

# Civil Service LEADER

America's Largest Newspaper for Public Employees

Vol. XXXIV, No. 2 Tuesday, April 10, 1973 Price 15 Cents

P. K. CSEA  
33 ELK ST  
ALBANY NY 12224

## Meeting Photo Report

— See Pages 8 & 9

### Another Parking Fee Battle Is Still Raging

ROCHESTER — Monroe County CSEA chapter will take every possible step short of a work stoppage to prevent the collection of parking fees at the Monroe County Community Hospital-Social Services complex on Westfall Road, its president said.

"We already have an unfair labor practice complaint waiting to be filed with the NLRB and we'll also file grievances with the county administration," said Martin Koenig.

He said the county administration will discover that "it's an entirely new ball game" between present and past chapter officers. "We're more militant now."

The County Legislature's Ways and Means Committee recommended this week that the County charge fees for parking at the hospital-social services complex.

Cost would be 50 cents for each entry into a parking area, 50 cents a day or \$10 a month, starting June 15.

(Continued on Page 14)



NEW CASTLE — Contract between Civil Service Employees Assn. and the Town of New Castle become official with signatures from Town Supervisor George Oettinger and CSEA unit president Nick Accetta.

### Delegates Reconvening

## Fight For Local Gov't, State Pensions Seen As Block To New CSEA Pact

Deep concern over permanent protection of the pension benefits of local government aid and opposition to a uniform pension plan for future state workers appears to be the major roadblock to settling a new contract between the Civil Service Employees Assn., representing four major state bargaining units, and the State Administration.

At Leader presstime, talks were still going on between the State and the Employees Association but, as of April 1, State employees have been at work without a contract.

Although both sides in the negotiations have agreed to keep the context of their talks private, unofficial sources have said that there is near settlement in terms of pay increases, the length of the contract and other items.

But in the area of pensions, CSEA is continuing its fight on three fronts:

- Refusal to go along with plans to integrate social security payments into a new — and lesser — pension scheme.

- Permanent status for various retirement benefits now on a temporary basis in many local government districts.

- Refusal to take the entire topic of pensions off the bargaining table permanently.

As reported in The Leader last week, these three items were among the major items of concern to CSEA delegates attending their annual Spring meeting, held in New York City. For that reason, they voted to recess rather than adjourn the meeting and were scheduled to reconvene April 10 in Albany.

#### Union Membership

In another action at the delegate meeting, a resolution was passed to continue the fight against a state ban on workers

in the management/confidential class holding membership in the Civil Service Employees Assn. or any other union.

The State's highest court, the Court of Appeals, has ruled that the State can order its em- (Continued on Page 14)

### INSIDE THE LEADER

Thruway Employees Have Salaries Adjusted — See Page 3

Retirement Protection Meetings By Jefferson, Monroe Counties — See Page 14

Educational Leaders Participate In Seminars — See Page 16

## Court Rebuffs State On Another Move To Charge Parking Fees

(Special to The Leader)

ALBANY—The State's latest attempt to overrule an arbitrator's decision and uphold the legality of a five-dollar parking fee for State workers in Albany and certain other upstate facilities has been rejected here in State Supreme Court.

The decision, handed down by Supreme Court Justice James Gibson, affirmed that arbitrator Daniel C. Williams was within

his authority in ruling last December in favor of a grievance brought by the Civil Service Employees Assn. contending that free parking on State facilities was an existing benefit which could not be diminished unilaterally by the state during the life of the existing State-CSEA work contracts.

Justice Gibson said in part, "It was within the competence of the arbitrator to give the clause 'benefit of privilege provided by law, rule or regulation' the broad connotation implicit in his determination."

CSEA attorney Harold C. Bey-er, Jr., contended that evidence showing that parking was indeed a benefit established under rules or regulations was clearly demonstrated by the State's close control of parking procedures, including the issuance of individual parking permit stickers, long before the State abruptly attempted a switch to paid parking last Sept. 1.

The court's dismissal of the (Continued on Page 14)

### Collections Go On

## 15 CSEA Members Found Not Guilty Of Striking Return Welfare Payments

(Special to The Leader)

ALBANY—Fifteen members of the Civil Service Employees Assn., who were fined by the State for their alleged participation in the job action of Easter Weekend 1972 and who received assistance from the CSEA Welfare Fund, have been reimbursed by the State for the fine after being found not guilty of such charges and are now returning to the CSEA Welfare Fund nearly \$600, in accordance with the sworn

statement on the CSEA Welfare Fund request application.

Four of the fifteen members are from the Audit and Control chapter.

While money is now coming back to the Welfare Fund as repayment for assistance given, contributions are still being made to meet existing and future needs of the membership. Two CSEA units, the DePew Unit No. 1815 and the Clarence Central School District unit of the Erie County chapter, recently contributed \$25 each.

Hazel Abrams, chairman co-ordinator of the Welfare Fund and CSEA's fifth vice-president, said, "This appears to be the beginning of an influx of reimbursements to the Welfare Fund. We hope that our members who received assistance realize that once the State repays them, they should then repay the CSEA Welfare Fund, so that if there is a need in the future for CSEA to assist its members, the Fund will be capable of doing so without additional burden to the Association."

Following is a list of members (Continued on Page 14)

## Nassau, Suffolk CSEA Say Meat Ban Success

(From Leader Correspondent)

On Long Island, the consumers' meat boycott was declared a resounding success last week and leaders of the Civil Service Employees Assn. called for continued "meatless days."

Nassau chapter president Irving Flaumenbaum and Suffolk chapter president E. Ben Porter said the housewives' boycott organization plan for meatless Tuesdays and Thursdays ought to be supported.

"We don't intend to stop until we get fair prices," said Flaumenbaum, whose chapter furnished an additional 100,000 flyers for distribution last week.

Porter said it appeared that meat sales in Suffolk had tumbled more than the 50 percent reported in the daily press.

(Continued on Page 14)

### Retirees, Notice!

Members who retire from the Civil Service Employees Assn. may continue to receive a full subscription to The Leader for \$3.70 per year. Some members have been sending in \$4.70. They will be credited with an extra three months on their subscription.

Do not write CSEA headquarters for these subscriptions. Checks or money orders should be sent to Subscription Dept., The Civil Service Leader, 11 Warren St., New York, N.Y., 10007.

*Don't Repeat This!*

### GOP Candidate

## Expect Marchi's Mayoralty Fight To Be High Level

AN aura of decency surrounds Senator John J. Marchi, the Republican candidate for Mayor of New York City and chairman of the Senate's powerful Finance Committee. In politics, where expe-

(Continued on Page 6)

# 20 City Exams Open To Public Until April 25

Twenty New York City civil service examinations are open for public application until April 25 including administrative aide, painter and taxi and limousine dispatcher.

Minimum requirements for administrative aide are a high school diploma or equivalency plus two years of full-time, paid administrative or clerical experience; or two years of college; or a combination of education and experience. Salary starts at \$7,900.

Announcements supplying more detailed information, and application forms, are available at the New York City Department of Personnel. See "Where To Apply" on Page 15 for ad-

dress and hours.

Minimum requirements for the following other April jobs are outlined below, with examination number and starting salary.

**Administrative Superintendent of Buildings and Grounds, Exam 2189 (\$13,100 to \$34,710)** — Required: high school graduation or equivalency plus either (a) five years' administrative experience in management and/or operation of a large building; (b) an engineer's license, a bachelor's degree in engineering and two years' experience in management of a large building; (c) an architect's registration, a bachelor's degree in architecture and two years' experience in

large building management; or (d) license as a high pressure boiler operating engineer, plus four years' experience in large building management. Twelve vacancies with the Board of Higher Education.

**Air Pollution Laboratory Maintainer, Exam 2027 (\$7,500)** — Required: three years' experience in repairing or servicing electronic equipment; or trade school graduation with specialization in electronics plus two years of above experience; or an associate degree from a community college in electronics.

**Assistant Budget Examiner Exam 3016 (\$11,500)** — Required: a bachelor's degree with major studies in accounting, public administration, math, business, economics, law, personnel management, urban planning, engineering or architecture, and one year's experience in budget administration, organization planning, administration, fiscal or economic research, urban planning, engineering or architecture; further work experience may count toward college requirement on year-for-year basis, and graduate study may substitute for work experience.

**Deputy Director of Planning, Exam 2087 (\$13,100 to \$34,710)** — Required: bachelor's degree and eight years' experience in city planning, three years of which must have been in a supervisory capacity. Graduate study may count toward the non-supervisory experience.

**Computer Programmer, Exam 2066 (\$9,600)** — Required: bachelor's degree and one year's experience in computer programming with at least the complexity of an IBM 360/30; or a satisfactory equivalent.

**Housing Exterminator, Exam 2094 (\$6,500)** — Required: an exterminator permit, fumigant permit, employee-exterminator operator permit, employee-fumigant operator permit or an owner-operator permit (fumigant or exterminator) issued prior to October, 1959; or completion in a course of training approved by the Dept. of Health. Twelve vacancies with Housing Authority.

**Furniture Maintainer, Exam 2263 (\$5.50/hr.)** — Required: three years' experience as a furni-

ture maintainer, reconditioner, or cabinet maker in the last five years.

**Locksmith, Exam 2205 (\$5.76 per hour)** — Required: five years of full-time paid experience within the last 10 years.

**Program Production Assistant (Radio), Exam 7106 (\$6,000)** — Required: bachelor's degree with at least nine credits in radio broadcasting; or high school graduation or equivalency plus two years' experience in radio broadcasting including writing, directing, producing and tape work. Candidates who filed for this exam in March, 1971, MUST FILE AGAIN.

**Public Health Physician, Exam 2131 (\$23,000)** — Required: license to practice medicine or osteopathic medicine valid in New York State; plus either two years' experience in public health program, or a master's degree in public health. Eleven vacancies in Health Services Administration.

**Assistant Project Manager, Exam 2039 (\$12,500)** — Required: bachelor's degree with 24 credits in business administration, economics, architecture, engineering, urban planning, accounting, or a related field, plus three years' experience in economic or urban planning; or registration as an architect or engineer plus two years of the above experience.

**Dentist, Exam 2070 (\$20,000 full-time or \$20/hr.)** — Required: graduation from an approved school of dentistry plus current New York State license to practice dentistry.

**Editor (City Record), Exam 2078 (\$11,800)** — Required: bachelor's degree with 23 credits in journalism, plus four years' experience as an editor or publisher, two years of which are in a supervisory capacity; or high school graduation and eight years' experience as above.

**Film Manager, Exam 2085 (\$12,600)** — Required: high school graduation or equivalency and five years' professional experience in producing motion pictures or videotape. College study may substitute, but at least three years' professional experience required.

**Junior Air Pollution Laboratory Maintainer, Exam 2101 (\$6,400)** — Required: two years' experience servicing electronic equipment; or graduation from trade school or technical high school with a specialization in electronics, and one year of above experience; or a satisfactory equivalent containing at least six months professional experience.

**Junior Physicist, Exam 3005 (\$10,500)** — Required: bachelor's degree with 24 credits in physics, electronic engineering or electrical engineering. At least one course in electronics required.

**Public Health Director (Preventable Diseases), Exam 2129 (\$13,100 to \$34,710)** — Required: license to practice medicine in (Continued on Page 15)

## LEGAL NOTICE

**CCC LIMITED PARTNERSHIP**  
Notice is hereby given of the filing of a Certificate of Formation of Limited Partnership duly signed and acknowledged by or on behalf of all of the partners and filed in the New York County Clerk's Office on February 20, 1973, the substance of which is as follows: The name and location of the partnership is CCC Limited Partnership, 1345 Avenue of the Americas, New York, New York 100019 (c/o Castle Capital Corporation). The business is the acquisition of equipment for the purpose of leasing it to creditworthy lessees; the purchase of equipment already on lease to creditworthy lessees; and the performance of any lawful act to accomplish the foregoing. The name and place of residence of the general partner is Castle Capital Corporation, 1345 Avenue of the Americas, New York, New York 10019. The name, place of residence and total amount of original capital contribution made by each limited partner is as follows: Sidney Liebowitz, 3755 Henry Hudson Parkway, Riverdale, New York, \$18,333.33; Irving Zaneoff, 2 Pebble Lane, Hewlett, New York, \$18,333.33; and Louis Erraty, 3205 Grand Concourse, Bronx, New York, \$18,333.33. The term for which the limited partnership is to exist is until December 31, 1988 unless sooner dissolved by operation of law, as a result of the bankruptcy of Castle Capital Corporation, the general partner, the affirmative vote of fifty per cent (50%) in interest of the limited partners, or the withdrawal of Castle Capital Corporation as general partner. No additional contributions are required to be made by the limited partners. The contribution of each limited partner is to be returned upon dissolution of the partnership and after payment of the debts of the partnership and its liabilities, provisions for necessary debts and reserve and repayment of advances by partners. Each limited partner, by reason of his capital contribution, shall share in profits and losses of the partnership in proportion to his capital contribution. The limited partners as a group are entitled to ninety-six per cent (96%) of the profits and losses of the partnership. A limited partner may substitute an assignee as contributor in his place only with the written consent of the general partner to the assignment and to the substitution or addition of the assignee as a limited partner, such substitution to be made by an amendment to the limited partnership agreement containing all provisions not inconsistent with such agreement nor prejudicial to the interest of the existing limited partners which the general partner deems appropriate. No right is given to admit additional limited partners, other than by substitution for existing interests. No right is given any limited partner to priority over the other limited partners as to contributions or compensation by way of income. In the event of the withdrawal or bankruptcy of Castle Capital Corporation, the sole general partner, no right to continue the business of the partnership is given to the remaining general partner or partners, as none exists. The holders of more than fifty per cent (50%) of the limited partnership interest may elect to continue the business in that event. No right is given to a limited partner to demand and receive property other than cash in return for his contribution.

## C. S. E. & R. A.

FROM CIVIL SERVICE EDUCATION AND RECREATION ASSOCIATION FOR YOU AND MEMBERS OF YOUR FAMILY

### MEMORIAL DAY WEEKEND

#### ICELAND 3 Nights

At the deluxe HOTEL LOFTLEIDIR ..... Price \$229.00  
K4020—Leaving May 24 and returning May 28.  
Price Includes: Air transportation; three meals daily; sightseeing, taxes and gratuities.

#### LONDON 3 Nights

At the Superior First Class HOTEL METROPOLE ..... Price \$219.00  
K4018—Leaving May 24 and returning May 28.  
Taxes and gratuities ... \$ 12.00  
Price Includes: Air transportation; Continental breakfast daily, sightseeing and ticket to theatre performance.

