

# Civil Service LEADER

America's Largest Newspaper for Public Employees

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ALBANY NY 12224

## Restructuring Phase IV

— See Pages 8 & 9

Vol. XXXIV, No. 25 Tuesday, September 18, 1973 Price 15 Cents



**DOT DEPARTMENTAL SEMINAR** — Vince McDonnell, right, chairman of the State Mediation Board, discusses Department of Transportation seminar with departmental chairman Timothy McInerney, center, and Joseph Reedy, collective negotiating specialist. The trio was photographed at the Civil Service Employees Assn. DOT function, which was held at the Friar Tuck Inn in Catskill with the cooperation of the Department. Mr. McDonnell was guest speaker at the banquet that capped off the four-day affair earlier this month. Additional photo coverage appears on Page 16.

### Arbitration Hearing Recessed

## CSEA Argues For Benefits Due Social Svcs. Doctors

An arbitration meeting, Sept. 11, to decide whether part-time review doctors of the Social Services Department are entitled to benefits negotiated by the Civil Service Employees Assn. has been recessed after hearing initial arguments.

The dispute has been on-going since CSEA filed a first-stage grievance on behalf of the doctors more than three years ago. CSEA is challenging the Office of Employee Relations' interpretation that the doctors are independent contractors, and, thus, not entitled to benefits negotiated by CSEA on behalf of its members.

The doctors, who are CSEA members, are represented by at-

torney Jonas Ellis, of New York City. Mr. Ellis in his opening remarks at the hearing stated that the doctors' action seeking relief began with a first-stage grievance commenced by CSEA on their behalf on Sept. 9, 1970. The grievance had as its base the salary provisions of the contract negotiated in 1970 by CSEA, which stated under Article 7 that "The above provi-

(Continued on Page 14)

## State's High Court Turns Down Request For Stay On Union Membership Activity

### U.S. Suit Still Pending

ALBANY — Chief Justice Stanley Fuld of the State Court of Appeals last week refused a request of the Civil Service Employees Assn. to issue a stay against a state ban on CSEA membership for workers in the management/confidential class.

Attorneys for the Employees Association argued that the stay should be granted until the union learns whether or not the Federal courts will accept an appeal from a decision by the New York State Court of Appeals which held constitutional the state's statute which prohibits those classified as managerial or confidential employees from holding membership in any union.

At Leader presstime, no decision on any Federal action had taken place, but CSEA attorneys predicted that the U.S. Courts would take up the issue immediately after the courts resume their regular sessions next month.

Should the Federal Court decide to issue a stay order and hear the case, employees in the management/confidential class would be able to resume CSEA membership

and participate in union activities.

Until then, however, such participation will be illegal as of Sept. 20 for personnel in the professional and administrative state units, and as of Sept. 27 for those so classified in the institutional unit.

In addition, management/confidential members can retain none of the benefits of CSEA membership such as insurance, etc. The state has created its own set of benefits for these workers. One exception to the ruling is that employees in the management/confidential class who have purchased CSEA's home owner and/or auto insurance plan may continue to keep those policies by obtaining direct billings from The Travelers. Plans for so doing will be reported shortly.

The ban will affect the future chairmanships of and membership on several important CSEA committees. As a result, the Employees Association is losing the service of several members who have given years of dedication and experience to the organization.

### Bulletin

Town of Islip white-collar workers voted overwhelmingly last Friday for the Civil Service Employees Assn. as its bargaining representative. Of the 300 eligible voters, an absolute majority cast ballots for CSEA. Totals were 151 for CSEA, 79 for Teamsters and 8 for no representative.

## Baxley Named Leader Editor; Kyer In Assoc. Publisher Post

Marvin O. Baxley, executive editor of The Leader and a veteran of 20 years in communications fields, has been named editor of The Leader, Jerry Finkelstein, publisher, announced last week.

He succeeds Paul Kyer, who has been promoted to the newly created post of associate publisher.

Mr. Baxley is a graduate of the University of Toledo and began his newspaper career with (Continued on Page 3)

## OER Agrees To Gr. 5 Clerk As Promotion

ALBANY — The Office of Employee Relations has agreed to honor the State's commitment to the Civil Service Employees Assn. by listing the beginning office worker, Grade 3, for clerks and file clerks as open competitive positions, with Grades 4 and 5 as promotional opportunities.

Protest of a previous lumping of Grades 3-5 in one category as open competitive had been (Continued on Page 3)



**GOLD MEDAL WINNERS** — New York City Comptroller Abraham Beame, third from right, last week presented The Leader's annual gold medal awards to four public civil servants in city, county, state and federal service for outstanding performance as public employees. From left, are Ms. Nancy Haas, who represented her father, George J. Haas, officer in charge of the New York Post Office; John P. Patterson, of Buffalo, State Department of Social Services Commission for the Visually Handicapped; Jerry Finkelstein, publisher of The Leader; Mr. Beame; Anthony C. Russo, New York City deputy director of labor relations, and Frederick H. Williams, retired executive director of the office of personnel for the Board of Education in Kings County. Previous awards have been presented on behalf of The Leader by the then Vice President of the United States, Hubert Humphrey; Gov. Nelson A. Rockefeller, Mayor John V. Lindsay, Senator Jacob Javits and the late Senator Robert F. Kennedy.

*Don't Repeat This!*

## Differences In Rockefeller As A Political Leader

WHAT distinguishes Governor Rockefeller from the typical practicing politician is his philosophical frame of mind and his powerful intellectual drive. This thought emerges clearly from a reading of an address the Governor delivered at the convention of the American Political Science Association in New Orleans a couple of weeks ago.

(Continued on Page 6)



**SUNY Purchase Installs**

**PURCHASE** — The SUNY at Purchase chapter of the Civil Service Employees Assn. will install chapter officers on Oct. 9, according to chapter president Gertrude DeVincent. The event will be at 5 p.m. in Administration Building on Campus.

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**• FIRE FLIES •**

by Paul Thayer

The photo below shows Dispatcher Ken Fisher of Bronx Telegraph receiving his second commendation in two months. The first was for collaring a false alarm artist and following through to conviction of the bird. This one was for saving the life of a child.

Basically the story follows that an auto was left on top of a hill by its driver and, unattended, the car rolled down the hill and came to a stop after rapping several cars on the way. Inside the car at the time was a seven-year-old boy. The impact of the crash caused the boy's head to be jammed between the door frame of the car and the auto into which it had crashed. Fisher got the word from a citizen and took charge at once, enlisting the help of citizens nearby. He had a tough time trying to release the boy's head. In fact the boy was in such a bad situation that he

already had passed out and was turning blue. Fisher instructed a citizen to pull the box on the corner, realizing that the child, once freed, would need oxygen. Giving instruction to the citizens, he had them rock the car forward, thus relieving pressure to the point where he could free the boy's body from his entrapment. Needing a solid surface for heart massage, he took the boy and placed him on the surface of an auto trunk and with the help of Auxiliary Police Officer Maureen Kelly of the 46th Pct, brought the lad out of his coma and sent him on his way to the hospital, where the lad remained for several weeks.

Ken Fisher is what we might call a concerned citizen. If he sees something to be done, he does it regardless of the time it

the delay caused by the parked cars did not contribute to the death of the children. The kids were dead before the alarm was sent, according to those who were in a position to draw such conclusions. The Chiefs at the scene had no intention of giving the story to the press and no mention was made of the incident to any T.V. people at the scene. However, later in the day, after all Police and Fire personnel had left the scene, a reporter for one of the wire services arrived at the scene and, identifying himself, began asking questions. There were still little groups around who had observed the incident and they not only gave the story to the reporter but added a few untrue details for good measure. The press fellow got in contact with his editor who, in turn, contacted Headquarters at 110 Church Street and the phone wires began to smoke but good. After that, the cat was out of the bag and once the TV and newspaper boys got hold of it that was IT.

As you know, I have been carrying on a campaign in this col-

**Fire News**

Chief of Department John T. O'Hagan will assume the post of Fire Commissioner when the present commissioner, Robert Lowery, resigns Oct. 11 to devote his time to the up-coming municipal election. Lowery, one of three remaining original Lindsay appointees and the first black to head the Department, leaves FDNY after 32 years of service. O'Hagan, who at 39 was the youngest man ever to assume the role of Chief of Department in FDNY's history, will retain that title as well as his new one, as permitted under the City Charter. O'Hagan began as a fireman in April, 1947, was promoted to lieutenant in 1953, captain in 1957, battalion chief in 1960, Deputy Chief in 1961, and Chief of Department in 1964.

**87 Promotions**

The following 87 promotions and designations are effective Sept. 15:



From left: John Santino, assistant chief, communications, dispatcher Ken Fisher, Bernard J. McPartland, chief of operations, Bureau of Fire Communications and Richard Hanrahan, president, Dispatchers Association.

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may consume. In this day and age, when so many people shy away from helping others because they do not wish to become involved, it is refreshing to hear of people such as Ken Fisher who do not hesitate to become involved if necessary.

A week ago today at 524 West 152nd Street, two children were burned to death in a fire. The mother barely escaped a similar fate, and Fireman Anthony Graziano and Pat Hickey did a beautiful rescue by aerial ladder for a mother and son who were preparing to jump from the top floor of the six-story building.

Unfortunately, upon arrival of first fire units (23 Truck and 84 Engine) it was found that two radio patrol cars were parked in front of the building and locked by their occupants who were in the building giving what help they could prior to the arrival of F.D. units. It happened that because of this condition, 84 Engine was unable to get to the hydrant across from the fire building and finally, in desperation, was forced to set up a relay of water with 80 Engine in order to get water to the fire. It is also unfortunate that many citizens in the street at the time observed the incident and drew conclusions which later had unpleasant ramifications.

It was generally agreed by the Chief Officers at the fire that

umn to eliminate the use of 911 for reporting fires. When I first observed the conditions and heard the story at the scene of the fire, I thought my earlier prediction about deaths being caused by premature notification of Police radio cars had finally come true. However, in checking the facts, I found that in this case, 911 had nothing to do with the matter and the phone call was received directly from a citizen by Manhattan Telegraph with no delay involved in any way. This is printed for the benefit of the Captain and the men of the 30th Precinct so that better understanding of the circumstances may be accomplished.

This bit about blocking apparatus at fires is not new. Many a nose-to-nose confrontation has taken place at the scene because of police cars blocking access and hydrants etc. However, I think we in the Fire Department have ourselves to blame for a large part of the matter because of the failure of the department to assign an officer of appropriate rank to address each class at the Police Academy on the do's and don'ts of conduct at the scene of a fire. One cannot blame a man for doing something he thinks is proper if he has not been taught what is or is not proper action. Meanwhile, F.D. did what it could to cool the thing . . . let's have sanity prevail in the matter.

**DESIGNATION AS CHIEF IN CHARGE:** Assistant Chief James Love; **DESIGNATION AS ASSISTANT CHIEF:** Deputy Assistant Chief Robert F. Mendes; **DESIGNATION AS DEPUTY ASSISTANT CHIEF:** Deputy Chief Edward D. Kalletta.

**PROMOTION TO DEPUTY CHIEF:** BATTALION CHIEF Gerald J. Benes (no. 63); **PROMOTION TO BATTALION CHIEF:** Captains John S. Brosnan, Rudolph W. Alberda, John T. McLaughlin, Irving Weinman, William F. Manny, Jr., Robert F. Scalone (no. 168); **PROMOTION TO CAPTAIN:** Lieutenants John A. Beaulieu, Francis A. Crystal, John T. Hayden, William T. Jones, Lawrence J. Lee, Charles I. Ostrander, John D. Moro (no. 109).

**PROMOTION TO LIEUTENANT:** Firemen Terrance P. Roche, Robert V. Steiniger, Frederick Powers, Robert P. Stritzke,

(Continued on Page 5)

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**NIAGARA INSTALLATION** — Officers of Niagara chapter of the Civil Service Employees Assn. were recently installed in ceremonies at the Crown and Anchor Restaurant in Niagara Falls. Officers in the first picture are, seated from left, second vice-president Sara Ronchetti, treasurer Genevieve Kozyra, delegate Arthur Perez, delegate Kathleen Hunt; standing, president William Doyle, third vice-president Angeline Fernandez, delegate Stuart Comerford, first vice-president

Joan Miner and secretary Dorothy M. Hy. In the second photo, chapter president Doyle, right, poses with some of the dignitaries who took part in the program. With him, from left, are Assemblyman Richard J. Hogan (139th AD); CSEA president Theodore C. Wenzl, who was installing officer, and State Senator Lloyd H. Paterson. Senator Paterson praised Dr. Wenzl for his fortitude during the lengthy contract negotiations. Assemblyman Hogan expressed appreciation to the members



for their interest and support for elected representatives. For his part, Dr. Wenzl pointed out that the fact that the elected representatives were guests of the chapter is a perfect example of political action in action. Other guests included Niagara County Judge John V. Hogan; Family Court Judge William L. Kellek, Jr.; Niagara County Treasurer David S. Broderick, and County Clerk Kenneth Comerford. Ms. Hy served as chairman for the event, along with committee members Marilyn Kane, Evelyn Craft, Neil Gruppo and Ms. Miner.

