GET ROADS READY FOR WINTER

In a scene duplicated throughout the state, this New Castle highway department crew works to get the roads in shape before freezing weather makes the job impossible. Asphalt cannot be laid after the temperature drops too low, so these men are braving the late autumn chill to repair this road near Creston Lake in Westchester County. Workers are Art Bucci, Heck Paduck, Nick Accetta, Angelo Lavettis and Bobby Thompson. Wanta bet they'll have a fresh supply of potholes by spring?

Not Dumping Patients, Says Governor

HEMPSTEAD—His face flushed, Gov. Hugh L. Carey, glowered at Irving Flaumenbaum and said in a voice tense with emotion, "to state that we are dumping mental patients is to give the impression that we don't care. We have increased budgetary commitment for mental care. We are putting the money behind the patient. We are accepting the responsibility for the mentally ill."

Before a "town meeting" attended by 300 people in Hempstead Town Hall Dec. 2, Mr. Flaumenbaum, president of the Civil Service Employees Association's Long Island Region 1, had accused the Governor of "dumping mental patients not prepared to go out into communities.

Governor Carey did acknowledge that there had been problems in communities on Long Island where released mental patients had been placed. There might have been "too much of an accelerated deinstitutionalization of patients in the past," he said.

Don't Repeat This!

GOP Weakness
In City Hurts Its State Ambitions

The condition of the Republican Party in New York City is becoming a problem for Republican leaders, par

STRIKE THREAT LOOMS IN ROCKLAND COUNTY

The CSEA president said, "a hiring freeze is a very dangerous scheme for the public and the state workers themselves, since substantially less workers will be trying to do a bigger workload and the only result of that is the public will be less services."

The union president cited several state departments already severely understaffed and that the overall level of services to the general public is deteriorating rapidly.

Mr. McGowan, saying the only bright spot in the situation is the fact that no current employees will be laid off, charged the Carey Administration with "allowing the levels of service to the taxpaying public to reach new lows" and suggested the just announced hiring freeze is a political scheme by the Administration in view of the fact that next year is an election year and a proposed tax reduction is a big issue in that election.

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Link Small Staffs To Patient Abuse At Mental Units

BREWERTON—Irving Flaumenbaum, Long Island Region I president, Civil Service Employees Association, has called for "adequate staffing, improved working conditions, reasonable salaries and decent treatment of employees" to reduce patient abuse at state mental institutions.

Mr. Flaumenbaum, testifying at the Senate Committee on Mental Hygiene and Addiction Control hearing on the cause of patient abuse was unmentally hospitals, said the major cause of patient abuse was understaffing, which "makes supervision almost impossible and dramatically increases the incidents of patient-to-patient abuse which are responsible for the vast majority of abuse cases."

The hearings, held at Pilgrim Psychiatric Center in West Brewerton, attracted more than 150 people. It was chaired by Senator Frank Padavan (R-C, Bellerose), and was the third of a series being held throughout the state this fall and winter.

Similar sentiments were expressed by other witnesses in June and by the Assembly subcommittee chaired by Assemblyman Paul Harmer (D-Bayport). The subcommittee concluded that at least one out of every three incidents in a state mental hospital is abused because of lack of adequate supervision. The report censured the Legislature and Gov. Hugh Carey's budget office for insufficient funding for personnel at the institutions.

John Tafrae, Pilgrim director, testified that "additional staff would do much to reduce abuse there. Dr. Tafrae said that on nights and weekends the staff sometimes fails to "only two staff members on duty to supervise a 30-patient ward."

(Continued on Page 5)

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A) Reader's Digest (August 1977 issue) Shell Oil Company's outstanding anti-car theft booklet quotes a known thief on the subject: "The first thing I do is look for an anti-theft device on the window and if I can't see it, I'm going to see if the sticker is telling the truth or not!"
B) Business Week (June 6, 1977 issue) quotes the FBI: "Any sign of police security can deter house breakers... even stickers that say a house is protected."
C) Money Magazine (July 1977 issue) quotes a N.Y. City police detective: "Burglars are looking for an easy mark. They're not on an ego trip to prove they can get into the difficult places.

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Civil Service Employees Association

Charge Bad Faith In Rockland

NEW CITY—Bad faith bargaining by Rockland County may lead to drastic action by members of the Rockland County Unit of the Civil Service Employees Association, according to unit president Pat Spicci.

"A strike by county employees is a real possibility," Mr. Spicci said.

"In addition to the fact that the monetary offer is inadequate, the County has also made numerous demands that would rove or eliminate many benefits that were won in previous contracts."