### SUMMER PROGRAM

#### LONDON or PARIS — ONE WEEK SPECIALS

K-4305 (7 Nghts.) Lv. July 18, Ret. July 26  
A) LONDON.....\$284 B) PARIS.....\$314  
K-4306 (8 Nghts.) Lv. Aug. 3, Ret. Aug. 12  
A) LONDON.....\$299 B) PARIS.....\$325  
Plus taxes & gratuities.....\$ 18

HOTELS: London: CENTRAL CITY  
Paris: ELYSEES PALACE

Price Includes: Air transportation, Continental breakfast daily, Half-day sightseeing.

#### ATHENS 7 Nights

K-4282, July 6-14; K-4284, Aug. 3-11, K-4285, Aug. 24-Sept. 1.....\$299.00  
Taxes & gratuities..... 29.90  
Price Includes: Air transportation; Standard hotel; Continental breakfast and dinner daily; Ouzo Party.

#### GREECE & AEGEAN ISLANDS 13 Nights

K-4117, June 25-July 9, K-4120, Aug. 27-Sept. 10  
Athens plus 7-day Greek Island Cruise.....from \$754.00  
K-4123 Leaving July 2, and returning July 16.....\$694.00  
K-4126 Leaving Sept. 3 and returning Sept. 17.....\$679.00  
Athens—Classical Tour & 6 Days in Corfu.  
Price Includes: Air transportation; Continental breakfast and dinner daily (all meals on cruise for K-4117, K-4120); and sightseeing.

#### SCANDINAVIA & HOLLAND 22 Nights

K-4154 Leaving July 19 and returning Aug. 10  
Amsterdam-North Sea Cruise-Bergen & Capitals  
Price per person.....\$1046  
Price Includes: Air Transportation; first-class hotels; Continental breakfast daily (except on cruise). All meals on Fjord Tour; Most meals elsewhere.

#### SCANDINAVIA — 16 Night Budget Tour .....\$859.00

K-4098 Write Tour Leader for Details.

#### WEEKLY DEPARTURES TO WEST END, GRAND BAHAMA

Beginning June 24th and every Sunday thereafter.  
At the GRAND BAHAMA HOTEL & COUNTRY CLUB.....\$189.00  
Taxes & Gratuities..... 18.00

### ANNOUNCING OUR FALL SPECIAL . . .

The Exotic SOUTH PACIFIC — Oct. 27-Nov. 16  
K-4422, Visiting Tahiti, New Zealand, Australia, Fiji Islands and Los Angeles.....\$1899.00  
Write to Tour Chairman for detailed flyer.

#### TOUR CHAIRMAN:

K-4422 — MISS DELORAS G. FUSSELL, 111 Winthrop Ave., Albany, N.Y. 12205 (518) IV 2-3597 (Evening).  
K-4154, K-4098 — MR. AL VERACCHI, R.R. 1, Box 134, Locust Drive, Rocky Point, L.I., N.Y. 11778. Tel.: (516) 744-2736.  
K-4082 — MR. IRVING FLAUMENBAUM, 25 Buchanan St., Freeport, L.I., N.Y. 11520 (516) 868-7715.  
ALL OTHER TOURS: MR. SAM EMMETT, 1501 Broadway, Suite 711, New York, N.Y. 10036. Tel.: (212) 868-2959.

Available only to CSE&RA members and their immediate families.  
FOR DETAILED INFORMATION AND THE NEW SUMMER FLYER WRITE OR PHONE:

CSE&RA, BOX 772, TIMES SQUARE STATION  
NEW YORK, N.Y. 10036  
Tel: (212) 868-2959



### Become a Stenotype Court Reporter

The career is exciting . . . the pay is good.

Stenotype Academy can teach you how to enter this rewarding field if you have a high school diploma or equivalency.

You can study 2-evenings a week, Saturday mornings or 5 days a week. We'll teach you everything you need to know. Stenotype Academy is the only school in New York City teaching Stenotype exclusively that is **Approved by the N.Y.S. Dept. of Education, U.S. Gov't Authorized for non-immigrant Aliens and Approved for Veterans.** Approved for N.Y.S. Training Programs

CALL TODAY FOR A FREE CATALOG **WO2-0002**  
**STENOTYPE ACADEMY** Exclusively at 259 Broadway  
(Opposite City Hall)

The most exciting Auto Show ever!



INTERNATIONAL  
**AUTOMOBILE SHOW** COLISEUM  
NEW YORK.  
APRIL 7-15

Adults: \$2.50 • Children (under 12): \$1.50.  
Mon. thru Fri., Noon to 10 P.M.,  
Sat. 11 A.M. to 10:30 P.M., Sun. Noon to 8 P.M.

### CIVIL SERVICE LEADER America's Leading Weekly For Public Employees

Published Each Tuesday  
11 Warren St., N.Y., N.Y. 10007  
Business and Editorial Office:  
11 Warren St., N.Y., N.Y. 10007  
Entered as Second Class mail and  
Second Class postage paid, October  
3, 1939, at the Post Office, New  
York, New York, under the Act of  
March 3, 1879. Additional entry at  
Plainfield, New Jersey. Member of  
Audit Bureau of Circulation.  
Subscription Price \$7.00 Per Year  
Individual Copies, 15c

# Fight Pressed For Aide Who Charges Motive For Transfer Was Personal

ALBANY—A fourth-step grievance has been instituted in behalf of Daniel Doedema a grade-3 mail and supply clerk with the State Office of Parks and Recreation, by the Civil Service Employees Assn., after a third-step grievance was denied by Michael Gardineer, director of personnel for Parks and Recreation.

Doedema allegedly received verbal notification from Gardineer that he would receive an unsatisfactory rating for 1972, if he did not seek a transfer out of the agency. At another meeting with Gardineer, Doedema reportedly was told that he would have "charges of incompetency" brought against him if he did not resign. He finally was advised that his item would be relocated to New York City.

CSEA grieved that Gardineer had "coerced and intimidated" Doedema in an attempt to make him resign and that Gardineer had repeatedly tried to "circumvent the proper procedure for removal." CSEA asked that the proposed relocation of Doedema's job be withdrawn and that Gardineer be enjoined from further attempts to circumvent the protection provided by Civil Service Law and State-CSEA contracts.

In his denial of the third-step grievance, Gardineer stated only that the job relocation was within the management rights of Parks and Recreation. He did note the objection in the grievance to his serving as the conductor.

In instituting the fourth-step grievance, Rex Trobridge, CSEA field representative, said: "The 'hearing' that was held at the third-step appeal made a mockery of the grievance procedure and was conducted in a most reprehensible and irresponsible manner. Mr. Gardineer should have removed himself from the case and appointed an impartial replacement. He blatantly acted in the dual capacity of prosecutor and judge and made no attempt to disguise his prejudice in the matter before him."

Trobridge continued, "Doedema has worked for the state for four years. In that time, neither his conduct nor his performance was ever criticized. When Gardineer was asked whether any prior corrective counsel had been given Doedema regarding his performance and attitude, he conceded that Doedema had never been counseled or advised to improve, as is customary and warranted; and when asked why the unsatisfactory rating was not given nor the charges

preferred, Gardineer conceded that they couldn't be substantiated but 'would be documented in the future.'"

trobridge concluded, "CSEA does not dispute the right of management to 'transfer . . . (Continued on Page 14)

### Hits Motive

Trobridge concluded, "CSEA does not dispute the right of management to 'transfer . . . (Continued on Page 14)



John Haack, president of Westchester chapter, CSEA, calls for defeat of the state's pension overhaul plan at the Westchester rally of local public employee organizations. State Assemblymen Richard C. Ross and Alvin M. Suchin and State Senator John E. Flynn are seated below the dais, left to right.

## Westchester Chapter Joins Pension Rally

WHITE PLAINS — Westchester chapter of the Civil Service Employees Assn. joined with teachers, firefighters, policemen and Teamsters unions March 25 in a mass rally to solidify public employees opposition to the Kinzel commission pension proposals.

A thousand members of these unions, representing more than 30,000 public employees in Westchester, Rockland, Dutchess and Putnam Counties, filled the gym of Westchester Community College to hear union leaders and legislators denounce the plan.

John Haack, president of the Westchester chapter, was among the labor leaders who addressed the vociferous gathering. Leaders strongly supported the right to bargain for pensions, which would be removed under the Kinzel plan, and the need to make current benefits permanent.

Fifteen state legislators had been invited to address the meeting, but only four appeared: Assemblymen Alvin Suchin, Bruce Caputo and Richard Ross, and State Senator John Flynn.

Flynn and Suchin are co-sponsoring a bill which would make permanent all benefits currently granted some state employees, but now renewable on a year-to-year basis.

The temporary coalition of lo-

cal unions is known as the United Labor Coalition.

### Teach And Grow In Little Red Skyscraper

New York City may be a city of skyscrapers, but when 40 people were crammed into one room for three separate ongoing classes in a high school equivalency program, some people were reminded of the little red schoolhouse of days long gone by.

Consequently, the Civil Service Employees Assn. was asked to look into the matter. CSEA field representative Edward Scherker then met with authorities of the Civil Service Commission, under whose auspices the program is administered.

As a result, additional space at 270 Broadway has been made available for the classes.

## CSEA calendar

### April

- 11—Western New York Armories chapter meeting: 2 p.m., Polish Falcons Club, Dunkirk.
- 11—Metropolitan Conference grievance night (and every Tuesday): 4:30 to 7:30 p.m., CSEA regional office, 11 Park Place, Manh.
- 12—New York City chapter executive board: 5:15 p.m., Gasner's Restaurant, 76 Duane St., Manhattan.
- 12—Jefferson County chapter seminar on retirement: 7:30 p.m., Howard Johnson Restaurant, Watertown.
- 14—Syracuse Area Retirees chapter: 2 p.m., Riordan's Restaurant, Market St., Auburn.
- 18—Buffalo chapter meeting: 6 p.m., Hotel Statler Hilton, Buffalo.
- 19—Southern Conference meeting: 7 p.m., Charter Oak Room, Holiday Inn, Route 17K, Newburgh.
- 19—Metropolitan Armories chapter executive meeting: 2 p.m., 2nd Corp Armory, 1402 Eighth Ave., Brooklyn.
- 27-28—Central Conference meeting: Treadway Inn, Owego.



Civil Service Employees Assn. collective negotiating specialist John Naughter, left, and Vito Dandreano, president of the Albany Thruway CSEA chapter and authorities representative to the CSEA Board of Directors, check a list of names with adjusted annual salaries of more than 250 Thruway employees in bargaining Unit I, maintenance, toll and clerical workers, who will receive the increases, as the result of a provision in the current agreement between CSEA and the Thruway Authority.

## Retroactive Pay Due 250 Aides In Thruway

ALBANY — More than 250 employees in New York State Thruway Authority Unit I, the maintenance, toll and clerical unit, have had their annual salaries adjusted upward as the result of a provision in the current Civil Service Employees Assn. Thruway Unit I contract.

According to Vito Dandreano, chairman of the CSEA negotiating team for Thruway Unit I, these employees should begin realizing the increase beginning with the April 5 paycheck. "Certain workers were earning less money than employees in the same salary grade with less seniority," said Dandreano, "and for this reason CSEA negotiated this provision of the current CSEA contract for Unit I Thruway workers."

Article VIII, section C, of the CSEA-negotiated agreement that became effective November '72, says, "Any employee who is receiving a current basic salary less than that received by another employee in the same salary grade who has less time in grade and less State/Authority service shall be brought up to the salary of that other employee as of July 1, 1972."

"This adjustment shall not ap-

ply to salary differences caused by additional elements such as shift or location pay and shall apply to employees who are in all respects 'similarly situated' except for time in grade in State/Authority service."

Dandreano said the adjustment will mean an average increase of about \$75 a year. "These employees will also receive adjustments retroactive to July 1972," said the CSEA spokesman. "These retroactive payments are still being computed by the Authority, but should be forthcoming shortly."

## Name Fact-Finders, Mediators To CSEA

ALBANY—The State Public Employment Relations Board has named two fact-finders and four mediators to various disputes involving the Civil Service Employees Assn.

Leonard Seiler, an attorney from Orangeburg, has been assigned as fact-finder to the dispute between Yonkers Housing Authority and CSEA; Robert Rabin of the State University of Syracuse has been named fact-finder to the dispute between the City of Ithaca and the City of Ithaca white-collar unit of the Tompkins County chapter of CSEA.

William Duggan of PERB's New York City office will be mediator to the dispute between the Village of Port Chester and the Village of Port Chester unit of CSEA. Charles H. Clark, an attorney from Canajoharie, has been named mediator to the dispute between Rome City School District and the clerical employ-

ees unit of the Oneida County Educational chapter, CSEA. Clark has also been assigned to the dispute between Rome City School District and the Rome aides and cafeteria employees, CSEA. Dr. James Lacy, State University of Potsdam, has been named mediator to the dispute at Indian River School.

## Fact-Finding In Nassau Continues

MINEOLA — Fact-finding into the Nassau Civil Service Employees Assn. contract dispute continued into the third meeting last week as the chapter presented its factual case, it was announced by chapter president Irving Flaumenbaum.

The data supports the chapter's program for the 75-I retirement provision, 8½ percent pay boosts in each of two years with \$500 minimum and no maximum and a cost-of-living rider in the second year.

The next meeting has been scheduled for April 10.

# FIRE FLIES

by Paul Thayer

best by bringing two victims down the aerial ladder and getting one of them out of the shaft window.

Dooley and Joe Boylan (one of the very best fireman Dooley could have had with him at a time like that) went to the floor above the fire which was their proper spot, and when they opened one door to search, the pressure of smoke and heat almost blew them down the stairs. Out of the corner of his eye, Jim Dooley saw the figure of a man trying to get into jumping position at the shaft window. Without waiting to wonder, Dooley rushed down to his officer, a hell of a nice guy named Lieutenant Irwin Levine, and told him he had a roof job to do. The good Luke said, "Go ahead,

Jim Joe, go with him." In two shakes of a lamb's tail they had the rope to the roof by aerial and before Jim knew what had happened, Joe Boylan had the boline on the bite wrapped securely around Jim Dooley and gave him the word... "Go ahead Jim, it's all yours."

Joe Boylan is the senior man and chauffeur. It was either a mutual or overtime which brought him to this tour. He knew Jim Dooley and respected him for the good little fireman he is. Even so, he could have taken the job for himself. Instead, as he told the kid later, "I have my share of points on my sleeve, you're on your way up, and you'll need all you can get. I'm sure that was a three-pointer and you're welcome to it." That's the kind of guy Joe Boylan is and it's exactly the sort of thing I'd expect him to do under those circumstances.

