

Civil Service LEADER

America's Largest Newspaper for Public Employees

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Restructuring Report

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Raymond Pritchard, left, president of the Civil Service Employees Assn. Fort Stanwix chapter (Rome State School), presents a \$1,000 donation for the CSEA Welfare Fund to Thomas McDonough, first vice-president of the statewide Civil Service Employees Assn. and member of the Welfare Fund committee.

Delegates To Convene In Rochester Next Week For Statewide Meeting

ALBANY—Final arrangements are being made for the Sixty-Second Annual Fall meeting of the Civil Service Employees Assn., to be held next week at the Flagship Hotel and the Holiday Inn, in downtown Rochester.

At Leader presstime, registration forms had been received from all but a few of the more than 1,000 delegates who will attend what is expected to be one of the largest and most important meetings in CSEA's history.

Slated for discussion at the business meetings during the session will be the demands for the 1972-73 State employee negotiations, CSEA-sponsored legislation affecting both State and local government employees, and problems of local government chapters and units.

A tentative schedule for the conclave includes a luncheon meeting of the Board of Directors on Tuesday, Sept. 19, at 1 p.m. with separate meetings of State departmental delegates and County Division delegates set for 8 p.m. on that same date.

The general business sessions will begin at 9:30 a.m., Wednesday, Sept. 20, and will continue all day Thursday, Sept. 21. The meeting will conclude with a cocktail party at 7 p.m. and the official delegates banquet at 8 p.m.

Registration and certification for CSEA delegates will begin at 1 p.m., Tuesday, Sept. 19, and will continue throughout the meeting hours through Thursday afternoon.

Begin Preparation For Second Round Of Reimbursement

(Special to The Leader)

ALBANY—Members of the Civil Service Employees Assn. who were fined for their Easter week end support of CSEA will soon be getting the second reimbursement check from the CSEA Welfare Fund covering payment of twenty dollars for each of the remaining days they were penalized by the State, as the final step of the repayment process got under way last week.

Budget Committee Meets Next Week

ALBANY — George Koch, chairman of the Civil Service Employees Assn. Directors' budget committee, has called a meeting of committee members for Sept. 14 and 15 at the Sheraton Inn Towne Motor Inn here.

The Thursday evening dinner meeting will begin at 5:15, Koch announced, and will resume on Friday. The 1971-72 budget will be reviewed and plans for the '72-73 budget will be formulated, he said.

Welfare Fund coordinator Hazel Abrams, also CSEA fifth vice-president, said that the fund has reached \$107,000, with more contributions to be processed; although she stressed that still more donations are needed to complete the reimbursement process.

Ms. Abrams said that payments of twenty dollars for the first day penalized have already been mailed out to 3,670 mem-

(Continued on Page 8)

Deadline Sept. 15 For Judicial Conf Employees To Appeal Allocations

ALBANY — A spokesman for the Civil Service Employees Assn. has reminded employees of the Judicial Conference that Sept. 15, 1972, is the deadline for appealing the initial allocation of grades. CSEA negotiated this appeal procedure for those people who are newly allocated to grade.

The spokesman said that members desiring assistance in their appeals should contact Thomas Coyle, assistant director of research, CSEA Headquarters, 33 Elk St., Albany, New York.

The appeals panel will consist of three people: The Judicial Conference member will be John Sheehan, the CSEA member will be Sol Summer, and the public member will be Benjamin Wolfe.

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CSEA Opposes Employees' Parking Fees

(Special to The Leader)

ALBANY — Opposition to the imposition of a \$60 a year parking fee on thousands of State employees in Albany and other areas of the State continued to mount as the deadline for buying parking permits ended.

Civil Service Employees Assn. representatives at the State campus reported that sales of the permits were minimal and that most employees were boycotting the sale being conducted by the State Office of General Services. The deadline for buying permits was scheduled for last Friday.

Meanwhile, CSEA attorneys had served a summons on Governor Rockefeller and other State officials charging them with violating the CSEA-State

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AFSCME Also May Enter Contest

SEIU Seeks Challenge To CSEA In P-S-T And Mental Hygiene Units

The Service Employees International Union, AFL-CIO, has informed the Public Employees Relations Board that it has obtained the number of signed designation cards needed to challenge the Civil Service Employees Assn. in two units CSEA now represents.

The SEIU bid for recognition would be in the Mental Hygiene Dept. and the Professional-Scientific and Technical Units. Some 70,000 employees could be involved.

At Leader presstime, it was announced that the State Executive Board of the Employees Association would meet on Monday, Sept. 11, to analyze the unit election challenge.

One CSEA spokesman said he felt there was reason to doubt validity of SEIU's claim of having obtained the proper number of designation cards and would explore this contention in depth.

In another development, it was reported that the American Federation of State, County and Municipal Employees, AFL-CIO, also was considering challenging CSEA in the same two units, but this could not be confirmed at Leader presstime. If PERB grants one or both unions the right to challenge the Employees Association, the actual election contest would probably take place late in the Fall.

At any rate, CSEA has already been laying initial groundwork to fend off any such challenge and, as the spokesman said, "We are ready to take on any outsider — and beat them."

Binghamton Retirees Schedule Oct. 9 Meet

BINGHAMTON — The Binghamton Area Retirees chapter of the Civil Service Employees Assn. has scheduled a meeting for Oct. 9 in the American Legion Post 80 here.

Don't Repeat This!

Ombudsman Could Protect Rights Of Public Aides

LABOR relations between governments in the State and their public service employees will remain in a state of turmoil and tension, so long as these matters are supposedly handled by officials who harbor 19th-century notions about labor relations. What is desperately needed is a

(Continued on Page 6)

First Step In Political Action Campaign

Long Island Conf. Puts Politicians On The Spot With 14 Questions

(From Leader Correspondent)
 MINEOLA — Eighty-three state legislative incumbents and candidates in Nassau and Suffolk Counties were asked 14 questions last week by the 50,000-member Long Island Conference of the Civil Service Employees Assn.

The questionnaire was the first step in the Conference's first full-scale campaign of political action.

The answers, according to George Koch, Conference president, will serve as a basis for rating the candidates. The views of candidates on issues relating to civil service will be made known to the more than 50,000 CSEA members represented by the 13 chapters comprising the Conference and to their families, he said.

Candidates Asked

Irving Flaumenbaum, president of the 20,000-member Nassau chapter and a past president of the Conference, directed a subcommittee that composed the questions.

The candidates were asked if they would fight for:

- Taylor Law penalties against employers who violate the law.
- Public employees' right to strike, with provision for maintenance of essential services.
- Due process provisions governing actions against the union or employees.
- Agency shop.
- Freedom to negotiate pensions.
- Elimination of administrative rules, such as in the Judicial Conference, which conflict with negotiated contracts.



POLITICAL ACTION — Ruth Braverman and Ralph J. Natale, right, of Nassau County, members of the Statewide Political Action Committee of the Civil Service Employees Assn., discuss issues of importance to public employees with Assemblyman Milton Jonas (R), who is running for reelection in the new 13th Assembly District. Ms. Braverman is a delegate and Natale is second vice-president of CSEA's Nassau County chapter.

They were also asked their positions on the community health program, which would close many mental hospitals.

And they were asked to clearly state whether they would fight their own party leadership, if necessary, for just compensation to employees and the necessary

budgetary appropriation. Candidates were requested to respond by Oct. 1.

The Conference's political action committee will then review the candidates and act. The committee, headed by Joseph Kepler, includes Alex Bozza, Julia Duffy, Flaumenbaum, Joseph Gambino, Frank Imholz, Joseph Knight and Al Varacchi.

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Sr. Quant. Analyst

A salary increase of \$1,650 retroactive to Oct. 13, 1970, has been approved by the City for senior quantitative analysts, bringing annual pay range to \$15,075-19,750.

Clarifies Union Status Under Emergency Act

ALBANY — Participants in the Public Employment Program of the Emergency Employment Act are eligible for membership in a public employee union, according to a response from the State Department of Labor to an inquiry from the Civil Service Employees Assn.

A spokesman for the union said that Executive Deputy Industrial Commissioner Gerald Dunn had assured CSEA that union membership was not prohibited in any of the Rules and Regulations under the Emergency Employment Act and that the program administrator for the Act, Edward J. McCarthy, stated that he has "not informed any municipality that participants are ineligible for union membership."

The CSEA spokesman said that CSEA "hopes this assurance from the State Department of Labor will serve to clear up any misunderstanding that has arisen in this matter" and that "these employees realize that they have the right to union representation."

Support your fellow employees who made sacrifices for you—

GIVE

To The
 CSEA Welfare Fund
 Mail contributions to
 CSEA Welfare Fund,
 Box 1201,
 Albany, N.Y. 12201

Human Resources

Four exams in the human resources technician series have been scheduled for 9 a.m. at Louis Brandeis H.S. on Sept. 16. Called for these written tests are 406 candidates for senior human resources technician, 174 candidates for senior human resources technician (MDT), 234 candidates for human resources technician and 91 candidates for human resources technician (MDT).

Key answers for these open competitive exams will appear in The Leader of Oct. 3.

Microbio Test

Twenty-five candidates for promotion to senior microbiologist (bacteriology) have been called for a 9 a.m. written exam on Sept. 16 at 40 Worth St., Manhattan.

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The Transit Beat

By JOHN MAYE

President, Transit Police Patrolmen's Benevolent Assn.



City Council Committee Acts

This past week, after two years of intense interest on the part of the Transit Patrolmen's Benevolent Assn., the City Council's Committee on Civil Service and Labor passed an amendment to the Administrative Code that would empower the Board of Estimate to award to the families of Transit Patrolmen killed in the line of duty, a year's salary.

Like so many laws on the books for many years, this provision pertaining to City policemen and firemen needed revision to bring it into line with years of dedication and service by the Transit Police force charged with protecting and safeguarding the lives and property of more than four and one-half million citizens who daily ride the city's subways and buses.

IT IS TO the credit of Council Majority Leader Thomas Cuite that he introduced the legislation to amend this section to include transit policemen who make the supreme sacrifice. It was supported by his colleagues on the Civil Service Committee, Aileen Ryan, Michael DeMarco, Morton Povman and Barry Salmon.

Also, the present law specifies that the awards in cases of line-of-duty deaths be made to the "widows" of these brave men. In this day and age of women more and more taking up careers and activity, the proposed amendment would change this word to "spouse," thus recognizing the place of women in our present-day society.

It is with some pride that the action by the committee draws attention to the Transit Police and to the respect and admiration gained over the years for an outstanding job in policing the ever-expanding and complex transit system. With a pitifully undermanned complement of men, this uniformed force has been a model of a professional law enforcement unit.

THE AMENDED version of the law now goes before the entire City Council for approval. The PBA anticipates that here, too, the inequity of not including the Transit Police in this benefit will be realized and speedy approval will be forthcoming.

Following this, the bill goes to Mayor John V. Lindsay, who so often has echoed the admiration of the job being done by the Transit Police. We are confident that this regard will result in a final stamp of approval of this bill—Intro 720.

Micro Promotion

Written exams for promotion to microbiologist (bacteriology) and promotion to senior microbiologist have been set for Sept. 16 at 9 a.m. at the Dept. of Personnel, 40 Worth St., Manhattan. Called were 32 candidates for the former and 27 for the latter exam. Key answers will appear in The Leader of Oct. 3.

Structure Maintainers

The Dept. of Personnel has called 322 candidates for promotion to structure maintainer, groups A through E, to a 9 a.m. written exam on Sept. 16 at Seaward Park H.S., Manhattan.

Key answers to this test will appear in The Leader of Oct. 3.

STENOTYPE CLASSES FINAL DAYS FOR REGISTRATION

Days only start Sept. 20th (5 days weekly)
 Eves only start Sept. 20th (Mon. & Wed.)
 Eves only start Sept. 21st (Tues. & Thurs.)
 Sats. only Sept. 23rd (Sat. morning only)

Approved by N.Y.S. Dept. of Education/
 Approved for Veterans Training/U.S. Gov't Authorized for Non-immigrant Aliens/Approved for Manpower Training/D.V.R./WIN.



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Alaska Allows Aides Limited Strike Rights

ALBANY—Although Alaska is regarded as a remote backward state, its governmental leaders are thinking far ahead of their more urbanized counterparts in New York and California with respect to their public employees.

Alaska's first Public Employment Relations Act, which goes into effect next month, provides limited strike rights to its state and municipal workers, court enforcement of unfair employer or employee labor practice determinations and either union shop or agency shop clauses.

New York State's Taylor Law, which made its debut in 1967, contains none of those provisions.

For strike purposes, the Alaska law divides public employees into three categories—those whose services may not be given up for any period of time, those whose services may be interrupted for a limited period, and those whose services may permit a stoppage for extended periods without serious effect on the public.

19 SUNY Chapters Represented At Two-Day Seminar; Dudek Calls It 'Tremendous Success'

(From Leader Correspondent)

SYRACUSE—Various aspects of the statewide contracts as pertain to the four units of the State University of New York were discussed recently at a two-day seminar here for nearly 65 representatives of the 19 SUNY chapters in the Civil Service Employees Assn.

Edward Dudek of SUNY at Buffalo, who coordinated the sessions as chairman of the statewide special CSEA SUNY committee, reported the seminar was "a tremendous success."

Dudek said efforts were under way to make the seminar an annual event "to educate chapter presidents and members on how to relate to their membership and take care of their problems more effectively and efficiently."

Dudek also headed a session at the Sheraton Hotel on grievance procedures.

Mock Grievance Session

The discussion, given with Paul Bifch, a CSEA collective bargaining specialist, included a mock grievance session.

All sessions gave information pertaining to the four SUNY units — operational, institutional, administration and professional, scientific and technical. SUNY has about 15,000 CSEA members.

Questions on the reclassification and reallocation of titles in the SUNY system were answered in the opening session by

Walter Leubner of the CSEA research department.

Edward Diamond, a CSEA educational coordinator who also helped coordinate the seminar with Dudek, supplied information on training programs and ongoing educational programs available by both CSEA and the state Civil Service Department.

Contract Negotiations

His session was followed by another given by Jack Carey, a coordinator for contract negotiations, who spoke on the CSEA contracts negotiated April 1.

Bernard Ryan, a collective bargaining specialist, gave another session on Medicare while leadership, with the help of a film presentation, was the topic of a talk by Rodney Dennis, executive secretary of the Cornell University School of Management.

Still another session on retirement programs was presented by Mary Blair, a CSEA assistant program specialist.



EDWARD DUDEK

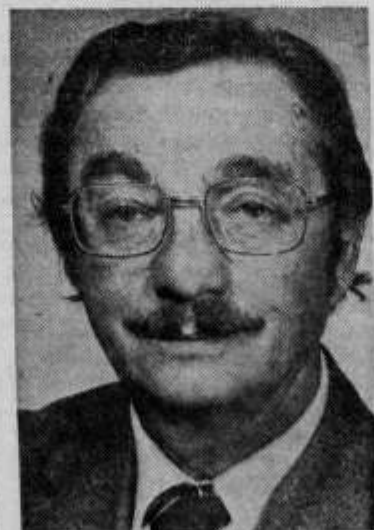
Dr. Theodore Wenzl, CSEA president, gave the concluding talk of the seminar at a dinner ending the two days of discussions. He spoke on the problems and successes facing the statewide labor organization.

