Non-Secretaries Of Albany Jail Form CSEA Unit

ALBANY—In an unprecedented move in October, Capital Region IV of the Civil Service Employees Assn. has agreed to form a collective bargaining unit representing 20 non-secretarial employees of the Albany County Jail.

William Lohmier, regional field representative, explained that the CSEA does not normally represent such small sectors of a work location. In this case, secretarial employees are represented by the American Federation of State, County and Municipal Employees while the supervisory personnel are represented by the Teamsters Union.

The CSEA, however, received a request from the 20 employees stating that they were 100 percent in favor of representation by the CSEA. Explaining the exception, Mr. Lohmier commented, “When a unit shows that kind of need already represent other parts of Albany County and, therefore, felt a moral commitment to these employees. Approval must still be from the Public Employment Relations Board.

Capital Region Sets Workshop This Week

ALBANY—Capital Region IV of the Civil Service Employees Assn. will host a workshop this weekend at the Queensbury Motor Hotel in Glens Falls.

The session will open Friday, Nov. 18, with a 7:30 p.m. business meeting for local delegates. A union movie, “The Inheritance,” will be screened.

Shop Steward Training will be the topic of the all-day workshop on Saturday, Nov. 19. Officer Training will be the subject for Sunday, Nov. 20.

All interested CSEA members may participate in the workshop and should contact the Region office at (518) 459-5595 to make arrangements.

Over $12 Thousand Back Pay Won For Erie Worker

BUFFALO—An arbitrator’s decision has awarded an Erie County clerk, represented by the Civil Service Employees Assn., backpay totaling $12,500 and reappointment to a permanent position with Erie County’s court system.

The grievant, Shirley Gilbert, a member of CSEA’s Erie County clerk’s unit, had been laid off on Sept. 1, 1976 from her position of court officer assigned with 15 years of seniority with Erie County. Despite the existence of three court jobs which were filled by temporary appointees, Ms. Gilbert was denied the right to appointment to a permanent basis to these positions because of contrary instructions from representatives of the State Office of Court Administration to the Erie County personnel office.

Ronald L. Jaron, a regional attorney for the CSEA, contested that Ms. Gilbert should have been placed on the county’s preferred list following her layoff and then appointed to one of the court positions being filled at the time by temporary appointees. Because this procedure was not followed, which he maintained (Continued on Page 8)

SUNYA Employees Get The Bird Again

BY MARVIN RAXLEY

ALBANY—Workers at the State University of New York at Albany will get an extra day to dig into their Thanksgiving turkey, although for some of them it will be a day without pay.

Employees there will be forced to charge Nov. 25, the day after Thanksgiving, to their accrued leave. Those who have exhausted their accrued leave are given the bird—although not the kind you can eat.

A memo from the campus personnel director, Leon J. Califomn, Sr., states: “Employees who are not needed for performance of essential services on November 23, 1977, are directed not to report to work on that day. The time off will be charged to accrued leave. Employees who have exhausted all leave credits or who decide not to charge leave credits for this absence will be placed on leave without pay.”

Mary Jarocki, president of Civil Service Employees Assn. Local 691, said that the union will be ready to grieve the situation on the Monday following the lookout.

Postponed Penalty Decision Called Political By Koenig

ROCHESTER—A decision on possible penalties against Monroe County Local 891 of the Civil Service Employees Assn. for its two-day strike last August was being postponed because of politics, Local president Martin Koenig said recently.

Monroe County administration spokesmen said soon after the strike was settled that the County would seek $50,000 in fines as a compromise settlement. CSEA lawyers said that was too much.

The CSEA was cited for contempt for violating a state Supreme Court order not to strike. But county attorney Charles Valenza said the County didn’t want to see Mr. Koenig or other members of the Local’s executive committee jailed.

The strike resulted in restoration of pay cuts, an 11 percent pay increase and strengthening of job security.
She Wins Back Job
Then Says No Thanks

MANHATTAN—The State Human Rights Appeal Board has affirmed a State Human Rights Division order requiring the Madison County Sheriff and his department to stop retaliating against employees who file complaints with the division. The board also ordered the sheriff's department to provide $16,000 to one employee.

The appeal board's September 8 decision ended a long legal battle in a case in which the sheriff's department had terminated a disabled woman employee after she filed sex and disability discrimination charges against the county, the sheriff's department and the sheriff.

The commissioner's order, issued in October 1976, after a public hearing, ordered the de-

(Continued on Page 10)
CSEA BACKS UTICA'S NEW MAYOR

Stephen Pawling, left, was elected mayor of Utica after beating incumbent Edward Hanna by approximately five thousand votes out of 30 thousand cast. James Moore, Region V president of the Civil Service Employees Assn., had endorsed Mr. Pawlinga's candidacy, saying, CSEA members in Utica have been "subjected to one crisis after another...when it is crucial that the city be run with safety precautions. "City employees deserve and should expect to be treated as first-class citizens, not as so many pawns to be moved around and even deserted at the whim of an impulsive mayor."

Thousand Islands Impasse

THOUSAND ISLANDS — a spokesman for the Civil Service Employees Assn., representing the non-teaching employees of the Thousand Islands Central School District, has announced that an impasse has been reached between the school district and the employees of the district.

Roger P. Kane, collective negotiation specialist for the CSEA, announced that the impasse came after numerous negotiating sessions failed to settle the main issues. Among the issues not resolved are salaries and a more strict seniority clause.

Mr. Kane stated, "The school district has continually ignored the seniority provision of the present agreement, and this has led to the disagreement between the two parties."

As a result of the impasse, Morgan Anderson, of Canton, has been assigned by the Public Employment Relations Board to act as mediator/arbitrator. A mediation session has been scheduled for Nov. 7 at 4 p.m. at the high school.

In conclusion, Mr. Kane stated, "The district is attempting to embarrass and 'beat' the union any way it can, and we are determined not to let it happen."