Over the side went Dooley, but the smoke was so thick from the fire on the floor below that he couldn't see his victim. He could hear him, however, because he had been shouting words of encouragement to him from the second he reached the roof. He felt around and found the trapped man, Francis Peters. Dooley told him not to be afraid at what was going to happen... "Just sit facing me on the window sill, clutch your legs around my middle. Then grab me in a bear hug, hold on tight as hell, and we'll be safe on the ground in a few seconds."

Then came the shocker. The victim said: "Fireman... I'm paralyzed from the waist down—I can't move my legs!" Well! Any of you tigers who have

made a roof rope job knows what THAT meant. Dooley is a good 150 pounds. The victim weighed around 200. Dooley had to reach in and literally pull Peters off the ledge with brute strength, trusting that the victim, in the case of semi-shock, could hug him close enough while Dooley did the same thing. It worked, but when they both got to the ground, thanks to Joe Boylan's know-how (Dooley said Boylan's aim for the window and the ground were perfect), they were in good shape but in a sort of state of semi-shock. There was one thing for sure though... Jim Dooley filled his father's boots that night and from wherever good firefighters go when they pass on, there must have been free "how d'you-dos" all around.

Congratulations to all... The troops from 30 for doing exactly what was needed, to Lt. Levine for not asking a lot of time-consuming questions when the word rope was mentioned to him by Jim Dooley. As for Joe Boylan... well, I've mentioned him here many times... he knows the respect I have for him as a fireman and a person. To be sure, the best traditions of the job which we hear so much about were again upheld that night.

March 20, 1973

Dear Paul:

Thanks for your kind words about "Queens firemen." I've worked almost 20 years in Brooklyn and Manhattan, and believe me in the last five years in Queens, I have rolled with some of the finest firefighters

(Continued on Page 12)

## Special Notice regarding your CSEA BASIC ACCIDENT AND SICKNESS PLAN

### There have been changes!

WE HAVE INCREASED THE LIMITS FOR THE DISABILITY INCOME BENEFITS...

Now, if your annual salary is	You can qualify for a monthly benefit of
Less than \$4,000	\$100 a month
\$4,000 but less than \$5,000	\$150 a month
\$5,000 but less than \$6,500	\$200 a month
\$6,500 but less than \$8,000	\$250 a month
\$8,000 but less than \$10,000	\$300 a month
\$10,000 and over	\$400 a month

FOR FULL INFORMATION AND RATES:

1. Please print your name, address, place of employment and employee item number in the spaces provided on the coupon below.
2. Mail form to: TER BUSH & POWELL, INC. CIVIL SERVICE DEPARTMENT Box 956 SCHENECTADY, NEW YORK 12301
3. Or, call your nearest Ter Bush & Powell representative for details.



TER BUSH & POWELL, INC.

SCHENECTADY NEW YORK BUFFALO SYRACUSE

FILL OUT AND MAIL TODAY...

Ter Bush & Powell, Inc., Schenectady, New York  
Please furnish me with complete information about the changes in the CSEA Accident and Sickness policy.

Name \_\_\_\_\_  
Home Address \_\_\_\_\_  
Place of Employment \_\_\_\_\_  
Employee Item No. \_\_\_\_\_

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

### Men 17 to 35 - Women 18 to 28

Good pay with military benefits, retirement and survivor plan. Schooling and training in most civilian trades and careers. High school seniors welcome. Veterans try us for one year — your prior service is worth five for one for \$retirement. State and Federal Govt workers allowed extra leave yearly with pay.

Phone ANG Recruiter

Niagara Falls	716 297-4100
Schenectady	518 372-5621
Syracuse	315 458-5500
White Plains	914 946-9511
Roslyn	516 621-2600
Westhampton Beach	516 288-4200

An Equal Opportunity Outfit  
male/female

Mail in Coupon  
NEW YORK AIR NATIONAL GUARD/DPR  
Westchester County Airport  
White Plains, N.Y. 10604  
Send full details on the AirGuard

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City/Zip \_\_\_\_\_  
Sex \_\_\_\_\_ Prior Service? \_\_\_\_\_

If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters!

### FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what is happening in civil service what is happening to the job you have and the job you want.

Make sure you don't miss a single issue. Enter your subscription now.

The price is \$7.00. That brings you 52 issues of the Civil Service Leader filled with the government job news you want. You can subscribe on the coupon below:

CIVIL SERVICE LEADER  
11 Warren Street  
New York, New York 10007

I enclose \$7.00 (check or money order for a year's subscription to the Civil Service Leader. Please enter the name listed below.

NAME \_\_\_\_\_  
ADDRESS \_\_\_\_\_ Zip Code \_\_\_\_\_

# This Week's City Eligible Lists

## EXAM NO. 2172 TAXI AND LIMOUSINE INSPECTOR

This list of 46 eligibles was made public April 4. No certifications or appointments may be made until the list has been established. The 102 applicants were rated on the basis of their training and experience. Salary is \$7,800.

### No. 1 — 105.0%

1 Bernard G McDermott, George Vendura, Ernest A Esposito, Erwin B Kenton, Lawrence Salinsky, Herbert Weiss, Morton Schoenberg, John T Calamari, Raymond Pollmeni, Edward Weinberg, Robert D Franz, Francis P Luce, Samuel Orlinsky, Emanuel M Shinoff, Richard A Wolberg, Howard Gross, John H Wiggins, William J Tamin, Jack Kravitz, Julius Mayblum.

### No. 21 — 84.7%

21 Anthony Tramonte, Mario J Bartholomew, Dominic A Lom-

bardi, William McCormick, Ramon O'Rrama, Willie Williams, Jeffrey S Stein, Ronald Decastro, Frank A Calamusa, Vincent P Gibbons, David Odessky, Edward Sweeny, Murray Cantor, Anthony J Pantano, Kenneth S Ricklin, Joe G Gambino, Sherman A Ronson, John V Kassimatsi, George E Mosley Jr, Edward Fine.

### No. 41 — 71.3%

41 Mark A Tlumacki, Stephen Timmes, Hector M Capacette Jr, Lance E Cooper, Neil C Ojon, Carl McIver.

## EXAM NO. 2158 SR. TAXI AND LIMOUSINE INSPECTOR

This open competitive list of 43 eligibles was made public April 4. The 101 applicants were rated on the basis of their training and experience. No certifications or appointments may be made until the list has been established. Salary is \$9,200.

### No. 1 — 100.0%

1 Joseph J Klun, Bernard G McDermott, Willie Williams, Louis Dirosa, Phillip M Langerman, Francis P Luce, James E Williams, Herman Berman, Ernest A esposito, Louis Dygas, Michael F Bell, William Morgan, Louis Silk, Mario Margherita, Albert T Scullin, Gary J Thompson, Lawrence Salinsky, Julien Cance, John B Cardinale, Ronald H Koepfel.

### No. 21 — 80.2%

21 Murray Cantor, Frank Iasparro, Irving Sohn, Howard Gross, John H Wiggins, Emanuel M Shinoff, John J Fasano, August F Jehle, Richard B Downs Jr, Joseph P Sellitto, Samuel Orlinsky, Anthony DeMarco, John Tarrago, Richard A Ebbitt, Gregory D Hawley, Joseph J Fasano, Carl McIver, William L Borowy, Luis A Vazquez, Ramon Orama.

### No. 41 — 70.8%

41 Edward Fine, Felix Muttphier, Benedict Watts.

(Continued on Page 11)

## PUBLIC EMPLOYEES DISCOVER DAYTONS MENS SHOP 122 CHAMBERS STREET, NEW YORK CITY

**OPEN SUNDAYS**  
**9 A.M. To 5 P.M.**

FOR THE FASHION ACTIVIST  
WHO ENJOYS LOW, LOW PRICES

**DOUBLE KNIT SUITS — \$59.99-\$79.99**  
A Fresh Unique Collection of  
Imaginative Fabric Combinations.

**SPORT JACKETS — \$24.99-\$44.99**  
Saturated With Brilliant Colors.

**KNIT PANTS — \$12.99-\$22.99**  
The Excitement Look.



DAYTONS OFFERS MANY NATIONALLY ADVERTISED  
BRANDS OF MENS CLOTHING AT DAYTONS  
RIDICULOUSLY LOW, LOW PRICES.

### DAYTON SUPERS

LONG & SHORT SLEEVE SHIRTS	3.99-5.99	TIES	1.99 Only
SHORT SLEEVE KNIT SHIRTS	3.99-9.99	BAGGIE PANTS	7.99-9.99
		Bathing Suits	2.99 Only

— PLUS OTHER GREAT BUYS —

YOUR CIVIL SERVICE I-D CARD WILL ENTITLE YOU  
TO AN ADDITIONAL 10% DISCOUNT  
ON OUR LOW, LOW PRICES.

### STORE HOURS:

**WEEK DAYS — 8 A.M. To 6 P.M.**  
**SUNDAYS — 9 A.M. To 5 P.M.**

PLENTY FREE PARKING SUNDAYS  
EXPERT TAILORING BY SAM THE TAILOR  
MASTER CHARGE AND BANK AMERICARD ACCEPTED

**DAYTONS MENS SHOP**  
122 CHAMBERS STREET  
NEW YORK CITY  
Phone: 962-5448



## THE DELEHANTY INSTITUTE

60 years of education to more than a half million students.

## ASSISTANT FOREMAN SANITATION DEPT.

Intensive preparation course starts April 17.

## POSTAL CLERK CARRIER

Course starts week of April 16th.

## CORRECTION CAPTAIN

Enroll now to prepare for June 30 exam.

## Patrolman, N.Y.P.D. Policewoman, N.Y.P.D.

Continuous Classes to prepare for exams  
ordered by Civil Service Commission

## POLICE PROMOTION

Intensive course featuring new  
**CASSETTE STUDY SERIES**  
Convenient Locations—Day & Evening Sessions  
**FREE CASSETTE OFFER**  
Exams ordered by Civil Service  
Commission for Sergeant and Lieutenant

## FIRE LIEUTENANT

most important of all Fire  
Promotion Study Course

## DEPUTY FIRE CHIEF

Exam. Scheduled for June 9th.  
Classes Resume April 2nd and bi-weekly thereafter.

## High School Equivalency

**DIPLOMA PREPARATION**  
5 week course—day & evening classes  
Enrollment now open

## Delehanty High School

A 4-year Co-Ed college preparatory high school  
ACCREDITED BY THE BOARD OF REGENTS

## Vocational Division

approved training in  
• AUTO MECHANICS  
• ELECTRONICS-TV  
• DRAFTING  
LICENSED BY THE NEW YORK STATE  
EDUCATION DEPT.

The Delehanty Institute  
For information on all courses  
**CALL (212) GR 3-6900**  
Manhattan: 115 E. 15th Street  
Office Open Daily 9 A.M.-5 P.M.

# Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations  
Published every Tuesday by  
**LEADER PUBLICATIONS, INC.**

Publishing Office: 11 Warren Street, New York, N.Y. 10007  
Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007  
212-8Eeckman 3-6010  
Bronx Office: 406 149th Street, Bronx, N.Y. 10455  
Jerry Finkelstein, Publisher  
Paul Kyer, Editor  
Marvin Baxley, Executive Editor  
Kjell Kjellberg, City Editor  
Stephanie Doba, Assistant Editor  
N. H. Mager, Business Manager  
Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474  
KINGSTON, N.Y. — Charles Andrews — 239 Wall St., Federal 8-8350  
15c per copy. Subscription Price: \$3.70 to members of the Civil Service Employees Association. \$7.00 to non-members.

TUESDAY, APRIL 10, 1973

## More On Pensions

As long as the issue of public employee pensions is not settled, these columns will continue to discuss the subject in depth, mainly because of the unbelievable and untrue battery of misinformation being fed New Yorkers from Montauk to Buffalo.

Just recently, for instance, a newspaper in this state concluded a series that was supposed to expose the "vast" abuse of taxpayer monies for civil service pensions.

Well, the series showed abuse all right. It concluded by printing another long list of retired judges, legislators and other elected officials and ticked off the huge sums of pension money they were either now spending or would get in the near future.

What was missing throughout the entire series, however, was any analysis of the rank-and-file public employee retirement plan. In other words, they talked about a few hundred and failed to deal with the truth about the ordinary men and women in government, whose numbers are in the tens of thousands.

We find this poor newspapering and intellectually dishonest, intentionally or not. It is obvious that the pension of the ordinary worker was not all that sensational when the research—if any—was completed. The honest conclusion that should have been reported was that, yes, there are abuses in the public pension systems with nearly all of them at the top.

Of course, private employers who either provide little or no pensions for their employees are enthusiastic over these misleading types of series and headlines. As a matter of fact, most of the members of the State's special committee on pensions are either private employers or retired civil servants drawing those higher pensions we talked about.

We hope that someone in the Legislature—someone whose voice counts—will have the courage and honesty to admit that the proof is in about rank-and-file civil service pensions and start defending them for a change.

## Don't Repeat This!

(Continued from Page 1)  
dency is normally regarded as essential to survival. Senator Marchi holds fast to principles, letting the chips fall where they may.

Just four years ago, Senator Marchi had defeated Mayor John V. Lindsay in the Republican primary, and in the election campaign, he had the endorsement also of the Conservative Party. In the interval, sharp disagreements arose between Marchi and the Staten Island leaders of the Conservative Party over far-reaching plans for the future development of Staten Island. Senator Marchi refused to budge from his principles with the result that he lost the support of that party in his successful re-election campaign to the Senate last year. In addition, he no longer has the support of the Conservatives in his second try for Mayor.

### Organizing Campaign

The loss of this powerful support seems in no way to disturb the equal tenor of the Marchi approach to politics. He is organizing his Mayoral campaign with high hopes and confidence that the intelligent voter will respond to his plans and programs to make New York City a better place in which to live and work.

Senator Marchi holds a special place in the ranks of politicians for his intellectual depth and capacity. He is an acknowledged expert in Italian history and culture and speaks the language with classical fluency. Yet he finds repulsive appeals to voters based on a common ethnic heritage. He has been an outspoken critic of the Italian Anti-Defamation League, for what he regards as its blatant and crude appeals to Italian nationalism. From Marchi's point of view, a person's religious beliefs and ethnic background are strictly private affairs and should play no role in the political process.

