

Civil Service LEADER

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Departmental Candidates

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See Page 8

CSEA Plans Legal Action on Taylor Law Amendments

ALBANY—Plans for a two-pronged attack against recent Taylor Law amendments that cut the computation base for public employee pensions and banned managerial personnel from union activity were revealed at Leader presstime by the Civil Service Employees Assn.

CSEA leaders said that the organization will both take the legal route to challenge the validity of the amendments in separate law suits, and also call upon the State for immediate high-level discussions of the composition of the proposed so-called management - confidential unit.

Announcement of the planned legal actions was made to the Statewide membership of the Employees Association in the following letter from CSEA president Theodore C. Wenzl to chapter presidents and the organization's Board of Directors.

"At my direction, our attorneys have undertaken to institute litigation to test the validity of Taylor Law amendments, particularly new Section 214 of the Civil Service Law and the amendments to the retirement and Social Security Law insofar as said amendments affect the salary base for computing retirement benefits.

"Research of facts and law
(Continued on Page 14)

Candidates Draw Lots For Ballot Spot

ALBANY—Candidates running for Statewide office for the Civil Service Employees Assn. found out last week what position their names would occupy on the ballot that will be sent out to CSEA members within a few weeks.

A unique drawing of the names was conducted at CSEA Headquarters under the direction of CSEA's special election procedures committee, headed by Bernard C. Schmahl, chairman. William McConvell assisted Schmahl.

The drawing procedure, devised and submitted to Schmahl by CSEA president Theodore C. Wenzl, involved small medicine bottles, each containing a small aspirin marked with either the numbers "one" or "two." Wenzl placed a symbolic meaning on using aspirin, noting that the pill "would be sweet for some and bitter for others, depending on whether their names were first or second on the ballot." He also said the aspirins were a reminder to the candidates of the awesome tasks and many headaches a member in a CSEA leadership role encounters during his term of office.

(Continued on Page 16)

Metro Conf. OKs Statewide Slate

Delegates to a recent meeting of the Metropolitan Conference of the Civil Service Employees Assn. endorsed a selection of Statewide candidates for the upcoming election of CSEA officers, Randolph V. Jacobs, conference president, announced last week:

Receiving endorsements were:

- Irving Flaumenbaum, Long Island, for president.
- Frederick E. Huber, Buffalo, for first vice-president.
- Solomon Bendet, New York City, for second vice-president.
- Hazel Abrams, Albany, for fifth vice-president.
- Edna Percoco, Staten Island, for secretary.
- Jack Gallagher, Mohawk, for treasurer.

The Conference took no position on the candidates for third and fourth vice-presidents.

Assembly Probe Starts

Investigation Of Mental Hygiene Dept. Revealing 'Waste And Inefficiency'

HAUPPAUGE—Repeated charges of waste and inefficiency were raised against the State Mental Hygiene Dept. here last week as an Assembly subcommittee launched an investigation into the entire operation of the State agency.

Under the chairmanship of Robert C. Wertz (R-Smithtown), witness after witness

was called here to give testimony on outside activities of hospital directors, usage of outside consultants, hiring practices, patient care and the manner in which recent layoffs of personnel were decided.

Prior to these first hearings, held last Thursday and Friday here, Assemblyman Wertz told The Leader that "We are extremely concerned about the calloused way budget cuts were telescoped on four State hospitals and two State schools, completely contrary to the intent of the Legislature, with the result that thousands of hard-working, dedicated civil service servants were removed from jobs to which some of them had devoted in excess of 20 years of service. Many of these employees have asked to testify and many will be accommodated at the hearings, which will be held throughout the State in coming

months."

Flaumenbaum Cites Neglect

Among those giving early testimony was Irving Flaumenbaum, first vice-president of the Civil Service Employees Assn., who told the subcommittee mem-

bers that in a recent tour of several institutions he found "nothing but neglect; neglect of patients and neglect of employees."

Flaumenbaum cited an instance at the Suffolk State School to support his contention. He charged that, in one case, a single employee was given the "enormous and heart-breaking" task of trying to feed and care for 40 profoundly retarded persons.

Flaumenbaum declared the Mental Hygiene Dept. to be "criminally negligent" for the hysterical method it used in firing employees left and right without first considering the effects such action would have on patient care, patient morale and the working efficiency of "already-overburdened attendants."

The CSEA officer said also that "I was shocked to learn that office favorites, idle deputy commissioners and other unneeded personnel went untouched during the period of axing the very backbone of our institutions—the ward personnel, laundry workers, food service people and others who are the daily life

(Continued on Page 3)

In One-Year Contract

City Chapter Seeks 20 Percent, \$1,500 Minimum Wage Hike

A salary increase of 20 percent across-the-board, with a minimum \$1,500 wage hike, was proposed last week by the New York City chapter of the Civil Service Employees Assn.

Solomon Bendet, chapter president, said the proposal would be for a one-year contract and that the resolution would be forwarded immediately to Randolph V. Jacobs, chairman of the CSEA salary committee.

In a related action, Seymour Shapiro, chapter treasurer, proposed that the pay differentials in the nine Metropolitan area counties and Monroe County be increased from \$200 to \$500.

"State employees living in or near New York City are suffering from excessive taxation not imposed in other areas and civil servants should have these differentials adjusted accordingly," Shapiro declared.

Other high cost areas should be included in this adjustment, Bendet added.

Bendet predicted that the
(Continued on Page 16)



Candidates running for statewide office for the Civil Service Employees Assn. were in Albany last week for a drawing to determine what position their names will occupy on the ballots which will be sent to CSEA members in a few weeks. In top photo, Bernard Schmahl, chairman of CSEA's special election procedures committee, wishes good luck to Robert Knipper of the Amsterdam Data Processing Corp., the outside, independent agency that has been retained by CSEA's Board of Directors to conduct the election. William McConvell, a member of Schmahl's committee looks on.

Inside The Leader

1. State Trooper News — See Pages 3 & 16
2. Insurance Status for Laid-Off Employees — See Page 14
3. Eligibles — See Page 10

Don't Repeat This!

Pension Study Will Be New Hassle For All Civil Service

NO MATTER which way you turn these days, some aspect of the Taylor Law seems to be creating havoc among public employee unions.

The biggest uproar of the moment is over the State's planned move to take advantage of a recent amendment to the law to throw thousands of employees in a so-called confidential-management class and deny them union membership. This
(Continued on Page 2)

Don't Repeat This!

(Continued from Page 1)

action is particularly galling to the Civil Service Employees Assn. which could have some 10,000 members cut from their rolls with an ensuing loss of about a third of a million dollars in dues.

The irritation is increased as some local government units appear to be planning to take similar steps.

Naturally, the Employees Association is going to fight any moves of this kind in the courts, the Legislature, the bargaining table and any other place available for battle.

Pension Action

The latest war for which public employee unions in both the State and New York City are girding their loins is the proposed "study" of public employee pension improvements, which every single civil service union to a man views as nothing more

Say Poughkeepsie Bullies Aides On CSEA Membership

POUGHKEEPSIE — Improper practices charges have been filed by the Civil Service Employees Assn. against the Town of Poughkeepsie on the grounds that employees are being discouraged from joining CSEA.

CSEA contends that even though it has been officially recognized as the employee representative for Poughkeepsie town employees in the sewer department, water department, Town Hall and civilian employees of the police department, the town has not been deducting membership dues from employees' payroll checks.

In the charge filed with the New York State Public Employment Relations Board, CSEA alleges that the "Town is discouraging their employees to join, form or participate in CSEA . . ." and that immediately following recognition of CSEA as bargaining representative, "membership dues were being deducted sporadically by the Town of Poughkeepsie in accordance with Section 208 (B) of the Taylor Law."

No Deductions

"In October 1970," the charge continues, "no further deductions were made . . . for membership dues in CSEA."

A spokesman for CSEA said, "Representatives have contacted a Town official in attempts to resolve the problem, but the Town of Poughkeepsie still is not deducting membership dues. This is a flagrant violation of the Taylor Law and must not be further tolerated."

John DuPitka, president of the Town of Poughkeepsie Unit, Dutchess County CSEA chapter, filed the charge. The union will be represented by Ward W. Ingalls Jr., attorney from Kingston.

Sr. Steno State List

The Senior Steno list of State eligibles in the July 13 edition of The Leader was printed in two parts: Numbers 1-612 and 613-1023. They are both from the same list, even though a "To Be Continued" line and several smaller lists separated the two sections.

than a stall to keep workers from getting any pension gains at all.

What riles policemen, firemen, sanitation workers, State and county employees, is the piousness with which the Legislature deals with this issue. No one in civil service has forgotten that legislators who can hang in there for 20 years can retire at a half-pay pension based on the best single year of income.

Taylor Law amendments recently approved, however, cut down seriously on the basis for computing retirement, even though the average basis for computing wage bases is three years, not one. Such added payments as overtime and unused vacation will no longer be computed in the final average earnings upon which retirement pay was figured previously.

Bring this subject up to any public employee union and you will get a violent reaction, which means the Legislature is going to bear the brunt of this reaction in their next session.

That next session, by the way, happens to be an election year—1972. Will the leaders of the Legislature be as tough in an election year as in an off year? Well, as we noted last week, the civil service vote is potent stuff at the ballot box and our advice to all those seeking re-election to office is to speak softly and think of some compromises—not dictates.

Opportunities Await Residents In Hosp. Administration Title

Four levels of a career ladder in hospital administration exist with the Veterans Administration. Candidates for the resident title must, however, be initially enrolled as a graduate student in hospital administration.

First-level entrants are expected to have a bachelor's and be candidates in an advanced degree program, while second-level candidates must have studied one year toward the MHA beyond first-level requirement.

For level-three people, possession of the master's is a must, but attainment of a bachelor's and two successful years of grad study is also acceptable. Fourth-level contestants will need an additional year of study beyond the master's toward a Ph.D.

The residency consists of orientation to hospital departments and working on assignments with all administrative divisions plus several professional services. Concentration may be on budgeting, staffing, community relations or the like.

For detailed information, consult Announcement No. WAH-917, available from the Federal Job Information Center. Their address: 26 Federal Plaza, Manhattan, north of the City Hall.

Illness Hits Margolin

The customary weekly feature, "Your Public Relations I. Q.," is temporarily missing from the pages of The Leader. Professor Leo Margolin, the column's author, has been incapacitated by illness, but, upon his recovery, the column is expected to resume.

Weingartner Wins Top Binghamton SH Chapter Post

BINGHAMTON — The 1,375-member Binghamton State Hospital chapter of the Civil Service Employees Assn. has elected a new slate of officers, including interim chapter president Leo Weingartner, to head the recently chartered organization for a two-year term.

Officers include: president: Leo Weingartner; first vice-president: Andrew Lebwohl; second vice-president: Ralph Hutta; third vice-president: Leon Wilmot; secretary: Jone Stevens; executive secretary: Morris Sokolinsky, and treasurer: Betty Begeal.

Delegates elected were: Doris Campion, representing the professional, scientific and technical employees; Stell Wood, institutional employees; Cy Soules, operational employees, and Beth Stover, administrative employees.

Alternate delegates elected included: Marvin Seigel, representing professional, scientific and technical employees; Minerva Kelly, institutional employees; Ray Wellman, operational employees, and Bertha Tarbox, administrative employees.

The new Binghamton State Hospital chapter received its charter in October 1970 from CSEA headquarters. The chapter had formerly been affiliated with the Binghamton State chap, CSEA.

Weingartner said the chapter recorded a 58 percent ballot return in the election. Ballots were mailed out April 3.

Voting was coordinated by election committee chairman Minerva Kelly and Jack Perry. Other election committeemen were Jack Jones, Linda Witzel, Andrew Lebwohl, Mildred Lebwohl, Cy Soules, Frank Slavitsky, Wilfred Kelly and Ruth Furman.

The vote tally was under the direction of Jack Keane, commander of American Legion Post 1645 in Binghamton. Keane and other volunteers, Bucky O'Donnell, Bernard Gorman, Ed Obremski, Curt Munyan and Gene Segrue, spent more than two hours at the post's Robinson St. headquarters tabulating the results.

Campbell Heads Parking Comm.

ALBANY — Boyd Campbell, president of the Civil Service Employees Assn. Department of Education chapter in Albany, has been named chairman of the CSEA ad hoc capital district parking committee.

The committee will study the parking problem areas of Albany, including the campus and downtown, and discuss possible solutions to this problem as it exists in the capital district.

Members of the committee are Ernest Wagner, of the State Retirement System; Thomas McDonough, Department of Motor Vehicles; and Alphonse Briere, Division of Employment.

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CSEA Field Staff Swells To A New High Mark: 46

ALBANY — The Civil Service Employees Assn.'s field staff has reached 46 with the addition of three new field representatives to serve the Association's members.

Karl K. Floser has been appointed field service assistant

for State employees in the Syracuse area formerly serviced by field representative Roger Kane. Floser, 25, holds a bachelor's degree in business administration and an MBA in industrial relations from the State University of New York at Albany. Formerly he was employed in the registrar's office at SUNY at Albany, at the New York State Dept. of Health and at the Albany YMCA.

Irwin M. Scharfeld, 29, will serve as a field representative for local government units in

CSEA Pushes For Meal Allowance For DOT Employees

ALBANY — The Civil Service Employees Assn. is filing a fourth-stage contract grievance in order to restore to some 250 former employees of the Public Service Commission, the same rules and procedures for noonday meal allowances that they were accorded before their jobs were transferred to the Department of Transportation.

The employees, transferred in February, from PCS to DOT, but with the same job titles and duties, had enjoyed rules pertaining to the claiming of noonday meal allowances that were more liberal than those of the DOT workers.

They and CSEA were informed recently by the DOT that as of May 16, they would be required to conform to the allowance procedures that are uniform in the DOT and are stricter than those of the PSC.

Won't Yield Benefits

"We are filing a contract grievance on this matter," said CSEA-DOT departmental representative Richard Cleary, "because under the CSEA-State contract, any benefits enjoyed by employees are guaranteed and cannot be taken away from them. CSEA feels that the contracts mandate that the former PSC employees cannot be forced to give up the more liberal benefits in order to conform to the stricter policies of their new department."

The 250-odd employees involved consist mainly of motor vehicle inspectors, supervisors of motor carriers, and railroad safety inspectors.

"CSEA met with the DOT on this problem in late April," Cleary said, "and now the Department has arbitrarily set a date on which the employees must conform with the stricter rules."

The grievance is being initiated at the fourth stage, a grievance hearing. CSEA and the employees will be represented by attorney James W. Roemer.

CSEA is also currently at impasse with the DOT in departmental negotiations over several matters, including the restoration of the noonday meal allowance for DOT workers, which was discontinued more than two years ago.

Suffolk County. A graduate of Cornell University's school of industrial and labor relations, Scharfeld was formerly a labor relations representative and wage analyst with the Ling Temco Vought Aerospace Corp. in Dallas, Tex., and was management engineering team chief at Sawyer Air Force Base, Mich. He replaces Jose Sanchez, who has been transferred to the Southern Conference area.

New field representative for local government employees in Erie County is Myron J. (Mike) Norys, who replaces Eulis Cathey.

Norys was graduated from Canisius College in Buffalo and previously was employed as a field representative with Blue Cross of Western N.Y., where he worked with teacher associations and municipal employees and management in providing hospital and surgical programs for employees.