**TENTATIVE PROGRAM  
ANNUAL DELEGATE MEETING  
THE CONCORD  
SEPT. 30 - OCT. 4, 1973**

**SUNDAY, SEPTEMBER 30**

1:00 p.m. Board of Directors—Luncheon and Meeting—Empire Room  
1:00 p.m. Staff Luncheon and Meeting  
3:00 p.m.-6:00 p.m. Registration and Certification—Promenade Lobby  
The following departmental meetings (from locations to be announced):  
Mental Hygiene, Dept. of Transportation, Correctional Services, Health Department, Labor Department, Social Services, State Police, State University, Education Department, Conservation Department, State Authorities, Exec. Dept. & Armories, Tax Department, Retirees.  
School District Chapter Delegates Meeting — Columns  
7:00 p.m.-8:30 p.m. Dinner for all Guests  
8:30 p.m. Educational Program: sponsored by Statewide education committee (Details to be announced)

**MONDAY, OCTOBER 1**

8:30 a.m.-9:30 a.m. Seminar on Parliamentary Procedures—Cordillion Room  
9:00 a.m.-6:00 p.m. Registration and Certification—Promenade Lobby  
9:30 a.m.-1:00 p.m. Separate Meetings of State Negotiating Unit Delegates:  
—State Institutional Negotiating Unit Delegates  
—State Professional, Supervisory & Technical Negotiating Unit Delegates  
—State Administrative Negotiating Unit Delegates  
—State Operational Negotiating Unit Delegates  
—Authorities—Chapter Delegates  
9:30 a.m.-1:00 p.m. County Chapter Delegates Meeting  
1:00 p.m.-2:30 p.m. Lunch for all Guests  
2:30 p.m.-5:30 p.m. Business Meeting of Delegates—Imperial Room  
7:00 p.m.-8:30 p.m. Dinner for all Guests

**TUESDAY, OCTOBER 2**

8:30 a.m.-9:30 a.m. Seminar on Parliamentary Procedures—Cordillion Room  
9:00 a.m.-3:00 p.m. Registration and Certification—Promenade Lobby  
9:30 a.m.-1:00 p.m. Business Session of Delegates  
1:00 p.m.-2:30 p.m. Lunch for all Guests  
2:30 p.m.-5:00 p.m. Business Session of Delegates  
6:30 p.m.-7:30 p.m. Cocktail Party—Compliments of Ter Bush & Powell & Travelers Insurance Co.

**WEDNESDAY, OCTOBER 3**

9:00 a.m.-3:00 p.m. Registration and Certification—Promenade Lobby  
9:30 a.m.-12 noon Business Session of Delegates  
12 noon-1:30 p.m. Lunch for all Guests  
1:30 p.m.-5:00 p.m. Business Session of Delegates  
7:00 p.m.-8:00 p.m. Cocktail Party for all Delegates  
—Compliments of the Concord Hotel  
8:00 p.m. Delegate Banquet

# Monroe Deputies Gain Improved Grievance Procedure; Less Hours

(From Leader Correspondent)

**ROCHESTER** — A reduction in the work week and a grievance procedure for disciplinary action have been won by the Sheriff's Department unit of the Monroe County chapter of the Civil Service Employees Assn.

The agreement, coming after more than four months of negotiations, including two meetings with a state mediator, was approved by a 151-to-5 vote of Sheriff's unit members. It is expected to be ratified by the County Legislature Sept. 20.

Ninety-six percent of the 400 employees affected by the agreement — sheriff's deputies on road patrol and those employed at the County Jail — are represented by the CSEA.

Martin Koenig, chapter president, said the reduction in the work week from 40 to 38.76 hours is equivalent to a 3.2 percent pay raise.

"And the grievance procedure provides a world of security

compared to what they've had," he said.

The grievance/arbitration clause becomes effective immediately upon legislature ratification and the work week reduction goes into effect Oct. 1.

Mr. Koenig said most deputies have been working a 42-hour week, which included two hours of overtime.

Under the new agreement, any time worked over 38.76 and under 40 hours will be given in compensatory time. Employees will be paid at new higher hourly rates for any work over 40 hours, he said.

**How It Works**

Mr. Koenig explained that the wage rate was increased because deputies will be receiving the same pay for fewer hours.

Instead of working six days and taking two days off, they'll be working four days, getting two off, then working five days and

getting two off. The schedule then will be repeated.

"This will amount to another eight days off every year," Mr. Koenig said.

The grievance procedure will be in three steps: First, a hearing with the sheriff; next, a hearing with the county manager of employee relations, and last, the calling of an independent arbitrator for final binding arbitration. The arbitrator will be furnished by the Federal Arbitration and Conciliation Service.

Mr. Koenig said Sheriff Albert Skinner indicated that he would "try his best" to reduce the work week for the other small units within the Sheriff's Department.

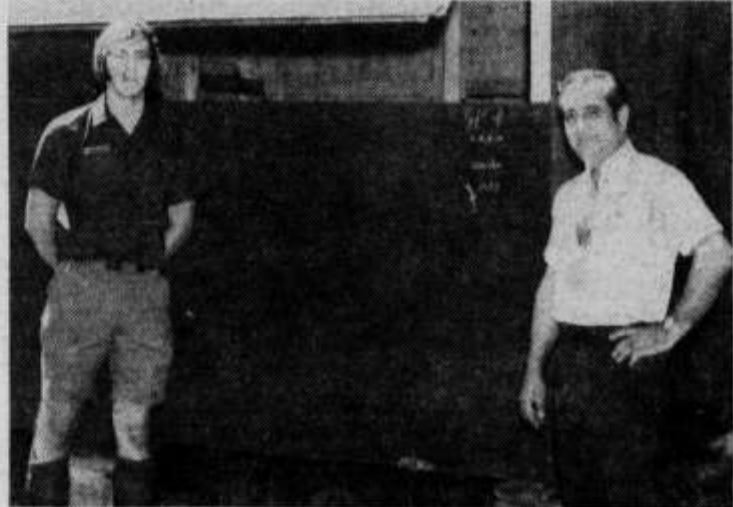
"We achieved this good settlement because of the overwhelming unity of the Sheriff's Department employees," he said.

Negotiating on the team with Mr. Koenig were Deputy Howard Rooksby, president of the Sheriff's unit; Thomas Pomodoro, a CSEA senior field representative; Sheriff's Sgt. Frank Hall and deputies Robert Falzone, John Nichols, Larry D'Amone, William Faber and Richard Fagen.

## Capital Dist Conf To Meet Sept. 24

**ALBANY** — The regular meeting of the Capital District Conference of the Civil Service Employees Assn. will be held Sept. 24 at Jack's Restaurant on State Street here, announced conference president Ernest K. Wagner.

Dinner will be served at 5:30 p.m., followed by a regular business meeting.



**PUBLIC SPIRIT** — Official dedication of a storage building at Camp Sam Wood, in Pike, was attended by Charles Peritore, president of Craig State School chapter of the Civil Service Employees Assn. Here, Peritore, right, whose chapter donated \$300 toward construction of the building at the Boy Scout Camp, is pictured with camp counselor Carl Webster at the site. Sign on building proclaims "Gift of CSEA."

## OER Agrees To Make Gr 5 Clerk Promotional

(Continued from Page 1)  
made by CSEA first vice-president Thomas McDonough, who is also chairman of the Administrative Unit bargaining team that negotiates for the clerks.  
Mr. McDonough acknowledged OER's willingness to honor the agreement, which ties clerks in to the Career Ladder Plan. He cited the misunderstanding, and its resolution, as an instance of what can be achieved when responsible people work together to settle their differences.

## Leader Promotions For Baxley, Kyer

(Continued from Page 1)  
the Toledo Times. He later joined the public relations department of Owens-Corning Fiberglas Co. His next post was with Owens-Illinois, Inc., dealing with employee relations and in-house publishing.  
He was employed as an editor in the New York City offices of Cowles Communications, Inc. before coming to The Leader in 1969 as an associate editor. He was later promoted to the post of executive editor.

Mr. Kyer came to New York City in 1954 after a six-year career in the daily newspaper field. He was assistant director of scientific information for the National Polio Foundation during the final phases of development of the Salk polio vaccine.  
Joining The Leader staff as an associate editor in 1955, he shortly succeeded Maxwell Lehman as editor. In his new post, Mr. Kyer will be responsible for the overall operation of The Leader.



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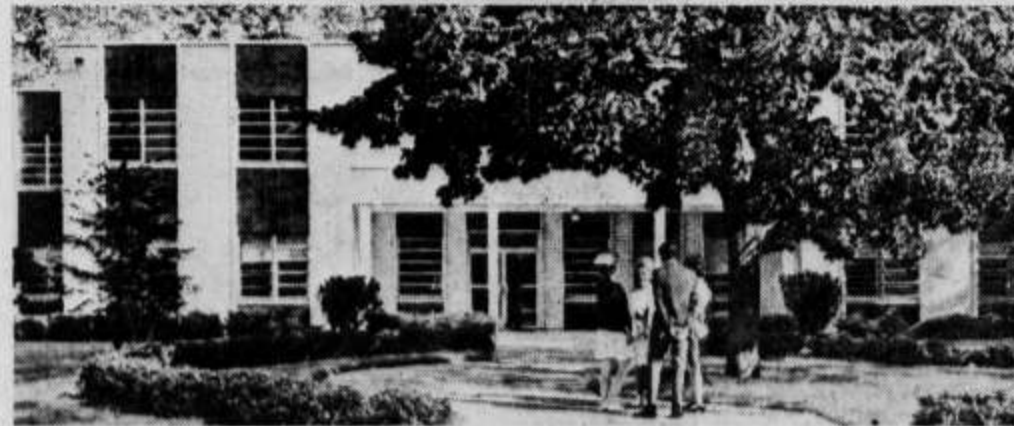


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Medical Director*



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**Cost-Of-Living Hike, Early Retirement Option**

A 6.1 percent cost-of-living increase and a new law authorizing early optional retirement have resulted in 89,000 retirement claims being filed with the U.S. Civil Service Commission. George J. McQuoid, Director of the Commission's New York Region announced recently. The cost-of-living increase applied equally to retired Federal workers and to those leaving the active rolls by midnight June 30. Mr. McQuoid explained.

The option of early retirement at a reduced annuity is available to Federal employees aged 50 years with 20 years of service or any age with 25 years of service if they are serving in agencies undergoing a major reduction in force. Although the total impact of the new provision in the law is not yet known, Mr. McQuoid stated that reports from the Department of Defense indicate that over 12,000 of nearly 37,000 retirements in June were filed under this early retirement option.

The Commission is meeting its goal of sending special payments to all qualified retirees within 10 days of the time their applications are received. Special payments are based upon conservative estimates of what the actual annuity will be when a case is finally adjudicated and are sent on a regular monthly basis until exact annuity rates are determined and placed into effect. At that time, any difference between special payments already made and exact amounts due will be adjusted.

**Marcy, Atwill To Niagara**

ALBANY — William L. Marcy, Jr., of Buffalo, has been appointed to the Niagara Frontier State Park and Recreation Commission for a term ending April 25, 1975. At the same time, Edward A. Atwill, of Eggertsville, was reappointed to the same unsalaried commission for a term ending Jan. 24, 1980.

(Continued from Page 2)

John G. Hickey, Francis J. Cassidy, Anthony C. Santoro, Jr., Edward C. Ryan, Albert T. Weihs, Joseph Spor, Peter J. Molloy, Jr., David P. Stark, Frank Benz, Jr., Thomas J. Collins (no. 219); DESIGNATION AS DEPUTY CHIEF FIRE MARSHAL: James P. Sherrer; DESIGNATION AS SUPERVISING FIRE MARSHAL: Ernest C. Graham, John S. Barracato.

PROMOTION TO FIRE MARSHAL: Frederick P. Mercillotti, Donald F. Pisculli, John V. Brown, Michael J. O'Connor #3, StErnest C. Graham, John J. Stickevers, James F. Sherrer, John S. Barracato, Louis J. Marrone, Matthew H. Conlon, Jr., Joseph R. Bendas, Ronald J. DeLucia, Victor U. Palumbo, Edward J. Heslin, Thomas M. Dixon, Joseph P. O'Dowd, Ralph Feldman, Ernest A. Mayer, Philip J. Murtha, George F. Molloy, Enrique E. Estela, Charles G. King, William J. Twomey, Michael A. DeMarco, Frederick Egan, James B. Fleming;

John A. Kittelberger, Robert McCann, Frederick Spiegel, Paul J. Walsh, Thomas J. Russo, Arthur Perretti, Anthony Romero, John E. Hutchison, Charles E. Poznak, Allen N. Murphy, James M. Gibson, Aubrey L. Nelson, Anthony D. Sarnelle, Eleuterio R. Graniela, Joseph Mauceri, Joseph DeGeorge, Joseph F. Pereira, Thomas M. Sweetman, John E. Knox, Herbert K. Johnson, Rudolph D. Dick, Joseph P. Nash, Jr., John J. Lovett, Arthur R. Mazza, Anthony F. Kiesel, Vincent Ascioffa, John M. Santiago, James J. McCormack, Thomas A. Breheny, Norman R. Foggie, Jr., Hugh O. Haughwout. (no. 82).

**Cockern To Creedmoor**

ALBANY — Mrs. Catherine Cockern, of South Ozone Park, has been named to the Board of Visitors of Creedmoor State Hospital for a term ending Dec. 31, 1976. Board members serve without salary.

**EXAM 2712 PROM TO PRINCIPAL COMPUTER PROGRAMMER**

Of the 37 candidates who filed, 31 appeared.

**EXAM 2209 PRINCIPAL COMPUTER PROGRAMMER**

Of the 106 candidates who filed, 59 appeared.

Test Held August 29, 1973

Candidates who wish to file protests against these tentative key answers have until October 2, 1973 to submit their requests in writing, together with the evidence upon which such protests are based.

1. B; 2. D; 3. B; 4. C and/or D; 5. C; 6. A; 7. B; 8. C; 9. C; 10. B; 11. B; 12. B; 13. C; 14. A; 15. A; 16. B; 17. B; 18. B; 19. B; 20. A;

21. D; 22. A; 23. D; 24. B; 25. C; 26. D; 27. C; 28. D; 29. C; 30. B; 31. D; 32. B; 33. D; 34. A; 35. A; 36. C; 37. B; 38. A; 39. D; 40. A;

41. C; 42. B; 43. C; 44. D; 45. A; (COBOL) 46. A; 47. B;

48. B; 49. A; 50. C; (ASSEMBLY LANGUAGE) 51. D; 52. B; 53. B; 54. C; 55. A; (PL/I) 56. A; 57. B; 58. D; 59. B; 60. A; (FORTRAN) 61. C; 62. C; 63. A; 64. C; 65. A.

**Final Key Answers**

The city Civil Service Commission has rendered final these decisions concerning key answers for the following exams:

From to Senior Supervisor of Park Operations, Exam 2647 (Part 1) — test held April 7, 1973. Changes: no 32 from C to C and/or B; no 33 from B to Delete; no 35 from C to C and/or D; no 39 from A to A and/or C; and no 42 from B to B and/or C.

