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BACK Guy Award

— See Page 3

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SULLIVAN TESTIMONIAL — Salvatore Mogavero, chairman of the Civil Service Employees Assn. County Executive Committee, left, and Joseph J. Dolan Jr., CSEA director of Local Government Affairs, right, present an award of appreciation to Charles A. Sullivan, former Clinton County CSEA chapter representative to the statewide Board of Directors, at a recent dinner held at the Albany Hyatt House honoring Mr. Sullivan for his many years of service to CSEA.

McDonough Hails Two Victories

Thomas H. McDonough, acting president of the statewide Civil Service Employees Assn., has hailed as "magnificent and important" two recent CSEA victories over a rival union in neighboring Orange and Ulster Counties.

"These were magnificent wins because CSEA had to overcome some big obstacles, including the defecting of local county unit leaders in both counties," Mr. McDonough said. "In addition, SEIU poured large amounts of money and personnel into the campaigns in both counties, trying to establish a power base from which to again take on CSEA in the state employees area in 1976," he said, "and of course to use any wins in one county to their advantage in all future elections in other counties."

Mr. McDonough, who made personal campaign trips into the counties to lend top-level support and visibility to CSEA's efforts, (Continued on Page 9)

IT'S OFFICIAL: CSEA SCORES DOUBLE WIN IN ORANGE & ULSTER

KINGSTON—The Civil Service Employees Assn. has been certified as the official winner over a rival labor union and retains its representation rights for workers employed by Ulster County. The official decision of certification by the Public Employment Relations Board came 10 days after the election on June 7 between CSEA and the challenging Service Employees International Union.

The certification of CSEA to retain representation rights in Ulster County makes CSEA a double winner over SEIU in a pair of elections held on June 7, one for Ulster County employees and another for county employees in neighboring Orange County. CSEA had scored a convincing and official win in Orange County when ballots were tallied on election day, but the official results of the Ulster County battle were held up by PERB for 10 days pending a determination regarding challenged ballots in Ulster.

Clear-Cut Majority

CSEA on election day came out of the hotly contested election in Ulster County with a 372-342 lead, but a small combination of "no union" and challenged votes stopped CSEA

just three votes short of a clear-cut majority of votes cast. PERB had taken more than two dozen challenged ballots back to Albany, leading to the 10-day delay in finally certifying the incumbent CSEA union the official winner.

When PERB opened and recorded challenged votes in Albany on June 17, CSEA gained the necessary three votes to go (Continued on Page 8)

Article 33 On Binding, Disciplinary Arbitration Is Ruled Unconstitutional

(From Leader Correspondent)

ROCHESTER—Hundreds of state employees who have been the objects of disciplinary proceedings could benefit from a recent court decision here involving a member of the Civil Service Employees Assn.

State Supreme Court Justice Lyman H. Smith has declared unconstitutional a portion of the state CSEA contract barring state employees from challenging the results of disciplinary proceedings. An appeal is planned.

The ruling resulted from a suit filed by Donald Antinore, 33, of Rochester, a child-care worker at the State Agricultural and Industrial School at nearby Industry. He was suspended without pay last Aug. 2 for allegedly sexually assaulting five residents of the school. Mr. Antinore said charges were falsely made up by the youths, and no criminal charges have been filed against him.

The CSEA contract gives an employee facing misconduct charges the right to a hearing

before an arbitrator, but gives him no way to appeal the arbitrator's decision.

Justice Smith said in his decision that this denies the em-

ployee due process and equal protection of the laws.

He noted that prior to 1972, a state employee could be sus- (Continued on Page 8)

Wenzl Released From Hospital

DELMAR — Theodore C. Wenzl, president of the Civil Service Employees Assn., is now recuperating at his home in this Albany suburb.

Dr. Wenzl was moved by ambulance last Friday after more than seven weeks' hospitalization at Geneva General Hospital following serious injuries suffered in a one-car accident May 1.

He is being permitted to move around in order to regain strength lost through various operations that have kept him bed-ridden for so long a time.

The CSEA president's visitors during his hospitalization have reported that his room is overflowing with flowers and mementoes from well-wishers through- (Continued on Page 3)



Duryea vs. Steingut In Hot Race

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Latest Eligible Lists

FIRE FLIES

by Paul Thayer

In the New York Fire Department, there are a few men who, as fellow firemen say, are a legend in their time. Such a man was Fireman Harold Hoey. On the evening of June 13th at about ten-thirty, he and the men of Ladder Co. 17 rolled to Bronx Box 7-5 2230 for a fire at 412 E. 148 St. At the fire, Harold Hoey, in the process of attempting to rescue an aged couple from the roof of the fire building, fell the equivalent of six stories. He lived for about two and a half hours and then was dead.

As soon as he arrived at Jacobi Hospital and was taken to his room, Harry Hoey gave the impression of possibly being able to "make it," as firemen say. He tried so hard to get up and go to the bathroom that it took three strong men to hold him down. Until a few moments prior to his death, his vital signs were normal and as she rushed to the hospital, having been thus advised of his condition, Doris Hoey was mentally making plans as to how to care for her beloved Harry when he would come out of the hospital on crutches. She got to the hospital at 1 a.m. Harry died suddenly at 12:30.

Now the problem arose... how can we break the news to her? Finally, the man who most wished to talk to her, did the necessary. He was Dr. Stein, who, except for a few hours of sleep when he actually needed it, stayed with Fireman Alfred Bold who a few weeks ago had received third degree burns over seventy-five percent of his body and was in mortal danger out of need for skin transplants, without which he would die.

The doctor had to tell Doris that Harry was dead. As Doris went slowly into the state of numbness which mercifully comes with such news, Dr. Stein broached the subject of Al Bold's desperate need for skin. Before Dr. Stein could even get to the heart of the problem, Doris Hoey was way ahead of him, realized what he was going to ask, and shook her head "yes." Amazed and relieved, Dr. Stein left her to her sorrow. Harry Hoey had told Doris about Al Bold in detail. She knew all about his plight. She never hesitated when the request for help was made.

A few days before he was killed, Harold and his beloved Doris and their three beautiful boys, ages three, seven and twelve, stood proudly as Harold received a Department Medal and the Thomas F. Dougherty Medal for heroism in rescuing two people from a blazing building at 420 Willis Avenue in the Bronx. From the story, Fate was seemingly trying to catch up with Harold Hoey even then and nobody seemed to be aware.

He had to make two trips into the flat. The first trip nearly caused his lungs to burst but as he pulled one victim to safety, he heard a moan and went back.

When he returned to the bedroom he found the second victim, but he was forced to drag her to a window to get a "blow." His company saw him for a second at the window and kicked off their ladder to him. It was five feet short. He would have to find another way. He did, and after reaching the safety of the hallway landing, collapsed and was taken to the hospital. Both victims survived for the time being, so did Harold Hoey.

Some time ago while driving home, and just before hitting the toll gate of the Tri Boro Bridge, Harry spotted a column of smoke to his left, knew it was a fire and managed to turn his car around and get to the burning building. He saved six people at that one and got burned in the process. They gave him a class "A" and he was so ashamed of it, he never took it home to

Doris. It was the first instance that anyone remembered up to that time that Harry may have had doubts about the "job being on the level" as the firemen say when talking among themselves.

When Fireman Harold Hoey came to the firehouse on 143rd Street in the Bronx, he was assigned to Engine Company 60. He was always looking to do more than his share. If you carried a hook, you had to hold on to it for, if Harry wasn't "on the nozzle" you might find him taking it from you to do a little truck work while the company waited for word to "wash down." He was talked into switching over to the truck about a year ago and when he did so, he soon wormed his way to the stove and took possession of the kitchen to become the best cook in the firehouse. He never tolerated a performance of less than the best in anything he did. He looked for the best and everything good in everybody else but if perhaps he found the other fellow wanting, he never spoke of it. He would smile, and the point of his tongue would come out to run across the upper lip as he kept his peace and smiled his Irish smile.

That's how he was best and most affectionately known... smiling Harry Hoey. In a needling session which is standard fare for the firehouse, sometimes someone would say "Harry... you're just a damned do gooder." Harry would just smile and when his blue Irish eyes would twinkle as they did at such times, one would swear that if you concentrated hard enough, you could see the reflections of the lakes of Sligo and hear the swirling of the pipes across the plain.

In addition to being one hell of a firefighter and a man among men, Harry Hoey was a scholar, teaching mathematics at Cardinal Hayes High School on his off tours. For this he had won his Masters Degree in Math, was on his way to a Doctorate and also had a B.S. in Liberal Arts.

They say that one day after teaching the kids at Hayes, he came in for the night tour, sat down as though very tired, breathed a sigh and said with the ever present smile "... you know, I really think those kids learned something today..." He seemed very pleased.

Harry was the eternal organizer, especially if it were of benefit to others. If he stayed over in between tours and was free, it meant that he would probably round up four or five Puerto Rican and black kids and take them on a fishing jaunt, out of his own pocket. When Christmas came, he would go downtown, load up his car with toys and have the brothers in the company up until three a.m. wrapping toys for the kids in Lincoln Hospital. Last year he organized a dinner for the senior citizens in the project which

surrounds the quarters of Ladder 17. A few days before he was killed, he huffed and puffed and cooked and ran the second annual dinner for the old folks, using the hundred buck check which came with the medal to fatten the kitty for the event. When the old folks heard of Harry's death, they took up a collection with \$48 collected the first night. One fireman compared that single buck from them as being equal to twenty from anybody else, what with prices the way they are and old age benefits as low as they are!

In Kings Park, L. I. Harry was waked at the local Volunteer Fire House. There were so many people coming to wake him that the local police volunteered to work for free on their off time to provide an honor guard and to keep things moving. Every fifteen minutes the honor guard would be relieved and the cops outside would come in to take over. The traffic moved smoothly and there was never a moment of doubt that everyone was stricken with sorrow at their loss and now was the time to express love.

The Volunteer Firemen of the town picked up the tab for refreshments and everything else with donations from the police and others in the town. Harry's buddies estimate that it ran a considerable sum for two days and nights that it lasted. It was proper and fitting, as they say.

When time came to leave for the church, Mr. and Mrs. Alfred Bold, the parents of the man for whom Doris Hoey had said "yes" to the skin grafts, were seen to leave too. They had come to say thanks for this last measure of kindness and understanding.

On the way, the procession was led by twenty police motorcycles with the Police Commissioner on cycle no. 1 leading. All the cops in the escort were off duty.

At his firehouse in the Bronx, everybody still sort of goes around in shock. It will take time to wear off. So, too, will it be for Doris Hoey whom I am sure has not yet been able to cry but soon in quiet solitude, she will, until her heart breaks.

The firefighters meanwhile have established a Memorial Fund for Harold Hoey. They have sent out "6-5-2" cards to all firehouses asking for contributions to the fund. The address: P. O. Box 389, Bronx 10451, New York.

And so, this legend in his



HAROLD HOEY

time, this hero, the man who always smiled... the man who loved life and people so much... the man who gave until there was simply nothing left to give... who even in death kept another firefighter alive... who in death succeeded in fusing a bond between the Volunteers and the Professionals which will last for always... this Firefighter, Harold Hoey now rests as he never could in life.

O Danny Boy! The pipes... the pipes are calling!
From glen to glen... and down the mountain side!
The summer is gone and all the flowers are dying!
It's you... it's you must go and I must stay...

Police News

Departmental Recognition is awarded to the following members of the service for meritorious conduct performed in the line of duty.

Honorable mention is given to the following named members of the service in the above grade for extraordinary bravery intelligently performed in the line of duty at imminent and personal danger to life. They are:

Detectives Ronald Kwoczka, William G. McDevitt.

Also police officers Roger J. Hayes Jr., John Fitzgerald, Emanuel Pipitone, Federico Roman, Concetto R. Tomasello.

Exceptional Merit is awarded to the following named members of the service in the above grade for an act of bravery intelligently performed involving personal risk of life. They are Sgt. Timothy M. Restivo and Detectives Joseph G. Fasullo, and Pasquale M. Festa.

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TAYLOR TALK — The CSEA Westchester County chapter president, Raymond G. Cassidy, right, discusses recent Taylor Law revisions with Assemblyman Alvin M. Suchin. They were attending a dinner honoring Thomas F. Keane, Westchester legislative chairman.

Broome Trio Wins Point On Days Off

BINGHAMTON — Broome County unit president Jack Herrick announced that three grievances against the County involving leave days taken by county employees last year have been settled in favor of the CSEA unit.

Mr. Herrick said the grievances involved three female county employees who were forced to use vacation time to conduct matters that should have been covered by business leave days.

Public Employment Relations Board Hearing Officer Robert C. Bowling ruled subsequently that the county was remiss in charging the time off against the employee's vacation time and ordered the county to reimburse the aggrieved parties the vacation time lost last year because of the incidents. The missed vacation time will be added to this year's accrued time due.

In fighting the grievances, the CSEA argued that the term "business leave day," under the provisions of the 1973 contract with the county, included personal leave time such as situations involving the three cases in point.

The title "personal leave days" was changed to "business leave days," Mr. Herrick said, "because some employees took 'personal leave' to mean that they were not required to tell the county why they wanted the time off."

Mr. Herrick said the CSEA agreed that employees should state their reasons for wanting time off and accepted the title change. The final point is now moot, because the "business leave days" were removed from the 1974 contract in return for two additional vacation days for county employees.

The vacation days may be taken on request by the employee without his having to state the reasons for wanting the time off.

The cases which triggered the CSEA grievance battle involved Ann Wolman, a County Department of Social Services employee, who took two days off to observe the Jewish holiday Rosh Hashana; Mary Eggleston, who took time off to attend her mother's sister's funeral, and Carol Hoyt, who needed the time off to pick up her son at summer camp.

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



It's happy time as West Seneca Developmental Center aide Dorothy Ray gets a check for \$2,721.60 for back pay from James Bourkney, CSEA chapter president.

West Seneca Aide Back On Job With Lost Pay

WEST SENECA—Dorothy Ray, a therapy aide at the West Seneca Development Center who was dismissed despite satisfactory ratings from her superiors, has won a significant fight with the state, thanks to the Civil Service Employees Assn.

