CSEA director Mary Ballatos, Oneida County chapter 834 Mohawk Valley Community College unit president Richard Marley and Cortland County chapter 812 delegate Donald Crandal.
THE WORLD'S GREATEST STAGE AND SCREEN SHOW

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 contained in the letter, not just on the envelope.

Identity the subject clearly and state the name of the legislation you are writing about. The bill number, if known, should be included.

In stating your reason for writing, your own personal experience—how the issue would affect you, your family or job—is your best supporting evidence. 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 constituent, you're entitled to know.

Consider the factor of timing. Try to write when a bill is still in committee 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 Governor Carey:
- Hon. John Doe, New York State Assembly, Albany, N.Y.

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"Pi-Tombi is a goofy black musical, which I do not believe that even the best American musical could reach!" —Harold Prince, London Sunday Times

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OPENES WED. JAN. 19
PRICES $5.00, THURS. & SAT. NIGHT $5.50, 9-11, ALL MATS $3, 9-11
SUN. $3.00, 9-11, $3.50 THURS., SAT. 9-11
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(On Bway at 63rd St. near Lincoln Center)
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Accountants. MH Aides, Nurses Sought By State

ALBANY—The state Civil Service Commission is continuously recruiting college graduates with at least 24 accounting credits for assistant state accounts auditor and examiner of municipal affairs positions.

The Commission is also continuously accepting applications for Mental Hygiene therapy aide (Spanish-speaking), which has no requirements, and for nurse I and II.

The accountant positions (Cert. Exam 20-127) are with the State Department of Audit and Control.

For accountant jobs, candidates must have a bachelor's degree with at least undergraduate or graduate accounting credits. College seniors may apply up to nine months prior to graduation.

Starting salaries vary according to the candidate's qualifications. New York City area appointees in the top third of their college graduating class or who have master's degrees will be paid $12,264. Other New York City area appointees will earn $11,364. Upstate appointees get $10,714. Mental hygiene therapy aide (Exam 20-394) start at $7,204 and $8,051 after the one-year training period. There are openings in many hospitals, schools and other institutions of the Mental Hygiene Department throughout the state.

Applications for the therapy aide positions should be submitted to

Veteran Administration Information Service
Call (202) 389-2741
Washington, D. C. 20420

Nurse I and II are registered nurses and one year's experience. Nurse II psychiatric or rehabilitation candidates need specialized experience.

Nurse II receive $11,337 a year in most locations but receive $12,456 in New York City. There are also higher salaries for working certain hours and in certain specialties.

Positions are with various departments throughout the state.

The state Seeks

2 Engineers

ALBANY—The State Department of Civil Service is continuously recruiting state workers, including five promotional exams for assistant sanitary engineer and senior sanitary examiner in the Environmental Conservation Department. To qualify, candidates must take an oral test, which is frequently held in Albany.

Assistant sanitary engineer, No. 50-382 is open to Environmental Conservation Department employees with a year's experience as a junior engineer and an engineering graduate certificate. A year's engineering experience in a grade 18 or higher position is good for senior sanitary engineer, No. 30-281.

The oral exam for both posts is designed to test the applicant's ability to reason clearly and make sound judgments, present ideas clearly and establish a satisfactory relationship with others.

Application forms are available from department personnel offices. Completed forms should be sent to the State Department of Civil Service, The State Office Building Campus, Albany, N.Y. 12238.

Troy Opens 2 Positions

TROY — The Rensselaer County Civil Service Commission has opened the open competitive titles of mental health social worker III and superintendent of buildings and grounds I.

The social worker jobs pay $10,692 and filing is open until Dec. 15. A bachelor's degree in social work is required.

The superintendent job pays from $8,500 to $12,000 and filing closes Dec. 15. A written test will be held Jan. 16. A high school diploma and four year's experience is required.

For further information contact the commission at Court House, Troy, N.Y.

Schedule Two DOL Promos

ALBANY—The New York State Department of Civil Service has announced two Department of Labor promotional exams will be held Jan. 15.

Filing will close Dec. 6 for senior unemployment insurance hearing representative (G-12). A test will also be given for associate unemployment insurance hearing representative (G-21). To apply for senior representative (Exam 36-062), candidates must have one year's experience in unemployment insurance examiner or an insurance investigator. Service as an unemployment insurance claims examiner, a re-employment examiner or an insurance claims examiner is required to apply for associate hearing representative (Exam 36-063).

Application forms can be obtained at local centers.