Senator Marchi has had extensive experience in State and City government and politics, starting with his service in 1953 as counsel to the Joint Legislative Committee on Natural Resources. In 1956, he was first elected to the Senate and he served as a Delegate to the State Constitutional Convention in 1967. He has been the chairman of the Joint Legislation Committee on Interstate Cooperation, and, in that capacity, played a vital role in formulating interstate compacts and legislation involving New York, New Jersey, Connecticut and other states on such matters as water resources, pollution controls and transportation.

### Heads Finance Committee

Until this year, he was chairman of the Senate Committee on New York City Affairs, where he played a leading role in legislation relating to the city, particularly, in the field of education and finance. His elevation this year to chairman of the Finance Committee is evidence of the high regard and esteem with which he is held by his colleagues.

Senator Marchi is a combat Coast Guard veteran of World War II in the Atlantic, Pacific and Asiatic Theatres.

It is impossible at this stage of the game to make any prediction as to the City's Mayoralty campaign, particularly since the

## 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.

## Retroactivity Provisions

A public employer has failed in its bid to overturn an arbitration award which sustained the retroactivity provision in its contract with an employee organization.

The union was recognized in September 1968 as the sole and exclusive bargaining agent for all water and sewer department employees, general maintenance and service employees, and clerical employees of the public employer. Negotiations were then commenced between the employer and the union to create a labor contract pursuant to the Taylor Law. Negotiations reached an impasse and a fact-finder was appointed on Nov. 6, 1968. The fact-finder's report, issued on Jan. 14, 1969, included a recommendation that all benefits be effective as of Jan. 1, 1969. Eventually, agreement was reached and ratified by the employer's legislative body and the union members. The agreement was then executed on Aug. 27, 1969. The contract provided for an effective date "as of the first day of January 1969."

A CONTROVERSY then arose under the new contract which concerned the effective date of the overtime and accumulated sick leave provisions of the contract. Grievances were filed by the union and arbitration proceedings were conducted. The arbitration award held that the accumulated sick leave benefits were effective as of Jan. 1, 1969.

The employer was caught between its contractual obligation as stated in Section 39 of the Agreement: "This Agreement shall be effective as of the first day of January 1969 and shall continue in full force and effect until the 30th day of June 1970" and Opinion 68-61 (Feb. 9, 1968) of the State Comptroller.

That opinion was issued in response to the following inquiry from the public employer: "Where a city is negotiating with several bargaining units representing various municipal employees, may any wage increases agreed upon be retroactive?" The conclusion reached by the Comptroller was: "A city may announce that salary increases will be effective from a specified date, but may not make the effective date of the increase one which is prior to the city's actual announcement of its policy."

The employer had made no such announcement and, therefore, took the position that it was prohibited from honoring the retroactivity provision of the contract.

THE COURT FOUND that there is no statute that prohibits retroactive pay increases agreed to by a municipality simply because they were retroactive. Rather, it stated, the applicable law is found in the New York State Constitution, Article VIII, Section 1: "No county, city, town or school district shall give or loan any money or property to or in aid of any individual . . ."

The problem then was whether the retroactivity provision of the Agreement constituted an unconstitutional and illegal gratuity. The court concluded that retroactive pay increases are not gifts if they were in consideration of a benefit received by the employer. The court then commented that, because of the Taylor Law, the city was obligated to bargain for and enter into a labor contract.

"Obviously," it said, "the scope of subject matter included in labor contracts today is much larger than it was 25 years ago. The court cannot state as a matter of law that any single provision of the instant contract was not an inducement to effectuate the executed agreement. The ultimate benefit to the city was a contract which provided necessary services to the city for a period of time beyond the date of signing." (City of Plattsburg 340 NYS 2d, 13.)

### Cook In EnCon

ALBANY — Robert A. Cook, director of the Division of Resource Management Services in the Department of Environmental Conservation, has been named Director of En Con's Region One office in Stony Brook. The appointment was effective March 19, at an annual salary of \$29,084.

### Hall To Commission

ALBANY — Albert G. Hall, director of the Division of Fish and Wildlife in the Department of Environmental Conservation, has been appointed to a new post as executive director of the Temporary State Commission to Study the Catskills. Salary is expected to be set at \$33,000.

Democratic candidate is as yet unknown. The only certainty is that Senator Marchi will run a

dignified, graceful campaign, enlivened by dry wit and cultured quips.

## Questions and Answers



Q. My wife and I both get monthly social security retirement payments and have Medicare coverage. We're planning a 20-day trip to Europe later this year. If either of us needs medical treatment while we're on our trip, will Medicare cover it?

A. No, Medicare cannot help pay for any health services you need while you're in Europe.

Q. My doctor told me that I have pernicious anemia and need vitamin B injections on a continuing basis. Will Medicare help pay for these injections?

A. Yes, if you have Medicare coverage. When vitamin B is given to treat an illness, such as pernicious anemia, your medical

insurance under Medicare will help pay for it. When vitamin B is given as preventive medicine, however, Medicare does not help pay for it.

When you apply for payment, you should attach a statement from your doctor describing your condition.

Q. My wife died last month. I'm 60 and can't work. Since I was completely supported by my wife, why must I wait until I'm 62 to get social security payments on her earnings record?

A. You don't have to wait. The law has been changed. A dependent widower now can receive reduced social security payments at 60 or full benefits at 65.

# The Blind In Civil Service

By KATHARINE SEELYE  
(First of Two Parts)

A blind man, so worn that his cap, skin and clothing seem to be one piece, sells pencils every day in front of the Steuben Glass Building on Fifth Avenue. A blind woman with red hair sings "Somewhere Over the Rainbow" during sunny lunch hours on Broadway across from City Hall. Most mornings on the subway, after the aisles have cleared, a thin blind man in a black raincoat, swaying from side to side, slowly works his way along the IRT route wailing through an alto sax. Another blind man, offering no service, picks his way back and forth on the Times Square shuttle, wacking his stick in front of him.

Their tin cups are extended. Everyone else squirms. No one needs a pencil.

But miraculously, quarters clank into the cups.

There are other blind people who don't draw attention to themselves. They're working.

Blind and partially-sighted people who hold New York State and City civil service titles include attorneys, social workers, stenographers, rehabilitation

counselors, transcription typists, clerks, IRS tax representatives, case aides, a music evaluator, librarian, and a mathematics consultant.

Ruth Vines is a legally blind clerk in Manhattan District Attorney Frank Hogan's office. She, like other blind employees, tends not to give to the blind who beg on the street, and not because she can't see them.

"I would sympathize with them if there were no facilities for the blind," Ms. Vines explains. "What I regret is that there is not enough public education for people to know where to channel their funds, but I'm still moved at their gesture of wanting to help."

"I have never approved of too much pity or too much attention," she continues. "I say, 'Just give me an opportunity. Don't hold my hand — just open the door.'"

Opening that door of opportunity was a chore for New York. With an estimated 38,000 legally blind in the state, only 25 were employed in state civil service positions by January, 1971, according to Ronald Johnston, employment liaison between the State Commission for the Visually Handicapped and state agencies.

(The term "legally blind" refers to those with vision of less

than 20/200 — that is, a person who sees no more at a distance of 20 feet than a person with normal sight sees at 200 feet — or to a person who has lost his peripheral vision. Thus, only 20 percent of the legally blind are totally blind. Nearly 90 million Americans (45 percent of the population) have some ocular malfunction, and of the 3.5 million who have a permanent noncorrectable defect, one million are functionally blind and cannot read newspaper print. Only 430,000 Americans, however, fit the definition of legal blindness, and thereby qualify for economic assistance and tax exemptions.)

By 1973 the number of legally blind civil servants in the state surged to 61, according to Johnston who is totally blind, an increase of 140 percent, through the concerted efforts of the State Commission, the New York City Dept. of Personnel, the Civil Service Commission, and directives by Governor Rockefeller and Mayor Lindsay.

Ethel Moscovitz of the New York City Dept. of Personnel says they have no way of estimating the number of legally blind in city civil service titles. All visually handicapped over the age of 14, however, register with the State Commission which follows them through rehabilitation, education, and employment

in both the public and private sectors.

It has been the peculiar but natural reaction of employers and sighted people in general to offer sympathy to the blind rather than an opportunity.

"The blind aren't really different from other people," claims John Whitt, a legally blind librarian in the New York City public library system. "They are different only in that they need special assistance in certain circumstances," he explains, using the third person.

More often it is the sighted person's prejudices and reluctance to treat a visually handicapped person intelligently, than the person's blindness, which proves to be the handicap in getting a job.

Questions which seem logical to the employer are considered "naive" by the blind. Johnston cited these questions as those most frequently asked by employers, and provided the answers for an equally naive interviewer:

● How does a blind person get to work? Before a blind person is recommended for a position, he must be an independent traveller; through rehabilitation training he is taught spatial orientation and mobility.

● Is there a penalty attributable to blindness in workmen's compensation or health insurance? No. Labor Dept. and insurance studies state that the employment of physically handicapped workers does not increase accident frequency, that the blind in fact have fewer accidents than sighted employees, and that their attendance records are better. For the blind person, safety is a habit of greatest priority.

● Isn't there a danger of a blind person falling down stairs, stumbling over obstacles, or walking into moving machines? Again, a blind person is extremely cautious and alert to all hazards. Also, a blind person anticipates change and can detect audible clues indicating any variation or alteration of his surroundings, such as the dropping of cartons or the installation of partitions. He should, of course, be told of major changes.

● How can we train a blind person when our instructors lack experience along this line? If necessary, an agency counselor may be shown the job so that he can give basic instruction.

● How do you correct a blind employee when a mistake has been made? He should be corrected the way any employee is corrected. If he proves to be unteachable, he is in the same predicament as any one else, and is subject to lay-off or dismissal. If the employer is reluctant to "let him go" because of his blindness, the employer is doing him a disservice in that he may be able to do better in another working situation.

● How does a blind person read printed material? Some legally blind are able to read with certain techniques and/or the use of optical aids — special lamps, magnifiers or special fixtures are purchased by the State Commission. Print can also be recorded on tape or records.

● Wouldn't filing responsibilities present a problem to a blind office worker? File cards can be both brailled and typed for use

by all office staff. Both brailled and printed labels are affixed to file folders. The blind secretary brailles important points of communications on a card and staples it to the original letter.

According to Johnston, the recent increase in employment of the blind is due to their own "demonstrated success rate" and to their "very high standards."

In the late 1960's huge numbers of blind persons flooded the job markets. These people were

(Continued on Page 11)

## LEGAL NOTICE

LINNETT ASSOCIATES. — Substance of Certificate of Limited Partnership filed in New York County Clerk's office on February 14, 1973. Business: to acquire, own, lease, operate and dispose of equipment and otherwise to acquire, own, lease and deal in real and personal property. Principal place of business: c/o Kent M. Klineman, 888 Seventh Avenue, New York, New York 10019. General Partners: Equipment Management Corp. ("Managing Partner"), 888 Seventh Avenue, New York, New York 10019; VTR Incorporated ("Associate Managing Partner"), 1 Lincoln Plaza, Box 302, New York, New York 10023; Kent M. Klineman, ("Consulting Partner"), 888 Seventh Avenue, New York, New York 10019; Robert S. Sinn, ("Consulting Partner"), 303 East 57th Street, New York, New York 10022. Limited Partners and contributions: Stanley Schuman, 991 Green Meadow, Mamaroneck, New York, \$34,042; Standard Weisberg, Heckerling & Rosow, 38 Park Row, New York, New York, \$34,042; Weston P. Figgins, 12845 Hawthorn Street, Los Angeles, California, \$34,042; Herbert Engelhardt, 10 Downing Street, New York, New York, \$34,042; Doris Schwadron, 4925 Collins Avenue, Miami Beach, Florida, \$27,013; Howard S. Tierney, 1130 Mine Hill Road, Fairfield, Connecticut, \$51,063; Jack O. Scher, 150 East 61st Street, New York, New York, \$17,021; Marlene Freedman, 84 Pollands Hill North, London, SW 16, England, \$100; Harold Parker, 14144 Dickens Street, Sherman Oaks, California, \$68,085; M. J. Schwab, 1831 Lombard Street, Philadelphia, Pennsylvania, \$35,744; Joseph X. Yaffe, 1006 Aboretum Road, Wyncote, Pennsylvania, \$66,383; William Kleinberg, Ph.D., 50 Woodland Drive, Princeton, New Jersey, \$30,639; Nancy Gordon, 102 Middlesex Road, Buffalo, New York, \$29,788; Haskell Stovroff, 25 Hardwood Place, Buffalo, New York, \$68,085; Richard Stovroff, 2640 Divisadero Street, San Francisco, California 94123, \$29,788; James Stovroff, 25 Hardwood Place, Buffalo, New York, \$59,574. Term: March 3, 1972 until December 31, 2022 unless sooner terminated. Limited Partners have contributed an aggregate of \$619,451 cash. Limited Partners are severally liable for additional contributions up to a maximum of 400% of their proportionate shares of the capital contribution of all the Limited Partners and an amount equal to \$2,000 for each \$100,000 of capital contribution, for costs incurred by the Partnership in connection with the admission to the Partnership of the Limited Partners. No fixed time has been agreed upon for return of contributions earlier than dissolution of the Partnership. Profits allocated 30% to Limited Partners in accordance with their respective proportionate shares and 70% to Associate Managing Partner. Limited Partners may assign interests only with consent of Managing Partner. Remaining General Partners may elect bankruptcy, etc. of another General Partner.

## LEGAL NOTICE

DYCKMAN COMMUNITY HEALTH CENTER. — The undersigned do hereby certify that they are conducting or transacting business as members of a limited partnership under the name or designation of DYCKMAN COMMUNITY HEALTH CENTER located at 100-108 Dyckman Street, in the County of New York, State of New York, and do further certify that the full names of all the persons conducting or transacting such limited partnership including the full names of all the partners with the residence address of each such person are as follows: General Partner — Morton Gottesman, 40 East 84th Street, New York, New York, Limited Partner — Angelo Ortega, 930 East 231st Street, Bronx, New York. The limited partnership shall carry on the business of constructing, maintaining and leasing buildings located at 100-108 Dyckman Street, New York, New York. The limited partnership began on the 1st day of November, 1972, and shall continue until the 1st day of November, 1973, and thereafter from year to year, until terminated. The limited partner has contributed to the capital of the partnership in cash the sum of \$12,500.00. The contribution of each partner is to be returned to each partner out of the profits. Fifty (50%) percent each until the contribution has been returned. The net profits of the partnership shall be divided between the partners, after the contribution of each is returned, and the net losses shall be borne by them in the proportions set opposite their respective names: General Partner — Morton Gottesman, 75%. Limited Partner — Angelo Ortega, 25%. Additional General or Limited partners may be admitted to the partnership on such terms as may be agreed on in writing between all the partners and such new partners. The death of any partner shall dissolve the partnership, but shall have no effect upon the continuance of the partnership business. The surviving partner has the option to purchase the interests of the deceased partner. Each partner agrees to further contribute during the first year of the partnership a sum not exceeding \$37,500.00. Such sum to be repaid on or before Nov. 1, 1974. The above Certificate duly signed and acknowledged by all partners, is on file in the New York County Clerk's Office.