Ms. Ray was dismissed from her job four days before her year's probation expired. The CSEA, represented by regional attorney Charles R. Sandler,

fought to take the issue to court and the state relented prior to jury selection in the case.

Ms. Ray was awarded \$2,721.60 in back wages and relieved of all probationary requirements as part of the settlement. She was also ordered to pay a \$350 fine, which Mr. Sandler explained by saying: "They couldn't give us 100 percent, but we got 99 percent."

The case grew out of CSEA's alleged work stoppage in 1972. Ms. Ray was placed on a year's probation for her part in the protest, but was dismissed last year, four days before the probation ended.

The dismissal came despite two career-ladder promotions during her probation and ratings from her superiors that she "works efficiently . . . helps others when her work is done" and "functions well and is well liked by residents."

Mr. Sandler forced the issue to the courtroom when he contested her dismissal. He said the state conceded the case "on the courthouse steps" prior to jury selection.

She was reinstated to her job as therapy aide and given back wages for her lost time, less compensation and unemployment benefits.

"Success in this litigation was in large part due to the courage and tenacity of Dorothy Ray," Mr. Sandler said. He also praised the efforts of Thomas C. Christy, CSEA field representative, "who worked very diligently and cooperated with me fully."

Ms. Ray was all smiles when she was presented the \$2,700 check by James Bourkney, president of the CSEA chapter at the former West Seneca State School.

Willard State Picks Moses

WILLARD—Dorothy Moses continues as president of the Willard State Hospital chapter, Civil Service Employees Assn., following the recent election.

Other officers elected are: first vice-president, F. Joe McDonald; second vice-president, Sara Woolledge; third-vice president, Hugh McDonald; treasurer, Marjorie Scoles; secretary, Doris Pratz, and delegates, Beverly McDonald and Alice Hilkert.

Board of directors members are: Sandra Gustafson, administrative unit; Jane Ike, institutional unit; Michael Ragan, operational unit, and William Harris, PS&T unit.

Beverly McDonald, chapter public relations chairman, reported 434 out of 1,036 members cast ballots. She said it was the biggest turnout yet in a chapter election, and she hoped participation would continue to rise.

Wenzl Released

(Continued from Page 1) out the state. They have, for the most part, reacted with astonishment at the remarkable recovery he seems to be making.

Dr. Wenzl himself affirms his good spirits, and reiterates that he anticipates an early return to his official duties at CSEA Headquarters in Albany.

County Divisioners Concluding Confab

CHEEKTOWAGA — Several hundred members of the 215,000-member Civil Service Employees Assn. were due to attend sessions of the annual County Division conference at the Sheraton Inn-Buffalo East June 23-25.

Sunday's activities included an executive committee meeting, registration and a cocktail party hosted by Erie, Niagara and Monroe County chapters and Erie Educational chapter.

Monday's schedule included workshops on federal labor standards and affirmative action programs, additional workshops for employees of social services, probation, schools and other services, and general sessions.

Cocktail Party

A cocktail party hosted by Ter, Bush, and Powell Agency, which services CSEA's group insurance programs, was to be held last night.

A general business meeting was to close the conference this morning.

Salvatore (Sam) Mogavero, chairman of the County Division and president of the Erie County Educational chapter, said at the start of the conference: "CSEA has always prided itself on its open and democratic meetings and encourages members to attend." Members with problems or ideas should present them to their delegates for submission at the general sessions scheduled for Monday evening and Tuesday morning."

Explaining some of the facts about CSEA for newcomers, Mr. Mogavero noted that CSEA is the largest independent public employee union in the country. It was founded in 1910 by New York State employees, who now comprise the other half of CSEA.

150,000 Members

The County Division includes about 150,000 public employees in 52 counties, 225 school districts and hundreds of cities, towns and villages in the state. The State Division represents almost all of the 165,000 employees

of New York State.

Prior to enactment of the Taylor Law, CSEA relied largely on its strength in numbers when negotiating or lobbying for improved pay and fringe benefits.

"Among these fringe benefits won by CSEA is the fine New York State Retirement System, which is a model for employees in both the public and private sectors nationwide," Mr. Mogavero pointed out. "And only CSEA can take credit for its extension to all public employees in the state."

Taylor Law

The adoption of the Taylor Law, which guarantees public employee bargaining rights, expanded the importance of unions in the public sector and led to the growth of the County Division of CSEA, he explained.

"This expansion has also been a prime factor in the restructuring of CSEA during the last few years," Mr. Mogavero said. "Indeed, the County Division is a result of this restructuring."

"The County Division offers local employees their own forum for their own problems." The regional offices are also products of restructuring.

24-Hour Service

"CSEA now has six regional offices throughout the state, each is headed by a regional director with 24-hour phone service and direct line connections to the experts at Albany headquarters."

James J. Powers of Attica is Western Region director. William L. McGowan of West Seneca is region president and a vice-president of CSEA. Victor Marr of Depew is chairman of Western Region's county division.

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.

JUNE

- 23-25—County Workshop: Sheraton Inn Buffalo East, Buffalo.
- 25—Erie County Downtown unit meeting: 5:30 p.m., Carl Meyer Hoff Restaurant, Court St., Buffalo.
- 26—Long Island Region executive board meeting: 7:30 p.m., Region headquarters, Broadway, Amityville.
- 27—Rockland County chapter executive council meeting: 8 p.m., CSEA office, 169 South Main St., New City.
- 28—Transportation chapter Region 2 annual dinner-dance honoring recent retirees: 6:30 p.m., Hart's Hill Inn, Whitesboro.
- 30—Westchester County unit annual picnic: from 12 noon, Ridge Grove Picnic Grounds, Area 1, Ridge Rd., Hartsdale.

JULY

- 14-15—Mental Hygiene Employees Assn. meeting: Trinkous Manor, Oriskany.
- 25—Thruway unit 1 meeting: 7 p.m., CSEA headquarters, 33 Elk St., Albany.
- 27—Rensselaer County chapter meeting: 7:30 p.m., Troy Elks Club.
- 28—Transportation Region 2 (Utica) chapter dinner-dance: 6:30 p.m., Hart's Hill Inn, Clinton St., Whitesboro.
- 12—Department of Transportation, Albany, joint clamsteam: Lanthiers Grove, Latham.

AUGUST

- 23—Motor Vehicles clamsteam: Lanthiers Grove, Latham.
- 30—Department of Criminal Justice Services chapter night at the races: Saratoga Raceway.

SEPTEMBER

- 13—Department of Criminal Justice Services chapter clamsteam: Krause's Halfmoon Beach, Crescent.



EDUCATION COMMITTEE MEETS — Members of CSEA's statewide education committee meet in the conference room at CSEA Headquarters in Albany for a committee business session. Seated left to right are: Stephen M. Zarod; Mary Lauxon; Irene Amaral; Celeste Rosenkrans, chairman; Virginia Colgan, and Marie Romanelli. Standing are: Jeanne McGarry, secretary to the committee; Dr. Edward C. Diamond, CSEA director of education; David Wall, and Roger Frieday. Absent from the photo are: Patrick Timmeri, Stanley Briggs and Richard Fila.

Federal News

Get Federal Back Pay

WASHINGTON — Federal workers who worked in a white collar civilian or military job between October 1972 and January 1973 will soon be getting a long-overdue retroactive paycheck, which will average out to \$160 for the typical white collar worker with ranges from \$59 to \$430.

President Nixon has signed into law a Second Supplemental appropriation bill which contains money authority for agencies to begin making the payments. The money will go to 3.5 million present and former white collar workers, and military personnel who lost out on three months of a 72-73 pay raise because Mr. Nixon deferred the 5.14 percent boost.

Persons who were on the rolls then who have since retired will also get back pay, and their annuities will be recomputed, meaning lifetime pension increases of from \$1 to \$9 for thousands of them. It is all automatic, but if you have left government, changed your name or address, be sure your old personnel office is advised.

A Postal Probe

WASHINGTON — The House Post Office Civil Service Commission has summoned the Postal Service's board of governors to hearings July 2 and 3. Committee chairman Dulski (D-NY) has blood in his eye. He's accused the U.S. Postal Service of mismanagement at the top and of ignoring complaints from congress and the public.

Dulski has warned the Board of Governors that if he doesn't get satisfactory answers soon, he will personally spearhead a legislative drive to return the government-owned corporation to its former status, a move that would give congress more control over the mail system.

Inflation Made Raises

WASHINGTON—Due to inflation and a large increase in living costs, the "typical" white collar federal worker who retired in 1962 on a monthly \$295 pension will be getting \$528 when the next cost-of-living raise kicks in in July. That's a jump of 79 percent over the 14-year period.

Assail Federal Salaries

WASHINGTON — HEW officials last week told Congress that they, and the Veterans Adm. are having serious problems recruiting and holding top medical personnel at existing salary levels.

They had a peek at testimony prepared for the Senate Post Office Civil Service Committee. Among other things it shows that top hospitals now pay medical personnel two to three times going federal rates, and that it is impossible for the government to establish research programs and staff medical facilities at the \$36,000 rate.

State Summer Job Freeze On

ALBANY — The State of New York will not be holding open competitive or promotional exams during the summer months, and job announcements for state positions will not appear after this issue of The Leader until the month of July.

According to the state Dept. of Civil Service, job announcements will be issued again in July for August application deadlines.

The Internal Revenue Service will tell the committee that the \$36,000 pay-ceiling is costing money because top flight accounting experts retire at the minimum age to take jobs with accounting firms, law firms and private banks.

Federal Energy Adm. says that it has had an "enormous" number of turndowns from private executives who say they can't afford the "sacrifice" of working for \$36,000.

A Journeymen Advisor

MANHATTAN — The United States Civil Service Commission, at 26 Federal Plaza, announced on May 31, that due to the large number of applications received for Journeymen in Skilled Trades, and the limited number of vacancies that have occurred, applications submitted to them will be kept on file for a maximum of one year. If you have filed for any of these jobs, and do not receive a notice of rating within a year, advise the New York City office in writing that you are still interested. This should be done four weeks before the one-year period ends.

Vet Benefits Endangered

WASHINGTON — U.S. Rep. Mario Biaggi (D-NY), criticized Congress last week for failing to act on a veterans education benefits package that would extend eligibility for two years and increase assistance levels.

Education benefits for more than 300,000 Vietnam-era veterans will be terminated on June 30 unless legislation extending the eligibility period is passed.

The Congressman had sought approval of a simple two-year extension of eligibility on May 28, but receded from his efforts in favor of a 30-day extension following assurances that a total benefits package would be passed by the end of June.

He is now alarmed over the lack of progress in adhering to the terms of the agreement. The extension expires on June 30.

Large Oiler Exam

MANHATTAN—A total of 1,073 oiler candidates were called to the written part of exam 4024, on June 22, at George Washington H.S., by the city Department of Personnel.

Asst Planner Exam

MANHATTAN—A total of 403 assistant planner candidates were called to the written part of exam 4015, on June 22, at George Washington H.S., by the city Department of Personnel.

Supervisors Called

MANHATTAN—A total of 576 supervisor III (welfare) candidates were called to written part of exam 3637, on June 22, at Julia Richman H.S., by the City Department of Personnel.

64,000 Summer Jobs Available To Students

MANHATTAN — A record number of summer jobs have been developed by the city, Mayor Beame announced last week.

The Youth Services Administration's job program, with 64,000 job placements, will provide the largest number of jobs this summer. A \$2.4 million allotment from the federal government — amounting to more than a half million dollars more than last year's funds — makes the YSA program, in existence since 1969, possible.

The city's youths are placed in the YSA jobs through one of 26 Neighborhood Manpower Service Centers (NMSC) that operate out of the Community Corporations. The young people usually hear about the jobs from their friends, their schools, their church or other community organizations. The program doesn't need to advertise publically, "Unfortunately there always seems to be more young people than jobs," a YSA source commented.

During the eight-week program, the "enrollees," age 14-21, earn \$2.00 an hour, working in various non-profit institutions, such as hospitals, schools, offices and cafeterias, throughout the city. They may work as office clerks, hospital aides, teacher aides, and guides and assistants in recreational programs.

The enrollees are supervised by other young people who have had some experience in the program from past summers. "Crew chiefs" supervise about 30 enrollees, "field chiefs" supervise the crew chiefs and "senior supervisors" have considerable administrative responsibility over the workers in the program.

The Dept. of Employment's "Summer Work Training Program" has also had a job boost this summer. The State government increased its funding of this program by 40 percent, making 2,000 more jobs possible this summer.

Only students are eligible for these jobs. High school students earn \$2.50 an hour, college students \$3.00. They will work in various city offices and civic organizations, usually doing general office work. "It worked very well here last summer," an employee of the Dept. of Employment said, noting that the students had a chance to learn about office work at the same time that the regular staff found the students very helpful when personnel were out on vacation.

Placements for jobs in this program are also made through the NMSC's. For referral to their local NMSC, students interested in the Summer Work Training Program should call the Department of Employment, 433-4697.

The Dept. of Employment will also help distribute 2,000 jobs in city agencies that have been developed by the National Alliance of Businessmen.

College students may have also landed a job this summer through a program administered jointly by the city's Urban Corp and the Federal Work-Study Program. Applications were available at financial aide offices in the college. The program which is 80 percent federally funded and 20 percent city

funded, pays freshman and sophomores \$2.50 per hour, upper classman \$3.00 and graduate students \$3.50.

The students will work in various city agencies, wherever their skills and interests can be best utilized.

The program which provides full-time summer jobs for students is actually in operation year-round. Depending on availability of funds, students may have part-time jobs during the rest of the year as well.

The Urban Corp also administers a 100 percent city-funded program for Management Interns. A total of 150 upper classmen, selected competitively on the basis of an application, will have an opportunity for on-the-job management training in one of the city agencies. The interns earn \$3.00 and \$3.50 per hour.

The Parks, Recreation and Cultural Affairs agency filled 4,800 jobs in the city's parks, beaches, playgrounds, etc. Appli-

cations for this agency's summer jobs are accepted each year from the last week in December to the first week in March. Workers in all age brackets earn \$23.50 per day. They may work as part of a maintenance crew or as a cashier or recreational assistant. In selecting the workers, preference is given to those who have done satisfactory work for the department in past summers. The agency will then consider the applicant by their availability in the borough where assignments are being made. This often comes down to a first-come, first-serve hiring process.