St. Lawrence Signs

Pact Struggle Gains 6% Hike

CANTON — A year-long struggle by a negotiating team for the St. Lawrence chapter, Civil Service Employees Assn. has culminated in victory for its members, including pay increases and fringe benefits.

A pay increase of six percent, or a \$300 minimum, is received by all employees, along with earned increments.

Employees who work on an on-call basis, and whose activities are therefore restricted, are paid 50 cents an hour stand by time, and will earn their regular hourly rate when called in for work. No employee over Grade 25 will have this benefit, but will get compensatory time instead.

The County Highway Dept. crews will get a two-hour pay minimum for any emergency or showup time.

The County agreed that the minimum wage for its employees will begin at Grade 13, or \$4,200 a year.

Seventy-five percent of the health insurance cost will be paid by the County on family contracts starting next year. The County now pays half.

The CSEA won the non-contributory improved 25-year retirement plan with the sick leave conversion for retirement credit. A 20-year plan will be initiated in 1972.

A program of labor-management operation was approved and a new functional grievance procedure was approved. Officials of the chapter said it is now hoped that with labor-management discussions some new approaches to improved relations can be made.

Helping out and acting as spokesman during the most critical negotiations meeting was John D. Corcoran, CSEA field supervisor.

Wenzl Seeks CSEA Representation On State Pension Study

ALBANY—The 200,000-member Civil Service Employees Assn. has called on Governor Rockefeller to appoint CSEA representatives to the commission recently established by the State Legislature to study public employee pension plans.

Wenzl cited the need for public employee membership on the commission in a recent letter to the Governor, the full text of which follows:

"The Civil Service Employees Association is alarmed at the number of regressive proposals being made from certain quarters regarding public employee pension legislation. As a result, we are naturally concerned about public employee participation in the commission recently established by the Legislature to study public employee pension plans.

Improvements Needed

"It is our view that a need

Wenzl Appoints Salary Committee

ALBANY—Dr. Theodore C. Wenzl, Statewide president of the Civil Service Employees Assn., has appointed the following members to the CSEA salary committee:

Randolph V. Jacobs, chairman, State Insurance Fund; Jack Dougherty, Tax Dept., Albany; Mrs. Natalie Yaskow, Buffalo State Hospital; Mrs. Yvonne Mitchell, Office of General Services; John Clark, Letchworth Village; Mrs. Judith Wrin, Central Islip State Hospital; Jeremy Pingleton, Division of Employment; Amos Royals, Wards Island Psychiatric Hospital; Dorothy King, Creedmoor State Hospital.

Cornelius Rush, Greenhaven Correctional Facility; George Bastedo, Thruway Authority; John Helmke, Thruway Authority; Capt. John B. Sullivan, New York State Police; Louis Crosetto, New York State Police; James Welch, New York State Police Lab; Frank Imholz, Suffolk County chapter, and Mrs. Sandra Aroneck, Cayuga County Social Services.

Investigation Launched On Operations Of State Mental Hygiene Agency

(Continued from Page 1)
lines of a mental institution."

Outside Fees

There was a considerable stir when Dr. Irwin M. Greenberg, director of Creedmoor State Hospital, testified that he had supplemented his \$37,500 annual state salary with \$28,200 earned from outside consultant fees. Under committee questioning, he also testified that \$12,000 of the outside fees were for treating private patients at Creedmoor. A former assistant director at Creedmoor testified that he had been ordered to hire outside consultants and lecturers at up to \$100 per hour.

exists for improvement of pension payments to loyal public servants. Recent publicity has unduly emphasized the liberality of certain pension benefits for a minuscule number of public officials, but the plight of the vast majority of public employee pensioners suffering from pitifully small allowances and injured by the ravages of inflation has been ignored.

"As you know, CSEA represents over two hundred thousand public employees in this State. Our organization is by far the largest public employee organization in the State, and it is the largest employee organization representing members of the State Employees' Retirement System.

"As a result of its dominance in the field of public employee representation and the importance of pension benefits to its members, I feel that CSEA is entitled to direct representation on the pension study commission. I feel, moreover, that its representation should be proportionate to its interest in the matters being studied. I therefore urge you to appoint representatives of CSEA to the commission to allow for adequate consideration of the employees' interests in the commission's deliberations."

Tap Gallagher

Bernard E. Gallagher, of Beechhurst, has received a \$79-per-day appointment to the State Advisory Council on Labor and Management Improper Practices Act for a term ending in 1974. Executive vice-president of Con Ed, in New York City, Gallagher succeeds William H. Mulligan, of Bronxville.

Pass Your Leader
To A Non-Member

Other testimony alleged that:

- The central staff of the department in Albany has tripled in the last decade to about 600, including 36 deputy assistant or associate commissioners.
- Personnel has been hired for so-called "phantom" mental hospitals even before the hospitals are constructed.
- Several hospitals and schools for the retarded throughout the State have staffs but no resident patients, while others have resident populations of less than 35 each.
- Manhattan State Hospital on Wards Island was divided into three units a year ago, with

CSEA Gets State Agreement On Work Rights For Troopers After Months Of Negotiations

ALBANY—The Civil Service Employee's Assn.'s New York State Police departmental negotiating team (civilian unit) has reached an agreement with the management team, thus concluding many months of negotiations.

The major provisions of the agreement are:

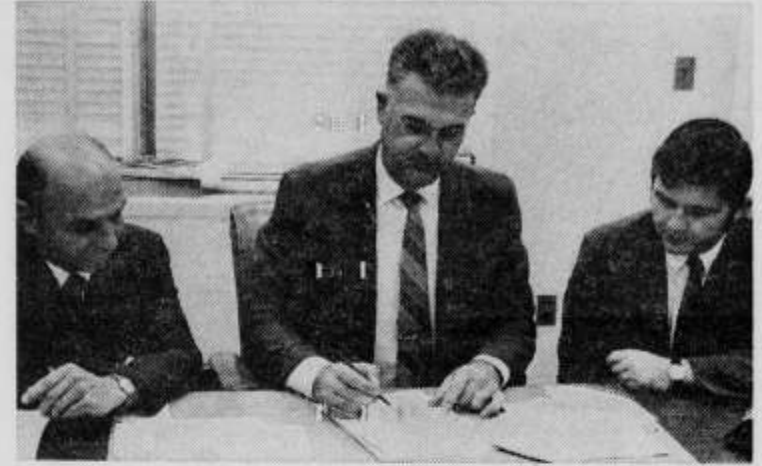
The Division agrees that no person shall be appointed, promoted or employed under any title not appropriate to the duties to be performed and except upon assignment by proper authority during the continuance of an emergency or other situation of a temporary nature, no person shall be assigned to perform the duties of any position, unless he has been duly appointed, promoted, transferred or reinstated to such position in accordance with existing regulations.

Joint Committee

The Division agrees to the formation of a joint CSEA-Division of State Police (civilians) labor-management committee which shall meet on a continuing basis for the purpose of mutual resolution of those matters relating to terms and conditions of employment. Matters to be discussed by this committee shall include, but not be restricted to the following items:

1. Existing rating system.
2. Studying the development of career ladders.
3. Working conditions with reference to maintenance standards.
4. Safety and health factors.
5. Civilian vacation scheduling.

Any employee shall have the opportunity to review his personal history folder in the presence of an appropriate official of the Division upon 15 days' notice; and to place in such a file a response of reasonable length to anything contained therein which he thinks to be adverse. The personal history folder shall contain all memoranda or documents containing criticism, commendation, appraisal or rating of the employees' performance on his job. Copies of subject mem-



The State Police Civilian Unit/CSEA departmental agreement was recently signed. Left to right at agreement signing are: James Welch, CSEA team chairman; Robert D. Quick, management team chairman, and John Naughter, CSEA collective negotiating specialist. (See detailed story on agreement)

oranda shall be sent to such employees simultaneously with their being placed in his personal history folder.

Division Responsibilities

The Division shall provide CSEA chapter representatives (negotiating team members) with all official directives, memoranda or other administrative matter affecting the terms and conditions of employment.

The Division shall provide protective clothing for chemists and other laboratory personnel commensurate with their duties and assignments.

The Division shall provide safety glasses to all personnel working with corrosive chemicals.

The Division shall install a State Police radio in an additional car to those presently assigned to the Laboratory.

At its expense, the Division shall provide to all CSEA Trooper chapter representatives a listing of the employees in the four bargaining units. This list shall include job titles, home addresses and social security numbers. Thereafter, on a semi-annual basis the Division will furnish an updated listing of such names and addresses.

Other Agreements

The Division shall transmit for posting all civilian job vacancies within the Division to all Troops.

The Division agrees that where vacancies exist employees of like titles may request consideration for transfer, which will be made on a seniority basis. Any employee of like title desiring transfer to a vacancy may request consideration for transfer by memorandum to the director of per-

sonnel and must submit his memorandum within five working days after notice of vacancy is posted.

The Division shall transmit by memorandum to all civilian employees all information for procedural steps necessary in transferring to existing vacancies.

The Division shall grant leave to all employees without charge to leave credits for one social event within the life of this agreement. This shall only apply in jointly sponsored functions by the Division and the CSEA. Leave will be granted to all employees for such jointly sponsored functions commencing at 2 p.m. Employees working irregular hours will be afforded equivalent leave time for the purpose of attending such functions.

Attendance Rules

In accordance with Section 20.3 of the New York State Attendance Rules and such provisions therein, the Division shall revise its rules and schedules establishing penalties for tardiness. Every civilian employee who is required to record time in - time out shall be allowed a maximum of 15 minutes tardiness each month without penalty. When this is exceeded, each tardiness will be chargeable against accrued vacation or personal leave credits in 15-minute units.

The Division shall update its Clerical Manual with appropriate revisions to reflect the State CSEA contractual agreements and also to reflect the memorandum of agreement reached between the civilian employees represented by CSEA and the Division and to print and distribute the Manual at the earliest possible date providing funds are made available for this purpose.

The Division shall take the necessary action to improve the time element in the payment of overtime.

Son To Scherker

A son, Russell, was born to Mr. and Mrs. Edward Scherker last week. Scherker is an assistant field representative for the Civil Service Employees Assn. in the metropolitan New York area.

Auditing Panel Sets Next Meeting July 30

Edward J. Ryan, chairman of the six-member auditing committee of the Civil Service Employees Assn., has reported that this panel has scheduled its next session for Friday, July 30, at 5 p.m. CSEA Headquarters will host the meeting.

Ryan declared "Our agenda will include several very important matters as well as our normal auditing agenda." Serving with Ryan on the committee are Frank Corr, Edward Johnson, Gerald P. Maloy, Arthur Reinhardt and William Kuehn.

the result that its administrative staff was quadrupled but assertedly with no obvious benefit to patients.

Wertz, who said he had received "an avalanche of charges concerning the (Mental Hygiene) Department's handling of its budget," said the hearings would continue. He said that persons wishing to appear before the subcommittee to give pertinent testimony could do so by requesting in writing that they be heard.

Other subcommittee members are Assemblymen Vincent A. Riccio of Brooklyn and William A. Steinfeldt of Rochester.

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projects, from "Consumer Inquiry" with Commissioner Bess Myerson and expert advice for the unwary, to "Community Reporter," in which we help listeners battle bureaucrats and computercrats.

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Even Without Experience

U.S. Urging Previously Trained Typists, Stenos: Go Government

Uncle Sam is seeking to inject new vitality into government operations by the continual recruitment of typists and stenographers.

The means of hiring is a practical exam. Administered daily on a walk-in basis, the test tries to channel suitably trained men and women to Federal offices jobs where their typing or dictation skills can be put to use. Ability, rather than experience, is the ingredient in demand.

Come down any Monday to Friday to 26 Federal Plaza, Manhattan, and take the practical. Exams run from 9 a.m. to 3 p.m., all weekdays. For other employed people, Saturday morning exams are in the offing.

Pringes run the gamut from annual and sick leave to low-cost health and life insurance eligibility. Inclusion under social security and pension programs are also automatic for employees of the Federal Service. For a complete list, call the Federal Job Information Center at (212) 264-0422.

Once you apply, you face a practical typing test. The objective is a speed of 40 wpm in typing; 80 wpm of transcribing if you opt for the stenographer title. If you produce a recent proficiency certificate from a business school or college instructor, the above practical test will not be necessary.

Typists at the GS-2 level are required to have six months of relevant experience or a high school diploma. GS-3 stenographers must meet a similar standard. Both GS-3 typists and GS-4 stenographers, however, must offer proof of relevant experience or a high school diploma. GS-3 stenographers must meet a similar standard. Both one year of related job history, or a year of study above high school is a substitute.

The current pay scales provide \$5,223 for GS-2 Federal employees; \$5,708 for GS-3, and \$6,602 for GS-4. Those interested in consideration for vacancies within New York City should obtain Exam Notice No. NY-9-40, while suburban jobseekers are advised to get Notice No. NY-9-41. Aside from the Federal Job Information Center, entry blanks are usually available at major post office facilities.

Skilled And Unskilled Talent Sought For Federal Construction Project

Both skilled and unskilled workers having solid potential are asked to look to possible employment with the U.S. Government.

Across the nation, construction and maintenance of Federal facilities requires varied personnel. If you possess the pertinent talents, hiring lies on the horizon.

Perhaps the foremost need is for experienced craftsman and journeyman but so, too, is there a widespread need for repairmen, apprentices and machine operators. Construction project laborers are frequently sought. Helpers in assorted crafts are likewise objects of Federal recruitment.

Cite Construction Titles
Construction and maintenance titles vary: bricklayer, carpenter, electrician, painter and plumber, to name a few.

Shipyard worker titles include those of boatbuilder, loftsmen, machinist, rigger, shipfitter and shipwright. Production jobs take in electronics mechanic, machinist, metalworker and printshop worker, while repairmen positions run from aircraft and autos to telephone equipment.

Machine operators and drivers generally have much lower qual-

ifications and openings are more numerous. Typical of these: lathes, grinders, bus and auto drivers, operators of dozers and cranes.

Apprentice Program
Pamphlet No. 58, issued by the U.S. Civil Service Commission, also discloses that apprenticeships exist "in over 50 trades." Helpers are needed for both indoor and outdoor projects and laborers are also sought, to do heavy and light work, in all sorts of maintenance programs.

All of the aforementioned jobs rate eligibility on the basis of training and experience. Openings occur without advance predictability, a spokesman said.

The USCSC points out to applicants that "there is no general list for all jobs and all places" and urged persons interested in a given category to come down in person to the local agency: the Federal Job Information Center, 26 Federal Plaza in Manhattan. It is open weekdays and the early part of Saturdays.

At the Federal Plaza office, you may scan the announcements posted to determine which specific titles appeal to you. A staff person will then give you a copy of that announcement and an application to be filed at this same address.

Return Caruso To Sixth Term As Utica Chief

UTICA — Members of the Utica chapter of the CSEA gave a vote of confidence to their chapter president, Philip Caruso, by re-electing him to a sixth term as chapter head. Caruso is a senior examiner in the State Department of Taxation and Finance office here.

Michael LaGatta was elected first vice-president. LaGatta is employed at the Division of Employment's Youth Opportunity Center.

Richard Dawes, also a Division of Employment aide, was re-elected second vice-president, and Carol Alexander was re-elected recording secretary. Miss Alexander is employed by the Division of Employment's WIN office. Patricia DeRosa won for corresponding secretary and Joseph Vanno was re-elected treasurer. Both work for the Division of Employment.

Phyllis Bowen of the Department of Motor Vehicles and Lois Minozzi from the Department of Taxation and Finance were selected as delegates.

