WHERE IT'S AT FOR RENSSELAER WORKERS

Pointing to chart that compares median incomes for families of four, Mike Carroll, research analyst at the County, the Sheriffs Office, the Hudson Valley Community College and the City of Troy. He also noted that a welfare recipient in Rensselaer County may receive $7,956 tax free, while the median bi-weekly employee earns $6,460 before taxes. Also participating in the press conference were County unit president Sue Ernst and CSEA executive vice-president William McGowan.

Step Up Efforts To Resolve MH Problems

ALBANY — The Civil Service Employees Assn. got the New Year off to a good start for the members of its Mental Hygiene chapters by stepping up efforts to protect their jobs and improve working conditions in Mental Hygiene facilities throughout the state.

Some of the top-priority issues the CSEA has focused on in the past few months, and on which it expects new developments in the next few weeks, include:

- HOUSING AND FOOD ALLOWANCE: A grievance is now in arbitration on behalf of employees who live at, and receive meals from, state facilities. The grievance charges that the state has increased housing and meal rates by 115 percent without negotiating with the CSEA. The union's legal staff is preparing briefs on the case.

- INSTITUTION TEACHERS: In this state legislative session, the CSEA will be lobbying for laws to ensure that institution teachers receive salaries comparable to those received by teachers in public school districts. Also, efforts are underway opposing changes in workday, workweek and year that are being planned by the Department of Mental Hygiene, and certain other departments, for early in 1977.

- DEINSTITUTIONALIZATION TASK FORCE: One meeting has already been held, and another scheduled, for Department of Mental Hygiene employees to discuss the position and plans of the CSEA with regard to the policy of deinstitutionalization, and the five-year plans of compliance being implemented by the DMH. Some of the union's plans include the presentation of testimony at all hearings of the Joint Legislative Committee on the Care of the Mentally and Physically Handicapped.

Dollar Disclosure Rule is Spiked By OER

ALBANY — Members of the state's Professional, Scientific and Technical Bargaining Unit will not have to meet the Monday, Jan. 10 deadline for filing financial disclosure statements with the Board of Public Disclosure.

This is the result of an Office of Employee Relations determination that the provisions of Governor Hugh L. Carey's Executive Order No. 18, "shall not be implemented with respect to any employee included in a negotiating unit represented by an employee organization prior to the conclusion of negotiations regarding this issue."

The order would have affected 1,300 members of the PSTU unit. They would have had to disclose such personal information as assets, liabilities, and all income sources for themselves and their spouses. The order, issued in October 1976, required employees making over $30,000 annually to file such a financial disclosure annually. It extended the provisions of an earlier order, which did not apply to competitive employees.

The order also contained prohibitions against outside employment, holding public or political office, or acting as an officer or director of any corporation.

Also not to be implemented is the five-hour “outside employment” restriction on employees in the Department of Mental Hygiene.

This limitation was ordered by the Board of Public Disclosure, pursuant to the executive order.
WASHINGTON, D.C.—The U.S. Civil Service Commission has opened filing for several positions on its general notice listing.

Fiscal and accounting support, shorthand reporter, 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 $4,316. An extra year’s specialized experience is required for GS-5, which pays $5,303.

The specialized experience required depends on the particular area desired. The areas are general accounting and administration, benefits—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-7, which pays $11,232, and three years for GS-9, which pays $14,097.

Reporting stenographer, which pays $19,303 at GS-9, has no training or experience requirement.

Sales store checker requires six months’ general experience or a high school diploma for GS-2, which pays $6,972, and one year’s experience that includes a half year’s sales store checker experience for GS-3, which pays $7,408.

Structural firefighter requires one year’s general experience and one year’s firefighting experience for GS-4, which pays $8,316, and an extra year’s specialized experience for GS-5, which pays $9,503. 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 textiles conservator, which pays $14,097. Applications will be accepted until Jan. 3. Two years’ specialized experience is required.

Sheet metal mechanic is open in Orange and Rockland Counties. Best operator is open in Nassau and Suffolk Counties.

For further information contact a Federal Job Information Center.

COORDINATORS

ALBANY—An historic preservation program coordinator eligible list, resulting from open competitive examination 27-603, was established Dec. 17 by the State Civil Service Department. The list contains 13 names.

Full Employment
Is The Key
To Prosperity.
Buy U.S. Made Products!

Feds Open A Variety Of Posts

10 Win State Idea Prizes

ALBANY—Ten State employees won a total of $380 in cash awards in December for money-saving ideas submitted to the New York State Employee Suggestion Program. The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total $5,790.

Awards and winners are:

$100—Raymond Abel, Reo Park, Department of State, and a joint award to Bernard M. Moran, Bronx, and Leonhard M. Schnitzer, Kings Park, both of the State Insurance Fund.

$30—Linda Pomeroy, Guilderland, Department of State.

$25—Angela DellBello, Brooklyn, Workmen’s Compensation Board; Robert MacFarlane, Staten Island, Department of Labor; David B. Robinson Jr., Hornell, Department of Transportation; Edward L. Barnard, Albany, Department of Agriculture and Markets, and Edna L. Bock and Dorothy M. Smith, Stillwater, both Department of State.

Cash award winners also receive certificates of merit. Certificates of merit also were won by Ralph Wellkson, Brooklyn; Henry C. Kracke, Richmond Hill, and Shirley A. Shenon, Manhattan, all of the Workmen’s Compensation Board; Charles J. George, Kenmore, Department of Correctional Services; Mark Rosenberg, Colonie, Office of Drug Abuse Services, and Patricia Purcell, Albany, Department of State.

New Police Number

BABYLON—John O. Sheridan, general manager of the Long Island State Park and Recreation Commission, announced that a new telephone number has been assigned to the Long Island State Parkway Police headquarters in Babylon. Effective immediately, State Parkway Police can be contacted at (516) 560-2560.

Civil Service Leader

Funds Open A Variety Of Posts

CIVIL SERVICE LEADER
America’s Leading Weekly
For Public Employees
Published Every Friday
Publishing Office: 11 Warren St., N.Y., N.Y. 10007
Lodging and Sentinel Office: 11 Warren St., N.Y., N.Y. 10007
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VESTAL—A spokesman for the Civil Service Employees Assn. announced that progress has halted in negotiations between the Vestal School District and non-instructional employees of the district.

In a statement following a recent session, Roger Kane, CSEA collective bargaining specialist, indicated that no progress was made at the meeting.

"It is apparent that the Vestal School District is just not interested in negotiating the contract, and furthermore, from their ac-

Thruway

(Continued from Page 1) would be reconstructed in the near future with members "re-

representative of the members' in-

In a statement following a

terest." He indicated that some

members of the team just re-

signed for their own fun.

The union leader and "a ma-

jority of the team," which includes

the presidents of all five CSEA

Thruway locals, failed to make an

active effort to reach agreement during the period and failed to prepare for the eventuality of a strike. If the members had voted their will, it would have been difficult, per-

haps impossible, to have con-

cluded an effective strike. We

needed the support of our local

officers and our negotiating team if we were going to be strong, but most of them did not demonstrate the attitude we needed.

