

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXXI, No. 30

Tuesday, March 24, 1970

Price Ten Cents

file
County Panel Discussion

See Page 3

INTERNAL AFFAIRS DOMINATE CSEA DELEGATES' CONVENTION



Luncheon Speaker — Louis Lefkowitz



Dinner Speaker — Arthur Levitt

Lefkowitz And Levitt Speak

GROSSINGER — For the first time in nearly two years, the Civil Service Employees Assn. held a special delegate's meeting in an atmosphere that was not crisis-laden. At a three-day session in Grossinger's Hotel last week, the hundreds of delegates who represent the CSEA's 180,000 members were able to devote nearly all their time to the internal business affairs of the organization.

Previous sessions had been devoted mainly to actions that ranged from near strike votes to battle strategies for dealing with union attempts to vie for CSEA members in a tough representation fight.

At last week's meeting, things were quiet on most fronts. With the Employees Association now officially representing the large majority of State workers, attention on non-organization items was largely turned on informal discussions of four work contracts negotiated for members whom CSEA represents. Delegates did not accept or reject

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Ballots Out This Week

ALBANY—The language has been settled!
The contracts have been approved as to form!
The printer is now printing them.

And if the Post Office employees cooperate, ballots will be mailed out by March 25 by the Civil Service Employees Assn. to its members in the four State employee bargaining units it represents for voting on the two-year benefit packages recently negotiated by CSEA.

Each ballot is a different color. So, too, will be the envelopes.

Each package will contain, in addition to the ballot, a copy of the actual contract, a summary of the contract, and a return envelope. This envelope *must* be used for the ballot to be counted.

Deadline for return of ballots is 6 p.m., April 1.

"If no ballot is received by March 28," Joseph D. Lochner, CSEA executive director warned, "members must call either CSEA headquarters, 518-434-0191 or the New York City office 212-WO-2-3090, collect."

"If the Postal strikes continues," Lochner advised, "public announcements will be made through the communications media in the local area. Please do not call for a ballot if the strike continues," he added.

CSEA Explains Goals Of University Professionals

ALBANY—Representatives of the Civil Service Employees Assn., which will compete with three other organizations to win representation rights for a collective bargaining unit of teaching and non-teaching professionals employed by the State University of New York, visited University Chancellor Samuel B. Gould to present a statement outlining their goals for members of the unit.

Joseph D. Lochner, CSEA executive director; Paul T. Burch, collective bargaining specialist; and James Roemer, counsel, delivered the statement to Dr. Gould in behalf of CSEA president Theodore C. Wenzl, who at the time was attending a CSEA special delegates meeting at Grossinger.

Wenzl's statement emphasized that CSEA wished to achieve "salary and work benefit goals that will enhance the professional and economic status of all employees in the State University system—both teaching and non-teaching."

Goals Explained

"Our presentation . . . has as its goal the upgrading of the

entire professional staff in economic matters as well as related work conditions, recognizing at the same time the so-called non-teaching professionals' desire and necessity for equal professional status in terms of appointment, tenure, professional leave, salary and full equation to the teaching ranks to those serving the university in administrative capacities."

Points covered by the CSEA statement included a minimum salary increase of 25 percent for all unit members as "an absolute necessity in order to maintain the quality of the professional staff."

In addition, CSEA called for:

- A re-evaluation of the

(Continued on Page 3)

Don't
Repeat This!

**Levitt & Lefkowitz
As Vote-Getters**

A MONG the many attributes necessary for being a successful politician are a superb memory for faces and a strong digestion. In New York State politics, two

(Continued on Page 2)

A Year Round Gift For Public Employees

A renewed membership in the only "In" club founded exclusively for public employees—The Civil Service Education and Recreation Association.

Bigger and better than ever because it offers you in 1970—

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If you haven't received your exciting new copy of the CSE & RA newsletter, which gives full details on the above program, write to Civil Service Education & Recreation Assn., P.O. Box 772, Times Square Station, New York, N.Y., 10036.

DON'T REPEAT THIS!

(Continued from Page 1)
real champions with these qualities are Attorney General Louis Lefkowitz, a Republican, and Comptroller Arthur Levitt, a Democrat.

Their appeal to voters in both parties was very much in evidence this past week when both appeared as speakers during a meeting of more than 1,000 Civil Service Employees Assn. delegates being held at Grosinger's Hotel.

It was amazing to see how

Bahamas Memorial Day Tour--\$172

A five-day tour to the Grand Bahamas over Memorial Day is now open for bookings by members of Civil Service Education and Recreation Assn.

The price of only \$172 includes round trip jet fare, deluxe breakfast and dinner and hotel rooms. The tour is from May 27 to May 31.

Remaining space may be had by writing to Samuel Emmett, 1060 East 28th St., Brooklyn, N.Y., Telephone after 5 p.m. is (212) 253-4488.

Scandinavian Tour Now Open--Only \$696

A 17-day tour to Scandinavia is now available for bookings by members of Civil Service Education and Recreation Assn. Dates are July 23 to August 7 and the tour will visit Denmark, Sweden and Norway.

The price of \$696 includes jet air fare, meals, hotel rooms and sightseeing, including a boat ride among the fjords of Norway. Air fare only is \$232 to Copenhagen.

For remaining space write Irving Flaumenbaum, 25 Buchanan St., Freeport, N.Y. 11520. Telephone (516) 868-7715.

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Published Each Tuesday
669 Atlantic Street
Stamford, Conn.

Business and Editorial Office:
11 Warren St., New York, N.Y. 10007
Entered as second-class matter and
second-class postage paid, October 3,
1939 at the post office at Stamford,
Conn., under the Act of March 3,
1879. Member of Audit Bureau of
Circulations.

Subscription Price \$5.00 Per Year
Individual Copies, 10c

many people the two State officials remembered by name, how the warmth of their greetings held up, handshake after handshake.

And both Levitt and Lefkowitz insist on sharing a meal with the crowd unless it is absolutely impossible to find the time.

Another political asset possessed by both men is an awareness of the issues confronting the organization whose function they are attending. Whether it's civil service, a medical society, a group of engineers or what, you can be sure that Levitt and Lefkowitz have come to the meeting with their homework done and an appropriate statement to make.

Old Friends

Of all the top level political figures in the State, they also were probably among the very first to recognize the significance of the civil service vote as a bloc among the electorate. Lefkowitz and Levitt have attended functions of the Employees Association and other civil service organizations with great regularity for over a decade, long

before the giant growth in civil service organization strength could be seen. Public employees are noted for their loyalties to old friends and the Comptroller and the Attorney General have benefitted at the polls from their long friendship with civil service.

Their records of public service while in office have a lot to do with this vote-getting ability too, and both men have been ardent champions of civil service legislation.

That all this has paid off is evidenced by the fact that no one really wants to take on either Levitt or Lefkowitz in the elections this Fall.

Anything can happen in politics, of course, but it seems fairly safe to say that these two "pros" will exercise the same charm on the voters in November that they have these past years.

Business Officer Test

A total of 46 candidates took the City's training and experience interview for district business officer recently.

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CSEA Delegates Meet Held At Grossinger's

(Continued from Page 1)

the new contracts; that will be determined by individual balloting the entire CSEA State employee membership.

In previous years, settlements negotiated with the State were acted upon solely by the delegates. With the advent of the Taylor Law, however, approval is now required by balloting of the membership.

At the last day of the delegate session, the negotiating teams met to complete final language on the written contracts. These will be in the mail to members March 25, pending the settlement of a strike by U.S. Post Office employees that was on at Leader press time. The ballots must be returned by April 1.

Lefkowitz

In addressing a luncheon session of the delegates, Attorney General Louis J. Lefkowitz told his listeners that "there is no such thing as a perfect work contract but I think your negotiators did very well by you this year."

In referring to the contracts negotiated by CSEA with the Rockefeller Administration, Lefkowitz said "I congratulate you on the expertise of collective bargaining you picked up so quickly. I know that you have had to undergo some very radical changes in the operation of not only your bargaining techniques but in the running of your organization as well."

The Attorney General also gave strong support to a bill now in the Assembly which would eliminate the so-called death gamble from the State Retirement System. It has already passed the Senate.

Levitt

Comptroller Arthur Levitt was speaker at the dinner session which ended the delegates' meeting. He spoke at length on retirement bills now in the Legislature and expressed concern over funding in the future for cost-of-living supplemental allowance for retired workers.

Speaking on the latter matter

he declared:

"As you know, several years ago I sponsored a cost-of-living supplemental allowance for our retirees, keyed to the consumer price index. This was adopted by the Legislature on a year-to-year basis, and the cost has been paid for on the same basis. Certainly part of my trusteeship was to guard our retired employees from the ravages of inflation. But time has now passed and I have another trust duty. How long can we go on paying this supplement at the expected rate if we must rely on annual appropriations? When might the axe fall in favor of some other program?"

"Because of these dangers I have sponsored a bill this year which would fund this benefit—this is to say, the State and other employers would be required to contribute toward future estimated liabilities. To fund such a benefit, by the way, costs several times the annual amount for current liabilities, but it is the only way to assure you of a sound Retirement System."

Speaking on legislative matters Levitt said:

"I have already mentioned the fact that I have sponsored a bill which would fund the cost-of-living supplemental pension. That same bill would make the benefit permanent. It seems to me the concept is now so well accepted that you should have a permanent provision of law to protect you now and in the future. Another bill would remove the ceiling on the amount of the allowance on which the supplement is computed (\$8,000). And another bill would increase the supplemental allowance for those retired members who never had the advantage of Social Security. The increase would be about one-fifth of the supplemental pension."

"We have also sponsored a bill, for all members of the System, to refund to them in cash, on retirement, their excess

(Continued on Page 16)

Fact-Finding Panel Named In Thruway Units Impasse

A fact-finding panel has been appointed by the State Public Employment Relations Board to hold hearings on an impasse in negotiations between the Civil Service Employees Assn. and the State Thruway Authority.

Two units are involved in the impasse: Unit I, consisting of toll collectors, maintenance and clerical employees; and Unit II, composed of technical, professional and supervisory aides.

Dr. Irving R. Markowitz of Syracuse has been selected chairman of the panel, and he will be assisted by Joseph Doyle of Plainville, and Murray Bilmes of Pine Bush.

Markowitz is Professor and Director of Industrial Relations at LeMoyne College and Syracuse University. He has wide experience in labor disputes having been an arbitrator for 15 years and a staff member of the New York State Board of Mediation from 1953 to 1963. He is a member of the National Panel of American Arbitration Assn. and the Federal Media-

tion and Conciliation Service and the New York State Board of Mediation arbitration panels.

An attorney, Doyle is chairman of the Public Employment Relations Board of the Town of Oyster Bay and a member of the Labor Panel of the American Arbitration Assn.

Bilmes is an attorney; he also is a member of the American Arbitration Assn.

Directory Published

ALBANY—The latest edition of the official New York State Legislative Manual, a directory of State government, is ready for distribution. The current best-seller totals 1,489 pages and costs \$4. Copies may be obtained from the Department of State in Albany.



PANELISTS — John J. Feeney, deputy comptroller in charge of the Division of Municipal Affairs for the Department of Audit and Control, replies to a question during a panel on State Agency Involvement in Local Government Negotiations at the Civil Service Employees Assn.'s Special Delegates Meeting at Grossinger's Hotel last week. Others, left to right, are: Richard Tar-

mey, fourth vice-president of CSEA; James Featherstonhaugh, assistant counsel; Irving Flaumenbaum, CSEA first vice-president; S. Samuel Borelly, chairman of the County Executive Committee; Joseph Watkins, director of the Municipal Services Division, Civil Service Department and William E. Redmond, counsel to the Office of Local Government.

