PACT TALKS? IMPASSE!

its group life insurance plan of interest to women members. Committee, said that effective tomorrow, New Year's Day, the union will have a change in counterattack to blunt the ac-

Service Employees Assn. plan a units represented by The Civil
ty sheriff's employees and the

CSEAers In Rensselaer, Facing A Wage Freeze, Seen Forced On Welfare

TROY—Claiming a possible "conspiracy" by the Rensselaer County administration, the Rensselaer County Sheriff's Office, the Hudson Valley Community College Administration and the City of Troy, the four involved employee units represented by The Civil Service Employees Assn. added that since negotiations began negotiations which have resulted in absolutely no progress at the bargaining table. The union then declared an impasse in contract talks affecting about 140,000 state employees. The CSEA also asked the state Public Employment Relations Board to immediately name a mediator in the past dispute. The union spokesman also termed the State's alleged failure to bargain in good faith "a serious act of provocation." He added that since negotiations began Nov. 4, "the State has made an insignificant and unacceptable salary offer amounting to about $146 annually for each state employee.

"After the CSEA rejected that, the State reshuffled the same total package in a demeaning and insulting manner designed to divide and fragment the state work force." The spokesman said that the union has lowered its salary demands during negotiations, "but the State has not responded at all to this except to redesign an already unacceptable offer which it has attempted to ram down our throats."

The spokesman added that the State's latest offer for employees in one of the four Bargaining Units now negotiating would give its 35,000 employees an increase of about $35 a year. In contrast, the average for the other three units would be $170 annually.

CSEA and the State began ne-
gotiations in early November to determine a salary increase and changes and improvements in the

Make Change Affecting Women For CSEA Insurance Coverage

ALBANY—James Corbin, chairman of the Civil Service Employees Assn.'s insurance committee, said that effective tomorrow, New Year's Day, the union will have a change in its group life insurance plan of interest to women members. The change, Mr. Corbin said, will provide women members of the CSEA the same amount of life insurance as is issued to male union members in the same salary brackets. This will become effective May 1.

In a mailing, to be posted soon from the CSEA's Albany Headquarters, a form will be included on which a member can say if he or she wishes a lower amount of insurance. Advantages and disadvantages will be explained in an accompanying letter. The lower insurance amount is termed "Option B."
The form should the CSEAer

Carr Recuperates

BINGHAMTON—Irene Carr, state-wide secretary of the Civil Service Employees Assn., was hospitalized last week after a fall in which she broke her hip. The accident occurred in the parking lot of an Endicott shopping center near here. She is recuperating in Binghamton General Hospital, Room 421 of the Memorial Wing.

Carr Recuperates

American's Pact Holds S834 Boost

AMSTERDAM—In the recently negotiated 1976-77 contract between the City of Amsterdam and the Amsterdam City Hall unit, Civil Service Employees Assn., a salary increase retroactive to Jan. 1 of $450, and a boost of $49 per year was provided to the 30 employees involved.

In addition, a joint CSEA-city committee to study improve-

ALBANY REGION IV CELEBRATES HOLIDAY

Assemblyman Neil Kelleher (R, Rensselaer) was among the guests who helped Civil Service Employees Assn. members of Albany Region IV observe the holidays at a regional workshop last month in Glenn Falls, Warren County. Shown greeting the Assemblyman are CSEA vice-president Joseph McDermott, left, and CSEA secretary Irene Carr. Additional details and photos of the weekend event will be featured in next week's edition of The Leader.
Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Region, at 26 Federal Plaza, Manhattan; 27 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or visiting the federal job information center of the U.S. Civil Service Warehouse Examiner GS-5, 7

unspecified

Further notice, unless a closing date is specified. Jobs are in various federal agencies throughout the country.

Agriculture

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<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
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<tr>
<td>Food Inspector</td>
<td>GS-5</td>
<td>CH-05</td>
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<tr>
<td>Warehouse Examiner</td>
<td>GS-5, 7</td>
<td>CH-02</td>
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Engineering and Scientific

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<tr>
<th>Title</th>
<th>Salary Grade</th>
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<tr>
<td>Correction Officer</td>
<td>GS-5, 7</td>
<td>431</td>
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<tr>
<td>Freight Route Specialist</td>
<td>GS-7, 9</td>
<td>WA-6-13</td>
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Meteorological Technician GS-6, 7, 9

Life Sciences GS-5 to 7

Stenography and Typing

Stenographer GS-3, 4

Secretaries, Options I, II, III GS-5, 6

Typist GS-2, 3

Medical

Autopsy Assistant GS-3 or 4

Carcinology Technician GS-5 to 9

Dental Hygienist, Dental Lab Technician GS-5, 7

Licensed Practical Nurse GS-3, 4, 5

Medical Machine Technician GS-4, 6

Medical Radiology Technician GS-5, 6

Medical Technician GS-5, 6, 7

Medical Technologist GS-5, 6

Nurse GS-5 to 12

Physician's Assistant GS-5, 7

Vet Technologist GS-3, 4

Veterinarian Trainee GS-5, 7

State Eligible Lists

EXAM 15-395

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<tr>
<th>Title</th>
<th>Salary Grade</th>
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<tr>
<td>Air Reserve Technician (Administrative</td>
<td>GS-5 to 12</td>
<td>AT-0-59</td>
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Social and Education

Social Worker and Correctional Treatment GS-9 to 12

Specialist Psychologist GS-11, 12

Professional Careers for Librarians GS-7 to 12

Nassau Sets Five Exams

MINEOLA — The Nassau County Civil Service Commission has opened filing until Jan. 5 for five open competitive examinations to be held Feb. 5.

Salaries vary according to jurisdiction for the five titles, which are at schools and boards of cooperative educational services.

Audio visual technician (exam No. 65-294) pays $8,100 in Port Washington. It requires a high school diploma, and one year's experience in radio, television and projection equipment repair.

Assistant head custodian (exam No. 65-256) pays $7,800 in Port Washington. It requires a high school diploma, and one year's experience in building maintenance.

Assistant head custodian (exam No. 65-256) pays $7,000 in Port Washington. It requires a high school diploma, and one year's experience in building maintenance.

SMALL WORLD

The employer's Small World Day Care Center at Pielman Psychiatric Center, West Brentwood, had its fiscal problems eased temporarily with a loan of $1,100 from Civil Service Employees Ann. Business there has improved. The center, which was struggling to pay salaries to its three teachers and the pinch came just at the time the center was applying for a New York State license. The loan will enable the center to operate through next month, at which time a governmental grant is expected. Above, flanked by Small World and Pielman Civil Service employees, local president Betty Duff, center, had the CSEA check not come, would have been unable to continue to pay salaries to its three teachers and the pinch came just at the time the center was applying for a New York State license. The loan will enable the center to operate through next month, at which time a governmental grant is expected. Above, flanked by Small World and Pielman Civil Service employees, local president Betty Duff, fourth from left, presents the check. At right, two Small Worlders discuss things with one big worrior.
Hend a probation violator earlier shot while attempting to apprehend a violator earlier this month. Mr. Sutherland was also under discussion is one of the State's efforts to pit units against each other by offering different contracts articles subject to renewed negotiations. "The State has no right to unilaterally change established policy or to eliminate a previously granted increment."