Residency Rule Is Overturned In Buffalo SA Promotion Case

BUFFALO—A Buffalo State Supreme Court judge ruled recently that city Civil Service Commission residency requirements for members of the city's Sewer Authority are illegal, arbitrary and discriminatory.

The decision came in a case brought by a Civil Service Em-

ployee of the city, which included the presidents of all five CSEA

Thruway locals, to seek reversal of the residency requirements.

"It is apparent that the Vestal

School District is just not inter-

ested in negotiating the contract, and furthermore, from their ac-

tion at last night's negotiating session, I'm firmly convinced they would like to see the unit broken up," Mr. Kane said.

Issues still unresolved, Mr. Kane said, "include a money item, retroactivity. The other two issues are subject to binding arbitration. Mr. Bonnick failed to submit to this reasonable re-

quest, one I feel can bring the negotiations to an equitable conclusion. This foot-dragging tac-

tic by the school board leads us to believe they are not interested in a contract settlement, but only the destruction of the union." Mr. Kane continued.

I would also like to set the record straight. The school dis-

trict's offer of 4.8 percent, re-

etely published in local media, actually amounts to a little more than 2 percent. The increment which was paid in July of 1976 cost between 2 and 2 1/2 percent. Mr. Kane concluded.

No further meetings have been

scheduled.

RESPONSIBLE FOR DETERMINING LEGAL AID

one of the most important benefits of union membership—and a benefit everyone hopes never to need

in legal assistance. The Civil Service Employees Assn. has a committee that meets regularly to review requests from members for legal help and to recommend whether to provide financial assistance. Committee members meeting recently in Albany are, seated from left, Nicholas Abbadessa, of Nassau chap-

ter 330; Judy Burgamy, of Catskill chapter 802, chief negotiator for the CSEA's Mental Hygiene chapter, to keep them abreast of developments on all these is-

sue, I proposed that the

CSEA negotiating teams have

been directed to prepare a comparison of the wage rates in their facility, so that all Mental Hygiene employees throughout the state can be aware of what their union is doing for them, and what pro-

gress is being made.

Mr. McGowan, who is chair-

man of the CSEA's Mental Hy-

giene Chapter Presidents Coun-

cil, directs the union's task force on deinstitutionalization. He said the first update on Mental Hygiene issues should be received by chapter presidents sometime this week.

CSEA attorney Pauline Rogers handles most of the legal work regarding Mental Hygiene problems, and has been working with the task force.

Anyone who has suggestions for additional subjects for bullet-

ins should direct them to Ms. Rogers, Mr. McGowan said.

$500 Hike Is Suggested

For St. Lawrence County

ALBANY—A Public Employment Relations Board fact-

finder has recommended a $500-across-the-board increase for employees of St. Lawrence County.

Peter Planas of Turin, is the PERB fact-finder in a

contract dispute between the county and chapter 102 of the Civil Service Employees Assn. At issue was a proposal to re-

quire a wage increase.

Dr. Pirrie said that in addition to the wage increase, increments calculated at the 1976 rate are to be paid to those eligible. The increases are to commence Jan. 1. No longevity increments are to

be granted during the period of the contract, since they were not a subject to be included under the wage reopener provision.

The mediator also called for a readjustment of a new health insurance program to include 100 percent dependent coverage. This coverage is to become effective within the first quarter of 1977.

Mediator, Fact-Finder Named

ALBANY—One mediator and one fact-finder have been named by the Public Employment Relations Board to settle a contract dispute involving the Civil Service Employees Assn. and public employees.

The mediator is Frank Mc-

Gowan, of the PERB New

York city office, named to the dis-

pute between the CSEA and the County of St. Lawrence.

The fact-finder is Paul B. Curry, of the PERB Albany of-

ice, named to the disputes be-

tween the CSEA and the City of Geddesburg and the Town of Big Flats.

$ Disclosure

(Continued from Page 1) in Board Opinion No. 32.

Now, employees will not have to request Board approval at this time in securing outside employment in excess of the five-

hour guidelines.

The determination Dec. 29 was by OERS Director Donald Welles.
Jimmy Carter May Have A Job Just For You

By HAILEY BERROWITZ

Besides the publicized handful of cabinet positions President-elect Jimmy Carter has filled there are 3,000 non-civil service federal jobs that are up for grabs.

The salaries range from nothing to $66,000 a year. Jobs are located all over the world, including Pago Pago. The exempt titles include commission directors and cabinet secretary jobs. Some terms will not expire for several years.

About half the incumbents may keep their jobs under the Carter administration and the total number of jobs may be reduced, but there are still some enticing employment opportunities. Appointments are made under several different systems, some more political than others.

The list of jobs has become a best seller under the title, "Policy and Support Positions," compiled for the Committee on Post Office and Civil Service of the House of Representatives. It is more commonly known as the "Plum Book." The Leader herewith presents some of the ripest plums.

**LEGISLATIVE BRANCH**
Washington, D.C.
Architect of the Capitol, $39,000.
General Accounting Office
Comptroller General of the United States, Level II.
Deputy Comptroller General, Level III.
Cost Accounting Standards Board
3 paid members. Level IV.
Executive Secretary, Level IV.

**Government Printing Office**
Public Printer, Level IV.
Umpire, GS-18.

**Library of Congress**
Librarian of Congress, $59,000.

**U.S. Tax Court**
Chief Judge, $42,800.
15 Judges, $42,800.
7 Special Trial Judges, $37,800.
6 Secretaries, GS-9-12.

**JUDICIAL BRANCH**
U.S. Court of Appeals
Various Cities (Vacancies)
3 Circuit Judges, $44,600.
16 District Judges, $42,800.

**EXECUTIVE BRANCH**
Executive Office Of The President
The White House Office, Washington, D.C.

*2 Counselors, Not to exceed Level II.*
*6 Assistants, Not to exceed Level II.*

**Office of Management and Budget**
Director, Level II.
Deputy Director, Level III.
31 Associate Directors, Level IV.
Assistant Director, Level IV.
4 Associate Directors, Level IV.
2 Assistants to the Director, GS-17.
3 Special Assistants, GS-13-16.
13 Secretaries and Private Secretaries, GS-13-16.

**Council of Economic Advisers**
Chairman, $42,500.
2 Council Members, $33,000.
6 Experts (Economist) $29,500-$37,800.
4 Secretaries, GS-9-12.

**Council on Environmental Quality**
Chairman, Level II.
2 Members, Level IV.
General Counsel, GS-18.
Staff Directors, $27,500.
9 Senior Staff Members, $29,328-$37,800.
3 Confidential Assistants, GS-11-13.
33 Staff Members, GS-14-16.

**Council on International Economic Policy**
Executive Director, Level II.
2 Senior Staff Members, GS-13,347.

**Office of the Vice President**
Chief of Staff, Level II.
Press Secretary, Not to exceed Level II.
Administrative Assistant, Not to exceed Level II.
Office of the Vice President
Chief of Staff, Level II.
Press Sec., Level III.
2 Counselors, GS-9-12.
Executive Editor, Level III.
Assistant for Administration, Level IV.