Erie Worker Wins

(Continued from Page 1) was a violation of the county's collective bargaining agreement with CSEA, Mr. Jaros asked for back pay from the time of Ms. Gilbert's layoff in 1976 to the time of her reappointment to a position within the court system of the county.

Arbitrator Salvatore B. Martone upheld the CSEA's contentions and found Erie County in violation of its contract with the CSEA as well as the rules and regulations pertaining to layoff procedures. He directed that Ms. Gilbert be appointed to one of the three court positions held by temporary appointees and receive back pay dating to her layoff in September 1976.

CSEA Calendar

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. Attn.: CSEA Calendar.

NOVEMBER

18-21—Capital Region IV meeting and workshop, Queensbury, Motor Hotel, Glens Falls.
28—Binghamton Area Retirees Local 902 meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.

DECEMBER

1—Long Island Inter-County State Park Local 102 meeting: 7:30 p.m., Long Island Region I office, 740 Broadway, North Amityville, L.I.
2—Western Region VI Local and unit presidents interim meeting: 8 p.m., Holiday Inn, Batavia.
2—Utica Psychiatric Center Local 425 Christmas party: 7 p.m., Grimadly's Restaurant, Utica.
3—SUC at Morrisville Local 609 Christmas party: 6:30 p.m., Nelson Inn, Nelson.
5—Madison County Local 827 general meeting: 7:30 p.m., Wampsville Fireman's Park, Wampsville.

CSEA officials at CNYPC discuss security measures outside the main gate of the facility. From left are Charles Noll, Region V 414 president; James Julian, field representative, Francis Martello, Region V supervisor, and Butch Ventura, regional organizer. The CNYPC facility is at left with Marcy patients housed at right. This proximity added to CSEA concerns regarding security for employees and patients.
AT LAST, LIFE INSURANCE AT WORKING PEOPLE PRICES.

$20,000 for $4.10 a month at age 30.
$20,000 for $5.02 a month at age 35.
$20,000 for $7.14 a month at age 40.

AVAILABLE TO MEN AND WOMEN AGE 18 THROUGH 45

Working people — those who bring home the bread — need Life Insurance more than ever before. But, where can Life Insurance protection be found that working people can afford?

This ad, that's where.

Right here we offer low-cost Whole Life Insurance protection. The policy is called Americare® A20M. It is Term Life Insurance guaranteed renewable at policy anniversary date to the current low-cost Whole Life policy with a level face amount and level premium with premium rates based on the Company's low-cost principles.

See your own policy before you make a decision. Here's how.

Printed below is an application. Complete your own Americare A20M policy, all you have to do is fill out this application, sign it and mail it to us. You may apply for one or two policies.

Please send no money. See your own policy before you decide.

No physical. No agent.

Just How low are our rates?

Some of the rates for Americare A20M are quoted above. All of them are printed in the complete Table of Benefits and Rates on this page.

If you think they're low, you're right. They are the lowest published rates ever found.

They're 87% below the rates of the Whole Life policy that was cited nationally circulated by a leading insurance consumer protection expert as "the best buy for this type of policy."

And they're even 20% below the New York minimum rates for group Life Insurance, an accepted industry standard for low-cost Life insurance. (State of New York "Minimum Group Life Re- newable Term Premiums," Sec. 155.1.)

How can so much protection cost so little?

1. You deal direct with the Company.

2. The policy is rated on a yearly basis. You get maximum protection for the lowest premium we can provide for each year of your life.

Important guarantees and features.

Americare® A20M gives you a unique Life Insurance policy. Not only does it offer a lot of protection for a little money, it also combines a large amount of features not normally found in low-cost, Term contracts.

The amount of protection for each age and rate for each age as shown on the Table of Benefits and Rates are guaranteed never to change.

The policy is guaranteed renewable regardless of any change in your health or age.

All of your children may be added to your policy ($1,000 coverage each) for a total cost of just $50 a month. And, by adding them you automatically guarantee their rights to their own $20,000 policies at age 21, regardless of any physical required.

Women's rates for principal contracts are always less than $1,000 Whole Life Plan.

Women's rates for principal contracts never exceed the rates shown on the Table of Benefits and Rates.

33% of our policyholders are women. This demonstrates that the policy is needed by working women (and housewives) as well as working men.

And the Americare A20M policy is guaranteed renewable at policy anniversary date to the Company's low-cost Whole Life policy with a level face amount and level premium with premium rates based on the Company's low-cost principles.

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Printed below is an application. Complete your own Americare A20M policy, all you have to do is fill out this application, sign it and mail it to us. You may apply for one or two policies.

Please send no money. See your own policy before you decide.

No physical. No agent.

No obligation.

You buy direct at the lowest published rates we have found for a policy with these features!

Table of Benefits and Rates

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Through age 40 the benefit remains $20,000 while the premium increases up slightly nearly every year. After age 40 the coverage decreases some each year but the premium remains the same.

Male spouse rate 13% higher.

will arrange disclosure of the information whether your personal life insurance will be disclosed only to your attending physician, and you may seek a correction of any inaccuracies in accordance with Fair Credit Reporting Act procedures.

No obligation.

When you qualify, and nearly 99% of you will, we will send you your policy by mail.

When you get it, you can examine it. You can read it over and over again. We'll arrange for free information exchange on behalf of you and your medical or surgical treatment or advice for any disease or illness. Ask for your free information exchange on behalf of you and your medical or surgical treatment or advice for any disease or illness. Ask for your free information exchange on behalf of you and your medical or surgical treatment or advice for any disease or illness. Ask for your free information exchange on behalf of you and your medical or surgical treatment or advice for any disease or illness. Ask for your free information exchange on behalf of you and your medical or surgical treatment or advice for any disease or illness. Ask for your free information exchange on behalf of you and your medical or surgical treatment or advice for any disease or illness. Ask for your free information exchange on behalf of you and your medical or surgical treatment or advice for any disease or illness. Ask for your free information exchange on behalf of you and your medical or surgical treatment or advice for any disease or illness. As
Women victims... caught in the bottomless glass trap of alcoholism...

