

Delegates To Focus On Crisis In Negotiations With State At Meeting

Nassau Hopeful Of Favorable Decision From Federal Board

WASHINGTON, D. C.—Indications from knowledgeable sources close to the Federal Pay Board indicated at Leader presstime that the Nassau County Civil Service Employees Assn. contract will be approved this week.

Nassau chapter president Irving Flaumenbaum said at his office in Mineola that he was guardedly optimistic, but had received no word from Washington.

Such a ruling, following the anti-inflation agency's questioning whether increments must be considered as part of the package limited by the guidelines, would establish a nationwide precedent protecting the graded salary plan enjoyed by civil servants from coast to coast.

The Board last month had called a halt on the Nassau agreement, arguing that increments must be counted as part of the package that must come within the anti-inflation guidelines.

The Federal agency had said that, considering increments, the pact came to 0.4 percent and far (Continued on Page 8)



Nassau CSEA chapter president Irving Flaumenbaum, left, gestures while conferring with Rep. Norman F. Lent (R-East Rockaway) on action in Washington against Federal Pay Board challenge to Nassau contract.

Fact-Finder Upholds CSEA Demand For Reduction Of Steps To Full Pay In Suffolk

SMITHTOWN—A fact-finder's report of the Suffolk County negotiations has upheld the Civil Service Employees Assn. demand for a reduction in the number of steps to full pay.

But the proposed formula was unworkably complex, according to Suffolk CSEA chapter president Frank J. Imholz.

"It's peculiar. I've worked it out and found some enormous raises, up to 14 percent, but it bounces up and down so that

different employees would receive drastically different increases, Imholz said.

He asserted that talks were being readied with County officials in hopes of reaching a modification of the plan so as to provide for equal treatment for all employees. He indicated that both CSEA negotiators and County officials were disconcerted by the complexity of the

(Continued on Page 9)

Wenzl Warns Benefits Could Be Lost Without A Contract

(Special to The Leader)

ALBANY—The critical status of negotiations involving 140,000 State employees and the side effects the expiration of State contracts will have on thousands of local government workers has forced a change in next week's agenda for the Special Delegates meeting of the Civil Service Employees Assn.

Originally, Tuesday, March 21 had been set aside at the Concord Hotel for an all-day report on the findings of the committee to restructure CSEA. However, the absence of any progress whatsoever in CSEA-State negotiations for new State employee contracts beginning April 1, has forced CSEA president Theodore C. Wenzl to preempt the committee report to discuss the bargaining crisis.

Wenzl expressed reluctance and regret at having to defer the restructuring committee re-

port, "especially in view of the amount of time and effort spent in preparation and the bearing it has on the future operations of our organization. However, we are faced with a crisis affecting all of our members which requires immediate and detailed attention."

Retirement Benefits

Wenzl noted that absence of a contract on April 1 for State employees "could possibly result in a loss of many present rights and benefits. This includes many of the temporary retirement benefits which are extended yearly by the State Legislature, usually resulting from negotiated agreements. These temporary benefits, if not renewed, also affect local government workers," he said, citing such examples as the contributory aspect of the current retirement plan, continuation of the ordinary death benefit which provides three times the em-

(Continued on Page 8)

March 29 Deadline For LI Conference Officer Nominations

SMITHTOWN—Names of proposed candidates for office in the Long Island Conference of the Civil Service Employees Assn. should be submitted in writing prior to the March 29 meeting of the nominating committee, according to Conference president George Koch.

The meeting, at 7:30 p.m. at the Suffolk County Office, 330 Jericho Turnpike, Smithtown, will be for the purpose of determining a slate of officer candidates to submit at the Conference's next regularly scheduled meeting on April 8.

Committee members are Joseph Aiello, Kings Park; Irving Flaumenbaum, Nassau County; Joseph Gambino, Region 10; George Hanley, Suffolk State School; William Hurley, Long Island State Parks; Libby Lorio, SUNY at Stony Brook; Dolly Pearsall, Department of Transportation, and Ben Porter, Suffolk County.

The mail address is: Long Island Conference, 70 Linden Ave., Bethpage, N. Y. 11714.

Don't Repeat This!

Dems' Fighting In New Hampshire Race Is A Boon To Nixon

A retrospective view of the New Hampshire primary results must assail Democratic Presidential hopefuls with feelings of apprehension and frustration. On the one hand, the primary underscored the extent of Democratic disarray generated by conten-

(Continued on Page 6)

INSIDE THE LEADER

Political Action In Syracuse — See Page 9.

Tri-Conference Workshop — See Page 3.

Erie School Groups Seminar — See Page 16.

Eligible Lists — See Page 15.

Cite Federal Rule

Limit Several State Correction Titles To Minority Members

Correction counselor and correction trainee II positions have been placed as open for filing by the State of New York. The job bulletin specifies that candidates must have "ethnic identification with the black or Spanish-speaking communities" under a U.S. Government proviso.

Says Announcement No. 29-017: "A large percentage of the population of correctional institutions in New York State consists of members of minority groups, and it has become apparent that it is necessary to make available to them counselors who share a common ethnic background." These positions are federally funded.

Qualifications for the trainee II post ask for one year of graduate study in social work or a master's with a major in psychology, sociology or a related area. Also acceptable for this \$10,103 post is a baccalaureate plus two years in relevant group work or case work "dealing with the problems of the inner city."

Correction officer candidates must supply either a master's in social work or a bachelor's in a relevant major plus one year of

the aforementioned experience. As a substitute, you may have three years of group work or casework as indicated plus a bachelor's in any field whatsoever. Three years of teaching in a correctional setting is also adequate. Pay starts at \$12,103.

Obtain Announcements No. 29-017 and 29-016 for a description of duties.

April 3 marks the application deadline for the oral test; however, other tests are expected from time to time. Filing procedures are outlined on page 4 of The Leader.

Duffy Appointed

Mrs. Charles Duffy, of Leicester, has been renominated to the Board of Visitors of Craig Colonie School and Hospital for a term ending Dec. 31, 1978.

Stories On Pension Abuse Earn Award For Albany Writer

(Special to The Leader)

ALBANY—Arvis Chalmers, Capitol correspondent for the Albany Knickerbocker News-Union Star, who is well known to public employees for his stories on State and local government, has been awarded the New York State Publishers Assn. Citation for Distinguished Local Reporting for his series last summer on State pensions.

Chalmers, who has covered State government since he came to Albany in 1947, was instrumental in bringing to the attention of the public last spring, in numerous stories, the wasteful and extravagant spending by the State on consultants while thousands of rank-and-file employees were being laid off because of budget cutbacks.

The State award was presented to Chalmers last week for his series of nine stories on abuses in the State Employees Retirement System. The stories vividly portrayed how high-ranking elected and appointed State officials, friends of politicians, associates of top State office holders, lobbyists and others, received or were eligible for lucrative pensions.

Chalmers made it clear to the readers of his newspaper in his kickoff story that while the so-called "fat cats" and those involved in politics were riding the pension gravy train, it was a different story for rank-and-file employees.

He went on to point out just how low the retirement allowance was for the average State worker.

A two-time winner of the coveted annual award of the Legislative Correspondents Assn., the veteran reporter has been the public's watchdog on State spending and the awarding of political favors.

Press Prin. Account Clerk Recruitment In Suffolk County

Principal account clerks are coming in for recruitment emphasis in Suffolk County. Many vacancies are expected to exist for open-competitive entrants who file by March 22.

Residence is not included among standards; rather, requirements stress high school graduation plus six years in bookkeeping or a satisfactory equivalent. Additional training may be substituted for experience for the job, which offers \$320 biweekly.

Test content includes material on elementary accounting, arithmetic and interpretation of written material. See Exam Notice No. 12-187 for details on the April 22 written test.

To obtain an application, contact: Suffolk County Civil Service Department, County Center, Riverhead, N. Y. 11901.

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Investigator Eligibles

This list of 870 eligibles was established on Feb. 10. Competing on the basis of training and experience on open competitive Exam No. 1058 for investigator were 1,041 candidates, who filed between Nov. 3 and Nov. 23, 1971. Salary is set at \$7,500.

This list will be in effect for at least one year, during which time eligibles will be considered for appointment in order of highest score, in the order listed below. According to civil service law, agencies may select one out of three eligibles certified from this list when job vacancies occur.

Scores of this group of eligibles begin at 77.0.

(Cont. from Previous Editions)

181 Carlos H Rivera, Jack H Walsh, Harold L Sussewell, Theodore A Palmer, Milton Tarasuk, Jack Livingston, Louis Stein, Patrick J Manning, Irving C Gendelman, Brian F Dunne, Robert G Mazzucco, Michael Scherr, Michael J Manzollilo, James G Cleary, Eugene Oliver, Clayton B McCarthy, Eugene S Goldin, Morris Gilman, Walter G Zeumann, Arthur Silkman.

201 Edward T Campbell, Ashley Cobbs Jr, Leonard H Held, Tosca Passudetti, Pinky R Crawford, Rosa G Hargrove, Albert

M Cohn, Leon Levy, Vontelle L Hansley, Susan E Schnapf, Annie W Brown, Edward V McNair, Jerry F Halloran, Robert G Ferrette, Lonnie W Plante, Wilma B Bryant, John D Drake, Alfred Crumley, Augustin Matos, Max

221 Elijah McMillan, Rene Raetz, Wendell W Su, Alice B Silverstin, Anwar M Kassem, Lawrence J Julliano, John H Armwood, Thomas P McSweeney, Wayne W Miller, Justine S Sanders, Leonora Thompson, Chaya E Tversky, Martin Grower, Sidney Steinberg, Thomas P Cullen Jr, Frances McQuaise, Jean A Kline, James P Devlin, Katherine Gambino, Charlena L King.

(To Be Continued)

Ms. Maroun Apptd.

Ms. Camil Maroun, of Tupper Lake, has been nominated for a membership on the Board of Trustees of Sunmount State School for the Mentally Retarded. Her unpaid term would run to Dec. 31, 1976.

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*from Buffalo\$204 plus taxes

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K-3056, K-3065: MR. SAM EMMETT, 1501 Broadway, Suite 711, New York, N.Y. 10036. Tel. (212) 868-3700.
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RE-ELECTED — John DuPilka, center, has been re-elected president of the Town of Poughkeepsie unit, Civil Service Employees Assn. Other officers recently named include, from left, Frank Kurdi, sergeant-at-arms; Joseph S. Angelo, secretary; Thomas Hanaburgh, treasurer, and David Gunn, vice-president. Also elected to serve as chairman of the board of directors was Joseph Perrotta. Other members that will serve the board are Thomas Mollica, Frank Lloyd and George Knapp.

Six Upstate Chapters Meet On Restructuring

PLATTSBURGH—Representatives of six State and county chapters of the Civil Service Employees Assn. in Clinton County heard CSEA second vice-president A. Victor Costa outline the report the Committee to Restructure CSEA will submit to more than 1,000 delegates when they convene at the Concord Hotel later this month.

Costa told the gathering at the Howard Johnson Restaurant in this upstate city of the work the committee he chairs has done in the last year, pointing out that the proposals to streamline the organization from within were not the committee's, but came

directly from the members.

The CSEA official explained that the committee had crisscrossed the State, visiting Conferences, chapters and units seeking ideas and suggestions aimed at improving communications and expanding the operations and services CSEA provides to its 200,000 members. Costa noted that more than 900 suggestions had been received by the committee at meetings and through the mails, and that many of these were included in the report. He pointed out that the report will be presented on March 21 to the delegates in several phases, each dealing with a specific area of organizational structure.

Asks Close Attention

He called on those attending to "give close attention to each proposal since they directly benefit and affect their individual roles as a CSEA member."

Barbara Duesberg, president of the State University chapter at Plattsburgh, arranged the meeting and introduced Costa. Marvin G. Nailor, assistant director of public relations, and John P. McGraw, field representative, who was recently assigned to service State and County members in Clinton County, spoke briefly. Donald Brouse, the outgoing field representative who has been assigned to another area in northern New York, was also introduced.

Named To Sullivan Chapter P.R. Post

President Jack Nemerson of the Sullivan County chapter of the Civil Service Employees Assn. has named Reuben Cohen as director of public relations and planning. His duties will include planning for chapter participation in conventions and conferences, picking meeting facilities and accommodating out-of-County CSEA members who visit the chapter.

