Civil Service EADER

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Tuesday, October 23, 1973

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GOOGGOOGO1-COMP-COMP P R CSEA 33 ELK ST ALBANY NY 12224

..... Reports

- See Pages 8 & 9

CSEA Serves Papers Seeking SUCHIN OPENS Adjustment Of Pension Benefits STATE HEARINGS To Protect Retirement Rights Of Employees In

MH Community Stores

(Special To The Leader) ALBANY - The Civil Service Employees Assn. has moved into another phase

in a long legal battle to protect retirement benefits of employees of the Bureau of Community Stores, a division of the State Department of Mental Hygiene, according to a spokesman for the giant union.

Last week, CSEA served papers requesting a hearing with State Comptroller Arthur Levitt asking for retroactive adjustment of retirement benefits for all Community Stores workers. The hearing was requested in behalf of a retired Community Stores employee and all others similarly situated.

The hearing was held late last week and consisted of a complete review of the existing situation.

CSEA originally entered the battle earlier this year when Hazel Ruth Burlinson, who had just retired from the Community Stores of Rome State School, contacted the union concerning her retirement benefits.

Ms. Burlinson had worked for the Community Store since 1947 and had been a member of the New York State Employees' Retirement System since that date.

In December 1971, Ms. Burlinson wrote to the Retirement System for information and estimates of her retirement benefits.

On Jan. 19, 1973, she retired and shortly thereafter received two letters from the Retirement System.

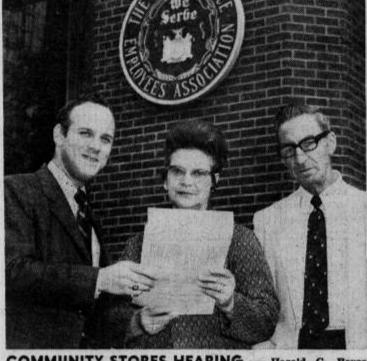
The first letter informed Ms. Burlinson that the State had determined that Community Store workers would not be granted service credit beyond Aug. 10, 1971. The second letter contained a projection of benefits due Ms. Burlinson under this new system. This projection was a substantial reduction in benefits compared to the original benefits quoted to her in December 1971.

The State's action, taken without any knowledge on the part of Community Store employees, deprived Ms. Burlinson of 17 months of service credit in her retirement computation.

According to calculations made by CSEA, this reduction could cost her more than one thousand dollars a year in benefits.

The public employee union immediately threatened legal proceedings against both the State Division of the Budget and the Department of Civil Service because of the State's claim that Community Stores workers were not technically state employees and therefore not entitled to

(Continued on Page 3)



COMMUNITY STORES HEARING - Harold G. Beyer, Jr. attorney for the Civil Service Employees Assn., left, presents Hazel Ruth Burlison, center, retired manager of the Community Stores at Rome State School, with a copy of the papers served on the Comptroller of the State of New York to begin hearings on the loss of retirement benefits by Ms. Burlison and more than 100 Community Stores workers throughout New York State. Moulton Burlison, Ruth's husband and also a retired State Thruway employee, looks on.

ON TAYLOR

ALBANY - A series of hearings on the Taylor Law is being conducted throughout the state by the Assembly Committee on Governmental Employees, under the chairmanship of Alvin M. Suchin.

At the first meeting in Albany last week, Civil Service Employees Assn. president Theodore C. Wenzl was among the speakers who appeared before the committee. For the meeting next week in New York City, Harold Krangle, president of CSEA's Waterfront Commission chapter, has filed his intention to testify.

The following issues were listed by the committee as being of primary interest, although discussion would also be permitted on other related issues.

- · Right to strike.
- Disposition of strike penalty monies paid by employees and
- · Imprisonment of union officials for striking.
- Use of compulsory arbitration to achieve finality: police, firemen.
- · The relationship between New

York City Office of Collective Bargaining and Public Employee Relations Board.

- Role of school board in negotiations.
- Scope of negotiations and management rights.
- Problems of "managerial and confidential" classification: school principals and other specific titles.
- Inclusion of Bi-State Agencies under the Taylor Law.
- Agency shop.

The Albany meeting was held in the Legislative Office Building on Oct. 18.

The next meeting is scheduled for Oct. 29 at 10 a.m. in New York City. This meeting will be held at the New York Bar Association, 42 West 44th St., in the second-floor meeting hall.

This will be followed by a meeting in Buffalo on Nov. 13 at 9 a.m. Location will be in the Gen. Wm. J. Donovan Building, 125 Main St., in the first floor hearing room No. 1.

The last meeting will be in Westchester County on Nov. 16 at 9 a.m. The hearing will be in the Greenburgh Town Hall, White Plains-Tarrytown Rd. (Route 119) at Knollwood Rd.

If more time is needed to hear witnesses, further meetings will be held in Albany on Nov. 9, in New York City on Oct. 30 and in Buffalo on Nov. 14.

Persons interested in present-(Continued on Page 14)

Recounts Confirm Winners In Election

ALBANY - Close wins in balloting for several offices in recent statewide elections of the Civil Service Employees Assn. have been confirmed by

Bernard Schmahl, chairman of CSEA's special elections committee, has announced that these original winners "are clearly the choice of the electorate," as evidenced by the second tally of

• Metropolitan Region, Treasurer: Rocco

- · Department of Labor, State Executive Committee: Dr. Canute Bernard;
- · Executive Department, State Executive Committee: Cindy Egan;
- State University, State Executive Committee: Eleanor Korchak.

Schmahl also noted again that a new election is still forthcoming for the office of treasurer in the Buffalo Region, because of a mistake in the original ballot. A date has not yet been set.

NYC Exec Meet To Be Held Nov. 1

A regular meeting of the executive board of the New York City chapter, Civil Service Employees Assn., will be held at 5:15 p.m. on Nov: 1 at Willy's Restaurant, 16 William St., (corner of William and Beekman Streets), Manhattan, according to chapter president Solomon Bendet.

Oneida To Meet Oct. 26 For General Membership

UTICA - A general membership meeting of the Oneida County chapter of the Civil Service Employees Assn. will be held here at 7 p.m. on Oct. 26 at the Polish Community Club Hall on Columbia Street, according to chapter publicity chairman Roger Solimando.



Diamond Says Bond Issue Leads Way To New Era

By HENRY L. DIAMOND

Commissioner of the New York State Department of Environmental Conservation.

THE Transportation Bond Issue that appears on the ballot Nov. 6 as Proposition One would provide \$3.5 billion to lead the way to a new era of modern transportation in (Continued on Page 6)

Western Region To Install Officers At Fall Meeting

BUFFALO - New officers of the Western Region No. 6 of the Civil Service Employees Assn. will be installed at a region meeting Oct. 26 and 27 in the Clardon House Hotel in suburban Williamsville.

William McGowan will take office as president and Genevieve Clark, Robert Smith, June Boyle and Judy Burgess will officially take over other offices.

But the region still lacks a treasurer, at least until another election between incumbent Genevieve Luce and Dorothy Hy is completed. Ms. Hy won the original election, but another vote was ordered when officials learned Genevieve Clark's name was printed "James" Clark on the ballot.

Theodore C. Wenzl, re-elected CSEA statewide president, is

scheduled to preside over the installation.

Dr. Edwin Miranda, assistant director of Roswell Park Memorial Institute, will give the featured talk at the meeting's Saturday evening dinner and dance.

The installation at the evening ceremonies follows an afternoon business meeting at 1:30 p.m., which will be chaired by outgoing regional president Samuel Grossfield of Rochester.

The county workshop session will highlight morning activities (Continued on Page 14)

Appoint Kuperman

ALBANY - Max Kuperman, of Albany, has been named director of the Tax Department's law bureau, according to Commissioner Mario Procaccino. Salary for the post is \$30,965. Kuperman, formerly a principal attorney in the same bureau, succeeds Saul Heckelman, who is now counsel and deputy commissioner of the Tax department.

Reopen Tokyo Office

ALBANY - John E. Marquardt, of Glenford, executive director of the International Executives Association, NYC, will head the reopened Tokyo, Japan, office of the State Commerce department at an annual salary of \$25,000. Budget cuts in 1971 forced the department to close its former far eastern office. The new office opens this month.

C. S. E. & R. A

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K-4015 Lv. Nov. 21, Ret. Nov. 25 At the Superior First-Class AMBASSADOR HO	Plus Taxes & Gratuities
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K-4503 Lv. Nov. 22. Ret. Nov. At the luxurious JAMAICA HILT	. 26 FON	Plus	MAP Taxes & Gral	\$243 tuities
CHRISTMAS HO	LIDAY	SPE	CIALS	
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MOROCCO — 7 Nights K-4370 Lv. Dec. 23. Ret. I Touring CASABLANCA, TANGIEI At 4-star hotels.	Dec. 31 R, FEZ, MARR/	AKECH. Plus	(AP)Plus	.\$429 Taxes
LAS VEGAS — 3 Nights K-4517 Lv. Dec. 27. Ret. Dec At the deluxe FRONTIER HOT	TEL	G		\$169
LAS VEGAS — 4 Nights K-4516 Lv. Dec. 23. Ret. De At the ALADDIN HOTEL & CAS	ec. 27 SINO		gratuities	\$159
-07-	Ta	xes and	gratuities	\$ 35
At the deluxe FRONTIER HOT Price includes: some meals, i	Ta		gratuities	\$169 \$ 35
LAS VEGAS — 4 Nights K-4427 Leaving Dec. 30. Ret At the deluxe HILTON INTERN	Jan. 3 NATIONAL HOT	EL		\$234
SAN JUAN/ST. THOMAS — 8 Nigh K-4097 (San Juan) Lv. Dec. K-4390 (St. Thomas) Lv. De	its 23. Ret. Dec.	31.	gratuities	\$ 25
	and the same of th	THE P. C. L.		

San Juan At the RACQUET CLUB HOTEL No Meals \$299 Plus Taxes & Gratuit Plus Taxes & Gratuities
EL No Meals \$359
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by Paul Thayer

In a full page story in "The Sunday News" of Oct. 14, announcement was made of the re-institution of the old Borough Commander concept of administration. Together with a fine picture of the five Assistant Chiefs who will acomplish the new plan, it went into considerable detail about how the thing will work. But I had difficulty believing the caption under the picture. It read: "Johnny O'Hagan And His Firehouse Five."

One of the many things I was taught in my association with firefighters was to have proper honor and respect for a man's rank, whether you like him or not. Vincent Lee, who wrote the story, probably handed his copy to a re-write man who decided to be cute. From what I know of Chief (now Commissioner) O'Hagan, he was always pretty fussy about rank — any officer's prerogative. Vinnie Lee might get a dark look from Car One upon his next visit to 110 Church St. and my prayers are with him.

Good luck Vinnie!

Does any company want a Dalmation? There's one available: one-year-old, female, spaded. Drop me a line at The Civil Service Leader, 11 Warren Street and arrangements can be made to pick her up! But hurry!

There's a New York outfit putting together a color film on fires. They are looking for 16 mm. color footage of fires in suburban homes with driveways between houses, or houses standing alone on a lot of ground. If you know of anybody who has such footage give me a buzz at 201-947-4541 during the day or early evening and I'll put you in contact with the people who need it.

