Mental Hygiene Aides Plan Massive Rally

By JANE BERNSTEIN

MANHATTAN — The Civil Service Employees Assn. Mental Hygiene Task Force in Region II has planned a demonstration at Gov. Hugh Carey's New York City office, 150 Avenue of the Americas, from 11:30 a.m. through 2 p.m. on Nov. 28.

The rally is being held to protest the contracting out of services and jobs by the State Department of Mental Hygiene, especially at the Willowbrook Developmental Center. It will also serve to drive the CSEA's opposition to wholesale dumping of the mentally disabled into communities not prepared to care for them.

"It costs private non-profit corporations double the amount it costs the state to care for these patients, when there's room for them," said Robert Guild, CSEA collective bargaining specialist, who is coordinating the demonstration.

"The state officials must learn that this program of dumping into communities is not going to provide solutions to the many problems of caring for the mentally ill and retarded."

CSEA members of the Task Force, including Mr. Guild, George Bispham, who is coordinator, and Mental Hygiene departmental representatives to Janus and Mental Hygiene Council chairman James Moore, are urging all Mental Hygiene workers from all regions to attend.

Students, Employees Join To Fight For SUNYA Buses

By DEBORAH CASSIDY

ALBANY—Students at the State University of New York at Albany rallied in support of Civil Service Employees Assn. represented bus drivers who are fighting to prevent the University from contracting out its bus services to the Capital District Transportation Authority, a private firm.

A mass demonstration arranged by the Student Association and the Student Unionization Movement to make the public and University officials aware of the problems to be faced, included a press conference with local media, a "Lunch-in" featuring speakers and entertainment in the Administration cafeteria and an afternoon phone tie-up of Administration offices in which students continentally called in seeking information on the proposed contract.

Students centered on being crowded in with the general public, infrequent bus runs, especially on weekends, and a cut in the number of bus stops which will force students to do more walking in unsafe sections of the city.

They also contend that the contract will keep CDTA out of fiscal trouble and question what will happen to their bus service if the CDTA folds despite these measures.

Dave Gold, Student Association president, said, "Based on a poll of over 3,000 students, 97 percent are against the change. We were not even consulted in the matter, and yet the students as well as the general public will be inconvenienced."

Working together, the CSEA and the two student groups produced evidence that the contract with the CDTA will cost as much as maintaining their own service.

(Continued on Page 3)

Don't Repeat This!

Legislature OK's City Notes Plan, But Will Court?

Many years ago, the French political scientist, De Toqueville, observed that in America most political questions (Continued on Page 4)

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CSEA Wins Final Rockland Verdict

NEW CITY — Time has finally run out for the Service Employees International Union (SEIU) in Rockland County.

As a result, the 1,450-member Civil Service Employees Assn. Rockland County unit can begin negotiating a new contract immediately, according to unit president Patsy Spicci.

Negotiations were called up since October 1976, when the SEIU challenged CSEA's right to continue representing the 1,800 county employees. The state's Public Employment Relations Board called for a representation election between the two unions, postponing CSEA negotiations.

When the run-off votes were tallied at PERB headquarters in Albany May 25 the CSEA was finally declared the outright winner. It seemed that union negotiations could get under way and CSEA collective bargaining specialist Nels Carlson was named chief negotiator.

However, the SEIU was not through fighting. Although its representative at the vote-count had signed an affidavit certifying the accuracy of the final score (674 to 664 in favor of the CSEA), the SEIU objected to the election on the grounds that all court employees who worked for the county until April 1 were allowed to vote. The CSEA had fought for the right of these (Continued on Page 11)

STEIN GETS STRONG ENDOREMENT FROM CSEA MET REGION

MANHATTAN — Andrew Stein has been endorsed by New York Metropolitan Region II of the Civil Service Employees Assn. for the office of Borough President of Manhattan.

The announcement of the endorsement came from Canute C. Bernard, chairman of the local organization's political action committee.

Solomon Bendet, president of the CSEA Region, joined Dr. Bernard in urging union members in Manhattan "to do everything we can to help this fine candidate who supported us in the past when we needed his help. Andrew Stein is a strong CSEA friend who deserves our help now."
PERB Says Tompkins County Violated Taylor Law Again

ITHACA—A spokesman for the Civil Service Employees Assn. announced that for the second time in three months, the Public Employment Relations Board found Tompkins County to be in violation of the Taylor Law.

According to Lou Nayman, president of the Tompkins County unit of Local 855, "This must recent improper practice decision is the third time in three months that the county's 'union-busting' attempts to cut deals with individual employees and reaffirms the CSEA's status as exclusive bargaining agent for all workers in the unit. In addition, Mr. Nayman continued, "this recent decision makes clear to the employer that upward or downward changes in salary grade cannot be imposed unilaterally, but must be negotiated. Tompkins County has been put on notice by PERB and CSEA that any and all changes affecting terms and conditions of employment be achieved only through the collective bargaining process," he concluded.

The improper practice charge filed by CSEA in May of 1977 charged that the board of representatives of Tompkins County violated 12B-1 of the New York Employees' Fair Employment Act when in March of 1977 it eliminated a position and employment of two unit employees by unilaterally granting them wage increases. CSEA countered with the improper practice charge when the Tompkins County Board of Representatives, on May 23, 1977, granted an additional salary increase to two members of the unit without negotiating that increase with CSEA.

The county denied the improper practice charge and in July a PERB hearing was held. In part, the hearing officer found that "the respondent defends what is otherwise a clear violation of its duty to negotiate on the basis of a collective bargaining rights clause and the parties' past practice. Nether is a sufficient defense to the charge. In short, the clause does not relieve the respondent of its Taylor Law responsibility to negotiate changes in the terms and conditions of employment with the negotiating agent representing those employees."

The improper practice charge and subsequent ones were handled for the county unit by unit president Louis Nayman and George Sanko, CSEA field representative for Tompkins County Local 855.

The justices acted in a brief order that sets no national legal precedent but allows lower court rulings to stand.

The justices gave no explanation for hearing the appeal filed by Louis Arudo and other public who had earned high-priority positions on the 1973 eligibility roster for promotion to sergeant.

The officers' movement up the ranks was interrupted when the police department's promotion practices were challenged as discriminatory in a series of court suits.

Protest Patient-Care Cuts
At J.N. Adam Developmental

FREMERYBURG—Civil Service Employees Assn. members at the J.N. Adam Developmental Center recently staged a one-day picketing to protest management policies.