At a meeting on Dec. 7, 1977, at North Rockland High School, 600 members of the unit approved a resolution giving the group's negotiating committee authority to take whatever action is necessary—up to and including a strike—to reach a fair contract.

"County employees are tired of being kicked around," said Mr. Spicci. "We are frustrated to the point where we will take whatever action is necessary."

Mr. Spicci explained that the County's offer is based on a contract approved this fall by the local unit of the American Federation of State, County and Municipal Employees, A.F.L-CIO, for the blue-collar workers of the County highway department.

Mr. Spicci said the 1,600 CSEA members do not want to be bound by terms of an agreement made by a minority unit.

The contract was narrowly approved by the A.F.L-CIO group, he explained.

"The contract's terms are not acceptable to our members," he said. "We want to negotiate our own contract."

"So far as we are concerned," he charged, "true negotiations have taken place."

"We don't want to strike, but we have already pursued all administrative remedies available to us."

"With the assistance of CSEA attorneys, an improper practice charge is being filed with the state Public Employment Relations Board. The CSEA is charging that the County entered into negotiations with a predetermined package, making it guilty of negotiating in bad faith."

Mr. Spicci described several other aspects of the County's offer that are disturbing to CSEA members:

The County would have the right to manipulate the working hours of employees, forcing them to work any number of continuing hours. The end result would be that the employees would never know when or how long he or she would be required to work on a given day.

For many years, county employees have been covered by a fully paid medical plan. In the current offer, the County would require the employees to pay a substantial portion of the premium. In addition, employees would be required to pay for any increases in the premium.

Mr. Spicci pointed out that county employees have had no salary increases since 1975.

"All we're asking," he said, "is that our salaries be raised according to the increase in the cost of living that's occurred in the past two years."

The average county employee earns less than $2,000 a year. The CSEA also objects to other provisions of the County's offer, covering such areas as leave, working conditions, grievance rights and discipline procedure.

BUY U.S. BONDS!

CIVIL SERVICE LEADER

American's Leading Weekly For Public Employees

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McGowan Blasts Civil Service
Commission For 'Secret Report'

ALBANY—Reacting to an Albany newspaper story late last week on what it termed State Civil Service Department "secret reports" recommending sweeping reforms in the civil service system, Civil Service Employees Association president William L. McGowan fired off a heated letter to Civil Service Commissioner Victor S. Bahou.

Mr. Bahou has reviewed the contents of the reports with the newspaper, and Mr. McGowan, in an attempt to set the record straight, is giving the full story behind the reports. He said that CSEA representatives had met with Civil Service Commis- sioners previously to try to develop a system that would provide for appropriate levels of public control and had, among other things, requested a copy of any such reports before they are made public. Mr. McGowan wrote: "At no time in the more than one year that this study has apparently been under way have you or any of your staff communicated with CSEA either to seek information, comments, or even to provide us with a simple courtesy of a progres- sive report. Our willingness to cooperate in a spirit of openness has been repeatedly proven by our joint efforts with Speaker Stenning and Majority Leader Anderson's staff and the staff of the Temporary Commission on Management and Pro- ductivity. In fact, the only missing 'partner' in this effort has been your department."

But the CSEA never received such copies and, furthermore, Mr. McGowan wrote: "At no time in the more than one year that this study has apparently been under way have you or any of your staff communicated with CSEA either to seek information, comments, or even to provide us with a simple courtesy of a progress- sive report. Our willingness to cooperate in a spirit of openness has been repeatedly proven by our joint efforts with Speaker Stenning and Majority Leader Anderson's staff and the staff of the Temporary Commission on Management and Pro- ductivity. In fact, the only missing 'partner' in this effort has been your department."

And, to keep the record straight, Mr. McGowan's letter was also delivered to Gov. Hugh Carey. Because Warren Anderson and Richard Behrnhorn and Assembleman Stephen Greene were absent.

Some of the recommended changes to be proposed are al- ready in the hopper as part of Governor Carey's "trans- parent" package for the next legislative session, and others are said to be implemented by the Civil Ser- vice Department over the last few months. But Mr. McGowan informed the Commission presi- dent that "there are no circum- stances under which CSEA will accept unilateral changes im- posed upon us, or by the com- mittee requesting information about the Civil Service system." Mr. McGowan also stated that he was influenced by the students' "intelligent questions raised at the hearings with the CDTA."