State Role In Local Bargaining Aired

GROSSINGER—The involvement of State agencies in local government negotiations was discussed by a panel of experts during a meeting of Civil Service Employees Assn. County delegates at the CSEA's Spring Meeting at Grossinger's Hotel here last week.

Moderator of the panel was S. Samuel Borelly, chairman of the CSEA's County Executive Committee. Irving Flaumenbaum, first vice-president of the Employees Association, presided at the session.

Panelists included William E. Redmond, counsel to the State Office of Local Government; John J. Feeney, deputy comptroller in charge of municipal affairs from the Department of Audit and Control and Joseph Watkins, director of the Municipal Service Division of the Department of Civil Service.

Redmond explained that the OLG role under the Taylor Law has not yet fully emerged but pointed out that the agency is dedicated to service of municipalities and assists in the establishment of training programs for employees. Technical assistance to both sides is available through the office, he added.

The role of the Comptroller's office, as explained by Feeney, is in the solving of constitutional questions on fiscal matters

brought out in collective bargaining. Feeney urged these negotiating contracts to utilize the department's services before concluding contract terms. "If contract terms are in opposition to opinions, I would suggest a meeting with the Comptroller's office to work out a solution," he said.

Watkins pointed out that the Civil Service Department assists local commissions solve technical problems and acts as a inspectional agency to assure the public that the local commission is abiding by the State Civil Service Law in all its actions. The local civil service commissions operate under authority of the State agency and State Law. "Since we cannot set standards, many complaints are dismissed for lack of evidence of improper action. I urge all employees feeling aggrieved, to come armed with facts to support their contention. Many of the complaints are based on standards for individual titles over which we have no control. However, it must be noted that most times public employees fail to take advantage of public hearings when these standards are set. It's just a matter of 'too late' in these cases."

Following the discussions individual questions were answered by the panelists and by CSEA staff experts.

At Meet With Chancellor

(Continued from Page 1)

equity of merit raises and the creation of an appeals body to which employees might appeal if they feel they are being treated unfairly as to merit raises;

- Moving expenses paid by the university in an initial move into the university system;

- Tuition waiver for employees of the professional staff and members of their family for those who have a minimum of seven years of service with the university, to be used by the employee's family at any college or university in the State;

- Elimination of the controversial "publish or perish" system;

- Equal pay for equal work;

- Equity for non-teaching

professionals in salary, appointment, tenure, professional leave, and other areas, with equal benefits to be enjoyed by both teaching and non-teaching professionals, including equal ranks for both types of employees;

On the matter of non-teaching professionals, Wenzl's statement

Jewish State Aides To Elect New Slate

Election of new officers are slated for tomorrow — Wednesday, Mar. 25 — by the Jewish State Employees Assn. of New York, according to Association president Nathan Rogers. It will be held at the State Office Bldg., 80 Center St. in Manhattan, beginning at 6 p.m.

said: "CSEA has long recognized that the non-teaching professionals in the State University have been too long thought of as something less than professionals in terms of salary, appointment, tenure and professional leave. The so-called non-teaching professional in many cases has at least equal and sometimes higher educational requirements in order to initially obtain his position and must of necessity continue his education to keep abreast of constantly changing situations in his chosen field. Therefore, we are proposing that the non-teaching professional staff no longer be separated from the teaching professional staff and henceforth all benefits be accorded to all professionals with no distinction between the teaching and non-teaching segments of this group of employees."

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Jobs In Urban Planning Offered

Persons to assist in planning and reviewing plans for the prevention and elimination of urban blight are being sought by the State. The pertinent titles are for senior urban planner, at \$9,660 to start, and associate urban planner, paying \$12,585 at the entrance level.

State Job Bulletin No. 20-188 points out that while the associate post requires four years of responsible planning experience, the senior planner title will entail two years of job exposure. Graduate training, however, in an appropriate field may be substituted for up to two years.

Interested job prospects should contact the State Civil Service Dept. at one of its four regional

offices, where continuous filing is presently in effect.

Narcotic Posts Open

Individuals who can undertake the task of maintaining liaison with various units in the narco-

tic aftercare program, conduct seminars and organize and participate in in-service training programs are needed very vitally by the State. The pair of titles involved are those of associate and senior narcotic parole officer, beginning at \$14,020 and

\$11,935 for each.

Sought among the requirements are 30 graduate credits in social work, education, correction administration or a related field plus two years of full-time experience in a counseling or casework role. State Job Bulletin

No. 20-380 outlines the requirements more comprehensively.

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11 Warren Street, New York, N.Y. 10007 212-8Eeckman 3-6010
Bronx Office: 406 East 149th Street Bronx, N.Y. 10455

Jerry Finkelstein, Publisher

Paul Kyer, Editor

Joe Deasy, Jr., City Editor

Ron Linden & Barry L. Coyne, Assistant Editors
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 Street, FEderal 8-8350

10c per copy. Subscription Price \$3.00 to members of the Civil Service Employees Association. \$5.00 to non-members.

Tuesday, March 24, 1970

Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31. Next week's programs are listed below.

Sunday, March 29

10:30 p.m. (color)—With Mayor Lindsay—Weekly report by the Mayor and guests.

Monday, March 30

9:30 a.m. (color)—Around the Clock—"Burglary Investigation." New York City Police Department training series.

1:30 p.m. (color)—Around the Clock—"Crime Scene Tactics." New York City Police Department training series.

3:30 p.m.—Return to Nursing—"What's Ahead for Nursing?" Refresher course for nurses, lesson 25.

4:00 p.m. (color)—Around the Clock—"The Citizen's Role in Crime Prevention." New York City Police Department training series.

9:00 p.m. (color)—New York Report—Lester Smith hosts interviews between City officials and visiting newsmen.

Tuesday, March 31

9:30 a.m. (color)—Around the Clock—"Burglary Investigation." New York City Police Department training series.

1:30 p.m. (color)—Around the Clock—"Crime Scene Tactics." New York City Police Department training series.

3:30 p.m.—Return to Nursing—"What's Ahead for Nursing?" Refresher course for nurses, lesson 25.

4:00 p.m. (color)—Around the Clock—"The Citizen's Role in Crime Prevention." New York City Police Department training series.

7:00 p.m.—Around the Clock—"Burglary Investigation." New York City Police Department training series.

Wednesday, April 1

9:30 a.m. (color)—Around the Clock—"Burglary Investigation." New York City Police Department training series.

1:30 p.m. (color)—Around the Clock—"Crime Scene Tactics." New York City Police Department training series.

4:00 p.m. (color)—Around the Clock—"The Citizen's Role in Crime Prevention." New York City Police Department training series.

7:30 p.m. (color)—On the Job—"Arson." New York City Fire Department training series

Thursday, April 2

9:30 a.m. (color)—Around the Clock—"Burglary Investigation." New York City Police Department training series.

1:30 p.m. (color)—Around the Clock—"Crime Scene Tactics." New York City Police Department training series.

4:00 p.m. (color)—Around the Clock—"The Citizen's Role in Crime Prevention." New York City Police Department training series.

7:00 p.m. (color) Around the Clock—"Crime Scene Tactics." New York City Police Department training series.

7:30 p.m. (color)—On the Job—New York City Fire Department training series.

Friday, April 3

9:30 a.m. (color)—Around the Clock—"Burglary Investigation." New York City Police Department training series.

Civil Service Law & You

By WILLIAM GOFFEN



(Mr. Goffen, a member of the New York Bar, teaches law at the College of the City of New York, is the author of many books and articles and co-authored "New York Criminal Law.")

Salary Determination

MUST THE APPELLATE Division as the appointing authority pay to non-judicial personnel the salary appropriated by the fiscal authorities? Certainly, it is most frustrating to an employee to be paid below the salary appropriated for his position, especially when other employees in the same category are paid the full salary appropriated. However, the Court answered the question in the negative on the facts of *Serra v. Procaccino* (New York Law Journal, February 19, 1970).

THE PETITIONER has been serving as Confidential Clerk to a Justice of the Supreme Court in Queens County since 1946. On July 1, 1966, his title was changed to Law Secretary. With the commendable purpose of raising the caliber of Court personnel, the Administrative Board of the Judicial Conference on September 1, 1962 ruled that Confidential Clerks to newly elected Justices of the Supreme Court must be members of the Bar. The rule was amended to render also acceptable graduates of approved law schools eligible to take the Bar examination.

A SUBSEQUENT decision of the Appellate Divisions of the First and Second Departments limited all future upward salary adjustments to Clerks having such qualifications. The petitioner was not a member of the Bar. He therefore was adversely affected by this decision.

FOR THE FISCAL year ending June 30, 1966, the Board of Estimate of the City of New York appropriated sufficient funds to pay salaries of \$16,442 annually to those in petitioner's position. For the two succeeding fiscal years the appropriation was at the rate of \$17,000 per annum. However, the petitioner's salary in accordance with the determinations of the Appellate Divisions was kept at \$15,042 per year.

THE SUPREME COURT at Special Term held that the petitioner was entitled to the salary differential for the three years involved. The Appellate Division, Third Department, which meets in Albany, reversed the judgment in favor and dismissed the petition.

THE CONSTITUTIONAL provision for court unification, effective September 1, 1962, provides that the Appellate Divisions shall supervise the administration and operation of the Courts in their respective departments. The Judiciary Law, implementing the Constitution, authorizes each Appellate Division to supervise the preparation of an itemized budget which must list the annual financial needs of the Courts in the Department. The budget is forwarded to the Administrative Board for examination. It is then forwarded to the appropriating body which, in the City of New York, is the Board of Estimate.

SPECIFICALLY, the relevant statute provides that any increase in salary may be withheld from an employee who, in the opinion of the appointing authority, does not warrant it. Thus, the statute expressly vests power in the appointing authority (the Appellate Division) rather than in the appropriating authority (Board of Estimate) to determine whether to grant salary increases. The appropriations made by the local appropriating authorities fix the maximum compensation that may be paid to an individual employee, but it is the appointing authority that must determine whether to pay the maximum or not. The Court therefore held that the amount actually paid may properly be influenced by such considerations as the ability of the employee, his length of service, his prospects for future service, and availability of personnel.

THE COURT noted that the petitioner's claim could be maintained only if it be held that the power of the local authorities to appropriate funds includes an administrative power over their payment. To so hold would require the Appellate Divisions to share with the Board of Estimate and with other appropriating bodies policy making powers with respect to fixing of employee salaries.

11:00 a.m. (live-color)—Staff Meeting On The Air—City Social Services Department series for staff and the public.
1:30 p.m. (color)—Around the Clock—"Crime Scene Tactics." New York City Police Department training series.
4:00 p.m. (color)—Around the Clock—"The Citizen's Role in Crime Prevention." New York City Police Department training series.
(Continued on Page 7)

The Post Office Strike

MARK Twain once observed that while everybody talks about the weather, nobody seems to do anything about it. The same appears to be true of the mess in the United States Post Office system where endless talk and little or no action has now resulted in a strike by employees, the first of its kind in the history of the department.

Let no one doubt for a moment that these employees were provoked beyond belief. Talks have been going on about postal wage increases for months. But every proposal is tied to so much red tape about the whole operation of the Post Office that not one true, single move has been made to alleviate the plight of the low-paid clerks and carriers and, at this writing, none has yet been made.

