

Civil Service LEADER

America's Largest Newspaper for Public Employees

Vol. XXXIII, No. 51

Tuesday, March 20, 1973

Price 15 Cents

00000007-COMP-COMP
P R CSEA
33 ELK ST
ALBANY

NY 12224

Convention Agenda

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Introduce Bill That Would Give Permanent Status To Current Retirement Rights

(Special to The Leader)

ALBANY — The bill passed by the New York State Legislature extending for a 90-day period present retirement benefits affecting virtually all county and municipal members of the Civil Service Employees Assn., could be further supplemented by another bill introduced by State Senator Richard Schermerhorn and Assemblyman Alvin Suchin, which if passed, will make permanent all temporary measures that currently carry public employee retirement rights.

Controversy over retirement benefits available to county and municipal employees stemmed from recent legislative attacks

on the different state pension systems and from recommendations by the Governor's Kinzel Commission.

Should the temporary portions of the Retirement Law not be renewed each year, benefits negotiated for and won by dozens of public employee organizations would be lost and thousands of

(Continued on Page 14)

More At Steak Than Meats The Eye In Nassau

MINEOLA — "I've never seen a meat packer on the welfare rolls."

Thus, Irving Flaumenbaum last week kicked off a campaign of protest against "phony and very possibly illegal" meat price increases that included:

- A telegram to President Nixon demanding a federal investigation,

- Providing strike expertise to women's groups in helping them to prepare picketing and meat boycotts, and

- An impassioned appearance before the Nassau Board of Supervisors, which prompted County Executive Ralph G. Caso to

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Major Items Still Under Discussion As Talks Intensify

Tentative Settlement Before Convention?

(Special to The Leader)

ALBANY — Intensified negotiations have moved into second gear between the Civil Service Employees Assn. and the State Office of Employee Relations as bargaining sessions continue, with successive meetings scheduled both last week and this week between CSEA's coalition bargaining team and state representatives.

"Sessions are becoming longer and longer," according to John Wolff, CSEA coalition team member from the Professional, Scientific and Technical Unit. He said of the meetings, "We are down to nuts-and-bolts bargaining and the going is getting rougher. It is encouraging to note that we are still talking and that there is a fair exchange between the sides. This is certainly a change in the state's position from last year."

Separate bargaining sessions between the state and individual CSEA teams, representing the Administrative, PS&T, Operational and Institutional negotiating units, were reported to have made considerable progress at

Leader presstime. Some CSEA team members felt that a tentative settlement could be reached

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Suffolk School Units Vote On Chapter Status

(From Leader Correspondent)

SMITHTOWN — Ballots have been mailed to members of 37 school district units of the Suffolk chapter, Civil Service Employees Assn., in a referendum on the proposed new educational chapter, it was announced by Suffolk chapter president E. Ben Porter.

Ballots are to be returned to the Suffolk chapter headquarters here by March 20, and will be tallied the following day.

If more than half of the units seek a separate chapter, one will be established for those units. Units which oppose separation from the county chapter will not be required to join the new one.

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RESTRUCTURING ENTERS LAST PHASES

The committee to restructure the Civil Service Employees Assn., after two years of intensive work that has taken it into every area of the state to seek grass-roots opinions, is soon to be phased out.

Not before, however, it has presented its recommendations for Phase III, Part 2, on field services, and Phase IV, on finances, this month at the statewide Delegates Meeting in New York City. It is tentatively scheduled as the primary subject on Wednesday of the week-long meeting, March 26-30.

It is anticipated, according to restructuring committee chairman A. Victor Costa, that the deliberative aspect of the committee's assignment will be com-

pleted at the meeting, and thereafter restructuring will be a matter of implementation.

Because of the importance placed on restructuring, it has probably been the most high-

powered committee in CSEA history. Every conference (soon to be known as "region") has been represented by its president. In addition, top leaders of the coun-

(Continued on Page 16)

The executive board of the Civil Service Employees Assn.'s New York City chapter passed a resolution last week that would give CSEA members the chance to vote on contracts before their submission to the State Legislature.

In a motion presented by chapter president Solomon Bendet and amended by chapter treasurer Seymour Shapiro, the board approved the resolution calling for "the contract as agreed upon to be printed in its entirety and submitted to each member, with the vote to be counted by an independent agency prior to its approval by the Legislature."

(Continued on Page 3)

Don't Repeat This!

Many Legislators Feel Trapped By Pension Issue

LAST year was an election year and the majority of the Legislature's membership jumped enthusiastically on an issue which they felt would make a lot of political hay with the voters—public employee pensions. Now many of them feel trapped by this issue, due to the explosion of anger

(Continued on Page 6)

Long Island Schedules Restructuring Meeting

PLAINVIEW—A special meeting of the Long Island Conference of the Civil Service Employees Assn. has been called for March 22, at the Kings Grant Motel here to hear a report by statewide CSEA second vice-president A. Victor Costa on restructuring, it was announced by Conference president George Koch.



PREPARING FOR MEETING — Members of the parks and recreation committee of the Civil Service Employees Assn. meet at CSEA Headquarters to prepare for a labor-management meeting with representatives of the State Parks and Recreation administration. Left to right are: Paul T. Burch, CSEA collective negotiating specialist; Louis P. Colby, L.I. Inter-County State Parks, committee chairman; Joseph E. Tomkowski, Parks and Recreation main office; George Orton, Saratoga Spa; Harry J. Lynch, Taconic State Park Commission; Joseph Abbey, CSEA research assistant; Walter Scheenborn, Central N.Y.S. Parks Commission; William P. Fagnan, Finger Lakes State Commission; Mary A. Converse, Allegany State Park Commission, and Anthony Seriani, Niagara Frontier State Park Commission.



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Fire News

34 Promotions

The city Fire Department promoted 34 of its members to ranks ranging from lieutenant to deputy chief at ceremonies held March 15.

Seven battalion chiefs were promoted to deputy chief: Thomas J. Moran (1), Thomas F. O'Beirne, Edward F. Brennan (3), John T. Stancarone, Patrick A. Casill, Clifford H. Goldstein and Warren R. Haring. The last number reached on the 93-name eligible list established May 11, 1970, was number 47.5.

Fifteen promotions to battalion chief were made, reaching number 106 on the 205-name eligible list established April 8, 1971. They are Walter Feldt, Joseph S. Young, Vincent J. Dunn, Jr., Sidney Ishin, John J. O'Neill (1), James C. Melvin, Harry J. Hewitt, Jr., Edward D. McDermott, Irwin Yonks, Joseph A. Belanger, Arthur R. Schauffert, Anthony DiGennaro, Joseph D. Dowd, Jr., George E. Gorman and George E. Zogg.

Five lieutenants were raised to

U.S. Dental Jobs

The Federal Civil Service Commission last week reissued an announcement for dental hygienist and dental laboratory technician, jobs paying between \$7,694 and \$9,520 yearly to start.

Applicants for dental hygienist must be licensed and have at least one year of licensed experience. Those applying for dental laboratory technician must have at least two years of general hospital or laboratory experience and one year of specialized experience in the construction of dental prosthetic appliances. Specialized education may be substituted for this experience.

For more information, contact the U.S. Service Commission at the addresses listed on Page 15 under "Where To Apply."

captain, ending with number 8 on the new 805-name list established March 7, 1973. They are Richard A. Travers, James J. Downey (2), Sylvio P. DelRosso, Vincent J. Fowler and Francesco A. Lombardi.

Seven firemen were promoted to lieutenant: John W. Kelly, Jr., Anthony M. Mauro, Wilfred J. McGowan, Peter J. Shovlin, Martin Flanigan, Franklin M. DeBellis, and Herbert A. Rechenbeil. The last number reached on the 1,730-name list established July 13, 1972, was 39D.

100 Appointments

The Fire Department plans to make 100 appointments to fireman on March 24. Medical and physical examinations are currently being conducted for eligibles on the list of exam 0159, established Jan. 13, 1973. The last number certified to be considered for this round of appointments was number 800.

Linden Named To Key Parks Position

James Linden, who has been with the Dept. of Parks for 36 years, was appointed last week to the new post of Assistant Commissioner of Parks by Commissioner Richard Clurman.

Linden took his first civil service exam in 1937 for the position of assistant gardener, and by 1966 had worked his way through civil service tests up to park manager, the Department's highest civil service title.

"Linden is a perfect example," said Clurman, "of a man working his way up in Parks by competitive civil service examinations and appointments through hard work, study and achievement."

As Assistant Commissioner, Linden will be serving directly under Deputy Parks Commissioner Theodore Mastroianni. He has been Director of the Parks Department's Maintenance and Operation division since January 1971.



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Delehanty Scores Again With Fire Captain

The recently published 805 name list for promotion to Captain, fire department revealed that Delehanty graduates again upheld the Institutes' 60 year history of helping men in the department obtain the promotion opportunities they deserve. The list showed that Delehanty graduates placed:

10 Out Of The First 10
80 Out Of The First 100

Weekly Status

Hiring Of Patrolmen

Medicals for the last eligibles from exam 9019 will have been completed by March 20, a Police Dept. spokesman told The Leader at presstime, Friday, thus exhausting that list of 3,247 names which was established April 27, 1970.

Those appointed from this list, from which 423 eligibles have been formally certified by city Dept. of Personnel, will begin training at the Police Academy March 26. This class is not expected to be as big as the February class, of over 200 patrolmen.

By the end of March, the Police Dept. spokesman said, the Dept. will begin calling eligibles from the 2,683-name list which resulted from exam 9049, for medicals.

The class which will begin training at the end of April "may be better" in size, according to the spokesman, because, he said, "we will back-track and pick up everyone we can" from the old lists, referring to those which resulted from exam 7065, 8046, and 8108.

Although those lists have been virtually exhausted, eligibles "come running out of the woodwork," the spokesman said, "and want to be restored to the lists." Even though these people may have been called, the Dept. gets no response because the lists are so old that addresses may have changed, yet eligibles "hear through the grapevine" that the Dept. is hiring. The Dept. therefore must be meticulous in sweeping through the old lists to avoid passing over any remaining eligibles. If an eligible is passed over, he may file suit. The Police Dept. is trying to avoid such action.

Complications resulting from the age of the lists from which patrolmen must be appointed have bogged down Mayor Lindsay's plan to hire 400 new patrolmen per month. A source within the Police Dept. said, however, that the Mayor "understood" the problems.

Remaining after list 9049 are list 9080 with 4,709 names, established April 27, 1970; and list 0013 with 4,569 names, established March 5, 1971.

On the policewoman's list, no. 9081 established Nov. 30, 1972, 28 eligibles have been appointed and are in training. The last number certified was 152. That list contains 1,727 names.

The attrition rate is even greater on the women's list, leading to conjecture that new tests for both patrolmen and women will be held by the end of the year. The Leader will announce those test dates when they are known.

CIVIL SERVICE LEADER America's Leading Weekly For Public Employees

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

Tension Builds As Buffalo White-Collar Employees Near Representation Vote

(Special to The Leader)

BUFFALO — Support for the Civil Service Employees Assn., is growing as a representation election between CSEA and AFSCME, Council 66, Local 650, looms in the near future.

Upwards of 90 members of the embattled unit attended an open meeting at Tammany Hall addressing sharp and pointed questions at CSEA staff representatives and former unit president James Paine.

The representation battle began when CSEA learned that Paine had plans to switch affiliation from CSEA to AFSCME, without even bringing the change to the membership for a vote. CSEA immediately stepped into the situation "in order to insure

that the membership would be heard in this serious situation."

Paine stated that he was seeking to make this switch because CSEA had left the leadership (Continued on Page 16)

BOCES' Macchiaroli Outlines Proposals For Negotiations

(From Leader Correspondent)

DIX HILLS — The Civil Service Employees Assn. unit for the Board of Cooperative Educational Services District 3 girded for negotiations in a meeting at the BOCES headquarters here recently.

Unit president Ferdinand Macchiaroli outlined proposals and established a negotiations advisory committee consisting of persons representing each of BOCES' operations.

Also attending the meeting was Ben Gumin, president of the Syosset School District unit and second vice-president of the Nassau Educational chapter.

Locust Valley School Employees Vote For Bargaining Agent

LOCUST VALLEY — A representation election for two groups of non-instructional employees of Locust Valley Central School District No. 3 in Nassau County was scheduled by the State Public Employment Relations Board for March 19, at the Locust Valley High School cafeteria, according to a spokesman for the Civil Service Employees Assn.