Suggest Sept. 25 For Testing T'way Maint. Aide Applicants

Sept. 25 has been stipulated as the coming exam date for Thruway maintenance assistant, a test which will quiz applicants on materials and methods used in highway construction. Civil engineering practices will constitute another major area.

Other anticipated subjects may include specifications, estimates and purchasing procedure; work methods (measurement and control) and administrative theory.

The said positions, under the employ of the Thruway Authority, suggest \$12,103 at entrance level, with incremental raises in store.

Vacancies await entrants at Albany, Buffalo, Syracuse and arrytown locations; however, to qualify, you will need at least four years in supervising or inspecting highways—either the construction or operational phases.

Cite Substitutes
This must be supplemented by two additional years of work history. Similar experience will satisfy, as well as work involving "responsibility for interpreting contract provisions, inspecting contractors' work for adherence to specifications and recommending acceptance or rejection of contractors' work."
The job duties are fully depicted as part of Exam Notice No. 23-489. You may obtain a copy from your local unit of the State Civil Service Dept. or by contacting that agency at 1220 Washington Ave., Albany 12226. Candidates were advised that only entries filed by the Aug. 23 cutoff point will be processed.

Just A Friendly Call

Robert Guild was a welcome visitor, but not a specially invited guest at the Summer meeting of the Mental Hygiene Employees Assn. Some confusion on this arose from the story in last week's Leader, which listed the Civil Service Employees Assn. collective bargaining specialist among the guests who had been introduced.

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TUESDAY, JULY 27, 1971

Mental Hygiene Probe

FIRST testimony given before a State Assembly subcommittee investigating to what use the State Mental Hygiene Dept. has put its budget reveals a shocking story of waste and neglect. Reports of resident institution psychiatrists performing excessive outside consulting work; the hiring of large numbers of administrative personnel while reducing ward service help, and the staffing of hospitals as yet unbuilt, now appear as fact, not rumor.

This newspaper has charged time and time again that the shotgun tactics applied with such wild haste by the Mental Hygiene Dept. in its recent "economy" wave damaged patient care, worker morale and efficiency, in general, throughout the agency.

We applaud and welcome this investigation by Assemblyman Wertz and his co-committeemen and feel that it will substantiate long-standing allegations by the Civil Service Employees Assn. that the State Mental Hygiene Dept. is long due an overhaul of its personnel and its operating practices.

We can only hope that as Assemblyman Wertz continues his investigation he will be able to put back into operation those State institutions and schools for the mentally retarded that were closed in such haste and with so little consideration for the needs of the unfortunate patients transferred so cruelly to other, already over-loaded patient-care centers.

Social Security Questions & Answers

Q. I lost my social security card. Must I get another social security number?

A. No. If you use more than one social security number, there is a chance you may not get credit for all of your earnings. You should get a duplicate card with the same number at your social security office.

Q. How can I be sure all my wages are being reported correctly to my social security record?

A. Your social security office has a card you can use to get a record of the earnings that have been reported to your social security record. If some of your earnings have not been reported, ask your social security office for help. It is important for you to check your record from time to time, especially if you change jobs often.

Q. I'll soon be 60 and eligible for social security widow's benefits. I have no idea what my husband's social security number was, and I can't find his card. Can I apply for social security anyhow?

A. Yes, go ahead and file the application at your social security office. But to locate your husband's number, they'll need to know his full name, where

and when he was born, his father's name, and his mother's maiden name.

Q. When I apply for social security benefits, what information must I have to support my claim?

A. The information needed to support your claim depends upon the type of benefit you expect to receive.

If your age is a factor of entitlement, as it would be for retirement or Medicare benefits, you must furnish evidence of your date of birth. This would be your birth or baptismal certificate, if you have one. Other documents, recorded early in your life, also can be used.

If relationship is involved (for example, in applying for dependent or survivors benefit), evidence of marriages and divorces may be needed. Children's relationships can be established by birth certificates which record the parents' names.

Proof of death is necessary to receive survivors benefits, and medical evidence is required in disability cases. Your social security office can help you in gathering information to support your claim.

Q. My wife, my two minor children and I receive social

CIVIL SERVICE TELEVISION

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31. This week's programs (on an extended schedule) are listed below.

Tuesday, July 27

1:30 p.m.—Around the Clock—"Justifications in the Use of Force." Police Dept. training series.

6:30 p.m.—Return to Nursing—"Comprehensive Nursing Care, Part II." Refresher course for nurses.

Wednesday, July 28

6:00 p.m.—Return to Nursing—"Comprehensive Nursing Care, Part II." Refresher course for nurses.

6:30 p.m.—Around the Clock—"Justifications in the Use of Force." Police Dept. training series.

Thursday, July 29

1:30 p.m.—Around the Clock—"Justifications in the Use of Force." Police Dept. training series.

2:00 p.m.—Thirty Minutes With . . . Washington Police Chief Jerry Wilson.

6:30 p.m.—Return to Nursing—"The Nursing Care Plan." Refresher course for nurses.

7:00 p.m.—Around the Clock—"Justification in the Use of Force." Police Dept. training series.

9:00 p.m.—The Police Commissioner—A report to the public.

Friday, July 30

1:30 p.m.—Around the Clock—"Justifications in the Use of Force." Police Dept. training series.

7:00 p.m.—On the Job—"Hose Stretching." Fire Dept. training series.

8:30 p.m.—Assemblyman at Large: Assem. Brian Sharoff.

Saturday, July 31

7 p.m.—On the Job—"Siamese Gates." Fire Dept. training series.

Sunday, August 1

10:30 p.m. (color) — With Mayor Lindsay—Weekly interview with the Mayor.

Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.

Some Snags In Taylor Law

THE TERM "public employee" has been redefined by the recent amendments to the Taylor Law in a manner that is quite far-reaching. So-called managerial and confidential employees are no longer public employees except for purposes of the no-strike and injunction provisions set forth in Sections 210 and 211 of the Act. Since they are no longer public employees, they no longer enjoy any of the rights and privileges afforded public employees by the Taylor Law. For example, managerial and confidential employees no longer have "the right to form, join and participate in, or to refrain from forming, joining or participating in, any employee organization of their own choosing." (See Section 202.) Confidential and managerial employees no longer have "the right to be represented by employee organizations to negotiate collectively with their public employers in the determination of their terms and conditions of employment, and the administration of grievances arising thereunder." (See Section 203.)

THERE ARE many arguments both for and against permitting confidential and managerial employees to bargain with their employers. The National Labor Relations Act does not guarantee bargaining rights to supervisors; however, the New York State Labor Relations Act does not discriminate against managerial employees except that they may not be represented in the same bargaining unit with regular rank and file employees. But that is not necessarily the crucial question any longer.

MAY A PUBLIC employer require as a condition of employment that a managerial or confidential employee resign his membership in an employee organization? If such employee has been stripped of his rights under Section 202, then is he without the right to resist the requirement that he give up his membership—whether or not he takes an active part in the union's management or operation? The opposite could also be true—that an employer could require membership in a particular organization as a condition of employment. These questions have all been answered by the legislature in Section 214 of the Act which now prohibits a managerial or confidential employee from being an officer or member of an employee organization which is or seeks to become the recognized or certified bargaining agent of the public employees employed by the same employer which employs the particular managerial or confidential employee.

IT SEEMS MUCH healthier to allow the employee organizations themselves to set up rules or by-laws which determine whether or not a managerial or confidential employee shall be eligible for membership in the union or eligible to take an active part in union affairs.

ONE THING seems certain. The new law will be court tested before long. There are many associations of managerial employees who will not voluntarily give up the bargaining rights which they have enjoyed up to this time.

ANOTHER DRAMATIC change in the Taylor Law involves periods of unchallenged representation status. The complicated and often impossible to understand provisions of Section 208(c) have been replaced by a new Section 208.2, which provides that an employee organization certified or recognized under the Taylor Law shall be entitled to unchallenged representation status until seven months prior to the expiration of the contract. A contract covering a period other than the fiscal year of the public employer is deemed to expire with the end of the fiscal year immediately prior to the end of the contract. The new law limits agreements to three years and, of course, by implication, makes a three-year contract not only legal but a bar to an election. A contract which is extended past the three-year period is legal also but will not bar an election past the three-year limitation. References to budget submission date have been changed to the "end of the fiscal year."

ALL NEGOTIATIONS will now be conducted with reference to fiscal years—which will make life easier for those who were forever calculating budget submission dates.

8 terrifying questions to ask a small-car salesman.

And one terrifying question to ask yourself:
Do you know an economy car when you see one?
The fact that a car is small doesn't necessarily mean it's economical.
If it's not carefully built and serviced, it could cost you a considerable amount of money to run.
So how do you find out which small cars are really economy cars?
Ask questions that require specific answers.
Like these, for openers.

1. How much?
Brace yourself.
It's going to cost you several hundred dollars more than you think.
Because on top of the inevitable sales taxes and delivery charges, wait the inevitable optional charges.
That's where you can really throw your money around.
On an electric telescoping antenna, peek-a-boo headlights, or a sports console.
Or on a bigger engine that'll do 110.
But where can you legally do 110?
To say nothing of what all that useless power will do to your gas mileage.
Even more bizarre is the new small car that offers optional power equipment.
A small car is supposed to be easy to drive.
So what's it doing with power steering and power brakes? Instead of all that mechanical power, you'll need a little will power.
To keep from being fast-talked into a lot of things you don't need.

2. Is it a small car?
Or a big car made small?
In the rush to get into the growing small-car market, some car makers have made small cars out of big cars.
So you may unwittingly buy a small car that's really a big car. With a shortened wheelbase. A snazzy restyled body.
And a lot of practical problems nobody bothered to work out.
You may also buy a small car suffering from an identity crisis.
It may not know what it is.
Because its engine may have been lifted from another car. Its transmission borrowed from yet another.
Or maybe its chassis plucked from still another car.
And all cleverly camouflaged with some eye-catching body work.
Why not look for a small car with just one goal in life:
To be a small car.

3. What improvements were made this year?
If a car maker's serious about making his car better each year, he'll make it better each year.
With improvements that are meaningful. And not just cosmetic.
Lots of flashy sheetmetal and fancy chrome won't make a car run better. Or last longer.
But a more efficient engine and a smoother suspension system will.
Of course, if the car's a first edition, it won't have any improvements.
In which case you should do some soul searching before you buy it.
Because it takes a car maker years of improving and refining to work the bugs out of a car.
You don't really want a car to work its bugs out on you.
Do you?

4. How long does it take to replace a fender?
Depends on which small car you buy.
Buy one that changes its looks every year and it

will probably take longer to repair the body.
Because dealers can't stock all the parts for cars that get an annual face-lift.
It may also take longer for mechanics to service a car that's changed frequently.
Because a mechanic will have to relearn the inner parts. Frequently.
And heaven help you if you take your brand new small car to a mechanic who's never seen the car before.



The easiest way to reduce the possibility of such frustrations is to buy a small car that's sensibly designed to begin with.
And never changed for the sake of change.

5. Can I talk with the Service Manager?
Hardly anyone ever asks this one.
But why not?
You should know how good (or bad) the dealer's service is.
Before you buy the car.
You might save yourself a lot of grief. And money.
So ask him what kind of service schedule he has for your car.
What kind of diagnosis service.
What does it cost.
Some dealers have an elaborate array of electronic diagnosis equipment. Which can spot little problems before they become big problems.
And while you're at it, ask to see the service department.
Is it well organized? Or sloppy, with tools and equipment strewn all over?
How many repair stalls do they have?
When you buy a new car, don't let the showroom in front dazzle you.
Better you be impressed by the showroom in back: The service department.

6. How long is the warranty?
One of the best questions you can ask.
You see, how long a car manufacturer's willing to repair or replace major parts at his expense tells you something about him:
How good he thinks his car is.
If he feels it's sturdy and dependable, he'll give you a generous warranty.
Something better than the usual 12,000 miles/12 months.
But if he doesn't give you better than that (or even that), ask another question:
"Why?"

7. Can I take it for a test drive?
Curiously, a lot of people never test drive a new small car before they buy it.
But obviously, you should.
To make sure you like the way it performs.
Do you feel comfortable driving it? Is the steering precise?
Does the car seem well designed?
If you decide to buy the car, check it out meticulously when it's delivered.
Be sure everything's working perfectly before you drive it away.
If you find anything wrong, tell the salesman. And have it fixed.
After all, it's one thing to spend hundreds of dollars on a new small car.
But it's another thing to spend hundreds of dollars on a new small lemon.

8. What can I sell it for?
Asking what you can get for it before you get it may seem like a dumb question.
But the resale value of a car is a tip-off on what people think about it.
If the car's been a loser over the years, with heavy repair bills, you'll probably take a beating when you unload it.
If the car depreciates hundreds of dollars the minute you buy it, you're losing money even before you drive it home.
And if it has no resale value yet because it's brand new, who knows what you'll get for it when you sell it.
So while you're thinking about buying low, think about something else:
Selling high.
Good luck.

(Your local authorized Volkswagen dealer in New York, New Jersey and Connecticut will gladly give you 8 not-so-terrifying answers.)



Candidates For Department Representative

CIVIL SERVICE LEADER, Tuesday, July 27, 1971

WILLIAM F. KUEHN

AGRICULTURE AND MARKETS

William F. Kuehn was first elected to the State Executive committee representing Agriculture and Markets in 1947, and has served in this capacity up to the present time. He has the honor of being the senior member of the Board of Directors in years of continuous service, having served under five presidents.

During his years of service he has seen the CSEA grow from a few thousand members to the present membership of well over 200,000 members. He has served on a multitude of committees, and was chairman of the budget committee for a number of years.

He was instrumental in forming the present Statewide chapter of Agriculture and Markets, and served two terms as its president. Also, he was one of the original committee members which formed the Capital District Conference.

At the present time, he is a member of the auditing committee. Currently, he is chairman of the Agriculture and Markets team carrying on departmental negotiations. Sports are his main hobby, including golf, fishing and hunting. Also baby-sitting for three wonderful, healthy grandchildren.

GRIFFITH W. EDWARDS

AUDIT & CONTROL

Griffith W. Edwards started his career with the State on July 16, 1952. At that time, he became a member of CSEA.

He is now employed as an Associate Retirement Benefit Examiner with the Employees Retirement System, Department of Audit and Control.

He has served as vice-president, president and delegate of his chapter. He is also member of the Capital District Conference social committee.

He received his Bachelor of Science degree in economics from the College of St. Rose evening division and his Master's in education from Siena College.

He is a member of Our Lady Help of Christians Parish Council and is chairman of the council's social action committee.

HAROLD RYAN

AUDIT & CONTROL

Photo and Biography not submitted.

VITO DANDREANO

AUTHORITIES

Vito Dandreano is candidate for the Board of Directors of CSEA and the State Executive committee.



He is president of the Thruway employees-Albany Division,

Civil Service Employees Assn., and a member of the Statewide legislative committee. Also, he served as a member of the special public employees labor relations committee of the Capitol District Conference.

He is currently chairman for the Thruway special committee, and member of the Statewide Board of Directors of the Association. Dandreano is employed with the State Thruway Authority.

VICTOR V. PESCI

BANKING DEPT.

Victor V. Pesci is a candidate for Banking Dept. representa-



tive. He resides at 89 Central Lane, Seacaucus, N.J.

He is married to the former Audrey Freed; two children, John, age 14; Michael, age 10.

Employed as bank examiner in the Banking Dept. for the past nine years, his present title is senior bank examiner.