The disgrace of the whole postal operation is bad enough; the limbo in which its employees have been placed for over a year is even worse. President Nixon gave them no hope when he postponed automatic pay increases for other Federal employees for six months. Why? Because, he declared, it would add to inflation and in so saying, practically declared that government workers would have to underwrite the Administration's anti-inflation program.

When workers are treated this way what else can the public expect from them? Post Office worker's strike threats can be eliminated at once—if Government will honestly live up to its own obligations here.

Apparently, the rash of strikes—justified or not—that have occurred in other parts of the public employee sector failed to serve as a warning to the Federal Government that civil servants have had it with the second-class citizen treatment.

Let's hope that the Post Office Strike will alert Congress and the Nixon Administration to action that will prevent further such disasters.

Your Public Relations IQ

By LEO J. MARGOLIN



Civility In Civil Service

CIVIL SERVANTS have a rare opportunity to prove that something as rampant in daily life as rudeness and incivility just isn't so in their dealings with various publics.

WITH VERY little effort, civil servants can enhance their public relations considerably. Our experience is that, by contrast, civil servants as a group rate many, many notches higher than the average New Yorker on the scale measuring politeness, helpfulness and civility.

CYNICS WOULD have a right to say: "That would be easy in a rat-race like New York City, where an elbow-in-the-ribs existence, literally and verbally, is normal."

WELL THERE is nothing nor-

mal about an elbow-in-the-ribs way of life. It is so abnormal—and critical—that "The New York Times" judged the situation bad enough to spread the unpleasant details before its readers in a recent story and picture layout six columns wide on the first page of its second section.

IN A CONTIGUOUS story a full column long, "The Times" reported incivility in London,

(Continued on Page 15)



You And The Draft

By H. R. KOCH

Many readers of this newspaper, especially those vulnerable to the draft or parents of potential draftees, are eager to learn more about just how the new random selection or "lottery" system works. When was it placed in effect? Which young men are directly affected? What category of inductees are least susceptible under this new selection method?

To better clarify the picture and shed light on some of the nuances you should be alerted to. The Leader provides this fact sheet which outlines the general operation of Selective Service procedures today.

The Military Selective Service Act of 1967 was amended on November 26, 1969 to authorize the President to implement a system of random selection for military service. Acting under that authority, the President issued Proclamation No. 3945 establishing such a system. Effective January 1, 1970 registrants have been selected for induction by that method.

The random selection sequence was established on December 1, 1969 by drawing 366 dates of birth (month and day only). This applied to all registrants 19 but not 26 years of age as of December 31, 1969. The sequence of the drawing of a date of birth determined the random sequence number for selection for induction.

For example, September 14 was the first birth date drawn, and all registrants included in the drawing, with that date of birth, were assigned random sequence number 1; April 24 was the second date of birth drawn, so registrants with that birth date became random sequence number 2; and the last date drawn was June 8 and those registrants were assigned random sequence number 366. The random sequence numbers assigned are permanent and will not change for those registrants included in the December 1, 1969 drawing.

Yearly Process

Each year, a drawing will be conducted for the purpose of assigning random sequence numbers to those registrants who attain the 19th anniversary of their dates of birth during that calendar year. These numbers are also permanent for the registrants included in that drawing.

There have been no changes in deferment policies; therefore, a registrant with a deferment would not be subject to call while deferred. However, when his deferment expires and he is placed in Class I-A or I-A-O, he would be subject to call with the age group then being called in accordance with the random sequence number initially assigned to him. For example, if he is a registrant who deferment expires in 1971, he would be selected in that year in accordance with his initially assigned number. If his number had been reached by his local board in 1971 prior to the expiration of his deferment, he could expect to be selected shortly after be-

ing placed in a class available for service.

If his number had not been reached by his local board prior to the expiration of his deferment, he would be selected when his number is reached. A registrant whose number is not reached during the calendar year in which he is available will be

placed in a lower order of call, except as noted below.

When Induction's Due

Any registrant classified in Class I-A or Class I-A-O who is subject to random selection, whose random sequence number has been reached, and who would have been ordered to report for induction except for delays due to a pending personal appearance, appeal, preinduction examination, reclassification, or otherwise, shall, if and when found acceptable and when such delay is concluded, be ordered to report for induction next after delinquents and volunteers.

Even if the year in which he

otherwise would have been selected has ended and even if (in case of extended liability) he has attained his 26th birthday, his induction into the service is at hand.

Civil Service T.V.

(Continued from Page 6)

7:00 p.m.—Registered Nurse—"Team Nursing: Evaluation." Lesson 4.

Saturday, April 4

5:00 p.m.—Registered Nurse—"Team Nursing: Evaluation." Lesson 4.

7:30 p.m. (color)—On the Job—New York City Fire Department training series.

Youth Parole Posts

Job opportunities that involve working closely with delinquents residing in or released from State facilities are now available in four titles—youth parole worker trainee and parole worker "B", both in English-speaking and Spanish-speaking categories. Pay starts at \$8,605 and \$9,660 respectively.

In seeking more information, contact your nearest office of the State Employment Service or any regional office of the State Department of Civil Service. Applications are received there continuously.

CIVIL SERVICE LEADER, Tuesday, March 24, 1970

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LEGAL NOTICE

SUPREME COURT OF THE STATE NEW YORK, COUNTY OF NEW YORK. — BARBARA VALERIE BRANCATO, Plaintiff against FERDINANDO GIUSEPPE BRANCATO, Defendant. — Index No. 30686-1970. Plaintiff designates New York County as the place of trial. The basis of the venue is plaintiff's residence. **SUMMONS WITH NOTICE.** Plaintiff resides at 207 East 74th Street, County of New York. **ACTION FOR A DIVORCE.** To the above named Defendant: **YOU ARE HEREBY SUMMONED** to serve a notice of appearance, on the Plaintiff's Attorney within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear, judgment will be taken against you by default for the relief demanded in the notice set forth below upon the termination of conciliation proceedings or 120 days after filing of a Notice of Commencement of this action with the Conciliation Bureau, whichever is sooner. Dated, February 17th, 1970
JASON R. BERKE
Attorney for Plaintiff
Office and Post Office Address
501 Madison Avenue,
New York, N.Y. 10022

To Ferdinando Giuseppe Brancato: The foregoing summons is served upon you by publication pursuant to an order dated February 27, 1970 of the Hon. Bernard Nadel, a Justice of the Supreme Court of the State of New York and filed along with the supporting papers in the New York County's Clerk's Office. This is an action for Divorce on the grounds of abandonment. Dated, March 17, 1970. Jason R. Berke, Attorney for Plaintiff.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. MANUEL GONZALEZ, Plaintiff against HILDA CRUZ NERIS GONZALEZ, Defendant. Index No. 30833/1970. Plaintiff designates New York County as the place of trial. The basis of the venue is Plaintiff's Residence. **SUMMONS WITH NOTICE.** Plaintiff resides at 415 9th Avenue, N.Y.C., County of New York, N.Y. 10001. **ACTION FOR A DIVORCE.** To the above name Defendant: **YOU ARE HEREBY SUMMONED** to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear, judgment will be taken against you by default for the relief demanded in the notice set forth below upon the termination of conciliation proceedings or 120 days after filing of a Notice of Commencement of this action with the Conciliation Bureau, whichever is sooner. Dated, New York, N.Y. February 4, 1970
IRVING EDELMAN,
Attorney(s) for Plaintiff
Office and Post Office Address
217 Park Row
New York, N.Y. 10038

NOTICE: The object of this action is to obtain a judgment of divorce dissolving the marriage between the parties on the grounds Abandonment for two years or more. The relief sought is*: A judgment of absolute divorce in favor of the plaintiff dissolving forever the bonds of matrimony between the parties in this action. **TO HILDA CRUZ NERIS GONZALEZ:** The foregoing summons is served upon you by publication pursuant to an order of the Hon. Sidney A. Fine, a Justice of the Supreme Court of the State of New York, dated the 9th day of March, 1970 and filed with the supporting papers in the Office of the Clerk of the County of New York, at the Courthouse, 60 Centre Street, New York, N.Y. The object of this action is to obtain a judgment of divorce on the grounds of abandonment for two years or more. IRVING EDELMAN,
Attorney for Plaintiff.

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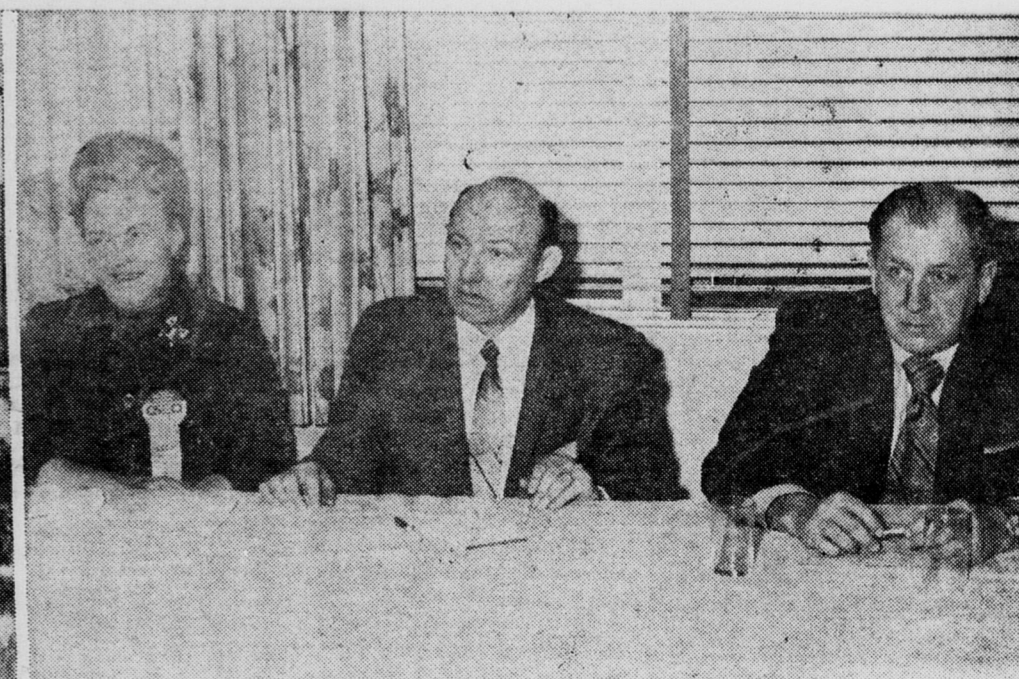
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Mental Hygiene



Employment



Conservation



Tax



Education



State University



Authorities



State Police



Social Services



Health

List For Correction Officer, Trainee, Housing Patrolman

(Continued from last week)

1941 Robert Johnson, Wisdom L Wooten, Larry L Smith, Christopher Arnold, Delance Adams, Dominic J Catrone, Ralph L Rega, Mark L White, Luther L Smith, Carlton W Lewis, Segundo Cruz Jr., Ernest Paylor, Franklin Shaw, James A Napoli, Folrencio

Castro, Henry L West, Robert A Sacco, Gregory J Ferro, Bobby D Hargrove, Edward Arocho, John F Borougian, Tom P Mayer, Lexie T Dumas, Joseph Pavone Jr., Elliott Kirkland Jr., Julio G Napoleonis, Wesley E Hunt, Edward M Rock, Lancy L Fulmore, Reginald Gillespie, Augustus Snowden, Robert C Coleman, William E Bolden, Louis Jordan, Cedric U Johnson, John R Koenig, Elijah L Kinsey Jr., Herman Ryan, Walter L Fox, Matthew Polite.

