Still Need Ratification By Members

HAUPPAUGE — The Suffolk chapter of the Civil Service Employees Assn. is preparing for a ratification vote on a tentative contract settlement for an unprecedented four-year term.

The plan provides for a $1,250 increment for all current employees and a two-step advance in 1977, with increases of 5 percent and cost of living in the following three years. Improvements in longevity pay and a package of other benefits are also included.

The new terms were announced last week by Suffolk chapter president James Corbin and County Executive John V. N. Klein following a whirlwind, three-day series of negotiations.

CSEA Calls For 2-Year Moratorium On Closing State Mental Hospitals

ALBANY—The Civil Service Employees Assn. called for a two-year moratorium on the closing of state mental hospitals.

In testimony before the New York State Senate Committee on Mental Hygiene, the CSEA, which represents over 55,000 employees of the state Department of Mental Hygiene (DMH), proposed that, during the moratorium, the DMH should be required to submit to the state legislature:

- The “number and types” of residents to be removed and names of the facilities into which they will be placed.
- Detailed plans specifying the increments in December and catch-up payments during 1977. However, Mr. Klein claimed the legislature had no authority to impose a two-year settlement and announced that he would not abide by the 1977 terms.

Within hours after mediation was broken off, frustration over the long weeks of bargaining with little progress became evident as CSEA president Theodore W. Wenzl took issue with the Taylor Law for contributing to the breakdown, and calledGov. Hugh L. Carey “a walking contradiction” for sending one of his top budget men to the table to complain about a billion-dollar deficit just two days before the Governor announced plans for a $200 million tax cut, by surprise.

Mr. Wenzl noted that, at the final day of mediation, CSEA forced the state’s salary increase effective April 1, 1977, and a 5 percent salary hike on Jan. 1, 1978, both across-the-board increases going into the salary structure.

The full 120-member CSEA Board of Directors unanimously passed a resolution supporting Dr. Wenzl’s telegram, and sent a second telegram, announcing that support to Governor Carey.

Charges Filed In Wayne

NEWARK—Citing published statements of various supervisors of Wayne County, officers of two units of the Civil Service Employees Assn., representing county workers, have filed improper procedure charges with the Public Employment Relations Board.

Still pending are results of reports of a fact-finding session held Dec. 29. The charges, filed by Wayne County CSEA local president Gerald G. Meyer, and Sheriff’s Department unit president Edward Williams said that county officials have made an “organized attempt to undermine intent and purpose of negotiations” by publicly stating plans for a $200 million tax cut.

Specifically, former Supervisor Russell Freer, who is chairman of the county’s credit board, and Mr. Wenzl, was charged with making similar statements in a speech to local officials.

In its charges, the CSEA also detailed published statements in the same vein in the Rochester Times-Union. (Continued on Page 3)

Unprecedented Four-Year Contract In Suffolk

Kheel: Fact-Finder In Contract Heat

Wenzl Demands Carey Fire Wollett

ALBANY—Theodore W. Kheel, nationally prominent labor mediator, has been named by the State Public Employment Relations Board (PERB), as chairman of the fact-finding panel assigned to the contract dispute between the Civil Service Employees Assn. and the State of New York.

Other panel members are John Sands, professor of law at Albany Law School, and Robert Babin, professor of law at Syracuse University College of Law.

Negotiations between the CSEA and the State and the CSEA asked to halt last week when the State presented a “final offer” that did not come close enough to the union’s demands.

Within hours after mediation was broken off, frustration over the long weeks of bargaining with little progress became evident as CSEA president Theodore C. Wenzl took issue with the Taylor Law for contributing to the breakdown, and called Gov. Hugh L. Carey “a walking contradiction” for sending one of his top budget men to the table to complain about a billion-dollar deficit just two days before the Governor announced plans for a $200 million tax cut, by surprise.

Mr. Wenzl noted that, at the final day of mediation, CSEA forced the state’s salary increase effective April 1, 1977, and a 5 percent salary hike on Jan. 1, 1978, both across-the-board increases going into the salary structure.

The full 120-member CSEA Board of Directors unanimously passed a resolution supporting Dr. Wenzl’s telegram, and sent a second telegram, announcing that support to Governor Carey.

The Timetable

ALBANY—A tentative timetable for fact-finding in the contract dispute between the Civil Service Employees Assn. and the State of New York has been announced by Theodore W. Kheel, chairman of a special 3-member fact-finding panel named by the Public Employment Relations Board.

Both the CSEA and the State are to submit written briefs on Jan. 30, to be followed one week later by rebuttal briefs. Formal hearings will be held on Feb. 9, including an opening ceremony, with closed hearings scheduled for Feb. 1 and 2. Additional hearing dates, if required, will be scheduled. All fact-finding hearings will be closed except to specified participants.
Complimentary Time Off
For Lincoln's Birthday

ALBANY—State employees will be given a day off for Washington's Birthday and complimentary time off for Lincoln's, which falls on a Saturday this year.

An exception will be made for employees who normally work the first Saturday of the month. They may be eligible for holiday pay.

Washington's Birthday falls on Feb. 22 and is celebrated on the third Monday of the month by the state. Lincoln's Birthday falls on Feb. 12.

According to union contract, state employees are entitled to 11 holidays per year. Because state offices will not be closed any day observed as a holiday or observance of Lincoln's Birthday, compensatory time is being offered, Jack Ross, of the Department of Civil Service, explained.

Justice's ID Employees
Get Civil Service Exams

ALBANY—This spring, for the first time in four years, Civil Service examinations will be held for jobs in the identification section of the Division of Criminal Justice Services.

The exams have been set for April 16, as the result of a recent legal victory by the Civil Service Employees Assn. in agreeing with the union's contention that failure to hold the examinations constituted a violation of Section 85 of the State Civil Service Law. State Supreme Court Justice Roger J. Miner ordered the Civil Service Department and the Division of Criminal Justice Services to hold competitive exams for other positions within the Division, where similar violations exist.

An eligibility list for permanent positions will be compiled after the examinations are held.

"We found that many condemned employees in the Division have held provisional appointments to jobs longer than the seven-month limit specified by the law," said CSA attorney Michael J. Smith. "The effect of this was to deny promotional opportunities to other employees, as well as to deny the provisions to the rights which accompany a permanent position."

Rita Johnson of Albany, Division of Criminal Justice examiner, told the examiners would be held at the Trade Center, room 5890, on Jan. 26, at 1:30 p.m.

Distribution of tickets for the Annual Brotherhood Luncheon will be the main subject of business.
Submit Suffolk Contract To Members

(Continued from Page 1)

were believed to be unique among counties in New York State. The terms, according to the CSEA negotiators, would put almost all current employees at the top step by the end of the contract. Employees currently at step 2 would be advanced 44.9 percent in pay by the end of the term.