## PERSONALIZED SERVICE FROM A SPECIALIZED STAFF FOR CSEA MEMBERS

# At BBS, we make it our business to save you money.

### NO SERVICE CHARGE

We pride ourselves on being the most personalized service in our industry. We try harder by working longer hours, researching our products thoroughly and negotiating the best deal possible for you.

Buy famous brand merchandise for less by utilizing the purchasing power enjoyed by over one million consumers in the Greater New York area: **Automobiles** (\$100 over dealer's wholesale cost) American Motors, Buick, Chevrolet, Chrysler-Plymouth, Dodge, Ford, Mercury, Pontiac, Oldsmobile (Monte Carlo, Corvette, Lincoln, Cadillac and many foreign cars available at excellent savings)

**Major Appliances** — air conditioners, washers, dryers, refrigerators, freezers, dishwashers, ranges and ovens, humidifiers, dehumidifiers

**Photo Equipment** — cameras and photographic equipment

**Home Furnishings** — complete furniture line and rugs, carpeting, custom drapes and slip covers (home service) — **Office Furniture**

**Gifts** — furs, jewelry, watches, diamonds, silverware, china, luggage

**Home Equipment** — lawn mowers, typewriters, calculators

**Home Entertainment** — televisions, radios, recorders, stereos, stereo cabinets, pianos, organs

**Automobile Insurance** — BBS can help you save on your insurance premiums through our affiliation with the American Consumer Insurance Company of Woodbury, N.Y.

**Season Special:** for a limited time only we can deliver c.o.d. (plus delivery charge) brand name window air conditioners 7½ amp, 115 volts: 5,000 BTU \$124.00  
6,000 BTU 144.00  
7,000 BTU 164.00

Other models available at comparable savings.

We Are a Service Organization if you don't see what you want, call us. We'll try to locate it for you.

CUSTOMER SATISFACTION GUARANTEED — CALL NOW AND SAVE  
(212) 371-9800



**BETTER BUYING SERVICE OF AMERICA** © 1972  
Suite 1209, 400 Madison Avenue, New York, N.Y. 10017

CIVIL SERVICE LEADER, Tuesday, April 10, 1973



DOT District 2, Utica chapter was represented at convention by Frank Rojaro, left, and Nicholas Cimino, chapter president. Here the two delegates compare notes on progress of the convention, and how it affects their chapter members.



Flanked by State Senator John Flynn (R, C-Bronx, Westchester), left, and CSEA third vice-president Richard Tarmey, right, statewide CSEA social chairman Deloras Fussell looks around to make sure everything at the Thursday evening banquet is going as planned by the committee.



In attentive mood, these delegates from Buffalo chapter listen to proceedings of convention. From left are Peter Blaudoer, John Hennessey and Stanley Jarosz during discussion of restructuring which was one of main orders of business.



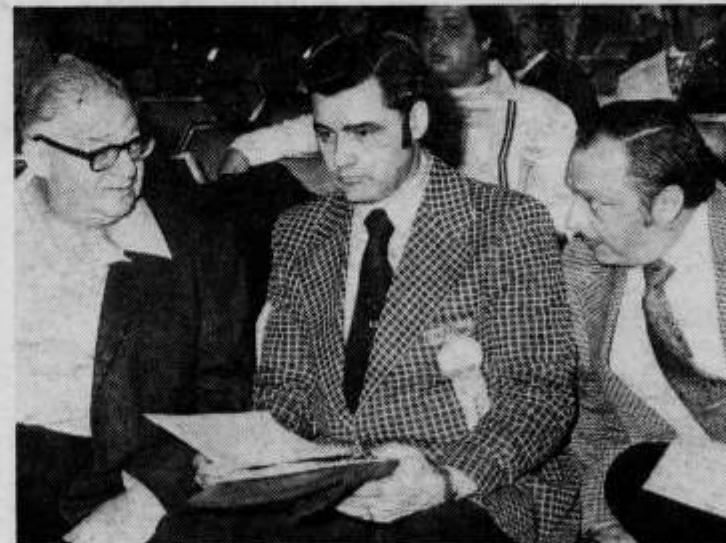
Geraldine McGraw, executive representative from Cattaraugus County chapter, looks over report submitted to delegates.



Making things perfectly Cleary are Syracuse chapter president Richard Cleary, left, and Long Island regional field supervisor Edwin Cleary. The two men are shown here during break in business session.



Three delegates from Pilgrim State Hospital chapter talk things over during break in meeting. From left are Phyllis Perrone, Catherine Kosiorowski and Sylvia Weinstock. Husbands Rudolph Perrone and Ben Kosiorowski were also in Pilgrim delegation.



Nassau County chapter president Irving Flaumenbaum, left, confers with leaders from one of the chapter's largest units, the Town of Hempstead unit: Kenneth Cadieux, center, unit president, and Anthony Giannetti, unit treasurer.



Alex Martinez, delegate from State Psychiatric Hospital chapter, was active participant in week-long convention.



Leaders from county chapters in Southern Conference meet to set up County Workshop for their region. Shown clockwise, from left, are regional field supervisor Thomas Luposello, Rockland executive representative John Mauro, Westchester president John Haack, Sullivan executive representative Arthur Bolton, Ulster president Harold DeGraff, Dutchess president Ellis Adams and Putnam president Ron Kobbe.



Adding a little beauty to the convention are Orange County chapter first vice-president Terry Tomaszewski and president Anne Butler. They are new officers installed earlier this year.

(Leader photos by Ted Kaplan)



# MORE PHOTOS AT CSEA STATE CONVENTION

CIVIL SERVICE LEADER, Tuesday, April 10, 1973



Fred Huber, president of Buffalo chapter, expresses his views during one of the heated debates from the floor.



Irene Amaral, delegate from Westchester County chapter, takes time out to study reports distributed to delegates.



CSEA president Theodore C. Wenzl appears briefly at convention to make report on negotiation sessions between CSEA coalition team and State Administration in Albany. Note the giant-size gavel (at right of picture), which saw frequent use during some of the more fiery debates during the week-long meeting.



Voicing enthusiastic support, this group of delegates from the Office of General Services chapter in Albany and the New York City chapter respond with spontaneous round of applause. Highest ranking officer pictured here from OGS is president Boris Kramarchyk (far upper left) and from NYC, secretary Miriam Levy (center).



Ersa Posten, chairman of the State Civil Service Commission, and Michael Scelsi, Commission member, appeared at the CSEA banquet Thursday evening. Ms. Posten told delegates, "We who are in government, whatever our positions, are all working for what is the best possible."



Matteawan State Hospital's Larry Natoli takes turn at microphone, while Nassau County's Ralph Natale waits for opportunity to speak. Four microphones were set up on the convention floor for delegates to address the chair.



Steve Crandall, delegate from Central Islip State Hospital chapter, takes his turn at the microphone during debate.



Stanley Boguski, president of White Plains unit, explains fact-sheet distributed by Westchester chapter on retirement.



Aaron Burd, delegate from Metropolitan D of E chapter, presents his views on one of the important issues.



Among most attractive assistant sergeants-at-arms was Patricia Crandall, delegate from SUNY at Cortland chapter. At microphone is Donald Antinore, delegate from Industry DFY chapter, while Philip DelPizzo, Middletown State Hospital chapter president, awaits turn.



# The Blind In Civil Service

(Continued from Page 7)  
 the victims of a condition known as retrolental fibroplasia (RLF), an opaque tissue behind the lens of the eye leading to detachment of the retina and arrest of eye growth, because, as premature infants in the '40's and early '50's they were given 100 percent dosages of oxygen. The results of a study in 1956 led to the general restriction of oxygen therapy and the incidence of RLF decreased dramatically. But seemingly all at once, thousands of blind people throughout the world — 1,600 in New York alone — were of college and employment age by the mid '60's and early '70's.

It may have been these RLF victims as a whole who paved the way for acceptance and increased public awareness of the visually handicapped. Returning blinded veterans may have been another forceful group. Their rehabilitation by the State Commission for gainful employment had to be reckoned with by employers when they reached college and working age in the late '60's.

The story of Ruth Vines, 44, while not an RLF victim, represents the struggle a visually handicapped person faced in this country before the blind were given an opportunity to prove themselves. Ms. Vines took New York City civil service tests for 16 years before she received appointment.

She was born with a damaged optic nerve, and while she is legally but not totally blind, she wears thick glasses and can read only if she holds the print an inch away from her eyes.

"I was born blind, as far as I know," says Ms. Vines, who grew up in an orphanage in the Bronx. "I never had any encouragement—the platter wasn't there for me. I was a large girl before I realized that not seeing wasn't normal, but let's not talk about that part."

After 14 years in public school and one year at the New York Institute for the Blind — "I was 18 years old before they finally found out about the Institute" — Ms. Vines went to work. "I loved school, but every-

one told me that at 19 years old people from my environment don't stay in school, they go out and get a job."

She began pressing clothes in a tailor plant and could function well enough. "But the insurance company found out I was legally blind," she says, "and said I was a risk."

From there she went on to work as a darkroom splicer in almost every major photographic lab in New York. "They preferred blind people to work in the darkroom," she says, "because sighted people are timid in the dark and can't work." She became a supervisor in a darkroom. "But then automation came along so that the work didn't have to be done in the dark. This meant that all my blind comrades in the darkroom would be out on the street, and for the first time in my life I had a chance to be dishonest. I was supposed to tell the company if certain machines were good or not, but they were for sighted people, so I procrastinated and said they weren't good machines. Finally they got the right machines, and learned to put the film in cans, so all the blind were out."

For 16 years she had consistently placed high on clerk eligible lists but was just as consistently screened out by potential employers who told her the work "would be too hard on her eyes."

She finally received appointment as a hospital clerk, but was so conscientious and enthusiastic about her job that the other staff, "who tended to slack off," became annoyed. "I'm too conscientious, and that's bad in a lazy office," she says, "where they tell you to stop working because they're all sitting down. Working was considered insubordinate."

She subsequently left. "I very seldom get discouraged, but when I do, I freeze."

Her present employer, Fraser Forde, Administrative Chief in the Manhattan DA office, says he passed over Ms. Vines at a clerk hiring pool. "Frankly," he says, "I didn't see how a blind person could do the work."

Meanwhile Ms. Vines had es-

tablished ties with the City Dept. of Personnel, and at a later hiring pool the Personnel representative re-introduced Ms. Vines to Forde whereupon he decided to hire her to run the photostating unit in the office. She became familiar with her duties in a matter of weeks and has been there for the past 18 months.

"She tackled that program with an enthusiasm so rare, I was startled," recalls Forde. "She has no limitations — you can't tell she's blind except for her thick glasses, but even with those you can't tell because there are so many affectations these days — and she has great enthusiasm for a civil servant. Most of the clerks I interview at pools interview me instead and ask me questions like, 'How old are the men in the office?' But she really is an inspiration to others, and has given a certain status to Xeroxing — it's not Siberia, really."

While Ms. Vines was talking with a visitor recently she was continually being asked by co-workers how to fix the machine and other questions regarding the flow of work. Her duties, including assigning clerks and typists to security detail, are actually those of a supervisor, but she has to wait for the supervising exam to come up before she gets the title.

Her goal, after becoming a supervisor, is to work with handicapped youth, to give them encouragement. Under the direction of Frank Hogan, Manhattan DA, the office took in kids from the federally funded Neighborhood Youth Corps program, to the delight of Ms. Vines. President Nixon's proposed Dept. of Labor budget, however, provides no funds for the continuation of that program. "I'm going to see Hogan about getting those kids back," says Ms. Vines with determination. "If we did it once, we can do it again."

(Part II will appear in the April 17 issue of The Leader and will discuss the roles of state and city organizations in aiding the blind.)



Ruth Vines, a legally blind clerk in the Manhattan District Attorney's Office, instructs Norman Williams, from the Neighborhood Youth Corps Program, as a clerk-trainee in the photostating unit of the chief clerk's office. The federally funded Youth Program, which President Nixon's proposed budget would discontinue, places handicapped and high school students from families whose annual earnings are below the poverty index level, in training and part-time employment positions with city agencies.

# Eligibles

(Continued from Page 5)

EXAM NO. 2557

PROM. TO CHIEF SUPERVISOR OF TV OPERATIONS  
 Municipal Service Admin.

This promotional list of three eligibles was established April 4. All three candidates who filed for the Oct. 7, 1972, written exam, passed. Salary is \$18,500.

1 Joseph H Schwartz, James D Freeland, Joseph Sokolsky.

EXAM NO. 2673

PROM. TO SUPERVISOR-ELECTRICAL POWER  
 Transit Authority

This promotional list of 16 eligibles was established April 4 after written testing on Nov. 22, 1972, for which 35 candidates applied. Salary is \$19,449.

1 James P Quinn, Albert J Poggi, Joseph R Fanelli, Benjamin J Epps, Harold Reid, Bernard Klatzkin, Howard Lowenthal, Robert Hutchinson, Rosario Chiovari, Robert M Piebert, Frank L Lamothe, Salvatore Acquista, Joseph J Kosteckl, Joseph F Mazzaro, Edward Zebrowski, John P Martone.

EXAM NO. 1575

PROM. TO ASST. ELECTRICAL ENGINEER

These four lists, containing 19 names, were established April 4. Oral and written testing was held May 13, 1972. Sixty-six persons applied. Salary is \$15,950.

NYCTA, Maintenance of Way  
 1 Rafik N Wahba, Morris C Harris.

NYCTA, Power

1 Allam L Abdelnoor, Fahim I Roufai, Fred N Cumberbatch, Walter J Blazek, Joseph N Gambardella, Oliver L Green, Manilal B Patel.

NYCTA, Engineering

1 Munir M Armanious, H A Brambill, Gilbert W Mordini, Joseph E Villeneuve, Gene J Goon, Lloyd F Lampell, Douglas R Porteus, Bruce H Prussack, Mark P Stone.

Municipal Service Admin.

