

# Civil Service LEADER

America's Largest Newspaper for Public Employees

CSEA PUBLIC RELATIONS

## Retirees News

— See Page 16

Vol. XXXVI, No. 23 Tuesday, September 2, 1975 Price 20 Cents



**OFF AND RUNNING** — The first contract between the Off Track Betting Corp. and an employee union in Nassau County was signed recently between officials of the Civil Service Employees Assn. and the Nassau Downs OTB Corp. The two-year pact provides a 10 percent wage increase, paid vacations and holidays, pensions and a fully paid health plan. At the signing ceremonies at Hempstead, Irving Flaumenbaum, seated second from left, watches as Easa Easa, president and general manager of Nassau Downs, affixes his signature to the contract. They are flanked by Adele Klenk, OTB administrative assistant, and David Kulesa, president of the Nassau Downs CSEA unit. Standing, from left, are: Jim Nagourney, OTB vice-president for corporate affairs and administration; Raymon Sanchez, OTB vice-president for finance; Sue McGrory, cashier; Nat Zummo, CSEA field representative; Frank LoPiterno, OTB branch manager; Basil Gomez, OTB comptroller, and Kemp Hannon, OTB general counsel. The negotiating team consisted of Mr. Kulesa, Mr. Gomez, Mr. LoPiterno, Ms. Klenk and Ms. McGrory assisted by Mr. Zummo.

## New Ballot For Albany First V-P

ALBANY — A special election for the office of first vice-president of the Albany Region of the Civil Service Employees Assn. will be held shortly to settle the issue as democratically as possible.

Original voting results showed Jon L. Schermerhorn elected as the new regional first vice-president by a slim margin over the incumbent, Jean C. Gray.

After a legal objection was filed and the ballots inspected, a mechanical offsetting of the voting blocks was discovered. If these ballots were used to determine a winner, questions could be raised as to for which person they were cast.

Rather than litigate the whole situation, both parties have agreed to a separate run-off election.

Ballots listing the office, candidates' names and a simple explanation of the election problem will be sent out to the Albany Regional CSEA membership shortly.

## CHALLENGE DEADLINE

At Leader presstime, it was learned that the Public Employees Federation had not yet filed a petition challenging the Civil Service Employees Assn.'s position as bargaining representative for state workers. Informed sources, however, indicated that the union coalition would do so before the Aug. 31 deadline. Although it was expected that the petition would be seeking the right to a representative election in the Professional-Scientific-Technical unit, it was not certain if they would file in any other unit.

## Info Meetings For School Workers Set In Region V

ALBANY — The Statewide Non-Teaching School Employees Committee of the Civil Service Employees Assn. will come to the CSEA Syracuse Region V for two days for series of informational meetings held to discuss matters of concern to non-instructional school district employees in the region.

A spokesman for the committee said that the group will have its first open session on Friday, Sept. 12, at the Clinton Senior High School, Chenango Ave., Clinton, beginning at 7:30 p.m. The second Region V meeting will begin at 10:30 a.m. at the Knights of Columbus Hall, 50 Clinton Ave., Cortland, on Saturday, Sept. 13.

## 'Kick In' Campaign Kicks Off

ALBANY — One hundred and twenty-three contributions, totaling \$1,515.50, have been received by the political action committee of Albany Region IV, Civil Service Employees Assn., within 10 days of the issue of "insult" checks to the regional state division membership.

The checks are for a \$250 one-

time bonus given state employees in place of a wage increase.

Commenting on the first tally of the "Kick In To Help Us Kick Ends" campaign, Joseph McDermott, Albany Region CSEA president, stated, "I am happy with these initial results, but now I am waiting for the first wave of chapter-collected contributions to pour in."

Publicity concerning the "Kick In" campaign has been held to a minimum, the Regional president explained, but recently local media have picked up the fund theme and now people are visiting the Regional Office and making out-of-pocket cash contributions.

Many of the returned fund drive forms contain comments from the membership that re-

## Putnam's Board Accepts Pact, Averting Strike

By MARVIN BAXLEY

CARMEL — The echoes of victory still resound over Gleneida Lake after the strike against Putnam County was called off at the last moment.

The Putnam County Board of Supervisors, under notice that the County would be struck the next day, met Aug. 28 to ratify the contract as agreed upon by negotiators Feb. 26.

The contract becomes effective retroactive to Jan. 1, 1975.

It provides a \$700 wage increase per person as of Jan. 1, with another \$500 increase on July 1. Both are retroactive. On Jan. 1 and July 1, 1976, additional \$600 pay boosts go into effect on both dates. Over the two-year span of the contract, this means a \$2,400 improvement, plus increments.

At a mass meeting of the Civil Service Employees Assn.'s Putnam County chapter, members had voted a deadline of Aug. 29 for the Board to act on the contract (moving the date up from a previously determined Sept. 4 deadline).

Actions that led to the charges of extreme provocation and the approval of a strike against the county extend back nine months, when the previous contract expired on Dec. 31, 1974.

Leading up to that had been some 70 hours of negotiating sessions, mediation and further mediation by a fact-finder assigned to the case by the Public Employment Relations Board.

On Feb. 26, 1975, the union and county negotiating teams signed a memorandum of agreement covering the two-year period from Jan. 1, 1975, to Dec. 31, 1976.



Putnam's Carol Fallman was prepared for all eventualities, as she donned her CSEA hard hat.

However, the Board of Supervisors, until last Thursday, had failed to discuss the agreement for the purposes of ratification.

CSEA's Putnam County leadership had contended that since two of the supervisors on the negotiating team between them had enough votes on the Board to gain approval of the contract, their resultant failure to do so had to be interpreted as an act of bad-faith bargaining.

Their opinion was upheld by (Continued on Page 3)



## Exchange Of Ideas Vital To Union's Continued Growth

At a recent regional meeting of Civil Service Employees Assn. delegates, one of the members took a CSEA staffer to task. The staff member immediately replied that he was ready to do whatever the membership directed, but that he (Continued on Page 6)

CSEA PUBLIC RELATIONS

## Regents Exam For Veterans

ALBANY — Examinations for the new veterans' series of 600 New York State Regents Scholarships, authorized in the last session of the Legislature, have been announced by the State Education Department.

The scholarships will be awarded beginning with the coming academic year. Examinations will be held Thursday, Oct. 2, in Manhattan, Albany, Binghamton, Syracuse, Niagara Falls and Rochester.

Applications and additional information are available from the

State Education Department, Regents Examination and Scholarship Center, Albany, N. Y. 12234.

### Vitanza Appointed

Gov. Hugh L. Carey announced the appointment of Thomas A. Vitanza, a lawyer in Norwich, as judge of Chenango County Court. Judge Vitanza, 42, was named to succeed the late William J. Gordon for a term ending Dec. 31. The office will be subject to an election this fall for a full term beginning in January.

# State Opens Key Punch, Steno, Safety, & Medical Auditor Slots

ALBANY—Positions as key punch operators, senior stenographers, institution safety officers, and medical facility auditors now exist with various state agencies. The salaries range from \$5,871 to \$21,545.

Applications for all open-competitive positions must be postmarked no later than Sept. 29, with examinations scheduled for Nov. 1.

Trainee positions as key punch operators currently exist in Albany and New York City. No minimum requirements are necessary for the three-month traineeships in the operation of several types of data-entry equipment. Candidates with three months' experience or training in the operation of key punch machines may be appointed directly to operator positions without entering the trainee program.

All candidates must pass a written exam designed to test knowledge and abilities in such areas as name and number checking under time limitations and following directions.

Senior stenographers and senior stenographers (law), both paying \$8,251, are needed only in the New York Metropolitan area. Examinations will be held in New York City, Peekskill, White Plains, Hicksville, Nyack and Riverhead.

For the senior stenographer jobs, candidates must have one year of secretarial or stenographic experience. Completion of a two year course in secretarial science from a business school may be substituted for experience.

One year of secretarial or stenographic experience, six months of which must have involved legal work, will qualify applicants for senior law stenographer. Graduation from a state community college or technical institute may be substituted for experience.

All candidates must take a written test involving secretarial practices, spelling, vocabulary, grammar and usage and legal terminology. In addition, candidates are required to pass a qualifying performance test in stenography.

Vacancies in the Health and Mental Hygiene departments exist for institution safety officers. For senior institution safety officer, a \$9,546 job, candidates must have two years of experience in a position having responsibility for providing law enforcement. Chief institution safety officer I (\$11,337) and chief institution safety officer II (\$11,983) are open to applicants with three years' law enforcement experience, two of which must be in a supervisory or administrative capacity.

Firefighting, fire prevention, accident prevention, administrative supervision and security situations will be included on the test.

Medical facilities auditor positions with the state Health Department are at the senior, associate and principal levels. Jobs pay \$13,404, \$17,429 and \$21,545 respectively.

For senior auditor, two years' experience auditing books and records of accounts is necessary. Three years of auditing experience, one of which must be a supervisory position in a medical facility, will qualify individuals for associate auditor, while four years' experience with two years of supervisory work is necessary for principal auditor.

The Nov. 1 exam will test knowledge of general accounting, auditing, preparation of written material, interpreting tabular material and medical facilities management.

Applications forms for all positions may be obtained from the state Civil Service Department at: Two World Trade Center, Manhattan; State Office Building Campus, Albany.

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Weekly Departures	
3 Nights Mexico City, 1 Night Taxco or	
Ixtapan, 3 Nights Acapulco	EP, From.....\$329
<b>MEXICO FIESTA — 14 Nights</b>	
Weekly Departures	
6 Nights Mexico City, 1 Night Taxco,	
7 Nights Acapulco	EP, From.....\$389
<b>GUADALAJARA &amp; PUERTO VALLARTA — 8 Nights</b>	
5305 Lv. Oct. 11, Ret. Oct. 19	
5306 Lv. Nov. 8, Ret. Nov. 16	
3 Nights Guadalajara, 5 Nights Puerto	
Vallarta	EP, From.....\$316
<b>BERMUDA — 3 Nights</b>	
5312 Lv. Oct. 10, Ret. Oct. 13	
At the BELMONT MANOR HOTEL & GOLF CLUB	MAP.....\$249
<b>MARTINIQUE — 7 Nights</b>	
5316 Lv. Oct. 10, Ret. Oct. 17	
5317 Lv. Oct. 24, Ret. Oct. 31	
At the Deluxe MERIDIEN HOTEL	AB.....\$339
<b>GUADELOUPE — 7 Nights</b>	
5319 Lv. Oct. 9, Ret. Oct. 16	
5320 Lv. Oct. 23, Ret. Oct. 30	
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<b>LAS VEGAS — 3 Nights</b>	
5255 Lv. Oct. 9, Ret. Oct. 12	
At the HILTON INTERNATIONAL	CB.....\$239
Or at the FLAMINGO HOTEL	EP.....\$229
<b>WALT DISNEY WORLD — ORLANDO — 3 Nights</b>	
5326 Lv. Oct. 10, Ret. Oct. 13	
5327 Lv. Oct. 24, Ret. Oct. 27	
At the RAMADA INN WEST	EP.....\$149
Or at the CARLTON HOUSE RESORT INN	EP.....\$169
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### THANKSGIVING PROGRAM

<b>LONDON — 3 Nights</b>	
5264 Lv. Nov. 26, Ret. Nov. 30	
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ROYAL KENSINGTON	FLIGHT ONLY.....\$229
<b>ST. MAARTEN — 7 Nights</b>	
5101 Lv. Nov. 24, Ret. Dec. 1	
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<b>LAS VEGAS — 3 Nights</b>	
5256 Lv. Nov. 27, Ret. Nov. 30	
At the FLAMINGO HOTEL	EP.....\$229

### YEAR-END PROGRAM

<b>LONDON — 10 Nights</b>	
5151 Lv. Dec. 23, Ret. Jan. 3	
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<b>ROME — 8 Nights</b>	
5089 Lv. Dec. 24, Ret. Jan. 2	
At First Class Hotel	FLIGHT ONLY.....\$299
<b>AMSTERDAM — 8 Nights</b>	
5247 Lv. Dec. 23, Ret. Jan. 1	
At the First Class HOTEL PARK	CB.....\$309
<b>ST. MAARTEN — 7 Nights</b>	
5220 Lv. Dec. 21, Ret. Dec. 28	
5221 Lv. Dec. 28, Ret. Jan. 4	
At the luxurious	
CONCORD HOTEL & CASINO	AB.....\$379
<b>MIAMI — 9 Nights</b>	
5252 Lv. Dec. 24, Ret. Jan. 2	
At the beautiful HOTEL MONMARTRE	MAP.....\$399
<b>LOS ANGELES — 9 Nights</b>	
5102 Lv. Dec. 23, Ret. Jan. 1	
	FLIGHT ONLY.....\$189

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ABBREVIATIONS: CB — Continental Breakfast daily; AB — American breakfast daily; MAP — breakfast and dinner daily; EP — No meals. NOT INCLUDED: Taxes and gratuities.