Massena Pact Reached

MasseNA — A two-year contract agreement has been reached by the 124-member Massena CSEA unit and the Massena Central School.

The pact remains unsigned, however, pending solution to the issue of an additional half-day off in December for the workers. CSEA spokesmen say that the employees are entitled to Christmas Day off and the previous half-day because they work a full day Dec. 23.

Unit President Joseph Kindy said employees, with the exception of cafeteria workers, would receive 18 cents more an hour during the first year of the contract and a cost-of-living adjustment in the second year of between 4½ and 8 percent.

Cafeteria workers would receive an increase of an hour's pay. Union officials explained that the lesser amount for cafeteria workers is because the cafeteria is self-supporting.

The four-year pact proposed was believed to be unique among counties in New York State. The terms, according to the CSEA negotiators, would put almost all current employees at the top step by the end of the contract. Employees currently at step 2 would be advanced 44.9 percent in pay by the end of the term.

Legislators Asked To Listen

ROCHESTER — The president of the Rochester chapter of the Civil Service Employees Association asked Republican state legislators from western New York to do better by state employees than they did in 1975.

Samuel Grossfield, chapter president, accompanied by Lloyd Tipton, president of the Brockport SUNY chapter, made his appeal Dec. 26 at the first all-day "Listen-In" at the Downtown Holiday Inn.

Monroe County Republican Chairman Donald Blackshear invited taxpayers and representatives of organizations to tell legislators from counties between Syracuse and Buffalo what they expect from legislators in the next session.

"Public employees are being crucified on the cross of taxes," Mr. Grossfield said. "We pay all the taxes everyone else pays and help to pay for our own benefits. But being on a fixed income we're the victims of ever-increasing prices, a cruel inflation. Yet we're the convenient scapegoats for the politician and the Governor." 

Mr. Grossfield said state employees also are "the victims of double-talk and double-dealing."

During the past two years, he said, the buying power of the average state worker has been reduced by 18 percent because of the spiraling cost of living.

Mr. Grossfield told the lawmakers that Governor Carey's inaction on January 1976 was "brought into being by the 1976 PERA-appointed factfinders report. They recommended a modest 6 percent salary increase. Yet this nominal and minimal sum was rejected by the Governor."

Mr. Grossfield recalled that last March the Governor "made a flat statement that the budget precluded any salary increase. But only 26 percent of our (CSEA) members accepted the contract agreed upon by the CSEA and Carey."

He called it a "disappointing agreement" because it provided no salary increase between April 1, 1976, and April 1, 1977, and another increase of 2 percent salary increase in 1977-78.

"That agreement contained no provision for some sort of reimbursement for the improvements in Blue Shield payments for surgical bills and no increase in increments," Mr. Grossfield said.

Mr. Grossfield asked legislators to recognize that the "charity window" the Governor opened "will not be closed and we are hoping that the legislature will take a different position on the fact-finders' recommendations than the one they took in 1975."

Ask Moratorium On MH Closings

On MH Closings

The union also proposed strict state standards and controls if and when local or private facilities take over the responsibility of care for the mentally ill. Such standards would include "appropriate staff-to-patient ratios and the certification of mental health workers employed in mental health facilities," Mr. Peathertonhaugh added.

The CSEA stressed that there must be legislation to protect the rights of employees who are transferred to the employ of a municipality as a result of deinstitutionalization. This protection must cover: seniority rights, promotion scales, accumulated leave and other benefits.

Mr. Peathertonhaugh cautioned the legislators that the phase-out of state institutions "will require an expenditure of millions of dollars."

"The residents and employees of the DMH, the legislature and the people of the State of New York have the right to know what the DMH is planning to do with the mentally ill of this state," Mr. Peathertonhaugh said.

CORRECTION

We don't claim to have the wisdom of the wisest, but we have the wisdom of the fool to admit that The Leader went pretty far afield in a photo identification. On page 9, edition. On page 9, Assemblyman Gerald Solomon (Rep.-Washington, Rochester, Warren) was mistakenly identified as Assemblyman Fred Pflieger, Jr. (Rep.-Albany). As at least we had the party right. If not the person.
By HARRY LURKOWITZ

Although Jimmy Carter takes office this week and many of his top job appointments have been made, there is nothing left to fill, ranging from secretary and chauffeur jobs to commission chairmanships and sub-cabinet posts.

There are non-civil service jobs and some appointments are more political than others. Incumbents will continue to hold some of these jobs. Also, Mr. Carter may eliminate many of the positions.

The leader of the continuing this week, will select a list of qualified jobs. Mr. Carter may fill.

Job seekers may write to P.O. Box 10900, Washington, D.C. 20013.

EXECUTIVE BRANCH

DEPARTMENT OF STATE

(Continued from Last Week)

Box 2600, Washington, D.C. 20013.

INTERNATIONAL ORGANIZATIONS

- Board of Foreign Scholarships—Washington, D.C., Level V.
- International Boundary Commission—Washington, D.C., Level IV.
- United Nations—New York City: Level V.
- Special Assistant to the Secretary of the Treasury, Washington, D.C., Level V.
- Deputy Director, Office of Revenue Sharing, Level III.
- Chief Information Officer, Level V.

INDEPENDENT AGENCIES

- Deputy Director, Office of Policy and Programs, Level V.
- Secretary and Administration, Washington, D.C., Level IV.
- Assistant Director for Policy and Programs, Level V.
- Administration and Finance Assistant Director for Administration.
CSEA Gets Into The Picture
And The Fun Begins To Roll

By JANE B. BERNSTEIN

I'll start out with this story about a guy wearing a toilet seat around his neck, holding a football and playing records on the air.

Of course, since public access cable television air time is free in Albany, he could do whatever he wanted as long as it wasn't obscene, whether or not anyone cared to watch.

But one April evening in 1978, another guy by the name of George Olson happened to be playing with his cable control panel and hit the button for Channel 16. And there, much to his surprise, was the guy with the toilet seat.

And that's how the CSEA Questions and Answers cable television show was born, produced by that guy named George Olson, who happens to be president of the Civil Service Employees Association's Department of Commerce chapter.

"I was really curious as to what the whole thing was about," George says as he snares a french-fry in an Albany diner. "I figured if this turkey could have a show like this, why not a union information-type show?"

And so he called the station for six months and found that anyone could use it, including the CSEA, although it's a special interest group.

George approached some of the association officers with the idea, but most said they were too busy to spare the time for such an undertaking. As a result, the brainstorm was ignored for a couple of months.

