

Civil Service LEADER

America's Largest Newspaper for Public Employees

Joe Laulet

Retirees News

— See Page 16

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Jerry C. Cacl, president of TIP, spoke at the recent meeting of CSEA's Erie County chapter to warn white-collar workers in the forthcoming challenge vote about the disservices of his AFSCME local. Seated in the foreground are Griff Pritchard, left, president of Meyer Memorial Hospital unit, and Thomas Martina, unit treasurer.

AFSCME Cadre Tells Story Of Union's Inaction

CHEEKTOWAGA—"If they are faced with job cuts, they'd better not be represented by AFSCME," was the warning leveled at Erie County white-collar workers by disenfranchised members of the union challenging the Civil Service Employees Assn.'s representational rights.

The speakers were officers of TIP (To Install Pride in all city workers), an independent blue-collar organization in Buffalo at odds with their own Local 264, AFSCME (American Federation of State, County and Municipal Employees). They spoke at a meeting of the CSEA Erie County chapter recently at the Candlelight Restaurant, Cheektowaga.

TIP president Jerry Cacl said his group organized after Local 264, which represents 2,800 city blue-collar workers, was ineffective in saving any of the 800 jobs cut recently by the City of Buffalo.

'Sorry Record'

Donald Turchiarelli, vice-president of TIP, who attended the meeting with the entire TIP board of directors, expressed surprise that AFSCME international representative Joseph Manuella suggested that county employees are threatened with job cuts because of a recently completed county job survey. He called attention to "Mr. Manuella's sorry record on the city job cuts."

He said, "We, the members of TIP, have the moral responsibility to warn the county employees of the dangers of AFSCME and Mr. Manuella. We have to wonder what this man knows about unionism."

Mr. Turchiarelli told of an AFSCME meeting on July 3, called because of TIP, where Mr. Manuella replied to 500 Local 264 members who were calling for a strike to protest the city's job cuts. He said Mr. Manuella advised that if they did vote for a strike, the International of AFSCME would not back them.

"Now, Mr. Manuella is trying to take over the county white-collar employees and make a grandstand play for publicity by threatening to sue the county over a job survey that the county had already completed," Mr. Turchiarelli continued.

"He says the survey threatens jobs. But, where was he when the survey was being made? Where was he when the city jobs were being cut?"

'Too Busy'

"I'll tell you. He was busy trying to organize the county white-collar employees and was too busy to bother with the county survey or the job cuts of city employees he was supposed to represent."

Mr. Cacl also testified to the
(Continued on Page 14)



Drama In Washington Drained Interest Away From State Primaries

IT'S A LONG way from I party designating conventions in June to Election Day in November. And for some Democrats, the campaign trail will come to an end when the primary votes are tallied
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Long Beach Wants Pay; Nixes Loans

(From Leader Correspondent)

LONG BEACH—Local leaders of the Civil Service Employees Assn. have rejected a city suggestion that employees meet the threat of payless paydays by taking out bank loans.

CSEA was continuing negotiations in hopes of a peaceful and rational solution to the city's budget crisis, according to Nassau chapter president Irving Flaumenbaum and Long Beach unit president Steve Hayes.

They have also contacted State Assemblyman Arthur J. (Jerry) Kremer (D-Long Beach) and State Sen. Karen Burstein (D-Woodmere) asking state intervention "to assure that the career employees are paid."

City Manager Richard Bowen has told CSEA that the city is several million dollars in the red and will not be able to meet its payroll by October. A new city budget is due to take effect Dec. 1.

(Continued on Page 3)

CSEA's Buffalo Zoo Win Is Certified

BUFFALO — Certification by the Public Employment Relations Board of the Civil Service Employees Assn. as bargaining agent for employees of the Buffalo Zoological Society, which operates the Buffalo Zoo, was hailed by CSEA field representative John Allen as a complete victory over AFSCME, which had delayed the certification and contract negotiations for almost two months.

CSEA overwhelmingly won the bargaining rights for the Zoological Society employees in an election held July 8, but certifica-

tion was delayed by PERB because of objections filed by AFSCME, which was embarrassed by the victory at the zoo where they represent the balance of the employees who work for the City of Buffalo.

McGowan Speaks

William L. McGowan, president of the sixteen-county Western Region 6 of CSEA said after the election that Erie County white-collar workers should learn from the CSEA victory that "those who know choose CSEA."

He said he hoped the example of the zoo employees would es-

pecially convince Erie County's white-collar workers who have little or no contact with the county's blue-collar workers and their experiences with the rival union.

Mr. McGowan also cited the example of Orleans County employees who en masse abandoned the AFSCME Local 36 to join CSEA because of a long list of shortcomings on service from the rival union.

Mr. McGowan's statements, which received wide coverage, apparently prompted the rival
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SUNY Cleaners Upheld In Book Carting Dispute

FARMINGDALE — A recent Civil Service Employees Assn. grievance victory means that William Carpentiere and the rest of the custodial staff at SUNY at Farmingdale will no longer be required to move furniture as a regular part of their job.

Such work was ruled "out-of-title" for the cleaners, as Mr. Carpentiere had contended throughout the grievance procedure.

Mr. Carpentiere filed the grievance Oct. 18, 1973, when, in violation of the CSEA state contract for employees in the operational services unit, he and the other cleaners at Farmingdale were required to move book carts from the interior to the service entrance of one building; load the carts onto trucks; and unload them and move them

into the interior of another building. The men performed the work, but Mr. Carpentiere filed a grievance contending that the job was "out-of-title." They were required to perform the moving job every work day from Oct. 18 to Oct. 26.

The grievance had been denied at three earlier steps of the grievance procedure. At the fourth step, however, the state Director of Employee Relations called for an advisory opinion from the state Director of Classification and Compensation. The latter conducted an investigation which showed that the workers had been required to perform work that properly falls within the duties of a laborer, rather than a cleaner. The grievance was accordingly sustained, and the college ordered to "cease and desist" assigning such work to members of the custodial staff.

Arthur Hennessey, CSEA chapter president at Farmingdale, declared that the victory proves that "if an employee stands up for his rights, he can be protected by the grievance procedure." He added, "This is a significant decision for all workers in the operational services unit—especially the lower-paid employees."

Resolutions Unit Meets Sept. 9

ALBANY—A meeting has been scheduled for 11 a.m. Sept. 9 of the Civil Service Employees Assn. resolutions committee at CSEA Headquarters, 33 Elk St.

The session will determine the nature of the committee report to the statewide meeting of delegates in October, according to Dorothy Rubin, committee chairman.

Other members of the committee are: Blanche Rueth, William Bear, Arthur Sheley, Richard Grieco, Nell Gruppo, Gregory Rowley and Joan Tobin.

Federal News

Post Office News

The U.S. Postal Service is facing labor troubles. Its 220,000-member American Postal Workers Union has voted a walkout next June unless it wins a satisfactory contract. The APWU has also decided to be more politically active and to work for a "labor liberal" Congress that will okay its legislative programs, including the legal right to strike.

The National Association of Letter Carriers is also becoming politically active. The NALC

convention in Seattle forced the Postal Service to delay the implementation of the Kokomo Plan—that would set standards for letter carriers based on computers, rather than the output of individuals. The union mandated president James H. Rademacher to call a strike when and if the Kokomo plan is put into effect anywhere in the nation. The Postal Service wants to discuss the matter.

Pension Raise Due

Retirees just missed getting a

guaranteed 4 percent pension boost in January, but they are almost certain to get an even larger amount in their February checks. The Consumer Price Index, which governs raises for retired federal and military personnel, missed by only .02 percent hitting the level needed to trigger the three-month pension countdown.

Since inflation has been so high, retirees have been doing better—on a straight percentage basis—than regular workers. Retirees got a 4.8 boost in July '72; 6.1 percent in July '73; 5.5 percent in Jan. '74, and 6.4 percent in July. Despite all these raises, high living costs are making it difficult for most retirees to get by.



APPRECIATED — Adele Leonard, Nassau County Civil Service director, receives award for "outstanding contributions to county" at Nassau Police Conference annual dance recently at the Colonie Hill in Hauppauge, L.I. Making presentation is Michael Limongelli, president of the Conference, which is made up of more than 1,000 active and retired members of local village and city police departments in Nassau County.

Special Notice

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FROMER A JUDGE

ALBANY — Governor Wilson has named Tannersville attorney John J. Fromer as a judge of the Green County Court to fill a vacancy created when the 1974 Legislature expanded the court size. He is expected to run for election to a full term in November.

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Police News

Police Awards

The following named members of the service are awarded departmental recognition in the above grade for an act of bravery intelligently performed involving personal risk of life. Exceptional Merit is awarded to Probationary Captain James J. Carvino, Nar. Div. (OCCB); Sergeant Charles Brereton, S. S. Div. (OCCB); and Detectives Peter Tascarella and Frank O'Hara, both of the F. C. Div. (OCCB).

Career Science List

ALBANY — A professional careers in natural science biology eligible list, resulting from open competitive exam 24-171, was established August 8 by the state Department of Civil Service. The list contains 454 names.

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Inmates' Pay Slashed, Fear Backlash

ALBANY — Civil Service Employees Assn. members employed at state correctional facilities are cautiously waiting for inmate reaction to the Department of Correctional Services' new "training program," which will lower the amount of money inmates earn doing industrial work. Many CSEA members fear confrontations and other problems from the inmates as a result of the program.

Angelo Senisi, CSEA chapter president at Green Haven Correctional Facility, said he and fellow workers feared trouble after the new program becomes effective there Sept. 1. At Auburn Correctional Facility, where the "training program" began Aug. 1, inmates have already gone into a work slowdown in anticipation of sharply reduced paychecks.

"The inmates know there's been a cut in their pay, but they don't know how much," said Austin Donovan, chapter president at Auburn. "We haven't had as much planned dissension as expected. But some inmates who used to work hard all the way through the period are now taking 15-minute breaks. We'll just have to wait and see what happens on their first payday under this program—Sept. 12." Inmates receive pay for their industrial work once a month.

CSEA collective bargaining specialist Tom Linden calls the new program "a big mistake" and "another great step backwards for the Corrections Department.

"First, we're concerned about the safety of our members," Mr. Linden said. "Who knows what will happen when the inmates find out how much less they'll be making? But this program is also philosophically backwards and bad for the inmates. The ones who goof off will be making the same as the ones who work hard. The incentive to work is tremendously diminished."

Green Haven inmates have been on a piecework system in the production of garments, furniture, brooms and other articles. Previously, some of the inmates earned \$35 to \$40 per month, according to Mr. Senisi, while under the new plan their pay will be cut to \$20 to \$25 per month. Three hundred inmates are involved in the program at Green Haven, where there are 20 industrial foremen and personnel.

Pay Varies

Conditions, equipment and pay vary widely at the correctional facilities, and these factors may affect inmates' reaction to the "training program," Mr. Linden said. "At Green Haven, the Corrections Department has maintained outmoded equipment, and the articles they produce make it impossible for the inmates to learn any really marketable skills

anyway. They're not learning more under the new program, and they're earning less pay."

Mr. Donovan feels that Auburn, by contrast, has an excellent auto mechanics workshop for the inmates. However, this may make the effect of the new program even worse.

"When the drop in inmates' pay comes, the biggest drop is going to be at our place," he said. "Until then, there's no sense hollering 'fire' before there's smoke. We're not at the riot stage yet." But he added, "At these places, it doesn't take much to tip things over."

Allen F. Mills, Director of Correctional Industries, was unavailable last week to answer questions about the rationale for the "training program." An assistant said he knew nothing about the program, and attempts to reach other Department of Correctional Services officials were unsuccessful.



Albany Region 4 Open House Sept. 10 is big item for these CSEA regional leaders as they gather at 10 Colvin Ave. offices in Albany to map plans. Seated, from left, are Connie Buckley, member of regional publicity committee; Mary Moore, publicity chairman; Nonie Johnson, regional secretary, and Jean C. Gray, regional first vice-president; standing are Jerry Purcell, member of CSEA Board of Directors; Howard Cropsey, Albany County chapter president; Margaret Lancier, publicity committee member, and Cosmo Lembo, activities committee chairman.

(Leader photo by Ray Hoy)

Plan Open House Next Week For Albany Region 4 Office

ALBANY—Open House for new offices of the Civil Service Employees Assn.'s Albany Region 4 will be held Sept. 10, according to CSEA vice-president Joseph McDermott, who heads the 30,000-member region.