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## Economic Board Members Named

ALBANY — Gov. Hugh L. Carey appointed 26 members to the New York State Economic Development Board last week and named William E. Redmond, former executive deputy commissioner in the Office of Local Government, to the newly created position of panel industrial coordinator.

The board, which was created by the Governor last March, advises him on economic development policies. Chairman of the body is Donald A. Gaudion, head of the Syracuse-based Sybron Corp.

Richard W. Richardson, an economist who served in the Kennedy and Johnson Administrations, was named executive director of the panel. This post pays \$45,000 annually. Members of the board receive no salaries.



**BEST WISHES** — Leader columnist Paul Thayer, left, extends congratulations to Michael Maye, the new president of the Uniformed Firefighters Assn. Mr. Maye was installed at recent ceremonies held at the Hotel Commodore, Manhattan. Mr. Thayer writes on things of interest to firefighters. His column appears on Page 15.

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# NO NEED FOR PUTNAM STRIKE NOW



Putnam chapter president Russel Cheney explains to the chapter membership the background leading to CSEA's charges of extreme provocation by the County. The membership later overwhelmingly voted to set Aug. 29 deadline for County Board of Supervisors to act on their contract.

(Continued from Page 1)  
Cole Pilcher, a PERB-appointed hearing officer, who recommended that the county "be ordered to negotiate in good faith with CSEA by exacting an agreement in accordance with the terms and conditions of employment accepted by its negotiators."

After the County failed to appeal the hearing officer's directive within the time limits set for such appeals, PERB itself decided to look into the case.

At this point, the Putnam chapter members agreed to impose the strike deadline of Aug. 29 unless the Putnam Board of Supervisors acted before.

At an all-day meeting of the

Board on Aug. 28, Supervisors Bergin, Housekeeper and Paponos voted to accept the contract, with the Board Chairman Peracolo, and Supervisors Smith and Tuttle going on record against. On the basis of a weighted vote, the outcome was 35 to 22.

Supervisors Bergin and Housekeeper were signatory parties to the original agreement.

With the action in Putnam, all seven county chapters in CSEA's Southern Region III now have working contracts. Work must still be done to draft the contract language for the Putnam pact, as well as for the Dutchess agreement, which was settled recently after a week-long strike.



Southern Region III's one-two punch, president James Lennon, right, and first vice-president John Mauro, confer on ways to coordinate the efforts of other chapters and regional resources into a successful strike action for Putnam.



CSEA collective bargaining specialist Roger Kane outlines plans that were being made to carry off strike against Putnam County in as smooth an operation as possible. In background, field representative John Deyo listens.



Ronald Kobbe, Putnam chapter executive representative to CSEA Board of Directors, partakes of the buffet made available to members after special meeting.

## Ⓢ 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. The address is: Civil Service Leader, 11 Warren St., New York, N. Y. 10007. Attn.: CSEA Calendar.

### SEPTEMBER

- 5—Education Department chapter clamsteam and steak roast: 12:30 p.m.-9 p.m., Lanthier's Grove (two miles north of Latham Circle), Rt. 9.
- 5-6—Saratoga Region V meeting: Lake Placid Club, Lake Placid.
- 6—Saratoga County Educational Employees chapter clamsteam: 10 a.m., Krause's Half Moon Beach, Crescent.
- 7—Onondage County chapter clambake: 1-6 p.m., Henderwadels Grove.
- 10—Ithaca Area Retirees chapter meeting: 2 p.m., Moose Hall, 125 N. Fulton St., Ithaca.
- 10—Capitol District Retirees chapter meeting: 1 p.m., CSEA Headquarters, 33 Elk St., Albany.
- 11—Fort Schuyler chapter "September Social": 7 p.m., Grimaldi's Restaurant, Bleeker St., Utica.
- 12—Capitol District Armories chapter meeting: 10 a.m., New York National Guard Armory, Troy.
- 12—Statewide non-teaching school employees committee informational meeting: 7:30 p.m., Clinton Senior High School, Clinton.
- 13—Statewide non-teaching school employees committee informational meeting: 10:30 a.m., Knights of Columbus Hall, 50 Clinton Ave., Cortland.
- 13—Suffolk County chapter picnic: 11 a.m.-5 p.m., Southaven County Park, Yaphank.
- 13—Waterfront Commission of New York Harbor chapter annual dinner-dance: 7 p.m., Officers' Club, Governor's Island.



Three CSEA staff members engage in planning session. From left are field representative Larry Scanlon, who returned from vacation in order to take part in the strike action; organizer John Fender and field representative Thomas Brann.

# Man, 53, Wins Age Discrimination Suit

FULTON—The New York State Division of Human Rights has upheld a complaint by a 53-year-old man who charged age discrimination when his application for the post of deputy sheriff in Oswego County was rejected.

The action was brought by Charles Beattie, a Fulton resident. Mr. Beattie scored the highest mark in an examination given last year to 72 applicants for the post. Mr. Beattie also had one year's experience as a village patrolman prior to taking the test. He was passed over, however, while three younger

men, two of whom had no prior law enforcement experience, were hired. The respondents in the action were Oswego County and County Sheriff Ray Chesbro.

At a public hearing on the complaint, the Division of Human Rights established that the sole and uncontroverted cause for Mr. Beattie's rejection was his age and that he had not had any physical difficulty in performing his duties as a patrolman, nor had he been requested by the county to take a physical examination for the deputy sheriff position.

Commissioner Werner H. Kra-

marsky upheld the complaint and ordered the respondents to offer Mr. Beattie the next available position as deputy sheriff. The human rights official awarded him back pay from June 29, 1974, the date the three appointments were made, to the date Mr. Beattie accepts or rejects the offer of employment, with six percent interest from a reasonable intermediate date.

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# H.S. Grads May Qualify In Rockland Clerical Jobs

NEW CITY — Positions as typists, stenographers, and transcribers are currently open in various civil divisions in Rockland County departments and agencies. Salaries start at \$6,195 for typists and \$6,685 for stenographers and transcribers.

All applicants must be legal residents of Rockland County and be a high school graduate or possess a high school equivalency diploma. Clerical experience or academic or vocational training may be substituted for education on a year-for-year basis.

For typist positions, applicants must pass a written spelling test and a 5-minute typing test at 35 words per minute. Stenographers are required to pass a written spelling exam, a 5-minute typing test, plus a two and-a-half minute stenography test at 80 words

a minute. A written spelling test and a five-minute test in which candidates must score 55 words per minute with an error rate of 5 percent or less.

Candidates must achieve passing scores in all portions of the examination. Final scores will be determined on only the typing and stenography parts of the test.

To arrange for tests, held at frequent intervals, candidates should contact the New York State Employment Service office at 50 Commerce St., Spring Valley.

## Special Notice

FOR CSEA MEMBERS ONLY

### CSEA Basic Accident and Sickness Plan.

If you are a new employee under age 39½ and apply for this insurance within 120 days from your employment date, you are guaranteed \$150.00 per month in benefits. All other members may also apply and will be required to show evidence of insurability.

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Employee Item No. \_\_\_\_\_

## Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,942	20-414
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Administration Intern	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic—Statewide except Albany)	\$ 7,616	varies
Medical Specialist I	\$27,942	24-407
Medical Specialist II (Bd. Eligible)	\$33,704	20-408
Medical Specialist II (Bd. Certified)	\$35,373	20-408
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman (Statewide except Albany)	\$ 9,546	varies
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
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Principal Actuary (Casualty)	\$22,694	20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$35,373	20-391
Psychiatrist II (Board Certified)	\$35,373	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Medical Records Librarian	\$11,337	20-348
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Variety Operator	\$ 6,811	20-307

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany 12226. Applicants can file in person only at Two World Trade Center, 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.

# Latest State And County Eligible Lists

**EXAM 35-665**  
**HEAD MTCE SUPVR**  
Option A  
Test Held Jan. 18, 1975  
List Est. July 15, 1975

- Gross John S Ctl Islip .....86.9
- Haviland L J Binghamton .....86.0
- Skinner George Elma .....85.9
- King Donald W Voorheesvil .....85.1
- Quinn Howard C Ogdensburg .....84.8
- Haponaki John R Rome .....83.5
- Fisher John K Plattsburgh .....83.0
- Bologna William Islip Ter .....82.6
- Stanton C G Skaneateles .....82.5
- Migliore S A Buffalo .....82.4
- Lewis Herbert Depew .....82.1
- McGrath John L Syracuse .....81.9
- Levine Herbert Bronx .....80.8
- Luine Vincent Gowanda .....80.6
- Keith Bertram G Staatsburg .....79.6
- Clark John E Brewerton .....79.5
- Conine Kenneth Andes .....79.4
- Seymour Milton Newark .....79.3
- Record Robert C Kings Park .....79.3
- Bentley Marvin Verona .....78.0
- Barnish Francis Rochester .....78.0
- Heeb Chester M Alden .....77.8
- Wixted Thomas N Ronkonkoma .....76.5
- Vannstrand W B Ovid .....76.2
- Lemke Levant L E Amherst .....74.9
- Burke Patrick E Ctl Islip .....72.8

**EXAM 35-664**  
**SR MTCE SUPVR**  
Test Held Jan. 18, 1975  
List Est. July 15, 1975

- Hedson William Bronx .....92.3
- Winzig Francis Kingston .....89.8
- Skinner George Elma .....87.9
- Herrington G H Troy .....86.0
- Haponaki John R Rome .....85.5
- Bicheler Peter Alden .....85.3
- Embling Floyd W Livonia .....83.9
- Rickard William Fredonia .....83.3
- Simmons David C Port Jervis .....82.7
- Luine Vincent Gowanda .....82.6
- Forman Frank J W Haverstraw .....82.6
- Barton Thomas I Tully .....82.4
- Tice John Ctl Islip .....82.3
- Vecchione P Ballston Lk .....82.3
- Prindle Larry R Chenango Fks .....82.1