1 Bharat J Kothari.

MABSTOA

KEY PUNCH OPERATOR

The following 25-name eligible list, established April 3, is a result of the key punch operator exam taken Feb. 26 through March 2, 1973.

No. 1 — 100%

1 Delon, Leroy, Jr.; Christian, Evelyn; Bush, Barbara J.; Phipps, Louise; Jeffers, Eleanor; Mallach, Anne M.; Dixon, Rosella; Polite, Olivia R.; Jones, Joan L.; Boone, Sallie M.; McNeil, Elaine; Barnwell, Ismay R.; Roberson, Johnnie M.; Washington, Nina R.; Lloyd, Denise; Brown, Marsha A.; Mandel, Shirley; Miller, Jessie; Kirby, Martha E.; Herne, Elsie; Patel, Gita G.; Covington, Marjorie; Coleman, Barbara J.; Joyner, Louise J.; Pitt, Sylvia R.

Name Asst. Comm.

ALBANY—Noel C. Fritzinger, of Morristown, N.J., has been appointed assistant commissioner for State Museum and Science Service in the State Education Department at an annual salary of \$32,972.

Confirmed As Dean

ALBANY—Dr. Willis G. Lawrence has been confirmed as dean of the State College of Ceramics, effective July 1, at a salary of \$27,727, by action of the State University Board of Trustees. Dr. Lawrence has been assistant dean since 1966.

Do Your Need A

High School  
 Equivalency  
 Diploma

for civil service  
 for personnel satisfaction  
 6 Weeks Course Approved by  
 N.Y. State Education Dept.  
 Write or Phone for  
 Information

Eastern School AL 4-5029

721 Broadway, NY 3 (at 8 St)

Please write me free about the  
 High School Equivalency class.

Name .....

Address .....

Boro .....

LI

City Exam Coming June 2 For

ADMINISTRATIVE  
 AIDE

INTENSIVE COURSE  
 COMPLETE PREPARATION

\$7900-up

Required: 2 yrs. clerk experience,  
 such as sr. clerk; high school or  
 equivalency.

Class Mon. & Wed. 6:30-8:30  
 beginning April 23

Write or phone for information.

Eastern School AL 4-5029

721 Broadway, N.Y. 10003 (at 8 St)

Please write me, free, about the  
 ADMINISTRATIVE AIDE class.

Name .....

Address .....

Boro .....

ZIP .....

T  
 Y  
 P  
 E  
 W  
 R  
 I  
 T  
 E  
 R  
 S

A  
 D  
 D  
 E  
 R  
 S

MIMEOS ADDRESSERS,  
 STENOGRAPHS  
 STENOGRAPHS for sale  
 and rent. 1,000 others.

Low-Low Prices  
 ALL LANGUAGES  
 TYPEWRITER CO., Inc.  
 119 W. 23 St. (W. of 6th Ave.)  
 N.Y., N.Y. CHelsea 3-8086

Need a Diploma?

HIGH SCHOOL  
 EQUIVALENCY  
 DIPLOMA

5 WEEK COURSE \$75

We prepare you to pass N.Y. State  
 H.S. EQUIVALENCY DIPLOMA  
 exams. In class or Home Study.  
 Master Charge accepted. FREE  
 BOOKLET "L"

PL 7-0300  
 ROBERTS SCHOOLS  
 517 West 57th Street  
 New York, N.Y. 10019

# SCHOOL DIRECTORY

MONROE INSTITUTE — IBM COURSES Computer Programming  
 Special PREPARATION FOR CIVIL SERVICE TESTS, Switchboard,  
 NCR Bookkeeping machine, H.S. EQUIVALENCY, Day & Eve Classes,  
 EAST TREMONT AVE. & BOSTON RD., BRONX — KI 2-5600  
 115 EAST FORDHAM ROAD, BRONX — 933-6700  
 Approved for Vets and Foreign Students. Accred. N.Y. State Dept. of Education.

# Eligibles

(Continued from Page 10)

Fred O Bousson, Marietta Robinson, Albert P Pryor, Alfred D Thomas, Jack Bloom, John C Normile, Frank J Barnett, James I Silley Sr, Jacquelyn Smith, Robert A Liptak, Frank Calise, Luenda A Kirton, Aaron Reich.

No. 3181 — 87.5%

3181 Bernard Wigder, Karen R Johnson, Edward Garrison Jr, Ludwig Seligman, Debra M Cardin, Gilbert A Santana, Carolyn B White, Leola G Raymond, Margaret Davis, Nereida M Weeks, Marlene Eskenazi, Alfredo Valentin, Barbara A Morning, Denise H Mayo, Diane E Bonardi, Maria J Bonardi, Pilomena Palermo.

## Business Opportunity

MEN, BOYS & UNISEX CLOTHING. Nassau County near railroad station. Current inventory. Low rent, exclusive lease, MUST SACRIFICE. Illness. Call weekday 1-6. 516-798-5298.

Williamett Lewis, Gregory Bates, Anne G Hankins.

No. 3201 — 86.3%

3201 Robert Jackson, Sylvia M Hankins, Edna L Griffin, Joyce A Morrison, Leona R McInerney, Mildred Didio, Jeffrey H Kutis, Inez Hornstein, Dorothy L Tudor, Joan M Clarke, Pearl Elinoff, Phyllis M Erris, Ballard Parker Jr, Angelo P Corsino, Colin F Hope, Leonora R Hendricks, Ruth E Johnson, Vida M McGlone, Ernestine Matthews, Libby Gardner.

No. 3221 — 86.3%

3221 Rosalind R Blackwell, Mary L Tillman, Mary P Cerillo, Mray E Davis, Dolores Y Holmes, Dalip Mayor, Forest J Hamlor, Carmen Rivera, Joan E Randall, Bettye J Burch, Margaret P Waring, Sara E McKinnon, Freida Lifschitz, Susie Valentino, Helen H Fickstein, Madeline E Green, Marion Devens, Shirley J Shapiro, Sylvia Rabinowitz, Adele Drobes.

No. 3241 — 86.3%

3241 Reginald Riddick, Irene P Meyer, Charles R Dechiara, Emily D Mansell, Hernando R Camacho Jr, Phernette Bowie, Eileen P Brown, Linda C Greene, Michele G Jimmez, Edith A Costanzo, Beverly A Ellis, Dolores Rubinstein, Barbara Young Josephine Silvestri, Anita R Jarmulnek, Patricia A Moore, George W Eiffel, Amanda Williams, Bertha M Rogers, Rhoda E Halperin.

No. 3261 — 86.3%

3261 Bertha Goodman, Anna Goldberg, John W Wisher, Christine Pecoraro, Edward R Collazo, Deloris J Reid, Shirley A Lord, Linda C Bryant, Helen Marowitz, Edith J Las, Esther M Small, Robert H Dworsky, Muriel A Goucher, Earley M Johnson, Annette Gershman, Elaine Collington, Terrence G Ford, Gail Weiner, Gloria J Williams, Sarah M Cross.

No. 3281 — 86.3%

3281 Michele D Ehrlichman, Gail R Yakimovich, Patrick E Albert, Joanne M McConville, Gregory G Williamson, Sharon L Gaiter, Barbara Cohen, Simon Levine, Jennifer K Ching, Edna G Greene, Michelle S Wolfman, Catherine Bryant, Ethyle M Holsey, Susie Thomas, Nathaniel Edey, Katherine McNaboe, Eleanor Eisenberg, Addie L McCloud, Patricia Brown, Celeste A Bunn.

No. 3301 — 86.3%

3301 Edna E Rffin, Patricia A Vasquez, Julie I Fleischman, David Sedney, Dorothy Travis, Sarah J Alvenson, Edith Garey, E Michelle Bradley, Carolyn H Munn, Vanessa R Brandon, Cetire D Lacy, Miriam Goldstein.

Deborah A White, Annabelle Taylor, Fred Goyens, Julia M Hines, Adele R Dick, Cheryl M Jackson, Grace M Clifford, Nelson Malines.

No. 3321 — 86.3%

3321 Ethel Friedman, Shirley R Popelsky, Armatine Doughty, Shwikar A Fawzy, Noel Laracuen-te Mortimer E Junger, Josephine Moore, Peter M Graniela, Charles M Nesby, Anastacio Nunez, Josephine Dunn, Carmen L Negron, Rosie Zinamon, Anna M Camuso, Leonard Brown, Valerie J Boston, Richard A Kolin, Ruben Rodriguez, Bartholome West, Michael J Acey.

No. 3341 — 86.3%

3341 Stephanie Clinkscales, Clarice T Williams, Deborah M (Continued on Page 13)

# REAL ESTATE VALUES

**STAPLETON**  
Minutes to Ferry & Bridge  
**PARKHILL-FAIRVIEW APTS**  
MOVE IN NOW!  
PAY RENT FROM MAY 1  
Moderate Income Rental Elev Apts.  
1 BEDROOM \$155.54-\$161.05  
2 BEDROOM \$188.64-\$190.96  
Open Evenings-Free Parking  
180 Parkhill Ave., 448-6102. Open Mon thru Fri, 10 AM-8 PM; Sat & Sun, 10-4 PM. DIRECTIONS: By car: Verrazano Bridge turn right at 2nd exit (Richmond Rd) to Targee St, then to Sobel Court. Proceed 2 blocks to Parkhill Av. (Left to renting office.) Or from Ferry: Left on Bay St. 1 1/2 miles to Vanderbilt Ave., then right to Osgood. Left on Osgood to Parkhill Ave., right on Parkhill to renting office. NO FEE

**ST. ALBANS \$28,990**  
**BRICK TUDOR**  
6 lg rms, 2 baths, fin bsmt. 2 car garage. To see is to buy. Many extras.  
**CAMBRIA HTS \$36,990**  
**2-FAM SET UP**  
Modrn brk home with 6 rm duplex apt for owner. Gar. plus studio apt for income. with sept entrance.

**CAMBRIA HTS Vic \$42,500**  
**LEGAL 2-FAM/3 APTS**  
Detached all brk. Two 5-rm apts plus complete bsmt apt. Sept entrance. 2 car gar. Near everything.  
**Queens Homes OL 8-7510**  
170-13 Hillside Ave, Jamaica

**House For Sale - Delaware County**  
COUNTRY living — Delaware County quality home, \$47,900. Details, pictures - Leinbach, 4066-(31), Oneida, New Hartford, NY 13413.

**Lot For Sale - Bronx**  
LOT 25x75' with two 1 car garages, Bronxwood Ave. & 230th St. Tel. (212) OL 2-1858.

Enjoy Your Golden Days in **Florida**

**FLORIDA LIVING**  
Live the good life at prices you can afford in Highland Village Mobile Home Community. Choose from over 20 models with prices starting at \$7,950 Complete recreation program.  
Write:  
**HIGHLAND VILLAGE, 275 N.E. 48th St. POMPANO BEACH, FLORIDA 33064**

**JOBS**  
FLORIDA JOBS? Federal, State, County, City. FLORIDA CIVIL SERVICE BULLETIN. Subscription \$3 year. 8 Issues.  
P.O. Box 846 L, N. Miami, Fla. 33141.

**Houses For Sale - Queens**  
**U.S. GOVERNMENT FORECLOSED HOMES**  
This is your chance to get a great buy on a vacant redecorated home. Little cash needed and no closing fees.  
**\$19,000 to \$30,000**  
Call agent for appt.  
**523-7400 — 723-8400**  
219-12 Linden Blvd. Cambria Hts., L.I.

**183 ST. EAST OF CONCOURSE TIEBOUT TOWERS**  
2332 Tiebout Ave. New Bldg.  
2 1/2 rooms, \$195  
3 1/2 rms, \$235 4 1/2 rms, \$275  
Renting off apt 3B or 2A, 584-9754

**Farms, Country Homes New York State**  
Spring Catalog of Hundreds of Real Estate & Business Bargains. All types sizes and prices. Dahl Realty, Cobleskill 7, N.Y.

**QUEENS VILLAGE \$32,990**  
DETACHED  
Beautiful home in Queens' most desirable area. Large landscaped grounds, 6 1/2 rooms, 1 1/2 baths, patio, wall to wall carpeting, modern streamlined kitchen with wall oven, washing machine and many other extras. Oversized garage. Low down payment can be arranged.  
**BUTTERLY & GREEN**  
168-25 Hillside Ave  
**JA 6-6300**

**BUY U.S. BONDS!**

**VENICE, FLA. — INTERESTED? SEE H. N. WIMMERS, REALTOR ZIP CODE 33595**  
**SAVE ON YOUR MOVE TO FLORIDA**  
Compare our cost per 4,000 lbs. to St. Petersburg from New York City, \$472; Philadelphia, \$448; Albany, \$506. For an estimate to any destination in Florida  
**Write SOUTHERN TRANSFER and STORAGE CO., INC.**  
DEPT. C, BOX 10217  
ST. PETERSBURG, FLORIDA, 33733  
**BUY U.S. BONDS**

# FIRE FLIES

(Continued from Page 4)  
who ever jumped into a pair of boots. Your salute to Lt. Steve Gregory was especially appreciated. He finished his last tour in the Department today after 35 years of loyal and outstanding service.

Best wishes  
Frank McLoughlin  
Battalion Chief, 49th Bat.

Thank you, Chief. Firefighters have an especially nice way of expressing themselves. Even when I get a letter which disagrees with something I have written, it is always couched in kindly and considerate terms, which makes the effort to turn out this column such a great pleasure. Thank you again.

That photo of Ladder 131 and Engine 279 rendering last honors to their little budding buff, Angelo Valle, was a heart-breaker. However, that's the sort of thing firemen think to do which is one of the many reasons why they stand so wonderfully tall in the estimation of so many people, including this writer.