Workers in the Bus Drivers Unit and the Maintenance and Custodial Unit have the choice of voting for CSEA or for "no representation" in this PERB-conducted election.

Results were not available at Leader presstime.

Reactivate CSEA Human Rights Committee

(Special to The Leader)

ALBANY—The first meeting of the newly reactivated Civil Service Employees Assn.'s human rights committee took place last week at CSEA headquarters in Albany.

The committee was reactivated in order to deal with recent problems involving human and civil rights that affect members of CSEA, and to open new avenues of approach to solving these problems.

At the initial meeting, the following officers were elected: John W. Haithe, Jr., president; Anson Wright, vice-president; and Dennis L. Glover, secretary-treasurer.

It was also decided to augment the committee with females, Puerto Ricans and mem-

(Continued on Page 16)

Seek Fact-Finder Panel Following Collapse Of Nassau Contract Talks

(From Leader Correspondent)

MINEOLA—The Nassau chapter, Civil Service Employees Assn., and Nassau County were trying to agree last week on a fact-finding panel following the collapse of negotiations for a new contract.

The county had abruptly refused to consider the CSEA program, which had been formulated by the 76-member steering and program committee following the firm rejection by the membership of an earlier settlement.

The CSEA bargaining team sought two consecutive pay adjustments of 8½ percent with a \$500 minimum and no maximum, a cost-of-living rider in the second year in case inflation outstrips the 8½ percent figure and the 75I retirement plan.

The county offered 5 percent in the first year, 4 percent in the second year and the 75I plan.

"We did not propose an unreasonable list," chapter president Irving Flaumenbaum asserted. "We asked for those essentials that the membership has made clear."

"The county cannot put its head in the sand and pretend that problems do not exist. They know that meat prices are running wild. They know that the taxes that we pay, too, are climbing. And, I think they know that the employees are not going to accept less than a fair shake."

The fact-finding process could be delayed by the county, and Flaumenbaum said it could not yet be estimated how long it would last.

However, he challenged the county's announcement of its effort to question retroactivity. The county had said that the retroactivity of an eventual settlement would remain one of the issues subject to bargaining.

"Despite that statement," Flaumenbaum declared, "the position of the CSEA is that that issue was agreed upon before and must be agreed upon again."

Suffolk Schools

(Continued from Page 1)

The voting will be supervised by Thomas Kennedy, chairman of the elections committee, and John Reilly and Carol Craig, co-chairmen of the school district committee.

Caso Orders Investigation Of Soaring Meat Prices

(Continued from Page 1)

direct his consumer affairs commissioner, James Picken, to investigate supermarket prices.

"There is no question that these increases are due to selfish profiteers," Flaumenbaum told reporters in a press conference last week after kicking off the campaign.

"I've done all the shopping in my family for 30 years, and I know prices. When a pound of eye round goes from \$1.39 to \$1.99 in less than three weeks, it is very evident that something is rotten in Denmark."

The housewives campaign will be kicked off shortly. Women are working to spread the demonstrations to every section of suburbia. Flaumenbaum urged CSEA groups throughout the

state to make their voices heard on the issue.

Flaumenbaum warned that the sudden skyrocketing of meat — and fish — prices strikes directly at the tight-budgeting civil service employee. Prices, and the fear of runaway inflation, was a major factor cited in the recent rejection by members of the Nassau chapter of a proposed 5 percent pay increase.

"The urgency of this investigation," Flaumenbaum advised Nixon, "is immediate, because I can see in the very near future the beginning of a runaway inflation if these prices are not checked."

The best way to bring prices down, Flaumenbaum said, is to stop buying meat for a couple of weeks.

Village Refusing To Pay Increments

Improper Practice Charge Filed Against Freeport

(From Leader Correspondent)

MINEOLA — The Nassau chapter of the Civil Service Employees Assn. has filed improper practice charges in legal action against the Village of Freeport, which has refused to pay employee increments following the rejection of a contract offer.

"We persuaded the county to pay increments pending a settlement," Flaumenbaum asserted, "and we will require the village to meet the same standard."

Regional attorney Richard C. Gaba has filed improper practice charges with the state Public Employment Relations Board. Nassau County had agreed at

the start of the year to pay increments even though no contract settlement has yet been reached. Flaumenbaum said the county recognized that the employer cannot unilaterally change the terms and conditions of employment.

"Neither can the village," he added.

Ballots Due Back March 21 For Vote On Craig Officers

SONYEA — Nominations for officers of Craig State School chapter, Civil Service Employees Assn., were decided upon at the chapter meeting Feb. 22.

Ballots have been mailed to the homes of individual members, and should be returned by March 21, according to Lyn Boyer, publicity chairman for the chapter.

Ballot boxes are located near all sign-up areas, Ms. Boyer explained. Anyone wishing to vote for a person other than those appearing on the ballot may do so, she said.

City Chapter Seeks Printed Contract

(Continued from Page 1)

In debate, Shapiro, a former president of the City chapter, stated, "Nothing will kill the Taylor Law as fast as having the Legislature change provisions of the contract as negotiated." Shapiro also pointed out that the Legislature had made revisions in the contract last year.

A motion was also passed to investigate Section 72 of the Civil Service Law that allows an employee to be dismissed for physical reasons on the basis of the diagnosis of the employer's physician, even when disputed by the employee and/or an outside doctor. This motion was introduced by Jack Schuyler, delegate from the Office of Vocational Rehabilitation.

Members of the chapter nominating committee were also determined at the March meeting. Bendet reappointed Vic Pesci as chairman, and named former chapter presidents Samuel Emmett and Max Leberman to the committee. Delegates elected James Chiarvalle, Rose Feuerman, Ida Rice and Sal Guarisco. Elections, according to the chapter constitution, are to be held the second Tuesday in May.

Buffalo Chapter Meeting

BUFFALO—Buffalo chapter of the Civil Service Employees Assn. has scheduled a meeting for March 21, according to chapter president Frederick Huber. The 6 p.m. meeting will be held in the Hotel Statler Hilton here.



Theodore C. Wenzl, president of the Civil Service Employees Assn., meets with members of the newly reactivated human rights committee. Pictured clockwise from left around the table are: John W. Haithe, Jr.; W. Reuben Goring, CSEA negotiating specialist; Wenzl; Dennis L. Glover; Tyrone Daniels; Anson Wright; Floyd Bragsdale; Jimmy Gamble, and Robert Floyd.

Police News

PROMOTIONS

The New York City Police Department last week announced the designation of 18 members to ranks of inspector and above, and the promotion of 104 members to captain, lieutenant and sergeant. Thirty-three assignments in detective squads were also announced. The promotions were effective between March 8 and 12.

Designations

Assistant Chief Inspector Thomas P. Mitchelson.

Deputy Chief Inspector: Stephen T. Walsh, Howard A. Metz-dorff.

Inspector: Michael J. Farrell, Charles F. Peterson, Martin E.J. Duffy, Herman C. Reed, Thomas R. Booney.

Deputy Inspector: Dave Pascal, Richard J. Condon, Joseph A. Comperiatl, Richard A. Dunne, James M. Maher, John J.V. Sullivan, Daniel F. Leonard, Warren P. Curry.

Captains

The following eighteen lieutenants from the indicated commands were promoted to captain. The last number reached on the 372-name list established Dec. 23, 1971, was number 174.

James M. McSloy, Off. of Police Commissioner; Robert J. Houlihan, Off. of First Deputy Commissioner; John E. Salo, Patrol Borough Bronx; John P.

Henry, 28 Pct.; Charles A. Baker, Jr., 17 Pct.; Kenneth F. Conlon, 75 Pct.; Joseph Hillery, 107 Pct.; James A. Bohan, Jr., DBDB Bx.; Thomas J. Collins, IAD; Edward Cappello, Empl. Rel. Sec.; Thomas M. Lawlor, DB, OCD; John J. Haas, OPP; Peter P. Murray, PBBN(FAIAU); John W. Plansker, Narc. Div. (OCCB); Louis A. Fortunato, CII&ED; Dennis P. Ryan, IAD; Donald F. Johnson, SPI Sec.; Francis J. Coyne, Legal Div.

Lieutenants

Forty-two promotions were made to lieutenant, reaching number 378 on the 602-name eligible list established April 26, 1971. Appointments were made from commands indicated of these former sergeants:

Anthony M. Lopez, Intel. Div.; Dewey F. Vitarbo, DB, 3 DD, Rob. Sqd.; John F. Ferguson, PMD (OCCB); Vincent F.J. Hogan, IAD; Dennis J. Flynn, 46 Pct.; Andrew K. Kenneally, 69 Pct.; Edward G. Hurley, Jr., 90 Pct.; Lawrence J. Hegarty, 106 Pct.; Eamon P. Gonzalez, H.P. Dist.; Antonio Calobrisi, T.U. B.; Arnold R. Kelley T.U. B.; Robert E. Rohan, Jr., Comm. Div.; Austin P. Kelly, SSD(OCCB); Anthony V. Santoro, Det. Bur., 5 Det. Dist., B-L Sqd.; Henry M. Torres, DB, OCD (FAIAU); Kenneth G. Grant, DB, 6DD, H-A Sqd.; John W. Long, DB, 17DD, B-L Sqd.; James F. Reilly Ct. Div., Ct. Att. Sec.; Joseph P. O'Leary, CII&ED; Robert J. McCormack, Jr., OPP; Joseph R. Cea, HP Dist.; Robert J. Kelly, Comm. Div.; Robert J. Luckner, PBBS(FAIAU).

Matthew W. Kennedy, 9 Pct.; Harold F. Hartner, M-T Pct.; Alfred Fondiler, 25 Pct.; Joseph E. Petry, 69 Pct.; Kenneth A. Fraser, 71 Pct.; John W. Plant, 71 Pct.; Frederick C. Denhard, 83 Pct.; William J. McCormick, 84 Pct.; John Latini, 103 Pct.; Thomas P. Rowan, 112 Pct.; James J. Hyland, C&CC; James W. Thompson, Perf. Eval. Sec.; Bernard Davis, Train. Div.; Daniel F. McNeill, FCD (OCCB); Frank Lanuto, Ident. Sec.; George W. Mickus, Jr., Ct. Div. Warr. Sec.; Henry Colin, Pub. Info. Div.; John F. Rudden, CWACS; James J. Hannan, ESS9.

Sergeants

Forty-four promotions to sergeant were made, through number 1,317 on the 1,555-name list established Dec. 18, 1970.

Of third grade detectives, from commands indicated: Stephen A. Miller, Det. Bur. Off. Chief of Det.; Lawrence G. Mullins, DB, DAO Sqd., NY Co.; John M. Loughran, DB, 1 DD, B-L Sq.; James D. O'Neil, DB, 13 DD, Robb. Sqd.; Patrick R. Cambridge, DB, 16 DD, B-L Sqd.; Harry J. Fagan, Jr., DB, Intel. Div.

Of the following patrolmen, from indicated commands: Sherwin H. Bogart, Aviation Unit; Luis A. Mejias, Comm. Div.; John Lande, Empl. Div.; Steven V. Gure, 24 Pct.; James F. O'Sullivan, 75 Pct.; Lawrence E. Ernst, 10 Pct.; Bernard J. Connors, M-T Pct. No.; James L. Caruana, 23 Pct.; Edward M. Hojnacki, 23 Pct.; Arthur W. Leary, 43 Pct.;

Vincent J. Barone, 45 Pct.; Frank J. Occhiuzzo, 60 Pct.; Donald V. Lyons, 61 Pct.; Warren F. Vanden Houten, 70 Pct.; Frank R. Wueger, 73 Pct.; Anthony E. Coger, 79 Pct.; Charles Ramsey, 81 Pct.; Thomas A. Kiernan, 102 Pct.; Joseph I. Grossman, 103 Pct.; John J. Hughes, 103 Pct.; Benedict J. Maguire, 103 Pct.; Bruce H. Bennett, 107 Pct.; Steven A. Marks, 111 Pct.; Patrick M. Nash, 114 Pct.; Arthur E. Chilvers, 123 Pct.; Frederick Tarter, 123 Pct.; John W. Connelly, PBMN; James R. Crean, PBMN; Robert J. Franz, PBBN, Boro Gang TF; Robert P. Hester, HPP No. 1; Peter K. Boyle, SES; James J. Mulroy, TPF; James R. McGown, Auto Crime Unit; Buster D. Eyman, FCD(OCCB); Henry Krantz, Jr., Narc. Div. (OCCB); Harold J. Sakin, Narc. Div. (OCCB); Alfred Ungania, Narc. Div. (OCCB); Lawrence M. Gallagher, Train. Div.