Gowanda, president of the center's CSEA Local, said off the "informational picket line" to call attention to what he described as "public health needs." Mr. Christopher said.

He said the local, which represents about 419 of the center's 679 employees, was particularly annoyed by "the state's insistence that foster-home care has substituted for institutionalization."

Stressing that "practically all the people that we have left need total care," Mr. Christopher said.

The management defended as "the only viable alternative." The strike because "we would not want the residents, most of whom are mentally retarded, to suffer in any way."

"We are cognizant that under the Taylor Law a strike would be illegal," he added.

Mr. Christopher charged that administrative positions have been increased at the center while direct patient-care posts were trimmed.

Parents and friends of residents at the center are "supporting us all the way," Mr. Christopher said he was assured.

But, he added, "there has been a complete breakdown of cooperation and communication" from the center's administration.

The Justices gave no explanation for hearing the appeal filed by Louis Arudo and other employees, including recent rehires: Civil Service—Joe Watkins, CSEA headquarters consistant, will present a detailed explanation of the proposed changes that would abolish the Merit System.

Topics to be covered on March 31 are: Stewardship—CSEA's field representative Ron Smith will discuss the important need for union stewards; Retirement—Bill Terry, director of informational services, New York State Employee Retirement System, will cover the retirement plans available in existence, including recently revised plans for newer employees.

Nassau Local Celebrates Opening Of Headquarters

MINEOLA—The Nassau Local of the Civil Service Employees Assn. will celebrate the opening of a new five-room suite of offices as the local headquarters with an open house Nov. 9 and 10, it was announced by Nick Abbatello, president. Members and friends were invited to inspect the new facilities from 4:45 p.m. to 8 p.m. those two days. The suite, which replaces the traditional but smaller headquarters office elsewhere in the Old County Court House, is behind a door labeled 55 in the lower level adjacent to the cafeteria.

Meanwhile, Mr. Abbatello announced that because of minor discrepancies in the almost tied election for a new president of the Probation Department unit, that a new election has been ordered. The new unit will call out ballots to members from the department Nov. 10, in a runoff between two candidates for president of the unit, Paul LeGrande and William Keefe.

Fight For SUNYA Buses

(Continued from Page 1)

and that the union will be taxed on both the state and federal levels to finance the increased service.

Awaiting more discussion with university officials, Mary Jarocki, SUNYA Local 691 president, said that the CSEA is taking measures to assure that if the contract negotiations cannot be prevented, the drivers will be placed in comparable po-

ENDORSE BUFFALO
CSEA MEMBER

Ronald "Micky" Stanton, president of the Buffalo Psychological Counseling Center and Civil Service Employees Assn. is one of several candidates running for the county president job at-large position in the City of Buffalo. His candidacy had been endorsed by the political action committee of the CSEA's Region VI.

CSEA Regions V, VI Set Joint County Workshop

SYRACUSE—Civil Service Employees Assn. officers and delegates from 34 Central and Western Region counties Locals will gather for a combined regional county workshop scheduled for Nov. 4-6, at the Rodeway Inn, Thruway Exit 35, Syracuse.

Heading the weekend assembly are Francis G. Miller, county board of representatives, and Robert Lattimer, Western Region president. Region vice-presidents David Marcello and Lee Frank are coordinating program arrangements.

Friday evening topics and speakers include: The Taylor Law—field representative Terry Mosley and research analyst Bill Pray will discuss the implications of the Taylor Law and subsequent case were handled for the county unit by unit president Louis Nayman and George Sanko, CSEA field representative for Tompkins County Local 855.

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Saturday afternoon segments will feature: Negotiations—with fieldmen Jack Miller and Bob Young discussing the art of negotiation step-by-step from initial meeting to contract ratification. Also scheduled for Saturday afternoon will be a special session devoted to Section 19-A of the Motor Vehicle and Traffic Law—collective bargaining specialist Dan Jinkes will discuss the added responsibilities and new rules that negotiations will be placed on bus drivers. The weekend workshop is expected to draw over 100 delegates from 34 counties representing more than 40,000 county employees.

Buffalo Meeting

BUFFALO—The monthly delegates meeting of Civil Service Employees Assn. Local 691, composed of state employees in the Buffalo area, will be Nov. 16. Local publicity chairman Michael McAlister has announced that the meeting is scheduled to begin at 5:30 p.m. in the Plaza Suite One M & T Plaza. Peter Blau- boor is Local president.

Metro Retirees Meet

MANHATTAN — New York Metropolitan Retirees Local 910 of the Civil Service Employees

Asn. will meet at 1 p.m., Nov. 15, at Room 5860, 2 World Trade Center.

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 233 Broadway, New York, N.Y. 10007. Atttn.: CSEA Calendar.

NOVEMBER

4-6—Central Region V/Western Region VI combined county workshop: Rodeway Motor Inn, Thruway Exit 35, Carrier Circle, Rome.

15—New York Metropolitan Retirees Local 910 meeting: 1 p.m., 2 World Trade Center, Room 5890, Manhattan.

16—Buffalo Local 003 monthly delegates dinner meeting: 5:30 p.m., The Plaza, Buffalo.

18-21—Capital Region IV meeting and workshop, Queensbury Motor Hotel, Glens Falls. DECEMBER

9—Downstate Medical Center Local 446 annual Christmas party: 8 p.m. to 1 a.m., Desville Yacht Club, Knapp St. and Emmons Ave., Brooklyn.
New York State Employees, and employees of New York State Political Sub Divisions.

If you have
The Statewide Plan,
keep it.

If you don’t have it, Join it.

WHY KEEP IT? Because based on experience, the Statewide Plan delivers more payments more effectively and more efficiently than any other available plan. The coverage is comprehensive and takes care of those catastrophic bills that can wipe out a lifetime of savings if not properly covered.

WHO IS PROTECTED BY THE STATEWIDE PLAN? 612,000 New York State employees and their dependents. 715,000 employees of Political Subdivisions in the State and their dependents — 1,327,000 people have made their decision. And, they know it is the right decision.

WHY JOIN IT? There’s not a better plan available to government employees. Take a look at your booklet. You'll notice that all optional plans begin with BLUE CROSS. And when you add BLUE SHIELD and METROPOLITAN'S MAJOR MEDICAL, you've got it all — the kind of coverage that counts most when the chips are down.