Among his CSEA activities: Seeking second term as member of State Executive committee and Board of Directors.

Banking Dept. delegate to New York City chapter for the past seven years.

Chairman of New York City chapter's legislative committee.

Served as chairman of CSEA's extended travel committee.

DAVID KEITH

CIVIL SERVICE DEPT.

Neither biography nor picture have been received from this candidate.

EMIL J. SPIAK

COMMERCE DEPT.

Emil J. Spiak currently is the incumbent representative on the Board of Directors of the CSEA and has been a continuous mem-



ber of the CSEA while employed by the Thruway Authority and the former Department of Public Works.

As an associate computer programmer, he is a member of the

Data Processing Management Assn. and the Association for Computing Machinery.

He is active as a member of the Latham Council-Knights of Columbus and a trustee of the Watervliet Ukrainian American Citizens Club.

Spiak served as a group staff member of the Amphibious Forces while active in the U.S. Naval Reserve.

He resides with wife, Theresa, and three children in Latham.

MARGARET ANASTASIA

CORRECTION DEPT.

Margaret Anastasia's statement follows:

"As you know, an election is forthcoming for membership on the State Executive committee.



I humbly ask your vote for this important position, Correction departmental representative.

"For the past 14 years, I have been a Correction officer at the Albion Correctional Facility, Albion, New York. This institution is, at present, temporarily closed with the prospect of reopening in September 1971.

"I am now in my sixth term as president of the Albion chapter. To the best of my ability, I have attended meetings and functions so that I might keep abreast of all current changes and be familiar with all the workings of the Association. I am a member of the Western Conference and try to be actively concerned in all its business, holding various offices in the Conference—the last one as chairman of the education committee."

Born in Batavia, New York, she attended and graduated from St. Anthony's Parochial School and Batavia Senior High School. For the past ten years, she has worked as a volunteer one night a week at St. Jerome Hospital. She has, also, served on various committees of St. Anthony's Church.

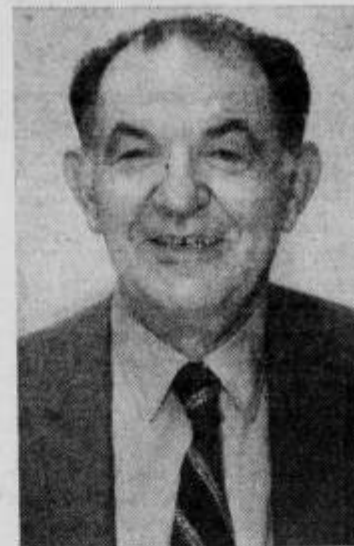
JACK WEISZ

CORRECTION DEPT.

Jack Weisz is a parole officer employed by the New York State Department of Correction Services. He has been employed in the competitive State civil services since 1937. A State Correction officer at Sing Sing Prison from 1937 to 1947, he was appointed a parole officer in 1947 and is still employed there.

Jack graduated from the College of the City of New York with a B.S. in Social Science and has pursued graduate study at Columbia University and at the Moran Institute of Criminology at St. Lawrence University. He was an officer in the U.S.

Navy, serving in the European Theatre during World War II, and was awarded a commenda-



tion for heroic service, in addition to receiving commendations from New York City Police Commissioner Monohan and the Tuckahoe Police Dept. for unusual police cooperation. He has also been awarded many commendations from the Division of Parole for distinctive investigatory efforts.

He has been an active member of the Civil Service Employees Assn. since he entered State service in 1937. Since 1957, he has served as president of the New York Parole District chapter. He has been first and second vice-president of the Metropolitan Conference of the Civil Service Employees Assn. for the past eight years.

Jack personally led the fight for the right of State employees to receive compensation for overtime, which resulted in victory for State parole officers amounting to more than \$350,000. He has represented more employees in grievance actions than most employee representatives. An active participant in preserving the merit system in the area of ratings, examinations and grades since 1957.

In addition, he has been a vigorous supporter of moves for the re-allocation of stenotypists, stenographers, typists and clerks. As an officer of the Metropolitan Conference, he has always been on the firing line when any chapter has a problem. He continues to fight for fair and equal opportunities for all civil service employees.

Jack has proved himself an outstanding supporter of the right of any delegate to present a grievance without fear of re-primand or reprisal. He supported John Donohue, a New York trooper, throughout his fight for justice with the ultimate victory of Donohue's reinstatement on the job.

BOYD CAMPBELL

EDUCATION DEPT.

Boyd Campbell, born in New York City in 1915, has been involved in public education for the past 25 years. Upon returning from World War II, in which he served in the U.S. Navy aboard a Pacific theatre minesweeper, he joined the staff of Webster Central School as a teacher and later as a director of adult education. He is currently an associate in special continuing education at the State Education Dept. where his primary responsibility is for the education of the foreign-born in New York State.

A local Buffalonian, Boyd at-

tended State University College at Buffalo where he received his bachelor's degree. His master's degree is from the University of Rochester and his graduate work has been at the State University of New York at Buffalo.

His CSEA chapter activities include two years of committee service, and special coordinator of the SED Employees Day exhibit and job counseling service. He served as the Education Dept. chapter president this past year.

During his presidency, strong emphasis was placed on expanding communication to membership, improving building safety and security at all Department locations, with concentrated effort going to departmental negotiations, employee relations, studies to provide staggered hours to prevent traffic jams in the downtown Albany area. Boyd will continue to serve as chairman of the CSEA-State upstate parking committee. The goal of the chapter under Boyd's leadership has been prompt attention to all employee concerns.

Boyd is married. He has two sons: one a former Marine Phantom Jet co-pilot presently working as an architect in Aspen, Colo.; the other a high school senior busy with driver education. His wife, Bertha, is a Head Start specialist in the Education Dept.'s Bureau of Child Development and Parent Education. Boyd's hobby is amateur radio. He has maintained and operated stations W8FTF and W2FTF since his high school years.

ROBERT B. CARRUTHERS

EDUCATION DEPT.

Robert B. Carruthers is the incumbent Education Dept. chapter delegate to the State Executive committee board of directors. A past president of the Educational Dept. chapter, a past chairman of the chapter grievance committee and chairman of the current chapter committee on the revision of the chapter constitution, Carruthers is also active in State CSEA affairs.

He is a member of the State Board of Directors' personnel committee and the social committee. He is also chairman of the education chapter negotiating team.

Active in education, church and musical affairs, Carruthers pursues these interests vigorously. He is a member of two national committees for teachers of English and has written several articles. A member of a church choir, he also directs a youth chorus entitled, "The Young Ones."

His wide experience in State and chapter CSEA matters and in community affairs well qualifies Carruthers for re-election to the State Executive committee.

He resides at 90 Chestnut St., Albany.

BENJAMIN GRAZIANO

EXECUTIVE DEPT.

Neither biography nor picture have been received from this candidate.

JAMES WELCH

EXECUTIVE DEPT.

Neither biography nor picture have been received from this candidate.

(Continued on Page 9)

Candidates For Department Representative

(Continued from Page 8)

DOUGLAS A. BARR, SR. EXECUTIVE DEPT.

Douglas A. Barr, Sr., is presently Executive Dept. representative to the State Board of Directors and serving on CSEA Board of Directors personnel committee.



He is past president of OGS chapter 660; also served as vice-president, delegate and membership chairman. He previously was active serving on various committees in State College chapter 100 in Albany for five years.

In the years 1953-56 at Wassaic State School, as a steam fireman, Barr was an active member on the social committee. He started with the State in 1950 at Pilgrim State Hospital as power plant helper, and readily joined CSEA.

His outside activities: institutional representative for Boy Scouts of America in Watervliet for the Hudson Valley Region, member of the Elks Lodge No. 49 of Albany, served in National Little League in Albany for six years as major league manager, park secretary and advertising agent.

Married to Gail Arden Barr, and residing in Albany, he proudly mentions his five children. Gail also is an active member in CSEA, serving as her chapter secretary. She is also on the State grievance committee.

OLIVER A. LONGHINE HEALTH DEPT.

Oliver A. Longhine is a registered nurse and graduate of Craig State School, Sonyea (1949). He was a staff nurse until 1951, then transferred to the Mt. Morris TB Hospital, Mt. Morris, employed there as a staff nurse, head nurse, instructor and currently assistant director of nursing, a post held since 1958. Including 20 years in the Health Dept., he will soon have 25 years of State service in total.

He attained a B.S. in Nursing Education, 1955, a Master of Science, 1959, and 15 post-Master's credits from the University of Rochester. A member of the American Nurses Assn. and the National League for Nursing, Longhine has served on their local and State committees at various times.

Formerly, he was Livingston County civil defense medical instructor, and a major in the U.S. Army Nurse Corps Reserves, on active duty in 1965.

In the CSEA, he has held office as Mt. Morris Hospital chapter president for 12 years, although not successively. He currently holds this office, his

terms being: 1952-54, 55-62, and 68-72. Other CSEA positions held: chapter delegate, 1966-67; State attendance rules committee member, 1956-58; State resolutions committee member, 1959-63; and Western Conference nominations and resolutions committees at various times.

ERNST STROEBEL HEALTH DEPT.

Ernest Stroebel, shortly after entering State service in 1957, became a member of the Association. Since that time, he has held various chapter offices, ranging from social chairman, nominating and election chairman to vice-president. He is



currently the Division of Laboratories and Research chapter president, an office which he has held for the past seven years. The chapter is a member of the Capitol District Conference.

Stroebel has been active therein and has been elected to the executive council for two terms. In the past, he served the Conference as a member and/or chairman of the nominating, resolutions, social and membership committees.

During the last Statewide election he was nominated and elected Health Dept. representative on the Board of Directors. In 1969, he was appointed by Dr. Wenzl as a member of the CSEA Statewide coalition negotiating team and secretary of the Professional, Technical and Scientific Unit team. "The knowledge and experience gained by serving on these teams has helped greatly in dealing with problems and grievances affecting our employees," he says.

As to personal background he was born in New York City, graduated from the City College of New York with a B.S. in science, and is presently employed as a senior bacteriologist in the Division of Laboratories and Research, Clinical Laboratory Center in Albany. He is married to the former Carol Stewart, has two daughters and last November was blessed with the birth of a son. He is active in his church and presently holds the office of secretary on the church council. Hobbies include collecting coins and stamps, as well as gardening and raising tropical fish. Recently he became an avid trout fisherman and spends as much free time in pursuit of his hobbies as he can.

If re-elected, he plans to continue to put his experience and abilities to work for the betterment of all State employees.

EDWARD LOUGHLIN, JR. JUDICIARY BRANCH

Edward Loughlin, Jr. is presently employed by the New York State Court of Claims. He entered State service in 1960 with the New York State Senate as a revision clerk; in July of that year, was appointed research assistant for the Assembly Ways



and Means Committee; in 1965, he was appointed executive secretary of the Temporary State Commission on the Capital City by Lt. Gov. Malcolm Wilson; and left this position in late 1966 to enter the judicial branch of government.

Loughlin, formerly of New York City, presently resides with his wife and son in Loudonville. He is a graduate of Russell Sage College and is presently attending Western New England College's Evening Law School to attain his Juris Doctor.

He is active within his community and is a member of the Shaker Road Loudonville Volunteer Fire Dept.; secretary of the Colonie Men's Republican Club; Republican committeeman in the 28th Election District; St. Gregory's Fathers Assn., and was past membership chairman and past newsletter editor of the Colonie Young Republican Club; former member of the Albany Junior Chamber of Commerce and other organizations.

MARY D. LYNCH JUDICIARY BRANCH

Mary D. Lynch has been for the past two years, and still is, president of her chapter — The New York State Court of Claims chapter at Albany. She is a member of the Capitol Dis-



trict Conference, attending all meetings and, in her capacity as chapter president, has attended all delegates and chapter presidents meetings called by the Association.

Mary has served as proxy for the judiciary representative at Board of Directors' meetings and

delegates meetings on various occasions.

In pursuing her candidacy, she states:

"During my tenure I have, I believe, familiarized myself with the knowledge beneficial to our chapter.

"I am a native Albanian, and have worked in the Court of Claims for the last 25 years."

SOL G. SUMMER JUDICIARY BRANCH

Sol G. Summer is 41 years of age, married with two children.

He is currently a clerk in the Appellate Division, First Dept., having entered government service in 1952. After discharge



from the Army in 1955, Summer returned to City service and then became a probation officer in the Magistrate's Courts. In 1962, he was appointed a court officer in the Supreme Court and promoted to assistant clerk of the Appellate Division in 1965.

Summer was admitted to the New York State Bar in 1961, having graduated from Brooklyn Law School where he attended at night. He has been accepted by and will pursue a course towards a Master's degree in Law at New York University in September.

As the delegate of the Appellate Division, First Dept., he was part of the CSEA negotiating team that bargained with the Judicial Conference in 1970 and hopes to do so again in 1972.

Active in community affairs, he is a member of the National Police Officers' Assn., New York State Bar Assn., Younger Lawyer's Committee and Government and Civil Service Committee of the United Jewish Appeal, Association of Jewish Court Attaches and other philanthropic and community organizations.

MARTHA W. OWENS LABOR DEPT.

Martha W. Owens has been employed by Workmen's Compensation Board since 1948; a member of Civil Service Employees Assn. since date of employment and active participant in New York City chapter. She has served as: Delegate from Workmen's Compensation Board; chairman of membership committee; delegate to Statewide convention; third vice-president and, at present time, second vice-president.

Her committee appointments consist of:

Statewide negotiating committee, 1969-1970-2.

Ad-hoc committee on State aides. "This committee saw their role to be that a guardian of

the rights and benefits that State employees have won through dedicated and sustained efforts over many years through the merit system," she noted.

Member of CSEA education and training committee to consider bilaterally the development and establishment of in-service training and career development.

Chairman of Metropolitan Conference legislative committee.

Chairman of Workmen's Compensation Board departmental negotiations.

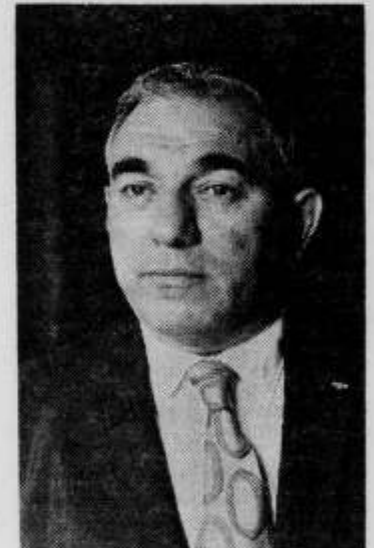
Attended Cornell University of Labor & Industrial Relation in Public Service, Civil Service Employment & Collective Bargaining in Public Employment.

She says: "It has always been my aim to secure the best of everything relative to my co-workers, and to keep the employees well informed as to their organization's actions, to advise and assist them whenever possible.

"It is my wish to continue to do so in a greater capacity."

VINCENT F. RUBANO LABOR DEPT.

Vincent F. Rubano is a member of the State Insurance Fund chapter, employed at the State Insurance Fund for 24 years. Active in CSEA affairs on the



Statewide level, he is a member of the political action committee and former member of special Department of Labor committee created by the late president Joseph Felly.

Rubano has acted as proxy for the current Department of Labor representative at Board of Directors' meetings. For the Metropolitan New York Conference, he serves on its grievance and constitutional revision committee.