No formal education or experience is required for anyone over 21 years old with a driver's license to apply for parking enforcement agent with New York City. Candidates, however, must be of good moral character and in good physical condition. Salary is \$7,600.

Appointees will be required to purchase uniforms, and a uniform allowance of \$150 annually will be provided.

When eligible, parking enforcement agents may be accorded opportunities for promotion to senior parking enforcement agent and traffic control agent.

Applicants will be called for

(Continued on Page 15)

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— Kathleen Carroll, N.Y. Daily News

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<b>ROCKY</b> LOEWS PARADISE WHITSTONE B.I. ST. GEORGE	<b>WESTCHESTER</b> ARCADIAN CINEMA I HOLLOWBROOK	<b>SARATOGA</b> 110 DRIVE IN LOEWS SOUTH SHORE MALL SUNRISE DRIVE IN 3 VILLAGE RKO TWIN SOUTHAMPTON

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TUESDAY, SEPTEMBER 18, 1973

## Don't Repeat This!

(Continued from Page 1)

In broad outline, the Governor sketched the problems he will deal with as chairman of the National Commission on Critical Choices for America. In essence the Commission will be engaged in a profound exploration of trends — economic, political, social and military — which will influence the world over the next 30 years. The objective of the Commission's studies will be, the Governor said, "to develop new programs and policies, and to point to new values and institutions, domestic and international, necessary to deal with the problems of the last third of this century."

### America's Heritage

As the Governor sees it, what America must do "is build on our unique heritage, make it relevant to today's and tomorrow's realities, so that we can carry forward this magnificent 200-year experiment in human freedom into the third century. We must lead in this period of transition in the world. We can do so if we are united as a people with a clear sense of purpose and direction and a feeling of pride and belief in our country."

In a kaleidoscopic review of forces that will significantly affect America internally and in its relations with the rest of the world, Governor Rockefeller pointed out that America's economic superiority has been challenged by the emergence of new economic super powers — Japan and Western Europe; that our strategic superiority over the Soviet Union has been reduced to strategic parity; that the threat of environmental pollution has placed in doubt "one of our most cherished concepts—that growth is unquestionably good, and that more growth is better."

Based on his experience as Governor for 15 years, Rockefeller said: "The whole governmental system at all levels has become overloaded and unable to deliver. The public has been overpromised, expectations have been raised without any relation to reality, and government has underdelivered as never before in our history. The result has been a serious breakdown in government's effectiveness and in the public's confidence in its government."

### Challenge Before Us

The work of the Commission on Critical Choices for America will engage the attention of philosophers and doers, of thinkers and activists as the Commission focuses on goals for improving the quality of life in the years ahead and seeks to articulate a new national purpose for the United States.

The Governor sees the challenge before us as "nothing less than to be courageous enough and wise enough to regain control over events and become again the masters of our destiny." The National Commission on Critical Choices for America will seek to provide us with the urgently needed courage and wisdom.

### JOHN STEPINSKI

CATSKILL — John Stepinski, a long-time member of the Civil Service Employees Assn., passed away August 26. Stepinski had been president of the CSEA Town of Catskill unit since the unit was founded.

## Civil Service Law & You

By RICHARD GABA



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

### Leave For Pregnancy

In this case, a board of education petitioned the Appellate Division, Second Department, to review an order of the Human Rights Appeal Board. The Human Rights Commission had determined that it was discriminatory for the Board of Education to maintain a policy of requiring pregnant teachers to take unpaid leaves of absence no later than five months prior to the anticipated date of delivery. The Appeals Board filed a cross application for the enforcement of its order. With a single dissent, the Appellate Division held that the policy was indeed unreasonable and discriminatory and violated the Human Rights Law. The court recited that the question before it was, "whether a pregnant teacher may be compelled by rule of a board of education to take an unpaid leave of absence not later than five months prior to her delivery, regardless of her physical ability to perform her duties and her desire to continue teaching."

This case involved two separate proceedings in which the facts were somewhat different. In one case, teacher A had been employed by the petitioner from September 1968. She informed the Board of Education in October of 1970 that she was pregnant and asked that her maternity leave commence March 12, 1971. This request was ignored and she was instructed by the Superintendent of Schools that her leave would begin on Jan. 22, 1971, under the policy enunciated by the Board of Education.

IN THE SECOND CASE, teacher B had been employed by the Board of Education as a physical education teacher from September 1967. She likewise informed her employer in October 1970 that she was pregnant and requested that her maternity leave commence on Jan. 1, 1971. She was instructed by the Superintendent of Schools that her leave would commence Nov. 1, 1970, under the policy adopted by the Board of Education.

The policy in question required a pregnant teacher to leave her duties without pay no later than five months prior to the time of the anticipated birth. The Board of Education defended its policy as justified by its concern to avoid administrative problems arising out of the difficulty of recruiting competent teachers during the school year. Furthermore, it urged that under the law it has the power and duty to adopt rules and regulations concerning the excusing of absences of teachers and other employees and for the granting of leaves of absence to such employees either with or without pay. (Education Law, Section 1709.16) The Board of Education asserted that the rule was reasonable and was uniformly applied to all pregnant teachers, and, therefore, was not discriminatory.

In addressing itself to the Board of Education argument that the policy applied uniformly to all pregnant women, the court said that, under the Equal Protection Clause of the 14th Amendment to the U.S. Constitution, distinctions based on rational grounds may be drawn between classes of individuals. The court went on to say, however, "But the test to be applied here is not the constitutional standard under the equal protection clause, but the statutory standard of the Human Rights Law." That statute discourages on employer's practice "because of . . . sex of any individual . . . to discriminate to such individual in compensation or in terms, conditions or privileges of employment." (Executive Law, Section 296.1(a)) The Equal Protection Clause deals with classes; the Human Rights Law deals with individuals.

THEREFORE, THE TRUE issue is whether the Board of Education's policy is reasonable in requiring a teacher to take a leave of absence after four months of pregnancy, although the teacher has both the desire and the ability to continue. In this regard, the court pointed out that the school policy does not achieve the result which is claimed as its objective. "An arbitrary leave required at the end of the fourth month of pregnancy is no more calculated to facilitate a planned and orderly transition between teacher and her substitute than any other date closer to confinement. The biological phenomenon of conception and pregnancy is not limited to any particular period in the school year. The petitioner's policy does not assist, therefore, in reaching the point of its promulgation in demanding an

(Continued on Page 7)

## That New Police Exam

THERE are some questions to be asked about the hiring of new City Police Department personnel and they should be answered before things get so tangled that no one interested in a police career will live long enough to get appointed.

First of all, is it legal for one department — the Police Department — to hire men from lists of the Transit and Housing Authorities, especially when there are thousands of names on already-established police lists?

Second, what happens to a man or woman who refuses a Housing or Transit appointment because of a desire for a career in City police work where career opportunities are more abundant and more varied?

Third, who determines appointing either a man or a woman who have equal scores?

And why, in some instances, are names being picked from the middle of varied lists, as has been rumored.

What strikes us so serious about all this is that the whole new procedure seems a violation of several civil service laws and does not, in fact, give equal opportunity to all who apply for a police career. There is just too much room here for the manipulation of lists and appointments.

These are serious questions and they must be answered.

## New Date For CSEA Vote Count

Official machine counts of the ballots in the current election of statewide officers of the Civil Service Employees Assn. will be made on Thursday, Sept. 27, 1973, at 9 a.m. at Amsterdam Data Processing, Wallin Road, Amsterdam, N.Y.

Any candidate on the statewide election ballot or one representative of any candidate will

be admitted to the counting upon presentation of proper identification.

All candidates will be notified of election results by telegram on Friday, Sept. 28, 1973. Results will be announced to the CSEA general membership and the public at the annual delegates' meeting banquet on the evening of Oct. 3, 1973.

## Questions and Answers



Q. My mother, who gets monthly social security widow's payments, recently received an application in the mail to fill out and return so she can be assigned a social security number. Since she gets her checks based on my dad's earnings record, why does she need a number of her own?

A. The Social Security Administration has started issuing numbers to all people receiving social security payments who don't already have their own numbers. The numbers are being issued to help keep individual benefit payments and social security records straight. Your mother's payments won't be affected in any way.

Q. I'm 22 and was recently in an accident at work. Do I need as much work coverage under social security as an older worker in order to get monthly disability checks?

A. No. Workers who become severely disabled before 24 may qualify for social security disability payments with just 1½ years of work. Workers disabled between 24 and 30 need credit for having worked half the time between age 21 and the month the disability began. People 31 or over need at least 5 years of work credit under social security to qualify for disability payments. For more information, contact any social security office.



# Letters To The Editor

## Open Letter To All Members Of CSEA

Editor, The Leader:

I am writing to inform you of a wonderful opportunity. My name has been placed on the ballot for State University departmental representative to the Civil Service Employees Assn. State Executive Committee. It was a tough fight but thanks to 1,000 nice people who signed petitions here at SUNYAB and

## Calls Exams Long Road To Nowhere

Editor, The Leader:

Test no. 23-761, Career Opportunities in Human Services, and test no. 23-788, Mental Hygiene Therapy Trainee 1, were held Feb. 24, 1973.

According to a staffing services representative, in reply to my letter of inquiry about these tests, "we do not expect the eligible list to be established for several months yet" — no scores available as yet!

Even if an extremely large number of candidates did take the tests, it seems to me that after seven months have passed the computers must have ground out something!

Does the state think that we people who do take these exams have nothing better to do with our time and energies besides taking exams that lead to dead-ends? This is not the first time I've taken civil service tests and been given the runaround.

The credibility gap between the state and its workers grows wider and wider. After 23 years of State employment I feel that it's a long road down to nowhere.

M.G.

Huntington, N.Y.

## Police News

### 5 Probies Appointed

The following probationary police officers were appointed police officers, effective Aug. 14: Gary R. Duffy, Kenneth M. Spottke, Salvatore P. Contrastano, Daniel J. Gilroy.

## Civil Service Law & You

(Continued from Page 6)

voluntary leave at four months, any more than it would be demanding absence at six or eight months."

The policy presents a manifest unfairness by picking on pregnancy among all other physical conditions to which a teacher might be subject as a category for special treatment in determining when a leave of absence from duty shall begin.

The court ordered the Board of Education to pay the teachers their back pay and fringe benefits for the periods during which the maternity leaves were denied contrary to their requests. The court, therefore, held that these were not donations of public funds in violation of Article VIII of the New York State Constitution. These are damages and do not come within the constitutional prohibition. Board of Education, UFSO No. 2, Town of North Hempstead v. New York State Division of Human Rights (2 cases) 345 NYS 2nd 93.

500 more across the state I finally made it!

We've only just begun — after asking for your support by signature, I'm now asking for your support by means of an X, next

to my name on the ballot. I feel that I'm highly qualified for this position. I have been with State University for eight years and am aware of the problems we face in dealing with the Admin-

istration. I'm presently serving on the local labor-management committee and have for the past three years. I would now enjoy the challenge of dealing with problems on the statewide level. I really plan to accomplish something! Better than something — Everything! With all

the problems, ideas and facts you can all contribute, I should be busy for the next two years.

Again, thanks for your help in the past, and thanks, many thanks, for your future support in the upcoming election.

JUNE BOYLE  
Buffalo

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**OFFICE VISITS**

**MATERNITY**

**HIP**

**HOSPITAL CARE**

**SURGERY**

**PREVENTIVE CARE**

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**NO DOCTOR BILLS**

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**NO LIMIT ON MEDICAL SERVICES**

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# RESTRUCTURING PHASE IV ON FINANCES

Restructuring, Phase IV, dealing with finances, has been released by the Committee to Restructure CSEA, in time to be reviewed prior to the annual convention later this month.

What has been reprinted below are those portions that were adopted as amended by the delegates at the statewide meeting in March of this year. Those portions that were defeated, withdrawn or referred back to committee for further study are not reproduced. This is the same format The Leader has used in presenting the first three phases of restructuring.

Many of the deleted items are scheduled to be re-presented at the upcoming September convention or at the spring 1974 meeting.

As has been the past practice of The Leader, the proposals have been printed as approved. Wording has not knowingly been changed, although there may be some minor changes in capitalization, punctuation

## INTRODUCTION

The Committee to Restructure CSEA is still very much critical and concerned about the fiscal policy of our Association. Again we repeat what we have stated in Phase III. There is a glimpse of sunlight in that the Association implemented III "Ref. a full time Comptroller." However, if this fiscal officer is not given the complete independent operation in setting new fiscal policy, the restructuring concept would not produce the anticipated fiscal management which your Restructuring Committee recommends in the past Phase III and Phase IV herewith.

We are now approaching \$9,000,000 annual income and about the same in expenditures. Should our growth proposals materialize, our membership dues income will reach \$10,000,000 without a dues increase and this may be realized within three years.

However, the fiscal crisis we are experiencing today was caused by our own miscalculation of growth in past budgets, poor purchasing practices, poor budgeting and excessive, uncontrolled and imprudent judgment in travel assignments.

Let us only review some of the major internal expenditures — travel and field expenses in 1971-72 were \$563,000. This was caused by crisis upon crisis, field demands, insufficient fieldman power to cover smaller areas. We

must also state that the downtime was 20 to 30 percent per week — this means fieldmen on the average spend about one day or more in travel and/or overnight expense while units grow.

The second major problem is advances. This committee very well understands and takes into consideration that some chapters need advances for current or expanding membership programs. We also realize that the Association has been and still is delinquent in mandated scheduled dues rebate to chapters, and this has been caused by the poor computer administration we have experienced for over three years, which seems never to be solved.

However, considering that all of this will be shortly resolved or appropriate personnel be held accountable, we should control the request of advances. What is hidden, and we bring to your attention, is that if a chapter asks for an advance with no specific purpose but simply places that amount in a bank, it will receive anywhere from 4.75 percent to 6 percent interest and the Association is equally losing as much.

To further complicate the fiscal picture of CSEA, some chapters have outright refused to submit annual fiscal reports.

In united purchasing there is united savings! This is why we recommended and you approved the position of purchasing agent. Such agent and expertise and

united buying should be granted to chapter units and regions through headquarters' ability to combine and bid purchases.