Dan Sullivan from Gamerville wrote to tell me he showed a column of mine to some cops. It concerned police officers' conduct at fires. Dan said the cops agreed about the need for formal instruction for police officers who were unaware of the mortal danger going above the fire, a fact pointed out in the article. I also received a letter from Mr.

City who will someday become a New York firefighter. He wisely suggested that a film or video tape be made by FDNY on the things to do and not to do so that the PD could relay it to station houses as well. As soon as I look into a few angles making it easy for FDNY to do the job, I will send Tom's letter with a covering one to Commissioner O'Hagan for his consideration. I'll keep you informed of progress and thanks Tom, for the

Thomas Routliffe of New York

Dan Sullivan also sent along a few more examples of family succession in FDNY, something I think has been the backbone of the department's stability and greatness. He mentions Fireman John Russell of Engine 84 whose father retired as Captain of Engine 69. Then came Stan Scarbeck of Rescue Company No. 3 whose father was a fireman and retired from the same company before him. Thanks for the letter Dan.

letter.

Memorial services for departed officers and members of the Fire Dept. were held Oct. 17 at the Firemen's Monument at Riverside Drive and 100th St.

The air was crisp and clear, and a firm breeze blew in from the Hudson as masses of white clouds laced the sky. The assembled firefighters formed a solid line of silver and blue and white and gold. Only the noises of a busy city could be heard in the hush as the names were read. accompanied by a muffled drum and tolling bell. The widows of those who answered their last alarm since last Memorial Day received their medals of honor, some weeping openly, others quietly within their hearts where only they could know. Joining ranks for the final tribute, the officers and members present took about 20 minutes to pass the point of review and seemed to number about 3,000.

After the ceremonies, the huge assemblage quietly rose and left. An hour later the monument was once again deserted. The happy voices of children playing close by could be heard. Walking down the red brick steps and remembering where the griefstricken women had stood, one was careful to avoid the spot where tears of those who had openly wept had fallen. Flushed autumn leaves whisked across the spot as though protecting something even they knew to be sacred.

The scene brought to mind the first lines of a poem, with music by Brahms, I had sung as a boy. It began: "Autumn is sad, when all the leaves are falling . . .

Fire News

53 Retirements

The following 53 members of the Fire Dept. are retiring, effective between Sept. 15 and March 5, 1974:

BATTALION CHIEFS Joseph Tisty, Jr., James W Pryer; CAP-TAIN John J. Fichter; FIREMAN (Continued on Page 4)

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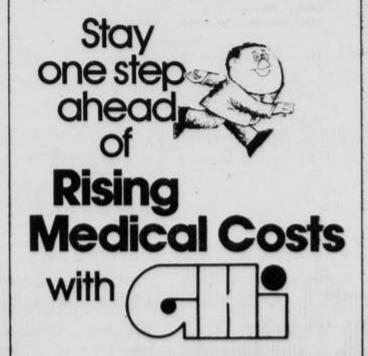
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Present Gavel In Honor Of Maurice Rosen

BUFFALO — With a gavel presented to the chapter by the widow of a former Civil Service Employees Assn. official, president Frederick Huber presided at the first fall meeting of CSEA's Buffalo chapter recently.

The gavel was presented to the

chapter at the June installation dinner by Fanny Rosen, widow of Maurice Rosen, a former chapter officer and chairman of statewide grievance committee.

Mrs. Rosen also presented a plaque to the Niagara Frontier State Employees Federal Credit Union, an organization Mr. Rosen help found

During the chapter meeting in the Plaza Suite, Patricia Maxwell, chairman of the budget committee, gave a projected budget report that was accepted by the members.

The audit report was also presented and accepted.



MHEA MEETING — Mental Hygiene Employees Assn. delegates, at a meeting earlier this month, set up a committee to study disciplinary procedure, and to determine the advisability of hiring legal aid to look for loopholes. Members of the committee, from left in first picture, are Edna Per-

coco, Richard Snyder, Salvatore Butero, Irene Hillis and Nicholas Puzziferri. Other committee members are Theodore Brooks, Eileen Cole and Samuel Cippola. In the second picture, Pauline Fitchpatrick, left, a former MHEA vice-president, receives a gift for her services to the Association. MHEA president Irene Hillis, right, made the pres-

entation. Ms. Hillis also announced at the meeting that the organization has nearly 7,000 members at the present time. She commented on the close working relationship between MHEA and the Civil Service Employees Assn., and expressed delight that a number of Mental Hygiene employees had won offices in the recent CSEA elections.

CSEA Field Staff
Ratifies One-Year
Pact With Union

ALBANY—Organized field personnel of the Civil Service Employees Assn. have ratified a new one-year wage and benefit package with CSEA after almost two months of bargaining talks.

Final management approval is expected from CSEA's board of directors at that body's regular meeting Oct. 24.

Highlighting the pact agreed to by the Field Staff Association, as the independent, in-house union is called, is a 6½ percent salary hike, as well as increases in compensation for mileage and lump sum payment in lieu of overtime.

The FSA is one of two staff unions in which CSEA paid personnel are organized. The other is the Headquarters Staff Union, which, as the name implies, is comprised of the various categories of non-management employees at the Albany headquarters building of the Employees Association.

Pension Benefits

(Continued from Page 1) membership in the NYSERS.

While CSEA's campaign was still going on, however, the State Retirement System was directed to reinstate Community Stores employees into the System as of June 23, 1973.

Because the reinstatement was not retroactive to Aug. 10, 1971, the date the employees were dropped from the System, CSEA continued legal actions, saying, "The State has admitted it was wrong and now must correct the situation completely, not just in part. CSEA will not stop fighting until it has won a complete victory."

The hearing with the State Comptroller last week was probably just another step in the battle for CSEA, since, according to Theodore C. Wenzl, president of CSEA, "In hearings such as this, the State usually finds in favor of Itself; but CSEA is prepared to enter a civil suit against the State of New York and the Comptroller if an unfavorable decision is reached in this hear-

"CSEA will never let the State hide from its responsibilities to its employees," Wenzl said. "Ironically, adjusting the retroactivity would not cost the State one cent, since the Department of Mental Hygiene has a separate fund with monies specifically set aside for Community Stores employees' retirement."

BUY U.S. BONDS

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.

October

24—Statewide Board of Directors meeting: CSEA Headquarters, 33 Elk St., Albany.

24—Buffalo chapter meeting: 6 p.m., Plaza Suite, One M&T Plaza, Buffalo.

24—Long Island Armory Employees chapter meeting: 12 noon, Hempstead Armory.

24—Ithaca Area Retirees chapter meeting: 2 p.m., Moose Hall, Fulton St., Ithaca.
 25—Orange County chapter board meeting: 7:30 p.m., chapter

offices, Casa Fiesta, Middletown.

26—Franklin County chapter installation dinner-dance: 7 p.m., Cross-

roads Restaurant, Moira.

26—Oneida County general membership meeting: 7 p.m., Polish

Community Club, Columbia St., Utica, 26-27—Western Region meeting: Clardon Motel, Transit Rd. near Main St., Cheektowaga.

30—Metropolitan Division of Employment chapter general membership meeting: 6 p.m., Apparel office, second floor, 225 West 34th St., Manhattan.

November

I—Metropolitan Armories chapter meeting: 2 p.m., 29th State Armory, 29 West Kingsbridge Rd., the Bronx.

1—Dutchess County Educational chapter meeting: 7:30 p.m., Poughkeepsie High School, Poughkeepsie.

I—New York City chapter executive board meeting: 5:30 p.m., Willy's Restaurant, 166 William St., Manhattan.
 3—Waterfront Commission chapter annual dinner-dance: 7 p.m.,

Officers Club, Governor's Island.
7—Rochester Area Retirees chapter meeting: 1:30 p.m., first-floor auditorium, Social Services Bldg., 111 Westfall Rd., Rochester.
9-10—Capital District Region Workshop and installation: Queens-

10—SUNY at Syracuse (Upstate Medical Center) meeting: 7 p.m., Raphael's, Lakeland.

berry Hotel, Glens Falls.

Will Require City Council Action

Elmira's Water Board Refuses To Abide By Grievance Board Ruling

ELMIRA — The Grievance Board of the City of Elmira has decided in favor of Civil Service Employees Assn. member Wayne Gillis in a unique case against the Water Board of the City of Elmira. But, due to the attitude of the Water

Board in this matter, the Grievance Board cannot enforce its decision without the assistance of the City Council.

Mr. Gillis is a laborer in a non-competitive classification with the Water Board. He was discharged over an incident involving a Water Board truck. Because he had not completed five years of service and was not a veteran, he did not receive a civil service hearing.

The Water Board itself refused to hear his appeal, leaving Mr. Gillis without a forum in which to present his case. Thomas Christy, CSEA field representative, presented the case to the City Grievance Board. The Board said that "by ordinance, intent and precedent," It had the right and responsibility to hear this appeal and make recommendations.

However, the Water Board refused to recognize this function of the Grievance Board and has not participated in the three hearings that the Grievance Board has held in this matter. The Water Board bases its refusal on the contention that, having been discharged, Mr. Gillis was no longer an employee of the Water Board and, therefore, is not entitled to the rights thereof, and that the Grievance Board does not have jurisdiction under the language of the ordinance which established the Board.

Rights Denied

The Grievance Board says that the Elmira Water Board, by its refusal to appear before the Grievance Board, is denying the employee the "right to have his appeal heard and considered," and that the contention that Mr. Gillis was discharged and therefore doesn't have the rights of an employee under the labor agreement is "unreasonable and totally without merit."

It is also the opinion of the Grievance Board that the Water Board is in violation of its labor agreement with CSEA by refusing the grievant's request for copies of material in his personnel file and by refusing Mr. Gillis access to the contract grievance procedure.

In its findings in the Mr. Gillis case, the Grievance Board said that CSEA acted within the terms and requirements of the agreement and were "rebuffed at every step," and recommends that Wayne Gillis be reinstated to his former position with the Water Board and be reimbursed for "all lost earnings and benefits" since the date of his discharge.



LAWSON'S LAST MEETING — In last week's edition of The Leader, the photo above was printed backwards, so that the identifications were in reverse order. The correct identification of these members of the Social Services committee should be, from left, David Reeves, of Eric County; Patricia Spicci, Rockland County; Al Wilson, Rensselaer County; Patrick Monachino, CSEA collective negotiating specialist; committee chairman Frank Lawson; Donna Podvin, Jefferson County, and Peter Phelan, Albany County.

Fire News

(Continued from Page 2) GRADE Patrick J. Hasse

ist GRADE Patrick J. Hassett; LIEUTENANTS Samuel Werblood, Clyde L. Roe, John J. Corcoran, James P. Shanahan, Charles F. Ryan, John L. Harrison, Edward J. Bertram, Alfred Unrath, Wilbur L. Hutchins.