All CSEA members are welcome to attend the event, scheduled for 4 to 9 p.m. Ronald Townsend, region social chairman in charge of arrangements for the Open House, said refreshments will be available.

The Open House has been set for the day previous to the statewide Board of Directors meeting at CSEA Headquarters, in order to give CSEA leaders from across the state an opportunity to view the new regional headquarters.

The office at 10 Colvin Ave. here will serve CSEA members

in the 14-county area of the northeastern portion of the state. Eighty chapters are located within the boundaries of these counties: Albany, Clinton, Columbia, Essex, Fulton, Greene, Hamilton, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Warren and Washington.

Region 4 president McDermott explained that the regional office will provide better communications and services for rank-and-file members than had before been possible.

Since CSEA's statewide head-

quarters are also located in Albany, many members in the past have called 33 Elk St. for assistance in local matters. The information would then have to be relayed administratively until the right person was notified to handle the given situation.

Now, with the regional offices functioning, all area field representatives will be working out of the office, so problems can be funneled directly to the staff expert most qualified for each situation. Telephone number is (518) 459-5595.

Serving with Mr. McDermott as officers for Albany Region 4 are first vice-president Jean C. Gray, Thruway Headquarters; second vice-president Boyd Campbell, Education; third vice-president John Vallee, Rensselaer County; treasurer Harold Ryan, Audit and Control; secretary Nonie Johnson, Law, and executive committee members Alphonse Briere, Employment; Howard Cropsey, Albany County; John Daley, Tax and Finance, and Earl Kilmartin, General Services. Also serving on the committee ex officio is the immediate past president of the Capital District, Ernest K. Wagner.

John Corcoran is Albany Region 4 supervisor. He is in charge of administrative functions concerning the office and the field staffs.

Serving with Mr. Townsend on the social committee are vice-chairman Susan Crawford, Jean Book, Grace Fitzmaurice, Mary Hart, Harry Healing, Bea McCoy, Loretta Morelli, Jon Schermerhorn and Carole Trifiletti.

Ⓛ 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.

SEPTEMBER

- 5—King's Park chapter general membership meeting: 8 p.m., conference room, Building 2, King's Park.
- 6—Education Department chapter clam steam: 12:30 to 9 p.m., Lanthier's Grove, Latham.
- 6—East Hudson Parkway Authority chapter picnic: noon to 6 p.m., Echo Lake Park, Rt. 100, Millwood.
- 6—Metropolitan Armories chapter officers meeting: 2 p.m., 42nd St. Armory, 1579 Bedford Ave., Brooklyn.
- 7—Nassau Recreation and Parks unit picnic: 11 a.m. to 5 p.m. Nassau Beach Park.
- 8—Long Island Region 1 open house: noon to 5 p.m., headquarters, 740 Broadway, North Amityville. (By invitation only.)
- 8—Onondaga chapter clambake: 1 p.m. to 6 p.m., Hinerwadel Grove, Fay Rd., North Syracuse.
- 9—West Seneca Developmental Center chapter meeting: 8 p.m., VFW Post Hall, 299 Leydecker Rd., West Seneca.
- 9—Statewide resolutions committee meeting: 11 a.m., CSEA Headquarters, 33 Elk St., Albany.
- 10—Statewide auditing committee meeting: 1 p.m., University Club, Washington Ave., Albany.
- 10—Albany Region 4 Open House: 4-9 p.m., Region Headquarters, 10 Colvin Ave., Albany.
- 11—Orange, Ulster and Sullivan County Retirees chapter meeting: 2 p.m., Solomon Kliner Bldg., Middletown State Hospital, Middletown.
- 11—Statewide Board of Directors meeting: CSEA Headquarters, 33 Elk St., Albany.
- 12—Dutchess Educational Employees chapter general meeting: 7:30 p.m., Pine Plains.
- 12—New York City chapter executive board dinner meeting: 5:15 p.m., Francois Restaurant, 110 John St., Manhattan.
- 13—Civil Service Department chapter clamsteam: 1 p.m., Krause's Halfmoon Beach, Crescent.
- 14—Department of Criminal Justice Services chapter clamsteam: Krause's Halfmoon Beach, Crescent.
- 14—New York City Region 2 delegates meeting.
- 14—Suffolk chapter picnic: 10 a.m. to 7 p.m., Southaven County Park.
- 14—Southern Region 3 Open House: 2-6 p.m., Region Headquarters, Old Albany Post Rd. North, Fishkill.
- 14—Fulton County chapter clamsteam: from noon, William A. Morris's, Sherman's Pavilion, Caroga Lake.
- 17—Metropolitan Armories chapter executive council meeting: 2 p.m., 106th Infantry Armory, 1322 Bedford Ave., Brooklyn.

Plattsburgh Bowling Set

PLATTSBURGH — North country bowlers will have a chance to test their skill when the Civil Service Employees Assn. Adirondack Council of Albany Region 4 stages a bowling tournament Sept. 14.

The event will be held at the North Bowl Lanes, North Country Shopping Center, Rt. 9, north, Plattsburgh. Bowling will start at 2 p.m., and there will be a dinner at 6 p.m. and dancing to follow in the Surrey Lounge.

Reservations should be made by Sept. 6 with any one of the arrangements committee: Frances Bessette, Doris Bourdon and Gil Tatro. The \$14 fee covers bowling and dinner. A single dinner reservation for guests is \$8.

Each entrant will bowl three games. Handicaps will be awarded and beginning bowlers are invited to attend.

All bowlers in Albany Region 4 are invited.

Long Beach

(Continued from Page 1)

CSEA leaders rejected proposals that employees take leaves of absence without pay or wait until December for their pay—living on bank loans in the meantime.

"We've been threatened so much in the last few years," Mr. Hayes said wearily, "that employees are fed up."

Mr. Hayes said employees believe the city's financial plight is being exaggerated, noting that the current administration created more than \$100,000 worth of patronage positions early this year.

Fulton Clamsteam

JOHNSTOWN — The Fulton County chapter, Civil Service Employees Assn., will hold a clamsteam Sept. 14 at William A. Morris Sherman Pavilion, Caroga Lake, starting at noon. There will be music for dancing.



Ralph Feldman, or as he is known by his neighbors, "El Bombero Loco," the Crazy Fireman, holds one of his creations, a wire sculpture representing a hook-and-ladder truck. As his art is drawn from his personal experience, his many years as a firefighter are a recognizable influence in his choice of subject and theme.

By RHONA RICH

What does the 'crazy fireman' want with that old building anyway?

Civil servants who work on New York's streets, like firemen and cops, know better than most New Yorkers just how grueling it can be to live and work here.

Little wonder that some people get "turned off" in New York, preferring the safety of apathy and anonymity to the hassle of getting themselves "involved." Many people who earn their living in this city, some civil servants included in their ranks, have literally turned their backs on the city, to find greener residences in suburbia.

But one New Yorker, Fireman Ralph Feldman, has done anything but turn his back on his city for all his 39 years. He was born here and he grew up here. As a patrolman he has walked the city's streets and as a fireman he has crawled on his belly through its blazing tenements. He is presently with 37 Engine in Harlem.

This die-hard New Yorker calls the city's Lower East Side

"home." In two years he plans to retire and would like to continue to live in his East 8th Street apartment. That is, if he wins his quixotic battle with the city to save a condemned building on East 11th Street that he has recently claimed title to.

Building Awaits Demolition

This modest building has stood quietly for 145 years. But since Ralph came along a few months ago, it's suddenly a center of controversy. To ordinary eyes, the building with its broken stoop, dirt-encrusted floor, splintered ceiling beams and tinny-up windows, looks like what the city claims it to be, a building awaiting the demolition crew's boulder.

But Ralph Feldman, who also happens to be an artist-sculptor, sees with an artist's vision. To his eyes, it's a studio. "Le Bombero Loco Art Studio," named after the name his Hispanic neighbors have given him, "the Crazy Fireman."

In the first violation the city put on his building the complaint was "open and accessible entry" and "rubbish throughout." With this kind of problem the fear is that junkies will enter the building or that a fire may get started in it. Ralph said that no one in the neighborhood would enter his building because he is a known and accepted neighbor. As testimony to their acceptance of and respect for "Le Bombero Loco," Ralph points to his door, "See—no graffiti." In this neighborhood the absence of graffiti is a mark of distinction indeed.

His Neighbors Help Out

To comply with the city's violation, Ralph closed off the building. His neighbors also helped him clear out the tons of glass that were left from the previous owner who used the building as a glass factory.

His neighbors are willing to lend him a hand because Ralph has been a good neighbor in his turn. For instance, he spotted a fire in an old tenement in his neighborhood recently and, before the fire trucks and police cars got there, the off-duty fireman rushed in to help the panicked victims out to safety. On one of Ralph's hurried return trips into the building—this time to help an old lady in the back where the smoke was thick—a policeman, who had momentarily arrived on the scene, suspected Ralph to be a looter and punched him in the mouth. Ralph lost two teeth for his trouble but was also awarded a Class 2-Meritorious Act by the Fire Department.

More Violations

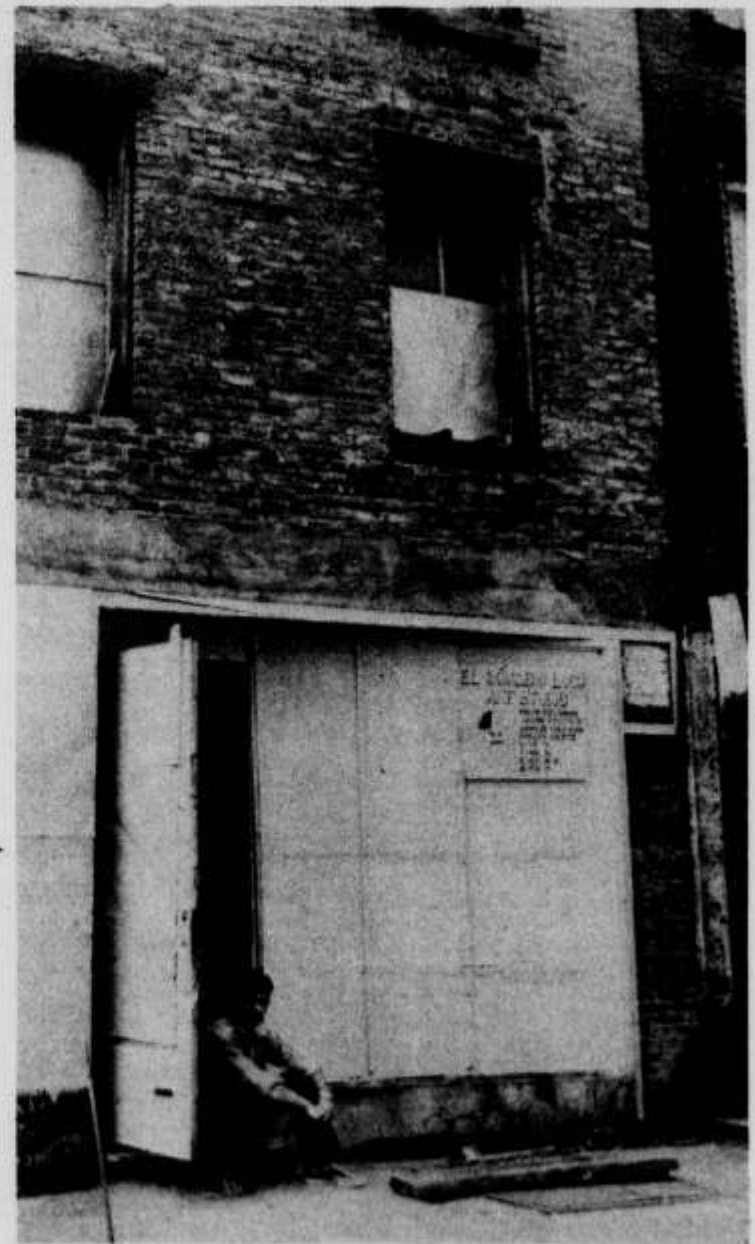
Closing off the building and clearing out the rubbish did not satisfy the city's inspectors. With a follow-up inspection a second violation was slapped on the building. The problem cited was unsafe beams. Ralph, with the help of some buddies from his firehouse, has replaced some of these beams. But just last week his building was given another violation; the building inspector now finds that the back wall is unsafe.

