Flaumenbaum Gives An OK To Proposed Nassau Pact

MINEOLA — Irving Flaumenbaum, president of the Nassau County local, Civil Service Employees Assn., last week recommended acceptance of a proposed two-year, 12.5 percent salary increase package.

Mr. Flaumenbaum's recommendation followed by one day County Executive Ralph Case's acceptance of a fact-finder's recommendation to give Nassau's 1,200 public employees a 6½ percent increase next year and 6 percent in 1978. The cost of the package is set at $44 million.

Public Employment Relations Board fact-finder Joseph French, of Long Beach, prepared the 15-page report which also recommended an increase in sick leave differential pay from 30 to 35 cents an hour; salary ceiling for over-time eligibility raised from $15.50 to $16.60 in 1977 and to $16.90 in 1978; mileage allowance up from 15 to 17 cents per mile; and vacation day accumulation of up to 55 days.

In addition, the present graded

(Continued on Page 3)

Wenzl Raps The South Mall's Fire Hazards

ALBANY — Theodore C. Wenzl, president of the Civil Service Employees Assn., has criticized the State Office of General Services for holding "a dangerously unresponsive attitude toward security and safety hazards that presents needless peril to the lives of state employees and others who work in Albany's South Mall facilities."

Dr. Wenzl said that a recently released report by State Senator Norman J. Levy (D-Nassau) chairman of the Senate Labor Committee, confirmed the CSEA's contention that fire safety conditions, procedures and equipment in the South Mall state office buildings are "grossly inadequate."

The committee's report cited inefficient fire alarm and sprinkler systems, unsatisfactory personnel evacuation plans and the current inability of fire apparatus to reach the Mall's sub-ground level parking areas and machine rooms.

"The CSEA has consistently demanded that fire and other safety equipment and procedures be 100 percent functional before the state opens a new facility," said Dr. Wenzl. "The recent inventory of the latest proposed contract calls for either a "yes" or "no" vote to indicate approval and support of a strike. Only actual ballots received will be counted in the tally on Dec. 26."

(Continued on Page 3)

Moore, In Testimony, Attacks MH Deinstitutionalization Plan

UTICA—The president of the Utica Psychiatric Center local, Civil Service Employees Assn., testified before a joint committee of the state legislature that one of the CSEA's major concerns is the "dislocation of employees" that would be caused by the state's projected phase-out of its large mental institutions.

James Moore told a joint hearing of the Senate Health Committee on Mental and Physical Handicaps and the Assembly Standing Committee on Mental Health that the union, which represents 85,000 employees of the State Department of Mental Hygiene, is also concerned with the delivery of "efficient, effective and economical services to the consumers of those services— the residents of our Mental Hygiene facilities."

He pointed out some of the obstacles blocking the path to those goals, stating the state's own attitude is one of those obstacles.

He revealed that the state has prepared a report on its planned phase-out of large mental facilities—a report that deals with preferred lists, layoffs, transfers, and other matters of vital interest to the employees.

Yet, he said, the state has re-

(Continued on Page 3)

Strike, No-Strike: New Thruway Vote Intends To Decide

ALBANY—In order to get a more precise reading on whether the majority of the Civil Service Employees Assn.'s membership within the State Thruway Authority unit I approves of—and would support—a possible strike against the Authority beginning at 12:01 a.m. Dec. 31, the CSEA will conduct a strike vote of those toll collectors, maintenance and clerical personnel.

Ballots were mailed from CSEA Albany Headquarters to the nearly 1,500 members, the majority of whom recently turned down the latest proposed contract settlement between CSEA and the Thruway Authority.

The deadline for return of the ballots is 5 p.m. Monday, Dec. 27. This ballot—easily for either a "yes" or "no" vote to indicate approval and support of a strike. Only actual ballots received will be counted in the tally on Dec. 28.

(Continued on Page 3)

GOP Leaders Wary As Carey Warns Of Billion-Dollar Deficit

In less than a month, the State Legislature will convene for its 200th session. At the moment there seem to be no plans to celebrate this historic

(Continued on Page 6)
Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Region, at 20 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or visiting the federal job information center of the U.S. General Service Administration.

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

Agriculture

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
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<tbody>
<tr>
<td>Food Inspector</td>
<td>GS-5</td>
<td>CH-6.05</td>
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<tr>
<td>Warehouse Examiner</td>
<td>GS-5, 7</td>
<td>CH-4.02</td>
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Engineering And Scientific

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<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
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<tbody>
<tr>
<td>Engineering, Physical Sciences and</td>
<td>GS-5 to 15</td>
<td>434</td>
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<tr>
<td>Meteorological Technician</td>
<td>GS-4, 7, 9</td>
<td>NY-8.43</td>
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<tr>
<td>Life Sciences</td>
<td>GS-5 to 7</td>
<td>421</td>
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General

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<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
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<tbody>
<tr>
<td>Correction Officer</td>
<td>GS-6</td>
<td>431</td>
</tr>
<tr>
<td>Freight Rate Specialists</td>
<td>GS-5, 7, 9</td>
<td>WA-6.13</td>
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<tr>
<td>Mid-Level Positions</td>
<td>GS-5 to 12</td>
<td>NY-5.12</td>
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<tr>
<td>Senior Level Positions</td>
<td>GS-13-15</td>
<td>408</td>
</tr>
<tr>
<td>Technical Assistant</td>
<td>GS-4, 5</td>
<td>NY-5.07</td>
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Stenography And Typing

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<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
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<tbody>
<tr>
<td>Stenographer</td>
<td>GS-3, 4</td>
<td>118</td>
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<tr>
<td>Secretaries, Options I, II, III</td>
<td>GS-5, 6</td>
<td>NY-5.04</td>
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<tr>
<td>Typist</td>
<td>GS-5, 3</td>
<td>NY-1.18</td>
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Medical

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<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
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<tbody>
<tr>
<td>Autopsy Assistant</td>
<td>GS-3 or 4</td>
<td>NY-5.10</td>
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<tr>
<td>Careers In Therapy</td>
<td>GS-6 to 9</td>
<td>WA-8.03</td>
</tr>
<tr>
<td>Dental Hygienist, Dental Lab Technician</td>
<td>GS-4, 7</td>
<td>NY-5.09</td>
</tr>
<tr>
<td>Licensed Practical Nurse</td>
<td>GS-3, 4, 5</td>
<td>NY-5.06</td>
</tr>
<tr>
<td>Medical Machine Technician</td>
<td>GS-5, 6</td>
<td>NY-3.02</td>
</tr>
<tr>
<td>Medical Radiology Technician</td>
<td>GS-5, 6</td>
<td>NY-3.07</td>
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<tr>
<td>Medical Technician</td>
<td>GS-5, 6, 7</td>
<td>NY-3.01</td>
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<tr>
<td>Medical Technologist</td>
<td>GS-5 to 11</td>
<td>NY-6.03</td>
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<tr>
<td>Nurse</td>
<td>GS-7 to 12</td>
<td>428</td>
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<tr>
<td>Physician's Assistant</td>
<td>GS-5, 7</td>
<td>248</td>
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<tr>
<td>Veterinarian Trainee</td>
<td>GS-5, 7</td>
<td>WA-0.07</td>
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Military

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<tr>
<th>Title</th>
<th>Salary Grade</th>
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<tr>
<td>Air Reserve Technician</td>
<td>GS-3 to 12</td>
<td>AT-0.59</td>
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Social And Education

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<tr>
<th>Title</th>
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<tr>
<td>Social Worker and Correction Treatment</td>
<td>GS-9 to 12</td>
<td>426</td>
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<tr>
<td>Specialist</td>
<td>GS-11, 12</td>
<td>WA-9.13</td>
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<tr>
<td>Professional Careers for Librarians</td>
<td>GS-7 to 12</td>
<td>422</td>
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Info Available For W'Chester Women's ‘Non-Traditional' Jobs

WHITE PLAINS—Westchester County Executive Alfred B. DeBellino has advised that all county women interested in learning more about the non-traditional jobs program recently funded by the U.S. Department of Labor may obtain information from the Westchester County Women's Center, 948-3440, extension 37.