- Rebmann Donald Eden .....81.9
- Lavender W S Johnstown .....80.3
- Dandrow Leonard Plattsburgh .....80.1
- Jones F B N Merrick .....79.4
- Leclair Walter Voorheesvil .....79.3
- Mayer Eugene J East Islip .....77.0
- Hatch Carlton E Delhi .....76.9
- Bratt Kenneth Weedsport .....76.8
- Raymish Robert Syracuse .....76.0
- Feuerstein R D Lancaster .....75.1
- Burke Patrick E Ctl Islip .....74.8
- Schuknecht H New Paltz .....72.7
- McGuirl Robert Pelham Mar .....72.5

**EXAM 35-757**  
**MOTOR EQUIPMENT MTCE SUPV**  
Test Held April 12 1975  
List Est. July 15, 1975

- Smith Kenneth H Sayville .....93.4
- Alden John H Liverpool .....91.1
- Hathaway David Deruyter .....89.1
- Brandt Walter J Carmel .....88.7
- Campbell W N Kirkwood .....87.5
- Glasgow Edward Tully .....87.1
- Graney James A Pine Bush .....86.8
- Lusino Frank J Middle Isl .....86.4
- Dellarocca H E Bay Shore .....86.4
- Park William S Cheektowaga .....84.9
- Bridgman Lester Eas Aurora .....84.0
- Remley Frank A Westerlo .....83.8
- Bisha Milton V Hastings .....82.6
- Morris John B Hicksville .....82.2
- Amsden Douglas Latham .....81.2
- Muzzy Ernest A Watertown .....81.2
- Abbondandolo M Glenwood Ldg. ....81.1
- Collins William Ballston Spa .....80.8
- Magnuson Harry Fairport .....79.7
- Vanderpool A J Seneca Falls .....77.9
- Campbell Glenn Brewerton .....77.7
- Maynard Daniel Whitesboro .....77.7
- Fry Robert W Lewiston .....77.7
- Stewart Dawson Depew .....77.2
- Donato Samuel Slingerlands .....76.3
- Ricketson D F East Aurora .....75.8
- Kanavaros James Floral Park .....74.9
- Burns Olsen D Bronx .....74.9
- Bennett William Bronx .....74.4
- Mayo Robert G Binghamton .....74.0
- Sagan John Hornell .....73.5
- Shepard E W Islip .....72.2

- Macaluso S West Islip .....71.8
- Rozboril W Pleasant Val .....71.4
- Tadder Warren H Avoca .....71.3

**EXAM 35-654**  
**SR ACCNTNT EMP SEC**  
Test Held Jan. 18, 1975  
List Est. May 13, 1975

- Evers Gary F Troy .....94.8
- Goldman Alvin H Elmere .....94.5
- Mulligan George Albany .....92.0
- Stein Lewis D Waterford .....91.7
- Tyrrell George Elnora .....90.9
- Ellers David P Delmar .....86.8
- Delehanty A J Albany .....84.4
- Jacoby Edward C Syracuse .....84.0
- Peek Thomas W Yorkville .....82.8
- Chevalier M E Cohoes .....82.7
- Bly Dean A Schenectady .....82.3
- Schweigard K J Ctl Bridge .....81.7
- Paul Renee H Elnora .....81.3
- Sullivan D M Flushing .....80.9
- Parillo James F Ballston Spa .....80.6
- North Robert F Niagara Fls .....79.8
- Barnes Charles Troy .....79.8
- Zurlo Philip Hartsdale .....79.7
- Kurtik Edward F Selkirk .....79.4
- Tannenbaum Paul Oceanside .....78.9
- Kaplan Melvin Brooklyn .....78.4
- Calarneau David Troy .....77.9
- Deutsch Norbert Brooklyn .....77.8
- Loeb Ernest NYC .....77.7
- Gerber Allen A Buffalo .....77.6
- Lech George NYC .....77.6
- White Stuart F Geneva .....76.3
- Giordano Louis Farmingdale .....74.9
- Wierzbicki R G Amsterdam .....74.8
- Smith Earle C Albany .....74.4
- McGuire Hugh J Bronx .....74.0
- Levinstein W Troy .....73.9
- Wilkes Edward F Liverpool .....73.8
- Domagal Jeffrey Yorkville .....73.6
- Schum Philip A Brooklyn .....73.3
- Fuller Richard Utica .....73.2
- Siegel Barton A Kew Gardens .....73.2
- Footo Clifford Churchville .....72.9
- Kerwin Frank A Albany .....71.9
- Armstrong Gary Albany .....71.9
- DeFrancesco John Troy .....71.7
- Russo Francis M Cohoes .....71.3

- Bronner Kevin M Albany .....70.8

**EXAM 35-711**  
**CAMPUS SECURITY OFFCR 2**  
Test Held March 22, 1975  
List Est. July 15, 1975

- Robshaw Joan C Clarendon .....94.3
- Oddo Vincent F Tonawanda .....89.9
- O'Keefe William Watervliet .....89.2
- Donegan Robert Mt Morris .....87.8
- Franzen Peder Richmond Vil .....87.0
- Mastro Dominic Oneonta .....83.0
- Galarneau P J Keeseville .....83.0
- Hussey Robert F Leicester .....82.5
- Noonan John R Walden .....82.2
- McErlean Philip Huntingtn Sta .....82.0
- Holland Jack B Rensselaer Fls .....81.8
- Byrd Arnold J Hempstead .....81.1
- Traynor J A Brooklyn .....80.0
- Raven Grover A Oakdale .....78.5
- Flanders W B Kenmore .....77.0
- Benedetto D J Brooklyn .....75.6
- Ryan Thomas J Hamburg .....75.4
- Sabarese C J Clintondale .....73.4
- Suraf William Cheektowaga .....73.0
- Probst Louis E Tonawanda .....70.9
- Calendriello J A Pt Jffran St. ....70.0

**EXAM 35-838**  
**SR PHOTOGRAMMETRIST**  
Test Held May 31, 1975  
List Est. July 18, 1975

- Ludik Dorothy M Delmar .....78.0

**EXAM 27-510**  
**CONSULTANT**  
**OCCUPATIONAL THERAPIST**  
Test Held July, 1975  
List Est. July 15, 1975

- Teal Barbara J Loudonville .....96.0
- deKay Margaret H Valatie .....87.0
- Sterling Harriet E New York .....84.0
- Shapiro Deborah P Deer Park .....83.0
- Keaveny Mary C Smithtown .....82.0
- Levy Ruth D Staten Island .....77.0
- Hohman Carol A Kings Park .....77.0
- Pawlaczyk Jeanne A Hamburg .....76.0
- Sadarangani Nirmala Wards Isl. ....75.0
- Abdo Albert A Utica .....73.0
- Lewis Gary W Clinton Corners .....72.0

- Putzer Judith B Medford .....71.0

**EXAM 27-511**  
**CONSULTANT SPEECH AND HEARING THERAPIST**  
Test Held July, 1975  
List Est. July 18, 1975

- Margulies Vivian Y Albany .....100
- Thorne Phyllis C New York .....92
- Casaceli, Marilyn Schenectady .....84
- Kuta Mary E Latham .....77
- McDannell Paul E Trumansburg .....75
- Glassman Joel R Bronx .....73
- Katzin-Newman Judith Rchmd Hl. ....73
- Bell David J Sonyea .....73

**EXAM 24-134**  
**ASST ENGR GEOLOGIST**  
Test Held March 22, 1975  
List Est. May 11, 1975

- Seidman Peter Brooklyn .....88.0
- Bailey Henry H Albany .....85.5
- Bazarnick R J Amsterdam .....83.5
- Lilley William Delmar .....79.0
- Wolterding D J Brooklyn .....77.5
- Kontis Angelo L Sutherland .....77.5
- Ruggiero John G Staten Is .....77.5
- Chandra R C Amersburg .....74.5
- Cross Richard H Sloansville .....74.5
- Krajewski John Niagara Fls .....73.0
- Grinnell Robert Albany .....71.5
- Greenman M M Brooklyn .....70.0

**EXAM 35-649**  
**SR ENGRG GEOLOGIST**  
Test Held March 22, 1975  
List Est. May 11, 1975

- Miles Edward C Delmar .....83.4
- Nemetz Arthur C Valatie .....81.4
- Osborne Robert Averill Pk .....80.3

**EXAM 24-133**  
**SR ENGR GEOLOGIST**  
Test Held March 22, 1975  
List Est. May 6, 1975

- Seidman Peter Brooklyn .....88.0
- Bailey Henry H Albany .....84.0
- Miles Edward C Delmar .....82.0
- Nemetz Arthur C Valatie .....80.5
- Osborne Robert Averill Pk .....79.0
- Wolterding D J Brooklyn .....77.5
- Bazarnick R J Amsterdam .....77.5
- Vanalstynne F E Sarstoga Spgs .....75.0
- Lilley William Delmar .....74.5
- Cross Richard H Sloansville .....74.5
- Stegville John New Baltimore .....73.0
- Greenman M M Brooklyn .....73.0
- Skerritt W H Averill Park .....70.0

**EXAM 35-650**  
Test Held March 22, 1975  
List Est. May 19, 1975

- Bazarnick R J Amsterdam .....84.4
- Stegville John New Baltimore .....78.4
- Cross Richard H Sloansville .....75.4

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Jerry Finkelstein, Publisher

Paul Kyer, Associate Publisher

Marvin Bazley, Editor

Harcourt Tynes, City Editor

Charles A. O'Neill, Associate Editor

N. H. Mager, Business Manager

Advertising Representatives:

UPTOWN NYC—Jack Winter—220 E. 57 St., Suite 17G, (212) 421-7127

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TUESDAY, SEPTEMBER 2, 1975



## CSEA Convention

DELEGATES of the Civil Service Employees Assn. will be meeting later this month in Niagara Falls for their annual convention.

Normally, there would have been a special full-scale convention in the spring, also, but this year, an abbreviated meeting was held in Albany to determine policy in the face of the impasse over a contract for state workers.

With the turmoil over the state contract, as well as the hectic biennial election of union officers, now part of the 65-year-old union's recent history, we think that harmony and accord will be the keynote of the September convention.

In the first place, the union faces the possibility of a challenge for its representation rights—provided, of course, that sufficient signatures can be verified on the petitions expected to be submitted by the Public Employees Federation.

But, beyond that, there have been a number of significant victories by the Association—especially in the County Division. During the past year, CSEA has won challenges in Erie, Sullivan, Ulster and Orange Counties, as well as the Town of Greenburgh in Westchester County.

More recently, decisive action in Dutchess and Putnam Counties has brought balking County Boards to their senses, forcing them to abide by previously agreed-to contract provisions.

Most important, though, in determining the course toward unity that CSEA will chart is the need to present a strong front when the union goes into contract negotiations this winter with the Carey Administration . . . which has already gone on record as preparing for another battle to the finish with all the state's public employees.

## Women As Leaders

ALTHOUGH too many instances of discrimination on the job because of sex can be found today, there are also some encouraging things happening.

A case in point is the state's Department of Correction.

Late last year, Thelma Upton, a cook at the Adirondack Correctional Facility at Dannemora won a two-year battle to win reinstatement to her job. After 18 years on the job, she was fired and, at the conclusion of a suit brought in her behalf by the Civil Service Employees Assn., the State Human Rights Commission ruled that the firing was done solely because of her sex. Happily, Ms. Upton was restored to her job and received compensation for being laid off.