Yes, caught...inescapably trapped...lonely...frightened, confused and secretly desperate. Perhaps she's a troubled housewife...a fearful mother...a pressured teenager...or a burdened business woman no longer youthful...an unneeded grandparent...sister...sweetheart...somebody's someone—someone trapped within today's Number Three Killer-Disease.

She drinks too much...too fast and too often...and all too soon—it will be too late. Can this tragic person be you—or perhaps a someone you know well?

Well, whoever—there's help and there's hope for her now.

We of Brunswick House have developed a very special program to meet the very special needs of the woman problem drinker. She is treated primarily by women professionals who have the sympathetic understanding that only a woman can have of another...understanding of those sensitive feminine attitudes that make women victims of alcoholism so very different from men.

While Brunswick House continues to advance its already outstanding reputation for the effective treatment of problem drinkers, we now extend a welcome to that type of woman whose drinking problems are out of the ordinary.

Supported by the professional expertise of specialized personnel throughout our five completely accredited hospitals, the new women's residential treatment program is so unique that there's no other like it—anywhere. Further, we are approved by Blue Cross, Medicare, and most major medical health insurance plans.

So, no matter who she is...what she does...or wherever she lives...immediate help and hope are just a phone call away at:

(516) 264-5000/Extension 361.

And call anytime—24-hours, seven days weekly.

Brunswick House
ALCOHOLISM TREATMENT CENTER
In Amityville, Long Island

"...where there's help
and there's hope."
Don't Repeat this

State Legislature is Proving Ground For Higher Office

The State Legislature traditionally served as a
proving ground for aspiring politicians. 

Such notable New York political
leaders as Franklin D. Ro-

Published every Friday
by
1977

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The Poll That Counts

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WHAT'S YOUR OPINION

PLACE: State Office Building, Syracuse

(Question: The women's liberation movement has received a great deal of attention in recent years. How have your attitudes changed toward women?)

Byron Currie, manpower programs coordinator, Department of Labor: "When you speak of affirmative action programs, I believe you are talking about the National Manpower Programs, which have had a significant impact on employment. There are more women in the labor force today than ever before, and that is a positive development. In the past, women were often discriminated against in the workplace, but I believe that situation has changed. I think the women's liberation movement has been successful in raising awareness about gender equality."

Margaret O'Connor, secretary, Department of Correction, education division: "I don't know that my attitudes have changed. I have always felt that women have been discriminated against. The women's movement has focused a lot of attention on this issue. The movement has been successful in raising awareness about gender equality."

Julia Adams, secretary, Department of Correction: "I want to ask my employer about the retirement system. I think that women have been discriminated against in the workplace. The women's liberation movement has been successful in raising awareness about gender equality."

Jane Pulson, R.N., health services nurse, Department of Civil Service: "I think they have a right to ask credit for two years out of their retirement. I think that women have been discriminated against in the workplace. The women's liberation movement has been successful in raising awareness about gender equality."

Vera Morgan, diecast machine operator, Department of Correction: "I think that women have been discriminated against in the workplace. The women's liberation movement has been successful in raising awareness about gender equality."

Kathleen Weiss, dictaphone machine operator, Department of Correction: "I think that women have been discriminated against in the workplace. The women's liberation movement has been successful in raising awareness about gender equality."

LETTERS TO THE EDITOR

Don't Repeat This!

(Continued from Page 6) Albany. He is completing his ninth term and 36th year as Mayor of the Capital City. He was just elected to a 10th term.

Civil Service Law & You

(Continued from page 5) adoption of the ordinance providing for a referendum to an admission that the position did exist and was vacant at the time of the referendum. When the officials at a city have defined the decision of the court to be correct here, the position of the effect it might have on the proper carrying-on of the affairs, there is no hardship in requiring payment of salaries furnished by the legislature. Therefore, the respondent is entitled to be reinstated to his former position with back pay to the date of his reinstatement. Beayre v. Laplace, 397 N.Y.S. 2d 276.

Retirement Test

People working during 1977 and receiving social security checks should take time to review their earnings.

They should keep in mind that their monthly checks may be affected if their earnings exceed $5,000, the annual exempit amount for the retirement test. Once 1977 earnings exceed $5,000, $1 in benefits will be withheld for each $2 earned.

One important factor to keep in mind is that gross wages, not just take-home pay, have to be used in the retirement test. Many people have been unexpectedly surprised because they only counted take-home pay and then discovered that their total wages exceeded the exempt amount.

The result was that they had to pay back some of the benefits they had received in error.

If people who receive their checking their earnings, they will soon or already have exceeded $5,000, they should report this to their social security office.

In the case of people who are self-employed, they can deduct allowable business expenses from gross income to arrive at their earnings, which will count toward the retirement test.

Another part of the retirement test is not to be paid in any subsequent year if a benefit can be paid for the calendar year in which the earnings are less in some months or self-employed people who do not work steadily every month.

This part of the test states that a benefit can be paid for any month in which earnings cover that a benefit can be paid for any month in which earnings exceed $3,000, the annual exempt amount for the retirement test.

As a public service, The Leader continues to publish the names of individuals who are beneficially entitled to receive compensation from the New York State Retirement System and the State Policemen's and Firemen's Fund. The Leader or the New York State Retirement System and the State Policemen's and Firemen's Fund in Albany may be contacted for information as to how to claim this benefit.
At end of meeting, Southern Region III president James Lennon, center, asked participants if they were happy with program. There was spontaneous Yes response from audience. Here he congratulates program chairman Marie Romaneli and CSEA treasurer Jack Gallagher, who took part in the seminars.