According to Mr. DeBellino, "Labor Department statistics and our own experience has shown that many women are segregated in a few occupational areas, such as nursing, teaching and clerical work. The term 'non-traditional' refers to those employment areas where women have been represented only in rare instances, fields such as carpentry, printing, machine repair, for example."

The intent of the federal funding grant is to provide a variety of aids to women, such as career counseling, training grants, and on-the-job training opportunities.

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Exciting Christmas 
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C.S.A.A.
Civil Service Activities Association
P.O. Box 50, Radio City Station
New York, N.Y. 10019
The Civil Service Employees Assn. Institutional Services Unit negotiating team, comprised of two members each from the union's six regions, met last month to prepare its position for the first meeting with the state. The CSEA team reopened on Article 15, Protection of Employees, and on Article 28, Seniority, while the State reopened on Article 4, Employee Organization Rights, and on Article 10, Administrative and Professional-Scientific-Technical.

**INSTITUTIONAL SERVICES UNIT TEAM BEGINS NEGOTIATIONS**

The Civil Service Employees Assn.'s Institutional Services Unit negotiating team, comprised of two members each from the union's six regions, met last month to prepare its position for the first meeting with the state. The CSEA team reopened on Article 15, Protection of Employees, and on Article 28, Seniority, while the State reopened on Article 4, Employee Organization Rights, and on Article 10, Administrative and Professional-Scientific-Technical.

**WATERTOWN—A Public Employment Relations Board fact-finder has recommended a $150 across-the-board salary increase for custodial employees of the Watertown City School District.**

**Osman V. Walsh, of Potsdam, is the fact-finder in a contract dispute between the school district and the Watertown Custodial Unit, Civil Service Employees Assn. Dr. Walsh indicated that the increase for the 82 employees in the unit would amount to approximately $9,000.**

Other recommendations include:

- Rejection of re-opener clause to cover parity with other negotiating units with regard to fringe benefits or salary.
- Parties to pay health insurance cost on a 90 percent basis of the total premium costs; for 1976-77 this would amount to $799.78 for the employee for the family plan or $391.41 and $27.27 for the individual and dependent plan. The award was made to investigate the possibility of switching to another insurance company with resulting estimated savings.
- No change in vacation of two weeks after one year; three after nine years, four after 17 years and five after 23 years.

**Establishment of a dental plan, 12 dollars; 125 percent of the plan and the employees 10 percent.**

In the event of a posting and bidding procedure in the contract, Guidelines should follow those already established for the 10-month clerical unit. District employees are to be given every opportunity to participate with seniority to be taken into account, but this should be only one of the factors to be considered. Seniority should be based on the district's placing the best person for the best job, once the administration has evaluated the credentials of each applicant.

**Thruway Vote**

(Continued from Page 1) Salary plan would be gradually phased out. New employees hired after Jan. 1, 1976, would not be on graded plan but current employees would continue to receive increases until they reach the top of the plan.

"It's not everything that we asked for, but, hey, but we can live with it," said Mr. Flaumenbaum, who is also leader of CSEA Long Island Region J.

"Were we to turn the offer down, the alternatives would not be very pretty. We can't hang our heads up in a leisurite hearing with the same board of supervisors who will no doubt be here talking to us this year. Moreover, no one that I know thinks that Nassau County Comptroller Mr. Jack Weisz would agree to give us more than what the fact-finder recommended," he added.

Mr. Flaumenbaum pointed out that court employees, who will receive a $17-a-week increase this year, will be assured of the terms of the package if it is passed. If the county's offer is approved by the rank and file, Mr. Weisz said that the CSEA would attempt to have the first check reflect the new salary plan in the Jan. 1 payroll.

**South Mall Fire Hazards**

(Continued from Page 1) Flux of state workers into the South Mall high-rise buildings has prompted the state controller to need for improvements and extensive analysis in the critical areas of fire and safety precautions.

Mr. Weisz said that the CSEA had attempted to act as a watchdog for fire and safety violations from the early 1960's when the state office campus in Albany was first occupied.

"We've continually complained, we've filed grievances, we've sent memos, we've held meetings to demand nothing less than perfection when it comes to fire and safety precautions," said the CSEA chief. "We offer programs in the training of volunteer fire marshals and have had meetings at least all of this same nothing if OOS officials will not cooperate with us or—worse yet—attempts to rationalize their shortcomings as it appears lately they have," Dr. Wenzl said.

CSEA Albany Region IV field supervisor John M. Corcoran agreed with Dr. Wenzl's account of the union's commitment to the CSEA's full membership and fire marshals and equipment.

"They've been an uphill fight for years to get the state to adopt effective evacuation plans for its numerous buildings," commented Mr. Corcoran. "The state appears to be especially lax in this area and this is basic to all safety procedures. It seems as if OOS is dedicated to getting the employees in as fast as possible and has little or no consideration to get them out in the face of impending danger," Mr. Corcoran said. He added that the Albany Region considered the fire marshals and wardens, but all of this because of the concentration of high-rise state office buildings in this area.

"We are committed to this cause now and will be in the forefront," Mr. Corcoran said. Ernst Sterbenz, a CSEA director representing the union's Adirondack region, said that numerous departmental labor management meetings on the subject of fire and safety precautions had produced certain improvements by the state.

"Much more would have to be done at this point in time for us to be content with the state's handling of this critical problem."
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 hygienists have come a long way in the past quarter century, but the same old rules still apply. Good daily dental care, a healthy diet and regular visits to a dentist.

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

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

A sound dental plan—at a reasonable price—represents 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.

Accountants. MH Aides, Nurses Sought

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 continuing accounting applications for Mental Hygiene therapy aide trainees (English-speaking and Spanish-speaking), which has no special training or experience requirements, and for nurse I and II.

The accountant positions (Oral Exam 28-127) are with the State Department of Audit and Control.

Although each appointee must be evaluated individually, experience in some of these positions is sufficient to qualify for certified public accountant exam. The accountant positions must have a bachelor's degree with at least undergraduate or graduate accounting credits. College seniors may apply nine months prior to graduation.

Starting salaries vary according to the job locations and 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 $12,236.

Madison Opens Custodian Post

WAMPsville—The Madison County Civil Service Commission has opened filling for head custodian until Jan. 5, 1977.