Though he has spent his five-week vacation in court forestalling the demolition, and has expended much time and money in his attempts to get the unsafe violations off his building and, even though he has been told by everyone from the Chief Building Inspector to his own lawyer that he is fighting a losing battle, Ralph remains undaunted, "I'm going to keep going. I can't stop now."

He's Going To Fight

Ralph is going to fight the city because he feels that the

(Continued on Page 5)



Mr. Feldman sits on the stoop he's doing his utmost to keep right where it is. Although a contract to tear the building down has already gone out to a wrecking company, the sign on the front of the building that reads "El Bombero Loco Art Studio" bespeaks the hopes that owner Ralph Feldman has for his condemned building.

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Crazy Fireman

(Continued from Page 4)
 building is not unsafe and, he should know something about unsafe buildings because for five years he served as a city Fire Marshal, inspecting buildings for fire hazards.

When Fire Marshal became a position that one was promoted to, Ralph, even though he took the test and was offered an appointment, decided to turn it down. Ralph says he's probably the only guy in the department who has ever turned down a promotion. Why? This "crazy

New Public Affairs Officer

The recent appointment of David Randall Wilson as a public affairs officer for the U.S. Dept. of Health, Education, and Welfare in Region II was announced in Manhattan last week by Bernice L. Bernstein, HEW regional director.

"The addition of Mr. Wilson to the regional public affairs staff is further evidence of HEW's priority attention to decentralizing its efforts to serve the people and, in addition, to bring as much information to the people about the goals, priorities, objectives, and programs of HEW as possible," Ms. Bernstein said.

Region II contains New York, New Jersey, Puerto Rico, and the Virgin Islands, an area with a population of close to 30 million people.

Dr. Falling Dean

ALBANY—The executive committee of SUNY Board of Trustees has named Dr. Jean Falling Dean of the State College of Human Ecology at Cornell University, effective immediately, at an annual salary of \$38,000. Dr. Falling has served in various assignments at the college for some 35 years.

fireman" wanted to be just a fireman.

If Ralph doesn't save the building, his effort will not be a total loss. As a result of his battle with the city, he has been "very angry and very creative." Anger is usually accompanied by a creative high for Ralph, and these last few months have meant an intense spurt of creativity.

Art Drawn From Experience

Much of his art is firemanic in theme. He may have been inspired by his surroundings, for when things were slow at the firehouse, Ralph would spend time at his art. He says that all of his work is symbolic, drawn deeply from his own personal experience.

As an example of his experiential sources, he points to a recent sculpture, an amalgam of odd pieces of refuse collected from his neighborhood. He describes the work as an expression of his battle to save his building from the rubble heap. Affixed into the sculpture is Ralph's own gold tooth.

The best word for Ralph's work is "eclectic." He has created a one-foot high wire sculp-

Viall Honored

TROY—An employee of Tele-dyne-Gurley at Troy for almost 30 years, Elmer D. Viall was honored at a retirement party at the Holiday Inn at Troy. William Edmiston, plant superintendent of the company, was master of ceremonies and presented the gift. Mr. and Mrs. Viall reside in Albany. Mrs. Viall is Publicity Chairman for State Department of Social Services CSEA chapter.

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 BONDS!



At work in his studio, Mr. Feldman is putting the last few touches on a large abstract painting. The dynamic movement and explosive colors are suggestive of a fire that's gotten out of hand. To the right of Ralph is a self-portrait of the artist attired in his fireman's gear. This portrait keeps its fixed stare on any one (particularly building inspectors) who dare enter the Crazy Fireman's studio.

ture of a fireman that catches the eye with its fluid lines. In contrast to this unimposing sculpture, is an abstract canvas by the artist, about five-foot wide, that is hard-edged and dramatic.

His versatility in art is like his versatility in life. He gets himself wholeheartedly involved in all sorts of things—like saw-

ing an old woman in a fire or saving an old building from demolition.

While researching the story, this reporter was asked by a friend of Ralph's what the story would be about. I replied, "An eccentric fireman." Ralph overheard and nodded in agreement, "I guess I am kinda crazy. Le Bombero Loco."

His neighbors, his buddies, even the Chief Building Inspector would agree that "Le Bombero Loco" is a fit appellation for Ralph Feldman. Of course, what one means by the name will depend on how one feels about such an "artistic temperament" that may on occasion cause quite a stir.



This is one of Mr. Feldman's smaller works, a fireman carrying some equipment. This expressive object was created from one piece of wire. The light-colored front of his building, which is remarkably graffiti-free, offered a contrasting background for the sculpture.



Created from debris collected from his neighborhood, Mr. Feldman says this work is an expression of his battle to save the building. If you look very closely, you may be able to find his gold tooth in the open circle at the top right of the work.

(Leader photos by Joe DeMaria)

Blood can't be stockpiled

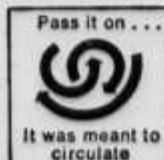
August and Early September

are critical supply periods for blood in our town

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TUESDAY, SEPTEMBER 3, 1974



Weighted Height

EVERYONE has been watching with interest the advances made by minorities and women in recent years as they strive for upward mobility within the Civil Service system.

Yet, there are certain groups of people who have by tradition been completely excluded from certain jobs.

Height requirements for police forces have long been taken for granted, although a couple of years ago, the requirement was lowered slightly, following a rather controversial dispute at the time. Then, last December, the New York City Police exam was opened to women, and height requirements were dropped altogether.

Still, Housing Authority and Transit Patrolmen were not affected by the Police decision.

A recent order by the U.S. District Court, however, resulted in 75 persons, disqualified because they did not meet the 5-foot-7 minimum height requirement for Housing Authority Patrolman, being restored to the eligible list.

This leaves in doubt the current height requirements for Transit Patrolman in an upcoming exam approved last month.

We can sympathize with the theory that there is a degree of advantage to the public in having its officers at least as tall as most of the general population.

On the other hand, if a person qualifies in every other respect, then it is reasonable that they have an opportunity to be considered for police work.

We think an excellent compromise has been reached on this question, by giving an assigned number of points to various heights, so that this one factor can be weighted within the total requirements for a given position.

That way, even if the person is penalized because of shortness, he is still given a chance to qualify providing he does well in other areas.

Endorsements

THE political action committee of the Civil Service Employees Assn. has just completed its first round of exploratory probes throughout the state, seeking advice from members in each of the union's six regions.

In CSEA's first foray into statewide endorsements, two years ago, the 220,000-member organization limited itself to candidates for the Legislature.

This time around, some people are advocating that endorsements be extended to include candidates for statewide office, especially Governor.

The committee will undoubtedly be considering this idea as it moves forward in its deliberations, especially after the primaries next week, when it becomes more evident who the candidates and what the issues are.

It is interesting to note that some similar organizations of statewide public employee unions do make endorsements for the top positions. As an example, the California State Employees Assn. is expected to make its choice known at a special meeting of its Board of Directors in mid-September.

The Governor is the state's chief executive, and theoretically at least, the boss-man for the thousands of state employees. It's an intriguing idea for the employees to consider endorsing who their future boss will be.

Whether the endorsed candidates should win or lose, it could result in a radically altered relationship in management/employee balance. It is not a decision to be entered into lightly, and we hope the CSEA political action committee gives very serious thought before making the decision, whatever they decide.

Don't Repeat This!

(Continued from Page 1)
next Tuesday night.

It is no reflection on any of the candidates in the statewide Democratic primaries to conclude that they ran into a wall of voter apathy. On the contrary, all of the candidates campaigned vigorously, criss-crossed the State to greet the voters, issued the usual quotas of position papers and press releases, and made the usual number of appearances at fund-raising activities and political rallies.

National News Competition

However, they could not compete with intense public interest in the unfolding, historical Watergate drama, climaxed by the resignation of President Nixon. Following the Nixon resignation there was the inauguration of President Ford, speculation about whom Ford would nominate for Vice President, and the nomination to that office of former Governor Rockefeller. In the face of these cascading events, the emotions of the voters were much too drained to be ignited by primary contests.

Predictions of primary results are at best hazardous. This flows from the fact that only about 25 percent of the eligible voters will go to the polls. As a consequence, primary results are often the product of organization support or of the intensity of feeling which a particular candidate may generate. Given the transcending significance of events in Washington, political leaders are uncertain about the effectiveness of their organizations, and the candidates really had no opportunity to stir up voter enthusiasm.

As a practical matter, it was only after the excitement of Rockefeller's nomination abated, that the media began to give to the Democratic primary contests the attention they deserve. With the public attention now sharply focused on the primaries, all of the candidates are making last-ditch efforts to bring into line the vast bulk of enrolled Democrats, who, according to the polls, have not yet made up their minds.

Looking Toward November

The Watergate tragedy, followed by the resignation of Nixon and the elevation of Ford to the Presidency, has Democratic leaders wondering what it will all mean in November. The Republicans are, of course, elated. The shadow of a Presidential impeachment has been removed from the political scene, and a national sense of relief has surfaced with the Watergate nightmare now behind us. How much of Watergate will remain in the public mind with an impact adverse to Republicans remains to be seen. However, there is almost total agreement that the Republican ticket headed by Governor Wilson has been helped by the Ford Presidency and the nomination of Rockefeller for Vice President.

On the other hand, the bread and butter issues confronting the voters have by no means been resolved. Inflation continues to ravage the economy. Latest employment statistics show that unemployment in the State is rising to dangerous levels. It remains all but impossible for a home purchaser to get a mortgage. President Ford is acutely aware of these problems and has

(Continued on Page 7)



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.

Blocking End Run Around Union

In February 1974 the Plainedge Federation of Teachers (PFT) filed a charge of improper practices with PERB alleging that the Plainedge School District violated Section 209-a. 1(b) and (d) of the Taylor Law. Specifically, it was alleged that the District unilaterally, without negotiation, changed its health-leave policy covering employees in the negotiating unit represented by PFT.

The District answered the charge by denying the material allegations. The District, in addition, interposed an affirmative defense to the effect that any issue respecting Board policy on health leave is exclusively a matter for the grievance and advisory arbitration provisions of the collective agreement between PFT and the District.

It was developed at the hearing that the Board of Education had formally adopted a revised health-leave policy in January 1974, the purpose of which was described to the PFT in a letter by the Acting Superintendent of Schools. There is no question that the purpose of the Board of Education was to make a change in prior policy.

It was further developed that a policy had been adopted by the Board of Education in 1967 which was amended in 1968 and thereafter remained unchanged until January 1974. The changes were never negotiated between the parties, and the District made the amendment under the impression that it had the right to take this action pursuant to the provisions of Article XI of the collective bargaining agreement, which provided as follows:

"... It is expressly understood and agreed that the Board reserves exclusively to itself the right to cancel, amend, change, modify, or revise any and all existing rules, regulations, orders, and policies and/or to institute or adopt new rules, regulations, orders and policies, on any and all matters and subjects, that do not substantially affect the wages, hours, or terms and conditions of employment of the teaching staff."

THE CONTRACT did not contain a specific reference to the health-leave policy, nor did the contract contain a past benefits clause. In addition, the grievance procedure terminates with advisory arbitration—not binding arbitration.

The hearing officer concluded that the action taken by the Board of Education in January 1974 constituted a change in a term and condition of employment of the teachers in the District in that "the district would thereafter have the right to terminate a teacher's health leave." This would unquestionably constitute a unilateral modification in terms and conditions of employment concerning which the Taylor Law requires negotiations in good faith unless the changes were authorized by contract.

The hearing officer refused to defer the matter to the grievance procedure, because it is the PERB policy to do so only when the grievance procedure ends in binding arbitration.

TURNING TO THE LANGUAGE of Article XI quoted above, the hearing officer concluded that it specifically excluded from its coverage any change substantially affecting terms and conditions of employment. The District concluded that whether or not the effect of the change in terms and conditions of employment is "substantial" is a matter of contract interpretation. The hearing officer disagreed and found as alleged in the charge by the PFT that since the change in health-leave policy clearly reduced the length of leave which the Board might grant, it constituted a substantial change in terms and conditions of employment for the teachers within the meaning of the language of Article XI.

Since, however, the District and the PFT had commenced negotiations concerning this matter at the time of the hearing, the hearing officer found it unnecessary to recommend that the District be ordered to negotiate. He found it necessary, therefore, only to recommend that the District be ordered to cease and desist from modifying unilaterally the policy and procedures to be followed in granting such leave to employees in the bargaining unit. In the Matter of Plainedge UFSD, Respondent, and Plainedge Federation of Teachers, Charging Party, Case No. U-1101, 7 PERB 4584.