'Grass-Roots' Approach, Says Grossfield

Divide West Conference Into 3 Political Regions

ROCHESTER—Meeting for the first time under its new officers, the CSEA's Western Conference on Aug. 26 was divided into three regions for more effective legislative and political action.

Heading the western region is Neil Gruppo, the Conference's third vice-president. The eastern region will be directed by Don Antinore and the southern region by Mary Converse.



SAMUEL GROSSFIELD

"This will be a grass-roots approach for reaching legislators right in their own areas," said Conference president Samuel Grossfield. "These regional committees will follow voting records very closely and will hold informational and educational meetings with the legislators, getting feedback from them as to what we can expect from them and from the Legislature on important issues during the forthcoming year."

Better Representation

The meeting, held at the Treadway Inn at Batavia, also saw the formation of new units

to give better representation to the largest groups of similar agencies. The units are:

State universities, Ed Dudek, Conference first vice-president, and Margaret Mischele, co-chairmen; Department of Labor, Robert Lattimer, chairman; Mental Hygiene, Maye Bull, chairman, and Department of Transportation, Ed McGreevey and Bob Saunders, co-chairmen.

Grossfield said Conference delegates also voted to urge CSEA delegates at the annual convention in Rochester Sept. 19-22 to prepare "for all eventualities" developing from negotiations for a new state contract. The present contract expires March 31, 1973.

Appoints Committees

The following chairmen and consultants were appointed to Conference committees:

—Legislative and political action committee—Neil Gruppo and Don Antinore, co-chairmen. William McGowan and John Adamski, consultants.

—Contract and negotiations committee—Mary Converse and George Clark, co-chairmen. William McGowan, consultant.

—Education and programs committee—Edward Dudek, chairman. Celeste Rosenkrans

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TOWN & COUNTY

By JOSEPH LAZARONY, Chairman
CSEA County Executive Committee

All Roads To Rochester

The annual CSEA Delegates Meeting is scheduled for Rochester from Tuesday, Sept. 19, thru Friday, Sept. 22. This meeting never fails to produce important action in the never-ending story of public employees representation. The delegate sessions are scheduled for all day Wednesday and Thursday, and for Friday morning if needed. Each evening something of importance is also scheduled.

On Tuesday evening the County delegates have a meeting at 8:30 p.m. We are planning a panel discussion on our experiences in the application of unfair labor practices as controlled by the "Taylor Law." There has been a noticeable increase in the need for this type of educational session. Of late, local chapters and their units have experienced a sharp increase in the general area of unfair labor practices. Since these often are very crucial affairs, all chapters and units would benefit by increased knowledge of the subject. That's on Tuesday night, at 8:30 p.m.

IN ADDITION to the above, if time permits, an open discussion on committee reports is planned. Since much of the work to be accomplished in the general sessions is based on such reports, we hope to have sufficient time to outline several of these reports.

On Wednesday evening a session on Health Maintenance Organization is planned for all delegates. Since unions have always been in the forefront of efforts to improve health insurance, this topic is of great interest to us in CSEA. Essentially, Health Maintenance Organizations offer a new method for delivering quality health care on a pre-paid insurance program. There are already some areas which have such programs available and others which are now in the discussion phase. Without question, our membership will want and need to know more on this subject. Here is a golden opportunity for many CSEA leaders to obtain necessary information on this potential benefit.

THURSDAY EVENING is the annual banquet and dance. There is limited seating for this affair. Reservations are made through Headquarters and should be made immediately.

As you can see, delegates will be busy. Not only will we be busy increasing our knowledge in CSEA affairs, but, as I said earlier, we will be busy making important decisions about CSEA.

May I urge all chapters and units to be represented in Rochester. Our continuing need to increase our knowledge and ability in public employment unionism is always present. Here is an excellent chance for your chapter and unit to listen, to learn and to speak out; to be where the action is! See you in Rochester!

Call Social Services Committee Meeting

ALBANY—The social services committee of the Civil Service Employees Assn. will meet here Sept. 13 and 14 at the Sheraton Inn Towne Motor Inn, according to committee vice-chairman

Frank Lawson.

The two-day meeting, scheduled for Wednesday evening and all day Thursday, is being called to review the committee report to be given at the statewide Delegates Meeting this month.

Court Upholds Eligibility Rights Of Three Employees

(Special to The Leader)

AMSTERDAM—Two petitions supported by the Civil Service Employees Assn. and entered by John T. Smith, Francis Abele and Fred Gurtowski—one against the Amsterdam Housing Authority and the other against the Authority, George Gill, and the Amsterdam Civil Service Commission—were upheld recently by a Supreme Court Justice.

The Court ruled that Gill, who

had failed to pass a civil service examination for the position of "housing manager" for the Amsterdam Authority, was not entitled to hold the position.

Gill had been appointed as "executive director" of the Housing Authority in January 1967, when there was no eligible list for the appointment he held. In February 1968, the New York State Civil Service Department notified the Amsterdam Commission that the position of overall

administrator was to be classified as "housing manager."

A civil service examination for the position was held on Nov. 2, 1968. Gill would have had to make a grade of at least 75 percent to hold the job.

The three petitioners, Abele, Smith and Gurtowski, were designated as eligible as the result of the examination. Gill did not pass. No action was taken, however, to remove Gill from the position or to appoint someone

in his place from the eligible list by the Housing Authority.

The Court ruled: "... it is the opinion of the Court that George Gill is not entitled to hold the position of overall administrator of the Amsterdam Housing Authority by whatever title he claims to hold such position, and that the Amsterdam Housing Authority is not authorized to make payments to George Gill for his duties he is now performing."

FIRE FLIES

by Paul Thayer

Wednesday afternoon, Aug. 30, was balmy and pleasant. As he walked slowly along Warren St. toward Broadway, Chief of Department John T. O'Hagen, out for a breath of air on his lunch hour, stopped for a few moments of conversation with this reporter, then went his way. Little did he know that within a few hours, one of the worst nights in the year would burst upon him.

At 11:30 p.m., when Ed Hanrahan entered the Queens Central Office he sensed that this would somehow be a rough one. Dispatchers are like this—sort of a sixth sense. At 11:40, as he took the tour, Manhattan announced Box 439; a few minutes later it was a 1045 (DOA). Hanrahan knew his hunch was right. At five minutes after midnight, box 5041 for Liberty and 177th Place hit. At first he only had one engine and two trucks going in, but in a few seconds the 2nd engine went in service and was dispatched to the fire. Then came the 1075 (all hands) and the 3rd engine went. In a matter of minutes he had his own 1045 for two children DOA.

At about midnight, a member of a Coney Island street gang was arrested for burglary. At 16, he had a record of 12 arrests for almost everything in the book including false alarms. At 3:30 a.m. he walked out free, assigned to the custody of his mother for a later court appearance. The first thing he did was to seek out his pals. He found them at Mermald Ave. and West 29th St. in Coney Island. Their quest for trouble was soon to be satisfied.

In the Bronx, Ken Fisher going on duty for the midnight tour in Bronx Telegraph, had the same uneasy feeling. As he walked up the steps of that ancient building, his sixth sense told him that he was in for trouble, too. He was right. He got hit with two 7-5's (all hands) in gasoline alley (St. Anns Ave. between 140th and 150th). He had no choice. On orders from his tour chief, he asked Queens

for help. With their problems they could give little, but when Fireman Billy Daly picked up the phone in Engine 312, his face showed his dismay. Here we go again! Relocate in the quarters of Engine 73 in the Bronx! Off they went. It was 11 minutes after midnight. At 17 minutes after midnight, Box 5530, only a few blocks from the DOA box in Queens, hit. It was for a "Good Humor" truck. By comparison with other nights, what with telegraph blackouts from Bridgeport, which are a regular thing out there, Queens Telegraph had filled up an entire ledger sheet by 3 a.m.

At 3:06 a.m. in Philadelphia, a waterfront box hit. It turned out to be a six-alarm job with three pliers, one of them loaded with plastic Christmas trees, all going wild. To handle the radio traffic, Philadelphia activated all their radio transmitters and blacked out radio communications in Brooklyn. Dispatcher Roy Johnson called Philadelphia and asked them to turn off their Executive Frequency transmitter but he got the word about the six-bagger and they said "no can do." That was that.

At 4:00 a.m. Brooklyn Box 3534 for Mermald Ave. and West 29th St. hit in. Among other companies rolling in, Ladder 166 went to work. There were some 15 members of a street gang present, cursing, climbing over the truck and doing everything to be disruptive. The leader was the just-released 16-year-old "yoot." The firefighters put out the fire, which was in a three-story frame. As 166 Truck was about to leave, the gang got out of hand and decided to play rough. Suddenly from almost every direction came bricks, bottles, pieces of metal. The whole assignment got clobbered but 166 Truck got it worst of all. Fireman James Wilson and Richard Lento (one of last year's winners) went to Coney Island with cuts, sprains and bruises.

At about the same time, in the quarters of Ladder 124, Fireman Henry Mitchell came sleepily down the stairs to take over the watch. At 5:48 a.m. he and his company rolled to Brooklyn Box 773. Address 122 Wilson Ave. It

went to a second alarm. Hank Mitchell's spot was the toughest for a Truckie . . . the floor above the fire. The fire, fully involving the ground floor, shot up to the second bays, recesses and walls. Mitchell had a radio on his truck coat lapel, but the room in which he was found must have exploded into fire and killed him before he could get off a call for help. Being the good fireman that he was, calling for help was not one of Hank Mitchell's bags . . . just



HENRY MITCHELL

not his thing. Now he was dead. The time 6:34 a.m.

On Riverside Drive in Upper Manhattan, the phone rang for the third time on the bedside table of Commissioner Lowery. Twice before it had rung to inform him of the three DOA's. Now he was to hear of the death of Fireman Mitchell. Chief O'Hagen and staff were at the scene . . . there was nothing further to be done. It was the morning on which a very large number of promotions were to be made.

Walking over to a large window which overlooks the Hudson, he looked over to the pale yellow rays of the sun which had begun to streak across the facade of the majestic Palisades. It was beautiful. On any morning but this it would have been inspiring, but with the events of the past few hours weighing heavily upon him, a sense of tragic weariness overcame him as he wondered silently why these things happen . . . do good men die as the price for helping others? Must it always be this way? If that gang in Coney Island knew about this, would it have made any difference? He got no answer . . . just crushing sorrow and a heavy heart.

22 Promotions In Officer Ranks Slated By Fire Dept. For Sept. 14

The City Fire Department has scheduled 22 promotions for ceremonies to be held Sept. 14, it was reported last week.

Two appointments to high positions are planned: Joseph A. Flynn will be named assistant chief of department in conjunction with his appointment as assistant chief in charge of the

Division of Fire Prevention. Also, John J. Fogerty is to be designated deputy assistant chief, to succeed Chief Flynn as executive officer to Chief of Department John T. O'Hagen.

Four appointments to the rank of deputy chief, reaching number 39 on that eligible list, are planned: David M. McCormack, Joseph E. Galvin, John W. Purcell and Herman A. Landis.

Promoted to battalion chief will be Edward P. Fitzgerald, John Skrobo, Charles W. Rabuse, Joseph Gorton, Walter C. Hall, Thomas J. Maloney and Charles J. Hoyler. The last number reached on that eligible list is No. 72.

To the rank of captain are planned nine promotions, ending with number 334 on that list: Pasquale A. Obermaier, Francis M. Byrnes, Angelo Polito, Joseph Proglar, Frank C. Derenze, Robert J. Grabher, Patrick J. Darby, William F. Hunter and George J. Laub.

A Fire Department spokesman said that additional promotions may also be scheduled before Sept. 14.

A plaque dedication honoring the memory of Fireman James P. Lavin, who died last year while responding to a fire in Far Rockaway, was held Monday, Sept. 11, in the quarters of Ladder Company 121, 58-03 Rockaway Beach Blvd., Arvene.

Fireman Lavin, 35 years old at the time of his death, suffered multiple skull fractures when he fell from the apparatus of Ladder 121 on July 9, 1971. He died five days later in St. Joseph's Hospital, Far Rockaway, becoming the fifth of a total of seven New York City firefighters who died in the line of duty last year.

A native New Yorker and former marine, Fireman Lavin joined the Fire Department in 1962. He was married and had two children.

Cost of Living Still Going Up

Largely under the influence of a sharp increase in food prices, the Consumer Price Index for New York-Northeastern New Jersey rose 0.4 percent in July 1972. It was reported by Herbert Bienstock, Region Director of the U.S. Department of Labor's Bureau of Labor Statistics.

The July increase brought the area's Consumer Price Index to 31.4 percent above the 1967 base and marked the 63rd successive monthly advance in area prices. Between July 1971 and July 1972, Bienstock pointed out, consumer prices in the New York-Northeastern New Jersey area have risen 3.6 percent.

Irish Football

The Emerald Societies of the Fire Department, Police Department, New York Telephone, Con-Ed and M.A.B.S.T.O.A. will compete in several matches of Irish Football on Friday, September 15th at Gaelic Park, Broadway and 240th St., Manhattan.

The games, sponsored by Rehgold Breweries, will begin at 6:30 when the Fire Department squares off against New York Telephone and Con Ed. At 8:30, New York P.D. will take on M.A.B.S.T.O.A. There will be a drawing for a free trip to Ireland during the meet.

Apply Until Sept. 26

City Posts 13 Exams For Promotional Filing

Fourteen promotional exams for City employees are now open for filing until Sept. 26. For how to apply, see the "Where to Apply" column on page 15.

The September series of City promotional titles, with salary, incumbent eligible titles and departments is given below.

Administrative Dentist: \$13,100 and up	Open to senior dentists, Health Services Administration.
Asst. Chief Detective Investigator: \$10,800	Open to sr. detective investigators, Kings and Queens DA offices.
Chief Marine Engineer-Diesel: \$16,901	Open to first asst. marine engineers with Environmental Protection Adm.
Chief Mate: \$15,900	Open to second mates and able seamen with Environmental Protection Adm.
Chief Spvrs. of Television Operations: \$14,500	Open to supervisors of TV or radio operations in Municipal Services Adm.
Computer Systems Manager: \$13,100	Open to senior computer systems analysts in affected agencies and Health & Hospitals Corp.
District Spvsg. Public Health Nurse: \$11,800	Open to supervising public health nurses in the Health Services Adm.
First Asst. Marine Engineer-Diesel: \$15,900	Open to marine oilers with the Environmental Protection Adm.
Foreman Painter: \$6.30-hr.	Open to painters in various agencies.
Principal Electrical Inspector: \$13,400	Open to supervising electrical inspectors with the Municipal Services Adm.
Senior Investigator: \$8,700	Open to investigators in all affected agencies.
Senior Storekeeper: \$9,050	Open to storekeepers in MSA, TAD and Health & Hospital Corp.
Supervising Fire Prevention Inspector: \$12,600	Open to fire prevention inspectors and senior inspectors in Fire Department.
Supervisor-Electrical Power: \$17,682	Open to assistant supervisors for power with the Transit Authority.

