

# Civil Service LEADER

America's Largest Newspaper for Public Employees

Vol. XXXIII, No. 37 Tuesday, December 12, 1972 Price 15 Cents

ALBANY NY 12224  
P R CSEA  
00000011-COMP-CEMP

## Eligible Lists

See Page 15

# CSEA CRUSHES SEIU IN UNIT CHALLENGES



With hands raised high in victory, Metropolitan Conference secretary Dorothy King, CSEA collective negotiating specialist Paul Burch and Creedmoor State Hospital chapter president Terry Dawson celebrate the overwhelming vote of confidence that Institutional Services and Professional-Scientific-Technical Unit employees gave to the Civil Service Employees Assn. as their negotiating agent.

## Relax Eligibility Restrictions For Therapy Grade 14 Exam

(Special to The Leader)

ALBANY — The Civil Service Employees Assn., after filing an improper practice charge against the New York State Department of Civil Service, has been successful in obtaining a waiver for hundreds of occupational, recreational and physical therapy employees working in the Department of Mental Hygiene as Assistant 1, Grade 11's to take the Grade 14 examination on a "one time" basis.

Under the original agreement, upon implementation of the therapy career ladder, those incumbents who didn't have the two years of college educational requirements were to be given one opportunity to take the Grade 14 examination on the basis of a special waiver.

The Civil Service Department, when administering the examination, required applicants who lacked two years of college to be admitted only if they had one year of permanent service in the Assistant 1, Grade 11 position as of July 24, 1970.

This requirement excluded hundreds of employees who were provisional or who had less than the two years required for auto-

matic promotion to Grade 11 at the time from taking the 1970 examination.

Civil Service stated that "in order to rectify the situation, another examination would be given to employees who entered service prior to July 24, 1969." When the examination was recently announced, according to CSEA, they made "the same er-

ror, once again excluding those employees who didn't have one year of permanent service in the Assistant 1, Grade 11 position by July 24, 1970."

CSEA maintained that the refusal of the Civil Service Department to implement fully the provisions of a negotiated agreement was in violation of Section 209

(Continued on Page 16)

## Nearly 70% Of P-S-T And Institutional Aides Deliver A Big Victory

ALBANY — The Civil Service Employees Assn. has delivered a crushing defeat to attempts by the Service Employees International Union to unseat CSEA as representative for workers in the State's Institutional and Professional-Scientific-Technical bargaining units. At stake was the right to represent some 74,000 State workers in the two units.

The balloting was conducted entirely by mail voting in the P-S-T unit. Half of the employees in the Institutional Unit voted on-site and the other half voted by mail.

An exuberant Theodore C. Wenzl, president of the Employees Association, said after the final count was made: "Anyway you look at it—on-site, off-site or insight—these elections are, indeed, significant CSEA triumphs. The employees, in their wisdom, decisively demonstrated their preference for the better way of public employee representation and I thank everyone who contributed to these outstanding victories."

Referring to the fact that SEIU allegedly brought in outside organizers to help them try to win away State workers from CSEA, Wenzl said that "during the American Revolution, the British hired the Hessians to help crush American independence. SEIU and its outside troops fared no better than the British. CSEA is still not only independent but also remains the largest independent public employee union in the country."

It was the second time since 1969 that the Employees Association had been challenged on the right to represent the majority of State workers. In that battle, CSEA routed the American Federation of State, County and Municipal Employees union. "In this latest victory," Wenzl said, "State institutional and professional workers have made it very clear, just as they did three years ago, that they want to be represented by CSEA.

CSEA has faced many problems and fought many battles over the past three years. Apparently the employees are satisfied that we win a lot more often than we lose. For me, personally, this is extremely gratifying. For them, I can assure them they've made the right choice."

### Vote Count

In the in-person voting in the Institutional Unit, CSEA led SEIU 7,831 to 3,724. Mail ballots tallied gave 7,039 votes to CSEA and 1,710 to the challenger—leaving CSEA with a total vote of 14,870 over SEIU's 5,434, an indisputably decisive win.