What finally got the ball rolling was George's wife, Helen. She went away on vacation at the end of June and left him with a lot of time on his hands. Time to go down to the studio and out in nonchalant while the voices the whole time was my breathing— the mike picked up.

"My idea was to get information out to the CSEA membership," George said. "They must know the latest on pensions, retirement and the internal goals of the organization." And so it came to pass that George Olson, along with CSEA executive vice-president Bill McGowan and public relations man Dan Campbell went before the station's mini-cam in a tiny room in a small office building in Albany. It was a sort of "who, what and why of the CSEA" program. That was Aug. 4, 1976.

The union show has been going ever since— it may not be exactly the hottest thing in the Nielsen rating, but there are quite a few people out there in Albany who catch the show even Wednesday evenings at 5 p.m., George maintains.

"The fact is, he confides, more union members should be watching the program in other areas around the state. It is taped regularly for distribution to local public access channels in other

Indeed, the subjects covered are of interest to state employees. Some of the TV talks have been on the Pension Reform Act, public relations in the union, the Agency Shop Bill, legal assistance and women in public employment. One show was even devoted to this newspaper, with Leader editor Marvin Baxley explaining the ins and outs of the publishing business.

Aside from its obvious educational and informative merits, George says, the show is a lot of fun.

The crew is made up of other CSEA members. including Ruth Lovergrove, Kathleen Hahn and Bob Holly. Rutli and Kathy are employed by the Department of Commerce, and Bob, who owns and has contributed one of the show's video cameras, the sound mixer and microphones, is an employee of the Department of Health.

Sometimes the crew gets into a playful mood and harasses George while he's on camera. "There was a hole in the bottom of the damn thing," he said, "and it started to drip all over me. The crew wouldn't take me off camera, so I had to sit there holding my breath while the thing ran all over my leg for fifteen minutes. They just stood there laughing while I sat there dying."

Sometimes the jokes are unintentional. When the station got some new equipment, with better microphones, George's mike was plugged into the main input instead of the other mike. No one was aware of the blunder. When he got home that night, George asked his wife how the show looked.

"She told me it was like a one hour obscene phone call," George smirks. "All you could hear over the voices the whole time was my breathing— the mike picked it up."

The whole operation may sound a bit unprofessional, but this reporter definitely experienced a nervous twinge at being a guest on the show and appearing on any kind of TV for the first time.

George had finished his french fries, and we are on our way to the tiny room in the small office building to do the show. Also appearing to be interviewed, is Helena Barklow, union member and employee of the Office of General Services. The topic for discussion is affirmative action for state workers. The theme music begins, a bit of baroque, and then Bob Holly is giving the "we're almost on the air" signal. I fear I will pass out as soon as the red light appears over the camera, signifying that the show, (and all of us) are coming across

George Olson talks with his guest, Leader Editor Marvin Baxley, about how the newspaper functions. (Staff photo by Pamela Crais)

in the new Albany public library. After the show we view the tape, and I leave the studio exhilarated with having seen my own image on a TV screen. until we find out that someone put a wrong plug in somewhere. Turn out that every time I was on camera, the picture broke up so that it was impossible to watch. So much for the big debut.

George Olson is already making plans for the next show, and to think it all got started because of that guy with the toilet seat.

Camerawoman Kathy Hahn focuses on George Olson and CSEA attorney Jim Featherstonhaugh during one of the Wednesday night shows.

George Olson talks with his guest, Leader Editor Marvin Baxley, about how the newspaper functions. (Staff photo by Pamela Crais)
Wollet's Folly

OBVIOUSLY annoyed that Civil Service Employees Assn. President Theodore C. Wendl has not proved to be a dutiful lap dog during the negotiations between the union and the office of Employee Relations director Donald Wollet last week lashed out with one of the most unethical verbal attacks in memory.

Negotiations are almost always hard-fought affairs—not only between the two parties involved, but in many ways for the opinion of the public.

Thus, when Mr. Wollet held a press conference last week to decry the union's position, it started normally enough. Hard words are expected from both sides when an issue is divided, which it is. But so what if it is. So is the state's chief negotiator. He had to go further and attack the union and its leadership personally.

Perhaps he had been led to believe that the union leadership is divided, which it is. But so what if it is. So is the Congress and the Legislature. The difference is that in the Congress and the Legislature, there are political parties, and one expects members of the opposition party to disagree on many issues with the majority party members.

In the Civil Service Employees Assn., as in any union, there are differences of opinion between some of the leaders, and we regard this as a healthy sign of democracy. There are not organized parties, however, and thus it is on issues that the lines are temporarily drawn. It is an ongoing process.

Mr. Wollet, despite his presumed qualifications, is not a New Yorker, although he is attempting to deal with a union that is unique to this state.

Because he is essentially an outsider, he may not have been aware that his attack on the internal operation of the CSEA is one of the first that the union has ever faced.

Within any given chapter of the CSEA there may be great internal wrangling among members, but worse befell the outsider who dare attack the chapter for which he will face a united union. The same goes for the CSEA's six regions, and for its statewide organization.

If Mr. Wollet thought to split the union leadership by his attack, he was certainly proved wrong by the unanimous vote of protest at last week's meeting of the CSEA Board of Directors.

He did, however, stir the Board to demand greater effort through public relations and advertising to bring the public employees' message to the rest of the public.

The union has also demanded that the Governor remove Mr. Wollet as the state's chief negotiator. We would hope that Mr. Wollet would ensure that he overstepped his role to such an extent that his usefulness has been permanently impaired.

As such we hope he has the decency to step down of his own accord in the best interest of labor harmony and to save the Governor further embarrassment. (M.O.B.)

LOST AND FOUND — Lost, one hatchet in the downtown Albany vicinity. If found please contact D.H. Wollet of the office of Employee Relations. Not an expensive tool, but great sentimental value. Reward.

(Continued from Page 1)

statements coming out of Mayor Beame's office can't conceal the real facts that he had.

Most significant among the many problems confronting the city is the question of increasing the ability of the Beame Administration to cope with the city's fiscal crisis. The issue of state financial aid has been raised.

The message sent forth by the city's banking community in the conditions they demanded before they would commit themselves to further financial aid to the City.

To Handle Revenues

These conditions include a demand that the life of the Emergency Financial Control Board be extended in order to insure outside oversight of the city's financial programs over the years ahead. In addition, the city is demanding an independent outside banking institution to serve as a trustee for the handling of all real estate tax revenues.

These revenues are the primary source under the State Constitution, for meeting the city's bonded indebtedness payments. Evidently the banks have no confidence in the ability of the Beame Administration to manage funds in a prudent manner.

The appointment of such a trustee, as demanded by the banks, falls little short of the appointment of a receiver in bankruptcy.