WHERE CAN I JOIN? Now, during the month of November 1977. Your new coverage will become effective in February 1978. See your personnel officer during this special ONE MONTH ONLY transfer period. As we said, if you have THE STATEWIDE PLAN, keep it. If you don't have it, join it. Now.

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Why tie up $500 just to get free checking?

Lots of banks are advertising “Free Checking” these days. But to take advantage of their “free” offer, you usually have to keep a minimum balance of up to $500 tied up in your account.

At the Emigrant Savings Bank, we'll give you free checking just for opening a savings account with as little as $5. We'll imprint your name on the checks for free. There's no monthly service fee and no charge for the checks you write. So you can save money even while you're spending it.

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I am interested in obtaining the overdraft loan privilege, please send me an application.

Please open my checking account in my name only.

In my name jointly with:

My Emigrant Savings/Time Account No.________________________ Please open a:

5.25% Regular Grace Day Account
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In my name only
In my name jointly with
In my name in trust for

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Street Address________________________
City________________________State________Zip________

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Dumping Ground

THE news columns of this newspaper recently reported that two major figures in the Legislature were concerned that the state's Mental Hygiene institutions were facing a crisis. The president of the Mental Hygiene Association of New York City, commented that "even the best modern drug therapy such a circumstance as described above might happen. Mr. Dougherty commented that the state's mental health program should be stopped immediately and a crash program more important than programs."

The state's Mental Hygiene program is not only not saving funds nor giving care equal to what these unfortunate have been receiving prior, but also that the program was actually costing more. It is now reported that Warren Anderson and Assembly Minority Leader Perry B. Duryea, Jr. expressed fears that such a circumstance as described above might happen. Mr. Duryea commented that "even the best modern drug therapy can only do so much, and that the patients must be retrained back into society. My opinion is that we have reached the rock bottom figure of the number of patients who can be sent into private care and the State may have already exceeded the number that could be safely restored to the community."

The issue is too complex to offer immediate solutions, but it would appear that, logically, the deinstitutionalization program should be stopped immediately and a crash program more important than programs be commenced. In that event, the closing days of the month are doomsday for the city's financial crisis. It would, from all legal problems are resolved, be possible for the city's banks to close the city's financial crisis. It would, from the fiscal austerity program next month?"

Possible consequences of the grandfather clause is the danger that one or more existing bondholders will be left this opportunity to make the financial problems of the city much easier to solve. If the state of New York City's bondholders, it can reasonably be presumed Ed Koch. The only real obstacle towards more efficient disposal is the danger that one or more existing bondholders will be left this opportunity to make the financial problems of the city much easier to solve. If the state of New York City's bondholders, it can reasonably be presumed Ed Koch. The only real obstacle towards more efficient disposal is the danger that one or more existing bondholders will be left this opportunity to make the financial problems of the city much easier to solve. If the state of New York City's bondholders, it can reasonably be presumed Ed Koch.
Vito Chieco, sanitation worker: "Hopefully, the election year and I feel that we should use our Pat Lampo, should create programs providing incentives to rehiring the laid-off city police and firemen. This was only the first statement that the Civil Service and vote (Lea-... Oct. 21, 1977, page 16). This was only the first is effective. The delegate body at the next is effective.

You are incorrect in your statement that the Civil Service unions will have no ax to grind. I am bowing.

Similarly, I feel all safety standards pertaining to all the different city departments. We are looking for safer working conditions. Often, when money is tight, not buying replacement equipment could prove hazardous to the workers. Also, the chemicals we use to clean equipment have not been tested for safety standards. I feel all safety standards pertaining to all the different city departments. We are looking for safer working conditions. Often, when money is tight, not buying replacement equipment could prove hazardous to the workers. Also, the chemicals we use to clean equipment have not been tested for safety standards. I feel all safety standards pertaining to all the different city departments. We are looking for safer working conditions. Often, when money is tight, not buying replacement equipment could prove hazardous to the workers. Also, the chemicals we use to clean equipment have not been tested for safety standards. I feel all safety standards pertaining to all the different city departments. We are looking for safer working conditions. Often, when money is tight, not buying replacement equipment could prove hazardous to the workers. Also, the chemicals we use to clean equipment have not been tested for safety standards. I feel all safety standards pertaining to all the different city departments. We are looking for safer working conditions. Often, when money is tight, not buying replacement equipment could prove hazardous to the workers. Also, the chemicals we use to clean equipment have not been tested for safety standards. I feel all safety standards pertaining to all the different city departments. We are looking for safer working conditions. Often, when money is tight, not buying replacement equipment could prove hazardous to the workers. Also, the chemicals we use to clean equipment have not been tested for safety standards. I feel all safety standards pertaining to all the different city departments. We are looking for safer working conditions. Often, when money is tight, not buying replacement equipment could prove hazardous to the workers. Also, the chemicals we use to clean equipment have not been tested for safety standards. I feel all safety standards pertaining to all the different city departments. We are looking for safer working conditions. Often, when money is tight, not buying replacement equipment could prove hazardous to the workers. Also, the chemicals we use to clean equipment have not been tested for safety standards. I feel all safety standards pertaining to all the different city departments. We are looking for safer working conditions. Often, when money is tight, not buying replacement equipment could prove hazardous to the workers. Also, the chemicals we use to clean equipment have not been tested for safety standards. I feel all safety standards pertaining to all the different city departments. We are looking for safer working conditions. Often, when money is tight, not buying replacement equipment could prove hazardous to the workers. Also, the chemicals we use to clean equipment have not been tested for safety standards. I feel all safety standards pertaining to all the different city departments. We are looking for safer working conditions. Often, when money is tight, not buying replacement equipment could prove hazardous to the workers. Also, the chemicals we use to clean equipment have not been tested for safety standards. I feel all safety standards pertaining to all the different city departments. We are looking for safer working conditions. Often, when money is tight, not buying replacement equipment could prove hazardous to the workers. Also, the chemicals we use to clean equipment have not been tested for safety standards. I feel all safety standards pertaining to all the different city departments. We are looking for safer working conditions. Often, when money is tight, not buying replacement equipment could prove hazardous to the workers. Also, the chemicals we use to clean equipment have not been tested for safety standards. I feel all safety standards...
The report of the work performance ratings and examinations committee was presented by chairman Samuel Greensfeld, president of Rochester Local 612, at the 68th annual meeting of CSEA delegates last month at the Concord Hotel. Other committee members are Al Castaldi, William Giacomin, Carl Grondin, Joseph Kamara, Marjorie Reeves, Lloyd Tiplen and Robert Weinblom.

