

Civil Service LEADER

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See Pages 8 & 9

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Tuesday, March 12, 1974

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SALVATORE MOGAVERO
County Executive Chairman



HOWARD CROPSEY
Committee Vice-Chairman

Mogavero Takes Helm As County Chairman

ALBANY — The growing influence of school districts in the deliberations of the Civil Service Employees Assn. has become even more evident with the elevation of Salvatore Mogavero to chairman of CSEA's County Executive Committee and Howard Cropsey's election to vice-chairman.

Cortland County Pact Is Updated

(Special To The Leader)

CORTLAND — As the result of informal discussions with members of the Cortland County legislature, representatives of the Civil Service Employees Assn. were able to renegotiate a portion of their multi-year contract agreement to gain compensation for stand-by employees in the Cortland County child protective service.

Under a new New York State law, persons can report suspected cases of child abuse to the state at any time, day or night. The state reports each problem immediately to appropriate local social services authorities and an investigation and a report must be filed by these authorities

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School districts have long been lobbying within the CSEA structure for recognition as separate entities. They were granted that privilege in the early years of this decade when the Association was restructured to make it more responsive to grass-roots input from the general membership.

Since receiving the option, school districts in seven CSEA-represented counties have formed separate non-teaching educational employee chapters. Included among these is Erie County, where Mr. Mogavero serves as president of the Erie County Educational Employees chapter and as representative to the CSEA County Executive Committee and the Board of Directors. Mr. Mogavero was elected to the Board in an election participated in by members of all local government chapters in Erie County.

Other counties served by separate educational employees chapters as well as by county

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Expect Massive Turnout Of Food Service Workers At Capitol Demonstration

March 19 Is Protest Day To Demand Career Ladder

ALBANY — Hundreds of dissatisfied food workers from around the state are expected to participate in a massive demonstration before the Capitol steps in Albany, March 19, 1974, as part of their public campaign to force the state to develop and implement a food service career ladder as promised in the contract negotiated by the Civil Service Employees Assn. and the State Administration.

"The state has failed to keep its word," Robert Guild, CSEA collective negotiating specialist, explained. "We want the public to be made aware of the situation that exists on the employee side of the table. Some state senators are making names for themselves by trying to blame state hospital employees for various crimes committed at state institutions. But no senator will dare expose the crime that needs to be exposed, the horrible working conditions that state institutional employees must work in to take care of the



Koch Very Strong

Expect Challenges To Incumbent Kuh As Manhattan DA

RICHARD Kuh, who was appointed District Attorney of Manhattan by Gov. Malcolm Wilson to succeed Frank Hogan, is acknowledged by his severest critics as brilliant, scholarly, imaginative, and vigorous. Despite his years as a mem-

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INSIDE THE LEADER

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- Claim Monroe Victory Saves Members More Than Million Dollars — See Page 3
- Sick Leave For Aides Injured By Prisoners — See Page 16

needs of the patients entrusted to them. That's the crime, that's the shame this state is trying to hide and CSEA will not let them do it.

Mr. Guild narrated the history of the CSEA food service career ladder committee. "At the end of contract negotiations last year, the Office of Employee Relations issued a letter of intent to CSEA, stating that talks to develop a ladder for food service workers would be continued and that a deadline for development of such a career ladder would be March 31, 1974," Mr. Guild continued.

"We met several times with the OER representative and each time the state managed to put some type of road block in our way. Patience is a virtue that the food service career ladder committee did have until it realized that the state had no real intention of developing any type of career ladder by the deadline.

"Then the committee demanded an answer from the state on its intentions in this matter. On Feb. 7, 1974, the State Office of Employee Relations said that

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ROBERT GUILD
Calls Work Conditions "A Crime"

RSVP: Problem Solvers For Those Pesty Details

ALBANY — The Board of Directors of the Civil Service Employees Assn. has established a new problem control center at Albany headquarters to handle all inquiries involving corrections which have to be made on the membership files such as: address changes, social security changes, new membership cards, problems to do with dues check-offs, Leader subscriptions, printouts for membership rosters and incorrect mailing addresses.

According to Thomas P. Collins, CSEA comptroller, "The center represents a conscious effort to improve headquar-

ters service to the membership. The prime purpose of the headquarters staff is to be sensitive to the needs of the members and respond quickly."

The problem control center will increase the efficiency of CSEA by directing all inquiries, except those that are insurance-related, to one unit, thus relieving other employees in the operations section of a major drain on their time. By having all requests directed to one unit, CSEA members are assured that their inquiries will be dealt with as promptly and efficiently as possible.

The problem control center has been named the "RSVP" group, Mr. Collins said. "RSVP on an invitation indicates that a reply is expected. Our RSVP group knows that a reply is not only expected but also that the reply should be in the form of a problem solved."

In order to acquaint the membership with the function of the RSVP group, Carol Teal, Heidi Swits, Maudine Morand and Rose DiNuzzo will woman an RSVP booth at the Delegates' Meeting from Monday afternoon, March 25 through Thursday morning, March 28.

David Talcott, CSEA manager of computer services, will also be available at the convention in the vicinity of the booth to answer questions of a more technical nature.

CSEA members who want to contact the problem control center at headquarters should write:

RSVP Group
CSEA Headquarters
33 Elk Street
P.O. Drawer 125, Capitol Station
Albany, New York 12224
or ask to be connected with the RSVP group if telephoning headquarters.

Irish-Amer. Meet

The Irish-American Assn., Dept. of Sanitation, will hold an open-house meeting immediately after the St. Patrick's Day Parade March 16 at 128 West 17th St., Manhattan.



Since the start of the energy crisis, I've seen and heard countless warnings from the Fire Commissioner against keeping gasoline within the home. The situation now is so bad that it has become an additional nightmare for fire fighters, called upon to fight even the smallest fire.

Such a fire took place two weeks ago when someone over on West 187 St. decided to try to fix an auto gas tank in his kitchen. He ended up running out of the place in flames and blew the rear of the building apart for good measure, leaving four persons dead as a result of monumental stupidity.

In this instance, the fire went to a third alarm and with the way special calls are sent for extra engines and trucks, they probably had a fourth alarm

assignment there. Ladder 45 was first due at the fire and the men in the crew that day were Lieutenant Ralph Esposito in command, Probationary Firemen Thomas Hoy and James Morandi, and Firemen Harry Sullivan, Dick Shaw, Robert Miuccio and Thomas Randles.

When Fireman Miuccio, "roof man," got to his position and had vented the bulkhead stairway, he looked over the side and found at least 12 people on one fire escape balcony. All refused at his urging to take a single step up the gooseneck ladder to the roof. He had to descend and actually force every one of them up the ladder, carrying two kids at a time as he pushed the adults before him. He also rescued a dog.

Even though the fire was out of the second floor windows, and the people were on the top floor balcony, it was like getting cooked alive, so intense was the heat from the fire which came up in the form of huge balls of gas, exploding into fire as it hit the air. After Miuccio got the people to safety, he worked his way down to search on the fifth and fourth floors. He was about to hit the third floor when the whole building exploded into one mass of fire.

On the inside, Engine 95, first due, was on the second floor landing and had just started to hit the fire at the door when the explosion blew the whole company down the stairs leaving the line snaking wildly in the hallway.

This was extremely serious because there was a truck company (Ladder 36) over the fire on the floor above and for a few seconds there was no protection for them.

Fireman Harry Sullivan hit the landing at that very moment from above, threw his body down on the snaking hose line and got enough control to hold and direct the hose stream into the fire floor until the members of Engine 95, still in a state of shock from the explosion, made their way back up the stairs and took over the line.

In the front of the building, there were at least 15 people threatening to jump for their lives and at this point, along came Fireman Fred Rada, off-duty from Ladder 45. He took one look and hesitated not one instant but joined the platform

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Public Service

City Police Foundation Prints '100 Hats Of Officer Jones'

"To improve communications and to foster mutual understanding between the Police Dept. and the New York Community." That is the stated purpose of a media blitz launched last week by the New York City Police Foundation, Inc., a non-profit tax-exempt organization, publicly supported.

The media campaign includes public service television commercials and subway advertising as well as a 10-page pamphlet, in both English and Spanish editions, to be distributed in supermarkets, banks, schools, and precinct station houses throughout the city.

The pamphlet, entitled "The 100 Hats of Officer Jones," details the myriad duties a police officer may be called upon to perform — or the 100 hats he must wear. Actually, the pamphlet has pictures of only 80 police hats, but the text tells the reader what the police officer does.