Finally the banks insist upon outside auditors to examine the City's financial transactions and accounting procedures. Interest in the accounting has been built up a firebrands in the public mind and expresses a desire to see a modern look at the system to confirm or reject the accounting's procedures.

What is equally significant is that the lack of credibility in the Beame Administration is shown by the banks' refusal to extend funds. Public opinion polls show that the majority of the city's voters are opposed to another Beame candidacy for mayor this year.

Dismayed by the public's attitude, the banking and business community has agreed to have a fact-finder's report be placed in a budget for the city for the coming fiscal year. It is a compliment to the budget to say that it is held together by paste and thickuick. It is really the stuff that nightmares are made of.

By RICHARD GAIA

Mr. Gaia is a member of the New York Bar and Chairman of the Nassau County Bar Association Labor Law Committee.

Negotiation Of Job Abolition

During negotiations in 1976, the City of Watertown and the Watertown Fire Fighters' Assn. reached an impasse. They submitted the matter to fast-finding, and while waiting for the report of the fact-finder, the City Council adopted its annual budget. In this budget, the City Council reduced the number of uniformed personnel positions in the fire department from 121 to 114. Later, on the fact-finder issued his report. The parties scheduled a meeting to discuss the report. In the interim, the Association president advised the city's chief negotiator, who was also the city manager, that he wanted to discuss the impact of the job eliminations. The city manager stated he would not engage in such discussions, since that subject was outside the scope of the fact-finder's report. On three separate occasions at the meeting itself, the Association president asked the city manager to negotiate or discuss the impact of the job reductions. The Association president offered the city manager an envelope that contained contract proposals relating to that subject. The city manager refused to accept the envelope and refused to enter into any discussions.

CHANGES OF IMPROVEMENT practices were filed by the Association against the city with State PERB. A hearing was conducted and the hearing officer concluded that the city had violated Section 2-b(a)(1) of the Act and recommended that the city be ordered to negotiate in good faith. In reaching his decision, the hearing officer pointed out that the law is quite clear: to the effect that an employer must, upon receiving a proper demand, negotiate the impact of job abolitions. The city argued in support of its position that the demands were made at a meeting which was held specifically to discuss a fact-finder's report. Although the city sought to confine the meeting to the consideration of the report, the city manager knew very well from the Association's letters that the Association desired to discuss the impact of the job reductions at that meeting, and there was no agreement between the parties that this issue would not be raised at the meeting. Nevertheless, whether or not the demand was properly made on July 14, which was the date of the meeting to discuss the fact-finder's report. The city manager was well aware of the Association's request and never gave any indication that it would be willing to discuss or negotiate the impact of the job reductions.

The city further argued that its action in reducing the number of jobs from 121 to 114 did not result in any layoffs, since none of the positions were filled at the time they were removed from the budget. Although not specifically argued, the city urged the position that the duty to negotiate over the impact of job reductions arises only when occupied positions are affected. The hearing officer, however, did not reach this question since the factual allegation was not supported by any facts in the record. City of Watertown and Watertown Fire Fighters' Assn., Case No. U-2290, P PERB 4917.
The Board of Trustees of the New York City Retirement Board held its first open meeting in many years under pressure of the new Open Meeting Law passed by the Legislature last year and effective Jan. 1. Nevertheless, almost half the meeting was devoted to purely internal matters in executive session while discussions of selection of investment manager and other financial items took place.

Before the end of the meeting, the resignations of executive director Martin Goldin, who had served with that position for two years, was announced. He will be replaced after Jan. 31 by Harold E. Herkimer, his assistant, who will remain as acting director until a new director is appointed.

Spice was added to the meeting by Sen. Sol Lewis reported that runtime of a message park operating in a 57th Street building, for which the Retirement Fund has a first mortgage, had been investigated. Three message pads were found to be operating there and the owner of the building was advised that the payment of the mortgage would be accelerated immediately. The message pads were not in service within 30 days.

In its main operation, the board approved 629 retirements and 112 revisions of retirement plans in one meeting that took three minutes.

Discussion of the backlog in retirement payments revealed that there were 5,000 cases pending prior to last August and that payment of the computer system was being installed, staff estimated that the pensions would be made current by April 1977 and new retirees would be included on a current basis. This waiting period for retirees from the present 9 to 24 months to two to three months.

Recovering from an almost disastrous investment record by some of its advisers during the last few years, the board studied a method of monitoring investment portfolios managed by outside institutions by establishing criteria of risk against return for each group of investments.

The five New York city pension plans, covering policemen, firemen, teachers, education employees and other employees will be called upon in the additional city bonds to help meet the $11 billion in notes which must be paid by the city within the next few months.

Without President-elect Carter's reassurance, both banks and the funds refused categorically to put up more cash. At the moment, the five retirement funds hold $6,337,370,000 in New York City bonds, $5,700,000 in New York State bonds and MAC and MB bonds, out of a total of $8.1 billion in assets.

Your estate too will be affected by the changes in the law. Under the old law, benefits paid on the death of a retiree in or after a named beneficiary were exempted from federal estate taxes, if the beneficiaries were paid from a qualified corporate plan.

Under the new act, this exclusion is lost, but to non-lump-sum distributions from qualified plans, including Keogh and IRA programs, that direct distribution made after December 31, 1976.

A provision that will affect some taxpayers is the classifying of distributions from qualified plans as earned income. This distribution would reduce the exemptions and up to a 10% of the maximum tax on the value of the distribution.

For those who could not estim-
Southern Region Looks To This Year’s Ballot

NEWBURGH—The first step towards the 1977 statewide and regional Civil Service Employees Assn. elections was taken Dec. 16 by Southern Region III unit and chapter presidents when they elected a nominating committee at a meeting here.

Eva Katz was elected chairman of the seven-member committee. Southern Region III supervisor Thomas Luposello, left, reviews employee problems in Rockland County with Rockland chapter 844 president John Mauro, center, and the chapter’s county unit president Paty Spicci. Mr. Mauro is also regional vice-president.

Marking his ballot for regional nominating committee members, Harlem Valley Psychiatric Center chapter 409 first vice-president Fred Frankie finds nearest convenient location to write his choices in secret.

Regional third vice-president Rose Marcinkowski, of Highland Training School chapter, chalks up results of vote for regional nominating committees. Seven were elected, with top three vote-getters also being named to serve on statewide nominating committees. As can be noted, the statewide committee members are Eva Katz, William George and Madeline Mackey. The regional committees include these three, plus Peg Conners, Pat Mascioli, Vince Covatti and David Freer.
CSEA director Nicholas Puzziferri (Mental Hygiene, Region III) listens to views of Arnold Wolfe as they pause during break in business session. Both are former presidents of Rockland Psychiatric Center chapter 421, and Mr. Puzziferri was also four-term president of Southern Conference.