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This Week's City Eligible Lists

EXAM NO. 0203 RESEARCH ASSISTANT

This list of 239 eligibles was established Sept. 7 after training and experience evaluation of the 348 candidates who applied in May. Salary is \$9,500.

1 Morris Blazer, Joseph Polson, Kay R. Clanton, Walter Lund, Joseph R. Kritch, Beryl L. Walsh, Sylvia Rein, Werner J. Schwartz, Sidney Allerhand, Louis E. Greenberg, Haydee D. Inclan, Jutta C. Nigrin, Miriam E. Erb, Ann Pischera, Bennett Boeschstein, Edward J. Berkowitz, Anne L. Wadsworth, Ruth T. Carlyle, Robert J. Slevin, Pearl Mintzer.

21 Anne L. Whiting, Morris

Gilman, Daniel F. Foley, Francis P. Hardy, Michael A. Dudley, Louis Zarkowski, Samuel B. Weiss, Elmer A. Donofrio, Doris B. Levine, Ramadre Singh, Helen Korn, Zelma Flohr, Jane G. Huntley, Arto S. Woods, Kenneth L. Thompson, Beatrice E. Keshner, Norman Koft, John A. Pertusi, Starling E. Parham, Paul R. Gamkowski.

41 Louis A. Johnson, Hyman Rapfogel, Walkyria F. Menocal, Patrick J. Santore, Selma Gutrad, Dorothy Ross, Reed T. Hamel, Jane P. Cleaver, R. Denis Ryan, Mary W. Cline, Shaker K. Dass, Steven Cotton, Susan Werbe, Ronald G. Liebman, James P. Ryan, Chandrakan Patel, Susan S. Horton, Don Schimelfenig, Festus C. Collier, Mary E. Detsch.

61 George A. Trief, Pete L. Miranda, Charles Parker, Bernadette

Pascucci, Lenore H. Swenson, Elaine T. Einhorn, Clara B. Simons, George I. Schulman, Cecelia V. Brown, Doris B. Gold, Richard M. Schulman, Glenda E. Wright, Mary M. Schiffman, Norman Rubinstein, Syed S. Hashmi, Rubin Hass, Choringyen Ldu, Elaine M. Botti, Judith H. Schwartzman, Helen L. Weinberg.

81 Janet R. Whelan, Tobin M. Rogers, Lauree M. Hickok, Michael Lang, Ibrahim K. Doss, Donald R. Stabile, Beatrice Einhorn, Stuart A. Sobel, John J. McKenna, Seymour Landau, Alejandra Aquino, Ricardo J. Coronado, Paul L. Tannenbaum, Christine Lienard, Sarah Dowson, Carol E. Cohen, Charlotte Schultz, David Golos, William Brewster, Bernice Reilkin.

101 Martin A. Pohrille, Donna J. Adler, Malkit S. Bains, Elizabeth Sampson, Nora Schulhof, Anthony M. Ferro, Karen L. Durbin, Pearl Jacobs, Michael Petrizelli, Roy L. Felslin, Sarah J. Hamilton, Jack Bobker, Rhona Nack, Jacques Chwat, Richard Parker, Constance Tempel, Roberta L. Schwarz, Menachem Daum, Flora P. Brophy, Paula Berlinerman.

121 Jonathan D. Siegfried, Pushper Kwathe, Lois R. Portnoy, Ahava R. Gross, Paul R. Gorman, Joel D. Perelmuth, Annette R. Berkovits, Harry Wiener, Marsha Easterday, Maria E. King, Harry Schulhof, Joseph Kaplan, Guyseroe J. Baptiste, Suzanne G. Martin, Jayantilal Desai, Sheldon E. Kier, Alan Herman, Arnold F. Ernst, Barbara A. Schiells, Chinloh Pan.

141 John N. Short, Howard L. Diamond, Melvin B. Singer, Linda J. Wood, Viola E. Hurtig, Edward G. Shaughnessy, Walter D. Houck, Abraham I. Bernstein, Martha J. Williams, Paul R. Krupnick, Irene Gerson, Barry Orenstein, George J. Leonard, Susan M. Parley, Kevin L. Odea, Gabriel Rosenberg, Bat S. Horodniceanu, Robert A. Miller, Damayanti Dua, Leslie D. Kippel.

161 Lynda F. Wertheim, Barry G. Finley, Shelley B. Kovar, John R. Kalbach, George D. Dutton, Leonard A. Kellner, Garabed Vanessian, Gail P. Grossman, Donald Young, Jerry Y. Tannenbaum, Raymond G. Pfortner, Kalpana O'Hara, William J. Carroll, Howard S. Goldman, Jeffrey S. Klayman, Michael G. Melzer, Rose S. Proscia, Ken A. Krasner, Ann T. Meyerson, Fouad Y. Rizkalla.

181 Cheryl S. Malinski, James V. Aloise, Menachem C. Rosenbaum, Frederic E. Pass Jr., Laura Goldberg, June Glaser, Patricia E. Ellis, Reidar O. Syvertsen, Harry Friedman, Thomas J. Dougherty, Lucky K. Lyon, Alan H. Newman, Peter Ostapenko, Lionel R. Campbell, Ben C. Kongman, Melvin S. Berkowitz, Frances Rosenbaum, Ira A. Schwartz, Elizabeth Margolis, Debra P. Licht.

201 Sally A. Drucker, Gary D. Helfand, John A. Torelli, Michael J. Falk, Steven R. Trauman, Armand Boghosian, Timothy M. Hogue, Nora Lavori, John F. Darnowski, George J. Lesser, Betty Vatz, Eleanor L. Sheldon, Christine Webb, Morley Morgana Jr., Gail A. Hart, Thomas C. Kaiser, Raymond J. Horvath, Robert Hwang, Lorraine L. Young, Leo A. Maher.

221 Mary A. O'Shaughnessy, Denis E. Mets, June C. Ku, Maureen H. Byrne, Ragala Y. Rizk, Peter A. Holland, Marsha Wisotzky, Lanny Kaufman, Susan T. Waller, Kevin Carpenter, Elizabeth Fedoriw, Fred Turetsky, Richard S. Silverman, John Migliaccio, Ivy J. Strausberg, Harry Kottler, Bharat G. Joshi, Daniel J. O'Sullivan, Miklos Vambery.

EXAM NO. 1565 PROM. TO COLLEGE ADMINISTRATIVE ASSISTANT

These 17 lists, by department, were established Sept. 7 after a Dec. 11, 1971 written test. Of the 537 applicants, 518 were called to the test; 465 appeared and 171 passed. Salary is \$9,500.

John Jay Col. of Police Science
1 Yvonne Williams.

Graduate School

1 Grace Cacloppo, Billie Goldman, Florence N. Larue, Rhoda Brownstein, Catherine Laubach, Florence M. Brill.

Hostos College

1 Manuel B. Gonzalez, Tillie L. Glasberg, Florence T. Turney.

City College

1 Jean Honickman, Vivian R. Warman, Helen E. Mayes, Helen C. Duffy, Evelyn J. Sweet, Rachel P. Sarti, Josephine Skinner, Jacquelyn Lee, Norma Cohen.

Comm. Col. of Applied Arts & Seis

1 Esther V. Weiser, Dorothy Jeffrey, Rose M. Westerman, Marilyn Goodman, Rita Schwartz, Harriet Smith, Lillian Turner, Molly Frommer, Naomi L. Seidel, Eleanor M. Hoffman,

Evelyn R. Shapiro, Mollie Gonshorek, Florence Berkowitz.

Staten Island Community College

Tina M. Tursi, Anna J. Evans, Rosemary P. McGrath, Mary C. Aurigemma, Catherine McDonald, Alice Jensen, Patricia A. Martino, Ann M. Upton.

Brooklyn College

1 Claire R. Davis, Sylvia Margolis, Blanche R. Appelbaum, Helen A. Hodes, Frances Q. Rowley, Mae Gerstenblit, Elizabeth Knight, Kathryn R. Fonda, Elizabeth Taylor, Lillian Skolnik, Emma C. Hollander, Frances J. Morton, Ruth Ferber, Esther Marcus, Dorothy R. Asen, Ruth Siegel, Helen Linder, Marlon Hauser, Sylvia Gillers, Ruth Fleischer.

21 Eleanor M. Kavanagh, Rose Koch, Esther Denzer, Eva Saifir.

Hunter College

1 Ann E. Lange, Ruth Krems, Gloria I. T... Milile C. Sacks, Antonina T. Meo, Dolores W. Robinson, Mary F. Lipson, Edith M. Weiner, Shirley I. Aronoff, Ivy V. Evans, Yvonne F. Adkins, Ruby H. Francis, Gertrude E. Nooney, Lillian L. Patterson, Helen F. Gentile.

Kingsboro Community College

1 Sylvia Lazarowitz, Eleanor Tepper, Helen T. Katz, Anne Levy, Annie R. Wajsfeld, Bella Axler, Mildred Nemiroff, Evelyn Resnick, Ray Pearl, Lillian G. Borodkin.

Queensboro Community College

1 Amelia izmmard, Rose Schwartz, Ruth Kleiman, Mildred A. Taylor, Sylvia Katcher, Ella D. Kienle, Sarah I. Weinberg, Florence Heit, Lillian Feldman, Bernice G. Joseph, Lillian Aronowitz, Marion S. Novak, Lillian S. Berler.

Bronx Community College

1 Marion R. Lenz, Lois S. Bauman, Bertha Litvak, Rose Granoff.

Richmond College

1 Miriam Schonfeld, Eileen M. Hennessy.

(Continued on Page 10)

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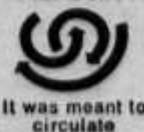
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TUESDAY, SEPTEMBER 12, 1972

Bargaining In Good Faith Is The Key

LAST week New York City teachers and the Board of Education reached agreement on a new work contract and, for the moment, all is quiet on the labor front in the State's largest city. Week after week, the columns of this newspaper have reported successful negotiation conclusions in dozens of other units of local government throughout the State.

The big item on the bargaining calendar now is the negotiations beginning to take place between the State and the Civil Service Employees Assn., which represents the majority of employees in State service.

As usual, the main items on the bargaining table for all State workers will be a pay raise, pension improvements, better health insurance coverage, job protection, etc. Negotiating teams for the four units CSEA represents are already at work on contracts for the people they represent.

What we hope for most fervently is that the State will not repeat its performance of this year by dragging out talks, refusing to take employee demands seriously and failing to realize that civil servants—since their last pay raise—are paying more for food and other items, just like every other American has been doing. Inflation is not yet curbed and there is still no guarantee that it will be curbed.

Good faith bargaining is the key. With this attitude, all can go well.

Questions and Answers



Q. My doctor doesn't accept medicare assignments for direct payment to him. He has sent me a bill that I can't pay right now. What can I do about it?

A. You can send the itemized bill to medicare before you pay it. You are responsible for the first \$50.00 in doctor bills each year. After that amount is deducted, medicare will pay you 80 percent of the reasonable charge for the services shown on the bill. Then you can turn this money over to the doctor and you will only owe him the balance.

Q. I had doctors' bills while I was visiting a friend in another state last spring. I filed a claim with the Medicare office in that state and they took out the \$50 deductible. I now have bills from my own doctor. How do I notify the Medicare office in my home state so they won't take out another \$50 deductible?

A. You don't have to worry about paying the deductible twice. All Medicare claims are

coordinated through Medicare's central office in Baltimore.

Q. Is there a time limit on filing for medical service payments under Medicare? I found some old bills from 1970 and 1971 for which I did not make a claim. Can I still make a claim?

A. Yes. You must file a claim for payment by December 31, 1972 for all services received between October 1, 1970 and September 30, 1971. It is too late to file a claim for services received prior to October 1, 1970.

Correction's Names

The Correctional Services Department has announced the appointment of three assistant inspectors general at annual salaries of \$14,790. They are: Warren A. Harding, of Albany; William G. Bodmer, of Beacon, and Walter F. Daly, of Ossining.

At the same time, Gordon Bissinger, of Albany, has been named an assistant correctional services investigator to serve with the Inspector General staff.

Don't Repeat This!

(Continued from Page 1)

labor relations ombudsman, clothed with sufficient power and prestige to knock heads together, to bring a ray of light and enlightenment to public employee labor relations, and thereby contribute to the efficient operations of government.

The recent experience of the Civil Service Employees Assn. is a classic demonstration of how labor relations should not be handled. The most glaring example of ineptitude is the disastrous effort of the State to impose Taylor Act penalties against a group of CSEA members for allegedly engaging in a strike last Easter. Those events would have long since been forgotten had not some one in the State decided to keep the pot boiling through wasteful, time-consuming hearings.

Constitutional Guarantees

Bitterness engendered by these hearings has since been compounded by the insistence by the State that employees against whom fines and penalties have been imposed are not entitled to a hearing. Supreme Court decisions have long since established that a welfare recipient may not be removed from the rolls without a hearing. Supreme Court decisions have long since established that a tenant may not be evicted from a public housing development without a hearing. Obviously, there can be neither logic nor reason in the conclusion that dedicated, hard-working civil service employees are not entitled to the Constitutional guarantees that have been mandated for other groups in the population.

Clearly and appropriately this conclusion was not persuasive with State Supreme Court Justice Harold Hughes, who ruled that CSEA had every right to challenge the constitutionality of Taylor Law provisions that permit the State to impose penalties without a hearing upon civil service employees. This ruling by Justice Hughes impales the State upon the horns of a dilemma. It can appeal the decision and keep the issue aflame while the case proceeds along the tortuous path of the appellate courts. Alternatively, the State can grant hearings to the employees involved and keep the issue aflame through months of hearings of the hundreds of cases involved. Neither of these routes is calculated to lead to constructive labor relations in the months and years ahead. Obviously the only realistic resolution of the dilemma would be to forget the whole thing.

Strained Relations

This obviously would be the position that would be taken by a labor relations ombudsman, who is sensitive to the intangibles that are so vital to stable and productive labor relations. Nor for that matter would such an ombudsman ever have permitted the State to impose without notice, hearing or consultation with CSEA, parking fees on automobiles used by employees on lots owned or leased by the State. Once again the State and its employees are embroiled in a controversy which can only disrupt further the already strained relations between the State and its employees.

Taylor Law failures are by now too manifest to require a detailed enumeration of its faults and limitations. When the next

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.

Binding Arbitration

In September 1969, the National Labor Relations Board certified Local 1199 of the Drug and Hospital Union as the bargaining agent for employees of Adelphi Hospital. That order of the NLRB was never presented for judicial review by the hospital and is, for all purposes, considered the final determination.