For instance, during 1973, the 30,000 men and women of New York's Finest answered seven million calls for help. Two out of 10 concerned violence and crime. The rest entailed rescuing people from 1,570 stalled elevators, from 43 collapsed buildings, from eight plane crashes, 116 boiler explosions, hundreds of gas and chemical leaks and 361 instances where people were caught in machinery.

They delivered 46 babies. And they freed three people who were trapped in revolving doors.

The Missing Persons Squad looked for 18,396 people last year — and found 17,476 of them.

A total of 232,338 arrests were made last year. That's one every two minutes.

The Police Bomb Squad — 20 men, "Brandy" the German Shepard and "Sally" the Labrador Retriever — answered 4,300 bomb scares.

Last year, "Officer Jones" was awarded 67 medals of honor, 10,300 citations for bravery, and attended burial services for five fellow officers killed in the line of duty.

The pamphlet tells citizens what they can do to help the police, how to protect property, what to do in emergencies, and makes the cop seem a little more human.

For instance, in the "Ethical Awareness Workshops," attend-

ed by every cop in the department, the pamphlet says, each officer undergoes "30 hours of intense group dialogues, in a no-holds barred, peer-pressure atmosphere. Cops get a chance to confront their own attitudes about things like racial prejudice and ethical conduct."

Copies of "The 100 Hats of Officer Jones" may be obtained free from the New York City Police Foundation, One State Street Plaza, New York, N.Y. 10004.

Jr Architect: BA Qualifies For State Job

Anyone with a bachelor's degree in architecture — or college seniors who will receive their degree upon graduation — may apply as a junior architect with the state. Starting salary is \$11,337 for the job with the Executive Department of both the Office of General Services and the Division of Housing and Community Renewal.

Candidates' training and experience will be evaluated with emphasis on appropriateness, breadth, recency and quality. There will be no written exam. Applications for the position, exam no. 27-415, will be accepted to March 18.

Junior architects assist in the performance of professional field and office work in the planning, design and construction of a wide variety of building projects.

College seniors' applications will be accepted on a conditional basis. They will be considered for appointment after proof of a BA has been shown.

For more information and an application, see page 16 of The Leader for where to direct inquiries. Refer to the exam by its title and number.

Seymour Scher Appointed First Dep'y Controller

Seymour Scher, a professional government administrator and former city manager of Yonkers, has been appointed first deputy comptroller by Comptroller Harrison Goldin last week.

Mr. Scher will be responsible for the general administration of the Comptroller's office and will advise and represent the Comptroller on a broad range of management and public policy issues, Mr. Goldin announced.

He also will carry out a long-term reorganization of the office and will expand and improve its capacity for program analysis.

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Probation Unit Sees Top Pair

ALBANY — Members of the Civil Service Employees Assn. statewide probation committee met recently with the two top officials of the State Division of Probation to present CSEA's position relative to conditions of employment for probation officers and to discuss a variety of topics of mutual interest.

Walter Dunbar, state director of probation, and his deputy director, Robert F. Sullivan, discussed current and anticipated problems in the probation field, and possible future changes in probation.

Members of CSEA's statewide probation committee reported to Mr. Dunbar and Mr. Sullivan the status of a current committee study on the feasibility of establishing a mandate minimum starting salary of \$14,000 for all probation officers in the state.

Committee members also presented CSEA's position relative to the potential state takeover of probation. In a related study, the committee is attempting to determine the success factor in counties where the state has completely taken over probation.

Statewide committee members attending included James Brady, chairman, and members Alan Greenfield, James Frisina, Peter Grieco, James Mattel, Harold Fanning, Eulis Cathey Sr., and CSEA staff coordinator Nels Carlson.

The State Division of Probation is charged with providing leadership, assistance, coordination and general supervision for operations of 63 separate county and city probation departments, and CSEA provides representation in 46 of those counties.

Onondaga Probation Officers To Meet

LIVERPOOL—The Statewide Committee to Study Probation Civil Service Employees Assn., will hold an open meeting for all Onondaga County probation officers at 7 p.m. March 18.

The session will take place at Country House Motel, 1308 Buckley Rd., Liverpool.

There will be a discussion of probation officers' accomplishments and the goals of the OS-



State Loses Round 1 In Roswell

Judge's Ruling Keeps Institute's Parking Lot Free For A While

BUFFALO — The Civil Service Employees Assn. went to court here recently to protect the parking privileges of the more than 2,000 employees at Roswell Park Memorial Institute.

The CSEA won the first round, but the fight has not ended.

The first-round victory came when a judge granted the CSEA a restraining order that forced the state to keep open free lots where Roswell employees had parked their cars for the past five years.

Roswell wanted to close the lots and charge the employees, starting March 1, \$10 a month to park in a new state-owned parking ramp at Roswell.

But the CSEA, led by Roswell chapter president Robert W. Stelley Jr., and Barbara Fauser, president of the Health Research chapter at Roswell, immediately filed a grievance.

Along with the help of Thomas W. Christy, CSEA field representative, they claimed the decision to close the lots violated the state's labor agreement with the CSEA.

The state agreed to bypass steps 1 and 2 of the grievance procedure and proceed to step 3, impartial binding arbitration. But the CSEA, realizing arbitration was impossible to complete by the state's March 1 deadline for closing the lots, took the state to court.

The restraining order granted by Supreme Court Justice Frank J. Kronenberg forbids the state to close the lots until state attorneys appear in court to argue their case. But it appeared last week that the state planned to go along with the restraining order and keep the lots open until the end of arbitration.

The order not only required the state to keep open the employee lots, it also forced the state, in effect, to keep the parking ramp closed for lack of fee-paying motorists.

The three-tier, 1,600-car ramp cost \$2.6 million.

CSEA was represented in court in the matter by Charles Sandler, regional attorney, and Carmen Pino, his assistant.

Sr Steno List

ALBANY—An eligible list for senior stenographer, resulting from open competitive exam 20985, was established Feb. 28 by the state Dept. of Civil Service. Seven names appear on the list.

EA committee. There will be a question and answer period and the attendance of all Onondaga probation officers is requested.

Members of the committee are: James Brady, chairman, Erie; Alan Greenfield, Sullivan; James Frisina, St. Lawrence; Peter Grieco, Jefferson; Joe Gilligan, Suffolk; James Mattel, Nassau; Harold Fanning, Monroe; Eulis Cathey Sr., Erie, and Nels Carlson, staff coordinator.



Top photo: Roswell Park Memorial Institute employees listen closely to CSEA officials on their efforts to thwart the state's attempt to end their free parking privileges. Bottom photo: CSEA assistant regional attorney Carmen Pino cites efforts to block the state. Shown with him at the head table are Genevieve Clark, left, Western Region first vice-president and a chapter officer, and Robert W. Stelley Jr., Roswell chapter president.

\$1.5 Million In Savings Seen In Monroe Victory

ROCHESTER — Monroe County chapter, Civil Service Employees Assn., has won the third of four cases in which it went to arbitration against the county last year.

This will result in the future payment and payment retroactively to July 1, 1973, of time-and-a-quarter overtime to all eligible employees in the County Department of Public Works and Pure Waters.

"The CSEA has saved its members well over \$1½ million in 1973 by winning this case and

others which involved paid parking and the changing of standards for granting yearly increments," said chapter president Martin R. Koenig.

Mr. Koenig said the CSEA-county contract called for the payment of time-and-a-quarter for all hours worked or paid for during an 80-hour pay period.

The county insisted that an employee who, for example, had a holiday fall within the 80-hour period would have to make up an additional day before he could receive the premium pay.

Dr. Robert R. France of nearby Pittsford, the labor arbitrator, ruled that the county violated the contract by not paying the time-and-a-quarter to the employees involved.

"This was one of our most important cases because it involved a section of the contract which was not too specific concerning the payment of time-and-a-quarter for overtime," Mr. Koenig said.

The decision affects about 500 employees.

Attorney James Hancock and chief steward Will Yates were counsel and steward in all four cases and Joseph Catone, unit president for the Department of Public Works, was the grievant in the latest case.