Open Competitive State Job Calendar

Applications Accepted Until Sept 9

State Archivist \$23,900 27-451

Applications Accepted Until Oct. 1

Associate Scientist (Botany) \$19,396 27-450

Applications Accepted To October 7

Written Exam Nov. 9

Assistant State Accounts Auditor/Examiner of
Municipal Affairs \$11,364 & up 29-277
Leasing Agent \$11,983 23-996
Social Services Management Trainee \$10,118 24-122
Social Services Management Specialist \$10,714 24-122
Park Patrolman (Permanent) \$9,593 24-018
Park Patrolman (Seasonal) \$4.29 hr. 24-018
Traffic and Park Officer (Permanent) \$10,764 24-018
Traffic and Park Officer (Seasonal) \$4.25 hr. 24-018
Urban Park Officer \$10,964 24-019
Urban Park Officer (Span. Speaking) \$10,964 24-020

Oral Exam Oct. or Nov.

Director, Radio-Motion Picture Bureau \$26,516 27-452

Written Exam September 14

Business Consultant \$13,404 24-048
Computer Programmer \$10,714 24-079
Funeral Directing Investigator \$ 9,546 24-081
Public Health Investigator \$ 8,523 24-076

Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Asst. Workmans Compensation Examiner	\$ 7,616	20-108
Associate Actuary (Casualty)	\$18,369	20-416
Attorney	\$14,142	20-113
Assistant Attorney	\$11,806	20-113
Attorney Trainee	\$11,164	20-113
Beginning Office Worker	\$5,2225 & up	various
Calculating Machine Operator	\$ 6,148	20-111
Chief Physical Therapist	\$17,629	27-448
Clinical Physician I	\$31,056	20-414
Clinical Physician II	\$36,352	20-415
Compensation Examining Physician I	\$27,942	20-420
Construction Safety Inspector	\$10,914	20-125
Consultant Public Health Nurse	\$17,429	20-320
Correction Officer (Male)	\$10,714	20-541
Dental Hygienist	\$ 8,523	20-107
Dietician	\$10,714	20-124
Electroencephalograph Technician	\$ 7,616	20-308
Employment Interviewer (Span. Speaking)	\$10,714	20-386
Employment Security Claims Trainee (Span. Speaking)	\$10,118	20-387
Employment Security Placement Trainee (Span. Speaking)	\$10,118	20-388
Factory Inspector	\$10,118	20-126
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Intern Corrections	\$10,118	20-555
Hospital Administration Intern	\$10,714	20-555
Industrial Foreman	\$10,714	20-558
Junior Engineer	\$11,337	20-166
Laboratory Technician	\$ 8,051	20-121
Maintenance Man (Mechanic)	\$ 7,616	20-571
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Medical Specialist III	\$35,373	20-408
Medical Specialist III	\$38,449	20-409
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman	\$ 9,546	20-561
Nurses Services Consultant	\$15,684	20-405
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist	\$11,337	20-176
Offset Printing Machine Operator	\$ 6,450	20-402
Pathologists I	\$27,942	20-410
Pathologist II (Board Eligible)	\$33,704	20-411
Pathologist II (Board Certified)	\$35,373	20-411
Pathologist III	\$38,449	20-412
Pharmacist	\$12,670	20-194
Physical Therapist	\$11,337	20-177

(Continued on Page 10)

Overtime Complaint

Editor, The Leader:

Overtime in the Fire Dept. It is supposed to be voluntary but it is not. When the overtime circular came out it stated that anyone who did not want overtime could send a letter to the Bureau of Personnel and Administration and request that their name be dropped from the roster in the division or battalion that they are in. This sounded fine and many men sent their requests in. They were all refused except for a few emergency cases. Now the division and battalion chiefs figure that if the Bureau of Personnel and Administration refused the men's request not to work overtime, then it is mandatory that they do work. Sort of back door thinking, but that is what's going on. Men have been threatened with department charges unless they work an overtime tour.

Overtime now in the Fire Department means that you work 24 hours without a break. There are very few instance where a man might do 15 or 18 hours, but most all the overtime in the

Fire Department means you work 24 hours. There are some men though who do not wish to work. Their reasons may range from personal, to financial, to health, to family, or to just not wanting to work 24 hours in such a taxing job. These are just a few reasons, there are many more.

Anything you can do to bring this into the light will be greatly appreciated. After a tour of duty your free time should be your own and you should be entitled to it no matter how many times you refuse overtime. I doubt if convicts in prison

would be made to work more than their normal work day, and certainly not a full 24 hours that the Fire Dept. overtime requires you to do.

Everyone knows who is pushing these chiefs to act like this, and as far as the unions go, they seem helpless. Nobody wants to buck the "Big Man." Instead of protecting the men who belong to the unions, they go along with Fire Department policy. Somebody outside has to help. The civil rights of the firemen and officers are being violated.

James Malloy
Bronx

Don't Repeat This!

(Continued from Page 6)
scheduled a summit conference on the economy for late in September. Rockefeller is expected to play a leading role at the conference.

Economy Will Be Factor

The question remains whether the results of that conference will be rapidly reflected in sharp changes in the economy. The deadline, of course, is Election

Day in November.

By that time, the voters may be in a position to judge whether the Ford Administration is on the right track in solving the nation's most difficult problem. If the economy remains stagnant, the Democrats will have their best chance for capturing the State administration and control of the Legislature. If the economy shows signs of improvement, the Democrats, without Watergate, may have a rough time.

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NEWS OF CSEA REGION 2



WHERE THERE'S FIRE — Intense conversation takes place between New York City Fire Commissioner John T. O'Hagan, second from left, in first photo, and CSEA Region 2 president Solomon Bendet, second from right, concerning testimony given at meeting of Senate Labor Committee last month investigating safety of high-rise buildings. Shown with them are Gennaro

Fischetti, left, chairman of Region 2 World Trade Center safety committee, and Thomas DiNatale, right, president of CSEA's Housing and Community Renewal chapter. Commissioner O'Hagan had given his testimony, warning of problems firefighters would have in combatting a serious fire in the twin towers in downtown Manhattan. Mr. Fischetti is scheduled to appear at a follow-up



meeting of the Senate Labor Committee Sept. 11. The committee, under the chairmanship of State Senator Norman Levy (R-Wantagh) has been holding a series of meetings throughout the state on the subject of "Fire Safety in High-Rise Buildings: The Protection of Employees Working Within." In the second photo, committee members, with Senator Levy, center, are shown at the recent hearing in New York City.

Elections, Contract Topics At August Meet

MANHATTAN — The executive council, composed of chapter presidents or their representatives, for the Civil Service Employees Assn. New York City Region 2 met last month to discuss ideas to be discussed with the statewide CSEA political action committee.

In the special meeting called by Region 2 president Solomon Bendet, the chapter presidents exchanged views at the Francois Restaurant in downtown Manhattan, two days prior to the political action hearing at the Waldorf-Astoria Hotel.

Emphasis was placed on the importance on local input to the statewide committee, since regional members would have a better understanding of the conditions in their areas.

Stress was also put on personal contacts with local legislators to provide better relationships to smooth communications so that state senators and assemblymen

would know what is important to the civil service constituency.

Mr. Bendet noted that he had met with several local legislators to inform them of CSEA needs.

Eversley Elected

In other action by the regional executive committee, an election for Region 2 treasurer resulted in the election of John Eversley to fill the position vacated when Rocco D'Onfrío was named to the CSEA field staff.

Mr. Eversley, who had served as corresponding secretary under immediate past Metropolitan Conference president Jack Weiss, is a member of the Parole chapter.

Barbara Illidge was also introduced as the new president of Sheridan chapter at Manhattan Development Center. Ms. Illidge succeeds outgoing president Richard Artis.

Mr. Bendet requested chapter presidents to submit their recommendations for members to be appointed to the state negotiating teams. The chapter recommendations will be used as the basis of his suggestions, with the advice and consent of the regional executive committee, to be made to CSEA president Theodore C. Wenzl.

Shop Stewards

Discussion of shop stewards was also held by the chapter presidents, as they sought ways to solve the problems of growing work loads for the field representatives.

Mr. Bendet noted that "Regardless of how many field representatives you have, you need stewards to handle each work location, and this should be a matter for discussion in contract negotiations."

Examples were given of two of the largest chapters in the New York City Region—the New York City chapter and the Metropolitan Division of Employment chapter. Both of these chapters have members in outlying offices in suburban Nassau and Westchester counties. Both chapters have well-organized systems of representation for these outlying offices to the central chapters, but still they present difficulties in providing member services that may be readily available to those employees who work in the central offices. A steward

system could be an important aid in providing those services, and in improving communications, it was pointed out.

In continuing contract talks, it was brought out that the troubled economic situation in the nation makes a reopener clause in the contract imperative.

Discussion emphasized that no one knows where inflation is going to lead, and employees need the protection of the reopener clause in case the financial situation gets too out of hand.

Next meeting for Region 2 has been set for April 14 at a time and place to be announced. The September meeting will be a full delegates meeting.

No Injuries As Ceiling Falls At Trade Center

MANHATTAN—When some employees on the 40th floor of World Trade Center Tower 2 arrived at work on Aug. 14, they were greeted by a disconcerting sight: several of the plaster ceiling boards had fallen and were strewn in pieces over a typist's desk and about the floor.



The typist's desk and work area, cleared of debris by early afternoon on Aug. 14, sits unoccupied under the gaping hole in the ceiling, a sight which has caused employees to become fearful for their own safety under the ceiling tiles. After the incident the worker who sat at this desk was relocated to another area.

Most fortunately for all concerned, the tiles fell after working hours, but the incident has caused alarm among many workers who are fearful of a recurrence during working hours. "We're surrounded by loose tiles, here and on other floors. I expect them to fall any day," one worker said in dismay.

The Office of General Services was notified of the safety hazard and the problem is now being handled by the Port Authority, which owns and runs the building, according to Eugene Harkavy, employee relations officer.

By the close of work on August 14 the tiles had been replaced. But this still left the underlying problem untreated. The Port Authority, subsequently, sent experts to look at the ceiling; the mechanical engineers determined that a drainage problem was at fault.

Repair on the drainage lines on the 41st floor was completed two weeks ago, according to a Port Authority spokesman. To prevent any further leakage from water that may have collected before the repairs were

made, work is now under way to seal up affected areas. The Port Authority has also promised to monitor the problem so as to avoid any further mishaps.

Meanwhile, Mr. Harkavy has been submitting memorandum on top of memorandum to OGS, to apprise that office of every reported loose or wet tile. William Friedman, General Counsel of the Workmen's Compensation Board, said that he had a three-page memorandum on the loose tiles in his department.

The ceiling just happened to fall down in the offices of the state's Workmen's Compensation Board where "employee safety" is naturally a watchword. As Mr. Harkavy said, "We are very concerned about the problem. After all we are in the safety business ourselves."

Junior Geologists

ALBANY — A junior engineering geologist eligible list, resulting from open competitive exam 24173, was established August 8 by the state Department of Civil Service. The list contains 115 names.

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



44 YEARS — Agnes Kipp is retiring after 44 years of service in Westchester County. She was a member of the original staff of the County Health Service, and rose from clerk typist to supervisory positions. She has served more than 10 years as personnel division manager of the County Health Department. She is a charter member of the Westchester Chapter, CSEA.

At Willowbrook

ALBANY—Emma Coleman, of Staten Island, has been appointed a member of the Board of Visitors of Willowbrook State School for a term ending Dec. 31, 1977. There is no salary.



William DeMartino, president of Metropolitan Division of Employment chapter, recommends strong regional voice in decision-making on local endorsements.



James Barney, representing the Division of Housing and Community Development chapter, provides thoughtful suggestion on how members can participate in political action.



Chuckle is elicited from New York City Region 2 president Solomon Bendet, left, as CSEA counsel John C. Rice illustrates his point with humorous anecdote during meetings which drew estimated 100 Region 2 delegates to hearing by CSEA's statewide political action committee, last month.

Discuss Political Action

MANHATTAN—John C. Rice, Civil Service Employees Assn. counsel, told delegates to a political action meeting of CSEA New York City Region 2 last month, that voting records of legislators are one of many factors to be considered when endorsements are made.

The meeting, chaired by CSEA vice-president Solomon Bendet, who heads the 20,000-member region encompassing the five counties of New York City, as well as certain segments of suburban Nassau and Westchester counties, was the fourth stop on the current statewide tour just completed by CSEA's political action committee.