On Dec. 17, the Rockland County Legislature voted to extend the decision in Mr. O'Sullivan's case to all trainees in Rockland County who were similarly situated.

On Dec. 17, the Rockland County employees were notified that they would be given the back pay they were due.

The meeting, said Ms. Porpiglata, was a formal procedure. According to local corresponding secretary Sue Porpiglata, the 21 employees are: in the Probation Department—Craig Anderson, Frank Bosco, J. Damiani, Diane Prohling, Arlene Smith; in the Department of Audit and Control—Mary Schults, who will receive the greatest amount, $2,430.25; in the Personnel Office—Wendy Buteux and Paul Wanamaker, Keith Drummond, Anthony Tattl, M. Plitzula, Donald Philip Albertson and E. Anderdamiani, Diane Prohling, Arlene Smith; in the Probation Department—Craig Anderson, Frank Bosco, J. Damiani, Diane Prohling, Arlene Smith; in the Personnel Office—Wendy Buteux and Paul Wanamaker, Keith Drummond, Anthony Tattl, M. Plitzula, Donald Philip Albertson and E. Anderdamiani.

NEW CITY—More than $20,000 in back pay has been awarded to 21 Rockland County employees as a result of a grievance presented by county employee Raymond O'Sullivan through the Civil Service Employees Assn.

In addition to the 21, another five county employees are now trained and assured of receiving their increments, when they receive their permanent appointment.

The county attempted to deny this increment to Mr. O'Sullivan, prompting the present suit.

Mr. O'Sullivan completed his one-year trainee period in the health department last summer. At that time, the county did not give him his first-year increment, which it had always granted to trainees upon successful completion of their year's training.

Arbitrator Philip Feldman recently found that the county has no right to unilaterally change established policy or to eliminate a previously granted increment.

IDEA

This logo was presented at a recent Labor V conference as a guide the Civil Service Employees Assn. may choose to go by in an impartial court that better represents the union. The logo was drawn by Tim Gallo and is a gift of a graphic student from the Village of Mexico.

CSEA Suit Restores Job To Otsego County Nurse

COOPERSTOWN—Following action by the Civil Service Employees Assn., Kathleen Paquette, a nurse at the Otsego County infirmary, has been restored to her job.

By the terms of the settlement, actually made during the formal grievance meeting, Ms. Paquette agreed to restate Ms. Paquette and pay back wages due from Jan. 16, the date of her suspension through the date prior to her return to work.

The county is required to dismiss the charges of wrongdoing against Ms. Paquette. In exchange, she will be reinstated and her suspension will be discontinued.

The case was originally initiated when Ms. Paquette was paraprofessionally terminated Ms. Paquette following a charge of pilfering drugs. Ms. Paquette immediately contacted Mabel Wamamaker. CSEA chapter president of Otsego County, said filled the grievance.
Pregnancy Petition

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

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

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 Assn., 33 Elk St., Albany, N.Y. 12207.

Buy U.S. Mode Products

Set PERB Hearing Date To Consider Rockland Charges

NEW CITY—The State Public Employment Relations Board has set a hearing for February to attempt to settle an improper-practice charge brought by the Civil Service Employees Assn., against the Rockland County administration. A pre-hearing conference was held Dec. 28 at the PERB offices in New York City. The conference was conducted by PERB mediator Leon Appelwhale.

The CSREA filed the charge because of the county's extraordinary refusal to begin negotiating for a new contract for the employees, according to CSREA collective bargaining specialist Ken Carlson. The current contract covering the 1,750 Rockland County workers will expire at midnight on Friday, Dec. 31.

Rockland County CSREA unit president Pat Spici told Oct. 29 that the county began negotiating "immediately" for a new contract for 1977.

Under the state's Taylor Law, both union and management must bargain in good faith to reach a settlement on the terms of any labor contract.

In November, however, the Rockland County attorney's office sent a letter to Mr. Spici stating that the county would not bargain with the CSREA, the exclusive bargaining agent for the county employees.

The union immediately filed a charge with the PERB stating that the county was engaging in improper practices: failure to bargain in good faith.

"In fact, the county is refusing to bargain at all," Mr. Carlson said.

"We are glad that the pre-hearing conference was held because it brings us one step closer to getting our negotiations under way. All our efforts are directed towards getting a good contract wrapped up as soon as possible.

The county administration, on the other hand, seems to be trying to delay the start of negotiations with illegal methods."

Bonvino Retires

Nicholas D. Bonvino, deputy assistant personnel director for examinations, has retired after 29 years with the New York City personnel department.

Mr. Bonvino entered the civil service as a mechanical engineering draftsman.

APPOINT BUSSE

ALBANY—Paul Busse has been named by State Social Services Commissioner Philip L. Tola as a member of the newly established statewide advisory council on social services.

Mr. Busse is president of the Economic Development Council of New York City.

The group was formed to advise Mr. Tola and the Governor on matters affecting the Social Services Department, especially on matters of social assistance, client services and their medical aid.

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Smile Maintenance Kit

How do you keep a healthy smile? Good daily dental hygiene, a healthy diet, regular check-ups and a good dental plan so you don't have to worry about dental bills that you can't handle.

It's common sense, really. But all too many people put off regular check-ups because of the expense. That's where we come in.

As we say, "We've got great plans for you." Our Dental Care Plan is only one of them.

After all, the Blues invented pre-paid health care and doesn't it seem logical that we can deliver the best dental care promptly and efficiently.

If your employee group wants to discuss a dental plan, give us a call.

Blue Cross and Blue Shield
Plans of New York State

GREAT HOLIDAY!
Lose Weight


LIDO SEA
BELLE ISLAND, MIAMI BEACH, FLA. 814-20 - CABANA -605-2421
See your travel agent, or write direct.
In Mutual Life Insurance Company of New York holding a check for you? Please examine closely the alphabetical listing of Civil Service Employees Assn. members below to determine if MONY is holding a Supplemental Life Insurance Plan dividend check payable to you that could not be delivered because of the lack of a current mailing address.

These are dividend checks which have been sent to union members insured under the Supplemental Life Insurance Plan underwritten by MONY. About 22,000 CSEA members are covered under this plan. The dividend payout was based on premiums paid for that coverage which was in effect for the entire policy year ending October 31, 1976.

The dividend, for insured members under 45 years of age, consisted of 10 percent of premiums paid by the insured during the year ending Oct. 31, and 5 percent of premiums paid by the insured during the year preceding Oct. 31. Occasionally, CSEA members move without notifying the plan of the new address. In such cases the post office notifies the CSEA that the member has moved and left forwarding address. The CSEA then sends the check to the last known mailing address. The dividend checks were mailed in July. Some of the envelopes containing the checks were returned to the post office for invalid addresses.

If you did receive your dividend check as a result of the second mailing on Oct. 4, your name may still appear in the listing below. This listing is based on the first group of undeliverable checks. You should write only if your name is here and you did not receive a check.

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STATE PROGRAM CITED

New York State Civil Service officials display the plaque recently awarded to New York for its state employee suggestion program which is administered by the State Department of Civil Service. Above, from left, are Victor S. Bahon, Civil Service Commissioner; Michael N. Scelsi, Commissioner of the National Assn. of Suggestion Programs for the government suggestion program with the best-savings-to-cost ratio. In the past, many of the more than 2,000 CSEA members in New York have contributed suggestions in the monthly program, which have won them cash awards, certificates of merit, or both.