The National Alliance of Businessmen has also secured pledges for jobs in private industry this summer. The pledges for 20,000 jobs vary considerably with the industry and the position. The Dept. of Personnel should be contacted for more information.

(See Chart on Page 5)

Open Competitive State Job Calendar

Applications Accepted Continuously

Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,694	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Associate Actuary (Life)	\$18,369	20-520
Principal Actuary (Life)	\$22,694	20-521
Supervising Actuary (Life)	\$26,516	20-522
Attorney	\$14,142	20-113
Assistant Attorney	\$11,806	20-113
Attorney Trainee	\$11,164	20-113
Assistant Clinical Physician	\$22,395	20-143
Clinical Physician I	\$24,869	20-414
Clinical Physician II	\$27,640	20-415
Construction Safety Inspector	\$10,914	20-125
Correction Officer (Male)	\$10,155	20-541
Factory Inspector	\$10,318	20-126
Health Service Nurse	\$10,155	20-333
Hospital Administration Intern	\$ 9,005	20-555
Industrial Foreman	\$ 9,535	20-558
Junior Insurance Examiner	\$10,155	29-271
Junior Engineer	\$10,745	20-166
Mental Hygiene Assist. Therapy Aide	\$ 6,164	20-394
Occupational Therapist	\$11,337	20-176
Physical Therapist	\$11,337	20-177
Speech & Hearing Therapist	\$11,337	20-178
Psychologist I	\$15,684	20-102
Psychologist II	\$17,429	20-103
Associate Psychologist	\$17,429	20-104
Public Librarians	\$10,155 & Up	20-339
Radio Technologist	(\$7,632-\$9,004)	20-334
Radio Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Rehabilitation Counselor	\$14,142	20-155
Rehabilitation Counselor Trainee	\$11,983	20-155
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Senior Occupational Therapist	\$11,277	20-550
Senior Physical Therapist	\$11,277	20-551
Sr. Speech and Hearing Therapist	\$11,277	20-552
Senior Recreation Therapist	\$11,277	20-553
Tax Examiner	\$10,155	20-540
Tax Examiner Trainee	\$ 9,590	20-540
Teacher II	\$ 9,590	20-581
Teacher III	\$10,745	20-582
Teacher IV	\$12,010	20-583

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

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

1974 SUMMER JOB PICTURE

AGENCY	NUMBER OF JOBS '74	NUMBER OF JOBS '73	AMOUNT OF FUNDS '74	AMOUNT OF FUNDS '73	SALARIES	
Youth Services Agency	64,000	56,380	\$24,473,511 (Federal)	\$23,798,856	Various Levels	
Department of Employment	7,000	5,000	40% more State funds than '73		1974 2.50-hr 3.00 hr	1973 same same
Parks, Recreation and Cultural Affairs	4,800	4,800	\$7,363,099	\$7,599,217	1974 23.50-day	1973 22.20-day
Urban Corps	3,500	3,500	\$2,500,000 (Federal) \$486,000 (City)	\$2,500,000 (Federal) \$486,000 (City)	1974 2.50-hr 3.00-hr 3.50-hr	1973 2.25-hr 2.75-hr 3.25-hr
Management Intern	150	150	\$200,000 (City)	\$200,000	1974 3.00-hr 3.50-hr	1973 same same
National Alliance of Businessmen	20,000 pledges	20,000			Various Levels	

Heart Bill Extended

The Heart Bill—which allows police and firemen to retire at maximum benefits if they incur heart trouble on or off the job—gained a two-year extension in the state legislature this year.

Patrolman Benevolent Association President Kenneth McFeeley feels that the extension to July 1, 1976 is "a step in the right direction." As part of the legislative program McFeeley is now formulating, the PBA is going to push for enactment of the Heart Bill on a permanent basis.

The passage of this two-year bill was politically motivated, an informed source in Albany implied, since 1976 is an election year for the legislators.

Fire News

Annuity Fund Loophole

The United Firefighters Association in their current contract negotiations will be able to negotiate for larger contributions to the annuity fund, according to an interpretation of a clause of the omnibus law signed into law last week by Governor Wilson. Since there is a state freeze on pension increases until 1976, the possibility of negotiating on annuity fund contributions may, in effect, get around this freeze. At present the contribution to the annuity fund is \$261 per firefighter.

Promotions

Twenty-three lieutenants were promoted to the rank of Captain by the New York Fire Department last week.

They are: John W. McNally, Ladder 42; John V. McConnell, Engine 260; Walter E. Brown, Ladder 33; Charles J. Driscoll, Ladder 18; John S. Giorgio, Engine 21; James H. McNeill, Engine 42; Raymond W. Hill, Engine 59; Aldo A. Gileno, Engine 76; Bartholomew P. Mitchell, Engine 97; Gerard J. Reiss, Engine 206; Michael F. Towey, Engine 230;

Samuel T. Giamo, Engine 256; Thomas A. Greene, Ladder 79; Joseph W. Archbold, Ladder 119; Nicholas A. Fazio, Marine 2; George R. Walthall, Squad 3; Timothy J. Gallagher, Engine 45; John P. Cregg, Engine 201; Joseph W. Soltys, Engine 224; William J. Csorny, Engine 240; John P. Lovett, Jr., Engine 270; James E. Baumann, Ladder 36; and Michael J. Camporeale, Ladder 156.

Rent Examiner Exam

MANHATTAN—A total of 733 rent examiner candidates were called to the comprehensive written part of exam 4087, on June 27, by the city Department of Personnel.

LEGAL NOTICE

"BOPP, QUAIN & CO.
"Substance of Limited Partnership Certificate filed N. Y. County Clerk's Office, March 22, 1974. Purpose: to conduct grain brokerage business as brokers for buys and sellers thereof, Place of Business: Rm. 2403, 50 Broadway, N. Y., N. Y. General Partners: Alexander I. Bopp, 1238 Curtis Place, Baldwin, N. Y.; Wm. A. Quain, 3260 Maplewood Rd., Wayzata, Minn. Limited Partner: Bette Quain, 3260 Maplewood Rd., Wayzata, Minn., cash contribution of \$500 and 10% share of profits. Contribution of Limited Partner to be returned on happening of any of the following: (a) death or withdrawal of Limited Partner; (b) dissolution of the partnership. Limited Partner has no right to assign her interest in partnership. Remaining General Partners have right to continue business on death or adjudication of incompetency of a General Partner."

LEGAL NOTICE

File No. 2870, 1974. — CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To: The Heirs at Law, Next of Kin and Distributees of SZE C. YANG, deceased, if living and if any of them be dead, to their heirs at law, next of kin, distributees, legatees, executors and administrators, assignees, and successors in interest, whose names are unknown and cannot be ascertained after due diligence.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on July 16, 1974 at 10 A.M. why a certain writing dated September 24, 1966 which has been offered for probate by SAUL A. FINKEL residing at 333 East 69th Street, New York, New York should not be probated as the last Will and Testament, relating to real and personal property, of SZE C. YANG, Deceased, who was at the time of his death a resident of 35 Bedford Street, in the County of New York.

Dated, Attested and Sealed, May 21, 1974. (L.S.) HON. MILLARD L. MI. DONICK, Surrogate, New York County. DAVID L. SHEEHAN, JR., Clerk. Name of Attorney, David R. Finkel, Tel. No. 371-0687; Address of Attorney, 350 Park Avenue, New York, N.Y. 10022.

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TUESDAY, JUNE 25, 1974



Unsung Workers

IT HAS long been our contention that unions are an integral part of the American System, playing an active role in providing upward mobility for its members and for the populace as a whole.

There have been some recent examples of community involvement by members and units of the Civil Service Employees Assn. that help to make our point.

In Broome County, CSEA members of the Vestal School District unit made seven special awards to students in the school's June graduating class. Two of these monetary awards were for community and school service and five were for service to special education classes.

In the north, a scholarship was presented last month by CSEA's Jefferson County chapter to a young man who intends to study biochemistry at the State University of Buffalo.

Another scholarship award was made recently by CSEA's Black River chapter, also located in Jefferson County, to further the education of a Watertown youth.

We sometimes wonder if the public at large is fully aware of the contributions made by these public employees through the concerted efforts of their union.

Because public employees play so large a role in providing the services for their community, it is only logical that they should be a bit more concerned and involved than the ordinary citizen who merely takes these services for granted.

Too often the citizenry tends to expect more and more services, but balks at the idea of providing the funds that enable government to maintain these services. They forget that not only does the increased cost of living hit public employees as hard as everyone else, but that expanded services require additional staff employees to handle the greater work load.

What confuses the issue, unfortunately, is the uncovering of misuse of political patronage, in situations where political favorites are given no-show jobs in gratitude for work on election campaigns.

All too often the public learns of these abuses and identifies these patronage job holders with the bona-fide civil service workers who have earned their positions through extensive Merit tests and experience.

As a spokesman for the Vestal CSEA unit said as the awards were being given out to the student winners:

"The CSEA members are very proud to be able to give these awards to these students. We, the CSEA members, as well as everyone who knows the unsung, unpaid work these students do, realize their giving of themselves is invaluable. We are very proud of them and this is our chance to honor them."

We would suggest that public employees are entirely too "unsung" themselves. Perhaps it is, in an ironic way, a tribute to the fact that they do their jobs so well that they are taken for granted.

Don't Repeat This!

(Continued from Page 1)

between Speaker Perry B. Duryea, Jr. and Assembly Minority Leader Stanley Steingut for Speaker of the Assembly.

The race will be largely invisible because the rivals will not clash in face-to-face combat and because each is almost certain to be elected to the Assembly—Duryea from his Montauk district in Suffolk County and Steingut from his Crown Heights district in Brooklyn. The winner in the race for Speaker will be determined by the outcome of 150 races for Assembly seats.

Significance For Both

The results are of special significance for both Duryea and Steingut. For Duryea the office of Speaker is essential for him to be in a position to make a run for Governor in 1978, if there is a Republican vacancy four years ahead. For Steingut it will be the fulfillment of a sentimental dream to hold the office occupied by his father, Irwin, some 30 years ago.

The present political line-up in the Assembly is 80 Republicans to 69 Democrats, with one vacancy resulting from the death of Assemblyman David Shapiro, an upstate Democrat. The obvious Duryea strategy is to hold every seat he has and to add to that total whatever he can pick up from seats now held by Democrats. The Steingut strategy is similar, but he must pick up an additional seven seats to reach the magic number of 76, which is necessary for Assembly control.

Duryea will make a special effort to win three Assembly seats where Democratic incumbents are not running, not including the vacant seat created by the passing of Assemblyman Shapiro. Two of the vacated seats are in Manhattan's fashionable East Side. One is the district now held by Assemblyman Antonio Olivieri, who is running in the Democratic primary for Lieutenant Governor. The other is being vacated by Assemblyman Peter A. Berle, who has chosen not to run again. Each was very powerful in his district, but the Republicans' belief for their victory is that they have a good chance against any new face.

The Republicans are also hopeful of winning the seat that is being vacated by Assemblyman J. Edward Meyer in Westchester County. This is a special situation for the Republicans because Meyer had originally been elected as a Republican and then switched to the Democrats in the middle of the term. The Duryea forces hope to win this district back. Republicans are also confident that they can win the seat held by the late Assemblyman Shapiro. That district had long been regarded as a Republican stronghold, represented for many years by Assemblyman Edwin F. Crawford, who had been chairman of the Judiciary Committee and resigned when he was elected to the Supreme Court.

Their Chances Assessed

While the odds seem to favor Duryea, because of the districting process over the years and his special talents for leadership and planning, there is no doubt in the minds of political observers that Steingut will have this year the best shot for the Speaker's post that he has ever had. In this session, the Democrats

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

A Question Of Geometry

The petitioner took a civil service examination on March 14, 1970, for the position of engineering technician with the New York State Department of Transportation. He passed the examination, was placed on the eligible list, and was appointed in August 1970.

Following this appointment, petitioner served approximately a year and a half before he was terminated. He performed his work, according to his superiors, in a commendable manner. The termination took place on Feb. 23, 1972, by the respondent in this case, the New York State Department of Civil Service. The ground alleged for the termination was that the petitioner was disqualified from taking the examination initially for this position in 1970 since the position required, among other things, satisfactory completion of a two-term course in geometry.

The petitioner had successfully completed a course at the Mohawk Valley Community College entitled, "Essentials of Math II." The respondent concluded that this course did not meet the two-term geometry requirement in the exam announcement. Respondent reached this conclusion based upon information contained in a post-dated Mohawk Valley Community College catalogue.

IN ADDITION, the respondent had directed an inquiry addressed to the College which responded that petitioner did not take any courses in geometry, but which also stated, "Complete records are not kept on students in the continuing education program." A telephone inquiry made to an office employee at the Community College resulted in advice to the Civil Service Department that Essentials of Math II was not a geometry course.

After receiving his notice of termination, the petitioner commenced a special proceeding pursuant to Article 78 of the Civil Practice Law and Rules. He attached to his petition a letter dated March 28, 1972, which the respondent did not have before it on Feb. 23, 1972, when it terminated the petitioner. That letter was from the Dean of Continuing Education at Mohawk Valley Community College, which stated: "The essentials of mathematics program is designed to provide students with a basic background in algebra, geometry and trigonometry . . . The course work completed by the petitioner did provide him with the knowledge necessary to complete successfully an examination which would require high school algebra, geometry and trigonometry."

THE CASE CAME up in Special Term, which annulled the Civil Service Department that Essentials of Math II was the petitioner to his permanent position as an engineering technician with back pay from Feb. 22, 1972. The court never reached or passed upon the question of whether respondent's action in terminating the petitioner was arbitrary and capricious.

Upon appeal to the Appellate Division, 4th Department, the court reviewed the matter and held that it could not concur with the decision in the lower court. The Appellate Division felt it would be more appropriate for both parties to remand this case for a hearing so that testimony and evidence could be given by someone with actual knowledge of the contents of the course "Essentials in Math II" so that a determination could be made as to whether it satisfied the requirements for the initial examination in 1970.