More recently, the Department named Janice Warne as superintendent of the Albion Correctional Facility. She is the first woman in New York State history to head a prison for men.

There is much talk these days about using America's natural resources to the fullest. The most valuable resource this nation has is its people. They should be encouraged to advance as far and as fast as their talents permit them, without regard to such artificial barriers as "traditional" male or female occupational roles.

## Don't Repeat This!

(Continued from Page 1)

was not empowered to act on his own without guidance from the appropriate governing board.

In one sense this is an example of CSEA's highly prized democracy in action: a rank-and-file member (in this case a chapter officer) taking on a member of the union's paid staff (who, in this instance, happens to be one of the hardest working and most dedicated workers on the staff).

On the other hand it is also a sign of the new militancy that is starting to grip the giant public employees union, third largest independent union in the nation and largest independent public employees union in the world.

For behind the small skirmishes and clashes within the union at present is the urgency to put the house in order as soon as possible before negotiations begin on a new contract with the state.

For the most part, the presumed challenge by the Public Employees Federation is deemed as a nuisance to be gotten rid of as quickly as possible in order to get on with the real business of serving the membership.

This is not to say that the challenge from the PEF conglomerate of unions will be ignored; it is just that it is difficult to take seriously a challenge from a fledgling organization that exists only on paper.

Having disposed of the challenge (if there is one), CSEA would then be free to throw all its resources into the battle for an improved contract for the state workers.

CSEA leaders will surely be looking for a big win in any challenge as an indication to Governor Carey that CSEA is the union he is going to have to deal with—like it or not.

In the meantime, high-placed members of CSEA's staff have mobilized themselves into three task forces, each hitting two of the union's regions.

Purpose of these sessions, called for by the union's veteran executive director Joseph Lochner, has been for a two-way exchange of information between the membership and the headquarters staff.

The staff has been recounting the myriad successes of CSEA during the last few years since the Taylor Law, and asking for input as to how they can further accomplish the goals of the membership.

It has been interesting that in each of the six regions, so different directions have been taken in the discussions following what have been essentially the same presentations by the staff members.

But that is another sign of democracy. What it really means is that whoever can get the floor first can influence the direction of the ensuing conversation. That does not mean, however, that any one of the six discussions was less meaningful than any of the others.

What it has done is to provide staff with six better views of how to serve the membership—and that basically is why they went out in the first place ● meet their public.



## 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.

### Counsel's Religious Obligations

A permanent civil service employee in the position of Superintendent of Buildings and Grounds was charged by his employer, a union free school district, with 13 counts of misconduct and 12 counts of incompetency. The charges were served upon him in writing and gave reasons for the allegations contained therein. If the employee had been found guilty of one or more of the specified charges, he could have been dismissed from his position as Superintendent of Buildings and Grounds. This action would certainly have prejudiced him in any attempts to secure similar employment both in the area of public service and in the private sector.

THE EMPLOYEE, in order to defend himself against the specified charges, retained an attorney of the Jewish faith. This attorney was a Sabbath observer and did not engage in his employment from sundown on Friday until sundown on Saturday. The attorney, accordingly, notified the Board of Education that he would be unable to appear at the hearing which had been scheduled for a Saturday. At the same time, he requested a rescheduling of the hearing for any evening thereafter so long as it was not a Friday night. He also stated in his letter that if his request could not be complied with, he would advise his client to obtain other counsel. The employee objected to this advice and insisted on being represented by his original attorney.

THE BOARD OF EDUCATION, in responding to a lawsuit by the employee that its decision to hold a hearing on Saturday was arbitrary and capricious, stated that they had taken into consideration that the employee was faced with 25 serious charges and that the Board had decided to hear the case itself rather than appoint a hearing officer. The members of the Board were all gainfully employed during the normal workweek, and therefore decided, since they sit as members of the Board without compensation, to hold a hearing on a Saturday with the hope that it could be completed in one or two full days. The employee argued in court that the Board's failure to honor his request for a hearing date other than on a Friday night or Saturday effectively denied the employee his right to counsel of his own choice. The employee further argued that the Board's failure to reschedule the hearing to a weekday night was, under the circumstances, arbitrary and capricious. The Board responded that the constitutional guarantee to counsel cannot be invoked merely to delay the course of justice.

THE COURT pointed out that the employee had a statutory right to be represented by counsel pursuant to Section 75(2) of the Civil Service Law. Since the employee's position has been held to be "property" within the meaning of the due process clause of the U. S. Constitution, the employee is entitled to due process where the hearing may result in the loss of his job. The court said that any deprivation of the right to counsel and to a fair trial is in itself a basis

(Continued on Page 7)

# Letters To The Editor

## Mary Winchell

Editor, The Leader:

You might say Mary Winchell is an employee of Hudson River Psychiatric Center.

You would be right.

You might say Mary Winchell is a patient in St. Francis Hospital due to a severe beating received from a patient admitted just a few hours previously.

You would be right.

You might say she should not have been on night duty on an admission ward by herself.

You would be right.

You might say Mary's beating was the result of poor staffing patterns.

You would be right.

You might say the poor staffing pattern is a result of Gov. Hugh Carey's cutbacks and job freeze.

You would be right.

But most of all, what Mary Winchell is, is a sign of the times. What has happened to Mary Winchell is the end result of Governor Carey's political game of "rob Peter to pay Paul." Mary Winchell is not the first victim at the bottom of the long line of "Carey's cutbacks" and she is not likely to be the last.

Perhaps Gov. Carey can send Mary a get-well card at St. Francis Hospital, Poughkeepsie, where she lays with her head bashed in.

Perhaps he can explain to Mary why no one was there to hear her screams as that unfortunate patient, not comprehending herself why, beat Mary about the head and face with an object.

Perhaps he can explain to Mary why no one was there to rush to her aid, when she was dragged from her ward, bleeding, and that still later the patient was found, blood smeared, wandering toward Poughkeepsie and treated at St. Francis Hospital and returned to Hudson River Psychiatric Center locked ward.

Perhaps the lulus that Senator Warren Anderson and Assemblyman Stanley Steingut received could have provided Mary with the help when she needed it.

Perhaps Governor Carey can explain to Mary Winchell that he is sorry but she just happens to be an unfortunate sign of the times due to his cutbacks.

I couldn't sleep last night, thinking about Mary Winchell. Can he?

**Rick Recchia**  
President  
Civil Service Employees Assn.  
Chapter No. 410  
Hudson River Psychiatric Center  
Poughkeepsie

## Stand Together

Editor, The Leader:

Some of our members blame CSEA for what is wrong with our union. I would like to remind each member individually that it is he or she who make up our union's strength and/or weakness. Most members want what the union fights for yet to take part and fight for what we want is another matter. We can't seem to stand together and fight—just stand together and lose without a fight.

I have heard many members say that they would definitely strike without a second thought if it were not for the Taylor Law. All right. So we stood together and as a majority said, "Yes, Carey, we will do your

bidding for the table scraps you may feel allowable to toss our way."

All right. The majority of us said, "We are afraid of you but we can still hope for something someday—maybe." As long as our utmost fear seems to lie in the Taylor Law, I suggest that the least we can do as a union is to fight this law to the Supreme Court if necessary. I feel this law is definitely unconstitutional and though it may be upheld by lower courts, I do not feel that the Supreme Court of our land could or would find this law which petrifies so many of us constitutional.

I therefore request that we take legal action against this law and fight it to the Supreme Court so eventually the type of job action which should have taken place, will be taken without the terrifying Taylor Law to lurk over our cowardly heads. If we cannot rid ourselves of the Taylor Law and will not, when we feel the need, rebel against it, we will succumb to our Governor's every whim from now on and merely hope he is merciful and once in a while generous to his employees whose wages cannot keep up with inflation.

Linda (name withheld)  
Chatham

## LETTERS POLICY

Letters to the Editor should be less than 200 words. The Leader reserves the right to extract or condense pertinent sections of letters that exceed the maximum length. Meaning or intent of a letter is never changed. Lengthy letters that cannot be edited to a reasonable length are not used unless their viewpoint is so unique that, in The Leader's judgment, an exception should be made. All letters must be signed and bear the writer's address and telephone number. Names will be withheld upon request.

## Nassau Forms Its Political Action Group

MINEOLA — The Nassau chapter of the Civil Service Employees Assn. has formed a political action committee for the county division to scrutinize the qualifications of candidates for county offices from the standpoint of the civil service employee.

The body also set out to reinforce the Civil Service Employees Assn.'s statewide lobbying for reform or repeal of the Taylor Law and to monitor the meetings of the local legislative body.

At a meeting Aug. 27, Doris Kasner, president of the Nassau County Medical Center unit, was elected chairman. The committee is composed of the presidents of county division units.

Chapter president Irving Flaumenbaum announced that formation of a chapter-wide political action committee was under way.

The group mapped plans to enable employees to contribute money and to volunteer time to assist candidates favorable to the CSEA and fight hostile incumbents.

## Suffolk Picnic

HAUPPAUGE—The Suffolk County chapter, Civil Service Employees Assn.'s highly successful old fashioned picnic gets a reprise Saturday, Sept. 13, the Southaven County Park at Yaphank. Tickets are \$1.

The committee has arranged free beer and soda, charcoal for cooking, cotton candy, prizes, rowboat rides and a "Moon Walk" for the children.

The park entrance is off the northerly service road of Sunrise Highway.

## District Attorney

Norman Shapiro, of Middletown, has been appointed district attorney of Orange County to succeed the late Abraham J. Weissman. He was appointed for a term ending December 31.

## Civil Service Law & You

(Continued from Page 6)

for annulment of a determination. It is fundamental that the employee is entitled to the assistance of counsel and the court will not speculate as to precisely how much prejudice arose from the denial of that right. If was of no matter that the case was a disciplinary proceeding rather than a criminal prosecution. The court further stated that based on the chronology of events, the particular attorney hired by the employee was not retained for the purpose of interposing a delay. The attorney was retained prior to the Board's scheduling of a Saturday hearing. The attorney exercised due diligence and good faith in advising the Board that he could not attend a Friday night or Saturday hearing.

**THE COURT FINALLY** held in this instance that the action of the Board of Education in refusing to consider rescheduling the hearing for any time other than a Friday evening or Saturday was arbitrary and capricious. For that reason, the decision to terminate the employee after a hearing where the employee was not represented by counsel was annulled. **Application of Romeo v. UFSD No. 3, Town of Islip, 368 N.Y.S. 2d 726, Supreme Court, Suffolk County.**

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TO  
OCTOBER 31, 1975

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City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_  
Where employed \_\_\_\_\_  
Employee item number \_\_\_\_\_



Larry Ditmore and Ed Gilbert, delegate and president, respectively, of Industry chapter, takes notes of information to report back to their chapter members. Mr. Gilbert, right, is newly elected as the chapter president.

# Information Exchanged With Western Delegates

BUFFALO—The Civil Service Employees Assn.'s traveling information show stopped in Buffalo recently to explain to CSEA Western Region VI chapter representatives the intricacies of 33 Elk St., Albany, the union's headquarters, and answer questions regarding challenges by other unions.