Now president of the State Insurance Fund chapter and chairman of the State Insurance Fund negotiating committee, he has served as chapter Department representative, member of the grievance committee, Statewide delegate for the chapter, chairman of the constitutional revision committee, financial secretary and first vice-president. He now serves as Blood Bank captain and was on the claims educational committee.

He resides in Nassau County with his wife and two children, and his community activities encompass church and youth groups. Among them, he has as the first vice-president of the Parish Holy Name Society and worked with the CYO.; has been a manager in Little League activities and a post commander

(Continued on Page 16)

Eligibles on State and County Lists

CIVIL SERVICE LEADER, Tuesday, July 27, 1971

**PRINCIPAL STENOGRAPHER,
NASSAU COUNTY PROBATION
DEPARTMENT**

1 Brown R Westbury	96.7
2 Smith F Levittown	91.2
3 Stowey L Hicksville	87.7
4 Tcherne E Hicksville	85.3
5 Elustondo F Malverne	79.8
6 Bredin A Westbury	78.7
7 Hugle M Massapequa	78.7
8 Locker G Levittown	76.7
9 Novinsky M Roslyn Hts	72.4
10 Klinck M Malverne	72.1

SENIOR CIVIL ENGINEER

1 Eldridge W Albany	80.4
2 Poirier P Latham	77.0

**ASSISTANT CHIEF ENGINEER,
THRUWAY AUTHORITY**

1 Pendleton J Slingerla	95.5
2 Dormandy R Troy	78.5
3 Cleary T Delmar	75.0

**SUPERINTENDENT OF THRUWAY
MAINTENANCE**

1 Dormandy R Troy	86.5
2 Cleary T Delmar	83.0

**ASSISTANT SUPERINTENDENT OF
THRUWAY MAINTENANCE**

1 O'Connor T Delmar	94.6
2 Donnaruma R Schenectady	90.2
3 Heller J Alramont	78.0
4 Hepperle E Garnerville	75.0

PRIN U I TAX AUDITOR

1 Noviello N Peekavill	95.0
2 Walter W Jamaica	82.0
3 Kass M Bx	74.0

SR DRAFTSMAN ARCHITECTURE

1 Miles P Schenectady	72.6
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**DEPUTY SUPERINTENDENT OF
BANKS G-35**

1 Knudsen D Staten Is	94.9
2 McDonald T Farmingdale	86.0
3 Bolster J Englewood	85.0
4 Mackey J Uniondale	84.0
5 Metzger W Williston	82.5
6 Collins W Kinderhook	82.0
7 Sharkey J Fairport	76.0
8 Cassidy R Waldwick	75.5
9 Heaney W Westbury	74.7

Help Wanted - M/F
HOME TYPISTS — Envelopes & other assignments to be picked up and returned. Downtown Manhattan \$10.00 per 1,000. Write Box 250, CSL, 11 Warren St., N.Y., N.Y. 10007 & give telephone number.

**Merchandise Offerings - TV'S
USED TV'S LIKE NEW**
FROM \$39.99 UP
Guaranteed Like New
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BEDROOM Set, lamps, Queen size mattress & box spring, air conditioners, wall-to-wall carpeting. Will sacrifice. Call after 6 P.M. 282-2345.

Business Opportunity
LONG ESTABLISHED office equipment business, profitable, good location, owner wishes to retire. Substantial down payment. Terms for balance. Write Box 500, C. S. Leader, 11 Warren St., N.Y., N.Y. 10007.

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460 WEST 33rd ST. (NR 10th AVE.)

**ASSISTANT DIRECTOR OF
NARCOTIC REHABILITATION
FACILITIES**

1 Coombe P Grahamsvi	101.1
2 Slawinski S Staten Is	97.4
3 Willis T Bx	91.8
4 Brownell B Poughquag	86.5
5 Hollins M E Orange	84.7
6 Greiner I NYC	84.7
7 Callender D NYC	84.1
8 Saunders M Bx	83.8
9 Koch V Eggertsvi	82.6
10 McQueen R Bklyn	82.4
11 Sill R Levittown	81.2
12 Keenan W Beacon	76.2
13 Brown W Poughquag	73.8
14 Eisenberg R Fishkil.	71.3
15 Butler G Mt Sinai	70.8
16 Lambie D Corona	70.8
17 Macaluso J Mt Morris	70.5
18 Cruz L Hollis	70.1

**DIRECTOR OF NARCOTIC
REHABILITATION FACILITIES**

1 Barz R Kew Garden	102.9
2 Melman J Queens	91.4
3 Cid A W Seneca	89.6
4 Essen S Long Beach	85.7
5 King C Jamaica	82.8
6 Daly J Middletown	81.8
7 Kaufman B Bklyn	75.3
8 Samuel I Bx	72.7
9 Moskowitz J Pomona	72.7
10 Nieschke J Grahamsvi	72.5
11 Dunham K Bx	72.4

ASST POLICE CHIEF

1 Hoffman L Kenmore	99.3
2 Morris J Tonawanda	98.2
3 Fossith J Kenmore	97.1
4 Vishon P Kenmore	96.6
5 Wink R Tonawanda	92.2
6 Center R Tonawanda	81.0
7 Tracey R Kenmore	78.6

**POLICE CAPTAIN
(Eric County)**

1 MacCarone J Depew	86.6
2 Mapes K Depew	81.7
3 Rybak R Depew	79.6

DESK LIEUTENANT

1 Landahl I West Seneca	87.2
2 Stefan P Buffalo	82.2
3 Redmond T West Seneca	77.1

DIR OF FAMILY SRVS

1 Montella M Buffalo	80.1
2 Stroman J Buffalo	77.6
3 Palmeri V W Seneca	76.2
4 Danner M Buffalo	76.1
5 Steinhart N Williamsvil	72.5
6 Ranke R Williamsvil	71.4

DEPUTY COMM OF SOC SRVS

1 Montella M Buffalo	82.1
2 Wagner W Orchard Pk	77.5
3 Danner M Buffalo	75.1
4 Klipfel M Buffalo	73.5
5 Ranke R Williamsvil	72.9
6 Steinhart N Williamsvil	72.5

POLICE CHIEF

1 Arner E Kenmore	91.1
2 Deguebery T Kenmore	83.2

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SOCIAL SERVICES SWEAR-IN—
Newly elected officers and representatives of the Department of Social Services chapter of the Civil Service Employees Assn. in Albany raise their right hands to take the oath of office as administered by Statewide CSEA president Theodore C. Wenzl, at the ceremony conducted at Social Services' main office in Albany. From left to right

are: Edmond Sherry, first vice-president of the chapter; Ann Malo, second vice-president; Gus Bessenger, unit representative; Janet Riel, recording secretary; Albert Ferlando, unit representative; Tom Colloton, treasurer; Alvina Thacher, grievance committee chairman; Jane Reese, president, and Wenzl. Not present for the photo was Dolores Henderson, corresponding secretary.

**ASSISTANT SURROGATE'S COURT
CLERK, KINGS COUNTY
SURROGATE'S COURT**

1 Fatone C Bklyn	85.2
2 Calabrese A Bklyn	84.4
3 Goldstein J Bklyn	84.4
4 Gluck M NY	79.7
5 Alevy R Bklyn	77.4

**ASSISTANT SURROGATE'S COURT
CLERK, QUEENS COUNTY
SURROGATE'S COURT**

1 Passenat H LI City	76.8
----------------------	------

**ASSISTANT SURROGATE'S COURT
CLERK, BRONX COUNTY
SURROGATE'S COURT**

1 Sullivan M Yonkers	86.8
2 Horrigan E Bx	72.1

**SURROGATE'S COURT CLERK I,
SURROGATE'S COURTS
NEW YORK CITY**

1 Garrett J Astoria	97.5
2 Riordan E Elmhurst	95.5
3 McDonnell J NY	93.5
4 Winetz H Oceanside	82.6
5 Klein W NY	90.5
6 Spicer F NY	89.0
7 Eltman A Bklyn	87.6
8 Magovern D NY	87.5
9 Donnan A Yonkers	85.9
10 Ryan I Garden City	81.1
11 Gregg M Jackson Hts	78.5
12 Corcillo R Bx	77.9
13 Delehanty C NY	75.5
14 Levine R NY	75.5
15 Hirschberg V NY	75.3
16 Lenansky B Bx	71.9

**SURROGATE'S COURT CLERK I,
NEW YORK COUNTY
SURROGATE'S COURT**

1 Garrett J Astoria	97.5
2 Riordan E Elmhurst	95.5
3 McDonnell J NY	93.5
4 Klein W NY	90.5
5 Spicer F NY	89.0
6 Eltman A Bklyn	87.6
7 Magovern D NY	87.5
8 Donnan A Yonkers	85.9
9 Gregg M Jackson Hts	78.5
10 Levine R NY	75.5
11 Hirschberg V NY	75.3
12 Lenansky B Bx	71.9

BILL COLLECTOR

1 Kret R Buffalo	86.0
2 Diviak J Lackawanna	85.0
3 Roloff W Buffalo	82.5
4 Seifried W Williamsvil	80.0
5 Guercio D Buffalo	75.0

PRIN CLERK

1 Schmidt J Buffalo	92.7
2 Nasal E Blasdell	90.5
3 Kopperman S Buffalo	84.9
4 Harris M Buffalo	82.3
5 Yehner L Tonawanda	80.1
6 Rayford P Buffalo	76.8
7 Kath E West Seneca	76.5
8 Gordon F Hamburg	76.2

**OPTION A
ASSOC REHAB COUNSELOR**

1 Bryant E Webster	88.2
2 Steinberg R Bklyn	87.2
3 Hedgeman H NY	84.7
4 Regman D Amherst	84.2
5 Raimann E Bx	83.7
6 Owen J Hamburg	83.5
7 Brady M Fairport	83.0
8 Mitchell D Syracuse	83.0
9 Greenblatt B Bklyn	82.0
10 Kaplan S Bx	82.0
11 Spillar A Rowayton Cr	81.5
12 Siegel F Bklyn	81.0
13 Grace C Albany	80.4
14 Leary J Elmira	80.1
15 Petrie D Syracuse	78.0
16 Kirsch E Bklyn	78.0
17 Henderson G Rochester	77.9
18 Bell W Eggersville	77.0
19 Schechter L Long Beach	76.6
20 Patterson W Cambria Hts	76.1
21 Mulligan M E Moriches	76.0
22 Powell A Hollis	75.1
23 Braun L Albany	75.0
24 Truchom E Utica	74.6
25 Daiber A Westbury	74.4
26 Frost C Hamburg	74.0
27 Levine Y Cedarhurst	72.4

SR ATTY & SR ATTY VAR SPE

1 Laik E Bx	89.4
2 Seif A Bayside	84.6
3 Doolittle L Voorheesvil	84.3
4 Anderson A Tappan	83.4
5 Goldstein B Bx	82.1
6 Bezirjan M Albany	81.4
7 Becker H Loudonville	80.9
8 Moskowitz K NY	80.8
9 McDonough T Albany	80.2
10 Edley E Flushing	78.5
11 Vandiver W Pt Wash	78.4
12 Gross A Staten Is	78.4
13 Trumbull J Albany	78.0
14 Coon J Delmar	77.9
15 Mendelsohn A Ballston Spa	77.7
16 Tell J Bklyn	77.2
17 Bress J Schenectady	77.2
18 Belf G Albany	76.7
19 Sadowski B Kew Gardens	76.4
20 Kimberly M Schenectady	76.4
21 Brankman A Albany	76.4
22 Bronstein R Forest Hills	76.4
23 Debow T Bklyn	76.1
24 Shang C Latham	75.8
25 Weinstock W Bklyn	75.8
26 Madama R Latham	75.3
27 Pugliese C Albany	74.2
28 Paine J Flushing	73.6
29 Debellis F Pelham	73.1
30 Grutman C Elmont	73.1
31 Tishoff L NYC	72.7
32 Rothman T Albany	72.4

33 Rosenberg S Bx	72.4
34 Benzing M Buffalo	71.7
35 Snyder H Mechanicvil	71.2
36 Gitter M Jamaica	70.4

EXECUTIVE ASSISTANT

1 Burke W Buffalo	86.0
3 Lyons J Tonawanda	82.1
2 Scherrer G Depew	83.2
4 Neal B Snyder	81.7
5 Hitchcock R Williamsvil	80.7
6 Browning M Buffalo	79.6
7 Scherrer M Depew	79.6
8 Tiburti L Buffalo	79.1
9 Kulinski D Cheektowaga	77.0
10 Keenan A Buffalo	76.9
11 Ramunno J Kenmore	75.8
12 Miskines E Tonawanda	74.8

**SURROGATE'S COURT CLERK I,
KINGS COUNTY SURROGATE'S
COURT**

1 Delehanty C Bklyn	77.0
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**SURROGATE'S COURT CLERK I,
QUEENS COUNTY SURROGATE'S
COURT**

1 Winetz H Oceanside	92.6
2 Ryan I Garden City	81.1

**SURROGATE'S COURT CLERK I,
BRONX COUNTY SURROGATE'S
COURT**

1 Corcillo R Bx	77.9
-----------------	------

ASST DIR OF RECREATION

1 Lane G Kenmore	80.5
2 Kunzelman D Tonawanda	72.5

BLDG MTGE SUPERVISOR

1 Sorenson E Ballston Lk	85.2
2 Towardowski R Williamsvil	77.7
3 Calvert J Baldwinvil	76.2
4 Feuerstein R Lancaster	70.2

SR OCCUP THERAPIST

1 Rogers J Tonawanda	90.1
2 Miranda L Tonawanda	82.9
3 Gaxda C Cheektowaga	79.0

ASST SUPT OF BLDGS & GRNDS

1 Dimino E Kenmore	84.4
2 Balcer S Buffalo	71.2

**ASSISTANT SURROGATE'S COURT
CLERK, SURROGATE'S COURTS
NEW YORK CITY**

1 Sullivan M Yonkers	86.8
2 Fatone C Bklyn	85.2
3 Calabrese A Bklyn	84.4
4 Goldstein J Bklyn	84.4
5 Gluck M NY	79.7
6 Falco S NY	78.0
7 Shanoff R Elmurst	77.8
8 Alevy R Bklyn	77.4
9 Matusof J NY	77.1
10 Newman G Flushing	76.9
11 Passenat H LI City	76.8
12 Smith D NY	76.4
13 Page L NY	76.3
14 Marren J Bklyn	75.9
15 Goldfarb K Sunnyside	72.9
16 Horrigan E Bx	72.1
17 Mullen T Pt Jefferson	71.5

(Continued on Page 12)

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Naval Hospital Directing Recruiting Guns At RNs

Major emphasis continues in the arena of nurse recruitments — particularly for RN's — at the only Federal hospital facility in Queens, the U.S. Naval Hospital. Wages differ by grade of entry. Reportedly, GS-7 appointments provide the largest number of current openings. Pay now runs at \$10,102-12,586, calling for licensure and appropriate nursing school preparation. Two

years of supplementary experience is asked of those holding associate degrees, while four-year grads of college will need only a single year of nursing.

The experience requirement for holders of nursing school diplomas varies with the length of the training program. Telephone inquiries will be answered for persons seeking to ascertain their potential pay levels.

The Naval Hospital is located in St. Albans, Queens, just south of Jamaica, and may be reached from the 169th St. Station of the Hillside Ave. IND. The Q-4 bus goes directly from that station to the hospital grounds. Applicants are asked to call in advance: JA 6-1000, ext. 285.