The press conference was part of a day-long series of demonstra- ions which students raised the "CDTA Awareness Day." Other events included a "lunch-in" for the public featuring speakers from student groups and the CSEA and an afternoon "phone tie-up" in which students contin-ually called the Finance of- fice requesting information about the contract.

The CSEA and the students maintained that the CDTA service would force students to be crowded in with the general pub- lic, to adjust to infrequent bus runs, and to do more walking in unsafe sections of the city due to a cut in the number of bus stops.

The CSEA also warned the students that the CDTA em- ployees could go on strike to settle a contract which will be coming up shortly, leaving them with no service for an indefinite period.

According to Mary Jarosick, president of SUNY Local 691, the University has proposed that the CDTA take over, on a trial basis, the night and weekend services, with night shift CSEA drivers moved to daytime posi- tions.

The CDTA is still considering the proposition, but if they ac- cept, may run into problems with Yankee Trails, which cur- rently provides weekend service to the University.

Mr. Knox stated, "We are satis- fied with the settlement and are grateful to the students for their support. If and when the issue comes up again we are prepared to fight it. And we will seek the aid of students again, if necessary."
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**Have Tight Budget, Will Travel**

Special workshops for local and state government officials faced with tight budget problems will take place in Los Angeles, March 15 through 17; Washington, D.C., April 5 through 7, and Chicago, April 26 through 28. The tuition for local and state government officials is $250. For further information, contact NTDS at 5028 Wisconsin Ave, NW, Washington, D.C. 20010, tel. (202) 966-3761.

**Erie CETA Jobs Going Begging**

ERIE CETA jobs are going unfulfilled despite high unemployment and the efforts of county, state and federal officials. "It's a case of having the doughnut but not eating it," said Paul B. Chastain, director of the Erie County Employment and Training Consortium.

**Suny Campus Efficiency Questioned**

State Comptroller Arthur Levitt has charged that numerous errors in reports received on the utilization of state university campuses makes it difficult to determine if the campuses are being used efficiently. The comptroller says much of the data on campuses received by his office are grossly inaccurate. He says his auditors found considerable excess space on at least four campuses.

**Buffalo Police Seeking $1,665 Pay Raises**

Buffalo police officials are negotiating with Buffalo city officials for a $1,665-a-year pay raise for police officers. The negotiations are expected to last several weeks.

**U.S. Seeking Loan Specialists**

WASHINGTON, D.C.—The U.S. Treasury Department hopes to hire an assistant director-administration for the agency's Administrative Programs Division communications section.

It is one of three federal positions categorized as a total of six vacancies—recently announced by the United States Civil Service Department. The other openings are marine shop and yards superintendent and mail clerk specialist. None of the jobs are in the New York City area but New Yorkers are eligible. The Treasury Department jobs in Washington, D.C., and the loan specialists are needed in Buffalo, Albany and Syracuse and the yards superintendent post is in Caven Point, N.J.

The filing deadline for all three posts is Dec. 16. Applicants for the treasury post must have three years experience analyzing administrative problems and solving them. They must also be able to maintain good relations with staff.

Three years planning and managing communications services experience is also required. There is no written exam for the $21,883-a-year post. Applicants will be rated on experience and training.

Applicants should contact the Treasury Department's Bureau of Alcohol, Tobacco and Firearms personnel division, employment branch, room 2258, 1990 Pennsylvania Ave, N.W., Washington, D.C.

(Continued on Page 15)

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**Mr. Murray Replaces Vlasto in $47,800-A-Year Post**

Mr. Murray replaces James Vlasto in the $47,800-a-year post. The former national political correspondent for the Chicago Sun-Times.

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(Continued on Page 15)
Seeking Satisfaction

Many of the changes in the Civil Service Employees Association initiated by its new president, William McGowan, are an attempt to streamline and upgrade the organization into a smooth running unit, able to respond more quickly to its members' needs.

We feel his efforts can only improve matters and bring about more benefits and better conditions for workers and more harmonious relations with state and local officials.

Changes, however, do not come without some discomfort. It is frequently easy to rest on one's laurels. We are pleased Mr. McGowan has chosen not to stand pat, but instead seeks ways to improve an already effective organization. That way, it will not only remain effective but will achieve even greater goals.

Last week, we praised Mr. McGowan for his tour of local CSEA offices and branches to obtain a better picture of the organization. Last week, we praised Mr. McGowan for his tour of local CSEA offices and branches to obtain a better picture of the organization.