An open competitive examination (No. 65-193) will be held Feb. 5, 1977. The salary varies according to jurisdiction. Three years building, cleaning or maintenance experience or an equivalent combination of training and experience is required.

For further information contact the commission at County Office Building, Wampsville, N.Y. 13163.

Other New York City area appointees will earn $11,564. Upstate appointees with the special academic status get $11,194. Other upstate appointees earn $10,714. In Monroe County, $200 additional is paid.

Mental hygiene therapy aide trainees (Exam 20-304) start at $7,304 and $8,601 after the one-year training period. There are jobs in many hospitals, schools and other institutions of the Mental Hygiene Department throughout the state.

Applications for the trainee positions should be submitted to the individual facilities. Lists of facilities are available from the State Civil Service Department.

Nurse I candidate needs a New York State nursing license for the $10,118 a-year-job. Salaries vary throughout the state. It is $11,324 in New York City.

Nurse II requirements are a registered nurse license and one year's experience as a career opportunity. Nurse II psychiatric or rehabilitation candidate need specialized experience.

Mr. Diliberto receive $13,337 a year in the Madison but receive $12,456 in New York City. There are also higher salaries for working evening hours and in certain specialties.

Positions are available in various departments throughout the state.

Deadline Near For Vet Info

BRONX—Joseph C. Anderson, director of the New York State Division of Veterans' Affairs, said veterans' widows and dependents who recently received annual-income-questionsnaires should complete the returns in as soon as possible.

Failure to return the questionnaire by the Jan. 1, 1977 deadline could result in a discontinuance of future pension checks.

Mr. Anderson urged individuals having difficulty in completing the forms to contact the Division of Veterans' Affairs counseling center located at 1910 Monroe Ave., or 2488 Grand Concourse, Bronx, N.Y.

State veteran counselors are available to advise and assist pensioners in completing the questionnaires.

It is absolutely essential that the annual forms be completed and submitted on time since the amount of monthly pension checks is based on income from all sources.

Monthly pension payments are provided for eligible war-time veterans with non-service-connected disabilities which are permanent and totally disabling. The veteran must have served at least 90 days, unless discharged for a service-connected disability. Moreover, his discharge must have been under other than dishonorable condition.

Shorter CSEA Convention Set

ALBANY—Civil Service Employees Association officials have announced a three-day convention this coming March rather than the five-day gathering of previous years.

A saving of about $60,000 is expected to result because of the abbreviated session. The convention has been scheduled for Sunday through Wednesday noon, March 22-25, at the Concord Hotel, Glenwood Lake.

Suffolk's Map Exam

ALBANY—The State Civil Service Department has announced filing for a senior career opportunity field representatives promotional test until Dec. 27.

Candidates for the January exam (No. 65-179) require one year's experience as a career opportunities field representative.

The department also extended filing until Dec. 29 for those eligible each of corporation tax examiner, estate tax examiner, excise tax examiner, income tax examiner, sales tax examiner, motor vehicle and state transfer tax examiner.
William DelMarlis, employment service representative: "I feel it would be a true mistake to let in any circumvent the Merit System. I think history teaches us a lesson regarding the widespread abuses of the spoils system. This proposal attempts to erect to that system of abuses. Appointments to state government would come from the clientele. It would become a situation of what not you know, but who you know, and who you've helped. In my Civil Service Employees Association local, we are dedicated to the concept of strict adherence to the Merit System."

Severn Roanexwiff, employment interviewer: "The Merit System is totally obsolete. We are accustomed to the concept of strict adherence to the Merit System." Michael Miller, employment interviewer: "The Merit System is the only fair, objective way. The Employment Service is not hiring everyone the same chance to qualify for the same job. By operating through non-civil service routes, people can be hired through influence or through the most vocal interests group at the time, and bypass other people who would be the most qualified. I think the only method to implement some sort of ethnic quotas that they feel are being pushed upon them by higher levels. It's not a perfect system, but it is the most equitable system."

Laurel Jackson, community worker: "I do not feel that it would be fair to the remaining percentage who are civil servants. The plan percentage who come from the outside will have more advantages than those who worked most of their life within the system. I think I should have some credit for my years of work under civil service. If you have a common base for everyone, then the system is equitable. His suggestion to take away the incentive for advancement can only, in the final hour, destroy the system."

Herbert Aronson, employment interviewer: "I disagree with the commissioner's opinion. When you have people appointed outside of the civil service list, you get into the areas of nepotism, and you perpetuate the spoils system. The Merit System is totally objective, while the other is totally subjective. Qualified members from any minority group could not be members of the prevailing minority. The Merit System has proven itself as the best method for evaluating job qualifications."

Seymour Rosenweig, employment interviewer: "Commissioner Dunyan's opinion will make it even more difficult for civil service workers to remain employed. If his suggestion is adopted, as the chairman of the civil service list committee, he will make it more difficult to ascertain who is black and who is white. I also feel that if his suggestion is put into law it will become something that has been done all along anyway. This is why we need a strong union, to assure that the Merit System is strictly adhered to."
Motor Vehicle Scandal

BAYS before the Motor Vehicles scandal broke, it was a matter of public knowledge that James P. Molloy would reveal that fraud had existed within the department for the past 50 years.

It reminds us of movies like Serpico, where the basic supposition is that every cop on the take. Are there dishonest civil servants? We are sure there are, and they probably exist in greater numbers than we would like to admit.

The fact is that we live in a society that adores money. Once a criminal has gained money—and resultant power—we are awed. Witness the crowds of people who turned out recently to hail him as a kingpin.

or a cop comes to believe that "everyone does it." Some politicians—so it is with other public servants who happen to work in the same department as an exposed wrongdoer. Motor Vehicle employees are honest, hard-working employees. The public: no better and no worse than their neighbors in the private sector. It must also be remembered that President Nixon was re-elected by a large majority after the Watergate scandal, and that public employees are their own, personal servants, and they probably exist in greater numbers than we would like to admit.

The onset of events in the Watergate scandal was not as the 23 least senior parole officers were all probationary employees. The selection of "bumping" into any probationary position in the state's fiscal problems was followed a day later by an announcement from Mayor Beame's offices that New York City has somehow found a surplus of $360 million in the 1976 budget. Legislators, no less than the public, are likely to be confused by this sudden turn of events in the fiscal picture of the state and the city.

But political lines on the budget, the boiling battle of the budget are already forming. Senate Majority Leader Warren B. Anderson and Mayor Beame's offices that New York City has somehow found a surplus of $360 million in the 1976 budget. Legislators, no less than the public, are likely to be confused by this sudden turn of events in the fiscal picture of the state and the city.

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WASHINGTON, D.C.—The U.S. Civil Service Commission is recommending for use by public agencies and other interested groups an award-winning training film on the upward mobility of women entitled “How Many Eves?”

“How many Eves?” dramatizes the personal reactions and managerial considerations associated with the difficulties encountered when women enter top-level executive positions. Emphasizing that all personnel decisions must be based on legitimate merit consideration, the film also illustrates the problems of lower level employees, both men and women, and of minority employees.

The Commission is using “How Many Eves?” in its own training courses and recommends the film for use in agency manager, supervisor, equal employment opportunity, and federal women’s program training courses. It is accompanied by a discussion leader’s guide to assist trainers in leading comprehensive discussions of the problems encountered by women in the work force.