1981 Raymond L Price, Rupert F Boylman, Julio E Joglar, James Bae, Sam Crawford, Louis M Cruz, Andres Vazquez Jr., Michael Higgins, Paul J Dozier, John C Bennett Jr., Miguel A Rivera, Paskuale S Desimone, Pablo J Martinez, Miguel Marzan, Rodman R Richardson, Louis C Patterson, Phillip N Baker, Abraham White, James Brown, Carl D Shephard, Ruben Sims Jr., Bernard Vaughn, James A Williams Third, Rene Bonilla, John B Morris, Bert S Miraglia, David E Foreman, Dwight P Pittman, Robert L White, Leonard E Watford, Victor M Ducot, William E Powell, Peter Wielebinski, Robert L Caldwell, Robert H Mayrant, William A Alston, William J Harrell, Booker T Johnson, Joseph L Porter, Michael L Longabardi.

2021 Aubrey E Bailey, Lester Johnson, Goeto E Vanterpool Jr.,

Darry Lewis, James S Gummer, Leonard Pope, Frank Porter, Ruben Ruri, Orville B Ennis, Jose R Rodriguez, Campbell L Hunt, Camilo A Moreno, Neil Fisher, John Vespucci, James Geraghty, John A Rivera, Christophe Vettere, Robert J Massari, Michael A

Zahradka, Alvin J Weinstein, Johnson, Wilbert M Owens Jr., Bennie L Kelly, Carter Moore, Raymond C Dimaria, Robert A Loblein, Therman Garner, Lenzie Pinkney.

Analyst Exam

A written examination was taken by 139 candidates for junior methods analyst recently.

End Of Line For Applications In Tunnel Officer Jobs Today

The barrier for applications goes up today to all those filing entries for bridge and tunnel officer, one of the major titles to be filled by the City Personnel Dept. through its filing period ending March 24.

As is characteristic of Tuesdays at the department's application section at 49 Thomas St., the doors shut at 5 p.m. The positions in question have no stipulation for prior experience. Educational level isn't among the considerations, either. Mainly, age and height as well as healthy physical condition are the criteria on which you'll be judged.

These titles fall under the jurisdiction of the Triborough Bridge & Tunnel Authority. Once hired, you get the soon-to-be-raised salary of \$7,800 to start, plus a generous package of useful fringe benefits as detailed in the notice of examination. Top salary can ascend to \$10,300, accorded with the appropriate seniority.

Young Adults Eligible

The fundamental requirements for those who apply omit any experience or education standards, asking only that candidates be between 18 and 35 years old, at least 5-foot-3 in height, and of normal weight for their height and nor-

mal in hearing and perception of colors. Eyesight tests will examine to see if applicants are 20/40 in each eye, and glasses may be worn. The provision applying to veterans' credit with respect to age criteria can be invoked by all males who have experienced military service.

As in the past, the written test weighs 100 and 70 is considered a passing grade. Physical and medical test will be administered to high-scores on the written exam. In-person applicants can head to the Dept. of Personnel, 49 Thomas St., Manhattan, for the purpose of filing.

Trackman Test

A total of 13,274 candidates for trackman took the City's written exam recently.

Caretaker Test

A written test was given to 2,794 candidates for City housing caretaker recently.

To Keep Informed, Follow The Leader.

Key Answers

EXAMINATION NO. 7548

Promotion To Actuary
Final Key Answers for Written Test held September 10, 1969

The following are the final key answers as adopted by the Commission at a meeting held on the 17th day of March, 1970.

- 1, A; 2, D; 3, C; 4, B; 5, A; 6, D; 7, A; 8, A; 9, C; 10, C; 11, C; 12, A; 13, D; 14, B; 15, B; 16, A; 17, C; 18, A; 19, D; 20, A; 21, C; 22, B; 23, C; 24, C; 25, D; 26, C; 27, B; 28, C; 29, C; 30, D; 31, C; 32, B and/or C; 33, A and/or C; 34, B; 35, D; 36, B; 37, D; 38, D; 39, B; 40, D; 41, D; 42, B; 43, A; 44, B; 45, D; 46, D; 47, A; 48, C; 49, B; 50, B.

EXAMINATION NO. 8567

For Promotion to Senior Clerk

And
EXAMINATION NO. 8568
For Promotion to Senior Stenographer And

EXAMINATION NO. 8102
For Senior Stenographer And
EXAMINATION NO. 8101

For Shop Clerk And
Special Military Examination
For Promotion to Senior Clerk (Regular examination was held June 25, 1966—Exam No. 1577)

And Special Military Examination For Promotion To Senior Stenographer (Regular examination was held October 9, 1966—Exam No. 1190)
Final Key Answers for Written Test Held March 29, 1969

The following are the final key answers as adopted by the Commission at a meeting held

on the 20th day of March, 1970. These key answers result from careful consideration of all protests submitted by candidates.

- 1, C; 2, B; 3, B; 4, A; 5, A; 6, D; 7, D; 8, A; 9, B; 10, D; 11, A; 12, D; 13, C; 14, A; 15, D; 16, D; 17, B; 18, C; 19, A; 20, B; 21, A; 22, C; 23, A; 24, D; 25, B; 26, D; 27, C; 28, A; 29, C; 30, D; 31, A; 32, B; 33, C; 34, B; 35, D; 36, C; 37, B; 38, A; 39, A; 40, D; 41, B; 42, D; 43, C; 44, A; 45, D; 46, C; 47, B; 48, B; 49, C; 50, D; 51, D; 52, A; 53, D; 54, C; 55, C; 56, C; 57, C; 58, A; 59, D; 60, B; 61, C; 62, A; 63, C; 64, D; 65, C; 66, B; 67, A; 68, A; 69, B; 70, C; 71, D; 72, D; 73, A; 74, B; 75, B; 76, C; 77, A; 78, B; 79, C; 80, B.

Special Examination and Special Military Examination (Regular examination was held March 29, 1969)

EXAMINATION NO. 8567
For Promotion To Senior Clerk

And
EXAMINATION NO. 8102
For Senior Stenographer And
EXAMINATION NO. 8101
For Shop Clerk And
Special Military Examination
For Promotion To Senior Clerk (Regular examination was held June 25, 1966—Exam. No. 1577)

And Special Military Examination For Promotion To Senior Stenographer (Regular examination was held October 9, 1965—Exam No. 1190)
The following are the final (Continued on Page 13)

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Please send me FREE information on High School Equivalency.

Name _____ Age _____
Address _____ City _____ Phone _____

Math, English Teacher Exams Set; 61 Others

Deadline for applications for all examinations for teachers under alternative B requirements has been set for April 7.

Specific requirements for licensing as teacher of social studies in day high schools and in elementary schools, and requirements for teacher of common branch subjects and

early childhood classes in elementary schools have been printed in earlier editions of The Leader. Requirements for teacher of mathematics in junior high schools and teacher of English in day high schools and junior high schools are outlined this week.

Alternative B exams are designed for candidates who by September 1, 1970 will have a bachelor's degree, 12 semester hours in the professional study of education, and the academic concentration in the subject of the license.

Testing for English teacher license will be held May 5, and the exam for teacher of mathematics in junior high schools is scheduled for June 8.

Salary is \$7,950 to \$12,500 per year in 16 steps.

Minimum requirements for the exams are one of the following:

- The completion of a five-year program for the preparation of secondary school teachers

of academic subjects registered and/or approved by the New York State Education Department under the regulations of the State Commissioner of Education effective October 1, 1968:

- Or, the holding of a New York State permanent certificate valid for teaching the academic subject in secondary schools granted by the New York State Department of Education under the regulations of the Commissioner of Education effective October 1, 1968:

- Or, the completion of a five-year program of collegiate preparation at a regionally accredited higher institution approved by the New York State Education Department, including or supplemented by one of the following:

A baccalaureate degree and, in addition, either a master's degree in or related to the field of teaching service, or 30 semester hours of graduate study distributed among the liberal arts, the social and behavioral sciences, and professional study in education;

Twelve semester hours in the professional study of education and a college supervised student-teaching experience (the applicant may offer one year of appropriate and satisfactory teaching experience in a secondary school or in a junior high school reorganized as an intermediate school or in grade seven or eight of an elementary school, in lieu of this requirement);

And academic preparation consisting of 36 semester hours in the study of English, or 18

semester hours in the study of mathematics.

Other Exams

In addition to the exam for math and English teacher, the Board of Education has scheduled tests for teacher of common branch subjects and teacher of early childhood classes for elementary school teachers.

Day High Schools

Prospective high school teachers may take the following exams: accounting and business practice, aviation mechanics, biology and general science, chemistry and general science, costume design and illustration, commercial and domestic refrigeration, Chinese, distributive education, earth science and general science, electrical installation and practice, social studies, fine arts, French, garment pattern making, grading and cutting, health, health and physical education, home economics, and industrial arts.

Also, interior decorating, Italian, mechanical drafting, music, nursing, orchestral music, physics and general science, related technical subjects (biological and chemical, related technical subjects (mechanical, structural and electrical, related technical subjects, (textiles), sheet metal work, Spanish, speech, stenography and typewriting (Gregg), stenography and typewriting (Pitman), swimming and health instruction, and trade dress-making.

Junior High Schools

Junior high school teachers are needed for these subjects: fine arts, French, general science, German, health, health and physical education, home economics, industrial arts, Italian, social studies, music, orchestral music, Spanish, swimming and physical education, and typewriting.

Other Licenses

Exams will be given for special services teachers as follows: classes for the blind, classes for children with limited vision, classes for children with retarded mental development, classes for the deaf and hard of hearing, health conservation classes, and speech improvement.

Other licenses tested under Alternative B are: library in elementary schools, and library in secondary schools.

For applications and further information contact the Bureau of Educational Staff Recruitment of the Board of Education, 110 Livingston St., Brooklyn 11201 (phone 596-8060); or write to the Board of Examiners, Room 422, at the same address.

TR OF PHYSICS & GENERAL SCIENCE— DAY HIGH SCHOOLS

John C Stevasor, 8143; David Silverman, 7913; Bruce E Englander, 7390; Carl L Silverman, 6583.

CHAIRMAN OF DEPARTMENT— NEEDLE TRADE — DAY HIGH SCHOOLS

Gaetana M Valenti, 7754; Gilda Amendola, 7234.

CHAIRMAN OF DEPARTMENT — AUTOMOTIVE TRADES — DAY HIGH SCHOOLS

Seymour D Sorscher, 8051; Enzo Conti, 7879.

Board Eases Requirements For License As Teacher Of Eng. As 2nd Language

In an effort to increase the City school system's staff of teachers of English as a second language the Board of Education has eased requirements for licenses at both the elementary and secondary school levels.

The requirements, which still include a baccalaureate degree, no longer stipulate courses in the natural and physical sciences and mathematics, although these are still acceptable. Other relaxations of the rules include a reduction of credits required in the humanities and experience offered as student-teacher or other classroom training.

About 125,000 children in all five boroughs are now being taught English as a second language by specially trained teachers under Title I of the Elementary and Secondary Education Act of 1965.

In addition, two entire schools, PS 25 and PS 211, both in the Bronx, are bi-lingual, operating under Title VII of ESEA funds. All classes in these two schools are taught in both English and Spanish.