The tally in the Professional-Scientific-Technical unit was

(Continued on Page 16)

*Don't  
Repeat This!*

In Running Senate

## Anderson's Style Will Be Different

AS predicted here two weeks ago, Senator Warren M. Anderson of Binghamton was elected President Pro Tem and Majority Leader of the Senate by the unanimous vote of his colleagues. In characteristic style, immediately after his selection, Senator Anderson said that he would not seek to emulate his predecessor.

(Continued on Page 6)

### INSIDE THE LEADER

Eric County CSEA OKs Pact — See Page 3

Town and Country — See Page 4

"My Daughter, The Fireman" — See Page 9

St. Lawrence Hero — Page 16



# What This Country Needs Is A Good \$5 Fun Club

**And that's what you have with a single membership in the Civil Service Education and Recreation Assn. that will cover your entire family.**

**Here's just a sampling of what you can enjoy:**

**Theater parties and seminars. (They came from Schenectady, Albany, Buffalo and elsewhere for our evening at the prize-winning musical "Two Gentlemen From Verona." They had a great time at supper and a visit to a prominent night club, too, and at a special low cost.)**



A special discount for a complete medical examination that follows the new philosophy of preventive medicine and warns you ahead of time. Offered by Metropolitan Diagnostic Institute, you need only show your membership card to receive the special group fee. For appointments call (212) 552-6200. On Long Island only call (516) 681-7722.

Learn to speak a language by using the famous 3-record or 5-record Berlitz albums, and at a discount price.



**\$5,000 accident policy for only \$3. CSERA pays the remainder of the premium.**

This is only a sampling. For the full program of activities mail the coupon below.

Civil Service Education and Recreation Assn.  
1501 Broadway  
New York, N.Y. 10036

(Check One)

- Please send me more information on CSERA.
- Enclosed is my check for \$5 for 1973 membership.
- Enclosed is my check for \$8 for membership and insurance.

Name .....

Address .....

City ..... State ..... Zip .....

Dept. or Agency ..... Phone .....

# Post Office, Public Help Santa

By KATHARINE SEELYE

Imagine being a postal employee during the Depression. Rummaging through the "dead letter" file at the postal headquarters on 34th St. around this time of year, you would see hundreds of letters addressed to "Santa, North Pole," or to "Mr. Clause, Toy Land." If you opened the envelopes you might be drawn into another world, the intensely private world of a small child who relishes the magic of Christmas time but whose parents, if he has any, are without jobs. He writes anyway to let Santa know what his little sister needs should Santa be in the neighborhood. And even if you didn't have an ounce of Irish in you, you might feel a tug at your heart because you would know these letters would never be answered.

The postal employees couldn't stand it. They reached into their own pockets and financed those requests that they could honor.

Eventually various New York Post Office employee organizations established a Christmas project, whereby the public was invited to select letters to answer. Private and public donations were made to finance toys and clothing for the needy letter-writers.

The entire project, its organization every year, the dispersal of letters to people who wish to help, and the application of financial donations to specific letters, is handled by a small group of postal employees who work on their own time. And, as in the old days, there are some who still dig into their own pockets to insure that fewer children will have to endure a bleak Christmas.

Last week the doors of Postmaster Tom Flanagan's office, room 3017 of the 34th St. GPO between 8th and 9th Aves., were once again officially opened to the public for perusal and selection of this year's letters. There are over 2,000 letters and the sum of donations already exceeds \$3,000.

Most letters are arranged in boxes according to geographical location—a large percentage sent from Manhattan and New York State, some from foreign countries—while a few of the more humorous or more touching letters are posted on a bulletin board. A sampling of these: "Dear Santa Clause: I bet you like reading letters. I do! I mist you over the year. I like Christmas because then I can see you in reel life." Many were solicitous of Santa's health after his long trip from the North Pole saying "There will be something for you by the piano," or "some beer and pretzels will be ready." Like many letters, one from Brooklyn explained that "my grandmother is on welfare and since we don't have a chimney I will let you in. I would like a baseball glove." A girl in Germany whose father is in the Air Force wishes they would receive orders to be transferred back to Fort Campbell. Also, as one would expect, these letters from the television generation request an absurd amount of brand-name articles which, hopefully, won't scare off the little old lady from Debuque.