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SHORT TAKES

PREGNANCY AND DISABILITY

The New York State Court of Appeals ruled last week that private employers must pay disability benefits to women who missed work due to pregnancy. The state's highest court had already directed public employers to provide pregnancy-disability payments and last week's five-two decision means that all private employers subject to New York's Human Rights Law—those with four or more workers—must provide benefits to pregnant women on the same basis as benefits paid to workers injured on the job. The U.S. Supreme Court recently held, in a case involving the General Electric Co., that businesses were not required to make pregnancy disability payments. In that decision, the high court said that not making the pregnancy disability benefits available does not violate the 1964 Civil Rights Act, which prohibits discrimination based on sex, race, religion, national origin or sex. New York appeals court Justice Hugh B. Jones noted that "the determination of the Supreme Court, while instructive, is not binding on our court." The Albany ruling upheld a position taken by the State Board of Human Rights taken in the cases of three female employees who were denied pregnancy disability benefits by the Brooklyn Union Gas Co., American Airlines, and Croese Hospital in Syracuse.

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TEACHER'S REMARKS PROTECTED

The Supreme Court has ruled that remarks made by a Madison, Wis., teacher, concerning payment of union fees by non-union teachers and made at a public meeting, are protected under the First Amendment. The teacher, Albert M. Holmqist, was suspended in his five-year court fight by the National Right to Work Legal Defense Foundation. Mr. Holmqist, at a 1971 meeting of the Madison Board of Education, objected to a proposal being considered by the board which would have obliged non-union teachers to pay an agency fee to the union. The union, Madison Teachers, Inc., had asserted that Mr. Holmqist's remarks to the board constituted negotiations with employers. In a complaint to the Wisconsin Employment Relations Commission, it said the court had the right to discuss matters with the board. The WERC agreed with the union but in a unanimous decision, the Supreme Court rejected the WERC finding and subsequent appellate decisions which concurred. Chief Justice Warren Burger, in the opinion, noted: "Whatever its duties as an employer, when the Board sits in public meetings to conduct public business and hear the views of citizens, under the First Amendment it may not be required to discriminate against speakers on the basis of their employment or the content of their speech... To permit one side a debatable public question to have a monopoly in expressing its views to the government is the antithesis of constitutional guarantees."
1977

"WHY"—ANOTHER YEAR END

Mr. Gaba is a member of the firm of White, Walsh and Gaba. P.C. and chairman of the Nassau County Bar Association Labor Law Committee.

Two Appellate Cases

The petitioner was a correction officer from May 1971 until June 1973. He resigned his position after a hearing of the Correction Department, where petitioner was found guilty of failing to safeguard his weapon, which resulted in the death of another person. He was also found guilty of a petit larceny conviction based upon his plea of guilty.

ON NOVEMBER 9, 1973, in the early morning hours, petitioner's friend, at petitioner's home, loaded the petitioner's gun and fatally shot himself in the petitioner's presence. However, criminal charges were not brought against him and he continued in his position as a correction officer. In March 1973, petitioner was indicted for robbery. He pleaded guilty to petit larceny and was placed on three years probation. One of the conditions of that plea was that he resign his position as correction officer. Subsequently, petitioner took an examination for Transit Police Patrolman, and after passing that examination, his name was placed on the eligible list for the position of officer. On September 10, 1973, the Civil Service Commission of New York City, the respondent in this case, advised petitioner that an investigation into his background revealed his guilty plea, and, therefore, he was not qualified for that position.

IN OCTOBER 1973, he was marked “qualified subject to investigation” on the strength of a certificate of relief from disabilities issued by the court. Before the investigation was completed on January 11, 1974, the petitioner was certified for appointment as patrolman. In July 1974, the Department of Personnel newly determined that the petitioner was not qualified for the position because of his prior conviction and his prior employment record. Petitioner appealed to the Civil Service Commission, and the Civil Service Commission denied his appeal.

PETITIONER COMMENCED An Article 78 proceeding in the State Supreme Court, which held that, based on the record of the appeal, it could not be said that the denial of the appeal was arbitrary and capricious. The determination of the Civil Service Commission is supported on the record. Petitioner attempted to justify his past conduct relating to the incident resulting in the death of his friend and the involuntary indictment following by a plea of guilty to petit larceny. However, the court felt that his explanations were unconvincing. The court said, "He had the burden of proving his eligibility. Where a defendant was proven guilty, we feel that the determination against petitioner was made in good faith. Indeed, the complete documentation of the record belies petitioner's claim that an investigation into his background revealed his guilty plea, and, therefore, he was not qualified for that position.

FRIDAY, DECEMBER 31, 1976

Bad Faith

We hope state negotiators will carefully read this week's What's Your Opinion column which appears on the opposite page.

The question posed to six state workers by Leader staffers was: Pamela Craig was: "As a civil servant, what do you hope the new year will bring?" Although the persons queried are employees of the Department of Social Services, our conversations in Manhattan, we are sure their responses pretty well represent the feelings of the overwhelming majority of state workers.

The interviews commented on the salaries—or, more properly, the deficiencies of them—earned by state workers. We think one person, Mabel Nelson, said it all when she said: "I think we can add?"

Now this is just an incredible statement. Seemingly, the best way to start a state negotiator down the road to bad faith is to say: "in the same period, we can only notice that the world has not spun a turn since the days of the William McKinley dollar. We wonder if these negotiators have visited a supermarket lately. Don't they eat? Pay rent? Buy clothing?

Last week the Civil Service Employees Assn. declared an impasse in contract negotiations with the state. The union has charged that the state has conducted its dealings with the Civil Service Employees Association as "demeaning and insulting." Don't you think state workers can add?

But there is another ugly aspect to the situation. There are four Bargaining Units, representing about 140,000 state workers, involved in the negotiations. To each, the state has proposed a different salary increase rate. This is a blatant attempt to pit one Unit against another, one employee against another, with the aim of fragmenting the union. No one has ever yet accused the state of being subtle, nor has it ever been accused of being unbounded. Coupled with the fact that the cost of living has zoomed out of sight in the same period, we can only say that, indeed, the proposal will justify the union's tart description of it as a demeaning and insulting one. Don't you think state workers can add?

The state's salary offers are unacceptable. Bad faith bargaining indeed.

Questions & Answers

Q. I read somewhere that one out of every three delays in paying medical bills is due to the medical school's lack of payment. Is this true?

A. The claim number identifies a claim for Medicare payment on bills for medical services. If you put a wrong claim number—or don't enter a number—on a "Request for Medicare Payment" form, a search for your correct number is necessary and this can delay payment. The claim number should also be written on each separate bill exactly as it appears on your Medicare health insurance card.

C.O.N.
What's Your Opinion

By PAMELA CRAIG

As a civil servant, what do you hope the New Year will bring?

THE PLACE

World Trade Center, Manhattan

Mabel Nelson, clerk: "I hope the New Year will bring a copy of the signed contract from Governor Carey saying that we will receive a substantial raise in April. I've been here for two years and I haven't had a raise. The cost of living increases continuously. As a clerical worker, I truly feel that we deserve a raise. I'm beginning to understand. I can prove it every time I go to a department store and attempt to open up a charge account and they tell me I don't make enough money to qualify."