In Correction Two Asst. Deputy Wardens Selected

Captains Vito Carbonaro and James L. Rawlins were promoted to the rank of assistant deputy wardens by the Department of Correction. The promotion ceremonies were held at the department's central offices at 100 Centre Street.

Also promoted at the ceremonies were four correction officers. The men are Capt. Robert Sims and Capt. Edward Cobham. The women, Capt. Marie Tartaro and Capt. Marion Gray.

The newly appointed officers were assigned as follows: ADW Carbonaro, Womens HDM, ADW Rawlins, Brooklyn HDM; Captain Cobham, Queens HDM, and Captain Sims, NYC Adolescent Remand Shelter. Captains Tartaro and Gray remained at the Womens HD.

Super Blockade

Three candidates were recently found not qualified to become supervisor of technical installations, a City promotional exam.

SHANLY PERSONALLY ESCORTED TOURS

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22 unforgettable days through 15 countries . . . picturesque inns, all meals. Fly from New York; deluxe motor coach through Ireland, England, France, Belgium, Germany, Holland, Luxembourg, Liechtenstein, Austria, Italy, San Marino and Switzerland. Visit London, Paris, Rome, Venice and other fascinating cities. Reserve early. Departure dates: Sept. 2 & 23, Oct. 14.

BRITISH ISLES with Shanly — \$549

15 days — Ireland, Scotland, England — First class hotels and most meals — Visit Limerick, Killarney, Dublin, Edinburgh, London, optional tour to Wales. Departs September 30.

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15 memorable days . . . from the Yucatan to glamorous Acapulco; from Mexico City to Guadalajara. Visit Vera Cruz, Cuernavaca, Taxco. See ancient Mayan Ruins. Stay at the finest accommodations; some meals. Fly to Tampa — Pan-Am (Econo) to Merida. Return via air from Guadalajara. Tours Jan. 23, Feb. 13, Mar. 5 & 26, April 16, May 7, 1972.

For details and literature write:

SHANLY TRAVEL

290 Main Street Suite 416 (2B)
Buffalo, N.Y. 14202

Metzger At Head Disclose New Slate For Onondaga Unit

SYRACUSE — The election of new officers was recently held by the Onondaga County unit of the Civil Service Employees Assn. Terms of the new executives will run through June 30, 1972.

The officers are as follows: President: William C. Metzger, Surrogate Office; first vice-president: Frank Belawicz, Metropolitan Water Board; second vice-president: Gwendolyn Walsh, Surrogate Office; recording secretary: Louise Massaro, County Clerk's Office; corresponding secretary: Thelma Probeck, Personnel Department, and treasurer: Carmella Bartholomew, Comptroller's Office.

Appointed to the board of directors and with terms expiring June 30, 1972, are: Anthony Sette, Metropolitan Water Board; Charles H. Stauden, Metropolitan Water Board, and Ventina Cerutti, Mental Health.

Appointed to the board of directors and with terms expiring June 30, 1973, are: Anthony R. Floreck, Finance Department; Edith Schoonmaker, Community College, and Barbara Balamut, Comptroller's Office.

The following have been appointed as chairman of committees: auditing: Anne Bogan, Comptroller's Office; social: Rose Trinca, Finance Office; legislative: Frank Belawicz, Metropolitan Water Board; membership: Gwendolyn Walsh, Surrogate; publicity & public relations: Mildred Przewlocki, Comptroller's Office; grievance: Edith Schoonmaker, Community College, and good-will: Barbara Balamut, Comptroller's Office.

FIREFIGHTERS FIGHT FIRES . . . NOT PEOPLE.

WCB Directory List Disability Court Decisions

The latest edition of Court Decisions on the Disability Benefits Law, administered by the State Workmen's Compensation Board, is now available to the general public.

The 129-page publication, covering the years 1964-1970, may be purchased at \$1 from the Office of the Secretary, Room 608, 50 Park Place, New York City 10007.

Included in this special edition are the full texts of 32 court decisions handed down during the last six years, preceded by a resume of the facts, and the holdings of the Board and of the Court.

Joseph E. Levine presents a Mike Nichols Film starring Jack Nicholson · Candice Bergen

"I was sorry to see 'Carnal Knowledge' end."
—Vincent Canby New York Times

Mike Nichols, Jack Nicholson, Candice Bergen, Arthur Garfunkel, Ann-Margret and Jules Feiffer.

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(Continued from Page 10)

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5 Smith D NY	76.4
6 Page L NY	76.3
7 Marren J Bklyn	75.9
8 Goldfarb K Sunnyside	75.9
9 Mullen T Pt Jefferson	71.5

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1 Persinger J N Evans	97.4
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1 Landon J NY	88.5
2 Dreyse G Potsdam	84.8
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4 Migliore M Albany	84.0
5 Narkier H Bklyn	83.9
6 Lauricella S Tonawanda	83.6
7 Hoffman I Rochester	83.0
8 Heilman H NY	82.8
9 Wankoff S Queens Vill	82.3
10 Ray J Malone	82.1
11 Kubala O Snyder	82.0
12 Walstrom F Mt Vernon	81.9
13 Hellner M NY	81.9
14 Sturm R Bklyn	81.9
15 Lewis S NY	81.1
16 Harris R Bklyn	81.0
17 Landes J Harpurville	80.7
18 Melleneger F Eggertsville	80.5
19 Swanno R Poughkeepsie	80.3
20 Guariglia J Utica	80.0
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22 Monteforte J Commack	79.6
23 Nowlan M Elmira	79.6
24 Suswein L Great Neck	79.6
25 Schuyler J Rego Pk	79.0
26 Jones E Hamburg	78.6
27 Markowitz M Harsdale	78.6
28 Asmanis D Astoria	78.6
29 Harvey L Pine City	78.5
30 Sherman S Bklyn	78.4
31 Leizer R Old Bethpage	78.4
32 Campiere T Kenmore	78.3
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34 Lipka L NY	78.1
35 Woogen D NY	78.0
36 Kaminsky H Bklyn	77.9
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42 Clark J Poughkeepsie	77.3
43 Keller F Depew	76.8
44 Abrams R Bklyn	76.7
45 Molveau H NY	76.6

46 Godwin P Buffalo	76.6
47 Jefferson G Long Beach	76.6
48 Friedlich E NY	76.5
49 Donowitz J Rocky Pt	76.2
50 Levitan E NY	76.1
51 Barreca M NY	76.0
52 Nathan E Monsey	75.8
53 Yount J NY	75.8
54 Bostic C Bx	75.8
55 Lasky R Pt Jefferson	75.0
56 Ciner L NY	75.0
57 Geisman E Roslyn Hts	74.9
58 Caldwell G Delmar	74.8
59 Ryles W NY	74.6
60 Vizzini E NY	74.6
61 Bernhardt E Port Read NJ	74.5
62 Pava F Bklyn	74.2
63 Liebner D Clarence	74.0
64 Miller V Port Chester	74.0
65 Gould L NY	73.9
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67 Shackel P Holbrook	73.7
68 Magram H Fair Lawn NJ	73.7
69 Taylor H NY	73.6
70 Piatzick E Bklyn	73.5
71 Huebsch C Mt Vernon	73.0
72 Ruggentine C Lockport	73.0
73 Briggs K Poughkeepsie	73.0
74 Schreiner J Schenectady	73.0
75 Kilkenny J Pomona	72.2
76 Weiss H NY	71.8
77 Dingwall A Leroy	71.2
78 Glover L Springville	71.0
79 Burquette L Buffalo	70.7
80 Schwartz B Monticello	70.6

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2 Landon J NY	87.5
3 Belnick I NY	84.4
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5 Dreyse G Potsdam	82.8
6 Sturm R Bklyn	81.9
7 Yoerg D Paterson NJ	81.7
8 Reed M Marcellus	81.4
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11 Hellner M NY	80.9
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13 Rupp R Kenmore	80.5
14 Wankoff S Queens Vill	80.3
15 Klein L Glen Oaks	80.3
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22 Bernstein T NY	79.4
23 Schubart C Vestal	79.4
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101 Engel E Syracuse	72.3
102 Volmer R LI City	72.3
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105 Schreiner J Schenectady	72.0
106 Cline M Caledonia	71.8
107 Jefferson G Long Beach	71.6
108 Ziomek A Newburgh	71.6
109 Hayden M Middletown	71.3
110 Clark E NY	71.2
111 Place H NYC	71.1
112 Miller V Port Chester	71.0
113 Fisher C NY	70.8
114 Scott N Eden	70.6
115 Ellington M NY	70.5
116 Vasbinder A Buffalo	70.4
117 Curry C Schenectady	70.4
118 Morgan W Bridgeport	70.4

D Of E Prods Effort

Welfare Recipients Trained As Buyers

Nine welfare recipients last Friday completed phase one of an assistant's buyer's training program developed by the State Department of Labor's Division of Employment and Sears, Roebuck and Co. At the Fashion Institute of Technology, they graduated from a Work Incentive Program (WIN) designed to move them from public assistance to paid, private employment. This week they become Sears assistant buyer trainees at \$125 per week.

The six-week course was outlined by the State Labor Dept. and approved by Sears. The applicants, all of whom were required to have at least 60 college credits, were selected by the State Employment Service from public assistance recipients enrolled in the Federally funded WIN program.

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List Five Alternate Fields OK To Qualify As Custodian; Half-Year Exper. Required

Having a job history of six months as a carpenter, electrician, plumber, mechanic or steam fireman will satisfy the present requirements for custodian, says Nassau County, your prospective employer.

Also, persons who have done custodial work for a year or longer may apply. In this instance, eligibility will take in residents of nearby counties—namely Suffolk, Queens and Kings—provided they have lived there at least one year. Nassau

residents, of course, are eligible.

The Commission notes, however, that "preference in appointment may be given to successful candidates who have been legal residents of Nassau County for the period mentioned above or specific school districts." While starting pay differs among districts, \$5,000 was cited as the typical wage offered.

Written Test Content

An open-continuous title, custodian, will provide for written exams throughout the year. Knowledge of equipment used in maintaining school buildings and ability to follow directions will be the two primary test subjects.

Applications may be obtained in person. Also, you may receive a mail entry by enclosing a legal sized stamped, self-addressed envelope. Write to: County Civil Service Commission, 140 Old Country Rd., Mineola, L.I. 11501.

Data Operator Trainees In Demand: Suffolk

Making an attempt to attract residents statewide, Suffolk County has been emphasizing the theme that candidates for EDP traineeships do not have to live in Suffolk itself. Because of the wide demand for persons to fill these jobs, experience and training requirements have also been eliminated.

Current rate of pay comes to \$210 biweekly, it was noted. A series of fringe benefits — including personal and sick leave — accompanies wages. Interested persons must first undergo a written test, however.

Given every weekday except Monday, the exam will encompass mechanical aptitude, abstract reasoning, reading comprehension, verbal analogies and vocabulary.

Job duties concentrate on operating a host of tabulating machines in a data processing unit, plus performing related duties. To get further details, phone PA 7-4700, ext. 249, and ask for the County Civil Service Dept.

Cite Residence Rule

Nassau Stresses Steno Openings

Stenographers are frequently tested and hired, says the Nassau County Civil Service Commission in calling attention to these residence-required staff positions. Salaries vary by jurisdiction, the agency indicated.

High school graduates are being sought who have taken coursework in typing and shorthand. Alternately, one year of background as a clerk-steno will prove satisfactory. High school seniors are also invited to apply, although they must be within three months of graduation to take the exam.

The written test deals with verbal and numerical abilities, while the dictation test requires transcribing at the speed of 75 wpm. Typing rate needed to pass stands as 35 wpm. A grade of 75 percent in each portion will be needed for passing.

Persons desiring entry blanks may write the Commission at 140 Old Country Rd., Mineola 11501. Replies require enclosure of a stamped, self-addressed envelope, it was noted.

Accelerate Entries For MV Operators

The gear is in high insofar as hiring motor vehicle operators for jobs in Suffolk County Government. The qualification path, moreover, indicates neither experience or education will be required. Providing biweekly pay of \$210, the vacancies are situated with the County Clerk's Dept. In essence, jobs involve conducting preliminary tests and taking care of clerical and typing chores of "limited difficulty," says the County. Tests for applicants take place in Riverhead on the first and third Mondays of each month.

Potential test candidates should be alerted to the prospective content: comprehension of reading passages, arithmetic computations and office practices primarily. You may be quizzed on checking and filing, also.

To obtain your announcement and application form, write: County Civil Service Dept., County Center, Riverhead, L.I.

L.I. Acts To Attract Engineering Aides

Without residency requirements, Suffolk County has sent out word it wants to hire more engineering aides at \$258 biweekly. Testing takes place daily — Tuesday through Friday.

Subject to no standards either of experience or education, candidates may be tested on such items as vocabulary, math, mechanical information, record keeping and physical science aptitude. A three-month waiting period will be in effect for persons having failed the exam initially who want a re-test.

Those hired will engage in assisting on engineering projects in both field and office settings. Further data may be obtained by calling the County Civil Service Dept. at PA 7-4700, ext. 249.

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Finale On Fireman Entries To Arrive In Mid-August; Expect Substantial Influx

The final gong for fireman applications is fast approaching. Arrival is slated for Aug. 18, states the City Personnel Dept. A considerable number of openings have been predicted.

This particular job is expected to be perhaps the largest single draw in Summer season recruitment. The reason: it remains one of the few now open in the no-experience-sought category. Two other titles have recently joined the fold—stenographer and parking enforcement agent. Those titles are open to both sexes whereas only males are accepted into training as firefighters.

At this juncture, entrants may live anywhere in the New York City metropolitan area. Attempts to restrict hiring to City residents have not succeeded. The two primary prerequisites are having a high school diploma or equivalency, and being able to meet detailed physical criteria. Height minimum has been lowered to 5-foot-6 over recent years. Other standards will be found in the announcement.

Pay Rate Picture

On entering service as a fireman, at present salary scales, you earn \$9,499; three years of tenure brings you incrementally to \$10,950 in pay plus the chance to compete on the next promotional test for the rank of fire lieutenant at \$13,524. Contract negotiations are now in progress between the City and the Uniformed Firefighters Assn., and a salary hike is expected to result from these talks.

In addition to a written, multiple-choice test, weighing 100, a qualifying medical and physical test will be administered. Portions of that test will include agility, strength in dumbbell lifting, abdominal strength, pectoral strength and a power broad jump. "Candidates must qualify in every one of these sub-tests," says the official exam notice.

The written test, moreover, will

pose questions on verbal ability, reading comprehension, City government and current events, scientific and math aptitude. On the medical test, candidates will be rejected for "any deficiency, abnormality or disease that tends to impair health or usefulness." One opportunity will be given for re-examination if a written request is submitted.

Fullest details on medical and other standards appear on the Department of Personnel job bulletins, available at 55 Thomas St., Manhattan, weekdays between 9 a.m. and 5 p.m. For the convenience of those not working in the area, the Department also stays open until 5:30 on Thursday evenings.

Nassau Lists Trio Of Positions Now Open Continuously

Applications are being accepted continuously by the Nassau County Civil Service Commission for positions in the following titles:

CR-1 Stenographer — High school seniors may apply within three months of graduation; CR-2 Custodian, School District; CR-4371 Clerk-Typist I—typist-clerk all jurisdictions.

Persons wishing to take such exams are advised to obtain announcements and applications at the Civil Service Commission, 140 Old Country Road, Mineola, 11501, or by forwarding a stamped self-addressed legal size envelope.