**Office of Management and Budget**
Director, Level II.
Deputy Director, Level III.
31 Associate Directors, Level IV.
Assistant Director, Level IV.
4 Associate Directors, Level IV.
2 Assistants to the Director, GS-17.
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33 Staff Members, GS-14-16.

**Council on International Economic Policy**
Executive Director, Level II.
2 Senior Staff Members, GS-13,347.

You don’t have to go racing around town looking for us, y’know.

OTB can be very exciting, especially when you think you’ve got a winner. So we can understand why you might feel the urge to go racing around town looking for us.

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Wherever you find an OTB office, you’re liable to discover that it’s a very friendly place. The manager and his staff will be happy to serve you as best they can. They’ll provide you with a wide range of bets on some of the finest thoroughbred and harness racing in the country. And they’ll try very hard to handle your wagers promptly and courteously. So, if you want to help in finding an OTB office, call (212) 221-5451. An OTB Customer Service representative will tell you the address of the office nearest you. That way, you can leave all the running around to the horses.

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 rampant 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.

Dear OTB: I don’t want to go racing around town looking for you anymore. I understand that the best way to avoid all that running is by having an OTB Telephone Betting Account. Because with a phone account all I have to do is pick up my telephone. So please open an OTB phone account in my name. I certify that I am 18 years of age or older and not employed by the N.Y.C. Off-Track Betting Corp.

NAME: ________________________________
ADDRESS: ________________________________
CITY: __________________ STATE: ______ ZIP: ______

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NAME: ________________________________
ADDRESS: ________________________________
CITY: __________________ STATE: ______ ZIP: ______

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NAME: ________________________________
ADDRESS: ________________________________
CITY: __________________ STATE: ______ ZIP: ______
approximately 9,000 court employees which, in the coming year, means that as of April 1, 1977, unified court system, which has caused great consternation state level compare with their How will their new titles on the this point, the New York State benefits land fringe benefits? The questions that remain unanswered will be studied and addressed during the coming months, according to John Wynne, director of personnel for the Office of Court Administration.

To ensure that each individual is graded on the state level accordingly, OCA has employed the services of Cresap, McCormick and Paget, a private consultant firm which is now conducting a classification survey. The firm will examine court jobs across the state in terms of salary and title, and how much responsibility and volume of work is involved in each position. A rating instrument will then be developed which will isolate different job families with different character-istics and prices.

The first study of this type took place in 1963 during the first attempt to unify the New York State court system. The survey went on for three years, with hundreds of appeals from state workers claiming unfair classifications.

The unification did manage to eliminate by merger several extraneous courts in Nassau County, including Domestic Relations, Magistrate's, City Court, Special Sessions, General Session, and Municipal Court. Out of the merger arose what are now the Family, Civil and Criminal Courts.

This new survey's completion is anticipated in November, Mr. Wynne said.

"We are not starting from scratch as we did before," he said. "It took us quite a while to get it going then."

"There must be consistency in application and an allowance for work volume must be made. When a title is assigned, it must be in the same pay grade an employee was in before," Mr. Wynne added.

"That is an important aspect for workers fearful of winding up with less money on the state payroll than they were making on the local level. So salary or title will be downgraded. The only changes which will be made in a title will be after an individual has vested it."

As far as transfers from one court or location to another, OCA does not yet anticipate any major changes. It does, however, reserve the right to make transfers when necessary to utilize court personnel efficiently.

Persons on court eligible lists need not fear immediate list termination. The lists will be used until they expire, unless they are found to be no longer appropriate.

Workers who are classified as provisional may be able to add civil service examinations to gain permanent status, as they were required to do on the local level. Examinations will be administered by the State Civil Service Department. Promotional exams will be prepared by the board, but it is not yet known what promotional exam will be after April 1.

Also under review is the residency policy, but no one who has not been employed by the board will be affected by any change in the law. Only new employees coming into the system may find new requirements.

Members of local bargaining units who have negotiated and had increments approved prior to August 3, 1976, will get them. But the amount will determine their eligibility for increases in the future under the state system.

RICHARD BARTLETT . . . finding answers

"I will be holding training sessions early this year to instruct payroll people in the new procedure. Questions will be answered by technicians at the sessions, and all answers will be made available to all employees.

Workers who come under Comprehensive Employment and Training Act funds will not be graded into titles on the state level, although they may be assigned to work in the courts. "These workers are temporary, and while the Office of Court Administration must tell them what time to come to work and what time to put, they are not considered regular employees of the State.

Some of the questions that remain in the air at this time involve matters such as welfare fringe benefits. There are no welfare funds on the state level, and there is no one to administer the benefit. Workers who previously got fund benefits will be compensated with cash payments of $336 from the state. But what about retirees in Suffolk County and New York City? Will they be notified? This has not been resolved yet.

Or take pension systems. Court employees in New York City have the choice of switching over to the state pension plan or remaining with the city plan. And workers are concerned about which will benefit them most. The state employee needs 15 years before he can vest his pension, while the city worker needs only 10 years. But in certain cases, one plan is better for an individual than the other.

And what about union memberships on local levels? Does the switch mean a worker must not belong to that union chapter? Yes, hopefully, these problems will be solved during the year. Union representatives and court representatives are working together to come up with viable solutions.

And as a result of the new survey, they will be analyzed and published here.
Tough Decision

SOMETIMES, after all the haranguing and arguing have come to naught, a decision still must be made. Such was the case last week, when Civil Service Employees Assoc. president Theodore C. Wenzl announced that the Authority "in the best interests of the employees" directed in his actions by what he determines to be the popular view of its "negative attitude." Although he indicated that some of the members would probably be reappointed, his president's dismissal of the entire negotiating team . . . in his operation, to another hospital, where she underwent treatment. Will Medicare help your wife required. (Continued on Page 7)

Questions & Answers

Q. My wife has to be transported by ambulance from the hospital, where she underwent her operation, to another hospital in the city for special treatment. Will Medicare help pay for the cost of the ambulance ride?

A. Yes, if the following conditions are met: (1) the ambulance, equipment, and personnel meet Medicare requirements; (2) the transportation in any other vehicle would endanger the patient's life or health; and (3) the carrier determines that the treatment is not available at the first hospital, and (4) the hospital is the nearest one available for the type of treatment your wife required.

Q. I understand that some people with social security benefits are expected to file an annual report of earnings. Who are the people who file the report?

A. People under 72 who earned over $2,400 and got one or more monthly social security retirement, survivors, or dependent checks. Beginning in 1975 must submit an annual report of earnings.

Letters To The Editor

No Give-Away In Tompkins County

Editor, The Leader: I read with anguish your short news story in the November 19, 1976, issue of the Civil Service Leader about our imposed contract with Tompkins County for 1978. Your article wrongly implied that the Tompkins County Administration did us a favor by imposing a contract on us. The story headline, "Past Imposed In Tompkins Has A Variety Of Frings," implies we cleaned up by being forced to accept new fringe benefits. Not true. Tompkins County management can hardly be considered to be charitable.