Rita Fishman, stenographer: "Good health for the New Year from another country, passes breaks the spirit. For older people their budgets. These cuts will necessarilly involve further dissimination of civil service employees and further cuts in the already intolerable level of City services.

Both Carey and Boome are counting on fiscal relief by a federal take-over of welfare programs. That is a desirable objective, but the achievement of that goal is beset with many problems. The basic one is the level of welfare payments that might possibly be approved by Congress. When President Nixon submitted to Congress the Family Assistance Plan drafted by Patrick Moynihan, the plan was defeated because of the negative votes of Congressmen from high-cost urban areas. Their objections were that while the subsistence standards in the proposal would satisfy the living cost in the rural areas of Mississippi, they would be intolerable in higher-cost areas of the large cities. A similar problem will arise in any proposal for a federal take-over of welfare."

By A. L. PETERS

Work Benefit Plan

An unusual plan which allows unemployed or underemployed citizens to work out $1,000 of their fines in public service has been instituted in Hartford, Conn. Those who qualify will receive from $25 to $100 per week for work varying from unskilled labor to professional services.

Eligibility for senior citizen centers, long a matter at issue in many jurisdictions, is gradually being eliminated. The "meant test" was a requirement limiting services to "very important people." The new Title XX of the Older Americans Act extends eligibility to many jurisdictions.

LETTERS TO THE EDITOR

Thanks, John

Editor, The Leader:

I have just read the press that President Gerald R. Ford will ask Congress to give the "big boys" a 40 percent hike raise. I have also been reading that Members of House and Senate, Judges, and "some very important people." This is certainly sensational nonsense from a President who spoke of "biting the bullet" for all the small people but made none for himself. As a further step in austerity he succeeded in reducing the cost-of-living benefit by 1 percent for the state's median level. If the state can prove the center can better live without this test, it need not be applied.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of unclaimed checks from the New York State Employees' Retirement System and the State Police's and Firemen's Fund. The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to get the funds. Following is a listing of those individuals whose membership terminated because of the provisions of sections 40, paragraph 1 of the Retirement and Social Security Law or before August 11, 1974. Individuals are listed in the order in which they were notified last week.

Harriett H. Gilbert, 96-75 Flushing Ave., Richmond Hill, Queens

Catherine T. Higgins, 97-21 9th St., Forest Hills, Queens

Evelyn T. Kiesel, 11929 Saltaire Ave., Bellerose, Queens

George I. Lewski, 45-01 43d St., Astoria, Queens

Thomas E. Hanaway, 24-56 Myrtle Ave., Babylon, Suffolk

Eugene W. Harris, 1275 E. Meadowbrook Rd., Macedon, Cayuga

Francis Harrigan, 32 Grove St., Franklin Square, Queens

Johanna B. Hilgreen, 21 Studio Ave., Bayshore, Nassau

Ralph D. Hendrix, 1309 Gedney St., Syracuse, Onondaga

Dennis J. Hogan, 265 E. Commercial Rd., Pomona, Orange

Catherine T. Higgins, 1031 W. Main St., White Plains, Westchester

William Jackson, 101 W. Kingsland Ave., Hempstead, Nassau

Amorita Jones, 1012 So. Oatman Park, Yonkers, Westchester

Evelyn T. Kiesel, 42-16 97th St., Unwoodale, Queens

Allen J. Kurtz, 1501 Ratchet Rd., New York, New York

Jane S. Lin, 2325 3rd Ave., Kew Gardens, Queens

Thomas D. Lumley, 170 Middle St., Levittown, Nassau

Harold F. Marra, 55-50 16th St., Poughkeepsie, Ulster

Mary L. Marson, 77-20 32d Ave., Middle Village, Queens

Augustus F. Marshall, 60 Conk Farm Rd., Farmingville, Suffolk

Eugene W. Harris, 1275 E. Meadowbrook Rd., Macedon, Cayuga

Joanne M. Mastantuono, 1000 E. Main St., Endicott, Tioga

Edward P. McCarthy, 202 Park Ave., Watertown, Jefferson

Robert Bottom, 22180 N. Bowers Ave., Middletown, Orange

Sebastian V. Mertz, 1110 Main St., Buffalo, Erie


Irene Moreau, 21 Conch Rd., Honesdale, Wayne

Catherine T. Higgins, 1031 W. Main St., White Plains, Westchester

Mario J. Moreira, 8112 Main St., East Haddam, Middlesex

John J. Moore, 104-13 109th Pl., Godfrey Park, Queens

Mario J. Moreira, 8112 Main St., East Haddam, Middlesex

Robert Bottom, 22180 N. Bowers Ave., Middletown, Orange

Evelyn T. Kiesel, 42-16 97th St., Unwoodale, Queens

George I. Lewski, 45-01 43d St., Astoria, Queens

Thomas E. Hanaway, 24-56 Myrtle Ave., Babylon, Suffolk


Irene Moreau, 21 Conch Rd., Honesdale, Wayne

Catherine T. Higgins, 1031 W. Main St., White Plains, Westchester

William H. James, 1630 N. Main St., Grand Rapids, Kent, Mich.

(To Be Continued)
Restructuring Committee Report

We, and surely the majority of CSEA members also, must believe that the original plan of Restructuring was a very good, in fact probably an excellent plan. Hopefully, our research will indicate the changes that are required to meet with complete success. It may be the structure itself, or it may be the operation of it. In other events, we are fortunate to have the advantage of an existing plan to review and we look forward to the opportunity. Therefore, we plan to be extremely careful in reviewing changes at this time and plan to stress our primary concern toward an intensive review of the current Association structure.

IMMEDIATE GOALS

Listed below are selected items which have been referred to the Committee to Restructure CSEA. These items are currently being reviewed by the committee for possible proposals at future meetings. The committee would sincerely appreciate your comments on these items, or naturally, on any other items.

Obj. 1: A dues structure establishing the amount of dues seemed to a member according to a salary range.

A dues structure establishing the amount of dues seemed to a member according to a salary range.

The revision of the dues structure and operation designed by the committee to satisfy the needs of each local CSEA member and guarantees representation on the state level. The Board of Directors, representing every entity of CSEA, established the policy of the Association. Many of the professional services provided through our headquarters and field staff, the fiscal and administrative policies, the election procedures and much of the standardization of the operation of the entire Association, at every level, were achieved through Restructuring.

GOALS

As a new committee, established during the past year, we feel that CSEA has successfully completed a structure of Restructuring. As is the case with any major change in operations, much of the work which has occurred in CSEA, we feel that period of adjustment is required.

Our committee recognizes that CSEA is still not the operation many believe it should be. We are aware of the discontent with several aspects of the Association. We are not, however, at this time prepared to agree that the structure is completely, or partially, at fault. We believe that the most important factor in determining where we are as a union, should be proof to first realize where we have been and then realize where we are now. The concept of restructuring was simply planning to meet the future needs of the Association. Simply said, but not so easily accomplished, is the fact that there are structural and design problems inherent in any new method of planning, the most obvious of which is that all the research and design cannot be analyzed until the plan has actually been tested. We recognize that the restructuring process...
Constitution And By-Laws Committee Report

The constitution and by-laws committee report, as submitted to Civil Service Employees Assn. delegates last fall by committee chairman Kenneth Cadieux, has been detailed in two recent editions of the Leader.