Section 713 of the New York State Labor Law makes it unlawful for employees of a non-profit hospital to strike. However, the statute does not contain any provisions forfeiting the remedial provisions established by other sections of the New York State Labor Relations Act. (Article 20, NYSLL). Although the remedies of injunctive punishment for contempt and others are available to an employer to combat an illegal strike, the forfeiture of arbitration (provided for in the statute) as a means of settling such disputes is neither required nor is it a desirable result.

LOCAL 1199 MOVED in the Supreme Court, pursuant to Section 716 (6) (b) of the Labor Law to confirm an arbitration award. The Appellate Division granted the application and pointed out that the entire intent and policy of the statutory provisions, that is the settlement of labor disputes and unrest, is contrary to the suggestion that an alleged wrongdoer who strikes illegally but who is now willing to resort to the statutory procedures should in any way be denied the right to use those procedures set forth in the law. (In the Matter of Davis v. Adelphi Hospital, 35 A.D. 2d 737, 2d Dept. 1970).

This case came up for discussion again some two years later when the Appellate Division was called upon in a similar proceeding to confirm an arbitration award between the same parties. (In the Matter of Davis v. Adelphi Hospital, 334 N.Y.S. 2d 202, 2d Dept. 1972). Again the court granted the application made by the union. The history of the relationship between the parties was one where the employer had previously been found to have committed an unfair labor practice by refusing to bargain with Local 1199, and in fact, the employer was in contempt of the court's order directing it to bargain in good faith with the union. The court found that it was not necessary for the union to file another unfair labor practice charge to activate the arbitration provisions of Section 716 of the Labor Law. That section mandates that every collective bargaining agreement between employees of a non-profit hospital and the hospital which does not contain a grievance procedure with binding arbitration shall be deemed to include provision for the submission of such grievances upon the request of either or both parties to arbitration by the New York State Board of Mediation. That section gives the State Supreme Court jurisdiction to confirm, modify, correct or vacate any arbitration award made pursuant to the procedure established by Section 716.

THE TAYLOR LAW, which applies to public employees, permits the inclusion of grievance procedures terminating with binding arbitration as the final step. However, the law does not mandate the inclusion of such a procedure. Since the rationale for Section 716 of the Labor Law has to do with the illegality of strikes against non-profit hospitals, it would seem that the Legislature should give serious consideration to mandating binding arbitration as a final step in the grievance procedure in all public employee collective bargaining agreements.

Pryor To Consumer

Governor Rockefeller has filled a long-standing void in an important State agency with the appointment of Peter M. Pryor, of Albany, to the \$34,450 post as Chairman and Executive Director of the Consumer Protection Board. Pryor succeeds Betty Furness who resigned last year.

session of the Legislature meets, it should face up to the challenge to scrap what we now have and come up with a new law that will promote stable labor relations by providing equity to civil service employees.

Correction Officer

Medical-physical examinations held Aug. 21, 23 and 25 for 444 correction officer (men) candidates resulted in 80 failures on the medical and 73 failures and three withdrawals on the physical. Five hundred forty candidates had been called for testing.

Approximately 2,000 more candidates will be called for these exams between Sept. 28 and Oct. 20 by the New York City Dept. of Personnel.

BUY BONDS

Federal Agencies Seeking Office Machine Operators

Jobs paying from \$5,166 are available with the federal government for persons with as little as six months experience in the operation of various types of office duplicating and accounting machines. Jobs are located throughout the metropolitan area.

Duplicating machine operator candidates should have experience in using mimeograph, multigraph, ditto, standard fluid process duplicator or transfer posting machines. Operators also make minor adjustments and repairs to the machine and perform related clerical work.

Electric accounting machine operators operate one or more

accounting machines such as reproducing punches, summary card punches, ticket converters, sorters, collators, calculators and statistical machines.

Entry-level candidates may qualify for either of these titles with six months of experience in the operation of these machines, or by completion of a course in the operation of the appropriate machine plus either three months of experience in its use or graduation from high school. More experience or training qualifies entrants to start at a salary of \$5,828.

Persons with more extensive experience and supervisory background are also needed for electric accounting machine supervisor, paying \$7,319.

Persons with six months of experience or appropriate training in the use of a typewriter-type keyboard and knowledge of wire communications procedures may apply for teletypist, at \$5,828.

A written test on verbal and clerical aptitude will be given applicants for these positions. For more information and application forms, contact the Federal Job Information Center at the address listed on page 15 under the "Where To Apply" column. There is no deadline for application, as testing is held frequently.

Exam Aftermath

Check each week's issue of The Leader to discover what eligibility lists have been established and which persons have scored.

Income Analyst

Recent salary adjustments for the title of income tax systems analyst in the Alternative Career and Salary Pay Plan bring maximum pay for this City title to \$16,500, effective July 1, 1971.

Sr. Coordinators

Salary hikes in the City's Alternative Career and Salary Plan have brought senior project coordinators to a pay range of \$16,200-21,350, effective July 1, 1970.

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DOT NEGOTIATORS MEET — Members of the Civil Service Employees Assn., Department of Transportation negotiating team gather at the Sheraton Inn Towne Motel in Albany for a pre-negotiation meeting. Seated left to right: Earl Logan, region 6; Arthur Allen, region 10; Roger Smith, region 2, and Manuel Berlove, region 4. Standing left to right: Lawrence Daniels, region 9; Ed

McGreevy, region 5; George Reed, region 5; Francis Mitchell, region 7; Tim McInerney, region 1; Joan Tobin, main office, and Joe Reedy, CSEA collective negotiating specialist. Missing from the picture: Leonard Prins, region 3; John Oliveri, region 8; and David Jones, region 1.

Erie Chapter Opens Office In Cheektowaga

(From Leader Correspondent)
BUFFALO — The 6,400-member Erie chapter of the Civil Service Employees Assn. has opened a storefront office in suburban Cheektowaga to service all CSEA members in Western New York.

George Clark Sr., chapter president, explained the office contains desks for the CSEA field representatives in Western New York plus offices for the Western Conference president, Samuel Grossfield, and the field supervisor, James Powers.

The office will be manned from 9 a.m. to 5 p.m. weekdays by a secretary and at all other times a personal answering service will take messages.

It is located at 4122 Union Rd., near Genesee St. and also offers a meeting room and free parking for 40 autos.

He said the Erie chapter complex has two telephone numbers, 634-3540 and 634-3541, that will always be answered.

Clark said official grand opening ceremonies were planned for later this month.

Olana Trustee

ALBANY—Olana Historic Site, near Hudson, has a new trustee in Roy Zwickle, of Catskill, who will serve a term ending Feb. 1, 1974. There is no salary.

Western Conf Appointments

(Continued from Page 3)
 and Grace Hillery, consultants.
 —Merit system and grievances committee (a new one)—Robert Lattimer and Dorothy Haney, co-chairmen. William Rossiter, consultant.

—Retirement committee (also a new one)—Claude Rowell, chairman. Grace Hillery, consultant.

—Constitution and bylaws committee — Genevieve Clark, Conference second vice-president, chairman. Celeste Rosenkranz, consultant.

—County affairs committee — William Doyle and George Clark, co-chairmen.

—Budget and finance committee—Al Gallant, chairman. Melba Binn, consultant.

—Auditing committee—Frank Balcerzak, chairman.

—Membership committee — Judy Burgess, Conference secretary, chairman. George DeLong, consultant.

—Citations committee—Al Sibillo and James Mangano, co-chairmen. John Adamski, consultant.

—Communications committee — Edward Dudek, chairman.

Grossfield 'Happy'

Grossfield said that the all-day session was "extremely comprehensive. One of the major thrusts was to set up an organizational structure that will apply itself to the dynamic problems confronting CSEA.

"I'm most happy with the very active participation of the chapter presidents and delegates. I hope that this will signal the start of a great deal of democratic action and a great deal of input by the chapter representatives."

Grossfield also said that highlights of the last CSEA Board of Directors meeting in Albany Aug. 14, including negotiations and the strike situation, were reviewed.

"The Western Conference will put its house in order so that it can play an effective role at the September convention and in future activities affecting the chapters of the Conference," he said.

Welfare Fund Still Needs Contributions

HONOR ROLL

Below is a list of those individual CSEA members who have made a personal donation to CSEA's Welfare Fund.

Beatrice Margolies, Theo Bleaden, Dolores Chance, J. L. Mickel, Sylvia Krause, Lizzie Mae Smithson, Pearl Saurha, Ivy Jackson, Earnesta Washington, I. Silverberg, Jaklow, Betty Riddick, Pearl Blumentheick, Vivian Falks, Dorothy Hall, M. Blathan, J. Muniz, L. Weinberg, F. Usinger, H. Simonson, I. McCoy, R. Selby, F. Krieger, M. Ulaner, C. Matthew, N. Unger, B. Smith, Rose Fortune, D. Green, Shirley Schwab.

R. M. Longacker, V. M. Hulsaver, M. Smallheiser, J. LaVite, C. Talt, E. U. Holloman, M. J. Calo, J. H. Nowicki, M. C. Holt, P. Holmes, H. O'Connell, R. C. Whitgiver, V. A. Robinson, F. Marcio, I. K. Bossert, E. J. McCormack, A. R. Andersen, R. E. Mauro, M. Fleischer, A. Neal, R. B. Costes, F. Desrosiers.

CHAPTERS AND UNITS

Rockland State Hospital; Division Alcoholic Beverage — NYC, \$267.83; White Plains.

Stony Brook—SUNY, \$500; Insurance Dept., Albany, \$117; Transportation—Region No. 10, \$1,059.75; NYC Tax Office, \$120; Transportation, Region No. 8, \$500; Dutchess Co.—Poughkeepsie Unit, \$250; Letchworth Village, \$200; Kings Park State Hospital, \$1,000; Westchester Co.—Tarrytown Unit, \$34; Green Haven Correctional Facility, \$100; Albany—Department of State, \$100; N.Y. Rehab. Unit—Education Department, \$64.65; DOT—Region No. 1, \$253; DOT No. 1 Waterford Shop, \$40; Transportation—Albany, Main Office, \$1100.

(Continued from Page 1)

members, processed in the order that the reimbursement forms were received at CSEA Headquarters. She said that "now that the fund has begun to increase, we can begin to repay the promised twenty dollars for every day the members were fined.

"In other words," Ms. Abrams said, "those people who have already received their twenty dollars for the first day will now be reimbursed for the other days. For example, if a member was fined for four days, his second check will be for sixty dollars. As the remainder of the reimbursement requests come in, we will probably be able to pay them the full amount, that is twenty dollars for each day, in one check.

"Twenty-dollar checks were sent out initially because the fund was only just getting started and we wanted to reimburse as many members as possible as quickly as we could."

There are approximately 7,000 names of State-employed CSEA members fined on the list prepared by the Office of Employee Relations. However, according to the Welfare Fund Committee, there are members who were penalized whose names do not appear on the OER list.

"If there are still members who have not gotten a reim-

bursement form from CSEA Headquarters or from their chapter president," Ms. Abrams said, "they should immediately contact their president or write to me, Hazel Abrams, at CSEA Headquarters, 33 Elk St., Albany, New York 12207."

CSEA calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.

September

- 12—Westchester County unit meeting: 8 p.m., Health Building, 85 Court St., White Plains.
- 13—Syracuse Area Retirees chapter meeting: 2 p.m., First Floor Hearing Room, State Office Building, Syracuse.
- 13—Office of Vocational Rehabilitation unit, NYC chapter, negotiations: 10 a.m., 225 Park Ave. So., 13th floor conference room, Manhattan.
- 13—Grasslands section meeting: 11:30 a.m. and/or 12:30 p.m., Main Auditorium, Grasslands Hospital.
- 13—Madison County chapter annual meeting and raffle drawing: 7:30 p.m., Elks Club, Main St., Oneida.
- 13-14—Statewide social services committee meeting: Sheraton Inn Towne Motor Inn, 300 Broadway, Albany.
- 14-15—Statewide Directors' budget committee meeting: 5:15 p.m., Thursday, Sheraton Inn Towne Motor Inn, 300 Broadway, Albany.
- 15—Albany Education Dept. chapter annual clamsteak: 12:30 p.m., Murray Jenner Sunset Park, Slingerlands.
- 16—Central Conference chapter presidents meeting: 12 noon, Sheraton Motor Inn, off Thruway Exit 37 at Seventh North St., Syracuse.
- 16—Long Island Conference meeting: 12 noon, Castle Inn, Main St (Montauk Hwy.), Islip.
- 18—Mental Hygiene Employees Assn. delegates meeting: Flagship Motel, Rochester.
- 19-22—Civil Service Employees Assn. delegates meeting: Flagship Motel, Rochester.
- 23—Waterfront Commission of New York Harbor chapter cocktail dinner and dance: 7:30 p.m., Fort Hamilton Officers' Club, B'klyn.
- 27—School Districts of Dutchess County Educational Employees chapter meeting: 7:30 p.m., Poughkeepsie High School.
- 29—Willowbrook State School chapter installation dinner-dance and silver anniversary celebration: 7 pm., Tavern on the Green, Hyland Blvd., Staten Island

October

- 9—Binghamton Area Retirees chapter meeting: 2 p.m., American Legion Post 80, 76 Main St., Binghamton.
- 13—Western Conference meeting: Holiday Inn, Genesee.
- 27—Metropolitan Conference 25th anniversary dinner-dance: Glen Chateau, Brooklyn.

Resolutions Comm. To Meet Sept. 19

ALBANY—The statewide resolutions committee of the Civil Service Employees Assn. has scheduled an open meeting for Sept. 19 during the statewide CSEA Delegates Meeting in Rochester.

The meeting, called by chairman Dorothy Rabin, will begin at 3 p.m. in the Flagship Room of the Holiday Inn.

Other committee members are Robert Arnold, Leo Doherty, Joseph Folts, Maynard Gardner, Neil Gruppo, Fred Huber, Ben Kosiorowski, Al Neri, John Perkinson, Blanche Rueth, Arthur Sheley, Louis Sunderhaft and Alan J. White.

Jamestown Makes Memorial Donation For W. K. Wilson

ALBANY — A memorial donation of \$250 has been made in the name of Woodrow K. Wilson to the Civil Service Employees Assn. Welfare Fund by the Jamestown CSEA unit.

Woodrow K. Wilson was the chapter vice-president at the time of his death shortly after the Easter job action.

The Jamestown unit supported this final tribute unanimously.

The CSEA unit also promised its support to CSEA during the statewide representation challenge.

Charge Contract Violation

Serve Summons On State Officials

(Continued from Page 1)
contracts and requiring the State to answer the CSEA charges in 20 days, with the matter to be resolved by the court.

The State employee opposition in Albany took the form of rallies at the Campus and other State offices in Albany and daily mass protests and picketing at the locations where the permits were being sold.

CSEA officials are awaiting a decision from the State Office of Employee Relations on the fourth-stage contract grievance it had filed. "If the decision is unfavorable," a CSEA spokesman said, "We will immediately call for arbitration under the final stage of our grievance procedure."

CSEA leaders called on all State employees who will be affected by the parking fee to "stick together" and not buy permits, and told them that CSEA "will support them in every way possible."