In 1977 this Committee met five times to discuss broad problems as well as to take up specific questions raised by members. Some members asked for information, others wanted redress or assistance. Such matters were taken up with the appropriate agency heads or with the Department of Civil Service. Some dealt with ratings, others with examination structures, still others with promotions from lists.

We met three times with the Department of Civil Service and once with the Civil Service Commission. A new note was introduced this year in the form of a legislative push for reform of the Civil Service system. In essence, it appears to be highly critical of the Merit System, a system that has evolved from a century of reform in New York State of the former practice of the spoils system. Needless to say, CSEA and all public unions have resisted attempts by politicians and administrators to tamper with the Merit System so as to dilute or weaken it. A few months ago, this Committee met with Jean Gray's Civil Service Committee to review the 21 recommendations of a Legislative Committee that had been studying the New York State Civil Service system. They recommended the elimination of the l-of-3 appointment from an eligible list. Also, they recommended the replacement of the increment system and the use of performance evaluations by editors of Management based on their evaluation and recommendations. Our two CSEA Constitution and By-Laws Committees recommended that Joe Watkins present the pros and cons, then we categorically rejected the Legislative Committee's recommendations.

The Legislative Committee, whose fate is not entirely clear, made another recommendation which dealt with the creation of a "Middle-Management Group" that would be removed from the competitive system and would be in the Grades 28 and above category. Although we recognized this group would be in management-confidential class, we were opposed to the removal of these titles from the competitive class. Notwithstanding reports of a change in the attitude of CSEA, this Committee has not gone on record as approving this recommendation.

Nur are we persuaded by the blandishments of Mr. Frusher, Director of the State Commission on Management and Productivity. He is quoted by Jane Bernstein in the Leader (August 26, 1977) as saying, "Put merit back into the Merit System. There is presently no reward for individual performance in public employment. In life you are judged by what you do. In civil service you're judged on a test you take." We are touched by Mr. Frusher's concern for state workers but we are also reminded of the disdainful story of the capture of Troy by the Greek soldiers hidden in the wooden horse, which inspired the saying, "Time Danaco, et ferentes." (English translation: Beware of the Greeks bearing gifts!) In June, as a follow-up on our meeting with the Civil Service Commission, we met James Durnody, Charles Wolz, and their aides at the Department of Civil Service. Here is a brief summary:

1. In response to our request for the right to appeal an Unsatisfactory Rating on intra-departmental promotions, their computer printout showed a 21/2 percent number of such unsatisfactory ratings which they felt was too small a number to be considered a serious problem.
2. Since they have substantially reduced the number of continuous recruitment examinations, they felt it is unnecessary to eliminate the policy of "inter-filing of subsequent grades." They will review the following:
   a. The Agency's failure to inform an employee of his appeal rights.
   b. Unwarranted critical comments appended to Satisfactory Ratings.
   c. The evaluator was not the employee's Supervisor during the rating period.
3. Although the 1.6 million dollar cut-back was restored to the Department of Civil Service (thanks to CSEA), many of their employees had already resigned. Therefore we can expect even fewer state examinations to replace the existing provisional classes, with an even bigger backlog of provisionals. (Only 20 percent of the examinations held were for State positions.)
4. The Civil Service Department would like to use the same panel for each examination but they cannot persuade them to stay if, statewide, the examination will take more than a week.
5. A final note: We do win some appeals of Unsatisfactory Ratings. None has given us greater satisfaction than the reversal of an Unsatisfactory Rating of an employee in the Rochester office of the Workmen's Compensation Board. After reviewing written rebuttal, the Board cancelled the hearing and withdrew the Unsatisfactory Rating.
Armory Committee Report

The report of the special armory committee was given by Donald C. Herling, chairman, at the Concord Hotel. Other committee members are John Granger, Robert F. Neuling, Richard D. Brown, Thomas A. Burger, E. G. Grinnell and Robert Staahl.

I would like to take this time to inform the membership not only of the present circumstances of all Armory Employees. There are eight (8) Armory Chapters located throughout the State. Armory Employees are exempt from the existing Taylor Law. In other words, the language of the phrase "Public Employee." Therefore, CSEA does not represent Armory Employees.

The purpose of this committee is to join with the States' Civil Service employees to reap the rewards that have been denied to them.

The real purpose of this meeting was to present the committee with recommendations to the State through CSEA. The resolution to be submitted to the CSEA Executive Committee's meeting when the decision was proposed to remain in the State's Civil Service, because of the definition of the phrase "Public Employee." Therefore, CSEA does not represent Armory Employees legally and our Division of Membership and Delegates on the pre-existing Taylor Law, because of the definition of the phrase "Public Employee.

Therefore, CSEA does not represent Armory Employees legally and our Division of Membership and Delegates on the pre-existing Taylor Law.

In the event of death, his or her beneficiaries may be entitled to be approved by the committee for submission to the Chief of Staff to Armory Employees and the Armory CSEA Chapters may be united in their talks, members do not know what is transpiring. We realize, because of the happenings of the bargaining. How- ever, we do not believe in free loaders, so because of this, we have approximate- ly 90 percent membership to help defray expenses incurred by CSEA to win our benefits. Also CSEA defrays all the Armory employees expenses to help us get together and come up with our membership's suggestions and recommendations at armory committee meetings and their local business and social meetings. Another reason for wanting to be in the CSEA, is to become a member of the Eight (8) Armory Chapters and scattered throughout the State for better communications and to draw up resolutions for CSEA to submit to the State through CSEA.

The real purpose of this committee is to join with the States' Civil Service employees to reap the rewards that have been denied to them.

WHEREAS, employees of the State of New York salary increment law requirement of being in the same pay grade for five (5) years in the maximum pay step, and

WHEREAS, employees of the State of New York salary increment law requirement of being in the same pay grade for five (5) years in the maximum pay step before receiving the second additional pay step, now, therefore be it

RESOLVED, that the Civil Service Employees Assn., Inc. exercise every effort to lower the five (5) year requirement of being in the same pay grade in the maximum pay step to two (2) years, and it be further

RESOLVED, that the Civil Service Employees Assn., Inc. exercise every effort to lower the five (5) year requirement of being in the same pay grade, in the first additional pay step to two (2) years, and it be further

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L.I. Endorsements

AMITYVILLE — The Civil Service Employees Assn. has selected candidates for endorsement for the 1977 Nassau and Suffolk County contests. The announcement was made by Irving Plümmenbaum, Long Island Region president of the CSEA, which has more than 50,000 members in state, county and local governmental units.