FIREMEN 1st GRADE Stephen
J. Shurina, Franklin Markussen, Harry W. Miller, Philip C.
Maggio, Robert J. Adee, Frank
Rodolico, Stanley Kulesa, Peter
M. Donohue, FIRE MARSHAL
James E. Killen, FIREMEN 1st
GRADE Richard D. Sharp, Em-

erson X. Henry.

BATTALION CHIEFS John A. Rice. CAPTAIN John J. Walsh. Jr., William Spinelli. BATTALI-ON CHIEF Edward A. J. Lally. FIREMEN 1st GRADE Paul G. R. Bitzer, Edward Stauffer, Jr., CAPTAIN Richard F. Owens. MARINE ENGINEER William J. Quirk. BATTALION CHIEF Albert S. Gross. CAPTAIN Thomas L. Raftery. LIEUTENANTS Edward J. Henvy, Jules L. Valvera. FIREMAN 1st GRADE Alvin G. Naugle. LIEUTENANT Timothy M. Daly, Jr. FIREMEN 1st GRADE James P. Lyons, Michael J. Cerrone, Philip M. Sanzeri, Michael F. Madden Jr. LIEUTENANT Patrick J. Nash. FIREMEN 1st GRADE Richard J. Picone. BATTALION CHIEF Edward T. Leavay. LIEUTEN-ANT Edward J. Weber. FIRE-MAN 1st GRADE William Ziegler, CAPTAIN Paul W. Mayer. FIREMAN 1st GRADE Lawrence J. Fullam, Harold F. Klippel, Joseph J. Gorman.

28 Promotions

The following 28 members of the Pire Dept. have been promoted, effective Oct. 13:

To Battalion Chief: Captains Denis J Long, Michael Billy.

To Captain: Lieutenants John P DeLury, Robert J. Post, James J McGetrick, Milton J Ruzicka, Henry G Cartwright, Thomas J Downey, John J Ryan Jr, Robert V West, Howard A R Knauss, Thomas McDonald.

To Lieutenant: Firemen 1st grade Francis J Kehrbaum, John

taftery. LIEUTENANTS
J. Henvy, Jules L. ValREMAN 1st GRADE AlNaugle. LIEUTENANT
The following six members of the Fire Dept. are retiring, effec-

tive between Nov. 4 and March 6. Deputy Chief of Department Arthur J Laufer.

R Paone, Richard DiPadova,

John V Kendrick, Anthony Le-

gato, Patrick H Higgins, Edward

J Smith (5,) Charles F Ditta,

Raymond O McGowan, Thomas

C Jerome, Thomas P McGold-

rick, George R Layng Jr, Arthur

J Parrinello, James P Corcoran,

Camillo Ambrosini, Mario Spar-

Firemen 1st Grade James J. Daley, Murray R. Luster, Thomas J. McMahon, Jr., Norman J. Williams, Richard M Straniere.

Borough Commanders Named By O'Hagan

In one of his first acts as Fire Commissioner, John O'Hagan has decentralized the Bureau of Fire by appointing borough commanders and deputy commanders to head the planning, operational and personnel activities of each borough. All decisions will now be made at those local levels.

"The fire problems in the high-rise canyons of mid and lower Manhattan are vastly different from that existing in bucolic Staten Island," O'Hagan said.

Borough Commanders will operate under coordination of Asst. Chief Augustus Beekman who will head the newly-created Division of Fire Control.

Those appointed were: Manhattan (165 East 51 St.): Commander, Lester M. Snyder, Asst. Chief of Dept.; Deputy Commander, Francis J. Ronan, Deputy Asst. Chief of Dept.; Brooklyn (172-92 Tillary St.): Commander, Allen D. Hay, Asst. Chief of Dept.; Deputy Commander, Joseph C. Hess, Deputy Asst. Chief of Dept.; Bronx (3929 East Tremont Ave.): Commander, Francis Cruthers, Asst. Chief of Dept.; Deputy Commander, Harold C. Matthiessen, Deputy Asst. Chief of Dept.;

Queens (108-01 Horace Harding Expy): Commander, Edward Kane, Asst. Chief of Dept.; Deputy Commander, George A. Wallace, Asst. Chief of Dept.; Richmond (1850-52 Clove Rd.): Commander, Albert J. Sileo, Asst. Chief of Dept.; Relleving Deputy Borough Commander, Lucien P. Imundi, Deputy Asst. Chief of Dept.

Victor Collymore Named To Comm. Relations Bur.

Victor Collymore was appointed last week head of the Community Relations Bureau by Commissioner O'Hagan. He will direct a new program intended to encourage minorities to join the Fire Dept.

Assistant Fire Commissioner Collymore, 47, entered the Dept. in 1952 as a fireman in Ladders 47 and 41 in the Bronx. He became a fire marshal and acting lieutenant before joining the office of former Commissioner, Robert Lowery.

Mr. Collymore is a member of the Vulcan Society, and a past officer, as well as former president and executive secretary of the Federation of Negro Civil Service Organizations. He is currently a member of the Board of Directors, New York Urban League

Final Key Answers

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

Prom to Motorman, Exam 3512—test held Aug. 4. Changes: no 9 from C to B and/or C.

Prom to Supervising Real Estate Manager, Exam 1615—test May 4, 1972. Changes: no 67 from A to A and/or B.

Prom to Shop Clerk, Exam 2779—test held March 3. No changes.

Prom to Senior Stenographer, Special Exam 0692—test held June 16. No changes.

Prom to Plumber, Exam 2590 — test held Feb. 17. No changes.

Eligibles

HEALTH & HOSPS CORP PROM TO SR ELECTRICAL ENGINEER List Established Oct. 10, 1973

No. 1 — 73.66% 1 William A Endrizzi

PROM TO SR TYPIST List Established Oct. 10, 1973

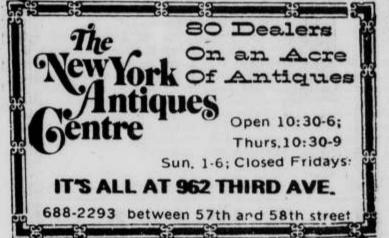
No. 1 — 81.80%

1 Gloria B DePalo, Rose Petosa, Minerva Ruiz, Muriel J Paige, Rose Shaman, Elizabeth Biele, Patricia M McCauley, Beatrice Rendine, Yolanda Altreche, Evelyn Unger, Charlotte Druitt, Gloria S Carter, Drella M Taylor, Sallie Kuntz, Regalada Rodriguez, Sandra A Carter.

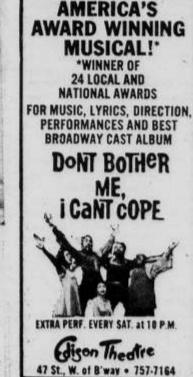
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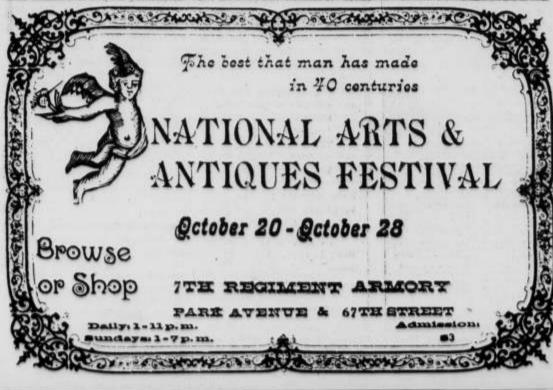
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City Eligible Lists

PROM TO SR ATTORNEY —
REVISED LIST
LAW DEPT

This list of 18 eligibles, established Oct. 16, resulted from Dec. 14, 1972 written testing for which 156 candidates filed, 140 called and 127 appeared. Salary is \$18,000.

No. 1 - 82.235%

1 Edward P Sumers, Edward I Lieberman, Edwin Zack, Abraham Weitzman, Paul R Miller, William J Gillman, Bruce A Goldstock, Richard A Gross, Edward P Walla, Michael S Penkower, David S Symons, David L Greenebrg, Charles Olstein, Stephen L Mates, Ira L Blankstein, Irving Gerstman, Richard D Simon, Marilyn F Friedman.

PROM TO ASST CHEM ENGR FIRE DEPT

This list of one eligible, established Oct. 16, resulted from Sept. 21 oral testing and evaluation for which three candidates filed and two appeared. Salary is \$13,300.

No. 1 — 85.415% 1 Raymond A Iasilli.

PROM TO YTH SERVS SPEC MAYOR'S OFFC, YTH SER AGNCY

This list of 18 elligbles, established Oct. 16, resulted from Jan. 27, 1972 written testing for which 123 candidates filed, 64 were called and 52 appeared. Salary is \$8,600.

No. 1 - 82.20%

1 Jinx E Gale, Charles S Searles, Pamela A Soden, Barbara J Becker, Larry R Stevens, Phillip R Small, Ginger A Hentz, Ethel Z Gilman, Hilda M Hewlett, Richard Wright, Bill Smith, Donald Cloud, Betty M Don, Steve Cromity, Joseph J Prato, Sharlyn Njie, Walter Rosa, George L Deligianis.

PROM TO SUPERVG CASHIER TA GEN ADM

This list of 21 eligibles, established Oct. 16, resulted from June 20 written testing for which 31 candidates filed, 28 were called and 28 appeared. Salary is \$7,900.

No. 1 — 87.03%

1 Edward Bell, Frank P Patterson, Migdalia S Velazquez, Deborah Robertson, Martin T Donohue, Esther B Ghyll, Jean Smith, Jacqueline Jones, Ernest G Saunders Jr. Dwight W Shearn, James M Benjamin, William A Seabrook, Jacob S Pyatt,

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Cligarette Flesearch instituter to all
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Calvin D Roberts Jr, Samuel Jaffee, William I Rhines, Mable Lee, Raymond L Capers, Bernard Love, Johnnie M Lottihall.

No. 21 — 70.45% 21 Annie E Dixon.

PROM TO SR PROJECT SERV SPEC

HSING DEVEL ADM

This list of six eligibles, established Oct. 16, resulted from Feb. 21 written testing for which 8 candidates filed. 7 were called and 6 appeared. Salary is \$18,400.

No. 1 - 84.235%

I Donald Rubenstein, John L Mandzuk, Robert A Brouner, Robert E McCray, Vernon V Scott, Jerald A Klein.

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TUESDAY, OCTOBER 23, 1973



There's Still A Lot To Be Done In Albany

THE statewide Civil Service Employees Assn. has a threeyear contract with the State Administration on such basic issues as salaries and fringe benefits. Several New York City unions also have long-running contracts. This does not mean, however, that there should be any lag in Legislature activity next year, because there are many legislative goals still to be gained and which can be won outside of already-signed contracts.

A major one, for instance, is the so-called agency shop sought by practically every major public employee organization. This bill has considerable merit. It is patently unfair for some civil servants to continually accept the fruits of union negotiations without contributing something to the financial costs of those negotiations. An agency shop does not require an employee to participate in union activities should he or she not wish to so do.

Another major bill to be pushed for is the continuation of pension negotiability. This issue has not yet been settled and the special state committee on pensions is taking up the matter at the next legislative session.

Hearings on the right for public employees to strike if they are in non-essential services are now in process. This and other changes in the Taylor Law should continue to occupy the attention of civil service unions.