Section 50(4) of the Civil Service Law does not mandate a hearing for disqualification. It does provide, however: "No person shall be disqualified pursuant to this subdivision unless he has been given a written statement of the reasons therefor and afforded an opportunity to make an explanation and to submit facts in opposition to such disqualification."

This language is rather broad. It is broad enough to allow the court to direct a hearing when it is deemed required by the circumstances of the case. The statute also provides the Civil Service Department with authority to disqualify the petitioner and revoke certification and appointment within three years after it is made.

The Department of Civil Service is mandated to rescind a certification "where an applicant has made a misstatement of a material fact upon which the Commission has relied and upon which it has based the conclusion that the applicant was eligible to take the examination. That is

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Don't Repeat This!

(Continued from Page 6)

held two districts more than they had in the last session, the one held by Assemblyman Shapiro and the other by Assemblywoman Elizabeth A. Connelly of Staten Island. This district had previously been represented by Republican Assemblyman Edward J. Amann, Jr., who resigned to become a Court of Claims Judge.

In addition the Democrats are counting heavily on the Watergate scandals, high prices and a soft economy to swing the independent voter and disenchanted Republicans to the Democrat side. From that point of view, the Steingut forces are confident of winning the Westchester County district that will be vacated by the highly popular Assemblyman Peter R. Biondo.

Democratic confidence is bolstered by the many surprising victories scored by Democrats in local elections in Nassau, Suffolk, and Rockland counties as well as in other areas throughout

the state. Just last week, the Democrats for the first time in history captured control of the White Plains (Westchester County) City Council. The Democrats also point to the number of previously Republican Congressional seats that Democrats won earlier this year in all parts of the nation.

There is no safe way of predicting who the next Speaker will be. The only thing certain is that it is going to be a tight race, with each party fighting vigorously for each Assembly seat.

Lou Weiser Installed

More than 500 delegates to the Council of Jewish Organizations in Civil Service were present at Areles Supper Club, on Thursday evening, to view the installation of Louis Weiser to his third term as president of the 110,000 member amalgamation of government careerists.

Dedicate Harlem Offices



Dignitaries from the Harlem Community and from the State Capital mingle on the Plaza of the Harlem State Office Building in upper Manhattan last month during dedication ceremonies for the building.

Housing Inspec Exam

MANHATTAN—A total of 95 supervising housing inspector candidates were called to the written part of exam 4530, on June 22, at George Washington H.S., by the city Department of Personnel.

File For Investigator

MANHATTAN — Filing for principal investigator, exam 3019, will reopen on June 24, for three consecutive days only. The test date will be changed to Sept. 30.



Gov. Malcolm Wilson, left, was on hand to dedicate the building. Here he is greeted by Solomon Bendet, president of New York City Region 2 of the Civil Service Employees Assn., many of whose members will be employed in the structure. The Harlem State Office Building marks the second major consolidation of state offices in the past year, following the transfer of many offices to the World Trade Center in lower Manhattan.



Mr. Bendet is shown here with New York State Attorney General Louis Lefkowitz, who was also among the dignitaries participating in the dedication ceremonies.

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Civil Service Law & You

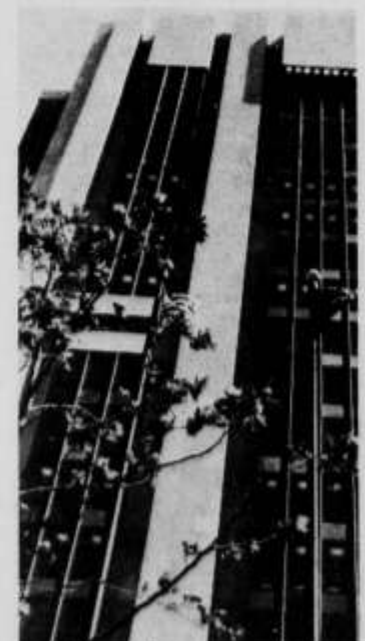
(Continued from Page 6)

true whether the misstatement was made with fraudulence or by mistake." (citing cases)

Where an error is made by the respondent as to matters which it alone had power and jurisdiction to determine, for example, misgrading of tests or incorrectly interpreting accurately furnished information on an application, the appointee may not be removed after his appointment has become permanent. (citing cases)

Since in this case the petitioner had served approximately a year and one-half, and under all the other circumstances of the case, the matter was remitted for a hearing at Special Term.

Application of Canarelli v. New York State Department of Civil Service, 353 NYS 2d 275.



The Harlem State Office Building soars over 125th St., main thoroughfare of New York City's most famous Black community. The building, one of the most striking in a city of skyscrapers, was designed by black architects.

Rochester Court Rules Art. 33 Unconstitutional

(Continued from Page 1)
pended or fired for acts of misconduct by the decision of an administrative hearing officer from the employee's department or agency. However, the employee then could appeal the decision to a civil service commission having jurisdiction over him (whose appeal would be final and not reviewable by the courts) or to the courts.

Under a state-CSEA agreement effective April 1, 1972, a state employee could choose to have misconduct charges heard by an independent hearing officer, but had to waive in writing his statutory rights to appeal the hearing officer's decision either to a civil service commission or to the courts.

His only access to the courts for judicial review of the decision as to guilt or innocence was limited to narrow provisions of the civil service law. And only the employee could trigger this alternative procedure, voluntarily precluding himself from a full judicial review.

Effective April 1, 1973, binding arbitration was established for the disposition of misconduct charges against state employees. This removed the employees' choice of alternative disciplinary procedures.

"No longer could the employee electively avail himself of a full judicial review (under Article 78). Rather, a single arbitrator's determination, both as to guilt or innocence and as to any penalty to be meted out, was subject only to the limited provisions for judicial review found (in civil service law), generally applicable to consensual arbitration awards," Justice Smith wrote.

He said it also was of more than passing significance that the present agreement fails to provide for a transcript of the arbitrational hearing. The employee who wants one has to pay for it.

Under civil service law, he said, a copy of the transcript of a hearing must be provided without charge to the employee who requests it.

He said there also appears to be nothing in the present agreement requiring the arbitrator to state in writing the basis for his decision.

Mr. Antinore's attorney, Donald E. Grossfield, of Rochester, said the decision implies that his client is entitled to all of his back pay during the suspension.

A hearing has to be scheduled to determine whether Mr. Antinore can win back his job and he can decide the type of hearing he prefers, because of Justice Smith's decision.

Mr. Grossfield said he and his client were "absolutely overjoyed" with the favorable decision, and added, "The judge agreed right down the line with me."

He said the decision could mean that "hundreds of other state employees" who have been through disciplinary hearings since April 1, 1973, might be entitled to reinstatement.

John Driscoll, assistant attorney general for the state's side, said there would be an appeal, but he declined to comment on the decision.

Defendants in the suit were the State of New York, the State Executive Department and the State Division for Youth. The suit was for declaratory judgment asking that Article 33 of the CSEA contract be ruled unconstitutional. Mr. Grossfield said the article provides for a hearing—binding arbitration—before a labor arbitrator, from which there is no appeal. I took the position that binding arbitration in a disciplinary proceeding was unconstitutional."

Following the charge and suspension in August, Mr. Antinore went through the first hearing stage and then immediately filed suit through Mr. Crossfield. The case was argued early this year, and the judge handed down his decision, covering 20 pages, on June 14.

Samuel Grossfield, president of the Rochester chapter, past-president of the Western Conference and the father of Donald Grossfield, said the decision is a challenge to CSEA.

"We must not allow provisions in future contracts that will put us on the horns of dilemmas like this one," he said.

He called the decision "a tremendously important one affecting a vital issue in the life of every public employee."

Environmental Unit Listing Demands

RIVERHEAD—The New York State Environmental Facilities unit of Suffolk Chapter, Civil Service Employees Assn., met recently at the union's regional office to formulate its demands for a new contract which will be effective Jan. 1, 1975.

The negotiating team for the unit includes John J. Pezzuto, president; Dennis W. Baker, vice-president; William J. Frick, shop steward, and Nick Pollicino, CSEA field representative.

The union is calling for a two-year contract with provisions for salary increase, improvement in health and dental plans, better working conditions and a day off on employee's birthday.

Sr Draftsman List

ALBANY — A Sr. Draftsman cartograph eligible list, resulting from open competitive exam 23992, was established May 31, by the state Department of Civil Service. The list contains four names.

Helen Hayes Installation



James Lennon, right, president of CSEA's Southern Region 3, administers the oath of office to officers of the Helen Hayes Hospital chapter in West Haverstraw. The recently renamed hospital was formerly Rehabilitation and Research Hospital. Seated at front is Faye Sennas, vice-president, administrative unit. Standing, front row, from left, are: Bee Kee, vice-president, institutional unit; Susan Kohut, secretary; Mary Bennett, treasurer; Patricia Comerford, delegate, and Viola Svensson, president. Back row, from left: Gordon Berntsen, vice-president, PS&T unit; John Gooler, vice-president, operations unit, and John E. Long, executive vice-president.



Viola Svensson, Helen Hayes Hospital chapter president, welcomes a pair of other presidents to the chapter installation: John Clark, left, Letchworth Village chapter, and also Southern Region 3 first vice-president, and Marty Langer, Rockland State Hospital chapter.

Orange, Ulster Double Win

(Continued from Page 1)
over the top and the vote counting stopped at that point with CSEA the certified winner with 375 votes to 348 for SEIU, with 16 "no union" and 13 void ballots also being registered. In Orange County on June 7, CSEA emerged as a clear victor with a 624-540 count over the rival union.

Foregoing any pretenses of a victory celebration, CSEA officials immediately called for em-

ployees in both counties to pull together and unite as a solid group in upcoming contract negotiations in both counties."

Call For Unity

"The elections are now history, and while we are pleased that CSEA was victorious, we cannot dwell on past history," said Joseph J. Dolan, director of local government affairs for CSEA. "Instead, employee must set aside feelings aroused during the campaigns and join solidly behind CSEA. In both counties, CSEA is prepared to move directly from an election atmosphere to one of collective bargaining, and to be most successful we have to be united in these efforts," Mr. Dolan said.

In Orange County, county unit president Carol Dubovick noted that the chapter board of directors has met and issued a call for total unity under CSEA as the county unit moves into contract negotiations with the Orange County administration.

PERB Sets Mediators In Various Tiffs

ALBANY — Various mediators have been named by the State Public Employment Relations Board to several local government contract disputes involving the Civil Service Employees Assn.

Robert A. Feldman, of Rochester, was appointed to the dispute between CSEA and the Penn Yan Municipal Utility Board, in Yates County. Dr. Garnar V. Walsh, of Potsdam, has been named to the dispute between the Enlarged Ogdensburg City School District (St. Lawrence County) and the Ogdensburg City School District Non-Teaching unit of CSEA.

Named as mediator in the dispute between the Arlington Central School District, in Dutchess County, and the Arlington CSD unit of CSEA was Kenneth J. Finger, of White Plains. Dr. Robert W. Rock, of Oswego, was appointed to the dispute between the Indian River Central School District and the Indian River CSEA unit, in Jefferson County. Theodore Gerber, of PERB's Albany office, was named to the dispute between CSEA and the Schenectady City School District.

Donald Chatman, of Ithaca, was appointed by PERB to the dispute between the Arkport Central School District (Steuben County) and the Arkport unit of CSEA. Benjamin Rubenstein, of New York City, was named to the dispute between CSEA and the Jericho Central School District in Nassau County. Leon B. Applewhite, of PERB's New York City office, will be mediator in the dispute between CSEA and the Levittown UPSD, Town of Hempstead, Nassau County. Mark Beecher, of PERB's Buffalo office, was named to the dispute between the Village of Hamburg, in Erie County, and the Hamburg Police unit of CSEA.



SUNY AT PLATTSBURGH INSTALLS — Edward Dudek, president of the SUNY at Buffalo chapter of the Civil Service Employees Assn., back row, installs the new officers of the SUNY at Plattsburgh chapter of CSEA. From left, the officers are: Lyman Pageau, delegate; Frank Crimi, sergeant-at-arms, Gary Cross, treasurer Winifred Collins, vice-president, Betty Lennon, president, Lillian Cas-saw, secretary; and Patti Wrisley, delegate.



LABS AND RESEARCH INSTALLATION — The State Division of Labs and Research chapter of CSEA installed newly elected officers. Standing, from left, are: Ernst Stroebel, president; Jose Samson, institutional unit vice-president; Robert Sherer, executive vice-president; Robert Weinbloom, professional scientific and technical unit vice-president; and Robert Holly, operational unit vice-president. Seated, from left, are: Augusta Goedtal, secretary; Doris Rabinowitz, administrative unit vice-president; and Alice Bailey, treasurer.

Vestal Installs Officers, Honors Student Helpers

VESTAL—The Vestal unit, Broome Educational chapter, Civil Service Employees Assn., installed its slate of officers at a recent meeting.

With Thomas Dupee, field representative, administering the oath of office, the following were installed: Peter Sejan, president; Nicholas Mancini, first vice-president; John Tarsia, second vice-president; Angie Ford, secretary; Clarice Baumlin, recording secretary, and Claude Griffiths, treasurer.

The unit represents non-instructional employees of the Vestal Central School District, and

recently gave seven special awards to students in the June graduating class.

Community and school service awards of \$50 each went to S. William Brown and Suzanne Gorman.

Awards of \$25 each for services to the special education classes went to: Gael Cartledge, Brenda Shaffer, Amy Swarthout, Patricia Herrick and Margaret Riese.

A spokesman for the unit said: "The CSEA members are very proud to be able to give these awards to these students. We, the CSEA members, as well as everyone who knows the unsung, unpaid work these students do, realize their giving of themselves is invaluable. We are proud of them and this is our chance to honor them."

Demoted Five's Case Continues

ROCHESTER—Final legal arguments on behalf of five Civil Service Employees Assn., members who were demoted by incoming Monroe County Sheriff William M. Lombard earlier this year were expected to be made June 7.

The five Sheriff's Department employees, promoted Dec. 27 by outgoing Sheriff Albert W. Skinner and demoted Jan. 4 by Mr. Lombard are suing for reinstatement to the positions they were promoted to and for retroactive payment of their raises, believed to be about \$5 per week.