Cohen, an employee of the Department of Social Services, has many years of business experience in Sullivan County. "It is only because of his exceptional expertise," said Nemerson, "that we created the position. Mr. Cohen's knowledge of food, hotels, restaurants and catering makes him invaluable to us."

Cohen has volunteered to assist any State or local chapter, division or conference of CSEA in selecting accommodations in Sullivan County.

CSEA MEETING CALENDAR

March

- 19—Mental Hygiene Employees Assn. officers meeting, Concord Hotel, Kiamesha Lake.
- 20—Mental Hygiene Employees Assn. general meeting, 10 a.m., Concord Hotel, Kiamesha Lake.
- 20-24—Statewide Delegates Meeting, Concord Hotel, Kiamesha Lake.
- 27—Capital District Conference meeting, 5:30 p.m., Dusan's, Colonie
- 29—Long Island retirees' chapter organizational meeting, 1 p.m., Robin's Hall, Central Islip State Hospital.
- 29—Long Island Conference nominating committee meeting, 7:30 p.m., Suffolk County Office, Smithtown.

April

- 8—Long Island Conference meeting. Time and place to be announced.
- 16-18—Tri-Conference Workshop (Long Island, Metropolitan, Southern), Kutsher's, Monticello.
- 21-22—Central Conference meeting, Holiday Inn, Cortland.

Settle Six-Month Dispute

Jefferson County Employees Win Fully Paid Hospitalization

(From Leader Correspondent)

WATERTOWN—A six-month labor dispute between Jefferson chapter, CSEA, and the Jefferson County Board of Supervisors ended March 7, with the agreement that the County would pay the full cost of hospitalization for its more than 500 employees.

Also included in the pact was the agreement that the Board would also pay 80 percent of the cost of the employee's family hospitalization coverage.

Approximately 200 employees voted by a show of hands to accept the Board's final offer, which will cost the County in the neighborhood of \$60,000 for the added fringe benefits. There was no offer of a wage increase made by the County.

However, the agreement signed by CSEA and the Board will mean an increase of \$3.04 in take-home pay for single employees in their bi-monthly checks and an additional \$7.38 for employees with families.

The Board, meeting earlier that day, unanimously approved the offer made by its personnel committee to the local chapter's negotiating team. The committee will now decide if the added fringe benefits should be retroactive to Jan. 1.

Last month, just prior to a public legislative hearing, the County offered the employees a one percent across-the-board salary increase and also offered to increase its contribution to the hospitalization plan by 25 percent. The County and the employees now share the cost 50 percent.

CSEA rejected the offer at a general membership meeting.

Negotiations began last October as a result of a reopener clause in a two-year contract, which expires at the end of this year. Talks were at impasse and, after mediation and a fact-finder from PERB failed to produce

any results, the legislative hearing was called by the Board.

The fact-finder, Dr. Robert W. Rock, Oswego, had recommended that the employees receive a 5.4 percent cost-of-living wage hike and that the contract be

changed to cover all of the employee's hospitalization insurance.

The supervisors rejected the recommendations of the fact-finder at an informal meeting of the board.

Tri-Conference Workshop Set For Kutsher's In April

MONTICELLO—The annual Tri-Conference Workshop, sponsored jointly by the Long Island, Metropolitan and Southern Conferences, has been set for April 16-18 at Kutsher's Country Club here.

Reservations for room accommodations should be made directly with Kutsher's (see reservation form below).

For persons staying Sunday evening, the rates are listed as \$39 for single occupancy; \$34 for double, and \$27 for three or four persons. These rates are subject to six percent sales tax. A \$10 deposit per person is required to confirm the reservation.

Four meals are included, as well as a private cocktail party and gratuities for the dining room staff and chambermaid. In addition, there are entertain-

ment, dancing and various sporting and recreational facilities.

A special rate of \$11 per person has been established for those delegates who wish to stay over Monday night also. This includes breakfast Tuesday and gratuity.

Among the instructions outlined by Sam Emmett, accommodations chairman for the event, are: arrival time between 2 and 3 p.m., registration in Main Lobby, and check-in time at 4 p.m. Cakes and coffee will be available on arrival at a hospitality room.

Niagara Forms Grievance Panel

LOCKPORT—The Niagara County Legislature has created a grievance committee to deal with municipal employee unions. The committee's formation was considered a significant step forward for the Niagara County chapter of the Civil Service Employees Assn., which backed creation of the panel.

It was also considered an unprecedented move for the County to establish a special panel to hear complaints of County employees.

The Legislature specifically charged the committee with hearing grievances and advising the County personnel office on the matters.

Two For Rome

The Governor has appointed Jane G. Allen, of Lyons Falls, to the Board of Visitors of the Rome State School, for a term ending Dec. 31, 1977. At the same time, the Governor reappointed Muriel S. Duke, of Rome, to the Rome State Board for a term ending Dec. 31, 1978. There is no salary.

Pass your copy of The Leader on to a non-member.

Metropolitan - Southern - Long Island Conferences

CSEA WORKSHOP

April 16-17-18, 1972

RESERVATION FORM

Date
(Kindly Print)

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Address

City, State, Zip

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Tel. No. Business

How Many in Party

Ladies Gentlemen Couples

Rate

Date of Arrival

Date of Departure

Amount of Deposit

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City Eligible Lists: Sanman Trainee & Social Work Supv.

CIVIL SERVICE LEADER, Tuesday, March 14, 1972

EXAM NO. 1247 SANITATION TRAINEE MODEL CITIES

This list of 680 eligibles was established on March 2 for sanitationman trainee, Exam No. 1247, in the Model Cities program. Filing was accepted from Sept. 22 to Oct. 13, 1971, during which time 2,869 applied. Only 969 appeared for the qualifying written exam on Oct. 30, which 288 candidates failed. Salary on appointment is \$5,700 a year. Names are listed in order of highest score; the list will be continued in coming editions. Highest score on this week's installment is 96.5.

(Cont. from Previous Editions)

41 Miguel A Reyes, Robert C Mashburn, Reginald Smith, Weldon G Bradford, Angelo Blenford, Lester M Bell, Ronald E Bentley, Paul H Chatman, James E Curtis Jr, Vincent Dukes, Kenneth D Richardson, Perry Moore, Jessie J Bonner, Jerome Stephens, Harry A Vesprey, Robert Isaac Jr, Carl E Parran, Leroy Gatewood, Luis E Roman, Joe B Nogue.

61 John Martinez, Patrick Palmer, Wilbert Brown, Bernard Daniels, Miguel A Martinez, John J DeJose, John J Russo, Cecilio Vazquez, Thomas J Diaz, Celso Valentin, Earl N Wingfield, Robert Sweitzer, John T Alevs, Usberto Ortiz, Curtis Jenkins Jr,

Limmie L Torbert, Stevens Gibson, Salvador Negron, Eugene G Abott, William Smith.

81 Edwin Cuevas, Donald E Fobbs, Norman Robinson, William G Riddick, Ronald Johnson, Wallace K Diamond, Richard M Cuttone, John R Spencer, Robert Bush, Miguel A Rosario, Byron M Andrews, Lonnie Segars, Thomas Francis, Mark B Seale, Leroy D Bass, David Sierra, Wesley Simpkins, Esteban Fernandez, Bartolo E Rodriguez, Leroy Holmes.

101 Lanel Libran, Anthony Robinson, Charles B Calloway, James St Clair, Eddy M Weiss, Earl L McDougle, Winston L White, Tyrone Higgins, James Dandy, Rudolph Gatewood, Isaac Barr,

Benjamin W Grant, Aubrey Bass, Raymond Buttacavoli, Nathaniel Williams, Dwight F Robinson, Herbert Champagne, Harry L Davis, George P Woods, Robert C Webb.

121 Luis M Velez, Ronald G Henderson, David Hargo, Jose A Stultz, Albert Coard, Garty T McCormick, Jeffrey C Smith, Cecil Kelly, Douglas Allen, Charles E Little, Juan Delgado Jr, Johnny Gary, Glen T McNair, Carlos R Hernandez, Herman S White, Charles A Wilson, Clarence Green, Robert L Barnett, Raymond Baucom Jr, Robert Turner.

141 Marion N Singleton, Robert F Russo, Ronald Bailey, George A Cohen, Louis A Reyes, Victor M Sanchez, Eugene C Torres, David E Brown, Ronald F Sexton, Nelson Torres, Vincent V Saporito, Reynaldo Pacheco, James E Clark, Gary J Harris, Larry Wilson, Luis J Rosario, Errol A Jackson, Marcus L Ervin, George R Swindell, Reginald B Graham.

161 Stephen J Butler, Kenneth Davis, Ulysses Peoples, Irving White, James A Ryan, Gregory T Berger, Rufus F Horton, William McDougal, Isaiah Miles, Vernon Hermon, Wilfredo M Diaz, Hugh Meggs, Cordell T Robinson, Louis F Aiken, Irving E Halcombe, Robert T Marone, Pedro M Rivera, Edwin R Matos, Carols G Nieves, Gilbert Cirilo.

181 Martin Roebuck, James Plowden Jr, Willie Chambliss, George Solomon, Modesto Clemente, Dennis Soto, Carlos Figueroa, Roland Williams, Louis S Clavarella, St Joseph Middleton, Samuel J Waddell, Carl J Fluellen Jr, Earl Tribble, Anthony F Testaverde, Leo West, Albert A Chambliss, Patrick E Holinski, Alexander Rios, John McConey, Hector Martinez.

201 Archie C McCoy, Sullivan V McKissic, John P Tacinelli, Alexander Victor, John D Lopez, John Gladden, Julio Garcia, Pat J Palazzo, Miguel H Rivera, Norman I Brudington, Otto J Torres, Robert B Burton, Hubert Langley, Ruben Saltares, Oddis H Tubbs, Sotero Yambut, Richard E Cohen, Andrew J Beard, Albert Graham, Samuel G Allen.

221 Johnny Robinson, Charnier Sims, Thomas Jefferson, Edwin D Elliott, Luis A Medina, Michael Williams, Angel Garcia, Al Lewis, Elias Deliz, Robert L Riddick, Lawrence L McCassling, Daniel Zeigler, Macdonald Griffith Jr, Melvin Davis, Eugene Williams, Patrick J McGuire, Frederick Bucalo, William Rivera, William Rivera, Alvin Floyd, Jose Lopez.

(To Be Continued)

EXAM NO. 0713 PROM. TO SUPERVISOR II SOCIAL WORK DEPT. SOCIAL SERVICES

On Feb. 17 lists were established for promotion to supervisor II (social work) for the Housing Development Administration, the Department of Social Services, and the Housing Authority. Called to take Exam No. 0713 were all 474 persons who filed; 422 appeared for this written exam on June 19, 1971; 282 were declared eligible; 140 candidates failed the test. Filing was open from April 7 to 27 and May 17 to 21, 1971. Basic salary is \$9,900 to \$14,925; a master's degree in social work raises salary from \$11,100 to \$16,125.

(Cont. from Previous Editions)

21 Judie H Heap, Patricia L Burton, Joyce G Chin, Laura F Mazzei, John J Duignan, Janice Locker, Tojiko K Ono, Roger S

Muney, Joseph E Smith, Sheldon Blitstein, Everett A Fox, Stephen E Jacobs, Margaret R Wolf, Sarah Zwiebel, Philip D Murray, Amanda A Devoe, John M Mullarkey, Roger F Thomas, Marianna Paluszewski, Cladis W Hannah.

41 Ethel L Blackman, Loretta R Garber, Dolores P Dileonardo, Robert Schweitzer, Martin H Bokser, Judith A Lee, Vincent Mas, Warren W Kass, Diane E Kampf, Dominick J Angiolillo, Adolf Kleinberg, Morris H Friedberg, John M Toman, Stanley Boim, Mary A Jenkins, Patricia A Delaney, Allan V Kaufman, Maurice Fleischmann, Paul J Tendler, James M Flanagan.