We are not one bit impressed with the breakdown of our records of expenditures and their posting. For example, we spend thousands of dollars for committee expense (committee input) but are unable to immediately show how much each committee operation costs and measure the accomplishments (output) in relation to cost and maybe combine such functions with other committees.

This is why we recommend. This Committee earnestly hopes that the regionalization of CSEA will cause the regional presidents and officers to take on some of the local functions, thus relieving statewide officers from excessive travel, which, too, is getting out of fiscal control. We question for what reason is it necessary to have all statewide officers at the same meeting of a chapter or region without really any function. This socializing cost the Association \$50,000 in '72-'73.

We also bring to your attention the permanent plastic membership card to be issued only once, Oct. 1, 1973. This will save CSEA \$46,000 bi-annually and having elections every four years another \$100,000.

Lastly, and the most important fiscal concern is the cost of negotiations. We must today take

or typographical errors. In no way have the specifics or the intent been altered.

The committee, in a forward to the report, thanked the membership as a whole for the cooperation and suggestions, as well as for the awards, plaques and testimonials bestowed for its efforts during the past three years.

Delegates at the March meeting voted their approval to extend the life of the committee in order to oversee an orderly implementation of the changes brought about by restructuring.

Serving with chairman A. Victor Costa and co-chairman Ronald Friedman on the committee have been John Adamski, S. Samuel Borelly, Howard Cropsey, Charles Ecker, George Koch, Salvatore Mogavero, Nicholas Puzzerferri, Ernest Wagner and Jack Weiss.

affirmative action — action of guts and character to accept our share as members.

The problem: CSEA now fully pays all expense for all statewide negotiation — that is travel, lodging, meals; also furnishes full staff and expert consultants when necessary.

Depending on the length of negotiations this may run as high as \$150,000 excluding daily staff expense.

The Association further pays full expense for Departmental negotiations.

This figure is not even obtainable at this writing. Consider the many department and site negotiations we are now paying.

Further, the political subdivisions will be negotiating in 100's of units again. Upon presenting proper figures this will run into an unknown high figure.

If the present trend continues, and with the difficult times negotiating we are experiencing in all entities of the Association, we predict all negotiations within five years will cost one million dollars. This figure includes all cost for state, counties, units, and schools.

So far, we have been fortunate in that we have had outstanding leadership in some of our local presidents who do their own negotiating — but how long can we remain in this position?

Hence, we negotiate for ourselves — we should pay our share

without further dues increase.

Under the below proposal, we mean, the chapter or chapters combined will pay for the expense involving negotiations and further on a per capita assessment, to be retrieved from the dues rebate, share equally in the total statewide negotiating.

The local political subdivision would also pay for their negotiations. However, the total cost of staff and their expenses shall be borne by the Association.

The main fiscal problem is that although the Association is rebating 25 percent of all dues collected to its chapters, we spend much more than that which should be shared. Some chapters are spending too much of members dues imprudently, others are not spending anything in behalf of their membership. Thus, although CSEA will rebate \$2,125,165 in 1972-73, the chapters still insist on whenever CSEA proposes some new idea to benefit all its membership — "Who will pay for this or that" or "the Association should pay."

Delegates! We are now at a turning point. If we really care for the future of CSEA as one Association, you must — now today — turn the tide of fiscal irresponsibility. We must, therefore, ask ourselves — not what is best for the chapter, but what is best for the entire Association. This is how we can now prevent the catastrophic situation which is around the corner.

unit, departmental representative and county representative to the Board, the respective nominating committee shall after every effort nominate at least two candidates for any office to be voted on.

(23) The executive vice-president shall coordinate the requests for appearance and appointment outside the region for statewide officers except the office of president of the Association.

## REGIONS — CHAPTERS — UNITS

(With the advent of the opening of regional offices, the committee feels that certain general concepts should be known and that same be adopted in order to assist the functioning of the region, chapter or unit. These are general proposals, but have been well investigated and deliberated at committee meetings.)

(25) A region and chapter constitute a geographic or other unit of membership of CSEA deriving its chapter, jurisdiction and power from CSEA.

Each region or chapter is self-governing in respect to its local affairs, subject only to the constitution and by-laws of CSEA, region and chapters and other mandates of policy promulgated by the Board of Directors and/or delegates.

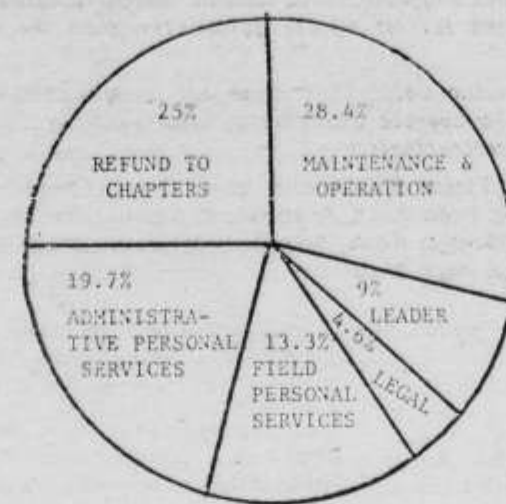
(26) The charter committee of CSEA, in conjunction with the committee to restructure CSEA, shall produce three separate model constitutions — one each for regions, chapters and units, and placing therein mandated concepts and proposals previously made and the proposals adopted during the past two years of restructuring committee reports.

(27) The Association establish a regional affairs committee consisting of the following:

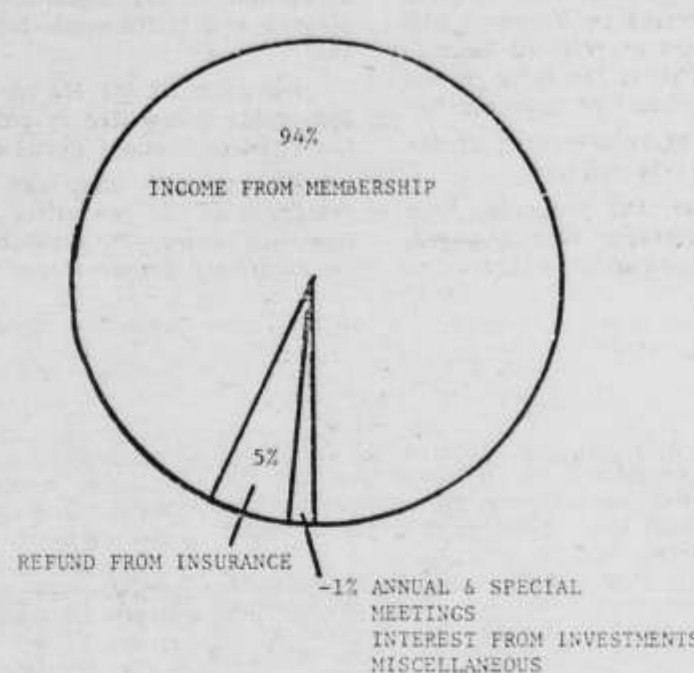
- The regional presidents.
- Two members of the Board of Directors, namely the chairman of the County Division and the chairman of the State Committee.

# SETS GUIDELINES FOR \$ MANAGEMENT

CSEA EXPENDITURES



CSEA REVENUE



## INCOME

Income from Membership.....	\$8,503,660
Estimated reimbursement from Insurance.....	451,862
Receipts from Annual & Special Meetings.....	18,000
Interest on Investments.....	30,000
Miscellaneous.....	5,000
Total.....	9,008,542
Surplus.....	476,619

## EXPENSE

Maintenance and Operation.....	\$2,421,568
Refund to Chapters.....	2,125,165
Administrative Personal Services.....	1,689,054
Field Personal Services.....	1,133,954
Leader.....	766,432
Legal Services.....	395,750
Total.....	\$8,531,923

Source: 1972-73 CSEA Budget

Prepared by  
The Committee to Restructure CSEA

(44) For all intent and purpose the seal of CSEA reduced accordingly and printed on any document or stationery of CSEA including its regions, chapters and units shall be deemed to be a union label of the organization. Such sample label shall be made available to all and any CSEA entity for such use by the director of public relations and communications and further a supply of logos be held in stock to accommodate the various printing processes, such label to indicate region number.

(45) Any correspondence from any division department or unit which refers to a particular member or group, a copy of such correspondence shall be forwarded to the chapter president and the regional field supervisor.

(46) Whenever a chapter shall extend recognition to a unit, the unit shall adopt the unit constitution so published by charter committee of CSEA and agree on bylaws acceptable to the chapter and temporary officer and executive body. All present units must adopt a standard constitution and add appropriate bylaws.

(47) That in each regional office and that each chapter secretary be supplied with sufficient copies of all CSEA literature deemed by the director of public relations to be of general importance to all members of CSEA.

(48) Commencing with Oct. 1, 1973, all charters granted by CSEA and the granting of units by chapters should be by signed agreement of both parties — bringing forth certain agreed statement of cooperation.

(49) If a chapter disbands, due to a revoking of a charter or closing of or discontinuance of a facility or program by rule, regulation or law, its funds, property and assets shall be placed in custody of CSEA treasurer and held in escrow for two years. If a chapter is reinstated or a new charter granted with the same or similar jurisdiction, CSEA shall in order to aid such newly formed chapter in commencing its operation make an appropriation to it in an amount not to exceed the value of funds and property assets as were held in escrow. If after two years no new chapter is formed, the total assets shall be placed in the general fund of CSEA.

## PREAMBLE OF MEMBERSHIP

Each member shall be entitled to a full share in self-government. Each member shall have full freedom of speech and the right to participate in the democratic decision of CSEA through its proper entity of membership and duly authorized representative. Subject to reasonable rules and regulations, each member shall have the right to run for office in any entity of CSEA, to nominate, vote in a fair and honest election and to expose, without recrimination or abuse, any irregularities which tend to defame the good name of CSEA and/or its entities. He shall have the right to criticize but not undermine the right of petition but adherence and the obligation to promote the Association in all undertaking through elections or appointments or programs and to expose those who subvert CSEA in word, deed or action.

(50) Each member of CSEA as soon as feasible, shall receive and new members upon joining, a member's handbook detailing rights, privileges, responsibilities, and obligations of CSEA membership.

(51) The Association shall issue a new plastic one-time membership card instead of issuing a new card every two years. This will produce a saving of about \$46,000.

(52) Members of any entity of CSEA who are affected by a loss of check-off shall be allowed a 30-day grace period from last day of check-off loss before right and privilege of CSEA membership can be revoked and after due notice is served.

(53) On the reverse side of the membership card basic privileges and rights of the employee member be enumerated.

(55) It shall be the duty and obligation of all officials, members of the Board of Directors, regions, chapters, units, whether elected or appointed to support, advance and carry out all the mandates of CSEA as adopted by the Delegates, the Board of Directors and provisions of the CSEA Constitution and regions and chapters and units.

(58) When a written charge is preferred that a member has violated a policy of CSEA, such member shall first be served with such charges by the president of the chapter with approval of the executive committee and within 30 days. The charges are to be heard by a regional trial committee composed of members of the regional executive board except no member of the

(Continued on Page 14)



# This Week's City Eligible Lists

## EXAM 1688

### PROM TO SENIOR TYPIST

This list of 475 eligibles, established Sept. 5 for use by 28 city agencies, resulted from June 17 written testing for which 2,826 candidates filed, 2,740 were called, and 1,881 appeared. Salary is \$7,000.

### BD OF EST. EMP RET SYS No. 1 — 71.525%

1 Shirley Globman.

### BD OF EST. FRANCH

No. 1 — 74.5%

1 Dominga M O'Hare.

### BD WAT SUP. CONST

No. 1 — 88.60%

1 Toby Savacchio.

### BD WAT SUP. GEN ADM

No. 1 — 81.8%

1 Eileen Paul.

### BUDGET BUREAU

No. 1 — 87.525%

1 Suzanne V Kenny, Meredith

S Seidman.

### CITY PLAN COMM

No. 1 — 73.70%

1 Eunice Wexler.

### COMPTROLLER

No. 1 — 89.5%

1 Melva C Eley, Joan E Curry, Anne M Fritsch, Elsie Grossman, Noreen K Phelan, Joyceline Williams.

### DA, NEW YORK

No. 1 — 71.20%

1 Mary H Hill.

### DA, QUEENS

No. 1 — 86.2%

1 Clarissa Gilbert.

### ENVIR ADMIN

No. 1 — 83.35%

1 Robert T Wiegand, Carole A Daleo, Joan H Cobb, Joan Al-ber-ton, Nettie Edelson, Karen L Sacher, Janet A Marano, Marie Radike, Jean R Comello, Jo-ann Fontana, Margaret Diner-stein, Ruth G Searin, Josephine Scott, Marjorie R Dunne, An-thon-y Deservio, Claire Novick.

### FINANCE ADMIN

No. 1 — 78.70%

1 Esther R Phillips, Maureen F Hartmann, Pearl Einbinder, Lillian Vartazaroff, Tammie Lit-fen, Mildred P Sexton, Lorna Wilson, Barbara Linthicum, El-aine M Hannibal, Lorraine Law-son, Cynthia Ellis, Theresa A A Cuffin, Leola Washington.

### FIRE DEPT

No. 1 — 81.425%

1 Lee Ferber, Sarah Slepian, Rose M Shanahan, Marie J Picariello, Joyce A Briody, Rose Charney.

### HEALTH SERV ADMIN

No. 1 — 79.60%

1 Monique M Daly, Ellen M Kainins, Anne Lipschitz, Donna-zella Laviscount, Rose Roth, Ed-na Jalosky.

### HOUSING AUTH

No. 1 — 88.60%

1 Rikki Ogens, Frieda Hol-lander, Harriette Nicholls, Pat-ricia A Lampo, Rosalind Gold-stein, Joyce C Smith, Lucie M Wilson, Judith I Becker, Dosey D Alexander, Yolanda E Stanton, Mollie Bilder, Sandra R Pitt-man, Rose Marshall, Tommie G Swinnie, Gladys S Nolen.

### HOUS DEVEL ADMIN

No. 1 — 87.20%

1 Agnes Huggard, Stella E Humphrey, Reva Salk, Dorothy Spar, Irene M Costello, Broche M Schwartz, Nellie Simberg, Esther Cohen, Marie Spataro, Marie Spataro, Grace E Klingner, Susan E Malatino, Sylvia J John-son, Dorothy Nesfield, Russell S Taylor, Betty A Christmas, Glo-ria A Walker, Judith Eisgrau, Helen Ehrenpreis, Beverly J Jenkins, Sadie Goodman.