CSEA County Division executive director Joseph Dulan, left, discusses success of workshop with Nicholas Puzziferri, who was member of workshop committee and moderator of seminar for officers of Locals and units. Mr. Puzziferri is immediate past president of the Region (Conference).

Green Haven Correctional Facility Local 158 president Ralph Schwartz, left, and Woodbourne Narcotic Rehabilitation Center Local 165 president Chester Kurpiel discuss Correction Department problems with regional attorney Thomas Mahar.

CSEA vice-president James Moore, left, who heads union's Central Region V, is greeted by his Southern Region III counterpart, James Lennon. Regional presidents often trade visits in order to pick up ideas from their friendly rivals.

Irving Flaumenbaum, left, CSEA officer with the most seniority as a statewide vice-president, mulls over a few matters with CSEA president William McGowan. Mr. Flaumenbaum is president of Long Island Region I.

CSEA president William McGowan, with ever-present cigar, and Southern Region III president James Lennon pose with members of Hudson River Psychiatric Center Local 410, led by president Madeline Mackey, second from left.

South Asks For More Staff

By HERB GELLER

SOUTHERN FALLSBURG—Members of the state and county workshop held by Southern Region III of the Civil Service Employees Assn. at the Pines Hotel, Oct 28-30, voted unanimously to ask statewide CSEA headquarters to allocate agency shop funds to provide more field staff for Southern Region.

The action at the end of the workshop followed a discussion on field representatives. Regional president James J. Lennon pointed out that Southern Region "is a long way from the home office" when it comes to the number of field representatives allocated to it. "The Southern Region has 10 field representatives, while the Central Region has 20 and the Albany Region has 24," Mr. Lennon said.

The three-day workshop was highlighted by the installation of Southern Region officers by CSEA president William McGowan. Seminars were held on disciplinary and grievance procedures and on training of Local and unit officers.

The discussion on field representatives was held during a critique session at the end of the workshop on how to provide the best service possible for officers and members.

Chester J. Kurpiel, of Woodbourne Correctional Facility, asked about calling the Regional office in Fishkill to get answers, "At times it is difficult to get in touch with the right people to get the answers," he said.

Regional supervisor Thomas Luposello said the questions should be referred to the field representative first and the office should be called if he is not available. Mr. Luposello said he is often out of the office meeting with the field staff or, in the case of strikes, he has been in the field and away from the office as long as 10 days. If there is an emergency he can be reached, he said.

Regional second vice-president Marie Romaneli said if any other workshop members had trouble getting answers from the Fishkill office, "We have no trouble getting in touch with Jim Lennon or Tom Luposello. We get a very good response to all of our questions," was one characteristic answer.

Mr. Luposello, who supervises both the regional and the state offices, pointed out that there are two women in the Fishkill office who have to answer all the calls as well as perform an increasing amount of clerical work for the Region. As for field staff, "There is a hell of a lot of territory to cover and not enough staff. Our request to the statewide Board of Directors for more staff got nowhere."

Regional president Lennon said people should not call the Albany office for answers to problems in Southern Region, as has happened. "They should go to the proper route to their field representative or to the regional supervisor or the regional president, vice-presidents or other officers. We will always try and help you," he said.

Mr. Luposello pointed out that the Long Island Region did get two fieldmen and maybe the Board of Directors could do the same for Southern Region. He also noted that there are existing vacancies on the regional staff that have to be filled, 14 of which need additional staff unless those vacancies are filled," (Continued on Page 9)
“Training is learning to get into the water and to keep your head above”

--Marie Romanelli

Michael Wittenberg, of Westchester County, was speaker for seminar on grievance and disciplinary procedures, which was main event on program for Saturday morning session of workshop.

Southern Region III president James Lennon accepts congratulations from CSEA president William McGowan, who installed Region officers. Between them are treasurer Rose Mary K. Smith, of Rockland Psychiatric Center Local 421; secretary Trisha Graft, also of Rockland PC; third vice-president Rose Marcinkowski, of Walkskill Correctional Facility Local 163; and second vice-president Marie Romanelli, of SU at New Paltz Local 610. Behind is Vincent Dupont, standing in for first vice-president John Clark, of Letchworth Village Developmental Center Local 412.

Nicholas Puzziferri, who is a member of the statewide Board of Directors, said the agency shop money is frozen because of lawsuits and can't be used for more staff until the suits are disposed of. "If they win these suits we may have to give all the money back," he said.

President Lennon said the best way to get the additional field staff would be for Southern Region members to show how much they are needed. In response to his suggestion, the workshop resolution on this question was moved and approved unanimously.

On the question of field representatives, Ms. Romanelli said: "The fieldmen are here to assist us, and they do assist us. We can and should use them, but they do not take the place of our chapter officers. As a chapter president I am not giving away any of my prerogatives or responsibilities to anyone."

Earlier in the critique, one member asked if there could be more regional meetings and if members and not only officers could attend the meetings. "The regional meetings are all announced in the Civil Service Leader and are all open to any CSEA member. Although the meetings are run by the executive board, which consists of the chapter presidents, we have never stopped any other officer or member from coming to them and saying what they have to say," Mr. Lennon said.

He also noted that appointments to standing committees will not be made by Southern Region until after Election Day. CSEA president McGowan has taken similar action, because he did not want to see any changes made in the state and regional political action committees until the political election is over.

Robert Hankey, second vice-president of the Poughkeepsie DOT Local, was recognized for his contribution to the workshop, and a vote of thanks was given to the workshop organizers, Ms. Romanelli, Mr. Puzziferri and Cy Katz.

East Hudson Parkway Authority Local 611, home base for Southern Region III president James Lennon, was also represented at workshop by, from left: Local second vice-president Ray Oelentana, steward John Yambrous, steward Frank Bussu and president Chuck Zeffer.

Discussion group is formed by SU at New Paltz, from left, Edith Hambrouch, Ellen and John Craven and Barbara Schulte as they review information learned during seminar.