In the Dec. 10 issue, the Leader printed proposals that were accepted and are now incorporated into CSEA law. The Dec. 24 issue included those proposals that are still under consideration for future delegate conventions.

For the record, those items that were defeated are listed here. Rather than detail the entire sections, The Leader instead is presenting the gist of the defeated items...

—Two proposals would have given separate authority to the State Executive Committee and to the County Executive Committee to establish independent policies for state and for local government employees. (Currently, policy is approved by members of the two committees meeting jointly with the statewide officers as the Board of Directors. Defeat had been urged on the grounds that the proposals would tend to divide the Association into two separate entities.)

—Would have taken away from the statewide president responsibility for the organization and direction of the union staff and responsibility for the direction and supervision of dues collection. (Although this restriction of presidential authority was defeated, there was a separate clarification in the same section that was approved. This amendment holds the president responsible for presentation of a proposed budget by Sept. 1 each year, for the "current" year, rather than the "remainder" year, as it had been worded.)

—Would have increased from 10 cents to 20 cents per member the amount of financial support the statewide organization would provide to the regions from members dues. (It was felt that at this time it is the wrong fiscal climate in which to be increasing expenditures.)

—Would have removed the grievance and the salary committees from their special category of standing committees.

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CSEA director Eugene Nicodella, representing Schenectady chapter 847, makes excited gesture as he participates in discussion at which union policy was debated.

Kings Park Psychiatric Center chapter 411 delegation, from left, delegate Dorothy Cuenico, secretary Linda Martin and treasurer Gwen Thompson chat as they pause between meetings during the week-long convention last fall at Concord Hotel.
Metro Labor's Job Reclassing Group Formed

NAME PILLSWORTH
ALBANY—Thomas O. Pilla-
worth has been appointed di-
rector of the Municipal Service
Division of the State Department
of Civil Service. The appoint-
ment was announced by Civil
Service Commissioner Victor B. Bahou.
Mr. Pillsworth succeeds Joseph
Watkins, who is retiring after
34 years of state service. The
department is the liaison section
between the Commission and the
state's 109 municipal civil service
agencies, exclusive of New York
City.

Mr. Pillsworth started with the
division in 1961. He was most
recently in charge of a unit
which provided professional sup-
port services and technical as-
sistance to municipal civil service
agencies.

It ain't legal an it sure ain't safe
...but it do seem worthwhile!

MONKEY HUSTLE
AN AMERICAN INTERNATIONAL PICTURE
Starring
YAPHET KOTTO • RUDY RAY MOORE

Mon. Seating
ROSAIND CASH • KIRK CALLOWAY
JACK CONNAD

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CHARCIT 239  7177  TICMTHOM  541-290
SYLVESTER LEAKS, 340 NEW YORK
HAPPINESS IN A MERICAN MUSICAL
IFI-TOMB

SYNOPSIS: A feminine screen siren, who has,
in her time, been a movie star, a dancer, a
show girl and a model, seeks adventure in
New York in the early 1920's. She
becomes an employee in a department store
and learns to wear her specks in the big city.

It's not just another movie. It's a
rigorous, educational lesson about life and
human values. This is the tuneful, hilarious
story of a show girl that you'll never
forget. One of the hottest musicals of the
season!

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The world's most acclaimed play!

The one...and only longest
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Helen Hayes Theatre
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S Hike, New Leave Items
Held In Liberty Contract

LIBERTY—Wage increases for about 8.6 percent have been negotiated in a two-year contract signed by the State Civil Service Employees Assn. and the Sullivan County village of Liberty.

The second year of the contract, which will expire May 31, 1976, provides an increase of 5 percent plus one-half the average increase in the New York City Metropolitan Area plus All-City Consumer Price Index above 5 percent to a maximum of 9 percent. The first year increases average 3.5 percent. About 18 blue collar workers are affected.

Sick leave accumulation was increased from 120 to 132 days and up to 10 days may now be used for illness in the family; and up to 10 days may now be added to the year may be added to sick leave. Bereavement personal leave time not used during the year may be added to sick leave. The bereavement leave for illness in the family was increased from 120 to 132 days and up to 10 days may now be added to the year may be added to sick leave. Bereavement personal leave time not used during the year may be added to sick leave.

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

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

Fiscal and accounting support positions, which currently have vacancies in Orleans and Rockland County, 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 $8,821.

The specialized experience required depends on the particular area desired. The areas are general accounting and administration, benefits—payment roll, accounts maintenance, pay processing, voucher examining and payroll. Education can be substituted for experience for GS-5, which pays $8,821, and an extra year's specialized experience for GS-6, 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-4.

There is one vacancy in New York City for a conservator, which pays $14,097. Applications will be accepted until Jan. 31, 1978. Two years' specialized experience is required.

Sheet metal mechanic is open in Orange and Rockland Counties. Booking agent is to open in Nassau and Suffolk Counties. High voltage electrician has been closed.

For further information, contact Public Personnel Department of Civil Service, State Office Building Campus, Albany, New York 12226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 West Genessee Street, Buffalo.

### Feds Open A Variety of Posts

**Assistant Clinical Physician** $23,161 20-413
**Associate Actuary (Life)** $18,369 20-520
**Supervising Actuary (Life)** $26,016 20-522
**Principal Actuary (Life)** $22,694 20-414
**Supervising Actuary (Casualty)** $26,016 20-418
**Actuary (Casualty)** $27,774 20-414
**Clinical Physician I** $14,142 20-519
**Senior Actuary (Life)** $27,774 20-414
**Compensation Examining Physician I** $27,774 20-420
**Dental Hygienist** $8,223 20-107
**Dietitian** $10,714 20-124
**Supervising Dietitian** $12,760 20-167
**Electroencephalograph Technician** $7,616 20-308
**Food Service Worker** $5,827 20-352
**Hearing Reporter** $11,337 20-211
**Histology Technician** $8,223 20-170
**Hospital Nursing Services Consultant** $16,538 20-112
**Industrial Foreman** $10,714 20-588
**Institution Pharmacist** $12,670 20-112
**Legal Caretaker** $11,164 20-113
**Public Librarians** $10,118 & Up 20-339
**Licensed Practical Nurse** $8,223 20-106
**Maintenance Man (Mechanic)** $7,616 20-112

* (Except for Albany area) $8,816

**Medical Specialist I** $27,774 20-407
**Medical Specialist II** $33,704 20-408
**Medical Specialist III** $40,704 20-394
**Mental Hygiene Therapy Aide Trainee (TSTA)** $7,204 20-394
**Mental Hygiene Therapy Aide (TSTA)** $7,616 20-394
**Motor Equipment Mechanic (Statewide except Albany)** $9,545 20-396
**Nurse I** $11,118 20-584
**Nurse II** $11,337 20-585
**Nurse II (Psychiatric)** $11,337 20-586
**Nurse II (Rehabilitation)** $11,337 20-587
**Nutrition Services Consultant** $31,404 20-139
**Occupational Therapist** $31,404 20-139
**Principal Actuary (Casualty)** $22,694 20-417
**Principal Actuary (Life)** $22,694 20-521
**Physical Therapist** $11,337 20-177
**Psychiatrist I** $27,774 20-394
**Psychiatrist II** $33,704 20-391
**Radiology Technologist** ($7,632-$9,004 20-334
**Radiology Technologist (T.B. Service)** ($8,779-$11,337 20-334
**Senior Actuary (Life)** $14,142 20-519
**Senior Medical Records Librarian** $11,337 20-348
**Senior Occupational Therapist** $12,670 20-137
**Senior Physical Therapist** $12,670 20-138
**Stationary Engineer** $9,545 20-100
**Sanitary Engineer** $17,429 20-123
**Asst. Sanitary Engineer** $17,429 20-123
**Sewage Disposal Engineer** $10,118 20-101
**Assistant Sanitary Engineer** $7,616 20-303