State Supreme Court Justice John J. Conway gave each side until June 7 to reply to each other's legal briefs. The judge said he will make his decision as soon as possible after the replies are received.

James T. Hancock, attorney for the Sheriff's Department employees, told Judge Conway that county employee relations manager Bernard Winterman had found that these deputies had been demoted without cause. He said the employees were not given a reason for their demotion, which is a violation of their contract.

Attorney Thomas G. Dignan, representing Mr. Lombard, told the court that the demotions were not for disciplinary reasons. Mr. Hancock argued that they were, quoting an affidavit by Mr. Lombard saying it was "necessary to make the demotions to maintain control and discipline."

It's Goldberg

A caption for a two-column picture in the Tri-Region Conference photo layout in *The Leader* June 11 identified a speaker as Irving Halpern of the New York City chapter. The name should have been Hal Goldberg.

Arbitration Agreement Under Fire

MANHATTAN—The executive board of the New York State chapter, Civil Service Employees Assn., unanimously authorized chapter president Solomon Bendet to circulate a letter stating the chapter's complete rejection of a memorandum of agreement signed by representatives from CSEA and Council 82, Disciplinary Arbitration Panels, with the Office of Employee Relations.

The memorandum, sent by Melvin H. Osterman Jr., director of OER, to all state departments and agencies, summarizes "matters discussed with members of the Panel of Arbitrators at the American Arbitration Association on June 3, 1974." It bears the signatures of Mr. Osterman, Algird F. White Jr., assistant counsel for CSEA, and Carl F. Gray, executive director, Council 82, AFSCME, AFL-CIO, for the arbitrators.

A primary point of contention is that the memorandum could permit the arbitrator to go beyond a penalty asked by the state, and an employee could be fired, when the state did not request it, or fined more than \$100. There would be no appeal.

Mr. Bendet will circulate the letter to CSEA officials throughout the state and to grievance chairmen and arbitrators and state officials.

McDonough Hails Victories

(Continued from Page 1)
pledged that CSEA staff and field representatives would continue the stepped-up levels of activities among employees that emerged during the campaigns.

"These hotly contested campaigns point up the fact that public employees demand, and deserve, increased attention and services, and they are going to get it from CSEA," Mr. McDonough stated. "We have recently increased our field staff throughout the state to be able to increase the personal contact aspect of our field work, and CSEA people in services and support functions are geared up to provide even greater services with faster response time," he noted.

"These were important wins," Mr. McDonough said, "because they show that CSEA remains in fighting trim, has the support of the majority of employees as the best labor union to represent them, and because they showed up certain weakness that

should and will be corrected so that we may do an even better job of representation."

"So many people were instru-

W. Seneca PS&T File Grievances

BUFFALO—Professional, scientific and technical personnel at the West Seneca Developmental Center have organized through their Civil Service Employees Assn. chapter to protest out-of-title work.

James Bourkney, president of the CSEA chapter at the former West Seneca State School, has filed six grievances on the problem and recently called a meeting of the 200 PS&T personnel to discuss the situation.

"Management has taken the position to decide what the professional person should do without consideration for job descriptions or career ladders," Mr. Bourkney said in a chapter newsletter.

The crux of the situation involves requirements that PS&T personnel, highly trained and college educated, feed residents and assume other duties of therapy aides.

"Although most would agree that cooperation and teamwork are necessary ingredients in meeting the needs of the resident, the orders to relinquish our job duties and responsibilities do not come from the team," Mr. Bourkney said.

"We are led to believe we will only have to do one thing outside of our job title. No way, baby. That is just the start, and there are indications that plans to use anybody they wish, as they wish, are forthcoming for employees other than PS&T," Bourkney warned.

"If you do not attempt to do something about this situation, and others," he added, "you will surely have allowed the end to be tragic . . . mostly because it will effect the therapeutic climate of our institution and the welfare of the residents."

mental in helping achieve these victories that it is almost impossible to single them out," Mr. McDonough said. "Our field staff people did a whale of a job, and various support functions at headquarters contributed greatly. But the strength, and the ultimate win, was provided by the local CSEA leaders and members who worked so hard and so long for the cause," he stated.

"We all realize that CSEA is wide open for continued raids by other unions. We have lived under this pressure for a long time and have continued to grow. I pledge that CSEA will shore up any weakened areas that may have come to light in recent challenges and go on in a stronger and more productive way as the Number One Labor Union representing public employees throughout New York State," he promised.

Lackawanna Hike

LACKAWANNA—The Lackawanna Housing unit of the Civil Service Employees Assn. has gained an 8.8 percent increase in salaries for the coming year of their work contract with the Lackawanna Housing Authority.

"The present negotiated agreement had a reopener clause for wages, which the unit put to good use," Robert Young, CSEA field representative explained. Average salaries will go from \$8,805 to \$9,580.

Charter Group Seeks To Clarify 'Good Standing'

ALBANY—The charter committee of the Civil Service Employees Assn. is working to clarify conditions of "a member in good standing" as defined in the model constitution.

The loophole in the wording came to light recently in the aftermath of elections for Rensselaer County unit, an election that was originally held in April and is now being reconducted with a June 19 deadline for ballots to be returned.

In a letter to Rensselaer County chapter president Robert Can-

field, Algird White, Jr., assistant counsel said:

"It has come to my attention that the recent problems in the matter of the Rensselaer County unit election have been, for whatever reason, attributed to John Vallee (the County executive representative to the CSEA Board of Directors).

"In fact, John was the only individual who, prior to the actual election, sought to ascertain those individuals who should be allowed to vote in the election. As a result of unclear advice, for which we must take the respon-

sibility, John is being unfairly criticized."

Mr. White then goes on to support Mr. Canfield's decision to call a new unit election "to resolve this unjust circumstance."

It is reported that the charter committee is considering the definition of a member in good standing as: "an individual whose dues are not delinquent and who is not presently being disciplined by CSEA; for election purposes there should be a 60-day waiting period after the initial signing for the membership card before a new member is allowed to vote."

CSEA Supports Review Of Exams

ALBANY—The Civil Service Employees Assn. supports the New York State Department of Civil Service Municipal Service Division's memorandum for an audit of locally prepared examinations for job-relatedness, a spokesman for CSEA said.

The memorandum, issued April 19, requests that all locally prepared written, oral or training-and-experience examinations be reviewed by the State Municipal Service Division for validity and job-relatedness, especially in respect to the mandates of the Equal Opportunity Employment Commission.

These mandates relate to affirmative-action policies in regard to discrimination.

CSEA believes that by following this memorandum, the local municipalities will avoid unnecessary legal battles instituted by individuals or by CSEA to challenge the results of exams that do not specifically relate to the job involved.

Latest State And County Eligible Lists

- EXAM 35253**
ON THE JOB TRAINING SPEC
Test Held May 12, 1973
List Est. Jan. 15, 1974
- Clyde T S Utica94.1
 - Miller R E NYC92.8
 - Freestone J Voorheesvil90.2
 - Zazeela B NYC87.6
 - Cousin K Golden Brg86.0
 - Murdoch J M Slingerlands85.0
 - Corcoran J J Grand Island83.4
 - Michele J F NYC82.0
 - Weitz J Flushing79.6

- EXAM 35367**
CORRL FAC ASST FOOD MNGR
Test Held Nov. 10, 1973
List Est Jan 10, 1974
- Patnode F Dannemora89.8
 - Moran R A Hopewell Jct82.6
 - Lindner J Halcottsvil81.3
 - Villegas F J Middletown80.0

- EXAM 55-344**
Judicial Conf
CT. ASST. I, NASSAU CO.
- Merzdorff L J Westbury97.4
 - Moran E M Levittown97.0
 - Mulrooney M E Williston Pk96.7
 - Pershyn L A Uniondale96.4
 - Frey N A Franklin Sq96.2
 - Truhlar G M Garden City96.1
 - Strongin E R Syosset95.3
 - Quinn E T N Bellmore94.2

- Mularkey H L Westbury94.1
- Zablow R Freeport93.3
- Myers J A Seaford93.2
- Clockel L A Franklin Sq92.4
- Moylan A F Bellerose92.4
- Moran D M Seaford92.4
- Hyland B M Bayville92.3
- Wallace E M Mineola92.2
- Dimonda E N Merrick92.1
- Satek H M Franklin Sq91.3
- Staron N M Great Neck91.2
- Murray R D Massapequa Pk91.1
- McGough D L Woodbury90.6
- Herskovits E Meadow89.3
- Ponitillo G Farmingdale89.2
- Hor L L Gdn Cty Park89.1
- Costagliola A T Sea Cliff88.2
- Kiewra F A Hicksville88.2
- Donnelly A M Floral Park87.6
- Vario C A N Bellmore87.6
- Matulock A Uniondale87.4
- Froehlich C J Levittown86.4
- Scala E R N Bellmore86.3
- Ferriola L T Hempstead86.2
- Olsen H C E Meadow85.4
- Bivone V G Elmont85.2
- Lynch B W Seaford85.0
- Darr M T N Massapequa85.0
- Hay I M Garden City84.6
- Faustmann R E Hempstead84.4
- Boilwein A M Westbury84.2
- Boil D A E Meadow83.4
- Miller J A Baldwin83.3
- Turner M Mineola83.3

- Howitt T Franklin Sq82.5
- Mayer J P Freeport82.4
- Cohen B M Merrick82.2
- Hollingsworth D Farmingdale81.4
- Nevis F R E Meadow81.1
- Simonelli E Westbury80.6
- Correia M H Uniondale80.3
- Holland G Hempstead80.2
- Griebel H Roslyn Hts80.2
- Van Velsor B I Oyster Bay80.0
- Oddo T A Hicksville79.4
- Kelly A C New Hyde Pk79.1
- Johnson D C Wantagh79.0
- Withun R M Hempstead78.7
- Roder F Westbury78.4
- Lery R Carle Place78.3
- Tyrrell M Williston Pk78.2
- La Torre D Floral Pk78.1
- Klavan A Oceanside77.2
- Moskowitz S Hicksville77.2
- Correa M H Uniondale77.2
- Benedum U Garden City77.1
- Spor M R New Hyde Pk76.2
- Lema M Franklin Sq75.2
- Levine D Jericho75.2
- Garcia G C Elmont74.4
- Sheehan B E Mineola74.3
- Butero H Bellmore73.2
- Belcher C A Great Neck73.2
- Gruber E M New Hyde Pk73.2
- O'Reilly D A Freeport73.2
- Meadows V J Hempstead72.2
- Kiedaich E W Hempstead71.5

- EXAM 45334**
Judicial Conf
CT ASST I, ULSTER CO
- Poletti B G Marlboro79.0
 - Gallagher K E High Falls76.0
 - Branigan M E Kingston72.0

- EXAM 55-340**
Judicial Conf.
CT ASST I, FMLY CT, ONONDAGA
- Pollock N A Syracuse81.0
 - Sacco P Syracuse75.8

- JUDICIAL CONFERENCE**
EXAM 45313
COURT STENO, SUPREME COURT,
3RD JUDICIAL DIST
- Paler D I Loudonville95.7
 - Dratch B Albany86.0
 - Girard C Athens85.1
 - Thurm S H Albany84.6
 - Pizzitola A J Delmar83.3
 - Weinberg D Loudonville82.6
 - Pavone R R Loudonville80.6
 - McGlone G T Schenectady78.1
 - Hoeffner F J Albany71.1

- JUDICIAL CONFERENCE**
EXAM 45314
COURT STENO, SUPREME COURT,
4TH JUDICIAL DIST
- Hotchkiss R P Elinoa93.4
 - Volpe R E Schenectady91.2
 - Lowenberg R J Ballston Lk90.5
 - Joyce M A Amsterdam84.2

- JUDICIAL CONFERENCE**
EXAM 45315
COURT STENO, SUPREME COURT,
5th JUDICIAL DIST
- Stanley S C Syracuse91.4
 - Salgiver K S Liverpool91.0
 - Bullock J C New Hartford84.4
 - Ledden Sandy Creek75.4
 - Keough J J Syracuse74.2

- JUDICIAL CONFERENCE**
EXAM 45317
COURT STENO, SUPREME COURT,
7TH JUDICIAL DIST
- Ferrara R M Rochester92.8
 - Providence M E Rochester90.1
 - Bianchi M M Waterloo87.8
 - Liberti A R Rochester84.0
 - Bianchi R D Waterloo80.1
 - Tette R J Rochester79.0
 - Fiorini D R Rochester74.9
 - May W A Rochester72.9
 - Miller C C Rochester72.4

- JUDICIAL CONFERENCE**
EXAM 45318
COURT STENO, SUPREME COURT,
8TH JUDICIAL DIST
- Wright M S Williamsvil96.2

- Crawford B A Cheektowaga95.0
- Gehl J S Eggertsvil95.0
- Kozlowski L A Cheektowaga92.3
- Noel R G Alden91.4
- Knapp J E Tonawanda86.4
- McNutt W A Corfu85.1
- Koch R M Buffalo80.8
- Kaduk I E Kenmore79.9
- Schroger C M Batavia77.6

- JUDICIAL CONFERENCE**
EXAM 45319
COURT STENO, SUPREME COURT,
9TH JUDICIAL DIST
- Barron E A Bronxville99.4
 - Levine B Spring Val90.1
 - Dolan J F Nanuet89.6
 - Bergman A S Garnerville85.3
 - Malone K P Yorktown Hts84.6
 - Mayer D Yonkers84.6

- JUDICIAL CONFERENCE**
EXAM 55353
COURT STENO, SUPREME COURT,
3RD JUDICIAL DIST
- Thurm S H Albany85.4
 - Weinberg D Loudonville84.0
 - Pavone R R Loudonville82.5

- JUDICIAL CONFERENCE**
EXAM 55354
COURT STENO, SUPREME COURT,
4TH JUDICIAL DIST
- Lowenberg R J Ballston Lk91.7
 - Crewell K H Schenectady85.1
 - Joyce M A Amsterdam84.2

- JUDICIAL CONFERENCE**
EXAM 55355
COURT STENO, SUPREME COURT,
5TH JUDICIAL DIST
- Stanley S C Syracuse91.4
 - Hayden W D Baldwinvil86.4
 - Pietrogiacomio M Utica75.4