Letchworth Village Developmental Center Local 412 president Robert Watkins talks with Local members Marie and Vincent Dupont.

Southern Region III Workshop

(Continued from Page 8)
(Continued from Last Week)

Te« Held June 18, 1977

Latest State and County Eligible Lists

Employees - New York State

Now Available for the first time to Eligible*
New York State Employees - but you must act now!

Option available during the annual (November) transfer period.

Employees who reside in Manhattan and who are entitled in the State Health Insurance Program
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RUNNING SHOW ON BROADWAY

There's a reason for that!

ROKET THEATRE 45TH STREET W of BROADWAY
SEE ME AND FOR FREE.
Court Halts Senior Referee Appointments

BROOKLYN—A provisional senior motor vehicle referee has succeeded in temporarily blocking the State Civil Service Department from making permanent senior referee appointments based on a recent competitive examination.

A Brooklyn Supreme Court judge granted an injunction recently against the appointments because of a challenge against the May exam brought in a lawsuit by Nathan Mark.

It is in the interest of justice to maintain the status quo rather than make permanent appointments that may not be recalled, even if it is ultimately determined that they were made "in error," said Judge Arthur S. Hirsch.

Judge Hirsch said the injunction will remain in effect until the department answers Mr. Mark’s objections to the exam.

He claimed the examiners who administered and graded the oral test were unqualified, that questions for the senior motor vehicle referee test were not job-related, that there were no objective grading standards or uniform questions and there was no notice to applicants, as required by civil service rules, of the importance of each of the three areas of questioning.

The Civil Service Department asked the court to throw out the lawsuit, claiming Mr. Mark had not used all administrative appeals available to him before suing. But the judge said the lawsuit was proper because a challenge to an entire examination must go to the courts, not the Civil Service Commission.

The judge ordered no appointments be made until the Civil Service Department examines the complaints—a ruling the Motor Vehicles Department supported. Judge Hirsch rejected one section of the lawsuit, however, Mr. Mark asked that he be continued in the provisional position that he has held for two years.

The judge refused. He said he had no authority to stop the Motor Vehicles Department from removing Mr. Mark because "a provisional employee has no right to his status as such."

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That sums up the main problem with trying to save money on health care coverage.

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Take the cost of surgery, for instance. As the chart shows, the total cost of common surgical procedure and required medical services has risen as much as 250% over the last ten years.

And that’s why Blue Cross and Blue Shield Plans are working harder than ever with doctors and hospitals across the country. We’ve got to find ways to help slow down dramatically rising health care costs.

So when you buy health care coverage, take long, hard look at Blue Cross and Blue Shield protection. You may not think the price is right today.

But when you need help, the Blue Cross and Blue Shield program is worth every dollar.
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Perfect for small gifts, stocking stuffers, or a present to yourself; these classic, grey, monogrammed note cards and envelopes, twelve cards and envelopes to a box, for $1.75 plus $.50 postage and handling.

For the order of twelve monogrammed note cards and envelopes plus $.50 postage and handling, my choice is indicated below:

| A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z |

I enclose $____ for the order indicated above.

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Abstinence is like celibacy! It means doing without, but it doesn’t solve the problem. Until you are no longer an alcoholic you have not been cured, whatever your behavior. The HALRE PROGRAM treats alcoholism by counteracting the psychological causative factors. Thus, we are different from all other modalities, now known. In two weeks you can be a normal person and the use of alcohol will not occur ever again. Interference with your business or social life will be obviated from the day you attack this habit when in two weeks you can be free of the obsession. Our success rate is now 94%. We have been successfully treating Мини AQUA FILTER makes your family’s drinking water sparkling clean and safe... helps remove rust, soil, dirt, algae, chlorine and other impurities. You’ll see and taste the difference immediately. You’ll rediscover the real flavor of coffee and tea. Even ice cubes will be crystal clear and you will never have to buy bottled water again.

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HERE’S HOW WE HELP FILTER OUT IMPURITIES

- Stainless steel micro filters remove unwanted and unwanted particles.
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NEW C.B. & STEREO MOUNT

After the Second Street Movies, this theater is one of the oldest in the area. Few people realize that during the 1930's and 1940's, this building was a movie theater. Today, it houses an art gallery and a tea house. The building is a landmark in the neighborhood and a reminder of the past. The Mount Vernon Brite Shop, located at 1720 Second Street, is a popular spot for local artists and visitors alike. The shop features a variety of art and crafts, as well as a selection of tea and coffee. The Mount Vernon Brite Shop is open from 10 a.m. to 5 p.m. Monday through Saturday. For more information, call Paul & Paul 717-7191.
Insurance Committee Report

The report of the statewide standing insurance committee was presented by chairman James Crochon, of Suffolk County Local 852, at the 36th annual meeting of CSEA delegates last month at the Concord Hotel. Other committee members are Mary Converse, Evelyn Glenn, Carl Carrand, Carl Behr, Patricia Cran dall, Hugh Crauser, Joseph Aiello and Paul Sals.

Our Committee held three meetings since the Delegate Meeting in March 1977. To assure the protection of the best interests of CSEA members who participate in the CSEA insurance programs, our Committee discussed the status and any existing problems concerning these programs in order to recommend appropriate action.

**BASIC GROUP LIFE INSURANCE**

As announced last year, our Committee and the staff of CSEA through Ter Bush & Powell, Inc. and the Travelers Insurance Company has successfully implemented a plan revision whereby participating members selected amounts of insurance under Option “A” or Option “B.” The revision enables the offering of equal rates of insurance for male and female members and removes the claimed discrimination under the old plan, which is its schedule, provided different amounts of insurance for males and females.