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, New York 12226. Additional information on required qualifications and application forms may be obtained by mail or in person at the State Department of Civil Service, State Office Building Campus, Albany 22226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 West Genessee Street, Buffalo.
Four Heroic Westchester Policemen Are Honored

WHITE PLAINS—Westchester County Executive Alfred B. DeBello presented Red Cross certificates of merit to four Westchester County Police officers for heroism in Red Cross first aid, water safety, or small craft courses. These are personally sponsored by the President of the United States. (Herman Marasco, of Ossining, was the honorary chairman of the American National Red Cross.)

Mr. DeBello said, "Before the recommendation was made for these men to receive this award, proof had to be exten-
sively documented that the victims would have died had it not been for the lifesaving action demonstrated by these police of-
ficers. They are a credit to the Westchester County Police For-
purpose force."

On Sept. 30, 1975, Lt. Crawford and Officers Marasco and Graham were on the Hutchinson River Parkway where four occupants of an automobile were trapped in several feet of water. In imminent danger of being swept into the river, where they would have drowned. The three police officers maneuvered their rescue truck as close as possible and then proceeded on foot to the trapped victims, removing them from their vehicle to the truck. The truck then worked its way out of the flood several miles down the Parkway.

In a separate incident on Sept. 27, 1975, Officer Dunne was on duty at the flood swollen Bronx River when a boat carrying two firemen who were trying to rescue two youths capsize.

Two firemen clung to a rope tied to the boat, but were in real danger of drowning. Officer Dunne entered the water with a lifeline, and with great effort, successfully rescued and saved the two firemen. To do so, he had to spend almost one hour in the swift current and was later treated for exposure, lacerations and rope burns.

Present at the awards ceremony were Congressman Richard L. Ottinger, of Westchester County, and Westchester County Police Chief Carl Palsenbusch, along with members of the families of the men being honored.

ALBANY—A historic collection of civil service eligibility lists, resulting from open competitive examination 25-566, was established Dec. 10 by the State Civil Service Department. The list contains nine names.

Notice is hereby given that this list has been issued to the Department to fill current and projected vacancies for positions indicated on the list. The list is in force.

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Bus Maintainer 5.00
Buse Conductor 5.00
Captain Fire Dept. 5.00
Captain P.D. 5.00
Cashier 6.00
Civil Engineer 5.00
Civil Service Artificl and Vocabulary 4.00
Civil Service Handbook 5.00
Clock N.Y. City 4.00
Complete Guide to C.S. Jobs 5.00
Consign, Say, and Inspect 4.00
Correction Officer 5.00
Court Officer 5.00
General Entrance Series 8.00
General Test Prat. for 22 U.S. Jobs 5.00
Li. Fire Dept. 3.00
Li. Police Dept. 3.00
Electrician 5.00
Electrical Engineer 6.00
Fireman P.D. 4.00
Foreman 5.00
Frock and Parade Officer 4.00
Notary Public 5.00
Nurse (Practical and Public Health) 4.00
PACER Entrance Series 6.00
Parking Enforcement Officer 4.00
Police Administrative Aide 4.00
Machinist 4.00
H.S. Diploma Tests 3.00
H.S. Entrance Examinations 3.00
Homeschooling Guide 3.00
How to Get a Job Overseas 3.00
Hospital Nurse 3.00
Housing Assistant 2.00
Investigator-Inspector 1.50
Laboratory Aide 1.50
Librarian 1.00
Machine Clerk 1.00
Maintenance Man 1.00
Maintenance Helper A and C 1.00
Maintenance Helper Group D 1.00
Man and Admin. Clerk 1.00
Mechanical Engineer 1.00
Motor Vehicle License Examiner 1.00
Notary Public 1.00
Police Officers (Police Dept. Trainee) 4.00
Preliminary Director — Recreation Leader 4.00
Postmaster 4.00
Post Office Clerk Carrier 4.00
Post Office Motor Vehicle Operator 4.00
Postal Promotional Supervisor-Foreman 4.00
Practical Training for H.S. Equivalency Diploma Test 4.00
Private Clerk 4.00
Probation and Parole Officer 4.00
Professional Trainee Admin. Aide 4.00
Railroad Clerk 4.00
Sanitation Man 4.00
School Secretary 4.00
Serger 4.00
Senior Clerical Series 4.00
Social Case Worker 4.00
Staff Attendant and St. Attendant 4.00
Stationary Eng. and Fireman 4.00
Steeplechaser Stockman 4.00
Superintendent 4.00
Taxi Patrolman 4.00
Vocabulary, Spelling and Grammar 4.00

CONTESTS

Contests are limited to the first 100 entries received. Entries must be postmarked by January 31, 1976. No responsibility is assumed for entries lost or delayed in the mail. In the event of a tie, the contest sponsor reserves the right to award the prize in question to the winner it deems most deserving. Contest open to all individuals who are residents of the United States of America, except employees of the contest sponsor. Contest entries are limited to one per household. Entries must be postmarked by January 31, 1976. No responsibility is assumed for entries lost or delayed in the mail. In the event of a tie, the contest sponsor reserves the right to award the prize in question to the winner it deems most deserving. Contest open to all individuals who are residents of the United States of America, except employees of the contest sponsor. Contest entries are limited to one per household.
Onondaga Schedules 6 Exams

SYRACUSE — The Onondaga County Personnel Department has opened filing until Jan. 5 for six open competitive examinations to be held Feb. 5.

Public service dispatcher (Exam No. 65-285) pays $8,900 in Camillus, which has one vacancy, and $9,200 in Onondaga County, which has three vacancies.

School has dispatcher (65-216) pays $9,500 in Onondaga County, which has one vacancy. School transportation director (65-216) pays $10,000-$11,500 in Onondaga County, which has one vacancy.

Custodial crew leader (65-179) pays $1,372 at the Van Dusen Home and Hospital, which has one vacancy. Water control center attendant (65-267) pays $4,56-4,56 an hour at the Syracuse Engineering Department, which has six vacancies.

Educational television operations supervisor (65-236) pays $13,652-$16,372 at Onondaga Community College, which has one vacancy.

WORKMEN'S COMP

MANHATTAN — Valarie Lucznikowska has been named to direct the New York State Workmen's Compensation Board's public information program. The announcement was made by Arthur Cooperman, Board chairman.

Ms. Lucznikowska was most recently account executive with a Manhattan-based public relations firm. Her primary duty will be dissemination of information concerning the Workmen's Compensation and Workmen's Disability laws to the public, including both employees and employers.

THE BRONX — In the wake of an inquiry by the State Commission of Investigation into patient suicides and alleged patient abuse at Bronx Psychiatric Center, the president of the Civil Service Employees Assn., Theodore H. Wenzl, questioned whether the Commission will address itself to what he termed was the real problem affecting mental institutions throughout the state.