No. 21 — 73.15%

21 Sadie Rosen, Eve Berger, Denise Cosola, Mary C Murphy, Lorraine M Bucci, Dorothy D Arkoff, Timmy M Leight, Camille L Falvo, Marilyn L Thornton.

### HUM RES ADMIN

No. 1 — 75.475%

1 Gladys Rios, Susan L Blake.

### LAW DEPT

No. 1 — 82.80%

1 Jadviga Pelse, Jacquelyn Ford, Christine Brown, Johanna M Cumulh.

### MUNIC SERV ADMIN

No. 1 — 77.775%

1 Regina R Peek, Matilda Labella, Esther Schmulowitz, So-phia Bigus, Edythe C Weeks.

### PARKS ADMIN

No. 1 — 77.175%

1 Margaret K Allen, Lillian Glick, Rita E Oppenheimer, Nic-holas J Cuppiello.

### PERSONNEL

No. 1 — 80.10%

1 Reba Hatley, Rachel H We-iss, Helena W Suarez, Elvia A Gordon, Ethel Berman.

### POLICE DEPT

No. 1 — 80.875%

1 Arline Silverman, Jane H Ball, Katherine Wheeler, Val-erie G Rochester, Barbara Hirsch, Raquel Barrios, Yvonne T Bry-ant.

### PUB ADMIN, KINGS

No. 1 — 71.50%

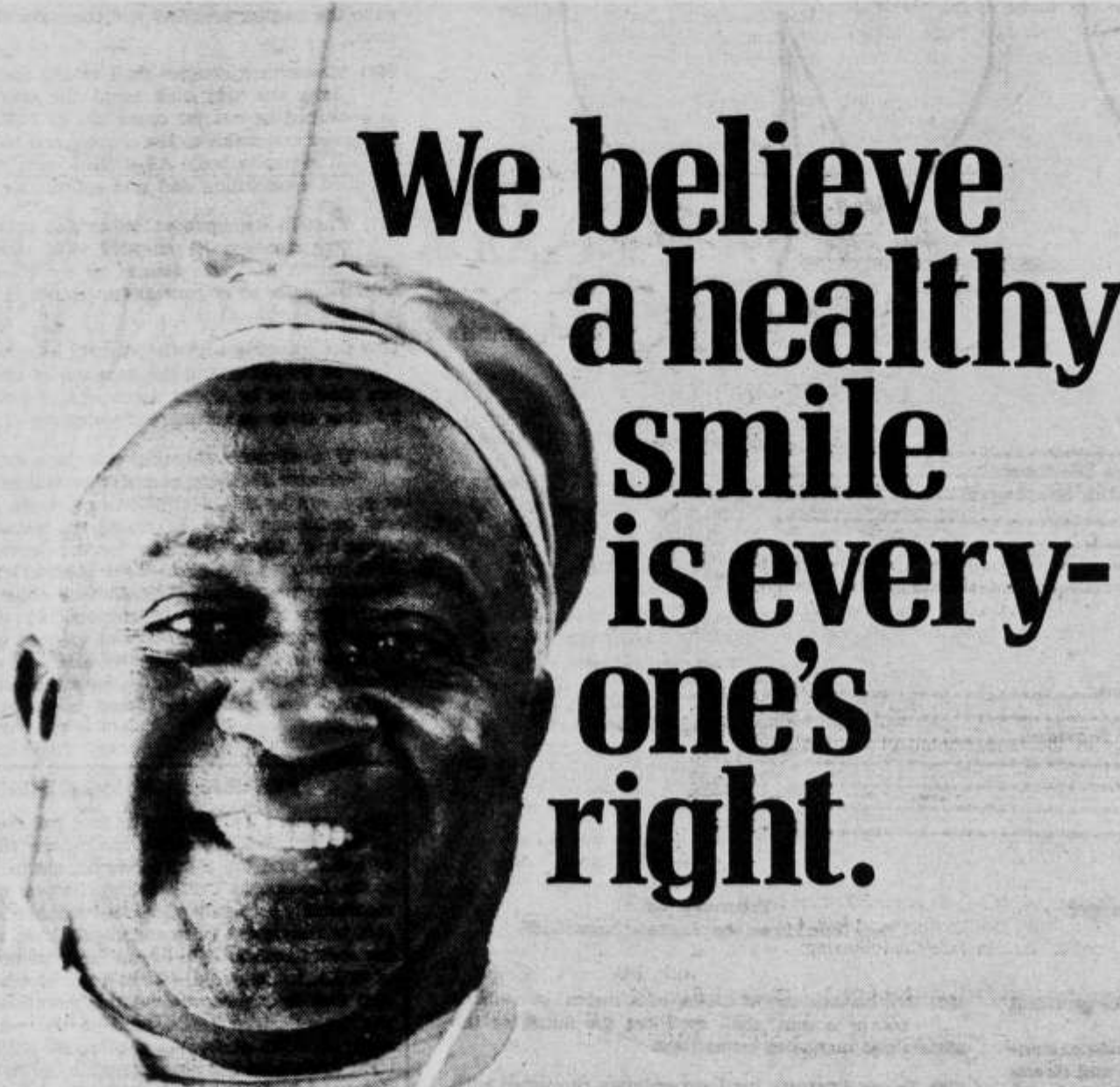
1 Nora Rabuazzo.

### SOCIAL SERVICES

No. 1 — 91.15%

1 Katherine Olsen, Florence A Herriek, Daphne L Hunt, Beryl Christian, Eve Robinson, Verna M Douglas, Estelle Bergansky, Sara Smith, Sylvia Cohen, Eliza-

(Continued on Page 11)



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# Eligibles

(Continued from Page 10)

beth Ward, Jerold A Diamond, Helen D Syrja, Ulah D Walter, Angela Solony, Geraldine Gilmore, Evelyn V White, Lenore R Frank, Gwendolyn Coleman, Ruth M Beazer, Viola Morris.

No. 21 — 79.0%

21 Nancy J Ratcliff, Cynthia E Vail, Clara Hardis, Betty L Levine, Ruth O Jackson, Dora Ayala, Beatrice Brandeis, Robert Corter, Gladys M Diesner, Lucille N Stackpole, Lula M Caldwell, Charles R Brown, Claudia E Hutchins, Myrna A Witkecz, Millicent Levine, Gerald Brown, Deborah L Kelley, Rosalind Jackson, Yvonne W Armstrong, Mabel Roberston.

No. 41 — 75.70%

41 Louella Beck, Edythe Dannenberg, Hilda S Collins, June H Lynn, Nancy German, Gladys McBride, Rosie M Dike, Audrey N Burgess, Eileen Galletley, Marilyn Baron, Iris Grice, Winifred T Benjamin, Alice F Connor, Potria Grimes, Jeanne Balzano, Joanne O McMillian, Emma R Patron, Edgar S Grier, Harriet E Davis, Pauline Allen.

No. 61 — 74.35%

61 Lillian Marcus, Geraldine Wells, Carole S Rodriguez, Clarice V Todd, Anna Cutter, Rose Samet, Shirley Eisen, Estelle B Gibbs, Rebecca L Gross, Gynelle L Wright, Ida Cohen, Margaret L Belton, Maria D Nevarez, Ida Pizzo, Queen E Brown, Wilhelm Enoch, Olga A Killiebrew, Sadie M Thomas, Estelle E Ferber, Vincenza J Whalley.

No. 81 — 72.775%

81 Elsie Walker, Wendy A Fox, Mary M Williams, Diane Dabney, Linda D Hairston, Haydee Rosario, Ruth E Baker, Joan E Platz, Vivian Brotman, Sharon R Sokol, Dolores J Davis, Thelma B Cummings, Ludia M Pryor, Evelyn Vazquez, Mary D Burrows, Doris L Saunders, Odessa McDaniels, Sandra E Girard, Rose Petekiewicz, Domenica Diotati.

No. 101 — 71.375%

101 Jean E Smith, Lillian M Void, Denise L Moncrief, Evelyn Ogburn, Gertrude Kerness, Pinkey Lindsey, Josephine Hall, Eleanor Moody, Sandra P Rabinowitz, Yetta Sherotsky, Rozena Rouse, Carol N Lee, Jaycola A Cheek, Caroline A Monez, Louise M Koskovsky, Carmen E Zeis, Naomi R Glencamp, Bernice Howell.

(To Be Continued)

## EXAM 2266

### DIST HEALTH MANGR

This list of 32 eligibles, established Sept. 12, resulted from evaluation for which 148 candidates filed. Salary is \$13,100.

No. 1 — 89%

1 Dan H Still, Gerald P Flanders, Charles P Martin, Robert Galton, Fred R Magenheimer, Donald E Williams, John L McHugh, Irene J Clark, Louise E Schneider, Jacob Zemsky, Wayne R Carhart, Freda Orachow, John G Collins, Martin B Kurtz, James F Woods, Robert H Mehlmann, Eric E Clarke, Jeanne F Magagna, Helen D Mitchell, Lois M Siegel.

No. 21 — 78.75%

21 Esther R Mizl, Eleanor A Skram, Carolyn B George, Samuel R Knox, Muriel M Logan, Steven Karten, Lily Chaudhry, Martin Levine, Virginia A Brown, Kenneth B Farris, Joseph Verilli, Walter Wildman.

## EXAM 2229

### ATTORNEY

This list of 23 eligibles, estab-

lished Sept. 12, resulted from Dec. 14, 1972 written testing for which 153 candidates filed, 153 were called and 125 appeared. Salary is \$15,600.

No. 1 — 86.80%

1 Samuel Presser, Albert S Lupis, Karla Moskowitz, Saul Bernstein, Gene D Skarin, Dennis J O'Connor, Nancy A Ruckler, Stuart G Laurence, Kenneth L Thompson, Frederica Jaret, Peter A Mound, Leonard J Koerner, Dale V Springer, Rosario J Renda, Marc Weinberg, Carl Saks, Doris M Pope, Gayle S Sanders, Seymour Jaffe, Michael J McLoughlin.

No. 21 — 70.70%

21 George D Cohen, Frank J Carabetta, Harvey G Landau.

## EXAM 2647 PROM TO SR SUPVR OF PARK OP

This list of 27 eligibles, established Sept. 12, resulted from written testing for which 72 candidates filed, 55 were called and 49 appeared. Salary is \$14,850.

No. 1 — 82.83%

1 Carl J Lucia, William E Dougherty, Joseph J Ross, John Budzick, John R Mastandrea, Anthony Cassano, Albert J Soricelli, Hubert P Shannon, John J Tubridy, Felice Sicuranza, George A Ledwith, Emanuel Kirchner, Thomas J Crowley, Conrad W Callender, Henry P McAlarney, John J Mason, George W Sahr Jr, James B Hughes, Anthony Fusco, Charles S Graham.

No. 21 — 74.33%

21 Raymond F Infante, Benjamin L DiGiovanni, Bernard

Linarello, Rosario Cataldo, Christian Horn Jr, James M Fox, Michael P McLaughlin.

## EXAM 2736 PROM TO SUPERVISING INVESTIGATOR

This list of 16 eligibles, established Sept. 12, resulted from June technical-oral testing for which 54 candidates filed, 23 were called and 22 appeared. Salary is \$12,000.

## COMPTROLLER'S OFFICE

No. 1 — 80.225%

1 Arthur F Rose.

## HOUS DEVEL ADMIN

No. 1 — 89.18%

1 Edward J Green.

## MAYORS OFFICE

No. 1 — 81.98%

1 Patrick D Mell.

## OFFICE, COLL BRGNNG No. 1 — 78.155%

1 Anthony A Tivoli.

## PERSONNEL No. 1 — 77.805%

1 Marjorie N Coward, Bernard Epstein.

## SOCIAL SERVICES No. 1 — 94.185%

1 William G Fisher, Robert T Heegan, Alfred L Dukes, Murray Ginsberg, Enid K Hylton, Hazel C Liddie, John J Lynam, David Block, David L Endlich, John E Coalmon.

## EXAM 1681

### PROM TO SR INVESTR

This list of 62 eligibles, established Sept. 12 for use by 7 city agencies, resulted from Nov. 30, 1972 written testing for which

(Continued on Page 12)

# A NEW PARA-JUDICIAL TRAINING COURSE FOR COURT PERSONNEL

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- 128. Family and Surrogates Court
- 129. Substantive Civil Law I
- 130. Substantive Civil Law II
- 132. Substantive Criminal Law
- 134. Court Administration and Calendar Practice
- 6. Business Organization and Management
- 90. Electronic Data Processing
- 211. Accounting Fundamentals (or other Business Elective)

In addition, 30 credits in liberal arts are required to complete the A.S. degree. Suggested electives include Speech, Economics, English, Communications, Conversational Spanish, etc.

## ELIGIBILITY

The program is open to all court personnel and by special permission to others who have had related job experience.

## TRANSFER CREDITS

Credits earned at other colleges and universities will be evaluated and may be accepted if the student has earned a grade of C or better therein.

## FALL SEMESTER: TIME AND PLACE

BUS. 129. Substantive Civil Law I; Associate Professor Patrick Mulene, B.A., LL.M., J.D., class meets at Adelphi University, Blodgett 109, Wednesdays, 6:30-9:00 P.M., Sept. 26, Oct. 3, 10, 17, 24, 31; Nov. 7, 14, 28; Dec. 5, 12, 19; Jan. 9, 16, 23.

BUS. 126. Civil and Criminal Procedure; Adjunct Assistant Professors Robert R. Rosenthal, LL.B., and Irving Shapiro, LL.B. Classes meet in Americana Hotel, Thursdays, 6:30-9:00 P.M., Sept. 27th; Oct. 4, 11, 18, 25; Nov. 1, 8, 15, 29; Dec. 6, 13, 30; Jan. 10, 17, 24.

If a student wishes to accelerate his course work, BUS. 131, Personnel Management and BUS. 90, Electronic Data Processing will both be open to him on Saturdays from 10:30 A.M.-1:05 P.M. at the Adelphi campus.