The real irritant was the case of Secretary of State Benjamin H. stem. Mr. McGowan's tour included a meeting with the office of the Secretary of State, which is the office responsible for the conduct of elections. The Secretary of State's office has been the target of complaints from local CSEA members, who have accused the office of being inefficient and unresponsive.

The Secretary of State's office is responsible for the conduct of elections, and the CSEA has been critical of the office's performance. The CSEA has complained about long wait times for registration, difficulty in obtaining voting materials, and other issues.

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lest our staffers as a public employee union and may be in the public interest at the public employee’s expense.”

Robert Galler, Cortland County fire dispatcher.

QUESTION: What is your opinion of having the Civil Service Employees Association represent private sector and quasi-public employees as well as public employees?

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McDermott Is Own Toughest Critic

After Five Years

by DEBORAH CASSIDY

ALBANY—As the Capital Region
Civil Service Employees Assn. marks its fifth
year of existence, its president, Joseph McDermott, re-
turned to the Region for an interview.

No one could understand why a Region was needed in Albany, with its huge state capital, "noted the Region's first
president, Joseph McDermott, in an interview. Noting that the function
of a Region is to represent the member
in the best way possible, he added, "The Region has outdone itself in providing a differ-
ent and better manner of service. Now people wonder how we do it."

There can be no question about the capabilities of Mr. Mc-
Dermott and the Board of Directors. From its incep-
tion, about his role, it's good; it's the way we function and should function individually and collec-
tively. "It's good; it's the way it should be," he said.

He feels that rationalization was an advancement for the union
as a whole. By rationalization, he means a strong voice and a powerhouse to work with directly. A Region, he explained, can represent a separate staff which can be more effective because it is divorced from internal politics in head-
quarters.

In the beginning, he said, the Region had no control over the State's budget, but the Region has since a grasp over the organization of Locals only. "This is a very important advance," he said.

Among the most important changes he would like to effect is the addition of more staff. "The staff we have is very capable. We must realize that the Region needs them to run properly."

"The Region has provided a different and better manner of service. It's good; it's the way we function and should function individually and collectively. "It's good; it's the way it should be," he said.

"With employment dropping in the private sector and raising in the public sector, the CSEA, will be in the forefront soon," he concluded.

CSEA Wins PERB Backing
On Saratoga Springs Buses

ALBANY—A Public Employment Relations Board hear-
ing officer has found in favor of the Civil Service Employees Assn. in the improper Saratoga Springs City School bus Transportation Depart-
ment to a private contractor.

PERB hearing officer Louis J. Hargan, in his decision that "The record makes clear that the District went to sub-
contract solely to reduce the cost of its transportation pro-
gram. Because it obviously did not believe it could accomplish this through negotiations with Drivers Local 903, it decided to avoid those negotiations altogether."

"The PERB recommends that the District be ordered to:

• offer renegotiation under their prior terms and conditions of employment to those employees who are a part of the bargaining unit, Mr. McDermott will be attending the con-
frence, which is a series of workshops designed to educate school district employees who work in the areas of transporta-
tion, maintenance, food services, and secretarial.

The three expect to acquire more extensive knowledge about the way a school district oper-
ates, especially in terms of laws and regulations governing em-
ployment, administrative and fi-
nancial management, and public relations. They will get a first
hand view of the work employees do and the problems they en-
counter in their specific fields.

Mr. Fal ANO commented, "At-
tending the conference will give
the CSEA a chance to be a part of the employee's working environment. We'll have a chance to actually sit down and talk to school district representatives about our concerns for the em-
ployees. And, finally, it will help create a good image for the CSEA."
Collective bargaining specialist W. Reden Goring and Metropolitan Region II field representative Anne Chandler were among the estimated 75 frontline staff who attended the briefing last week.

Research is one of the important behind-the-scenes operations carried out by CSEA staff members. Capital Region IV research analyst Barbara Falman is shown here with headquarters researcher Walter Leubner.

Staff meeting provided opportunity for easternmost and westernmost regional supervisors to compare notes. Long Island Region I supervisor Edwin Cleary, left, listens to Western Region VI supervisor Lee Frank.

Long Island Region I public relations associate Hugh O'Hare, left, and headquarters research analyst Joseph Abbey look attentive during educational program for union staffers at three-day briefing.

Five new staff members started their first day as CSEA employees by attending the training session at Friar Tuck. From left are assistant public relations director Gary Fryer, Long Island Region I fieldman Clem Burchill, Long Island Region I fieldman John O'Sullivan, coordinator of school district affairs Arne Wilgus and Southern Region III public relations associate Marti Madory.

