

# Civil Service LEADER

America's Largest Newspaper for Public Employees

## Joe Roubier Convention Coverage

See Pages 8 & 9

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Tuesday, April 23, 1974

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**TARMEY TESTIMONIAL** — Among those on hand last month for the testimonial dinner in honor of Richard Tarmey, second from left, were CSEA executive vice-president Thomas McDonough, CSEA president Theodore C. Wenzl, Congressman Samuel Stratton, CSEA Fulton County chapter president William Sohl and CSEA treasurer Jack Gallagher. Other coverage appears on page 16.

## 200 Roar Protest To Yonkers Cuts In Cafeteria Staff

(Special to The Leader)

**YONKERS**—Over 200 school cafeteria employees of the City of Yonkers packed the cafeteria of Burroughs High School April 17 to protest proposed cutbacks in the cafeteria department.

The immediate protest by the employees, who are members of the Civil Service Employees Assn., was triggered due to a recent letter sent to CSEA representative by Arnold Fishman, consultant to the cafeteria department. CSEA was informed that 49 food service helpers would be laid off and that the action would take effect for the school year 1974-75.

CSEA officials present at the meeting included Raymond G. Cassidy, president of the Westchester chapter, and Caroline Cava and Michael Moravsky, president and vice-president of the Yonkers Non-Teaching unit. The CSEA staff was represented by Tom Luposello, regional supervisor, Randolph V. Jacobs of the union's public relations department, and field representatives Joe O'Connor and Ron Mazzola.

The proposed lay-offs presumably are the result of budgetary problems experienced by the Board of Education, but CSEA officials say that the difficulties are due to possible mismanagement on the part of the administrators and are not the fault of the cafeteria employees who are dedicated and loyal workers. Ms. Cava said that the presence of the CSEA officials was indicative of the all-out support of the union in the fight to see that no jobs were abolished. Applause greeted her declaration, "We are a union, and we are going all-out to save these jobs."

Pledging that no expense would be spared by the Westchester chapter in stopping the

firing of employees, Mr. Cassidy said that lay-offs could lead only

(Continued on Page 11)

## Greenport Unit Joins In Suffolk

**MIDDLE ISLAND**—Walter Weeks, president of the Suffolk Educational chapter, Civil Service Employees Assn., has welcomed the chapter's newest addition — the Greenport school unit.

The officers are: president, William Melanson; vice-president, Victoria Helinski; secretary, Althea Seavers, and treasurer, Victoria Heaney.

The unit consists of all non-instructional employees, including custodians, secretaries, nurses, and teacher aides.

Irwin Scharfeld, field representative, said the addition of the unit now makes Southold Township 100 percent in CSEA.

The Suffolk chapter represents the Southold Town employees and the Greenport Village employees. The Suffolk Educational chapter represents the Mattituck School District, Southold School District and now the Greenport School District.

All public employees are therefore represented by CSEA in the Town, Village and School Districts, with the exclusion of police and teachers.

## State Report Rips Monroe CS Office

**ROCHESTER**—Monroe County Civil Service Commission officials have circumvented state law in some employment practices, a team from the State Civil Service Office in Albany has reported.

The county commission has kept on county, city, town and school payroll employees who have flunked civil service tests, the report says.

State investigators also have uncovered illegal hiring practices and say the county personnel office is chronically understaffed.

The state report says that some practices for which the county commission was criticized in 1970 are continuing.

### Seeks Investigation

Democrats in the County Legislature said they will call for a legislative investigation into the practices of the commission.

County Manager Lucien A. Morin declined to comment, but Frederick W. Lapple, county personnel and civil service director, defended his office

against the charges, saying he thinks Monroe County has "one of the better commissions in the state."

Twenty-nine public employees should be fired because they have failed to meet civil service requirements, the report says.

(Continued on Page 11)

*Don't Repeat This!*

## Political Contests Here Look Balanced Despite GOP Woes Elsewhere

**THE LOSS** of another Republican Congressional seat in the special election last week in Michigan is a clear indication that Republicans everywhere may have trouble this November running against Watergate, inflation, rising unemployment and a stag-

(Continued on Page 6)

## Mental Hy Workshop

**LAKE PLACID**—A three-day workshop for members of Civil Service Employees Assn. Mental Hygiene locals will be conducted on June 21, 22 and 23 at the Whiteface Mountain Inn, Lake Placid, according to preliminary plans announced last week.

## Inside The Leader

Broome Membership Lure

— See Page 3

Dubovick Slams SEIU

— See Page 11

Fired Worker's Mates Rally

— See Page 16



**ULSTER PROTEST** — These are some of the many pickets who were on hand in Kingston to protest

at a session of the Ulster County legislators for equity adjustments in salaries. There was no decision. CSEA

officials vowed to redouble efforts to achieve their goal. Other pictures are on page 3.

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**Book Cites Changes  
In Worker Attitude**

MANHATTAN—The American work ethic is changing and the character of our society is changing with it. But government, business, and labor unions are not prepared to cope with such a change, a new book contends.

The book, "The Worker and the Job: Coping with Change," is written by seven experts in the field. It calls for a series of related actions by government, business, and labor to enrich the quality of work and so improve worker satisfaction and, ultimately, production.

Prentice Hall is the publisher of the book.

**Hispanic Soc Meet**

MANHATTAN—The Hispanic Society of the Sanitation Dept. will meet at 7 p.m. April 24 at the National Puerto Rican Forum, 214 Mercer St., Manhattan.

**FIRE FLIES**

by Paul Thayer

Recently the Brooklyn Number One Detachment of the Marine Corps League honored 28 of New York's firefighters with plaques and citations for heroism. This sort of thing is always pleasant to hear about. For the amount of risk, injury and death which the firefighters suffer, the recognition they receive is nil by comparison with that which is deserved. (At this point I am tempted to ask what a firefighter has to do in order to get a Class One from the Fire Department anymore. Roof rope jobs now rate class two and in one case a class three. There is something very wrong with somebody's thinking downtown on the subject. There are a lot of people in very high places who wouldn't be in those very high places if it were not for more than generous consideration of their meritorious acts at the time they were performed. Now that some gentlemen are in the big time, things are quite different.)

At its Headquarters in Brooklyn, the Marine Corps League presented the following, some of which would make your hair stand on end:

Capt. Henry Zuercher and Firemen John T. Alessi, Bernard H. Mullen and Louis Picconi, all of Ladder Company 108 in Brooklyn. The fire was in a 12-story building with the victim on the top floor, apartment fully involved. The Captain and Mullen went over the roof on ropes while Alessi and Picconi went all the way to the 11th floor by aerial and then the last floor by scaling ladder. The woman was dead but a monumental effort with no thought of personal safety was made.

Stephen F. Ternlund. He rescued a male from a fully involved apartment where three tries had to be made before finding and dragging the victim to safety, all without a mask and before the start of water.

Fireman Dennis Conway. He was at a fire at Brooklyn Box 876 where all sorts of furniture and debris were piled against the apartment door on the inside. After overcoming that obstacle, he crawled on his stomach through three rooms of fire and finally found the infant for

whom he was searching. In making the rescue, he was badly burned about the neck and back but would not accept medical attention until he had brought back vital signs in the rescued child.

Fireman Joseph Rodrigues. He witnessed an accident between a car and motorcycle. The bike became wedged beneath the car and the rider was knocked out by the impact. Gasoline from the ruptured tank ignited and surrounded the unconscious man when Rodrigues ran to his side and also became engulfed in the gasoline fire. He managed to free the victim and carry him to safety at which time the gasoline tank on the car exploded into a ball of flame. One second delay would have been death for both Rodrigues and the victim.

Lt. Raymond N. Nurnberger of Engine 283. He rescued a child in the Brownsville section of Brooklyn, details of which were completely covered in this space at the time of the rescue (it was a doosey!).

Rescue Company No. 2. They had first searched every inch of the burning cargo ship Sea Witch while the fire was still in progress and then, finding that ship clear of victims, transferred to the tanker Esso Brussels where a similar search was made of crews quarters and victims found and rescued, all done while fire raged aboard the ship and the possibility of a complete explosion which would have killed the entire company still existed. The men honored were: Lt. William Cole, and Firemen Edward X. Cooper, Donald Costleigh, James Lopez, John T. Scally, William S. Moore and Robert T. Schmidt.

Fireman Emanuel Fernandez. He did some quick thinking in the rescue of a man overboard during a ceremony at the South Street Heliport.

Firemen Joseph G. Di Resta and John Frain. They rescued a mother and her four children from a fire in a housing project involving quick thinking, a monumental effort and special use of the company aerial ladder.

The Officer and members of Marine Co. 5 for action at the Sea Witch disaster. Those honored: Capt. Edmond Fitzgerald, Asst. Mar. Eng. Dominick Altieri, Firemen Martin Bachner, Edward Brennan and Edward Lavin, Marine Wiper Eugene McIntee, Fr. Frank Ross, Pilot Edward Sadler and Fireman Howard Taphouse.

Lt. William J. Williamson of Ladder 49. He caught a child falling through mid air having been thrown to safety by its mother from three floors up.

To Dispatcher Herb Eysser, thanks very much for passing along my new C.D. Card. Thanks, too, to Lieutenant Don Butler of Ladder 31 for the kind invite. I plan to pay you a visit very shortly.

To John W. Hamlin, thank you very much for your very informative letters with enclosures. The story of the Late Fireman Peter Cusumano of Squad 3 written by George R. Kreuzer of Ladder Company 102 is an excellent piece of writing and should be submitted for publication. Has he tried the "New Yorker" or "Readers Digest"?

**Fire News**

**Vulcans Say Model Cities Breaks "Cycle Of Poverty"**

Lending support to the "save the model cities" movement now afoot in the face of pending budget cuts that would eliminate the programs, the Vulcan Society this month devoted much of its Newsletter to detailing the benefits the Fire Dept. has received from the Model Cities' fire safety programs.

Men between the ages of 19 and 27 who live in Harlem/East Harlem, South Bronx or Central Brooklyn serve as "fire cadets" in the program.

The cadets have saved the city millions of dollars, the newsletter says, by participating in efforts such as the hydrant abuse prevention program, the Fire Salvage Corps, the false alarm program and various fire prevention demonstrations. The cost savings to the city through the hydrant program alone were estimated at \$3,888,500.

As important as the savings to the city and the aid to the Fire Dept., however, is what the newsletter calls "the effect of the program on the life style of the trainee": "Men who previously had no conception of how to file or prepare for a civil service exam and who once bordered on hardcore unemployables" have gone on to civil service or comparable jobs, to college or the military.

The newsletter concludes that "for these young men the cycle of poverty has been broken. While they were being prepared to accept life time careers in civil service or private industry, they were also rendering essential services to the Fire Dept. and to their communities. The program has been an example of cooperation between an operating city agency and the residents of a depressed area."

**Fire-House Dedicated**

Mayor Beame dedicated a new fire house at the corner of 8th Avenue and 48th Street, April 22 with Fire Commissioner O'Hagan and Publics Works Commissioner Simmins participating in the ceremony.

The new house, built at a cost of \$1,300,000, will serve as the quarters of Engine 54, Ladder 4 and Battalion 9, and includes within its area the Broadway theatrical district.

The site on which the new fire house was built once contained the fire station that served as headquarters for the old New York Volunteer Fire Corps in the 1800's. The old building also served as quarters for Ladder 4 since its organization on September 18, 1865.

Engine 54, which was organized May 26, 1884, was formerly located at 304 West 47th St. until as recently as the latter part of last month when it was moved into the new quarters.

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Ulster County legislators meeting in Kingston found out how the workers feel about their paychecks in this time of spiraling inflation. Pickets outside and a full meeting hall inside heard the stand of the Civil Service Employees Assn. for its county employees. CSEA asks an equity salary adjustment retroactive to Jan. 1. Although the legislators tabled a decision on the matter, Joseph J. Dolan, director of local government affairs for CSEA, and others promised to redouble efforts to achieve their goal. "It is a simple and clear fact that a great injustice exists in the current salary structure for Ulster County employees," said Mr. Dolan.

## State People Offered Low Cost Group Life

ALBANY—Enrollment in a special, low-cost group life insurance plan, which does not require a medical examination in most cases, is available during May to state employees who are members of the Civil Service Employees Assn.

Applications, with signed authorization to have premiums deducted from salary, should be sent to the Insurance Dept., CSEA, 33 Elk St., Albany, N.Y. 12207, on or before May 31. The applications and literature explaining the group life insurance plan may be obtained from local CSEA chapter representatives or from the union headquarters at 33 Elk St.

CSEA members who are local government employees will be offered the same special opportunity during the month of June.

CSEA members who are under 50 years of age or who have not completed five years in state service, and who have not been previously rejected for this insurance on the basis of a medical examination, are eligible for the plan without a medical examination.

Applicants who have not attained age 50 but have been employed for 5 years or more in state or local government will be required to submit a satisfactory statement of physical condition as a condition to become insured.