“How Many Eves?” received the Bronze Award at the 1976 International Film and TV Festival. It was written and co-produced by Zelda Zeldin, President of the Women’s Media Workshop, Inc., with co-producer Walter J. Klein Co., Ltd., and in cooperation with the U.S. Civil Service Commission.

The 16mm, color film is 15 minutes long. It is available for screening and purchase from Walter J. Klein Co., 6381 Carmel Road, Charlotte, N.C. The $275.00 price includes discussion guide, reel, case, shipping, and free lifetime repairs.

Don’t Repeat This!

(Continued from Page 6)

States Conference of Mayors, or on a program to provide greater federal aid to the Northeastern region as demanded by Governor Carey and a group of governors in this region, is highly questionable.

What may well exacerbate the legislative session is the fact that politics in New York City will reach the boiling point with the city election just over the horizon. There seems to be but little doubt that Beame will make another try at the job, but will face vigorous opposition in the Democratic primary.

One significant straw in the wind about the Mayor’s plans is the fact that the staff in the office of Corporation Counsel that deals with legislative matters is burning the midnight oil to wrap up the most massive program ever sent by the city for action by the Legislature.

No doubt the City’s program will add to the fireworks and the verbal assaults and bombardments that will characterize the 200th session of the Legislature.

(Continued from Page 6)

UNDER THE procedures set forth by the Department of Civil Service, employees would not have their seniority rights impaired by the arbitrary determination of the locale of their employment. Accordingly, the court held that there was a reasonable basis for the action taken by the Department of Correctional Services and dismissed the petition herein.

HEALTH TECH

ALBANY — A public health technician eligible list, resulting from an open competitive exam 34-418, was established Dec. 1 by the State Civil Service Department. The list contains 30 names.
Insurance Committee Report

The following is the Standing Insurance Committee Report submitted at the CSEA annual convention this fall. Chairman is Warren Cotter, of Buffalo County chapter, and committee members are Joseph Adelis, Carl Behr, Mary Conboy, Paula Crandall, Hugh Crapper, Carl Garrand, Evelyn Glean and Paul Sut.

Our Standing Insurance Committee has met several times during last year. Unfortunately, a severe crisis developed in the automobile insurance industry which caused practically all insurance companies writing automobile insurance to increase their premium rates thereby resulting from automobile accidents skyrocketed, as did the cost of automobile repair and replacement.

The following is the Standing Insurance Committee report which has been presented to the CSEA Master Plan, which provides auto/home owners insurance and such insurance was put into effect several months ago.

There was likewise in the accident and sickness insurance industry a very unfavorable situation which some experts blamed on the economic recession. The rising cost of medical expenses connected with disability resulting from automobile accidents has caused practically all insurance companies writing accident and sickness insurance to increase premiums, reduce benefits, or in some cases establish new larger waiting periods before benefits become payable.

Another aspect of the accident department of the Travelers, with representatives of our insurance agency, met with our committee on two or three occasions to discuss the very unsatisfactory loss experience on the CSEA Accident and Health Insurance Plan, in which almost 60,000 CSEA members are insured. It became necessary to put through a 20 percent increase in premium rates on the CSEA Accident & Health Insurance Plan, effective June 1, 1976. In spite of the premium increases, the Auto Home Owners Plan and the Accident and Sickness Insurance Plans, the members participating in the plans still enjoy a savings as compared to what they would have to pay for similar insurance coverage on an individual basis with an average insurance company. These members do, therefore, still enjoy considerable savings over the CSEA plans.

The following report is made on each of the CSEA insurance plans:

GROUP LIFE INSURANCE

Approximately 90,000 CSEA members participate in the Group Life Insurance Plan, which has been in existence since 1939 and is written by the Travelers Insurance Company. The exhibit attached shows the experience under the plan for the years 1943 through 1975. The exhibit shown is for the policy years starting around January 1 of each year, and illustrates, in loss experience under the plan from the 1968 through the 1972 policy periods was very satisfactory, which resulted in the plan being in a half million debit situation at the end of the 1972 policy year. The policy periods of 1973, 1974 and 1975 showed improved results, enabling a turn-around and accumulation of a half million dollar adverse ratio at the end of the 1975 policy period. The loss experience for the period June 1976, through the current date is about the same as during the 1975 policy period. It is hoped that this satisfactory loss experience trend will continue so that adequate reserves can be accumulated.

Since 1937, when the plan started, a number of benefits were added without increase in the contributions from members, such as double indemnity for accidental death, waiver of premiums in the event of total disability prior to age 60, additional insurance without charging additional premium, and a reduction in the cost to members particularly in the higher age brackets.

The financial picture of the policy period of 1975 was improved over the prior year by a reduction in the number of accidental deaths that result in death.

The combined enrollment activities of the companies, the insurance agency, and the association produced during the 1975 policy period about 7,000 new member policy holders, of which 25 percent were new members, which is the highest produced in any year in the history of the plan by a comfortable margin.

Since 1937, the Group Life Insurance Plan has provided much needed amounts of insurance for women insured under the plan than for men in each salary bracket. While it was felt that this arrangement did meet the desires of the majority of women members, CSEA did receive some complaints for women who desired the same amounts of insurance as issued to the men insured. These complaints mostly came from women who saw the main support of their family units and from those in the higher salary brackets. CSEA tried to meet this complaint by establishing a head of household category under the Group Life Insurance Plan, which has been in existence since June 1 for each year listed. The loss experience under the plan and the Accident and Sickness Insurance Plan, which has been in existence since 1948, is shown.

It is proposed that:
(1) On or about December 1, 1976.
(Continued on Page 9)
Rosenlnach, of Buffalo chapter 503, looks reflective as she listens to Leader associate publisher statewide onion education chairman Celeste Insurance Committee Report.

Effective April 1, 1977, with all members, men and women, to obtain the same life insurance benefit under the plan, that the low cost of same will remain in effect.

The mailing will advise all members that effective April 1, 1977, with out evidence of insurability, all women currently insured will automatically be increased in the amount of life insurance as indicated under "Option A" as indicated on the attached sheet. The men covered under the Plan already have "Option A" amounts. The amount of insurance issued is based on annual salary and the member contribution amount is based on age and salary, as indicated on the attached sheet.

Members who desire "Option B" amounts (as shown on the attached sheet). MBEF sign and return the card, which will be provided, to CSRHA Headquarters no later than February 1, 1977. The company will not return the card requesting "Option B" amounts of insurance will be issued "Option A" amounts effective April 1, 1977. Those insured members who sign and return the card provided will be issued, effective April 1, 1977, the "Option B" amounts.

Future requests for changes from "Option A" to "Option A, " after February 1, 1977, will require evidence of insurability and must be submitted prior to August 1 of any future year for the additional coverage to take effect on the following November 1.

The master plan insurance issued under this proposal will become effective on the last date of the payroll period on which the increased member contributions can be arranged, provided the insured member is actively at work on that date.

Future increases in amounts of insurance issued under the plan will become effective November 1 each year following your eligibility for increased insurance and provided you are actively at work on that date.