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CSEA president William L. McGowan, left, looks over agenda with two of his key advisors: chief counsel James Roemer, center, and Joseph Dolan, director of the newly created Office of Collective Bargaining and Field Services. The three-day staff meeting, called by Mr. McGowan, is believed to be first of its kind since CSEA has become one of the giant labor unions.

Intense Briefing For CSEA Staff

By PAUL KYER

CATSKILL—William McGowan, who has been touring the state for the past few weeks to listen and talk directly to the membership of the Civil Service Employees Association, of which he is president, took time out last week to call a symposium for the organization's professional staff.

The three-day session at the Friar Tuck Inn gave staff persons a chance to let down their hair on a variety of topics as well as to discuss some interesting and unusual facets of the problems they deal with in their various professional occupations.

A few of the discussion titles covered such areas as:

"Reducing the Credibility Gap and Building Trust With Members."

"Understanding CSEA Insurance Programs Without Being Salesmen."

"How to Cope With The Civil Service Law."

"Important Factors in Handling Disciplinary and Contract Grievances."

And then there was one of the most popular titles of the event—"Get It Out of Your System." It provided for both some astringent and good-humored give-and-take that, as several staff members noted, brought the seminar to a pleasant and rewarding finale.
GO TO HEALTH

By WILLIAM H. WILDFORD

The Life-Savers

Do you know what to do if the person you are eating with suddenly appears to be having a heart attack?

First, do not automatically assume the problem is a heart attack.

He might be choking on a piece of food. If he is grasping at his throat, you should establish an airway. Henry Heimlich, director of the Cincinnati Jewish Hospital, has developed a simple technique to dislodge objects caught in the throat. When the victim is standing or sitting, you stand behind him with your arms tightly around his abdomen, bend over at the waist, and put your hands clasped against the victim's abdomen. By pressing firmly on his abdomen with a quick upward thrust, you can dislodge the air from the victim's lungs and push the object upward through the throat. Repeat this several times, if necessary, until the food is dislodged.

A simple rule is that if you cannot hear the person breathing, your first act should be to give him artificial respiration. You can do this by pinching his nostrils shut, placing your mouth over his, and using your lungs to supply him with air. The simplest device for this is the mouth-to-mouth method. Seal your lips, place your mouth over the patient's, and begin giving breaths at the rate of about 10 per minute. Continue this until the patient begins to breathe on his own or until the emergency doctor arrives.

If your eating companion is having a heart attack—not choking—tell him to sit down, sit up straight, and breathe slowly. Once he has done this, you should give him artificial respiration by placing your mouth over his and giving breaths at the rate of about 10 per minute. Continue this until the patient begins to breathe on his own or until the emergency doctor arrives.

When the victim is lying down, you should give him artificial respiration by placing your mouth over his and giving breaths at the rate of about 10 per minute. Continue this until the patient begins to breathe on his own or until the emergency doctor arrives.

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When the victim is lying down, you should give him artificial respiration by placing your mouth over his and giving breaths at the rate of about 10 per minute. Continue this until the patient begins to breathe on his own or until the emergency doctor arrives.
The filing deadlines for the posts, which range in salaries from $30,998 to $4,900, are Dec. 21. 

Assistant hospital administrator I, which pays $17,770 a year to Frank, is considered a principal clerk's job at Harlem Valley Community Hospital. The filing deadline is Dec. 29. 

There is only one vacancy but the eligible list resulting from the test will be used to fill all vacancies at the college, my officials said.

Candidates must have been Rensselaer, Washington, Saratoga, Albany or Columbia County residents for at least four years prior to the exam. They must also be high school graduates with four years' clerical experience, or with four years' experience, two as a supervisor, or an equivalent combination of both.

Job applications should be sent to Rensselaer County Civil Service Commission, 140 Country Rd., Troy. 

Alan Campbell Says:

U.S. Pay System Is Contradictory

WASHINGTON — Alan L. Campbell, chairman of the U.S. Civil Service Commission, is supporting changes in the federal wage system, which, he said, are "contradictory, unwarranted and unnecessary for the equitable operation of the federal wage system." 

Mr. Campbell, endorsed maintaining federal blue-collar pay in line with prevailing local pay rates in communities, such as examination for these posts. Evaluation will be by training and experience.

Assistant hospital administrator I applicants must hold master's degrees in hospital administration, health services management or allied fields. Administration II applicants hope to complete a master's degree plus two years hospital administrative experience.