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LYCEUM THEATRE 149 West 45th Street, New York, N. Y. 10036 • JUL 2-3897
A young woman awaiting open heart surgery. You may not be dying to give blood, but some day you may be dying to get it.

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[Advertised mobile home living]

**Florida**

FROM $1 to 10 Acres Ranchettes with 1 or 2 bed rooms. All brick. Large 3 bedroom houses from $9,000. A minimum to raise chickens, grow vegetables, a place to live and good and inexpensive. Easy terms. Call owner 212-965-9800 or write P & B Ranchettes, P.O. Box 457, Valley Stream, N.Y. 11580.

**Extend Vets’ Benefits**

MANHATTAN — Veterans enrolled in GI Bill training are eligible for up to an additional nine months training, Paul M. Nugent, director of the New York Veterans Administration Regional Office, said.

The Veterans Education and Employment Assistance Act of 1976, signed into law by President Gerald R. Ford Oct. 15, increased the training entitlement for veterans who have not reached their 10-year delimiting date. Mr. Nugent said.

Effective Oct. 1, the law extended entitlement to 45 months for veterans if they have served at least 18 months on continuous active duty after Jan. 31, 1955.

Previously, basic entitlement was 36 months. An additional nine months was available only if the GI Bill student was pursuing an undergraduate college degree.

Unchanged is the 10-year delimiting date. Veterans retain eligibility for 10 years after release from active duty or until Dec. 31, 1989, whichever is later, Mr. Nugent explained.

The new law also provided an 8 percent increase in monthly allowances for all training offered by the GI Bill, except flight training, effective Oct. 1. A single veteran attending school full time receives $292 monthly.

If the student has one dependent, the rate is $287, two dependents, $286. For each additional dependent, the monthly rate is increased by $24.

Enrollment for correspondence training is charged at the rate of one month for each $298 paid. Enrollment for flight training was continued at the rate of one month for each $120 paid.

**Special Notice**

FOR CSEA MEMBERS ONLY

CSEA Basic Accident and Sickness Plan.

If you are a new employee under age 39½ and apply for this insurance within 120 days from your employment date, you are guaranteed $150.00 per month in benefits. All other members may also apply and will be required to show evidence of insurability.

If your annual salary is...

- $4,000 but less than $5,000...
- $5,000 but less than $6,500...
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When your annual salary is increased to a new wage bracket, you should apply for additional disability income. YOUR INCREASE IN DISABILITY INCOME IS NOT AUTOMATIC.

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

One NYC agency’s rush to give jobs to laid-off employees has meant a two month delay in the first salary checks for those workers.

Forty-two engineers were hired Sept. 27 by the Department of Water Resources after having been laid off from other city agencies in July 1975, and after a long struggle by the agency to get permission for the hiring.

Another eight laid-off engineers, hired later, also have not yet been paid. The first paychecks for all the engineers are expected Dec. 3.

Seek Inspector

MANHATTAN — The U.S. General Services Administration is recruiting to fill one vacancy for custodial work inspector.

Standard Form 171, or a resume, should be submitted.

Third In Series

Martin Mayer will be the guest lecturer at the next meeting of the New York Schoolmaster’s Club Dec. 11.

Mr. Mayer, author of “Some Different Views of New York’s Budget Crisis,” is the group’s third speaker of the season.

The meeting, for members only, will be at the Sheraton Hotel, 57th Street and Seventh Avenue.

Buy American!

Newly elected officers of the New York State Psychiatric Institute chapter, Civil Service Employees Assn., were installed recently at the New York City Mental Hygiene facility by Vincent Rubano, first vice-president of CSEA New York Region II. The new officers are from left, Maxine Prince, Angel Fagundo, Edward Germani, Theresa Keally, George Johnson, Felix Rodriguez, Aureliano David, and Salvatore Bucro. Mr. Rubano is at right. Other NYSPIC officers not shown are Mary Hitesberger, Betty Rodrick, Donald Dillon and Robert Stoller.

INCREASE ATTIC INSULATION
WEATHER STRIP WINDOWS

New York City was chosen to be the nation’s first capital.

Blue Cross and Blue Shield have had 40 years of experience helping people meet their hospital-surgical-medical expenses promptly, efficiently and at the lowest possible cost.

We have taken this knowledge one step further. As we say, “We’ve got great plans for you.” Our Dental Care plan is one of them.

Before you buy a dental plan, give us a call.