Members who are over 50 years of age and who have completed more than 5 years of service must take a medical examination at the expense of the insurance company. Premiums are waived should a member become permanently disabled before attaining age 60, and double indemnity in the case of accidental death is guaranteed.

The cost of the insurance is 10 cents bi-weekly per \$1,000 worth of coverage for members 29 years old or younger. Older members may obtain this insurance at lower than normal rates.

Members pay their insurance premiums through the automatic payroll deduction plan.

## Lindenhurst Signs Pact

LINDENHURST—The Village of Lindenhurst unit of the Suffolk chapter, Civil Service Employees Assn., has signed a three-year contract that provides a first-year package valued at almost \$1,000 per man, it was announced by Felix Livingston, president.

The agreement was signed April 10 after six months of hard-fought negotiations, which led to impasse procedures at the end. The unit had been assisted throughout by CSEA collective bargaining specialist Danny Jinks.

Salaries will be adjusted upwards in each year in addition to increments averaging \$300 due to about half of the members. Fringe benefits gained include a dental plan, full-day holiday Good Friday, longevity steps at 10 and 15 years, off-job disability coverage and shorter hours for office employees.

## Bea Jeanson Fete

MINEOLA—A testimonial dinner will be tendered for Beatrice Jeanson, a veteran leader of the Civil Service Employees Assn., May 2. Ms. Jeanson, past president of the Town of Oyster Bay unit of the Nassau chapter, has been active in town, county and state CSEA affairs for two decades. The affair, organized by friends and fellow CSEA leaders, will be at the Old Country Manor,

## Broome Sick-Leave Bank Seen As Non-Member Lure

BINGHAMTON—The Broome unit, Civil Service Employees Assn., has ended its long and often bitter battle with the county during contract negotiations for 1974.

Amicable contract-signing took place recently in the office of County Executive Edwin L. Crawford.

Unit president Jack Herrick said, however, that while the unit had won several major concessions, neither he, the members of the unit negotiating team nor the membership were entirely satisfied with the outcome.

The contract provides some 1,000 county employees with an average 6¼ percent pay increase.

Mr. Herrick said he was extremely pleased with one new feature of the 1974 contract: the establishment of a so-called sick-leave bank with participation limited to CSEA members only. He said this should increase unit membership rolls by 8 to 10 percent.

According to the plan, member employees donate two days of sick leave time of their own to the bank on enrollment and one day each year thereafter.

If the member employee enrolled in the program is stricken with a lengthy illness, he or she would be eligible to draw up to 100 days of sick time after his or her available leave time accrued for vacations, regular sick leave, etc., has been exhausted. Mr. Herrick said the leave time drawn from the bank never has to be repaid. He characterized the program as a disability-insurance alternative,

which would enable members to survive periods of severe financial crisis brought about by prolonged illness.

A compromise maternity leave plan grants women employees a total of one-year leave of absence without pay to be split between the prenatal and post-natal periods. The past practice granted maternity leave only with the permission of the employee's department head and the Employees Committee of the Broome County Legislature.

The 1974 talks were marred by the filing of unfair labor practice charges by the CSEA unit against the county shortly after the county legislature voted to reject the terms of the agreement reached in December and accepted by the membership on December 21. However, after a series of private meetings, contract talks resumed.

The unit has already begun to review contract proposals to be placed on the bargaining table when 1975 contract talks get underway later this year.

## Craig State Open House

SONYEA—Craig Developmental Center (Craig State School) will hold its annual open house May 1. Dr. Vincent I. Bonafede, director, announced.

Hours will be between 1 and 5 p.m. and 6 to 8 p.m. The theme will be, "Unified Services: An Evolving Concept." A spokesman said the theme is prompted by the growing effort to unify services provided to the handicapped in institutions and local communities. There will be exhibits, tours and presentations. Refreshments will be available.

The school is three miles south of Mt. Morris, and 12 miles north of Denville on Route 36.

## MacTavish Recovers

ALBANY—Dorothy MacTavish, statewide secretary of the Civil Service Employees Assn., is a patient at the Albany Medical Center Hospital, where she recently underwent major surgery. She expects to be discharged around April 25 and will convalesce at her home at 43 Fordham Court, Albany. It is expected to be several weeks before she returns to her position in the State Education Department and also resumes her duties as CSEA secretary.

## May Testimonial Set For Bendet

NEW YORK — Solomon Bendet, one of the six vice-presidents of the Civil Service Employees Assn., will be honored with a testimonial luncheon May 6 given by the Complaint Bureau of the State Insurance Department.

The testimonial will be in recognition of the 44 years of service Mr. Bendet has had in the department since he joined it as a junior insurance examiner in 1930.

As a result of his passing six competitive promotional exams, Mr. Bendet worked his way up to the position of Chief of the Insurance Complaint Bureau, prior to his recent transfer to the civil service position of Deputy Supt. of Insurance.

Mr. Bendet's service to the Civil Service Employees Assn. as an elected official of the organization is believed to be the longest of anyone currently in office, having first been elected to CSEA Board in the middle forties as Insurance departmental representative. Mr. Bendet, in addition to his current positions as a CSEA vice-president and a Board member is also president of the New York City Region 2 and New York City chapter.

The testimonial will be at 12 noon at the Terrace Court and Hilton Room of the Waldorf-Astoria Hotel in Manhattan.

Tickets are available at \$12.50. Checks for tickets may be sent to William Allmendinger, N.Y. Insurance Department, 123 William St., New York City. Checks should be made payable to Martin Ballot. For further information, Mr. Allmendinger can be reached at (212) 488-4104, and Mr. Ballot at (212) 488-4021.

## Can't Force Retirement Without Giving Reviews

The Court of Appeals last week unanimously reversed the Appellate Division, First Department, and State Supreme Court Judge Hyman Korn in *Balash v. Retirement System*. The decision will affect all involuntary retirement cases.

John Balash was a senior accountant with the City Housing Authority. After 12 years of service, he was advised to appear before the Retirement Board for an examination. He appeared and was subsequently retired on an involuntary basis, never advised of the reasons for his "forced" retirement.

Represented by Samuel Resnicoff, Balash brought suit. In court, Balash learned for the

first time that he was certified as a "paranoid personality." He claimed a violation of due process, but Judge Korn denied his application, and the Appellate Division unanimously affirmed.

In unanimously reversing the Appellate Division, the Court of Appeals held that Balash "had, however the right to be informed of the substance of those reports and should have been given an opportunity, at least before the Board of Trustees, to controvert the conclusions they contained."

As a result of this decision, no civil service employee will be involuntarily retired without first having knowledge of the charges against him and an opportunity to submit contrary evidence.

## Suggests Soc Sec Overhaul

WASHINGTON — Reform of the Social Security payroll tax to reduce the burden on the wage earner and increase the maximum taxable income has been supported by Rep. Benjamin Gilman (D-NY).

The proposal, which Mr. Gilman has co-sponsored in the House of Representatives, would increase from \$13,200 to \$25,000 the income level above which no Social Security taxes are withheld from a worker's pay.

It would also reduce the Social Security tax rate from its present level of 5.85 per cent to 3.9 per cent.

"This legislation would put more money back into the hands of those who need it most—the low and middle income members of our work force. By expanding the number of people participating in the Social Security program, it would lessen the burden on each of them individually," Congressman Gilman said.

Mr. Gilman also said the passage of this legislation would stimulate the national economy by putting cash back into the hands of the working man and woman. "As this buying power begins to flow through the economy, it should produce a general economic upturn," the congressman asserted.

### 900 Computer Corners

MANHATTAN — New York City now has the largest computerized traffic signal control system in the world, according to Transportation Administrator Michael Lazar. Mr. Lazar last week announced a 75 percent operational increase in the city's computerized traffic signal system, bringing to over 900 the total intersections now under computer control.

## 2 Post Offices Move, But Their Zips Remain

MANHATTAN—Two postal finance stations will be relocated to new quarters to provide "more efficient service" to customers and "better working conditions" for employees, the U. S. Post Office announced.

Effective April 22, the Cherokee Post Office Station, currently at 1554 First Ave., serving ZIP code 10028, will open at 1539 First Ave. with the same ZIP.

May 1, Tompkins Square Post Office Station, presently at 43 Ave. C, serving ZIP code 10009, will open at 244 East 3rd St., same ZIP.

## To Discuss Future Of Bronx Hospital

BRONX—A public hearing will be held from 4 p.m. to 10 p.m. April 30 on the future of the North Central Bronx Hospital, according to the Board of Directors of the Health and Hospitals Corporation.

The public meeting will be held in the auditorium of the Theodore Roosevelt High School here, at Fordham Road and Washington Avenue.

Those wishing to speak at the hearing should contact: the Office of Community Relations, Health and Hos. Corp., room 503, 125 Worth St., Manhattan, 566-6561.

## State Promotional Job Calendar

Applications Accepted To April 22

Written Exams June 1

Assistant Retirement Benefits Examiner IDP	G-7	35-500
Assistant Civil Engineer (Planning) DOT	G-19	35-486
Associate Civil Engineer (Planning) DOT	G-27	35-488
Principal Civil Engineer (Planning) DOT	G-31	35-489
Senior Civil Engineer (Planning) DOT	G-23	35-487

Oral Exams In May Or June

Assistant Director, Bureau of Industrial, Service, and Corporate Development (CMMRC)	G-29	39-013
Director of Community Services CORRECT SERV	G-27	39-014
Director of Sales Tax TAX & FINAN	G-38	39-004
Metropolitan Deputy Tax Commission TAX & FINAN	G-38	39-005

Applications Accepted To May 13

Written Exams June 22

Assistant Building Electrical Engineer (EXEC-OGS)	G-19	35-558
Assistant Civil Engineer (Structures) (DOT)	G-19	35-560
Assistant Heating and Ventilating Engineer (EXEC-OGS)	G-19	35-556
Associate Civil Engineer (Structures) (DOT)	G-27	35-562
Associate Gas and Petroleum Inspector (PUB SERV)	G-17	35-551
Associate Manpower Programs Coordinator (LABOR)	G-23	35-512
Clerical Positions IDP	G-5	35-519
Account Clerk		
Audit Clerk		
Statistics Clerk		
Head Clerk (Payroll) (SUNY)	G-15	35-516
Head Stationary Engineer (IDP)	G-19	35-524
Insurance Examiner (INSRNCE)	G-18	35-561
Principal Manpower Programs Coordinator (LABOR)	G-27	35-511
Principal Records Center Assistant (EXEC-OGS)	G-11	35-545
Principal Stationary Engineer (IDP)	G-17	35-525
Senior Building Electrical Engineer (EXEC-OGS)	G-23	35-557
Senior Civil Engineer (Structures) (DOT)	G-23	35-559
Senior Gas and Petroleum Inspector (PUB SERV)	G-14	35-552
Senior Heating and Ventilating Engineer (EXEC-OGS)	G-23	35-555
Senior Manpower Programs Coordinator (LABOR)	G-18	35-513
Senior Record Center Assistant (EXEC-OGS)	G-8	35-546
Supervising Gas and Petroleum Inspector (PUB SERV)	G-19	35-550

Oral Exam In July

Chief Budgeting Analyst (LABOR)	G-27	39-011
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Performance Test In June

Motor Equipment Field Inspector (DOT, REGION 8)	G-13	39-017
Motor Equipment Test Mechanic (DOT, REGION 8)	G-13	39-017

Additional information on required qualifying experience and exam subject can be obtained by requesting a job announcement from the state Dept. of Civil Service or your state agency personnel office.

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**MSA Bronx Property**

BRONX — More than 870 Bronx properties, primarily in the Mott Haven, Melrose and Morrisania sections, were acquired by the Dept. of Real Estate last week as a result of the failure on the part of the former owners to pay taxes for more than three years, according to Municipal Service Administrator John Carroll.

**Key Punch Practical**

MANHATTAN—A total of 251 key punch operator candidates have been called to take the practical part of exam 3123 on April 27 at 2 Broadway, 6th floor, in Manhattan. Candidates are scheduled to appear at half-hour intervals from 8:30 a.m. to 4:30 p.m., according to the city Dept. of Personnel.

**St. George Meet**

MANHATTAN—The Dept. of Sanitation's St. George Assn. will meet to discuss important matters April 26. The meeting will begin at 8:30 p.m. in room 1002 at 71 W. 23rd St., Manhattan. Refreshments will be served.

**FDNY To The Rescue In Bolton, Mississippi**

The New York Fire Department is responding to another alarm. And it is sacrificing one of its members.

Not news? Well, the box, this time, is in Bolton, Mississippi, population 1,100. And what is being sacrificed is not one of New York's "Bravest" but a fire engine.

**GSA Has Openings For Operating Engr**

The General Services Administration of the federal government is recruiting for a general utilities operating engineer in both Manhattan, a grade 10 position (\$5.02 per hour) and in Newark, New Jersey, a grade 11 position (\$5.20 per hour).