The mailing which will be made to all insured members under the plan on or about December 1, 1976, an updated certificate of insurance will be provided which will explain "Option A" and "Option B" as referred to herein. The new certificate will also contain a couple other minor changes in the insurance plan which were approved by the Association since the last Insurance certificate was updated and distributed to the members.

This proposal will remove all claimed discrimination between men and women under the Plan. It will enable a woman member to secure the same amount of insurance as a man in the same salary bracket by making only one application to the Travellers Insurance Company and secure the insurance at the same cost per thousand of insurance.

ACCIDENT & HEALTH INSURANCE

As stated in the opening paragraph of this report, the Accident & Health Insurance industry generally experienced a very high loss experience during the last couple of years. Almost all insurance companies increased their insurance premiums on Accident & Health Insurance during the last year, including the Travellers Insurance Company, which on individual policies, increased premium rates 30 percent or more, and on renewal of such policies amended same to remove less than a 30-day waiting period after beginning of disability before benefits could be paid. It became necessary for the Travellers Insurance Company to request a 20 percent increase in premium rate on policies issued under the CSEA Accident & Health Insurance Plan, and the company proceeded to file its rate increase with the State Insurance Department. The State Insurance Department approved the rate increase but ordered the company to change the policies issued under the CSEA plan to provide a permanent rider issued to each member based on the member's age and sex. The Insurance Department mandated that the plan be revised accordingly by July 1, 1977. The insurance company and our agency have been studying the matter for the purpose of recommending to CSEA such mandated plan for the approval. At our Insurance Committee Meeting September 7, 1976, the company and agency representatives made their final report on the program made in preparing the revised mandated plan, and as soon as the details of the revised plan are approved by our Insurance Committee, we will give very carefully and detailed consideration to the matter and make appropriate recommendations to the CSEA Board of Directors.

The company representatives advised us that the 20 percent rate increase under our plan put into effect on July 1, 1976, has re-established the plan on a sound basis with funds available to establish the reserves necessary under the plan. Of course, the time alone since the rate increase took effect is short, and our Committee will continue to give the results of the rate increase very close examination. You can be sure that our Committee will very carefully consider the recommendations of the Insurance Company and Agency with reference to the plan revision mandated for June, 1977, to make certain that our members get the best protection possible under the circumstances that exist. We will take necessary steps to protect the Interests of our almost 70,000 CSEA members who participate in the Accident & Health Insurance. In spite of the recent rate increase, our members through the CSEA plan secure accident and sickness insurance protection at a lower cost than they could secure comparable protection through the ordinary insurance channels.
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SEAT ORDER DEADLINE NOVEMBER 27, 1976

ELIGIBLES

EXAM 19-959
SR STATE ACCOUNTS AUDITOR
Test Held Sept. 18, 1976
1. Johnson S. J. Ranchmore 95.8
2. Harrison Douglas D. Egan 96.5
3. Zalewski J. Brooklyn 95.1
4. Thompson P. Whitecap 95.6
5. Bice Adriano Albany 96.4
6. Innes John A Hamburg 85.9
7. Kusen Donald Egan Park 95.1
8. Simon Jerome B. NYC 90.3
9. O’Brien Timothy Monmouth 92.2
10. Maseo Richard C. Brooklyn 88.6
11. Mancuso Roger D. Whitecap 91.5
12. Hackett Susan E. Waterfillt 89.9
13. Schaefer J. B. Albany 88.8
14. Lederman Harold Brooklyn 92.2
15. Altman Bruce F. Try Meadow 87.9
16. Girard Peter G. Staten Is. 86.7
17. Perkins H. NYC 85.2
18. Calhoun Allen J. Brooklyn 85.6
19. Dolev Steven J. Brooklyn 87.5
20. D’Antonio Thomas Albany 85.6
21. Faustino Richard V. Waterfillt 88.3
22. Pani Policy Robert J. Staten Is. 84.4
23. Serow David C. Lubnan 82.4
24. Greenberg Larry J. Brooklyn 88.8
25. Ossorio Henry M. Brooklyn 82.3
26. Kusen Jerome D. Brooklyn 83.1
27. Musella Vito E. Brooklyn 80.5
28. Garland Frank J. Staten Is. 80.1
29. Sayegh Ronald Long Beach 80.0
30. Skinner Ronald Lubnan 80.0
31. Oppenheim R. E. Brooklyn 78.0
32. Moseson Jack M N. Woodmore 76.9
33. Mettendorf Michael Lubnan 79.6
34. Danzis Douglas Rosedale 76.7
35. Musella Vito W. Brooklyn 76.7
36. Fasano Rita L. Brooklyn 76.2
37. Boccacci Rita W. Brooklyn 76.2
38. Spence Robert D. Scotia 80.5
39. Tetteh Catherine W. Brooklyn 75.7
40. Lafrank John F. Albany 76.7
41. Chin Henry M. Brooklyn 82.3
42. Sapsowitz G. Brooklyn 78.7
43. Gibbons Kevin J. Brooklyn 72.7
44. Bisanz L. Brooklyn 72.3
45. McCarren John M. Albertson 72.6
46. Brescia Marsha B. Brooklyn 71.4
47. Levinson M. A. Brooklyn 71.3
48. Taplin, John O. Schenectady 82.5
49. Pirinea Joseph B. Brooklyn 70.2
50. Friedman Ralph Howard Beach 70.1
51. Perlmutter F. S. Albany 86.7
52. Van Pelt Edward J. N. Woodmere 76.9
53. Novello Pasquale 76.5
54. Leviak John A. Albany 87.2
55. Hancox David R. Altmar 96.7
56. Pfrommer Paul E. Ontario 72.7
57. Zinn Sidney Monsey 74.0
58. Cohen Allen J. Brooklyn 85.6
59. Decker Elizabeth A. Latham 76.8
60. Grant Allen Long Beach 82.4
61. Studholme William P. Schenectady 80.8
62. Greenberg Harry E. Brooklyn 77.8
63. Noviello Joseph 76.7
64. Bassin Douglas Rosedale 76.7
65. Grady John W. Albany 82.6
66. Finfrock Ronald J. Brooklyn 80.0
67. Seiden Steven A. Brooklyn 80.0
68. Van Vleiss Richard W. Brooklyn 80.0
69. Ferris Ronald J. Brooklyn 80.0
70. Maloney William P. Schenectady 76.5
71. Truchon Emile B. Utica 75.8
72. Pfrommer Paul E. Waterfillt 73.8
73. Dozois Carl A. Schenectady 77.0
74. Verchere Arnold W. Brooklyn 74.0
75. Lepore Anthony J. Brooklyn 74.0
76. Kaminski William J. Brooklyn 72.0
77. Rother Joseph A. Brooklyn 72.0
78. Manor Joseph Brooklyn 70.2
79. Rohr Betty E. Brooklyn 70.2
80. Sturm Roland Centerreach 82.6
81. Adam John J. Brooklyn 85.6
82. Desloge Roy A. Capstick 77.4
83. Steiger John J. Brooklyn 85.6
84. McCarren John M. Albertson 72.6
85. Anderson Thomas W. Brooklyn 74.0
86. Sweeney John J. Brooklyn 72.0
87. Skantze Ronald Latham 80.0
88. Skantze Ronald Lubnan 80.0
89. Rotman William P. Schenectady 80.8
90. Donahue Michael Lubnan 79.6
91. Bellet Beryl L. Rome 75.4
92. Heron Karl A. Schenectady 77.4
93. Zaniello Michael Lubnan 79.6
94. Levine Ronald Lubnan 80.0
95. Girard Peter G. States Is. 86.7
96. Altman Bruce I. East Meadow 87.7
97. Pozniak Robert A Albany 85.7
98. Girard Peter G. States Is. 86.7
99. Altman Bruce I. East Meadow 87.7
100. Pautler William Watchet 85.5
101. Altman Bruce I. East Meadow 87.7
102. Girard Peter G. States Is. 86.7
103. Altman Bruce I. East Meadow 87.7
104. Pautler William Watchet 85.5
105. Giroday William P. Schenectady 82.5
106. Altman Bruce I. East Meadow 87.7
107. Girard Peter G. States Is. 86.7
108. Altman Bruce I. East Meadow 87.7
109. Pautler William Watchet 85.5
110. Altman Bruce I. East Meadow 87.7
111. Girard Peter G. States Is. 86.7
112. Altman Bruce I. East Meadow 87.7
113. Pautler William Watchet 85.5