Concerning the compensatory time off of "grantee" employees in the Social Service Department, they had that benefit already in the Union agreement. But fringe benefits were not improved although recommended by the fact-finder. Maternity leave was improved although fringe benefits and ability to qualify were rejected by the County.

Needless to say, practically all recommendations by the fact-finder were rejected by the County. Wage increases were halted, and recommendations and all substantive changes in benefits were made. There was no mention of this in your story. Your story said the pasted provisions, in part, that those employees earning below the maximum for their salary grade be given a one-step increase. This has been given automatically for the past ten years to those who qualify. New money, not merit increase dollars, amounted to an average of a nearly 3.5 percent for all employees. Thank you for your implied apology.

Cabin's Comment

(Editor's Note: The following letter was sent to State Commissioner of Human Rights Werner H. Krasnansky and a copy provided the Leader.) At a recent meeting of the medical-staff of Willow Psychiatric Center, it was unanimously decided to write you to express our regret at statements attributed to Mr. William Cabin, executive secretary of the State Board of Public Disclosure. The Dec. 19 issue of the Civil Service Leader quotes from a recent article in the Leader which states:

"If the members had voted to strike," he said, "it would have been a strike. We needed the support of our local union leader—and that includes his responsibility to the officers and negotiating team if we got a strike, but most of us have been most effective in helping to bring him into sharp conflict with Duryea."

A skilled pilot who flies his own plane, Duryea has visited with civic leaders in meeting with civic leaders in winning re-election for the third year of the pact.

Local Government Aid

During his years as an Assemblyman and as the Assembly Speaker, Duryea was known as one of the most fervent supporters of appropriations for local governments. He has been particularly forceful in his efforts to increase state appropriation for local governments. In order to prevent local property taxes from reaching confiscatory levels, the Governor to scale down the level of state education aid will bring him into sharp conflict with Duryea.

Duryea has also established a record as a fiscal conservative, a record which is likely to gain him the support of the Onsager.

LETTERS POLICY

Letters to the Editor should be less than 200 words. The Leader reserves the right to extract or condense pertinent sections of letters that exceed the maximum length. Meaning or intent of a letter is never changed. Extensive letters that cannot be edited to a reasonable length are not used unless their viewpoint is so unique that, in The Leader's judgment, an exception should be made. All letters must be signed and bear the writer's address and telephone number. Names will be withheld upon request.
Charlotte Krantz, secretary: "I draw the line between co-workers and management with the people who make decisions, because they are far away from the situation. It would have to be the ones that actually supervise those situations. I firmly believe that it can't be any other way. They know exactly what is going on and need to be able to read between the lines. A supervisor may not make the decision about how to handle situations but he is the best person to know how to handle it." 

Winc Edwards, senior clerk: "In my opinion, management consists of executives responsible for policy, decisions, those who are delegated by the first-line executives to implement the decisions, and those further delegated to supervise the work of the many who form a force of non-professional personnel. The line is drawn, therefore, between the chain of command in the personnel department and the authority, without the responsibility to causally perform duties assigned to them by those in authority." 

Jack Susman, supervisor: "I would draw the line between co-workers and management up to the level of top management and supervise those in appointed positions by the Governor or elected officials and those in a pay grade of the personnel department. The line should be drawn, therefore, between the chain of command in the personnel department and the authority, without the responsibility to causally perform duties assigned to them by those in authority." 

Nina Ho, insurance examiner: "I would have to draw the line between co-workers and management with the people who make decisions, because when it comes to the final decision-making for my particular duties here, he would make them. I would regard anybody on the supervisory or management committee as a certain level of management. These levels make decisions when the supervisor makes them to make these decisions. I have no real decision-making power in running the office. But in my management, beyond the person who is the next judge of my work performance." 

Steve Melroy, insurance examiner: "I would have to draw the line between co-workers and management at the supervisory level. I work for the supervisor, but I'm not a supervisor. I'm working for an officer, but I'm not an officer. So, I think the line is drawn, therefore, between the chain of command in the personnel department and the authority, without the responsibility to causally perform duties assigned to them by those in authority." 

Opinions

RETIREMENT
NEWS & FACTS

By A. L. PETERS

Who Is Included?

Even the Social Security Act can be accused of being discriminatory! There are two suits now pending—one of them before the U.S. Supreme Court—that claim the law discriminates against men 64 years of age or older. They can't get social security retirement benefits. And another brief, which says there shall be no discrimination against anyone because of age. The first suit was begun by Will Webster of Northport, who is now 67. If he wins, it would rob everyone over 65 of the cost of social security operations. . . .

If you are on Social Security, you can get discounts at a great many public places and many big hotel chains. Among them are Holiday Inns (10 percent), Howard Johnson's (10 percent), Quality Inns (15-25 percent), Rodeway Inns (10 percent), Sheraton Hotels ($5 per night), Motel 6 ($5), L-K Friendly Motels (the amount varies), H & H Motor Inns, and more. . . .

Retirees seldom think of what goes on behind the pension plan lines, then the age factor makes for my particular duties here, he would make them. I would regard anybody on the supervisory or management committee as a certain level of management. These levels make decisions when the supervisor makes them to make these decisions. I have no real decision-making power in running the office. But in my management, beyond the person who is the next judge of my work performance."

Don't Repeat This!

(Continued from Page 6)

By A. L. PETERS

LETTERS TO THE EDITOR

Suffolk Schedules Police, School Transport Tests

HAUPPAUGE—The Suffolk County Civil Service Department opened this week to four open competitive school transportation jobs with Feb. 5 test dates, and until Jan.-Feb. for three police sergeant tests, to be held Feb. 26.

School bus dispatcher (Exam No. 17-134) pays $9,000-11,000. School transportation supervisor (Exam No. 17-135) pays $12,000-15,000. School transportation director (Exam No. 17-136) pays $15,000-18,000. Ocean Beach police sergeant has an open competitive examination (17-135) and pays $13,000. County police sergeant has a promotional exam (17-136) and pays $12,000.

News & Facts
OLES FALLS—The traditional fall workshop of the Civil Service Employees Assn.'s Capital Region IV (formerly known as the Albany Region and as the Capital District Conferences) featured a variety of activities that attracted hundreds of delegates.

In Friday business at the Queenbury Hotel here, delegates voted on members for the regional nominating committees. Elected were Samuel Ciraulo, of Schenectady chapter 843; Don Schermerhorn, Ag and Markets chapter 650; Patricia Miller, Drug Abuse Services chapter 696; John McPherson, Labor chapter 570; Alice Fisher, Correctional Services chapter 658; Anne Kearney, Labor Authority chapter 661, and Joe Samson, Labs and Research chapter 666. As the top vote-getters in their respective divisions, Mr. Ciraulo will be the region's county representative on the statewide nominating committee and Mr. Schermerhorn will be the state representative.