Requests for additional examination information may be made by calling (516) 535-2511.

Young men age 17½ to 24 years old can become Plumbers by taking a five-year apprenticeship program which includes on-the-job and formal classroom training. Applicants must have a high school or equivalency diploma and have been a resident of the metropolitan area for one year. Also, for those honorably discharged from service from the Armed Forces, the age limit has been extended to 27 years old. An aptitude test will be given and a doctor's certification certifying that the applicant is physically able to perform the work is required. Also must be a citizen of the U.S. The apprenticeship wage rate for the first year is \$2.85 per hour with yearly increases during the five-year course. Those interested in training for the Plumber trade should apply in person before July 30 by going to any one of the Industrial Offices of the State Employment Service. In Manhattan, go to 255 West 54th St.; in Brooklyn, go to 250 Schermerhorn St.; in Queens, go to 42-15 Crescent St., Long Island City, and to 25 Hyatt St., St. George.

In the clerical field, experienced Biller Typists good at figures and able to type 35 words per minute accurately, are needed at \$110-125 a week . . . There is a great demand for Bookkeeping Machine Operators with a knowledge of bookkeeping and typing. Also knowledge of NCR or Burroughs Sensimatic machine preferred. The pay range is \$110-140 a week . . . Full Charge Bookkeepers with thorough experience in all phases through general ledger and trial balance are wanted for jobs paying \$150-\$200 a week . . . Plug Board Operators with experience and typing ability can get jobs paying \$100-125 a week.

Beginning Clerk Typists are wanted at \$85-100 a week and Beginning Stenographers at \$100-120 a week. No experience needed. These jobs are in all types of offices and locations. Typing speed must be 35 words per minute and stenography 70 to 80 words per minute accurately . . . There are jobs available for experienced Clerk Typists at a salary range from \$100-130 a week . . . Also experienced Secretaries are wanted at \$125-150 a week . . . Apply at the Office Personnel Placement Cen-

Biting Comment

Martin Shapiro, postmaster of Brooklyn, reminded dog owners that they keep their dogs on a leash or indoors when mailmen deliver their mail. Owners who permit their dogs to move freely about and are a threat to mailmen, will have their mail withheld from delivery, necessitating a visit to their local stations to pick up mail.

"Dog bites inflicted on our mailmen have risen sharply within the past year and resulted in a great deal of man hours lost because of injuries received," Shapiro commented.

The Job Market

By BARRY LEE COYNE

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

ter, 575 Lexington Ave., Manhattan.

Employers of industrial workers in Manhattan are in need of Engraving Press Workers to set up and operate modern or Carver engraving presses at \$100-140 a week . . . There is a need for Protective Signal Installers experienced in burglar alarm systems in stores using hand tools. Driver's license and own car preferred. The pay is \$3 an hour.

Experienced Office Machine Servicers are also wanted to operate manual and electric typewriters, adding machines, calculators or photocopiers at \$100-150 a week . . . Experienced Sewing Machine Repairers for industrial sewing machines are wanted at \$100-150 a week . . . Also Hand Collators with experience in carbon collating at \$90-100 a week . . . Apply at the Manhattan Industrial Office, 255 West 54th St., Manhattan. A Loose Leaf Binder Company

At Starting Gate

Dean Alfange, of New York City, has been named first chairman of the new State Quarter Horse Commission at \$33,600 per year. Other commissioners receiving recess appointments were Matthew Blei, of Great Neck, and former Assemblyman Richard A. Cerosky, of Valhalla. They will be paid \$24,675.

Alfange and Cerosky are Republicans. Blei is a Democrat. The Commission was created in 1970, and requires bipartisan membership.

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CORRECTION

THIS AD APPEARED IN ISSUE OF JULY 20th WITHOUT NOTATION "AVAILABLE I.N.E.O.A. MEMBERS ONLY" THIS OMISSION WAS IN ERROR.

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in Queens has a number of openings requiring skilled workers which they are anxious to fill. They have jobs for Coverers, Power Press Set Up Operators, Binders, Sewers, Paper Cutting Set Up Operators, Riveters, Gluers and Assemblers. The salary for these jobs mentioned, starts at \$90 a week and pay more depending on experience . . . Diesel Truck Mechanics with Class III license and heavy diesel experience are wanted for jobs paying \$4.50 an hour.

Experienced Ceramic Tile Setters are wanted. No tools required for jobs at \$4 an hour

. . . Also Water Proofers to work in private homes. Must have experience and own tools, and a chauffeur's license is preferred. The pay is \$30 a day . . . There is a need for Electrical Motor Repairer for small motors in shop or on customer's premises. Must have six months' experience, tools and a chauffeur's license for jobs paying \$140 a week.

Fully experienced Roofers with ladder and scaffold experience are wanted at \$25-35 a day and a Table Sawyer with one year experience and able to cut lumber is needed at \$110 a week . . . Apply at the Queens Industrial Office, 42-15 Crescent St., Long Island City.

LEGAL NOTICE

PENNCAL ASSOCIATES
NOTICE OF SUBSTANCE OF CERTIFICATE OF FORMATION OF LIMITED PARTNERSHIP. Name and address: Pennel Associates, at Ingber & Klapper, Esqs., c/o Integrated Resources, Inc., 295 Madison Avenue, New York City. Business: Ownership of an interest in real estate located in Celina, Ohio. General Partners: Sidney Ingber, 100 Myrtle Drive, Great Neck Estates, New York; Benjamin Klapper, 450 West Bay Drive, Long Beach, New York. Present Limited Partners, Address, Contributions (made in cash), and Share of Profits or Other Compensation by Way of Income or Otherwise: Richard T. Baum, 345 Park Avenue, New York, New York, \$75,555, 29.630%; Robert E. Siegfried, 12 Oakland Street, Lexington, Massachusetts, \$61,389, 24.074%; Philip H. Seaver, 16 Harbor Avenue, Marblehead, Massachusetts, \$61,389, 24.074%; N. T. Camicia, 85 Country Club Lane, Pelham Manor, New York, \$56,667, 22.222% subject to payment of 1% of distributions to the General Partners after distributions have been made to Limited Partners in an amount equal to their total contributions to the Partnership. No additional contributions are required to be made by the Limited Partners. The General Partners shall have discretion as to the making and timing of distributions of Cash Flow and other property, subject to the provisions of the Partnership Agreement. As used herein and under the Partnership Agreement, Cash Flow means the net income of the Partnership after taxes (if any) determined under generally accepted accounting principles, increased by depreciation and decreased by amortization payments and capital expenditures. The term of the Partnership shall continue until the retirement, death, insanity, resignation or the bankruptcy or insolvency (not discharged or vacated within 90 days) of either General Partner (subject, in any of the foregoing instances, to the right of the remaining General Partner to continue the business of the Partnership), the sale of the Partnership Property or failure to acquire the same, a determination to dissolve in accordance with the provisions of the Partnership Agreement or December 31, 2046, whichever event shall occur sooner. The contribution of each Limited Partner may be reduced by an amount not exceeding 10%, which would result in a cash refund equal to the amount of the reduction. A Limited Partner may substitute assignees in his place, but only with the written consent of the General Partners. Only the General Partners have the right to admit Limited Partners. The Partnership is authorized to acquire the Limited Partnership Interest of any Limited Partner who may offer the same for sale to the Partnership. No Limited Partner has any right to priority over any other Limited Partner as to distributions or compensation by way of income. The remaining General Partner shall have 60 days after the retirement, death or insanity of the other General Partner to elect to continue the business of the Partnership. No Limited Partner has the right to demand and receive property other than cash in return for his contribution. The original certificate duly signed and acknowledged was filed in the New York County Clerk's office on July 14, 1971.

Nassau Notes Host Of Titles With Various August Cutoffs

Nine rather diversified titles have been declared open for filing by the Nassau County Civil Service Commission, pending an Aug. 25 deadline for the majority.

The exceptions, zoo keeper trainee and zoo keeper I and II titles, terminate applications on Aug. 11. Of the jobs listed, only those of research and evaluation director/drug abuse and inhalation therapist will not have written tests.

All applicants are asked to write immediately to the Commission at 140 Old Country Rd., Mineola 11501. Telephone inquiries can be made by calling (516) 535-2511. A summary of titles, salaries and qualifying standards appears below:

TITLE & PAY SCALE	QUALIFICATIONS FOR TEST
Research & Evaluation Dir./ Drug Abuse: \$19,816-25,775	Master's in Sociology or Social Psychology; 10 yrs. in rehabilitation, community organization.
Assistant Teacher: \$6,905-8,772	Associate's degree, major in nursery school education, or two years at an accredited college.
Group Teacher I: \$8,552-10,961	Bachelor's in elementary or early childhood education; State certification certificate.
Group Teacher II: \$9,206-11,930	Above qualification plus two years of teaching nursery school or primary school children.
Lab Technician I: \$6,489-8,234	H.S. plus completion of approved laboratory or medical tech course, or two years of lab exp.
Zoo Keeper Trainee: \$5,200	One year of study in animal care or related subject; a vocational training considered also.
Zoo Keeper I: \$6,489-8,234	Year of study in animal care or related subject, or high school plus six months similar work.
Zoo Keeper II: \$7,370-9,391	Above qualifications, additional year study and half-year of aforementioned experience.
Inhalation Therapist: \$7,910-10,106	Completion of inhalation therapy course or one year of work history; professional registry.



FOR WHOM THE FETE TOLLS —

In honor of the retirement of supervising toll collector Joseph A. LePore, a dinner party was given recently at the Italian American Unity Club in Yonkers. LePore had completed 30 years of service with the East Hudson Parkway Authority as of June, having stated at the Fleetwood Bridge Toll Station in 1941—when “the tolls were only

a dime.” Saluting LePore’s long service are, left to right: Collector Thomas Santella, dinner chairman; retired collector Edward Fara, first vice-president of EHPA chapter 51; LePore, who is also treasurer of the chapter; retired collector James DePaul, delegate to the Toll Division of the Civil Service Employees Assn., and James J. Lennon, president of the Association’s EHPA chapter.

How Laid-Off Aides Can Continue CSEA Insurance Payments

ALBANY—State employees who have been laid off due to the State’s economy measures may continue their CSEA insurances by observing the following procedures:

Group Life Insurance

Can be continued for one year from date of layoff by payment direct to CSEA Headquarters of premiums due on a quarterly, semi-annual or annual basis. Premium deduction from payroll on a bi-weekly pay period pays the insurance during the following pay period and there is a grace period for payment of 30 days beyond the end of that pay period. The insured member can transmit six times the bi-weekly deductions as approximate quarterly payment. Upon receipt of initial direct payment a direct pay account will be established to bill as future premiums become due. At the end of the one-year period referred to employee has the right to convert insurance without medical examination, at attained age rate, into any form of insurance written by The Travelers Insurance Company except term insurance. Application for conversion must be made to The Travelers Insurance Co., 111 Washington Ave., Albany, New York, in care of group representative, Robert Noonan, within 30 days of expiration of the group coverage whether at end of year referred to or during the year if premium payments are discontinued.

If a laid off employee does not pay premiums due to continue the group life insurance and later on returns to State service and applies for the CSEA group life insurance he will be treated as a new employee eligible without medical examination if application is received during the first 120 days of date of reemployment.

Supplemental Life

Can be continued after layoff date by making premium payments on a quarterly, semi-annual or annual basis to TerBush and Powell Insurance Agency, 148 Clinton St., Schenectady,

New York. Payment must be made within the grace period referred to under “Group Life Insurance” above. If this insurance is continued during the layoff period and if the insured member returns to active State employment, arrangements can be made through the agency for return to payroll deduction method of payment. If this insurance is not continued during the layoff period by payment of premium and the member subsequently returns to State service he can make application for the insurance and will be treated as a new employee reunderwriting of application.

Quarterly payment of premium can consist of an amount equal to six times the bi-weekly payroll deduction premium payment. Once direct payment account is established the agency will bill thereafter for premiums as they become due.

Accident/Health

Can continue until the anniversary date of member’s policy, as stated therein. If from date of layoff to anniversary date is less than six months, the insurance can be continued to following anniversary date. If such period is more than six months, it can be continued only to the anniversary date following date of layoff. Grace period for payment of premiums is the same as stated under “Group Life Insurance” above. Payment of premiums may be made direct to TerBush and Powell Insurance Agency as stated above under “Supplemental Life Insurance.” Initial quarterly payment can consist of six times the amount of the bi-weekly payroll deduction premium.

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Courses Offered

Harlem Valley Grant Spurs Staff Training

WINGDALE—Harlem Valley State Hospital has been awarded a \$60,269 grant by the U.S. Public Health Service to conduct a three-year staff development training project.

The hospital is now receiving applications from its employees for this program entitled, “Wholistic Approach to Patient Centered Care — The Elderly Patient.”

The program aims at intensifying and expanding the roles of hospital treatment team members. Classes will be held in three-hour sessions, three days a week for 20 weeks. Courses, which will be attended by 20 employees, will be conducted twice a year.

Phase one will explore the aging process, the needs of the elderly, and the correlation of needs to health problems. Cultural and social aspects also will be considered. The second phase deals with the multidisciplinary approach to patient care. Emphasis is on training in psychology, social service, and physical, recreational and occupational therapy.

The last phase will allow participants to work closely with elderly and geriatric patients, to gather and share data and to assist in the formulation of treatment programs.

Ecker Urges Candidates To Attend Bakes

SYRACUSE — Charles J. Ecker, president of the Civil Service Employees Assn.’s Central Conference, urges all Statewide CSEA candidates to attend “social conferences” in the group’s area “so that members may meet and talk with them.”

Ecker listed three functions he is urging the candidates to make “all efforts to attend.”

Lochner Reports:

Health And Dental Insurance Continues For Laid-Off Aides

ALBANY—The Civil Service Employees Assn. last week was reassured by the State that the machinery to provide continued coverage of health and dental insurance for laid-off State employees is functioning properly.

The response was in answer to an inquiry from CSEA executive director Joseph D. Lochner prompted by reports he had received that “employees laid off because of the budget cuts are receiving bills for the full cost of their State health and dental insurances.”

Lochner noted that the State had originally agreed that employees would continue to enjoy the same coverage they had had prior to being laid off “at least through the end of the CSEA-State contract term on April 1, 1972,” and that if they should have to pay anything, it would only be “for the contributions they were making while employed for the portion of the coverage for dependents which employees still paid for.”

Replying for the State, Abe Lavine director of employee relations, said that he had reviewed the situation thoroughly and found “no evidence that laid-off employees are being billed erroneously for health and dental insurance.” All State agencies are carrying out the prescribed procedure for continuing the coverages as listed

in the Department of Civil Service brochure “Rights and Benefits Available to Employees Separated from State Service,” he said. Lavine asked, however, that any specific problem cases which might arise be sent to his office for individual review.

Stay Alert

Commenting to The Leader, Lochner said he would advise laid-off employees to be alert for the possibility of routine error in administering the insurance continuance. Anyone wishing to check on a situation should do so through the business or personnel office of the agency in which they were or are employed, as mentioned in the State’s lay-off brochure, he added.

Details of the arrangements that provide for the insurance coverages are listed on pages 5, 6 and 7 of the brochure, available from the State Department of Civil Service.

Taylor Law

(Continued from Page 1)

was commenced as soon as Assembly bill 7989-A was signed by the Governor. Presently, while further research continues, necessary legal papers are being drafted.