EXAM 19-947
PRINCIPAL VOCATIONAL REHABILITATION COUNSELOR-G-B
Test Held Nov. 1976
List Est. Nov. 30, 1976
1. Schenker Leo Long Beach 97.8
2. Lebovitz Steven NYC 95.9
3. Hammad Horace NYC 94.9
4. Richmond Nathan NYC 94.8
5. Powell Arthur E. Hamtramck 94.8
6. Clark William P. Sherman 94.8
7. Lebowitz Alexander 94.8
8. Owen John A. Hamburg 85.5
9. Henery Jim J. Brooklyn 81.9
10. Sturze Roland Centerreach 82.6
11. Swanson John J. Brooklyn 82.6
12. Schindler B. Brooklyn 82.6
13. Levin V. E. Lubnan 78.0
14. Demiao Jim J. Woodmore 77.4
15. Regerer C. D. Lockport 76.2
16. Trechan Emily B. Utica 78.8
17. Timm Jackson Lakeland 74.0
18. Francione Paul E. Utica 72.7

EXAM 19-957
SR SYSTEM PLANNER COMM
Test Held Sept. 17, 1976
List Est. Nov. 26, 1976
1. Brady David S. Syracuse 79.5
2. McDonald David W. Binghamton 80.0
3. Amenta Francis O. Utica 79.8
4. Zeller Tim R. Gloversville 74.0
5. Amenta Francis O. Utica 79.8
6. Zeller Tim R. Gloversville 74.0

EXAM 19-951
ASSOC SYST PLNR COMM
Test Held Sept. 17, 1976
List Est. Nov. 26, 1976
1. McCann Thomas W. Latham 80.0
2. Duggan Edward R. Gloversville 87.6

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CIVIL SERVICE LEADER, Friday, December 17, 1976
Feds Open A Variety of Posts

WASHINGTON, D.C.—The U.S. Civil Service Commission has opened filing periods for several new positions on its general schedule list.

Fiscal and accounting support, shorthand reporting, reporting stenographer, sales store checker and structural firefighter are included. Textile conservator is also under the mid-level announcement.

Fiscal and accounting support positions, which currently have vacancies in Orange and Rockland Counties, require one year's general clerical experience and one year’s specialized experience at the GS-4 level, which pays $8,316. An extra year’s specialized experience is required for GS-5, which pays $9,303.

The specialized experience required depends on the particular area desired. The areas are general accounting and administration, benefit-payment roll, accounts maintenance, cash processing, voucher examining and payroll. Education can be substituted for experience.

Shorthand reporter requires one year’s experience for GS-5, which pays $11,523, and three years, $15,250, for GS-7, which pays $16,097.

Reporting stenographer, which pays $8,369 at GS-4, has no training or experience requirements.

Sales store checker requires six months general experience or a high school diploma for GS-2, which pays $5,762, and one year’s experience that includes a half year’s sales store checker experience for GS-3, which pays $6,608.

Structural firefighter requires one year’s general experience and one year’s firefighting experience for GS-4, which pays $8,314, and an extra year’s specialized experience for GS-5, which pays $9,303. A high school diploma can be substituted for one year’s general experience and an appropriate associate degree is fully qualifying for GS-5.

There is one vacancy in New York City for junior conservator, which pays $14,097. Applications will be accepted until Jan. 31. Two years’ specialized experience is required.

Sheet metal mechanic is open in Orange and Rockland Counties, which pays $6,008. A high school diploma and an extra year’s specialized experience may be substituted for one year’s general experience. A two-year associate degree is fully qualifying for GS-5.

There is one vacancy in New York City for junior conservator, which pays $14,097. Applications will be accepted until Jan. 31. Two years’ specialized experience is required.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, N.Y. 12226. New York 14202.

Additional information on required qualification experience and application forms may be obtained by mail or in person at the State Department of Civil Service, State Office Building Campus, Albany, N.Y. 12226. Applicants can file in person only at Two World Trade Center, New York 10047, or Suite 750, 1 West Genesee Street, Buffalo.

Open Continuous State Job Calendar

Assistant Clinical Physician $25,161
Associate Actuary (Life) $18,369
Supervising Actuary (Life) $22,916
Principal Actuary (Life) $22,694
Associate Actuary (Casualty) $18,369
Supervising Actuary (Casualty) $22,916
Senior Actuary (Casualty) $21,142
Clinical Physician I $27,974
Clinical Physician II $31,055
Dental Hygienist $8,923
Dietitian $10,714
Supervising Dietitian $12,760
Electroencephalograph Technicians $7,616
Food Service Worker $5,827
Hearing Reporter $11,337
Histology Technician $8,051
Industrial Foreman $11,423
Institution Pharmacist $12,670
Laboratory Technician $8,155
Licensed Practical Nurse $10,155
Licensed Practical Nurse (Except for Albany area) $7,616
Medical Specialist I $27,942
Medical Specialist II $27,942
Mental Health Aid Aides Trainee $7,204
Mental Hygiene Aides (TBS) $7,616
Motor Equipment Mechanic Variety
Nurse I $10,116
Nurse II (Psychiatric) $11,337
Nurse II (Rehabilitation) $11,337
Nutrition Services Consultant $31,404
Occupational Therapist $8,155
Principal Actuary (Casualty) $23,694
Principal Actuary (Life) $23,694
Physical Therapist $11,164
Psychiatrist I $27,942
Psychiatrist II $37,704
Radiobiologist (T.B. Service) ($26,323-$34,900)
Radiobiologist (T.B. Service) ($20,079-$28,797)
Senior Actuary (Life) $14,142
Senior Account Records Librarian $11,337
Senior Occupational Therapist $12,670
Senior Physical Therapist $12,760
Stationary Engineer $10,714
Staff Sanitary Engineer $17,429
Asst. Sanitary Engineer $14,142
Stationary Engineer $14,142
Vaccines Typewriter Operator $5,811
Vaccines Typewriter Operator $5,811
Specialists in Education (Clerical) ($16,389-$27,308)
Senior Sanitary Engineer $10,714
Assistant Stationary Engineer $7,616

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, N.Y. 12226. New York 14202.