The workshop portion of the weekend events provided several seminars and study-group sessions. Seminar topics included: "Positive Aspects of CSEA Unionism" Saturday morning and "Chapter Nominations and Elections. The Right Way," Sunday morning. The latter session was conducted by CSEA attorney Richard Burscheidt and CSEA vice-president Joseph McDermott, leader of Capital Region IV.

The discussion groups tackled such subjects as "Case Problems in Union Leadership" and "Building Local Action Strategies." The groups met throughout Saturday to identify various problem areas and to develop recommendations for handling them. Late Saturday afternoon, everyone reassembled to compare findings.

Saturday evening's dinner attracted three of the legislators who had been elected with CSEA support. They were Assemblymen Neil Kolb (R-Rensselaer), Fred Field, Jr. (R-Albany) and Richard Conners (D-Albany, Rensselaer).

Participants in this study group are, from left, Timothy McInerny, Transportation District 1 chapter 676; Milo Barlow, same chapter's Warren Residency; Jerry Young, Saratoga chapter 846; regional education chairman Betty Lennon, SUC at Plattsburgh chapter 612; Paul St. John, Transportation Main Office chapter 687; John Weidman, Ag and Markets chapter 650; Ed Kearney, Schenectady chapter 843; John Webber, Saratoga chapter 846; regional education chairman Betty Lennon, SUC at Plattsburgh chapter 612; Winifred Mercer, Fulton chapter 818, and Harriette Stack, Fulton chapter 673.

This group, chaired by Bill Lucas, left, of Transportation District 1 chapter 676, included, from left, Mr. Lucas, Jane Capozzi, Update Supply Support Distribution Center chapter 644; Karen Gray, Environmental Conservation chapter 655; Dave Ahern, Employees Retirement System chapter 643; Dot Matem, Division of Military and Naval Affairs—Office of Disaster Preparedness chapter 659; Roger Hoyt, Tax and Finance chapter 666; and Betty Telfain, Higher Education Assistance Corp. chapter 657.

Looking up for a moment are members of this study group involved in discussing ways in which communication can be improved. From left are Ada Christ, Mental Hygiene Central Office chapter 673; Joan Tobin, Transportation Main Office chapter 687; Paul St. John, Transportation Main Office chapter 687; Dot Matem, Division of Military and Naval Affairs—Office of Disaster Preparedness chapter 659; Roger Hoyt, Tax and Finance chapter 666; and Betty Telfain, Higher Education Assistance Corp. chapter 657.

CIVIL SERVICE LEADER, Friday, January 7, 1977
Officers of Capital Region IV review success of weekend activities that included business meeting, workshops and Saturday evening social event attended by state legislators. From left are secretary Julia Braden, of Motor Vehicle chapter 674; president Joseph McDermott, of Transportation Main Office chapter 687; treasurer Mary Jarocki, of SUNY at Albany Local 691; second vice-president John Vallee, of Rensselaer chapter 842; first vice-president Joan Gray, of Thruway Headquarters chapter 052, and third vice-president Eileen Salisbury, of Motor Vehicle chapter.

Three CSEA directors were among those participating in weekend workshop. From left are Gerald Purcell (Executive), Paul St. John (Transportation) and William Sohl (Fulton County).

Regional social chairman Nonie Kepner Johnson, of Law chapter 672, seems pleased with success of weekend activities as committee members gather around. Standing, from left, are Wayne Dessingue, of Labor chapter 670; Ken Hahn, Transportation Main Office chapter 687; Cindy Egan, Criminal Justice chapter 055; Carole Trifiletti, Environmental Conservation chapter 655; Norman Paige, Audit and Control chapter 651; Sue Healey, Clinton chapter 810; Jane Perry, Ag and Markets chapter 950, and Grace Fitzmaurice, Audit and Control chapter.

Capital District Region IV political chairman Howard Cropsey, center, indicates that CSEA disdains from partisan politics except as it affects civil service workers. Here he greets Assemblymen Fred Field, Jr. (R-Albany), right, and Richard Conners (D-Albany, Rensselaer), both elected with CSEA support.

Any organization needs money, and members of the Capital Region activities and social committees were engaged in that activity at the workshop. From left are Motor Vehicle chapter 674 president Margaret Dittrich, Albany County chapter 693 president Gerald Toomey, State University Central Administration chapter 651 president Gerald Toomey, Motor Vehicle delegate Mary Toomey, Audit and Control chapter 651 president Donald Ruggaber and Education chapter 657 secretary Marge Egan.

CSEA vice-president Joseph McDermott, left, inspects brochure of programs being offered Capital Region IV members by Albany Travel Service. Showing the brochure are the travel agency's Mary Lynn Miller and the region's travel director Conno Lembo, of General Services chapter 608.
State Sets 17 Promos

ALBANY—The State Civil Service Department has opened filing for 17 promotional titles in social services, Public Employment Relations Board, motor vehicles, insurance, health, education and commerce agencies. Most have March 19 written tests.

Motor vehicle examiner (Exm 36-013), license clerk and senior license clerk (36-013) have March 19 written tests.

Senior motor vehicle examiner has an oral test in February, March or April. Insurance examiner (36-014) and vocational rehabilitation counselor at the senior (38-983) and associate (38-084) levels also have March 19 written tests.

Written tests will also be held

Eligible List

EXAM 27-580
COORDINATOR OF TECHNICAL SUPPORT SERVICES
Test Held July, 1976
1. Mills James F. Freeville ... 110.0
2. Swindells John Davenport ... 109.0
3. Ross Albert A. Walterboro ... 109.0
4. Gout Roger P. Kennebunkport ... 105.5
5. Barlow Harvey L. Brookline ... 105.5
6. Delaney James P. Gilmour Pt ... 103.9
7. Anderson F M. Newburyport ... 101.3
8. Code John L N. Southbridge ... 101.3
9. Cormier Robert F. Watertown ... 99.5
10. Puzycki Frank E. Wallingford ... 99.5

EXAM 27-581
FACILITIES EQUIPMENT ADVISOR
Test Held August, 1976
1. Tom James H. Pelsor ... 113.0
2. Sepe John M. Duxbury ... 109.0
3. Perry Albert A. Wrentham ... 101.0
4. Gout Roger P. Kennebunkport ... 105.5
5. Barlow Harvey L. Brookline ... 105.5
6. Delaney James P. Gilmour Pt ... 103.9
7. Anderson F M. Newburyport ... 101.3
8. Code John L N. Southbridge ... 101.3
9. Cormier Robert F. Watertown ... 99.5
10. Puzycki Frank E. Wallingford ... 99.5

EXAM 27-582
Test Held April, 1976
1. Valentino S J. Lancaster ... 103.0
2. Pessah Robert B. Beverly ... 100.0
3. Walker Robert Brookline ... 99.1
4. Gemma James E. Southbridge ... 97.2
5. Johnson Eric N. NYC ... 84.6