The committee, composed of

members from each of CSEA's six regions, has been seeking advice from the various regions, in order to be prepared to act quickly and decisively once results of the primaries next week are known.

Mr. Rice made his comment after copies of the voting records

of all legislators were distributed to the delegates.

He explained that there are many ramifications of the voting procedure that may cause, sometimes, a legislator to change his official vote after a question has been settled. This is standard politics, the CSEA lobbyist noted, and usually would happen, if it happens, after a bill has passed or failed by a substantial margin.

Consequently, the official record should be weighed in light of other considerations, too, Mr. Rice explained.

He also stressed that in the aftermath of Watergate, more attention will be paid to political

contributions, and that members of chapters should check carefully to be sure that their efforts for particular candidates are within the law.

He cited several examples of

other organizations and people who had been penalized for contributions that once would have passed unnoticed, but that have recently been interpreted as being illegal.



Ethel Ross, Law representative to CSEA Board of Directors, exchanges ideas with New York City chapter's Gennaro Fischetti, center, and Brooklyn Psychiatric Center chapter president Sol Gordon.



Willowbrook Psychiatric Center chapter president and Region 2 first vice-president Ronnie Smith, left, along with Willowbrook chapter treasurer Irene Hillis and State Rent Commission delegate Rose Fazzino give attention to discussion at statewide political action committee meeting at Waldorf-Astoria Hotel.



Portion of statewide CSEA political action committee is visible in this photo of speakers' table. Identifiable, from right, are Ruth Braverman, Angelo Vallone, Vincent Rubano (who is also Region 2 second vice-president) and Ralph Natale.

Standing in background are CSEA counsel John C. Rice and CSEA vice-president Solomon Bendet. Committee members not visible at far end of table are Victor Pesci, Frank Imholz and John Adamski.



Edna Perocco, left, former secretary of Metropolitan Conference, listens while Dorothy King, incumbent Region 2 secretary takes notes. In background is Edward Gagnon, president of Gouverneur Psychiatric Center chapter.

South Beach Sets Dinner-Dance

STATEN ISLAND — First annual dinner-dance for South Beach Psychiatric chapter of the Civil Service Employees Assn. has been set for Sept. 20, according to chapter president Tom Bucaro.

The event will be at the Crystal Room on Staten Island, with admission of \$15 "including everything."

The chapter was chartered last winter. Serving with Mr.

Bucaro as officers are first vice-president Joseph D'Amore, second vice-president Barbara Martino, treasurer Roger Swift, corresponding secretary Rosemarie Truscello and recording secretary Marie Genatempo.

Latest State And County Eligible Lists

EXAM 35403

SR STENO

Test Held Dec. 8, 1973

List Est. March 13, 1974

1 Shatraw D Saranac Lake	103.5
2 Geddes D McGraw	102.0
3 Welbert W Worcester	101.3
4 Clarke C Dunkirk	100.8
5 Thomas C Alfred	100.0
6 Crapo H Latham	99.7
7 White H Victor	99.5
8 Reep G Fredonia	99.2
8 Hooper M Elmira	99.0
10 Vanleuven J New Platz	98.9

11 Sheldon G Norwood	98.8
12 Misita A Fulton	98.5
13 Doeblir V N Tonawanda	98.5
14 Momanus B Lockport	98.4
15 Grimason K Chatham	98.1
16 Wagar G Albany	98.0
17 Bosley V Utica	98.0
18 Hosier B Oneonta	97.8
20 Meskunas H Johnson City	97.7
19 Peet M Binghamton	97.7
21 Sullivan M Babylon	97.6
22 Connelly R Setauket	97.6
23 Barker D Buffalo	97.6
24 Bianchi L Buffalo	97.5
25 Soto P Garderville	97.5
26 Dirietro M Warrensburg	97.4
27 Smith M Buffalo	97.4
28 Byrremybyda B Saratoga Spg	97.3
29 Bisailon J Mexico	97.3
30 Kocik B Binghamton	97.2
31 Robberreskia R Orangeburg	97.1
32 Balakaw I Howard Beach	97.0
33 Kydes P Dix Hills	97.0
34 Mayotte M Tupper Lake	96.8
35 Swanson S West Seneca	96.8
36 Behne S Lafayette	96.6
37 Quarino D Brenwood	96.5
38 Lennon E Plattsburgh	96.8
39 Low A Scotia	96.5
40 Clatsnoff G Plattsburgh	96.5

41 Pollard D Rochester	96.5
42 Stenkiewicz A Brasher Fls	96.4
43 Oehler S Garbriels	96.3
44 Kozina R Goshen	96.3
45 Senkiewicz J Clayton	96.3
46 Barsons C Clay	96.1
47 Roberts A Dunkirk	96.1
48 Winfield P Williamsvil	96.1
49 Oliver M Averill Park	96.0
50 Card J Oneonta	96.0
51 Bartell J Schenectady	85.9
52 Hogg V Binghamton	95.9
53 Crowley E Rochester	95.8
54 Zegel R Patchogue	95.8
55 Cox B Tonawanda	95.7
56 Roberto D Highland	95.7
57 Coleman D Greenville	95.7
57A Shonnard J E Setauket	95.7
58 Dee E Brenwood	95.6
59 Dreshler F Buffalo	95.6
60 Zebrowski L Gdn City Pk	95.6
61 Worden J Wayland	95.6
62 Brink C Plattsburgh	95.6
63 Mugrace M Schenectady	95.6
64 Breen J Farmingdale	95.6
65 Ray C Syracuse	95.5
66 Yost J Rome	95.5
67 Davis M Fulton	95.5
68 McGrath J New Platz	95.5
69 No name listed	
70 Gardal G Wantagh	95.4
70A West H Setauket	95.2
71 Loucks M Sidney	95.4
72 Villant D Rensselaer	95.3
73 Hoffsord R Syracuse	95.3
74 Griffin L Johnson City	95.3
75 Hanchar D Johnstown	95.2
76 Peters M Vestal	95.2
77 Miller L Minetto	95.2
78 West H Setauket	95.2
79 Staniak C Mechanicvil	95.1
80 Kane A Buffalo	95.1
81 Harrington C Cincinnati	95.1
82 Joa S Skaneteles	95.1
83 Shaughnessy A Albany	95.1
84 Zonette J Syracuse	95.1
85 Sprague B Altamont	95.1
86 Stein E Cairo	95.0
87 Hobby J Brooklyn	95.0
88 (No name listed)	
89 Daly O New Plat z	94.9
90 Blanchard C Coboes	94.8
92 Dzialo E New Hartford	94.9
91 Scott B Rochester	94.9
93 Ensign K Waterford	94.8
94 Jacobson M Utica	94.8
95 Damsky F Peekskill	94.8
96 Daley M Barnevelt	94.7
97 Fickelscherer E N Tonawanda	94.7
98 Finch M Plattsburgh	94.7
99 Wilson B Rensselaer	94.6
100 Esarro R Pt Jffran St	94.6
101 Rutigliano N Frankfort	94.4
102 Wendzikowski E W Seneca	94.4
103 Mulholland D Andover	94.3
104 Korycki B Buffalo	94.2
105 Saletta B Fredonia	94.2
106 Onderdonk P Schenectady	94.2
107 Vanhorne F Port Edward	94.2
108 Shelan P Albany	94.2
109 Forde G Schenectady	94.2
110 Harte E Utica	94.2
111 Mullin S Schenectady	94.1
112 Mazurek C Albany	94.1
113 Haskins H Castle	93.8
114 Zerkhart P Oswego	93.8
115 Palkia I Utica	93.6
116 Scott V Ogdensburg	93.6
117 Linder J Buffalo	93.5
118 Folejewski F Endicott	93.4
119 Tomenga L Port Byron	93.2
120 Golub J Loudonville	93.2
121 Phillips M Selkirk	93.2
122 Cipriani J Lagrangevil	93.2
123 Sharp P Romulus	93.1
124 Russell M Pennellville	93.1
125 Wighton E Albany	93.1
126 Parsons E Smithtown	93.1
127 Weaver C Saratoga Spg	93.1
128 Koich K Elmira	93.1
129 Schiller S Buffalo	93.1
130 Smith B Phelps	93.1
131 McKendry S Hamburg	93.1
132 Fealey M Albany	93.0
133 Kreisberg E New Hyde Pk	93.0
134 Manning P Ogdensburg	93.0
135 Dagostino E Utica	92.8
136 Bellefeuille S Rome	92.8
137 Cuthbert M Cortland	92.8
138 Mabiarczyk C Hamburg	92.8
139 Peets V Syracuse	92.6
140 Betch J Almoed	92.6
141 Jones D Lisbon	92.6
142 Whitney T Merrick	92.5
143 Czapska L Syracuse	92.3
144 Moore E Setauket	92.3
145 Dodds L Lake Placid	92.2
146 Sliwa R West Seneca	92.2
147 Connell C Port Byron	92.2
148 Burakowski C Plattsburgh	92.2
149 Currey K Selkirk	92.2
150 Bateman E Shirley	92.2
151 Reagan S Binghamton	92.2
152 Topinko A Buffalo	92.2
153 Strano T Binghamton	92.1
154 Lennon R Ctl Islip	92.1
155 Jagord S West Seneca	92.1
156 Hammond L Rome	92.1
157 Hummel B Albany	92.1
158 Acker J Rochester	92.1
159 McCullough M Rotterdam Jct	92.0
160 Young D Poestenkill	92.0
161 Smith N Waterford	91.7
162 Ward K Eggertsville	91.6
163 Favaro M Dannemora	91.5
164 Oline M Solvay	91.6
165 MacDonald J Poudam	91.6
166 Belisario C Manlius	91.4
167 Preville M Albany	91.4
168 Martin E Delmar	91.4
169 Vargas E Ridge	91.3
170 Michel F Avon	91.2
171 Scuderi L Wingdale	91.2

(Continued on Page 11)

Engineering Jobs Booklet

WASHINGTON—A booklet on the job opportunities for engineers in the federal government, **Who's Hiring Engineers**, was recently published by the U.S. Civil Service Commission.

According to the Commission booklet, there are opportunities for approximately 245 engineers in the New York region, most of which are in the fields of electronic, mechanical, civil, aerospace, and electrical engineering. Nearly 80 percent of these vacancies are GS-5 and GS-7 entry level positions at yearly salaries of \$10,467 and \$11,297 respectively. Vacancies above the entry level are generally at grades GS-9 (\$12,167) and GS-11 (\$14,671).

The booklet also contains the most up-to-date information on placement prospects throughout the country by geographic regions, the engineering specialties in which most vacancies exist, as well as mission summaries and points of contact for major hiring agencies.

This new publication cites Fort Monmouth, New Jersey, as the major hiring agency in the N.Y. area. Other agencies expected to hire a significant number of engineers are Griffiss Air Force Base in Rome, New York, the U.S. Naval Air Station in Lakehurst, New Jersey and the Federal Aviation Administration, Jamaica, New York.

Copies of the booklet are available at Federal Job Information Centers, college placement offices and college engineering departments.

Additional information, copies of Announcement 424 Federal Jobs in Engineering, Physical Sciences, and Related Positions, and application forms are available at Federal Job Information Centers (see page 15 of The Leader for address and telephone).



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Open Continuous State Job Calendar

(Continued from Page 7)

Principal Actuary (Casualty)	\$22,694	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Associate Actuary (Life)	\$18,369	20-520
Principal Actuary (Life)	\$22,694	20-521
Supervising Actuary (Life)	\$26,516	20-522
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$33,704	20-391
Psychiatrist III (Board Certified)	\$35,373	20-391
Psychologist I	\$15,684	20-102
Psychologist II	\$17,429	20-103
Associate Psychologist	\$17,429	20-104
Public Librarians	\$10,155 & Up	20-339
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Rehabilitation Counselor	\$14,142	20-155
Rehabilitation Counselor Trainee	\$11,983	20-155
Senior Pharmacist	\$14,880	20-194
Senior Recreation Therapist	\$12,670	20-553
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Senior Occupational Therapist	\$12,670	20-550
Senior Physical Therapist	\$12,670	20-551
Sr. Speech and Hearing Therapist	\$12,670	20-552
Senior Recreation Therapist	\$11,277	20-553
Supervising Dietitian	\$12,760	20-167
Supervising Veterinarian	\$14,880	20-313/314
Tax Examiner	\$10,714	20-540
Tax Examiner Trainee	\$10,118	20-540
Tax Examiner (Span Speaking)	\$10,714	20-540
Tax Examiner Trainee (Span. Speaking)	\$10,118	20-540
Unemployment Insurance Claims Examiner (Spanish Speaking)	\$10,714	20-389
Varitype Operator	\$ 6,811	20-307
Vocational Instructor I-IV	\$9,546/\$12,670	20-131/134

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

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

This Week's New York City Eligible Lists

EXAM 4003 CORRECTION OFFICER— MEN

This list of 10,850 eligibles, made public on July 10, resulted from March 30, 1974 written testing, for which 28,095 candidates filed, 28,095 were called, and 12,444 appeared. Salary is \$11,944.