DOT AGREEMENT — Members of CSEA's State Department of Transportation departmental negotiating committee and representatives of the Department of Transportation sign a new departmental agreement. Seated left to right are Jerry S. Dudak, assistant commissioner, DOT Manpower and Employee Relations; and Timothy J. McInerney, chairman of the CSEA departmental negotiating

committee. Standing, first row, left to right, are Ann Smith; Joan Tobin; Arthur Allen; Francis Mitchell; Joseph Reedy; CSEA collective negotiating specialist, and Joseph Abbey, CSEA research assistant. Standing, rear, left to right, are: John Sherwood; Bruce McQueen, principle agency labor representative; Richard Garcey, Steven Hados, George Reed and Harry Bacon. Missing from the picture: Don Stott.

Glider Appointed

ALBANY — Victor Glider, of Voorheesville, has been named Deputy Commissioner for Management and Operations in the Department of Environmental Conservation at an annual salary of \$39,959. He is a veteran of the Department, having joined as a forest general foreman in 1946. At the same time, EnCon Commissioner James L. Biggane announced the appointment of Robert E. Young, of Elnora, as Deputy Commissioner for Community Affairs at a salary of \$35,700.

MORTGAGE APPOINTMENT

ALBANY — Paul Belica, of Briarcliff Manor, has been appointed a director and chairman of the State Mortgage Agency for a term ending Jan. 1, 1975. At the same time, Governor Wilson reappointed Lawrence H. Levy, Bedford, a director for a four-year term. Directors receive \$100 per day to a maximum of \$5,000 annually.

Boiler Inspector List

ALBANY — Eleven boiler inspector eligibles appear on the list established by the state Dept. of Civil Service Jan. 30 from open competitive exam 23931.

GAINES NAMED

ALBANY — The Governor has appointed John R. Gaines, of New York City, a member of the State Manpower Training Council. There is no salary.

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TUESDAY, MARCH 12, 1974



Where's The Shame?

WHEN food service workers mass on the steps of the Capitol in Albany next week, they will do so in the hope of bringing the Legislature's attention to the mess on the career ladder the workers say was promised them in an agreement with the state.

The Civil Service Employees Assn., which represents these food service workers in various institutions throughout the state, has refused to accept the idea of another level of middle management as a substitute for the career ladder.

Rather, they hold that persons currently employed in the food services field should have the opportunity, through a clearly outlined career ladder, for advancement.

Talks between the State and CSEA have bogged down on the subject after more than a year and a half of meetings. CSEA contends that a letter of intent to negotiate the career ladder, issued by the Office of Employee Relations last year, is tantamount to a contractual agreement, and the state's subsequent refusal to negotiate leaves them no option but to file a grievance.

As one CSEA spokesman has pointed out, several legislators have made use of the Mental Hygiene institutions in an effort to generate newspaper headlines. The real shame, he said, is the work conditions the employees have to endure.

It seems to us, too, that the two ideas are interconnected.

People do work better when they feel there is some opportunity for recognition and advancement.

Especially in Mental Hygiene institutions, where renewed effort is being made to upgrade the services, it is important for employees to realize their extra efforts can have some effect on their careers.

These are days when youthful antics, such as the current wave of streaking, have put the nude back-ends of teen-age youngsters in the nations newspapers.

We hope that the state's legislators will give a full frontal look at the naked truth of the food service workers' arguments. Then let the shame be felt where it will.

Questions and Answers



Q. I just started working full time and my first two check stubs showed the wrong social security number. What should I do?

A. Report the error to your employer as soon as possible, and show him your social security card so he can correct his records right away.

Q. I became disabled in January last year and applied for social security payments that same month. I had a 6-month waiting period before I got my first check. Since the waiting period has now been shortened to 5 months, will I get a check for the extra month I had to wait?

A. No. This change in the disability law is effective for ben-

efits payable for months beginning January 1973 based on applications filed in or after October 1972. If you were already getting disability payments before January 1973, you will not benefit from the shortened waiting period.

Q. Will Medicare coverage for the disabled be the same as the Medicare coverage now provided for people 65 and older?

A. Yes, the only difference is in the requirement for getting Medicare coverage. Disabled people must have been getting monthly social security disability payments for 24 consecutive months. There is a special provision for people who need a kidney transplant or dialysis.

Don't Repeat This!

(Continued from Page 1)
ber of Hogan's staff, followed by extensive experience as a defense attorney, left wingers in Manhattan have never forgiven Kuh for his prosecution of the late Lenny Bruce, the comedian, for obscenity in his performances.

This is so even though Herbert Monte Levy, a former defense attorney for Bruce and a former staff counsel for the American Civil Liberties Union, has publicly asserted that Kuh handled the prosecution "in the best tradition of the bar." While Kuh is likely to get the nomination of the Republican and Conservative parties, the key to election as Manhattan District Attorney is the Democratic nomination. Although Kuh is a member of the reform wing of the Democratic party, he is likely to face a stiff primary fight for that nomination.

His problem is to do a job in the next two months to fashion himself in the Hogan tradition. Consequently, his timetable is May, a time factor which will determine how serious his position will be in the September primary.

Possible Contenders

Some of the possible Democratic contenders for the nomination have already made tentative steps towards the race. These include Robert Morgenthau, the former U.S. Attorney in the Southern Federal District; Assemblyman Peter A. Berle; William vanden Heuval, who was defeated last year in a race for that office against Hogan; former City Environmental Administrator Jerome Kretschmer; Martin Garbus, a lawyer with liberal leanings who has written extensively on legal problems, and, of course, Supreme Court Justice Burton Roberts, the former Bronx District Attorney. A potential sleeper in the contest is Congressman Edward I. Koch, who is being urged by many liberal friends to enter the race.

Last year Koch declared for the Democratic nomination for Mayor, but withdrew early in the race because of inadequate financing. However, his friends urged upon him the fact that financing a borough race is much less formidable than the task of financing a citywide race. Moreover, these friends point out that Koch has a firm, powerful, political base in Manhattan, where liberals are proportionately greater in number than in any other borough.

At the moment, Congressman Koch is talking about City Investigation's Commissioner Nicholas Scopetta, as his candidate for District Attorney. However, Koch's friends are trying to convince him that his route to becoming the Mayor of the City of New York or the Governor, or United States Senator, is through the District Attorney's office. They point out that he did not fully get off the ground as a Congressman and could be a winning candidate in a Manhattan contest.

Advantage Of Incumbent

Whoever among the Democrats decides to enter the primary against Kuh will find himself in a rough campaign. Kuh will have going for him the obvious advantages of the incumbent with all the scope that gives to headline grabbing. Moreover, Kuh has matured since the days of the Lenny Bruce prosecution, particularly in the light of his



Civil Service Law & You

By RICHARD GABA

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

Pleads 'Nolo,' Pays Later

The petitioner in this case made application to take an open competitive test for the position of Excise Tax Investigator in the New York State Department of Taxation and Finance. The announcement stated, among other things, that conviction of a felony will bar, and conviction of a misdemeanor may bar examination and appointment.

One of the questions on the application asked whether the applicant had ever been convicted of an offense. The petitioner checked the "no" box. Sometime later the petitioner was interviewed by the Civil Service Department, and in the course of that interview he stated he had left a position with the federal government because he pleaded "nolo contendere" to a federal charge of conspiracy.

Petitioner was advised by the Civil Service Department that his certification for appointment to the position of Excise Tax Investigator would be suspended, and that he would not be appointed until the matter was further clarified. The Civil Service Department advised petitioner that his eligibility was restricted and notified him in writing to that effect.

A communication from the U.S. Attorney for the District of Maryland to the Civil Service Department stated that on March 8, 1971, petitioner entered a plea of nolo contendere to the first count of an indictment found against him which charged conspiracy to defraud the United States. He received a suspended sentence and was placed on probation for three years.

In spite of the restricted list, by mistake or error, the Department of Taxation and Finance appointed petitioner to the position of Excise Tax Investigator commencing May 3, 1973. When the error was discovered by the Civil Service Department upon request for certification of payroll, the Department ordered Taxation and Finance to rescind petitioner's appointment, and he was therefore removed from the payroll effective May 1, 1973.

PETITIONER ARGUED that since the plea of nolo contendere does not constitute an admission of any crime as distinguished from a guilty plea or a finding of guilt after trial, therefore he had never been convicted of any criminal offense. He further stated that his constitutional rights to due process were violated because of the erroneous interpretation of the legal effect of his plea of nolo. He also argued that his termination was in violation of law because there was no just cause and he was not afforded a hearing. His final argument was that the Department of Taxation and Finance, having retained him in the position for two weeks, was estopped from terminating his employment.