In a related incident, a State employee at the State Labor Department on the Campus was arrested last week by Capital Buildings Police on charges of disorderly conduct while he was peacefully demonstrating with fellow employees against the sale of the permits. CSEA immedi-

ately went to the employee's defense. He was represented in Albany Police Court by CSEA attorney Sam Jacobs, and, as The Leader was going to press, it was learned that the charges against the worker had been dismissed.

Albany Police Court Judge Michael Tepedino dismissed the

charges after Jacobs had traced the history of the parking fee controversy, noting that the matter should have never reached court, but, instead, should have been resolved between CSEA and the State. Jacobs told the court that the employee had been exercising his right of peaceful protest.



ON THE DOTTED LINE — Kings Park State Hospital CSEA chapter president Joseph Aiello, seated right, signs negotiated agreement on local working conditions at the desk of hospital director Dr. Shepherd Nathan. Looking on are, standing from left: James Jewell of CSEA, Deputy hospital director for administration Morris Keller, and Gwen Colquhoun of CSEA. Field representative Nicholas Policino was not available for photo.

To Governor's Staff

ALBANY—John P. Harcourt, Jr., 30, of Menands, has been appointed assistant secretary to the Governor at \$30,000.

Until his new appointment, Harcourt had been serving as special assistant for appointments and as program associate on the Governor's staff.

Proclaim Civil Service Employees Week In Rockland County

ORANGEBURG—The week of Sept. 10 to 16 has been proclaimed Civil Service Employees Week by the Rockland County Legislature.

The proclamation, as signed by Herschel Greenbaum, chairman of the Rockland County Legislature, read as follows:

WHEREAS, the Legislature of the County of Rockland, State of New York, is desirous of calling

attention to the contribution made to the continuance of good government of Rockland County by Civil Service Employees of said County; and

WHEREAS, the Legislature of Rockland County, equally desirous of expressing its gratitude to the Civil Service Employees of said County for their loyal and devoted service to said County; and

WHEREAS, the Legislature of Rockland County is equally desirous of making the public of Rockland County aware of the continued contribution of the Civil Service Employees of said County; and

WHEREAS, governmental employees number in the thousands in Rockland County considering State employees, employees at State hospitals, school district

Establish Health Insurance Transfer Period To Cover Employees Between Options

ALBANY—The president of the New York State Civil Service Commission has announced that as a result of the agreement negotiated with the Civil Service Employees Assn. last April, a health insurance transfer period has been established from Oct. 1 through Dec. 31, 1972, for the State Health Insurance Program.

During the period, employees and retirees of the State and participating subdivisions will be permitted to transfer from the coverage under which they are

presently enrolled to any other option available to them in their areas of residence. There will be no age restriction on transfers and no minimum period of enrollment will be required.

Waiting Periods

When an enrollee transfers to another option, his status under his NEW coverage on the effective date of the transfer will be the same as that of a new enrollee in that coverage. THIS MEANS THAT THE WAITING PERIODS FOR EXISTING CONFINEMENTS OR PREGNANCIES APPLICABLE UNDER THE NEW COVERAGE WILL BE IN EFFECT. His status under his FORMER coverage will be the same as that of an enrollee who has terminated his coverage; that is, he will be eligible for those benefits his former option provides after the end of coverage. HOWEVER, ENROLLEES SHOULD NOTE THAT HIP PROVIDES NO BENEFITS AFTER COVERAGE HAS CEASED. THUS, IF AN EMPLOYEE ENROLLED IN THE HIP OPTION TRANSFERS TO THE STATEWIDE PLAN AND HIS WIFE IS PREGNANT ON THE EFFECTIVE DATE OF TRANSFER, HE WILL RECEIVE NO BENEFITS FOR PHYSICIANS' CHARGES FROM EITHER THE HIP OPTION OR THE STATEWIDE PLAN. The only benefit available will be a Blue Cross allowance toward the hospital charge. On the other hand an employee transferring from the Statewide Plan to either the HIP or GHI Option would be eligible for the terminal benefits of that option.

Any enrollee with an existing disability or medical problem should check carefully to determine whether or not a transfer of coverage options will affect him unfavorably. Any enrollee considering transfer should familiarize himself with both the benefits presently available to him as well as the benefits available under his new coverage. Detailed information may be found in the booklet "Health Insurance for You and Your Dependents" which has been issued to all employees. This booklet also contains a comparison chart of the three types of programs.

Dates of Coverage

Effective dates of coverage for active State employees will be the first day of the pay period following the second pay day on which deductions have been taken at the rate for the new coverage. The effective date of coverage for active employees of participating subdivisions will be the first day of the month for which payments at the rate for the new coverage have been submitted to the Employee Insurance Section.

Application forms for transfer as well as instruction for their use may be obtained from employees' business or personnel offices.

Syracuse Retirees Elect John Tanzi, To Meet Sept. 13

SYRACUSE—John Hanzi, of Auburn, was recently elected president of the newly formed Syracuse Area Retirees' chapter of the Civil Service Employees Assn., which includes members of Cayuga, Onondaga and Oswego Counties.

Other officers elected to serve with Tanzi are Thomas Ranger of Syracuse as vice-president, Harry Dillon of Auburn as treasurer and Doris LeFever of Syracuse as secretary.

The following members were elected to the executive council: Jacob Knost of Oswego, Mary Pogue and Robert Clift of Syracuse, and Edward Ryan and Harold Culver of Auburn.

All members are invited to attend the next chapter meeting at the First Floor Hearing Room, State Office Bldg., Syracuse, at 2 p.m. on Sept. 13.

employees, County and Community College employees, town and village employees, and a limited number of Federal employees.

NOW THEREFORE, I, Herschel Greenbaum, Chairman of the Legislature of Rockland County, do proclaim the week of September 10 to September 16, 1972 as Civil Service Employees Week in the County of Rockland, State of New York.

Taxation & Finance Negotiating Team Holds First Meeting

ALBANY—The Civil Service Employees Assn. Taxation and Finance Departmental negotiating team held its first meeting recently with officials of the department at the State Campus.

John A. Conoby, CSEA collective bargaining specialist, advises Tax and Finance employees that there is still time for them to submit ideas and suggestions affecting their terms and conditions of employment on a department level. All correspondence should be sent to Tax and Finance Negotiating Committee, CSEA, 33 Elk St., Albany, N.Y.

Members of the committee are Robert Miller, Luke Whalen, Frank Sanders, John Daley, Santa Orsino, Hazel VanTassell, Ben Lipkin, Jack Dougherty, Mary Henzel and Mary Carnibucci.



Proclamation designating Sept. 10 to 16 as Civil Service Employees Week in Rockland County is viewed by, from left, John Long, vice-president of State Rehabilitation Hospital chapter at West Haverstraw; John F. Mauro, Rockland County chapter representative to Board of Directors; Herschel Greenbaum, chairman of Rockland County Legislature; Albert Lowry, president of Rockland County chapter; George Celentano, president of Rockland State Hospital chapter, and Flip Amodio, CSEA field representative.

Many Options For Asst's In U.S. Technical Series

Many fields of specialization are open to candidates for technical assistant, a U.S. government title that covers trainee-level positions in agriculture, biology, data processing, engineering, medicine and other areas. Starting salary is \$6,202, rising to \$8,065.

No written exam is required, but applicants must meet specified standards of experience or training as indicated below.

How To Qualify

Alternate qualifications include the following:

- Completion of two years of study above the high school level—in a community college, specialized training school, technical institute, or four-year college, with at least 24 credits in engineering, drafting, math or one of the sciences;
- Two years of work history in

the biological, medical or physical sciences "or in allied fields of work which provided knowledge of the equipment, methods and practices used in technical assistant positions, including six months of technician-type experience":

- A combination of the experience and training described above.

A special set of requirements has been set for those wishing to pursue computer positions:

- Completion of two years of study beyond high school which must have included 12 hours of data processing courses, or
- Completion of computer course of 800 hours or more, at least 300 hours of which featured "hands on" computer training; or
- Two years of operating experience of devices such as electric accounting machines, sorters, tabulators, calculators, card punch, or other wired business office machines.

Clerical Option

The USCSC pointed out that "general clerical experience" may be used as a substitute for up to one year of the experience requirement. The Commission also said that candidates not able to meet the time stipulation but who believe they can "demonstrate their aptitude for computer work" can follow the route of the Junior Federal Assistant Series written test, offered under Announcement No. 411.

Students may apply within nine months of graduation if they expect to meet the requirements on receipt of a degree.

Persons who have received the specified training in military service or under antipoverty programs are also encouraged to file.

Thirty typical occupations are given in the announcement for technical assistant:

Biological technicians; cartographic technician; computer technician; construction inspec-

tor; dental hygienist; dental lab technician; engineering draftsman; engineering technician; electronics technician.

Also, forestry technician; geodetic technician; health aid; industrial engineering technician; mathematics technician; medical machine technician; medical radiology technician; meteorological technician.

Others include: nursing assistant; office draftsman; park technician; pathology technician; pharmacy assistant; physical science technician; range technician; rehabilitation assistant; environmental health technician; soil conservation technician, and surveying technician.

Jobs are located in Federal agencies throughout the United States and Puerto Rico, in laboratories, research centers, hospitals, arsenals and shipyards at the local, regional and national level. Career ladders exist for many of the positions and promotional opportunities are considered good.

For information on filing, refer to the "Where to Apply" column on page 15.

To Appoint 88 Housing Firemen

Eighty-eight appointments to housing fireman are planned by the City Housing Authority. It was learned last week, from the open competitive eligible list of Aug. 30, 1972. So far, 82 eligibles, between the numbers of 1 and 71 on that list, have been certified to be considered for hiring. The appointments to this \$5,700 title, to replace provisionals, must be made by Oct. 2.

Eligibles

(Continued from Page 5)

Herbert Lehman College

1 Muriel M Dalton, Evelyn W Hutter, Mable A Rotchford, Sybil E Gooden, Ida P Flalkin, Dorothy Holland, Louise G Stuetley, Grace L Berry, Mary Pliskin, Esther Greenberg.

Higher Education

1 Myron M Galewski, Beatrice Adelman, Henrietta Venetianer, Joan M Donlan, Margaret C Lee.

York College

1 Anita W Slavyn, Ruth Allen, Ruth Papa, Jeanne W Levy, Teresa S Wynne, Ann Bonet, Ruth Kruh.

Queens College

1 Gertrude Glassman, Lottie Mitchell, Helen R Adlerstein, Evelyn L Berg, Harriet R McGrath, Miriam Corn, Ruth E Brodie, Evelyn Nagdimon, Lillian Forman, Ruth G Hollander, Muriel Holden, Norma Ross, Anne L Novack, Rose S Wacks, Florence Barry, Anne Pelner, Estelle J Sobel, Barbara Ratnofsky, Cella S Green, Helen S Friedman.

21 Jeanne Sokol, Helen Bloom, Norma Bloom, Lillian Goldstein, Nettie Osofsky, Dorothy Bernstein, Florence B Friedman, Mollie Mervis, Julia K Rosenfeld, Claire Lotner, Martha C Glazer, Lillian Wiener.

Bernard Baruch College

1 Evan G Mitchell, Audrey L Thomas, Frances N Tiernan, Dorothy M Rocco, Jerry Tepper.

Manhattan Community College

1 Muriel M Green, Dorothy Fielscher, Betty W Harris.

Taxi Dispatchers

The titles of taxi and limousine dispatcher and senior taxi and limousine dispatcher have been classified in the competitive class, Rule XI, it was announced by the City Civil Service Commission last week.

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MIDTOWN CENTURY'S BALDWIN 141 W. 41 ST. BAR HARBOR MADISON SQUARE OUTING LAUREL 100 W. 4th Ave. LEWITOWN 141 W. 41 ST.	MIDTOWN MINEOLA MINEOLA PLAYHOUSE MIDTOWN TWIN SOUTH MIDTOWN VALLEY STREAM 141 W. 41 ST.	WESTCHESTER BRANDT'S CINEMA HARRISON RKO KEITH'S 100 W. 4th Ave. BRANDT'S PARKWAY MIDTOWN RKO PROCTOR'S TUNING	SUPPERS DEER PARK OLIVER HILL EAST ISLIP GREENPOND HAUPPAUGE SHIRLEY #1 SHIRLEY #2 SUNRISE D.I. 3 VILLAGE EAST ISLIP	

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showcase seventeen



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The Dual auto/manual turntable and Pickering Dustmatic cartridge will make your records sound as close to a concert hall as you can get without buying a ticket. And what's more, the Dual record handling system will add years to the life of your records.

The HP-610A has features that appeal to the most discerning audiophile—tape monitor inputs (so you can adapt to SQ four channel), recording outputs for two tape decks, plus a unique tape to tape dubbing switch. A full 66W (EIA) of music power drive the SONY SS-610 3-way speakers with individual woofers, tweeters and mid-range drivers, for a wide frequency response. And for the eye, the unit is housed in a handsome wood grain hardwood cabinet with matching speaker enclosures.

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Special Procedures Set For 40,000 U.S. Retirees Expecting 4.8% Cost-Of-Living Increase

With the first wave of an anticipated 40,000-plus retirement claims already being processed, the U.S. Civil Service Commission has set up special operating procedures and temporarily bolstered its staff to handle the massive caseload.

Federal employees who retired on or before June 30 are eligible to receive a 4.8 percent cost of living increase triggered by a rise in the Consumer Price Index. Normally, about 5,000 Federal employees retire each month and claims are fully processed in 30 to 60 days. Even with the huge bulge, Commission officials expect to beat that time frame in getting checks going to annuitants through the use of special payments. Final adjudication of

many claims will take somewhat longer.

Andrew E. Ruddock, director of the Commission's Bureau of Retirement, Insurance and Occupational Health, outlined special steps being taken to handle the load and the procedures involved.

Records of an employee's service, salary, and retirement deductions are maintained by his employing agency. They are forwarded to the Commission, with his retirement application, after the agency pays his final salary—usually 20 to 30 days after the date of retirement.

The first thing the Commission does when it receives a retirement claim is to notify the applicant of its receipt and of the claim number assigned to him. At the same time, the Com-

mission notifies the health insurance carrier that the employee has shifted to the retirement rolls and coverage is maintained.

Next, the Commission obtains all records of prior Federal employment from its records center. The claim is then ready for special payment, which consists of issuing a check based on a conservative estimate of the annuity due. The first special payment is made in the vast majority of cases within 10 days after receipt of the application. Additional special payments are made monthly until the exact amount of annuity has been computed. Any differences between special payments and the exact amount due are then adjusted.

Despite the unusually high workloads created by June retirements, the Commission expects to complete final adjudication of most of the 40,000-plus claims within a few months, and to be operating on a current basis by late fall.

Ruddock advises the newly retired to do the following in the event something goes wrong: If not informed by the Commission within 30 days after the last paycheck was received that the record has been obtained and a claim number assigned, the retiree should ask the personnel office of the agency in which he worked to check the agency payroll center to see if the claim has been forwarded to the Commission. If it has, he should request that the agency furnish him the number and date of the Register of Separations and Transfers used to transit the claim to the Commission. This information will enable the Commission to locate the claim quickly.