The Commission has subpoenaed from the RPC records of six patients who recently committed suicides, or were the alleged victims of assault, also involving alleged rape.

The CSBA charges that, within recent years, staffing at RPC has been so drastically reduced and emasculated that adequate patient care is almost impossible, and that the safety of both patients and employees cannot be assured.

"We have on numerous occasions brought these deplorable and unacceptable conditions to the attention of the Department of Mental Hygiene, and their response has been further layers in the institutions and a pattern of harassment through disciplinary procedures of the remaining employees," Dr. Wenzl said.

As recently as last October, an institutional chapter president had charged that due to attrition, the institutions were conducting only a holding operation and Lawrence Kolb, head of the State Department of Mental Hygiene, should be "hit with a malpractice suit for the way the hospitals were run."

Dr. Wenzl stressed that the situation had worsened and that the condition was endemic to all state institutions.

Comments by Hugh F. Butts, director of RPC, have given substance to the CSBA contention that cutbacks in staff and fiscal resources have occurred at his facility.

However, Dr. Butts said that despite the cutbacks, "a group of professionals and non-professionals have continued to work diligently in the face of an 88 percent increase in admissions to the institution over the past two years."

State Comptroller Arthur Leavitt, in his annual report of RPC, released recently, confirmed that operations at the institute have been put on a budget basis and hiring freezes, and that the patient population was 720 in June and 949 outpatients, while the hospital staff numbered 1,300, reduced by 200.

Dr. Wenzl concluded that it was about time the administration faced up to the real problem.

"That proper patient care cannot be rendered by an understaffed, overcrowded staff," he said.

He said he felt that with adequate staffing the problem of suicides and assault in institutions would be drastically reduced, if not altogether eliminated.

Feds Opening Several Jobs

The U.S. Civil Service Commission has opened filing for several positions with limited vacancies.

Engineering technician requires at least two years' specialized experience or graduate education.

Orthotist-prosthetist has been opened in New York City at grades GS-4 ($8,316) and GS-5 ($9,363).

Two years of college training and/or experience are required for GS-4. GS-5 requires four years' college training or three years' technical experience or a combination of three years' training and experience.

Applications are being accepted for utility systems repairer-operator at WG-10 in New York City, grade WG-10 amateur radio operator at West Point, WG-10 boat operator and air safety investigator (field) at GH-11 ($10,060) in New York City.

The air safety job requires three years' general experience and three years' specialized experience plus a commercial pilot certificate. Boat operator requires a Coast Guard license.

For further information contact a Federal Job Information Center.

Suffolk Sets 2 OC Exams

HAUPPAUGE — The Suffolk County Civil Service Department has opened filing until Jan. 5 for Feb. 5 open competitive written tests for communications technician I (Exam No. 17-121), which pays $436 bi-weekly, and promotional assistant for communications technician I (Exam No. 17-122), which pays $436 bi-weekly.

For further information contact the Department at H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge, N.Y. 11787.

Full Employment Is The Key To Prosperity.
Ask Firing Of Rochester Psychiatric Center Chief

ROCHESTER — A demand that the director of the Rochester Psychiatric Center be suspended was debated by the president of the center's Civil Service Employees Assoc. yesterday.

William Crimm, chapter president, said that Russell Barton, center chief, has understated the scale of an official misconduct investigation of administrative practices at the 1,400-bed facility.

Mr. Crimm said evidence will be submitted to Mental Hygiene Commissioner Dr. John Berren that Dr. Barton has disregard the negotiated contract with 1,500 CSEA members.

Amsterdam Pact

(Continued from Page 1)

ments in the salary schedule was formed and died later was increased by 126, 233.7

The new contract also provides that personal history folders of employees, may be inspected by them in the 30 days notice. The employers may also invite a CSEA representative to inspect the file will usually also make a substantial document there.

Mediator, Four Fact-Finders Are Appointed

ALBANY — One mediator and four fact-finders have been appointed by the Public Employment Relations Board to contract disputes involving the Civil Service Employees Assn. and public sector employers.

The mediator is John F. Hans, of Cohoes, named to the dispute between the CSEA and the Hudson Valley Community College in Dutchess.

The fact-finders are Joel Douglas, of Cohoes, named to the dispute between the CSEA School Crossing Guards unit, Winthrop County local, and the City of New Yorke, Thomas Kochan, of Ithaca, named to the dispute between the CSEA and the Stuyvesant-Allegany Board of Cooperative Educational Services, Susan Liebman, of White Plains, named to the dispute between the CSEA and the Steuben-Allegany Board of Cooperative Educational Services, and William Stone, of Nassau County, named to the dispute between the CSEA and the Town of Wallkill, Orange County.

CSEA's Insurance Change

(Continued from Page 1)

several hundred dollars in insurance benefits, Eighty percent may qualify for food stamps and 20 percent may qualify for Medicaid. It will be the expense of the tax payer.

In the Rensselaer County Sheriff's Department, the all of the employees, except the sheriff and the undersheriff, can apply for all these benefits, the union says, and in HVCC, from 20 percent and 50 percent of the employees can qualify for various public assistance programs. If the City of Troy continues its present negotiation posture, giving employees a $1,500 wage increase while imposing a wage freeze on its employees the percent of the employees may end up qualified for these tax-free benefit programs.

The CSEA, the leaders said, is not in the business of wasting its members' time and money and a long expensive court battle to force the county to negotiate in good faith would still end up with the county imposing a de facto wage freeze during the legal battle.

Because of this, the union plans a public relations effort to inform the public of a number of factors. These include the fact that Rensselaer County presently pays welfare recipients more than it pays the majority of the county's 1,400 employees, the union claims, could qualify all qualified county employees.

Because of this, the CSEA said it will begin immediately to provide the public with all the necessary information concerning the qualifications for all these tax free programs.

A Rensselaer County "crisis center" has been opened in chamber offices to serve as an information center.

Rensselaer County CSEA collective bargaining expert, said "CSEA can no longer allow our members to receive less than non-working welfare recipients."

"While this action is regrettable, and one the county is forcing us to take, we believe the undersheriff should realize that we want to continue to pay taxes and serve the needs, but we can no longer afford to work more and earn less than a welfare recipient," he said.

About 1,900 applications for various forms of public assistance to cover 7,200 people — employees plus their dependents — may be made by Rensselaer County employees.

If only 50 percent are found eligible, that will add between $2 and $4 million to the county's present welfare budget, if all are eligible, the county's present welfare budget of $25 million would have to be doubled.

A negotiated, taxable revenue producing settlement would cost the County less than 4 percent of the present budget, Mr. Swita observed.

"The choice is clear. Either a taxable increase or a tax-free assistance program for all 1,400 county employees," he concluded.

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PLANNED CONGRESSION ACTION

Members of the Civil Service Employees Association ad hoc contingency action committee review items in the union's Contingency Action Handbook at a recent meeting in Albany. The group meets periodically to discuss potential plans for coordinating local or statewide job actions in the event of a crisis situation. From left are CSEA executive vice-president William Kochan, of Gloversville, tax co-ordinator; Ossie chapter 832's Vincent Speciale; Nassau chapter 834's Alex Benza, committee chairman; Franklin Transportation chapter 515's William Fegley; CSEA comptroller Thomas Collins. Fulton chapter 818's William Gold, Roswell Park Memorial Institute chapter 853's Robert Staley, co-chairman, and SCC at Old Westbury chapter 314's Dorothy Robin.