A Jan. 14 exam date is scheduled for the job which pays $31,312 a year to faculty associate coordinator—senior citizen's service project, a $10,714 post; audit clerk, $11,170; and vocational placement assistant, $9,405.

Manpower program manager supervisors must be college graduates with four years manpower or personnel training and placement and financial records review experience.

Senior citizen assistant coordinators should hold a master's degree and two years social work, community organization, education, health, recreation, experience; or a bachelor's degree and four years' experience. One year of gerontological experience can be substituted for one year of the other experience.

Audit clerk candidates should be high school graduates with four years clerical experience.

For vocational placement assistants, a high school diploma and two years clerical experience, one year of it being conducting interviews is required. 

Job applicants for five of the six titles must be Rensselaer County residents. Only assistant hospital administrator I is open to non-Rensselaer residents.

Open Continuous State Job Calendar

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You may contact 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.

State Office Building, First Floor, Building 1, Albany, New York 12239 (518) 457-2616.

2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248.

Suite 750, Genesse Building, West Genesse Street, Buffalo, New York 14002 (716) 842-4261.

Details concerning the following titles can be obtained from the Personnel Offices of the agencies shown:


Specialist in Education—NYS Education Department, State Education Building, Albany, New York 12224.


You can also contact your local Manpower Services Office for information on examinations.
HEALTH SYSTEMS

in metropolitan N.Y. area invites applications for the following positions:

Graduate degree in social work, business administration, nursing, or related area required. Preference given to those with experience in hospital administration or related field. Salary range $15,000-$35,000.

REVIEW SPECIALIST

Graduate degree in social work, business administration, or related field. Preference given to those with experience in hospital administration or related field. Salary range $15,000-$25,000.

PERSPECTIVES ON HEALTH

For consideration of the above positions, applicants must submit a letter of application, resume, and three references to: Dr. J. Smith, Director of Personnel, New Health System, 123 Hospital Street, New York, N.Y. 10010. Applications must be submitted by May 1, 1977.
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Unique Intricate Cross Necklace Design Made In Sterling Silver. 24" Rope Chain Included. Measures 2 1/2" By 2 1/2". $64.00

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If you want to know what's happening to your union dues to your chances of promotion to your next job to your next raise or COLA to your city

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Making Your Wife Happy in Retirement
Your Health in Retirement
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Your Retirement Residence
Making Your Husband Happy in Retirement
Making Your Wife Happy in Retirement
Your Health in Retirement
Medicare and Medicaid
Your Legal Affairs in Retirement
Using Your Leisure
Ways to Increase Your Income
The Woman or Man Who Retires Alone
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CITY

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(10)
THEY'RE ALL IN CSEA FAMILY

BUTRYM

LEFT: "At least" 11 years ago, Tax and Finance Local 660 secretary Helen Butrym became active in the CSEA as a Local representative. Husband Victor was also active as representative for now-disbanded Lottery chapter. Here she appears with newest Butrym union activist, son Paul, who is steward for Division For Youth Local 663.

MANNELLINO

ABOVE: The Mannellinos of Long Island have gone their separate but parallel ways in union activity. Fran is Pilgrim Psychiatric Center Local 418 corresponding secretary, and Lou is Transportation District 10 Local 508 first vice-president and Long Island Region I social chairman.

VALLEE

ABOVE: The Vallees both belong to Rensselaer County Local 842, but their reputations have been enhanced at other levels of the union. In addition to being Local delegate, Grace is a leading member of the statewide Social Services committee. John is a former member of the CSEA Board of Directors and former second vice-president of Capital Region IV. He still serves as a sergeant-at-arms for Delegate Conventions.

CRANDALL

LEFT: For years, Donald Crandall has been well-known within CSEA circles as the husband of Patricia Crandall, but now is an official delegate in his own right from Cortland County Local 812. Pat, meanwhile, continues to amass CSEA responsibilities as the most titled woman in the union: SUC at Cortland Local 605 president, Central Region V executive vice-president, statewide director representing Universities and State Executive Committee vice-chairman.

PERCY

ABOVE: It has been commonly acknowledged that the influence of Jefferson County Local 823 has been out-sized beyond what would be expected for a 900-member chapter. Credit for this has been given to the effective leadership of Eleanor Percy. Ms. Percy gave up the Local presidency earlier this year when her job with the courts was put under state control. Now she serves as interim president of Region V Judiciary Local 314. Looking over her shoulder is daughter, JoEllen, popularly called Jody, who is delegate for Black River Valley Local 615.