We’ll keep you smiling.
Broome chapter 804’s Barbara Pickell, left, and Kathy Baran are attentive during business session. Perhaps they are taking notes for chapter county unit’s newsletter, edited by Ms. Pickell with assistance from Ms. Baran as well as several other unit members.

SUC at Brockport chapter 641 president Lloyd Tipman takes turn at mike during spirited discussion over union’s financial situation.

One of the extra advantages of statewide meetings is the opportunity it provides for union leaders from widespread areas of the state to get together. For example, Cortland County Transportation chapter 520 president William Reynolds, left, and Otsego County Transportation chapter 517 president Robert Spoor talk with CSEA director Paul St. John, of Scotia, one of four DOT representatives on statewide union Board.

The Membership Committee has a most unpleasant task of reporting to you, the Delegates, a decrease of 8,837 members from June 1, 1975 to June 1, 1976. If you refer to the attached Bar Graph, you can easily visualize the worsening picture.

As itemized in “CSEA’s Membership Statistics,” it should be noted that the net loss to the State Division was 3,903 while the County Division had a net gain of 466 members. Also detailed is a comparison of June 1 Voting Strength 1976-1975 by particular Region.

In investigating the reasons for such a drastic decrease in membership, the Committee discovered that there were several logical answers. The number one reason for the decrease is that the State and local governments have had severe budgetary problems of late, causing wholesale layoffs and vacancy controls and resulting in very few new employees to recruit. This severely cripples CSEA’s membership strength because there is a normal attrition rate of approximately 10 percent a year. Therefore, on an annual basis, CSEA has to recruit approximately 20,000 new members just to keep even with the attrition rate in a non-growth situation.

The Membership Committee mandated that this Report to the Delegates include a summary of June 1, 1976 versus June 1, 1975 Voting Strength by Chapter. The intention of this Summary is to commend the Chapters who are doing well in recruiting and to encourage those who are not so successful to do a better job. We have also incorporated in this Summary, the number of new members by chapters who have actually started paying dues from June 1, 1976 through September 29, 1976.

CSEA’s worsening financial situation was brought to the attention of the Membership Committee members. At our meetings, many meaningful recommendations were made to the Association through its Board of Directors. The major recommendation, which was subsequently adopted by the Board and put into full implementation with cooperation of CSEA’s Public Relations Department and Computer Services group, is the “Sign Up ‘76.” A detailed explanation of “Sign Up ‘76” rules and procedures is attached as Exhibit D.

This program was launched on June 1st and, to date, 2,969 new members have been recruited. The Committee has not been altogether satisfied with the results and is hoping that there will be considerable improvement for the months of September, October and November. Recruiting new members is most difficult during the months of July and August because many people are on vacation.

“Sign Up ‘76” is extremely beneficial to each and every member of CSEA in that it adds financial and political strength and independence to the Association while members can make $5.00 for each new member signed up. This Committee strongly urges that each and every Delegate communicates the worthiness of “Sign Up ‘76” to all of their constituency.

Over the past several months, we recommended that CSEA attempt to improve the accessibility of non-member information in the political subdivisions. Mr. Lothef, CSEA’s Executive Director, sent a letter to the payroll officers where we do not routinely get this information, demanding that it is CSEA’s right under the “Bumping” or Freedom of Information Law. To date, the Association has received over 340 affirmative replies from local government listing about 4,000 non-members’ names and addresses. Individual cards detailing the names and locations of these non-members will be given to the membership committees of the respective chapters and unions which represent them. With the assistance of the field staff, an earnest effort will be made to recruit these non-members by both personal and mail appeals.

Your Committee is also assuming several other ideas to expand membership such as starting telephone campaigns in all regions. Discussions are being held with the New York Telephone Company to develop a training program where they will teach retirees or other interested members in selecting for membership by telephone. These recruiters will be paid $5.00 per new member, provided all of the regulations are met.

In addition, this Committee is strongly urging the Association to hire a professional marketing management staff person to head up non-member recruitment on a full time basis. Association staff has been requested to prepare the necessary job specifications so they can be submitted to the Directors’ Personnel Committee for their consideration and hopefully favorable recommendation to the Board of Directors. Since dues money is virtually CSEA’s only source of revenue, this function should be a staff member’s full time job. It is extremely difficult to estimate how many additional non-members can be recruited through the efforts of such a person, but it is felt that CSEA’s dues income can be appreciably increased. This position should be created on a trial basis.