Additional information on required qualification experience and application forms may be obtained by mail or in person at the State Department of Civil Service, State Office Building Campus, Albany, N.Y. 12226. Applicants can file in person only at Two World Trade Center, New York 10047, or Suite 750, 1 West Genesee Street, Buffalo.
HOLIDAYS ARE HERE

Long Island Region I has by far the largest membership of the six Civil Service Employees' Asn. regions throughout the state. So it is little wonder that Anthony Giannetti, right, co-chairman of the region's social committee, keeps a tight grip on tickets for the region's social chairman duties with William Kempey. All members who are titled in this news-}

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Facts-Finder Suggests A 5% Hike For White Plains Unit

WHITES PLAINS—A Public Employment Relations Board fact-finder has recommended a 5 percent salary increase, plus increments, for certain non-teaching employees of the White Plains City Schools.

Erwin M. Biant, of Port Chester, is the PERB fact-finder in a contract dispute between the school district and the non-teaching unit of the Civil Service Employees' Asn. The approx-}

imately 200 employees in the negotiating unit include teachers, aides, cafeteria personnel, custodial and clerical employees.

Mr. Biant recommended a one-year contract with the board to plus increments to increase to apply to all employees except cafeteria workers, and to be retrench-}

tive to the commencement date of the new contract year. Cafeteria workers are to receive an increase, but no salary in-}

crease. Other recommendations in-}

clude:

• Rejection of a request to provide full-time benefits to part-time cafeteria personnel and continuation of present moratorium on cafeteria workers for the coming year, which is seen as a test in whether or not the Districts will continue operating the cafeteria in the future.

• Rejection of a request to lower guaranteed number of work days to 172.

• No change in procedure for payment of overtime. In spite leave policy with regard to com-}

pensation for unused sick time.

in policy of giving reason for use of personal leave in building and grounds employees work on snow days and in employees' working during emergency clos-}

ings.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Civil Service Department, Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. For federal jobs on Thursdays are 10 a.m. to 4 p.m.

To request applications by mail must include a stamped, self-addressed envelope, to be received by the Department at the time of request. Applications are available only during the filing period.

By telephone, applicants can reach the filing office via the (212) 465-5000. For information on-

titles, call 596-6700.

Several City agencies do their own recruiting and hiring. They include: Board of Education, 850 United Nations Building, New York 10013, phone: 596-6300.

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A Fiscal Year

North Hempstead Town Supervisor Michael J. Tully, Jr. joins members of the town's credit union at their annual luncheon at Lauraine Murphy's Restaurant in Manhasset. From left are secretary Connie Petrie, of Willets Park; loan officer Alex Bossa, of Albertson; Mr. Tully; president Charles Mile, of New Hyde Park; vice-president Donald M. Mahoney, of Westbury; receiver of taxes Robert J. Vaili, of New Hyde Park, and treasurer Ethel Morrison, of Mineola.

Campaign Is Launched In Fight On Pregnancy-Disability Issue

ALBANY—Supported by the Civil Service Employees Asso., a group of Albany-area women has begun a drive to collect signatures on petitions protesting the recent U.S. Supreme Court decision allowing employers to omit coverage from disability insurance plans.

"We believe the Court's ruling to be discriminatory to millions of working women in America, and we're hoping for a minimum of 50,000 petition signatures on our petition," said Jean C. Gray, of Niskayuna. "I can't see any reason why we shouldn't be able to get 100,000 or more in the relatively short time we expect to run this campaign," added Ms. Gray, a state employee at the NYS Thruway Authority headquarters in Albany.

Both Ms. Gray and Ms. Barlow have been in contact with area women's rights activist groups and expect to dovetail their petition campaign with other actions protesting the court's ruling.

Both women are active in the CSEA, which has endorsed their campaign and is supporting the project by providing a statewide distribution system to reach the more than 360,000 public employees in New York State it represents.

Ms. Gray is chairman of CSEA's statewide special civil service committee, which oversees the union's affirmative action programs, and Ms. Barlow is a member of CSEA's statewide special human rights committee.

"Because of our rules in these areas of the union, it seemed a natural that we take some firm step to protest the court ruling," Ms. Gray said. "When we asked for the support of CSEA in this effort, the union gave us that support. Nearly half of the more than 300,000 public workers represented by the CSEA are women, and CSEA has always been a union that supported and advanced women's rights in employment."

Ms. Gray and Ms. Barlow pointed out that all women employees represented by the CSEA have maternity leave protection as a result of the union's negotiations.

"Our concern is with those millions of women workers who do not have negotiated pregnancy-related disability protection, and who may never achieve it now because of the court's ruling. And we're just as concerned that employers may drop that protection where it is now given, unduly the advances already made," said Ms. Barlow.

Both women said that completed petition forms will be presented to New York State congressmen to show grassroots support for congressional action to legislate pregnancy disability coverage.

"Anything less is discriminatory and denies fair and equal treatment to working women," they said.

Pregnancy Petition

1. I deplore and protest the recent U.S. Supreme Court ruling that employers may lawfully exclude pregnancy from disability insurance plans.

2. I believe the ruling is discriminatory and denies fair and equal treatment to millions of working women.

3. I urge the appropriate parties, including members of Congress, to take immediate action to correct this flagrant injustice.

NAME: ____________________________
ADDRESS: ________________________
CITY: ____________________ STATE: ______ ZIP: ________

Completed forms may be sent to Jean C. Gray, c/o: Civil Service Employees Asso., 33 E 40 St, Albany, N.Y. 12297.

Uphold Pregnancy Rule

In an opinion affecting working women in both the public and private sectors all over the country, the Supreme Court, in a 6-3 decision, held that excluding pregnancy from an employer's disability insurance plan is no violation of federal law. Frank Bennett, chief of employee relations for the New York State Civil Service Department, the state, as an employer, certainly treats pregnant women as disabled. He noted, however, that many female state employees revert to a leave-without-pay status if they are unable to return to their jobs after pregnancy but elect not to do so immediately. If a woman finds herself unable to perform her duties on the job as a result of her pregnancy, she then receives disability payments. Bennett said, adding he did not know what result the high court's ruling would have on standing state policies on the matter. In the decision, Justice William J. Brennan, speaking for the majority, said that leaving pregnancy out of sick pay and accident plans is not based on sex considerations. He said the plan of the General Electric Co., the employer involved in a test case on the issue, in no more an improper one than any others. A recent survey of some 5,000 companies had found that 82 per cent had been challenged in a suit brought by 43 women in GR facilities around the country. Attorneys for the International Union of Electrical Workers, AFL-CIO, and some feminists have asked the court to require the state to make its employees have to have Congress overcome, by legislation, the effects of the Supreme Court decision.

Fiscal Outlook 'Very Grim'

A Syracuse University political scientist has estimated that the state's fiscal stagnation has been responsible for the loss of more than $6 billion in potential tax revenues since 1973 and, as a result, New Yorkers cannot expect public services to be maintained at the present levels—such as they are—much longer. According to Ray Rahl, public services have been largely maintained despite the tax losses through discretionary changes made in state and local tax structures. It has been much harder, however, to maintain the state's tax base can no longer be expected to support quality public schools and extensive social services. In an interview with Associated Press, Mr. Rahl indicated that New York had to "be damned".