One injustice that absolutely must be corrected is the lack of workmen's compensation in some local political subdivisions.

There are laws needed to correct special problems that affect only a particular government agency in various parts of state and local government.

The list could be extended to several columns. But the few examples cited above should be proof enough that public employees unions still have their work cut out for them in the 1974 session of the State Legislature.



Q. I'm the manager of a unit of low-cost apartments for the elderly. My tenants often come to me with their problems and ask my advice about what they should do or where they can go for help. A friend told me that the local social security office could help me find out about the different organizations that help the elderly. Is this true?

A. Yes. You or your tenants can phone or visit any social security office. Social security offices keep lists of a variety of Government agencies and private organizations that help the elderly. The social security office can advise which agency or organization might help.

Q. I'm a 58-year-old widower, and I've been unable to work for the past 9 years, I've never worked under social security. However, my wife did work all her life in jobs covered by social security. Can I get monthly social security payments on my wife's work record?

A. If you were dependent on your wife for one-half your support when she died, you may start getting monthly payments as a widower at 60. Or, if you're severely disabled, you may be able to get benefits before you're 60. You should get in touch with your social security office to see if you're eligible for benefits based on your disability.

(Continued from Page 1) New York

The programs the bond issue would support have received considerable attention and debate, but there is surprisingly little understanding of the bond issue mechanism as a legal process.

In its simplest terms, a bond issue is the selling of the state's credit that is repaid over a number of years to allow the implementation of programs that cannot be economically financed through yearly tax appropriations, Because of its long term nature. such a program must necessarily benefit future generations as well as the present one, for both are being asked to pay for it.

Law Governing Bond Issues

The law governing bond issues is found in Article 7 of the Constitution and in a generous number of court decisions handed down through the years.

As early as 1873, the Court of Appeals told us: "The framers of the Constitution, with ripe experience of the past and wide forecast as to the future, made ample provisions for the protection and preservation of the public credit, sure guarantees for the public creditors, and efficient guards against the creation of the public debt without the intelligent, deliberate assent of the people.

"No law authorizing a debt tobe contracted can take effect until assented to by the people, and but one law for that purpose can be submitted at the same general election . . . and the debt to be created must be for some single work or object to be distinctly specified in the law." People ex rel Hopkins v. Board of Supervisors Kings County, 1873, 52 N.Y. 556, at 559.

The voters, then, shall have before them only one bond issue at a time, and the purpose of it shall be clearly defined in its enabling legislation.

The actual selling of the bonds is simply the end chapter in a long, detailed process that begins well before a bonding bill is introduced into the Legislature.

Must Be Justified

Before bonding legislation is introduced, the entity seeking the bonding authority must show that the investment called for cannot be adequately financed by current revenues, that the appropriations are to be used for constitutional purposes and that the bond must benefit the future generations who will pay for it.

Once these questions are answered affirmatively, the bond proposal must go through the legislative process and be signed by the Governor.

The measure then faces the most crucial phase of all-the affirmation of the people of New York, This must be done by law, for it is the people who must ultimately guarantee lenders that the state will indeed pay back its debts. With their approval, the state is able to sell "full faith and credit bonds"-that is, bonds that are backed by the full taxing power of the state.

Once the people have given the guarantee that the debts will be paid, the more technical aspects of selling the bonds begin.

First, however, a system of checks and balances again oper-

Before the State Comptroller's Office markets the bonds, the agency that is to use the money must determine its cash needs to implement phases of the proCivil Service Law & You By RICHARD GABA

TOTAL CONTRACTOR OF THE PARTY O



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.

Between Contracts

The Baldwin Faculty Association was a party to a collective labor agreement with the Baldwin School Board, which by its terms was to last at least until June 30, 1973. It provided that the agreement would continue from year to year unless terminated by either side. The Faculty Association elected to terminate the agreement as of June 30, 1973, while in the process of negotiating for a new contract to take effect July 1, 1973. The Teachers' Association argued that because the Taylor Law forbids public employees from striking, the terms and conditions of the old contract which it elected to terminate must remain in full force and effect until a new agreement is consummated.

The case here involved a claim for sabbatical leave for five teachers. The contract which was terminated by the Teachers' Association provided that sabbatical leaves were to be granted for purposes of Board approved programs of study. It provided for no more than twelve sabbatical leaves during any one school year; there would be no sabbatical leaves granted for the fall term of the 1972-1973 school year: and furthermore, that to the extent permitted by law, sabbatical leaves for the 1973-1974 school year were deemed vested as of the execution date of the agreement in question, although such leaves had not been approved and would not be enjoyed until the 1973-1974 school year.

DURING THE 1972-1973 school year, five teachers applied for sabbaticals for the 1973-1974 school year. At the time of this particular court proceeding, the School Board had not yet acted upon those applications. The Board insisted that since the contract had expired at the election of the Teachers' Association, it does not effect 1973-1974.

In this Article 78 proceeding, the Teachers' Association sought a judgment to the effect that they had a contractual right to be granted sabbatical leaves under the expired agreement. The Board of Education argued that an Article 78 proceeding was not an appropriate vehicle for the relief sought by the Teachers' Association, contending that the suit sounded more like an action for breach of contract. The court pointed out, however, that if in fact the School Board violated its contract, in so doing it "failed to perform a duty enjoined upon it by law," which is one of the classic subjects for Article 78 relief under Section 7803(1) of the Civil Practice Law and Rules.

THE COURT CONCLUDED that sabbatical leaves in a current year are dependent upon rights conferred in a contract. The applications that were made to the Board of Education in this case were never approved prior to June 30, 1973, and the court held the Board "is under no obligation to do so, at least until a new contract is negotiated which provides for sabbaticals in the desired periods.'

The court further pointed out that nowhere in the text of the Taylor Law is there any direct support for the Teachers' Association proposition that since it is not entitled to strike, it is entitled to all the benefits of the terms of a contract pending the negotiation of a new one. The court said that there may be circumstances in the field of public employment where during the negotiating period an employer's abrupt curtailment of employee benefits customarily enjoyed would be so drastic as to influence or undermine materially and deliberately the pending collective bargaining process (Triborough Bridge & Tunnel). However, in this case there is no indication that sabbatical leaves for a maximum of twelve teachers having fourteen years' seniority in a major school district are mandatory subjects of negotiation. There is no proof in the record before the court that the Board of Education's failure to act on pending sabbatical applications constituted an improper employer practice. Application of Cardinale, as President of the Baldwin Faculty Association v. Herbert P. Anderson, 347 NYS 2d 284, (Nassau County Supreme Court).

gram. Then the Division of the Budget determines how these needs fit into the whole state financial structure.

May Act In Two Ways

These determinations are offered to the State Legislature, which must actually appropriate the money sought for the bond act program. The Legislature

may do this in one of two ways:

- . The money may be borrowed and made available to the Department that requested
- . The money may be advanced to the Department from current tax revenues. In this case, the bond sale pro-(Continued on Page 7)

(Continued from Page 6) ceeds are used to replace the expended tax revenues.

In either case, the bond money is usually first borrowed on a short-term basis through the issuance of bond anticipation notes. These notes must be redeemed within two years according to the Constitution (McKinnef's Const. Art. 7, Sec. 9). This two-year period allows the Comptroller's financial experts who issue the bonds to take advantage of the best possible market conditions before longer term bonds are 'sold.

The actual sale of the bonds is regulated by state and federal laws. Prior to the sale, the state must advertise for bids, prepare a prospectus containing financial information about the state and a legal opinion as to the validity of the bonds as well as the amount and purposes for which they will be issued.

The sale of New York State bonds is done by competitive bidding. This process assures that the state will receive the lowest possible interest rates. An analysis of the bids is done by the State Comptroller's Office to determine which one represents the lowest interest cost to the state.

Determine Best Buyer

In effect, the state itself determines who will be the best buyer for the bonds as far as the public is concerned.

Because it is a tax-exempt financial entity, the state is able to offer bonds for which the buyers will not have to pay taxes on any interest earnings. This tax-exempt feature results in a lower interest cost to the state.

The actual selling transaction takes the form of a legal contract between the buyer and the state, which guarantees that principal and interest on the bonds will be repaid. Because the people have approved the bonds at the referendum, this guarantee is backed up by the total taxing power of the state.

The state, then, by selling the bonds, has borrowed the money needed to implement the programs. The buyer has become the lender, and the people the beneficiary of programs that could not be undertaken through the regular tax appropriations.

Should the voters approve, this is the process that will translate the technical language of Proposition One into the reality of improved transportation.

Dutchess Ed Meet

POUGHKEEPSIE - The Dutchess County Educational chapter of the Civil Service Employees Assn. will meet at 7:30 p.m. on Nov. 1 at Poughkeepsie High School, according to chapter president John A. Famelette.

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Merit Awards Go To State Civil Servants For Suggestions

ALBANY - Sixteen State workers have been honored this month for their Merit Award suggestions, Ersa Poston, president of the Civil Service Commission, has announced.

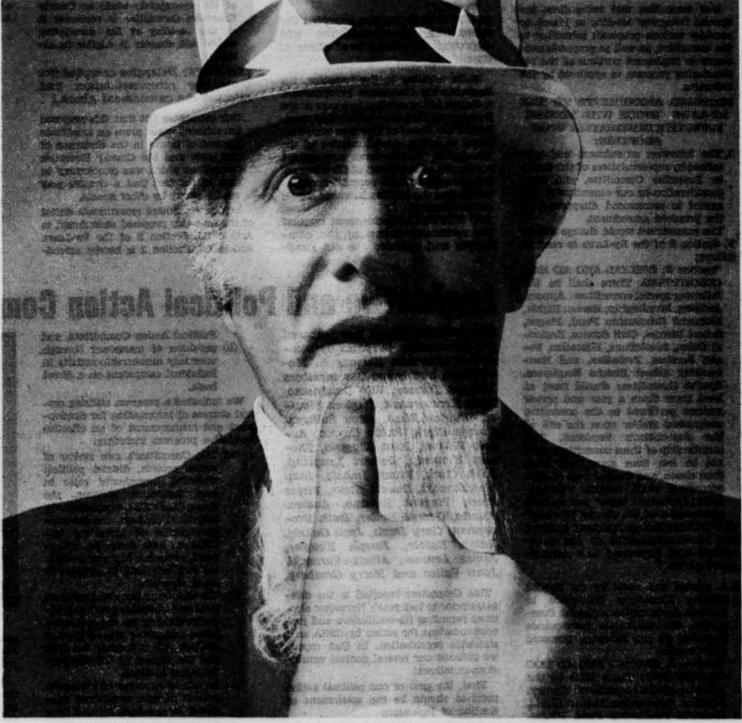
The October award winners are: Patrick J. Relation, with the Office of General Services, Albany; Irene T. Smith, Education Department; John A. Brooks, Environmental Conservation; Frederick M. Evans, Environmental Conservation; Christine A. Walters, Environmental Conservation; Edna Cave, Department of State, and Kathleen M. Dwyer, Department of Motor Vehicles.