Your Committee acknowledges the innovative and responsible efforts put forth by CSEA Management at 33 Elk Street and in the regional offices in the continued drive to expand membership.
Offer Five Fed Courses
WASHINGTON, D.C.—The Management Sciences Training Center, U.S. Civil Service Commission, has announced five procurement courses to be given in Washington, D.C., during December.

The courses are: basic contracting, Dec. 6-10; cost and price analysis, Dec. 6-17; government contract law, Dec. 6-17; types of government contracts, Dec. 13-17; simplified procurement methods and techniques, Dec. 13-17.

Further information may be obtained by calling the Management Sciences Training Center at (202) 632-5600.

UNIVERSAL WAY DRIVE
Executives of the Nassau County Unified Way drive, which funds civic, social and charitable efforts in the Long Island county, met recently to discuss drive goals and operations. Above, from left, are Vincent Cascone, of Fairfield Hills Corp., James Martin, a Civil Service Employees Association representative; James A. Murphy, chairman of Nassau’s public relations committee; and Edward Logan, also a CSEA representative.

Carter Is Hiring
President-elect Jimmy Carter’s staff says anyone seeking a job with the new administration should write to P.O. Box 2630, Washington, D.C. 20013. Thousands of inquiries have been received for jobs. Carter staff members say.

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For information on public jobs, anyone interested may contact the Staffing Services Unit, Room 1209, Office of Court Admin., 270 Broadway, N.Y. Additional information may be obtained from the Personnel Division, State Office Building, Albany, or from the Personnel Division at 26 Federal Plaza, New York, N.Y., 10007.

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We have made special arrangements with the publishers of the Fireside Family Bible to offer this magnificent volume to our readers for only $21.95 (The publisher’s normal price is $25.95). It is available for immediate shipment in either the King James Protestant edition or the New American Bible Catholic edition. The Fireside Bible is a large family-size Bible with classic gold embossed leather cover and more than 950 gold-edged pages. It is an exceptional value, and we are quite proud to make this special offer to our readers.

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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, 46 Thomas St., New York 10013, open weekdays between 9 a.m. and 4 p.m. Special hours for Thursdays are 9 a.m. to 4 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); Lexington IRT (Brooklyn Bridge). For information on timetables, call 566-7800.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 996-5860.

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 State Department of Civil Service are located at the World Trade Center, Tower 2 55th floor, New York 10048 (phone 448-1000); 260 Delaware Ave., Buffalo 242-9323; 5 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by appearing in person at any of the three.

Various State Employment Service offices can provide applications in person, but not by mail.

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room 1209, Office of Court Admin., 270 Broadway, N.Y., phone 488-1141.

PENNSYLVANIA — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 806 Federal Plaza, New York 10007. Its hours are 9:30 a.m. to 5 p.m., weekdays only.

Federal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (315) 480-3201. Federal titles have no deadlines unless otherwise indicated.
Ready To Retire?

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Goals of your State Retiree Committee:
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- Provide permanent cost-of-living supplement.
- Federal income tax exemption of $5,000 for retirement income.
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Send the coupon below for membership information.

Retiree Division
Civil Service Employees Assn.
33 Elk St.
Albany, N.Y. 12207

Please send me a membership form for membership in Retired Civil Service Employees of CSEA.

Name
Street
City, State Zip
Date of Retirement

Social Security Info Regs Set

WASHINGTON, D.C.—The Social Security Administration has published final regulations spelling out procedures for the public to use under the Freedom of Information Act to request information from its records.

The regulations provide that all SSA administrative staff manuals and instructions to personnel that contain policies, procedures, or interpretations affecting the public be available for inspection and copying.

The amendments also list the titles and addresses of SSA officials to whom requests for certain records should be sent.

The Social Security Administration publishes a complete listing of its manuals in the publication "Social Security Rulings," which may be purchased through the Government Printing Office.

The listing first appeared in the January 1975 issue and will be published annually in the January issue. Supplements will be published throughout the year at quarterly intervals.

Fiscarelli Fete

TROY—A farewell party for Nicholas Fiscarelli has been scheduled by the Department of Education chapter, Civil Service Employees Assn., for Friday evening, Dec. 8.

The event will be held at Mario’s Restaurant, Campbell Avenue, Troy. Cocktails will be served at 8:30 p.m., followed by dinner at 9:30 p.m. There will be dancing from 9 p.m. to 1 a.m.

Tickets are $8 each and may be obtained from Carol Strokes at (518) 247-8777.

Fiscarelli has been a member of the Civil Service Employees Assn. for 20 years.

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