The procedures and safeguards used in implementing this revision were thoroughly discussed in the Spring 1977 report to the Delegates. The impact of this revision has yet to take effect; however, since it involves options, the revision does contain some possibility of selection against the experience of the plan. It is premature at this time to assess the extent of this possibility. The latest count of Option Selection cards received showed that approximately 600 of the 36,000 affected participating members selected the Option “A” of CSEA. Approximately 1,800 selected the lower option during the special 60-day period which ended July 31, 1977. In some cases a delay was experienced in having deductions reduced as requested. In those cases it was deemed appropriate to allow refunds and refunds were made.

The experience of the 1976 policy year (July 1, 1976-June 30, 1977) was exceptionally good. The total number of dollars of death claims are somewhat less than those for the 1975 policy year. Death claims are considerably lower than last year. The approved premium waiver claims for individuals who became permanently and totally disabled prior to attaining age 60 continue at very high levels; however, the reserves are sufficient to cover this liability. The experience of the 1976 policy year has allowed a significant increase in the Adverse Loss Ratio Schedule. This increase is very important to the future of this insurance program. It will be observed that this reserve be in as good standing as it is currently. Such a reserve insures the continued health of the plan and assures the continued low cost to CSEA members.

At this time the Committee is considering several options as to the handling of the surplus in the reserve fund and hopes to report a recommendation at the next Delegate Meeting.

At the present time through the combined efforts of CSEA staff, Travelers representatives and Ter Bush and Powell, Inc., representatives, a Fall enrollment campaign is being planned. The success of these campaigns is vital to the continued growth and stability of the Basic Life Insurance Plan. During the past year, through the combined efforts of the Travelers and the Ter Bush & Powell representatives and through the efforts of a mail campaign, 7,936 individuals enrolled in the Group Life Plan and of these approximately 1,900 were new members.

It is expected that these renewed efforts in obtaining local government information and with the onset of the Agency Shop for State employees, implementation of the insurance solicitation campaigns will result in the production of many new members than have been produced in the past.

**BASIC GROUP AND SICKNESS INSURANCE**

Our Committee has previously reported to the Delegate of the forthcoming revisions in the Accident and Sickness Insurance. These revisions were developed and mandated by the New York State Insurance Department and are to be implemented as of November 1, 1977. The revision is basically a restructuring of the rate schedules. The new rate schedules will reflect actual loss experience based on age and sex of the participants in the plan.

Our Committee is very happy to announce that the revisions will result in 65 percent of the insureds receiving rate reductions and only 35 percent receiving rate increases. It is important to note that although the rating schedule will be revised, the rate effect of this rate revision will not increase the total premium received by Travelers. Rather, the revision makes a more equitable distribution of the premium according to actual experience and the guidelines set up by the New York State Department of Insurance.

Realizing that 35 percent of participating members will be receiving a rate increase, the Insurance Committee requested Travelers to come up with proposals to offset the impact of the rate increase. In response, Travelers have developed the option of a 30-day waiting period before collecting benefits for both accident and sickness. If the 30-day waiting period option is elected, substantial premium reductions for all age groups will be realized. The rate reductions range from 20 percent decreases in premium for those over 60 to 40 percent premium reduction in premium for those under 20. Presently Travelers is working for final approval from the New York State Department of Insurance and will continue to authorize these reduced rates for those electing the 30-day waiting period.

Provisionally, steps have already been taken to notify all participants of the policy revisions. Moreover, a second notification will be sent to each policyholder who will specify exactly what the new premium will be for each individual policyholder. This notification is scheduled to be sent out on October 15, 1977.

The Committee is also very pleased to announce that the initial estimate of the loss ratio for the 1976 policy year is very positive. The 1976 policy year is the first since the 1969 policy year to show a favorable result. This indicates a return to a favorable basis for the plan and is most directly the result of the premium increase which was effective on July 1, 1976.

The Committee is confident that the new rating schedule will also contribute to the continued stability and health of the Accident and Sickness Plan.

**SUPPLEMENTAL LIFE INSURANCE PLAN**

This program will end its eighth year on October 31, 1977. Experience continues to be favorable and participation is increasing. Currently there are approximately 24,000 participants in this plan. Although the full financial report for the policy year will not be ready until the January of 1978, the Committee can advise you on the status of the plan.

From November 1, 1976 through July 31, 1977, the earned premium has been $1,800,062 and the paid claims have been $1,070,595. The net premium for the entire policy year will be approximately $2,950,000 and the loss ratio will be approximately 36%. Based on this favorable experience an increase in dividend is anticipated.

The following schedule is proposed for the policy year ending October 31, 1977.

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Dividend Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>35-44</td>
<td>20%</td>
</tr>
<tr>
<td>45-54</td>
<td>25%</td>
</tr>
<tr>
<td>55-64</td>
<td>30%</td>
</tr>
<tr>
<td>65-74</td>
<td>35%</td>
</tr>
<tr>
<td>75 and over</td>
<td>40%</td>
</tr>
</tbody>
</table>

As a result of recent legislation passed by the New York State Legislature, there will be certain changes with respect to dependent life insurance coverage. The spouse of a member may now obtain up to $10,000 of insurance (only $5,000 was offered in the past) and $2,000 for dependents (the former amount was $5,000). The lower limits for dependent children do not effect any insurance prior to the recent legislation.

It is anticipated that many members will cooperate in the program to obtain additional amounts of insurance for spouse coverage.

**CSEA MASTERPLAN AUTO/HOMEOWNERS INSURANCE**

As reported to the Delegates in the Spring 1977 Delegate Report, the Travelers has continued to practice certain underwriting techniques which were employed during 1976 with the hope that the loss experience under the plan would improve. These techniques include: 1) accepting only applications from members employed where payroll deduction is available, 2) excluding members who have clear driving records, in the case of automobiles, or who have multiple insuring in the case of homeowners.

As a result of these techniques the automobile policies and homeowners policies will continue to improve. This is a 10 percent decrease in automobile policies and an 11 percent decrease in homeowners policies.