Detectives

The following men were designated commanders of detective squad: Leonard A. Kaplan, Gabriel J. Stefania, James J.P. Trainor, John Veraja, Michael J. McGuire, Stephen T. Kraemer.

The following men were designated supervisors of detective squad: Edward N. Bracht, Jr., Joseph Rollo, Jr., John M. Gambello, Joseph J. Horman, John R. McCarthy, Albert G. Boyce, Thomas P. Lawless, Jr., Anthony V. DiCostanzo, Remo Franceschini, Henry D. Ulrich.

The following patrolmen and policewomen, from the commands indicated were designated third grade detectives:

Richard L. Reers, PCO; Michael M. Cappola, Intel. Div.; Michael J. Ogliaruso, Intel. Div.; Richard J. Spinoso, Intel. Div.; Frederick J. Sote, Intel. Div.; John A. Smith, CP Sqd.; Hubert Jackson, DB Auto Sqd.; John J. O'Connor, DB 3 DD, B-L Sqd.; Floyd W. Dorsett, DB 4 DD, B-L Sqd.; Daniel J. Strauss, DB 5 DD, B-L Sqd.; Nicholas Guerra, Jr., DB 7 DD, Robb. Sqd.; Will-rick U. Rivers, DB 8 DD, B-L Sqd.; Michael L. Marino, DB 12 DD, B-L Sqd.; George F. Ransom, DB 15 DD, B-L Sqd.; Mary C. Zajac, 1st DCO; Florence E. Watts, DB, MP Syd.

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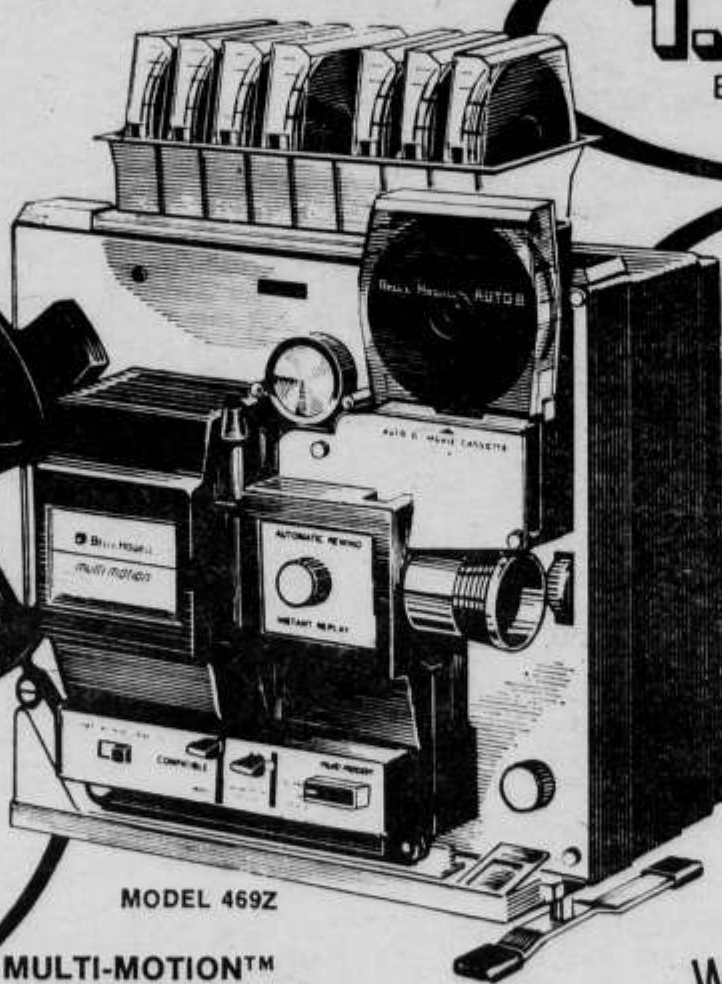
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Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATIONS, INC.

Publishing Office: 11 Warren Street, New York, N.Y. 10007

Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007
212-BEeckman 3-6010

Bronx Office: 406 149th Street, Bronx, N.Y. 10455

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ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474

KINGSTON, N.Y. — Charles Andrews — 239 Wall St., FEderal 8-8350

15c per copy. Subscription Price: \$3.70 to members of the Civil Service Employees Association. \$7.00 to non-members.

TUESDAY, MARCH 20, 1973

A Different Lesson To Be Learned From Willowbrook

A TELEVISION documentary on conditions at Willowbrook State School, filmed last year, had a re-run on a New York City TV station recently and there is one scene from the documentary that we would like members of the Legislature and the State Administration to see again and again.

The camera focuses on a large group of unfortunate children who can barely help themselves and the commentator observes: "Last year, there was five attendants assigned to take care of these cases. Now there is only one."

What grabbed our attention was the fact that no mention was made of the hardship placed on the one woman shown in the film who was doing the work of six. Nor was any comment made on the obvious patience with which she dealt with the difficult assignment facing her day after day.

Many lessons have been learned from Willowbrook State School, but most of them concern the patients and the physical condition of the institution. Just looking at that one scene should teach another very important lesson—that the State is fortunate to have the dedication of its civil servants as exemplified by the woman in the documentary.

Here is proof enough that public employees do their job well and, in many cases, in areas not observed by the citizenry at large.

At this very moment, the Civil Service Employees Assn. is engaged in bargaining for a pay increase and other benefits for the majority of State workers, all of whom have been hit as hard by continuing inflation as any other member of the public. They deserve a raise and a good one at that. If there is any doubt on the matter, remember Willowbrook again and again and again.

Questions and Answers



Q. I'll soon be 62 and plan to quit work then and retire. I have raised my grandchildren since they were babies. Now they're both in grade school. Will they be able to get social security checks on my record when I start getting monthly benefits?

A. Possibly. Under recent changes in the social security law, grandchildren can get monthly checks based on a grandparent's earnings record if certain conditions are met. You should file a claim for benefits for them at any social security office and receive a formal determination on the matter. This can be done when you apply for your retirement benefits.

Q. I get monthly social security checks as a disabled widow, and I just started working at a part-time job. I heard that disabled people are allowed to work and test their ability to work for several months before their checks stop. Does this trial work period apply to me, too?

A. No. Since you receive disabled widow's benefits, the trial work period doesn't apply to you. The trial work period only applies to disabled workers who get monthly disability benefits. You should report to social security that you are working. If your work isn't considered to be a substantial gainful activity, your widow's checks may still continue.

Don't Repeat This!

(Continued from Page 1)

among the state's hundreds of thousands of civil service workers being vigorously voiced through the various unions that represent them.

In 1972, the Legislature created a permanent committee to study public employee pensions and ordered it to come up with a uniform retirement plan for civil servants in all governmental jurisdictions in the state. No one doubted for a moment, however, that the real purpose of the committee was to stop permanently any further improvements in current pension plans.

Not Appeased

What the committee came up with were proposals for taking pensions off the bargaining table, including social security payments as part of retirement pay, and increasing the number of working years required before retirement. The hope was that civil servants would be appeased by the idea that these plans would apply only to new workers.

That hope was shot down for several reasons. While the State Constitution assures that permanent retirement benefits cannot be diminished, civil servants know that constitutions can be amended and many of them feel they would end up under the new and lesser plan eventually whether they now have a constitutional guarantee or not.

Another fact angering this large number of voters is removal of retirement improvements from the bargaining table. None of them has forgotten the pensions the legislators voted themselves based on the single highest year of earnings. And none of them have forgotten that some elected officials have death benefits that, in at least one case, add up to nearly a half-million dollars.

The basic irritant is the fact that most public employees in the state—over 85 percent—will retire with pensions that total under \$4,000. Yet, the publicity accompanying the Legislature's pension battle continues to give the general impression that civil servants are leaving work with enough money to buy a condominium in Florida and whoop it up for the rest of their lives.

A Ray Of Hope

The legislators most bothered by this bad reaction from public employees are those who won marginal victories last year and there are more of them than one might expect. Some areas with large civil service populations could actually change the leadership of the Assembly, now controlled by the GOP, by voting heavily against some incumbent legislators.

Enough lawmakers are bothered by this obvious fact and are already starting to back off of last year's vigorous mouthing against public employee pensions. What civil servants have to hope for, then, is that enough of them will be burned by current protests so that the Legislature will make only a token move that will leave the retirement issue essentially where it was before all the hullabaloo began.

Ward Renominated

ALBANY—John G. Ward, of Ogdensburg, has been renominated to the Thousand Islands State Park and Recreation Commission for an unsalaried term ending Jan. 31, 1980.

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.

Conflicting Union Claims

The petitions of the Police Benevolent Assn. of the New York State Police Inc., seeking to overturn an adverse decision by PERB, have been denied by Supreme Court, Albany County. (*Application of PBA of the N.Y. State Police Inc. v. Robert Helsby as Chairman of PERB*, 340 NYS 2d 291 (1973).)

The petitioner brought two Article 78 proceedings which, the court held, raised the same issue: that the Public Employment Relations Board erred in law when it entertained a decertification proceeding based upon the application of a newly elected employee organization, during the period prior to the fixed termination date of the contract.

THIS PETITIONER claimed that the decision of the Public Employment Relations Board was unconstitutional in that it violated the Fifth and Fourteenth Amendments of the U.S. Constitution by impairing petitioner's right to contract with the State. It claimed in allegation No. 19 of its petition: "That the decision impairs the obligations of contract, and is unconstitutional. It is disruptive and chaotic of stable, effective governmental operations. The decision destroys the existence of the current agreement between the petitioner and the State of New York and substitutes a new party to the contract in place of the PBA of New York State Police Inc., in the middle of the State's fiscal and budgetary year and during the term of the existing contract."

Freedom of contract is a basic right, and, therefore, the court felt that the issue should be disposed of at the outset of its decision. It said in part:

"Parties contracting can be subject to many legislative controls promulgated by statutes, and these controlling statutes in effect become parts of the contract. There is little distinction between public and private sectors when contracting parties have been granted the right to contract by statute. As applied here, the New York State Legislature enacted the 'Public Employees Fair Employment Act, Article 14 of the Civil Service Law.' It is this law which permits and provides for the agreement and mutual promises between the chief executive officer and the employee organization for a period of time."

The court also distinguished between public and private contracts; a private contract is an agreement between private persons or non-governmental corporations. It pointed out that the agreement in question was, in addition to being a statutory contract, a public contract as one of the parties is a governmental body. However, it is private contracts that are valid and enforceable under the proper law which are protectable under the contract clause of the U.S. Constitution.

THE COURT FOUND, however, that the contract had not been violated in any respect. It was procedure that was involved rather than an impairment of the rights of the parties. The manner of enforcement of contractual rights of the parties was at question.

The decision pointed out that the legislation permitting PERB's action was on the books at the time the contract was consummated. It was not a retroactive law. Thus, the only question for the court to consider was whether the legislation is addressed to legitimate ends and the actions taken were reasonable and appropriate to that end. The court answered both questions in the affirmative.

Section 208.1 (a) of the Civil Service Law is quite clear in providing that a recognized or certified employee organization has the right to negotiate for a contract with the public employer while an existing agreement is running out.

Authority Nominees

ALBANY—Reecy Davis, Jr., of Rochester, has been named to the Rochester-Genesee Regional Transportation Authority, while Robert H. Black and Thomas E. McGrath, both also Rochester, have been reappointed to the same agency. All terms are unsalaried and expire July 1, 1977.

Ricotta To Court

ALBANY—Joseph J. Ricotta, of Dunkirk, until now the assistant attorney general in charge of the Buffalo office of the Law Department, has been nominated a justice of the State Supreme Court for the Eighth Judicial District. The term runs to Dec. 31.

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.

CIVIL SERVICE LEADER, Tuesday, March 20, 1973



For Con Edison 1973 is a milestone. It is the 150th anniversary of the founding of our corporate ancestor, the New York Gas Light Co., which in 1823 was chartered to provide gas service to lower Manhattan.

However, we are not marking our anniversary by looking backward. The present and the future are what count the most. Therefore this report will focus on today and tomorrow—and how we hope to improve on yesterday.