Section 50(4) of the Civil Service Law provides that the State Civil Service Department may after examination refuse to certify an eligible who has been guilty of a crime. It also provides that a person may not be disqualified unless he has been given a written statement of the reasons and afforded an opportunity to explain and submit facts in opposition to the disqualification.

The court found that the action of the Civil Service Department was taken pursuant to Section 50(4) of the Civil Service Law, and that while a plea of nolo contendere to a criminal charge is not an admission of the facts constituting the crime charged, the judgment of conviction following that plea subjects the defendant to all the consequences of a conviction in the same way as if he had pleaded guilty or been found guilty after trial.

IT SAID "A plea of nolo contendere simply means that the defendant will not contend against the charge but will submit to such punishment as the court inflicts. At

(Continued on Page 7)

vast experience since, as a defense counsel.

Gov. Thomas E. Dewey was a different man after he left the office of Manhattan District Attorney to become Governor and a Presidential candidate. Similarly Kuh is a different man because of the experience and insights he gained on the other side of the law enforcement

fence.

The office of the Manhattan District Attorney is a top political prize and holds a special place of honor among those in the legal profession. This makes it inevitable that the Democratic voters in Manhattan will be faced with a primary choice. The race should prove to be an exciting one.

Fire Strike Reduced Bargaining Power

Editor, The Leader:

(This letter was sent to The Leader in response to a column which appeared last December in another civil service newspaper. That column contended that it was the District Attorney of New York County who, by pressing criminal charges against leaders of the strike by the Uniformed Firefighters Assn., reduced the concept of collective bargaining to collective begging.)

For one who has personal knowledge of your legal and labor relations expertise, I am astounded at your charge that the New York County District Attorney's Office is pressing criminal charges against U.F.A. Officials for violations of a Civil Statute.

You well know that the D.A. is no more concerned with the U.F.A. violations of the Taylor Law than it was with Mike Quill's, Danny Gilmartin's, John DeLury's, Victor Gotbaum's, Barry Feinstein's, or Albert Shanker's alleged violations of the Taylor Law.

The D.A. could not be concerned since these labor officials were carrying out the dictates of their members. The question is, whose dictates did Richard Vizzini carry out?

For one who was a member of the U.F.A. negotiating team for many years — a team which had the strike vote in its pocket and achieved contracts without using the ultimate — it is strange to see your support of a labor official who used the ultimate when he had no right to such use.

At a series of borough meetings while the strike vote referendum was in progress, President Vizzini advised the fire fighters not to give him the strike vote if they didn't want to go on strike since if he received it, he would use it as necessary. Strange as it may seem, the fire fighters believed him and, as records later proved, they did not give it to him. But he used it anyway. Under the guise of knowing the pulse of his members, Vizzini used a mass meeting as justification for his action.

How can a membership meeting vote strike when nearly 3,000 fire fighters were disenfranchised due to work schedules? How simple it would have been to tell the members the truth at their Monday meeting.

The most basic principle, as stated in Mr. Vizzini's letter of December 26, 1973, is collective bargaining in good faith. Where is the good faith bargaining process when a labor leader misleads and misinforms his own membership as to results of a true democratic procedure — the referendum? The end does not justify the means and it is improper to hide such actions under the cloak of collective bargaining.

As an elected representative of the U.F.A. and as a delegate to many conventions, I spent many hours and untold efforts convincing the fire fighters' state and national bodies that they must support local unions in their inalienable labor right to withhold services if the local union members decided that this is the only method available to achieve their just demands.

After acceptance by the state and national bodies, less than 10 years ago, we find that the local union which spearheaded this principle has now violated the basic concept of bargaining in good faith and reported false statements to the press, the opposing negotiators and even to its own members.

To cap off this complete travesty of collective bargaining, Vizzini then handcuffed each succeeding U.F.A. Executive Board's negotiating position by publicly stating that henceforth Local 94 Fire Fighters will never again use the strike in negotiations. If anyone has reduced the fire fighters positions from collective bargaining to collective begging, it certainly was not the District Attorney's Office of New York County.

Bernard F. McWeeney
Former Richmond Trustee
1953-1969
Former Chairman of the
Board of Trustees

Asks To Rescind Tax Agent Exam

Editor, The Leader:

This is a letter sent to the Hon. Malcolm Wilson Feb. 22 and signed by 23 tax compliance agents and senior tax compliance agents.

On Wednesday, Feb. 13, 1974, examination announcement No. 35-424 was posted.

This announcement has produced a reaction of shock and dismay among the tax compliance agents.

For eight years, the tax collectors have been fighting for an up-grading. Finally in 1971 the tax collector was granted a one grade increase and the senior tax collector was granted another promise of consideration, but no increase.

Now, this proposed test, a simple clerical entrance-level examination, will enable Grade 3 clerks to become a Grade 11 trainee, and after one year, to become a Grade 12 tax compliance agent. We respectfully ask that you rescind this examination.

We have no objections to an intra-department promotion examination to raise the status of other workers. However, it seems ludicrous to allow an eight grade jump in one step, to a position that calls for much higher qualifications than simple clerical duties.

If we are not to consider this an arbitrary and capricious announcement, equity demands that tax compliance agents be allowed to sit for their own eight step advance.

Please consider some of the requirements of a tax compliance agent. He must deal with the taxpayers and their representatives (accountants, attorneys, etc.) in a business-like and professional manner. He must project a knowledge of law and accounting. He must know the tax laws relating to sales, income, withholding, franchise and miscellaneous taxes. He must keep up with the constant changes in the tax law while retaining the various formulas for computing penalty and interest for the different years. He must know how to vary his approach in dealing with the public to achieve the maximum effect in the minimum time.

The undersigned are all agreed that the qualifications for tax compliance agent in the past have been adequate but that the grading has been inadequate. This supposition has been well proven by the fact that newly appointed tax compliance agents have found that their qualifications also met the requirements for higher paying positions (namely grade 14's in the Investigation Series), and after about one year of service, have taken the tests, passed them, and left the Tax Department.

It is our considered opinion that retaining the qualifications and up-grading the position to Grade 14, with the senior tax collectors up-graded to 18, and listing the position as professional instead of clerical, would not only prove less costly, but would result in immediate benefits to the state, in that there would be a much lower turn over, and consequently, a more experienced team of agents.

Mr. Wilson, we would appreciate your giving this matter your personal attention and would welcome your intervention on our behalf.

S. Edelstein
New York City

Minority Jobs Up

While total full-time federal employment decreased by 50,176 jobs from May 31, 1972, to May 31, 1973, minority employment went up approximately 10,000 jobs during this period, according to an employment survey by the Civil Service Commission released last week.

As of May 31, 1973, blacks, Hispanics, Native Americans and Oriental Americans held 515,129 government jobs, up from 505,468 in the preceding years, the report stated. The minority employees comprised 20.4% of the federal civilian work force, compared to 10.6% the year before.

Significant minority gains occurred in the better paying white-collar jobs under the General Schedule and similar pay plans. While total white-collar

employment remained approximately the same during the survey period, there were 11,210 more minority employees holding these jobs in 1973 than in 1972, bringing minority employment in these schedules to 16.3% of total white-collar employment, up from 15.5% in 1972.

In all grade groupings under the General Schedule and similar pay plans, both the number and percentage of minorities increased, with continued movement of minorities into better paying and more responsible positions in the middle and upper grades.

Minority employment gains under General Schedule and similar grade groupings were as follows: GS 1-4, an increase of 3,704 jobs, from 27.9% of total employment in these grades in 1972 to 28.3% in 1973; GS 5-8, an increase of 3,952, up from 19.1% in 1972 to 20.5% in 1973; GS 9-11, an increase of 2,169, from 9.2% in 1972 to 10% percent in 1973; GS 12-13, an increase of 961, from 5.4% in 1972 to 5.8% in 1973; GS 14-15, an increase of 416, from 4.5% in 1972 to 5% in 1973; and in the top GS 16-18 levels, an increase of 8, up from 3.4% in 1972 to 3.5% in 1973.

Fire Flies

By PAUL THAYER

(Continued from Page 2)

man of Truck 45. He hopped in to 45 Truck's bucket and was on his way across the front of the building, making several trips with the bucket to get the 15 off the window ledges. At about this time, the rear of the building just blew apart and fell into a heap.

Rescue Company 3, as usual, was everywhere it was needed and gave more than a helping hand to a couple of members who might have been "goners" had it not been a nick-of-time operation.

The truck will be written up for slick precise teamwork via the Unit Citation route. Fireman Bob Miuccio, who sustained burns of the face and hands will receive a special writeup.