Southern Region III second vice-president Richard Snyder reports to delegate body. Mr. Snyder is also president of Wassaic Developmental Center chapter 426 and a CSEA director representing Region III Mental Hygiene employees. Other officers, seated from right, are regional president James Lennon, third vice-president Rose Mareinkowski and first vice-president John Mason.

Leader photos by Ted Kaplan.)

CSEA field representative John Deyo, left, listens to Wassaic Developmental Center chapter 426's Carl Garrand, who also serves as the region's sergeant-at-arms.

These ladies of Wassaic Developmental Center chapter show quiet concern. From left are Margaret Yeno, Floraann Snyder and Donna Garrand.

Two members of Orange-Ulster-Sullivan Retirees chapter 917 keeping up with events are chapter vice-president Gordon Hobbs, left, and Clarence Lokey.

Walter Gass, of Eastern Correctional Facility chapter 155, takes notes as Wallkill Correctional Facility chapter 145 president David Freer watches.

SUE at New Paltz's William George, left, receives congratulations from Kingston School District's Anthony Fatracino on his election to nominating committee.

Mid-Hudson chapter 608 president Donald Oakes, left, reviews notes with Seymour Katz, one of his predecessors as president of the 240-plus-member chapter.

Gesturing emphatically, Leitchworth Village Developmental Center chapter 412's Manny Ramirez speaks with SUE at New Paltz chapter 618 president Marie Romaselli.

Rockland-Westchester Retirees chapter president George Celantano, center, checks with Rockland Psychiatric Center chapter 421 president Martin Langer, right, and Nicholas Lunetti.

Westchester Local 860 delegation included, from left, political action chairman Pat Massoli, first vice-president Carmine LaMagna and executive representative Carmine DiBattista.
"JOHN CULLUM IS MAGNIFICENT!" - Clive James, N.Y. Times

JOHN CULLUM
THE TRIP BACK DOWN
LONGACRE THEATRE
48th St. West of Broadway 246-5639

"THE PERFECT MUSICAL"
William Brady, Newhouse Newspapers

SHENANDOAH
THE NEW MUSICAL
WILLIAM CHAPMAN

"GO SEE IT! JOYOUS, FUNNY, A FESTIVE OCCASION. THE SHOW IS A SURGE OF GOSPEL OF MUSIC, FAITH, PASSION AND LOVE. INFECTION HAPINESS, A LOVELY SHOW. YOU SHOULD BE ENCHANTED."
- Clive James, New York Times

TUES., THRU FRI. at 8
SAT. at 2 & 8. SUN. at 3 & 7

"I'M NOT RHYTHMICAL, NOT CHORUS - IT'S LIKE SEEING AN EARTHQUAKE. THERE ARE MANY SHOWSTOPPERS."
- Bill furry, ABC TV

"A FASCINATING AND EXCITING MUSICAL."
- Bob Hayes, ABC-TV

GREASE
THE ONLY AND ONLY LONGEST!! RUNNING SHOW ON BROADWAY

This is a musical play!

"A LOVELY SHOW. YOU SHOULD BE ENCHANTED."
- Clive James, New York Times

"THE ONE AND ONLY"
Tony Award Winner! Best Musical

"THE PERFECT MUSICAL"
William Brady, Newhouse Newspapers

SHENANDOAH
THE NEW MUSICAL
WILLIAM CHAPMAN

"I'M NOT RHYTHMICAL, NOT CHORUS - IT'S LIKE SEEING AN EARTHQUAKE. THERE ARE MANY SHOWSTOPPERS."
- Bill furry, ABC TV

"A FASCINATING AND EXCITING MUSICAL."
- Bob Hayes, ABC-TV

GREASE
THE ONLY AND ONLY LONGEST!! RUNNING SHOW ON BROADWAY

This is a musical play!

"A LOVELY SHOW. YOU SHOULD BE ENCHANTED."
- Clive James, New York Times

"THE ONE AND ONLY"
Tony Award Winner! Best Musical

"THE PERFECT MUSICAL"
William Brady, Newhouse Newspapers

SHENANDOAH
THE NEW MUSICAL
WILLIAM CHAPMAN

"I'M NOT RHYTHMICAL, NOT CHORUS - IT'S LIKE SEEING AN EARTHQUAKE. THERE ARE MANY SHOWSTOPPERS."
- Bill furry, ABC TV

"A FASCINATING AND EXCITING MUSICAL."
- Bob Hayes, ABC-TV

GREASE
THE ONLY AND ONLY LONGEST!! RUNNING SHOW ON BROADWAY

This is a musical play!

"A LOVELY SHOW. YOU SHOULD BE ENCHANTED."
- Clive James, New York Times

"THE ONE AND ONLY"
Tony Award Winner! Best Musical

"THE PERFECT MUSICAL"
William Brady, Newhouse Newspapers

SHENANDOAH
THE NEW MUSICAL
WILLIAM CHAPMAN

"I'M NOT RHYTHMICAL, NOT CHORUS - IT'S LIKE SEEING AN EARTHQUAKE. THERE ARE MANY SHOWSTOPPERS."
- Bill furry, ABC TV

"A FASCINATING AND EXCITING MUSICAL."
- Bob Hayes, ABC-TV

GREASE
THE ONLY AND ONLY LONGEST!! RUNNING SHOW ON BROADWAY

This is a musical play!

"A LOVELY SHOW. YOU SHOULD BE ENCHANTED."
- Clive James, New York Times

"THE ONE AND ONLY"
Tony Award Winner! Best Musical

"THE PERFECT MUSICAL"
William Brady, Newhouse Newspapers

SHENANDOAH
THE NEW MUSICAL
WILLIAM CHAPMAN

"I'M NOT RHYTHMICAL, NOT CHORUS - IT'S LIKE SEEING AN EARTHQUAKE. THERE ARE MANY SHOWSTOPPERS."
- Bill furry, ABC TV

"A FASCINATING AND EXCITING MUSICAL."
- Bob Hayes, ABC-TV

GREASE
THE ONLY AND ONLY LONGEST!! RUNNING SHOW ON BROADWAY

This is a musical play!

"A LOVELY SHOW. YOU SHOULD BE ENCHANTED."
- Clive James, New York Times

"THE ONE AND ONLY"
Tony Award Winner! Best Musical

"THE PERFECT MUSICAL"
William Brady, Newhouse Newspapers

SHENANDOAH
THE NEW MUSICAL
WILLIAM CHAPMAN

"I'M NOT RHYTHMICAL, NOT CHORUS - IT'S LIKE SEEING AN EARTHQUAKE. THERE ARE MANY SHOWSTOPPERS."
- Bill furry, ABC TV

"A FASCINATING AND EXCITING MUSICAL."
- Bob Hayes, ABC-TV

GREASE
THE ONLY AND ONLY LONGEST!! RUNNING SHOW ON BROADWAY

This is a musical play!