Increased Power Supply

The biggest problem for our company during the past five years has been, "Can we build new plants fast enough to keep the lights on?"

The problem is still with us, but we are gaining on it. This although every major facility we are building is being contested either in court or before a licensing agency.

Since 1968 we have completed 2,300,000 KW of gas turbine peaking capacity and 915,000 KW of baseload capacity. In the same period we have shut down 782,000 KW of obsolete facilities. Meanwhile, summer peaks have increased by 1,275,000 KW.

In 1973 we expect Indian Point No. 2 will be available at partial power during the summer and will reach full power of 873,000 KW late in the year. Also expected this year are the two 600,000-KW Roseton plants of which Con Edison's initial share is 240,000 KW per unit. With these three plants in service, our power reserves will be greater than last year, and they will continue to improve as we complete our current construction program.

Bowline Point No. 2, in which our share is 400,000 KW, is anticipated for summer 1974. Both the 965,000-KW Indian Point No. 3 and the 800,000-KW expansion at Astoria are scheduled for service before summer 1975. Beginning in late 1973 we also expect to begin purchases from the FitzPatrick nuclear plant of the Power Authority of the State of New York (PASNY).

Beyond 1975

In the latter half of the 1970's and thereafter we expect to purchase large blocks of power from PASNY and from Canada.

From PASNY we expect to obtain a portion of the 1 million KW from its proposed Breakabeen pumped storage plant. We also expect to purchase the excess power from the baseload and peaking plants which the Legislature authorized PASNY to construct to meet the electric needs of the Metropolitan Transportation Authority.

From Canada, we have an agreement with Hydro Quebec to purchase up to 800,000 KW of summertime power for up to 20 years starting in 1977.

The Cornwall or Storm King project, now in its eighth year of litigation, cannot be completed before 1979-80.

As for transmission, we expect by 1982 to more than double our capacity to import power into our service area.

Reliability of Service

Service reliability on Con Edison's system is among the best in the nation in terms of number of interruptions per 1000 customers served. However, when a problem does occur, the densely populated nature of our service area means it will affect more people than a similar problem elsewhere—and will receive more publicity.

Following our unprecedented distribution problems of last summer in Brooklyn and Queens, Con Edison and three outside consultants made separate in-depth analyses of all aspects of our underground system—including its design, maintenance and repair procedures.

We are already acting upon their preliminary recommendations as well as those made by experts employed by the PSC and the City. As a result, an improved inspection program has been instituted, and we have substantially reduced the average time required to repair cable failures.

Higher Rates

The program now underway to expand and modernize our facilities to meet the growing needs of customers will cost more than \$3 billion in just the next five years. Most of this money will have to be raised through the issuance of additional stocks and bonds.

In 1972 Con Edison's rate of earnings on its investment was one of the lowest in the utility industry. The recent \$110 million temporary rate increase was the minimum necessary if the financing of our construction program was to proceed. The temporary rate relief should allow us to meet financing requirements until the PSC acts later this year on our request for a \$102 million increase over the temporary level in electric, gas and steam rates.

Unhappily, Con Edison's rates must continue to rise if we are to meet the energy needs of our customers.

It is much more expensive to supply electricity in Con Edison's service territory than elsewhere in the nation. For example, our state and local taxes—which increased by more than 13 per cent in 1972 alone—are double the national utility average when computed on a kilowatt hour basis. Many utilities elsewhere burn coal and high-sulfur oil; we must burn premium fuels at costs as much as 100 per cent higher. Construction costs here are 25 to 30 per cent more than the average in other large cities. And our system is largely underground, therefore more expensive.

Research and Development

We have joined with most of the rest of our industry in a new research organization, the Electric Power Research Institute (EPRI), to find new and environmentally better ways to produce and deliver electricity.

Con Edison's R&D expenditures, which were only \$1.5 million five years ago, will rise to about \$15 million in 1974. Of this sum, about \$3.5 million will go for EPRI projects, including a prototype breeder reactor.

We are especially hopeful about the large-size fuel cell development program Con Edison and several other companies plan to fund with Pratt & Whitney, the prime contractor. If this development is successful, we could have in service in the late 1970's virtually pollution-free fuel cells in 26,000 KW units that can be located at many places within our service territory—including existing generating stations and substations.

The Natural Environment

In September 1972, Con Edison completed the conversion to burning 0.3 per cent low sulfur oil. This enabled us to reduce our emissions of sulfur dioxide down to where they are less than 16 per cent of our 1965 emissions.

The City of New York is now meeting the Federal primary annual ambient standard for sulfur dioxide of .03 parts

per million. Various studies show that in other ways, too, the city is making rapid progress towards cleaner air—more so, in fact, than many other large cities.

The largest single environmental question now facing us is whether to build cooling towers for Indian Point No. 2. As cooling towers could have their own adverse effects on the environment, this question must be decided by balancing several environmental factors.

We have asked the AEC, before making an irreversible decision, to allow time for completion of a \$10 million Hudson River study begun two years ago. This study is gathering the additional scientific data we believe necessary to the decision.

Meanwhile our engineers are designing towers to be as ready as possible if it is decided they should be built. And our offer of several years standing to build a fish hatchery to replace fish unavoidably killed at Indian Point still stands.

Save-a-Watt

Our Save-a-Watt program continues to win national recognition from environmental and consumer groups. We estimate that in 1972 it helped reduce loads on the day of the summer peak by about 400,000 KW and summer energy consumption by about 300,000,000 KWH.

Mrs. Virginia Knauer, President Nixon's special assistant for consumer affairs, has commended Save-a-Watt and suggested that "it might be in the interest of energy conservation if considerations were given to promoting Save-a-Watt as a nationwide slogan for use by all electric utilities to help communicate to the public the importance of saving energy."

The Social Environment

Our minority employment is about 2½ times what it was six years ago. During 1972 we hired 393 under-employed and disadvantaged persons into our JOBS 70 program. Partially funded by the U.S. Department of Labor, this program is designed to help these young people improve their reading, writing and arithmetic, as well as learn the specific skills required of our work force. About 1,500 young men and women have joined Con Edison through the JOBS 70 program and its forerunners.

In 1972, our minority vendor program resulted in more than \$2½ million in fuel purchases from black and Hispanic firms and more than \$600,000 in other purchases such as printing, vehicle maintenance, construction work and computer supplies and services.

Customer Billing

Billing our 3 million customers and responding promptly to their telephone calls and letters have been among our more difficult problems.

We are installing a new Customer Service System—a modern data-processing system that will speed responses to inquiries and improve billing accuracy. In most cases this system will enable us to give "one-stop" service to customers when they visit or telephone our offices.

We have converted approximately 1,100,000 customers to the new system. This includes the entire Bronx and Staten Island Divisions and parts of Queens and Westchester—altogether nearly 40 per cent of our accounts. We expect to convert the remainder by April 1974.

The Bronx Division reported an immediate improvement in its ability to

resolve customer inquiries and complaints at the point of initial contact. The Staten Island Division reports it is now providing one-stop service to 95 per cent of its customers who telephone and that 99 per cent of calls are answered within 20 seconds.

A complicating factor during the change-over to the new system is that the level of unpaid customer bills has become as high as in the Great Depression. This causes greater collection expense and, ultimately, higher rates. If each customer pays his bill promptly, it will not only keep his account in good order, but will also benefit all customers.

We realize that billing mistakes occasionally occur. To reduce the chance of injustice to any customer whom the computer erroneously shows to be in arrears, we have, among other things, agreed with the PSC and the Legal Aid Society to provide every customer with an opportunity to discuss his bill with a Con Edison customer service representative before electricity or gas is cut off for non-payment.

Despite all these problems, and despite the fact that complaints to the PSC increased in 1972, we had, in total, 25 per cent fewer customer service cases in 1972 than in 1971.

Gas System

The pipeline gas companies which supply natural gas to Northeast gas-distributing companies such as Con Edison have advised us they cannot increase supplies for at least 8 to 10 years and may even reduce them. Therefore, gas companies in the Northeast must find new sources of supply.

This is why two years ago we began construction at Astoria of a 1-billion-cubic-foot liquefaction and storage facility for liquefied natural gas (LNG). The design of our Astoria LNG tank is very different from that of the tank on Staten Island which recently collapsed in an explosion. Our tank is steel-lined and uses a mineral insulation that cannot burn.

The difficult gas supply situation gives us and our customers a big stake in the exploration of the Atlantic shelf. There are promising geological indications that large quantities of natural gas and oil may lie beneath the Continental Shelf 30 to 300 miles off the New England and Mid-Atlantic coasts.

From an environmental point of view, the total impact of Atlantic off-shore drilling may well be considerably less than that of alternative sources of gas and oil.

In Conclusion

The goals of Con Edison have not changed since my first report about five years ago. The dedicated 23,000 men and women of Con Edison are making substantial progress in meeting these goals as this report has described. We recognize all too well that in some areas, such as completing new power plants and improving customer billing, we have not moved as fast as we would have liked. In such areas, we are intensifying our efforts to improve.

Your understanding and support of our efforts are needed, and will be appreciated.

With your cooperation, we will try to make our anniversary year a true milestone—especially for the people we are privileged to serve.

Charles F. Luce

46 Promotional Exams Open Now With State

The New York State Dept. of Civil Service has announced 46 promotional exams to be held May 12. Filing for all exams must be completed by April 2 at the addresses listed under "Where to Apply" on Page 15 of The Leader.

Most exams, except those listed under "interdepartmental," are for promotion positions within the specific state departments or agencies under which they appear in the following roster.

Interdepartmental

These exams are open to all qualified employees of New York State.

Associate Personnel Adminis-

trator (G-23); Assistant Director of Personnel (G-25); Director of Personnel (G-25), Exam 34-146—senior personnel administrators or those in an administrative position allocated to G-18 or higher, are qualified.

On-the-Job Training Specialist (G-19), Exam 35-253—bachelor's degree plus either one year as a senior training technician or two years as training technician.

Senior Computer Programmer (G-18), Exam 35-183—six months as a computer programmer, public administration intern, or administrative trainee.

Stationary Engineer (G-12), Exam 35-164; Senior Stationary Engineer (G-14), Exam 35-165—for 35-164: three months as a

steam fireman; for 35-165: three months as a stationary engineer.

Banking Dept.

Banking Electronic Data Specialist (G-29), Exam 35-180—six months as a principal bank examiner.

Correctional

Head Correctional Clerk (G-16), Exam 35-156; Principal Correctional Clerk (G-12), Exam 35-155—for 35-156: one year as principal correctional clerk or two years in a clerical position allocated to G-7 or higher; for 35-155: six months in a clerical position allocated to G-7 or higher.

E. Hudson Pkway

General Parkway Foreman (G-14), Exam 35-254—one year as parkway foreman.

Executive Dept.

Senior Field Representative, Office for the Aging (G-23), Exam 35-184—one year as field representative, Office for the Aging.

General Services

Assistant Heating and Ventilating Engineer (G-19), Exam 35-129; Senior Heating and Ventilating Engineer (G-130), Exam 35-130; Associate Heating and Ventilating Engineer (G-27), Exam 35-123—one year of service as follows: for 35-129: in an engineering position allocated to G-15 or higher; for 35-130: G-19 or higher; for 35-123: G-23 or higher.

Assistant Mechanical Construction Engineer (G-19), Exam 35-142; Senior Mechanical Construction Engineer (G-23), Exam 35-143; Associate Mechanical Construction Engineer (G-27), Exam 35-144—one year of service in an engineering position allocated as follows: for 35-142: G-15 or higher; for 35-143: G-19 or higher; for 35-144: two years at G-23 or higher.

Assistant Plumbing Engineer (G-19) Exam 35-161; Senior Plumbing Engineer (G-23), Exam 35-162; Associate Plumbing Engineer (G-27), Exam 35-163—one year of service in an engineering position allocated as follows: for 35-161: G-15 or higher; for 35-162: G-19 or higher; for 35-163: two years in G-23 or higher.

Parks, Recreation

General Park and Parkway Foreman (G-14), Exam 35-194—one year as park and parkway foreman, park superintendent, assistant supervisor, or senior engineering technician.

Dept. of Health

Senior Narcotic Investigator (G-21), Exam 35-186—six months as a narcotic investigator.

Narcotic Comm

Senior Narcotic Rehabilitation Counselor (G-21), Exam 35-125—six months as a narcotic rehabilitation counselor.