A terrific job. But it makes a person furious to think that now, in addition to all other things a fire fighter has to face, gasoline, stored by a bunch of yo-yos, has to be added to the list of hazards.

Police News

Commendation

The following 30 members of the force have received commendation, worth 3/4 points toward promotion:

Sgts. Howard Randolph, Robert W. Skelly, John P. Comiskey and James Vitti. Detectives Gerard E. Tuomey, Francis Grimes, Edmond Mastel, Raymond Melendez and Attilio Carpio.

Police Officers Richard Rainey, Leonard D'Alessandro, Henry E. Leshnowar, Arthur J. Cappabianca, Robert Pieloch, Daniel McNamara, Patrick Maisch, Salvatore Buscemi, Frank Castello, James Cullen, James J. Cary, Louis J. Barbra, Robert Martin, James M. Corbett, Lawrence C. Zuoffe Jr., John Grizopoulos, Kenneth Jaques, Ciro J. DiGiorgio, James M. Cook, Edward Yano and Craig S. Lowery.

Assistant Assessor

The City Civil Service Commission has reopened filing for assistant assessor, exam 3131. Filing will be in person only at 49 Thomas St., Manhattan, on March 13-15. Date of the test was changed from April 16 to April 27.

Fire News

O'Hagan To Brazil

Fire Commissioner John O'Hagan returned March 10 from an eight-day conference in Rio and Sao Paulo, Brazil. The conference, held by the Brazilian government, was on high rise safety, following the February disaster in a Sao Paulo high rise in which 189 citizens died. First Deputy Fire Commissioner Vincent Canty served as acting Fire Commissioner through March 11.

38 Retirements

Effective between March 1 and July 11 are the following 38 retirements from PDNY:

Battalion Chiefs James Quealy, Michael Blangiardo, Charles Guhl, Bernard Cohen; Deputy Chiefs Mario Sinapi, Anthony Ueberwasser, Edward Kelsey, Charles Kirby; Captains Sidney Boonin, Robert Jackson, Otto Vehlou, Thomas Lynch, William Wiebold, Bernard Simon, William Popiolek.

Lieutenants John McCarthy (4), Michael Moroz, Thomas Maritato, Michael Rashak, Vincent Scalla; Marine Engineer Julius Gorin; Firemen First Grade William Ryan (4), Francis O'Connor, William Hennessy, William Shanley, Joseph Mulligan, William Dale, Jerome Hamilton, John Lynn.

Firemen First Grade Bernard J. Eberle, Conrad P. Metzger, James L. Robertson, Paul G. Bach, Harold A. Lauridsen, Gilbert C. Smith, Joseph M. Schneider, Raymond H. Briant, Robert T. Rafferty.

5 Promotions

One promotion to captain and four to lieutenant were made March 2. The list number of Lt. John Gulino, promoted to captain, was 151; the highest list number of the firemen first grade promoted to lieutenant was 308. Those promoted to lieutenant were Michael Del Grosso, Joseph Higgins, Jr., Lawrence McQuade, and Robert Conrad.

Civil Service Law & You

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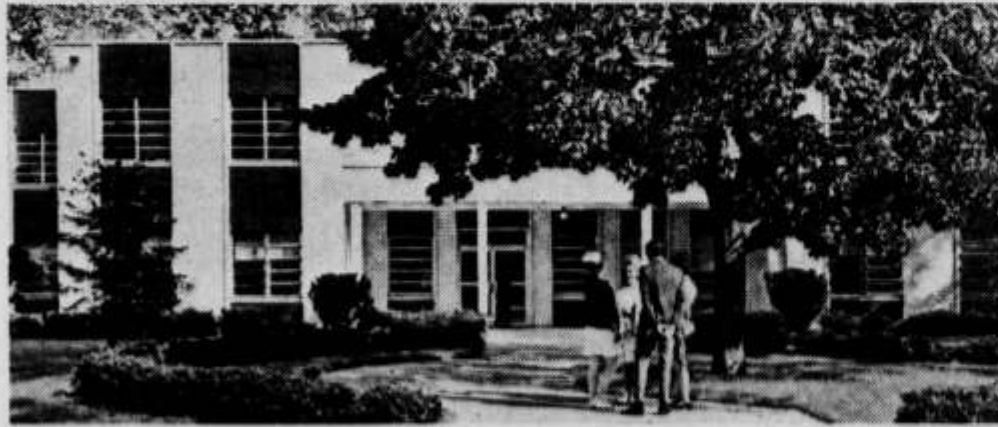
least it is a conviction of the crime to which such a plea is taken."

The court added, "It is clear, therefore, that petitioner in his application incorrectly and improperly stated that he had never been convicted of an offense when the announcement for the position of Excise Tax Investigator provided that a conviction of a felony will bar, and conviction of a misdemeanor may bar examination for appointment. The record indicated that petitioner was given a written statement of the reasons for his disqualification and given an opportunity to make explanation and submit facts in opposition. There is no constitutional requirement for a hearing in a case as this."

With reference to petitioner's final claim of estoppel, the court held that such argument was without merit. "Apart from the fact that the essential elements of an equitable estoppel are lacking, the courts will not countenance an estoppel against public officials performing their legal duty." The petition was dismissed. *Douer v. Poston*, 351 NYS 2d 272 (Supreme Court, Albany County).

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This Week's New York City Eligible Lists

CIVIL SERVICE LEADER, Tuesday, March 12, 1974

EXAM 3533

PROM TO LABORER

This list of 1,280 eligibles established March 6 for use by 30 city agencies, resulted from Sept. physical testing for which 3,488 candidates filed. All were called to the exam, and all appeared. Salary is \$6.065 per hour.

Addict Serv Agency

No. 1 — 89.150%

1 McClinton Davis.

Baruch College

No. 1 — 91.825%

1 Sandy W Alston, Woodrow Mills, Michael A Lentini, Randolph Lloyd, Anthony J Wiley, Peter J Romano.

Bd. of Education

No. 1 — 95.55%

1 Pedro Rodriguez Jr, Rafael Millan, Miguel Reyes, John H Jones, David J Gibbons, John M schneider, Richard G Matarazzo, Arthur A Sweeney, Ronald V Casaretti, Robert L Allocca, Arthur Maiese Jr, Harold Fischer, Joseph C Holmes Jr, Luis Seda, Rudolph A Moore, Bartholome Buonocore, Michael Dambrosio, Louis J Curcio, Ralph F Gagliardi, Edward Harper.

No. 21 — 86.850%

21 Floyd Love, Anthony M Casaretti, William A Elam Jr, Richard H Hamilton, Joseph V Dipietro, Michael Waldron, Gary S Gadson, John J Crosswell, Ted L Daniel, Edward Belleair Jr, Julio P Negron, David Rosen, Arthur S Pippin, Richard J Salas, Vincent J Familio, James Wilson Jr, William J Shelton, Cornell F Gittens, Hipolito Maisone, Anthony DiBlasi.

No. 41 — 79.725%

41 Lorenzo Colomba, Achille Dilibero, William K Buckley, Edward I Gardner, Lester Chappell, Jacob Baker, Benjamin Arroyo Sr, Israel Caceres, Lincoln Brogdon, Augustine Sciafani, Ernest L Wellons, James Izzillo, James Stewart, Robert M Krein, Bruce J Caruana, Ellis L Demesquita, Louis Koltun, Ronald W Civitello, Herman L Walton, John J Murray.

Bd. of Higher Ed.

No. 1 — 81.925%

1 Pedro J Rios, Raul Sanabria.

Bronx Boro Pres.

No. 1 — 79.625%

1 Nefrino Maida, Joseph Grizzaffi.

Bronx Comm Coll

No. 1 — 93.075%

1 Clarence W Herbert Jr, Dewell W Wright Jr, Patrick J Brennan, Samuel T Ward, Manuel R Velazquez, Joseph L Johnson, John L Johnson, Wilfred Gib, King E Brown, Lloyd Riley, Arthur B Rosenthal.

Comptroller

No. 1 — 93.10%

1 John H Couillard, Joseph Cataldo, Anthony C Wynn.

Brooklyn College

No. 1 — 92.500%

1 Arthur Singleton Jr, Joseph Ross, Martin Pocchia, Joseph Simmons, Pedro Aponte, Daniel Felix, William Dove, Peter Damato, Emile Patterson, Beresford Goddard, Alfonso F Monteforte, Daniel J Avitto, Levi P Batts, Firmus Stokes, Thomas F Cicchillo, William Wilson Jr, Lou-

is N Pranzo, Francisco Abaca, James R McCauley, Anthony E Ciancimeno.