Candidates who have sufficient air conditioning and heating experience to work independently qualify for the positions.

For more information and to apply for these jobs, contact Mr. John Naclerio, Personnel Office, GSA, 26 Federal Plaza, N.Y., N.Y. 10007, 264-8295.

Bolton's own converted flat-bed truck with an adapted pumping mechanism expired last year and the town has been without apparatus ever since.

Mayor Bennie Thompson, the first black mayor of Bolton, made an appeal to Richard Harris, president of FDNY's Vulcan Society, and to Percy Sutton, Manhattan Borough president, to get a de-activated pumper from the department's supply of used apparatus in Long Island City.

At a ceremony April 29 at 11 a.m. at City Hall, Mayor Beame, Fire Commissioner John O'Hagan and Assistant Commissioner Victor Collymore will present Mayor Thompson with a reconditioned 17-year-old Mack pumper. For the price of \$1.00.

The pumper will be shipped by rail to Jackson, Miss. The Vulcan Society is sending down a chauffeur and motor-pump operator to assist Bolton's fire fighters in learning the operation, maintenance and capabilities of the pumper.

**Energy Crisis Stokes State's Unemployment**

Of the 465,800 state workers who became unemployed in the beginning of the year, at least 13,000 workers lost their jobs as the result of the "energy crisis," according to the State Dept. of Labor. The state's unemployment rate rose to 6.2 percent in January and February, from 5.5 percent in December. The state's figures are based on residence, not place of work, according to a new federal measuring system which is expected to result in increased federal aid to the jobless.

**American Legion Meet**

MANHATTAN—The American Legion, Dept. of Sanitation, Post 1110, will hold a meeting at 6 p.m. April 24 at St. Andrew's Church, 20 Cardinal Hayes Place, Manhattan. Refreshments will be served.

**Columbia Assn Meet**

BROOKLYN—The Columbia Assn. of the Dept. of Sanitation will have a delegates meeting at 7 p.m. followed by a mass members meeting at 8 p.m. on April 25. Both will be held at Columbia Hall, 543 Union Avenue, Brooklyn.

**Police News**

**Rios To Complaints Bd.**

George J. Rios was sworn in last week as deputy assistant director of the Civilian Complaint Review Board.

Mr. Rios has an extensive background in community relations in both the public and private sector. He was most recently employed by Con Ed as their public affairs representative. Prior to that he was administrator of the East Harlem Redevelopment Project and a coordinator of ASPIRA, Inc.

Announcing the appointment, Police Commissioner Michael Codd said: "As a highly respected member of New York's Hispanic community, Mr. Rios' presence at the Review Board will greatly assist in providing the Hispanic community a receptive medium for hearing grievances and resolving complaints lodged against members of the service. All too often in the past the language barrier and a lack of knowledge of the police role in our society have led to misunderstanding and unnecessary friction between members of the department and the people we serve."

**Federal News**

**SSI Applications Still Accepted**

Those who qualify for the new federal program providing extra monthly cash available for the elderly, the blind and disabled who are living on limited incomes should promptly apply to their nearest Social Security office. Under the Supplemental Security Income (SSI) program, a single person qualifies if he or she is over 65, or blind or disabled at any age, and has a total income of less than \$277 per month.

A couple qualifies if both are either over 65 or blind or disabled at any age, and have a total monthly income of less than \$315.

Eligible persons can receive under the SSI program:

- \$206.85 a month for an individual living alone.
- \$110.85 for an individual living in another person's household.
- \$294.93 for a couple living in their own household.
- \$180.93 for a couple living with someone else.

This program took effect in January, but many people are still unaware of its benefits. Because there are no retroactive payments, eligible persons should apply immediately.

Before going to the local Social Security office candidates should call in advance to find out what papers they should bring with them.

**Gen Entrance Certs**

MANHATTAN—Five hundred-ten general entrance series eligibles, from exam 2088 and between the numbers of 1501 and 1549, were called to an all-day certification pool April 22 at 40 Worth St. Appointment salary is \$6,850 for attendant; \$6,650, elevator operator; \$5,500, messenger; \$5,500, office appliance operator; \$5,500, process server; \$7,200, toll collector (markets); and \$6,850, watchman.



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TUESDAY, APRIL 23, 1974

## Right To Work

**C**URRENTLY being debated in the New York State Legislature is a bill to define union security provisions under the Taylor Law. More familiarly, this can be identified as the agency shop bill, sponsored in the Senate by Senator Flynn as bill number S. 5301, and in the Assembly by Assemblyman Burns as bill number A. 11044.

This has admittedly been a matter close to the hearts of union members for many years. Last month, delegates to the Civil Service Employees Assn. convention voted to make this one of the priority items they would seek in the current Legislative session. CSEA president Theodore C. Wenzl has issued a request to the membership for grassroots support of this measure in an appeal for individual letters to be written to legislators letting them know of the rank-and-file support for the agency shop.

The term "free-loader" is often heard when union members discuss the issue, since they feel that those people who accept the benefits of union-gained salary increases and benefits should share in some of the costs incurred in negotiating them. Thus, some form of financial contribution would be expected from the non-members, although they would still retain the right not to officially join any employee organization.

What the agency shop does, in short, is to recognize that it takes two sides to negotiate, and that management is fully funded—whether by the ownership in private industry or by the taxpayers in governmental units.

Remembering that public employees are also taxpayers, it becomes evident that some share of the employees' taxes are being used by the Administration in its negotiations with the unions. The consequence is that the employees are paying the salaries of both those people who are negotiating for them as well as those who are negotiating against them.

The least that could be expected is that all public employees should share in the expenses of those who are working on "their side."

Management certainly isn't sitting idly by. The National Right to Work Legal Defense Foundation, Inc., with support from business executives, company presidents and board chairmen, is busy soliciting support for anti-agency shop legislation throughout the country. Appeals for funds are being made in nationwide mailings.

We would certainly hope that the rank-and-file employee is aware of the lobbying effort against the agency shop—efforts which are, in truth, aimed at curbing the importance of unions.

Public employees, too, have got to come to grips with the importance of the agency shop. State employees should heed Dr. Wenzl's urgings for a letter-writing campaign if they intend to have any influence on the Legislature's deliberations.

## Teen Drinking Problem Cited

MANHATTAN — State Liquor Authority agents are alarmed over increasing use of alcoholic beverages by teen-agers, according to their union delegate, Anthony M. Papa, New York City chapter, Civil Service Employees Assn.

Mr. Papa, in a press release, said the agents have urged the SLA hierarchy to launch immediately a statewide educational

prevention program in all schools on the dangers of alcoholism.

Mr. Papa said the SLA is mandated under Section 2 of the ABC Law "to promote temperance" and that no more immediate need in this regard exists than in the area of youth alcoholism which he claimed is now reaching epidemic proportions.

## Don't Repeat This!

(Continued from Page 1)  
nant economy. However, what happens in other parts of the country is not necessarily true of New York.

The Watergate factor, for example, may not be as significant here as elsewhere. At a time when the Watergate burglary seemed to most people nothing worse than a crude political prank, Governor Rockefeller immediately sensed its deeper implications and moved quickly to fight corruption in the criminal justice system.

He thereupon created the Office of Special Prosecutor in New York City and appointed Maurice H. Nadjar to the office, with broad powers to investigate corruption in the courts, the district attorneys' offices, the police and correction departments, and in every other area of activity that impinges upon the criminal justice system.

### Corruption Uncovered

As a result, a number of judges have been indicted, a former Queens District Attorney and some members of his staff have been found guilty of operating a parking ticket fixing scheme, correction officers have been indicted for selling narcotics to prison inmates, and other possible offenders are under continuing intensive investigation. Thus, at least in New York, the Republican party may be able to come across as Mr. Clean.

In addition, there is increasing evidence that Governor Rockefeller's controversial get-tough-on-drug-pushers law is showing results. At least on college and university campuses the drug scene seems to have tapered off considerably. As part of that program, Governor Wilson has the authority until July of this year to appoint 51 additional judges to ease the burden of criminal cases in the courts. It is generally understood that Governor Wilson will appoint some additional judges soon. Such a strengthened court system will expedite the trial and conviction of criminal defendants. It will also tend to make our people feel more secure in their homes and in the streets.

### Different Situation Here

Accordingly, with respect to corruption and reduced criminal activity, the Republicans here may face the November election on a firm footing. With respect to the economy, this state may also be in better shape than others. In Michigan, for example, where Republicans lost two Congressional seats, the economy of the state depends upon the prosperity of the automobile industry. When automobile sales plummeted because of the gasoline shortage, so did the economy of Michigan.

No matter how lopsided against Republicans the picture looks elsewhere, the political contest here is likely to be more balanced, close and exciting. From their side, the Democrats, after 16 years as outsiders, have high hopes for victory. The difficult problem facing the Democrats is whether their hopes can be translated into unity after bitter and divisive primary fights. The answer to that one is anybody's guess.



## Civil Service Law & You

By RICHARD GABA

Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

## Human Rights Vs. Civil Service

A Special Term of the Supreme Court, Schenectady County, has held that where a complainant policewoman was no longer on an eligible list for promotion to police sergeant, and subsequent order of the State Division of Human Rights had given her the exclusive right of appointment to the next vacancy, the Division's order ran afoul of the Civil Service Law. Under such circumstances the court denied the complainant's application to enjoin the respondent City of Schenectady from appointing anyone other than her either permanently, temporarily or provisionally to the vacant position of police sergeant, pending the conclusion of litigation on the Division's order.

The woman had filed the complaint with the Division of Human Rights against the City of Schenectady and the PBA. The complainant alleged that she had taken and passed numerous promotional examinations without securing promotion, and that men with equal or inferior qualifications had been promoted. The woman had taken an exam in August 1967 and was placed eighth on the eligible list. The Human Rights Division found that failure of the City to elevate the complainant to the position of police sergeant was based on discrimination against her because of her sex.

**THE SPECIFIC PROMOTION** complained of occurred in August 1971. Later in August 1971, the list expired. In May 1971, another examination had been held, anticipating the expiration of the list in effect at that time. The complainant took that exam, and when the results of that examination were announced, her name did not appear as one of the successful candidates. In March 1973, the Human Rights Division issued an order finding that the respondents had engaged in an unlawful discriminatory practice, and the order in part directed the respondent to offer the complainant the next available position of police sergeant.

The problem which arose was that the complainant was no longer on a current eligibility list, and thus a conflict between the Human Rights statute and the Civil Service Law arose. The Division of Human Rights, pursuant to Section 297 of the Human Rights Law, sought an injunction preventing the City from appointing any police sergeants until the rights of appeal of the City and the Schenectady PBA had been exhausted from the Division's earlier order. The City contended it could not legally comply with the order of the Division, since the Civil Service Commission cannot certify the name of an applicant to fill a position if that applicant's name does not appear on an eligibility list.

The court noted that it has been consistently held by the courts that once an eligible list has expired, the Legislature is without power to confer eligibility by resurrecting the list. Such an action was held unconstitutional where the State Legislature had sought to revive and resurrect an eligible list that had expired. The State Division of Human Rights in effect by its order had conferred upon the complainant a status or right of appointment to the exclusion of all others to be appointed to the next vacancy without regard to the Civil Service Law and Article 5, Section 6, of the State Constitution.

**THE LIST** the complainant was on had expired by operation of law and not by virtue of any act of the City or any of the other respondents. It was further noted that other patrolmen who had taken and passed the exam and became certified as eligible had the right to be considered for appointment to any existing vacancy. The law in this respect does not provide for any exception or provide anyone with a pre-emptive right to the exclusion of all others otherwise certified and eligible for appointment.

The court stated: "Penalties for discrimination are necessary, but the rights of all those in the competitive civil service class deserve equal consideration so that in the event a finding of discrimination is made as to one eligible, other eligibles are not automatically deprived of consideration or appointment. To permit such a situation to arise and persist would merely compound the very evil sought here to be remedied by the Human Rights Law. Moreover, in this case happily the position of police sergeant becomes vacant with fair regularity, and if the final de-

(Continued on Page 13)

# Letters To The Editor

## Fire Officers Reply To City Columnist

Editor, The Leader:

We support freedom of expression particularly in the press, but when a columnist repeatedly uses his column, as Mr. Bauch did in the March 26 issue, to mislead a group as important as our membership, we must reply.

All fire officers are served by the Uniformed Fire Officers Assn. and are represented in all matters affecting wages, hours, pensions and conditions of employment. We are indeed a select group of supervisors, all with tenure protected by an association organized for 30 years. Our success is without parallel in municipal collective bargaining and in no small way is related to our affiliation with organized labor with which we have taken an active part.

Mr. Bauch started by advising our membership to retire with minimum service to gain benefits from litigation known as the "Hartnett-Matthews" case. He was advised at that time that his transparent motives were showing. His recruitment drive for the Civil Service Retired Employees Assn. and more cash for his building fund were sure to gain.