The other award winners are: Katherine Senese, Motor Vehicles; James Tolmie, Department of Transportation; Sylvia Lewis, Workmen's Compensation Board; Charles F. Mulrooney, Department of Audit and Control, and Trooper Louis S. Ruberto, Division of State Police.

Certificates of Merit went to: Louis Firsty, Department of State; Alfred M. Johnson, Motor Vehicles; Burnett S. Cureton, Department of Civil Service, and Julia A. Rourke, Audit and Con-



NEW PALTZ INSTALLATION - James Lennon, right, Civil Service Employees Assn. vice-president for the Southern Region, congratulates officers of SUNY at New Paltz chapter after their installation ceremony earlier this month. From left are chapter administrative vice-president Ron Wormser, outgoing chapter president Raymond Gallagher and his successor, chapter president Marie Romanelli.



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* CSEA COMMITTEE REPORTS AT CONVENTION -- NOTE ACHIEVEMENTS, SET FURTHER GOALS

Constitution and By-Laws Committee Report

The following report was prepared by committee chairman Bernard Silberman and committee members Rose Battle, Max Benko, Joseph Kenney, Genevieve Luce, Nicholas Puzziferri, William Roberts, Anne Sammon, Howard St. Clair, Joseph Umstetter, Audrey Snyder, Eugene Nicolella, Judy Burgess, Kenneth Cadieux and Ronald Friedman. It is published here as amended and approved.

Our committee met twice since the Special Delegates' Meeting in March to consider various proposals submitted to the committee, as well as proposals necessary to implement portions of the restructuring program as approved by the

PROPOSED AMENDMENTS TO THE BY-LAWS WHICH WILL BECOME EFFECTIVE IMMEDIATELY UPON

ADOPTION: 1. The following amendment was submitted by representatives of the County Executive Committee, and after consideration by our committee it was agreed to recommend disapproval of the proposed amendment.

The amendment would change Article V. Section 6 of the By-Laws to read as

"Section 6: SPECIAL AND AD HOC COMMITTEES. There shall be the following special committees: Armory, Auditing, Membership, Human Rights, Memorial Scholarship Fund, Plaque, School District, Civil Service, Regional Office, Resolutions, Education, Social Services, Probation, and Nonteaching School District Employees. Special Committees should meet at least three times a year and review matters pertinent to the committee assignment and/or upon the call of the Association's President. The membership of these committees shall not be less than seven, not more than eleven, and the make up of such committee shall include representation from each region and at least one member of the County Division."

(ED NOTE: Delegates went against the recommendation of the committee and approved the amendment above.)

2. A request was made by the Special Election Procedures Committee to make that committee a Special Committee. Our committee recommends favorably on the following proposed "Section 6: SPECIAL AND AD HOC

COMMITTEES: There shall be the following special committees: Armory, Auditing, Membership, Human Rights, Memorial Scholarship Fund, Plaque, School District, Civil Service, Regional Office, Resolutions, Education, Special Election Procedures, Special Committees should meet at least three times a year and review matters pertinent to the committee assignment and/or upon the call of the Association's President. The membership of these committees shall not be less than seven, not more than eleven, and the make up of such committee shall include representation from each region and at least one member of the

County Division.' (ED NOTE: Delegates accepted the committee recommendation and approved the amendment above.)

3. The following proposed amendments were passed as concepts by the Delegates and are being reported by our committee as proposed amendments to the By-Laws. The following have received favorable recommendation; a) Article II, Section 6 is hereby amended by adding thereto a new subsection to be subsection (b) which shall read as follows:

"(b) In addition to the procedure set forth in subsection (a) of this section, a Special Delegates' Meeting shall be called by the President within fifteen days of the receipt of a petition filed by at least 25 chapter presidents. Such petition must set forth the reason for the calling of the meeting and the proposed agenda. Copies of the agenda shall be sent to all chapter presidents at least ten days prior to the date fixed for the

(ED NOTE: Delegates accepted the committee recommendation and approved the amendment above as amended.)

b) In addition to the foregoing, the Restructuring Committee recommended a change in the existing language of the By-Laws so that only twenty-five members of the Board of Directors were necessary to call a special meeting of the Association. The By-Laws now require a majority of the Board of Directors for this purpose and our committee recommends that the existing language should not be changed.

(ED NOTE: Delegates went against the recommendation of the committee and rejected the old wording, thereby accepting the restructuring recommendation of 25.)

4. The following proposed amendments were passed as concepts by the Delegates and are being reported as proposed amendments to the By-Laws. The following were not approved by our committee:

a) Article II, Section 8 is hereby amended by adding a new subsection to be subsection (b) to read as follows:

"(b) In addition to the foregoing, any chapter may designate the chairman of the appropriate State or County Executive Committee to represent it at any meeting of the Association which said chapter is eligible to at-

(ED NOTE: Delegates accepted the committee recommendation and rejected the amendment above.)

Our committee felt that this proposed amendment would place an inordinate amount of power in the chairman of the State and the County Executive Committee which was unnecessary in view of the fact that a chapter may send a proxy by other means.

b) Our committee recommends defeat of the following proposed amendment to Article III, Section 2 of the By-Laws. Article III, Section 2 is hereby amendto be subsection (e) and to read as

"(e) DISABLED MEMBERS. A member in good standing, who shall become totally incapacitated by accident or illness and as a result of such accident or illness is placed on leave without pay, will be granted a gratuitous membership for duration of such disability."

(ED NOTE: Delegates went against the recommendation of the committee and approved the amendment above.)

Article IV, Section 2 is hereby amended by deleting the existing language and inserting the following:

"Section 2. Any officer or member may be served with charges by registered or certified mail by his chapter president upon approval of the Chapter Executive Council for conduct detrimental to the best interests of the Association. Such charges should contain specific allegations including times, dates, etc. Within 36 days of service of the charges the Regional President shall appoint and convene a Regional Trial Board which shall be composed of five members of the Regional Executive Board except no member of the subject member's chapter shall be appointed to the Trial Board. A hearing will be

(Continued from Page 14)

Legislative and Political Action Committee Report

The following report was prepared for information purposes by committee chairman Thomas H. Mc-Donough and committee members Richard Tarmey, Vito Dandreano, Boris Kramarchyk, Stephen Stouter, Charles Rizzo, Anne Sullivan, George Clark, Philip Caruso, Angelo Vallone, John Adamski, Thomas Kennedy, Delbert Langstaff, John Clark, Frank Imholz, John Mroczkowski, Donald Blake, Victor Pesci, Vincent Rubano, Andrew Placito, George Butler, Ruth Braverman, Gary Davis, Jack Gehrig, Ralph Natale, Joseph Keppler, James Lennon, Albert Varacchi, John Vallee and Harry Ginsberg.

This Committee reported to the delegates prior to last year's November elections regarding its conclusions and recommendations for action by CSEA as a statewide organization. In that report, we outlined our several general conclusions as follows:

First, the goal of our political action program should be the attainment of election of legislators

(a) who recognize the right of public employees to negotiate and develop bilaterally with the public employer their terms and conditions of employment in a statutory framework which is fair and equitable to public employees and their representatives, and

(b) who abide by the commitment to support and enact legislation which corrects the current inequities in the bargaining process and implements contracts negotinted in good faith.

Second, any viable political action program must coordinate statewide and local action, reflecting the experience and needs of each.

Third, in achieving our goal through mobilization of our forces on a statewide and local basis, two avenues are available to assist candidates selected for support:

(a) formal organizational endorsement by statewide and/or conference and chapter Legislative and

Political Action Committees, and (b) provision of manpower through voluntary membership activity in individual campaigns on a direct

We indicated a program utilizing several sources of information for development and measurement of an effective legislative program including:

(a) The Committee's own review of voting records, district political statistics, incumbents' roles in past legislative sessions, the strength of CSEA membership in individual districts, and the general profile of individual districts on socio-economic, urbanrural, and other important political considerations, in addition to party strength.

(b) Use of information obtained from local and statewide political leaders involved in the current legislative campaigns regarding their analysis of individual contests and the impact of CSEA's participation in them.

(c) An intensive review of the background of each incumbent candidate by receiving reports from its chairman and other officers and committee members previously involved in legislative action and our legislative counsel regarding individual legislators' positions in caucuses and committees on critical legislation, individual legislators' general orientation on matters affecting public employees, individual legislators' sponsorship of CSEA endorsed legislation, and other similar information.

(d) A review of the background on new candidates by receiving reports in detail from statewide committee members and conference and chapter leaders regarding prior political background and involvement with matters affeeting CSEA and public employees generally.

At our present point in time, midway in the terms of the legislators involved in this most recent campaign, we are-in the midst of accumulating the data



THOMAS H. McDONOUGH

and information that should allow our committee to build on the solid base our program has thus far provided.

In general, we are pleased with the results achieved through our legislative and political activity, both in terms of the substantial accomplishments of our Association in the ratification by the Legislature of our recently negotiated State employee collective bargaining agreements and its action in finally permanentizing local government retirement benefits. Moreover, we are of the opinion that our information gathering system and close analysis will allow us to determine future courses of action in regard to specific candidacies in the next general state campaign, which occurs a year from now.

The results of last year's session will, of course, have to be considered with action in the forthcoming legislative session, including specific legislative proposals regarding the continuance of negotiations on pension issues.

We expect to submit a comprehensive report dealing with these important matters prior to next year's elections and will be prepared to make recommendations to you regarding continuance or amendment of present Association policies.

Financial Report

The following report was delivered by statewide treasurer Jack Gal-

Attached is my Interim Financial Report covering the eleven months of the current fiscal year - Oct. 1, 1972 through Aug. 31, 1973. It is submitted in the usual format, setting forth the results of our operation for the reporting period.

My report consists of the following

EXHIBIT A: Interim General Fund Statement Of Income And Ex-

EXHIBIT B: Interim General Fund Balance Sheet.

THE CIVIL RESULTS EMPLOYEES ASSOCIATION, INC.

CUIERAL FUND STATEMENT OF INCOME AND EXPENSES.

FOR THE ELEVEN MOSTHS EXDED AUGUST 31, 1973

Exhibit A reports that for the eleven months ended Aug. 31, 1973, there is a \$443,910.00 excess of income over expenses. Most of this surplus is attributable to a \$320,000 overpayment to our insurance agency, Ter Bush & Powell. Our independent Certified Public Accountants determined that the percentages used in the preparation of CSEA combined insurance and membership dues payments from the counties were incorrect and have been revised to reflect the Oct. 1, 1972, dues increase. We have already received \$250,000 from our agency and have deposited same in Association accounts.

The most important aspect of this statement is that there are still over \$300,000 dues in arrears as of Aug. 3, 1973. In a concerted effort to collect these past due accounts, we have prepared data processing lists detailing the members in arrears to be given to the appropriate chapter presidents and field sure can be put on these delinquent members. The independent firm of Certified

Public Accountants retained by the Association has completed its audit for last year and has started its audit of Association books and records for the fiscal year ending Sept. 30, 1973. Their recommendations and conclusions will be included in my annual report.