(Continued from last week)

No. 1401—98%
1401 Nestor Estrella, Charles L Porter, Robert W Delaney, Norman A Strom, Paul S Hedley, Edwin Gonzalez, George W Skelly, Douglas Williams, Allen Williams, Harry A Thomas, James P Buser, Gerodge Wright, Victor Soto, Anthony J Vaccarino, Arnold Terravecchia Jr, Frank R Demuro, Paul J Lewek, Marcial Rosado, Robert Millan, Harold Edwards Jr.

No. 1421—98%
1421 Marcell White, Carl L Grannon, Jose A Rodriguez, Richard H Uilmann, Michael P Palo, Henry L Mathis, Bruce I Dubner, Nelson A Ronan, Donald A Thomas, Donald W Allen, David P Connor, Jose Velez, Mark S Parness, Joseph M Bilotti, Warren E Witham, Joseph W Bradley, Gabriel Maldonado, William P Houllhan, aymond F Winus, Sidney Jones.

No. 1441—98%

1441 Michael J Merchant, Peter J Coleman, Robert L Middleton, Ben L Tomlinson, Agostino Frisca, Randy T Carmicle, Michael C Marra, George J Edwards, Frank S Conti, Anthony T Monti, Alfred F Fabrizio, Andres R Rosa, Jefferson Turnage, Anthony Rector, Brandon A Jamieson, Peter S Coppolino, James N Levy, Ronald A Miller, James Coleman, Jimmy M Johnson.

No. 1461—98%

1461 John J Crouch 3rd, Robert J Melle, Jack M Gribens, Kenneth T Steinger, John H Whitehead, John A Joyner, William Q Powell, Victor Pace, Joseph T Pechaver, Marshall Gordon, Charles L Crenshaw, Joseph A Peramico, George M Pulizzano, Oscar B Horton, John P Singletary, Michael P Marino, James R Alger Jr, Natallo Stark, James W Perry, Jeffrey W Ward, Harvey J Faust.

No. 1481—98%

1481 Robert A Crispino, John Mantovano, Rick B Graham, Rafael A Montes, Albert J Brown, Abelino J Legaspi, Ernest Bowser, Michael P Brady, Robert J Huscher, Gary C Gentile, Cornelius Heyward, Stanley L Carter, Tyrone R Corban, John E Lopez, Gregory Wallace, Tommie L Evans, Kenneth A Linton, Noel T Reid, Isaac Hicks.

(To Be Continued)

EXAM 3054 BRIDGE AND TUNNEL OFFCR

This list of 9,181 eligibles, made public on June 5, resulted from Feb. 74 written testing, for which 24,493 candidates filed, 24,493 were called, and 10,853 appeared. Salary is 9,800.

(Cont. from Previous Editions)

No. 2741—92.50%

2741 Michael J Ippolito, James T White, Timothy B Cassidy, Stanley Wosciechowski, Yvonne Brown, Frederick Payonk, John A Savino Jr, Daniel M Dickesheid, Tom Brown Jr, Louise B Hansen, Hector Estepa, Bruce R Hood, Lloyd B Woodard, Joseph A Petrosillo, Angel L Alvarez, Benjamin J Addison, Ronald A Little, Rodolfo Fernandez, William H Baskerville, Jeanne A Thompson.

No. 2761—92.50%

2761 Manuel Lopez Jr, Keith R Jones, Luis M Mendez, David G Freeman, Paul E Scott, Nuzio Musillo, Kenneth A Smith, William Walker, Erik H Goldbeck, Anthony J Saranita, Bruce D Campbell, Maurice L Holloman, Cheryl S Collier, Arthur Ayala, Gary M Isoldi, Kevin Lee, Allen P Lyles, Michael G Keane, Brian A Kroner, Timothy M Rogan.

No. 2781—92.50%

2781 Nicholas R Delgaldio, Elsie T Troland, John Gaudet, Mario Sparago, Joseph Goerge, Michael J Brigantic, Peter M Damica, Ruth E Ramos, Ralph J Bennett, Richard J Carbonaro, Matthew Cirelli, Salvatore Costanzo, Michael J Abate, Eugene R Castelli, Joseph P Pastore, Sylvester Trapani, Herbert Silver, Lloyd A Gilliam, Steven A Gueli, James J Clohessy.

No. 2801—92.50%

2801 Eileen Ginzburg, Thomas F Quinn, Robert S Sweetman, Michael J Majewski, John C Lamantia, Fred M Peruggia, Albert A Altadonna, John C Frieder, Joseph Marra, Umberto A Defazio, Judith E Medefindt, Thomas M Brady, Donald J Halliday, Anthony R Galante, Patrick T Surace, Paul Falvaloro, James V Paolucci, Carmine Coscilo, John J Barile, Martin M Dobroski.

No. 2821—92.50%

2821 David J Hoffman, William J Sleaf, Thomas C Bullen Jr, Raymond M Schlitt, Barry J Lajiness, David L Brown Jr, Bernard Larsen, Donald J Tempone, Steven F Meyer, Robert W Zeitler, Lucille C Fiore, John J Gallagher, Clifford Raymond, Ronald J Kowalski, D Gerard Kilgannon, Robert A Geisler.

Nestor J Velazquez, Alexander Santos, Max Riben, Gerald A Slattery.

No. 2841—92.50%

2841 George P Pepio, Joseph E Cook, Gary A Battaglia, Albert McCray, Arthur J Rodier Jr, Quentin J Carrigy, Duncan A Bernard Jr, John F Hunn, Rosendo Ayala Jr, Joseph Leonardi, Louis T Venafro, Ronald Baskerville, Joel H Givner, Thomas M Ackermann, William C Cook, Michael T Rossetti, Arne M Larsen, Joseph A Varrone, Richard H Conroy, James G Beggs.

No. 2861—92.50%

2861 Roy Davis, John N Nole, Hyman Sirowitz, Michael F Cassano, Donald E Williams, Edward A Wesks, Gerald Pendergrass, Joseph P Mello, John G Silvestri, Thomas A Lavery, Peter M Whalen, Steven F Pappkoff, Anthony J Pizzolo, Stephen N Richardson, David Salbo, Theodore J Mazola, Adalberto Figueroa, Edward Diamond, Roberto Rodriguez, Norman Rosenfeld.

No. 2881—92.50%

2881 Harold J Johnson, Leandro Reyes, Thomas D Mims, Gerald A James, Joseph P Stanley 3rd, Allan J Brooks, Michel W Gordon, Wendell R Nathaniel, John M Hunter, Kevin P Quinn, Robert J Doane, John P Limato, Franky E Gaddy, William E Jones, James Capriola, Emerito Mendez, George H Hafner Jr, Mauro P Daddato, Michael J Geoghegan, John G Zappier.

No. 2901—92.50%

2901 Henry J Walker, Fred M Mascia, James B Lavin, Frederick Johnson, Charles D Degnan, Roman C Kwarta, Walter T Webb Jr, Ernest Corsini, John R Fiore Jr, Matthew Licata, Ernest Oltmanns, Kenneth B Anderson, Leonard H Williams, Frank P Pergola, Harold S Wagner, Dennis K Halyard, Charles E Thurston Jr, Joseph L James Jr, Leroy W Smith, Wilfredo Tiru.

No. 2921—92.50%

2921 Lucius Allen, Homer F White, Samuel Anes, Domenic R Fiore, Louis Cuoco, Michael Gramogna Jr, Joseph Tropepe, Joseph E Maus, John Nevarez, James W Boyd Jr, Melvin C Robertson, Arnold Konefsky, Anthony D Aconcia, Isalah A Wright Jr, Morris Aronofsky, Frank J Borzomati, Arthur C Jones, David G Richardson, Albert Butler, Michael R Young.

(To Be Continued)

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Gas Inspector List

ALBANY—A gas and petroleum inspector eligible list, resulting from open competitive exam 24072, was established August 8 by the state Department of Civil Service. The list contains 24 names.

TO SUNY COUNCIL

ALBANY—Irving J. Cabelman, of Rome, has been appointed by the Governor as a member of the Council of the State University College at Utica/Rome for a term ending July 1, 1983. There is no salary.

Eligibles

(Continued from Page 11)

265 Walker M Stony Brook	88.6
266 Miller N Utica	88.6
267 Thompson H Albany	88.6
268 Guttman F Flushing	88.4
269 Benaquisto L Schenectady	88.4
270 Vuono A Smithtown	88.3
271 Berzoin C Albany	88.3
272 Thompson L Silver Creek	88.3
273 Mullin T Albany	88.2
274 Young S Homer	88.2
275 Dwyer J Latham	88.2
276 Forezi L Albany	88.2
277 Gordon J Stillwater	88.2
278 Holzmann L Pt Jefferson	88.2
279 Digesare S Schenectady	88.2
280 Loffler T Ogdensburg	88.2
281 Rafter M West Islip	88.2
282 Horgan A Latham	88.2
283 Savicki K Rensselaer	88.2
284 Rozek P Depew	88.1
285 McMahon E Ballston Lk	88.1
286 Davison E Mayfield	88.1
287 Alessi R Deer Park	88.1
288 Berman B Eastchester	88.1
289 Wolfe S Syracuse	88.1
290 Loffredo C Scotia	88.1
291 Longo P Saten Is	88.0
292 Parks A Greenfld Ctr	88.0
293 Thompson Ravena	88.0
294 Kaczanowski G Creektowaga	87.9
295 Mutton K Lancaster	87.8
296 Davies M Unadilla	87.7
297 Ritchie R Staten Is	87.7
298 Kolbinski J Wappinger Fl	87.6
299 Tylanda S Depew	87.6
300 Parkerson J Syracuse	87.6
301 Wiesel D Buffalo	87.6
302 Sawarrn K Auburn	87.6
303 Lewellyn M Orchard Park	87.4
304 Rulli S Plainview	87.3
305 Williams J Marcy	87.3
306 Bybicki K Ballston Spa	87.3
307 McClune K Albany	87.3
308 Hacker G Perth Amboy	87.2
309 Kullmann C Cohoes	87.2
310 Hotaling H Nassau	87.2
311 Anderson P Ballston Spa	87.2
312 Keeler K Albany	87.2
313 Conomiker E Birmingham	87.2
314 Tarkowski S Utica	87.2
315 Bunnah D Massena	87.2
316 Williams J Adgensburg	87.2
317 Mile D Sparkill	87.2
318 McKeown I Albany	87.2
319 Umstetter E New Hartford	87.2
320 Lyons C Mechanicvil	87.2
321 Gilbert B Alfred Sta	87.2
322 Lynch K Cohoes	87.1
324 Cohen A Howard Beach	87.1
325 Wagoner D Albany	87.1
326 Sarfield M Ogdensburg	87.1
327 Sussman P Little Neck	87.1
328 O'Neil C Waterloo	87.1
329 Wenke F Saranac Lake	87.1
330 Eagan S Buffalo	87.1
331 Gomez P Bronx	87.0
332 Santamaria J Liverpool	87.0
333 Sheridan V Suffern	87.0
334 Greene J Eden	87.0
335 Penbarlow S Gowanda	87.0
336 Kirpenis G Elnora	87.0
337 Eveleigh P Crtl Islip	87.0
338 Baetz D Ithaca	86.9
339 Oloay L Phnix	86.9
340 Fendziau E Depew	86.9
341 Kiernan K Plattsburgh	86.8
342 Leinweaver B Staten Is	86.8
343 McMahon K Syracuse	86.8
344 Becker E Ogdensburg	86.7
345 Bell D Rochester	86.7
346 Blake K Johnson City	86.7
347 Riccio P Lindenhurst	86.6
348 Britt M Danville	86.6
349 Boss G Attica	86.6
350 Tephaar M Buffalo	86.6
351 Veronese K Watervliet	86.6
352 Lutterman R Belerose	86.5
353 Phillips R Clay	86.5
354 Racht R N Syracuse	86.5
355 Labian J Levittown	86.4
356 Sutton D Middletown	86.4
357 Hoole S Utica	86.4

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EXAM 3015

TRACKMAN

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This list of 5,644 eligibles, established April 10, resulted from Dec. 8 written testing for which 21,534 candidates filed, and 10,078 appeared. Salary is \$5.095 per hour.