The program is coordinated at the Board of Education headquarters by David Krulik, assistant director of the English Department, which is headed by Jerome Carlin, director, under the general supervision of deputy superintendent Seelig Lestner, in charge of instruction.

School Secretary List

LICENSE AS SCHOOL SECRETARY IN DAY SCHOOLS

DATE: MARCH 5, 1970

Dorothy Zwyer, 9570; Renee S Nankin, 9510; Betty Hillman, 9455; Reva Pacl, 9450 Hannah P Hurewitz, 9303; Christine M Slawinski, 9288; Sylvia S Friedman, 8248; Celia Weiner, 9180; Esther Rose, 8175; Shirley Schneider, 9110; Rena Pollak, 9083; Aline Zelmanowitz, 9043; Rebecca Friedman, 9030; Ida Nathan, 8983; Ida Cohen, 8900; Rachel Spatzer, 8865; Elaine Ackerman, 8863; Claire Bleiman, 8853; Patricia H DeMaria, 8840; Pauline H Smith, 8828; Lila S Gerlin, 8810; Shirley A Jaffe, 8800; Frances A Siegel, 8770; Gertrude Pogrell, 8763; Sally Temkin, 8743; Shirley Putzer, 8728; Muriel Feifer, 8720.

Elizabeth N Dunne, 8708; Ruth Jacob, 8688; Julia P Hlinka, 8680; Pauline Shatsky, 8678; Anne Stieglitz, 8685; Edna S Wheeler, 8628; Mureil E Wasserman, 8615; Roslyn F Oil, 8605; Elaine Herbert, 8600; Judith Carlin, 8595; Lillian Rosenbaum, 8563; Caroline Browne, 8560; Sydel Fisher, 8553; Sadie Goliger, 8548; Henrietta Kaplan, 8545; Gloria J Turk, 8545; Mae Green, 8543; Mildred Grabel, 8543; Felma Gordon, 8540; Louise A Hamer, 8535; Shirley H Kaplan, 8528; Ethel Shapiro, 8523; Henrietta Friedman, 8520; Lois Geschwind, 8520; Miriam Freund, 8500; Beatrice Wolfson, 8475; Estelle G Silverman, 8423; Rose M Klein, 8400; Sheila Abrahams, 8393; Alice G Koch, 8380; Etry P Geier, 8375.

Mollie Goldstein, 8370; Evelyn Strahl, 8323; Florence King, 8300; Laura Green, Sullivan, 8230; Rose Averett, 8223; 8300; Lilian Macek, 8275; Marilyn B Adams, 8275; Edith W Klencik, 8273; Dorothy Moss, 8260; ette Siegel, 8248; Claire E Finkelstein, 8248; Concetta L Blanche Abernath, 8220; Doris Schreiber, 8210; Theresa A Sclafani, 8210; etty Lewis, 8205; Evelyn Rosenstein, 8200; Frances V Tychi, 8200; Mollie Finestone, 8200; Edith Weinick, 8198; Rhoda Chatkin, 8188; Rose L Gorsky, 8188; Alice A Herrmann, 8185; Rosemary M Nagle, 8180; Helen Gordon, 8180; Filomena A Palazzo, 8178; Anna T Spollen, 8170; Joar G Greenberg, 8165; Barbara M Johnson, 8163; Muriel Lieberman, 8160.

Sandra R Horowitz, 8145; Bee Ruben, 8138; Pearl E Manne, 8133; Julia Harrison, 8130; Ellen Mosheim, 8125; Betty K Exter, 8120; Dorothy M Collins, 8100; Frances B Small, 8088; Rita Darer, 8088; Harriet D Levin, 8078; Leah Simon, 8073; Miriam Saperstein, 8070; Leonore Schwartz, 8050; Ada G Steinfeld, 8035; Louise M Scalia, 8033; Evelyn Faust, 8023; Anne Katzke, 8018; Antoinette Zarcone, 8010; Carole F Ruocco, 8003; Frances Mittelman, 8000; Malvina H Seligman, 7998; Eleanor F Small, 7998; Miriam Banker, 7990; Arleen E Schachter, 7968; Ruth Goldman, 7965; Kathleen B Egert, 7960; Rose Mayo, 7958; Marelyn V Davey, 7945; Harriet R Levy, 7938; Harriet L Mirkin, 7935.

Virginia A Kern, 7928; Carolyn R Zwicker, 7825; Maitie Garber, 7900; Selma Langer, 7893; Shirley A Karasik, 7885; Mia Brody, 7870; Lilian Winder-

man, 7863; Gloria Greenberg, 7855; Ethel Newman, 7855; Ruth Hoffman, 7853; Maria V Long, 7850; Esther Lugen, 7848; Emily Springer, 7848; Belle K Fabel, 7845; Rosalie K Rabich, 7840; Judith Levy, 7815; Rose Musselman, 7813; Ethel Friedman, 7798; Gladys Zomick, 7788; Clara Cooper, 7765; Anne O Goldberg, 7765; Barbara J Plant, 7763; Katherine L Nolan, 7758; Lynn Freedman, 7740; Sylvia Wouk, 7740; Linda B Minsky, 7735; Ethel C Schneiderman, 7728; Margaret C Peterson, 7725; Mary E Haughney, 7713; Hilda C Sobel, 7710.

Gloria Manfro, 7693; Gloria Levy, 7680; Mona E Reich, 7663; Joan M Madden, 7653; Marilyn Waiswain, 7645; Sylvia Sternberg, 7640; Marcella Schwartz, 7630; Janet Halesbsky, 7598; Clara Lerman, 7595; Elaine Fox, 7583; Dorothy Spitzer, 7578; Sydelle Weiss, 7578; Virginia Stojes, 7575; Betty F Thomas, 7563; Lila L Fish, 7560; Marie C Ostermann, 7558; Ellen S Weissman, 7543; Beatrice Trachtenberg, 7538; Beatrice Kullback, 7535; Sylvia Bass, 7533; Fanny Y Beck, 7525; Regina Paintner, 7525; Freda Queen, 7523; Ann Cullinane, 7515; Catherine F Monahan, 7515; Marie K Kraus, 7513; Celia Masell, 7510; Ruth S Sacharoff, 7508; Dorothy M Peterson, 7500; Natalie S Shapiro, 7468.

Marion Reitberg, 7460; Ruth Yellon, 7453; Esther Temlock, 7450; Bernice Woller, 7443; Evelyn E Thompson, 7438; Candice Cohen, 7433; Shirley B Higginbotham, 7430; Esther Pzena, 7430; Elaine R Uslip, 7420; Doris Moss, 7420; Gloria Ostreicher, 7415; Rona R Brill, 7390; Williebell Sandiford, 7388; Estelle B Oppen, 7363; Anne O Lowinger, 7360; Ruth D Shore, 7348; Wanda J McLoughlin, 7343; Elaine D Rosen, 7335; Lenore Weiner, 7335; Sylvia Wasserman, 7330; Rose Huttel, 7328; Maureen R Delicio, 7303; Florence Silverman, 7295; Mollie G Starling, 7288; Muriel Schlanger, 7288; Clara Epstein, 7283; Roberta Nazimovitz, 7278; Grace Pascoella, 7275; Lila Roth 7245; Marilyn E Orenstein, 7243.

Rose M Sabatino, 7235; Sara M Heller, 7230; Frances Rutner, 7223; Elinore D Spewak, 7220; Dora Seiden, 7205; Sylvia G Levinson, 7195; Rose G Marks, 7193; Margaret H Chartier, 7193; Blanche O Samuels, 7188; Gloria L Loughton, 7185; Brenda Nachmanson, 7165; Anne M Gaita, 7145; Phyllis M Ramsuer, 7143; Libby Mandel, 7135; Ruth D Potter, 7120; Roberta A Russo, 7100; Esther C Sorscher, 7100; Peggy K Weber, 7085; Rosalind M Maxwell, 7073; Jeanette C Brunda, 7065; Frances R Rumore, 7060; Ann Zarcadoolsa, 7055; Margaret M McElhone, 7050; Florence Snyder, 7045; Clara T Larsen, 7038; Ellen M Levine, 7033; Alyce M Baer, 7025; Hilda Fishler, 7005; Florence Gartner, 6988; Roslyn Kawalik, 6985.

Etta E Noels, 6980; Pearl Handman, 6970; Sylvia E Kroener, 6970; Flora R Warstadt, 6968; Miriam R Lipp, 6968; Phyllis Blumenthal, 6960; Anne Kinches, 6953; Gladys Schorr, 6928; Roslyn Cohen, 6915; Ethel Fullenbaum, 6910; Rosalind I Kaplan, 6910; Alice J Furey,

6905; Charlette G Leonard, 6903; Anna M Casey, 6885; Myrna J Levy, 6883; Geraldine Tekulsky, 6870; Ruth Beckenstein, 6870; Vivian Pattinger, 6858; Virginia Bonilla, 6848; Annette M Litrico, 6840; Marilyn Katzman, 6818; Helen D Schultz, 6805; Rose Gerson, 6798; Estelle S Pearl, 6783; Esther Finger, 6783; Sylvia Schulman, 6763; Rosalie Giannone, 6740; Sylvia Herschaft, 6710; Sarah Herbert, 6708.

Helen S Weiss, 6703; Barbara Harris, 6693; Sarah F Gombs, 6690; Dora B Weinberg, 6685; Adelaide Lutestanski, 6660; Lydia Green, 6630; Celeste A Brown, 6610; Daphne A Brown, 6608; Ruth F Goldstein, 6583; Mae Shuman, 6568; Martha Blum, 6490; etty B Reich, 6450; Barbara S Robinson, 6430; Sonhie Norkin, 6430; Grace P Reinhold, 6430; Gloria T Fountain, 6428; Sophie M Caloir, 6273; Sheila Lauer, 6225; Helen L Mattavos, 6168.

TEACHER ELIGIBLE LISTS

TR OF COMMERCIAL ART — DAY HIGH SCHOOLS

Irwin Greenberg, 8220; Hilda S Klyde, 8080; Jeffrey S Kusnitz, 7750; Jules Golden, 7720; Sidney I Sprung, 7480; Morris Kelvin, 7010; Max B Scott, 6560.

TR OF CAFETERIA & CATERING — DAY HIGH SCHOOLS

Robert Ausbury, 7810; Harold Kay, 7740.

TR OF AVIATION MECHANICS — DAY HIGH SCHOOLS

Salvatore P Mazzara, 8080; Paul J De Marco, 7400; Anthony Palermo, 7260; Angelo Arcuri, 7040; Charles F Sanfilippo, 7020; Matteo J Luccese, 5950.

TR OF AUTOMOBILE MECHANICS — DAY HIGH SCHOOLS

Morton I Bikofsky, 7590; Louis N Zbar, 6990; Fred Debisceglia, 6860; Joseph C Sullivan, 6780; Melvin J Goliger, 6780; James A Wohl, 6420; Robert J Tiess, 6100.

TR OF HEALTH & PHYSICAL EDUCATION (WOMEN) — JUNIOR HIGH SCHOOLS

Nancy M Hazzard, 7818; Beatrice I Carson, 7596; Joyce D Johnson, 7551; Claudia J Disalvo, 7084; Sherry F Gelb, 7084; Donna M Zell, 6929.