"A LOVELY SHOW. YOU SHOULD BE ENCHANTED."
- Clive James, New York Times

"THE ONE AND ONLY"
Tony Award Winner! Best Musical

"THE PERFECT MUSICAL"
William Brady, Newhouse Newspapers

SHENANDOAH
THE NEW MUSICAL
WILLIAM CHAPMAN

"I'M NOT RHYTHMICAL, NOT CHORUS - IT'S LIKE SEEING AN EARTHQUAKE. THERE ARE MANY SHOWSTOPPERS."
- Bill furry, ABC TV

"A FASCINATING AND EXCITING MUSICAL."
- Bob Hayes, ABC-TV

GREASE
THE ONLY AND ONLY LONGEST!! RUNNING SHOW ON BROADWAY

This is a musical play!

"A LOVELY SHOW. YOU SHOULD BE ENCHANTED."
- Clive James, New York Times

"THE ONE AND ONLY"
Tony Award Winner! Best Musical

"THE PERFECT MUSICAL"
William Brady, Newhouse Newspapers

SHENANDOAH
THE NEW MUSICAL
WILLIAM CHAPMAN

"I'M NOT RHYTHMICAL, NOT CHORUS - IT'S LIKE SEEING AN EARTHQUAKE. THERE ARE MANY SHOWSTOPPERS."
- Bill furry, ABC TV

"A FASCINATING AND EXCITING MUSICAL."
- Bob Hayes, ABC-TV

GREASE
THE ONLY AND ONLY LONGEST!! RUNNING SHOW ON BROADWAY

This is a musical play!

"A LOVELY SHOW. YOU SHOULD BE ENCHANTED."
- Clive James, New York Times

"THE ONE AND ONLY"
DMV FRAUD 'MINIMAL'

Although Motor Vehicles Commissioner James Melton has alleged that millions of dollars were stolen from the state through fraudulent transactions at DMV offices, a recent report by the State Comptroller says losses for one month audited last year were minimal. An Audit and Control study in June of more than one million renewal transactions processed by the 109 state and county DMV offices found only 200 "potentially fraudulent transactions." The report noted that during the period studied, November, 1975, usual renewal fees were $35 or $40. Thus, the "potentially fraudulent transactions" would account for a loss of $15,760, at most, for the month.

Mr. Melton previously said that audits in Staten Island, Dutchess, Nassau, Suffolk, and Greene Counties had turned up losses about $25,000 in missing funds in the last fiscal year. Mr. Melton was denied funds last year to purchase equipment which he claimed would tighten up loose controls. However, Mr. Levi's report stated that only one in seven of his department's field offices were under no justifi-

Feds Open 6 Job Positions

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

"Two Ex-Cops Seeking Jobs Back, Lose Again"

Two former city police of-
ficers, fired when they re-
fused to tell the department about alleged criminal acts during a title of complaints, may have taken a third strike in their lawsuits to get back on the force.

The latest action came when the Manhattan Appellate Division threw out their appeal for reinstatement. All five judges agreed the cops, who were not identified in court papers, were legally required to testify under immunity for their testimony during the investigation, mean-

"State Sets 17 Promos"

Pakistan has opened filing for 17 promo-
tions among state agencies. Applications are no longer being accepted for the promotions.

"A Variety Of Posts"

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

"Two Ex-Cops Seeking Jobs Back, Lose Again"

Two former city police officers, fired when they refused to tell the department about alleged criminal acts during a title of complaints, may have taken a third strike in their lawsuits to get back on the force.

The latest action came when the Manhattan Appellate Division threw out their appeal for reinstatement. All five judges agreed the cops, who were not identified in court papers, were legally required to testify under immunity for their testimony during the investigation, meaning that anything they said could not be admitted into court, although it was admissible at a departmental trial. Therefore, when the cops still refused to talk, the judges said, they could not claim constitutional viola-
tions.

The department shortly afterward fired the pair for refusing to testify under immunity.

The cops originally filed a fed-

erai lawsuit to get their jobs back. The Appellate Division, on the appeal from the Supreme Court ruling, said they were entitled to nothing illegal in their dismissal from the force. They said immunity granted the ex-cops was proper.

Then for good measure, the judges told them they really were wasting their time in court, because the federal ruling against them should have ended the matter.

"Where an issue is litigated and necessarily decided by a court of competent jurisdiction (federal court)," the appeals court said, "that determination bars any other suit where the same issue is lucrative."
Glengarry Memorial Hospital
Alexandria, Ontario, Canada

Where you can work close to home, new residents are most welcome if eligible for Ontario license. We are seeking a Charge Physiotherapist who is permanent and immediate with a fully equipped 86 bed active treatment hospital. Located in pleasant community, salary is negotiable. Why not insure your future now?

Please contact
Mr. J. F. Adams
Administrator

Glengarry Memorial Hospital
Alexandria, Ontario, Canada
Phone 613-525-2272

If you want to know what’s happening to you to your chances of promotion to your job to your next raise and similar matters!

FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you what is happening in civil service, what is happening to the job you have and the job you want.

Make sure you don’t miss a single issue. Enter your subscription now.

The price is $9.00. That brings you 52 issues of the Civil Service Leader filled with the government job news you want.

You can subscribe on the coupon below.

If you want to know what’s happening to you to your chances of promotion to your job to your next raise and similar matters!

FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you what is happening in civil service, what is happening to the job you have and the job you want.

Make sure you don’t miss a single issue. Enter your subscription now.

The price is $9.00. That brings you 52 issues of the Civil Service Leader filled with the government job news you want.

You can subscribe on the coupon below.

SALESMAEN — SALESWOMEN

CSI PUBLICATIONS

is looking for professional sales people.

Are you looking to upgrade your status in the sales profession? Are you looking for a company you can be proud of? Do you desire to be successful in a direct outside sales position? Our sales staff averages $15,000 to $17,000 per year. Working daytime hours by appointment only. We offer businesses the number one form of supplemental advertising in the country.

We offer:

• No overtime travel
• Excellent Bonuses & Incentive
• Travel Allowance
• Computer Paid Stock Program
• Future Management Opportunity
• Highest Commissions in the Industry

For personal interview, resume to

MR. SCHROM

CSI PUBLICATIONS
30 North Lincoln Rd.
East Rochester. N. Y. 14445

3 Region 1 People Named To Nominating Committee

NORTH AMITYVILLE—Long Island Region I has named Daniel Donnelly, Louis Mannellino and James Carbiel to serve on the statewide nominating committee for the Civil Service Employees Assn.