EXAM 27-583
Test Held April 10, 1976
1. Onazzo Joseph P. NYC ... 96.0
2. Burkett Robert B. Beverly ... 94.0
3. Coughlin Joseph P. Beverly ... 91.5
4. Hanes Joseph S. Beverly ... 89.0
5. Johnson Eric N. NYC ... 84.6

EXAM 27-584
Test Held April 10, 1976
1. Dalessandro E B. Scotia ... 87.7
2. Johnson Essie A. NYC ... 84.0
3. Valentino S J. Lancaster ... 100.0
4. Gemma James E. Southbridge ... 97.2
5. Johnson Eric N. NYC ... 84.6

EXAM 27-585
SCIENTIFIC INTELLIGENCE
Test Held April 10, 1976
1. Hamilton Kevin S. Albany ... 94.5
2. Palmer Lisa M. Albany ... 94.0
3. Belding Sarah G. Greenwich ... 92.8
4. Fisk William A. Cambridge ... 91.5
5. Fisher Charles Albany ... 91.8
6. Follansbee Bruce B. Dennis ... 86.5
7. Klein Joseph I. Albany ... 84.5
8. McComas Robert B. North ... 83.2
9. Buhler Bruce A. Elmhurst ... 82.0
10. Oster Richard Dudley ... 82.0
11. Lord Phillip L. Albany ... 81.5
12. Smith Matthew J. Albany ... 81.5
13. McComas Robert B. Dennis ... 86.5
14. Smith Matthew J. Albany ... 81.5
15. Smith Matthew J. Albany ... 81.5
16. Smith Matthew J. Albany ... 81.5

EXAM 27-586
Test Held July, 1976
1. Biehl Marvin A. Cohoes ... 87.5
2. Burger Lyle B. Cohoes ... 87.5
3. Biehl Marvin A. Cohoes ... 87.5
4. Burger Lyle B. Cohoes ... 87.5
5. Biehl Marvin A. Cohoes ... 87.5

EXAM 27-587
Test Held July, 1976
1. Biehl Marvin A. Cohoes ... 87.5
2. Burger Lyle B. Cohoes ... 87.5
3. Biehl Marvin A. Cohoes ... 87.5
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EXAM 27-588
Test Held July, 1976
1. Biehl Marvin A. Cohoes ... 87.5
2. Burger Lyle B. Cohoes ... 87.5
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4. Burger Lyle B. Cohoes ... 87.5
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EXAM 27-589
Test Held July, 1976
1. Biehl Marvin A. Cohoes ... 87.5
2. Burger Lyle B. Cohoes ... 87.5
3. Biehl Marvin A. Cohoes ... 87.5
4. Burger Lyle B. Cohoes ... 87.5
5. Biehl Marvin A. Cohoes ... 87.5

EXAM 27-590
Test Held July, 1976
1. Biehl Marvin A. Cohoes ... 87.5
2. Burger Lyle B. Cohoes ... 87.5
3. Biehl Marvin A. Cohoes ... 87.5
4. Burger Lyle B. Cohoes ... 87.5
5. Biehl Marvin A. Cohoes ... 87.5

EXAM 27-591
Test Held July, 1976
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3. Biehl Marvin A. Cohoes ... 87.5
4. Burger Lyle B. Cohoes ... 87.5
5. Biehl Marvin A. Cohoes ... 87.5

EXAM 27-592
Test Held July, 1976
1. Biehl Marvin A. Cohoes ... 87.5
2. Burger Lyle B. Cohoes ... 87.5
3. Biehl Marvin A. Cohoes ... 87.5
4. Burger Lyle B. Cohoes ... 87.5
5. Biehl Marvin A. Cohoes ... 87.5

EXAM 27-593
Test Held July, 1976
1. Biehl Marvin A. Cohoes ... 87.5
2. Burger Lyle B. Cohoes ... 87.5
3. Biehl Marvin A. Cohoes ... 87.5
4. Burger Lyle B. Cohoes ... 87.5
5. Biehl Marvin A. Cohoes ... 87.5

EXAM 27-594
Test Held July, 1976
1. Biehl Marvin A. Cohoes ... 87.5
2. Burger Lyle B. Cohoes ... 87.5
3. Biehl Marvin A. Cohoes ... 87.5
4. Burger Lyle B. Cohoes ... 87.5
5. Biehl Marvin A. Cohoes ... 87.5

EXAM 27-595
Test Held July, 1976
1. Biehl Marvin A. Cohoes ... 87.5
2. Burger Lyle B. Cohoes ... 87.5
3. Biehl Marvin A. Cohoes ... 87.5
4. Burger Lyle B. Cohoes ... 87.5
5. Biehl Marvin A. Cohoes ... 87.5

EXAM 27-596
Test Held July, 1976
1. Biehl Marvin A. Cohoes ... 87.5
2. Burger Lyle B. Cohoes ... 87.5
3. Biehl Marvin A. Cohoes ... 87.5
4. Burger Lyle B. Cohoes ... 87.5
5. Biehl Marvin A. Cohoes ... 87.5
"GO SEE IT! IT HAS AN ONRUSHING VITALITY THAT PRACTICALLY PINS YOU TO YOUR SEAT. A FESTIVE OCCASION...A SURGE OF GOSPEL, OF MUSIC, FAITH, PASSION AND LOVE, INFECTIOUS HAPPINESS. THE WHOLE CAST IS AS LIVELY AS A REVIVAL MEETING THAT HAS JUST REVIVED...A LOVELY SHOW. YOU SHOULD BE ENCHANTED!"

—Clive Barnes, New York Times

"EXPLODES WITH FERVOR AND JUMPS FOR JOY. THE IMPACT IS IRRESISTIBLE. RICH COMPILATION OF MELODY, HARMONY AND MOVEMENT. AN OUTPOURING OF MUSICAL EXPRESSION THAT RANGES FROM DEEPEST GRIEF TO EXALTATION. THE RHYTHMS ARE AS CAPTIVATING AS THE IDIOMS ARE RICH. VINNETTE CARROLL AND HER COLLEAGUES HAVE HONORED THIS SEASON OF CELEBRATION WITH SOMETHING SPECIAL TO CELEBRATE."

—John Beaulieu, Christian Science Monitor

"HALLELUJAH! A ROUSING, FOOTSIMPING HAPPENING WITH AN IMMENSELY TALENTED CAST. DEEPLY MOVING, STERLING ELOQUENCE. A MUSICAL COMMUNION...SPLENDID CREATION. THE PERFORMERS ARE INSPIRED."

—Edith Lewis, Bergen Record

"THE GOSPEL TRUTH IS THAT 'ARM'S IS A SIZZLING NEW WORK, 27 DRIVING, SURGING SONGS BELTED OUT BY AN EXCELLENT CAST, ROCKS THE THEATER WITH A CELEBRATION OF THE HUMAN VOICE, THE HEART, THE SPIRIT."

—Leonard Potel, NBC

"MUSICALLY AND THEATRICALLY EXCITING"

—Wall Street Journal

"A FERVENT MUSICAL...HAS THE UNQUEENABLE SPIRITS OF GIFTED BLACK PERFORMERS, CRAMMED WITH MUSIC AND DANCE...ABUNDANT HIGH SPIRITS."