The session, directed by Joseph Lochner, CSEA executive director, pointed out the benefits CSEA has amassed for municipal workers throughout the state. Appearing with Mr. Lochner were Marge Karowe, counsel, William Blom, director of research, and Paul Burch and Jason McGrath, collective bargaining specialists.

Ms. Karowe explained the workings of the Taylor Law regarding challenges and Mr. Blom pointed out CSEA accomplishments in salaries and fringe benefits.

During the day-long session in the Cordon Bleu Restaurant, the more than 125 CSEA representatives from Western Region VI chapters were reminded that the union offers public employees an established organization geared for immediate action in matters of negotiations and grievances.

It was explained that the Public Employees Federation, the most recent union conglomerate to challenge CSEA, had decreased from five original unions to two: the Service Employees International Union and the United Federation of Teachers.

It also was pointed out that the American Federation of State, County and Municipal Employees currently was proposing a possible merger with CSEA.

"A lot of people hear about Albany Headquarters and they hear about 33 Elk St., but they don't see the people who work there and they don't know what they do," Robert Lattimer, Western Region VI president, said in explaining the purposes behind the information session.

"Basically, they told us: 'This is what we've done; here's how we did it, and this is what we can do for you,'" Mr. Lattimer added.

CSEA officials, he said, pointed out that CSEA dues were 25 to 40 percent cheaper than dues proposed by other unions seeking to represent CSEA members.



CSEA president Theodore C. Wenzl assures the delegates that "with the membership behind us, we have the strength and the will to accomplish whatever we set out to do—but we have to agree upon our priorities."



Western Region VI's legal staff listens attentively to proceedings. At center is senior attorney Charles Sandler and his assistants, Ronald Jaros, left, and Carmen Pino.



Representatives from area campuses were seated together during various deliberations. From left are Nancy Argento, of SUNY at Geneseo; Annette Harding, SUNY at Alfred chapter president; Joyce Weimer, SUNY at Alfred, and Angus Cook, SUNY at Alfred chapter vice-president.



Three delegates from SUNY at Buffalo chapter register what seems to be favorable reaction to speaker's comment. From left are Ginger Moronski, Paul Faleski and Jackie Ort.

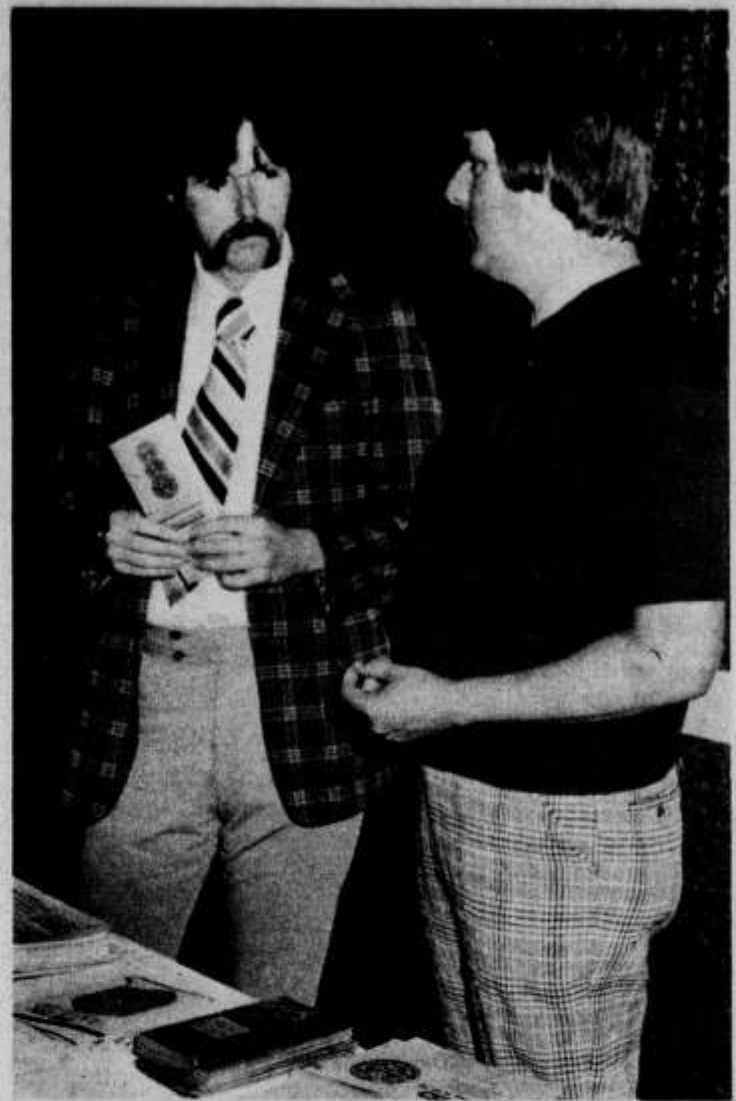


Geneseo-Orleans County State Transportation chapter secretary-treasurer Fred Hensel, left, and chapter president Jerry Dusei discuss departmental business with Rochester chapter, Transportation Region 4, president Bud Saunders.





CSEA executive vice-president William McGowan is surrounded here by staff members, Al Mromak, left, Western Region public relations specialist, and Paul Burch, collective bargaining specialist. Mr. McGowan was recently elected to the union's second-highest position, after serving as Western Region VI president and, before that, as West Seneca Developmental Center chapter president.



CSEA vice-president Robert Lattimer, right, head of Western Region VI, discusses local problem with John Garvey, Rochester chapter labor representative. Mr. Lattimer is also one of three Labor departmental directors on CSEA State Executive Committee.



Counsel Marge Karowe was one of the group of union experts who took part in the informational program at the Cordon Bleu. Here she exhorts the members to watch for violations during representation campaigns.



CSEA's enviable record in saving jobs—especially when compared to that of other unions—is documented by William Blom, CSEA director of research. Mr. Blom supported his case with ample facts and figures.



SUNY at Buffalo leaders confer during break in business session. From left are chapter second vice-president Dorothy Haney, president Robert Smith and first vice-president June Boyle. Mr. Smith also serves as Region VI second vice-president and Ms. Boyle as University director on State Executive Committee.

(Leader photos by Hugo Unger)



Joseph Lochner, CSEA executive director, updates delegates on the various activities the statewide organization is planning in order to meet the numerous challenges facing the union in the next few months; primary of which is the opening of talks for a new state contract.



Two new delegates are welcomed by CSEA field representative Thomas Christy. From left, Rochester's Doris Young and Cathy Hill look pleased to be able to participate in the regional meeting.



Lloyd Tipton, left, new president of SUNY at Brockport chapter, along with Sulley Cook and Eleanor Blair, president and secretary, respectively, of Genesee State Park Commission chapter, meet with CSEA field representative Charles Bird.

# Alcoholism Rehabilitation Effort Is Launched By Nassau County

MINEOLA—A counseling program for Nassau County employees with alcohol problems has been launched. The program includes weekly therapy sessions and is intended to serve as a model for other such efforts launched in the Long Island county by municipalities, labor unions and firms in the private sector.

Irving Flaumenbaum, president of the Nassau County chapter, Civil Service Employees Assn. and also leader of the union's Long Island Region I, enthusiastically endorsed the program.

"Too often, management doesn't become aware that there's a drinking problem—either on the part of the employee or a member of the employee's family—until it's too late, until there's a situation where the employee's work deteriorates to the point of firing," Mr. Flaumenbaum observed.

Nassau County Executive Ralph G. Caso also boosts the new program.

"The Federal Government estimates that 7 percent of Americans have a drinking problem," the Nassau Executive said. "County employees are no less vulnerable to this addictive dis-

ease than the rest of the population."

The Nassau County counseling service's offices can be found on the fourth floor of B Building of the county's Medical Center complex. The program itself is funded by a \$55,000 grant to the Nassau Department of Drug and Alcohol Addiction from the Division of Alcohol Abuse, New York State Department of Mental Health. It is administered by the Nassau County Department of Mental Health.

Both Mr Flaumenbaum and Mr. Caso stress that the program is entirely confidential. Participants go to weekly group therapy sessions at which their problems are discussed and analyzed. They also may be invited to attend meetings of Alcoholics Anonymous.

Members of the participant's

household are urged to become involved in department programs. Teenagers are steered to ALATEEN programs and other members of the family to ALANON programs. The family is encouraged to participate in the program, officials point out, because rehabilitation from the disease can best be accomplished through concerted family action.

Consultations for employees with alcohol problems, or family members of employees, can be Monday through Friday, from 9 a.m. to 5 p.m. Referrals can be made by the individual, the employer or a family member.

Harold E. Adams, commissioner of the Nassau Drug and Alcohol Department, put it this way: "For the employer, the loss of a mature, well-trained person in his or her productive years always represents an inestimable loss.

"For the employee, job retention is the strongest leverage which motivates him or her into treatment and rehabilitation. So an on-the-job rehabilitation program offers both parties the best potential for success and the greatest savings."

Nassau County has a payroll of about 20,000 persons.

## Nassau Setting Contract Goals

MINEOLA—Nassau chapter of the Civil Service Employees Assn. will complete its negotiation goals for 1976 on Sept. 3 and is demanding immediate talks and a settlement by the end of October, it was announced by chapter president Irving Flaumenbaum.

He said the steering and program committee had agreed to demand immediate and intensive negotiating sessions with a settlement deadline in order to avoid the unsuccessful, one-month effort last year to negotiate a settlement.

"If we can't do it in eight or nine meetings, then we can't do it at all," Mr. Flaumenbaum declared.

The steering and program committee, representing all divisions of county employees, was to complete its package of demands tomorrow following a series of meetings through the summer.

# First Woman Named As Superintendent Of A Men's Prison

ALBANY—In the continuing shakeup of the state's Department of Correctional Services, a woman has been named for the first time in New York history to head a prison for men.

Janice Warne, 49, has been appointed superintendent of the Albion Correctional Facility, Albion, a 300-inmate medium-security facility.

Ms. Warne, mother of six children, began her career in the department in 1955 as a guard at Albion. At that time, Albion was a women's prison. Fourteen years later, in 1969, she was named superintendent there. When the facility became a men's prison in 1972, Ms. Warne was transferred to the Bedford Hills facility for women as superintendent.

Commenting on the appointment, Commissioner of Corrections Benjamin Ward observed: "I am extremely pleased to make this important appointment because I feel strongly that a woman is as competent as a man to run a male correctional facility in the State of New York."

A spokesman for the department, Al Castro, added: "The appointment means that in the future, there will be more varied assignments for women in the system."

Ms. Warne holds an associate degree in correctional administration from Genesee Community

College. She has also attended Rochester Institute of Technology, St. Lawrence University and the University of Rochester.

Ms. Warne replaces Theodore Reid who will become superintendent of the Coxsackie Correctional Facility, a 750-inmate male facility. Former Coxsackie superintendent Edward O'Mara will go to the Walkkill Correctional Facility as superintendent there. He will replace former Walkkill superintendent Harold Butler now at the Ossining Correctional Facility.

Two other transfers were also announced last week.

J. Leland Casscles, former superintendent of the Great Meadow Correctional Facility, Comstock, will become superintendent of the Taconic Correctional Facility, a minimum-security facility for men at Bedford Hills. Robert Hoke, former deputy superintendent in charge of programs at Great Meadow Correctional Facility, will become deputy superintendent at the Bedford Hills Correctional Facility.