- EXAM 35425**
SR MUNICIPAL RESRCH ASST
Test Held Feb. 9, 1974
List Est April 16, 1974
- McCull F M Waterford81.1
 - Gebosky F J Cohoes74.0
 - Mowozan J Albany71.0

- EXAM 35421**
SR BLDG SPACE ANALYST
Test Held Feb. 9, 1974
List Est April 16, 1974
- Flynn C F Troy100.2
 - Rinebolt J K Albany90.2
 - Vanheusden J Scobarie87.7
 - Whelan D M Scotia78.5
 - Long M E Albany72.7

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- EXAM 45-343**
Judicial Conf
LAW STENO, SUPR SRRGT
CRIM CTS, NYC
- Jakel D M Jackson Hts95.0
 - Joseph R W New York92.0
 - Hefferin E Farmingdale91.0
 - Schwartzman J New York89.0
 - Zeitlin L Far Rockaway88.0
 - Mazella A V Brooklyn87.0
 - Bastone M Yonkers85.0
 - Tester L R New York85.0
 - Weiner R Brooklyn85.0
 - Herschlag T B Brooklyn84.0
 - Shalow S Brooklyn83.0
 - Strassman G G Brooklyn83.0
 - Ryder M Brooklyn82.0
 - Shapiro S J New York81.0
 - Collins K M S I80.0
 - Landy C Brooklyn80.0
 - O'Loughlin C E Bronx NY80.0
 - Oxley W D Brooklyn77.0
 - Davidoff R Brooklyn76.0
 - Schwartz E Brooklyn76.0
 - Rothman M W Huntington75.0
 - Forde J J Brooklyn75.0
 - Irby G A Bronx74.0
 - Rubin B Flushing73.0
 - Sullivan E A E Rockaway73.0
 - Koerner L A S I73.0
 - Block R Flushing73.0
 - Haas G New York72.0
 - Adler B Brooklyn71.0
 - Hoyte J Brooklyn71.0
 - Clifford F N Valley Stm71.0
 - Jacobs B M Brooklyn70.0
 - Ellison Bronx70.0
 - Stella C C Brooklyn70.0

- EXAM 55361**
Judicial Conf
SR STENO, FAMILY CT, RNSSLR CO
- Larose G F Troy87.0

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EXAM 3054

BRIDGE AND TUNNEL OFFICER

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

(Continued from Last Week)

No. 621—97.50%

621 John J Hayes 3rd, Thomas Scinto, Vincent Galati, Peter A Nerz, John A Maloy, Anthony Aquino, Edward J Gorman, Arthey C Joe, Barry R Clarke, Keith R Vaughn, James F Hafey, James B Denniston Jr, James M Russo, Alan D Wiener, Howard Prinstein, Kenneth D Borg, Joseph P Petitto, Virginia Lauriello, Brian M Hannafey, Alfonso R Scotland.

No. 641—97.50%

641 Paltiel P Meyers, Kevin E Gallagher, Tommie L Goodman, Daniel E Faughnan, Michael W Vitucci, Paul D Vitucci, Orlando L Jacox, Edward M Lewis, Michael Chin, Jeffrey R Fleishman, Carlton E Waterman Jr, Fred J Skepner, Martin J Pinucane, Walter W Guddat, Paul M Principato, Ivto M Disimone, Lucille A Prestie, Richard W McCarthy, Daniel B Harding, Frederick Albright.

No. 661—97.50%

661 Ronald A Welhs, Tiziano J Martino, Stephen D Russo, Frank E Derita, Roy R Velsor, Blaise Cimilluca, James M Schlageter, Dennis N Finley, Peter P Lofano, oJhn A Palazza, James J Harkins, Thomas J Greene, Anthony Tramontana, William T Smith, Lawrence J Germano, Andrew F Powers, Alan D Lubin, Walter V Alston, Patricia M Scott, Douglas M Braun.

No. 681—97.50%

681 John T Narbutt, Vincent Moscatelli, Norman J Botwin, Kay F McCoy, Reinaldo Diaz Jr, Jack Rodack, Michael Wilson, Aldo C Toranto, John F Paura, Patrick Lamorgese, Harold Krickfeld, Gerald J Liguori, Carl A Migallo, Daniel M Nemeth, Raymond Lewandowski, Steven Igielnik, Joseph M Kaye, William F Towey, Mitchell Sturman.

No. 701—97.50%

701 Claude E Taylor, Thomas P Kennedy, John Lombardi, Salvino E Terranova, Kenneth J Ritter, Joseph L Phelan Jr, Joseph Pagillo, Thomas G McCormick, Salvatore Deconciello, John J King Jr, Richard A Troiano, Michael J Vancore, Daniel R Danek, James A Falco, William Sheremeta, Dennis S Federico, John A Sestan, Gary S Lustig, Diane L Perilli, Robert Hundertmark.

No. 721—97.50%

721 Stanley A Skubina Jr, Robert J Hunt, Edward R Farrell, John A Ragan, Robert M Adamszyn, Gary F Gonzalez, William L Lightbody, Joanne M Porambo, Robert M Delprete, Albert Chen, Robert L Moseley, Tanya L Manning, Timothy A Jernigan, James M Mulligan, Thomas S Sacharewitz, Albert L Bigott, Bartholome Hickey, Frank J Lagrega, Edward J Dossantos, James M Grogan.

No. 741—97.50%

741 John F Verardi, Fred Faciponti, Robert J Zwingraf, Gregory A Balabushka, Denis J Kearney, Michael P Newell Jr, Gene M Ginzburg, Richard J Salomone, Ernest P Zorn, Robert R Skowronski, Mark R Cozzolino, Anthony Rosso, Michael J Buckley, Sheldon P Frankel, Anthony F Castellano, Louis J

Derrico Jr, Richard C Pascale, Patrick J O' Cr, onnoohnj Patrick J O'Connor, John Ferrara, Jay R Simonson.

No. 761—97.50%

761 Michael E Dzialeczowski, Michael H Castelli, Richard J Daniello, Fred J O'Neill, Thomas J Haring, Leonard F Donohue, Thomas M Jewels, Ronald Robinson, Joseph J Salerno, Anthony N Napolitano, Richard J Gentile, Henry L Mathis, Robert W Malinowski, Robert P Fitzpatrick, Terry M Moore, Kenneth P Harris, iVncent Tevtonico, William H Walmsley, James F Athas, John Viola.

No. 781—97.50%

781 Thomas A Constantino, Thomas J Zullo, George J Zahra, John J Engesser Jr, Jack Verterano, Peter O Aragone, Melvin N Rosenberg, Gregory W Tinker, Kevin M Anderson, James R Willis, Martin J Nicholas, Thomas J Cullen, Thomas Rizzuto, Robert G Falcone, George W Fox, Vincent J Giudice, Samuel Seid, Chester S Rotelli, Melvyn M Heller, William J Morris.

No. 801—97.50%

801 Garry W Guyer, William R Johnson, Sid Stein, Eric J Jackson, Ricardo Loranca, Arcadio Vazquez, John A Somma, Dennis E Sartori, Charles R Gant, William Kogucky, Michael D Hughes, Ramon Rosario Jr, Joseph S Senatore, Raymond M Lugo, Sylvester Smythe, Arnold E Lovell Jr, Leon Matlick, Michael Virgilio, John Mezzanotte, Michael W Wolf.

No. 821—97.50%

821 Franklin B Daniel, Donald B Isaacs, Harold L Johnson, Peter J Vangelakos, John G Spero, Lester A Harris, Vincent Reilly, George P Logan, Glen M Silverstein, Carl J Cicereilli, Andrew Hardy Jr, Juan A Velez, Harry M Brunings, Henry P Reilly, Frank Castorina, Agostino Friscia, Marvin Press, Anthony C Lessa, David Rosenberg, John E Hill.

No. 841—97.50%

841 Peter Corso, Ronald C Yates, Ira F Cohen, Edward Mikolajczak, Richard W Malloy, Robert H Emmett, Raymond Juan, George G Jacobs, Robert L Mims, Benjamin B Canty, Frank Protano, Alfred J Zamocjin, Robert Lee, William Lodato, Anthony J Szalyga, Joseph J McNeill, Constantin Thompson, Robert G Sams, Joseph P Devlin, Raymond A Cudnik.

No. 861—97.50%

861 John Castro, Milton Katz, William M O'Brien, Ralph V Pagan, Alexander Delpercio, Nelson Torres, Arthur R Williams, Lend A Wilson, Albert E Maxwell, Albert Tookes, Robert Roth, Michael I Wishner, Dennis P Guariglia, Edwin C Benjamin, Ian G Downing, Glenn T Duncan, Frederick Benson, Ralph A Rome, Carol L Squelciarini, Robert J Battipaglia.

No. 881—97.50%

881 Philip V Harris, Anthony Santarsiere, Francisco Correia, Lynn J Walker, Salvatore Fago, Anthony J Alesi, John Villiers, Gary F Jaccarino, Michael Rojas, Elvira M Dandridge, George Panelli, Fred Levine, Rodney D Carter, Warren L Harris, Stephen G Hussey, Herbert L Coleman, Joseph C Cuffbarello, Ronald C Suslak, Michael A Senatore, Henry P Felgenbaum.

(To Be Continued)

BUY U.S. BONDS!

Rockland Members Meet



Rockland County chapter president John Mauro, left, huddles with CSEA acting president Thomas McDonough to get expert advice on question directed at chair from one of the hundreds of Rockland members who attended chapter meeting.



Among those attending the Rockland meeting last month at the New Town of Clarkstown Town Hall was Hank Peterson, here shown gesturing emphatically to make his point. Larry Keary is seated in foreground.



Dominic Filippone, left, president of Rockland Community College unit, listens to CSEA field representative Patrick Morano as he explains efforts being made to resolve some of the problems at that facility.



Town of Clarkstown Supervisor George Gerber is welcomed to the meeting by chapter president John Mauro. Mr. Gerber was introduced to the membership and spoke briefly in praise of CSEA's contribution to the community.



Taking advantage of opportunity to voice her opinion is Lorry Fehsal.



Among those on hand to provide professional help at the meeting was regional attorney Stanley Mailman, here seen counseling Ruby Jean Ohan of the Rockland Health Department.



Rockland County chapter treasurer Sophia Long finds herself surrounded here by three presidents who represent the chain of command between her chapter and the statewide CSEA organization. From left are CSEA statewide acting president Thomas H. McDonough, Rockland chapter president John Mauro and Southern Region 3 president James Lennon.

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14 State Workers Share \$630 For Suggestions

ALBANY—Fourteen State employees' received cash awards in May for money-saving ideas submitted to the employee suggestion program administered by the State Department of Civil Service.

Ersa H. Poston, president of the State Civil Service Commission, said the 14 received awards totaling \$630 for suggestions expected to result in savings to the state of more than \$2,500.

Award winners follow.

\$150—Roger W. Yonkin and Edward Monroe, both of the Department of Transportation in Ithaca.

\$100—Samuel Grossman, Levittown, Department of Motor Vehicles; Julia K. Shutts, Schenectady, Department of Environmental Conservation.

\$75—Marjorie E. Knowles, Albany, Division of Criminal Justice Services.

\$50—Fay Greenberg, Rockaway Park, Motor Vehicles.

\$40—Joseph T. Podgorski, Schenectady, jointly with Alfred

L. Levine, Albany; Harold Schwebel, Albany, and Fred W. Ruff, Schenectady, all of the Department of Labor, L. H. McCutcheon, North Tonawanda, Public Service Commission.

\$25—Louise Pervall, Department of Mental Hygiene in Staten Island; Joseph D. Misuraca, Ravena, Department of Law, and Matthew L. Breitenbach, South Westerlo, Department of Health.

Cash award winners also received certificates of merit. Certificates of Merit also were awarded to Hugh Templeton, East Greenbush, Department of Education; Hattie Belle Truex, Middletown, Mental Hygiene; Thomas J. Ryan, Troy, Department of Agriculture and Markets, and Sgt. Edward Van Kluyve, Stony Point, Division of State Police.

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Court Exams Called
MANHATTAN—A total of 80 grand jury stenographer candidates, exam 3133, 80 hearing reporter candidates, exam 3134, and 80 senior shorthand reporter candidates, exam 3135, were called to the comprehensive practical part of their respective exams from June 24 to July 1, by the city Department of Personnel.

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This Week's New York City Eligible Lists

EXAM 3622
PROM SR CHEMIST-TOXICOL
 This list of three eligibles, established June 19, resulted from May 21, 1974 technical-oral testing, for which 18 candidates filed, 10 were called, and 8 appeared. Salary is \$16,400.

HSA
 No. 1—86.75%
 1 Stuart G Ballin, Antonio Carella, Stephen J Andryauskas.

EXAM 3558
SUPERVISOR - LIGHTING
 This list of three eligibles, established June 19, resulted from April 24, 1974 written testing for which five candidates filed, four were called, and four appeared. Salary is \$19,868.

T.A.
 No. 1—85.20%
 1 Arnold Siegel, William R Wilfert, Michael J O'Hara.

EXAM 3515
COLLEGE OFFICE ASSIST. B
 This list of 696 eligibles, established June 19, resulted from June 9, 1973 written testing, for which 1,259 candidates filed, 1,223 were called, and 1,128 appeared. Salary is \$8,600.

Brooklyn College
 No. 1—88.68%
 1 Irene S Forman, Clara P Shor, Thomas J Casey, Rosemarie Campbell, Sally A Seigerman, Florence G Letts, Helen P Hart, Gertrude M Quinlan, Marcia A Nirenberg, Selma Kurn, Gladys Cohen, Rose Lazar, Charlotte Gewant, Jacinta Thompson, Birdie Brickman, Frances D Pruss, Margaret A Schoppe, Sydelle F Asen, Beverly Gollinello, Hilda F Schlaifer.

No. 21—80.31%
 21 Helen Potashnick, Harriet A Ronan, Eleanor K Creegan, Miriam Beliner, Anne Handlers, Florence Moore, Eda V Gentile, Louise D Fusco, Rose Zinn, Leonora Goldstein, Marilyn S Rubenstein, Shirley Lichter, Bertha Slutskin, Doris Glassman, Doris F Perlman, Leonora Baar, Ethel Barkoe, Kaye Schuman, Lillian E Santos, Ethel Finkelstein.