—Alvin Hall, Newsday

"THE LORD SAI'D MAKE A JOYFUL NOISE AND THAT'S PRECISELY WHAT THEY'RE DOING AT THE LYCEUM. IT IS ABSOLUTELY JOYOUS. A TRUE SENSE OF FAITH AND CELEBRATION, INFECTIOUS HUMOR AND SOME OF THE BEST SINGING AND DANCING ON BROADWAY...SPILLING OFF THE STAGE AND INTO THE AISLES. NUMBERS THAT LEAP WITH POWER. ALL OF IT WILL MAKE YOU FEEL GOOD."

—Stewart Klein, WNEW-TV

"A SHOW FOR ALL SEASONS. THOSE WONDERFUL 'DON'T BOTHER ME I CAN'T COPE' PEOPLE ARE BACK...A SWINGING, DANCING HEAVENLY CHOIR."

—Douglas Watt, Daily News

"ROLLICKS WITH CONTAGIOUS HIGH SPIRITS. RIGHT ON THE BEAM FOR AUDIENCE DELIGHT. ONE OF THE BEST."

—William Glover, Associated Press

"INCREDIBLE TALENT. JOYOUS STOMPIN', CLAPPIN' AND SHOUTIN' CELEBRATION!"

—William A. Rhyne, New York Newspaper

"A Soaring Celebration In Song."

FRANKIE HENWIT & THE SHUBERT ORGANIZATION in association with THEATRE NOW INC.

present THE FORD'S THEATRE PRODUCTION OF

VINNETTE CARROLL'S

YOUR ARMS TOO SHORT TO BOX WITH GOD

Conceived by
VINNETTE CARROLL
Music and lyrics
ALEX BRADFORD
Musical direction
MICKI GRANT

Directed by
VINNETTE CARROLL

Choreography
PACIFICA BEATTY

Costumes
VINNETTE CARROLL

Scenic design
WILLIAM SCHROEDER

Lighting design
GILBERT V. HEMLEY, JR.

Produced by
ERNEST M. RICE & ASSOCIATES

Management
MARTIN B. COHEN & ASSOCIATES

"AUDIENCES DANCE IN THE AISLES AND SOMETIMES ON THE SEATS."

—Earl Wilson, Post

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Original Cast Recording on ABC Records & Tapes
Set Discipline Workshops

MANHATTAN — Two-day workshops on “Improving Employee Relations Through Effective Discipline and Grievance Procedures in a Union Setting” have been scheduled by Cornell University’s New York State School of Industrial and Labor Relations.

The workshops will be held Feb. 23-24, March 31-April 1, May 12-13 and June 22-23.

Some discipline aspects to be covered are: the disciplinary interview and warning, analyzing discipline problems, developing skills in grievance handling, employee-employer rights, contract language, critical areas in grievance handling, employee discharge and others.

The workshops will be given by Wallace Wolking, the program chairman, and Matthew A. Kelly. Both are NYSSILR faculty members. Mr. Wolking is a member of the new management relations and Mr. Kelly is a long-time represen-

APPONT HOLSBURG

WATER PLAINS—Arthur M. Holobka, of Yonkers, has been named by Westchester County Civil Service Commissioner Alfred D. DeBiella as director of his staff of Criminal Justice Planning.

Mr. Holobka, a Yonkers Police Department lieutenant, had been commanding officer of the department’s planning and development division.

Said Mr. DeBiella: “As director of the Office of Criminal Justice Planning, Mr. Holobka will be responsible to the administration of all federally funded law enforcement and criminal justice programs in Westchester County, outside Yonkers except for certain statewide programs.”

COORDINATORS

ALBANY—A senior historic site restoration coordinator eligible list, resulting from the competition exam 27-601, was established Dec. 17 by the State Civil Service Department.

SOUTHERN CALIFORNIA

 både from 9 a.m. to 4:30 p.m. at the Cornell Conference Center, 3 E. 43rd St., New York City. The program will be conducted from 8 a.m. to 4 p.m. at the Cornell Conference Center, 3 E. 43rd St., New York City. The program charge is $20 per person, including course materials and lunch.

Total registration per workshop is limited to 25 persons. Registration, accompanied by check, should be sent to Cornell University, 3 E. 43rd St., New York, N.Y. 10017."
BRENTWOOD — Pilgrim Psychiatric Center should be granted a two-year accreditation, said Joseph Noya, first vice-president of the Pilgrim Civil Service Employees Assn. chapter. He made the assertion at a meeting of the Joint Commission on Accreditation of Hos- pitals here late last month.

Mr. Noya asked the accreditation team "to put an end to the continuing disruption of patient and hospital routine that has continued unabated for more than a year. The constant program of harassment by public- ity-seeking special interest groups has done incalculable damage to the reputation of this center and the New York State Mental Hygiene program." Pilgrim could receive accreditation for the next two years, if the Chicago-based survey team finds that the hospital complies with JCAH standards.

The giant Mental Hygiene center lost its accreditation temporarily in April 1975, after a widely publicized complaint by the Federation of Parent Organizations for the New York State Mental Institutions, a patient's rights advocacy group.

"We have shown, I hope, our commitment to work with you to secure the future of the Pilgrim Psychiatric Center." Mr. Noya continued. "However, we strongly urge that accreditation be for a minimum of two years, so that the constant public controversy that has surrounded the hospital, can cease and we can continue to work in quiet and dignity."

But Max Schneier, PPO chairman, recommended that Pilgrim be granted only a one-year accreditation. Samuel Le- vinson, a member of Pilgrim's board of visitors, charged that "the poor level and equality of care and treatment" at Pilgrim was cause for accreditation loss to be continued.\n
Nine of the 13 speakers at the hearing urged that the hospital be reaccredited, either for one or two years. Three spokesmen criticized the hospital but did not make recommendations on ac- creditation. Four speakers sup- ported Mr. Schneier's recom- mendation for one-year accredi- tation and four, including Eliza- beth Guindon, president of the hospital's board of visitors, said that Pilgrim should receive a two-year accreditation.

The JCAH is a quasi-governmental body which inspects health facilities around the country and evaluates them according to its standards of patient care, sanitation, patient-staff ra- tio and other areas. Loss of ac- creditation can mean the loss of many governmental funds and assistance programs.
Ready To Retire?

Protect your future with Retiree membership in CSEA.

Goals of your State Retiree Committee:

- Present project retirement benefits.
- Provide permanent cost-of-living supplement.
- Federal income tax exemption of $5,000 for retirement income.
- Reduction on utilities and transportation for seniors.
- Allowance of potential 80,000 retiree membership.

Send the coupon below for membership information.

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

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

Name: __________________________
Street: ____________ Apt.: ____________
City, State: ________________________ Zip: ____________
Date of Retirement: ____________

MANHATTAN—Sam Emmett, a 30-year-vice president of the Civil Service Employees Assn. and state tax collector in the New York City district office, will retire this month after more than 34 years of state service.