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# A Cabbie At Night; Would-Be Teacher In Day

By JANE B. BERNSTEIN

Robert Feirsen, 24, of Jackson Heights, drives a taxi cab 11 hours each day. When most workers go home at 5 p.m., he gets into his cab and cruises for

customers until 4 a.m.

"You have to work those hours if you want to make enough money," he said. "If you're lucky, you might make \$4 per hour, but you really have to hustle."



Robert Feirsen of Jackson Heights drives a taxi for a living. He is one of hundreds of unemployed teachers in New York City.

He must put up with long hours, low pay and people who stiff him.

"I've driven people to their destinations and then had them inform me that they have no money," he said. "Or someone says his money is upstairs and he'll be right back with it. Of course he never shows," he added.

He rarely has time to see his friends—most of them work during the daytime.

"It's a dominating profession," Mr. Feirsen said. "It seems that I've no sooner gotten out of bed than it's time to start driving again."

With due respect to the hacking profession, what's a young man like Mr. Feirsen doing in a life like this?

He has the misfortune, in these financially troubled times, of holding a New York State teacher's license.

He received his Master of Arts in teaching from the State Uni-

versity at Stonybrook this year and is number 11 out of 1,403 names on the New York City eligible list for high school social studies teachers.

"I've sent resumes all over the place and I've gone to every school district on Long Island," Mr. Feirsen said. "But there's nothing available."

In 1973, he substitute taught at the School of the Transfiguration in Corona, hoping to get a full-time position. The job never materialized.

When his name appeared on the teacher's eligible list in June, he received letters from three high schools asking him to come in for interviews.

"I went to Edward R. Murrow High School in Brooklyn—they had an opening for a social studies teacher," Mr. Feirsen said. "Things looked pretty good—and then the budget fell apart."

The other two schools called to say they'd be cutting back their staffs and an interview

would be pointless.

He still calls the Board of Education for news on jobs, but things look bleak. The private schools around the city are also



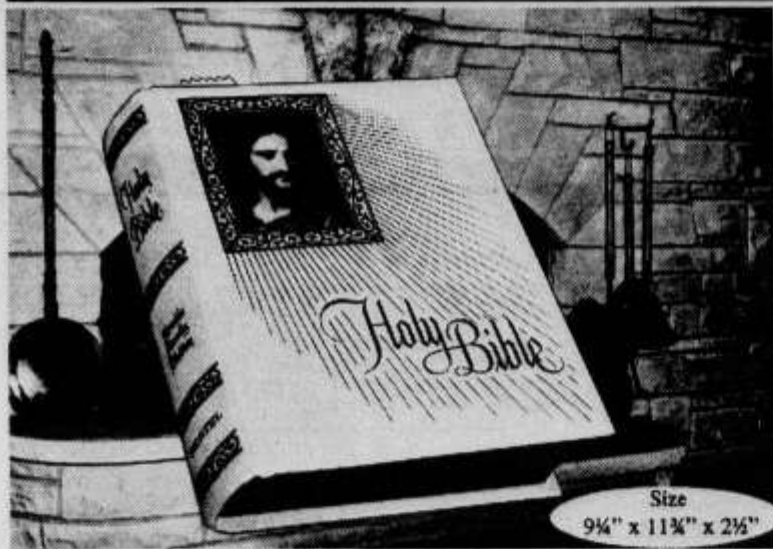
Mr. Feirsen still bones up on his history — just in case a social studies position opens in the future.

strapped for funds and have their own hiring freezes.

"The only thing I have going for me is if schools begin hiring in the future, I have a chance of being called," Mr. Feirsen said. "Meanwhile, as long as I have a taxi license, I can always make a buck."

So, Robert Feirsen, one of hundreds of young, unemployed teachers in New York City, continues to drive a cab.

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## Fire Unit Publishes Booklet

"Fire Safety Watch," the Uniformed Fire Officers Association's new newsletter, began publication this month.

The publication, out monthly, will keep the public informed of developments affecting community fire protection.

The first issue deals mainly with recent cutbacks and New York City's arson epidemic.

Future issues will concentrate on fire protection standards against which communities can measure their own level of protection and "downtime," the time when local fire units are out of the station, leaving the home community without protection.

"We believe this new program will provide citizens with the basic information needed to assure fire protection in their communities," says a UFOA spokesman.

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# Social Worker, Inspector, Tech Jobs Open In Suffolk

HAUPPAUGE—Social welfare examiners, lighting inspectors, laboratory technicians and x-ray technicians are currently being sought by agencies under the jurisdiction of the Suffolk County Department of Civil Service. Salaries range from \$8,000 to \$11,908 a year.

For social welfare examiner I, both English and Spanish speaking, applicants must be high school graduates and have two years' experience examining, investigating or evaluating assistance claims. Additional education may be substituted for experience on a year-to-year basis.

Candidates who are college graduates or those high school graduates with four years' experience in evaluating assistance claims may apply for the social welfare examiner II. Social Welfare examiner III is open to college graduates with two years' experience or high school graduates with six years' experience.

The written exam for all examiner positions will include questions on interviewing, supervision and the ability to interpret and apply written material to problems related to social welfare policies.

Graduation from high school and three years of experience in maintenance, installation or inspection of lighting systems will qualify applicants for lighting inspector. The position carries a starting salary of \$8,000 to \$9,500 a year.

The written test is designed to test for knowledge and skills in such areas as basic principles of electricity; operation of me-

chanical devices; electrical tools and operation; and maintenance of street lighting distribution systems.

For all the above exams, applications must be postmarked by Sept. 10. Written testing is scheduled for Oct. 4.

Laboratory technician positions are open to candidates with a high school diploma and two years' experience in technical laboratory work. High school graduation and an approved two-year course in general laboratory work will also be accepted. The written exam will test knowledge of laboratory principles; basic biology, chemistry and general science; and arithmetic and algebraic reasoning.

For x-ray technician jobs, applicants must be high school grads and have completed a two-year course in x-ray technology. To be eligible for appointment, candidates must have a New York State Department of Health License to practice x-ray technology.

Questions on radiologic procedures, radiographic exposure, anatomy, radiation protection and darkroom techniques will be included on the written exam.

For all technical positions, applications must be received no later than Sept. 26. Written test dates will be announced at a later date.

Applications and further information may be obtained by contacting the Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veteran's Memorial Highway, Hauppauge 11787; the East Northport Testing and Information Center, 295 Larkfield Rd., East Northport 11731; or the Riverhead Information Center, County Center, Riverhead 11901.



Carmen Dempster has been designated as women's advisor by New York City Municipal Services Administrator John T. Carroll.

## Crime Control

Richard L. Gelb, president and chief executive officer of the Bristol Myers Co., has been named by Gov. Hugh L. Carey as a member and chairman of the Crime Control Planning Board. Mr. Gelb succeeds Sol Corbin in the unsalaried post.

## Rosenbloom Named

Gov. Hugh L. Carey appointed Richard D. Rosenbloom, of Rochester, as judge of family court of Monroe County. Judge Rosenbloom succeeds Judge Robert H. Wagner, who resigned. He was named for a term ending Dec. 31.

# Open Competitive State Job Calendar

## Applications Accepted Until September 2 Exams October 4

Chief Generating Facilities Analyst	\$29,471	24-319
Chief Transmission Facilities Analyst	\$29,471	24-320
Chief Clerk Surrogate	\$14,880	24-314
Head Clerk Surrogate	\$11,337	24-313
Principal Clerk Surrogate	\$ 9,029	24-312
Senior Clerk Surrogate	\$ 7,204	24-311
Compensation Claims Auditor	\$10,714	24-325
Sr. Compensation Claims Examiner (Upstate)	\$13,404	24-290
Hospital Administration Consultant	\$19,396	27-531
Sr. Hospital Administration Consultant	\$22,694	27-529
Hospital Nursing Surveyor	\$15,684	27-525
Medical Record Librarian	\$ 9,029	24-308
Printing Audit Supervisor	\$19,396	24-310
Printing Audit Assistant	\$10,714	24-309
Principal Environ. Analyst	\$21,545	27-514
Research Analyst (Correct. Svcs)	\$13,404	24-303
Research Assistant (Correct. Svcs)	\$10,714	24-302
Sr. Research Analyst (Correct. Svcs)	\$17,429	24-304
Associate Research Analyst	\$21,545	24-281
Sr. Research Analyst	\$17,429	24-280
Research Analyst	\$13,404	24-300

## Applications Accepted Until September 15

Director, Division of Humanities	\$29,471	27-524
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## Applications Accepted Until September 29

Tax Compliance Agent	\$ 9,546	24-324
Damages Evaluator	\$10,714	24-321
Recreation Therapist	\$10,714	27-528
Institution Food Administrator	\$14,880	24-337
Director, Division of Language Skills	\$29,471	27-530

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany 12226. Applicants can file in person only at Two World Trade Center, 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.

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# Clerical, Medical, Food Chemist, Other Promotions Set By State

ALBANY—The state Department of Civil Service is accepting applications until Sept. 22 for promotional exams to senior stenographer, senior typist, institution safety officer, senior damages evaluator, senior bacteriologist, medical facilities auditor, biochemist, food chemist, food bacteriologist, administrative analyst and budgeting analyst. The positions are at the G-9 to G-23 levels and will have written exams Nov. 1.

All employees of New York State having three months' experience in clerical or stenographic positions at the G-3 level or higher may apply for senior stenographer, senior stenographer (law), both G-9 jobs, or senior typist, a G-7 position. The jobs are only in the New York Metropolitan area and appointees in the area will receive an additional \$200 annual salary differential.

The written test will include questions on interpreting written material, spelling, English grammar and usage and vocabulary. Candidates will also be required to pass a qualifying performance test in stenography or typing.

Employees of the Mental Hygiene Department who have had one year of service as an institution safety officer may apply for the G-12 position of senior institution safety officer. For chief institution safety officer I and II, applicants must have a year's experience as either an institution safety supervisor or senior institution safety officer.

The written exam is designed to test for knowledge in fire-fighting and fire prevention, accident prevention, preparing written material and security situations.

For senior damages evaluator, a G-17 position, candidates must have one year of experience as a damage evaluator in the state Motor Vehicles Department. Questions in such areas as state vehicle and traffic law, repair of automotive equipment, state automobile negligence law and supervision will appear on the written exam.

Bacteriologists in the state Health Department with one year's experience may apply for the G-18 jobs of senior bacteriologist and senior bacteriologist (virology). The written test will

examine areas such as laboratory principles, use of laboratory instruments and supervision.

Positions as senior, associate and principal medical facilities auditors presently exist in various state locations with the Health Department. To qualify, candidates must have at least six months' experience at a post one grade below the position for which they apply.

Questions on general accounting, general auditing, preparation of written material, interpreting tabular material and medical facilities management will make up the written exam.

Biochemists in all state departments may apply for the G-18 job as senior biochemist, and senior biochemists working for the state may apply for the G-23 position of associate biochemists. Questions in such areas as lab principles, care of laboratory instruments and supervision may appear on the written test.

Candidates with six months' experience as a food chemist in the Agriculture and Markets Department are eligible for senior food chemist, a G-18 job. Six months' as a senior food chemist will qualify applicants for associate food chemists, and bacteriologists with six months' experience qualify for senior food bacteriologist.

The written test may include questions on laboratory principles, operation of lab instruments and administrative supervision.

All state employees with six months' experience as senior administrative analysts are eligible for the G-23 position of associate administrative analyst. Appointments are expected in several state agencies.