Rensselaer CSEA Welfare

(Continued from Page 1)

The chapter initially made the request to Dr. Kolb in October, but Mr. Crimm said it was made to resolve labor-management differences. Because, however, Mr. Crimm says those differences are irreconcilable and he again wants Dr. Barton suspended.

Dr. Barton has taken a "stern and authoritarian" stance whenever CSEA officials have tried to resolve disciplinary issues, Mr. Crimm said.

In one case, he said, Dr. Bart insisted upon placing a letter of reprimand in an employee's file after the woman inadvertently had taken medication on a key home. The woman had volunteered to work a second eight-hour shift and simply forgot to return the keys when she left work at midnight, he said.

The woman refused to return the keys when she was summoned at 7 a.m., because she had been around from sleep, Mr. Crimm said. He said the woman was allowed to return to work at that hour, that the keys could not have been needed because it was not work time, and that duplicate keys also were available.

"It meant nothing to them that the lady had done them a favor" by working a second shift, Mr. Crimm said, adding that the woman has a 17-year record of excellent service.

Mr. Crimm said Dr. Barton "has been unreasonnable" in discussing other disciplinary problems and on one occasion expelled him out of his office.

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THE CIVIL SERVICE EMPLOYEES ASSOCIATION, Inc.
1000 Broadway, New York, N.Y. 10018

TO: CSEA MEMBERS WHO HAVE CSEA GROUP LIFE INSURANCE

On January 1, 1977, CSEA will mail to you a notice of change in the CSEA Group Life Insurance Plan. The change will provide for women members of CSEA the same amount of insurance as is issued to men members (in the same salary bracket) effective May 1, 1977. In the mailing, a form will be provided which the member can return if he or she wishes a lower amount of insurance, as explained in the material to be mailed, which lower amounts of insurance will be identified as "Option B." The form which the member must sign and mail back to CSEA must reach CSEA by March 1, 1977, to be effective.

Watch for this special mailing and if you want "Option B" coverage, as explained in the mailing, make certain that your card is signed and mailed promptly to CSEA so it reaches CSEA by March 1, 1977.

The increases in amounts of insurance to be issued under the change at this time will not require evidence of insurability or any medical examinations. However, if you select "Option B" this year, evidence of insurability will be required if you wish to change to "Option A" in the future.

The important thing is to look for the mailing," said Mr. Corbin. "Read the contents carefully, and act promptly. If a member wants Option B coverage as explained in the material, he or she must sign and return the card provided by March 1, 1977.

JAMES CORBIN
Chairman, CSEA Insurance Committee

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BUY U. S. BONDS
L.I.'s Corbin Warns Klein Charges May Be Brought

HAUPPAUGE—James Corbin, president of the Suffolk chapter of the Communications Employees Assn., last week warned County Executive John V. Klein that he may inure a charge of improper labor practices if he goes ahead with his threat to notify up to 300 respondents within 60 days of possible layoff or reduction within 60 days.

In an unusual move, Mr. Corbin personally called at the County Executive's office Dec. 23 to notify Mr. Klein that he would violate the CSEA contract if he acts unilaterally. The contract provides for a county-CSEA consultation before any layoff can be made. Mr. Corbin asserted that any notification sent by the county without prior consultation with the union would be invalid.

Mr. Klein, however, stated that Mr. Klein would pursue his plan as a device to apply pressure on the CSEA leadership in his demand to reactivate negotiations for a 1977 contract.

Meanwhile, increments promised under the recently adopted settlement were paid Dec. 23. Employees due payments received 80 percent of the increment, with the balance payable in February and March plus a two-day advance July 1. Those at top step at the end of 1974 received $1,000.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking government jobs with the Civil Service, Department of Personnel, 49 Thomas St., New York 10012, can apply weekdays between 5 a.m. and 4 p.m. Special hours for Thursdays are 8:30 a.m. to 4 p.m. Persons applying 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.

State and local agencies can reach the filing office via the IND (Chambers St., New York City, under the management of the State Bureau of Employment). For information on titles, call 566-8700.

The CSEA represents all of its employees in negotiations.

Administrators' Conference Is Set

WASHINGTON, D.C.—Two sessions for government administrators will be offered at the National Micrography Association's annual conference and exposition to be held in Dallas, Texas, May 17-20.

"We will have a session covering the information handling problems of state and local agencies and one for federal government administrators," conference chairman Warren A. Cole, of Eastern Kodak Co., said.

Larry E. Murdock, Dallas County clerk, will moderate the state and local session. Thomas Morgan of the National Bureau of Standards, will moderate the session devoted to federal government security in micrographics. Each session will include case studies, problem solving and questions from the audience.

Answers will also be able to see examples of the new technology discussed in their special sessions. An exhibition of hundreds of micrographic products and services, including readers, printers, computer output microfilm (COM) systems and accessories, jackets, micropublishing services and many other exhibits, will be held.

The exhibit and seminar sessions are open to FMA members and nonmembers alike. For further information and registration forms, contact John B. Bidwell, Veterans Administration Information Services, Washington, D.C. 20420.

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Jackets, micropublishing services and all information and registration forms are open to NMA members.

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Super Sign-Up

CSEA STRENGTH IN UNITY
MEMBERSHIP DRIVE
EXTENDED TO APRIL 1, 1977

Never in the history of our union has it been so vital to stick together — grow together and share the load to keep us strong. In these tough times, the greater the percentage of membership of any county, unit or chapter, the greater the strength at the bargaining table. The greater the percentage of state employees belonging to CSEA, the greater the strength of the state bargaining units.

Therefore, we are offering members in good standing a cash incentive to recruit new members. There is no limit to the number of new members you may sign up. And while the cash incentive is nice to receive, the most important factor is the strength you will be helping to build for you and your fellow worker.

ONE (Member) WILL GET YOU FIVE ($5)

For each new member you sign up between now and April 1, 1977, CSEA will award you $5.00. After you have signed up the new member he must be on the payroll for four bi-weekly pay periods or the equivalent thereof.

CHAPTER OR UNIT PRESIDENT HAS CONVENIENT SIGN-UP CARDS

Ready to go? See your Chapter or Unit president for special sign-up cards which have a place to record all the necessary information. Send your cards in as soon as you sign up a new member — and we'll credit your account with $5.00 for each member signed up.

We’ll keep your account up to date and will return to you, in writing, a receipt for each new member you’ve signed up. In approximately 8-12 weeks you will receive your cash payoff.

New members must work in a unit of government represented by CSEA. So we urge you CSEA members — go to it — start signing up non-members for cash in your pocket and security in your future.

NON-MEMBERS SHOULD HELP SHARE THE LOAD

If you’re a non-member, we ask you to think of this: sharing the load in these tough times is important. Legally, we represent you — at the bargaining table — and even in processing grievances. And we need your support — morally and financially — to fight the battles ahead. Our dues are most reasonable for the services provided...services which benefit you in many ways.

So help us share the load by signing up with us.

CSEA — the most powerful force in New York State working for public employees.