61 Sandra E Wade, Samsor Mataraso, Arthur A Stukas, Stephanie Rogall, Melvyn F Hester, Kay S Nathanson, Julia Douglas, Richard V Mingola, Lenore Y Schlossberg, William Moore, Fredda H Katz, Ralph M

(Continued on Page 12)

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 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

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

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge). For advance information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: **Board of Education**, 65 Court St., Brooklyn 11201, phone: 596-8060; **Board of Higher Education**, 535 E. 80th St., New York 10021, phone: 360-2141; **Health & Hospitals Corp.**, 125 Worth St., New York 10007, phone: 566-2990; **NYC Transit Authority**, 370 Jay St., Brooklyn 11201, phone: 852-5000.

STATE—Regional offices of the Department of Civil Service are located at: 1350 Ave. of Americas, New York 10019, phone: 765-3811; State Office Campus, Albany 12226; Suite 750, 1 W. Genesee St., Buffalo 14202. Applicants may obtain announcements either in person or by mail.

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

Judicial Conference jobs are filled at 270 Broadway, New York, 10007, phone: 488-4141. Port Authority jobseekers should contact their offices at 111 Eighth Ave., New York, phone: 620-7000.

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its weekday hours are 8:30 a.m. to 6 p.m.; for Saturdays, 9 a.m. to 1 p.m. Telephone 264-0422.

Information on vacancies with the U.S. Postal Service can be obtained 9 a.m. to 5 p.m. at the General Post Office—Room 3506, New York 10001. Applications are also available at main post offices in all boroughs.

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Name _____

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Place of Employment _____

Employee Item No. _____

P.S. Don't forget, new employees can apply for basic CSEA Accident and Sickness Insurance non-medically during the first 120 days of employment, providing their age is under 39 years and six months.

BUY
U.S.
BONDS

April 10 Deadline

Launch Recruitment Drive For Laundry Supervisors

At present, five State agencies are seeking candidates to file for laundry supervisor and head supervisor. The first post pays \$7,294; the second, \$8,170. These open-competitive jobs exist statewide, and filing will remain open until April 10.

Involved in the hiring are: Department of Correctional Services, Health, Mental Hygiene; Narcotic Addiction Control Commission; Division for Youth.

The supervising title asks applicants for two years in a large commercial or institutional laundry, one as a supervisor of employees or working patients. Four years of such background meets the requirements for head supervisor.

May 13 is the scheduled exam day. Candidates can anticipate being quizzed on laundering procedures, work scheduling and supervision as well as maintenance of power laundry equipment. Exam notices Nos. 23-592 and 593 provide more details.

St. Patrick's Shindig

St. Patrick's Day, March 17, will be celebrated with an open house meeting by the Sanitation Department's Irish American Assn. Festivities start at 6 p.m. in the 42nd Infantry Armory, 14th St. & 6th Ave., Manhattan.

Insofar as duties, the laundry supervisor inspects all units of the laundry and requisitions laundry supplies, while the head supervisor assigns duties and maintains time and production records.

State filing procedures appear on page 4.

Stress Exp. Needed To Become Pressman

Four open-competitive jobs loom on the horizon for pressman, cylinder press. The openings are situated in the New York City Police Department and start at \$6.70 hourly.

Needed to qualify are five years as a pressman on a cylinder-type printing press. Also acceptable are three years of such experience plus a paid apprenticeship or related educational training to make up a total of five years. The pressman's job involves performing journeyman tasks in setting up and operating the cylinder printing press in letter-press work. Announcement No. 1151 gives a full description.

Suffolk Searching For Lifeguards; Nonresidents Invited To Join Filing

A large number of lifeguard positions are now available in Suffolk, and applicants need not live there to qualify. Candidates must take a pool and still water test at designated locations. Salaries vary by locality.

These walk-in tests are given on Wednesdays and Fridays at 7 p.m. generally, beginning April 21. Subsequent tests are slated for May 3, 11, 24 and June 8, 19 and 30. In addition, a special Saturday test has been scheduled for June 24.

There will be a first aid written test, too, and candidates will be asked to demonstrate their proficiency in performing standard life saving techniques. Successful candidates will be mailed certification cards, valid for a three-year period.

At the time of the test, presentation must be made of a life

guard application form and a birth or baptismal certificate. Law provides that a lifeguard must be age 16 or above.

Among the various test centers are: Connetquot HS, Bohemia; W. Islip HS, West Islip; Central Islip HS, Central Islip; Sachem HS, Lake Ronkonkoma; Hauppauge HS, Hauppauge; Ward Melville HS, Setauket, Smith Pt. Park in Shirley and Barrett Beach in Sayville will be used for ocean tests.

Further information may be received from the Suffolk County Civil Service Department, County Center, Riverhead 11901.

Clerk Pool

There were 401 appointments made to the title of clerk in the March 2 and 3 hiring pool conducted at 55 Worth St., The Leader learned last week. The Social Services Dept. leads the hiring with 296 appointments.

Of the 1,048 eligibles called, 552 failed to report and 95 declined appointment. The last number appointed was eligible No. 7,999 from the list established Feb. 5 from Exam No. 9084.

Salary on appointment is \$5,200 per year.

CIVIL SERVICE LEADER, Tuesday, March 14, 1972

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TUESDAY, MARCH 14, 1972

Crisis In The State

ONLY last week, these columns asked, "Whatever happened to good faith negotiations?" in New York State and as of Leader deadline that question had reached crisis proportions. With a little more than two weeks before the expiration of contracts between the Civil Service Employees Assn., covering over 100,000 workers in four bargaining units, and the State, not an inch of improvement had been made toward decent and honest negotiations.

This crisis is every bit the State's doing. To have come down to the wire like this without one decent offer to its dedicated work force is an utter abandonment of governmental responsibility. Inflation and the accompanying erosion in purchasing power has affected public employees deeply. They do not have the usual weapon of the strike to force their demands. They have no assurance that the value of their pay checks will stop declining.

No one in the State Legislature or the Administration can expect that civil servants will allow themselves to become economic serfs because of a failure on the part of government to recognize that one of the greatest priorities in the State's budget absolutely has to be a decent living wage for the people who make government function.

The State must abandon its brinkmanship in negotiations and make an immediate move in the area of honest bargaining. There is practically no time left.

Silence, Please!

WE ARE glad to report that the Patrolman's Benevolent Assn. and the City's Office of Labor Relations are back at the bargaining table.

Now we can only hope that Police Commissioner Patrick Murphy will maintain sufficient silence to let the talks come to fruition. The acrimony he sparked last week with his gratuitous remarks about firemen and sanitation workers is still smoldering among members of those two forces and one more touch of foot-in-mouth disease will easily cause the talks to go up in smoke.

Silence, please!

Don't Repeat This!

(Continued from Page 1)
 tiousness among the candidates. On the other hand, in startling contrast, the primary also showed that President Richard M. Nixon is firmly entrenched in the hearts of Republican voters, impregnable from Republican attack from either the right or the left.

In the Republican primary, Congressman Paul N. McCloskey, campaigning against the President on his handling of the Vietnam war, polled 20 percent of the vote and is likely to abandon the race to safeguard his Congressional seat. Congressman John N. Ashbrook of Ohio, running against the President on economic policies and on the opening of communication channels with Peking, received 10 percent of the vote. The total number of votes cast in favor of the President's opponents does not suggest any vulnerability of the President to attack from within Republican circles.

Indeed, much of the anti-Nixon vote may reflect the typical American sympathy for the underdog, a salute to the gallantry of those who dare the impossible fight, much like the Japanese honored their Kamikaze pilots. When Republican voters on Election Day are confronted with the choice of President Nixon against his Democratic opponent, they will pull the Republican lever, even though in some cases with misgivings.

Hard Road For Dems

Moreover, while Democratic aspirants are faced with a long road ahead of bitter state primary fights, which will exhaust Democratic campaign financing resources and energies while generating conceivably irreconcilable and enduring antipathies, President Nixon sits above the battle discharging White House responsibilities. These include the organization of a coordinated, far-reaching attack on heroin and other drug pushers, a crusade against cancer, and plans for a summit meeting in Moscow.

Thus the public gets a picture of a President who is dedicating all his energies and talents for the American people, while Democratic contenders are busily engaged with charges and countercharges as to sources of campaign contributions and debates as to whether Senator Edmund Muskie stumbled to victory in New Hampshire or whether in getting less than 50 percent of the vote, he suffered mortal defeat.

In view of the serenity at the White House and the conflicts among Democrats, it is hardly surprising that public opinion polls show President Nixon improving his position with the public. This by no means suggests that the election is over and that President Nixon will be elected to a second term.

Nixon's Problems

The President remains confronted with an intractable economy, with high unemployment, especially among ghetto dwellers and the young. For the first time in a Presidential election, 18 year olds will be permitted to vote, a change that will add some 11 million new voters as against those eligible four years ago. There is no way of assessing how the youth will go, as between experts who think the young will vote like their parents and other experts who are con-

Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.

Wage Freeze Pay Adjustments

SINCE AUG. 15, 1971, when the wage freeze went into effect, many questions have arisen regarding retroactive pay increases. Therefore, an attempt will be made here to analyze the regulations and suggest procedures to be followed to obtain the retroactive increase for employees affected by category II and category III pay adjustment. A category II pay adjustment means a pay adjustment which applies to or affects from 1,000 to 5,000 employees. A category III pay adjustment is one which affects less than 1,000 employees.

SECTION 201.15 of the Pay Board Stabilization Regulations applies to wage increases provided for prior to Aug. 15, 1971, for which funds have been raised or provided. Subject to the provisions of this section, wage and salary increases which were withheld because of the wage freeze are payable if such increases were provided for by law, contract, agreement, or established practice prior to Aug. 15, 1971, and taxes were raised, appropriations were made, or funds were otherwise raised or provided for in order to cover such increases.

A CATEGORY II or category III employer may, at his option, institute the retroactive increase himself, after determining that the regulations justify the payment. The employer must then certify by letter to the appropriate district director of the Internal Revenue Service that it has complied with the Pay Board requirements in granting the raise. The payments of the increase may begin 20 days before certification is made to the Revenue Service.

THUS, IT WOULD appear that the most convenient method of obtaining the retroactive increase, providing it appears that such an increase is permissible under the regulations, is to persuade the employer to make the payments and then notify the Internal Revenue Service within 20 days thereafter.

IF THE EMPLOYER is reluctant to take the route mentioned above, then any party having an interest in the dispute may apply to the Internal Revenue Service for a determination that the requirements for the payment of the retroactive increase have been met. The Service will then notify the parties of its determination. Payment must commence within 20 days of a favorable determination.

SPECIFIC CRITERIA have been set forth in the regulations which the Internal Revenue Service must follow in making a determination as to whether a wage or salary increase was provided for by law, contract, agreement, or established practice prior to Aug. 15, 1971. The answer should be in the affirmative if the amount of the wage or salary increase was determined and definite prior to Aug. 15, 1971, and either a contract was executed, entered into, or became effective prior to Aug. 15, 1971; or a law, ordinance, or resolution, or a rule, regulation, or decision of a governmental agency became effective or was finally enacted by signature of the chief executive of the governmental unit prior to Aug. 15, 1971, or became final by failure of the chief executive to veto it prior to Aug. 15, 1971.

A DETERMINATION that taxes have been raised, appropriations have been made, or funds have otherwise been raised or provided should be forthcoming if new taxes were enacted or levied or existing taxes were increased prior to Aug. 15, 1971, which provide revenue for the fiscal year in which the wage salary increase is to take effect; or an employer has taken action prior to Aug. 15, 1971, which has otherwise raised or provided funds to provide for the wage and salary increase.

Spark New Ideas

Two Fire Department members have been granted \$25 awards for winning employee suggestions, Commissioner Robert O. Lowery announced last week.

The two are Lt. Vincent Pandolfo of Ladder 162, and Fireman Richard J. Bonadio, a member of Ladder 108.

Test Ingredients

The February filing period saw 144 candidates apply for head dietitian, for which a written test is set on April 15.

Questions are planned dealing with administration and supervision; foods and food preparation; principles of sanitation; principles of cost control; safety, and techniques of training.

vinced that the young will vote against the establishment.

What clearly emerges at this early date is that the President

is in the cat-bird seat, while Democrats are scrambling in internecine combat in search of a candidate.

Questions and Answers



Q. I am 65 and drawing a railroad pension. I also have farmed and paid social security taxes on my farm income. Can I draw the railroad pension and social security retirement benefits at the same time?