The counsel for that litigation, in addition to being associated with his group, based his case on a section of the Fire Dept. Pension Law that was superseded by the General Municipal Law in 1961. A similar issue regarding retroactive monies as part of the pension base was denied in a court decision several years ago. This is the same lawyer who was unsuccessful in an attempt to demote 115 of our lieutenants, all of whom were represented and whose job security was defended by a unified UFOA.

The objective of all eligible groups is the same and that is to gain promotion. Most fire officers at one time or another have been members of eligible groups. But someone in the current eligible group seems to be misleading Mr. Bauch.

Those who have followed Mr. Bauch's advice into early retirement have lost an increase in wages and pension benefits and will probably not receive the adjustments he promised. On the other hand, those who were influenced by the leadership of their union of fire officers continue to enjoy the fruits of their unified labor-affiliated association.

**EDWIN JENNINGS**  
Recording Secretary  
Uniformed Fire Officers Assn.

## Women's Rights

Editor, The Leader:

I am replying to selections of minutes of the March 14 meeting of the Citizens Organized for Police Support, in Staten Island, which were printed in the March 26 Civil Service Leader.

There were several "scare words" in that excerpt which have been used to discredit the feminist movement since women were campaigning for the right to vote, and I believe it is time to take a rational look at these terms and think of the question at hand with less emotion.

As far as there being "some jobs which we just do not expect of women," look at World War II—women drove trucks, tended factory machinery, and worked

in the construction trades because there were not enough men to fill these "normally male" jobs, and I understand there were brave women in the Resistance movements in occupied countries. The only job never required of a woman is being a father.

"It is wrong to assume that all women are equal to the tasks of all men . . ." Right! It is wrong to assume that all humans are equal to all other humans in any way except under the law. But that is not the question. The question is are all police officers physically and mentally capable of performing the duties required of police officers? If not, why are they police officers? One would hope that

women and men assigned to a patrol car meet the same standards of agility, mental acuity, and the like.

" . . . It is wrong to require of women the unavoidable hazards involved in the duties of patrol." Why? The excerpt mentions "special hazards" women bring with them, but does not state specifically what those hazards are. It ends with the opinion that the policy of assigning police officers to patrol car duty without regard to sex is not good police science but "the fulfillment of a political ideology."

That "political ideology" happens to be the Equal Employment Opportunity Act, which says, in effect, that a person who qualifies for a job cannot be

denied that job simply because of race, religion, national origin, or sex, unless one of these factors is a bona fide requirement for the job (e.g., ladies' room attendant, or rabbi).

Charlotte Moslander Newman  
New Rochelle

dollars earned in any month in which he does not earn more than \$200, regardless of how much he already earned in that particular year.

I trust you will publish this letter for the benefit of the readers. They must not be misled.

BERTHOLD WEILER  
New York

## Social Security Point

Editor, The Leader:

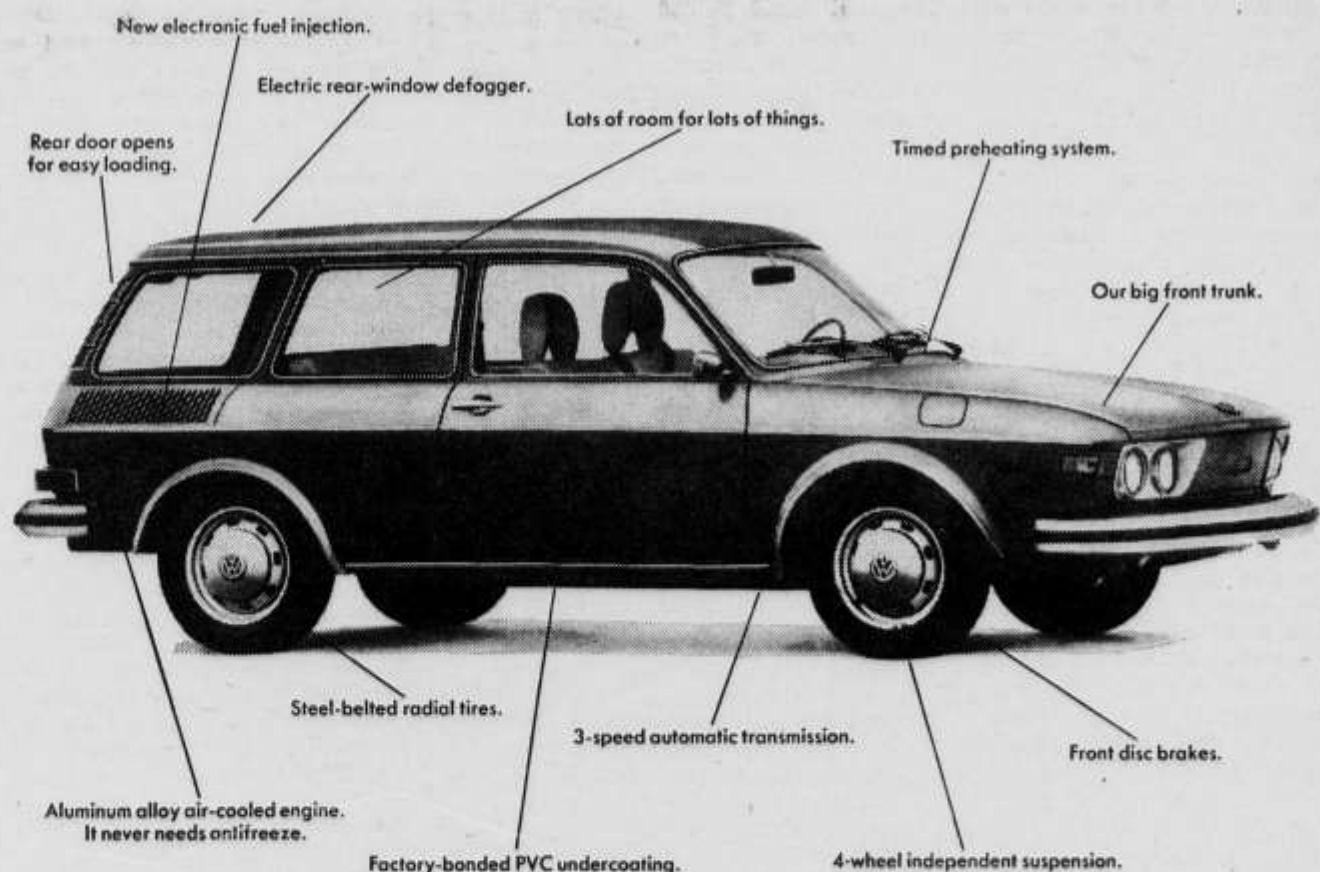
Aaron Pellman's interpretation of the social security earning limitation is correct (letter to the editor, April 9).

The information contained in your note ("For every two dollars earned over \$2,400, the recipient will lose one dollar") is incomplete. It bears out Mr. Pellman's contention that "many do not understand" that a social security recipient does not lose one dollar for every two

## To IRS Directors

BROOKLYN—Two new Internal Revenue District Directors were sworn into office last week. They are Philip E. Coates who becomes district director of Manhattan District which encompasses Manhattan, Bronx, Staten Island, Westchester and Rockland Counties; and Charles H. Brennan, district director of Brooklyn District which includes Brooklyn, Queens and Long Island.

# The 20 mpg luxury wagon.



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# Constitution and By-Laws Committee Report

The following report was delivered by committee chairman Kenneth Cadieux. Other committee members are Betty Carlson, Nicholas Cimino, Joseph Kinney, Genevieve Luce, Eugene Nicoletta, William Roberts and Audrey Snyder.

The following items were passed by the Delegates at the Annual Meeting held at the Concord Hotel from Sept. 30 to Oct. 4, 1973. This is the second reading of these amendments. If passed by the Delegates at this meeting, they will become part of our Constitution. (New material is in boldface type; old material in brackets is to be deleted.)

1. Article IV is hereby amended by adding thereto a new section to be known as Section 5.

"Section 5. OATH. All officers of the Association and the Board of Directors shall be required to take an oath of office as prescribed by the Board of Directors prior to assuming the duties of their respective offices."

2. Article IV, Section 4(d) is hereby amended to read as follows:

#### "REGIONS

Region 1. Long Island Region: Nassau and Suffolk.

Region 2. New York City Region: Richmond, Kings, New York, Queens, and Bronx.

Region 3. Southern Region: Westchester, Orange, Dutchess, Ulster, Rockland, Putnam, and Sullivan.

Region 4. Albany Region: Clinton, Essex, Warren, Hamilton, Washington, Saratoga, Schenectady, Montgomery, Albany, Schoharie, Greene, Columbia, [and] Rensselaer, and Fulton.

Region 5. Syracuse Region: Broome, Cayuga, Chemung, Chenango, Herkimer, [Fulton,] Cortland, Delaware, Franklin, Jefferson, Lewis, Madison, Oneida, Onondaga, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins and Oswego.

Region 6. Buffalo Region: Niagara, Orleans, Monroe, Wayne, Erie, Genesee, Wyoming, Livingston, Ontario, Yates, Chautauqua, Cattaraugus, Allegeny and Steuben.

All chapters shall be members of the region in which the chapter headquarters is located.

[Prior to the effective date of this section, all regional conferences heretofore established pursuant to the Constitution shall remain in effect and all current officers of those conferences shall perform their duties until the installation of the new regional officers occurs.]

(a) [Beginning October 1, 1973, each] Each region shall be under the direction of a Regional President, and shall have a minimum of three vice-presidents, a treasurer and a secretary, who shall be elected by the members assigned to their respective regions.

(b) [Beginning October 1, 1973, each] Each region shall have a regional executive board which shall consist of the elected officers, immediate past president, the chapter president, and shall reflect where applicable, representation of the state departments, county division, school districts, judiciary, authorities and community of interest which may be deemed necessary within the region."

3. Article VII, Section 1 is hereby amended to read as follows:

"Section 1. DELEGATES. Members of each chapter shall [select] elect from their membership one or more delegates to represent the members of the chapter at all meetings of the Association, except that the chapter



KENNETH CADIEUX

president shall, by virtue of his office, automatically be designated as a delegate. Prior to June 1 of each year, each chapter shall file with the secretary of the Association an accurate list containing the names and addresses of its delegates for the ensuing year, and names and addresses of alternate delegates may be submitted to the secretary thereafter. (Rest of section remains same)."

4. Article VIII is hereby amended by adding thereto a new sentence which shall read as follows:

"No funds of the Association shall be disbursed unless authorized by the Board of Directors or at a regularly assembled meeting of the Association. No funds of the Association shall be disbursed in a manner which will result in a personal profit to an officer, director or employee of the Association."

The following proposed amendments are as a result of committee action taken upon the recommendations of other committees or individuals, including the restructuring committee. These amendments must be passed at two meetings of the delegates and therefore any of the proposed amendments to the constitution which are passed at this meeting must also be passed at the next meeting of the delegates, which presumably will be in September 1974.

5. The last paragraph of Article IV, Section 2 is hereby amended to read as follows:

"The Board of Directors shall establish and appoint committees to be known as Board committees. The Board committees shall consist of only voting members of the Board of Directors and each committee shall elect its own chairman. [Any funds appropriated by a chapter to contribute jointly to any cause with any other employee organization must be approved by the Board of Directors of the Association before such funds may be expended or any obligation for such expenditure may be incurred.]"

This sentence has been placed in another portion of the Constitution and will appear further on in this report.

6. Article IV, Section [2a] is renumbered to Section 3.

7. Article IV, Section [2b] is renumbered to Section 4.

8. Article IV, Section [3] is renumbered to Section 5.

9. Article IV, Section [4] is renumbered to Section 6.

10. Article IV, Section 4, Subdivision (a) is hereby amended as follows:

"(a) ELECTION. Officers of the Association shall be elected by secret ballot [at the annual meeting held] in odd-numbered years in the manner prescribed in the by-laws. They shall hold office for a term of two years or until their successors shall have qualified, [except that for the election to be conducted in 1973, the term of office for all officers of the Association shall be one year and nine months expiring on June 30, 1975, or until their successors shall have qualified] commencing July 1 in an odd-numbered year. Vacancy in the office of president shall be filled by the executive vice-president. (Rest of subdivision remains same)"

11. Subdivision (b) of Section 4 is deleted and a new subdivision (b) is added as follows:

(b) NOMINATIONS. A nominating committee shall be elected as follows:

1. Each Region shall nominate for said committee at least 8 members who have been members of CSEA for at least two years.

2. The Executive Board of each Region shall elect three members from the 8 nominees, two of whom shall be state members and one a county member, except in the New York Region which shall have three state division members.

3. Such election shall be by secret ballot.

The names of the committee members selected by the various Regions shall be filed with the secretary and executive director of the Association not later than Jan. 1. The nominating committee shall select at least two nominees for the offices of president, executive vice-president, secretary and treasurer. The State Division members of the nominating committee shall also select at least two nominees for each position on the State Executive Committee.