In the future, I look forward to improvement in our record keeping and in our financial position. May I thank everyone, delegates, officers, directors, committees and my co-workers for your past and continued dedication, and your unselfish service to your fellow members and our great Association. Our strength lies in your unsalaried efforts for your associates and fellow employees - these efforts are the life-blood of CSEA.



GENERAL FUND BALANCE SHEET

AUGUST 31, 1973

ASSETS

9/30/73 FOR 11 MOSTIES \$8,253,660 8,253,660 350,000 8,700 42,000 5,000 (6,157 (400 Income from Investments------9,617 TOTAL 18000E----- 57,995,616 \$9,659,360 \$ 663,744 10,642 General Expense TOTAL ASSETS \$2,448,302 Printing Communication-----LIABILITIES AND BALANCE Refund of Insurance Prendung -----Chapter Refunds Earned and Payable \$1,064,313 50,000 70,000 100,000 100,000 \$ 320,000 \$ 735 TOTAL 6 319,265 Provision for Association Contribution to Retirement Fund . Employees' Payroll Deductions TOTAL LIABILITIES \$1,651,058 Cash Reserve for Depreciation 200,000 60,000 250,000 23,130 Augional Offices Program Reserva------Balance of Fund TOTAL EXPESSE----Balance 10/1/72 \$353,344 Transfers to Plant Funda-\$1,235,21 \$8,786,923 Total Expenses & Transfers------Add: Excess of Income over Expenses . . . 443,910 \$ 797,244 TOTAL LIABILITIES \$2,448,302 & BALANCE

Probation Committee Report

The following report was prepared mittee has been in constant contact with by: committee chairman James Brady, committee members Peter Grieco, James Frisinia and James Mattei. Committee coordinator is Nels Carlson.

The Committee to Study the Problems of Probation has met six times since the Report of 1972.

The main problem during the first part of the year was to get the State Probation Department to issue their standard specifications for probation officers throughout the state. Our comMr. Preiser's office (Director of State Probation) putting pressure on them to issue the standard specifications.

On March 27, 1973, our committee met with Mr. Preiser and Thomas Dexter (Deputy Director of Probation) to discuss these minimum specifications. On April 23, 1973, Mr. Preiser invited the chairman of the committee and Nels Carlson, CSEA committee coordinator, to appear at a meeting of the probation administrators throughout the state where the minimum standard specifications for probation officers were issued.

Mr. Preiser mentioned at this meeting that one of the reasons why these minimum standards were being issued at this time was due to pressure from CSEA. These specifications contained by the committee. Although total agreement was not reached in the specifications, the committee intends to continue discussions with the State Probation Department in an attempt to upgrade and incorporate needed suggestions and

improvements. The committee is currently studying the feasibility of establishing a mandated minimum starting salary of \$14,-000 for all probation officers in the State of New York, The committee is also attempting to determine the success factor in those counties where the state has

completely taken over probation. Other items to be considered by this

committee will be the effectiveness of the newly established Probation Academy that was set to open Sept. 17.

to improve public relations and to increase public awareness of the probation officer's role within the community.

This committee was formed in October of 1971 and in June 1973 was made a permanent committee of CSEA by Board action.

Be assured that this committee will maintain an active interest in the probation problems throughout the State and we will utilize all resources available to this committee to see that the Probation Department employee interests are protected.

This Week's New York City Eligible Lists

EXAM 2181 YTH SERVS SPEC

called and 704 appeared. Salary Jinx E Gale. Marlene A Aretino, is \$8,600.

George S Jenkins, Charles E Healy, Alton R Carter, Roy E

Sr. John D Peltz Jr. Frances E

Willie L Churchill, Robert A Wise, Olive H Mattos, Larry R Stevens, Jose Sanoguet, Clinton Jones, Rosalyn L Remer, Carolyn J Saberg, Michael P O'Connor, Jerome O Stewart, Leonora Azouz, David Lau, Rajab Abdurrahim, Larry Amaker, Jacqueline Williams, Ronald M Rivera, Clinton Pough.

No. 41 - 78.0%

41 Hubert Thornton, Joel M Sperber, Michael P Steo, Iris-Manley, Frank Barrett, Peter J Ward Jr. Michael Green, James E Farrar, Eileen M O'Brien, Alan S Molnar, Isaiah Fulton Jr, Peter Z Mitchell, Phillipa Aldridge, Louis D Rodriguez, Virginia E Lipinsky, Frances Tuccillo, Robert C Davis, Judith Laureda, Basil A Nias.

No. 61 - 77.0%

61 Bernard F Schwarz, William Perkins, Harvey R Ward, Edward W Rodgers, Denise C Stinson, Francine M Lischner, Catherine Honigman, Richard Liamero, Gabriel F Mancuso, James C Brooks, Yolanda P Rodgers, Neil Rosenberg, Edward T Manzitti, Mozelle L Weaver, Billie L Thompson, Rdoean R Eteng, Joseph E Rodriguze, Ken W Chin, Nancy F Weinstein, Jaime

No. 81 - 76.0%

81 Cornelius Walsh, Dagny A Evensen, Joseph Santos, Jesse O Moore, Linda G Fohrer, Raymond R Nero Jr, Anthony J Hart, Frederick Harris, Ernestine White, Mary C Johnson, Jeffrey S Nelson, Karen E Friedland, Robert T Daly, Irma L Barrow, Paul A Gellman, Stacy M Pildes. William A Dunn, Robert Torres, Peter P Cafferty, Dominick C

No. 101 - 74.0%

101 Walter G Goldsmith, Oison Redhead, Fred B Krellenstein, Thomas M Louizou, Laurence S Minard, Jeffrey B Rand, John A Fallone, Bernie Parker, Deborah A Cross, Marie L Zazzi, Denise L Rappaport, Mark S Mendes, David A Rudnitsky, Steven E Clarke, Carrie Mann, Patricia A Johnson, Denise A Cobhammcauley, Barbara L Singer, Joan Doljan, Eric Bernhardt.

No. 121 - 73.0%

121 Anthony C Romain, Russell Brown, Stevan E Elgart, Harriet G Brown, Gary L Kaplan, Reginald Randolph, Walter P Benesch, Smithie I Holmes. Robert F Swift, Patrick J Kenny. Nydia E Solar, Helen Devinsky, Marie J Michaels, Judith D Andersonneal, Leslie J Levine, Henry Finkelstein, Philip Borrello. Dina B Rose, Stephen M Poyta, Dorothy A Rassiga.

No. 141 - 72.0%

141 Frances Victors, Lois Feder, Richard E Cardin, Ellen B Eichel, Mary A Morris, Janine V Coyne, Susan Bair, Odette M McNeill, Elliott P Meyers, Pedro Albizu Jr. Anthony J Knopp. Carver G Bland, James G Garcia, Robert J Rohrs, Ralph D Richardson, Jeanne L Parnizari, Ralph Miller, Margaret M Walsh, Jay A Cherney, Carol A Victor

No. 161 - 72.0% 161 Arnold Weintraub, Lloyd E Brander, Abraham Tanenbaun, James D Dillard, Richard 8 Weiss, Nancy E Long, Laura A Rotbart, James D Holzhauer, Terry Faison, Nancy R Stass, Juan M Ramos, Steven H Mermelstein, Claire Marcus, Martin B Wilson, Kathryn A Ardisson, John J Ledwith, Susan Kirsch, Juan Rosario, Blanche Felsher, Deborah S Arundel.

(Continued on Page 15)



The City Housing Authori- nest Spears, Ptl. John Wortham. ty's finest were honored last week on the steps of City Hall when Mayor Lindsay and HA Chairman Joseph Christian presented medals, including three Medals of Honor, to 55 members of the Housing Police Dept.

The three Medal of Honor winners, decorated for their acts of "extraordinary bravery, intelligently performed in the line of duty at imminent personal risk of life and with the knowledge of danger involved," were probationary patrolman Kerry Schacht, 24, who, after an exchange of gunfire with bank robbers in Staten Island, was able to provide detailed descriptions of the thieves leading to their arrest after they drove off; patrolman Anthony Nicoletti, 27, who saved a man from committing suicide by having another officer hold him by the ankles as he reached down over a 22-story building to rescue the desperate man who was hanging by his fingers; and patrolman Edgar Williams, 32, who succeeded in disarming two armed robbers after chasing them into a subway where he put himself in the line of fire.

In the 21 years of its existence, six members of the 1,663man Housing Police Dept. have lost their lives in the line of duty.

"I for one want to say thank you," Mr. Christian said at the ceremony, "thank you for risking everything to permit us to live in peace."

Exceptional Merit

Aside from the Medals of Honor, 11 policemen received the Authority Medal of Exceptional Merit "for an act of personal bravery, intelligently performed in the line of duty, at risk of life." They were:

Ptl. Samuel Brown, Ptl. Phillip Canosa, Ptl. Robert Chavis, Ptl. Levernice David, Ptl. Arthur Geoghean, Sgt. John Gore, Ptl. Stanley Hackett, Ptl. Terry Mc-Koy, Ptl. Jose Morales, Ptl. Er-

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Authority Commendation

Also, 41 police officers received Authority Commendations for "an act involving grave personal danger in the intelligent performance of duty, or for highly creditable or unusual police accomplishment." They were:

Det. Peter Aguilar, Ptl. Gerald Balzano, Ptl. Herman Brooks, Ptl. Frederick Carrington, Ptl. Jesse Carter, Ptl. Gilbert Chamorro, Ptl. Robert Coleman, Ptl. William Davis, Ptl. Nathaniel Dixon, Ptl. Rudolph Edwards, Det. Frank Fernandez, Det. Christopher Francone, Ptl. Herbert Friedman, Ptl. Laurence Gailband, Ptl. Robert Gervasio, Det. Seveno Gonzalez, Det. Edward Gruskin, Pti. Ralph Guarino, Ptl. William Haynes, Ptl. Stanley Hellman.

Ptl. Frank Hines, Ptl. Charles Humber, Ptl. Julius Jenkins, Lt. Osie Jones, Ptl. Jerome Knuger, Ptl. John Lyons, Ptl. Leonard

(Continued on Page 15)



Housing Authority Chairman Joseph Christian and Mayor Lindsay present Medals of Honor to HA policemen, left to right, probationary patrolman Kerry Schacht, and patrolmen Anthony Nicoletti and Edgar Williams, for risking their lives in the line of duty.



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of Columbia University, has been named to succeed John W. Mac-Donald, of Ithaca, as a member and chairman of the State Law Revision Commission. All members receive \$13,936 annually.

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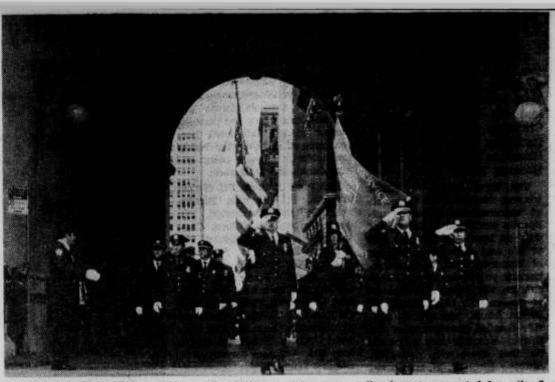
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Also participating in the parade was the Decoy Squad, featuring police as assorted "men on the street." And shown here is perhaps the youngest bearded man in history, certainly a most unusual decoy,

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CLOTHING DRIVE - Employees of the New York City Housing Authority contributed some 2,000 pounds of clothing to the Manhattan State School for the Mentally Retarded in a four-day drive sponsored by the Catholic Guild of the Housing Authority. Examining the merchandise are (from left) Richard E. Zatorski, president of the guild; Alma Speight, and Harry McArdle, past president who was chairman of the drive campaign. Some 150 patients at the school will benefit from the collection.