Retirement queries can be made by writing the Commission at 1900 E St., NW., Washington, D.C. 20415, or by calling (AC 202) 632-5550. Help can also be obtained by contacting Commission regional and area offices around the country.

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LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX, NICHOLAS KAKOULIDES, Plaintiff, against EUTHIMIA XANTHOPOULOU SARRIDOU KAKOULIDES, Defendant. Index No. 4933, 1972. — Plaintiff designates Bronx County as the place of trial. The basis of the venue is Plaintiff resides in Bronx County.

SUMMONS WITH NOTICE. — Plaintiff resides at 2234 Haviland Avenue, Country of Bronx.

ACTION FOR A DIVORCE.

To the above named Defendant, YOU ARE HEREBY SUMMONED to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear, judgment will be taken against you by default for the relief demanded in the notice set forth below upon the termination of conciliation proceedings or 120 days after filing of a Notice of Commencement of this action with the Conciliation Bureau, whichever is sooner. Dated, June 12, 1972.

ARNOLD E. BRUNO,
Attorney for Plaintiff
Office and Post Office Address
1 Rockefeller Plaza
New York, New York 10020
765-1370

NOTICE: The object of this action is to obtain a judgment of divorce dissolving the marriage between the parties on the grounds of the defendant's abandonment of this plaintiff.

The relief sought is a judgment of absolute divorce in favor of the plaintiff dissolving forever the bonds of matrimony between the parties in this action. TO THE ABOVE NAMED DEFENDANT:

The foregoing summons is served upon you by publication pursuant to an order dated the 11th day of August, 1972 of the Hon. GEORGE POSTEL, a Justice of the Supreme Court of the State of New York and filed along with the supporting papers in the office of the Clerk of Bronx County. This action is for absolute divorce on the ground of abandonment.

Dated: August 23, 1972.
ARNOLD E. BRUNO,
Attorney for Plaintiff
Office and Post Office Address
1 Rockefeller Plaza
New York, New York 10020
765-1370

Process Server, Computer Jobs Now Open For Filing

Twenty-nine State titles open to the general public are now available to applicants, and remain so through October 9.

Several of the posts—process server and computer operator in particular—have generally easy-to-obtain requirements and are expected to draw in a substantial number of candidates.

Process server jobs, for example, require that the applicant have only a high school diploma or equivalency. Substitutions include office, industrial, supervisory or military experience (accepted for high school on a year-for-year basis).

Computer Posts

Another popular job in the series, for which Nov. 11 tests have been slated, is electronic computer operator. This \$7,586 post calls for six months of either training or experience in running a computer.

Other prime attractions are Insurance Fund representative trainee I and II and the title of hearing representative.

All State positions have exam notices giving detailed information. These may be secured from the Department of Civil Service; see the "Where to Apply" column on page 15 of The Leader for how to apply.

The alphabetical list of the 29 State titles follow:

Accountant, Senior - Employment Security (\$11,929): Must have bachelor's — including 24 credits in accounting, plus one year of professional experience; four openings in Albany. More data in Announcement No. 23-659.

Accountant, Associate - Health (\$15,512): Must have bachelors — including 24 credits in accounting, plus three years of professional experience; openings statewide. More data in Announcement No. 23-686.

Accountant, Senior - Health (\$11,929): Must have bachelors — including 24 credits in accounting, plus one year of professional experience; openings statewide. More data in Announcement No. 23-685.

Analytical Chemist, Associate (\$15,512): Must have bachelor's in chemistry, plus four years of relevant experience; one vacancy in Albany. More data in Announcement No. 23-650.

Chemist, Associate (\$15,512): Must have bachelor's in chemistry, plus five years of professional experience; two vacancies in Brooklyn. More data in Announcement No. 23-655.

Chemist, Senior (\$11,929): Must have bachelor's in chemistry, plus three years professional experience; three vacancies in Brooklyn. More data in Announcement No. 23-656.

Compensation Claims Examiner (\$9,535): Must have bachelor's degree, or two years of college plus two years of relevant experience, or high school diploma plus four years of relevant experience; vacancies throughout state. More data in Announcement No. 23-661.

Draftsman, Principal - Architectural (\$10,089): Must have three years of architectural drafting experience plus two years of other drafting experi-

ence or training; openings in New York City and Albany. More data in Announcement No. 23-663.

Draftsman, Senior - Architectural (\$8,057): Must have one year of relevant experience plus two years of similar experience or training; openings in Brooklyn, New York City and Albany. More data in Announcement No. 23-664.

Electronic Computer Operator (\$7,586): Must have six months of relevant experience, or six months of training in computer operations; openings are statewide. More data in Announcement No. 23-642.

Golf Course Maintenance Supervisor B (\$8,497): Must have three years of relevant experience, with appropriate courses allowed as a substitution on year-for-year basis; one opening in St. Lawrence State Park. More data in Announcement No. 23-657.

Hydroelectric Operator (\$8,037): Must have four years of apprenticeship, or two years of study and two years of relevant experience; vacancies at Crescent and Vischer's Ferry. More data in Announcement No. 23-639.

Hydroelectric Operator, Head (\$10,665): Must have four years of relevant experience; openings at Crescent and Vischer's Ferry. More data in Announcement No. 23-641.

Hydroelectric Operator, Senior (\$9,005): Must have three years of relevant experience; openings at Crescent and Vischer's Ferry. More data in Announcement No. 23-640.

Insurance Fund Hearing Trainee I (\$9,205): Must have bachelor's or one year of relevant experience before administrative boards, or two years of generalized experience; openings in New York City. More data in Announcement No. 23-662. Trainee II (\$10,707) and Hearing Representative (\$12,129) detailed in same announcement.

Librarian, Senior - Various Specialties (Salary Varies): Must have five years of college training, one in professional library training, plus four years of pertinent experience. Specialties are in adult services, audio-visual services, children's services, reference services, technical proces-

sing, young adult services, and other specialties. More data in Announcement Nos. 23-672 through 23-678.

Library Director II/Assistant Library Director I: Must have similar training to librarians plus four years of experience. More data in Announcement No. 23-670.

Library Director III/Assistant Library Director II: Must have similar training to librarians plus six years of experience. More data in Announcement No. 23-671.

Process Server (\$5,742): Must have high school diploma or equivalency; however, office, supervisory or military experience may be substituted. More data in Announcement No. 23-665.

Sanitary Chemist, Senior (\$11,929): Must have bachelor's in chemistry plus three years of relevant experience, or associate's in chemistry plus five years of similar experience; one opening in West Coxsackie. More data in Announcement No. 23-653.

Ski Center Maintenance Supervisor (\$10,089): Must have (Continued on Page 15)

Car For Sale

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POLICEMAN WANTED. Small Village in up-state New York looking for experienced policeman. Excellent working conditions, all paid benefits, salary open. Reply, submitting resume and salary desired, c/o Village Clerk, Village of Millbrook, Millbrook, N.Y. 12545.

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Correction Awards Day

Fifty-nine New York City correction officers were presented with medals at the fifth annual award ceremonies of the Department of Correction held Sept. 7 in City Hall Plaza.

The medals for heroism were presented by Mayor John V. Lindsay at the outdoor ceremonies, which were also attended by Correction Commissioner Benjamin J. Malcolm and other dignitaries.

Commendations and/or Meritorious Service Medals were presented to: Peter Beekman, Roy Calderwood, Robert Colon, Walter Cooper, Francis X. Dolan, Michael Fasano, Nelson Fuentes, John R. Heinrich, Clarence Jenkins, Frank P. Jost, Robert Lange, Robert Langer, Auriello Luparelli, Willie Mandoza, James Noone, Martin Owens, Salvatore Portillo, Louis

O. Smith, Arthur Sosa, John Spina, Walter Stewart, Earl Toulon, Fernando Vargas.

Thomas Belli, Gerard Capobianco, James Carter, Willie Clark, Robert Colon, Hamilton Corley, Dennis Cowan, Anthony Curreri, Francis X. Dolan, Andrew Downey, Henry Ellison, Dominick Ferrante, Angelo Giancola, John Green, Norman Hyman, Vera L. King, Clayton E. Jemmot, George Lauro, Leonard Manzo, Jose Martinez, Thomas Miller, Thomas O'Connor, William O'Donnell, Israel Quiles, Louis O. Smith, Anthony Timko, Earl Toulon, Fernando Vargas.

Receiving honorable mention were Randolph Burke, Francis X. Dolan, Joseph Gray, George Horton, Reginald McKissick, Louis A. Nigro, Emilio Restaino, Ernest Sacarello.

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Restructuring Phase I Will Bring Authority Closer To Grass Roots

When the Civil Service Employees Assn. has its Delegates Meeting in Rochester this month, the representative body will pass on Phases I, II and III of the report of the committee to restructure CSEA.

The final form of Phase I is reproduced by The Leader this week, with Phase II to appear in the next issue. Phase III, which has yet to be presented to the delegates, will be covered after the convention.

Phase I, dealing primarily with constitutional changes, was first presented to the delegates for informational purposes only at the September 1971 meeting in New York City. It was approved as amended in its first official reading at the March 1972 meeting at Kiamasha Lake. If approved again this month, it would be effective in time to implement a fully restructured CSEA by September 1973.

Major provisions of Phase I deal with the decentralization of authority within the Association, with regional presidents being elected by the general membership in each region to also serve concurrently as statewide vice-presidents. This would be in keeping with administrative decentralization that would provide regional offices and staffs to provide regional services under general coordination from Albany Headquarters.

The restructuring committee, under the chairmanship of statewide second vice-president A. Victor Costa, also includes John Adamski, S. Samuel Borelly, Charles Ecker, Ronald Friedman, George Koch, Salvatore Mogavero, Ernest Wagner and Jack Weisz.

In interpreting the information below, some deletions were made of material that has been referred to later phases (II and III) of the report. The original proposed changes are set in full-width boldface type. The indented lightface type beneath indicates amendments to the proposals and what portions of the constitution or bylaws are affected. In some cases parentheses are used to indicate the old wording, and these parentheses are followed by boldface of the new wording.

CSEA STATEWIDE STRUCTURE PROPOSAL A

SECTION 1. The Association shall be divided into six (6) areas as presently exist, each area to be known as region not a conference.

Order for printing (P. 97). Amends Constitution to read: Constitution and By-Laws change Regional Conferences to read Regions in all Articles and Sections of the Constitution and By-Laws.

SECTION 2. Each region shall be under the direction of the regional president.

Adds to Article 4, Sec. 5 of the Constitution, Sub-section A.

SECTION 3. Each region shall have its own respective regional office and staff as approved by the Board of Directors of the State Association.

Adds to Article 4, Sec. 5 of the Constitution, Sub-section B.

SECTION 4. The staff shall be under the supervision of the regional office manager presently known as regional field supervisor.

Amended by Mr. Jacobs, seconded by Mr. Bendet, as follows: Who shall be responsible to the Regional President. Adds to Article 4, Sec. 5 of the Constitution, Sub-section C (P. 194).

SECTION 5. Each office shall be staffed with a regional research analyst, regional public relations representative, regional political action and legislative analyst and appropriate clerical staff. All regional fieldmen and assistant fieldmen shall work from and report to the regional office.

Adds to Article 4, Sec. 5 of the Constitution, Sub-section D.

SECTION 7. All CSEA chapters, both county and state, shall belong to the regional office wherein they are located.

Adds to Article 4, Sec. 5 of the Constitution, Sub-section E.

SECTION 8. The six regions shall be known as follows and the regional office shall be located as follows:

Albany Region	Office — Albany, N.Y.
Buffalo Region	Office — Buffalo, N.Y.
Syracuse Region	Office — Syracuse, N.Y.
	with two (2) satellite offices—Canton and Binghamton
New York City Region	Office — New York City
Long Island Region	(To be decided)
Mid-Hudson Region	(To be decided)

If a region, due to geographical area, deems it necessary, it may petition the Board of Directors for approval for additional satellite office.

Adds to Article 4, Sec. 5 of the Constitution, Sub-section F.

SECTION 9. For proper administration, communication and adherence to Association policy each respective regional staff representative shall be deemed to be part of the Association Headquarters staff. For example: the regional public relations

representative shall be part of the public relations unit in Headquarters, thus being familiar with the general public relations program and reporting of the Association.

Adds to Article 4, Sec. 5 of the Constitution, Sub-section G.

SECTION 10. The elected Regional President (elected only by members within the region) shall be one of the Vice-Presidents of the Association.

Changes Article 4 of the Constitution, Section 4, Sub-paragraph A. (A Vice-President in consecutive order) shall be filled by the Executive Vice President.

Article 1 of the By-Laws, Section 2, Vice-Presidents.

(There shall be a First, Second, Third, Fourth and Fifth Vice-President. If the President is unable for any cause to act or if the office becomes vacant, one of the Vice-Presidents in the order above set forth shall temporarily perform the duties of the office.)

There shall be six (6) Vice-Presidents and an Executive Vice-President. If the President is unable for any cause to act, or if the office becomes vacant, the Executive Vice-President shall temporarily perform the duties of the office. In case of the inability of both the President and the Executive Vice-President to act, the Board of Directors shall then elect from the Vice-Presidents a President and an Executive Vice-President who shall perform the duties of the offices for the remainder of the term. The vacancy in the office of Secretary and Treasurer shall be filled for the remainder of the term by Board of Directors.

SECTION 11. Each region shall have what is to be called a regional executive board.

This now will become part of the Model Constitution for regions forwarded to the Charter Committee for implementation. (Recommended effective date — October 1, 1973.)

BOARD OF DIRECTORS PROPOSAL B

SECTION 1. The voting members of the Board of Directors shall be the President, Executive Vice-President, Secretary and Treasurer, and

(Note: In the case of the inability of the President to act or if there exists a vacancy in the Presidency, then the Executive Vice-President shall act as President. In case of the inability of both the President and Executive Vice-President to act or both offices vacant, then the Board of Directors shall elect from the Vice-Presidents a President and Executive Vice-President for the remainder of the term.)

Article 4, Sec. 4 of the Constitution—Officers, shall now read: The Officers of the Association shall be a President, an Executive Vice-President, the Regional Presidents as Vice-Presidents, a Secretary, and a Treasurer.

SECTION 2. The six Regional Presidents to be known as vice-presidents, and

SECTION 3. The immediate Association past President, and

SECTION 4. The chairman of each of the negotiating units. The negotiating units shall be: Operational, Administrative, Institutional, Scientific and Professional, and Law Enforcement, and

(The elected Chairman of each Negotiating Unit shall be Chairman of the Statewide Negotiating Teams.)

Article 4, Section 2 of the Constitution. Amended by Mr. Bendet and seconded. Amendment accepted (P. 231). Amended motion reads: The Chairman of each of the Negotiating Units shall be Operational, Administrative, Institutional, Scientific and Professional, Security or any other defined Negotiating Unit.