In all cases an incumbent shall be one of said nominees if he consents to become a candidate. No nominee shall be eligible as a candidate for more than one statewide office. However, a position on the State Executive Committee or County Executive Committee shall not be deemed a statewide office.

No person shall be eligible for nomination unless he shall have been a member in good standing of the Association on or before June 1 of the year preceding the year in which an election is held. The nominating committee shall file its report with the secretary and executive director of the Association no later than March 1 and shall simultaneously notify all candidates of their nomination by certified mail, return receipt requested. Nominees who desire to decline shall do so no later than March 20 by notifying the secretary and the executive director of the Association by registered or certified mail, return receipt requested. The nominating committee in the event of a vacancy created by a declination or otherwise by March 20 shall name a substitute nominee and file and report said nominees to the secretary and the executive director no later than April 15. The new nominees shall be notified by registered mail or certified mail, return receipt requested, on or before April 15. No member who agrees to serve on the nominating committee shall be eligible for nomination or election to any statewide office or to the State or County Executive Committees."

12. Subdivision (c) of Section 4 is hereby deleted and a new subdivision is inserted as follows:

"(c) INDEPENDENT NOMINATIONS. Nominations for president, executive vice-president, secretary and treasurer may also be made by official petition provided by the ex-

ecutive director of the Association upon written request of any member. Such petitions shall be signed by not less than two (2) percent of the members of the Association. The names of such candidates shall be printed on the official ballot if such nominations are filed with the secretary and the executive director of the Association on or before April 15 in the year of the election."

13. That part of Article IV, Section 4(d) pertaining to regions is removed from Article IV, Section 4(d) and placed in a new article to be Article V as follows:

#### "ARTICLE V REGIONS

For purposes of internal organization of The Civil Service Employees Association, Inc., the state shall be divided into six regions, as follows:"  
The remainder of the Article as amended in Item No. 2 of this report remains the same.

14. Article [V] is renumbered to Article VI.

Article V, Section 1 is hereby amended to read as follows:

"Section 1. STATE EXECUTIVE COMMITTEE. The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each state department [and representatives of Regional Conferences selected in accordance with Section 5 of Article IV]. The Judiciary, the Legislature, the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed [a] state departments. The Faculty Student Associations, the Teachers' Retirement System, and the Higher Education Assistance Corporation shall as a unit be deemed a state department. In addition to the foregoing, each state department with more than 3,000 members as of Jan. 1 in an odd-numbered year, shall for the term of office beginning [in] the following [October] July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. (Rest of section remains same)"

16. Article V, Section 2 is deleted and a new Section 2 is added to read as follows:

"Section 2. NOMINATIONS. The State Division members of the nominating committee selected in accordance with Article IV, Section 6 of this Constitution shall constitute the nominating committee for the State Executive Committee. They shall file with the secretary and the executive director of the Association on or before March 1 in the year of the election at least two nominations for each seat on the State Executive Committee. Nominees who desire to decline shall do so no later than March 20 by notifying the secretary and the executive director of the Association by registered or certified mail, return receipt requested. The nominating committee shall file with the secretary and the executive director a substitute nomination to assure at least two nominations for each office not later than April 15."

17. Article V, Section 3 is deleted and a new section is added as follows:

"Section 3. INDEPENDENT NOMINATIONS. Nominations for members of the State Executive Committee may also be made by official petition provided by the executive director of the Association upon written request of any member. The petition must be signed by not less than ten (10 percent) percent of the members in the Department making such nominations, but in no event will more  
(Continued on Page 14)



# MORE CONVENTION PHOTOS

9  
CIVIL SERVICE LEADER, Tuesday, April 23, 1974



Gesturing emphatically, CSEA president Theodore C. Wenzl seems to be pointing the way to future growth and progress for the 210,000-member Association.



Gloria Fleming, left, Commerce chapter secretary, and Karen White, Social Services departmental representative, added glamour to the convention proceedings.



Marcy State Hospital chapter president and Mental Hygiene Board member William Deck explains his views, as NYC delegate Rose Feurrman reads her thoughts.



Samuel Emmett, statewide membership chairman and NYC chapter delegate, speaks to delegates as Jack Daley, Tax and Finance chapter president and Board member, awaits turn.



CSEA vice-president and Southern Region 3 president James Lennon, left, welcomes East Hudson Parkway Authority executive director Raymond Radzivila, center, and State Senator John Flynn, R-C, Yonkers, to Wednesday evening banquet.



Carole Trifiletti, Albany Region 4 corresponding secretary and DOT chapter delegate, and Jimmy Gamble, Conservation departmental representative, were evidently on majority side of vote.



Among various service organizations at convention was Ter Bush & Powell. Here agency representatives Ronald Lacey and Joan Ehman explain insurance to Ralph Inman, former president of Oxford chapter (New York State Veterans Home).

(Leader photos by Ted Kaplan)



Virginia Kiddle, left, Insurance chapter delegate, and Virginia Colgan, president of SUNY at Farmingdale chapter, seem to be practicing their sign language during an intense moment at the Wednesday business session.



Overflow crowd filled the main meeting hall of the Concord Hotel for a record attendance exceeding 1,400 delegates. Many of the delegates found chairs along the back wall of the auditorium where combined meetings of delegates representing chapters in both CSEA's State and County Divisions got together to deliberate Association affairs.

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### Study Zoo's Role In City

MANHATTAN—Renowned naturalist-author Roger Caras has been retained by the Parks Dept. to conduct a comprehensive one-year study of the City's zoos. The study will include the role and function of zoos in the city, the future selection of animals, the part zoos play in the city's educational process and what changes are needed to up-grade conditions at the zoos.

The three zoos to be studied are Manhattan's Central Park Zoo and Children's Zoo, Brooklyn's Prospect Park Zoo and Children's Farm and Queens' Flushing Meadow Zoo and Farm.

### Transport Engineers

The 35th annual conference of the New York State Assn. of Transportation Engineers will be held May 7 through 10 at the Playboy Club-Hotel at Great Gorge, McAfee, N. J.

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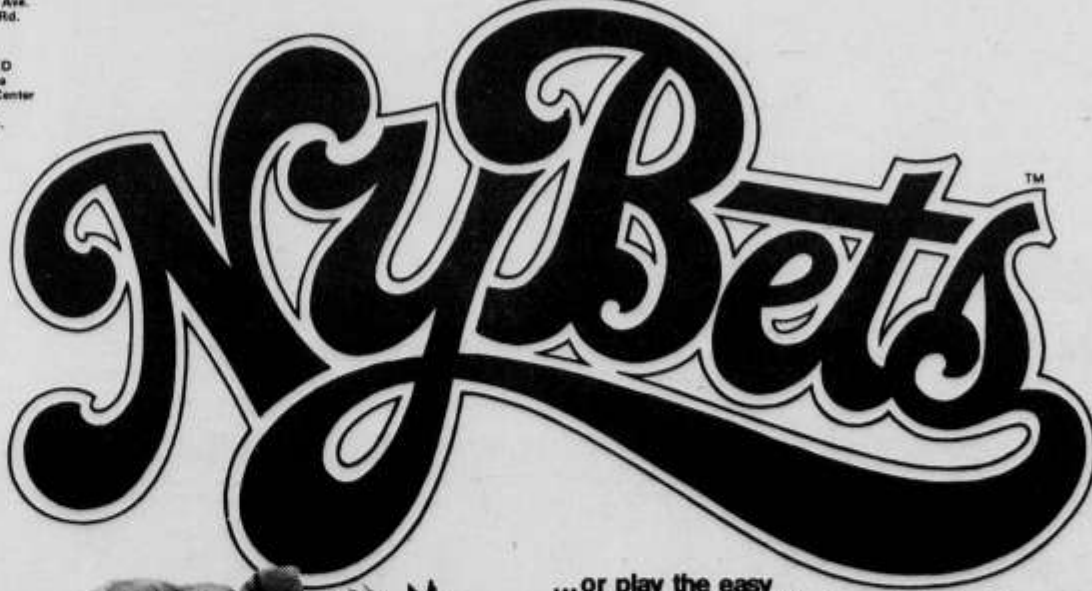
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**TICKETS, PLEASE** — William O'Neill, of CSEA's SUNY Syracuse chapter, gets a ticket for the group's May 3 dinner-dance from event chairman Lois Toscano. The event will be held at Raphael's Restaurant, Lakeland, from 6:30 p.m. Officers will be installed by Thomas McDonough, statewide executive vice-president. There will be music for dancing following dinner.

## ① CSEA calendar ①

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.

### April

- 24—Erie County Clerk employees meeting: 8 p.m., Erie County Library.
- 24—State Insurance Fund chapter meeting: 5 p.m., 199 Church St., Manhattan.
- 25—Orange County chapter meeting: 7:30 p.m., chapter headquarters, Casa Fiesta Bldg., Rt. 211, Middletown.
- 25—Long Island Region Executive Board meeting: 7:30 p.m., Region headquarters, North Amityville.
- 25—New York City chapter executive board meeting: 5:15 p.m., Barclay's Restaurant, Manhattan.
- 25—Thruway Unit 1 employees meeting: 7 p.m., CSEA hq., 33 Elk St., Albany.
- 26—Psychiatric Institute chapter annual dinner-dance: 7:30 p.m., Trocadero Caterers, 179 Dyckman St., New York City.
- 26-28—Albany Region 4 excursion to Montreal: bus leaves State Campus Bldg. 12 at 3 p.m., April 26.
- 26-28—Central Region 5 meeting: Holiday Inn, Cortland.
- 27—Adirondack Council of Albany Region 4 Workshop: 9 a.m., Airport Inn, Westport.
- 29—Stony Brook SUNY chapter general meeting: noon to 1 p.m., on campus.

### MAY

- 1—Southern Region 3 executive board meeting: 7:30 p.m., Holiday Inn, Newburgh.
- 2—Office of General Services chapter board of directors meeting: 5:30 p.m., Little Bavarian Restaurant, Albany.
- 4—SUNY Brockport chapter installation and awards dinner: 6 p.m., Craig Hill County Club.

# Dubovick Ridicules SEIU Claims, Sees Tactics Hurting Workers

MIDDLETOWN—A claim by a rival labor union that it has signed up 500 employees of Orange County has been branded as "ridiculous" and "a last ditch gimmick that is as old as the history of labor organizing itself" by a top official of the Civil Service Employees Assn. in Orange County.

Carol Dubovick, president of the Orange County unit of the Orange County chapter, CSEA, said a claim by the rival Service Employees International Union (SEIU) that it has almost enough signed designation cards to force an election by county employees between CSEA and SEIU "is a deceitful tactic typical of the type of unsuccessful campaign SEIU has been running for several weeks in Orange County."

In a statement last week, she said, "SEIU is reaching to the very bottom of their bag of tricks to create the impression that they have generated substantial support among Orange County employees. It will not succeed. I do not believe that our people will be taken in by such deception."

### Can't Produce

"The time is fast approaching when SEIU must produce authentic, signed cards by at least 30 percent of the county employees or else fold their tents and admit they did not have the type of support they claimed all along. This reality has triggered desperate attempts to get additional people to sign their cards in the belief that many others have already signed. Such ruses are deceitful, to say the least. It's insulting to the employees themselves, but this is typical of SEIU actions in the past when they have been under pressure to produce and cannot do so."

False promises to get signed cards is a hallmark of SEIU, the CSEA officer charged. She recalled how SEIU many weeks ago promised to open an office "within a week" in the area. "That office, at 190 West Main Street in Goshen, is still unoccupied — it is just as empty as their promises usually are," Ms. Dubovick said.

### No Collusion

"The depth to which SEIU will sink to create a smoke-screen," Ms. Dubovick said, "is hinted at in the irresponsible action of the individual heading up their organizing campaign here. Last week he publicly accused William A. Gilchrist, commissioner of the Orange County department of personnel, with being in collusion with CSEA in

obligated to do under a legal, written contract. Article 2 of the labor agreement between CSEA and the County of Orange gives CSEA the sole and exclusive rights to conduct union activities, and then only under specific conditions, for county employees in county facilities during the life of the contract," Ms. Dubovick stated.

"SEIU, I believe, is using this approach to draw attention away from the failings of their campaign by attempting to place the blame for their shortcomings on a public official. This is desperation maneuvering by an organization in deep trouble. Their bosses in far off places, for that is where this SEIU effort is being directed, probably would not accept the more basic, simple truth that the employees of Orange County do not want or need SEIU," she said.

### Hurts Employees

She said SEIU's campaign is harmful to employees because CSEA must devote a considerable amount of time, money and personnel to warding off the SEIU challenge, efforts which she said should be going exclusively to the preparation for negotiating the next contract for county employees with Orange County.

"Although SEIU cannot hope to be successful in this challenge, they are causing a costly and time-consuming counter-campaign by CSEA. Even worse, however, is the fact that SEIU is directly responsible for the possibility that contract negotiations could be seriously delayed," she stated. "Such a delay would be harmful to all county employees, the very people that SEIU purports to have the best interests of in mind. Weakening their positions at the bargaining table certainly is not in the employees best interest."