This program will end its eighth year on November 1, 1976. Since the plan is now operating on a more stable and favorable loss experience basis, Travelers and Ter Bush & Powell representatives are in the process of planning a reorganization for selected new locations.

Currently, the initial offering, over 750 retirees have purchased this insurance. Because of the continuing interest in the plan, a new enrollment period has been scheduled for this Fall. Plans for the mail campaign offering are now being finalized by Ter Bush & Powell, Inc.

**In-Hospital Indemnity Plan**

The In-Hospital Indemnity Plan has been available to CSEA retirees since 1972. As of June 1977 there are 4,844 enrolled participants. The plan is open to all CSEA retirees age 65 and older and their spouses.

Coverage is provided for hospitalization due to covered sickness or injury. The plan provides coverage for covered sickness or injury at the rate of $450 a month. This plan was developed in response to the needs of members who are hospitalized for a covered sickness or injury. The plan also provides coverage for covered sickness or injury at the rate of $450 a month. This plan provides full benefits in addition to whatever the retiree may have under any other individual insurance he or she may have.

The Insurance Committee believes that there are sufficient retiree participants in this plan and urges all retirees to secure information on the plan from Ter Bush & Powell, Inc., or from CSEA Headquarters. A mail campaign offering is currently being considered but details are not available at this time.
**Open Continuous State Job Calendar**

**Title** | **Salary** | **Exam No.**
---|---|---
Accounting, Careers (In) | $10,714 | 20-200
Actuary (Casualty), Associate | $18,142 | 20-414
Actuary (Life), Associate | $18,369 | 20-520
Actuary (Casualty), Principal | $22,694 | 20-417
Actuary (Life), Principal | $22,894 | 20-521
Actuary (Life), Senior | $14,520 | 20-519
Actuary (Casualty), Supervising | $26,516 | 20-522
Actuary (Life), Supervising | $26,516 | 20-522
Dental Hygienist | $8,523 | 20-107
Dental-Intern Training | $20,428 | 20-279
Dentist | $27,944 | 20-279
Dietitian | $10,714 | 20-888
Dietitian, Supervising | $12,670 | 20-888
Electroencephalograph Technician | $7,761 | 20-308
Engineer, Assistant Sanitary | $14,142 | 20-122
Engineer, Sanitary | $11,337 | 20-109
Engineer, Senior Sanitary | $17,429 | 20-123
Food Service Worker | $5,827 | 20-352
Medical Records Administrator | $11,337 | 20-348
Hearing Reporter | $11,337 | 20-211
Histology Technician | $8,051 | 20-170
Legal Careers | $11,164 | 20-112
Librarian, Public | $10,155 | 20-155
Medical Specialist I | $27,942 | 20-407
Medical Specialist II | $33,704 | 20-408
Mental Hygiene Therapy Aid Trainee | $7,204 | 20-394
Nurse I | $10,155 | 20-586
Nurse II | $11,337 | 20-585
Nurse II (Psychiatric) | $11,337 | 20-586
Nurse, Health Services | $10,714 | 20-333
Nurse, Licensed Practical | $8,051 | 20-106
Nutritionist, Supervising Consultant | $14,880 | 20-139
Occupational Therapist | $11,337 | 20-895
Occupational Therapist, (Reg & Spanish Speaking) | $12,670 | 20-896
Physical Therapist | $17,429 | 20-138
Physical Therapist, Senior | $12,760 | 20-138
Physical Therapist, Supervising I & II | $12,760 | 20-138
(Spanish Speaking) | $9,029 | 20-175
Physician, Assistant Clinical | $26,181 | 20-413
Physician, Clinical | $27,474 | 20-414
Physician, II, Clinical | $31,055 | 20-415
Physician, I, Compensation Examining | $27,942 | 20-420
Psychiatrist, Department of Transportation | $23,704 | 20-352
Physician, Psychiatric | $33,704 | 20-391
Radiologic Technologist, Radiologic Technician (Therapy) | $8,051 | 20-334
Stenographer | $9,546 | 20-100
Stenographer, Assistant | $14,142 | 20-303
Stationary Engineer, Senior | $10,155 | 20-101
Vasitropic Operator | $8,051 | 20-307
Vocational Rehabilitation Counselor | $11,983 | 20-140
Vocational Rehabilitation Counselor Trainee | $11,983 | 20-140
You may obtain the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above, as well as examination for Stenographer and Typist.

**GO TO HEALTH**

**BY WILLIAM H. WELFORD**

**Happy Thanksgiving**

I would like to wish you all a Happy Thanksgiving! By using the typical Thanksgiving meal, the efficiency of the human body can be easily demonstrated.

The last thing I want to do is spoil your feast, but let's take a look at what you have to do to work off all those calories. The following is a list, included in the menu item, estimate of calories and estimate of energy expenditure to burn up those calories. The following is a list, included in the menu item, estimate of calories and estimate of energy expenditure to burn up those calories.

- **Squash** (97 calories) — jump rope 10 minutes.
- **Turkey (500 calories)** — play tennis for 75 minutes.
- **Bread** (100 calories) — ride a bicycle 1/4 mile.
- **Egg** (78 calories) — ride a horse 1/2 mile.
- **Mashed potatoes (340 calories)** — swim 1,050 yards.
- **Sweet potatoes (314 calories)** — ski two hours.
- **Pumpkin pie (263 calories)** — jog 1/2 hour.
- **Mashed potatoes (240 calories)** — swim 1,050 yards.
- **Pineapple (263 calories)** — jog 1/2 hour.
- **Bread** (100 calories) — ride a bicycle 1/4 mile.
- **Turkey** (500 calories) — play tennis for 75 minutes.
- **Bread** (100 calories) — ride a bicycle 1/4 mile.

If you are like me, you might decide that a horse ride and some swimming would be the way to go. If you want to participate in collective bargaining. Such a finding is clearly supported by substantial evidence in the record considered as a whole.

**WHERE TO APPLY FOR PUBLIC JOBS**

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

Three requesting applications for this booklet include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline.