Senior Narcotic Parole Officer (G-22), Exam 35-153—six months as narcotic parole officer.

Social Services

Rehabilitation Facilities Specialist (G-22), Exam 35-182—one year as a rehabilitation counselor or as consultant on community services for the blind.

Labor Dept.

Assistant Director of Labor Standards (G-29), Exam 35-188—one year as chief labor standards investigator or as a farm labor programs administrator, or

two years as a supervising labor standards investigator.

Chief Labor Standards Investigator (G-25), Exam 35-171; Supervising Labor Standards Investigator (G-21), Exam 35-195—for 35-171: one year as supervising labor standards investigator; for 35-195: one year as a senior labor standards investigator.

Senior Labor Standards Investigator (G-18), Exam 35-170—one year as labor standards investigator.

Supervising Payroll Auditor (G-25), Exam 35-178—one year as associate payroll auditor.

Associate Payroll Auditor (G-20), Exam 35-177—one year as district payroll auditor or test payroll auditor.

Test Payroll Auditor (G-17), Exam 35-176—one year as payroll auditor.

District Payroll Auditor (G-17), Exam 35-175—one year as payroll auditor.

State Dept.

Supervising License Investigator (G-21), Exam 35-190—three months as senior license investigator, bedding consultant, or senior bingo control investigator.

Senior License Investigator (G-17), Exam 35-189—three months as license investigator (Spanish speaking), or bingo control investigator.

Tax & Finance

Chief Excise Tax Investigator (G-21), Exam 35-174—one year as supervising excise tax investigator.

Supervising Excise Tax Investigator (G-19), Exam 35-173—one year as senior excise tax investigator.

Senior Excise Tax Investigator (G-17), Exam 35-172—one year as excise tax investigator.

Senior Lottery Inspector (G-16), Exam 35-179—one year as

either lottery inspector, or excise tax investigator, or tax compliance agent.

Principal Tax Compliance Agent (G-23), Exam 35-160—six months as associate tax compliance agent, supervising excise tax investigator, etc.

Supervising Tax Compliance Agent (G-21), Exam 35-159—six months as associate tax compliance agent.

Associate Tax Compliance Agent (G-18), Exam 35-158—six months as senior tax compliance agent.

Senior Tax Compliance Agent (G-14), 35-157—three months as tax compliance agent, lottery inspector.

Workmen's Comp. Bd.

Director of Workmen's Compensation Accounts (G-27), Exam 35-197—one year as chief account clerk, associate budgeting analyst, or finance officer.

Senior Compensation Investigator (G-15), Exam 35-187—one year as a compensation investigator.

Clerk, Carrier, Auto Mechanic Jobs With Post Office

A variety of post office jobs are now available in Manhattan and the Bronx. Clerks and carriers are needed in the Bronx post office, while automotive mechanics are needed in both the Bronx and Manhattan.

Applicants for the clerk-carrier positions must pass an examination which will be given to establish a register of eligibles from which future clerk and carrier vacancies in the Bronx Post Office will be filled. Exams are held regularly when enough applications have been received. There is no deadline.

Starting salary for substitute clerk or carrier is \$4.22 per hour, with increases to \$5.51 per hour. Starting salary for regular clerk or carrier is \$8,488 per year, with increases to \$11,073 per year.

At present there are between five and 10 immediate vacancies for automotive mechanic in the Manhattan GPO, while eligibles on the Bronx list will be called when vacancies develop.

Applicants for automotive mechanic will be evaluated on their training and experience only. There is no written exam. There is no minimum number of years of experience required, but the application demands an extensive knowledge of servicing and repairing diesel engines, automotive transmissions, air brakes, and electronic tune-ups.

Starting salary is \$8,893, increasing to \$11,698 after eight years with the Postal Service Vehicle Maintenance Team in Manhattan. Starting salary in the Bronx is \$9,059.

Filing is open continuously until further notice. Applications may be obtained at 1980 Broadway (67th Street), Manhattan, or in Room 3508, 380 West 33 St., Manhattan. Telephone: 971-7486.

Further information and applications for the Bronx positions may be obtained from the General Post Office Annex No. 1, 590 Grand Concourse, 150th St. and Grand Concourse, Bronx, N.Y. 10451.

Federal News

OEO Shutdown

In accordance with President Nixon's directive to dismantle the Office of Economic Opportunity, the agency's 10 regional offices are preparing to close April 28. About 1,000 persons will be affected by the lay-off.

Angel Rivera, director of the Northeast regional office, covering New York State, New Jersey, Puerto Rico and the Virgin Islands, said last week that his regional staff numbered 100 persons. The region has administered \$70 million per year in Federal funding of anti-poverty programs.

Mr. Rivera said he had received notice to dismantle by April 28, but that he was still awaiting word as to which employees might be laid-off, and which ones retained.

Women Needed At Top

The United States Army today has only three minority employees and no women in "supergrade" jobs, recently-appointed Defense Secretary Elliot Richardson told a conference of Army officers last week in Washington.

The whole Department of Defense has only 10 minority employees and/or women, in such senior civilian jobs, he noted. These top management positions have an annual starting salary of \$31,203.

At present, the Army has less than one percent of minority

employees in supergrade jobs, compared to 3.8 percent in the rest of the federal government, and well under one percent of women in top jobs, compared to 1.6 percent elsewhere in Federal positions.

"We are working against a legacy of deep-rooted and widespread discrimination against minorities and women," the Defense Secretary said. He ordered an "immediate effort" to remedy the situation.

Atomic Energy Comm. Needs Instrument Maker-Machinist

The United States Atomic Energy Commission has an opening for machinist-instrument maker in their Health and Safety Laboratory. Salary will be based upon qualifications and experience, not to exceed \$5.45 per hour. Application deadline is April 6.

The nature of the work is the fabrication and modification of a variety of test equipment, both mechanical and electrical.

Applicants must send a personal qualifications statement, SF-171, which is available from post offices or from the address listed below, to which applications must be sent: Mrs. Elena Olmo, Health and Safety Laboratory, U.S. Atomic Energy Commission, 376 Hudson St., New York, N.Y. 10014. Phone: 620-3609.



JUDO CHAMP — Chief Daniel J. Daly of the New York City Housing Police Department congratulates Housing Patrolman Odell Terry (right) who emerged grand champion in the Metropolitan A.A.U. Judo championships held recently. Patrolman Terry, 30, now goes on to represent New York at the National A.A.U. Judo Championships to be held in Atlanta, Ga., April 6-7.

Fed. Key Punch Jobs Seeking Applicants

Experienced and trainee key punch operators are needed by U.S. government agencies in the metropolitan area and throughout New York State. High school graduates with no key punch experience may start at \$5,432 if they can type 25 words per minute and pass a written test of verbal ability.

Those without high school graduation who have studied key punch operation for at least three months may also start at that level with passage of a written test. Some work experience in key punch eliminates the necessity of taking a test. Further work or educational experience will bring starting salary of \$6,128.

For more information, contact the U.S. Civil Service Commission at the addresses listed on Page 15 under "Where To Apply."

Order Laborer Exam

The city Civil Service Commission last week ordered an exam to be held for promotion to laborer. The Leader will report filing dates when they are announced.

Carpenter

The city Dept. of Personnel has summoned 41 candidates for carpenter to take the medical part of open competitive exam no. 7086 on March 29.

A 'Shoot-Out' Is A Basketball Contest.

By STEPHANIE DOBA

Patrolman Dennis Fitzgerald watches a crowd of boys jostle their way into the New York City Police Academy gym for a Saturday afternoon of basketball under his supervision.

"You see, policemen are good guys, too," he says with a grin to one of the youngsters.

A lanky kid overhears and turns around to ask with evident surprise, "You mean you're a policeman?"

"Yeah," answers Ptl. Fitzgerald from behind his "Police Academy" T-shirt.

"Amazing," says the kid, and saunters onto the court.

Ptl. Fitzgerald has scored a point. He relishes moments like this, those little breakthroughs when kids make the connection between something they like—basketball—and something they mistrust—a policeman—and hopefully begin to think of cops as fellow human beings, even friends.

Toward this end, Fitz organized and almost single-handedly runs the Precinct Shoot-Out Program for New York City boys between the ages of 10 and 17. On Saturday and Sunday afternoons at the Police Academy, and on weekdays in school gyms, the kids compete in basic basketball drills against others in their age group. Top scorers, selected in tournament fashion, win a free week at New York Knick star Willis Reed's basketball camp.

"It's important for these kids to know that we're cops," Fitz says. "When I go around to the schools, or when other cops go, we try to do it in uniform. Most kids are very receptive, and are

amazed that we're policemen. We say to them: New York City cops are going out of their way to care."

The main target of the program is "street kids," he explains, those who don't belong to a high school team or other organized recreational program, the street-corner-hangers. Fitz's goal is no less than to reach potential delinquents and give them some "direction," and to bolster community-police relations at the same time.

On this Saturday afternoon, the Police Academy gym rings with the shouts and laughter of several dozen boys. A crowd of kids queues up around Fitz to hear the rules of the Shoot-Out Contest. In navy T-shirt and shorts, with whistle and stopwatch in hand, he looks more like a coach than a cop. Two lively pick-up games involve those kids not participating in the contest. The one other cop in the gym works out solemnly on the punching bag and weight-lifting machine.

"Two hours of prevention is better than a lock-up," Fitz comments drily while the boys practice their lay-ups and foul-shots. The name "Shoot-Out" was chosen, he says, to transform the guns-and-gangsters connotation into the positive terms of basketball.

Why basketball as a way to reach kids?

Fitz explains that he himself grew up in the city—South Ozone Park—and cheerfully adds that "basketball kept me out of trouble." It's now the major city game, he feels, because it doesn't require a lot of space or equipment, it's cheap, and everybody can play it.

"As a kid," he adds, "I found

that no matter what your stature in life, you always got along on a basketball court."

This feeling led him, in 1971, to organize the New York City Policemen's Basketball League, out of which grew the Shoot-Out Contest. He felt that basketball would be an outlet for the frustrations and racial tensions surfacing among policemen, and that meeting informally on the basketball court would help the men develop closer personal and working relationships. The League has been a success, with 24 teams from all boroughs competing on a regular basis and fostering an uplift in morale on the force.

The first games of the new league were played in borrowed Brooklyn school gymnasiums. Kids soon began wandering in off the street to watch and join pick-up games with the cops. There were even some games between the policemen and the local high school teams.

Everyone noticed that the kids in the area became friendlier, and if in trouble, would ask for specific cops they had met on the basketball court.

Fitz began to see the possibilities. He talked it over one night with his friend Paul Clogher, who works at Madison Square Garden, home of the Knicks.

"You should have contests and prizes," Clogher suggested. "Maybe even send kids to Willis Reed's camp."

"That's terrific," said Fitz.

"Hey, would you like to meet Willis and talk it over?" his friend asked.

The 34-year-old patrolman grinned like a kid. Two dreams were taking shape.

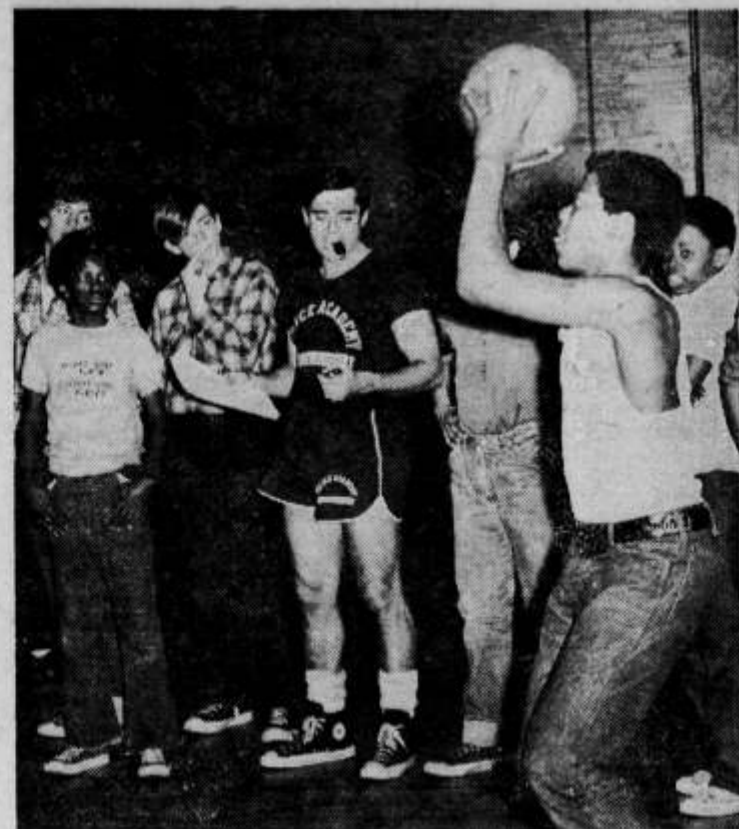
He met with Reed and other Knicks, who offered their enthusiastic support. "Willis is a beautiful person," Fitz says. "I'm proud and thankful that he's helping us." Reed not only lends his celebrity image to the Shoot-Out Contest every month when he presents plaques to kids who have scored high for their age groups, he tells the kids at each ceremony that policemen are their friends.