CAROL DUBOVICK

denying SEIU the right to contact county employees on county time in county facilities. There is not now or has there ever been any act of collusion between Mr. Gilchrist and CSEA. The charge is utterly ridiculous.

"While CSEA has many times disagreed with Mr. Gilchrist, in this instance he was merely enforcing a contractual agreement. In other words, he was simply doing a job which he was

## State Report Rips Monroe

(Continued from Page 1)

Fifteen of them should be fired because they're on the job illegally, it adds.

The report cites examples of excessive pay for some employees in relation to their fellow employees in the same job category.

For example, it says a laborer employed by the suburban town of Brighton gets \$14,750 a year, about double that of his fellow workers.

### Avoid Requirements

The report says that in some cases, when employees flunked tests for jobs, they were reassigned to other jobs provisionally to avoid having to meet civil service requirements.

Investigators found more than 100 job titles in civil service categories for which no specifications have been adopted. They found another 150 job titles listed as being in the non-competitive class without approval of the State Civil Service Commission. The effect of this is to allow people to go into these jobs without meeting test requirements.

Mr. Lapple said action already had been taken on "almost all" of the employees recommended for removal.

## 200 Roar Protest

(Continued from Page 1)

to a lowering of the quality of food provided the school children and to a deterioration of the services rendered.

Mr. Jacobs said that, upon investigation, CSEA had found out that similar programs had been implemented by Mr. Fishman in East Meadow and Levittown on Long Island; and that apparently Mr. Fishman's only solution to problems of this kind was to "cut, cut and cut." Mr. Jacobs further stated that Mr. Fishman would not be permitted to justify his retainer as consultant over the bodies of the Yonkers cafeteria workers.

CSEA has sent a communication to Dr. Robert P. Aliota, superintendent of the Yonkers School District, requesting a meeting for immediate negotiations over the impact of the abolition of jobs.

### Pawling Meeting

PAWLING — The Dutchess County Educational chapter, Civil Service Employees Assn., has announced a membership meeting for May 9 at 7:30 p.m. at the Pawling Elementary School.



**SMILES AND STYLES** — That was the order of the evening as the Town of Hempstead unit, CSEA Nassau chapter, held its dinner-dance at the Holiday Inn, Bethpage, Long Island. No one was more resplendent than the organizing committee, shown here, seated from left: Bertye Rees, Jehn Coselino, Winnie Franks and Geri Cadieux; and standing: Ralph Natale, chairman, and Sal Cossentino, Bob Kelly, Tony Giannetti and Ken Cadieux.

# This Week's New York City Eligible Lists

## EXAM 0121 CAR MAINT — GP F Transit Authority

This list of 151 eligibles, established April 17, resulted from Nov. 10 written testing for which 725 candidates were called. Salary is \$5.415 per hour.

### No. 1 — 101.30%

1 F Bernstein, F Famiglietti, W Waage, C F Pipolo, C P Szarka, V L Carroona, D Brajuha, J David, L Chiappone, M Trom-

beta, C S Manco, F S Garra, T S Golubinski, H P Trocchio, F E Azzara, G H Danza, K H Floetake, A D Esposito, E G Belgay, A L Ivone.

### No. 21 — 91.30%

21 H J Tatowicz, E T McCusker, E A Hunter, C C Dero-ko, J A Robertson, V J Sensale, P Gomez, G Kubicka, E S Augustyn, J Bottner, S Marks, M J Biros, J E Tatarchuk, L K Kolarik, H J Smith, P J Weiss,

A A Di Orto Jr, P Narciso, C R Molina, M A Polimeni.

### No. 41 — 86.30%

41 H O Chastain, V G Yurman, J Palno, L P Lenti, E Polito, R J Brugnoli, S J Imparato, J Schor, F X McMahon Jr, V R Chapman, J Quiniana, P McGinley, T Crawford, T Young Jr, N F Peretic, R Kaptur, J V Guadagno, S S Pinedo, L M Smolizza, F Burgos.

### No. 61 — 83.80%

61 W Zarycky, C A Tull, J J Lauro, J J Gammill, S Neuburger, G V Melnik, R M Popp, J J Harrison, C W Lalolan Jr, L Silverstein, J A Pace, T J McKnight, C J Badurski, J G Ryan, J I McAllister Jr, A O Davila, J Kern Jr, J P Weddig, R Coxzani, S Brajuha.

### No. 81 — 81.30%

81 J S Baxter, R Ganditano, P A Mastro, R E Fehster, C A Lewis, A G Holder, A J Stimolo, J Terraciano, J Blascovi, J E Swain, J T Burney, C W McGinn, V Hinds, C A Ferrara, J J eKane, E S O'Neill, W P McKinney, E S Eckna Jr, N M Venezia, R B Brown.

### No. 101 — 78.80%

101 J E Grace, W J Brown, A S Burke, M J Scuderi, A D'Am-brosio, O Gradowitz, N C Blake, S J Wlepsz, P J Marcus, P D Ferrante, W J McLaughlin, J Kelper, N J Gregoretti, J M Salerno, G A Corseri, L A Diaz, R Mercader, C A Black, J V Nardone,

A M Mohler.

### No. 121 — 76.30%

121 A H Devita, E Casas, M F Pendola, N E Fogarascher, L Shlm, F Carretta, J B Suarez, F L Marsico, C J O'Gara, T J Penpolino Jr, P R Carelli, J Kropp, D R Koig, H G Janis, J D Agostino, G Tapper, T H Al-laway, C H Le Gendre, H Kerr, M B Diloj.

### No. 141 — 71.30%

141 A J Calise, W O Mani-aci, R Marrero, A E Dowding, P J Engler, A Kruty, P H Mendez-zoon, A Gutierrez, H Doldron, J Russo, M M Gallion.

## EXAM 2199

### CRANE ENGINEMAN

This list of 39 eligibles, estab-lished April 17, resulted from July written and January and February practical testing for which 61 candidates filed, and 47 were called to the written and 42 to the practical; 47 ap-peared at the written and 39 at the practical. Salary is \$85.92 per day.

### No. 1 — 97.80%

1 William J McKeown, George A Fox, J D McLaren, John Hassler, Robert P McCarthy, John W Leverock, George A Do-nato, Joel W Pangborn, Michael J Sitler, William Hicks, George Rescigno, John Shaw, Alden J Tompkins, Raymond S Maggi, Kevin Murphy, George E Weber, Edward T Fitzpatrick, Daniel J

Greenberg, Ronald W Prediger.

### No. 21 — 84.80%

21 Michael M Plotnik, George J Schwarz, Felix Dudek, Arthur T Glida, Raymond J Hillman, John T Kennedy, Joseph P Nel-son, Robert M Luciani, Theodore R Rokicki, Samuel H Provisero, Dominic Silecchia, Michael War-ren, August J Caluoso, Louis Vandefine, Janusz Bergmann, Jack Silecchia, Robert C Smith, Edward J Beatty.

## EXAM 3112

### STRUCTURE MAINT — GP F Transit Authority

This list of three eligibles, estab-lished April 17, resulted from March 9 practical testing for which 39 candidates filed, six were called and five appeared. Salary is \$5.4150 per hour.

### No. 1 — 98.0%

1 Vincent Puglisi, Sebastian Debernardo, Donald Link.

## EXAM 3625

### FROM TO SR PRINC COMPUT PROGRAM

This list of six eligibles, estab-lished April 17 for use by four agencies, resulted from oral testing Dec. 8 for which 12 can-didates filed, 9 were called and appeared. Salary is \$15,450.

### Bd of Ed

### No. 1 — 82.445%

1 Barbara Robertson, Jerome R Lackner.

(Continued on Page 13)

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# City Eligible List

(Continued from Page 12)

## Bureau of Budget

No. 1 — 74.50%

1 Elaine A. Diacum.  
Planning Commission  
No. 1 — 76.88%

1 Ronald L. Maken.  
Sec Servs  
No. 1 — 81.725%

1 Samuel Buri, Eugene Stahl.

## EXAM 3581

FROM TO SUPER — BUSES  
& SHOPS

## LEGAL NOTICE

SUPREME COURT OF THE STATE NEW YORK, COUNTY OF NEW YORK  
JEANNE de B. LOVETT a/k/a JEANNE de B. GOODWIN, plaintiff against PHILIP C. de BEIXEDON, JR., Defendant

Index No. 21349/73 Plaintiff designates NEW YORK County as the place of trial ACTION QUASI IN REM The basis of the venue is Attached Property located in New York County

Summons with Notice, Plaintiff resides at 310 La Plaza Place, Cortez, Colorado To the above named Defendant You are hereby summoned to answer the judgment in lieu of complaint notice of motion for summary in this action and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

Dated, New York, N.Y. March 20, 1974  
Charney & White, Attorney(s) for Plaintiff, Office and Post Office Address 140 Broadway, New York, N.Y. 10005

Notice: The object of this action is To recover monies due on a California judgment in favor of the Plaintiff.

The relief sought is \$27,651.52 plus interest and the costs and disbursements of this action.

Upon your failure to appear, judgment will be taken against you by default for the sum of \$27,651.23 with interest from December 19, 1973 and the costs of this action.

TO: Philip C. de Beixedon Jr.  
The foregoing Summons and Notice of Motion for Summary Judgment, in Lieu of Complaint is served upon you by publication pursuant to an order of the: HON. SAMUEL A. SPIEGEL, Justice of the Supreme Court of the State of New York, County of New York, dated April 3, 1974 and filed with the supporting papers in the Office of the Clerk of the County of New York.

The object of this action is to recover the sum of \$27,651.52 with interest at 7% per annum from December 19, 1973 due on a California judgment in favor of the Plaintiff.

Dated: New York, N.Y. April 4, 1974  
SUPREME COURT OF THE STATE OF NEW YORK COUNTY OF NEW YORK  
JEANNE de B. LOVETT a/k/a JEANNE de B. GOODWIN, Plaintiff, against—PHILIP C. de BEIXEDON, JR., defendant.

Index No. 21349/73 ACTION QUASI IN REM NOTICE OF MOTION FOR SUMMARY JUDGMENT IN LIEU OF COMPLAINT

SIR:

PLEASE TAKE NOTICE that upon the summons and motion for summary judgment in lieu of complaint dated the 20th day of March, 1974 and the answered affirmation of CHARLES R.L. WHITE, ESQ., dated the 20th day of March, 1974 and the exhibits attached thereto, a motion will be made pursuant to CPLR 3213 and 5303 at a Special Term, Part I, of this Court to be held at the County Courthouse, 60 Centre Street, Foley Square, New York, New York, on the 15th day of June 1974 at 9:30 o'clock in the forenoon of that day, or as soon thereafter as counsel may be heard, for summary judgment in lieu of complaint in favor of the Plaintiff and against the Defendant in the sum of \$27,651.52, with interest thereon from the 19th day of December, 1973 in favor of the Plaintiff, JEANNE de B. LOVETT, together with the costs and disbursements of this action, upon the ground that this action is based upon a lawful judgment entered in the State of California, in favor of the Plaintiff and against the Defendant herein for a sum of money and there is no default to the California judgment, and for such other and further relief as this Court may deem just and proper.

PLEASE TAKE FURTHER NOTICE that pursuant to CPLR 3213, all answering affidavits shall be served at least five (5) days prior to the return date of this motion.

Dated: New York, N.Y. March 20, 1974  
CHARNEY & WHITE  
Attorneys for Plaintiff  
Office & P.O. Address  
140 Broadway  
New York, N.Y. 10005  
(212) 422-7550

TO: PHILIP C. de BEIXEDON, JR.  
Defendant  
213 West Canon Perdido  
Santa Barbara, California

## Transit Authority

This list of 8 eligibles, established April 17, resulted from Jan. 30 written testing for which 16 filed, 11 were called and 10 appeared. Salary is \$17,682 to \$19,449.

No. 1 — 85.75%

1 Salvatore Lobello Jr, Alfred J. Beiner, Gerard G. McCarthy, Byron C. Chambers, Antonio P. Paladino, William M. Lang, Robert F. Tisch Jr, David E. Bryan.

## EXAM 3545

FROM TO ELECTRONIC  
EQUIP MAINT

## Transit Authority

This list of one eligible, established April 17, resulted from Dec. 12 written testing for which 25 candidates filed, and 14 were called and appeared. Salary is \$6,1825 per hour.

No. 1 — 75.125%

1 Frank Lafauci.

## EXAM 3078

LAUNCH OP — WATER PUMP

This list of 11 eligibles, made public April 17, resulted from Oct. 23 written testing and March oral testing for which 42 candidates filed. Thirty were called to the written and 21 appeared; 13 were called to the oral and 13 appeared. Salary is \$13,227.