"The state's 60 years of prosperity have ended," the Syracuse University political scientist noted that spending by state and local governments has not reflected this shrinking tax base. For example, he noted that the state has increased its spending for economic development by 3 percent from 1963 to 1975, spending in that period increased by about 150 percent. He also said that the state's public sector is overdeveloped in relation to what it can afford. "New York State has become a money spending state, to the point that its economy is moving toward a lower equilibrium. It is on its way down and has not bottomed out yet," he added.

Westchester Local Holding Open House

WHITE PLAINS—The Westchester County local, Civil Service Employees Asso., will hold a holiday season open house on Tuesday, Dec. 21.

The party, which will run from noon to 8 p.m., will be held at the local's headquarters at 186 Maple Ave, White Plains, according to president Raymond Cassidy.

Charge SUNY Mismanagement

The New York Higher Education Asso. has charged the State University of New York with violating the rights of SUNY faculty members who have lost their jobs because of budget cuts.

The NYHEA filed a statement of charge issued earlier by the American Assn. of University Professors that demanded an investigation into the firings on a number of SUNY campuses. Said the NYHEA: "We believe the firings are an improper use of power. We believe it will have some serious and lasting effects. We believe the University is not fulfilling its obligations of teaching and research."

The NYHEA also charged that SUNY is concluding its 1975-76 fiscal year with violating the rights of SUNY faculty members. The NYHEA said: "Our position is that AAUP is a competing union. NYEA is just riding the coattails of AAUP because they couldn't do it alone.

The NYHEA charged that SUNY officials have ordered authorities at Buffalo Psychiatric Center to stop housing both men and women at the same time. "There have been allegations of inadequate medical treatment. A suit has been filed by Buffalo attorney Thomas P. McMahon who alleged that the center has male-female wards as well as recreation and bathing facilities used by both men and women at the same time. There have been reports of increased numbers of rapes and sexual incidents since the institution of co-ed wards and bathing facilities," the suit charged. The suit asked the court to order the center to provide care and treatment in accord with Department of Mental Hygiene guidelines. If the suit shows in behalf of the families of two women who are patients at the center. However, it was a class action suit, meaning any court orders would have no effect on other patients at the center.

BAN CO-ED BPC AWARD

Buffalo State Supreme Court Justice Frederick M. Marshall has ordered authorities at Buffalo Psychiatric Center to stop housing both men and female patients in the same wards. A suit filed by Buffalo attorney Thomas P. McMahon had alleged that the center has male-female wards as well as recreation and bathing facilities used by both men and women at the same time. "There have been reports of increased numbers of rapes and sexual incidents since the institution of co-ed wards and bathing facilities," the suit charged. The suit asked the court to order the center to provide care and treatment in accord with Department of Mental Hygiene guidelines. If the suit shows in behalf of the families of two women who are patients at the center. However, it was a class action suit, meaning any court orders would have no effect on other patients at the center.

Propose Taylor Law Change

Donald H. Wollett, director of the State Office of Employee Relations, has recommended that arbitration awards in contract disputes involving police and firefighters be subject to review by the legislative body of the city or municipality involved. The proposed Taylor Law change immediately drew fire from police and firefighter officials. They contended that the present arbitration procedure has prevented strikes and harmful job actions. Officials of the cities and municipalities, however, have said they would like to do away with arbitration proceedings.

Protest SUNY Mismanagement
CAIRO—The first of two shop steward seminars for the state’s Department of Taxation and Finance employees was termed successful by Civil Service Employees Assn. director Jack Dougherty.

Mr. Dougherty, who represents the department employees on the union Board of Directors, explained that the workshop resulted from a departmental agreement between the union and the department administration.

The workshop was held last month at the Friar Tuck Inn near this Greene County resort area. Attending were union members from Albany Taxation and Finance chapter 690, headed by Ronald Townsend.

Another workshop will be held in a few months for T&F union leaders who work in other areas.

Albany chapter 690 leadership reviews workshop program. In front, from left, are delegate Lee Johnson, first vice-president Roger Hoyt, secretary Santa Orsino, president Ronald Townsend, third vice-president Mary Jaro and second vice-president John Gally. In back are delegate H. Batyrm, treasurer Steve Coupen, departmental representative Jack Dougherty, delegate Molly Kanczewski and delegate Carmen Bagnoli.

CSEA director representing Tax and Finance employees, was instrumental in setting up the departmental workshop. Here, as CSEA education director Edward Diamond listens, he explains that it is a cooperative effort with the department.
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SOL WILLIAMS

When the Warwick facility is included, it will make up about 30% of the Corrections Department budget.

Mr. Williams, president of the Warwick Local 65, said that he has met with the state to discuss the situation and that they have agreed to work toward a solution.

Mr. Williams also mentioned that the CSEA has been working closely with the state to ensure that all employees have a fair chance at employment.

The CSEA is committed to ensuring that all employees are treated with dignity and respect, and that their rights are protected.

Buffalo-Niagara Retirees Meet

BUFFALO—A combined business meeting and Christmas party has been scheduled for December 21, 2023, at the Buffalo-Niagara Retirees' Club. The meeting will start at 8:00 p.m. and will feature guest speakers and a holiday-themed dinner.

The club invites all retired state employees to attend and participate in the festivities.

CSEA Launches Campaign To Keep Warwick State Schoolers On The Payroll

ALBANY—The Civil Service Employees Assn, the union representing Division for Youth employees throughout the state, has undertaken a battle on several fronts in an attempt to keep hundreds of DPY workers employed.

Solv Williams, president of the Warwick State Schoolers Assn, said that a series of meetings has taken place in recent weeks between the CSEA and the DPY, the State Correction Department, and the Division of the Budget, to ensure that all employees are treated fairly.

Current plans call for the boys who are now at the Warwick to be transferred into small youth development centers. Some CSEA officials said they see no reason why all the Warwick employees could not be absorbed into this present facility so that the Corrections Department can continue to operate effectively.

Mr. Conoby has set up another meeting with Mr. Williams and Office of Employee Relations officials to discuss the matter further.

Mr. Williams also mentioned that the union has held several meetings and have been assigned it a role in the immediate area.

The union has already held several meetings with the state and has a history of working and dedicated to this cause.

Moore Assails DMH's Scheme

Moore assailed the DMH's scheme for de-institutionalization, saying that it was a thinly veiled attempt to trim the state budget. He said that the scheme was not designed to improve patient care, but rather to save money.

Moore also criticized the Commissioner of Mental Hygiene, Mr. Moore, for his handling of the situation. He said that the Commissioner had failed to communicate effectively with the public and with the state legislature.

Moore called for a moratorium on the de-institutionalization plan and for a thorough review of the scheme to ensure that patient care is not compromised.

WOULD IT WERE FULTON SUMMER AGAIN

For months, Fulton chapter 318 CSEAers have been asking what happened to some photos that they had sent to The Leader, but it can be said The Leader has received them. Just to show that patience has its reward, we are about to print the photos anyway, even though they were slightly out of focus.

The photos show the beautiful Finger Lakes region and include images of the iconic Oneida County Fair and the seasonal activities of the area.

The CSEA is committed to ensuring that all employees are treated fairly and that their rights are protected.

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