No. 21 — 81.50%

21 Willie Wilson, Ralph Sutton, Willie J Woodbury, Willie Gadsden, Calvin J Holley, Edward W Moore, William J Moehring, James Stokes, Richard A Reed, Vito Pocchia, Frank Damato, Daniel Petrillo, Angel Torres, Harold O Thomas, Kirk G Jordan, McKinley Peterkin, Thomas Baldwin, Eugenio Ramos, Elliott McRae Jr, Benjamin F Edmondson.

No. 41 — 72.925%

41 Pohn H Willis, Thomas W Nelson.

City College

No. 1 — 95.125%

1 Albert Galli, Murray Warren, James Brown, Arthur Holley Jr,

Alonzo Brown, Theodore L Bell, Nelson Quarterman, Nelson Hawkins, James C Watson, Jerry Campbell, Alfred Simmons Jr, Cristobal Rodriguez, Victor E Hall, John H Springer, Richard H Lloyd, Ralph L Ayers, Clarence E Gresham, James L Brown, Sandy H Burrell Jr, Carmelo Torres.

No. 21 — 79.875%

21 James Frazier, George Brisco, Eric T Jones, Willie Tucker, Nathaniel Porter, Melvin Cegars, Pablo Martinez, Hilton T Cargas, Robert E Davis, Donald H Holland, Marcellus Keyes, Bernard E Littlepohn, James E Tew, Arthur Davis.

Econ Devel Adm

No. 1 — 94.60%

1 Theodore Smalls, Wilmore D

Heath, Joseph Moore, Vincent Pepe, James J Fitzgerald, George L Hiss, Fred Riley, Raymond A Norton, Donald R Peters.

Environ Protect Adm

No. 1 — 97.450%

1 Michael J Giuliano, Peter J Lupo, Anthony C Brazzy, Patrick A Bombino, Richard Welch, Robert J Oliva, Charles S St John, Anthony Filosa, Joseph F Hadden, Jose L Rivera, John Ur-

bancik, Enrique Feliciano, Waverly Robinson, Alderico Vitiello, Paul J Gaibzis, William Cook, John E Hodge, Joseph J Aviles, Robert A Shultis Jr, Anthony DiGirolamo.

No. 21 — 90.175%

21 Hector Acevedo, Ralph T Borgia, John Nicolini, Peter C Giordano, John G Klele Jr, Pasquale J Ursitti, Ralph Marino, Rocco J Russo, John Cotroneo.

(Continued on Page 12)

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This Week's New York City Eligible Lists

(Continued from Page 11)

Edmund Klynyk, Frank J Disco, Nicholas J Pennetti, Aurelio Argentin, Joseph E Cavello, Richard J Dantonio, Thomas Sfraga, Juan E Hernandez, Joseph A Ribando, Paul I Francis, Anthony M Dalessandro.

No. 41 — 87,450%

41 Paul T Ceramello, James L Patalano, Sam Simonelli, Francis G Hayward, Royce B Clay Sr, Anthony E Menna, Ervin

Cole, Joseph Tedeschi, James T Rogers, Jesus Vera, Henry G Havemeyer, Mario Canizzaro, Frank A Mele, Joseph A Costella, Frank R Patterson, Ernest Davis, Michael T Russo, Joseph Capichiano Jr, Bruno J Morabito, Harold J Simmons.

No. 61 — 84,850%

61 Angelo Spinelli, Winston C Jackson, Louis V Trupia, Theodore J Gray, John J Hertle Jr, Joseph J Albert, Michael S Car-

bone, Anthony Bruno, O'Neillo Landy, Robert W O'Daniels, Anthony Larosa, Steve Pataki, Willie J Bell, August E Falcone, Ronald Verga, John P Simeone, Baldassare Donnarumma, Lynn E Hollingsworth, Mauro Lanbiera, Anthony J Anobile.

No. 81 — 82,100%

81 Frank Allen, Louis Miranda, Howard Powell, James Marshall, Martin E Fay, Raymond E Murtha, Edward Nolan, Bernard J Galella, Harold Wilder, Harold Feinberg, Salvatore Dadamo, Richard P owers, John W Davis, Mario Parrinello, Arthur A Cuni-glio, Louis R Sbarra, Leonard M Marchese, Anthony Rizzi, Leo A Nuzzo, Frank Cordova.

No. 101 — 78,950%

101 James F Mubley, Kenneth Labad, David L Samuels, Michael Desimone, Joseph D Ficarola,

Samuel A Smith, Milton Van-keuren, Antonio J Anzechino, Paul J Drysdale, Michael Notarfrancesco, Ralph C Peluso, Anthony R Scarabino, Sebert E Baker, Nick L Rutigliano, Peter Seta, Franklin Murdaugh, Nicholas Lanzisera, James G McNeil, Thomas W Muir, Joseph P Timmes.

No. 121 — 76,450%

121 Mario Cernigliaro, William R Bauer, Joseph P Perrella, Anthony T Macellaro, Edward M Derosa, Raymond Micala, Frank R Powers, Gumerindo Rodriguez, Frank Chiaramonte, Patrick Wang, Steven F Ostrega, Pablo D Mendez, Robert G Matthies, Barry L Ostrow.

(To Be Continued Next Week)

SUPERVISOR — TRACK Transit Auth.

This list of 41 eligibles, established March 6, resulted from Nov. 20 written testing for which 111 candidates filed, 108 were called and 98 appeared. Salary is \$16,400.

No. 1 — 88.90%

1 Frank X Healey, Oreste Bruno, Donald J Epps, John L Russo, Daniel B Meola, William A Moseley, Leslie A Wyche, Michael G Harris, Nicholas V Faello, Lawrence W Gamache, Thomas J White, Russell F Howard, Wilbert Clarkebey, Alfred B Howard, Rosario S Caruso, Joseph R Perez, Alexander Marshall, Joseph L Walker, Vann M Tabron.

No. 21 — 79,463%

21 James Hargett, Anthony J Bertrami, Leo E Scicere Jr, Wilbert Taylor, Albert A Gray, Samuel H Blake, William M Harris, George Santos, Henry McDonald, Emery Barksdale Jr, Phillip C Brown, Edward H Tatum, Stanley A Reid, Jerome W Clarke, William C Fleetwood, Gaetano F Panza, Hans V Buttgereit, Leonard Nelson, Theodore C Newsome, Anthony G Minko.

No. 41 — 74,438%
41 Frank S Montalto.

EXAM 3541 PROM TO BUS MAINTAINER — GROUP A Transit Auth.

This list of 17 eligibles established March 6, resulted from Jan. 14 practical testing for which 55 candidates filed, 48 were called and 37 appeared. Salary is \$5,2925 per hour.

No. 1 — 84.0%

1 Robert V Eckert, Edward Gotlieb, Ulysses Donald, John F Magoits Jr, Theodore A Delauro, Peter J Monte, Jesus Tirado, Anthony J Occhuluzo, Roy D Alberding, Ronald D Siano, Richard Cantori, Richard Busse, Joseph Cimniera, George D Goldsmith, Francesco Paternoster, Myron Kalman, Anthony M Pergozzini.

Draft Aide List

ALBANY — Ninety-five names appear on the drafting aide eligible list established Feb. 5 by the state Dept. of Civil Service from open competitive exam 23959.

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Artist-Designer Jobs Now Open With State

The state now is accepting applications for junior artist-designer, with a starting salary of \$7,616; artist-designer, \$9,029; and senior artist-designer, \$10,714, with departments and agencies throughout New York.

(Those appointed in the New York City area and Monroe County will receive a \$200 annual salary differential.)

Applications will be accepted until April 8 and written examinations will be held May 11. Candidates, if qualified, may compete in any combination of these exams by filing one application and listing the numbers and titles of the tests they want to take.

To qualify as junior artist-designer, exam no. 24-034, candidates must have either one year of full-time paid experience in

commercial art or one year of study at a commercial art school.

Artist-designer candidates, exam no. 24-026, must have three years of full-time paid experience in commercial art; senior artist-designer candidates, exam no. 24-038, must have four years.

Subject Of Exams

The exams for all three titles will include one or more art problems in which candidates will be required to demonstrate their abilities (described below). Candidates will be notified what drafting equipment and art supplies must be brought to the tests.