No. 1 — 94.90%

1 William R. Welton, Charles E. Ploeger, Joseph J. Mulhern, Robert R. Cole Jr, Hegleton P. Andrews, John O'Shaughnessy, Gordon W. Carter, Thomas Donnelly, Charles R. Thomas, John P. Mertz, Michael H. Sneyers,

# Federal News

## Can Fire Fed. Worker For 'Harmful' Remark

Wayne Kennedy, employed in the Chicago branch of the federal Office of Economic Opportunity, accused his boss publicly, but without evidence, of taking a bribe and was promptly fired. Three federal judges ruled he should not have been fired, but the U.S. Supreme Court last week disagreed and said he could be.

The Supreme Court's action, of course, now becomes law, even though the Justices were divided and handed down five different opinions, none of which will stand since none had the support of five members.

Essentially, the Court upheld the Lloyd-La Follette Act which allows for the dismissal of a federal employee who makes remarks regarded as harmful to the reputation or efficiency of the government.

When Congress passed the Lloyd-La Follette Act, however, it intended to give job protection to federal workers rather than authorize dismissal for constitutionally protected speech.

In a dissenting opinion, Justice Thurgood Marshall stressed the importance of government workers "being assured of their right to freely comment on the conduct of government," and that "to inform the public of abuses of power and the misconduct of their superiors must be self-evident in these times."

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# Civil Service Law & You

(Continued from Page 6)

termination is that complainant must be appointed, the prospects of a vacancy existing or arising shortly are good, unlike the situation where the promotion position is one of a kind open only on an incumbent's death, retirement, etc."

The court concluded that it would be inappropriate to grant the relief complainant may be entitled to if successful except upon a conclusion of all the litigation. The respondent City's right to appeal under such circumstances would thus be rendered hollow if it were required to comply with an order which is being appealed. The rights of others certified as eligible for appointment must be considered.

## PONTIFF CONTINUES

ALBANY—Paul E. Pontiff, of Glens Falls, has been reappointed a member of the Board of Visitors of Wilton State School for a term ending Jan. 1, 1978. Members serve without pay.

## PELEGRINO RENAMED

ALBANY—The Governor has renamed Frank A. Pellegrino, of Massena, as a member of the Thousand Island State Park and Recreation Commission for an unsalaried term ending Jan. 31, 1981.

# Open Competitive State Job Calendar

Applications Accepted To April 29;  
Oral Test In May

Youth Division Counselor Assistant	\$ 9,546	27-396
<b>Training And Experience Evaluated</b>		
Research Analyst, Senior Hosp. Fiscal Admin.	\$17,429	27-423
Signal Engineer Assistant	\$14,142	27-418
<b>Written Exam June 1</b>		
Toll Collector	Varies	24-061

## Applications Accepted To May 13

Training And Experience Evaluated

Railroad Track and Structure Inspector	\$10,714	29-273
--	----------	--------

## Applications Accepted To May 20

Written Exams June 22

Associate Natural Resources Planner	\$17,429	24-073
Building Electrical Engineers		
Assistant	\$14,142	24-185
Senior	\$17,429	24-184
Gas and Petroleum Inspector	\$ 9,546	24-072
Heating and Ventilating Engineers		
Assistant	\$14,142	24-183
Senior	\$17,429	24-182
Mobility Instructor	\$11,337	27-421
Natural Resources Planning Assistant	\$ 9,029	24-075
Senior Gas and Petroleum Inspector	\$10,714	24-071
Senior Natural Resources Planner	\$13,404	24-074

## Oral Tests In June

Adirondack Park Project Analyst		
Biological Resources	\$13,404	27-427
Physical Resources	\$13,404	27-428

Associate Training Technician (Health Professions)	\$17,429	27-432
--	----------	--------

## Education And Experience Evaluated

Industrial Engineer	\$14,142	24-049
Supervisor of Rehabilitation Hospital Fiscal Administration	\$21,545	27-422

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the following offices of the State Department of Civil Service: State Office Building Campus, Albany, New York 12226; or Two World Trade Center, New York, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.

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# Constitution and By-Laws

(Continued from Page 8)

than 450 valid signatures be required. The names of such candidates shall be printed on the official ballot if such nominations are filed with the secretary and the executive director of the Association on or before April 15."

18. Article V, Section 4 is hereby amended as follows:

"Section 4. CHAPTERS. A chapter may be formed by the members in the State Division in any department or locality upon the approval by the Board of Directors of the constitution and by-laws of such chapter. In the event that a unit of state government is transferred to the government of a political subdivision and provided that the employees of such government unit transferred would not be eligible for membership in another chapter, such unit may be affiliated with the chapter to which the employees of such government unit belonged prior to becoming employees of the political subdivision. Each such chapter shall make available to the duly authorized representative of the Association at the request of the president or the Board of Directors at reasonable intervals, all chapter records for inspection by the Association. It shall be discretionary for each chapter to establish units within its chapter where more effective representation of its members would be thereby accomplished. [Such chapter may be dissolved, or suspended for a period not to exceed ninety days, by a two-thirds vote of the Board of Directors after written charges have been served on the chapter and it has been given an opportunity to be heard.] A chapter may be placed in trusteeship by the president of the Association for failure to comply with a request for an inspection of the books and records within ten days of such request. A chapter may be placed in trusteeship for any reason deemed good and sufficient by the president of the Association provided a hearing is afforded before the Board of Directors and written charges are served within ten days of placing the chapter in trusteeship. The Board of Directors by a two-thirds vote may dissolve a chapter or suspend it for a period not to exceed ninety days after such charges have been served upon the chapter and it has been given an opportunity to be heard."

19. Article [VI] is hereby renumbered to Article VII.

20. Article [VI], Section 1 (Referred back to committee.)

21. Article VI, Section 2, Subdivision (a) is hereby amended to read as follows:

"(a) CHAPTERS. A Chapter may be formed by members in the County Division in any county, or in any region containing one or more counties, upon the approval by the Board of Directors of the constitution and by-laws of such chapter. One chapter for non-teaching employees of school districts may be formed in each county provided fifty (50 percent) percent of the eligible school district units, but in no event less than 200 school district members, shall request formulation thereof. Each such chapter shall make available to the duly authorized representative of the Association at the request of the president or the Board of Directors at reasonable intervals, all chapter records for inspection by the Association. [Such chapter may be dissolved, or suspended for a period not to exceed ninety days, by a two-thirds vote of the Board of Directors after writ-

ten charges have been served on the chapter and it has been given an opportunity to be heard.] A chapter may be placed in trusteeship by the President, with the consent of the Board of Directors or the Directors Committee of the Association for failure to comply with a request for an inspection of the books and records of the chapter within ten days of such request. A chapter may be placed in trusteeship for any reason deemed good and sufficient by the president of the Association provided a hearing is afforded before the Board of Directors and written charges are served within ten days of placing the chapter in trusteeship. The Board of Directors by a two-thirds vote may dissolve a chapter or suspend it for a period not to exceed ninety days after such charges have been served upon the chapter and it has been given an opportunity to be heard."

Our committee recommends the adoption of the second amendment to the section, that is, the removal of the language dealing with funds and dissolution of a chapter and the insertion of the new language providing for a trusteeship arrangement with the chapters.

The committee did not take a position on the first proposed amendment which would have the effect of increasing the number of chapters in the County Division. As referred to in Item No. 20 of this report, this could also have the effect of expanding the size of the County Executive Committee and the Board of Directors.

22. Article [VII] is hereby renumbered to Article VIII.

23. Article VII, Section 1 is hereby amended to read as follows:

"Section 1. DELEGATES. Members of each chapter shall [select] elect from their membership one or more delegates to represent the members of the chapter at all meetings of the Association, except that the chapter president shall, by virtue of his office, automatically be designated as a delegate. Prior to June 1 of each year, each chapter shall file with the secretary of the Association an accurate list containing the names and addresses of its delegates for the ensuing year, and names and addresses of alternate delegates may be submitted to the secretary thereafter. (Rest of section remains same)"

24. Article [VIII] is hereby renumbered to Article IX.

25. Article VIII is hereby amended to read as follows:

"Section 1. No funds of the Association shall be disbursed unless authorized by the Board of Directors or at a regularly assembled meeting of the Association. No funds of the Association shall be disbursed in a manner which will result in a personal profit to an officer, director, or employee of the Association."

"Section 2. Any funds appropriated by a chapter to contribute jointly to any cause with any other employee organization must be approved by the Board of Directors of the Association before such funds may be expended or any obligation for such expenditure may be incurred."

The following amendments are amendments to the By-Laws of the Association and if adopted at this meeting, they will become official and will be published in the next printing of the Constitution and By-Laws.

26. Article II, Section 1, Subdivision (b) of the By-Laws is hereby amended to read as follows:

"(b) ELECTION PROCEDURE.

Officers of the Association (and representatives from each state department) and members of the State Executive Committee shall be elected by ballot. Ballots, with the names of all duly nominated candidates printed thereon, shall [at least twenty days prior to that date of the annual meeting be distributed] on or before May 15 in the year of the election, be published in the official magazine or otherwise made available to all members at all offices or locations, designated by the Board of Directors. The ballot, or the envelope in which the ballot is enclosed, shall be marked "Ballot" and such envelope or ballot shall also bear the signature of the member and the name of the department or unit of government in which he is employed. The ballot shall contain instructions as to how a secret ballot may be cast. To be counted, properly prepared ballots must be received at the headquarters of the Association, or at an address designated by the Board of Directors and contained in the instructions on the official ballot, either by mail or in person, [ten days before six o'clock p.m. on the first day of the annual meeting] on or before June 21. The member receiving the greater number of votes for the office shall be declared elected. Any member whose name is printed on the ballot may be present during the counting of the ballots. In the case of a tie vote, a new ballot shall be taken under rules established by the Board of Directors. The members from the Department of Mental Hygiene shall elect the following number of Board members from each of the six (conference areas: Metropolitan Conference, 3; Long Island Conference, 3; Central Conference, 3; Western Conference, 2; Capital District Conference, and Southern Conference, 3) Regions: New York City Region, 3; Long Island Region, 3; Syracuse Region 3; Buffalo Region, 2; Albany Region and Southern Region, 3. In all other departments entitled to more than one representative on the Board of Directors, members shall be elected from their departments on an at-large basis. Only the candidates' names and their particular department and, where necessary, their particular (conference) region, shall be shown on the ballot."

"The names of candidates for office shall be in accordance with the drawing at which drawing each candidate or his representative may be present."

27. Article II, Section 1, Subdivision (c) of the By-Laws is hereby amended to read as follows:

"(c) ELECTION AGENCY. The Board of Directors shall, by contract select an impartial, disinterested agency outside the public service, prior to (April 1) February 1 of each odd-numbered year."

"Elections shall be conducted by such selected agency in accordance with the provisions of the Constitution and By-Laws of the Association and any policies adopted by the Board of Directors, including determination of the validity of nominating petitions and counting ballots as well as general responsibility for supervision of the election. (Three days prior to the date of the first day of the annual meeting, the selected agency shall notify all candidates on a personal and confidential basis of the merits of the election.) The agency shall notify all candidates on a personal and confidential basis on or before June 28 of the results of the election."

28. Article III, Section 2 of the By-Laws is hereby amended by adding a subsection to be (b) (1) UNITS to read as follows:

"(b) (1) UNITS. All recognized units established by chapters shall receive a rebate of not less than twenty-five percent nor more than fifty percent of the per capita rebate extended by the association to a chapter based upon the number of members in the unit."

29. Article IV of the By-Laws is hereby amended by adding thereto a new section to be Section 4 as follows:

"Section 4. The president or the Board of Directors of the Association may suspend from membership pending a hearing as provided herein—any members of the Association for acts or actions which are contrary to the best interests of the Association. Examples of such acts or actions shall include the following: (g) Supporting a competing labor organization.

Within ten days of a suspension, the member shall be served with charges and a hearing will be afforded before a designated committee by the Board of Directors of the Association. A finding will be made by the committee as to the propriety of the member's acts and a recommendation for penalty will be given to the President. The President shall then invoke the recommended penalty submitted by the committee.

31. Article V, Section 4 is hereby amended to read as follows:

"Section 4. BOARD COMMITTEES.

At the organizational meeting of the statewide Board of Directors the following committees shall be elected: 1. Budget and Finance; 2. Charter; 3. Committee to Study the Cost of Operating Group Life Insurance; 4. Personnel; 5. Directors; and (6. Election;) (7.) 6. Nominating."

32. Article V, Section 6 of the By-Laws is hereby amended as follows:

"Section 6. SPECIAL AND AD HOC COMMITTEE. There shall be the following special committees: Armory, Auditing, Membership, Human Rights, Memorial Scholarship Fund, Plaque, Civil Service, Regional Office, Resolutions, Education, Social Services, Probation, Non-Teaching School District Employees, (and) Special Election Procedures, and such other committees designated by the President of the Association. (Rest of Section remains same.)"