Continued from previous edition

No. 5041—72.50%

5041 Levi Ballard Jr, Alberto R Eddie, Joseph Shanley, Eugene Eason, John Sosa, Booker T Bates, Michael J Donnelly, Marlon L Widler Robert J Gustafson, Carlos A Fonseca, James Sims, John Mims Jr, Lusio Foloi, William W Brown Jr, Richard M Thomas, Carey W Exhem, Leeona Lovell, Kent F Chin, Frederick F Caccavale, Wayne M Chiarello.

LEGAL NOTICE

CERTIFICATE OF CONTINUED USE OF PARTNERSHIP NAME OF P.D. LEAKE & CO.

PURSUANT TO ARTICLE 7 OF THE PARTNERSHIP LAW OF NEW YORK

WHEREAS, the business of the firm of P.D. LEAKE & CO., a partnership which has transacted business in this state, continues to be conducted by certain of the partners therein, and

WHEREAS, the business heretofore conducted by said firm is to be conducted hereafter by the undersigned in the name of P.D. LEAKE & CO.,

NOW, therefore, the undersigned, in pursuance of the statute in such case made and provided, do make, sign and acknowledge this certificate and declare that the persons intending to deal under the name of P.D. LEAKE & CO., with their respective places of residence, are as follows:

Name	Places of Residence
Michael J. Levine	1 Robin Hill Road Scarsdale, New York 10583
Peter W. Phillips	Pound House Totteridge Lane London N. 20 England
Denis G. Dedman	23 Uphill Road Mill Hill London N.W. 7, England

Each partner for whom this certificate has been executed by an attorney-in-fact has authorized such attorney-in-fact to execute this certificate in the name and on behalf of such partner by a Power of Attorney filed at the office of P.D. Leake & Co., located at 450 Park Avenue, New York, New York.

IN WITNESS WHEREOF, the undersigned, Michael J. Levine, on behalf of himself and as attorney-in-fact for the several above named persons has hereunto set his hand and seal this 6th day of June, 1974.

s/MICHAEL J. LEVINE

Michael J. Levine, on behalf of himself and as attorney-in-fact for Peter W. Phillips and Denis G. Dedman.

LEGAL NOTICE

JAMES A. SCHNEIDER & CO.

Notice is hereby given to all concerned that the Limited Partnership, engaged in the stock brokerage business, consisting of JAMES A. SCHNEIDER as a General Partner and David L. Paul as a Limited Partner, and being known by the name JAMES A. SCHNEIDER & CO., the Certificate for the formation of which was filed in the office of the County Clerk of New York County on the 29th day of May, 1974, has been dissolved and cancelled as of July 30, 1974.

AND A CERTIFICATE CANCELLING SUCH LIMITED PARTNERSHIP duly executed by all of the members of such Limited Partnership was filed in the office of the County Clerk of the aforesaid county on the 30th day of July, 1974. Notice is hereby further given that JAMES A. SCHNEIDER & CO. shall continue in business as a General Partnership under the same name and shall be the successor in interest to the Limited Partnership of JAMES A. SCHNEIDER & CO., except that DAVID L. PAUL has withdrawn as of July 30, 1974 from the Partnership and terminated his interest therein.

LEGAL NOTICE

SATURDAY SUNDAY MONDAY COMPANY — Substance, Certificate of Limited Partnership, Saturday Sunday Monday Company, filed NY Co. Clerk's Off., Aug. 7, 1974, signed and acknowledged by all partners. Name and location: Saturday Sunday Monday Company, Suite 1100, 1564 Broadway, NY, NY. Purpose: To produce the play "Saturday Sunday Monday"; Names and addresses, general partners, Barry M. Brown and George W. Holt, III, s/k/a Frita Holt, 885 West End Ave., NY, NY; Name, address and contribution of limited partner, Barry M. Brown, 885 West End Ave., NY, NY, \$1.00; Term: 8/7/74 until business of partnership concluded; no add'l contributions agreed upon; 50% of net profits shared pro rata among lim partners. Liability of lim. partners lim. to cap. contributed. Add'l lim. partners to be admitted to the maximum extent of \$300,000. Lim. partners have priority on distributions to the extent of their capital. No right to demand property other than cash. Partnership shall not terminate on death of general partner.

No. 5061—72.50%

5061 Alan J Meyer, Joseph Mincey, John McTigue, Dominick Erigo, George V Brennan, Richard M Allman, John P Browne, Sigmund M Grabel, Henry Jefferson, James E Odome, John D McAllister, Meceo R McEaddy Jr, Robert A Palmieri, Wille J Swinson, Gary P Ferrara, Neal H Clifton, Harlan Smith, Vincent Rivera, Leonard L Gibbs, General L Johnson.

No. 5081—72.50

5081 David J Huges, William M Ashcroft, John Byrne, George J Carrig, Harold A Williams Jr, Lindsey A Wanton Jr, Mark Bartolotti, Gregory H Taylor, Robert Rivera, Willette White, Harold E Myers, Patrick J O'Connor, Louis Vetri, Joe N Young, Edward J Parry, Frank G Lluvarro, Melvin L Stanford, Stephen A Iglesias, Ricardo R Jones, Thomas P Anselmo.

No. 5101—72.50%

5101 Jack A Aloisio, Ronald V Jacklitsch, Michael A Gerena, Raymond E Mooney, Michael Butch, Milton A Porter, Ollie C Kizer, Edwin R Hinds, James K Farrell, Thomas J Brewer, Charles E Wetson, Dennis S Wyche, David Holley, Sixto R Alamo, Ralph A Cambels, Richard Kaffaga, Robert Scarpato, Richard W Krauss, Joseph R Venturino, Samuel Scott Jr.

No. 5121—72.50%

5121 Philip J Pascarella, Paul W Robinson, Raleigh E Younger, George H Young, Richard J Tracy, Ismael Davila, Kevin J Mulligan, Ronald H Pogozelski, Victor Gesuele, Henry P Felgenbaum, Watson C Page, Carl B Adams, Ivan E Wallens, Earl Grimsley, Jerome A Vaughan, James D Walegir, Ronald A Actisdano, William J Smalle, John W Moussette, Roy C Davis Jr.

(To Be Continued)

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Albany DMV In High Gear At Clamsteam



Commissioner of Motor Vehicles Arnold Fischer heads up the guests at the CSEA Albany Department of Motor Vehicles chapter clamsteam Aug. 23 at Lanthier's Grove. Seated next to him is Richard Loope, and across the table at the end is CSEA executive vice-president Thomas H. McDonough. Next to him is Dr. Basil Scott and Debbie McDonough, Mr. McDonough's granddaughter.



Picnics don't happen, they are planned. The arrangements for the day occupied the attention of these ladies of the picnic committee. Seated, from left, are: Jean Myers, Muriel Milstrey, Margaret Dittrich, Marge Decker and Eileen Salisbury. Standing, from left: Gilda Velasquez, Kitty Manns and Jean Book.

AFSCME Group Tells Story Of Union Inaction

(Continued from Page 1)
 general neglect by AFSCME of the members it already should represent and warned Erie County white-collar workers who will vote Sept. 20 for a bargaining agent "to stick with CSEA, they've got the record for good representation."

Conrad G. Miles, president of the Erie County Social Services CSEA unit, credited CSEA with "a fine performance" during the restructuring and reorganization of the Social Services department and said "no one lost their job, thanks to CSEA."

CSEA regional director James J. Powers took credit for CSEA in the state cut-back three years ago "when 10,000 jobs were cut, but nobody went on the street. CSEA saw that everybody continued at the same pay level even though, perhaps, in a different job."

Update Jobs

The survey for which the county is paying \$97,000 to Ernst and Ernst, a firm of certified public accountants, was conducted in July and was designed, according to the county, to update job classifications, which the county claims are, in many cases, very outdated.

Assistant County Attorney Bruce A. Goldstein, replied to Mr. Manuella's threat of legal action by saying in the Buffalo Courier Express that in view of the upcoming election, "we can only conclude that some consideration other than legal has prompted your action."

Mr. Goldstein also said, "We are dismayed by the questionable practices of AFSCME in attempting to undermine a legitimate action undertaken as a positive step for the benefit of county employees."

Pointing to recent grievances by employees who feel they are performing work based on outdated job titles, Mr. Goldstein, in the newspaper article said, county employees may be benefited by a study which upgrades their title and salary.

'Slap in Face'

CSEA field representative Robert E. Young told those attending the meeting that the AFSCME threats could indeed undermine

some of their own blue-collar workers who are seeking upgrading, and are a slap in the face for blue-collar officers who actively participated in the survey in the hopes of upgrading, previously denied because the county claimed insufficient justification for them.

"I am personally aware of at least one blue-collar steward who pushed fellow watchmen to cooperate in the survey," Mr. Young said. "The watchmen should be upgraded because with the increasing security problems in county buildings, they are performing security officers' work like checking passes, assisting court personnel, etc."

Mr. Young also read a letter which he sent to the county Dec. 8, 1973, "long before the survey started," and said he has kept right on top of the situation throughout the survey.

CSEA Expertise

John Allen, another CSEA field representative for county white-collar employees, read a letter he wrote the county on July 8, when the actual survey first began, in which he cited the value of input into the survey of CSEA's expertise and experience.

Mr. Allen characterized the belated AFSCME remarks about the survey, "another example of the me-too approach they take to employee problems and representation."

He cited CSEA's initiative in virtually every area of employee representation. "From contract wording to grievances won, CSEA has led the way, and the 'me-too' union's blue-collar employees have benefited only because of CSEA's proven performance," Mr. Allen said.

George H. Clark, Erie County chapter president, conducted the meeting and expressed appreciation to the Local 264 TIP members for their support of CSEA in the forthcoming elections.

Machine Operators

ALBANY — A tabulating machine operator eligible list, resulting from open competitive exam 24058, was established August 8 by the state Department of Civil Service. The list contains 21 names.



Volleyball was one way to work up an appetite.

Buffalo Zoo

(Continued from Page 1)
 union to file objections to the certification of the election.

No Right

PERB's ruling says that the rival union, in effect, showed no interest in the election and, therefore, had no right to interfere in the certification. Local 264, in whose behalf the objections had been filed, was not on the ballot because virtually every Zoological Society employee joined CSEA.

The affected employees confirmed that the rival union ignored them even though it represented the balance of zoo workers for almost two years. Certification now means bargaining, delayed by the objections, can begin and the "neglected" employees can finally get their contract, Mr. Allen said.

Health Sanitarian List

ALBANY — A public health sanitarian eligible list, resulting from open competitive exam 24174, was established August 8 by the state Department of Civil Service. The list contains 325 names.

Sr Gas Inspector List

ALBANY — A senior gas and petroleum inspector eligible list, resulting from open competitive exam 24071, was established August 8 by the state Department of Civil Service. The list contains 9 names.

Arts Council

ALBANY — Governor Wilson has announced the appointment of Susan Y. Cook, of Patchogue; Gretchen Ralph, of Syracuse, and Oscar E. Remick, of Chautauqua Institution, as members of the State Council on the Arts for unsalaried terms ending May 1, 1979, 1977 and 1978, respectively.

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

Weingartner Thanks

BINGHAMTON—Leo J. Weingartner, president of the Binghamton Psychiatric Center chapter, Civil Service Employees Assn., has asked The Leader to carry his "thank you to all of my friends across New York State who sent me cards on my recent illness." Mr. Weingartner also reports he is scheduled for heart surgery Sept. 13 at Rochester General Hospital.

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

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

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

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

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

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

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

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

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

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

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

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When the Department of Motor Vehicles Civil Service Employees Assn. chapter in Albany stages a clamsteamer, it draws a multitude

for the food and fun. This is the overall scene at the chapter's Aug. 23 event at Lanthier's Grove, Latham.