The junior artist-designer exam will test for knowledge, skills and/or abilities in such areas as freehand drawings; preparing simple graphs and charts; neat freehand lettering; and principles and practices of preparing effective art work.

The artist-designer exam will test such areas as drawing effective illustrations; using figures; principles and practices of layout, topography, and reproduction of art work in various media; and preparing simple graphs and charts.

The exam for senior artist-designer will test in such areas as knowledge of the principles and practices of layout, topography and reproduction of art work in various media; ability to draw effective illustrations, using figures; and preparation of exhibit designs and working drawings.

Exams will be held at various locations throughout the state. Candidates should indicate on their application the city in which they wish to be tested.

For where to obtain these job announcements and applications,

see page 15 of The Leader. Exam number and title should be referred to in all requests.

Pulaski Assn. Meet

The Pulaski Assn., Dept. of Sanitation, will hold its next meeting March 14 at 8 p.m., Maspeth Hall, 61-60 56 Rd., Maspeth.

CIVIL SERVICE LEADER, Tuesday, March 12, 1974

ANNOUNCING THE Bell & Howell Slide Cube™ Projector at a new low price!



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FOR CSEA MEMBERS ONLY

Important improvements have been made in your CSEA Basic Accident and Sickness Plan.

New employees can apply for \$150-A-Month CSEA accident and sickness disability insurance without evidence of insurability during the first 120 days of employment, providing they are under 39½ years of age.

If your annual salary is	You can now qualify for an increased Disability Income Benefit of
Less than \$4,000	\$100 a month
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\$6,500 but less than \$8,000	\$250 a month
\$8,000 but less than \$10,000	\$300 a month
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For complete information and costs, complete and mail the coupon below or call your nearest Ter Bush & Powell representative for details.



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Cortland Pact Updated To Cover Standby Pay

(Continued from Page 1)
 about the case within 24 hours. Because of this law, some social workers must be on standby at all times.

CSEA's present contract with Cortland County did not make provision for compensation for these employees when they were on standby or were called upon to make home visits outside of regular business hours.

The amendment to the contract states that one qualified employee of the Department of Social Services shall be assigned on a rotating schedule for seven-day periods to provide child protective services during the hours

that the department offices are officially closed.

That employee will be compensated at the rate of \$50 for the seven-day period if he is on standby at his home.

If it is necessary for an employee to leave his residence to make a home visit, he will be compensated at his regular hourly rate while he is away from his residence.

If an employee on standby is called to make a home visit during June, July and August, when the county offices close at 4 p.m., the employee will receive compensatory time off for the first five hours of visiting before the additional hourly rate applies.

If the employee is required to make a home visit between the hours of 9 a.m. and 5 p.m. on Saturdays, Sundays and holidays, he will receive compensatory time off.

Ronald Smith, CSEA field representative for Cortland County, and Patrick Monachino, CSEA collective bargaining specialist and coordinator of the union's social services committee, aided the social services workers in their presentation to the legislators.

Mr. Monachino, who was requested to intervene by the Cortland County social services employees said: "The CSEA social services committee is interested in assisting any county group which feels that it has a problem regarding this new child abuse legislation.

"As a committee, we recommend that employees working under an on-going, multi-year contract hold informal talks with appropriate county officials regarding changes in the existing agreement to cover standby pay for employees involved in protective child care units."

Mr. Monachino continued, "In new contracts, provisions for standby pay have been negotiated for protective care unit employees."



Gathering at the Multi-Municipal Productivity Project workshop at C. W. Post College are from left: Augustine Lanzelloto, CSEA representative, Town of Oyster Bay; Richard Kaiser, management representative, Oyster Bay; Alex Bozza, labor representative, New Hempstead; Kenneth Cadieux, president, Town of Hempstead unit, CSEA; Vincent Macri, project director; Irving Flaumenbaum, assistant director and president, Nassau chapter and the Long Island Region; Arthur Bingham, management, Town of North Hempstead; Harold Braun, management, Town of Hempstead, and Edward Ochenkoski, president, Town of North Hempstead unit.

Albany SUNY Retains Slate

ALBANY — At the Feb. 22 membership meeting of the State University of New York at Albany chapter of the Civil Service Employees Assn., a motion was presented and carried to forego a chapter officers' election at this time and to continue with the incumbent officers.

The motion was made because the chapter is in the midst of departmental negotiations.

Chapter president Frank Gilder thanked the membership for their support on behalf of the officers, chairmen of committees, committee members, negotiation team and executive committee.

He also noted that some members had lost contact with the chapter because SUNYA employees are dispersed over many areas and on all work shifts.

Mr. Gilder urged all members to maintain an active interest in the chapter and to encourage non-members to join the union. He suggested passing on copies of The Leader to non-members as one method of arousing more interest in CSEA.

Food Service

(Continued from Page 1)
 the state refused to consider any type of food service career ladder," Mr. Guild reported.

"The committee received the news and immediately decided to file a grievance against the state for violations of the contract and the letter of intent. We are awaiting a ruling on his action.

"However, the committee also decided to make the plight of the food service workers known to the public and the administration in various ways.

"Several groups of food service workers have taken the situation into their own hands. They will not harm the well-being of the patients at the institutions in which they work, but they are making their dissatisfaction known in various peaceful yet attention-drawing methods. One group has started wearing black arm bands as if in mourning for the career ladder. This action does not interfere with their work, yet it does make an impression on the public near the local institution. Other groups are informing local newspapers of the situation and explaining their side of the story before some politician tries to make some blarney of their problem.

"But the big item is the demonstration. Local chapters are renting buses, making signs, signing up participants and planning visits to local state senators and legislators for March 19. They want to know if any politico is really in the business of taking care of their problems or of taking care of themselves.

"CSEA does not think that the state's idea of adding another level of middle management types to the food service area will help solve the many problems. This is actually the cause of the problem. The grade 3 kitchen worker will never have a chance to move upward in state service if the state keeps piling on managers at all the levels. The answer is a career ladder for food service workers who are more than willing to work hard and advance to a higher position. Another layer of managers is just a waste of the taxpayers money.

"Any food service worker or interested party is invited to show support," Mr. Guild said.



Ken Cadieux, president of the Town of Hempstead unit, CSEA, and Harold Braun, personnel director of the Town of Hempstead, study materials given out to over 150 representatives of management and labor at a seminar put on by the Nassau Multi-Municipal Productivity Project at C. W. Post College. Mr. Cadieux, at workshop, spoke about the benefits of productivity, and urged all present to study their own departments to see if ways to "work smarter—not harder" could be achieved.

Productivity Is Discussed At Workshops On L.I.

MINEOLA — The Multi-Municipal Productivity Project conducted a workshop at the Hillwood Commons Building of C. W. Post College of Long Island University. The purpose was to educate the employees of the Towns of Hempstead, North Hempstead and Oyster Bay to work on productivity-improvement efforts within their own departments.

Those who attended the workshop included representatives of the Civil Service Employees Assn. and management from every department or major division in the three Towns.

Dr. Edward Cook, acting president of C. W. Post, defined productivity in terms of systems analysis to the participants.

The luncheon address was given by Edward McCabe, assistant to the Town of North Hempstead Supervisor, Michael J. Tully. Mr. McCabe called for municipal employees to begin working on productivity now. He referred to a book written by

Robert B. McKersie, Dean of the Cornell University School of Industrial and Labor Relations and Project Consultant. The author stressed the need for the joint effort between labor and management in productivity improvements.

In the afternoon, Kenneth Cadieux, president of CSEA unit, Town of Hempstead, addressed the participants on the benefits that will be derived as a result of productivity improvements. He said that the benefits may include more money, greater job satisfaction or increased fringe benefits.

The same workshop was held later for the employees of Nassau County.

* CSEA LEAVE FORM *

(Approved Proposal 111-17 of the Committee to Restructure CSEA)

TO PROTECT YOUR BENEFITS as a CSEA member, if you are RETIRING, LEAVING SERVICE, or APPLYING FOR LEAVE, with or without pay, it is important that you fill out and mail this notice today to:

INSURANCE UNIT, Civil Service Employees Association, Inc.
 33 Elk Street, Albany, N.Y. 12224

Please Check the Appropriate Box(es):

- I am RETIRING (effective date: _____) RESIGNING (effective date: _____) on LEAVE from _____ to _____ with pay without pay on MILITARY LEAVE from _____ to _____ TRANSFERRING work location (DATE: _____) From _____ to _____

Name (FULL) _____
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 City _____ State _____ Zip _____

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I am employed by: _____

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IF YOU ARE REMAINING ON THE PAYROLL, DO NOT USE THIS FORM

NOTE: Following receipt of this form by CSEA, you will receive proper instructions as to what benefits you have and how to protect them while on leave or retirement.