## Deluge Of Letters Urged In Albany

ALBANY—New York State legislators will be deluged by letters and phone calls from approximately 40,000 Albany Region members of the Civil Service Employees Assn. urging them to support Assembly bill A-10633, Senate bill S-9508, designed to supplement retirement allowances for retirees in the New York State Employees' Retirement System; and Assembly bill A-11044, Senate Bill S-5301, which would allow for an agency shop, according to Howard Cropsey, president of CSEA's Albany County chapter.

This action was called for at a recent meeting of the CSEA Albany Region political action committee. The committee moved to contact the area members of CSEA and have them write or phone legislators, and, Mr. Cropsey said, "Ask them to put their weight behind these bills which are of primary importance to public employees."

Other bills being followed by the CSEA Albany Region political action committee this session concern salary protection for non-teaching school employees, Taylor Law representation procedures, employer penalties under the Taylor Law, SUNY unclassified services provisions, and the right to strike for public employees.

**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. Announcements are available only during the filing period.

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington 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 (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060; NYC Transit Authority, 370 Jay St., Brooklyn 11201 phone: 852-5000.

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

**STATE** — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York, 10048, (phone: 488-4248); State Office Campus, Albany, 12228; Suite 750, 1 W. Genesee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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 hours are 8:30 a.m. to 5 p.m., weekdays only. Telephone 264-0422.

Federal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (800) 522-7407. Federal titles have no deadline unless otherwise indicated.

**INTERGOVERNMENTAL** — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-8000; and for federal, 526-6192.

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**This Week's New York City Eligible Lists**

**EXAM 3015 TRACKMAN Transit Auth**

This list of 5,644 eligibles, established April 10, resulted from Dec. 8 written testing for which 21,534 candidates filed, and 10,078 appeared. Salary is \$5,095 per hour.

(Continued from Last Week)

**No. 501 — 92.50%**

501 Andres Padro 3rd, Richard P Cella, Peter J Rechis, Thomas Maroney, William J AuMcino Jr, Joseph F Kusack, Sean McGuire, Joseph P Barrella, Ronald G Malanga, Vito Amalfitano, Donald R Byers, Jerrod W Thompson.

Joseph L McDermott, Robert A Nugue, Nicholas J Gutierrez, Louis J Scinaldi, Joseph Depaolo, Jacob Paskowitz, Victor R Rosado, Eric J Jackson.

**No. 521 — 92.50%**

521 James B Lavin, Victor J Pena, Peter P Morgan, Eddy L Rivera, Howard C Deyd, Samuel B Brinkley, Ekkard L Cruz, Pasquale Lucivero, Sam Bruttaniti, Alexander Iliceto, Benigno Mark Jr, Michael A Raguso, David E Beaton, Jorge L Vega, Joseph T Viola, Frank J Limeri, Paul T David, Angel A Mendez, Ralph A Farina, Terry A Nelson.

**No. 541 — 92.50%**

541 Frank Cantone, Kenneth Houston, Nick Tommasini, Joseph Shea, Thomas C McAuley, John D Huggard, Gregory R Handschuh, John Suchodolsky, Paul M Smilko, Harby J Woods, David P Brown, Charles B Harding, Thurmond W Batts, Brendan R Hallahan, Ronald J Palmer, Robert A Bress, Lester E Schmarde, Manuel J Dossantos, Rosario C Guarneri, Andrew E Pancila.

**No. 561 — 92.50%**

561 Emil J Neumann Jr, Richard J Velluzzi, George Christofely, Edwin R Cruz, James R Koellner, Charles S White, William B Holloway, Theodore N Jenkins, Vincent M Day, Frederick Marsello, Michael J Sobing, James P Byrne, Kenneth B Dozier, Herbert F Naras, James W Sottile, Morris L Naftalowitz, Louis J Copsidas, Paul P Kleo, Allan B Levell, William A Fink.

**No. 581 — 91.30%**

581 Nicholas R Molinaro, Peter R Farkas, Thomas P Grosiak, Edward H McCormack, John J Fuoco, William A Walter, Victor Jaroslaw, Joseph T Murphy, Robert A Goldbach, Ronald B McGuire, Albert C Ford Sr, James L Pugliese, Eversly V Parkins, John Russo, Lawrence Kahaner, Walter N Soltzoff, Thomas F DiPietro, Kevin M O'Toole, Leo A Skorupski, William R Joyner.

**No. 601 — 91.30%**

601 Sabino F Misciagna, Bryan R Waterbury, John H Crosswell, Thomas A Misciagna, William L Lightbody, William Acevedo, John G Drew, Edwin Flowers, Harold J Davis Jr, William A Kay, John H Dieckmann, Dennis A Urzo, Melvin D Barnes, Joseph P Mendez, Daniel B Harding, Joseph P DeStefano, Angel L Alicea, John M Riordan, William J Larry, Francis Besio.

**No. 621 — 91.30%**

621 Harold E Foust, Terry C Joe, Edward P Bruno, Vincent Scicutella, Robert J Illing Jr, Joseph P Perkins, Allan L Kamlet, Lawrence J Raffaele, John Howard, Joseph Quacinella, Anthony L Liguori, Keven J Jones, Lawrence L Hall, Francisco Torres, William B Harding, George F Becker, Louis P Deblanchi, Sidney Goldstein, Joseph Callendo, Gregory F Blackhall.

**No. 641 — 91.30%**

641 Carl A Cover, Charles J Lentz, Joseph B Williams, Frank R Miola, Robert E Dohn, Frank G Mandato Jr, Angelo Proven-

zano, John J Ciacci, Thomas A McFadden, Michael Tzoucalis, Joseph J Delpriore Jr, Stephen B Keen, Michael G Casatuta, Edward A Kukia Jr, Anthony Pino, Thomas Goebel, Warren D Schust, Robert K Goode, Andrew Peschier, Martin W June.

**No. 661 — 91.30%**

661 Joseph L Quinn, Vincent G Sabella, Peter P Corso, Carmine P Buscemi, Albert L Dumrauf, Michael Martino, Bruce N Gallo, David E Bergfeldt Jr, Joseph J Verga, Louis G Femia, Edward Fernandez, William F Henning Jr, William J Isabella, Eugene J Silverman, Alfred E Wolstein, Victor F Gainza, Clarence B Black Jr, Leon H Mack, Richard W Jones, Raymond J Rossi.

(To Be Continued)

**Final Key Answers**

The city Civil Service Commission has rendered final the following key answers:

**Trackman, Exam 3015, test held Dec. 8, 1973**—no. 10 changed from B to A and/or B.

**Trackman (special sabbath observer exam held Dec. 7, 1973)**—no. 25 changed from B to A and/or B.

**BOBO ON BOARD**

**ALBANY** — Garfield Bobo, of Brooklyn, is a new member of the Board of Visitors to the Brooklyn State Hospital in a term ending Dec. 31, 1977. There is no salary.

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RICHARD A. TARMEY

MONTGOMERY COUNTY CHAPTER, CSEA, INC.

## Testimonial Dinner in honor of RICHARD A. TARMEY and Installation of Officers



Montgomery County chapter officers pose with their installing officer, CSEA president Theodore C. Wenzl, third from right, prior to their swearing in. From left are executive representative Fred Gurtowski, second vice-president Judy Conte, secretary-treasurer Phyllis Hage, Dr. Wenzl, first vice-president Freida Sagatis and delegate William Zippieri. Ms. Hage was also chairman of the testimonial dinner. Chapter president is Emil Fleszar.



Friends from all parts of the state attended the Tarmey Testimonial. Here Jefferson County chapter president and CSEA Board member Eleanor Percy, standing, exchanges greetings with Mental Hygiene Employees Assn. secretary-treasurer Edna Percoco and MHEA president Irene Hillis, both from Willowbrook chapter on Staten Island.



CSEA director of local government affairs Joseph Dolan, left, was toastmaster for the evening's events. Here he talks over the program schedule with chapter first vice-president Freida Sagatis and guest-of-honor Richard Tarmey, who had served as a statewide vice-president for CSEA for six years, from 1967-73.



Congressman Samuel Stratton (D, 28th Dist.) was among the political figures who were on hand to pay tribute to Mr. Tarmey. Here he greets the guests, who included Ms. Sagatis, seated next to him at the head table. State Assembly Majority Whip Glenn Harris (R-C-L, Canada Lake) was another of the speakers.



In addition to the guests pictured here, hundreds of other Montgomery chapter members and friends from throughout the state crammed into one of Mr. Tarmey's favorite haunts, the Stuff Shirt Restaurant in Johnstown, Fulton County. Central Counties Workshop president Francis Miller, president of Oswego County chapter, presented Mr. Tarmey with a plaque. Betty Dufel, who works with Mr. Tarmey in Montgomery County Social Services, read a tribute in rhyme from a long, hand-lettered and decorated scroll. And then there was Eydie—Edith Tarmey—whose infectious laughter added to the joy of the testimonial tribute to her husband.

# Industrial School Firing Protested

(From Leader Correspondent)

ROCHESTER—More than 170 members of the Civil Service Employees Assn. refused this week to work overtime shifts at the state Agricultural and Industrial School at Industry in support of a "model" worker who was fired Wednesday.

"If we're asked to come in on our day off or work a double shift, we're going to refuse," said James Vicarro, president of CSEA Industry chapter.

"We won't leave a shift unattended if a relief person doesn't show up, as we agreed until the issue is settled."

Edward M. Gilbert, 49, was fired by State Division for Youth Director Milton Luger for allegedly using too much force on a boy resident.

Neither Mr. Vicarro nor Industry Superintendent Dr. Herman Sapler would name the charges against Mr. Gilbert.

"Once the case goes to litigation I can't comment on it," Dr. Sapler said.

Charges stem from an alleged incident Feb. 18. Mr. Gilbert claims a boy came into his cabin shouting that another youth was trying to hang himself from a compressor in a nearby locker room with three belts.

Mr. Gilbert claims he picked the boy up and supported him to save his life.

The boy, Mr. Gilbert said, told state ombudsman Roger Billyard about the alleged incident. Mr. Billyard launched an investigation that resulted in Gilbert's suspension and scheduled dismissal May 1.

"Evidently the boy said I must have used too much force on him or that I tried to hang him," Mr. Gilbert said.

An appeal was to have been filed April 19 with the division by CSEA field representative Thomas Pomodoro.

"The charges are ridiculous," Mr. Vicarro said. "This man has worked here 18 years and was considered a model supervisor by the past administration and by the current administration until this happened.

"They suspended him a half hour after he went on vacation which means he loses his vacation pay," Mr. Vicarro said. "We're asking that he be reinstated with full pay."

The Industry chapter held three information meetings over a day and-a-half period to explain the situation to members.

"They all seemed concerned about their own job security," Mr. Vicarro said. "We called the

## Wages Are Issue In Depew Impasse

DEPEW—An impasse has been reached in contract negotiations between the Village of Depew and the Civil Service Employees Assn., which represents workers in the Public Works Department.

Principal issues in the dispute were wages and fringe benefits.

The CSEA has been negotiating with the village since January to replace the current contract that expires in July. Robert Young, CSEA field representative, was the chief CSEA field representative.

William Sorrentino is president of the Depew chapter.

meetings so that we could explain the situation and not have them overreact. We're 100 percent behind Eddie."

Mr. Gilbert was in charge of between 20 and 30 boys at the school. His wife Geraldine is a house mother there.

## Willard State Vote Is Legal

WATERLOO—A contested election of officers for the Willard State Hospital chapter of the Civil Service Employees Assn. was allowed to be legal recently by the Honorable George D. Ogden of the Seneca County Supreme Court.

The election, which took place June 6, 1973, was protested by a committee headed by Patricia Sweet, a Willard State Hospital employee.

The committee filed a suit last October charging the Willard CSEA chapter and its president, Dorothy Moses, with 22 violations of the election procedures.

Judge Ogden, in a pre-trial hearing with James Hancock, regional CSEA attorney from Rochester and Gary Lucas, Watkins Glen, representing the protest committee, ruled last June's election legal, but also ruled that a court appointed referee be present in the upcoming election at Willard this June.

Ms. Moses commented: "There was never any doubt in my mind that the election conducted by our chapter was legal, but its good to have it down in black and white. I'm also glad that there will be a referee for our upcoming election of officers. With a referee present, there can be no further question of legality."

## Pickets Win LI Thanks

MASSAPEQUA—The wide support which the Massapequa School District unit, Nassau Educational chapter, Civil Service Employees Assn., received in its wage demonstration at the recent meeting of the district school board drew appreciative thanks from Ronald Harris, the unit's president.

He pledged to respond in kind when asked.

The 120 demonstrators included Ed Perrott, president of the Nassau chapter, and Walter Weeks, president of the Suffolk Educational chapter, officers of both chapters and many rank-and-file members.

Mr. Harris issued a statement in which he said: "To the school district units of the Suffolk Educational chapter and Nassau Educational chapter who supported us by helping us picket the Massapequa Board of Education April 4 at our legislative hearing, the custodians of Unit 23A thank you and pledge their support to you if and when it is needed!"