The written test will examine knowledge of administrative supervision, understanding tabular material, preparation of written

material and control of manual or automated systems.

For associate budgeting analyst, applicants must have six months' experience as a senior budgeting analyst. At present there are openings in Albany and New York City. Questions on administrative supervision and analysis, public budgeting techniques and interpreting tabular material will appear on the written test.

Application forms for all positions are available through agency personnel or business offices. In addition, forms may be obtained from the state Civil Service Department: State Office Building Campus, Albany; Two World Trade Center, Manhattan; and Suite 750, 1 West Genesee St., Buffalo.

## Human Rights

Edward A. Morrison, former deputy mayor of New York City, was named by Gov. Hugh L. Carey as a member of the Human Rights Appeal Board. Mr. Morrison was named for a term ending July 1, 1979. Members of the three-member board are paid \$150 a day while on official business.

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## LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent—To Attorney General of the State of New York; Society of the New York Hospital; And to the distributees of Grace White, also known as Grace V. White, Grace Virginia White, Grace Virginia Sims and Grace V. Sims, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Grace White, also known as Grace V. White, Grace Virginia White, Grace Virginia Sims and Grace V. Sims, deceased, who at the time of her death was a resident of 344 East 66th Street, New York, N.Y., Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office in Room 309, in the Surrogate's Court Building, 31 Chambers Street, New York, N.Y., as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, 31 Chambers Street, in the County of New York, on the 26th day of September, 1975, at 9:30 o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

(Seal) WITNESS, HONORABLE MIL-LARD L. MIDONICK, a Surrogate of our said County, at the County of New York, the 1st day of August, in the year of our Lord one thousand nine hundred and seventy-five, David L. Sheehan, Jr., Clerk of the Surrogate's Court.

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# Publicity Ins And Outs, Do's And Don't's

CIVIL SERVICE LEADER, Tuesday, September 2, 1975

(Editor's note: The following is extracted from the booklet, "Publicity Chairman's Handbook," published by the Civil Service Employees Assn. Copies of the booklet are available from Public Relations Department, CSEA Headquarters, 33 Elk St., Albany, N.Y. 12207).

Now that you're publicity chairman, you're probably asking yourself: "How did I get into this? What do I do?"

Your chapter or unit president may tell you, "Just give the news to the media."

But how do you do that?

## What Newspapers Are

Newspapers are exciting places—sometimes just like they are portrayed in films with reporters rushing in and out—but they are made up of a bunch of normal people, just like you, doing their daily jobs.

The one exception is that newspaper people usually have a deadline to meet so they always seem to be in a hurry. And it really is a deadline. If a given story is not given to the printer by a given time and if an edition is not ready to roll on the presses at its scheduled time, no excuse is acceptable. None.

So newspaper people can be classed as clock-watchers: they are always under time pressure. If you waste their time, they are unlikely to be happy to see you the next time you come into the city room.

But don't for a minute believe that, because they appreciate brevity, they appreciate curtness. No one does. Be polite and courteous—and brief—for best results.

## Psyching The City Editor

A newspaper's city editor is not necessarily a hard-bitten, cynical, drink-downing dictator of public opinion. He or she is usually a concerned citizen of the community, just like yourself.

There is probably no one in town who knows more about what makes the community tick—past, present and future—than the city editor. That is what the job is all about. The city editor's job is to know "what's new" in town. The city editor is almost always up to date on just about everything affecting the town.

The city editor might be in charge of scores of reporters, photographers and editors or he or she might be the only staffer of a 10-page weekly paper. But no matter what the size of the paper, you should realize that the city editor has tremendous responsibilities.

Basically, the city editor's job is news. Anything that hints of advertising will not be printed unless you pay the paper's advertising rates. Don't feel insulted if your release, however long you may have worked on it is cut to one or two paragraphs, or, for that matter, doesn't make the paper at all. Since space limitations are a major problem for all newspapers, your story may have been pushed out by what the editor feels to be more important news.

The editor will read your story with two points in mind: will it interest many readers and how much news is in it. If the answer to the first is "no" or the answer to the second is "not much" the story probably won't be printed.

An editor is much more likely to print a story about the secretary of state addressing your chapter or unit than one about someone's appointment as junior assistant librarian on your research committee.

It is important to find out what deadline or deadlines a paper has to observe. If you hand in a story too close to deadline, it may not make it.

If your story passes the test for news, it may still have to be rewritten in the style used by the newspaper. Your copy, as your story is termed, will be checked for grammar, spelling, accuracy and wordiness. The copy editor, who will edit the story, will then write a headline for it and will assign it to a position in the paper.

Anywhere along the line, your story runs the risk of being killed because more important news, or news of equal importance but better written, beats it out. Then again, the story may be held and appear in a later edition of the paper or an edition of one or more days ahead.

## A Nose For News

A good way to develop your news sense is to study the paper and note the sort of stories which get the biggest play and exposure. What kind of stories make it to page 1 or have the biggest headlines? What kind of stories seem to barely squeak onto the back page or are buried under a mountain of advertisements?

By simply following the style and construction of news stories that appear in the paper, you can learn a good deal about news story writing. Unnecessary or "highfalutin'" words are taboo. Sharp, colorful verbs are scattered liberally throughout the good stories. Put in the most important facts first; don't include unnecessary ones.

You must be very wary about adjectives; they can lead you into editorializing which is only proper on the editorial page or in a letter to the editor. Don't call a meeting "interesting" or a retiree "elderly" or a meeting "successful." Instead, just call it a "meeting" or give the speaker's topic or write the retiree's age without comment.

Make sure to stress the number of members in your chapter or unit. For example, "The Blank chapter, Civil Service Employees Assn., which represents more than 200 employees of the Central School District No. 2 . . ."

If you feel that you cannot write a news story, or you experience great difficulty in doing so, DON'T WORRY. Your best friends are the traditional five Ws. Simply type the facts on a piece of paper. For example:

Who: The Erie County chapter, Civil Service Employees Assn.

What: will hold its annual dinner

When: Saturday, June 28, at 7 p.m.

Where: The Sheraton Hotel, Buffalo

Why: to install newly elected officers.

Given these facts, a reporter can quickly and easily write a news story.

## Now, Honestly!

Honesty and accuracy are the keys to a good news story. Tell

the facts without embellishment and don't leave out the important ones. Make sure you have included the who, what, when, where and why in the story.

Include all the details, such as full names and addresses of local persons and their identifying titles.

Make your story as accurate and impartial as the other stories that make it into print. If the editor comes to rely on you as a dependable and careful reporter, like the ones on his own staff, your stories will make it into the paper without difficulty.

If you misinform the editor or make mistakes that could reflect unfavorably on him and his newspaper, he won't trust you again. Accuracy is paramount.

## Be On Time

Whenever possible, you should get the news to the paper no later than the day it happens. A newspaper is not a history book; it does not need or use stories that are days or weeks old.

Most of the time, you can inform the editor well in advance about your banquet, chapter meeting, election or other activity. After you've given him the advance story, the editor will possibly want an account of what happened at the event. He may even assign a photographer to cover it.

If there is a change in plans or if the event is cancelled or postponed, by all means let the editor know about it so that an inaccurate story isn't printed. If the editor does print a false story, you will be sorrier about it than he is.

## Time Savers

It was pointed out that an editor is always under deadline pressure. Your copy should be easy to work with and so save him time. These few rules should be followed:

- Type all stories triple spaced on one side only of standard 8½ by 11-inch white paper. If you can't get to a typewriter, print the copy clearly so that there is no doubt about any name or word in the story.

- Leave wide margins—1½ or two inches—on each side of the paper.

- In the upper left-hand corner, type your name, address and telephone number at home and work so that you can be reached if there are any questions on the story.

- Start typing the story about one-third of the way down the page to leave the copy editor room to place printing instructions and headline instructions.

## Don't Write Novel

Due to the great costs today of printing a newspaper, every story should be as short as possible. If you turn in long stories, they may never get into print. Assuming an editor even has the time to read such copy, he will most likely cut it down to less than half the size of the original. Once again, though, don't leave out essential facts in trying to be brief.

## Who?

Almost all people are interested in seeing their names in the paper. The editor knows that stories full of names of local people will sell more papers. Keep this in mind and don't

omit any essential name from the story. Be sure to spell names correctly.

## How About Photography?

By all means, take your own photographs and take a lot of them. If a member of your chapter or unit is an enthusiastic shutterbug, this will be very helpful to you. Even if the photographs aren't used by the newspaper, your fellow members may want them or you can put them into a chapter or unit scrapbook.

The newspaper will send its own photographer if the event is important enough. Most likely, however, the editor will rely on you to take your own pictures. Many newspapers are unable to print photographs more than several columns wide because of their space problems. Since this is so, you must squeeze the principles together in any photograph so that they will all fit and still be recognizable. If possible, try to have the people in the photograph DOING something—looking at a program, shaking hands, etc.—instead of simply staring into the camera. Always submit glossy prints, at least five by seven inches, and preferably eight by 10 inches.

You should identify the people as they appear in the photograph from left to right. Type or print their full names on a piece of paper and paste or tape it to the back of the photo. You should never write or type directly on the back of the photograph as this can damage it. For the same reason, paper clips or staples should not be used.

The caption you should write for the photo is a brief story of what it shows. For example: AWARD GIVEN—Joseph Smith, left, president of the Blank chapter, Civil Service Employees

Assn., presents a membership award to John Doe in recognition of Mr. Doe's service to the chapter. The award was made at the chapter's award banquet last night at the Jones Restaurant.

## More Than One Paper

If there are two or more newspapers in your town or city and you send releases to each one, here are some pointers:

- To avoid possible misunderstandings, if you type or print original copies of the same story for each of the papers, indicate that the identical story has been given to the other papers. For example: "Identical copy released to the Times, Examiner, News."

- If you write a special story about an identical subject for each paper, indicate: "Copy specially prepared for Examiner."

- Large population centers such as New York, Albany, Buffalo and others have several dailies. Because they devote a great amount of news space to international, national and statewide news, sometimes they will not print your story. If you live in such areas, be sure to send copies of your stories to neighborhood newspapers and weeklies.

## Points To Remember

- Don't try to disguise advertising as news.

- Don't color the facts with superlatives, exaggerated claims or opinion.

- If your chapter or unit has bought paid advertising in the past, don't use that fact to pressure the editor. It will not work.

- Don't beg an editor to print a story. If it is a good story, it will be printed.

- Don't argue if a story isn't printed. Try again.



**SUMMER BLOOD DRIVE** — George E. Cundiff Jr., a member of the Albany Tax and Finance chapter, Civil Service Employees Assn., sits beside a poster depicting the nearly 14 gallons of blood he has contributed in drives conducted by the American Red Cross. The photo was taken during the most recent bloodmobile visit to the State Campus at Albany. The drive was conducted by the chapter in conjunction with the Department of Tax and Finance. Although the drive was conducted during the vacation period for many employees, there were 156 donations received. During 1974, state employees contributed a total of 9,310 pints.

# The Story About The Boy In The Picture

As you probably read last week in a Leader story by Alan Bernstein, the Fire Department has kicked off a campaign against false alarms by flooding the buses, subways and other public places with a poster showing a little boy horribly burned being ministered to by two firefighters from Squad Co. No. 1 which at the time, was quartered in Harlem and did a yeoman job at the fire.