## SPRING SEMESTER

BUS. 130. Substantive Civil Law II to be offered at Adelphi.

BUS. 128. Family and Surrogate's Court to be offered in New York City.

## ADMINISTRATION

The Co-Directors of the Program are Neale Kurlander, B.S., M.B.A., J.D., C.P.A., Associate Professor of Business Administration and Chairman, Accounting Department, at Adelphi University, and Neil Shayne, LL.B., Adjunct Associate Professor of Business at Adelphi, a member of a Mineola, New York, law firm, and faculty member of the Institute for Court Management, Aspen Law Center, Colorado.

## TUITION

Tuition is \$79 per credit . . . \$237 per 3 credit course. Tuition assistance is available to students in the Program through the following ways:

1. The student should *first* seek tuition assistance through his or her own employer.
2. Students eligible for Veterans Benefits can apply for these through the University.
3. LEEP (Law Enforcement Education Program) funds are currently avail-

able *only* to those students enrolled in the program since its inception and have previously received them. (When further LEEP funds are granted to the University, they will be available to new students as well).

4. If a student is not eligible for either LEEP money or Veterans Benefits, and if he can *not* be reimbursed by his employer, then the student may apply to the University for tuition assistance that reduces tuition to \$190 per 3 credit course.

## FOR FURTHER INFORMATION

For further information call Betty Ann Schultze, Assistant to the Dean, Division of Continuing Education, Adelphi University, Garden City, New York 11530

TO ENROLL AND reserve your place, fill in and mail the following form to:

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Adelphi University  
Garden City, New York 11530

Please register me for the following course(s) in Court Management:

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\_\_\_ BUS. 131, \_\_\_ BUS. 90

Name \_\_\_\_\_  
Street \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_  
Zip \_\_\_\_\_

I enclose a check in the amount of \$30 Deposit.

1. \_\_\_ My employer will reimburse my tuition costs.
2. \_\_\_ I will be applying for University Tuition Assistance.
3. \_\_\_ I have previously received LEEP funds from the Adelphi program and am reapplying.
4. \_\_\_ I will be applying for Veterans Benefits.
5. \_\_\_ I will be applying for the University's Deferred Tuition Plan payable in 3 monthly installments.
6. \_\_\_ Sorry, I can't attend this semester; please put me on the mailing list for future announcements.

Signature \_\_\_\_\_



# City Eligible Lists

(Continued from Page 11)  
332 candidates filed, 296 were called and 151 appeared. Salary is \$10,800.

## BD OF ED

No. 1 — 74.50%

1 Grace L Spano.

## FINANCE ADMIN

No. 1 — 96.55%

1 Raymond F Bechmann, John W Miller, Gerard J Rose, Julian Bell, Harold F Callaghan, David Astor, Milton P Meisner, Robert L Singrossi, Saul I Jacobowitz, Anita Pfeffer, Charles J Venezia, Seymour Siegel, Richard L Katz, Robert S Fuchs, Harold Hood, William H Art, Pauline Marchese, Lela M Valvera.

## HOUSING AUTH

No. 1 — 78.70%

1 Sam Guberman.

## HOUSING DEVEL ADMIN

No. 1 — 84.255%

1 Charles N Valenti, Saul Black, Joseph T Loring.

## LAW DEPT

No. 1 — 81.20%

1 Charles Slater, Horace W Elliott, Ralph L Melady, Edward J Conroy.

## PERSONNEL

No. 1 — 78.575%

1 Edward T Dunn, Harold R Carney, Michael A Gentile, Martin Prince, Ralph J Bova.

## SOCIAL SERVICES

No. 1 — 87.15%

1 Elizabeth Mitzner, Jerome S Herman, Richard H Parkas, Richard P Barcia, Andrew R Horn, Willie Stuckey, Neal B Freuden, Kenneth S Levin, Frank T Olton, Edwin A Yowell, Robert J Cohen, Michael A Garfinkel, Joseph J Magavero, Marjorie Agger, Gary A Feigenbaum, Leonard A Arak, Edward Grandt, Joseph P Murray, Michael T Schmidt, Bernard A Freed.

No. 21 — 77.75%

21 Nicholas Duzak, Robert J Baron, Richard N Wahl, Harold G Malamud, John H Gargano, Sheldon J Mermelstein, Herbert M Hersh, Michael R Deprino, Jan G Schneider, Jean A

Kline, Eugene S Goldin, Robert A Becker, Wolfram A Tschapka, Stephen C Hull, James N Mehmet, John J Kelly, Charles M Floyd, Barbara J Brown, Salvatore Buccellato, John J Redmond.

No. 41 — 72.65%

41 Joseph C White 3rd, Louis S Cappellino, Bruce G Sheriff, Sally R Malamud, Enzo Bercari, Flora Newsome, Annette Sferuzza, Nicholas C Zubrick Jr.

## EXAM 2026

**ADMINISTRATIVE AIDE**  
This list of 5,009 eligibles, established July 25, resulted from June 2 written testing for which 14,029 candidates filed and 9,392 appeared. Salary is \$7,900.

The Civil Service Commission has approved the eligibles on this list for appointment to Police Administrative Aide effective Sept. 4 providing those eligibles on the existing Police Administrative Aide list are exhausted. (Continued From Last Week)

No. 1341 — 87.5%

1341 Roslyn D DeCanio, Edwina Caesar, Regina A Lawrence, Lewis F Crystal, Helen L Payne, Carl S Vogel, Joann Schiffman, Malcolm Helmann, Michael A Tokarczyk, Phyllis A Borenstein, Joseph J Dehler, Vivian D Hazell, Euritta G Danglar, Anna S Han, Christine Lewandoski, Mollie Spirn, Tillie Beck, Barry Newman, Ezra Y Fleischmann, Henry C Guerra.

No. 1361 — 87.5%

1361 Jessie F Johnson, Jacob Frankel, Bobby G Hall Jr, Josephine DeGennaro, Michael L Sambur, Marie V Vitale, Rosemary R Papazian, David M Gravitch, Blanche Gottesman, Howard M Kahn, Antoinette Krae-

mer, Anita E Rayman, Abraham Feller, Frank G Thomas, Patricia J O'Brien, Dorothy E Egins, Jimmie L Jones, Anne Fishman, Monica E Dolan, Deborah S Merlash.

No. 1381 — 87.5%

1381 June M Lynn, Jean D Milline, Barbara Mebert, Philip C Fisher, Irving I Cohen, Julius M Feldman, Harry Gottfried, Henry J Bennett, Bruce L Auslander, Thomas J Dubritz, Samuel Greenspan, Alex Z Alexander, Joseph J Taubman, Victor E Simmons, Bernard W Lustig, Alfred J Schweitzer, John P Reilly, Martin Kaplan, Max Klass, Richard F McGrade.

No. 1401 — 87.5%

1401 Lee Walker, Kevin M Moran, Michael R Spagnuolo, Fred Henkin, Victor R Smith, Arthur Seldowitz, John J Murphy Jr, John P McNulty, Thomas J Coffey, Albert A Dubin, Charles W Robinson, Isidore A Margolis, Louis Orlick, Paul A Lefkowitz, Elaine H Kimmel, Mildred Lincer, Elliott Sigman, James J O'Neil, Phyllis A Pope.

No. 1421 — 86.3%

1421 Emma R Amorim, Roberta L Greenberg, Shirley Cohen, Adrene M King, Irwin L Holdberg, Max Ribowsky, Joseph Raymond, Michael A Gagliardi, Dorothy M Hendrickson, Eloise C Ilfsey, Robert N Sabowitz, Thomas J Moncrief, Harvey Hyman, George G Bellamy, Rita Goldenberg, John W Bartlett 2nd, Jan MacCullagh, Steven L Rubin, Michael J DeLuca, Elizabeth Murray.

No. 1441 — 86.3%

1441 George S Buckner, Yvonne Perkins, Joseph R Sandberg, Jeffrey C Kimmelblatt, Lee Stevens, Denise A Romarico, Mabel C Kiffney, Helen N Helmsberg, John F Darnowski, Pearl Kofsky, Thomas Cheatham, Thomas S Sabatino Jr, Dosanne M Lisi, Mildred Liebers, Estelle S Rothman, Joseph Torres, Abraham Finkelstein, Diana L Mar-

tone, Frances Dichter, Annette DeLaura.

No. 1461 — 86.3%

1461 Lawrence Eisenstadt, Ruth K Pannell, Patrick J Nolan, Christina Lightbourne, Maurice H Bressler, Belinda D Warner, Mildred Marsh (Diane M Aquavella, Janet Tisman, Pedro L Perez, Denise G Aikens, Kwel F Lee, Claire Kertzner, Beverly Ball, Isidore Rand, Donna T Riddle, Margaret M Gojan, Linda A Infranca, Alex J Gelleri, Alex J Gelleri, Sam Wolfson.

No. 1481 — 86.3%

1481 Ruth M Nadler, Minnie Miller, Dennis J Dubin, Rosa E Thompson, Rochelle S Griman, Michael F Wendt, Louis Freeman, Joel P Chabon, Kevin P Swanson, Margaret M Kirschhoefer, Sybil L Fallet, Irving C Fuchs, Beth I Lemler, Alan Greenberg, Leonard A Kellner, Ruth N Stein, Ellen J Weiner, Emily G Pazitka, Harriet Smulowitz.

No. 1501 — 86.3%

1501 Rachel Tillman, Helen R Davs, Gladys Ravens, Anette Williams, Gertrude Ctron, Harry Wessenberg, Morris Oman, Allan Hollen, Cecelia A Miller, Gloria J Pasqual, Wilhelmi Brown, Michele Fried, Edith D Frankel, Mandell Safer, Josephine Pasquell, Ira L Rozycki, Michael C Becker, Jean L Trotter, Joan Doljan, Catherine Ford.

No. 1521 — 86.3%

1521 Elsie M Horowitz, Leonard R Marcus, Susan J Bendixen, Philip J Rogoff, Caren Winter, Helen Dubin, Henry Wilkenson, Sylvia Rosen, Heidi Haller, Helaine S Szalavetz, Dora Kopansky, Mildred Fein, Marilyn S Cohen, Terri Namanworth, Moshe Wieder, Morris Wint, Steven M Casidy, Laurence R Belligiere, Irwin D Magaram, Bernard K Heathwood.

No. 1541 — 86.3%

1541 Gerald J Verrilli, Richard I Falanga, Mary L Aragona, Chester W Morris, James M Garamore, Bernadette O'Rourke, Raymond J Pelletiere, John D Keene, Gertrude Tuerack, Robert J Koenig, Sinclair Ford, Blanche Gottesman, Edward H Sisenwein, Helen Luckachina, Linda J Olan, Merian E Bassknight, Victor J Santucci, Florence Appelstein, Mary R Lavender, Lynn D Gottlieb.

No. 1561 — 86.3%

1561 Theresa Petraglia, Susan I Kwartowitz, Gerry A Naftelowitz, Gertrude Williams, James L Hunter, Gary L Senack, Juanita Ham, Jonas L Kravitz, Patricia J Tubridy, Adelle S Rankin, Maurice H Ford, Sidney Lerner, Roseanne Lombardi, Helen Sallay, Minette Gorelik, Carl J Fail-

(Continued on Page 13)

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Maint & Control Planner	9,100
Maint. Plng & Control Supvr.	11,400
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Police Admn Aide	8,200
Purch. Insp. (Schl. Bus Svcs)	10,000
Radio Repair Mech.	8,15-hr.
Trackman	
(No ed, exp or skill reqd.) 5,095-hr	

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# Eligibles

(Continued from Page 12)

la, Robert Fonti, Gladstone Nicholson, Phillip Mitchell, Peggy A Hovey.

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1581 Margaret L Fable, Daisy L Bolling, Gordon W Telesford, Lynn M Hilzinger, Dorothy S Petersen, Esther G Altabet, Dorothy Rubin, Bernard S Umlas, Josephine Jachniewicz, Regina P Thomas, Jessica D Linzer, Barry S Katz, Dolores Brown, Lynette Washington, Steven B Kantrowitz, Max Zaks, Harry Lipton, Jack Moshel, Sidney Friedman, Jerome S Halperin.

No. 1601 — 86.3%

1601 Michael L Portnoy, Samuel S Mailman, Richard Monticuelo, Marvin Thum, Zachary S Siegel, Walter E Neit, Mearle C Taylor, Albert H Redman, Ariel J Moreno, Frederick Willis, Lorraine King, Emanuel Pluchino, Jeoash M Nagdimon, Joseph H Hirschman, John H Bunning, Arthur M Sandler, Robert Seltzer, Charles Allen, Helene T Hannah, Sarah Shapiro.

No. 1621 — 85.0%

1621 Carolyn Tain, Lawrence Caruso, Ann M Caso, Daniel A Butler, Jane B Morgenroth, Andrew C Lamarca, Christine Stewart, Peter Randazzo, Robin H Brown, Teresa Santos, Sheron A Acosta, Anna M McDaniel, Eileen R Viola, Mavis L Clairborne, Madeline Drucker, Doris M Abramson, John Difilippo, Amelia D Larusso, June A Scott, Sidney M Lipschitz.

No. 1641 — 85.0%

1641 Yvette Middleton, Edward T McMahon, Marcella Mioio, Rita A Alston, Ann Silver, John C Diraimondo, Terry Cobb, Lillie Levine, Dolores M Oakes, April Koral, Lois Cornfield, Joyce M Glaude, Tina Kramer, Frances M Maffione, Arlene S Pikser, Allan Schapiro, Rose Krause, Charles M Nesby, Elese R Moses, Mary Seiken.

No. 1661 — 85.0%

1661 Esther M Grant, Marcia P Heit, Beatrice Rogoff, Ellen Solomon, Cathy N Shanley, Abe B Moser, Thomas Leibman, Sal Monaco, Carol A Griffin, Geraldine Kirnon, Salvador Souto 3rd, Raymond F Gallagher, Theresa Schweitzer, Debbie S Gagnon, Lorraine M Darden, Eileen R Grosser, William Washington, Peter M Scozzari Jr, Arthelia A Scales, Christina Wright.