No. 41—75.80%
 41 Erma Disner, Celina Rocas, Carol P Gordon, Kathleen E McGrath, Selma Roth, Sarah Wolff, Eva Held, Cecilia G Chandler, Lucy Daquila, Marlene Raffolow, Bette Fortinsky, Leatrice H Howell, Jacqueline Edelman, Lillian

Kamzan, Sylvia G Katz, Dorothy S Voss, Anna Sherman, Rose M Dimarco, Rose K Convissar, Ann Feldstein.

No. 61—72.015%
 61 Helen Parrotta, Bess Schindler, Evelyn F Fachler, Rosella Mitchell, Pearl Hager, Jenny L Allenberg, Irene L Gertler, Doris Donn, Geraldine Williams.

Bernard Baruch College
 No. 1—88.13%
 1 Joan M Aydelotte, Pauline Blacker, Dorothy Weitz, Jean L Mastracchio, Mildred Feuer, Dreina R Lee, Judith Mayes, Rita Leeds, Barbara Mebert, Rhonda Schorr, Ellen C Berkowitz, Ada Y Schilansky, Janice D Judge, Irene Barkus, Theresa Wiesel, Sylvia Kunkin, Alice F Hyman, Kathleen Backen, Sylvia Zahn, Rosalind Jackson.

No. 21—73.64%
 21 Selma Lippman, Geraldine Johnson, Marie McHenry, Beatrice M Blume, Anna F Gennaro, Rose R Tighe, Roslyn Cotten, Janice Basilico, Arline Glick.

Bronx Comm College
 No. 1—86.98%
 1 Blanche Hermalyn, Barbara Solomon, Evelyn F Frapwell, Pauline Vos, Naomi Hirschfield, Molly Topaz, Evelyn W Foster, Roberta Koch, Catherine Farley, Anne M Steward, Helen Benardo, Elsie Decesare, Helen Benowich, Marjorie L Miller, Edith Meyers, Carrie E Ashby, Renee I Mastrangelo, Florence Gooberman, Shirley Pingermann, Fay P Radow.

No. 21—73.165%
 21 Laverne Cook, Anne Geller, Sylvia Goldblatt, Rita R Stewart, Etta Bendick, Joyce H Elson, Lillian W Champagne, Haydee Davis, Leah Schwartz, Elaine Eldridge, Mary Needle, Maxine Cuyler.

City College
 No. 1—90.38%
 1 Constance Herlihy, Toni Barber, Gladys S Stewart, June Bariton, Augusta Gordon, Myrna Small, Betty J Pearlstein, Clara Silver, Irene C Strafford, David Warrington, Selma Tanzer, Marie Kappell, Genevieve Mullin, Rhoda Berly, Willa R Solomon, Marie C McNerny, Merrilee Bezdan, Gertrude C Stolcz, Belle Drutman, Eileen T Eltz.

No. 21—77.90%
 21 Henrietta Brown, Doris E

Walker, Mary A Forrestal, Mary L Johnson, Eleni Angelakdu, Janet G Zuckerman, Catherine Davis, Rhoda M Morris, Helene A Lund, Eva M Jackson, Joan Godette, Lenore Levine, Elinor G Smith, Libby M Alam, Ameon O Robinson, Anita R Sokoloff, Anne G Robinson, Joan Kunion, Elena C Hall, Lillian L Clark.

No. 41—73.04%
 41 Shirley Rosenblatt, Lillian Bavard, Rosemary A Kucer, Juanita Walker, Georgia H Capel, Imogene Romaine, Rosemarie Doherty, Nina S Bakstansky, Charlotte Eldot, Antoinette Sumter, Florence Sponder, Margarita Gardner, Estelle O Neal, Lela V Kerlew, Mildred D Barker, Maria J Barboza, Diane Gotsulias.

Graduate School
 No. 1—86.98%
 1 Veronica A Nagengast, Melba B Warren, Eleanor S Turner, Jane Mincho, Ina Schwartz, Eleanor Kapdow, Marjorie L Rambo, Mary D Hayes, Anne T Greiner, Adrienne E Brady, Belle Z Sussis, Marian R Smith, Lottie Welas, Jennie Nabogis.

John Jay Coll of Police Sci
 No. 1—89.53%
 1 Alvin W Brodecky, Genevieve Cunningham, Myrna S Allen, Joan M Schlissel, Mildred M Altholz, Frieda Grossman, Rose Silverman, Gwendolyn Berger, Susan Farkas, Jeanne Nardone, Jane E Roland, Tyrone Oree, Ada M Lane, Phyllis M Melbourne, Betty Goldstein, Rita E Feinman, Judy Goldstein.

Herbert Lehman College
 No. 1—88.68%
 1 Sarah A Cashin, Dorothy E Harvey, Mary E Finnegan, Susie D Eng, Isabelle Nuccio, Jean

Usatch, Viola S Wilson, Michele C Siegel, Geraldine Keller, Lillian, D Greenberg, Eleanor F Gitelson, Theodora Fenster, Linda J Foresta, Helen Nadler, Beatrice Altman, Vicki T Schwartzman, Frances Rosenblatt, Rose Pesakof, Celia Miller, Shirley Small.

No. 21—78.31%
 21 Celia Chipkin, Sylvia B Seigel, Sonia Wasson, Hortense Levine, Mary H Horan, Sue Braverman, Ruth Pell, Lynn M Tfelt, Sylvia Koss, Evelyn Einfrank, Roslyn Gilbert, Ethel D Brand, Gertrude Elkin, Mary V Butler, Eileen M Smyth, Catherine Carmody, Mary A Crystal, Sylvia Fisher, Rita Fruhschien, Sylvia Sonfist.

No. 41—74.50%
 41 Phyllis A Salamon, Hilda Connell, Anna Stollar, Vivienne M Fitzpatrick, Goldie Maso, Theresa Ryan, Lillian Sheppard, Annette Leibowitz, Catherine McShane, Sally A Romanello, Core E Lyons, Doris B Klein, Roselyn Moshensky, Eileen Lovett, Karen B Silber, Claire Roodman.

Admin Manager Exam
MANHATTAN—A total of 231 administrative manager candidates were called to the written part of exam 3591, on June 22, at Julia Richman H.S., by the city Department of Personnel.

Sr Inspectors Called
MANHATTAN—A total of 93 senior construction inspector candidates were called to the written part of exam 4031, on June 22, at George Washington H.S., by the city Department of Personnel.

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	Las Vegas 199	Caribbean Cruise 485
	Columbia 404	Canary Island 284
	French Riviera 299	Prospert 179
TWO WEEKS	South America 778	Central America 313
	Mexico 359	Orient 869
	Hong Kong (11 days) 619	London 299
	Italy 649	Iberia 468
	Lisbon U-Drive 418	
	London, Amsterdam, Brussels, Paris 573	
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	European Vacations Plus Cruises 559	
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	Africa 1454	
	Portugal, Spain, Morocco 726	
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Hi, There!

Members and Friends of the CSEA Albany Tax and Finance chapter toured Washington, D.C. recently, and took time out to pose with their Congressman, Samuel Stratton, shown in the dark suit at right center. They're in front of the Sam Rayburn Office Building. Mr. Stratton arranged for his constituents to attend a Marine Band concert and dress review.



It's Civil Service Committee Instead Of Affirmative Action

ALBANY—The affirmative action committee of the Civil Service Employees Assn. has had its name changed, by direction of acting CSEA president Thomas McDonough, to the civil service committee, which has standing committee rank.

At the second meeting of this specially appointed group, three state representatives of the Civil Service Department addressed the group informally. The representatives were: Irving Handler, Director of Staffing Services; Robert Quinn, Deputy Administrative Director, and Don Elter, Staffing Services. These men attempted to explain the affirmative action program being developed by Governor Wilson's mandate in their own department.

"First," Mr. Handler explained, "let me say we can only tell CSEA what we are doing in our department and what other departments tell us they are doing. As on the federal level, there is no specific power to develop a program vested in any one unit of state government. The only force that can do that is the courts and even their orders could be challenged if a department believes it has a working affirmative action program."

'Fair Chance'

When asked what affirmative is, the director again spoke, "Affirmative action, in the simplest terms possible, is a fair chance for everyone to qualify for a position."

"Under federal guidelines and state mandate, we in Civil Service must be sure that the job dictates the requirements for the person to take the test for the job opening and that the test, itself, relates to the job," the spokesman concluded.

Mr. Quinn explained, "Before affirmative action guidelines were established, we thought that the state Civil Service system was very good. Our tests were hard and only the 'cream of the crop' were able to pass them. We then appointed only the best person for the vacant position."

"But now we must re-evaluate the examination. We must look harder so that more people can participate in the testing. We still end up with the best person. But it is a more democratic process with many more participants from every possible situation. However, now the problem of mile-long waiting lists has been created."

Mr. Elter commented, "We have responsibility for 5,000 positions. The state has spent two million dollars on one test re-evaluation, publication of public announcements, etc. The cost factor is tremendous and this examination was so over-supported that the community has been turned off. That's an example of affirmative action back-firing."

Go To Source

Asked what re-evaluation pro-

cedures of examinations were being used, the speakers explained, "We have to go to the source of information about the job itself. So we go to the employees with questionnaires or even interviews. We do ask supervisors various job-related questions. And for those one-of-a-kind jobs we have to go at times to private industry to find out what exactly the job requires."

Questioned about possible changes in the civil service merit system, the speaker answered, "We are sure that CSEA would balk at any possible change in the present system. We are now trying to find out what possible effects court rulings could have on various aspects of the Civil Service Merit System, and we

believe the state will defend its present selection system to and through legal proceedings, if necessary.

"But actually affirmative action is what the Civil Service is all about—giving everyone a fair chance at a position."

Asked bluntly if CSEA will have a voice in affirmative action programs being considered by the state, the speakers all agreed. "CSEA is already involved. CSEA is not going to let the state do anything that may harm its members. We know that. And most of the time the state and CSEA do work toward the same objectives each, of course, in its own position of employer or employee union."

Low-Cost Group Life Open To Local Gov't

ALBANY—Enrollment in a special, low-cost group life insurance plan, which does not require a medical examination in most cases, is available during June to local government employees who are members of the Civil Service Employees Assn.

Applications, with signed authorization to have premiums deducted from salary, should be sent to the Insurance Dept., CSEA, 33 Elk St., Albany, N.Y. 12207, on or before June 30. The applications and literature explaining the group life insurance plan may be obtained from local CSEA chapter representatives or from the union headquarters at 33 Elk St.

CSEA members who are under 50 years of age or who have not completed five years in state service, and who have not been previously rejected for this insurance on the basis of a medical examination, are eligible for the plan without a medical

examination.

Applicants who have not attained age 50 but have been employed for 5 years or more in state or local government will be required to submit a satisfactory statement of physical condition as a condition to become insured.

Members who are over 50 years of age and who have completed more than 5 years of service must take a medical examination at the expense of the insurance company. Premiums are waived should a member become permanently disabled before attaining age 60, and double indemnity in the case of accidental death is guaranteed.

The cost of the insurance is 10 cents bi-weekly per \$1,000 worth of coverage for members 29 years old or younger. Older members may obtain this insurance at lower than normal rates. Members pay their insurance premiums through the automatic payroll deduction plan.



Good Time Is Quite Correct

It was fun time in Albany recently as the Department of Correction held a dinner party at the Americana Inn. This chatty group includes, from left: Jack Weisz, CSEA departmental representative for Correctional Services; Susan Crawford, secretary, Correction chapter; Alicia Fisher, chapter president; James A. Cooney Jr., and Joseph Bakerian Jr., CSEA field representatives.



Among happy attendees at the Americana Inn fete are, from left: John F. Halligan, Albany area director, Correction Department; Agnes Finkell, and Arthur W. A. Finkell, who is a parole officer; Mary H. McGrath, parole officer, and Margaret C. Haggerty, supervisor, Albany area Correction Department.

(Leader photos by Joe Higgins)

Scholarship Goes To Calvin Foster

WATERTOWN—A \$300 scholarship was awarded by the Black River Valley chapter, CSEA, to 18-year-old Calvin A. Foster, Carthage, at the unit's annual award dinner, May 18, at the Watertown Elks Club. He is the son of Mr. and Mrs. Raymond E. Foster, employee of the Office of General Services, Watertown.

The CSEA chapter also presented a \$330 check to the Jefferson County Association of Retarded Children for use in purchasing a phonic ear infant audiometer.

One hundred and fifty persons attended the affair, presided over by William F. Dupee, chapter president. Foster, scholarship award recipient, will study forestry at Paul Smiths College.

Mary Pompeii Recovering

WINDSOR — Mary Pompeii, treasurer of Broome County chapter of the Civil Service Employees Assn., is now recovering at home from open heart surgery. She expresses her gratitude for the cards and flowers she has been receiving during her convalescence, which will continue for several months, yet. Her mailing address is P.O. Box 261, Windsor, N.Y. 13865.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

Federal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (800) 523-7407. 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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LEGAL NOTICE

CERTIFICATE OF LIMITED PARTNERSHIP OF CENTRAL PROPERTIES STATE OF NEW YORK

COUNTY OF NEW YORK

WE, the undersigned, desiring to form a Limited Partnership pursuant to the laws of the State of New York, CERTIFY as follows:

1. The name of the Partnership is the CENTRAL PROPERTIES.

2. The purpose of the Partnership is to purchase all distribution rights to a motion picture entitled "Mussolini: Last Act," for the United States and Canada, and to distribute, exploit and turn to account in the United States and Canada the rights at any time held by the Partnership in connection therewith and for no other purpose.

3. The principal place of business of the Partnership is 1 Gulf & Western Plaza, Borough of Manhattan, City and State of New York.

4. The name and place of residence of each General Partner interested in the Partnership is Ralph Serpi, 1 Gulf & Western Plaza, New York, New York.

5. The name, place of residence and amount of cash contributed and the share of profits or other compensation by way of income which each Limited Partner shall receive by reason of his contribution is set forth in Schedule "A" annexed hereto and made a part hereof.