A. Yes. If you qualify for benefits under both the railroad and social security law, you may draw benefits from both at the same time.

Q. Will rental income count toward the \$1680 per year that I'm allowed to earn and still receive all my checks?

A. No, in figuring the \$1680, you count only wages and self-employment income.

Q. In 1968 I worked for a company that lost money and quit operations. Now I'm wondering if they reported my wages to social security. What can I do about this?

A. First of all, you should check your social security record to see if your wages were reported. We are sending you a card to fill out, sign and mail to our central accounting office in Baltimore. In the meantime, hold on to your withholding slip (Form W-2) or pay slips to assist in our investigation in case the wages were not properly reported.

Letters To The Editor

Attica Families Grateful For Aid

Editor, The Leader:

The wives and families of the six guards and four civilians slain in the riot at Attica State Correctional Facility are most grateful to the uniformed personnel and others in State service who came to Attica to form guards of honor for our men.

Our heartfelt thanks goes to the State institutions that sent money, flowers, mass cards and sympathy cards.

Mrs. William E. Quinn, Deanne and Christine, Attica
 Mrs. Elon F. Werner and Family, Attica
 Mrs. Ronald D. Werner and Family, Attica
 Mrs. Elmer G. Hardie and Family, Attica
 Mrs. Edward T. Cunningham and Family, Attica
 Mrs. Herbert W. Jones, Jr. and Heather, Attica
 Mrs. John G. Monteleone and Family, Attica
 Mrs. Richard J. Lewis and Family, Batavia
 Mrs. Carl W. Valone and Family, Batavia
 Mrs. John J. D'Arcangelo, Jr. and Julie Ann, Batavia

Viet Veteran Tells Of Futile Job Hunt

Editor, The Leader:

I'm writing to you in hope that you can help me. I'm a Viet Vet, I've been out of the service for two years. In the two years, I've looked for a career, not just a job.

The problem is the job freeze. It is killing me. I put in an application for narcotics correction office. My application was ok'd. Then the job freeze.

I have a year and a half of college, three years' experience as manager and yet cannot find a good job. I've been looking through The Leader for some time, and I still cannot find a
 (Continued on Page 10)

The OLR's The One

In the editorial of March 7, "What Happened to Good Faith Negotiations???", The Leader mistakenly stated that the Office of Collective Bargaining was representing the City in negotiations. This role actually belongs to the Office of Labor Relations rather than the OCB. We regret the error.

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Listen to the logic:

Give or take a few dollars, most new economy cars are priced just about the same these days.

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But come trade-in time, a weird thing happens. Some are worth more to you than others.

And based on what's happened in the past, after 3 or 4 years, not one is worth more cash than you-know-who:

The Volkswagen Beetle!

So the real price you pay for a car is the difference between what you pay now and what you get back later, when you sell it.



Anyhow, take a good look at the chart on the right.

And please be careful.

It's one thing to say today, "I just

bought the lowest-priced car in town."

It's another thing tomorrow to say, "I just sold the lowest-priced car in town."

Who lost the least?!	Depreciation as of January, 1972.
 1969 Nova-4 Sedan 2 Dr.	-\$814
 1969 Opel 2 Dr. Sedan	-\$812
 1969 Datsun Pl. 510 2 Dr.	-\$736
 1969 Rambler American 6 Cyl. 2 Dr.	-\$723
 1969 Toyota Corolla Sedan 2 Dr.	-\$686
 1969 Volkswagen 113	-\$449

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 †BASED ON 1969 MANUFACTURERS' SUGGESTED RETAIL PRICES AND 1972 AVERAGE RESELL PRICES AS QUOTED IN HADA OFFICIAL USED CAR GUIDE, EASTERN EDITION, JAN., 1972.

Amityville Manfer Motors, Ltd.
 Auburn Berry Volkswagen, Inc.
 Batavia Bob Hawkes, Inc.
 Bay Shore Trans-Island Automobiles Corp.
 Bayside Bay Volkswagen Corp.
 Binghamton Roger Kresge, Inc.
 Bronx Avoca Corporation
 Bronx Bruckner Volkswagen, Inc.
 Bronx Jerome Volkswagen, Inc.
 Brooklyn Aidan Volkswagen, Inc.
 Brooklyn Economy Volkswagen, Inc.
 Brooklyn Kingsboro Motors Corp.
 Brooklyn Volkswagen of Bay Ridge, Inc.
 Buffalo Butler Volkswagen, Inc.
 Buffalo Jim Kelly's, Inc.
 Cortland Cortland Foreign Motors
 Croton Jim McGlone Motors, Inc.
 Elmford Howard Holmes, Inc.
 Forest Hills Luby Volkswagen, Inc.
 Fulton Fulton Volkswagen, Inc.
 Geneva Dochak Motors, Inc.
 Glens Falls Bromley Imports, Inc.
 Great Neck North Shore Volkswagen, Inc.
 Hamburg Hal Casey Motors, Inc.
 Hempstead Small Cars, Inc.
 Hicksville Walters-Danielson, Inc.
 Hornell Suburban Motors, Inc.
 Horseheads G. C. McLeod, Inc.

Hudson Colonial Volkswagen, Inc.
 Huntington Fearn Motors, Inc.
 Inwood Volkswagen Five Towns, Inc.
 Ithaca Ripley Motor Corp.
 Jamaica Manes Volkswagen, Inc.
 Jamestown Stateside Motors, Inc.
 Johnstown Vant Volkswagen, Inc.
 Kingston Amerling Volkswagen, Inc.
 Latham Martin Nemer Volkswagen
 Lockport Volkswagen Village, Inc.
 Massena Seaway Volkswagen, Inc.
 Merrick Saker Motor Corp., Ltd.
 Middle Island Robert Weiss Volkswagen, Inc.
 Middletown Glen Volkswagen Corp.
 Monticello Philip Volkswagen, Ltd.
 Mount Kisco North County Volkswagen, Inc.
 New Hyde Park Auslander Volkswagen, Inc.
 New Rochelle County Automotive Co., Inc.
 New York City Volkswagen Bristol Motors, Inc.
 New York City Volkswagen Fifth Avenue, Inc.
 Newburgh J. C. Motors, Inc.
 Niagara Falls Amendola Motors, Inc.
 Norwich Stone Volkswagen, Inc.
 Oceanside Island Volkswagen, Inc.
 Olean Volkswagen of Olean, Inc.
 Onondaga John Eckert, Inc.
 Plattsburgh Celeste Motors, Inc.
 Port Jefferson Sta. Jefferson Volkswagen, Inc.
 Poughkeepsie R. E. Ahmed Motors, Ltd.
 Queens Village Weiss Volkswagen, Inc.

Rensselaer Cooley Volkswagen Corp.
 Riverhead Dan Wald's Autohaus
 Rochester Ridge East Volkswagen, Inc.
 Rochester F. A. Motors, Inc.
 Rochester Mr. Read Volkswagen, Inc.
 East Rochester Imer Volkswagen, Inc.
 Rome Valley Volkswagen, Inc.
 Roslyn Dor Motors, Ltd.
 Saratoga Spa Volkswagen, Inc.
 Sayville Bianca Motors, Inc.
 Schenectady Colonia Motors, Inc.
 Smithtown George and Dalton Volkswagen, Inc.
 Southampton Lester Kaye Volkswagen, Inc.
 S... ley C. A. Haigh, Inc.
 St... and Staten Island Small Cars, Ltd.
 Syracuse Dan Cain Volkswagen, Inc.
 East Syracuse Precision Autos, Inc.
 North Syracuse Finnegan Volkswagen, Inc.
 Tonawanda Granville Motors, Inc.
 Utica Martin Volkswagen, Inc.
 Valley Stream Val-Stream Volkswagen, Inc.
 Watertown Harbin Motors, Inc.
 West Nyack Foreign Cars of Rockland, Inc.
 Woodbury Courtesy Volkswagen, Inc.
 Woodside Queensboro Volkswagen, Inc.
 Yonkers Dunwoodie Motor Corp.
 Yorktown Mohagan Volkswagen, Inc.



Crisis In Negotiations

(Continued from Page 1)

ployee's annual salary; continuation of ordinary disability retirement benefits; vesting benefits under some plans; continuation of the cost-of-living adjustment for retirees, and others.

"The State could also take away other benefits from its employees which are provided for under the present contracts," Wenzl said.

Wenzl also announced that the 10 a.m., Tuesday meeting of the Statewide legislative and political action committee will be rescheduled to another time, possibly later that day, time permitting.

Chapters Alerted

Wenzl earlier had warned more than 200 local chapter presidents across the State that negotiations "were getting nowhere, and that mediation efforts under way since early January have, thus far, proved fruitless."

Wenzl told the local CSEA leaders that "the State administration, after more than 100 bargaining sessions since last fall, has not made one single offer to any of CSEA's negotiating demands." He said that "State negotiators have refused to even discuss the possibility of a pay raise or improvements to the retirement and health insurance plans."

"It is apparent," said Wenzl, "that the State is abandoning its own Taylor Law which requires the administration to negotiate with and enter into written agreements with recognized or certified employee organizations representing public employees."

Wenzl's letter, which also went to chapter delegates who will attend CSEA's Statewide delegates meeting at the Concord

Hotel, March 20-24, instructed them to be prepared to reflect the wishes of their members in voting on any proposals dealing with the current stalemate in bargaining talks.

Reiterating a long-held view, Wenzl declared that "State employees, who suffered the most during last spring's budget cutbacks, will not be made the fall guys for the State administration's mismanagement and overspending on extravagant and unneeded programs."

He made the decision to notify chapter presidents and delegates after two days of talks involving State and CSEA representatives and mediators failed to produce a change in attitude by the administration. He told the union's local officials that CSEA "was willing to negotiate anytime and on all issues."

Some Short Speeches

Among highlights of the convention will be short talks from two Federal labor officials who have accepted invitations to come from Washington for the occasion. On the afternoon of Wednesday, March 22, delegates will be addressed by William Mirengoff of the US Department of Labor's manpower administration. Mirengoff serves as director of the Public Employment Program which is responsible for administering the Emergency Employment Act.

The second guest, Jerome K. Tankel, executive secretary of the Pay Board of the Economic Stabilization Program, will appear the following afternoon, Thursday, March 23. Both speakers will address the delegates during the regular business sessions.

The tentative program for the five-day session, as revised, follows:

MONDAY, MARCH 20

1:00 P.M.	Registration and Certification	Promenade Lobby
1:00 P.M.	Board of Directors—Luncheon	Empire Dining Rm.
2:00 P.M.- 3:00 P.M.	County Executive Committee Meeting	Gypsy Room
2:00 P.M.- 3:00 P.M.	State Executive Committee Meeting	Room C
3:00 P.M.- 5:30 P.M.	Board of Directors Meeting	Gypsy Room
7:00 P.M.- 8:30 P.M.	*Dinner for all Guests	
7:00 P.M.	*Staff Dinner and Meeting	
8:30 P.M.	For all the following Departmental Meetings:	
	County Division Chapter Delegate Meeting	Cordillon Room
	Mental Hygiene	Athenian Room
	Department of Transportation	Spartan Room
	Correction Department	Roman Room
	Health Department	A 222
	Labor Department	A 224
	Social Services	A 226
	State Police	A 227
	Education Department	A 228
	Conservation Department	A 229
	State Authorities	A 230
	Executive Department and Armories	A 231
	Tax Department	A 231
	Parks & Recreation	A 232
	State University	A 233
	Division For Youth	A 234
10:15 P.M.	Entertainment	

TUESDAY, MARCH 21

8:30 A.M.-10:00 A.M.	*Breakfast for all Guests	
9:00 A.M.- 5:00 P.M.	Registration and Certification	Promenade Lobby
9:30 A.M.- 1:00 P.M.	Delegate Business Session — Report on State negotiation crisis and its effect on State and local government employees	Imperial Room
*(Time to be announced)	Combined Legislative & Political Action Committee Meeting	Room C
1:00 P.M.- 2:30 P.M.	*Lunch for all Guests	
2:30 P.M.- 5:00 P.M.	Delegate Business Session — Report on State negotiation crisis and its effect on State and local government employees	Imperial Room
7:00 P.M.- 8:30 P.M.	*Dinner for all Guests	

8:30 P.M.-10:00 P.M.