TR OF LABORATORY SPECIALIST (PHYSICAL SCIENCE & GENERAL SCIENCE) — DAY HIGH SCHOOLS

Phillip S Lowe, 9010; Paul J Stein, 8486; Sol Levy, 8364; Leonard Dellacqua, 8010; Morris M Fierstein, 7906; Ira D Haspel, 6890.

TR OF ELECTRICAL INSTALLATION AND PRACTICES — DAY HIGH SCHOOLS

Robert M Coulthrust, 8100; Roland E White, 7270; Hyman Lifschatz, 6960; William H Downes, 6910; Paul Meyers, 6710; Thomas N Rizzo, 6600.

TR OF DRAPING COSTUME DESIGN — DAY HIGH SCHOOLS

Rose Nussbaum, 7570; Ann Gioello, 7280; Josephine Minutella, 7250; Florence Shea, 6600; Lillian Siegel, 6450.

TR OF MARITIME TRADE (ENGINE) — DAY HIGH SCHOOLS

Sidney Carlson, 8410; Edward F Brennan, 7040.

TR OF PLUMBING — DAY HIGH SCHOOLS

Howard M Rosenthal, 8040; Emanuel A Troise, 8420; Marvin Weinstein, 8200; Jack Kleid, 7180.

TR OF WOODWORKING — DAY HIGH SCHOOLS

William G Boes, 7910; George Getzels, 7350; Seymour Minkin, 7330; John Bocchieri, 7200; Carl Schwager, 6870; Anthony Giaccone, 6800; Charles P Downs, 6570; Louis D Schneider, 6480; Nicholas Rolsky, 6430; Morris Mirsky, 6170; Harold Kahan, 6140.

TR OF PRINTING AND PRESSWORK — DAY HIGH SCHOOLS

Jacob Grodman, 8020; Herman Frank, 7540; Seymour Silverberg, 6560; William H Smith, 6490; Milan W Stevko, 6270; Fred I Suffredini, 6030.

TR OF EARTH SCIENCE AND GENERAL SCIENCE — DAY HIGH SCHOOLS

Jerome S Silverman, 8283; Alan Siegelberg, 7830; Frances A Glicksman, 7697; Lawrence J Cymant, 7140; Ellen L Dede, 6890; Donald A Epstein, 6530.

TR OF RELATED TECHNICAL SUBJECTS — DAY HIGH SCHOOLS (ALT. B) (MECHANICAL, STRUCTURAL & ELECTRICAL)

Maxwell R Eichenwald, 8700; Richard R Isaacs, 7477; Carl Subrizi, 7377; Irving Perlman, 7450; Richard O'Sullivan, 7097; Stanley Greenblatt, 7050; Ira J Blair, 6480; Arnold S Noler, 6347.

REPORT TO THE PEOPLE OF NEW YORK CITY AND WESTCHESTER COUNTY

by Charles F. Luce, Chairman of the Board, Consolidated Edison Company of New York, Inc.



Thirty months ago we began the job of rebuilding Con Edison: its management, its organizational structure, its plant and equipment. As we began that effort I publicly pledged for the Edison Company our untiring efforts:

► To provide the best possible service at rates as low as the cost of doing business will permit.

► To protect the environment in every practicable way, and to design and maintain our properties to intrude as little as possible on the appearance of the communities we serve.

► To employ and promote without discrimination, and to take positive steps to qualify the underprivileged for useful jobs.

We are proud of the progress we have made toward these goals in the past 30 months, but we readily confess we still have a long way to go. In this Report #4 I will try to summarize where we stand.

Power supply

With the 1969 additions to our building program we now have in various stages of construction new generating capacity of 8,400,000 KW together with the supporting transmission and distribution lines. This is equivalent to doubling the generating capacity of our present system. Within five years, we should have one of the most modern generating systems of any utility in America.

Despite this huge building program, delays in completion of new power projects, principally the 2,000,000 KW Cornwall hydroelectric project on the Hudson River and the 1,000,000 KW Indian Point #2 nuclear plant, have temporarily reduced our generating reserves below a desirable margin. Some consequences of these delays were felt last summer when on four days we reduced system voltage and asked our customers to conserve power.

The delays at Cornwall and Indian Point have caused important and costly changes in our building program. During 1969 we committed for the following additional non-nuclear generating capacity: 1,400,000 KW of oil and gas fueled gas turbines to be installed at various places in New York City for completion in 1970 and 1971; 400,000 KW of oil-fired generation in Rockland County near Haverstraw for completion in 1972; and 1,600,000 KW oil and gas-fired additional generation at our existing Astoria station in Queens for completion in 1974.

We made these changes reluctantly because they postponed the day when the supply of electric energy for New York City and Westchester County will be predominantly nuclear and hydroelectric pumped storage—the cleanest combination we can build. Whereas our building program a year ago provided that by 1980 almost 75% of the energy used by our customers would be nuclear, it now provides that by 1980 only 45% will be nuclear.

We were particularly reluctant to enlarge the Astoria plant, even though future availability of very low sulphur fuel oil (0.37% compared to 1.0% we burn now and 2.2% we burned in 1966) will make it possible to cut the SO₂ and ash emitted by the enlarged plant to about one-half of such emissions by the present Astoria plant. But we saw no chance of completing by 1974 or even 1975 the nuclear and hydroelectric projects which would have made the Astoria enlargement unnecessary. We are working closely with the City government, the Queens Borough President's office, and the Astoria Civic Association to make our entire Astoria installation as unobtrusive as possible.

What about this summer?

The projects whose delay caused last summer's problems likewise cannot be completed by this summer. The Westinghouse Electric Corporation has advised that it cannot complete the 1,000,000 KW nuclear Indian Point #2 plant before December 1970. The 2,000,000 KW Cornwall project is still being delayed by litigation, and probably can't be finished before 1978 or 1979.

To meet the situation we have taken a number of actions. Most importantly, we ordered 1,184,000 KW of oil and gas fired turbine peaking units for installation on the fastest practicable timetable, as follows: 502,000 KW by June 1; 150,000 KW by July 15; 484,000 KW by September 1, and 48,000 KW by October 1. The recent GE strike has made it impossible to meet all of this timetable. A truck or railway strike, as well as other factors, could cause further difficulties. But with fine cooperation from City officials, manufacturers, and local trade unions we are doing our best to meet the schedule as fully as possible.

In addition we are spending about \$6,000,000 for extraordinary boiler maintenance, involving extensive repairs to old boilers some of which already would have been retired but for delays in completing new plants. And we have canvassed every utility within practicable transmission distance, including the Power Authority of the State of New York, to purchase every available kilowatt of capacity.

In summary our reserve position this summer should be somewhat better than last summer, but at this time we cannot say with absolute certainty that it will be. In any event it will not be comfortable. A prolonged hot spell and unusual mechanical difficulty could require us upon a few occasions to reduce voltage, to ask for conservation of power, or conceivably to engage in selective load shedding.

We will try our hardest to avoid having to take any of these precautionary measures this coming summer. And if our suppliers can meet their presently estimated completion dates for new power facilities—and if environmentalist objections do not cause serious delays—we should have ample reserves for the summer of 1971 and thereafter.

FPC and PSC review

At our request, as well as Mayor John V. Lindsay's, the Bureau of Power of the Federal Power Commission and the New York Public Service Commission examined our ten-year power supply program.

In separate reports prepared after consultation with City and State officials and with various federal agencies, the FPC and the PSC found that our long-range predictions of 1969 loads were substantially correct; that our reserves were insufficient in 1969 because of delays in the completion of new power projects; and that our ten-year construction program for 1969-1978 including stronger interconnections with neighboring utilities was basically sound. They also recommended that we seek more alternatives in case of delays in projects scheduled for completion in 1974 and thereafter. This we are doing.

Can we protect the environment?

If we are allowed to build the new projects in our ten-year program on schedule, we can supply all of the electric energy that New York City and Westchester County will require in the decade of the 1970's, and can retire older plants. And if we are allowed to supplement that program with nuclear plants on David's Island in Long Island Sound and man-made offshore artificial islands in lower New York Bay, we can meet the electric needs of our customers in the 1980's and beyond.

Can we do this without substantial ad-

verse effects on the quality of the environment of the New York metropolitan area? We must and we believe we can.

Our record in reducing pollution during the past three years is encouraging. By attacking air pollution on many fronts, Con Edison has reduced its emissions of SO₂ by 55%, and of ash by 53%, according to data from the New York City Department of Air Resources. No other organization in town, public or private, has accomplished as much.

Looking ahead we can predict with reasonable accuracy that by 1985, when our generating capacity is twice what it is today, all our plants then will be discharging less pollutants into the air of New York City than they are today. The need for cooling water for the condensers of our plants can be met by careful design to comply with state and federal water quality standards, and with due regard for the ecology of the Hudson, the Sound, and the Bay. If necessary we will build cooling facilities.

But what of the long run? Can the electric utilities serving the 20% of the nation's population who live between Boston and Richmond continue indefinitely to double the capacity of their systems every 10-15 years without eventual irreparable damage to the environment? It is not too soon to begin asking such questions even though we can reconcile power needs with environmental protection for at least the next 15 or 20 years.

Other questions concerning other sources of environmental damage must be asked too, and answers found even sooner: Can we allow unlimited use of automobiles with unlimited horsepower? Non-returnable bottles and cans? Unessential paper and plastic wrappings for groceries and other articles? The pouring each day of hundreds of millions of gallons of untreated sewage into the Hudson River, East River, and Long Island Sound? Everyone can make his own—much longer—list of such questions.

We are optimistic about our City. We believe it can be an exciting and healthful place to live for generations to come. But to make it that way we must ask many hard questions, and courageously and responsibly seek their answers.

We still Give a Damn

In the past three years we have expanded our minority employment. It was 8% in 1966. Today it is almost 16%. We have increased to 800 the number who have been trained or are now participating in our special training program for the disadvantaged, and employed professional teachers to teach them basic English and mathematics.

We are happy with the results. Many of the young people have much ability and initiative, and several have attained their high school equivalency diplomas. After one year, 60% of those who began with us still are on board. Some have taken their first step up our promotional ladder.

Recognizing the City's need for additional housing, we are exploring with City and State officials and others the possibility of using air space over certain of our utility properties for housing units. Primary attention is being given to possible developments at East 110th Street and between the Brooklyn and Manhattan bridges on the Brooklyn side. We also are exploring ways in which we could help to finance the construction of these developments.

Rates and earnings

We are feeling inflation at Con Edison just like everyone else. In 1969 the rate of earnings on each dollar provided by our investors dropped to 5.5%. Our cost of borrowing money to build new facilities rose to almost 9%.

To close this gap at least partially, we filed with the Public Service Commission

requests for rate increases averaging 15.3% for electric service and 13% for steam service. If granted these increases would increase annual revenues, before income taxes, about \$120 million, and would enable us to earn 7-7¼% on each dollar of investment in electric properties and 7½% in steam properties. Hearings upon our request for electric rate increases are now in progress.

We have tried through various economies, including a reduction in employment levels in the past two years equivalent to 2,000 employees, to hold to a minimum the rate increase we need. In comparison to increases in subway fares (100% since 1966), and metered water rates (100% in 1968), to take only two recent examples, we have made a very modest request. And unlike the subways which are heavily subsidized by the taxpayers, we pay taxes: in 1969 approximately \$240,000,000 to New York City, Westchester County and New York State, including some \$12 million of special charges collected from us by New York City.