“It should be noted that Section 16 relating managerial and confidential employees takes effect Sept. 1, 1971, and Section 431 (New) being part of Section 19 relating to the salary base for retirement becomes effective April 1, 1972.”

Wenzl Wants Meeting

At the same time, in another letter, to Abe Lavine, director of employee relations, Wenzl urgently requested a meeting to fill in CSEA on the State’s proposals as to which and how many employees are to be included in the management and confidential category and thereby excluded from membership in the Civil Service Employee Assn., which holds certified bargaining rights in four of the five State negotiating units.

Commenting on his concern in the matter, CSEA executive director Joseph D. Lochner emphasized that employees should be aware that the law change barring managerial and confidential workers from union participation does not take effect until Sept. 1, 1971.

“We’ve had numerous reports,” said Lochner, “that employees active in CSEA affairs in various agencies have been notified that they must cease their CSEA activities. I’d like to make it completely clear that any such notification, or even implication, is out and out coercion and not to be heeded. There’s nothing definite yet as to who’s going to be in the excluded group, and besides, the amendment doesn’t become law until September in any case. Nobody can possibly be forced to drop their CSEA activities or membership at this time,” Lochner added.

Onondaga Aide Leaves County Service After Nearly Half-Century

SYRACUSE — Anna Marie Bowe, a deputy Onondaga County clerk, was hailed as “a dedicated Civil Service Employees Assn. member” at a dinner honoring her retirement after what may be a record service with the County.

Miss Bowe served in seven county clerk department titles under nine county clerks during nearly 46 years with the County. She joined the County work staff in September 1925.

Many of her co-workers, as well as CSEA County Employees unit (Onondaga chapter) members attended the party in the Syracuse Countryhouse. Although Miss Bowe never held a high elected CSEA office, she worked diligently on many committees, doing other needed tasks, members pointed out.

July 31 (Saturday) — Broome County and Binghamton chapters’ joint clambake in Chenango Valley State Park, Pine Plain; starting at noon and with the main bake at 5:30 p.m.

Aug. 13—State University at Oswego chapter’s picnic, in Regan State Park, Oswego, starting at 4 p.m.

Aug. 22 — Oneonta chapter’s clambake at Wells Bridge, beginning with breakfast at 10 a.m.

Ecker said any candidate planning to attend these events should contact: Gary White or Stan Yaney in Binghamton for that clambake; Floyd Peashy at Oswego, and Mrs. Irene Carr at Oneonta.

Account Clerks Can

A six-part exam, given every weekday excepting Monday, awaits applicants for account clerk in Suffolk County. If successful, you can start out with the biweekly wage of \$238.

Contents of the aforementioned exam include: number checking, error detection, commercial arithmetic, business vocabulary and applied bookkeeping. The first two subject areas will be

Earn \$238 Biweekly

timed and score at half-a-credit per item. Candidates will be required to present proof of high school graduation at the time of application.

Responsibilities point to performing specialized work in keeping financial records of "variety and complexity," declares the County; for more insight into the criteria sought, call PA 7-4700, ext. 249.

How To File For Social Security

Social Security, a social insurance program, provides benefits for retirement, disability, survivors and under Medicare. The following shows how and when to file the various social security benefits:

Retirement Benefits: Three months before your 65th birthday to receive your full monthly benefits. Three months before the month you retire beginning with your 62nd birthday and prior to your 65th birthday to receive reduced monthly benefits. Proof of age will be required. The best proof is your birth certificate. Also bring your social security card

Disability Benefits: If you have a severe physical or mental condition which will prevent you from working and this condition is expected to last (or has lasted) for at least 12 months you should file immediately.

Bring with you the name and addresses of doctors and/or hospitals where you have received treatment for this illness, the withholding tax statement (W-2) for the previous year and your social security card.

When the worker gets retirement or disability benefits, monthly payments can be made to certain dependents: wife with minor children, wife 62 or older, minor children, children ages 18-22 who are full time students. Proof of age will be needed in most cases. Other proofs will be necessary, e.g. in the case of students (18-22) the name and address and any number assign-

ment by the school will be needed.

Survivor Benefits: For all of the following categories filing should be done as soon as possible.

- Lump sum death benefits up to \$255.
- Widows with minor children.
- Widows age 60 or over.
- Minor children or children (18-22) who are full-time students.

Bring with you a death certificate in all cases. In the categories b-d, proof of marriage and age will be required, as well as the deceased's social security number.

Medicare: Whether or not you

plan to retire by your 65th birthday, you should file three months before your 65th birthday in order that Medicare coverage will become effective with your 65th birthday.

In any of these cases it is best to call your local social security office. Some offices are equipped to complete your application on the phone. If you are not able to visit the office due to your disability, call the office and they will arrange to have a field representative visit you at home or in the hospital to obtain the necessary applications and proofs.

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FEDERAL program allows retirees with under \$7,000 assets & income under \$480.00 per month to purchase a Florida home. \$200.00 dn. & monthly payments of \$55.00 to \$95.00 total. These nice Florida homes are available while Fed. Funds last. Write today: ROYAL OAK REALTY INC., P.O. Box 247, Titusville, Fla. 32780.

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PALM BEACH, FLORIDA - LEISUREVILLE ADULT CLUB COMMUNITY in Boynton Beach. 2 bedroom home including wall-to-wall carpeting, fully sodded lot only \$15,690. One and two bedroom apartments from \$13,990. Brought to you by nationally known builders Campani Inc. We water, fertilize and mow your lawn, paint exterior of your home and provide recreation at two exciting complete recreation centers with swimming pools, cabanas, 18 hole golf course, billiards, sauna baths, beauty shops and more! FREE COLOR BROCHURE - writes Boynton West Development Corp., 100 N. Congress Ave., Boynton Beach, Florida 33455.

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A statement and offering statement has been filed with the Department of State of the State of New York. The filing does not constitute approval of the sale or lease or offer for sale or lease by the Department of State or any officer thereof or that the Department of State has in any way passed upon the merits of such offering. A copy of the offering statement is available, upon request, from the subdivision. NYS 286.52 AD 286.52.

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Sacrifice! Priced for immediate sale. Exquisite solid brick custom built 6 rm English style Ranch res. Like new condition. All king sized bedrms, 22' livrm, gracious dinrm, modern 2-tone col. tile bath, ultra modern Hollywood kitch, beautiful nite club finished basement, oversized garage, covered front patio, beautiful garden plot on quiet residential street. W-w carpeting & major appliances included. Excellent GI or FHA mortgage terms arranged.

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5 & 3 rm apts plus fin'd rentable basement, 2 car gar, lge landscpd lot. Central air-cond. Spylt system. Elect gar doors.

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Det 9 yr old ultra mod home. 3 bedrms & 2 baths in each apt. Nite club basement. Reduced for quick sale.

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170-13 Hillside Ave-Jamaica
OL 8-7510

LAURELTON \$28,990
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7 rooms, 2 baths, 2 kitchens, finished nightclub basement, approx. 40x100 landscaped grounds. Air-conditioned, washing machine and what-have-you. Near transportation & huge shopping center. GI & FHA mortgages available with low down payment. Ask for Mr. Rogers.

CAMBRIA HTS \$32,990
ENGLISH TUDOR
Sensational 7-room house, solid brick, consisting of huge living room, banquet-sized dining room, wood-burning fireplace, modern eat-in kitchen, dinette, 4 extra large bedrooms, finished basement, 2 1/2 baths, garage plus a long list of extras. Ask for Mr. Cantor.

JAMAICA \$24,990
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This house has 7 rooms, 4 bedrooms, 2 baths, wall/wall carpeting, gas heat and loads of other extras. Very small down payment for GI or FHA mortgages. Near subways, shopping centers & schools. Ask for Mr. Soto.

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City Chapter Pay Proposal

(Continued from Page 1)

State would try to gain a three-year contract with the Employees Association, "but right now a one-year contract appears the better proposition for CSEA. We don't want to get stuck with a fixed-rate contract because we cannot predict how long this present inflationary trend will continue."

In another resolution, the chapter also asked that there be no diminution in increments because of any future salary ad-

justments.

Chapter delegates were highly irate over amendments to the Taylor Law which could allow the State to remove as many as 25,000 members from CSEA rolls. They authorized Bendet to write Dr. Theodore C. Wenzl, CSEA president, and ask him to urge Governor Rockefeller to include corrective amendments to the Taylor Law on the agenda of the special session of the Legislature that is due to be called later this year to deal with reapportionment.

Candidates

(Continued from Page 9)

of the Catholic War Veterans. Rubano has been connected with the Boy Scouts of America, for more than 35 years, has held almost every volunteer post and is currently the district chairman in the Nassau County council. Also, he has received the Silver Beaver Award for outstanding service in community activities.

(To Be Continued)

Ferro Says 'Thanks'

COLLINS — Vito J. Ferro, a member of the Civil Service Employees Assn., has expressed thanks through The Leader to the Gowanda State Hospital chapter and the Western Conference of CSEA for the party recently given in his honor.

Ferro also issued this invitation: "I am hoping that many of you will stop in to visit whenever you are in this area."



Principals involved in the Civil Service Employees Assn. effort to win the bargaining rights for 3,100 troopers, sergeants and members of the Bureau of Criminal Investigation of the State Police meet at CSEA Headquarters with CSEA president Theodore C. Wenzl. Wenzl, with his back to the camera, discusses CSEA's position with, from left, John A. Conoby, collective negotiating specialist, who has been assigned to work with the group on all matters; John P. McGraw, Thomas Brann, John Deyo, Roger Kane and Thomas B. Christy, CSEA field representatives who have also been assigned to State Police.

Restructuring Comm. Seeks Membership Suggestions On Ways To Strengthen CSEA

The committee to restructure the Civil Service Employees Assn. has been conducting open hearings throughout the State to get suggestions from the general membership.

To date, these meetings have taken the committee to each of the six conferences, the Mental Hygiene Employees Assn. and (this Thursday, July 29) to separate meetings of the County and State Divisions. Special letters have also gone out to chapter presidents throughout the State.

However, to give the general membership a chance to be heard, also, the committee has requested The Leader to publish a form on which CSEA members can submit additional ideas to improve the organization of the Association. This form must be filled out and returned immediately, as the committee will soon be preparing its report for submission.

Committeemen include: A. Victor Costa, chairman; Ernest Wagner, George Koch, John S. Adamski, Robert Young, Nicholas Pazziferri, Ronald B. Friedman, Jack Weisz, and S. Samuel Borelly.

It is not necessary to sign the form. However, the committee has requested signatures in case they wish to contact the suggester for the further development of an idea.

Sample suggestions may be as follows: Makeup of the Board of Directors; Chapters, Units and Conference Relationships; Negotiation Committee Makeup; Committees; Conventions; Elections; Local Officers; Various Public Employee Units such as County, State, School Units; Retirees Membership; Dues; Shop Stewards. These are only a few of the areas that the restructuring committee has been deliberating.

Mail to: Committee to Restructure CSEA
Civil Service Employees Assn.
33 Elk Street
Albany, N. Y. 12207

In order to improve and strengthen the structure of the CSEA and to better serve the membership, I suggest that:

.....
.....
.....
.....
.....
.....

(signature, if you wish).....
(address)
(check here if more pages have been attached for additional suggestions)

CSEA Establishes State Police Conference For Rank And File Troopers

ALBANY—Theodore C. Wenzl, president of the 200,000-member Civil Service Employees Assn., which is seeking bargaining rights for more than 3,000 rank-and-file members of the State Police, has announced the establishment of a "CSEA State Police Conference."

The new Conference will consist of three delegates from each troop and State Police Headquarters in Albany representing troopers, sergeants and members of the Bureau of Criminal Investigation. The new unit will be charged, initially, with coordinating the coming election campaign against two other organizations, and, following the election, will deal with problems related specifically to the three groupings within the 3,100-member bargaining unit.

"Rank-and-file State Police members want their own identity and CSEA intends to recognize this unique group of professionals through the formation of this Conference," Wenzl said. "The State Police comprises a very unique body of men with varying and complex problems which require personalized and specialized service, service which CSEA can and will provide."

"The current contract offer from the State, which has been turned down twice, contains nothing but promises," Wenzl said. "The State Police have nothing to lose and much to gain by rejecting any contract offer hastily thrown at them before Sept. 4."

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Rights Appeals Unit Is Reconstituted

Membership has been announced for the reconstituted State Human Rights Appeal Board. The new board will consist of four members of the former panel.

The four Board members receiving recess appointments are: Chairman J. Edward Conway, Albany; Albert Pacetta, Holliswood; Lloyd L. Hurst, Pittsford; Mrs. Irma Vidal Santaella, the Bronx.

Conway and Pacetta were appointed for six-year terms; Hurst and Mrs. Santaella to four-year terms. Board members receive \$31,379. As chairman, Conway will receive \$34,101.

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Meanwhile, reacting to recent literature sent out by the Police Benevolent Assn. as part of a State Police representation challenge election campaign, Wenzl said, "This current propaganda from PBA is an obvious insult to the intelligence and professionalism of the State Police and to PBA's own members, and should be final proof that PBA should now start acting like the fraternal organization it has long been considered, and stop pretending it is a labor union."

Wenzl referred to sections of a PBA news release that said that CSEA, who is challenging PBA for representation of troopers, sergeants and members of the Bureau of Criminal Investigation, was "only interested in increasing their bank balances" in seeking to represent these members of the State Police.

Most Belong Now

"Our interest is certainly not additional dues money since more than half of the troopers, BCI and sergeants are, and have been, members of CSEA for many years," Wenzl said, "and members of the State Police have had a long and close relationship with us."

Ballot Listings

(Continued from Page 1)

The candidates and their placement on the ballot follows: President: Theodore C. Wenzl, first; Irving Flaumenbaum, second. First Vice-President: Thomas McDonough and Frederick E. Huber. Second Vice-President: A. Victor Costa and Solomon Bendet. Third Vice-President: Richard A. Tarmey and Louis P. Colby. Fourth Vice-President: George DeLong and William L. McGowan. Fifth Vice-President: Hazel G. Abrams, Edward Dudek and James J. Lennon. Secretary: Dorothy E. MacTavish and Edna E. Percoco. Treasurer: F. John Gallagher and Louis G. Sunderhaft, Jr.

"In the early years, we sponsored and fought for legislation for the State Police. Our only interest in this challenge is in winning back the rank-and-file State Police so that we can prove to them that we can negotiate the best contract available and provide for the kind of local representation they are not receiving under PBA."

"CSEA has never resorted to hard-core propaganda in any campaign involving the State Police and we certainly don't intend to start now," Wenzl concluded, "PBA's name-calling tactics in press releases and cartoons is demeaning to its membership and can only serve to show their desperation and ineffectiveness as a responsible organization."

CSEA Candidate Replacements Entering Race

ALBANY — Several candidates for office in the Civil Service Employees Assn.'s upcoming election have withdrawn and have been replaced by other candidates, the CSEA nominating committee has announced.

Louis P. Colby, an employee of the Long Island Intercounty State Parks Commission, will run for third vice-president, replacing Michael DelVecchio, of Westchester County, who withdrew.

Louis G. Sunderhaft Jr. will run as treasurer, replacing Michael Sewek, who withdrew.

Cornelius Rush has withdrawn as a candidate for department representation on the State Executive committee for Correctional Services; and Eleanor Chamberlain has withdrawn as Education Dept. candidate.

Jimmy L. Gamble is a new candidate for representative of the Environmental Conservation Dept. Departmental representatives serve on the union's Board of Directors as well as on its State Executive Committee.