Mr. Emmett will be honored by his co-workers and friends at a testimonial luncheon Thursday, Jan. 25, at Feathers Restaurant in the Fifth Avenue Hotel, 34 Fifth Ave., Manhattan.

In his CSEA service, Mr. Emmett was chairman of the state-wide membership committee, a member of the state Tax Department negotiating committee, Tax Department representative to the CSEA Board of Directors and a member of the executive board of the New York City CSEA chapter. Mr. Emmett is also a member of the Tax Department's 20-Year Club of the Metropolitan Area and an ex-ecutive member of the New York State employees' association committee and the New York State Employees Credit Union.

Tickets to the luncheon, priced at $10 each, are available from Selma Cohen, New York State Department of Taxation and Finance, Executive Section, Room 60-05, Two World Trade Center, New York, N.Y. 10007.

CSEA RETIREES GRAPEVINE

CSEA Coordinator of Retiree Affairs

Ed Mooney, a member of the Capital District, Civil Service Employees Assn. retirees' chapter, encountered pickets one day last month when he entered CSEA Albany headquarters.

"What are you striking for?" he asked one picker. "We haven't had a cost of living raise in two years," answered a young man. To this Ed replied, "That's nothing. I haven't had a cost of living raise since I retired six years ago." The picker smiled and placed his picker poster in Ed's hands, saying, "Here, sir, you've got more reason to carry this than I have."

This good-natured exchange underlines a point Governor Carey and the members of the State Legislature seem to be unaware of, or prefer to ignore. With the rate of inflation predicted to go up another 3 to 6 percent in 1977, retired government employees in the state face further shrinkage in the purchasing power of their retirement pay checks. The costs of some necessities of life have actually doubled since 1968, and those who have retired since that year have not received an increase of one cent in their retirement allowances. Many retirees feel they would be financially better off if they were on welfare.

When we retired, no one promised us a rose garden or guaranteed that after many years of public employment we would always be able to maintain at least a decent standard of living on a fixed income. This may be so but there is a moral, if not legal, obligation to the retired members of the Civil Service Employees Assn. to Albany, N.Y. to ensure that the decline in the value of their retirement dollars be offset by providing a cost of living adjustment in their checks as inflation continues to rise.

CSEA retirees want and desperately need to have factored into their retirement allowances a permanent cost of living clause based on the Department of Labor's consumer price index for all retired members of the New York State Employees Retirement System.

For older retirees, who retired at very low pensions, a supplemental increase is presently allowed on a graduated scale of 4 percent to 11 percent for those who retired in 1968 and earlier. This law has been enacted for one year at a time and is currently due to expire on June 30. Our position is that this supplemental increase should be made permanent and the retirement years advanced to include 1971.

The cost of living increase for retirees is top priority for CSEA this year and is regarded as an important part of the 1977 legislative program drawn up by the CSEA's legislative and political action committee, to be submitted in January by the union's attorneys.

The following is a summary of the Statewide Retirees Committee's final statement of retiree legislative goals for 1977:

* A permanent cost of living increase as described above.
* CSEA retirees attach great importance to having an escalator clause in this legislation which would allow increases to be computed as the consumer price index indicates a rise in the cost of living, in the same manner that this is computed for federal retirees.
* A survivor's benefit for New York State retirees who retired from state employment prior to October 1, 1965, for the amount of $2,000, which retirees are the only retired state employees not eligible for of this benefit.
* An extension of the health insurance plan covering retirees to include dental health insurance plan comparable to that now enjoyed by state employees, and the Blue Shield benefit which provides up to $50 toward physicians' charges for an annual physical examination.
* An extension of the health insurance now in effect for New York State retirees to include coverage for the surviving spouse to the extent of the unused sick leave.
* Federal legislation modifying the Internal Revenue Act of 1965 to provide a tax exemption on the first $65,000 of retirement income.

To follow up closely on our bills after they have been introduced, Nellie Davis, chairman of the CSEA's legislative subcommittee: Elizabeth Steenburgh, of Schenectady, chairman; John Joyce, of Albany; John Kennedy, of Troy, and Alfred Robinson, of New York City.

COORDINATORS

ALBANY—A interpretive program coordinator eligible list, resulting from open competitive exam 27-594, was established Dec. 17 by the State Civil Service Department. The list contains 18 names.

HISTORIAN LIST

ALBANY—A historic site recreation coordinator eligible list, resulting from open competitive exam 27-595, was established Dec. 17 by the State Civil Service Department. The list contains eight names.
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York, N.Y. 10013, open weekdays between 9 a.m. and 4 p.m. Special hours: Thursdays are 8:30 a.m. to 4 p.m.

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

By subway, applicants can reach the filing office via the IND (Chambers St.), BMT (City Hall), 4th Ave. (42nd St.), and IRT (Brooklyn Bridge).

Include: Board of Education (Chambers St.); BMT (City Hall); IND (Chambers St.); BMT (City Hall).

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$16.00 Single
$235.00 Twin
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(Continued from Page 18)

4 Fischer Brian S Spring Val. 86.6
5 Grenier Robert G Albany 86.6
6 Pirouz Robert W Albany 86.6
7 Brandon J J Delmar 70.0
8 Pickens Arnold NYC. 70.0
9 Ricker George L Latham 70.0
10 Needum R J Delmar 70.0
11 Brooks Harold S NYC. 70.0
12 Gerber H R 70.0
13 Terry D M Latham 70.0

EXAM 10-118
RIVER REGIONAL DIRECTOR OF TRANSPORTATION
Test Held Dec. 1976
Department of Transportation
650 New York Ave., Albany, N.Y.

JOHNSON David W Schenectady 89.5
2 Thomas Jerome J Albany 88.6
3 Boyes Albert H Schenectady 88.6
4 Pickett Robert G Albany 88.6
5 Austin James F Schenectady 88.6
6 Hoefer H G 88.6
7 Thomas Richard J Schenectady 88.6
8 Tucker Thomas F Schenectady 88.6
9 Voorhees William E Schenectady 88.6
10 Moore William M Schenectady 88.6
11 Reynolds G L Schenectady 88.6
12 Brown B W Schenectady 88.6

SPECIAL COLOR FEATURES INCLUDE
• Comprehensive Concordance of the Holy Scriptures.
• Brief history of the origin and purpose of the Bible.
• William Smith Bible Dictionary.
• References to inspiring and consoling Bible Chapters.

OUTSTANDING INSTRUCTIONAL FEATURES INCLUDE
• Full Color Bible maps with cross reference index to give visual understanding of the Holy Land.
• Complete Bible Chapters.
• Complete Bible on Personality Development.
• Christian Character Analysis.
• Interesting Facts and Figures about the Bible.

SPECIAL COLOR FEATURES INCLUDE
• Great Moments in Old Testament History.
• The Land of Israel in Modern Times.
• Full Color Bible maps with cross references index to give visual understanding of the Holy Land.
• Complete Bible Construction.
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.