Con Edison received its most recent electric rate increase, averaging about 4%, in November 1966. Every cent of this rate increase is being eaten up by New York City tax increases and other charges collected from us by the City. The rate increase granted in 1966 will produce about \$40 million additional revenue in 1970. We expect to have to pay at least \$40 million more in 1970 for City taxes and other charges than we paid in 1966—possibly even more than that.

We complete our reorganization

I think it accurate to say that in the past 30 months Con Edison has undergone one of the most thorough reorganizations, both of structure and people, of any major public utility.

With the help of management consultants, we made an intensive study of how to improve the structure of Con Edison in the interests of better service and greater efficiency. Our conclusion: decentralize all customer-related activities into six county-wide divisions, and retain in the central organization only those functions which by their nature should be system-wide, such as the construction and operation of generating plants which serve the entire system.

We have virtually completed our decentralization and have placed a young vice president in charge of each division. Our people are enthusiastic about the decentralization, and already we are seeing improved results. We hope and expect that our customers will see better service, not only in the reliability of service but also in more accurate and timely billing. We know that our billing procedures, and our responses to customers' inquiries, still need to be improved. We have awarded contracts for installation during 1970 of the most modern customer information system in the electric and gas industry.

The senior management of Con Edison has changed also. Of 18 senior officers with the Company in 1967, only five are still with us. Our new management team has been recruited from many sources: younger men in Con Edison, the Federal government, industrial companies, other utilities, and the professions.

We believe we have the talent, and we know we have the ambition, to make Con Edison the best managed utility in the country. But we know, too, that the many changes we have begun will require time to accomplish. With the understanding and cooperation of our customers, we will move forward as rapidly as possible.

Charles F. Luce

KEY ANSWERS

(Continued from Page 10)

Key answers as adopted by the Commissioner at a meeting held on the 20th day of March, 1970. These key answers result from careful consideration of all protests submitted by candidates.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK—LYNDA M. LESLIE, Plaintiff, against JUSTIN R. LESLIE, Defendant. Index No. 30926-70. SUMMONS and NOTICE OF ACTION FOR DIVORCE. To the above-named defendant: You are hereby summoned to serve a notice of appearance on the plaintiff's attorney within thirty days after the service of their summons, exclusive of the day of service, and in case of your failure to appear, judgment will be taken against you by default for the relief demanded in the complaint. The basis of the venue is the residence of the plaintiff which is 129-33 West 147th Street, New York, N. Y. To the defendant, Justin R. Leslie—The foregoing summons is served upon you by publication, pursuant to an order of Hon. SIDNEY A. FINE, a Justice of the Supreme Court of the State of New York, signed the 13th day of March, 1970 at New York County, New York and filed on the 13th day of March, 1970, with the complaint, in the office of the Clerk of the County of New York, at the Courthouse, 60 Centre Street, New York, New York. The effect of this action is to obtain judgment against the defendant for an absolute divorce and for such other further and different relief as may be just and proper. Date: March 18, 1970. NANCY J. YOUNG, Attorney for Plaintiff, 11 West 42nd Street, New York, N. Y. 10036. Telephone (212) 736-1756.

1, B; 2, C; 3, D; 4, D; 5, C; 6, D; 7, D; 8, C; 9, A; 10, C; 11, C; 12, B; 13, D; 14, C; 15, A; 16, C; 17, B; 18, D; 19, B; 20, A; 21, D; 22, B; 23, ; 24, B; 25, A; 26, D; 27, C; 28, A; 29, D; 30, B; 31, A; 32, C; 33, D; 34, A; 35, C; 36, D; 37, A; 38, A; 39, D; 40, A; 41, D; 42, A; 43, B; 44, D;

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45, C; 46, B; 47, A; 48, A; 49, C; 50, B;

51, D; 52, A; 53, D; 54, A; 55, A; 56, C; 57, B; 58, D; 59, D; 60, B; 61, C; 62, C; 63, B; 64, D; 65, B; 66, C; 67, B; 68, A; 69, C; 70, C; 71, B; 72, B; 73, strike out; 74, A; 75, B; 76, D; 77, C; 78, A; 79, C; 80, B.

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The following are the final key answers as adopted by the Commission at a meeting held on the 20th day of March, 1970. These key answers result from careful consideration of all protests submitted by candidates.

1, B; 2, D; 3, C; 4, A; 5, D; 6, C; 7, B; 8, B; 9, C; 10, D; 11, D; 12, A; 13, C; 14, B; 15, B; 16, A; 17, A; 18, D; 19, D; 20, B; 21, C; 22, A; 23, B; 24, C; 25, B; 26, C; 27, A; 28, C; 29, D; 30, C; 31, B; 32, A; 33, A; 34, B; 35, C; 36, D; 37, D; 38, A; 39, B; 40, A; 41, B; 42, D; 43, A; 44, D; 45, C; 46, A; 47, D; 48, D; 49, B; 50, C; 51, A; 52, B; 53, A; 54, C; 55, A; 56, D; 57, B; 58, D; 59, C; 60, A; 61, C; 62, D; 63, A; 64, B; 65, C; 66, B; 67, D; 68, C; 69, B; 70, A; 71, A; 72, D; 73, D; 74, C; 75, B; 76, C; 77, C; 78, A; 79, D; 80, B.

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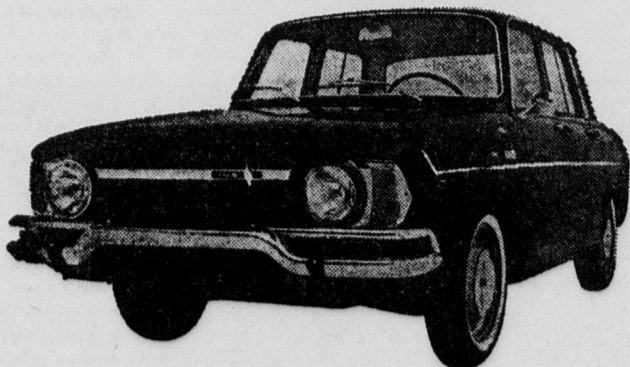
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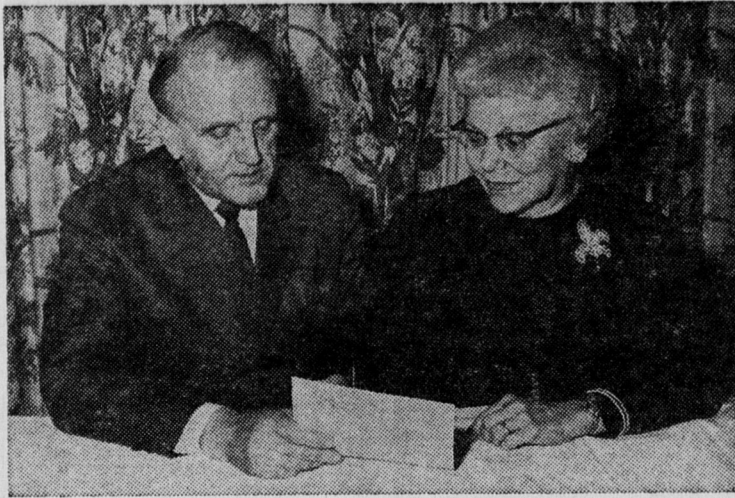
To Keep Informed, Follow The Leader.

MHEA Delegates Unanimous In Support Of State Aides' Pact

GROSSINGER—Strong endorsement of the four contracts negotiated by the Civil Service Employees Assn. collective bargaining negotiating teams was voted last week by delegates attending the Spring meeting of the Mental Hygiene Employees Assn. at Grossingers Hotel.

The resolution endorsing the package was offered by Mrs. Marie Donaldson of Newark State School, MHEA president, with all delegates going on record as seconders.

The MHEA convention preceded that of the CSEA and Mrs. Donaldson presented the written resolution to Dr. Theodore C. Wenzl, CSEA president. The Association, composed of employees in all titles in the Department of Mental Hygiene worked in close cooperation with CSEA during the recent representation elections and offered its legislative and contract proposals for inclusion by the CSEA bargain-



FULL SUPPORT — Dr. Theodore Wenzl, president of the Civil Service Employees Assn., left, receives a proclamation issued by the delegates of the Mental Hygiene Employees Assn., supporting the four contracts won by the CSEA's negotiating teams, from Marie Donaldson, MHEA president. The resolution was passed by the MHEA delegates at convention just prior to CSEA's annual meeting at Grossinger's Hotel last week.

In urging ratification of the pact by its members within CSEA, Mrs. Donaldson said:

In the past we have worked closely with CSEA to achieve our common goals.

We worked with them to assure their election as bargaining representatives since we were convinced that only they could properly represent the ideals and goals of Mental Hygiene Department employees.

Our faith has been fulfilled. The negotiating team brought back an excellent package.

It's not perfect—nothing is—but one does not cut off an entire arm to remove a splinter from a finger.

Therefore, we are urging complete contract ratification by employees in the four units. In other action during the two-day session the delegates set their sights on future objectives.

"We must start working now to obtain these goals," Sam Cipola, MHEA consultant noted.

Included in these goals are:

RETIREMENT — A retirement formula providing 1/40 of final average salary for three years for each year of service supplemented by voluntary contributions if desired; fully-paid health insurance for retirees and dependents; cash payment for value of unused sick time upon retirement; elimination of the 3/4 final average salary limitation; a terminal leave rate of three days for each year of service; make permanent all temporary retirement benefits; and cost-of-living escalator clause.

CAREER LADDERS — Early implementation of career ladders to provide for adequate promotional steps as well as incumbent protection.

FRINGE BENEFITS — Fully paid health insurance; fully-

paid dental insurance; increased death benefit; and longevity increments after each five years of service.

The MHEA reaffirmed the continuation of its cooperation with CSEA in all matters affecting public employees.

In final action Maye Bull of Gowanda State Hospital was appointed chairman of the MHEA nominating committee. The elections are slated for the Summer meeting tentatively scheduled for July 12 and 13 at Trinka Manor in Oriskany.

Officers of the MHEA in addition to Mrs. Donaldson and Cipola are: Rebella Eufemio, first vice-president; Irene Hillis, second vice-president; Ted Brooks, third vice-president; Salvatore Butero, fourth vice-president; Dorris Blust, secretary-treasurer, and Nicholas Puziferri, consultant.

Watertown Aides Given Time-Off For January Blizzard

WATERTOWN—State employees who work in Watertown and who were unable to reach their offices there on Jan. 9, 1970, because of the hazardous weather conditions, will be allowed time-off without charge to their leave credits.

This announcement was forwarded last week to the Civil Service Employees Assn., which represents 90 percent of all State workers, by Ersa H. Poston, president of the State's Civil Service Commission, and James A. Dermody, director of the Personnel Services Division.

Employees in Watertown who did work on that day, said CSEA president Theodore C. Wenzl, will be granted equivalent compensatory time off.

CSEA had requested time off for the Watertown employees and those in other snowbound cities immediately after the heavy snowstorm which hit most of the State.

Memorial Day Tour To London--\$199

A Memorial Day tour to London with more "firsts" than any other London tour offered before is now open for bookings.

The trip is from May 27 to 31, which allows for practically four full days in London. The low price of \$199, plus \$14 tax, includes full breakfast and an evening meal from a choice of over 30 top restaurants every night, all for the first time. A comprehensive sight-seeing tour, hotel rooms and round trip jet fare also are included.

For remaining space, write to Samuel Emmett, 1060 East 28th St., Brooklyn, N.Y. 11210, telephone (212) 253-4438 after 5 p.m.