The three individuals were selected by the Regional Executive Board in a special meeting at the headquarters building here Jan. 11.

Mr. Donnelly is president of the Central Islip Psychiatric Center chapter. Mr. Mannellino is with the District 6 Transportation chapter. Mr. Corbiel is president of the Suffolk chapter.

The Executive Board also approved 10 others to serve on the regional nominating committee.

They were: Arthur Loving Jr., Long Island State Parks; Joseph Aileo, Kings Park Psychiatric Center; Carl Pugliese, Nassau Charter; Rose Cilli, Pilgrim Psychiatric Center; Al Costalesi, Stony Brook University; Mike Curtin, Suffolk Educational; Arthur Hemesway, Farmingdale University; Joseph LeFaux, Suffolk Developmental Center; Alice Hechter, Nassau, and Ruth Grinstein, Nassau.

In another action at the meeting, the board unanimously opposed consideration by the state-wide Board of Directors of a resolution that would declare the directors the supreme authority in union government. The Long Island leaders demanded that the directors honor the traditional right of the convention to establish policies to be carried out by the directors.

Feds Open Three Titles

MANHATTAN — The New York City Area Office of the U.S. Civil Service Commission has reopened filing for shorthand reporter at Grades 8-7 and 8-9, and for engineer equipment mechanic and repairer at Grade 4-16. It also reopened sales store checker at Grade 8-2 for the U.S. Military Academy at West Point.

Shorthand reporters need one year’s experience for Grade 8-7, which pays $1,055, and three years for Grade 8-9, which pays $1,129.

There are no training or experience requirements for reporting stenographer, Grade 8-7, which pays $990. Written tests will be given.

Sales store checker requires a high school diploma or six months’ general experience for the Grade 8-2 level, which pays $799. For Grade 8-3, which pays $828, one year’s experience is required, with at least a year of that as a sales store checker. A training course in sales store checking can be substituted for three months’ specialized experience. Civil service work or schooling above the high school level can be substituted for six months’ general experience.

For further information on the jobs, which fall under General Notice NY-138-06, Amendment No. 5, contact the commission at one of the federal job information centers. These are listed on page 18 and can also be found in the area telephone directories under “U.S. Government.”

SAFETY OFFICER TEST

ALBANY — The State Civil Service Department has opened filing until Feb. 7 for March 15 promotional tests covering three levels of insurance safety officer.

Exam 36-502 will be given for the senior level; exam 36-503 for the chief I and chief II levels.

CIVIL SERVICE SERVICE, Friday, January 21, 1977

SUN SALE HOTELS

Waldman’s Hotel

Strictly Kosher. Air Conditioned. Located directly on the ocean at 43 St. Ushet Kosher under D.M. supervision. Resident Mashgiach.

Paradise Inn

An exotic blend of tropical fun and efficiency and hotel rooms at Harriett Beth, 7 Miles, a few blocks from beautiful boardwalk.

Atlantic Towers

On the ocean at 43 St. Under Kosher supervision, resident Mashgiach.

Recommended by Max & Edi Margul.

WE HAVE A GREAT HOLIDAY HERE.

Lose Weight

Get in Shape. Reduce. Relax. Get the never-to-be-forgotten trip of your life. Phone 7-78, 7-78 for reservations.

BE MORE ATTRACTIVE...

We have greater SEX APPEAL for men and women.

Eliminate those under eyes wrinkles from face.

Sunscreens and lotions.

Baldness corrected.

Coat less than you think with our permanent wave. Save money by using our grooming service you have paid for.

ATLANTIC SALMON & TROUT FISHING on the famous MIRAMICHI & CAINS RIVERS PRIVATE WATERS

Deer—Bear—Grouse Shooting

The WILSON FAMILY have catered to the outdoor sportsman for over 50 years.

FOR INFORMATION & RESERVATIONS

WILSONSPORTS CAMP'S LTD

McNamara, New Brunswick, Canada. EFCO

Phone: 506-365-7662
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.
Workmen's Compensation Penalizes Two Doctors

NEW YORK—Chairman Arthur Cooperman, of the New York State Workmen's Compensation Board, has revoked two Long Island doctors' WCB authorization to treat WCB claimants.

The authorizations of Dr. Wallace B. Lehman, 44, of Valley Stream, and Dr. Thomas Joseph, Palmieri, 38, of New Hyde Park, were revoked effective Dec. 31, with leave to appeal for reinstatement in four months.

In each of the cases, the grounds were that the doctors had refused medical treatment to compensation claimants in need of operations, pending agreement to fees higher than those named in the chairman's official Schedule of Medical Fees.

WCB authorities permitted doctors to treat Workmen's Compensation claimants and establish specialty ratings which determine fees.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking work with the City should file at the Department of Personnel, 49 Thomas St., New York 10012, between 9 a.m. and 4 p.m. Special hours for Thursdays are 1:30 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); Lexington IND (Brooklyn Bridge). For information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 66 Court St., Brooklyn 11201, phone: 598-8000.

The Board of Higher Education advises teaching staff applicants to contact the individual schools. Non-faculty jobs are filled through the Personnel Department directly.

STATE — Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2 55th floor, New York 10048 (phone 465-4248). 10 a.m.-3 p.m.; State Building Campus, Albany 12239; Suite 703, 1 W. Gereaux St., Buffalo 14202: 9 a.m.-4 p.m. Applicants may obtain announcements by calling (518) 459-3100 or by applying in person at any of the three.

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

For positions with the Unified Court System throughout New York State, applicants should contact the Unified Court System Unit, Room 1209, Office of Court Admin., 270 Broadway, N.Y., phone 488-4141.

FEDERAL — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 24 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m., weekdays only. Telephone 264-0422.

Federal employees living upstate (North of Dutchess County) should contact the Syracuse Area Office, 201 Erie Blvd. West, Syracuse 13201. Toll-free calls may be made to (800) 523-7407.

Federal titles have no deadline unless otherwise indicated.

A L B A N Y  B R A N C H  O F F I C E

FOR INFORMATION regarding advertisement, please write or call:

JOSEPH T. BELLEW

303 SO. MANNING BLVD.

ALBANY 6, N.Y. Phone F 6-6244

Medicare and Blue Shield may use a doctor's WCB rating as a factor in determining if he is a specialist. The WCB rating may also be used by the New York State Department of Social Services disability determination unit as an alternate credential to the American Medical Association's Board certification determining a doctor's eligibility as a special examiner for the unit.

"Complaints directed to Workmen's Compensation involving doctors who refuse to treat WCB claimants have reached a shocking level," Mr. Cooperman stated.