Education Committee Presentation — "Masterplan — CSEA's new Auto/Homeowners/Tenants Insurance" — Ronald M. Lacey of Ter Bush & Powell will talk on Masterplan, following which he and other insurance representatives will answer questions. Discussion will be limited to Masterplan and other CSEA insurance plans.	The Columns
10:15 P.M.	Entertainment.
*Announcement from Officer Presiding	

WEDNESDAY, MARCH 22

8:30 A.M.-10:00 A.M.	*Breakfast for all Guests	
9:00 A.M.- 5:00 P.M.	Registration and Certification	Promenade Lobby
9:00 A.M.- 5:00 P.M.	Regional Field Supervisors	Promenade Lobby
9:30 A.M.- 1:00 P.M.	Delegate Business Session	Imperial Room
1:00 P.M.- 2:30 P.M.	*Lunch for all Guests	
2:30 P.M.- 3:30 P.M.	Super Sing-up Season/72 Presentation	Imperial Room
2:30 P.M.- 5:00 P.M.	Delegate Business Session	Imperial Room
6:30 P.M.- 7:30 P.M.	Special Cocktail Party sponsored by Mutual of New York, Travelers Insurance Company — Group, Travelers Insurance Company — Accident & Health and Ter Bush & Powell Insurance Company	The Columns
7:30 P.M.	**"Greek Theme" Dinner for all Guests	
10:15 P.M.	Entertainment	

THURSDAY, MARCH 23

8:30 A.M.-10:00 A.M.	*Breakfast for all Guests	
9:00 A.M.- 9:30 A.M.	Statewide Membership Committee Meeting for all members of Chapter and Conference Membership Committee	Imperial Room
9:00 A.M.- 3:00 P.M.	Registration and Certification	Promenade Lobby
9:30 A.M.- 1:00 P.M.	Delegates Business Session	Imperial Room
1:00 P.M.- 2:30 P.M.	*Lunch for all Guests	
2:30 P.M.- 5:00 P.M.	Delegates Business Session	Imperial Room
6:30 P.M.- 7:30 P.M.	Cocktail Party	The Columns
7:30 P.M.	*Delegates Banquet	
10:15 P.M.	Entertainment	

FRIDAY, MARCH 24

If it is necessary to reconvene the Delegates for a general session, it will begin at 9:30 A.M. in The Columns.
*All meals will be served in the main dining room.



BROTHERHOOD AWARDEES — Lucile T. De George and Jay Kramer, second from right, accept plaques presented to them at 19th annual Brotherhood Day ceremonies at New York Hilton Hotel. Ms. De George, field representative for the New York State Commission for Human Rights, accepts the Civil Service Employees Brotherhood Award from Human Rights Commissioner Jack Sable, while Kramer, chairman of the New York State Labor Relations Board and president of the National Association of State Labor Relations Agencies, accepts his from Lieut. Gov. Malcolm Wilson. Also pictured are Lou Mancinelli, far left, brotherhood chairman for the event and Manhattan regional representative of the Division of Employment chapter of the Civil Service Employees Assn., and Morris Gimpelson, third from right, director of the Motor Vehicles Department. The New York State Employees Brotherhood Committee, Inc., represents 15 State employees organizations.

Hope For Nassau Pact

(Continued from Page 1)
exceeded the guidelines.

However, in a series of conferences both here and in Mineola during the last ten days, Flaumenbaum and the County officials presented evidence showing that the graded salary plan had been a traditional term of employment rather than a new benefit. Their evidence also showed that increments were seniority payments rather than merit increases.

Flaumenbaum said the County had supported the CSEA in presenting this data and fighting the Federal intervention.

It was not clear whether the expected ruling would negate a

February regulation by the Pay Board declaring increments subject to the anti-inflation guidelines.

It had been noted, however, that the regulation had been adopted almost a month after the Nassau agreement had been reached in January, and that it reversed the specific rule in effect at the time of the settlement. While home public-employee union officials had seen the action as the start of an attack by government on the graded salary plan system, a ruling for the CSEA contract in Nassau would serve as a precedent against any such efforts.

With the ruling pending, the

Federal agency had blocked payment by Nassau County of the five percent cost-of-living increase that was to have started flowing with the first pay day in March. As a result, a larger retroactive payment would become due after receipt of a favorable ruling.

Flaumenbaum asserted: "I don't know what they are going to do. But, there is no question that we proved our case."

Takes S.D. Rep Post

Eva Kilmartin of Columbia High School has been elected to represent the East Greenbush School District of Rensselaer Co.



Clarence Laufer, at lectern, discusses Albany negotiations as, from left, Assemblyman Leonard Bersani listen. At Bersani's right is Robert Bilotti, State Senator Tarky Lombardi and Assemblyman Hyman Miller, State Senator Tarky Lombardi and Assemblyman Leonard Bersani listen. At Bersani's right is Robert Bilotti, meeting co-chairman. Field representative Carl Flosser is at extreme right.

Discuss Negotiations At Onondaga Political Action Meeting

(From Leader Correspondent)

SYRACUSE—"We'll go back to the bargaining table any time the State puts some money on the table," says a member of the Civil Service Employees Assn. state negotiating team.

Clarence Laufer, president of CSEA's Syracuse State School chapter, made the statement during a political education meeting of CSEA members with local state legislators.

More than 200 attended the March 3 session in the Syracuse Country House, sponsored by the Onondaga County CSEA Chapter Presidents Council. Laufer chaired the two-hour session.

Laufer told the meeting—and particularly the legislators—that "I don't think you know what is going on in Albany. CSEA is willing to negotiate if the State of New York is willing to put money on the table," he declared.

Negotiators have met with State representatives 14 times, Laufer said, and "all they want is clarification, clarification, clarification. We've given them all the clarification we can."

He added: "They don't want to talk about issues. They don't want to talk about salaries. They don't want to talk about retirement. They don't want to talk about health insurance."

"All they want to talk about is economy programs or layoffs. We had it with layoffs last year," Laufer said.

Calls Letter 'An Insult'

He termed "an insult" a letter sent to Dr. Theodore C. Wenzl, CSEA statewide president, by State officials.

"If they don't know how to negotiate, let them get someone who can," declared Laufer, who

said he represents 50 Departments of Mental Hygiene units in the negotiations.

He said the CSEA negotiators "think they can find the money (for salary boosts and benefits). Maybe not. But we believe the money is there."

"It is unbelievable—what they are doing to us negotiators there in Albany. We are desperate and in need of help," he told the legislators present—State Senator Tarky Lombardi and Assemblymen Leonard Bersani and Hyman Miller.

Turning to the DMH units, Laufer said: "I tell you Mr. Legislators. The State of New York has an obligation toward the mentally retarded and the mentally ill."

He said that the week before, two female employees at the State School were "attacked by a resident and one now is under a doctor's care." He said these workers are "dedicated State employees." An example, he said, is that State School workers "use their own money" to buy Christmas trees and gifts for the young residents.

Legislators Reply

Noting that 27 employees there are retiring, Laufer said: "This freeze is bad. How are we going to get help? Other departments can, but not the Department of Mental Hygiene. Please help us in this cause," he told the legislators.

During the question-and-answer period that followed, Assemblyman Bersani noted that legislators "can only wait until a contract is arrived at, then vote on it."

But, he said, "one of the things the State must do is to run the government—and they need you to do it. So they have to pay you."

"I hope you get it (raises) and if you do, I'm

going to vote for it," he said. The other legislators seemed to agree with his statement.

Bersani also said that he does not believe many State departments "can stand layoffs" this year after last year's reductions. He said any cuts in workers can be taken care of by normal attrition—retirements and other leavings. But "we have to look at each of these jobs."

Discuss Mental Hygiene

Lombardi told the meeting that the Governor has increased the Mental Hygiene Department budget this year to provide 800 more employees. He added: "New York State must change its attitude toward these people (Mental Hygiene young patients). It should have smaller units closer to parents who could then help in their care."

In answer to another question, Lombardi and Miller both said they do not feel that public employees should have the right to strike—generally because the public safety and health are involved. They said they prefer binding arbitration.

Richard Cleary, president of Syracuse chapter, noted that public employees cannot have binding arbitration because any contract reached through arbitration still must be approved by the Legislature.

Other chapter presidents who attended included Audrey Snyder, Syracuse Psychiatric Hospital, and James Solinske, State University at Syracuse. Hilda Young, former president, represented Onondaga chapter. Robert Bilotti, Syracuse chapter, was co-chairman. CSEA field representative Carl Flosser was the moderator.

6-Step Plan In Suffolk

(Continued from Page 1)

plan and might confer again with the fact-finder, Louis Yagoda.

Yagoda recommended a six-step graded salary plan to replace the current eight-step system, with an immediate seven percent retroactive to Jan. 1 for those employees now on the first seven steps. Some of them would receive an additional seven percent July 1. Those now at step 8 and above would receive five percent.

"By contraction of the progression timetable, the employees also receive additional long-run benefits difficult to quantify, but quite tangible to the employees and representing real future costs to the employer," Yagoda said.

Under the formula, employees now in step one would move to the equivalent of the present

step 3, plus seven percent. Employees now in step 2 would move to the equivalent of the current step 5 with an immediate seven percent, plus the additional money to bring them to that grade level July 1. Employees now in step 3 would go to the equivalent of the current step 5, but with the full increase payable immediately. Other steps would move up accordingly except that the top step would be increased five percent and the "red circle rates" for employees beyond the steps would be increased five percent.

Yagoda upheld the County's financial crisis as a basis for limiting the employee's demands. "I am convinced that the present financial drains on the County and the prevailing tax possibilities for deriving revenue dictate that additional financial outlays must be restricted to the greatest extent possible," he wrote in a 12-page report.

He also said that "salaries and other economic benefits enjoyed by County employees are well abreast of, and in some respects superior to, those enjoyed by



VALENTINE BALL — A capacity crowd of more than 350 persons attended the annual Valentine Ball held by Craig State School chapter of the Civil Service Employees Assn. Here chapter president Charles Peritore and his wife stop to talk to friends during a break in the dancing.

Zwickel To Bridge

Catskill business executive Milton Zwickel has been reappointed by Governor Rockefeller to the NYS Bridge Authority for a term ending Feb. 1, 1977.

commercial and industrial employees in the area. . . ."

Despite this view, the CSEA sustained its arguments that the employees were suffering from

the impact of the inflation.

Both Yagoda and Imholz said that it was impossible to describe the recommended scale in an overall dollar or percent figure.

Yagoda noted the effect of bringing employees to a five percent higher level in five years than they formerly reached in seven years.

R. R. Watchman List

On Feb. 10 this list of 888 eligibles for the title of railroad watchman was established; the list will be valid for at least one year from that date. Candidates competed on open competitive exam No. 1056 on a written exam held Nov. 21, 1971, after a filing period of Sept. 2 through 22.

The Leader has previously printed the first 240 names on the list. The percentage grades for the following names begin with 91.000.

(Cont. from Previous Editions)

241 Charles V Basulno, Matthew W Bates, Edward T Gaffney, Richard C Petronio, Ronald M Clay, Frank L Taylor, Marcus Goldberg, Vito F Iannuzzo, John G Gounaris, Milton Cash, Mark A Hart, Thomas F Glavin, John Walsh, Joseph Walters, Benjamin Reyes, Buster A Graham, Manley Morrison, Francis W Conboy, Jesse E Junior, Daniel J Dwyer.

261 David McIver, Casimir J Rusiecki, Alexander Smith, Hiram Perez, Enrico A Caruso, Phillip O Coor, John T Twomey, Robert A Powell, Paul D Edwards, John J Caldwell, Michael R Ripio, James J Rooney, Richard C Gartelman, David J Prendergast, George T Pratt, Andrey Kushnir, Edward L Bennett, James W Jennings, Howard W Fulbright, Louis J Grimaldi.

281 William Wolfson, Alfred Johnson, Donald J Salvatore, Robert Leavy, Edwin F Berman,

Thomas A Digiovanna, Vito Sommo, Henry L McKinney, Crescenzo Izzo, Larry N Hill, Samuel Bertis, Joseph P Ferrara, Frank J Cirello Jr, Peter C Cooper Jr, Thomas D Batis, Seymour Hurwitz, Vincent D Balone, William B Hurst, James F Hannigan, Henry J Moghie.