CARR

LEFT: Statewide CSEA secretary Irene Carr worked up the CSEA ladder of success by serving numerous terms as president of Oneonta Local 811 and as secretary of Central Region V. With so much CSEA dedication in the family, husband Wilbur, known as Zip, became active in the union, too, and has served as a delegate for SUC at Oneonta Local 811.

WEIDMAN

ABOVE: As the CSEA Board of Directors member representing Agriculture and Markets members, John Weidman is the most prominent member of the Weidman family, but not the whole story by a long-shot. Mother Mary has been an Employees Retirement System Local 423 delegate and father John Sr. is active in Mental Hygiene Central Office Local 672. But that only scratches the surface. The senior Weidmans also claim two daughters, another son, a daughter-in-law and a non-in-law as well as (on Mary's side) eight other close relatives in Audit and Central, Motor Vehicle, Commerce, Thruway, Correction and Health.
In Suffolk: Seek Insurance Execs (Continued from Page 5)

HAMPDEN—If you are a college graduate and have at least six years' experience administering large-scale insurance contracts, Buffalo County Civil Service officials want to see you. The two new positions are bi-weekly insurance manager.

A Unique Christmas Gift! Measure Maid™ Only $6.95 Ppd.

- Precise measurement of household products. Eliminates guess work. Just insert a standard or metric sized to the desired measurement and read result. No more, no less.
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- Convenience. MEASURE reduces the bother of opening jars and boxes. Just play with "matt" and "not enough."
- Includes 5 year guarantee.
- Spillproof funnel closes automatically. Prevents mess and waste. Powder remains resistant storage.
- Featured brushed and metric dial settings —from 1/4 teaspoon to 1 tablespoon in 1/4 teaspoon increments.
- Ideal for kitchen, office, camping, boating, and household use.

 State Has Speech Openings

ALBANY — State employees with at least a year's speech and hearing therapist, assistant audiologist or assistant speech pathologist experience are eligible for two promotional posts with the state Mental Hygiene Department.

Speech pathologist and audiologist posts are open for continuous recruiting by state civil service officials. Both posts pay $12,670 to start.

Speech pathologist job hopefuls must hold a speech pathologist license. Audiosists must be a Board of Audiology and Speech Language Pathologists and Therapists registered.

Candidates should file applications with Mental Hygiene Department agencies or the State Civil Service Department at either the State Office Building, Campus, Albany; Suite 750, 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.

Art On Display (Continued from Page 5)

"The jobs give our people work experience and a chance to develop their skills," said Westchester County Executive Alfred B. DeBella. "Almost 200 projects have been completed since March, creating nearly 1,400 new jobs."

The exhibit is part of the county-sponsored "Art in Public Places program.

U.S. Pay System (Continued from Page 11)

employed by the state Office of Court Administration, 270 Broadway, N.Y.

ADVERTISMENT

Finally The End Of The Cockroach

A new scientific development, tested and proven over a period of years, can now make the roaches and cockroaches and roach problem is so effective retail stores will not stock it because there is very little left of the roach problem. The manufacturer states "RO-CHER" not only kills roaches, but also will kill bed bugs, silver fish, preventing residual spray. And during that time they spread the powder into the walls going through the process of cleaning themselves. This habit permits the roaches to roach "RO-CHER" into the nest area and therefore the extinction of the roach problem. Each roach in 10 days the "RO-CHER" is sold directly to consumers. It costs $4.45 for 2 pounds (package handling) for a box container which is sufficient to prove a 9 room residence. To obtain "RO-CHER" go to your local hardware store, check your check or money order to JM Co., 6666 N 123 St. North Miami Beach, Fla. Or for further information please call 947-8321.
Westchester Parking Dispute
Settled For Judiciary Workers

WHITE PLAINS—An agreement reached between the Civil Service Employees Association and Westchester County officials has resolved the dispute over parking spaces for state employees of Westchester’s court system.

As a result of the settlement last week, 36 state employees will not be evicted from their parked vehicles at the Westchester County Courthouse, according to James J. Lennon, president of the CSEA’s Southern Region.

Following the closing of a country parking lot in White Plains recently, 350 state and county employees were ordered out of their rented spaces. The County then instituted a point system based on civil service grade and number of years worked to distribute the remaining spaces with state employees required to have more points than county employees to be eligible for a spot.

In a meeting held between CSEA officials and County Executive Alfred DeBello, the union charged the County with discriminating against state Judiciary employees in Westchester County by applying an inequitable evaluation system to determine eligibility for the limited number of spaces available. The union also maintained that the County had an obligation to provide spaces to all employees, including state Judiciary employees.