To be added to Article 4, Section 2 of the Constitution — "less than 100 on the preceding June 1, and the (Chairman of each Standing Committee) Chairman of each of the Negotiating Units.

SECTION 5. The County Executive Committee: at least one member from each county having a minimum membership of at least 250 and one additional member for each 10,000 members. The County Executive Committee shall select from its membership one director to represent counties not having the minimum membership, and

(NOTE: A new representative formula will be presented under Phase II).

Deferred to II-37.

SECTION 5B. The County Executive Committee shall select from its membership one director to be known as the Chairman of the County Executive Committee.

This proposal is an addition to the Constitution, Article 6, Section 1, to be known as Section 1 (a).

SECTION 6. The State Executive Committee shall consist of one member from each state department having a minimum membership of at least 250 members and one additional department representative for each 10,000 members or major part thereof, and

(NOTE: A new representative formula will be presented under Phase II).

Deferred to II-36.

SECTION 7. The State Executive Committee shall select from its members one director to be known as the Chairman of the State Executive Committee.

Change in the Constitution, Article 5, Section 1. "For each 10,000 members or major fraction thereof. The State Executive Committee shall elect from its members one director to be known as Chairman of the State Executive Committee. The State Executive Committee . . ."

SECTION 8. The Directors Committee shall consist of the officers, the six Regional Presidents, the Chairmen of the State and County Executive Committees and as many other members the Board deemed necessary, not to exceed 21. This Committee shall act upon the call of the President on matters of extreme emergency.

Adds to the Constitution, Article 4, Section 3. "Directors Committee. (The Board of Directors shall elect from its membership a Directors Committee, to consist of not less than seven and not more than 21 members) The Directors Committee shall consist of the Officers, the Regional Presidents, the Chairmen of the State and County Executive Committee and as many other members the Board deem necessary not to exceed 21. This Committee shall act upon the call of the President on matters of extreme emergency. "and such Directors Committee shall . . ."

SECTION 9. Non-voting members of the Board. There shall be on the Board of Directors the chairman of the insurance committee, legal committee, constitution and by-laws committee and retirees' committee, political and legislative, and convention. The chairman shall be appointed by the President and serve at his discretion but not to exceed his term of office. These shall be known as standing committees.

By-Laws — Article 5, Section 1. Old Section 1 is out. New Section 1 is in as proposed.

SECTION 10. No standing committee chairman shall introduce, second, debate, or vote on any action before the Board except on matters affecting his own committee report.

Amended to delete the words — or vote on. Amendment carried (P.238). Add to the Constitution, Article 4, Section 2. "Duly elected member of the Board of Directors." No Standing Committee Chairman shall introduce, second, debate any action before the Board except on matters affecting his own Committee report.

SECTION 11. Standing committee chairman shall only be in attendance at a Board meeting upon call of the President or to render a committee report. (Continued on Page 16)

Process Server

(Continued from Page 13)

Grade III sewage plant operator's license plus mechanical trades apprenticeship training and two years of relevant experience.

Supervisor of Park Operations (\$9,005): Must have two years of relevant experience; one opening in the Niagara State Park Region. More data in Announcement 23-654.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

Several City agencies do their own recruiting and hiring. They include: **Board of Education** (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060; **Health & Hospitals Corp.**, 125 Worth St., New York 1007, phone: 566-7002, NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 852-5000.

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

STATE—Regional offices of the Department of Civil Service are located at: 1350 Ave. of Americas, New York 10019; (phone: 765-9790 or 765-9791); State Office Campus, Albany, 12226; Suite 750, 1 W. Genesee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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

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

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 6 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.

LATEST ELIGIBLES ON STATE AND COUNTY LISTS

PRIN STENO
Test Held March 25, 1972
List Est. July 27, 1972

(Cont'd. From Previous Editions)

183 Featherstone M Amsterdam	76.9
184 Erwin J Cheektowaga	76.9
185 Rao M Albany	76.9
186 Schwemmer I Buffalo	76.9
187 Barton J Syracuse	76.9
188 Bourke C Troy	76.8
189 Digregorio B Clay	76.8
190 Hunter K Selkirk	76.7
191 Germain M Watervliet	76.7
192 Stowell A Syracuse	76.7
193 Murphy E Wantagh	76.7
194 Arwell D Rome	76.5
195 Aloj J Rochester	76.5
196 Lituchy C Troy	76.4
197 O'Farrell M Fayetteville	76.4
198 Langley W Ovid	76.3
199 Howe W Ballston Lk	76.3
200 Wozniak L Schenectady	76.3
201 Sogruue M Schenectady	76.3
202 Wyatt L Buffalo	76.3
203 Boyer J Albany	76.2
204 Wilkinson M Albany	76.2
205 Stevenson E Old Bethpage	76.2
206 Targon E Sound Beach	76.2
207 Walther A Schenectady	76.1
208 Zanella D Albany	76.1
209 Mineau M Albany	76.1
210 Petronis E Albany	76.1
211 Carroll M Coxsackie	76.1
212 Kauffman B Buffalo	76.0
213 Clark F Elmira	76.0
214 Krakuzeski D Camillus	76.0
215 Watson M Rome	76.0
216 Wendrem B Albany	76.0
217 Yard J Brooklyn	76.0
218 Carlson E New York	75.9
219 Guiry S Albany	75.9
220 Codrucci C Saratoga Spg	75.9
221 Lowke M Buffalo	75.9
222 Rizzo M Albany	75.9
223 Langley J Amsterdam	75.8
224 Retzer C Amherst	75.8
225 Olivo F Middle Is	75.8
226 Domres D West Seneca	75.7
227 Pawlowski M Endwell	75.7
228 Murphy E Dix Hills	75.7
229 Larner D Albany	75.7
230 Askew H Glenmont	75.7
231 Hinchey S Mechanicville	75.7
232 Wagat G Albany	75.7
233 Bachman C Waterloo	75.7
234 Knapp T Brockport	75.7
235 Tutbill A Rochester	75.7
236 Fox A Albany	75.7
237 Burgess M West Seneca	75.7
238 Easter P Syracuse	75.6
239 Laubengayer E Ithaca	75.6
240 Manseau J Cohoes	75.6
241 Rynearson C Binghamton	75.5
242 Walker L Wyandanch	75.5
243 Leibman L Albany	75.5
244 Grasso H Baldwin	75.4
245 Fabbio D Utica	75.4
246 Weber M Flushing	75.4
247 Console P Albany	75.4
248 Martin C Schenectady	75.4
249 Godio P Troy	75.4
250 Luther D Troy	75.3
251 Northcutt V Albany	75.3
252 Strauch S Freehold	75.3
253 McMaster L Nunda	75.3
254 Kepner G W Sand Lake	75.2
255 Orlovsky S Endwell	75.2
256 Yakubec M Schenectady	75.2
257 Fitzmaurice M Schenectady	75.1
258 Pannitti G Rensselaer	75.1
259 Lewis V Albany	75.1
260 Lavigna C Stillwater	75.1
261 Stolzman J Depew	75.1
262 Moser A L I City	75.0
263 Mealy C Binghamton	75.0
264 Westphal J Schenectady	75.0
265 Drozdal R Albany	75.0
266 Gordon A New York	75.0
267 Finger K Buffalo	74.9
268 Messenger D Albany	74.9
269 Antoniadis H Syracuse	74.8
270 Robarge K Syracuse	74.8
271 Goldberg S Albany	74.8
272 Larkin A Middletown	74.8
273 Champine C Elmira	74.7
274 Cary L Coxsackie	74.7
275 Herne S Albany	74.7
276 Cook J Albany	74.7
277 Linville D Binghamton	74.7
278 Miller M Kings Park	74.6
279 McNair J Syracuse	74.5
280 Kinney T Rexford	74.5
281 Postoian D Watervliet	74.5
282 Salvagni G Mechanicville	74.5
283 Duell R Fr Edward	74.5
284 Roberts F Palenville	74.5
285 Sharpe A Albany	74.5
286 Banker S Rochester	74.4
287 Sadek A Buffalo	74.4
288 Kennedy M Buffalo	74.4
289 Weijola M Castleton	74.4
290 Slupski D Troy	74.4
291 Dickert M Albany	74.4
292 Hill M Delmar	74.3
293 Clifford E Queens Vill	74.3
294 Cambria C Amityville	74.3
295 Bufano J Highland	74.3
296 Horning U Worcester	74.3
297 Blanchfield B Albany	74.3
298 Flanagan M Waterford	74.3
299 Carlascio I Latham	74.3
300 Acker D E Greenbush	74.3
301 Whittam E Averill Park	74.3
302 Hohl P Buffalo	74.2
303 Lind M Ovid	74.2
304 Scadura V Albany	74.2
305 Freed J Albany	74.2
306 Sullivan M Albany	74.1
307 Pacer S Depew	74.1
308 Massaro A Albany	74.0
309 Braun R Staten Is	74.0
310 Deliganis J Albany	74.0
311 Hammond S Kingston	74.0
312 Zanotta A Albany	74.0
313 Rafferty D Albany	74.0
314 Mills J Rexford	73.9
315 Knapp G Harpursville	73.9
316 Vendini J Albany	73.9
317 Hryczuk E Cohoes	73.9
318 Miller I New York	73.9
319 Goodsite A Rochester	73.9
320 Topp N Syracuse	73.8
321 Wright G Roosick Pl	73.8
322 Young B E Branch	73.8

323 Hall V Albany	73.8
324 Toppall P Albany	73.7
326 Caruso B Bohemia	73.7
326 Peterson R Albany	73.7
327 O'Hearn B Hamburg	73.7
328 Buddenhagen L Schenectady	73.6
329 Burkhard K Albany	73.6
330 Smith B Napanoch	73.5
331 Miller D Schenectady	73.5
332 Carpenter J Scotia	73.5
333 Kuczkowski M Buffalo	73.5
334 Kandoian M Albany	73.5
335 Sickles F Watervliet	73.4
336 Maxion P Albany	73.4
337 Gleeson R Albany	73.4
338 Liepshutz S Albany	73.4
339 Partlow M Albany	73.4
340 Beecher N Harpursville	73.3
341 Solowski D Waterford	73.3
342 Vignars L Watervliet	73.3
343 Holgado E Oswego	73.3
344 Rosenberg R Albany	73.2
345 Leonardini V New York	73.1
346 Emmanuel B Corona	73.1
347 Bionse N Chatham	73.1
348 Ernst J W Sand Lake	73.1
349 Dugan A Albany	73.1
350 Tygert P Amherst	73.1
351 Reilly A Babylon	73.0
352 Ostempowski F Buffalo	73.0
353 Collins E Schenectady	73.0
354 Sweet P Lodi	73.0
355 Carucci V Massapqua Pk	73.0
356 Altamari L Watervliet	73.0
357 Smith A Albany	72.9
358 Roaldsen M Eas Islip	72.9
359 Getz L Rensselaer	72.9
360 Bromirski S Albany	72.9
361 Raines E Tonawanda	72.9
362 Dugan M Selkirk	72.7
363 Farry D Schenectady	72.7
364 Valle J Albany	72.7
365 Graves G Albany	72.7
366 McGrath F N Babylon	72.7
367 Dobbs D Schenectady	72.6
368 Torda A Albany	72.5
369 Lozo J Delmar	72.5
370 Ford K Staten Is	72.3
371 Hevesi E Harrison	72.3
372 Main D Brooklyn	72.3
373 Borek S NY Mills	72.3
374 Hertzman S E Schodack	72.3
375 Brinson S Rochester	72.3
376 Lanigra A N Syracuse	72.3
377 Welczka M Albany	72.2
378 Berlin S Brooklyn	72.2
379 Benway G Albany	72.2
380 Johnson M Buffalo	72.2
381 Ferlazzo L Brooklyn	72.2
382 Pirri P Albany	72.2
383 Kulpinski D Lackawanna	72.2
384 Lorini M Jamesville	72.2
385 Rudolph J Selkirk	72.1
386 House J Albany	72.1
387 Osswald N Hudson	72.1
388 Melfi M N Syracuse	72.0
389 Stanley P Averill Park	72.0
390 Calabotta D Buffalo	72.0
391 Baura S New York	71.9
392 Justen S West Lebanon	71.9
393 Roulier C Albany	71.9
394 Rooney S Albany	71.9
395 Karchesky S Amsterdam	71.9
396 Teal M Albany	71.9
397 Kennedy I Albany	71.9
398 Carr M Albany	71.9
399 Augustyn L Buffalo	71.9
400 Maher K E Amherst	71.9
401 Bonesteel C Schenectady	71.8
402 Hartnet L Troy	71.8
403 Chrisko C Albany	71.7
404 Concolino R Rensselaer	71.7
405 Connors D Altamont	71.7
406 Marzafiero S Ballston Spa	71.7
407 Nestor K Ballston Spa	71.7
408 Nelsen M Voorheesvil	71.6
409 Furlong M Latham	71.6
410 Vanevera N Albany	71.6
411 Berlove R Rochester	71.6
412 Carizone J Albany	71.5
413 Hardiman K Bronx	71.5
414 Vadakin S Albany	71.3
415 Hughes B Troy	71.3
416 Mullen M Nedrow	71.3
417 Urban A Albany	71.3
418 Bumstead L Albany	71.2
419 Dallaird C Troy	71.2
420 Pacourek C Holbrook	71.2
421 Poorman M Camillus	71.1
422 Rizzo E Albany	71.0
423 Burch J Buffalo	70.9
424 Selvaggio L S Hempstead	70.9
425 Gross M Albany	70.8
426 Nicolosi L Bethpage	70.8
427 Collins M Albany	70.7
428 Livingston M Lake George	70.7
429 Peat D Waterford	70.7
430 Smith L Rensselaer	70.7
431 Johnson R Buffalo	70.7
432 Schuff K Albany	70.7
433 Brady A Rensselaer	70.6
434 Grimm H Peersburg	70.6
435 Campoli S Albany	70.6
436 Labier K Schenectady	70.5
437 Sluzarenco C Nyack	70.4
438 Marinich A Johnson City	70.4
439 Lasky C Troy	70.3
440 Rogers M Altamont	70.3
441 Matichak M Elmira	70.2

PRIN STAT CLK
Test Held March 25, 1972
List Est. July 21, '72

1 Spero R Bx	92.0
2 Lacondre R Jamaica	87.6
3 Adler E Cobleskill	86.9
4 Randles R Albany	85.7
5 Young B Branch	84.8
6 Allen M Amsterdam	84.3
7 Berard D Schenectady	83.8
8 Vosburgh S Selkirk	83.3
9 Aramczyk E Cohoes	83.0
10 Connally S Sand Lake	82.8
11 Bayly B Watervliet	82.7
12 Swede T Schenectady	82.5
13 Zeh R Slingerlands	82.3
14 Olan H Brentwood	82.2
15 Palkovic I Schenectady	82.0
16 Hogaa R Loudonville	81.7
17 Meyerberg R Bklyn	81.5
18 Shaffer R Plattsburgh	81.4
19 Applebaum W Bklyn	81.1
20 Guyer F Albany	80.1