"They listen to Willis," Fitz says. "He can get to the kids who might not listen to a cop telling them the same thing."

Twenty-five thousand kids took part in the first season of the Shoot-Out Contest last year, by Fitz's reckoning. Eighteen kids were sent to Willis Reed's basketball camp at the N.Y. Military Academy at Cornwall-on-Hudson. The number of top winners is determined directly by the amount of money available from donations, on which the program depends.

Other funds come in from selling tickets to exhibition games between the policemen's league and other community teams. Once a year, the all-star game between the two police league divisions is played at the Garden during half-time of a Knicks' game, and the Garden management donates some of the ticket money.

Fitz hopes this year to fill up the camp, which can take 300 kids at cost of \$150 apiece, with Shoot-Out Contest winners. He foresees more money available this year, and estimates that the program will have reached 100,000 kids by the time the first elimination round gets underway in late April.



Patrolman Fitzgerald checks that the feet of a Shoot-Out Contestant are behind the foul line as the youngster prepares to shoot as many baskets as he can in 30 seconds, the first drill of the contest. At 14 years of age, the boy must make 10 to qualify for the next round.

The program is funded by the Police Department to the extent that the gym space is set aside every weekend and there is a full-time staff—of one. "We need more participation and encouragement from higher ups in the Department," Fitz says. "We also need more volunteers from cops in the precincts."

The program is advertised in precincts, schools and even on television. So far, one quarter of the city's police precincts are involved, either by having their own cops conduct the contest in local school gyms or by referring the kids to Fitz at the Academy. Physical education teachers sometimes run the drills at schools when there are no policemen available. Fitz himself goes

to an average of eight schools a week.

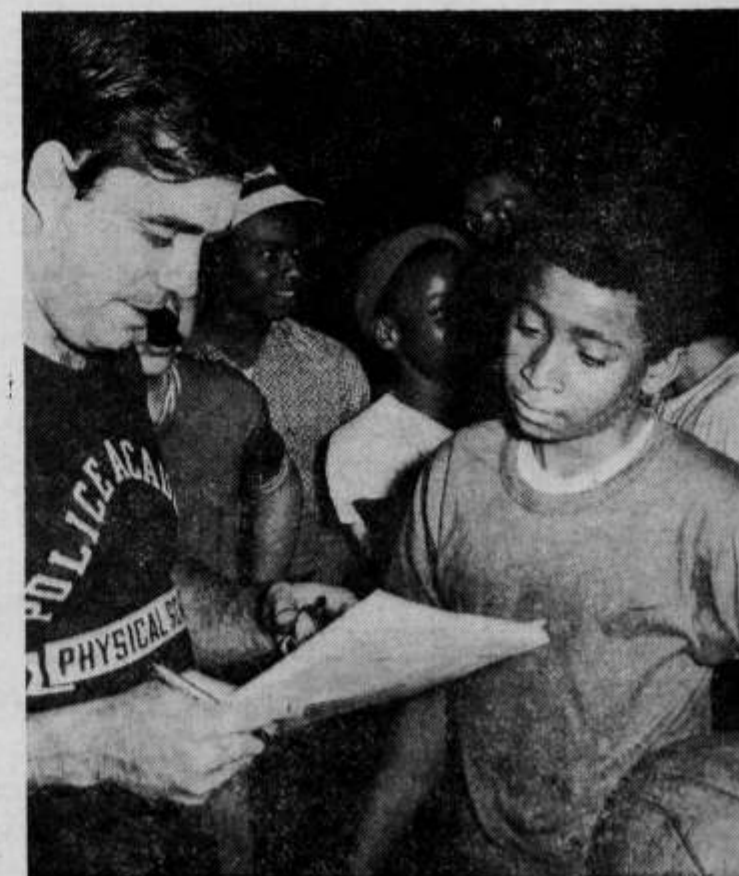
But he is not satisfied with farming out the leadership to teachers or non-police volunteers. He wants the kids to identify with the police, and on their application forms, there is even a line calling for the precinct in which the applicant lives.

It's nearing six o'clock at the Police Academy and kids are coming up to Fitz to ask when the semi-finals are, what are the prizes, can they come again next week just to play, can they join a team. Fitz signs them up, invites them to come any weekend they want, and tells them to go to their local precinct to join a team.

(Continued on Page 10)



A Shoot-Out Contest hopeful jumps for a lay-up as he practices one of the drills of the elimination round, which will begin in April. The boys must start from underneath the basket at one end of the full-size court, dribble to the far basket and make a lay-up, then dribble back and make a basket at the other end. If this boy of 12 can do it in 15 seconds or less, he would get the full score of 25 points.



The boys crowd around Ptl. Fitzgerald as he notes down their scores on the 30-second drill in his records. Already this year 50,000 boys have participated, vying for the top prize of a free week at the all-star basketball camp of Willis Reed, captain of the New York Knickerbockers. Contestants compete against others their own age.

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Typist Eligible List

EXAM 2175
TYPIST
GROUP 2

This list of 438 eligibles, established March 14, resulted from open competitive exam 2175, the practical testing for which began in August, 1972. Of the 883 candidates who filed from July 25, 1972, until further notice, 631 appeared. Salary is \$5,200.

No. 1 — 95.40%

1 Bobby R Puckett, Alice N Perry, William Johnson, Pauline V Williams, Ernestine Curtis, Carol Richardson, Carmen D Arana, Elfrieda E Burkett, Lillian Barg, Patricia F Allen, Gwendolyn Kasali, Camille Palmisano, Margaret M Cronin, Evangeline Wells, Debra F Dausser, Gloria Gonzalez, Ina Labarbera, Annette B Feldman, Carmela Pufidio, Marilyn Ealey.

No. 21 — 89.80%

21 Susan D Bryant, Lily Weschler, Kressie J Green, Ernestine Williams, Ann Hayden, Antoinette Lee, Jessie L Adamovsky, Michaela C Albanese, Francine Lerner, Theresa Brown, Yolanda A Taddeo, Barbara Freidkin, Carmen A Lopez, Alma D Faulk, Gladys A Burwell, Grace E Hicks, Theresa Wright, Catherine Dougherty, Barbara A Washington, Daniel A Tyler.

No. 41 — 87.20%

41 Elaine N Burns, Bertha Blank, Miriam Sanchez, Abraham Feldman, Lillian D Walker, Robert Rios, Mary A Terwilliger, Josephine Aponte, Vincent E Livermore, Carol Patane, Mildred Bernstin, Cora A Overton, Gail H Mcrae, Renee Hyman, Claire Melville, Lillian Lidofsky, Hilda Amoral, Janis A Grannum, Renate Orentzburg, Eileen Al-

leyne.

No. 61 — 85.30%

61 Lois McNally, Ramon Villanueva, Margaret Paone, Sonia Martinez, Paulette D Maddox, Albert Green, Florence Ennis, Mary T Flynn, Merle P Lewis, Mavis E Jacobs, Juanita Feliciano, Lucy M Cosentino, Lucille E Serrano, Anne Welppert, Denis J Abraham, Theresa Massimo, Emmanuela Zammit, Anna E Gaylord, Romaine L Hill, Leonor Noriega.

No. 81 — 83.80%

81 Maria M Calvo, Sydell Norman, Dorothy A Urgo, Carmen Nunez, Sarah Eisenberg, Carolyn E McKayhan, Elizabeth Walker, Mary F Lake, Esther Daponte, Mary Gerald, Bertha Smith, Barbara J Pinkerton, Christine Vassel, Gloria A Victoria, Carmen I Bompert, Teresa Ortega, Victoria Devergee, Regina L Bennett, Mary A Short, Sonia Lorenzo.

(To Be Continued)

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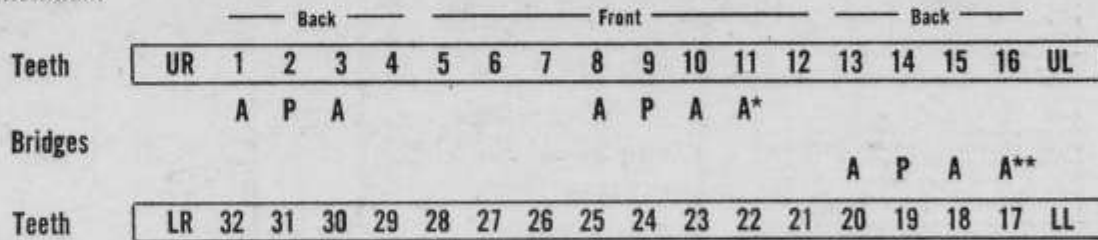
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Vice President, Group Relations

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EDITORIAL NOTE: We continue to receive a considerable number of inquiries, both by telephone and mail, concerning GHI Dental's contractual provisions and administrative handling of claims for bridgework. This entire column like the last one is devoted to questions and answers on this subject.

In order to explain how GHI Dental evaluates submitted claims for bridgework, we have drawn below a sample chart showing by tooth number and description of bridge inserted, some of the possible methods employed by dentists. Some simple definitions have been included.



KEY: UR—Upper Right UL—Upper Left LR—Lower Right LL—Lower Left
A—Abutment: tooth used for support in fixed bridgework.
Primary Abutment: tooth adjacent to the missing tooth or teeth and directly involved in supporting the replacement for the missing tooth or teeth.
Secondary Abutment: tooth or teeth adjacent to the primary abutment by not directly involved in the support of the missing tooth or teeth.
P—Pontic: replaced tooth or "dummy."

*In case where the front teeth are so badly broken down that they cannot be repaired by filling, GHI Dental would pay its scheduled allowance toward the secondary abutment as prosthetics if the subscriber's contract covers prosthetic benefits.

**In cases such as the one above, GHI Dental would pay its scheduled allowance toward a three-unit fixed bridge involving teeth 18 & 20 as the primary abutments and #19 as the pontic. The secondary abutment on tooth #17 would be considered as a crown used in lieu of a filling if this tooth is not restorable by filling. However, if #17 on its own did not require crowning but was mainly used to add strength to the 3-unit fixed bridge, then payment would be denied because double abutments in fixed bridgework are not covered by the Contract.

Q. MY DENTIST RECENTLY PROVIDED ME WITH A THREE-UNIT BRIDGE IN WHICH THE TWO ABUTMENT TEETH WERE CROWNED WITH A THREE-SURFACE GOLD INLAY. WILL YOU COVER THIS SERVICE?

A. GHI Dental would consider the claim submitted for the gold inlay teeth as the abutment teeth and make its regular scheduled allowance for inlays when used as abutments.

Q. INSTEAD OF MAKING THREE SILVER AMALGAM FILLINGS IN TWO ADJACENT TEETH, MY DENTIST ADVISED THE INSERTION OF A THREE-SURFACE GOLD INLAY IN EACH TOOTH. WILL I RECEIVE ANY REIMBURSEMENT FROM GHI DENTAL FOR THIS PROCEDURE?

A. While your dentist is the best judge of the type of material need-

ed to restore your teeth, in this case, GHI Dental would pay its scheduled allowance for a gold inlay for the area covered and you, as the patient, would be liable for the difference between this amount and the dentist's actual charge.

Q. MY REMOVABLE THREE-UNIT BRIDGE WITH TWO METAL CLASPS ACCIDENTALLY DROPPED OUT OF MY MOUTH AND ONE CLASP AND ONE LUG REST WERE BROKEN, AND TWO TEETH ALSO BROKEN. MY DENTIST HAS REPAIRED THE BRIDGE AND SUBMITTED THE CLAIM FORM TO YOU. CAN I EXPECT TO RECEIVE ANY PAYMENT FROM GHI TOWARD THIS SERVICE?