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City

State

Westchester Chapter Offers Endorsements To County Candidates

WHITE PLAINS — One of the largest county chapters in the Civil Service Employees Assn., representing 10,000 members, began a new strategy in making its political clout felt by endorsing candidates for county office in the coming November elections.

The Westchester chapter's political action committee, in a series of meetings which began on Sept. 27, interviewed the three top candidates of both the Republican and Democratic parties for County Executive, County Clerk and County Sheriff. The sessions were held at the union's office located at 196 Maple Ave. in White Plains.

In a final meeting on the candidates held on Oct. 11, Ed Carafa, chairman of the chapter's political action committee, announced the endorsement of

Taylor Law

(Continued from Page 1)

ing testimony, according to committee chairman Suchin, should notify David Billet, Staff Assistant, Assembly Standing Committee Central Staff, Room 831, Legislative Office Building, Albany, N.Y. 12224.

It is requested that the notification indicate at which of the above locations and dates the appearance is requested, and that the name, organization, address and phone number be included on the request. Twenty copies of any prepared statement are also requested to be submitted at the registration desk.

Alfred Del Bello (D) for County Executive; Thomas DeLaney (R) for County Sheriff and Gloria Karp (D) for County Clerk.

In addition, the committee endorsed Judge Evans Brewster (R) for Surrogate and gave its support to the following county legislators: Edward Gibbs (R) District 1; Joseph Darby (R) District 2; Edward J. Brady (R) District 3; Edwin Samalin (D) District 4; Carolyn L. Whittle (D), District 5; John Messina (R), District 6; Thomas F Keane, Jr. (R), District 7; Audrey G. Hochberg (D), District 8; William R. Crosble (R), District 9; Andrew Albanese (R), District 10; Vincent Rippa (D), District John DeRario (D), District 12; Patricia Wild (D), District 13: Leonard Spano (R), District 14; John B. Whalen (D), District 15; James J. McPoland (D), District 16; and Marc Bloom (D), District 17.

The recommendations of the political action committee were unanimously approved at a subsequent meeting of the chapter's executive board, presided over by John Haack, president. The meeting was then addressed by Thomas H. McDonough, CSEA's executive vice-president, who complimented the union's officers.



HEALTH UNIT OFFICERS — Officers of the Health unit of the Eric County chapter of the Civil Service Employees Assn. pose after their recent installation. From left are David Lang, sergeant-at-arms; H. Harold Boreanaz, president; Mike McGee, vice-president; George Clark Sr., Eric County chapter president and installing officer; John Kociela, parliamentarian; Sandy McFarland, treasurer; Richard Hider, secretary, and Victor Marr, outgoing president.

Nassau Chapter Endorses Caso For County Executive

MINEOLA — The 20,000-member Nassau chapter of the Civil Service Employees Assn. last week accepted the challenge to political action and endorsed County Executive Ralph G. Caso for re-election.

Chapter president Irving Flaumenbaum said the endorsement was voted by the chapter board of directors because of Mr. Caso's "judicious" conduct in office

"We are taxpayers as well as county employees, and Mr. Caso has struck a balance in the seemingly impossible task of controlling taxes while recognizing the legitimate needs of employees in a highly inflationary time," Flaumenbaum sald.

It was the first time the big chapter had made an endorsement in a major campaign.

Flaumenbaum noted that the chapter was not entirely satisfied with the results of hard negotiations with the Caso administration last year, but noted that salaries and fringe benefits had been improved while the administration was reversing a long rise in property taxes.

Regional Attorney Boyle Nominated As Judge Candidate

SYRACUSE — Earl P. Boyle, CSEA regional attorney in the Central New York area, has been nominated as a candidate for the position of Supreme Court Jusice in the Fifth Judicial District. That district comprises the Counties of Onondaga, Oswego, Jefferson, Oneida, Lewis and Herkimer.

Mr. Boyle has been regional attorney since 1966 and has handled disciplinary proceedings, grievances, arbitrations, representation and unit determination questions, Article 78 Proceedings and Appeals for the Association and its members since that time. He was former Assistant District Attorney of Onondaga County and Confidential Clerk to the late Supreme Court Justice, James H. O'Connor.

He is also a regional attorney for the School Administrators' Association of New York State. He is a partner in the firm of Boyle & Grosso, with offices in Syracuse.

Western Meeting

(Continued from Page 1)

of the meeting. Edward C. Dudek, president of the State University of New York at Buffalo chapter, will lead a panel discussion on chapter problems at the Friday evening education program at 7 p.m.

Roswell Park chapter is host for the meeting. Robert Stelley is chapter president.

CONSTITUTION & BY-LAWS

(Continued from Page 8) held before the Trial Board at which time either party may be represented by an attorney other than the regional attorney. Verbatim minutes shall be kept and paid for by the charging chapter. If the charges, or any part of them, are sustained, the Trial Board may impose any of the following penalties: reprimand, censure, suspension from membership not exceeding one year or withdrawal of membership.

If the member is aggrieved by the Trial Board's determination, he may appeal that determination to the Board of Directors of the Association within fifteen (15) days of receipt by registered or certified mail of the Trial Board's determination. The Board of Directors or a committee it designates may reverse, modify or sustain the Trial Board's determination. The Board of Directors must act within sixty (60) days of the receipt of the appeal.

Any member found guilty under this procedure may not hold office in any capacity for a period of five (5) years."

(ED NOTE: Delegates went against the recommendation of the committee and approved the amendment above as amended.)

PROPOSED AMENDMENTS TO THE CONSTITUTION:

The following proposed amendments to the Constitution were considered by our committee. All were given favorable consideration:

 Article IV is hereby amended by adding thereto a new section to be known as Section 5, which shall read as follows:

"Section 5: OATH. All officers of the Association and members of the Board of Directors shall be required to take an oath of office as prescribed by the Board of Directors prior to assuming the duties of their respective offices."

(ED NOTE: Delegates accepted the committee recommendation and approved the amendment above.)

 Article IV, Section 4(d) is hereby amended to read as follows:

"(d) The Board of Directors shall within reasonable limits authorize the reimbursement of travel expenses for duly nominated candidates for officers as herein specified.

REGIONS

[Beginning October, 1973] The State shall be divided into six regions, as follows:

- 1. Long Island Region: Nassau and Suffolk.
- New York City Region: Richmond, Kings, New York, Queens, and Bronx.
- 3. Southern Region: Westchester. Orange, Dutchess, Ulster, Rockland, Putnam, and Sullivan.
- Albany Region: Clinton, Essex, Warren, Hamilton, Washington, Saratoga, Schenectady, Montgomery, Albany, Schoharie, Greene, Columbia, Rensselaer and Fulton.
- Syracuse Region: Broome, Cayuga, Chemung, Chenango, Herkimer, Cortland, Delaware, Franklin, Jefferson, Lewis, Madison, Oneida, Onondaga, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins and Oswego.
- Buffalo Region: Niagara, Orleans, Monroe, Wayne, Erie, Genesee, Wyoming, Livingston, Ontario, Yates, Chautauqua, Cattaraugus, Allegheny and Steuben.

All chapters shall be members of the region in which the chapter headquarters is located.

(Prior to the effective date of this section, all regional conferences here-

tofore established pursuant to the Constitution shall remain in effect and all current officers of those conferences shall perform their duties until the installation of the new regional officers occurs.)

(a) [Beginning October 1, 1973,] Each region shall be under the direction of a Regional President, and shall have a minimum of three Vice Presidents, a Treasurer and a Secretary, who shall be elected by the members assigned to their respective regions.

(b) (Beginning October 1, 1973,1) Each region shall have a regional executive board which shall consist of the elected officers, immediate past president, the chapter presidents, and shall reflect where applicable, representation of the State departments, county division, school districts, judiciary, authorities and community of interest which may be deemed necessary within the region."

(ED NOTE: Delegates accepted the committee recommendations and approved the amendments above as corrected.)

 Article VII, Section 1 is hereby amended to read as follows:

"Section 1. DELEGATES. Members of each chapter shall (select) elect from their membership one or more delegates to represent the members of the chapter at all meetings of the Association, except that the chapter president shall, by virtue of his office, automatically be designated as a delegate. Prior to June 1st of each year, each chapter shall file with the Secretary of the Association an accurate list containing the names and addresses of its delegates for the ensuing year, and names and addresses of alternate delegates may be submitted to the Secretary thereafter. Such delegate or delegates shall have one vote for each one hundred members or fraction thereof in such chapter, based upon the paid membership in the Association on the first day of June preceding the meeting. The number of votes each chapter or de-

partment is entitled to cast shall be determined by a Board of Canvassers appointed by the Board of Directors. Members in the State Division who are not entitled to representation by Chapter Delegates pursuant to this section shall be represented at all meetings of the Association by members of the State Executive Committee as delegates representing each of the State Departments, and each such delegate shall have one vote for each one hundred members, or fraction thereof, in the department from which he was elected, excluding those members who are represented by Chapter Delegates as provided in this section. All other members of the Board of Directors shall have all the rights and privileges of delegates at meetings of the delegates except the right to vote. The votes of each chapter or department shall be cast as a unit unless the delegates have been instructed to split such votes on a particular issue in a manner prescribed by the members of such chapter or department. Such delegates selected or appointed pursuant to this section shall have and may exercise all the powers, rights and privileges of members at any meeting of the Association."

(ED NOTE: Delegates accepted the committee recommendation and approved the amendment above.)

 Article VIII is hereby amended by adding thereto a new sentence which shall read as follows:

"ARTICLE VIII

Funds

No funds of the Association shall be disbursed unless authorized by the Board of Directors or at a regularly assembled meeting of the Association. No funds of the Association shall be disbursed in a manner which will result in a personal profit to an officer, director or employee of the Association."

(ED NOTE: Delegates accepted the committee recommendation and approved the amendment above.)

Latest State And County Eligible Lists Eligibles

EXAM 35056
PROM TO EDUC SUPVR PHYS
ED & REC
Test Held April 14, 1973
List Fist Sent, 11, 1973

	THE RM Sept. 11, 1973	
1	Jay B J Tupper Lake	85.
2	Brackett R H Newark	.84.
3	Burdman H Buffalo	82.
4	Nagle G S Mastic	81.
5	Wilcox D L Binghamton	.80.
6	Kelly K Kings Park	80.
7	Ianacone R West Seneca	.76.
8	Tellefsen F Staten Is	.75.
100	Williams I A Highland	7.0

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: 596-8080; NYC Transit Authority, 370 Jay St., Brooklyn 11201 phone: 852-5000.