6. The partnership term shall commence on the day upon which, pursuant to the Partnership Law of the State of New York, the Certificate of Limited Partnership is duly filed in the office of the Clerk of the County of New York and thereafter from year to year, and shall terminate on January 3, 1999 unless sooner terminated.

7. No additional contributions may be required to be made by the Limited Partners to the Partnership.

8. The contribution of each Limited Partner shall be returned to him at such times (after distribution of the motion picture has commenced), as the Partnership has paid or made reasonable provision for all debts, liabilities, taxes and contingent liabilities; all cash received from time to time by the Partnership in excess of said cash reserve shall be paid to the Limited Partners until their total contributions shall have been thereby fully repaid, and thereafter, in accordance with their Partnership percentages after payment of two (2%) percent to the General Partner as compensation.

9. No Limited Partner shall have the right to substitute an assignee in his place, without the written consent of the General Partner.

10. No additional Limited Partners may be admitted into the Partnership.

11. No Limited Partner shall have any priority over any other Limited Partner as to contribution or as to compensation by way of income.

12. In the event of the death, retirement or disability, General Partner, the Partnership shall be dissolved, unless 75% of the Limited Partners shall, within eighty (80) days select a new General Partner and elect to continue the partnership.

13. No Limited Partner may demand and receive property other than cash in return for his contribution.

Dated: New York, New York
June 5, 1974

SCHEDULE "A"

NAME	PLACE OF RESIDENCE	AMOUNT OF CONTRIBUTION	SHARE OF PROFITS WHICH EACH LIMITED PARTNER SHALL RECEIVE BY REASON OF HIS CONTRIBUTION	NAME AND ADDRESS F&I TOTAL
Martin Shenberg	139 S. North Carolina Ave Atlantic City New Jersey	4.90%	\$30,000	4.90% \$30,000
Charles Marshak	Plaza Apartments Atlantic City, New Jersey	4.90%	\$30,000	4.90% \$30,000
Martin Green	8103 Bayshore Drive Margate, New Jersey	2.45%	\$15,000	2.45% \$15,000
Maxwell Goldberg	8110 Bayshore Drive Margate, New Jersey	7.35%	\$45,000	7.35% \$45,000
Albert Gardner	1537 Atlantic Avenue Atlantic City, New Jersey	2.45%	\$15,000	2.45% \$15,000
Edward R. Knight	7 N. Thurlow Avenue Margate, New Jersey	4.90%	\$30,000	4.90% \$30,000
Center Corp.	15 Nevins Street Brooklyn, New York	9.80%	\$60,000	9.80% \$60,000
Carl Easton & Jacqueline Easton	815 Park Avenue New York, New York	9.80%	\$60,000	9.80% \$60,000
Dr. Robert Hirsch	63 Station Road Great Neck, New York	2.45%	\$15,000	2.45% \$15,000
Gedney H. Baldwin	277 Canterbury Drive Ramsey, New Jersey	2.45%	\$15,000	2.45% \$15,000
Robert Neustadter	8 S. Penbrooke Avenue Margate, New Jersey	2.45%	\$15,000	2.45% \$15,000
Milton Neustadter	9 S. Union Avenue Margate, New Jersey	7.35%	\$45,000	7.35% \$45,000
Edward Baron	4 S. Rumson Avenue Margate, New Jersey	2.45%	\$15,000	2.45% \$15,000
Robert Rothenberg	2205 Pacific Avenue Atlantic City, New Jersey	2.45%	\$15,000	2.45% \$15,000
Howard Roemer	8 Greenville Place Rumsey, New Jersey	2.45%	\$15,000	2.45% \$15,000
S. Stuart Mally	4700 Atlantic Avenue Atlantic City, New Jersey	2.45%	\$15,000	2.45% \$15,000

Public Employee Union's Right To Strike Debated

Do public unions, whose work stoppage can endanger the public safety, have the right to strike — or even the right to threaten to do so. And if they don't, what are the alternative methods they have to negotiate a fair contract?

This was the question posed last week at the Institute of Collective Bargaining and Group Relations, a symposium to discuss the issues involved in Justice Burton Roberts' decision to bring criminal action as a result of the firemen's strike last November.

The problem came to light just recently, when the Manhattan Grand Jury handed down ten indictments against Richard J. Vizzini, head of the Uniformed Firefighters Association. The charges were subsequently dismissed except those of "reckless endangerment," and "coercion," both of which are class A misdemeanors, with imprisonment up to one year possible.

The "reckless endangerment" charge states that Vizzini, by calling his men out on strike, caused an endangerment to the public safety. The "coercion" stemmed from his threat to go out on strike, to set a better contract with the city.

The union position was that if Justice Roberts' decision is upheld, all collective bargaining rights would be in jeopardy. The union felt the right to strike is the major weapon it has to force the city to negotiate in good faith.

A spokesman for the union brought out that the Taylor law

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Steven L. Schwartz	4.90%	\$30,000
110 East 42nd Street New York, New York		
Dr. Robert Hackett	2.45%	\$15,000
444 East 82nd Street New York, New York		
Stanley Schechter	4.90%	\$30,000
151 Birchwood Avenue Jericho, New York		
Dr. Leonard Rakow	2.45%	\$15,000
Indian Road Fieldstone, New Jersey		
GENERAL PARTNER RALPH SERPI	2%	—0—
132 Brookville Rd Glenhead, N.Y. 11545		

STATE OF NEW YORK, COUNTY OF NEW YORK: I, NORMAN GOODMAN, County Clerk and Clerk of the Supreme Court, New York County, do hereby certify that I have compared this copy with the original filed in my office on June 7, 1974 and that the same is a correct transcript therefrom and of the whole of such original.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official seal
June 7, 1974. NORMAN GOODMAN
County Clerk and Clerk of the Supreme Court of New York County

makes no provisions penal action against labor leaders who call their members out on strike. A lawyer for the UFA, states that the Taylor law makes only two provisions for action against striking unions; one is a Court

"Injunction," and the other is to take away the "union dues checkoff" power from the striking union. Neither of these actions call for criminal penalties against a union leader.

A lawyer for the city said: we have to question whether the Taylor law preempts all criminal law on the issues of endangerment." That is, if the state legislature, when it passed the Taylor law, did not say that the Taylor law was not intended to supersede all law on the issue of endangerment — then the issue of criminal sanctions against striking union leaders, who endanger the public, is still open.

Meanwhile, Vizzini, and two other top UFA officials pleaded guilty last week to the "reckless endangerment" charge. The three officials will be sentenced to three years probation.

Their decision to plead guilty leaves unresolved the issue of whether public unions have the right to strike. The next public employee union leader willing to call a strike — will have to go to court to see if Justice Roberts' decision would hold up.

Sr Rent Examiners

MANHATTAN—A total of 92 senior rent examiner candidates were called to the comprehensive written part of exam 3661, on June 27, by the city Department of Personnel.

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COFFEE POT ALWAYS HOT



Here are faces in the crowd at the Albany Region County Workshop in Saratoga Springs.



MAKING A POINT — At the first County Workshop of CSEA's Albany Region 4 last month at the Gideon Putnam Hotel, Saratoga Springs, John Vallee, Region third vice-president and Rensselaer County executive representative, holds a mini-discussion with, from left: Dr. Edward Diamond, CSEA director of recruitment and education; Charles Luch, president of Saratoga County Educational chapter; Edward Wilcox, president of Saratoga County chapter, and Howard Cropsey, president of Albany County chapter and vice-chairman of CSEA's statewide County Executive Committee.

Why Join CSEA? Read Erie's Reply

BUFFALO—Pay increases ranging to 80 percent during the Civil Service Employees Assn.'s nine years in Erie County and a reasonably smooth transition during the Social Services Department's separation of services, were among arguments presented in favor of CSEA in a two-page personal message from David L. Reeves, Erie chapter vice-president, who had been actively "courted" by AFSCME for six months.

Addressing himself to the tandem questions, "why join CSEA?" and "Why not join another organization?" which he called fair questions, Mr. Reeves contrasted CSEA's record at the bargaining table, in grievance and legal proceedings and job security with the rival union's complete reliance on "pie in the sky promises."

Silence Tells All

"Why aren't the rank and file blue-collar workers and members of AFSCME telling us about the advantages of being in their union?" he asked and concluded, "Perhaps the members' silence tells us more than all of their organizers' promises."

While again offering free access to grievance files he's compiled, Mr. Reeves, asks, "Will AFSCME do the same?"

"Furthermore, has anyone heard of any AFSCME grievances at all?"

"I haven't," he continued, and by contrast pointed to a series of grievances won by CSEA: on pay omitted by County from first 1974 paychecks; on out-of-title

work; vacation scheduling; extended duty time credits; personnel rules interpretations, etc. "And that's just what CSEA has done lately," he said.

Mr. Reeves also emphasized that CSEA legal assistance was instrumental in "no lay-offs, no pay cuts, no job losses," during the separation of services changes which took place in the Social Services Department.

He further reminded readers of recent court actions by CSEA on work hour changes, working conditions and the successful suit granting sick leave benefits in maternity situations.

Pay Goes Up

On pay, his message showed pay improvements for representative grades: Grade I from \$3,130 in 1965 to current starting rate of \$5,656, an 80 percent increase; Grade III from \$3,575 to \$6,132, a 71 percent increase; Grade VII from \$5,010 to \$8,518, a 70 percent increase; and Grade XI from \$7,085 to \$11,882, an increase of 67 percent.

Pointing to the recent unexpected inflationary pressures, Mr. Reeves proposed raises of 15 to 20 percent in the upcoming negotiations.

Among fringe benefits won by CSEA, Mr. Reeves, pointed to fully paid health insurance, "previously unheard of," personal leave days, guaranteed coffee breaks, full annual pay, increased vacations and holidays, extended sick leave, etc.

Concluding that AFSCME's dues, which are almost double those of CSEA, cover little more than the extra costs of the more complicated structure of that union, he said, "I see nothing that they have to offer that we cannot obtain with hard and consistent efforts within CSEA. "My vote stays with CSEA, because CSEA works for you."

Saranac Unit Calls Impasse

SARANAC—The Civil Service Employees Assn. has declared an impasse in its negotiations with the Saranac Central School District.

The CSEA, which represents two bargaining units in the district, has filed the necessary papers with the Public Employment Relations Board in Albany requesting the services of a mediator.

According to John D. Corcoran Jr., CSEA regional supervisor, the reason for the impasse is due to the intransigent position of management with respect to salaries.

"The Board expects us to take less than we received last year and we won't," stated Mr. Corcoran. He commented further, "We welcome the intervention of a mediator to move management from this archaic position."

Other members of the CSEA negotiating team are, Jeanne Kelso, Saranac unit president; Art Baker, Sally Baker, Francis Perry, Myrtle Shelters, Joseph Rivers and field representative George Vanderhoff.

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



CHAUTAUQUA COUNTY INSTALLS — William McGowan, president of CSEA's Buffalo region, recites the oath of office to the new officers of the Chautauqua County chapter of CSEA. From left, are: Mr. McGowan; James Kurtz, second vice-president; Donald Malony, president; Patricia Bigelow, board of directors; Harold Peters, board of directors; Wanda Gustafson, board of directors; Betty Cross, board of directors; Sharon Whitehead, secretary; Bernadette Stockunas, treasurer, and Russel Certo, first vice-president.

Ask State To Probe Long Beach Finances

LONG BEACH—The Civil Service Employees Assn. has asked Governor Wilson and State Comptroller Arthur Levitt to investigate the financial affairs of the City of Long Beach because of an official threat of layoffs or payless pay days.

In addition, a charge of unfair labor practices was to be submitted this week to the state Public Employment Relations Board.

Long Beach CSEA unit president Steve Hayes called a special membership meeting this week to discuss the threats. No date for the meeting had been set at The Leader presstime.

City Manager Richard J. Bowen—on the job just seven weeks—precipitated the crisis of confidence by announcing June 18 that the city was running into a \$1.7 million deficit and could not pay a five percent across-the-board pay increase due July 1 under the CSEA contract. He also said there was "no money" for the "751" pension coverage also provided by the contract effective July 1.

Mr. Bowen said the city might face payless pay days by the end of the year.

Nassau chapter president Irving Flaumenbaum notified city officials that CSEA was taking action because Mr. Bowen had announced intentions to violate the contract.

CSEA had negotiated a successful settlement when a previous administration threatened to lay off 44 employees two years ago. The alleged fiscal crisis at that time was weathered without any employees losing their jobs.

Mr. Hayes said employees had

been thrown into a crisis mood. "Last time we had all we could do to keep the people from taking mass action," Mr. Hayes declared. "If the city persists in this kind of tactic, I don't think we could stop them. But, the Taylor Law is still in effect and we believe that legal remedies will prevail."

Mr. Hayes said the city's alleged fiscal crisis was exaggerated. He observed, however, that the new administration had hired \$200,000-worth of new employees, granted \$5,000 in pay increases to the new city manager and corporation counsel and that city councilmen are paid 40 percent more than their counterparts in the previous administration.

Hennessy 1st In Farmingdale

FARMINGDALE — Arthur Hennessy has been elected president of the SUNY at Farmingdale chapter of the Civil Service Employees Assn.

A complete slate was declared the winners June 17 after a tally of mail ballots by the Honest Ballot Association.

Those elected were:

Mr. Hennessy, president; Joseph McKnight, first vice-president; Laura Fortner, second vice-president; Cecelia Doyle, secretary; Janina Jouve, treasurer, and Vincent Acierno, Cecil Ayres and David Silber, trustees.

The tally was supervised by Anthony Giannetti, a member of the CSEA special elections committee. The state committee had ordered a run-off election because inadequate instructions had been provided in a vote last month and several races were contested.

Caruana Prexy In Masten Park

BUFFALO—A new slate of officers has been announced for the Masten Park chapter, Civil Service Employees Assn.

The chapter leaders are: president, Raymond A. Caruana; first vice-president, Patrick J. Gilmartin; second vice-president, Herman S. Alexander; secretary, Eleanor L. Miller; alternate secretary, Loretta Brayman, and treasurer, Lorraine M. Pedele.