To Keep Informed,
Follow The Leader.

Rochester May Cut Jobs In April 15 City Budget

ROCHESTER—The ax may fall on some City programs and all City jobs will be re-evaluated with the chance that some may be eliminated.

Councilman Robert F. Wood, chairman of the City Council Finance Committee, said that no existing programs or services "should be regarded as sacred."

In a letter to the City Manager, Wood said: "If it is necessary to reduce in scope or to eliminate certain programs, no matter how desirable they may be, this should be accomplished in the best interests of the public."

While Woods did not identify any programs, he set down, criteria for "the closest kind of control over departmental requests for spending."

Under law, a balanced budget must be completed by April 15 and must be approved by City Council by May 15.

The City has said it faces a budget deficit of \$7.9 million, and the City schools, \$8.7 million, for a total of \$16.6 million.

"All jobs should be re-evaluated to determine their importance," Wood said. "I believe some reductions in force are possible."

Wood mentioned the Department of Public Works as one function to be "looked at very closely" with an eye toward reducing programs and personnel.

The City also found that it

would cost \$25 million in the next fiscal year in additional costs to implement new contracts proposed by three labor unions.

Contracts covering all three unions, which represent some 3,300 City workers expire June 30.

In projecting a \$7.9 million deficit, the City figured on spending only \$1,750,000 additional for the three new contracts.

Negotiations are under way with all three unions.

Zielinski Named New Rochester CS Secretary

ROCHESTER—Robert W. Zielinski, former Monroe County director of employee safety, has replaced Raymond N. Gupp, as executive secretary of the City Civil Service Commission.

Although City Hall sources say the move is a logical first step toward a merger of the City and County commissions, Gupp said that he didn't expect "such short notice."

A lifelong Democrat, Gupp has been in government service since 1934 when he was a 17th Ward leader.

In succession he became deputy county clerk, assistant city manager and then, in 1962, head of the City Personnel Bureau. He has been involved in the Civil Service Commission since February of 1968.

Zielinski, who has held the County position since December 1964, served as acting director of the County Civil Service Commission from November 1969 to February this year.

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11 Fitzgerald G Kingston	79.4
12 Moakley L Brooklyn	78.5

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2 O'Connor J Albany	881



SUFFOLK INSTALLATION — George Koch, president of the Long Island Conference of the Civil Service Employees Assn., swears in newly-elected officers of the Suffolk Psychiatric Hospital chapter, CSEA, at a dinner-dance at the

LaGrange Restaurant in West Islip. From left to right are: Mrs. Hilda Ferreras, secretary; Mrs. Ethelyn Stromme, second vice-president; Rose Davidek, treasurer; Agnes Miller, president; Robert Spisak, first vice-president and Koch.

L.I. Conference Meeting April 4

The Long Island Conference of the Civil Service Employees Assn. will meet April 4 at 12 noon in the Gateway Restaurant, Montauk Highway, Bay Shore.

Hosting the meeting will be the Central Islip State Hospital chapter, reports George Koch, conference president.

P.R. COLUMN

(Continued from Page 6)

Rome, Tokyo and Moscow, as if to show that New Yorkers have no special patent on rudeness.

OUR OBSERVATIONS are that uniformed civil servants, particularly police officers, rate the highest marks for politeness and helpfulness.

IT COULD be that policemen have more frequent direct contact with all the various publics than most any other group of civil servants. Whatever the reason, they handle themselves with a directness, dignity and civility that makes you proud to be a New Yorker.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. DOLORES ANN CARROLL, Plaintiff against C. BRYAN CARROLL, Defendant. Index No. 30796-70. Plaintiff designates New York County as the place of trial. The basis of the venue is Plaintiff's residence. **SUMMONS WITH NOTICE.** Plaintiff resides at 211 E. 51st St., New York, N.Y., County of New York. — **ACTION FOR A DIVORCE.**

To the above named Defendant **YOU ARE HEREBY SUMMONED** to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear, judgment will be taken against you by default for the relief demanded in the notice set forth below upon the termination of conciliation proceedings or 120 days after filing of a Notice of Commencement of this action with the Conciliation Bureau, whichever is sooner.

Dated, February 20, 1970.
DOMENIC LA ROSA,
Attorney(s) for Plaintiff
Office and Post Office Address
225 Broadway,
New York, N.Y. 10007

To the above named defendant: The foregoing summons is served upon you by publication pursuant to an order dated February 26, 1970 of the Hon. Bernard Nadel, a Justice of the Supreme Court of the State of New York and filed along with the supporting papers in the Office of the New York County Clerk. This is an action for Divorce. Dated, March 10, 1970. Domenic LaRosa, Attorney for Plaintiff.

THIS GOES for police on the streets, in the subways, in the housing projects, and on the open highways.

BUT WE HAVE witnessed equal civility and helpfulness in government offices, where a friendly word in the form of a polite greeting and a question, will elicit an answer in kind.

"**THE N.Y. TIMES**" reports that in New York City rudeness, surliness, incivility and hostility are rampant. They added a few more descriptive words such as insolence, abusiveness, insult, discourtesy, brashness, insensitivity.

THE NEWS story quotes several psychologists, who give a variety of reasons for this breakdown in human behavior among the general populace in New York. One believes that the stresses and strains on New Yorkers are becoming greater

and greater and people are reacting.

ANOTHER specialist says that more and more people interpret rudeness and belligerence as a sign of power.

STILL ANOTHER attributes the pattern of rudeness and incivility to social conflicts, which have grown out of the current social revolution.

ONE EXPLANATION blames uncivil behavior on feelings of anonymity or "deindividuation", which makes a person feel—"if no one knows who I am, what difference does it make what I do."

IN THIS crisis of human behavior, the civil servant can stand head and shoulders above the crowd to show his or her exemplary behavior as well as demonstrating by example that normality is politeness, civility and helpfulness.

Technical Test

A performance exam was taken by 38 candidates for audio-visual aid technician in New York recently.

Plumber Promotions


A promotion exam was given in the title of plumber to 55 New York City candidates. It was a practical test.

Samuels Named New Press Aide

New York City Parks, Recreation and Cultural Affairs Administration August Heckscher announced the choice of Sam Samuels as assistant administrator for public information of the PRCA. Samuels was formerly public information officer to former Borough President Herman Badillo.

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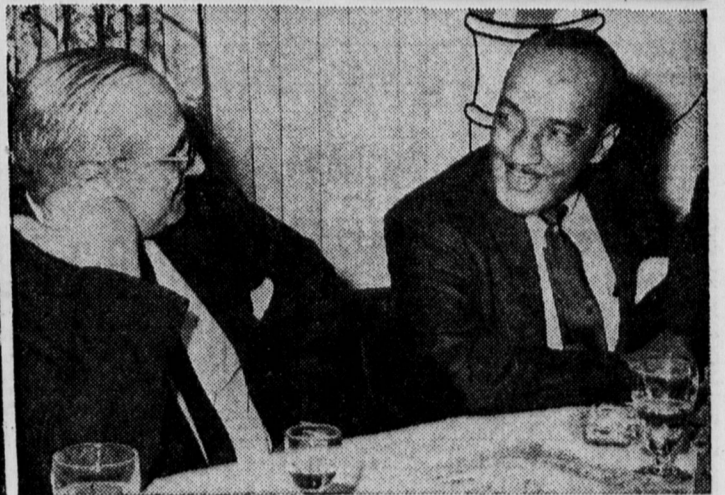
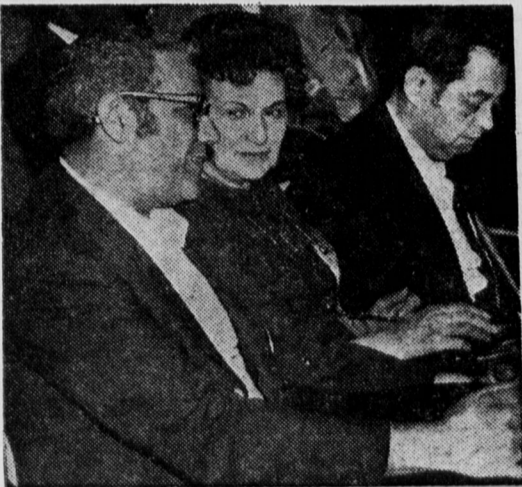
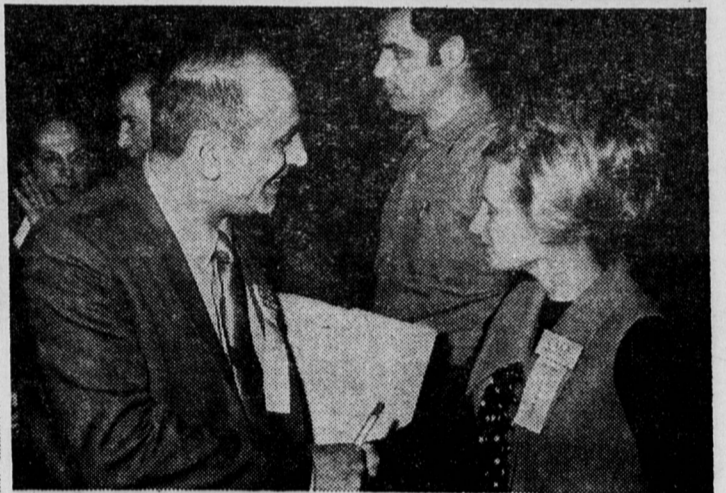
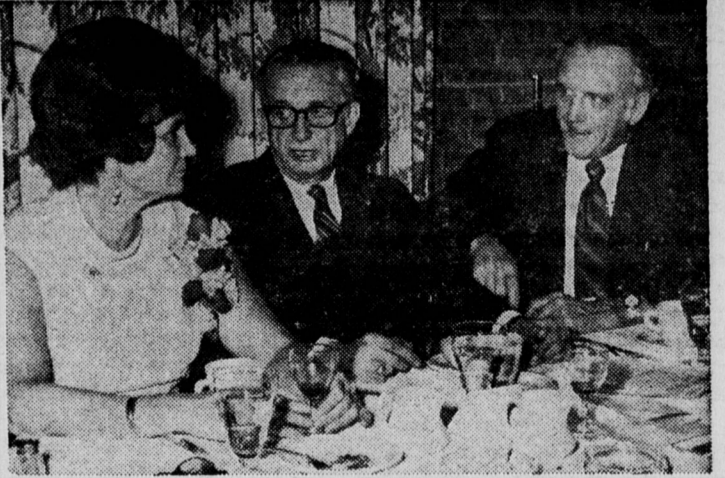
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Convention Without Crisis

(Continued from Page 3) contributions if they wish it. "Another bill would not only extend the guaranteed ordinary death benefit another year but would apply it to all members

of the System. This benefit amounts to three times annual salary up to a maximum of \$20,000—unless, of course, a death benefit under some other provision is greater," he said.

During the business session, education and information centers were set up in the hotel lobby to explain programs offered public employees in the field of retirement, compensation, civil service law and the various health and life insurance plans.

Centers were set up on the State Employees Retirement System, the Workmen's Compensation Board, local civil service law, classification and compensation, State attendance rules, State health insurance plan, CSEA Travelers life insurance, Blue Cross and Blue Shield,

Hospital Insurance (HIP), Group Health Insurance (GHI) and the Ter Bush and Powell CSEA accident and health insurance plans. Another picture report of State department meetings appears on Pages 8 and 9.