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

STATE - Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York, 10048, (phone: 488-4248); State Office Campus, Albany, 12226; Suite 750, 1 W. Genessee 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

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

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

Pederal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd. West, 2 Toll-free may be made to (800) 522-7407. Federal titles have no deadline unless otherwise indicated.

INTERGOVERNMENTAL The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-8000; and for federal, 526-6192.

11 Johnson P Wappingr Fls	73.9
PROM. TO INSURANCE EXM	
EXAM 35036, OPTION A	
Test Held Jan. 13, 1973	
I Grasmann G P Briarwood	70,3
PROM, TO PRIN CLK	
EXAM 51205	
Test Held Jun. 13, 1973	
List Est Sept. 10, 1973	
	ma 4
1 Smith C Buffalo	87.6
2 Laskowski N Snyder	86.6
2 Laskowski N Snyder 3 Campbell D Williamsvil 4 Paul A Cheektowaga 5 Nowocyta I Buffalo 6 Butterini I Ruffalo	82.3
Paul A Cheektowaga	84.9
5 Nowocyta I Bunnio	84.3
6 Botterini J Buffalo	
8 Wilcznski J Cheektowaga	93.4
o Deserve M. Postelo	62.5
9 Donohue M Buffalo	91.0
10 Cirbus R Buffalo	91.5
11 Burrell V Buffalo	91 3
13 Castellani L Buffalo	80.2
14 Boyle A Buffalo	
15 Mayo G Buffalo	78.6
16 Nuwer A Cheektowaga	78.4
17 Cali 5 Buffalo	
18 Vaught D Buffalo	77.9
19 Dietrich E Hamburg	77.8
20 Felser I. Buffulo	77.4
21 Stewart I Williamsvil	75.3
22 Moscato S Kenmore	73.3
23 Herdlein P Buffalo	. 73.3
EXAM 35083	
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	EXAM 35083
PROM. TO	SR COMP CLAIMS CLERI
TEST	HELD MAR. 24, 1973
LIST	EST. SEPT. 13, 1973

	LIST EST. SEPT. 13, 1973
1	Bartolo M Syracuse96.4
2	Elderbroom P Syracuse96.2
	Katzman I Bklyn95.2
4	Mezzapelle A Queens91.3
5	Nelson M Jackson NJ90.6
6	Foster Y NYC
7	Flanders M Jamaica
8	Smith C Oneida87.6
9	Arnold M Bklyn
10	Murray D Syracuse
11	Felkey D Syracuse 3 86.3
12	DeStefano 1 Bklyn
13	Farber H Bklyn83.7
14	May P Woodlawn93.6
15	Adalian J Rensselaer 83.6
16	Maxwell P Buffalo 93.2
17	Hamilton J Syracuse 80.5
IR	Belinfante A Bx 80.5
123	

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19 McFadden L Staten	f- 40 t
19 Sterangen L Staten	13
20 Ebersold 5 Honeo	e Fis 19.
20 Ebersold S Honeog 21 Whetler J Kenmor	C
22 Permanoez A NYC	
23 Graziano G Renss	
24 Wheller M NYC	
25 Brooks M NYC	76.
26 Scuderi V Bklyn	76.
27 Turner C St Alba	
27A Minard K Albany	
28 Hopkins K Bx	
29 Fetagna M Bklyn	75.
30 Griffo S Buffalo	75.
31 Neyes R Syracuse	
32 Withelm W NYC	75.
33 Jones B Staten	Is 75.
35 Regismin R Rv	74
36 Moore J S Ozone 37 Stewart A Queens	Pk
37 Stewart A Queens 5	Vill
38 White D Bx	and a second section of the
39 Magwood A Bklyn	
40 Thomas A Bx	
41 Small G Bklyn	
42 Solomon S Bkiyn	
43 Weberman R NYC	73.4
44 Peters E Bkivn	
45 White R Farnham	
46 Wronski D Buffa	10
47 Felon D Depew	
EXAM 3	5185

PROM, TO SR COMPLIER PRGMMR. Test Held May 12, 1973 List Est. Sept. 14, 1973

1 Rose N Troy	18
2 Wray W Albany	8
3 Flanger L Mayfield	8
4 Kotmel A Altamont	8
5 Reda F Albany	8
6 Asai K Albany	8
7 Kasper T Albany	8
8 Denrima T Troy	. 8
9 Movey A Albany	7
10 Casey A Albany	7
11 Wierzbowski E Rensselaer	100
12 Szczerpkowski J Loudonville .	. 7
13 Rosenberg S Albany	7
14 Nelson A Albany	7
15 Lapinski R Cohoes	7
16 Endin M. Cuiro	- 7
16A Flint D Petersburg	7
17 Petronis F Mechanicvil	7
18 Friday C Ravena	7
19 Legg D Glenmont	. 7
20 Martin R Scotia	7
21 Post W Albany	
22 Fine A Troy	7
23 DiLorenzo M Albany	7
24 Wood B Albany	
25 Tansey J Troy	. 7
26 Cabriel R Albany	7
27 Dambanaki M Amusadam	14

27 Domkowski M Amsterdam 28 King P Mechanicvil 29 Deconno J Green Is 30 Padula J Staten Is 31 Walls C Esperance 32 Graczyk M Voorheesvil PROM. TO ASSOC. WORKMENS COMP EXMR EXAM 35078 Test Held Mar. 24, 1973 List Est. Sept. 12, 1975

1 Waron O Bklyn	
1A Foley F Albany	87
2 Gullan A Flushing	85
3 None	
4 Blumenthal A NYC	82
5 Donohue M Rivervale NJ	82
6 Kutzuk W Riveredge NJ	79
7 Loomis P Staten Is	.79
8 Sullivan R. Syracuse	77
9 Martialto I Babylon	7.7
10-Saimonowitz M Bx	76
11 Brannioan J Westbury	.75

Stevenson To Pensions

ALBANY - The Governor has reappointed Carl L. Stevenson, of Rochester, to the Permanent Commission on Public Employee Pension and Retirement Systems for a term ending June 30, 1978. Members are paid \$100 per day to a maximum of \$7,500 per

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(Continued from Page 10) No. 181 - 71.0%

181 Steven S Oberman, Martin I Lang, Robert Sutton, Rochelle L Peck, Sharon Ellis, Jerry N Beckles, Gail L Messinger, Marion E Reese, Marianne A Barone, Mary A Maikish, Deborah L Kugler, Phyllis A Borenstein, Robert Cooperman, Louis Barnadas, Raymond Eng. Dinah Lukin, Richard E Woytek, Beverly M Sekol, Joan C Harman, Stephen J Dillon.

No. 201 - 70.0%

201 Gloria Klaus, Kent T Katz, Eleanor Storm, Louise M Stella, Richard D Gebbia, Lois Katz, Myrna I Sadowsky, Joseph Gonzalez, Victor Rodriguez, Virginia D Gilpatric, Gayle A Singleton, Robert M Alston Jr. Claire Kerven. Rachel C Rothschild, Marsha J Shaw.

EXAM 2228 SR PROJECT SERVS SPEC

This list of 43 eligibles, established Oct. 16, resulted from Feb. 21 written testing for which 136 candidates filed, 83 were called and 65 appeared. Salary is \$18,400.

No. 1 - 99.70%

1 Melvin E Ginsberg, Morris Glickman, Charles N Vilpini, Charles Attinson, Arnold Wolff, Stanley J Cohen, Conrad J Obregon, Dayo L Motwani, Lawrence

Farkash, Miriam Kerpen, Benjamin Rottenstein, Seymour Adelstein, Howard L Geyer, Andrew J Costello, Nathan Burkan Jr. Perry H Soskin, Harry K Denny, Jules J Sells, John J Hayes, Vincent J Sama.

No. 21 - 79.20 %

21 Abraham Brenner, Seymour Bader, Betty Chodes, Vivian A Robinson, Jacob Rubinstein, Emanuel Prince, Theodore Bach, Theodore O Will, Arnold Weinberger, Paul J Deluccio, William T Baird Jr. Mario Raccasi, Solomon Rosenfeld, Joanne G Imohiosen, Gil S Ahn, Casuba Srinivasan, Stanley Kornreich, Frank Cardello, Charles H Misner, Julian J Misiurski Jr.

No. 41 - 70.20%

41 Zev Weinstein, Mordechai Taub, Norman Rumelt.

Housing Cops Honored

(Continued from Page 11)

Marg, Ptl. James Matzen, Ptl. Charles Miller, Ptl. Michael Murphy. Ptl. Paul Patchoros, Ptl. Donald Payton, Ptl. James Phelan, Ptl. John Polk, Ptl. Isaac Richardson, Sgt. George Sherman, Ptl. Robert Smith, Ptl. Frank Vernon, Ptl. Albenard Washington, Sgt. William Wells, Ptl. Lawrence Wilson.

. In addition, three civilians received citations for "outstanding assistance" rendered to the HA police in the performance of their duties. They were: Mr. Robert Coleman, Mr. William Sibick, Mr. Frank Trombone.



RALLY FOR ISRAEL - State Atty. General Louis Lefkowitz speaks at the Israel Rally last week sponsored by the Council of Jewish Organization in Civil Service. Seated from the left are Louis Weiser, council president, and State labor commissioner Louis Levine.

D



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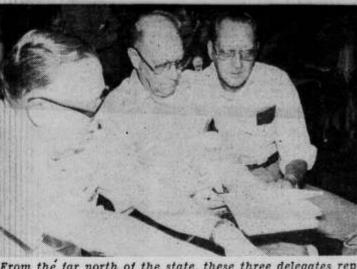
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From the far north of the state, these three delegates representing Franklin County study some of the reports to be presented at convention. From left are Greg Rowley, Bernard Young and Leonard LaMore.



Outgoing Western Conference president Samuel Grossfield forcefully presents his opinion during debate.

chapter, takes to the floor to give his views on issue.

(Leader photos by Ted Kaplan)



At meeting of non-teaching school employees delegates, chairman Edward Perrott called for "creativity" in extending CSEA's influence with school districts. Here Perrott is shown at microphone, with Salvatore Mogavero in foreground and field rep Danny Jinks standing at right.



Election committee chairman Bernard Schmahl announces results of recent statewide officer elections.

Delegates Study Reports, Debate Issues At CSEA's 63rd Annual Convention



Reviewing some of the many reports delegates had to study at convention were Insurance Department's Virginia Kiddle and Liquor Authority's Anne Kearney.



Housing Authority chapter president Martin Geraghty has the microphone, while Metro DofE chapter president John LoMonaco and Kingston unit president Tony Fattarino await turns.



Education committee chairman Celeste Rosenkranz confers with legal committee chairman Abe Kranker during program on disciplinary procedures.



Boris Kramarchyk, president of Office of General Services chapter, was articulate and forceful speaker on many key issues during convention



Outgoing CSEA second vice-president A. Victor Costa exchanges comments with CSEA executive director Joseph Lochner during lull in meeting.



Orange County chapter president Anne Butler adjusts blanket on "mascot" as CSEA president Theodore C. Wenzl prepares to walk him.