No. 1681 — 85.0%

1681 Helena Simpson, Clara Newman, Melanie Severance, Susan P Traks, Maryann G Demartino, Evelyn Monaco, Seymour Wishkoff, Dominic Coluccio, Cherylann M James, Patricia A Parker, Lois E Feder, Carmen L Pagan, Anna Horekler, Rhoda Cherry, Trevor P Trinkaus, Stefanya W Malorino, Laura Schaeffer, Alice V Abrahamsen, Ilene C Lande, Joan Felner.

No. 1701 — 85.0%

1701 Dominic M Moccia, Stuart L Deutsch, Leo Kaufman, Ronnie B Sharf, Miriam C Salant, Pauline Nadler, Paul Kaufman, Patricia L Memola, Lureathea Taylor, Andrea Stone, Sylvia Rosen, Elizabeth King, Ruth Bassis, Annette Clemente, Harold Katz, Glenn M Joseph, Marlene B Postyn, Donald N Barclay Jr, Dorothy B Lowndes, Susan J Michno.

No. 1721 — 85.0%

1721 Kevin J McGuire, Doris Chisholm, Robert P Cohen, Rosalee Harris, Louise Battle, Edward Rosenstock, William J Rosin, Ann E Breslin, Carole Levy, Priscella Williams, Phyllis J Dorian, Esther R Baar, Anne M Kearney, Dorothy E Brown, Minnie Greenberg, Nancy Spruill, Arthur B Zollo, James A Parr, Sharon D Richardson, Marilyn L Batson.

No. 1741 — 85.0%

1741 John R Cuesta, Alfred Quatrocci, Elaine Armato, Bernard A Burt Jr, Harold G Gross, Rosanne Grimaldi, Warren M Davidson, Orle Lu, Janyce L Johnson, Clydene Smith, Olga Komenko, Alan F Ruggiero, Jane Bongiorno, Vivian R Kokol, Murray Handelsman, Christine Filangeri, Victoria Harris, Frances McCarthy, Sandra S Cohen, Enid Seltzer.

No. 1761 — 85.0%

1761 Gall M Johnson, Sharon R Solomon, Coetha Broadnax, Lawrence A Couture, Lorraine S Friedman, Rita E Clayton, Judy Ellison, Sylvia Kleinman, Gregory J Doelger, Dorothy A Stanbury, Helen Schlachter, William R Fretterd, Jack I Nelman, Har-

riet C Scott, Howard M Bunn, Joseph G Garber, Meredith L Minot, Marjorie Roberts, Thomas N Bynum, Blossom G Goldberg.

No. 1781 — 85.0%

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No. 1801 — 85.0%

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No. 1821 — 85.0%

1821 Fred Greene, Martin Pruzan, Lawrence J Gruber, Donald A Sanchez, Howard Wyatt, Louis Mintz, Meyer Jaeger, Geo M Arnone, Walter J Karalis, Eugene F McKeever, Thomas J Mannix, Milton Gantman, Edward Regina, Robert S Wilkinson, Irving Smith, Robert E Bleiwels, Maria Walsh, Stuart G Weisel, Denis J Clavinfi Natalie Pelo.

No. 1841 — 83.8%

1841 Ann Vicari, Catherine Imbrosciano, Carol P Paciello, Ger-

aldine Gilmore, Leonard H Goldberg, Renee Argoff, Ann Ebanks, Gwendlyn Bee, Gloria J Burke, Jeanette Denenberg, Jean A Taylor, Gloria R Allaniello, Mildred A Tychyn, Alan P Bergman, Mildred Zang, Richard D Chiavetta, Samuel Dornberg, Arlene Hendrickson, Rosalyn B Williams, Jack P Newman.

No. 1861 — 83.8%

1861 Diane Skretkiewicz, Marilyn G Klein, Maryellen Petway, Myrna I Hausner, Elaine R Chappe, Seema M Rosenthal, Salvatrice Siko, Diane M Depersia, Robyn C Schauder, Beatrice Honig, Marilyn Jacobs, Ernestine Norwood, Jean P O'Grady, Susan B Rosen, Hermine Shapiro, Maria I Rodriguez, Ada A Feinberg, Linda J Davis, Lloyd Shactman, Mary M Mazzo.

No. 1881 — 83.8%

1881 Marc Schechtman, Alexander Deteresa, Vivian Lanzer,

Thomas M Holub, Theresa A Presto, Maureen J Randolph, Isabel Yoran, Angelina T Caravello, Rosanne M Green, Edmund G Brown, Bert Gundy, Andrea Schwarz, Lillian Lacher, Alice W Ca'alli, Catherine Jarrett, Elsie Danish, Irene Schnapp, Elsie M Wessot, Ann P Mantell, Elizabeth Ralston.

No. 1901 — 83.8%

1901 Rose Greenebaum, Marsha Thompson, Linwda A Scaglione, Sharon F Shurack, Oreatha Miles, Frances Dolled, James Monroe, Barbara L Cohen, Denise D Alleva, Sandra L Jones, Demetrios Pappageorge, Vincent Grieco, Janet A Holingsworth, Jeanette Grasso, Junith Toutloff, Charles B Rothwell, Frances D Fiebert, Gladys Q Taylor, William H Franklin.

No. 1921 — 83.8%

1921 Marion V Avera, Carol (Continued on Page 15)

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# COURSES KEEP UNION LEADERS UPDATED

The New York State School of Industrial and Labor Relations of Cornell University is providing Civil Service Employees Assn. leaders and members with numerous educational programs on labor union problems, techniques and training.

A wide range of programs are being offered all over the state — through an agreement with CSEA — by the school which has 150 teachers trained to go into every aspect of the more and more complicated business of running a labor union.

The school is also offering a two-year labor-liberal arts study program for union leaders and active members. Students attend classes for three hours, one night a week during a school year consisting of three 12-week terms with recess periods between terms. Two courses are given during each term.

The labor courses deal with the essential skills required for effective union leadership. The liberal arts classes include communication skills, economics, history, urban problems, world affairs, literature and science. A two-year program is offered and college credits can be earned for a college degree.



One of the graduating classes from the labor school courses held at Rockland Community College receive congratulations from professors Joel Douglas and Earl Zaidins, both at left. Shown in front row, from left, are Arlene Welsh, Sophia Long, Mary Ratnecht, Esther Konecni, Margaret Growney and Pauline Hill. In back are Joseph Storms, George Drescher, John Mauro, Herbert Garrison and John E. Long.

Southern Conference first vice-president James J. Lennon, who is taking the college courses, said the college program and the labor union training courses are "one of the greatest things ever offered in the educational field."

The Cornell programs were an important part of the training sessions held at the Southern Conference Workshop at Gros-

singer's last summer, and have been an important part of many other CSEA sessions.

The program offered at the Southern Conference Workshop outlined some of the problems with which union leaders are faced, and ways of solving these problems.

One of these sessions concerned the techniques of running a

union meeting. Katherine Schrier of the school's New York office and William Toomey of the Albany office told how to cope with hecklers at the meeting; how to deliver a good speech of persuasion; when and how to use parliamentary procedure and grievance problems.

Ms. Schrier's advice was not to let any one person or group

dominate the meeting but to give everyone a chance to be heard. She also advised presidents and meeting chairmen to try to bring out the opinions of the quiet members of the organization as well as those who do all the talking at meetings.

Gerard DeMarchi of the school's main office in Ithaca said the school tries to tailor the programs to suit the needs of each union. Educational needs of each union in such areas as collective bargaining techniques, grievance procedures, labor law, function and handling of the Public Employees Relations Board, communication skills, women's programs and others should be indicated by those applying for the courses, he said.

Ms. Schrier said the school has 150 trained teachers all over the state who can conduct classes for union leaders and members. The leaders of the union local or chapter provide the meeting space and recruit the class members, she said.

The training provides the union with the tools it needs to do a really effective job in this day of more and more complicated labor-management negotiations, she pointed out.

The Cornell University program also provides films and cassettes on labor subjects by writing to the New York State School of Industrial and Labor Relations at Cornell University, Ithaca, N.Y. 14850.

## Ⓛ CSEA calendar Ⓛ

### September

- 18—Mid-Hudson Psychiatric Center special meeting to count chapter election ballots: 4:30 p.m., Education Bldg.
- 19—Nassau County chapter general membership meeting: 8:30 p.m., Police Headquarters auditorium, Mineóla, L.I.
- 19—Jewish State Employees Assn. of New York meeting: 5:30 p.m., 80 Centre St., Room 100, Manhattan.
- 20—Southern Conference seminar on disciplinary proceedings: 9:30 a.m., Ramada Inn, Newburgh.
- 21—Pilgrim chapter installation dinner-dance: 7 p.m., Huntington Town House, Jericho Turnpike, Huntington, L.I.
- 21—Deadline for ballots to be returned for officer elections.
- 22—Marcy State Hospital chapter clambake: 1-7 p.m., Beck's Grove, Rome.
- 24—Binghamton Area Retirees chapter meeting: 2 p.m., American Legion Post 80 Clubhouse, 76 Main St., Binghamton.
- 24—Capital District Conference meeting: 5:30 p.m., Jack's Restaurant, State Street, Albany.
- 25—Syracuse Area Retirees chapter meeting: 2 p.m., First Trust and Deposit Co. conference room, Liverpool.
- 26—New York State Police Retirement Dinner for Lt. Mike Rinaldi: 6:30 p.m., Elks Club, Route 155, Colonie.

## Recess Arbitration Hearing On Doctors

(Continued from Page 1)  
sions shall apply . . . to an employee serving on a part-time basis."

### Reached Fourth Step

Mr. Ellis said that the grievance progressed through the second and third stages and reached the fourth step on Aug. 2, 1971, when a letter was sent to Charles Kelly, who at that time was secretary to the Grievance Appeal Board, contesting the failure of the doctors to receive salary increases, paid holidays, vacation and sick leave as provided in the contract. Mr. Ellis produced documentary proof that the Public Employment Relations Board had included "physician part-time" in the Professional, Scientific and Technical Services Unit on the eligibility list for voting in representational elections. Thus,

Mr. Kelly, in his decision after

the fourth-step hearing, ruled that the doctors were not and are not employees of the State, were not to be included in the PS&T Unit and that, therefore, the grievance procedure did not apply.

John Dean, counsel for OER at the arbitration hearing, contended that at the time the eligibility list was prepared by PERB, the doctors as part-time employees did not come under the attendance rules and, therefore, should not be included in the PS&T Unit.

### Employees Of State

Mr. Ellis, however, pointed out that Jack Hymowitz, of the Department of Audit and Control, has recently ruled that the doctors are "properly employees of the State," and that OER has now conceded this important point. Ellis asked Dr. Thomas G.S. Christensen, the arbitrator,

to rule on three points: 1. that the review physicians are employees of the state; 2. that they are members of the PS&T Unit under the CSEA contract, and 3. that they are entitled to the benefits under the contract.

### Evelyn Glenn Testifies

Evelyn Glenn, employed by Social Services and the CSEA representative in that department, testified on behalf of the doctors at the hearing. Ms. Glenn has been a prime mover in the grievance and arbitration hearing. Others testifying were: J. Benjamin McFerran, assistant director of personnel, Social Services; Robert J. Donahue, employees relations associate, OER, and Charles E. Kelly, assistant director, OER.

An interested observer to the at-times-tense session was Dr. Theodore Wenzl, president of CSEA.

# RESTRUCTURING PHASE IV ON FINANCES

(Continued from Page 9)

chapter originate such charge shall be a member thereof. The regional trial committee shall then recommend either sustaining or rejecting such charges. If sustaining such charges, such committee may impose suspension or withdrawal of membership of charged members. Within 30 days the member may appeal to the Association Board of Directors for review, whose finding shall be final.

During such period no member shall be denied the right and/or privilege of CSEA except that no legal assistance at any level shall be granted.

Charges which may be imposed are as follows — reprimand, censure, suspension of membership, cancelling of membership and any others which the Board of Directors may impose.

If any official in any capacity, including committee members, is found to have undermined the policy of CSEA he may not hold any position within any entity of CSEA for a period of five years.

(59) Charges of generalities such as "conduct unbecoming an officer or a CSEA member or official" or "in violation of a CSEA regional, chapter, or unit constitution" do not fulfill proper definition of charges unless such charges are clearly defined and explained.

(60) No member shall be entitled as a matter of right, to restoration to any appointed position, or elected position, by reason of acquittal or reversal of a sustaining charge. However, an executive body of any entity may appoint a temporary holder of such position until the charge has been either sustained or rejected.

(63) A member or any officer in any CSEA entity who shall resign or terminate shall have no right or interest in any property of any entity of CSEA.

(64) By 1975 two additional mobile units may be purchased so that one unit will be assigned between two regions.

(65) With Federal Government becoming more and more involved and passing legislation which in one way or another affects the lives, conditions of employment and employee benefits, CSEA should immediately adopt the resolution to be presented to this body by the "committee of expansion of CSEA."

(66) The Association through certain chapters should foster the establishment of CSEA and "public being served" committee, such as in state university.  
(69) All grievances investigated should be written up

and copy sent to chapter president and regional director.

(71) The Board of Directors shall establish statewide professional conferences for medical, legal, law enforcement, educational whereby representatives for these groups representing chapter and/or regions may annually meet to discuss problems of mutual concern and request and present necessary resolutions for the proper execution of their duties and employment.

(72) Condensed minutes of Board meetings shall be mailed to all chapter presidents.

(73) After 30 days of the final ratification of a NYS negotiated contract, such contract shall be published in its entirety in the official publication of CSEA.

(74) The Association should develop and hold in file alternate plans for anticipated crisis, such as those experienced in the past both within the state and county divisions.

(75) All new employees of CSEA, regardless of grade, must work for one week in an orientation program developed by the CSEA training unit, such program to encompass all departments of CSEA.



# Eligibles

(Continued from Page 13)

lyn B Johnson, Ernestine Barber, Sharon Weiner, Penny Schlessinger, Toby Berkowitz, Lynn A Coleman, Samuel F Gerstman, Harold V Mondesire, Antonio Palau, Yolanda D Romano, Marlene I Gottlieb, Enid E Thomas, Larry Pincus, Raymond A Sabasta, Francine L Russo, Joyce A Matthews, Thomas J Daggett, Pamela Cherchi, Dora Goncharov.