APPRENTICE GROUP

ALBANY — The Governor has named Gerald R. Olejniczak, of Cheektowaga, to the State Apprenticeship Training Council and reappointed Pat E. Damiani and William E. Jenkins, both of New York City, to the same group. All will serve until Oct. 31, 1975, and will receive \$75 per day plus expenses.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period.

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

Several City agencies do their own recruiting and hiring. They include: **Board of Education** (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060; **NYC Transit Authority**, 370 Jay St., Brooklyn 11201 phone: 852-5000.

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

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York, 10048, (phone: 488-4248); State Office Campus, Albany, 12226; Suite 750, 1 W. Genesee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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

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

FEDERAL — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m., weekdays only. Telephone 264-0422.

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

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-6000; and for federal, 526-6192.

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Computer Head Added By Hq.

ALBANY — David M. Tallcott has been appointed manager of computer services for the Civil Service Employees Assn. Headquarters here.

Mr. Tallcott received his Bachelor of Arts degree in mathematics from Colgate University and is presently completing his studies in the masters' program in computer science at Rensselaer Polytechnic Institute.

He has been employed as an applications programmer with the State Department of Education, an assistant professor of data processing at Hudson Valley Community College, a consulting programmer/analyst for the General Electric Company and as consulting director of data processing for the United Paperworkers International Union before joining the CSEA headquarters staff.

Mr. Tallcott lives with his wife, Nancy, in Latham.



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Nassau Contract Amended To Provide Sick Leave For Aides Injured By Prisoners

MINEOLA — An agreement providing sick leave at full-pay for any county employee injured by a prisoner has been announced by Irving Flaumenbaum, president of the Nassau chapter of the Civil Service Employees Assn.

The agreement, which came after a series of discussions with management representatives, will affect correction officers at the county jail, court attendants, marshalls and others dealing with prisoners.

Previously, Mr. Flaumenbaum said, employees were required to use any sick time credits for the first 10 days of disablement and were then limited to six months of workmen's compensation and any further accumulated sick leave.

Under the agreement, employees will be covered from the first day at full pay.

It was seen as a major benefit for those employees facing the hazards of handling prisoners.

The agreement is to be made an amendment to the CSEA contract.

Discussions had been conducted by Mr. Flaumenbaum with Deputy County Executive Thomas DeVivo, Labor Commissioner Robert MacGregor, Deputy Labor Commissioner Bernard O'Reilly, Executive Assistant to the County Executive Vincent Macri, Deputy Comptroller Ramon Sanchez and Chief Deputy County Attorney Burton S. Joseph.



CENTRAL ISLIP ACCORD — Joseph Keppler, seated left, president of the Central Islip State Hospital chapter, CSEA, and Dr. Anthony Corroso, hospital director, prepare to sign the new two-year contract agreement. At the ceremonies, standing from left are: Burdge Scudder, Al Henneborne, Henry Pearsall, Claire Hoffman, CSEA field representative Nick Pollocino, Eileen Gorski, Jim Lewis, Oleg Riznyk, Dr. Irving Jacobs and James Kelleher.

Second Schenectady Group Files For CSEA Affiliation

(Special to The Leader)

SCHENECTADY — The Civil Service Employees Assn. has apparently succeeded for the second time within four months, in gaining recognition as exclusive bargaining agent for a group of Schenectady public employees who had been represented by another union.

According to a spokesman for CSEA, the union has filed this week with the administrator of the Schenectady City School District, Frederick Reinshagen, a formal request for recognition as bargaining representative for secretarial and office workers employed by the school district.

John D. Corcoran Jr., regional field supervisor for CSEA, said that more than 75 percent of the employees in the bargaining unit, which includes secretarial and office personnel and which is currently represented by the Schenectady Educational Secretarial Association, a local independent union, have signed up as members of CSEA.

Mr. Corcoran said that last December a group of custodial workers in the Schenectady City

School District who were represented by an AFL-CIO local sought to be represented by CSEA. "In fact," said Mr. Corcoran, "100 percent of these employees had been card-carrying members of the other union, but they were so dissatisfied with the kind of representation they were getting that we were immediately able to sign every one of them as members of CSEA."

Cites Experience

"It's obvious that more and more public employees in Schenectady and elsewhere are recognizing CSEA's representation experience in handling local government employees' problems

when other unions obviously can't measure up," Mr. Corcoran said.

The CSEA spokesman said that the union has every reason to expect a favorable response from the Schenectady Board of Education on CSEA's request to be recognized as the negotiator for school district office personnel. The Board's next meeting is scheduled for April.

Acting president for the unit of CSEA members in the Schenectady City School District is Estelle Mott, a secretary at Woodlawn Middle School. Business agent is Mary Duffy, a secretary at Hamilton School.

Mogavero Moves Up To County Chairman

(Continued from Page 1)

chapters are: Broome, Dutchess, Nassau, Oneida, Saratoga and Suffolk. In these counties, certain school districts have voted to join or form the educational chapters, while other school districts have elected to remain as part of the county chapter.

Mr. Cropsey, who is also a school district employee, serves in a dual capacity as Albany County president and as the representative to the County Executive Committee and the Board of Directors. There is not a separate educational employees chapter in his county, although he has long been identified with school issues.

In moving up to the chairmanship of the County Executive Committee, Mr. Mogavero brings a wealth of background in union activities extending long before he entered public service.

Since joining CSEA in 1964, he was instrumental in having Lake Shore Central School District employees organized as a CSEA unit, serving as the local president for four years.

In 1968 he was elected as president of Erie's countywide school organization, a unit of Erie County chapter. He has also been elected twice to serve as the county representative to the CSEA County Executive Committee, and was voted by committee members as vice-chairman in a special election last August.

In addition, he has served on Western Region committees for membership, political action and office sites. Statewide, he has been a member of the restructuring committee and the school ad hoc committee.

Mr. Mogavero succeeds Arthur Bolton as County chairman, following Mr. Bolton's expulsion from CSEA by action of the Board of Directors last month. Mr. Bolton, who was defeated in his attempt to be elected president of CSEA's Southern Region 3 last September, was expelled from CSEA membership because of his publicly stated efforts to convince members of Sullivan County chapter, which he had represented, to switch to a private-sector union.



LEARNING THE WIRES — Members of CSEA's State Office of General Services chapter attend a training session on electrical mechanics for 1974 cars given by the American Motors Corporation at the State garage in Albany. Listening to the instructor, from left, are: Earl Darfler, Anthony Vozey, Lloyd Church, Val Buda, Jerome Dawson, John Wakewood and Robert Novak.

Ⓛ CSEA calendar Ⓛ

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

March

- 14—Central Islip State Hospital chapter meeting: 8 p.m., Legion Hall, Elmore St., Central Islip.
- 14—Buffalo State Hospital chapter meeting: 7 p.m., Nuchero's Restaurant, 1087 Tonawanda St., Buffalo.
- 14—Onondaga chapter quarterly meeting: 7:30 p.m., American Legion Post 1276 Hall, 102 Nichols Ave., Eastwood.
- 14—Thruway Unit I meeting: 7 p.m., CSEA Headquarters, 33 Elk St., Albany.
- 14—Capital District Retirees chapter meeting: 1 p.m., CSEA Headquarters, 33 Elk St., Albany.
- 16—State Veterans' Home chapter, Oxford, St. Patrick's party: Halfway House, Norwich.
- 18—Albany Region 4 meeting: 5:30 p.m., Polish Hall, Washington Ave. extension, Albany.
- 18—Onondaga County probation officers, open meeting of CSEA Statewide Committee to Study Probation: 7 p.m., Central House Motel, 1308 Buckley Rd., Liverpool.
- 18—Albany Region 4 meeting: Polish Hall, Washington Ave. extension, Albany.
- 19—Buffalo District Retirees chapter organizational meeting: 2 p.m., Washington Room, Statler Hilton, Niagara Square, Buffalo.
- 20—Buffalo District Retirees chapter organizational meeting: 2 p.m., Washington Room at Statler Hilton, Buffalo.
- 20—Erie County chapter meeting: 8 p.m., Candlelite Restaurant, 3740 Harlem Rd., Cheektowaga.