• FIRE FLIES •

by Paul Thayer

Within the last couple of weeks certain members of the Uniformed Force have received letters from Chief Flynn (which means that they got them from the Commissioner) ordering them to divest themselves of a certain type of outside employment by Jan. 1, 1975. All of you Brothers who have received such letters are urged to write to Fireman Eugene O'Kane at 116 Malts Ave., West Islip, L. I. 11795, and you better do it right away!

There were a few factors which space did not permit me to touch upon in my story about the ERS system last week.

One of the more astounding things which I discovered about the thing was the fact that, because of a small defective part in the console itself, the printout of the box number which shows up on a type of elongated scope actually can come into the telegraph bureau incoherently and has done so. For instance, let us say that somebody activates Box 1450 ERS, which is at 7th Avenue and 122nd St. If a certain part in the console is loose, the box prints out only as Box 450. The dispatcher, hearing no conversation for Box 450, sends one engine to Box 450 instead of a full first alarm assignment to 1450 Box in Harlem.

Of course, as soon as a box gets activated, if there is a real fire, the dispatcher starts to get a lot of phone calls and, when he finds that the calls are for the area covered by the four-digit box rather than the three-digit box which showed up on

the screen, he can put two and two together. But it still is pretty upsetting to think that you are depending upon a system which is capable of making such an error.

The opinion of certain high-ranking retired chiefs, who were in on the original plan to establish the system, is that any of them who were against it were quietly eased out as "uncooperative."

I was very alarmed that the Bureau of Communications is so sure that this thing is going to be just fine that, as the guts of the electromechanical boxes are removed, instead of storing them against the possibility that the ERS will be the big flop (which I believe it really will be), they are disposing the old types. Well, guess we'll just have to wait and see!

Finally, it happens that the National Board of Fire Underwriters maintains that in order to insure proper and dependable operation of an alarm box, the box should be examined and tested every 60 days. Before the mad scramble to test all boxes in the city after the death by fire in Queens—where it was found that

the box was pulled but never received—it was discovered that some boxes had not been tested for as many as five years. This deplorable situation exists, because there is only one alarm box inspector for each borough and what he can do the subject of inspections per day, I'll let you figure out for yourself.

The answer, of course, is to hire more alarm box inspectors. However the brass has been toying with the idea of lumping the five inspectors into a "task force" and turning them loose in a single borough on a given day or for a given period. The alarm box inspectors have a half dozen reasons why it won't work but, as usual, nobody listens to the little guy with the most practical answer to a given problem.

When Commissioner O'Hagan came up with his plan for disbanding companies, there was a mountain of protest which went unheeded. I was and continue to be a protester where elimination of companies are concerned and, because I feel so strongly about it, I check up on the matter from time to time. As you know, the companies eliminated were Squads One and Five, plus Engines 88 (2), 50 (2), 41 (2), 32, 31, and finally, Engine 2.

From June 30 through Aug. 20, there were 32 instances where, with the above companies not present although they would normally have responded on the first alarm, a total of 163 firefighters were injured and injuries were sustained by 277 civilians.

At a fire on 145th St. and Bradhurst Ave. in Harlem a week or so ago, Fireman Carl Gestal was on the rear fire escape of one of the exposures where a fire had been communicated. He was on the third floor landing and was humping the hose from the balcony below when, while standing on the third step, the deteriorated metal gave way, causing Fireman Gestal to lose his balance and send him crashing four floors to the ground below. (In the back it was equal to four floors because of the entrance to the basement.) He is in Columbia - Presbyterian Hospital with a broken pelvis, a punctured lung, and broken knees. He represents the little guy on the line who busts his back to help put 'em out but gets no recognition for his effort. Send plenty of cards to a hard-working dedicated fireman, but no visits or phone calls for a while anyway!

An Aug. 21, after completing his 6 x 9 tour at Ladder 121, Fireman Vincent E. Brennan was walking along Rockaway Beach Blvd. when he heard a woman

Ask 100 Officials To LI Reception

NORTH AMITYVILLE — Well over 100 public officials have been invited to be the guests of the Long Island Region of the Civil Service Employees Assn. at a reception Sept. 8 to celebrate the establishment of the regional headquarters.

Invited guests were to be greeted by Regional President Irving Flaumenbaum and leaders of the 16 chapters comprising the 50,000-member region from noon to 5 p.m. at the free-standing, two-story office building at 740 Broadway here.

Social Worker 3 List

ALBANY—A psychiatric social worker assistant 3 eligible list, resulting from open competitive exam 24001, was established July 30 by the state Department of Civil Service. The list contains 400 names.

Asst Director List

ALBANY—A bureau of industrial services and corporate development asst. director eligible list, resulting from open competitive exam 27-435, was established August 22 by the state Department of Civil Service. The list contains one name.

Social Worker 2 List

ALBANY—A psychiatric social worker assistant 2 eligible list, resulting from open competitive exam 24000, was established July 30 by the state Department of Civil Service. The list contains 496 names.

scream for help.

She was standing in front of the Chase Manhattan Bank Branch and had just withdrawn \$130 in change to open up the Carvel Ice Cream store which she operates.

Brennan saw a large 6' 1" man running thataway and started in pursuit. Brennan is 5' 9" with his shoes on. Even so, he gave chase and it led to a four-story building.

Up the stairs he chased the mugger and tackled him on the second-floor landing. It was nip and tuck ("mostly tuck") said Vinnie, until after what seemed to be hours, Patrolman Colligan of the 101st Precinct arrived just in the nick of time and between Vinnie and the cop, they got the cuffs on the large one and off to the slammer they went.

Even though this had nothing to do with fire, it is another outstanding reason for calling our guys in blue "the braves." Congratulations Vince!

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HONORED IN UTICA — The CSEA Utica chapter held a dinner-dance at Hart's Hill Inn, Whitesboro, and cited retiring members of the Department of Transportation. Seated, from left, are: Arthur Ackley, Samuel Orlando and John Fefferine. Standing, from left: Richard Simberg, newly appointed regional director of DOT Region 2, who presented pins to other departmental employees for years of service; Eugene Excell, Walter Mariott, chapter president Nicholas Cimino, CSEA statewide executive vice-president Thomas McDonough, Charles Darling and David Bartelotta.

Party Marks 50th Year For Rangers

SYRACUSE — Tom and Hazel Ranger, vice-president and secretary, respectively, of the Syracuse Area Retirees chapter, Civil Service Employees Assn., were honored at a party recently celebrating their 50th wedding anniversary.

The surprise affair was given by the son and daughter of the couple, Robert Ranger and Helen Ryder. Raymond Castle, a long-time CSEA member, was master of ceremonies. Among the 100 guests were Freeman and Florence Drew, whose wedding anniversary is the same as the Rangers, and who are active in the retirees' chapter.

Mr. Ranger, retired from the Upstate Medical Center in 1965, is a former president of Syracuse chapter, CSEA. He was an organizer and first vice-president of SUNY at Syracuse chapter and a president of the Central Conference.

Hazel Ranger retired from the College of Forestry in 1967. She was secretary of the SUNY at Syracuse chapter for 10 years.

Free Courses

ALBANY — Gov. Malcolm Wilson has signed into law a bill which allows New York State residents aged 60 years and over to audit courses without charge at all state-operated colleges and universities.

The basic bill (S9595-C) amends the Education Law to permit the auditing of individual courses on a space-available basis and subject to provisions of the legislation. Localized information may be obtained at the various campuses.

Syracuse Meeting

SYRACUSE — The Syracuse Area Retirees chapter, Civil Service Employees Assn., will meet Sept. 17 at 12:30 p.m. at Rordan's Restaurant, Genesee and Market Sts., Auburn.

A luncheon, courtesy of the chapter, will precede the business meeting, and reservations should be made for lunch with the secretary, Hazel Ranger, telephone 463-3297. Retirees from Onondaga, Cayuga and Oswego Counties are invited to attend.



BYE TO MENTAL HY — Hope G. Morrison opens a present at a retirement party for her at the Tripoli Restaurant in Brooklyn. She leaves the Brooklyn Developmental Center and the satellite facility, Boro Community Services. She served the Department of Mental Hygiene for 34 years. With her are coworkers Emanuel Edmundo Yearwood and Elba Alvarez.

Margaret Carter Retires

SYRACUSE — After more than 25 years of service as a public health nurse at the City and County Health Department, Margaret Carter was honored at a retirement dinner at the Yates Hutchinson House, Syracuse. Approximately 100 friends, co-workers and relatives attended.

Ms. Carter, public health nurse coordinator, in the Maternal and Child Bureau of the Onondaga County Health Department, coordinated health services in the city schools, and well-child clinics in the city and county. She was involved with the preschool hearing and vision testing. Her responsibility each year was the poison prevention week program. Prior to working at the Health Department, she was a clinic nurse for 15 years at the Syracuse Free Dispensary.

She served as a member of the board of directors, Onondaga chapter Civil Service Employees Assn., and among her many services on the board was being the publicity chairman.

Rockland Dinner

CONGERS — The Rockland-Westchester Retirees chapter, Civil Service Employees Assn., will hold a dinner-dance Sept. 20 at Rockland Lake Manor, Congers. Dinner will be at 6:30 p.m. followed by dancing.



DUTCHESS DEPARTURE — Retiring members of the Dutchess County Department of Public Works pose at a dinner-dance of the county CSEA chapter. Seated, from left, are: Stanley Speed, Everett Gray, Floyd Hansen and Chester Hoag. Standing, from left: Commissioner of Public Works Ed Petrovits, Fritz Kraayenbrink, Francis Andrews and James Daly. Not present was Mossi Morris Smith.

Retirees Not Penalized For Returning To Work

ALBANY — A state or municipal retiree who re-enters public service and who, through no fault of his own, has not obtained prior agency approval for his employment, should not suffer any suspension or reduction of his retirement allowance once retroactive approval for his return to employment has been obtained.

This opinion rendered by Attorney General Louis J. Lefkowitz recently is an interpretation of the provisions of the Retirement and Social Security Law, sect. 211. Under its provisions a retiree who has approval from the agency will on re-entry to public service in no way have his earnings limited, unless the retiree is returning to the same public employer from which he retired.

However, state Comptroller Arthur Levitt brought cases to the Attorney General's attention in which a retiree's request for approval of his employment did not get acted on, due to acts or omissions on the part of the public agency, until after the retiree had begun his new employment.

In such cases, Mr. Lefkowitz finds retroactive approval, to the date that the retiree commenced his employment, the most desirable procedure. Suspension of a retiree's retirement allowance will be unnecessary under this procedure.

Mr. Lefkowitz's letter to Mr. Levitt said, in part:

"If the requirements of section 211 have been met the retiree can re-enter public employment without limitation upon his earnings unless he returns to service with the same public employer from which he had retired. . . .

"Retirement and Social Security Law 211, subdivision 2(b), provides that the approval by the appropriate agency referred to therein may be granted only on the written request of the 'prospective employer' of the retired person and provided that:

- "(1) the retired person is qualified, competent, and physically fit for the duties of the position;
- "(2) that there is need for his services in such position;
- "(3) that if the compensation is more than \$1,000 per year there be no persons readily available for recruitment who are qualified to perform the duties of the position; and
- "(4) that the employment be

in the best interests of the government service. . . .

"The public policy indicated by section 211 is to employ persons possessing needed skills which are not otherwise available for the government service—the benefit is to the public. The procedural provisions in section 211 which are phrased in such a manner as to utilize prior approval (e.g. 'prospective employer') are, in my opinion, merely directionary and not absolutely essential to the ultimate goal to be achieved.

"It is also significant that compliance with these provisions is solely dependent upon the action of the prospective employer and the designated agency. A failure to act promptly in either regard is attributable to the prospective employer or agency and not to the retired person.

"I conclude, therefore, that the interpretation of section 211 which invokes good common sense and avoids an unreasonable result, hardship and injustice is that while prior approval may have been contemplated by the statute and is the desirable procedure to be followed, a retroactive approval of a retiree's employment should be permitted in order to avoid forfeit or diminution of his retirement allowance."

Mayville Unit Fetes Retiree

MAYVILLE — Members of the Mayville Central School unit of the Chautauqua County chapter of the Civil Service Employees Assn. recently helped Samuel McMasters celebrate his retirement from the school district with a dinner held in his honor at the Vineyard Restaurant in Fredonia.

Mr. McMasters was a bus driver for the district for many years and also worked for the County on the building staff. He will enjoy his retirement living in Mayville with his wife and four children and pursuing his hobbies of golf and gardening.