**City of NEW YORK**  
— INTERESTING OPPORTUNITIES —  
For Men and Women  
EXCELLENT BENEFITS: Vacation & Holiadys; Health Insur; Pension, etc.  
APPLY NOW

Hearing Reporter	5,8650
Psychologist	11,7500
Public Health Nurse	10,4500
School Lunch Mgr.	7,5000
Shorthand Reporter	7,5000
Sr Shorthand Reporter	8,5350
Social Worker (MSW)	10,6000
Stenographer	5,9000
Steno. (Grand Jury)	8,6500
Therapist (Occ & Phys)	9,8500
Typist	5,2000
Veterinarian	16,0000
X-Ray Technician	8,2500

APPLY NOW TO APRIL 25, 1973

Admin. Aide	5,7900
Adm. Eupt. Bldg & Grod	18,568-34,710
Asst. Budget Examiner	11,5000
Air Polut Lab Maint	7,5000
Asst. Project Mgr.	12,5000
Computer Programmer	9,6000
Dentist (15.30-hr.) or 20,000	
Dep. Dir. Planning	18,568-34,710
Editor (City Record)	11,8000
Film Mgr.	12,6000
Furn. Maint. (Finisher)	5,5000
Hgt. Exterminator	6,5000
Jr. Air Polut Lab Maint	6,4000
Locksmith	5,7600
Jr. Physician	10,5000
Painter	5,6000
Prog. Prod. Asst. (Radio)	6,0000
Pub. Hlth Dir. (Preventible/Diseases)	18,568-34,710
Pub Hlth Physician	23,0000
Taxi & Limo. Dispatcher	7,8000

All jobs req. ed., exp. or skill. Applic. requested by mail must be postmarked by April 18, 1973. Civil Service Tests Required — Ms. Canlon  
N.Y.C. Dept. of Personnel  
49 Thomas St., NYC  
(212) 566-8702 or 566-0389  
An Equal Opportunity Employer M/F

**Learn Chess from the Champions at Shelby Lyman Chess Institute**  
349 Ave. of Americas (near W. 4th St.) • Call 924-7415  
**8-Week Course** (3-hour sessions of lecture & play)

**REGISTER NOW FOR SPRING CLASSES**

- 3 Basic Classes Start April 17, 18 and 19
- Women's Basic Class Starts April 18
- Intermediate Class Starts April 21

**ADVANCED SEMINARS—Call for Information**

• **SPECIAL CHILDREN'S CLASSES** meet each Saturday. Start any time. 8 weeks: \$35.00. Your children have seen Mr. Lyman on "Wonderama". Now they can learn chess under his supervision.

CLASSES ARE TAUGHT BY TV ANALYSTS, OLYMPIC TEAM PLAYERS, etc., including

- GEORGE KANE, defending Marshall Champion
- SAL MATERA, Former U.S. Junior Champion

Under the personal supervision of **SHELBY LYMAN**

**Normal Fee \$35**  
**10% Discount if you register by Apr. 16, 1973**  
**You pay only \$31.50 if you register by April 16**

SHELBY LYMAN Chess Institute,  
349 Ave. of Americas, New York, N.Y. 10011  
Please register me in the \_\_\_\_\_ Course.

Name \_\_\_\_\_  
Address \_\_\_\_\_  
Zip \_\_\_\_\_ Phone \_\_\_\_\_

# WHY Citi?

Because it protects you and your family with tomorrow's medical care today...

- PAID IN FULL BENEFITS FOR MOST COVERED SERVICES from Participating Physicians, Family Doctors, and Laboratories—regardless of what you earn
- Free Choice of any licensed physician, anywhere
- Preventive care to keep you well
- Home Calls
- Office Visits
- Doctor's visits for medical care in hospital
- Diagnostic X-rays out of hospital
- Diagnostic lab exams out of hospital
- Surgery
- Anesthesia
- Immunizations
- Specialists' Consultations

Doctor bill benefits from the first day, from the first dollar without deductibles.

**Citi** GROUP HEALTH INCORPORATED  
THE GHI BUILDING  
227 West 40th St., New York, N.Y. 10018 (212) 564-8900



# Warn Vets Of Hoax Circular About Insurance

MINEOLA — Some veterans in the civil service are being victimized by a mysterious, unsigned circular falsely advising them of an alleged GI insurance dividend. Nassau Civil Service Employees Assn. chapter president Irving Flaumenbaum said this week.

Flaumenbaum said the circular is a hoax that persists despite repeated warnings issued by the Veterans Administration. The circular has recently turned up among veterans in the civil service, including members of the Nassau chapter who asked that their fellow employees be advised not to be misled.



**FOUR GEORGE CLARKS** — Four generations of Clarks, all named George, assemble in the home of Civil Service Employees Assn. Erie County chapter president George H. Clark, right, Clark's son, George H. Jr., left, also a CSEA member and employee at the Erie County Home and Infirmary, sits next to his grandfather, George J. Clark, who holds his great-grandson, George H. Clark III.

# Monroe CSEA Has Meeting On Protecting Retirement

ROCHESTER—A meeting of all county employees to discuss proposed revisions in the state pension system was scheduled for April 10 at the East High School auditorium.

Martin Koenig, president of the Monroe County CSEA chapter, said a pension specialist from CSEA headquarters in Albany was to attend.

"The pensions of all county employees are in jeopardy because pension rates are based on contemporary legislation and must be renewed every year," he said. "We want benefits made permanent so they can't extend this club over our heads."

Koenig said that if present benefits are not made permanent, they'll revert back to what's provided under 1939 legislation, which will mean "a severe loss of fringe benefits."

He said the real reason behind

the recommendations of the pension commission is that employees in the private sector have not been getting adequate pensions, "so rather than give them adequate pensions, they turn on the public sector."

"They're trying to bring public pensions down to the private level."

When the so-called experts compare the cost of public employee pensions with those of private employees, "they don't include the bonuses companies like Eastman Kodak Co. and Xerox Corp. pay. Kodak's bonus amounted to 17 percent of pay and Xerox's bonus to 15 percent of pay. When you add those onto 6 percent pay increases, they're not doing bad."

Koenig said that the attempt to take public pension negotiations out of collective bargaining "is nothing but the beginning of a union-breaking technique."

## Monroe Parking

(Continued from Page 3)

The full Legislature is expected to vote on the measure at its April 10 meeting.

The Monroe chapter contends that parking charges at the complex should have been part of contract negotiations because free parking is a fringe benefit. By proposing a fee, the County has failed to bargain with CSEA in good faith, the chapter president said.

The dispute is expected to go to arbitration soon.

## Fight To Protect Employee From Harassment

(Continued from Page 3)

employees pursuant to law' as spelled out in the management rights clause. We do contend that in this instance the employer has grossly abused the management right to transfer and, further, is in violation of Section 75 of the Civil Service Law in his attempt to circumvent it."

The fourth-step grievance filed by CSEA asks that the Office

## To Hold Jefferson Retirement Seminar

WATERTOWN — Retirement will be the subject of a seminar to be held for all Jefferson County units of the Civil Service Employees Assn. at 7:30 p.m., April 12, at the Howard Johnson Restaurant.

Burt Speckard, information specialist of the New York State Employees Retirement System, will address the seminar. Arrangements are in the charge of Donna R. Podvin, education committee, assisted by Janet Steele and Dan Parker.

## Court Rebuffs State Again On Parking

(Continued from Page 1) appeal by the State Office of Employee Relations marks another in a lengthening list of victories chalked up by CSEA in its efforts to block the State's efforts to charge for parking.

Prior to winning its contract grievance through the arbitration route, CSEA had filed an improper practice charge with the State Public Employment Relations Board on the grounds that parking arrangements are a condition of employment which cannot be changed unilaterally by an employer, but must be subject to negotiations.

Early in November of last year a PERB hearing officer ruled that CSEA was in the right, that the issue must indeed be negotiated. The State promptly appealed to the top level of PERB, the full three-member board. Their decision came in mid-January, upholding the ruling of the hearing officer.

In view of the favorable nature of the several decisions made thus far, CSEA officials expressed confidence that the pattern would hold should the State decide to pursue the issue further.

of Parks and Recreation be enjoined from the transfer of Doedema. In the event that the transfer has been effected by the date of the fourth-step hearing, CSEA asks that Doedema be relocated back to Albany and compensated for his expense in moving to New York City. CSEA asked further that the employer be enjoined from any further harassment of Doedema.

# State Eligible Lists

EXAM 27250  
MINORITY GROUP PERSONNEL  
SPECIALIST  
Test Held Jan., 1973  
List Est. March 2, 1973

1 Jones T Bklyn	100.0
2 Garrido M Bx	99.0
3 Smith R Flushing	97.0
4 Little Jane H Schenectady	94.0
5 Turner J Albany	92.0
7 Parsons L Albany	90.0
8 Bouldin J NYC	84.0
9 Gracia A Albany	83.0
10 Belle J Buffalo	83.0
11 Riley H Buffalo	83.0
12 Winfield S Schenectady	83.0
13 Dowdell L Albany	82.0
14 Fludd E Albany	82.0
15 Gaines L Albany	80.0
16 McClung W Albany	78.0
17 Jackson S Flushing	78.0
18 Acey Diallo D NYC	77.0
19 McKinnon B Albany	77.0
20 Jennings S Buffalo	76.0
21 Battle H Williamsvil	76.0
22 Hendrix B Ronkonkoma	75.0
23 Wooten B Bx	74.0
24 Taplin C Buffalo	73.0
25 Robinson K Bx	71.0
26 Malloy J Albany	71.0
27 Collins M Albany	71.0
28 King I Bklyn	71.0
29 Brown S Bx	71.0
30 Williams C Ctl Islip	70.0
31 Gargiulo T Chester	70.0

EXAM 34771  
CHIEF LAUNDRY SUPVR  
Test Held Sept. 16, 1972  
List Est. March 5, 1973

1 Dionne P Ogdensburg	98.0
2 Dixon J Buffalo	93.5
3 Edwards T Binghamton	91.0
4 Moseman B Massapequa	90.6
5 Ready R Oneida	88.4
6 Taylor W Perryburg	87.5
7 Tuchiarale H New Hartford	87.5
8 Selan L Gowanda	87.1
9 Viele H Saratoga Spg	86.5
10 Shue R Whitesboro	85.0
11 Owen W Scitville	84.3
12 Grant E Newark	81.5
13 Bedford C Rome	80.7

## Welfare Fund

(Continued from Page 1)

whose reimbursements have been received by Ms. Abrams.

\$40.00—Wanda Perkins, J.W. Adams Hosp.; \$20.00—Florence Wojeh, W. Seneca; \$20.00—Gladys Wiesmore, Elmira Corr.; \$40.00—Shirley Darcy, Hudson River H.; \$40.00—Shirley Splatt, Albany Audit & Control; \$40.00—E. M. O'Connor, Albany Audit & Control; \$40.00—James Wenkowski, Albany Audit & Control; \$40.00—Susan Lynon, St. Lawrence Hospital; \$80.00—Edith B. McNally, Pilgrim; \$40.00—John P. Gallagher, Pilgrim; \$40.00—Rosalee Smith, Pilgrim; \$40.00—Carl J. Larson, Albany SUNY; \$40.00—Sara L. Perretta, Tyson School; \$40.00—Hazel Carter, West Seneca; \$22.52—Lloyd F. Abrams, Gowanda.

## BUY U.S. BONDS

14 Siraguse R Mt Morris	78.2
15 Winn T Carmel	77.9
16 Bullymont P West Seneca	74.1
17 Valentino J Armenia	74.1
18 Valentino S Kenmore	73.5
19 Fowler R Wolcott	73.2
20 Savarese B East Islip	70.8

EXAM 34772  
HEAD LAUNDRY SUPVR  
Test Held Sept. 16, 1972  
List Est. March 5, 1973

1 Moseman B Massapequa	104.6
2 Ready R Oneida	102.4
3 Taylor W Perryburg	101.5
4 Selan L Gowanda	101.1
5 Viele H Saratoga Spg	100.5
6 Owen W Scitville	98.3
7 Grant E Newark	95.5
8 Bedford C Rome	94.7
9 Winn T Carmel	91.9
10 Valentino J West Seneca	88.1
11 Savarese B East Islip	84.8
12 Quait H Groveland	82.0
13 Leroy K Poughkeepsie	78.1
14 Bradford L Ctl Nyack	77.3
15 Lawrence J Tupper Lake	75.3
16 Smith E Binghamton	73.4
17 Lacey M Kings Pk	72.7
18 Dolan F Kings Pk	72.7
19 Baldwin L Islip	70.3

EXAM 34962  
SR ACCTNT PUB SRVC  
Test Held Nov. 11, 1972  
List Est. March 12, 1973

1 Stapleton M Latham	76.6
2 Alonzo L Elnora	75.9
3 Cunningham W Elnora	70.4
4 Card D Troy	70.4

## Meat Boycott

(Continued from Page 1)

Flaumenbaum had pressed the meat-price protest in another appearance at the County Board of Supervisors meeting last week, urging the Board to press for action by the federal government. In responding, Hempstead Supervisor Al D'Amato told Flaumenbaum: "You were the first to bring this matter up. I want to congratulate this for being ahead of the times."

Technical support had been lent to the boycott movement by CSEA on Long Island.

## Still Negotiating

(Continued from Page 1)

ployees in those two classifications to drop out of any union they might now belong to, effective July 16.

However, delegates contended that the State ruling violates a basic constitutional right in denying them the benefits of belonging to the Employees Association and have asked their leadership to, first, seek a federal court injunction against the State carrying out such a ban, and, second, seek an overruling on the Court of Appeals decision.



**PROVIDE BENEFITS** — North Hempstead Town Supervisor Michael J. Tully, Jr. formally signs an agreement providing for group automobile insurance plan for Town employees. He's joined by North Hempstead Civil Service Employees Assn. president Alex Bozza, right, and Edward Shea representing the Curran, Cooney, Penney Agency of Mineola which will be handling the plan for Royal Globe Insurance Companies.

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

# 20 City Exams

(Continued from Page 2)  
N.Y. State, plus a certificate in internal medicine or general preventive medicine, and at least one year of administrative experience in a large scale public health program.

**Taxi and Limousine Dispatcher, Exam 2272 (\$7,800)** — Required: high school graduation or equivalency plus one year's experience as a dispatcher of taxis, buses, limousines or trucks; or two years of full-time experience as motor vehicle operator plus six months as a dispatcher.

**Painter, Exam 2116 (\$5.60/hr)** — Required: five years' professional experience as a painter (building and wall variety) within the last 15 years, or three years' experience plus sufficient relevant training.

## BUY U.S. BONDS!

\*\*\*\*\*  
**GOVERNORS MOTOR INN**  
 STATE AND GOVERNMENT EMPLOYEE RATES  
 RESTAURANT — COCKTAIL LOUNGE OPEN DAILY FOR LUNCHEON AND DINNER.  
 LARGE BANQUET HALL SEATS UP TO 175 DINERS AND BUFFETS SERVED. FINEST FOOD ALWAYS. EFFICIENCY APTS.  
 DANCING TO A FINE TRIO FRIDAY — SATURDAY NITES 9:30-1:30  
 FOR RESERVATIONS CALL 456-3131  
 4 Miles West of ALBANY Rt. 20 Box 387, Guelderland, N.Y. 12084  
 \*\*\*\*\*

## SPECIAL RATES for Civil Service Employees

IN THE CENTER OF ALBANY  
  
**HOTEL Wellington**  
 DRIVE-IN GARAGE AIR CONDITIONING • TV  
 No parking problems at Albany's largest hotel... with Albany's only drive-in garage. You'll like the comfort and convenience, too! Family rates. Cocktail lounge.  
**136 STATE STREET**  
 OPPOSITE STATE CAPITOL  
 See your friendly travel agent.