CSEA representatives who attended the meeting on behalf of the Judiciary employees were Robert Ros, statewide Judiciary representative to CSEA’s Board of Directors; James J. Lennon, Southern Region III president; Thomas J. Luposello, Region III supervisor; Michael Morello, Westchester County unit president, and Arthur Greco, a regional attorney.

When Westchester officials agreed to the demands of the CSEA representatives, the point system was adjusted to reflect a more uniform method of determining eligibility, and a total of 36 Judiciary employees were granted parking spaces. Included in this group was one court employee who, backed by the Service Employees International Union, was given a temporary restraining order in an effort to resolve the issue and gain a victory for the civil service.

Following successful talks between the CSEA and the County, SEIU was forced to drop the restraining order.

According to Pat Monachino, CSEA collective bargaining specialist for state Judiciary employees, the withdrawal of the restraining order was an indication of the SEIU’s failure to approach the dispute realistically. Mr. Monachino said, “CSEA addressed the issue directly, settled the dispute to resolve the problem, and received a commitment from the County to continue negotiating for additional parking spaces for all employees, including Judiciary employees. The SEIU’s remedy would have prolonged the problem for Judiciary employees, who would have still had to seek private parking lots at greater cost and with no guarantee of any success.”

Mr. Monachino cited the CSEA’s 15 years of experience representing court employees as a reason for the union’s success with Westchester County. “Representing janitors, custodial workers and cafeteria employees, as SEIU does almost exclusively, is not the same as representing professionals, which CSEA does by virtue of its membership.”

To Preserve Jobs
McGowan Requests Audit
Of Meyer Hospital Records

BUFFALO—Citing an interest in preserving jobs and “preventing an additional waste of taxpayers’ funds under the guise of an economy move,” William L. McGowan, president of the Civil Service Employees Association, last Friday requested that “books and records” of E.J. Meyer Memorial Hospital be made available to union auditors for examination “beginning on January 13, 1977.”

Mr. McGowan, in his telegram to Erie County Executive Edward V. Regan and acting hospital administrator, Jerry Alaffo, said he only wanted the “same privileges given to proponents of the transfers” of the county facility to private interests.

He said he was informed by officers of CSEA’s Erie County Local 815, which represents 1,700 white-collar workers at the hospital, that such books were “in fact made available to Dr. Argen and specified that officers of Buffalo General Hospital may also have been accorded similar treatment. Ralph Argen has been identified as leading a group of persons interested in operating the new facility built at $30 million facility, as has been Buffalo General Hospital.”

According to county sources, the county officials were meeting with Dr. Argen’s interests at the time Mr. McGowan made his request.

They had met for three days earlier with Buffalo General officials.

Mr. McGowan sent his telegram after consulting with telephone earlier in the day with the union’s new firm, Roemer and Featherstonhaugh, and said that the CSEA was prepared to proceed in the courts should his request be turned down by Mr. Nezan or Dr. Alaffo.

Mr. McGowan was particularly interested in the interests of the Argen group and said Mr. Nezan’s “apparent bias in favor of Dr. Argen was political” and that the so-called community-based group was made up of Mr. Regan and totally lacked representation from labor, and had only taken user input.

“It’s a giveaway of taxpayers property,” he said of the proposal.

Secret Report
(Continued from Page 3)

Evans Continues to Lead Rensselaer ED Local

At recent installation conducted by Civil Service Employees Association president William McGowan, officers of Rensselaer Education Local 811 were sworn in. Rensselaer Education Local 811 is now the largest local in the state with a president, vice president, and department heads as Local President.

Mr. McGowan is currently a representative of the educational field who contracts the CSEA.

EVANS CONTINUES TO LEAD RENNSSELLER ED LOCAL

Division chairman Joseph Lazaroff, Avondale Park unit president Fred Tontemain, Mr. McGowan, Evans, Schootabuck unit president Earl Green and president George Yoshinari and East Greenbush unit president Les Banks.

CSEA especially endorses a proposal to extend preferred eligible lists in the county, to job titles and permit employment in while broadening career opportunities and permit employers a method to leave dead-end positions.

“CSEA is also studying further a proposal a bill which would enlarge transfer opportunities between competitive class titles. It would, in the opinion of CSEA, reduce the number of exams members would have to participate in and increase opportunities and permit employees a method to leave dead-end positions.”

Meanwhile, the CSEA says it is continuing to study every proposal to determine union position and to detect any changes from earlier proposals.