(Continued Next Week)

New Certifications For Case Worker Add 76 To Roster

The City Personnel Department lists 74 eligibles as certified for appointment for case worker jobs existing in the Housing & Development Administration and Health Services Administration. The candidates involved took open-competitive exam No. 1000, held April 16, 1971. The last eligible certified from this list was No. 100.

In addition, two special military exams—No. 8025 and 0099—produced one candidate each for certification. HDA currently has 10 openings, while HSA has a single vacancy.

Pass your copy of The Leader on to a non-member.

Letters To The Editor

(Continued from Page 7)

suitable job. I would like a job paying nine to ten thousand a year. This is what it takes just to live halfway good in NYC. But most civil service jobs in this salary range require a college degree.

There are many jobs I would like, such as in the Sankation Department, Correction Department or in the Police Department. But there's a law as to height for policemen. I'm only 5'4". Even though I have eleven medals from the Marine Corps while serving in Viet Nam, I'm not big enough to be a cop. But I guess that's the breaks.

I need help in counseling as to what jobs in civil service I could obtain with my background. I've asked help from the VA and DAV but this is their answer, "We're sorry, but you should have stayed as a manager. We have only factory jobs, from 70 to 90 dollars a week." It seems to me that they were even bothered by my presence in their office.

This is what I've faced when looking for a good job. I like working and am considered a good worker, but I want job security, a chance to advance myself, and enough money from the job to live like a human being. My dream of being a correction officer would have allowed me to go to night school and finish getting my college degree.

MILTON GONZALES, JR.
Flushing

Unjust Dismissal

Editor, The Leader

I was forced to resign from an auditing position working for The New York State Insurance Fund.

The supervisor gave as his reason for dismissing me that I did not change some payroll figures when he told me to; but I did change the payroll figures.

The supervisor told me to go into the office of the (non) acting head of the Auditing Department on one Friday morn-

ing. When I went inside, the head did not even know why I was to see him and he had to step outside to ask the supervisor

It is not that I am married (though I am), but that I was doing a good job. I liked the work and also I did get an 82.5 percent on The New York State Civil Service Test for Auditors and, among other things, I scored highly on most of the tests given by the Psychological Aptitude Testing Center which I took in April 1970.

I think it should be the right of every individual to keep his job based on merit and not be dismissed because the supervisor may feel that the person may be a potential future threat to others he may be friendly with.

While we have come some distance away from the "spoils system," we as a nation still have some way to go before justice in the job area about which I mentioned is achieved.

I think a grave injustice was perpetrated against me here, and any help given to by anyone who reads what I have written will be greatly appreciated.

HOWARD BERKOWITZ
Queens

Marchi Pension Bill

Editor, The Leader:

A great deal of excitement has been created by a report that State Senator Marchi has prefiled a bill which would, in effect, reduce State and municipality pensions. This would be done by the simple device of deducting the dollar amount of Social Security retirement benefits from State and municipality pensions, as retirees become eligible for Social Security pensions.

Last year, the pension emasculation was performed so quietly and quickly that almost no one knew about it until long after the fact. Many people still know nothing about it, others know, but don't understand the implications or the damage done to them. Again, because of the lack of publicity, very few details of this proposal are available.

I urge you to do your utmost to publicize these events, so all civil servants in New York State will understand fully what is to be attempted.

JOHN P. MESCHINO
Glen Cove

Tax On Federal Pensions

Editor, The Leader:

It was recently brought to my attention that Federal Government pensioners have to pay a New York State income tax on their pension monies. This seemed to me to be an injustice since, as we all know, there is no tax on the pensions of former State employees.

To remedy this inequity, I have introduced legislation exempting the first \$4,000 of such Federal pension monies from New York State taxation.

The Bill bears Assembly No. 10840.

If your readers would be kind enough to write to Hon. Perry Duryea, Speaker of the Assembly, and Hon. Earl Brydges, Majority Leader of the Senate, evincing their support of this Bill, I would be most appreciative.

(I may add that the Bill was co-sponsored by Assemblymen Burton G. Hecht, Ferdinand J. Mondello and Anthony J. Mercorella.)

HARRY KRAFT
Member of Assembly

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Madison Makes Policeman Bid

The open-competitive exam for police patrolman in Madison County will be held June 3, and filing will be permitted through May 3. There are no residence requirements for taking the exam.

Age standards allow males 19 through 29 to apply. Possession of a high school diploma is needed, as is a driver's license at the time of appointment. Stringent physical requirements will be followed and are described in the pertinent announcement.

The upcoming exam will pose questions on understanding legal passages and exercising good judgment in the police field. Applicants should contact: Madison County Civil Service Commission, County Office Bldg., Wampsville 13163.

Rochester Visitor

Dr. Biagio S. Mansueto, a Batavia practicing physician, has been named to the Board of Visitors of Rochester State Hospital for a term ending Dec. 31, 1976. He succeeds the late Dr. Marc Massaro, of Batavia.

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The Transit Beat

By JOHN MAYE

President, Transit Police Patrolmen's Benevolent Assn.



The Brunt Of Society's Ills

THE KILLINGS and assaults on police officers throughout the United States continues on a steady increase. The Uniform—symbol of authority—has become the target of every radical, fanatic and nut in this country.

ONE WONDERS WHY, for no apparent reason, the life's blood of another should be shed on the streets of our cities. Is it possible that it is because he has, through a lifetime of education, physical fitness and ability, made his mark in civil service competition and achieved the dream of his childhood—"that of becoming a police officer."

IT IS ALSO possible that while others were wasting away their youth on street corners, getting into trouble with the law or later on destroying their image with unacceptable conduct in military service, the far-sighted potential police officer stuck to his dream, distinguished himself as an upright citizen and achieved his goal of a police career. Are these the reasons he is now a target or are there others?

IS IT BECAUSE he enforces the laws others want enforced, carrying out orders others give or being tied to a summons quota system? Or looking the other way when it is to the advantage of those in power to keep it cool in the hot Summer? Patrolling a beat in poverty he did not create? Controlling and in some cases arresting groups who demonstrate against conditions he did not bring about?

PERHAPS IT IS because he symbolizes the outward epitome of being for all that is good in people and the scourge of all that is bad, in a changing world when there are those who thrive on crime, corruption and immorality. We often wonder how he can continue to serve with such dedication when one of his number wanders off the beaten path and causes embarrassment to an entire profession.

THERE ARE SOME in the supposed role of leadership who have seized upon the moment when the rotten apple has been exposed to make every police officer the whipping boy for the sins of another. Perhaps this is the reason.

WHATEVER THE REASON, the inroads have been made. The support once given freely by the public to their police departments is crumbling. So much so that steps are now being taken not only to destroy the moral and physical being of the police structure, but that of the entire civil service system. Also in jeopardy are the promotional opportunities one seeks when he enters municipal employment, eliminating the traditional high quality of person who enters civil service. All this done at the expense of the citizen, to the person called upon to serve the people of this city, and without a whimper from the taxpayer.

THE LIFE AND DEATH issue has apparently been accepted with very little outcry forthcoming. The death of civil service and the merit system has been launched. Organizations such as Transit Patrolmen's Benevolent Assn. will not stand idly by to watch the funeral. If there is a better system let it be revealed. Otherwise, we must assume it is a move by the power-hungry—to enhance their own image at the price of the public and municipal employees alike.

THIS CONSPIRACY can only be prevented by organized resistance against the timetable set up to destroy our civil service structure.

MANY BATTLES have been waged to attain a system of just, fair and equal opportunities on behalf of organized public employment—designed over the years to eliminate inequities and abuses.

TODAY'S LEADERSHIP can do no less than accept this new challenge whence it comes—and expose the political motivations and reasoning behind this move.

Cite Sr. Chemist Slots At \$14,000 Pay Level

The City Office of Chief Medical Examiner is scouting for open-competitive entrants for senior chemist, toxicology. With four vacancies at present, pay rate begins at \$14,000.

Sought are a master's in toxicological, physiological or biological chemistry or the like. March 22 is the closing date

for applications; on May 23, candidates can expect a technical-oral test. Questions will be posed on inorganic, organic, physical and analytical chemistries. Study Announcement No. 1033 for fuller data.

To become acquainted with filing procedures, see page 4.

Specify 11 Metro Area Counties Where State Cashier Jobs Exist

Some 12 metropolitan area counties are covered in the hiring outlook for the State's open-competitive title of motor vehicle cashier. Filing remains open through April 10.

The basic pay range for motor vehicle cashier, according to the State, stands at \$7,090-8,330. The only requirement for application is one year of cashiering experience involving public contact.

Job openings are designated by judicial district, specifically Districts I, II, IX, X and XI. Broken down by counties, this means vacancies are available in Bronx, New York, Kings, Richmond, Dutchess, Orange, Putnam, Rockland, Nassau, Westchester, Suffolk and Queens. The five New York City counties as well as Long Island, Rockland and Westchester locations bring a \$200 annual differential in pay.

Candidates can look forward to May 13 for a written exam. Its scope will include these areas: making change accurately and rapidly, arithmetic, cashiering terminology and practices.

Test centers are being established in Babylon, Brentwood,

Middletown, Mineola, New York City, Nyack, Peekskill, Poughkeepsie, Riverhead, White Plains and, if necessary, Newburgh.

As to cashier duties, these involve "dealing directly with the public receiving cash and making change, often under consid-

erable pressure during rush periods, for payment such as taxes, motor vehicle license fees and other fees." Announcement No. 23-594 offers further details and may be obtained from the State.

Filing procedures for the State are enumerated on page 4.

15 Interdepartmental Titles On Just-Issued State Prom. Job List

The State's latest list of promotional opportunities mentions some 29 titles subject to an April 3 deadline. In addition, the post of motor vehicle inspector at G-14 establishes an earlier cutoff date—March 20.

The 29 titles listed below also share a common exam date, May 13. In four instances, orals will also be conducted.

In compiling this roster, The Leader urges promotional candidates to contact their respective agency's personnel bureau to obtain the pertinent exam notice. Applications may be secured from the State Civil Service Department as well; see page 4 for the regional addresses.

There follows a listing of State promotional jobs now open:

Appointing Agency	Title & Grade Level
Interdepartmental — Assoc. Computer Programmer, G-23	— See Announcement No. 34-737.
Interdepartmental — Assoc. Computer Programmer, Scientific, G-23	— See Announcement No. 34-754.
Interdepartmental — Assoc. Computer Systems Analyst, G-23	— See Announcement No. 34-738.
Interdepartmental — Assoc. Economist, G-23	— See Announcement No. 34-761.
Interdepartmental — Assoc. Economist, Business Research, G-23	— See Announcement No. 34-763.
Interdepartmental — Assoc. Economist, Labor Research, G-23	— See Announcement No. 34-764.
Interdepartmental — Cashier & Motor Vehicle Cashier, G-9	— See Announcement No. 34-766.
Interdepartmental — Management Positions in EDP, G-25, 27	— See Announcement No. 34-751.
Interdepartmental — Sr. Clerk, Payroll, G-7	— See Announcement No. 34-792.
Interdepartmental — Sr. Clerk, Purchase, G-7	— See Announcement No. 34-793.
Interdepartmental — Sr. Computer Programmer, G-18	— See Announcement No. 34-748.
Interdepartmental — Sr. Computer Programmer, Scientific, G-18	— See Announcement No. 34-755.
Interdepartmental — Sr. Computer Systems Analyst, G-18	— See Announcement No. 34-747.
Interdepartmental — Sr. Medical Records Clerk, G-8	— See Announcement No. 34-768.
Interdepartmental — Training Aide, G-8	— See Announcement No. 34-536.
Audit & Control — Assoc. Investment Officer, G-23	— Oral Set — See Announcement No. 34-773.
DOT — Assoc. Claims Engineer, G-27	— See Announcement No. 34-759.
DOT — Prin. Claims Engineer, G-31	— See Announcement No. 34-760.
DOT — Supt. of Hydroelectric Plants, G-21	— See Announcement No. 34-676.
E. Hudson Parkway Auth. — General Parkway Foreman, G-14	— See Announcement No. 34-770.
Education — Chief, Bureau of College Evaluation, G-30	— Oral Set — See Announcement No. 34-774.
Education — Prin. Editorial Clerk, G-11	— See Announcement No. 776.
Executive — Asst. Dir. of Housing & Community Renewal Research, G-27	— Oral Set — See Announcement No. 34-780.
Labor — Prin. Economist, Labor Research, G-27	— Oral Set — See Announcement No. 34-765.
Mental Hygiene — Chief Laundry Supervisor, G-14	— See Announcement No. 34-771.
Mental Hygiene — Head Laundry Supervisor, G-12	— See Announcement No. 34-772.
SUNY — Prin. Clerk, Library, G-11	— See Announcement No. 34-789.
SUNY — Sr. Clerk, Library, G-7	— See Announcement No. 34-791.
SUNY — Sr. Admitting Clerk, G-8	— See Announcement No. 34-790.