## SPECIAL WEEKLY RATES FOR EXTENDED STAYS

**ALBANY BRANCH OFFICE**  
FOR INFORMATION regarding advertisement. Please write or call:  
**JOSEPH T. BELLEW**  
303 SO. MANNING BLVD.  
ALBANY 8, N.Y. Phone IV 2-5474

**ARCO CIVIL SERVICE BOOKS and all tests PLAZA BOOK SHOP**  
380 Broadway Albany, N.Y.  
Mail & Phone Orders Filled

**MAYFLOWER-ROYAL COURT APARTMENTS**—Furnished, Unfurnished, and Rooms. Phone HE 4-1994 (Albany).

## Deadline May 7 For 19 State Jobs

# File For Auto Lic. Clerk

Eleven written exams and two oral tests — with May 7 application deadlines — will be given in June by the New York State Department of Civil Service. Subject to the same filing deadline, candidates will be considered in June for six additional positions on the basis of training and experience.

Numerous vacancies — located primarily in the New York metropolitan area — exist for **motor vehicle license clerk** (\$5,742). The only requirement is one year of experience dealing with the public in office or sales work. The written test, number 23-904, will be held June 2. The names of successful candidates will remain on the list for consideration for appointment as senior motor vehicle license clerk (\$6,411).

Two vacancies exist (one in New York City and one in Buffalo) for **senior radiophysicist** (\$11,929) and one exists in New York City for **associate radiophysicist** (\$15,512). Requirements are a bachelor's degree in physical science or engineering, plus two years' physical science experience with one year of laboratory work (using radioactive material and radiation-producing equipment) for the senior level, and three years for the associate level. An equivalent number of years of experience can be substituted for four years of college. The written exams, numbers 23-887 (senior) and 23-888 (associate) are scheduled for June 2.

Vacancies are anticipated for **associate building construction engineer** (\$19,175) which requires an engineers' or architect's license, plus four years of engineering or architectural experience supervising and inspecting building construction. The written test, number 23-886, will be held June 2.

Several vacancies are expected throughout New York State for **superintendent of correctional facility** (\$18,214). In addition to the base salary, full maintenance — including housing, food, laundry, and utilities — will be provided for appointees and dependents. Requirements are a bachelor's degree, and 10 years' experience in administering criminal rehabilitation programs. The oral test will be held during June.

Numerous vacancies exist in the New York City area for **payroll auditor** (\$9,535) which requires a bachelor's degree with 24 semester credit hours in accounting. Applicants will be rated on the basis of training and experience.

Fourteen vacancies exist for **supervisor of correctional facility volunteer services** (\$11,929). Requirements are a bachelor's degree with specialization in the social or behavioral sciences, education, the humanities, public or business administration, or the arts, plus one year of experience in the supervision of a large scale institutional or community volunteer services program. Experience in a volunteer services program serving institutionalized or post-institutionalized persons may be substituted for college on a year-for-year basis. Media-related public relations experience involving extensive experience in community programs may be substituted for

college on the basis of two years experience for one year of college. Selection will be based on training and experience.

Vacancies are anticipated in Albany and New York City for **assistant building electrical engineer** (\$12,588), **senior building electrical engineer** (\$15,512), and **associate building electrical engineer** (\$19,175). For the assistant level, requirements are one year of engineering experience in the preparation and checking of electrical layouts on building plans, plus any five-year combination of assisting in building electrical engineering work and/or college study in engineering or related fields. An engineer's license is required for the senior and associate levels, plus two years' engineering experience in the preparation and checking of electrical layouts on building plans for the senior level, four years (including two years in a supervisory capacity) for the associate level. Two years' electrical engineering experience may be substituted for each year of specific experience. The written exams — number 23-889 (assistant), 23-890 (senior), and 23-912 (associate) — will be held June 2.

Several vacancies in New York City area with the Narcotic Addiction Control Commission also exist for **recreation worker**, paying \$9,535 to start. Minimum requirements are completion of two years' college study and two years of experience in a recreation field. The exam, number 23-872, will be held June 2.

Two vacancies in Albany now exist for **associate power research analyst** (\$19,175) and **senior power research analyst** (\$15,512). Requirements are bachelor's degree in power or electrical engineering or a physical science, plus three years' experience in power technology and development of energy sources for the senior level, and five years for the associate level.

One job in Albany is also open for **chief of power research** (\$26,230), which requires eight years of the experience described above, with high-level administrative experience for two years, and one year in a regulatory

agency.

Vacancies are anticipated in New York City, Albany, and other locations for **senior building construction engineer** (\$15,512). Required are an engineer's or architect's license, plus two years' architectural or engineering experience supervising or inspecting building construction.

Three vacancies in Albany and one in Wantagh currently exist for **assistant architect** (\$12,588). Various combinations of training and experience are acceptable without an architecture degree. The general scope of experience required, however, is a bachelor's degree in architecture, plus one year in the drafting or design room of an architect's office, which included work on large buildings.

Two jobs in Albany are vacant in the communications field: **chief of communications consumer service** (\$26,230) and **chief communications service analyst** (\$23,599). General requirements are seven years of progressively responsible experience in a telephone utility or regulatory agency.

Metropolitan area appointees to all state jobs receive a \$200 annual salary differential. For more information and application forms, contact the New York State Dept. of Civil Service at the address listed on Page 15 under "Where To Apply."

### Appointed Apiculturist

ALBANY—Gerald Stevens, of Westmere, formerly a professional beekeeper in Venice Center, has been appointed apiculturist for the State Department of Agriculture and Markets. He has been working with the department on a part-time basis since 1938.

### To Serve As Dean

ALBANY—The State University Board of Trustees has named William F. Kennaugh to serve as acting dean of the Agricultural and Technical College at Delhi until a permanent appointment can be made. The position pays \$29,700. Kennaugh has been vice-president at Delhi since 1967.

**New York's Sheraton Motor Inn**  
 cares for your comfort.  
 And your budget.

**\$1350 single**  
**\$1950 double**  
 parking free

**Special Civil Service Rates**

On the banks of the Hudson, overlooking the cruise ships, and just five minutes from midtown. Close to Lincoln Tunnel, just off the West Side Highway 42nd Street exit. Enjoy a comfortable room with river view, moderate-priced coffee shop, fine dining at the Compass Points Restaurant or Dolphin Pub. And a rooftop swimming pool in summer. Truly a special place to stay, at very special savings for government employees.

**Sheraton Motor Inn-New York City**  
 SHERATON HOTELS & MOTOR INNS, A WORLDWIDE SERVICE OF ITC  
 520 12TH AVENUE, NEW YORK, N.Y. 212/695-6500

## 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: 1350 Ave. of Americas, New York 10019; (phone: 765-9790 or 765-9791); **State Office Campus, Albany**, 12226; 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.

### LEGAL NOTICE

RAY-LEE ASSOCIATES, 152 W. 42 St., NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on February 5, 1973. Business: Own and operate real property. General Partners: Raymond Heetner, 395 E. 151 St., Bronx, N.Y.; Leona Heetner, 395 E. 151 St., Bronx, N.Y. Limited Partner, Agreed Value of Contribution (Real Property) and Share of Profits: Raymond Heetner and Leona Heetner, \$18,200, each, 26% each; Anne Weizrib, Greenbriar A212 Century Village, W. Palm Beach, Fla.; William Wilson, 91-57 Froud Ave., Surfside, Fla., \$5,600, each, 8% each; Bella Schatzberg, 77 S. Park Ave., Rockville Centre, N.Y.; Beverly Karnell, 1536 E. Colter, Phoenix, Ar.; Samuel Wilson, 6101 Calle Aurora, Tucson, Ar.; Benjamin Wilson, 21911 Whitmore St., Oak Park, Mi.; Irene Kellner, 350 Lenox Rd., Brooklyn, N.Y.; Marcia Schalar, 10 Nancy Place E., Massapequa, N.Y., \$2,800, each, 4% each; Barry Heetner, 140 E. 17 St., NYC; Sheila Grossman, 11 Willow Terrace, Verona, N.J.; Mildred Heetner, 321 East 24 St., NYC, \$1,866.67 each, 2 2/3 each. Partnership to terminate on December 31, 1982. No additional contributions agreed to be made. No time is agreed upon for return of contributions. Limited partners shall not substitute assignee in his place without consent of general partners. No additional limited partners to be admitted. No priority among limited partners. The remaining partners may continue the business on death, retirement or insanity of a general partner. No right is given limited partner to demand property other than cash in return for his contribution.

# Back To School For Educ Chapter Leaders

Seminars were held last month to prepare leaders of five newly chartered educational employees chapters of the Civil Service Employees Assn. for their responsibilities in running the chapters and representing their members.

These meetings—in Binghamton, Buffalo, Poughkeepsie, Saratoga and Utica—were held in cooperation with the New York State School of Industrial Relations at Cornell University. The 1½-day seminars were entitled "Organizational Development and Contract Administration."

While many of the chapter and unit leaders have held positions of responsibility in the county chapters, from which the educational chapters were formed, there were others at the meetings who are relative newcomers in guiding chapter destinies.

Consequently these seminars served as refresher courses to bring everyone up to date on the latest methods for dealing with problems in labor/management relations.

The seminars are considered part of CSEA's continuing education program. This program is presided over by Dr. Edward Diamond, CSEA director of education and membership recruitment.

Coordinating the programs in their areas were educational chapter presidents: Anne Maywalt, Broome County; John Famelette, Dutchess County; Salvatore Mogavero, Erie County; Jacob Banek, Oneida County, and Charles Luch, Saratoga County.

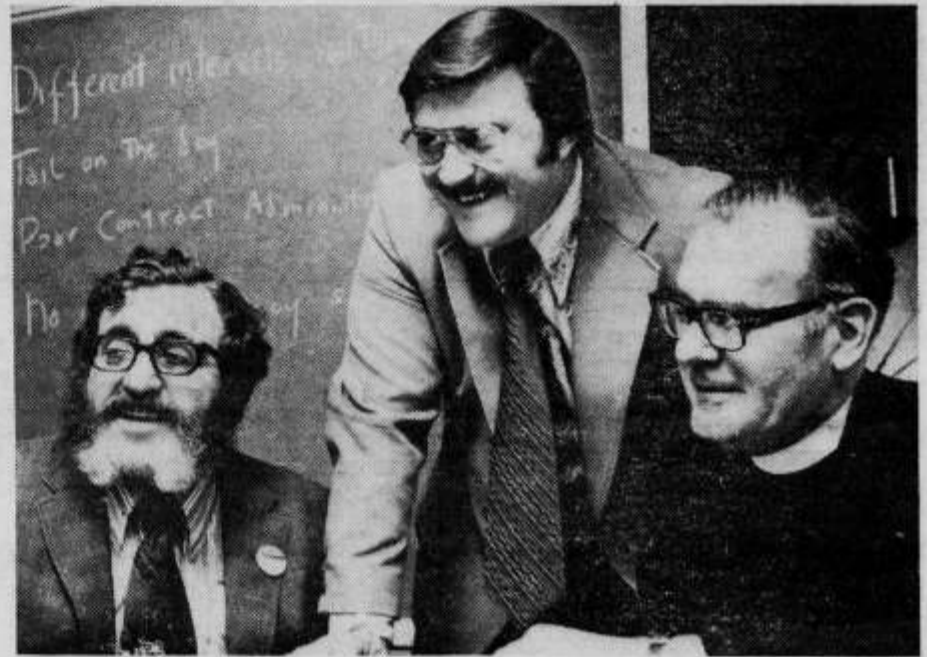
Discussion topics included consideration of some of the problems and concerns faced in the development of an effective employee organization—such as organizational structure, communications, membership involvement and multi-unit bargaining issues. The discussions were conducted within the framework of possible regional or countywide bargaining units. In some cases, mock-grievance sessions were held.



**POUGHKEEPSIE** — Rose Sell, left, labor relations specialist from Cornell University, conducts seminar attended by CSEA school district leaders from Dutchess, Orange and Ulster counties. Seated, from left, are CSEA field representative Lois Cunningham, who was moderator for the program; Donald Reed, president of Kingston unit; Thomas Royce, president of Warwick unit; Edwin Allen, president of Pine Plains unit; Len Mauro, secretary of Arlington unit; David Delor, treasurer of Hyde Park unit, and Nicholas Raefaele, vice-president of Hyde Park unit.



**BINGHAMTON** — Conducting seminar on campus of SUNY at Binghamton were Al Knash, labor relations specialist from Cornell University, and Anne Maywalt, president of Broome County Educational chapter. Facing them across the table are seminar participants, from left, Nick Mancini and Angie Ford, both of Vestal unit; Dorothy Steere, president of Susquehanna unit; Kay Dexter, of Susquehanna unit; Charles Cole, chapter acting treasurer; Frank Martin, of Broome Community College, and James Trono (with back to camera), student observer.



**BUFFALO** — Erie County CSEA chapters representing non-instructional school personnel attended 1½-day seminar to learn about organizational development and contract administration. Samuel Mogavero, left, president of Erie County Educational chapter, was chairman of the seminar conducted by the New York State School of Industrial and Labor Relations at Cornell University. Shown with him are Lee Frank, CSEA field representative, and Msgr. James A. Healy of the Catholic Diocese of Buffalo Labor College, one of the principal speakers.



**SARATOGA** — Discussing points covered during a group discussion at the seminar at the Gideon Putnam Hotel in Saratoga are, from left, James McCarthy, second vice-president of the Saratoga Educational chapter; Howard Cropsey, Albany County chapter president; Joseph Douglas, professor of labor relations from Cornell; Walter Ducharme, chairman of the Saratoga Educational chapter board of directors; Charles Luch, president of the Saratoga educational chapter, and John Vallee, chairman of the Capital District Conference's newly formed County Workshop.



**UTICA** — In Utica, where the seminar was held under the auspices of the Oneida County Educational chapter that Jacob Banek heads, participants here are shown discussing a test problem. Gathered around, from left, are Lilly Richards, Ignatius Shepherd, Stanley Briggs, Sue Tinney and Jane Kreutzer. Coordinating the group discussion was Fran Hernan, labor relations specialist from Cornell. As with the other four seminars throughout the state, the meeting got under way the evening of March 23 and continued through the next afternoon.