A. Yes. GHI Dental would pay its scheduled allowance for the replacing of the two broken teeth in the denture and for the broken clasp,

but not for the repair or replacement of the lug rest.

Q. MY WIFE'S DENTIST MADE FOR HER A FOUR-TOOTH REMOVABLE BRIDGE BUT SUBSEQUENTLY HAD TO REMOVE TWO OF HER TEETH BECAUSE OF DECAY UNDERNEATH THE APPLIANCE. WILL GHI DENTAL PAY AN ALLOWANCE FOR THE REPLACEMENT OF THESE TWO TEETH IN THE DENTURE?

A. GHI Dental would consider this procedure as a prosthetic benefit and would make payment for it in accordance with its regular scheduled allowance, depending on the particular prosthetic coverage provided by your contract. In the event your contract provides basic benefits only (no prosthetics), then GHI Dental would reject the claim for this work as a non-covered service.

NOTE: The above answers apply generally to most groups. However, some of our subscribing groups have provided more extensive benefits for their eligible members and dependents at additional premium cost. This extensive coverage increases the prosthetic benefits in terms of GHI Dental's scheduled payments, particularly when crowns and/or inlays are used in place of fillings.

Editor's Note: Mr. Isaacs cannot accept telephone questions. Please write to him in care of THE LEADER.

Sr. Admin. Asst.

The city Dept. of Personnel has summoned 317 candidates for senior administrative assistant to take written promotional exam no. 2607 on March 31. One candidate was found ineligible.

LEGAL NOTICE

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

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Clerk Eligibles

EXAM NO. 2063 CLERK

This list of 7,784 eligibles, established Feb. 7, resulted from a written test held Oct. 21, 1972. A total of 24,145 candidates applied during the Sept. 6 to 26 filing period. They were all called to the test, at which 11,783 appeared. Salary starts at \$5,200.

A Department of Personnel spokesman said that list numbers of candidates with the same scores were assigned on the basis of their test paper numbers. Test paper numbers were determined randomly by where each candidate sat when taking the written exam.

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A 'Shoot-Out'

(Continued from Page 9)
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Donations may be made to the contest through the New York City Police Foundation, 63 Wall St., New York, N.Y. 10005.

G Harper, Junita Thornton, Sophia Ralli, Mary A Powell, Norma F Haug, Anthony Colon.
 (To Be Continued)

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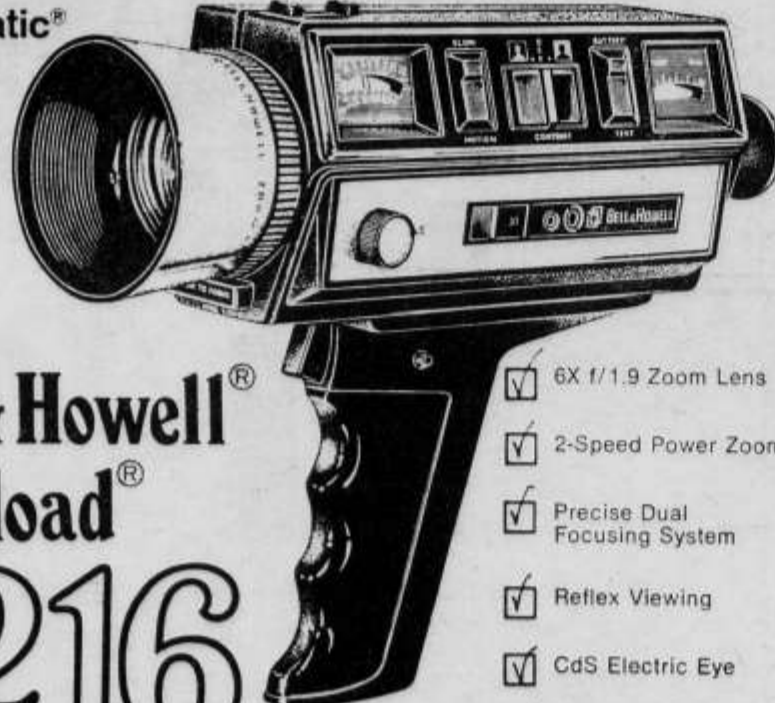
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SARATOGA EDUCATIONAL CHAPTER — A. Victor Costa, statewide second vice-president of the Civil Service Employees Assn., gives the oath of office to the newly elected officers of the CSEA Saratoga County Educational Employees chapter at Reich's Restaurant in Waterford. Pictured, from left, are: Edward

Wilcox, president of the CSEA Saratoga County chapter; Margaret Boswell, new secretary of the educational chapter; Ruth Hathaway, treasurer; Evelyn Paddock, recording secretary; James P. McCarthy, second vice-president; William A. Fabian, first vice-president; Charles Luch, president, and Costa.

Unit Agreements Are Almost Wrapped Up

(Continued from Page 1)
Before the annual convention of CSEA delegates, scheduled for March 26-30.
While many detailed items from the individual unit bargaining talks were reported well on the way to settlement, team members said that salaries, health benefits, employee organizational rights, and other major "across-the-board" items remain in discussion.

Round-the-clock talks are not in evidence yet, but some veteran CSEA negotiators feel that the "pressure is on" to develop agreement on the major coalition issues. State negotiators are said to have shown a willingness to extend negotiation sessions beyond normal guidelines during all of last week's sessions, and predictions from some CSEA team members indicate settlement "on a reasonable schedule" with ample time for ratification by rank-and-file CSEA membership.

Once CSEA negotiators have reached a tentative agreement, ratification on the package will be by mail ballot to CSEA members in the four State bargaining units. The ballot mailing will include a detailed report of the whole negotiated package which, according to John M. Carey, CSEA's coordinator for the ratification process, "will not only list new benefits but will also recap the existing structure of previously negotiated items."

Along with the contract summary and ratification ballot sent to each member, a return envelope will be enclosed to make balloting more convenient and to expedite the process.

"Final approval or disapproval of the tentative agreement is entirely in the hands of the rank-and-file members," Carey said, adding that the procedure "is as democratic as it possibly could be."

Named To New Term

ALBANY—James J. Beach, of Corfu, has been renominated to the Board of Visitors of the State School for the Blind at Batavia for a term ending Feb. 1980. There is no salary.

To Prepare Future Leadership

Educational Chapters Arrange For Seminars

ALBANY — The Civil Service Employees Assn., in cooperation with the New York State School of Industrial and Labor Relations at Cornell University, has announced that five 1½-day seminars entitled "Organizational Development and Contract Administration" will be conducted in five New York State counties, March 23-24.
The seminars are being coordinated by the newly created county educational employees chapters of CSEA, made up of non-teaching school district personnel,

so that these new chapters will be able to function as efficiently as possible. The seminars are considered part of CSEA's continuing education program.
Dr. Edward Diamond, CSEA's director of education and membership recruitment, stated, "This is the way that CSEA hopes to prepare future leadership at all levels of CSEA membership. Education by experience, through participation without formal guidance, is a hard way to learn, but, when backed up by such programs, the participants gain

both confidence in themselves and in their positions.
The program will be presented in Broome, Dutchess, Erie, Oneida and Saratoga counties. Additional information concerning the specific sites of the seminars is available from the CSEA educational employees chapter presidents as follows: Anne Maywalt, Broome County; John Famelette, Dutchess County; Salvatore L. Mogavero, Erie County; Jacob Banek, Oneida County, and Charles Luch, Saratoga County.

The seminars will be coordinated by the presidents of the educational chapters with the assistance of CSEA regional supervisors.
Sessions are slated to begin the evening of March 23, from 7 to 9 p.m., on organizational development. This will include consideration of some of the problems and concerns faced in the development of an effective employee organization — such as organizational structure, communications, membership involvement and multi-unit bargaining issues. The discussion will be conducted within the framework of possible regional or county-wide bargaining units.

Discussion of organizational development will continue next morning, March 24, from 9:30 to 10:45 a.m., followed by a 15-minute coffee break.
From 11 a.m. to noon, contract administration will be the topic. This will include a discussion of the major factors involved in administering a collective agreement and its relationship to organizational development. This topic will be continued from 1 to 3:30 p.m. after the lunch break.
Facilities will be available for eating, but participants will be responsible for their own lunches.

Permanent Pension Benefits

(Continued from Page 1)
CSEA members throughout the state would "roll back" to a pension system that was barely adequate 15 years ago, according to a spokesman for CSEA.
Schermerhorn and Suchin's initial bill prevents this "roll back" possibility until June 30 of 1973. Their second bill extends all current benefits of the retirement system on a permanent basis.
The new bill, submitted to the

Committee on Civil Service and Pensions in the Senate and the Committee on Governmental Employees in the Assembly, amends the administrative code of the City of New York and the retirement and social security law, removing all temporary references in the legislation.
Currently, all benefits involving 25-year half-pay plans are temporary. In addition, improved death benefit provisions, which

are incorporated into the different retirement plans, are also temporary.
The CSEA spokesman said that if Schermerhorn and Suchin's bills are defeated, public employees could expect their retirement benefits to be drastically reduced and reverted economically to a 50 percent employee contribution basis, with the employer contributing the other 50 percent.
Theodore C. Wenzl, president of the 210,000-member CSEA, reported the recent submission of figures from the State Controller's office, which, he said, "completely obliterate the phony statistics put out by the Governor's rubber-stamp commission."
Wenzl referred to the last 200 people to retire within the New York State Retirement System and said that "this random sampling of the pension figures on these recent retirees shows that the rank-and-file employee is not getting the 'fat pension' that the Governor's commission suggests. He is averaging less than four thousand dollars per year. Those hand-picked few who are allowed to abuse the system through executive privilege, certainly do much better than this, but the Commission was careful not to take any steps to close the loopholes in the system that allow this thievery."

Monroe Cnty. Chapter Opens Regional Office In Rochester

ROCHESTER — The Monroe County chapter of the Civil Service Employees Assn. has opened a regional office in the city of Rochester.
The office is located at 1555 Mount Hope Ave. and, according to Marty Koenig, CSEA chapter president, is manned on a daily basis.
In addition to stenographic and answering services the office will provide working area for Western Conference regional field supervisor James Powers and fieldman Tom Pomodoro.
"An official opening," said Koenig, "will be coming up in

the near future. We want to give our people a channel to get set up before asking the whole thing official."
Hempstead Unit To Hold Dinner-Dance April 7
HEMPSTEAD — Nassau chapter's Town of Hempstead unit, Civil Service Employees Assn., will hold its annual dinner-dance April 7 this year, according to unit president Kenneth Cadieux.
The affair, slated to begin at 8 p.m., will be at the Holiday Manor, 345 Hicksville Rd., Bethpage, L.I.

Lackawanna Employees Vote On Job Action

(From Leader Correspondent)
LACKAWANNA — The more than 200 non-teaching employees of the Lackawanna Board of Education have voted to take job action if no agreement is reached soon between the Board and the Civil Service Employees Assn.

William M. Kukoleca, president of the school CSEA unit, said contract talks with consultants hired by the Board have been under way without success for 13 months.
He emphasized that the main difference between the two parties was not money. "It is not

wages we are seeking, it is job protection. We do not believe a person's livelihood should depend on political whims," Kukoleca said.
He blamed "underhanded methods" by the paid consultants for failure to reach an agreement.