No. 1941 — 83.8%

1941 William Adler, Thelma Slutsky, Lucius L Chatman, Selma J Schwade, Denise Lemperle, Janice M Decanditis, Cecil Williams, Charles E Lewis, Cheryl Kurtz, Lawrence Mestell, Anita Schneiderman, Elizabeth Wright, Rochelle Rothstein, Robert H

## WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

Goodman, Rudolf E Rigali, Ilene L Flug, Cynthia E Henner, Arthur L Porter, Phil Gold, Jane Allen.

No. 1961 — 83.8%

1961 Timothy P Hertel, Thomas F Fearon, Howard Lehrman, Helen Millio, Edwin J McGuire Jr, Robinette Christian, Mary R McKeever, Shirley V Shippe, Bernice J Lee, Jacob Leibowitz, Sheila M Daniel, Bertha Schwartz, Frances Miano, Mary Oxley, Jan I Kwartowitz, Myrtle R Surles, Ruth Friedman, Elizabeth Margolis, Walter J Unger, Marian E Sanderson.

No. 1981 — 83.8%

1981 Phillip A Castoro, Martin Pariser, Nissan A Berlin, Chana S Klajman, Elsie E Smalls, Hilda D Manti, Kenneth T Wong, Monique M Daly, Anthony Montanez, Esther B Klein, Michael T Rubertone, Richard Greene Jr, Mary A Crystal, Brenda Edwards, Ruth T Edwards, Helen L Greene, Michael E Rudtke, Olivia T Babits, Joyce D Hampton, Agnes E Green.

No. 2001 — 83.8%

2001 Shirley M Coleman, Anne Nichols, Jennie Grossman, James J McMantus, Claire L Curry, Karen J Halpern, Phyllis L Hellman, Clara L Calwise, S Hurwitz, Douglas M Tenny, Elizabeth Axtell, Anthony Verrilli Jr, Edward D Cornelius, Frances M Caines, Victoria Haig, Arline Fishman, Lillian M Anderson, Anna M Casarole, Angelina Miller, Alice Barbosa.

No. 2021 — 83.8%

2021 William J Corbo, John R Guertin, Julius E Williams, Arthur Kogut, Robert I Feldman, Barbara R Freeman, Patricia Hampton, Addie I Collins, John D Kiernan, Leonard Washington, Leonard Rizzo, Calvin Artke, Gabriel C Rigono, Alexander Scholnick, John J Fasano, Law-

rence V Gaffey, Thomas A Constantino, Arthur H Gelman, Max Bergman, Edward R Leavy.

No. 2041 — 83.8%

2041 Gerald A Goldstein, Vincent J Valletta Jr, John J Crotty, Phillip G Conner, John H Reape Jr, Carmine L Caputo, Herb N Perschetz, Eugene A Marino, Anthony Biello, John L Barnett, Theresa Burke, Felix A Cappadona, Beatrice L Butler, Morton Levine, Armand F Islip, Jeanette Simpel, Claire M Jacobs, Vincent J Ward, Sue Greenon, Rita E Lyons.

No. 2061 — 82.5%

2061 Iris Katz, Delories I Dunston, Patricia M McCormack, Catherine Rogers, Robert J Reddington, Ariene Silverman, Esther Greenberg, Josephine Gagliardi, Barbara Baughan, Ellen E Oribben, John E Chamberlain, Louis Zipper, Helen Dryerman, Kathleen F Merante, Steven W Chin, Joy M Ming, Karen Yanofsky, Clarice W Garrett, Beulah E Johnson, Donald F McCune.

No. 2081 — 82.5%

2081 Ruby Aiken, Lewis L Gold, Karen R Sanders, Angelo V Esposito, Harriet J McHugh, Barbara A Hill, Lorena J Whitfield, Marilyn Slotnick, Beryl A Major, Gerald Fuchs, Richard H Wong, Beborah C Beasley, Harold L Bregman, Joseph J Borruso Jr, Gerard E Castagna, Diana L Glass, Gerald Lefcourt, Dolores Joyner, Elizabeth Guariglia, Richard A Pellicchia.

No. 2101 — 82.5%

2101 Frederick Schoenfeld, Stuart M Wertheimer, Sybil M Werner, Janice M Hope, Lois E Henderson, Adele Dayan, Pearl Sasanow, John L Huftalen, Rosemarie Paolino, Barbara Eaton, Andrew S Williams, Janet Agard, Wesley T Hendricks, Samuel Lieberman, Frances A Quigley, Frances J Pearstein, Sam Lipansky, Veronica M Rooney, Fiorentina Brown, Suzanne V Newbold.

No. 2121 — 82.5%

2121 Lenore Y Macklin, Susanne R Epstein, Linda D Eato, Joyce Patti, Patricia A Hoban, Deborah L Cherry, Joanmary B Budson, Medric G Dehoog, Virginia H Lamountain, Thelma B Cummings, Raymond J Browne, Gertrude Sher, Mary Pittelli, Jacob Altman, Marsha F Hain, Anthony J McMahon, Agnes Q Tierney, Robert W Hrazanek, Dorothy Matthews, Barry Weinman.

No. 2141 — 82.5%

2141 Susan M Komar, Virginia M Hershfield, Ruth Snyder, Thelma Brown, Madeline H Eanniello, Zev Gross, Laura M Carito, Peter W Kucinsky, Eileen M Byrnes, Shelly Wallace, Rhoda Barnett, Marlene V Ramsey, Joyce Penalver, James D Ostrowski, Evelyn Edwards, Diane M Raphael, Estelle Gerstein, Goldie Heyman, Morris Posner, Mary A Lord.

No. 2161 — 82.5%

2161 Ruby K Flemister, Rebecca Mendes, Barbara Linthicum, Steven Rosenberg, Mark Schnabel, Cecelia M Severance, Anibal Perez, Stephen M Cherepany, Florence V Giordano, Mildred E Schwartz, Barbara J Biberfeld, Irving Greenberg, Betty Schulman, Raymond S Solomon, Harriet Prusock, Evelyn Frank, Dorothy Webb, Beatrice A Robles, Gayle K Drasner, Shirley Schenk.

No. 2181 — 82.5%

2181 Thelma J Floyd, Judith I Kahan, Edith H Rumolo, Sandra Leib, Virginia D Bowman, Diana L Beloten, Beatrice Finando, Gladstone Goodin, Catherine Argibay, Naford C Holston, Harris P Schaier, Susan E Johnson, Rosana Serra, John F Acquavella, Cordelia L Murray, Larry Works,

Sylvia Stosser, Navada Moore, Adele Cohen, Mildred H Rudolph.

No. 2201 — 82.5%

2201 Cleopatra Riley, Bernard Goodman, Leona Lueders, Saundra Goodman, Denise Bieber, Sol Shroit, Patrice M McCoy, Mary C Santimays, Ernest A Caccese, Patricia A Altmore, Christopher Haskins, Shayndel L Felder, Haddassah L Rominek, Robert T Streeter, Pauline Manevitz, Claus Reinisch, Carolyn Andrews, Frances Robbins, Lynn J Pearlman, Corine Covington.

(To Be Continued Next Week)

## Parking Agent Jobs

(Continued from Page 5)

testing in order of filing applications. A competitive written exam—no. 3115—and a qualifying physical test will be given. Candidates are urged to wear slacks and comfortable walking shoes.

Eligible lists will be established periodically as needed. Each list will be terminated one year from the date of its establishment, unless extended by the City Civil Service Commission.

Applications are available from and must be returned to the City Department of Personnel, 49 Thomas St., Manhattan. Filing opened Sept. 10 and will remain open until further notice.

The parking enforcement agent's duties include patrolling an assigned area under supervision, and enforcing rules relating to the parking, stopping and standing of vehicles.

The written test will be of the multiple-choice type and may include questions on vocabulary, reading comprehension, and number and letter comparison. At the physical test candidates will be required to raise a 25-pound dumbbell with one hand and a 20-pound dumbbell with the other hand from the floor to shoulder level and return to the floor under control, one hand at a time. Candidates will also be required to walk two miles within 25 minutes.

Results of all eligible lists will be published in The Leader as soon as the lists are established.

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## City Chapter To Ponder Seeking Wage Re-opener

New York City chapter delegates to the forthcoming convention of the Civil Service Employees Assn. will meet early in the convention to study the submission of two resolutions to the entire statewide delegate session.

According to Solomon Bendet, chapter president, two resolutions will be considered for submission to the entire delegate body.

The first would seek the consent of the state to reopen the CSEA's current contract in order to increase the raise scheduled to come into effect for state workers next April. CSEA would ask mutual agreement on negotiating for an additional cost-of-living percentage to that raise because of the highly inflationary period the country is undergoing.

The second resolution would tie a worker's pension to the grade from which he retired so that his pension would rise at the same rate as the grade from which he retired was increased.

Mr. Bendet said the meeting would be called at 6:15 p.m. on Sept. 30, the opening day of the convention, being held at the Concord Hotel.

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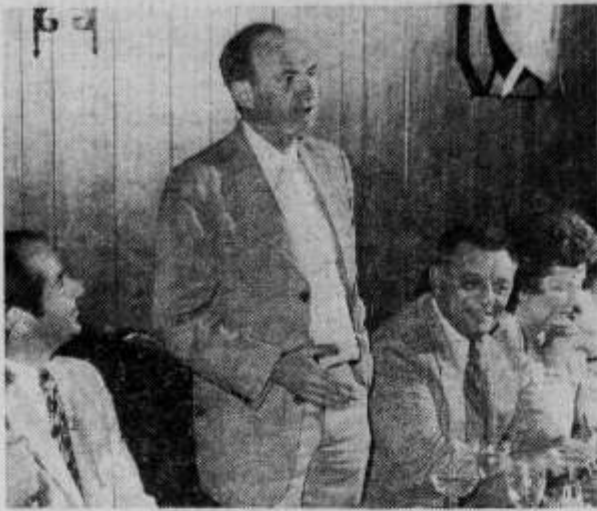
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# DOT DEPARTMENTAL SEMINAR

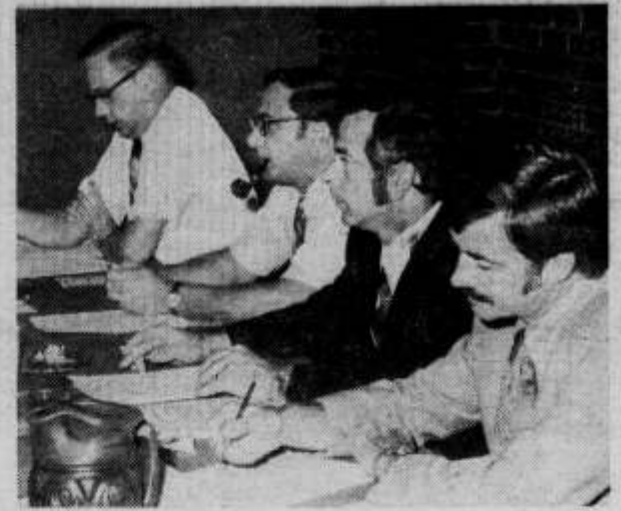


Vince McDonnell, chairman of the State Board of Mediation, explains some of the problems involved in his job, as CSEA counsel Jack C. Rice, left, and CSEA first vice-president Thomas McDonough listen. Mrs. McDonnell is shown at far right.

(Leader photos by Ted Kaplan)



Edward McGreevy, of Region 5, and William Dupee, of Region 7, discuss ideas on how to handle responsibilities on the new DOT communications committee on which they will serve as regional coordinators, along with other members of the special transportation committee.



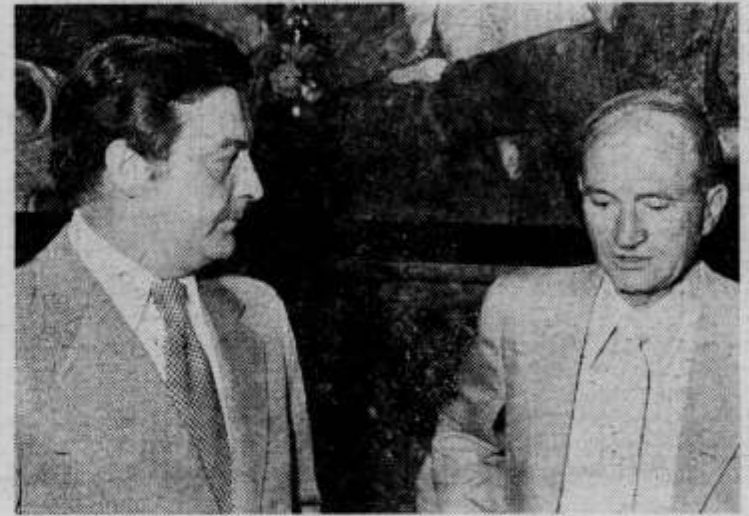
Panel discussion on disciplinary procedure placed labor and management on same side of table (at least for the panel). From left are Bruce McQueen and Jerry Dudak, representing the Department, and Timothy McInerney and Bernie Ryan, representing the Employees Association.



Chester Palega, of Region 3, makes point during meeting of chapter presidents.



In huddle between sessions are, from left, Jerry Hussong, Joseph McDermott and Donald Nugent. Mr. McDermott is president of the Main Office chapter.



CSEA director of local government affairs Joseph Dolan, left, gets in a few words with state mediation chairman Vince McDonnell before the evening banquet.



Jack Gallagher, left, CSEA treasurer, was on hand at meeting to discuss financial reports. Here he talks with Edward Malone, president of Eastern Barge Canal chapter.



Earl Logan, of Region 6, exhorts presidents to send members to DOT seminars.



Nicholas Cimino, left, co-chairman of the DOT special committee, exchanges ideas with Louis Visco, of Region 9, and Joseph Gambino, of Region 10.



Among the CSEA leaders on hand was statewide president Theodore C. Wenzl, who brought delegates up to date on some of the problems currently facing the Association.



At roundtable discussion were, starting clockwise from noon, CSEA collective negotiating specialist John Conoby, C. Pearsall, Donald Nugent, Gloria Durocher, Linda Berry and Betsy Pomery.