Information is available only during the filing period, after which you may reach the filing office via the IND (Chamber 8:21, BMT (City Belt of Lexington Avenue and 79th Street). 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., New York 11201, phone: 864-8060.

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 in the New York World Trade Center, Tower 2, 55th Floor, New York 10048 (phone 484-4348); at the Brooklyn State Building, Albany 12238; Suite 750, W. Genesee St., Buffalo 14003; 9 a.m. to 4 p.m. Applications may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

For positions with the United Court System throughout New York State, applicants should contact the Filing Service, 1300 Office of Court Admin., 270 Broadway, N.Y., phone 484-4114.

**FEDERAL** — The U.S. Civil Service Commission, New York Region, runs a Job Information Center, 300 5th Ave., New York 10001. Its hours are 8:00 a.m. to 5 p.m., weekdays only.

Federal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 300 W. Jefferson St., Syracuse 13202. Toll-free calls may be made to (800) 823-7467. Federal titles listed herein do not apply unless otherwise indicated.
CSEA Faces Plattsburgh Schools After Saratoga Transportation Victory

PLATTSBURGH — Coming off the very successful City of Saratoga Springs Transportation Local strike, the Capital Region of the Civil Service Employees Assn. turned its attention to the North Country trouble spot—the Plattsburgh City School District Non-Instructional negotiations, and quickly brought the negotiations to a successful conclusion.

Jack Corcoran, Capital Region field supervisor, explained the resolution of the dispute, "Charles Scott, the CSEA field representative for Clinton and Essex counties, informed me of the situation the day the Saratoga strike ended. Since the action would have to begin with the Local taking the initial steps, I informed the Capital Region staff to stand by for another possible job action in the Plattsburgh area. However, due to the efforts of the CSEA negotiating team members and the spirit of resolution shown by the Plattsburgh School District CSEA members, the school board did put together a total package which satisfied the members' demands."

Mr. Corcoran explained the settlement which was reached at the eleventh hour: "It's a three-year agreement and will provide the following salary increases for the 180 CSEA members: between $358 to $628 in the first year, $419 to $683 in the second, and between a minimum of 5 percent and a maximum of 7 percent of living adjustment in the third year. The school district also improved the members' benefits packages by providing paid life insurance with Plan C health insurance."

The members ratified the agreement by a three to one margin. Mr. Corcoran pointed out indicating her ability to qualify for the job over a non-county employee.

The union also contended that the county did not appoint Ms. Davis, because her employment seniority would have required the county to pay her a higher salary than it paid the non-county employee.

Following testimony by the county's director of probation, determining that the grievant was fully qualified for the position, arbitrator James R. Markowitz ruled that the county had violated the contract by not giving "preference" for promotion to its own qualified employee first. He then ordered that the county appoint Ms. Davis to the position in question "and to pay her the difference between what she would have received had she been granted the position in April and what she has earned since then in her current position," according to the arbitration award.

Ravena Non-Instructional Unit At Impasse On 5 Items

RAVENA — The Ravena-Coeymans-Selkirk non-instructional unit of the Civil Service Employees Assn. has been forced into a contract negotiation impasse situation due to the Ravena-Edinburg's inability to set on five cost-free items that would streamline the relationship between the union and the administration.

H. Eugene Tryon, CSEA unit president, commented on the district's action. "We were preparing for a ratification meeting since all major items were settled. Now five non-economic items, all of which help to improve the relationship between the employees and the employer, are refused without even an explanation of the rejection being offered. This impasse situation just shows that the school board does not really want to improve communications with its employees."

The school district is located in Albany County.

Oswego Probation Worker Wins Probation, Salary

OSWEGO—An arbitrator's decision based on a grievance filed by the Civil Service Employees Assn. on behalf of an Oswego County Probation Department employee has awarded the grievant a job promotion originally denied her by the county.

The dispute concerned the appointment of a non-county employee to a newly created position in the probation department instead of Marion Davis, a county probation employee who scored the same high grade on the qualifying test as the candidate appointed.

The county had contended that it exercised fair and objective judgment of the candidates' qualifications, and that a career development plan of its collective bargaining agreement with the CSEA does not guarantee promotional preference to be given to its own employees.

The CSEA, however, maintained that Section 20.4 of the contract did require the county to prefer its qualified employees over outsiders so long as the choice did not interfere with "the effective administration and operation of county government." The union pointed to Ms. Davis' high test score and job experience as two factors clearly indicating her ability to qualify for the job over a non-county employee.

The union also contended that the county did not appoint Ms. Davis, because her employment seniority would have required the county to pay her a higher salary than it paid the non-county employee.

Following testimony by the county's director of probation, determining that the grievant was fully qualified for the position, arbitrator James R. Markowitz ruled that the county had violated the contract by not giving "preference" for promotion to its own qualified employee first. He then ordered that the county appoint Ms. Davis to the position in question "and to pay her the difference between what she would have received had she been granted the position in April and what she has earned since then in her current position," according to the arbitration award.

Since he became a civil servant 10 years ago at West Seneca Developmental Center, William McGowan has progressed steadily up the ladder of leadership within the Civil Service Employees Assn. Last summer he won election as the union's 25th president. His friends in Western Region VI were proud that one of their own made it to the top, and they arranged for a reception in his honor last month at the Executive House in the Buffalo suburb of Cheektowaga. Here Mr. McGowan admires silver bison presented to him by Robert Lattimer, his successor as Western Region president, and Region third vice-president Ramona Gallagher smiles approvingly.

Among the hundreds of people who turned out to honor Mr. McGowan were these members of his family: seated, from left, Judy Dressen, Martha Galvani, wife Jeanne and Louise Pelow; standing, Millie and Ed McGowan, the guest of honor, Norman McGowan, Dolores Eichembauer and Kathie McGowan.

(Courtesy photos by Hugo Unger)