**THAYER**

I rolled into the fire with Battalion Chief James O'Brien after having responded to a false alarm in completely the opposite direction from the fire where the family of four was killed. I was concentrating on still photos at the time and the photo you will be looking at for some time to come was one of a series of three taken by this writer and published in the Daily News that night.

The fire was a very strange one. Seeing the picture so widely used brings back vivid memories of the incident and I just thought you might care to know the details of the fire as they happened.

The fire took place at 502 W. 143 St. on Sunday, June 23, 1963 at 12:14 p.m. The building was a six-story, well-constructed building with an open iron grillwork elevator. The fire started in the elevator pit. There was so much oil, grease and debris that the fire took off like a rocket and just blew out through the open iron grillwork and spread to all floors in the building.

The family on the top floor, all of whom were killed, were visitors from Baltimore. It would seem that in Baltimore they do not have many buildings with fire escapes because when the family heard the cry of fire, they immediately went out into the top floor hallway. Being visitors, they did not take their keys to the apartment with them, and when the door to their apartment slammed shut behind them, they were trapped and doomed.

The fire was mushrooming up toward them via the elevator

shaft and, in panic, the father led the family to a window right beside the shaft. A person in a building opposite saw the family trapped and threw a flimsy clothesline across a 15 foot shaft. The idea was to tie each person to the rope, swing across the shaft to safety and then throw it back for the next person to do likewise.

The fire hit the top floor so rapidly, however, that the father only had time to tie the rope around his youngest son, the one shown in the photograph. In his haste, he failed to realize that when he put the child out of the window and let go, the child was going to swing across the shaft like a clock pendulum and hit the brick wall with a terrific impact, before being pulled to safety by the well-meaning person on the other side. That is exactly what happened and if you look closely at the photo you will see blood streaming from the child's head where he fractured his skull when he swung across the shaft and crashed into the wall.

When I got out into the backyard, I heard a man screaming. Looking up, I saw a partially open window with flames coming out and a man's head underneath the flames. I'll remember his words until my dying day. "... man ... for God's sake help me! ... I'm burning to death up here with my wife and kid ... I'm dying, man ... please help me! ..."

I threw my camera down on the grass, ran like hell to the front to give the chief the word. Chief O'Brien ordered a roof rope team to the roof and a net to the back yard just in case they jumped.

Meanwhile, the then-Lieut. Larry Centrilla, now Chief of Battalion, was leading his line up the inside of the building in the toughest kind of fire fighting evolution. Firefighters refer to it as an "around the elevator stretch," which is exactly what it is. There is no stairwell to help get the hose upstairs quickly; they just have to go around and around. In this case, because of the open iron grillwork, the fire was out on every floor and they had to battle their way up the hard way.

The top floor was the worst



The photo being used by the Fire Department in its current campaign to fight false alarms. Left is Robert F. Powers, now a lieutenant with the Division of Safety. On the right is Frank Lomuscia, now a battalion chief with the 49th Battalion. Mr. Thayer expressed his thanks to Commissioner John T. O'Hagan for permission to publish this photograph.

## Fire Flies

by PAUL THAYER

and when Larry Centrilla and Engine 69 got up there, there were the three people by the window unable to move and horribly burned.

The father, in a last desperate effort to save his wife and remaining daughter from the flames which surrounded them, had forced his wife to lie flat

on the floor. Then he tucked his daughter as close to the mother as possible and up against the wall. Then, in a final moment of self-sacrifice, he placed his own body on top of theirs, hoping to protect them from the flames.

The truck and the engine men arrived at the top floor together and the three bodies were quickly brought downstairs where first aid was given. The little boy in the picture you are now seeing was horribly burned with his skin literally hanging off his neck and arms. He also sustained the skull fracture as a result of the effort to save his life before the firefighters arrived.

The father, mother and daughter were just as badly burned and I almost threw up just looking at those unfortunate people. Most of their clothes had been burned from their bodies and all four were in shock.

Among those whom I remember making a monumental effort to keep at least one person alive was Fireman Eugene Scott who is now Captain of Ladder 8.

The baby shown in the picture died within 24 hours. The father died the same day. The daughter took several days to die and the mother lived in agony for two weeks.

The false alarm was truly the delaying factor. With normal response, the fire could most likely have been hit one, two, three with no problem. The other ironic fact was that if instead of going out into the hallway, the family had just stepped out

## Irma Santaella Named To Lead Rights Board

ALBANY — Irma Vidal Santaella, 50, of The Bronx, has been named chairman of the New York State Human Rights Appeal Board by Gov. Hugh L. Carey.

An attorney, Ms. Santaella has been a member of the Board since 1968 and has written more than 600 decisions during that time. One such decision ended the so-called "Ladies' Day" admissions at Yankee and Shea Stadiums, and others around the state, on the grounds that they were discriminatory. The Hunter College and Brooklyn Law School graduate is a former New York City Department of Corrections deputy commissioner and a former special assistant to Mayor Abraham D. Beame.

The post has a \$39,650 annual salary.

onto the fire escape which was at their kitchen window, they would all be alive today.

After returning to the firehouse, there wasn't very much conversation. I recall that we skipped lunch that day.

## WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

**STATE** — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone: 488-4248; 10 a.m.-3 p.m.); State Office Campus, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room 1209, Office of Court Admin., 270 Broadway, N.Y., phone 488-4141.

**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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# Seniors' Health Care Soars

WASHINGTON, D. C.—The average health care bill for a person 65 and over was \$1,218 in fiscal 1974, nearly three times the average American's bill of \$420, the Social Security Administration reported recently.

The report, "Age Differences in Health Care Spending," appears in the June issue of the Social Security Bulletin. It analyzes trends in personal health care expenditures by different age groups from 1966 to the present.

The growth in the average amount spent over the last nine years for health care has been substantial for all ages, the report says. For a person under age 65, the average amount has more than doubled. For the aged, the increase has been even more marked, from \$445 in 1966 to \$1,218 by 1974.

However, the continuing growth of third-party financing of health care expenditures, the reports says, has significantly lessened the direct burden of such costs on the individual's pocketbook, philanthropy and industry through insurance and plant services—paid less than half the average personal bills in 1966, the year preceding the start of Medicare. In 1974, third parties were financing nearly two-thirds.

For the aged, \$16.1 billion was spent in public funds for their personal health care; Medicare's share amounted to \$10.2 billion, and Medicaid paid \$3.9 billion of the total bill. These two public programs paid a combined 53 percent of the total health care expenditures of the elderly. In 1974 an aged person paid out-of-pocket an average of \$415 out of his total \$1,218 bill. This was \$178 more than the \$237 paid directly by the elderly in 1966 when total personal health cost averaged \$445.

In contrast, private funds furnished 73 percent of the total

personal health bill for those under 19 and 71 percent for those aged 19-64. Direct payments for health care by the average individual under 65 was \$117 in 1974, as compared to \$79 in 1966.

Total personal health care expenditures for fiscal 1974 were estimated at \$90.3 billion, which represents almost 87 percent of the total national health expenditures. Medical research and construction, public health activities, administration of several Government programs are the major items not included in personal health expenditures.

## Binghamton's SUNY Opens Its Classes To Auditing Seniors

BINGHAMTON — Older adults may audit SUNY-Binghamton courses free of charge, according to an announcement by Donald Blake, academic adviser and coordinator of the program.

New York State residents, 60 years of age or older, may audit any course at the University if there is space available and with the instructor's permission, Mr. Blake said. As auditors, they will participate fully in classes, but will not be required to take exams or turn in written assignments.

No educational prerequisites are necessary. Individuals with high school, college, or professional training are welcome.

The fall semester at Binghamton begins Sept. 2 and ends on Dec. 12; the spring semester will start on Jan. 19 and conclude May 7. Courses meet two or three times a week. Each class is between 50 and 75 minutes long.

New York State legislation enacted in the fall of 1974 enabled senior citizens to audit courses free of charge at State University campuses for the first time. During the 1974-75 academic year, some 75 local residents 60 years and older participated at SUNY-Binghamton.



**PLATTSBURGH RETIREES** — Three retiring members of SUNY at Plattsburgh chapter, Civil Service Employees Assn., received congratulations from two senior CSEA officials at recent ceremonies. Above, from left, are: Thomas McDonough, chairman of the CSEA Executive Board; retirees Harlie Blanchard, Ester Silver and Patrick Malark, and Joseph McDermott, president of CSEA Albany Region IV.

## W'Chester Issuing I. D. Cards

WHITE PLAINS — Westchester County officials have announced the fall schedule for obtaining senior citizen photo identification cards enabling residents to participate in the county's discount program.

A \$1 fee is charged for the lifetime cards and residents interested in obtaining them should bring proof of age—60 years or more—and residence.

Days, dates, locations and times are:

Mondays, Sept. 8 and 22, Salvation Army Building, 110 New Main St., Yonkers, 10:30 a.m.-

3 p.m.; Tuesday, Sept. 2, Kiley Building, 709 Main St., Peekskill, 10:30 a.m.-12 p.m., and Mount Kisco Municipal Building lobby, 104 Main St., 1-3 p.m.; Wednesdays, Sept. 10 and 24, Mount Vernon Senior Citizens Center, 5th and North Sts., 10:30 a.m.-3 p.m., and Thursdays, Sept. 11 and 25, New Rochelle Senior Citizens Center, 94 Davis Ave., 10:30 a.m.-3 p.m.

The cards can also be obtained at the Westchester County Office Building, Mondays through Fridays from 10 a.m. to 4 p.m. They are issued at Room 100 on the main floor.



MARY L. MC CARTHY

## Mary L. McCarthy, Syracuse's Leader, Honored At Dinner

SYRACUSE — Mary L. McCarthy, past president of the Syracuse chapter, Civil Service Employees Assn. and an active representative of the union for the past 22 years, was honored recently at a retirement dinner party held at the Hotel Syracuse.

Ms. McCarthy's committee work with CSEA included membership on the social, nominating, membership and legislative committees. She also served on the Syracuse Region V nominating committee.

Ms. McCarthy served for many years with the State Department of Social Service.

## Capitol District's Retirees Meeting

ALBANY — The Capitol District Retirees chapter, Civil Service Employees Assn., will hold its first autumn meeting Wednesday, Sept. 10.

The meeting will begin at 1 p.m. at CSEA Headquarters, 33 Elk St., Albany. The guest speaker for the event will be Raymond Rockwell, a senior employee insurance representative, who will discuss health insurance.

In addition, chapter president John J. Kennedy will conduct a regular business meeting. All Albany-area retirees are invited to attend.



**THREE ARE HONORED** — Ruth Walker, right, president of the Lancaster Schools unit, Civil Service Employees Assn., presents gifts to three unit retirees at recent ceremonies at the Hearthstone Manor, Depew. They are, from left: Cecilia Ortner, Alexander Herlan and Irene Kadzierski.



**OFFICERS RE-ELECTED** — The Syracuse Area Retirees' chapter, Civil Service Employees Assn., recently re-elected its officers at a luncheon meeting at Raphael's Restaurant, Syracuse. From left are Andrew Anderson, of Fulton, treasurer; John Tanzl, of Oswego, president; Thomas A. Gilmartin Jr., state CSEA retiree coordinator and luncheon guest speaker; Tom W. Ranger, of Syracuse, vice-president, and Hazel C. Ranger, of Syracuse, secretary.

## Ready To Retire?

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