The candidates endorsed by the CSEA were screened by the individual unit political action committees of the CSEA and approved unanimously by the regional legislative and political action committee, Nicholas Abbedulch, chairman, as well as by the executive board of the union.

The political action committee studied and analyzed the voting records of the incumbents prepared by the CSEA staff, received written statements and interviews. (Continued on Page 11)

N.Y. State Oryinary & Accidental Disability Claims, also Social Security Disability Claims.

Marc L. Ames
Att'y at Law
11 Park Pl., N.Y., N.Y.
Tel. 965-3298

LATEST STATE AND COUNTY ELIGIBLE LISTS

EXAM 34072
SR OFFST PENTCH MACH OPR
Test Held June 28, 1977
Fed. Sept. 9, 1977
(Case. From Previous Edition)
55 September 2. M. Amsterdam - 73.4
56 Underwood-Ruth Benaree - 72.4
57 Catlinsee V. J. Schukert - 73.6
58 Pawtucket-Delores D. 0. - 71.6
59 Lombiro Samuel 0. 0. - 73.3
60 Nicosia Ralph J. Latham - 71.5
61 Willey Richard 0. Schumacher - 71.2

EXAM 19715
PRIN OFFST PENTCH MACH OPR
Test Held June 18, 1977
Fed. Sept. 9, 1977
1 Castelli W. G. Barona - 86.7
2 Shove Michael J. Baldwin - 85.5
3 Butler Michael B. Bolling - 85.7
6 Bryan William Mancini - 69.0
6 Schwartz S. B. Reinhardt - 61.0
6 Karin Ronald F. Amsterdam - 85.3
6 Points Edward F. T. - 85.2
6 Adhulla Roger L. Delmane - 82.5
6 Argyris, Michael S. Schukert - 82.8
6 Doreau Vincent W. Veladi - 85.2
6 Pavone J. J. Busca - 83.1
6 Guerra Robert G. Albany - 80.8
6 Subeketh S. Albany - 79.9
6 Arvid Richard J. Reynolds Jr. - 79.9
6规模以上 John Investors - 78.7
6 Garret John A. Schukert - 77.4
6 Krumpank R. B. Schukert - 77.0
6 Deweeta D. Schukert - 76.9
6 Meehan G. Schukert - 76.1
6 Nascimento Albert Amsterdam - 75.6
6 Deckerlina Louis Wasserman - 75.4
6 Tomohala Philip W. Schukert - 74.9
6 Legrand Edward Green Jr. - 74.0
6 Fite Mark N. Springwell - 74.1
6 Stewart Donald W. Stuck Jr. - 74.4
6 Crandil William Votruba - 72.4

LEGAL NOTICE

LIMITED PARTNERSHIP

1. Schukert B. S. Associates, c/o Centurian Management Corp., 450 Seventh Avenue, N.Y., N.Y. Substance of Certificate of Limited Partnership: F. D. R. Associates, 142 14th Street, Hackensack, New Jersey. Limited Partners: Name, Address:
1. Title: Limited Partners: Approx., Name, Address:
1. S. D. Schukert, 142 14th Street, Hackensack, New Jersey.
2. S. D. Schukert, 142 14th Street, Hackensack, New Jersey.
3. S. D. Schukert, 142 14th Street, Hackensack, New Jersey.
4. Title: Limited Partners: Approx., Name, Address:
5. S. D. Schukert, 142 14th Street, Hackensack, New Jersey.
6. Title: Limited Partners: Approx., Name, Address:
7. S. D. Schukert, 142 14th Street, Hackensack, New Jersey.
8. Title: Limited Partners: Approx., Name, Address:
9. Title: Limited Partners: Approx., Name, Address:
10. Title: Limited Partners: Approx., Name, Address:

STATE SENATE CONFIRMS THREE FOR ECB

The Senate has confirmed the Governor of going three of Governor Carey's appointees to the New York City Emergency Financial Control Board (ECB) over the objections of several senators who accused the Governor of going back on a pledge to name at least one black to the board. The new members are John C. Sawhill, Francis J. Barry and Hammsley S. Shuman.

BECKBACKS ECONOMIC BOND ISSUE

The president of the Buffalo Zoological Society has endorsed the state's $170 million economic development bond referendum. Charles D. Plewson, Jr., in a letter to society members, wrote that he is confident the state will provide "substantial funding assistance" to the society, if the bond issue is passed.

FIRST BLACK AT HELM OF STATE U

Clifton Whitson, Jr., is the newly designated chancellor of the State University of New York, the first black to hold the $10,000 a year post. Mr. Whitson, 51 president of Meharry Medical College, succeeds Ernest Bayer, who resigned last year to become U.S. Education Commissioner.

WANTS TEACHER TENURE PRESERVED

State Education Commissioner Gordon Ambach says he disagrees with the New York State School Boards Association stand against the teacher tenure system. Mr. Ambach says he prefers to preserve the system. He made the remarks to reporters before making an address to association delegates in Syracuse.

SHORST TAKES

ANOTHER LONG CASE SUSPECT ARRAIGNED

The last of eight suspects, including three Buffalo police officers, has been arraigned in connection with the beating to death of an 18-year-old man June 20. Seventeen men and five others were indicted by an Erie County grand jury on charges they beat to death Richard Y. Long after a traffic accident. Joseph Gracie, 29, a Las Vegas card dealer, is the latest suspect arraigned in the case.

STATE SENATE CONFRMINS THREE FOR ECB

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CSEA, TV Stars To Aid Festival

ALBANY—A "very special weekend" is coming to Albany Nov. 11-13. The Civil Service Employees Assn. will help raise funds that week for the "Very Special Arts Festivals" for handicapped children scheduled for next spring.

CSEA volunteers will answer telephones and take pledges for tax-deductible program. Phones will be staffed by the CSEA volunteers from 8 a.m. to 9 p.m. Nov. 12 and 13. The number is (518) 459-8787.

The weekend's activities will take place at the Golden Fox Restaurant, 1400 Central Ave., Albany. CSEA president William McGowan and celebrities from many fields will be on hand for the program conducted by the New York State Committee on Arts for the Handicapped.

The program advisory committee includes television newscasters Gene Shalit, Barbara Walters and Geraldo Rivera, and Pat Kennedy Lawford and Jean Kennedy Smith, who chair the program along with Vivienne Anderson.