In actions designed to nullify the revocations, the two doctors brought Article 78 proceedings against Mr. Cooperman in New York and Nassau County Supreme Court.

Long Island Jobs Need 4-5 Years' Experience

MINEOLA — Senior village court clerk (65-448) pays $9,830 in Rockville Centre and requires five years' experience as a legal stenographer.

Secretary to supervisor of environmental control (65-443) pays $10,072 and requires four years' experience. Clerk stenographer II pays $9,976 in Oyster Bay and requires four years' experience.

Secretary to supervisor of engineering (65-454) pays $11,205 and requires four years' experience.

Full Employment Is The Key To Prosperity. Bay U.S. Mode Products

Eligible List

CIVIL SERVICE LEADER

11 Warren Street

New York, N.Y. 10007

Name

Address

City

State

ZIP

Spent $1.50

Send this magnificent
Fireside Family Bible

Publisher's retail price $39.95

only

$21.95

from

Civil Service Leader

11 Warren Street

New York, N.Y. 10007

This distinguished beautiful Bible is one of the most useful ever published. Designed especially to give you easy understanding. Large type on finest English finish paper. The words of Christ in red to facilitate reading and understanding. Gold colored page edges. Fully metallic gold embossed padded cover that will last a lifetime.

SPECIAL COLOR FEATURES INCLUDE

• Great Moments in Old Testament History.
• Parallel Where Jesus Walked.
• The Land of Israel in Modern Times.
• Fall Color Section of the Twelve Apostles.
• Full Color Bible maps with cross reference index to give visual understanding of the Holy Land.

OUTSTANDING INSTRUCTIONAL 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.
• Over 60,000 column references.
• Complete Bible course on Personality Development.
• Christian Character and the Holy Scriptures.
• Interesting Facts and Figures about the Bible.
• Select Scriptures for Special Needs.
• Bible Stories For Young People.

To order, clip and mail the coupon at right.

SINGLE

Special State Rates
$16.00 Single

23.00 Twin

1441 WESTERN AVENUE

ALBANY, NEW YORK

Tel. (518) 438-3954

69% x 116% x 26"}

We have made special arrangements with the publishers of the Fireside Family Bible to offer this magnificent volume to our readers for only $21.95 (The publisher's normal retail price is $39.95). It is available for immediate shipment in either the King James Protestant edition or the New American Catholic edition. The Fireside Bible is a deluxe family size Bible with classic gold embossed padded cover and more than 950 gold-trimmed pages. It is an exceptional value, and we are quite proud to make this special offer to our readers. To order, clip and mail the coupon at right.
Salary Increase Recommended For Pulaski Central Teachers

ALBANY—A PERB fact-finder recommended a two-year agreement with a 5.5 percent salary increase for teachers in the Pulaski Central School District ( Oswego County) in the first year.

Robert W. Ahern, of Syracuse, is the fact-finder named by the State Public Employment Relations Board in a contract dispute between the school district and the Pulaski Teachers Association.

Mr. Ahern recommended the salary increase plus increment. He said that assuming the district's estimate of the average cost of increments to be 2.5 percent, this means a total average increase of 8 percent for the first year. He further recommended a 4.5 percent increase effective July 1, 1977.

Dumond Elected To Board, Will Represent Education

ALBANY—Ernest G. Dumond, of the State Education Department in Albany, has been elected Education Department representative on the State Education Commission and the Board of Directors of the Civil Service Employees Assn. to fill a vacant unexpired term ending on July 1, 1977.

According to Bernard C. Schmahl, chairman of the CSEA's special elections committee, Mr. Dumond received 236 votes in the special mail election conducted recently. G. Geraldine Dickson of Albany received 196 votes, and Linda Kimney, employee at the Baldwinsville School for the Blind, received 127 votes. There was a smattering of write-in votes and a small number of invalid ballots received also.

A new election for statewide representatives will be held in June 1977, and interested candidates for that election should notify the nominating committee, c/o CSEA, 33 Elk St., P.O. Box 1205, Capitol Station, Albany, New York 12224.

Wayne Charges

(Continued from Page 1)

Back To The Hold

For Longshoremen In CSEA L. I. Win

Although the East Rockaway Vilhers public employee group is small, the 18 members are loyal to the CSEA said Mike Aliello, CSEA staff member.

"They must have remembered what they and the CSEA were able to accomplish last year because they gave the union 100 percent support," said another CSEA staff member, Pat Morano.

JAMES CORBIN
Chairman, CSEA Insurance Committee

Local 445 Opposes Plan To Relocate Heck Clients

SCHENECTADY—Members of the Eleanor Roosevelt Developmental Services Local 445 of the Civil Service Employees Assn. are unanimously opposing the relocation of 154 clients to the O.D. Heck Developmental Center by March 31, 1977.

The action, proposed by the Department of Mental Hygiene, will be a complete about face in the Department's philosophy of community-based programs. It will overload the current staff, undercut the community based program and leave those participating communities, patients, families and public officials in a difficult situation.

A resolution passed by the Eleanor Roosevelt Developmental Services CSEA membership, describing the situation, sentenced: "We are not in any way opposed to resettlement. In fact, we at Eleanor Roosevelt Developmental Services have provided community homes for former developmental center residents in far greater numbers, and with greater success, than any other region in New York State. However, for the proposed resettlement, humane planning should have been Viet is told to provide services for clients through rational assignment of workers. We decry the deal for the Department of Mental Hygiene planning: the money realized from federal support of the institutional model."

To Relocate Heck Clients

including, the threatened desecration of the community programming which will doubtless send many more people to more and more crowded residential units. We want to make clear that short-term gains in dollars and cents will leave a long term heritage of expensive, unmanageable and overcrowded warehouses, undeparted by overworked and demoralized workers.

William McGowan, CSEA executive vice-president, said "The state administration is so money hungry that quality care has been sacrificed time and time again for federal funding. One thing is said publicly, another privately. Our members want to see that the most deprived people in the state be converted into service to the state keeps changing its aims!"

CSEA Ratifies 2-Year Contract In Rotterdam

ROTTERDAM—Members of the Town of Rotterdam unit of the Schenectady County chapter of the Civil Service Employees Assn. have voted to ratify a two-year contract with the town which calls for a $500 across-the-board increase in 1977 and 1978.

The 61 members of the unit voted 2 to 1 to accept the contract which is retroactive to Jan. 1, 1977.

The inclusion of a grandfather clause allowing town employees currently living outside town boundaries would be given one year to establish residency in the town.

The first year of the contract also calls for an additional day of vacation for each year after 20 years of employment, second and subsequent to 25 years. In the second year of the contract, up to 180 sick days may be converted into services for the town upon retirement.