21 Sadowski J Mechanicvil	79.8
22 Burke G Saratoga Spg	79.8
23 Lance B Albany	78.8
24 Montgomery D Coron	78.7
25 Polansky N Menands	78.6
26 Pacourek S Holbrook	78.2
27 Forman H Bx	78.1
28 March D Schenectady	78.1
29 Harnish S Schenectady	77.9
30 Langley J Amsterdam	77.8
31 Seymour C Loudonville	77.7
32 Welch K Menands	77.6
33 Wilkie P Selkirk	76.6
34 Malkiewicz M Amsterdam	76.4
35 Marcus R Albany	76.0
36 Perrino V Ballston Spa	75.9
37 Farrell S Amsterdam	75.5
38 Partlow M Albany	75.4
39 Vignars L Watervliet	75.3
40 Greenfield H Lake Grove	75.2
41 Ucci J Albany	75.1
42 Cohen A Troy	74.9
43 Cahill M Schenectady	74.8
44 Mellentine C Tonawanda	74.6
45 Grayson K Jamaica	74.5
46 Gardner R Rensselaer	74.4
47 Foley R Troy	74.3
48 Cooca C Wynantskill	74.1
49 Stack M Schenectady	74.0
50 Baker E Hornell	73.7
51 Rowley T Albany	73.7
52 Sullivan J Saratoga Spg	73.4
53 Chiplock M Troy	73.4
54 Lloyd D Albany	73.3
55 Hurley B Albany	73.3
56 Ebert J Saratoga Spg	73.1
57 Jeffers C NY	73.0
58 Cherry F Latham	72.9
59 Jordan P Rensselaer	72.8
60 Mead C Watervliet	72.8
61 Greenberg G Bx	72.8
62 Lavigne P Troy	72.6
63 Kennedy T Troy	72.5
64 Buckley C Cohoes	72.4
65 Luther D Troy	72.3
66 Dickinson G Waterford	72.2
67 Sidoti J Flushing	72.2
68 Clyne L Rensselaer	72.1
69 Crooks E Staten Is	72.0
70 Imstrey L Albany	71.7
71 O'Neil J Troy	71.7
72 Durkin R NY	71.5
73 Fribourg D Albany	71.3
74 Jepson V Mechanicvil	71.3
75 Kulbako M Schenectady	71.3
76 Tagliento D E Greenbush	71.3
77 Shurtleff J Schenectady	71.2
78 Burns P Albany	70.9
79 Gusberti D Watervliet	70.6
80 Hislop A Schenectady	70.4
81 Sann E Rensselaer	70.3
82 Garstrang H Averill Park	70.2

SR SMPLE SEC CLK SPAN SPKG
EXAM 34676
Test Held Feb. 26, '72
List Est. July 18, '72

1 Musse J Bklyn	92.9
2 Ortiz M Bklyn	91.0
3 Manger E Bklyn	87.0
4 Martinez A Bx	83.0
5 Cruz E NY	80.3
6 Martinez I Bx	80.3
7 Torres M Bx	78.4
8 Antalek S Voorheesvil	77.2
9 Sykora R Bay Shore	77.0
10 Fernandez A NY	75.9

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Ambassador
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ALBANY 489-4423
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GOVERNORS
MOTOR INN

STATE AND GOVERNMENT
EMPLOYEE RATES

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LUNCHEON AND DINNER.

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FRIDAY — SATURDAY NITES
9:30-1:30

FOR RESERVATIONS
CALL 438-6486

4 Miles West of ALBANY Rt. 20
Box 387, GUILDERLAND, N.Y. 12084

12 Acosta L Bklyn	74.8
13 Vasquez D Bx	73.3
14 Jones M Bklyn	73.3
15 Torres S Highland	72.3
16 Blaizes I Bklyn	72.2
17 Carrasquillo T Bx	72.1
18 Cruz E NY	71.2
19 Solomon S Bklyn	70.4
20 Hanley A Buffalo	70.3
21 Medina I Staten Is	70.1

PLANT SUPT A

EXAM 34641

Test Held Jan. 29, '72

List Est. Aug. 8, '72

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Proposals For Restructuring Phase I

(Continued from Page 14)

Add to the Constitution, Article 4, Section 2. "Duly elected member of the Board of Directors." Standing Committee Chairmen shall only be in attendance at Board Meetings upon call of the President or to render a Committee report.

SECTION 12. The Board of Directors shall have what is to be known as Board committees. The Board committees shall consist of only voting members of the Board and each committee shall select its own chairman.

Add to the Constitution, Article 4, Section 2. "such duties as the Board shall delegate." The Board of Directors shall have what is to be known as Board Committees. The Board Committees shall consist of only members of the Board and each Committee shall select its own chairman. Further — see B-13.

SECTION 13. The Board committees shall be budget-finance, charter, personnel, directors and elections, group life insurance, and nominating.

Amended — delete the word "and." Amendment carried (P. 240). The Board Committees shall be Budget-Finance, Charter, Personnel, Directors, Election, Group Life Insurance, and Nominating.

SECTION 14. Proxy: No Board member who is physically present at a Board meeting and who represents more than one voting capacity shall have the right to a proxy; however, the member may cast one vote for each office he holds.

Add to By-Laws, Article 2, Section 8 — new Sub-section A.

SECTION 15. No standing committee chairman has the right of proxy.

Add to By-Laws, Article 2, section 8 — new Sub-section B.

SECTION 16. A Board member shall not be a member of a unit or group represented by a competing organization.

Add to the Constitution, Article 4, Section 2, very end. Amendment carried. A Board Member shall not be a member of a competing organization.

in Section 4 of this article. The nominating committee shall consist of one State Division member from each of the six regional conference areas, four County Division members with not more than one from any single regional conference area, three State Division members without regard to area, and all former Presidents of the Association. Each member of the nominating committee shall be entitled to vote, except former Presidents who shall not have the right to vote. Any former President on the staff of the Association shall be disqualified from being a member of the nominating committee.

Section (c) — "filed with the Secretary at least fifty (50) days before such annual meeting.) May 1 of an odd-number year.

Also changes Article 5, Section 2 of the Constitution — substitute as follows:

Section 2. NOMINATIONS. A nominating committee shall be appointed by the Board of Directors at the December Board meeting of the Association held in an even-number year and such committee, after giving full consideration to all facts or petitions presented to it by individual member or groups of members, shall file with the Secretary no later than April 1, of an odd-number year, nominations for members of the State Executive Committee and chairman of the negotiating units. Any such candidate may withdraw as a candidate by notice in writing to the Secretary, but not subsequent to April 15, and in such event the nominating committee shall file with the Secretary a substitute nomination to assure at least one (1) nomination for each office not later than May 1 of the odd-number year. The nominating committee shall consist of one State Division member from each of the six regional conference areas, three State Division members without regard to area, and all former Presidents of the Association. Each member of the nominating committee shall be entitled to vote, except former Presidents who shall not have the right to vote. Any former President on the staff of the Association shall be disqualified from being a member of the nominating committee.

Recommended effective day: October 1, 1973, July 1, 1975.

PROPOSAL D ADMINISTRATIVE CHANGES

SECTION 1. Shop stewards: In every chapter there shall exist as many shop stewards as may be deemed necessary by the chapter's executive council. Refer to charter committee.

SPECIAL NOTE: This should be a mandated clause in every chapter and unit constitution.

Referred to charter committee for implementation.

SECTION 2. Sergeant-at-Arms: The President shall appoint a Sergeant-at-Arms who will be responsible for the procedures of conducting orderly Delegate and Board of Directors Meetings. The Sergeant-at-Arms shall be a member of the Board of Directors but shall not introduce, second, debate or vote on any motion before the Board.

By-Laws, Article 2, Section 11.

Old Section 11 out. New Section 11 in as proposed.

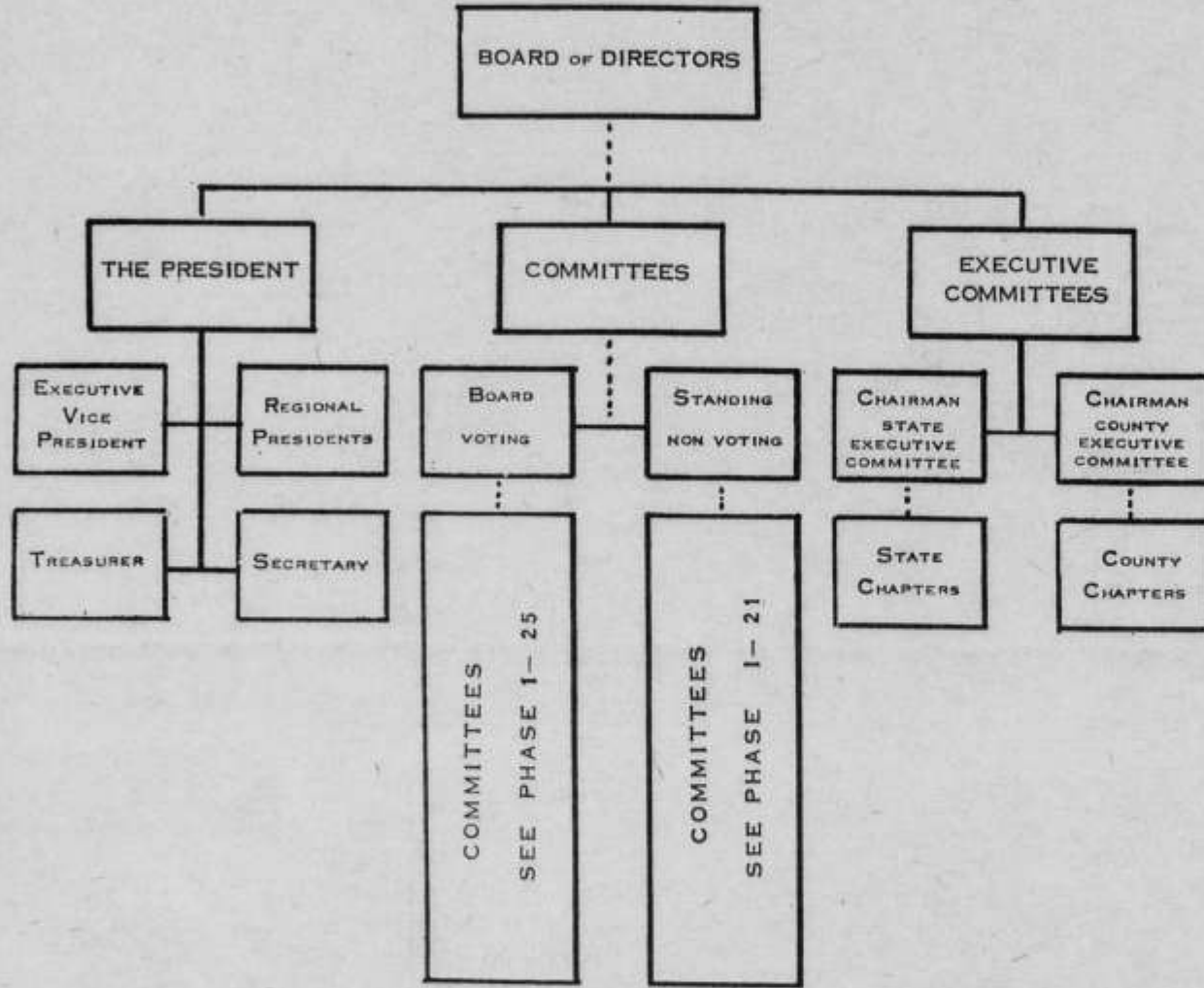
SECTION 3. There shall be established a special escrow account with a banking institution approved by the Board of Directors other than the present declared depository for CSEA funds into which account shall be deposited the minimum of \$1.00 per year, per member and whose sole purpose shall be used in the event of an Association Board of Directors approved job action in any chapters of CSEA.

SPECIAL NOTE: (Nothing herein shall be construed to mean that a formula shall not be developed that a certain bi-weekly deposit be made into this account as long as the total for one year deposits shall not be less than \$1.00 per member.)

Motion was amended to change \$1.00 to \$5.00, duly seconded. Motion as amended referred back to Committee for better language. Motion to refer carried.

SECTION 4. Membership cards: A new membership application be immediately designed and produced in triplicate with one copy to go to headquarters, second copy to the chapter president and the third copy a card stock substance be given immediately to the member. The member, upon receipt of card, shall be deemed to be a member of CSEA and entitled to all rights and privileges extended by CSEA. Effective — 30 days after signing membership cards.

Motion amended (P. 263) to be 5 parts. 4th copy to be known as an insurance copy. 5th copy to Personnel or Controller.



ELECTIONS PROPOSAL C

STATEWIDE ASSOCIATION ELECTION

SECTION 1. All officers are to be elected for a period of two years.

SECTION 2. All statewide elections and state departmental representative elections shall be completed no later than June 15 in an odd-number year and all officers and state executive members be installed prior to July 1 of the same odd number year.

By-Laws, Article 2, Section 1, Sub-section D. Notwithstanding any other provision as provided in the Statewide Constitution or By-Laws and/or Regional Constitution and By-Laws that all statewide officers serving a term which commenced in September 1971 shall be eligible for election as Regional President in 1973 only.

(b) For the 1973 statewide elections or terms of office shall be from Annual Meeting of 1973 to June 30, 1975. Subsequent terms of office shall be in accordance with C-2.

REGIONAL OFFICER ELECTION:

SECTION 3. All regional officers elections shall be completed and its officers installed no later than July 1 of an odd-number year.

SPECIAL NOTE: The Committee recommends that this be referred to the Constitution and By-Laws Committee for language and effective dates consistent with the legal terms of incumbent officers.

Referred to Charter Committee for inclusion in Conference Model Constitution.

SECTION 4. Nominating committee; The nominating committee to select a slate of candidates for both

statewide and departmental representative offices shall be selected at the December Board meeting of an even-number year and the slate of officers and state representatives shall be nominated no later than April 1 of an odd-number year.

SPECIAL NOTE: (During Phase II, the Committee will recommend further proposals as to election committee makeup, right of petition, etc.

Changes in the Constitution, Article 4, Section 4 — Substitute paragraph B with new paragraph B set forth below:

(b) **NOMINATIONS:** A nominating committee shall be appointed by the Board of Directors at the December Board meeting of the Association held in an even-number year and such committee, after giving full consideration to all facts or petitions presented to it by individual members or groups of members, shall file with the Secretary before April 1 of an odd-number year, a slate of nominations for officers of the Association containing two (2) nominations for each office. No person shall be eligible for nomination unless he shall have been a member in good standing of the Association on or before June 1 of the even-number year. Any such candidate may withdraw as a candidate by notice in writing to the Secretary but not subsequent to April 15 of the odd-number year and in such event, the nominating committee shall file with the Secretary a substitute nomination to assure at least two (2) for each office not later than May 1 of the odd-number year. Any member who accepts appointment as a member to the nominating committee shall not be eligible for nomination in the ensuing election to any of the offices enumerated