Handicapped students will demonstrate their music and art skills at the restaurant throughout the weekend. Singer-actor Burl Ives, actress Kitty Carlisle (Continued on Page 15)

CSEA Endorses Candidates

(Continued from Page 10) viewed all candidates for their views on labor issues.

The Nassau candidates selected are: county executive, Francis Purcell (R-C); district attorney, Oreg Peterson (R); supervisors: Glen Cove, Vincenti Rosell (D); North Hempstead, Michael Tully (R); Joseph Colby, Oyster Bay (R); Michael Tully (R); Joseph Colby, Oyster Bay (R); supervisors: Glen Cove, Vincenti Rosell (D); North Hempstead, Michael Tully (R); Joseph Colby, Oyster Bay (R); Michael Tully (R); Joseph Colby, Oyster Bay (R); supervisors: Glen Cove, Vincenti Rosell (D); North Hempstead, Michael Tully (R); Joseph Colby, Oyster Bay (R); supervisors: Glen Cove, Vincenti Rosell (D); North Hempstead, Michael Tully (R); Joseph Colby, Oyster Bay (R); supervisors: Glen Cove, Vincenti Rosell (D); North Hempstead, Michael Tully (R);

The Suffolk candidates selected are: first legislative district, Dennis Hurley (R); second, John Donohue (D); third, John Foley (D); fourth, Floyd Linton (D); fifth, Mildred Steinberg (D); sixth, Clark Fisher (D); seventh, William Richards (R-C); eighth, John Wehrenberg (R); ninth, Joseph Bova (R); tenth, Michael Grant (R); eleventh, Richard Lambert (D); twelfth, Anthony Noto (R-C); thirteenth, Joseph Bassano (D); fourteenth, Louis Howard (R-C); fifteenth, Martin Feldman (D); sixteenth, Elaine Adler (D); seventeenth, Carol Maxson (R-C); eighteenth, Robert Braverman (D); district attorney, Henry O'Brien, and county clerk, Arthur Felice (R-C).

This article was published last week in the State edition but with the wrong headline. This is the correct version. The Leader regrets the error.

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CSEA Is Winner Over SEIU Unit; Talks Set To Start

(Continued from Page 2) workers to vote since they will receive the raises and benefits of the new contract retroactive to Jan. 1 and expiring April 1.

Last summer, the PERB threw out the SEIU's objections and it again looked as if negotiations could begin. However, the SEIU raised exceptions to the PERB decision. This caused still another delay.

Oct. 12 the final decision occurred. PERB directors Ida Klaus and Joseph R. Crowley ruled that on May 25, "Both the County and SEIU withdrew their challenges and the disputed ballots were then counted. We find the consent of SEIU to the counting of the ballots of the court personnel to be final and binding."
Image text not provided.
Social Security: When More Becomes Less

Retirees who receive social security payments as part of their total pension may not realize it, but the debate in the U.S. Senate and House on whether or not to force federal and other public employees into the system is of vital importance to persons now drawing social security checks.

Most pensioners focus their concern on existing increased social security payments. What they should start to worry about is the possibility they may have to take a cut instead.

The funding of the entire social security program is in serious question. The Social Security Administration (SSA) is now starting to feel the time crunch from bankruptcy in a few years. They all agree SSC is a more than likely possibility.

Here are some of the problems: The money now being paid out from those now at work. This current working population is now stagnant in growth and will soon actually begin to decline. As the number of persons who pay into the fund declines, the number of persons applying for benefits will grow. In other words, there will soon be less money going into the social security system while more is going out.

One answer is to increase the base of contributors by bringing more people—federal employees, etc.—into the system. This is being fought by state and local government units in some areas, however, who don’t want to add their share to the already-burdened budgets.

Another answer is to have the U.S. Treasury’s general fund make up the deficit. This is often opposed as a turning of the social security system into another arm of the welfare system. It’s not going to be an easy problem to solve and current retirees should realize what a stake they have in a good solution or end up with less rather than more.

SUC AT NEW PALTZ RETIREE GET PLAQUES

State University College at New Paltz Local 618 had special plaques prepared to present as mementos of appreciation for six members who chose retirement this year. Local president Marie Romanelli, second from left, made the presentation at a recognition dinner-dance last month at the Oddo House, Clinton-dale, with statewide CSEA executive vice-president Thomas McGowan, left, and president William McGowan, right, on hand to offer congratulations. Retirees, holding their plaques, are, left from Mrs. Romanelli: Berta Boehm, 13 years; Carmelo Pulvissi, 7 years; Emil Weber, 9 years; Anna Nesser, 6 years, and Marcel Plaque, 15 years. Also honored was Florence Troilo, with 21 years’ service.

173 YEARS OF SERVICE RECOGNIZED AT GOSHEN

Holding certificates attesting to their combined 173 years of service, these retirees are being congratulated by George Amore director Lou Marciano, right, and Civil Service Employees Asso. Local 554 president Frank Mann, second from right, at event in their honor last month in Middletown. From left, the men and their individual length of service are John Sweeney, 56 years; Elmer Mason, 51 years; John Reed, 21 years; Vincent Simpson, 22 years; Thomas Brennan, 24 years; Fred Mann, Jr., 22 years, and Robert Gurney, 13 years.

Retiree Grapevine

By THOMAS GILMARTIN
CSEA Retiree Coordinator

Retirees statewide committee members and delegates are still sorting out memories of CSEA’s October convention at which a labor agreement was signed and the delegates’ approval of retiree members’ right to vote in statewide and regional elections, and to be candidates therein if they choose. Of course, a second vote of approval must take place at the next delegates convention in order for the Association’s constitution to be changed to contain this provision.

This important gain resulted from a noticeably increasing friendly regard on the part of retirees who are being fought by state and local government units in some areas, however, who don’t want to add their share to the already-burdened budgets.

Another answer is to have the U.S. Treasury’s general fund make up the deficit. This is often opposed as a turning of the social security system into another arm of the welfare system. It’s not going to be an easy problem to solve and current retirees should realize what a stake they have in a good solution or end up with less rather than more.

President McGowan also praised the endeavors of CSEA’s chief lobbyist, James Featherstonhaugh, working in behalf of the retirees.

As for the CSEA’s lobbyists, in a newsletter circulated by the Retired Public Employees Association, it was recently stated, “Perhaps you do not know that federal law prohibits any union which lobbies for employees to lobby for retirees.”