Cite 10 Openings For EPA Water Inspector Post

Applications are streaming in for the 10 existing vacancies for water use inspector, situated in the City Environmental Protection Administration. This open-competitive title starts off at \$8,050.

Minimum requirements call for three years of plumbing industry experience, at least half within the last seven years, plus "sufficient additional related educational training in an approved trade or vocational school to make a total of three years of such experience." Graduation from an approved trade school may be supplemented by one year of work history.

A March 22 deadline has been established, followed by a May 13 tentative test date. Using multiple-choice format, the written exam will encompass areas such as knowledge of plumbing, public relations, inspection techniques and other areas.

See page 4 for detailed follow-up filing information.

Palisades Police Chief Is Sought; Closes Mar. 27

March 27 will see the deadline fall for the State promotional post of Chief of Palisades Park police, G-25, for which there is one vacancy. An oral is planned for April.

Competition is limited to traffic and park captains, park patrol captains, having two years of seniority; also, traffic and park lieutenants and park patrol lieutenants whose background includes three years in the title. Announcement No. 34-812 may be obtained for further information.

Candidates may apply through their personnel office or to the State Civil Service Department in Albany. The Leader offers filing instructions on Page 4.

SUPPORT THE ATTICA FAMILY MEMORIAL FUND

Note Drug Purchase Inspector Openings

The New York City Office of the Comptroller has noted three open-competitive slots as purchase inspector, drugs and chemicals. Pay rate embarks at \$9,500.

Graduation from a registered school of pharmacy is a must for qualifying. Also, applicants must produce one year in purchasing, manufacturing, inspecting, dispensing or selling drugs

and chemicals. Job duties will find the appointee inspecting drugs and chemicals purchased by the City to determine compliance with accepted standards and contract specifications. Announcement No. 1189 waives any written exam.

March 22 concludes the acceptance of applications. Page 4 details the steps to take in filing.

CITY ELIGIBLES

(Continued from Page 4)

Napolitano, Barbara Chevers, Peter L Kroll, Bernard Wynn, James J Fallon, Mark W Cohen, Anne C Cahalan, Maureen E Cunningham, Conrad J Edwards.

81 Linda F Marino, William M Fulkerson, Rita M Zess, Irving L Levine, Louis N Hartog, Edith M McIntyre, Beverly Gross, Marcia E Lloyd, Eugene A Cutolo, Mildred E Thompson, Anita Goodman, Helayne L Baron, Georgette Preston, Patricia A Marra, Sunny Elliott, George M Null, Allen A Pickering, James P Shanahan, Phyllis P Toms, Jose M Espinosa.

101 Morris A Borock, Norman Antis, Peter C Mastropolo, Carmelo L Mallia, Charles E Darcy, Ellen G Schoeter, Gloria A Laycock, John E Kelly, Mary E Lee, Andrew D Lewis, Hilda Ricciarone, Frank A Duca, Eugene G Calvert, Stuart S Zirowsky, Ramon Carrion, John B Balance, Robert M Greenblatt, Fred L Hohl, Peter L Vale, Richard F Dreyfuss.

121 Martha R Rankin, Susan E Thompson, Eunice O Faust, Joan Brady, David A Waxman, Charles T Flechhaus, Joel W Abrams, Antigone A Alexander, John Bradman, Barry M Morowitz, Abby E Cassell, Francine S Rosenstein, James V Frost Jr, Robert Gibson, Helen M Harris, Richard D Ackerman, Ida Falk, Robert E Keogh, Thomas W Ruggiero, Robert S Willinger.

141 Zane Garfein, Robert T Elliott, Zada B Berry, Emery Gross, Frances P Mitchell, Myrtle B Douglas, Marie A Zaccardo, Robert Kadish, Susan E Kynor, Linda C Zises Elaine D Balsam, Joseph G Moore, Donald C Heidel, Harvey S Kaufman, Gail L Weixelbaum, James J McKiernan Jr, Anthony R Curcio, Richard Dichter, Novella A Rosey, Allie R Multare.

161 Howard M Lehrer, James W Nathaniel, Catherine Arline, Catherine Pito, Carl A Smith, Daniel D Alber, Ellen M Parcell, Doretha S Graves, Mary Harris, Martin J Trachtenberg, Peter Persoff, Judy A Kaplan, Esther D Kahn, Madeline Lindars, Teresa R Civallo, Clementine Miller, Michael B Wall, Lanie P Fleischer, A Elizabeth Morris, Willy L Legette Jr.

181 Eugene A Levine, Joel Greenspan, Arthur E Baker, Nathan M Horwitz, Martin Silberstein, William R Burgess, Katherine Kroll, Sheila G Blender, Ralph Haft, Frank D Roma, Harry S Silverstein, Lee E Taylor, Lella E Rudder, Jerome Hanshaft, George P Silberman, Anthony M Crescenzo, Joseph B Generetti, Robert B Pearlman, Harold A Dolly, Regina L Ray.

201 Demetrius Burton, Frank Cascio, Anne A Gasner, Theodore B Stellenwerf, Clinton H Lewis, Barbara J Johnson, Clarence C Leach, Ellen M Wilson, Patricia A O'Brien, John E Casey, Ruth L Weiner, Vito J Lopez, Marvin A Ackerman, David Fisch, Clifton M Hypsher, Yetta Feverstein, Renee P Warshofsky, Robert J Barrett, Thomas M Krouwer, Nimrod E Daley.

221 Ruth M Jackson, Gloria C Thompson, Antonio Z Perez, Robert W Knox, Judith D Mizrahi, Fay A Alston, Daniel R Goodman, Sanora Katz, Harry Friedman, Linda C Greenman, Jerilyn S Fine, Eileen N Robinson, Gloria Perlman, Theodore Mannarino, Stuart S Grant, Jeanne N Bradley, Stephen M Gluck, Harvey L Katz, Eileen M Ward, Joseph S Altheimer.

241 George A Storey, Constantine Quine, Donald Pickering, Joan F Stake, Leonard C Weiner, Barbara A Wilson, Casto F Rod-

riguez, Robert J McDonald, Gerald D Nienaber, Thomas M Kaye, Valeria Salajan, Iris C Campbell, Peter S Conlin, John L McCray, Lola J Johnson, Joseph Wojtowicz, Brenda T Innis, Carolina M Hughes, James J Joyner, Joseph B O'Rourke.

261 Linda J Kaplan, Sylvester Fauconier, Margaret E Barnes, Jacqueline Everette, Bessie L Wright, Hassan M Kamel, Mattie Harris, Steven D Berg, William C Borock, Barbara J Payne, Salvatore Grillo, Gail A Davenport.

Mortgage Analyst Jobs Are Announced

Mortgage analyst posts have been mentioned by the City Housing & Development Administration, with 11 vacancies now existing. No written test is pending for this \$10,750 open-competitive title.

Candidates may have either a baccalaureate plus three years in real estate financing, or a high school diploma plus five years of similar experience. Job duties entail provision of financial counseling to owners of

State Ed. Dept. Lists 3 Titles

The State Education Department lists three titles among the various open-competitive positions of the State facing a deadline of April 10.

The positions and their respective salaries are: associate in bilingual education, \$17,483; chief vocational rehabilitation medical consultant, \$29,384; director of pupil services, \$25,221. All these titles involve oral exams.

For further information, contact the State Civil Service Department. Details on filing appear on page 4.

March 22 marks the final day of applying. Filing procedures for City employment may be found on Page 4.

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The Subscriber Service Department of HIP will answer any questions you may have in regard to the expanded benefits.

Sincerely yours,

James Brindle
James Brindle
President

SAVE A WATT!

FIRE FLIES

by Paul Thayer

I am saddened by material at hand concerning things which ought not to have been said. I refer to the remarks of Police Commissioner Murphy regarding the comparative working conditions of the Police Department and the Fire Department.

When something such as this happens, it is usually wise to look around and try to find the basic reasons for such a debacle. In this case it is my considered opinion that Mr. Murphy has failed to surround himself with trustworthy advisors whose job should be to keep the boss from putting his foot in his mouth.

It may be possible that he has such advisors who make a proper effort, but whose advice is ignored by an obviously publicity-hungry commissioner who has contracted a rather serious case of City Hallitis and is having his condition aggravated by a bad case of delusions of grandeur.

Naturally a Police Commissioner makes good copy to the press, and whether he treats his press exposure carefully or otherwise, it is available to him with little more than the snap of the finger.

This is another case in point where a fellow accumulates a pile of press clippings by one means or another, then, reading them, actually gets to believe them although he knows that in most instances they were contrived.

We had a case in the Fire Department some years ago of a fellow who loved the limelight and became the darling of the gang in Room Nine, because at any hour of the day or night he was good for a story. In fact there was a time there when one would imagine that the Fire Commissioner was the only Commissioner in existence. That was back around circa 1954-60. This fellow had his eye on City Hall, too, and almost got to be the number one cat by one means or another but, thank God, he never did quite make it.

Mr. Murphy had taken the time to look into the history of past Police Commissioners, he would find that not very many of them manage to scale the ramparts of City Hall. True, a few have gone on to judgeships, but most end up rather unglamorously in oblivion, politically and otherwise. As I pointed out last week, history only repeats itself because supposedly intelligent men fail to read history and be guided by it. It's unfortunate.

Mr. Murphy's mouthings on the subject of the members of the Fire Department are unfortunate in the extreme.

This is one case of a fellow up from the ranks quickly forgetting (if indeed with his soft clerical assignments, he really ever got to know) the lessons he should have learned on the station house level.

He also should be aware that one of the biggest prices he has to pay for his position as commissioner is that he is forever denied access to the true feelings of the man on the beat. After all is said and done, that's where you find out what police work is all about.

On the firehouse and the precinct level, there is a close working relationship which has existed for to these many years. The cops and firemen work with each other as though it was one service instead of two. In Harlem, where I operate mainly, the battalion and deputy chiefs as well as company commanders of the various companies are high in their praise for the cops and their almost instant response to alarms in the area.

This is something which has been built up over the years, and represents a solid camaraderie between the two services on the level where it counts.

Commissioner Murphy complains that many policemen are transferring over to the Fire Department and almost no firemen switch over to the Police Department. The explanation is a very simple one. The cops change over because they get fed up with trite, petty, needless harassment from their bosses. They take it as long as they can, then pack it in.

In the Fire Department, the attitude is quite different. Firemen are grown men, intelligent and willing to cooperate with reasonable discipline that must exist if a quasi-military organization is to be preserved. They are treated like grown men, not like mean dirty rotten little kids who cannot be trusted and must therefore be constantly spied upon. All Murphy has to do is check into the morale of the Emergency Service Division, which is pretty much like the Fire Department in many ways, and he will find it to be the highest in the Police Department.

If Murphy feels badly about the loss of men to the Fire Department, he should check home base first. He has only himself to blame for conditions which have driven thousands of policemen to quit and become firemen.

As for his remarks about sleeping, etc., nothing could be further from the truth. Constant drills, outdoor inspections (many of them incidentally involving the performance by firemen of jobs which his depart-

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DOT Sets Six Titles

The State Department of Transportation has indicated six open-competitive titles among the current State openings subject to an April 10 deadline.

The affected posts and their salaries are: highway general maintenance foreman, \$9,167; junior artist-designer, \$6,518; motor vehicle inspector, \$9,167; senior economic research editor, \$11,471; senior mathematician, \$11,471; transportation analyst, \$11,471.