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**
- 20—Binghamton Area Retirees chapter meeting: 8 p.m., Centennial Room, 3rd floor, Binghamton Savings Bank, Exchange St., Binghamton.
- 20—Metropolitan Conference grievance night (and every Tuesday): 4:30 to 7:30, CSEA regional office, 11 Park Place, Manhattan.
- 21—Buffalo chapter meeting: 6 p.m., Hotel Statler Hilton, Buffalo.
- 21—Suffolk Retirees chapter meeting: 1 p.m., Robbins Hall, Central Islip State Hospital, Carleton Ave., Central Islip, L.I.
- 23-24—County Educational Employees chapters seminars, "Organizational Development and contract Administration," sponsored in cooperation with New York State School of Industrial and Labor Relations; various locations in Broome, Dutchess, Erie, Oneida and Saratoga counties.
- 26—Mental Hygiene Employees Assn. meeting: 12:30 p.m., Conrad Room, 4th floor, Waldorf-Astoria Hotel, Manhattan.
- 26—Statewide Board of Directors meeting: Waldorf-Astoria Hotel, Manhattan.
- 27-30—Statewide Delegates Meeting: Waldorf-Astoria Hotel, Manhattan.
- April**
- 7—Town of Hempstead unit annual dinner-dance: 8 p.m., Holiday Manor, 345 Hicksville Rd., Bethpage, L.I.
- 27-28—Central Conference meeting: Treadway Inn, Oswego.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

STATE—Regional offices of the Department of Civil Service are located at: 1350 Ave. of Americas, New York 10019; (phone: 765-9790 or 765-9791); State Office Campus, Albany, 12226; Suite 750, 1 W. Genesee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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

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

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

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

LEGAL NOTICE

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

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No. 1 — 100%

1 Michael P Pascale, Roberto Verdejo, Jean Taylor, Gertrude A Smith, Samuel Felix, Warren A Webster, Geraldine Tierman, Ernest A Esposito, Victoria Gary, Dorothea Cruz, Lucy Lloyd, James W McKinney, Oollia Paiseiro, Louis A Tucker, Sammie L Pearson, Bertha M Simmons, Onel Irizarry, Wanda J Taylor, Norman Rubinstein, Shirley A White.

No. 21 — 88.60%

21 Edward Franklin, Aurea Carattini, Lois B Jones, Elouise M Powers, Mildred R Gordon, Juanita Otero, Iona Watson, Nathaniel Brunson, Clarence D Berry, Harrison J Gougis, Elizabeth Lemons, Ramona Intriago, Jerome L Bowman, Thomas F Goodwyn, Cary Smith, Dolores J Harvin, Frances Heyward, Melvin J Williams, Jefferson Cottman, William Leonard.

No. 41 — 84.10%

41 Luis Mercado, Gloria Murdaugh, Martin C Carey, Warren Lee, Emily S Guttchen, Leonard A Kohn, Ismael Colon, Virginia L Waterhouse, Dolores D Bailey, Iris V Rosa, Eloise Mcoline.

LEGAL NOTICE

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

Ralph Edison, Pablo Santiago, Fred P Warner, Doris J Whittaker, Yolanda Crosland, Catherine Gray Betsy Curet, Ray E Scott, Gloria E Thompson.

No. 61 — 82.50%

61 Sammie L Pearson, Helena King, Maria B Rees, Vivian L Gordon, Joseph Greenberger, Carlos M Otero, Henry Cobert, Stark Smith, Lamont P Bradley, Emilio Delvalle, Ana H Acevedo, Yvonne Chase, Oswald Byam, David L Davis, Madeline Rubinstein, Warren V Holden Jr, Doris E Parran, Peggy L Green, Gwendolyn Henry, Margaret A White.

No. 81 — 80.20%

81 Diane Y Galus, Marlon B Browne, Ignacia R Cruz, Sidney Mazo, Lamont P Bradley, Floretha Brown, Mattie Stanton, Elizabeth McCarthy, Thomas Pearson, Helen Greene, Clifford J Corsale, John Murphy, Anna M Medina, Leon McDonald, Theodore A Palmer, George M McNeill, Mel Ferguson, Gladys M Giles, Rosamund I King, Roberta R Wilson.

(To Be Continued)

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		UA FOX	UA RIALTO	WALTER READE'S ST. JAMES

PERB Upholds Right Of Onondaga CSEA To Represent Officers

SYRACUSE — The Onondaga County Public Employment Relations Board recently ruled that the Onondaga chapter of the Civil Service Employees Assn. should continue to act as exclusive negotiating representative for a group of 49 probation officers and supervisors, which New York State Council 66 of the American Federation of State, County and Municipal Employees AFL-CIO, had sought to represent.

Council 66, AFSCME, had filed a petition for certification as this group's negotiating agent with PERB. The group of officers and supervisors is part of a larger unit of county employees represented by the Onondaga County chapter of CSEA.

Council 66 argued that the 49 probation officers and supervisors had no community of interest with other members of the unit.

PERB hearing officer, Irving R. Markowitz, held three formal hearings and then decided in favor of CSEA. Exceptions were filed by AFSCME and the petition was brought before the full Onondaga County Public Relations Board.

The Board upheld Markowitz's decision to continue CSEA's representation, basing its judgment on a recent ruling in a similar

case in Rensselaer County. In its ruling, the Board wrote: "In the light of this recent decision, it would be difficult for this Board not to hold that the Onondaga County probation officers would not constitute a separate unit."

The decision further states: "To warrant fragmentation, given the fact that a community of interest does exist, the record must establish that there is a sharp conflict of interest between the Employees that the Employer seeks to cast into a single unit. No such sharp conflict has been shown here."

Porter Sets Up Workshops For Suffolk Unit Leaders

SMITHTOWN — Suffolk Civil Service Employees Assn. chapter president E. Ben Porter has ordered a monthly series of unit presidents' workshops.

The first session will be held March 22, at 10 a.m., at the chapter headquarters, 330 East Jericho Tpke., here. The sessions, to be conducted by Porter, will cover details of contract provisions, grievance procedures, compensation, retirement and insurance.

Similar meetings on Saturdays and evenings are being scheduled for town, village and school district units. The day meetings are for county unit chiefs, who are provided union time by the CSEA contract.

"We aim to see that unit presidents are the oracles of information that they should be, so that the membership will be properly advised," Porter said. He noted that, as provided by union rules, any one who misses three meetings will face dismissal.

(Continued from Page 1) ties and school districts have sat on the committee. Costa, himself, as second vice-president of the CSEA, is the third-ranking officer in the state hierarchy. Included in Phase III, Part 2, on field services are recommendations for the utilization of

Human Rights Committee Meets

(Continued from Page 3) members of other major ethnic groups. According to W. Reuben Goring, CSEA negotiating specialist, "In order to be able to handle varied minority relations properly, it is necessary to have effective representation on the committee."

At the meeting, Theodore C. Wenzl, president of CSEA, requested that the committee quickly establish guidelines for

fieldmen, assistant fieldmen, roving fieldmen (organizers), mobile unit personnel and collective bargaining specialists.

Phase IV delves into the finances of the Association in order to provide proper fiscal management needed to make the restructured organization opera-

tional. Since expanded services and staff people have been mandated in the previous reports (Phases I through III), it is important to streamline the Association's monetary policies.

For example, Phase I provides for decentralization of the organization, with separate offices and staffs allocated for each of the six regions. Phase II gives increased representation on the Board of Directors to Mental Hygiene and other departments with more than 3,000 members. Phase III, Part 1, mandates new staff titles, such as comptroller, to handle the restructured Association.

Investigating violations of human rights in units represented by CSEA and for making recommendations to the Board of Directors for handling these violations.

A tentative date in April was set for the next meeting when, Goring said, it is hoped that a full committee will be able to meet and begin work on the many problems concerning human rights."

The restructuring committee has also released a special fact-sheet that includes information on certain proposals that were referred for further study. These items will be reported on in the next issue of The Leader.

TENTATIVE OUTLINE OF PROGRAM SPECIAL DELEGATE MEETING THE WALDORF-ASTORIA MARCH 26-30, 1973

MONDAY, MARCH 26

- 1:00 P.M.-5:00 P.M.—Registration & Certification of Delegates (Silver Corridor).
- 12:30 P.M.—Board of Directors' Reception and Luncheon (Jade Room, 3rd Floor).
- 8:30 P.M.—State Departmental Delegates' Meeting:
 - Starlight Room, 18th Floor—Mental Hygiene
 - Hilton Room, Lobby—Department of Transportation
 - Louis XVI Center, 4th Floor—Correction Department
 - Vertes V, 4th Floor—Health Department
 - Barron South, 4th Floor—Labor Department
 - Vertes U, 4th Floor—Social Services
 - Barron Center, 4th Floor—State Police
 - Barron North, 4th Floor—Education Department
 - Conrad Blue, 4th Floor—Conservation Department
 - Louis XVI East, 4th Floor—Executive Department & Armories
 - Louis XVI West, 4th Floor—Tax Department
 - Gold Room, 18th Floor—Parks & Recreation
 - Conrad Salon, 4th Floor—State University
 - Herbert Hoover Salon, 4th Floor—Division for Youth
 - Herbert Hoover Dining Room, 4th Floor—Retirees

TUESDAY, MARCH 27

- 9:30 A.M. - 5:00 P.M.—Registration & Certification of Delegates (Silver Corridor)
- 9:45 A.M. - 12:00 Noon—Delegates Business Session
- Separate Meetings of State Negotiating Unit Delegates:
 - John Jacob Astor Salon, 3rd Floor—State Institutional Negotiating Unit Delegates
 - West Foyer, 3rd Floor—State Professional, Supervisory & Technical Negotiating Unit Delegates
 - East Foyer, 3rd Floor—State Administrative Negotiating Unit Delegates
 - Louis XVI Suite, 4th Floor—State Operational Negotiating Unit Delegates
 - Barron Center, 4th Floor—Authorities-Chapter Delegates
- County Chapter Delegates Meeting
- Empire Room, Lobby—Panel Discussion, Subject: "Retirement," Discussion Leader, Ernest Wagner, Chairman, CSEA Pension Committee
- 12 Noon - 1:30 P.M.—Recess for lunch
- 1:30 P.M. - 5:30 P.M.—(Delegates Business) Report of Committee on Revision of Constitution & By-Laws, Bernard Silberman, Chairman

WEDNESDAY, MARCH 28

- 9:30 A.M. - 5:00 P.M.—Registration & Certification of Delegates
- 9:45 A.M. - 12 Noon—Delegates Business Session—Restructuring Committee
- 12 Noon - 1:30 P.M.—Recess for lunch
- 1:30 P.M. - 5:30 P.M.—Delegates Business Session—Restructuring Committee
- 6:30 P.M. - 7:30 P.M.—Special Cocktail Party for all Delegates sponsored by The Travelers Insurance Company and Ter Bush & Powell Insurance Agency (Starlight Roof)

THURSDAY, MARCH 29

- 9:30 A.M. - 3:00 P.M.—Registration & Certification of Delegates
- 9:45 A.M. - 12:00 Noon—Delegate Business Session
- 12 Noon - 1:30 P.M.—Recess for lunch
- 1:30 P.M. - 5:00 P.M.—Delegate Business Session
- 7:00 P.M. - 8:00 P.M.—Cocktail Party for all Delegates—Compliments of The Waldorf-Astoria
- 8:00 P.M.—Delegate Banquet (East Foyer, Astor Salon)

FRIDAY, MARCH 30

If it is necessary to reconvene the Delegates for a General Session, it will begin at 9:30 A.M. PLEASE NOTE: The room assignments for the various meetings listed herein will appear in the final program which will be printed and distributed to the delegates when they register.

Tension Builds For Buffalo Elections

(Continued from Page 3) of the unit "high and dry" several times and that on numerous occasions his requests for assistance were not answered.

However, when replying to questions asked of him by local members, Paine reportedly ruined his credibility," by admitting he had failed to communicate to rank-and-file membership information concerning attendance of delegates to state conventions and the presence of a local CSEA office in the City of Buffalo.

One member asked Paine to recall his oath of office as president of a CSEA unit. The member asked if the oath had any reference to CSEA democratic principles. Paine was unable to recall the wording.

The member then reminded Paine that the oath of office dealt

with pledging loyalty to the membership. She said she agreed that Paine had "forgotten the wording."

When asked if CSEA had ever failed to assist the unit when asked to do so, Paine admitted again that when he did seek assistance from Lee Frank, CSEA collective bargaining specialist, "It was made available," he said.

Lee Frank recalled that Paine had asked him for assistance only once and that at that time "assistance was quickly provided by three CSEA representatives."

George Clark, Erie County chapter president, summarized CSEA's view of the Buffalo situation: "Our membership is behind us. New leadership will be chosen as soon as this election is over and CSEA is once again certified as the representative of the Buffalo competitive unit."

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



GOWANDA ANNIVERSARY — Planning program to observe 75th anniversary of uninterrupted nursing education at Gowanda State Hospital School of Nursing is this committee: seated from left, Olive Ostrander, Laura Szalasny, Irene Moss, Richard Kieter, George Peters; standing, Herbert Harris, chairman Victor Neu and Herbert Meyer. Carolyn Luce is missing from photo. Major part of the program will revolve around an Alumni Day dinner-dance on July 14. Maye Bull is president of the Civil Service Employees Assn. chapter at Gowanda.