Asked to comment on this statement, Mr. Featherstonhaugh replied, “I assume that law would have to be part of the National Labor Relations Act, or something which would prohibit us from doing it in terms of our representing people under one of the federal acts. We do not. Our representation of employee is solely under the New York State Taylor Law and we represent employees only within the State of New York.” I might add that there is nothing in the Taylor Law which specifies that Mr. Featherstonhaugh and his associates cannot lobby legally for the union’s retirees members.

RPEA’s unfriendly comments about the excellent lobbying services CSEA provides us is difficult to understand. After all, RPEA members benefit just as much from our lobbyists’ successful efforts as we do. The 1977 supplementation, ranging from 14 percent to 25 percent, would never have materialized without the hard and effective work of the CSEA’s lobbyists. This claim can be substantiated beyond the shadow of a doubt.

IN THE SPIRIT of cooperation with other retired public employee groups that recognize the voter's vote in favor of Amendment No. 6 on election day, to grant a retiree's widower the continuation of any supplementation he had been receiving, presently forbidden by existing law. Incidentally, this is one of RPEA’s favorite pieces of legislation. By their own pushing and lobbying, this proposed amendment to the State Constitution has been passed twice by the State Legislature and is now up for a referendum vote on Nov. 8. Vote Yes!
House Nixes Social Security Deductions For Fed Workers

WASHINGTON, D.C.—Federal workers opposed to having to pay into the Social Security system have won their point. The House of Representatives last week voted to allow six million federal workers to continue to be exempted. The measure, which was beaten back by a 293 to 28 vote, was one of several plans to bolster the faltering system that could run out of money before the end of the century. The measure, proposed by Rep. Al Ullman (D-Ore.) was also opposed by President Carter.

The bill approved by the House would increase Social Security taxes sharply. Similar legislation is also pending in the Senate.

Nassau Opening 8 Jobs

MINDEOLA—Eight new jobs are up for grabs with Nassau County agencies and with villages and towns in the county. The jobs range in salary from $12,000 to $15,779.

The county Civil Service Office, located at 140 Old Country Road, Mineola, is handling the applications for the job openings.

For details about applications, job experience, educational requirements and where to apply, contact the Nassau County Civil Service Office, 140 Old Country Road, Mineola.

Cite CETA Dangers

HAUPPAUGE—A $3 million stimulus fund budgeted for unfilled employee positions and a "danger" list of jobs on CETA personnel—now 9 percent of the total workforce—were among management comments brought about by a study prepared by the Budget Review unit of the Suffolk County Legislature. The study was pro-

The legislature is scheduled for Dec. 3.

The filing deadline for nursing licenses is Nov. 2. The qualifications tests are scheduled for Dec. 3.

4 Rockland Jobs

NEW CITY—Four new open competitive jobs are available in Rockland County agencies, county civil service officials announced.

The titles are assistant engineer, interviewer, operator, public health nutritionist and senior public health investigator. Each position must be Rockland residents. The filing deadline is Nov. 2. The qualifications tests are scheduled for Dec. 3.

For the full text of these job openings, call the Personnel Office, County Office Building, New City.

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WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should contact the Personnel Employment Division, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Speaking hours for Thursdays are 5:30 a.m. to 4 p.m.

Those requesting applications by mail should include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline.

Advertisements are available only during the filing period.

By subway, applicants can reach the Employment Division via the IND (Chambers St.); BMT (City Hall); Lexington BRT (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), 65 Court St., Brooklyn 11201; phone: 596-8690.

The Board of Higher Education administers students' aid for City universities.

STATE—Regional offices of the State Department of Civil Service can be reached at the State Trade Center, Tower 2 25th floor, New York 10017 (phone: 824-3443). State Building 1, Albany 12239; Suite 750, 1 W. Genesee St., Buffalo 14202; 9 a.m.—4 p.m. Application may be obtained by writing to the Albany office or by applying in person.

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

For positions with the United States Civil Service Commission, contact the local office.

NEW YORK STATE—Persons seeking jobs in New York State agencies should contact the Staffing Services Unit, Division of Civil Service, 370 Broadway, New York, phone 485-4141.

FEDERAL—The U.S. Civil Service Commission, 77 K Street, N.W., Washington, D.C., runs a Job Information Center at 26 Federal Plaza, New York 10005, open weekdays, 8:45 a.m. to 5 p.m., weekdays only. Telephone 264-0422.

For information of jobs in the federal government, contact the Federal Employment Service, 440 Federal Building, Veterans Memorial Highway, Hauppauge 11787.
SUPPORT FIELD FOR COLONIE SUPERVISOR

Colonie Town Supervisor nominee Fred Field, left, Hazen as Civil Service Employees Assn. support for his candidacy is announced by the union's Capital Region IV president, Joseph McDermott, at recent press conference. The region's political action chairman, Jean Myers, is at right. The table at which they are seated is covered by a computer printout of the 5,798 CSEA-represented members who reside in the Town of Colonie. Ms. Myers said individual letters will inform members of the endorsement.

Insurance Rate Changes

CSEA insurance rate changes are made on the first payroll in November of each year. This applies to the CSEA group life insurance, accident and health insurance and supplemental life insurance as explained below. To avoid many unnecessary contacts with CSEA headquarters in Albany, you should be guided by the following information:

**CSEA Group Life Insurance**

Effective on the first payroll in November of each year amounts of insurance issued are adjusted in accordance with the annual salary based on the following table:

<table>
<thead>
<tr>
<th>Class</th>
<th>Age (Nearest Birthday)</th>
<th>Annual Salary</th>
<th>Option A</th>
<th>Option B</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>Less than $1,400</td>
<td>$1.50</td>
<td></td>
<td></td>
</tr>
<tr>
<td>II</td>
<td>$1,400 to $2,000</td>
<td>1.25</td>
<td></td>
<td></td>
</tr>
<tr>
<td>III</td>
<td>$2,000 to $3,000</td>
<td>1.20</td>
<td></td>
<td></td>
</tr>
<tr>
<td>IV</td>
<td>$3,000 to $4,000</td>
<td>1.15</td>
<td></td>
<td></td>
</tr>
<tr>
<td>V</td>
<td>$4,000 to $5,000</td>
<td>1.10</td>
<td></td>
<td></td>
</tr>
<tr>
<td>VI</td>
<td>$5,000 to $6,000</td>
<td>1.05</td>
<td></td>
<td></td>
</tr>
<tr>
<td>VII</td>
<td>$6,000 to $7,500</td>
<td>1.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>VIII</td>
<td>$7,500 to $9,500</td>
<td>.95</td>
<td></td>
<td></td>
</tr>
<tr>
<td>IX</td>
<td>$9,500 and over</td>
<td>.90</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The cost to each insured member, per thousand dollars of insurance, increases at age 30, each five years, in accordance with the following table:

<table>
<thead>
<tr>
<th>Age</th>
<th>Annual Salary</th>
<th>For Employees Paid Bi-Weekly the Bi-Weekly Deduction B</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>29 and under</td>
<td>$1.00</td>
</tr>
<tr>
<td>B</td>
<td>30 to 34</td>
<td>$1.60</td>
</tr>
<tr>
<td>C</td>
<td>35 to 39</td>
<td>$2.50</td>
</tr>
<tr>
<td>D</td>
<td>40 to 44</td>
<td>$3.00</td>
</tr>
<tr>
<td>E</td>
<td>45 to 49</td>
<td>$3.50</td>
</tr>
<tr>
<td>F</td>
<td>50 to 54</td>
<td>$4.00</td>
</tr>
<tr>
<td>G</td>
<td>55 to 59</td>
<td>$4.50</td>
</tr>
<tr>
<td>H</td>
<td>60 to 64</td>
<td>$5.00</td>
</tr>
<tr>
<td>I</td>
<td>65 to 69</td>
<td>$5.50</td>
</tr>
</tbody>
</table>

**Accident & Health Insurance**

On November 1, 1977, a premium rate revision will be made affecting all CSEA members insured in the Accident and Sickness Insurance Plan. The payroll deduction changes will be made on the first payroll period ending on or after November 1, 1977, in accordance with a letter mailed to all policyholders.

**Supplemental Life Insurance**

Under the CSEA supplemental life insurance plan, starting at age 30 the cost of the insurance increases each five years in accordance with the following table, which shows premium rates per $1,000 amount of insurance issued to the member. These particular rates do not apply to coverage for spouse or children, which is available under the program. The premium rates for spouse and children, under the supplemental plan, also increase every five years starting at age 30.

<table>
<thead>
<tr>
<th>Age</th>
<th>Semi-Monthly</th>
</tr>
</thead>
<tbody>
<tr>
<td>30</td>
<td>50</td>
</tr>
<tr>
<td>35-39</td>
<td>1.00</td>
</tr>
<tr>
<td>40-44</td>
<td>1.50</td>
</tr>
<tr>
<td>45-49</td>
<td>2.00</td>
</tr>
<tr>
<td>50-54</td>
<td>2.50</td>
</tr>
<tr>
<td>55-59</td>
<td>3.00</td>
</tr>
<tr>
<td>60-64</td>
<td>3.50</td>
</tr>
<tr>
<td>65-69</td>
<td>4.00</td>
</tr>
</tbody>
</table>

The above information will furnish any CSEA member who enjoys CSEA low-cost insurance with information as to why there has been an adjustment in deductions for each purpose from his salary beginning with the first payroll in November and will eliminate unnecessary telephone calls or letters to CSEA Headquarters or to the payroll source concerning the matter.

Rockland Local Endorses Legislative Candidates

A spokesman for the Rockland County Local of the Civil Service Employees Assn. announced that group's endorsements for candidates for the county legislature. The union expressed sharp criticism of the current legislature on several matters, including the granting of salary increases to management people, and fiscal waste in building construction.

The endorsements include: in Ramapo, Democrats John McAfee and Herbert Reisman, and Republicans Brian Mielo, Seymour Hoekman, Alfred Murphy, and Joseph Walton; in Clarkstown, Democrats Gloria English and Zipporah Flahar, and Republicans Frank Ep tessin, and Thomas Morahan, and David Wassen; in Grongtown, Democrats John Hecker and Republicans Huestein Rester, Irwin Bernstein, and Diane Beljean; in Haverstraw, Democrats Phillip Rotella and John Grant; in Nyack, Republican Paul Conforti.

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Bridge Supervisor

ALBANY—The State Civil Service Department established an eligible list for bridge repair supervisor on April 4 as the result of an April 16 open competitive exam. The list contains 86 names.

Propositions Vote

(Continued from Page 1) become the administrative board of the courts and a chief administrator who would supervise the administration and operation of the Unified Court System on behalf of the Chief Judge.

Amendment Three deals with changes in the State Constitution that would restructure the Commission on Judicial Conduct and change provisions relating to the disciplining of justices and judges of the Unified Court System. A new eleven-member Commission would receive, investigate and hear complaints with respect to the conduct, qualifications, fitness to perform or performance of official duties. The commission would have the power to admonish, censures, retire, suspend or remove a judge or justice from office, subject to a review by the State Court of Appeals at the accused's request.

Jefferson County Local Announces Endorsements

WATERTOWN—A spokesman for the political action committee of Jefferson Local 823 of the Civil Service Employees Assn. Inc. announced the following political endorsements:

Dan Brady and Steve Alter, for City of Watertown Common Council. And, with a significant show of strength, the committee which speaks for approximately 1,000 public employees in Local 823, endorsed Paul Fitzgerald for Supervisor of the Town of Pamela. The committee also approved a financial contribution to Mr. Fitzgerald's campaign, as well as active support and aid by the membership.

In announcing the endorsements, James Moore, CSEA Central Region V president, stated, "It is the consensus of the Jefferson Local of the CSEA that these endorsed candidates are, by their actions, more responsive to the needs of public employees. They (CSEA membership) particularly indicated strong support for Paul Fitzgerald in his race for Town of Pamela Supervisor."

"These Watertown area endorsements are indicative of CSEA (politics) action committee decisions throughout the 20-county area of the Central Region. Each committee is carefully selected by a wide cross section of chapter units throughout the counties, cities and school districts. It then becomes each committee's duty to evaluate the 'track record' and projected course of action of each candidate and make recommendations for endorsement accordingly. Here in Jefferson County, nearly 1,000 members, plus families, relatives and friends, will be made aware of those endorsements. Collectively, that can be a very strong vote in the election day — when it counts," Mr. Moore concluded.

ULSTER LOCAL HEARS CANDIDATES

CSEA Ulster County Local 816 political action chairman Judy Murray, left, shaken hands with Tom Mayone, candidate for sheriff, as Local President Tom Phillips, right, shook hands with alderman-at-large candidate F. Robert Gallia. The union officers expressed their apprecaition to the candidates who appeared at a union function.