Written tests will be held for all these titles on May 13, with the exception of motor vehicle inspector, with its first test set for April 22. Filing instructions are outlined on Page 4 of The Leader.

Black Sanitmen Meet

March 16 is the date for the next meeting of the Sanitation Department's Negro Benevolent Society, to be conducted at 220-13 Merrick Blvd. in Queens, starting at 8 p.m.

ment should be doing—such as issuing of summonses for blocked fire hydrants) and following up on various complaints . . . all of these preclude the free time which may have existed at one time.

The obviously hysterical statements of the Police Commissioner are in very poor taste and very much out of order. Take a page from the firefighter's book, Commissioner. Fight crime instead of firefighters because . . .

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CSEA's John A. Conoby, standing, fields a question. Seated, from left, are James Cooney, CSEA Albany field representative; Theodore C. Wenzl, CSEA statewide president; James Welch, State Police HQ chapter president and Executive Department delegate on CSEA's Board of Directors; John Deyo, CSEA field representative from Middletown; Thomas Christy, CSEA Buffalo field representative; Trooper Robert Bramhall, and Jane Pound.



State Police representatives debate one of the many details involved in the upcoming representation challenge by the Civil Service Employees Assn. for the New York State Police Troopers, Sergeants and BCI. Standing is Trooper William Schencke, seated, from left, are Elaine Carmoli, Nellie Bes Grosseilliers, Z/Sgt. Al Whaley and Trooper Pete Roughead.

CSEA Begins Drive To Represent Troopers In State

(Special to The Leader)

SYRACUSE—Kicking off its campaign to win representation rights for more than 3,000 members of the State Police, the Civil Service Employees Assn. last week conducted a meeting in this central New York city of more than two dozen representatives from each of the nine State Police troop areas across the State.

CSEA plans to challenge the State Police-Police Benevolent Assn. for the right to repre-

sent troopers, sergeants and members of the Bureau of Criminal Investigation who make up the main bargaining unit in the Division of State Police.

As a first step, the employee representatives appointed a nine-member steering committee consisting exclusively of members within the bargaining unit, which will coordinate the election campaign and work with the various CSEA staff and officials involved. A CSEA spokesman

said there is a possibility that the steering committee would be expanded. He also noted that subcommittees of troopers, BCI and sergeants would be formed in each troop.

James Welch of the State Police Laboratory and representative of Executive Department employees on CSEA's Board of Directors, opened the meeting and introduced CSEA president Theodore C. Wenzl, who told the representatives that his union "has a deep and abiding interest in the

Flaumenbaum Gives Support To Bills For Handicapped

(From Leader Correspondent)

MINEOLA — Nassau Civil Service Employees Assn. chapter president Irving Flaumenbaum last week called for approval of a package of bills sponsored by Assemblyman Martin Ginsberg (R-Plainview) to outlaw discrimination against the medically handicapped.

Flaumenbaum notified Assemblyman Frank Walkley, chairman of the Assembly Committee on Governmental Operations, of the support. The pending Ginsberg bills are A. 8321, to outlaw discrimination against the handicapped in public accommodations, A. 9753, to outlaw discrimination in employment, and A. 9367, to prohibit employers from asking a job applicant if he had ever had epilepsy.

Flaumenbaum said civil service has been relatively free from thoughtless discrimination, and has provided many handicapped persons the opportunity to prove their abilities. However, he noted that civil service job applications have always included the epilepsy question which in most cases is irrelevant to the job.

Created In Wilson Non-Teaching Unit

WILSON — A Civil Service Employees Assn. unit has been formed among non-teaching employees of the Wilson Central School District in Niagara County.

The district, alma mater of Senate Majority Leader Earl W. Brydges, will conduct contract talks with the unit this month.

The unit, formed with help from CSEA field representative James Stewart, represents about 65 cooks, clerical workers and custodians in the district.

CSEA Seeks Retroactive Minimum Pay

ALBANY — The Civil Service Employees Assn. has again demanded that State employees who reached their one-year anniversary of service during the 1971 Wage-Price Freeze be paid the \$6,000 minimum wage retroactive to the anniversary date.

Under CSEA-State contracts, employees must be paid a minimum salary of \$6,000 per year when they reach the one-year anniversary. Because of the Federal freeze, the propriety of the contract provision for employees reaching their anniversaries during that three-month period had to be ruled on by the Federal government. The ruling was in favor of the employees.

In a letter to Abe Lavine, director of the State Office of Employee Relations, CSEA president Theodore C. Wenzl detailed CSEAs' demand:

"You wrote to me (Wenzl said) . . . stating that the State . . . could make a retroactive adjustment in this case because the regulations . . . were not yet published." But, Wenzl pointed out, the regulations were published in late January 1972.

"There is now no impediment to pay these employees this adjustment," Wenzl declared.

Elwin To Correction

Edward W. Elwin, deputy chief probation officer for the 2nd Judicial District (Kings and Richmond), has been named deputy commissioner of program services for the State Department of Correctional Services at an annual salary of \$25,000, according to Commissioner Russell G. Oswald.

West Seneca Unit Sets Scholarship

WEST SENECA — The West Seneca Central School unit of the Civil Service Employees Assn. has established a \$100 college scholarship for members' children and hopes to add other scholarships in future years.

Richard Fuller, president of the 400-man unit in suburban Buffalo, said he feels the unit will establish "three or four more scholarships in the future."

He also revealed that contract talks between the unit and the Board of Education have started. The pact between the school district and the non-teaching CSEA group expires June 30.

A seven-member committee headed by Fuller and aided by Robert Milling, CSEA field representative, is conducting the negotiations.

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PAST PRESIDENT — At a party in his honor, Anthony Canora, president for seven years of the Poughkeepsie City School District non-teaching unit of the Civil Service Employees Assn., is presented a gift by his successor John Famelette. Canora, who retired in January, helped form the local CSEA unit in 1965. He was a carpenter of 35 years' experience, the last 22 years with the school district.

Pass your copy of The Leader on to a non-member.

welfare of the State Police and couldn't be more serious about wanting to represent them in negotiations and all other aspects of labor-management activities."

Wenzl said that "contrary to misguided statements by our competitors in recent years, CSEA considers the members of the State Police as a separate and important entity and would represent them on that basis. We have the resources to provide the best services available and we want a chance to prove ourselves," he declared.

"The most important thing," he pointed out, "is that the troopers, BCI and sergeants will decide their own problems with our help or a troop and statewide level. The committees and negotiating teams will be made up exclusively of the three groupings within their bargaining unit. They will determine their own destinies and select whom they want to work for them at all levels and in all cases."

John A. Conoby, CSEA collective negotiating specialist assigned by Wenzl to work with the State Police, introduced four CSEA field representatives who

will assist the steering committee and the local subcommittees before, during and after the representation election campaign. They include Roger Kane of Syracuse, Thomas Christy of Buffalo, John Deyo of Middletown and James Cooney of Albany.

Wenzl said he was extremely pleased with both the number of people who turned out for the meeting and the interest they exhibited. "Although we lost the last election, we were impressed by the number of State Police members who voted for us," he said. "It's our job to convince those who didn't that we are dead serious, and that we can do the best job. All we want is a chance to prove ourselves."

Those attending the meeting included:

Trp. John S. Elms, Troop C; Trp. Louis Crosetto, Troop C; Sr. Inv. Tom Fogarty, chapter president, Troop C; Trp. Thomas Clark, chapter vice-president, Troop C; Inv. James Burns, Troop A; Trp. Pete Roughead, Troop A; Z/Sgt. Al Whaley, chapter president, Troop A; Trp. William Schencke, chapter president, Troop E; Nellie Des Grosseilliers, chapter president, Troop B; Elaine Carmoli, chapter treasurer, Troop G; Arlene P. Hall, chapter president, Troop F; Sally A. Cannon, chapter president, Troop G; Sgt. Jack Weber, Troop B; Marge W. Barrett, chapter treasurer, Troop B; David L. McCann, chapter treasurer, Headquarters; Martin B. Horan, Headquarters; and Trp. George E. Hotaling, Thruway.

Also, Inv. Fred McCarthy, Troop D; Inv. Milton A. White, Troop D; Inv. James Coultier, Troop D; Sgt. Warren E. Creamer, chapter vice-president, Troop B; Trp. Carlton Forsythe, Troop B; Trp. Fred Knapp, Troop D; Trp. Russell J. Gritsch, chapter president, Troop D; Trp. Ed Vanderwall, chapter treasurer, Troop D; Jane Pound, chapter secretary, Troop D; Trp. Robert Bramhall, chapter vice-president, Troop D; 1st Sgt. Robert Natale, Troop C; Inv. David McElligott, Troop C, and Richard Schrader, Troop K.

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- 18 Wilson J Albany74.9
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- 20 Higgins P Staatsburg73.6
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Nursing Duty Bill Is Passed

ALBANY—A bill which specifically defines the practice of nursing has passed both houses of the State Legislature and gone to Governor Rockefeller for his signature.

The Civil Service Employees Assn. has written the Governor urging him to sign the measure into law.

A controversial nursing definition bill, passed by the Legislature last year, was vetoed by Rockefeller who enumerated several deficiencies and ambiguities in the legislation. The new bill corrects and clarifies the sections the Governor took issue with in last year's bill.

Most important, the new bill specifically defines "diagnosing" in the context of nursing practice, and clears up the meanings of such words as "treating" and "human responses" as they apply to the nursing profession. The definitions cover both registered and licensed practical nurses.

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Erie School Units Hold Seminar.

Dolan, Jaros, Milling Are Guest Speakers As Semi-Annual Function



Sam Mogavero, center, president of the Erie chapter school groups and sponsor of the seminar, introduces George Clark, left, Erie chapter president, to Harold Richter, one of the newest members of the CSEA family. Richter, along with other officers of the Williamsville School, attended the seminar for the first time since they gained recognition as a CSEA unit.

The semi-annual School Groups Seminar sponsored by the Civil Service Employees Assn. Erie chapter school groups and their president, Sam Mogavero, was attended by more than 90 persons representing almost all the major school districts in Erie County.

The event, preceded by a prime rib buffet, was designed to focus on three major topics and the formal introduction of Erie chapter CSEA Action-Grams and the CSEA Central Committee forms.

Guest speakers included Joseph Dolan, CSEA director of local government affairs, who spoke on the past, present and future of school units within the CSEA structure; Ronald Jaros, associate regional attorney for Erie chapter, and Robert Milling, Erie chapter field representative, who introduced the new Action-Grams and Central Committee forms.

Jaros spoke on the need for greater un-

derstanding between the CSEA members, field representatives and attorneys in handling members' problems under the CSEA Legal Assistance Program.

Other guests at the affair included: George Clark, president of Erie chapter; Robert Dobstaff, president of the West Seneca Highway unit and a member of the Erie chapter executive board; Harold Dobstaff, delegate of the school groups to Erie chapter and also a member of the Erie chapter executive board, and Eli Schoenhardt, vice-president of the school groups.

Participants in the seminar included officers from the following school units in Erie chapter: North Collins, Lakeshore, Eden, Cleveland Hills, Cheektowaga, Lancaster, Clarence, Depew, West Seneca, Iroquois, Williamsville and Hamburg. Several school units could not attend, among them Lackawanna, Maryvale and Sloane.



Speakers featured at the seminar found an attentive audience of more than 90 persons representing almost every major school district in Erie County. Before the seminar began, a buffet was served, compliments of the Erie chapter school groups.



Iroquois School unit president JoAnn Ripstein talks about the success of the Central Committee Forms in her unit with Ed Bergtold, unit vice-president, and Julie Offhouse, a steward in the Iroquois bus garage.



Robert A. Milling, left, was toastmaster for the evening. Here he goes over the evening's program with Ronald Jaros, center, associate regional attorney, and Robert Young, recently assigned as a field service assistant in the Western Conference area.



Sam Mogavero takes time out to explain forms used by Erie chapter to Alice Lorentz, vice-president of the Depew School unit.



Ronald Jaros, right, spoke to the group on the necessity of teamwork with members, the attorneys and the CSEA fieldmen. He was joined in question and answer session by field representative Robert Milling, left, and CSEA director of local government affairs Joseph Dolan.