All letters sent to Santa from New England, as far south as Virginia, and as far west as Ohio end up at the GPO on 34th St., and generous people from all over the country write here, requesting specific letters or packets of 100 letters that they can answer. Some people just send money donations to the New York GPO because "they seem to think New York is the poorest

city in the world," said Joe Murray, public relations man for the Postal Service.

Money that is not used for gifts goes toward a party on the 21st of December for 150 needy Manhattan families. There, Santa hands out toys and clothing to children, and turkeys with trimmings to the parents who can then prepare a real Christmas dinner in their own homes.

The postal employees have their own system, which cannot be revealed, for insuring that those who receive gifts and who are invited to the party, are genuinely needy. "There are a lot of kids who are sincere," said Murray, "but they don't need help. One kid we invited to the party showed up in a limousine."

Regulations prevent the GPO from retaining any of the leftover funds, so after Christmas, special presents are given to non-sectarian clubs and groups in the State. Last year, for instance, a pool table was presented to the Eureka Grand Chapter of the Prince Hall Masons in Hyattville.

To get letters, either call or write to the Post Office, 34th St., New York, N.Y. 10001.

## CSEA Donates Prizes For Suffolk Social Service Doll Contest

More than 200 little girls who are the daughters of families receiving Public Assistance will have beautifully dressed dolls under their Christmas trees due to the enthusiastic efforts of the Suffolk County Department of Social Services "Give a Child a Doll" contestants this year.

The dolls were dressed by employees of the Department as well as various groups and individuals in the community. Contributors came from as far as Miller Place to the east and The Bronx to the west. Over ten Girl Scout troops participated.

Judges for the doll contest awarded eight dinner certificates in the adult class and eight brand new \$5 bills to the young competitors. The prizes were donated by the Civil Service Employees Assn.

Judges were: Ruth Padham, Director of Recreation, Brookhaven; Mrs. Donald Armstrong, expert seamstress; Martha Mobley; Joanna Tillinger; Nancy Palazzolo; Viola Chew. Honorary judges were: Commissioner James E. Kirby and Joseph Finelli, publisher of the Islip Town Bulletin.

BUY U.S. BONDS

## WE FOUND A CAREER IN STENOTYPE WITH GOOD PAY & PRESTIGE.



Don't allow precious time to pass. **CALL NOW** to find out how you may choose a career as a **STENOTYPE REPORTER** or **STENOTYPE STENOGRAPHER**, or arrange for a **FREE** introductory lesson.

**REGISTRATION NOW IN PROGRESS**  
For WINTER Term

**DAYTIME COURSE** Starts Jan. 15 (Meets 5 Days Weekly)  
**EVENING COURSE** Starts Jan. 15 (Meets Mon. and Wed.)  
**SATURDAY COURSE** Starts Jan. 20 (Meets Sat. Mornings)

APPROVED by N.Y.S. Dept. of Education, APPROVED for Veterans Training, AUTHORIZED for non-immigrant aliens (I-20)

**CALL FOR FREE CATALOG W02-0002**

**STENOTYPE ACADEMY**

Exclusively at 259 BROADWAY (Opposite City Hall)

### SINGLE? EXPAND YOUR CIRCLE OF FRIENDS

A NEW reliable way to socialize with your kind of people... your age, your lifestyle. Private non-commercial parties in your area to which you will also bring your friends.

**Party Circle**

For FREE COORDINATION CENTER  
Brooklyn, 50 EAST 42 STREET  
write or call: NEW YORK, N.Y. 10017 • 768-6800

**CIVIL SERVICE LEADER**  
America's Leading Weekly  
For Public Employees  
Published Each Tuesday  
669 Atlantic Street  
Stamford, Conn.

Business and Editorial Office:  
11 Warren St., N.Y. N.Y. 10007  
Entered as Second-class matter and  
second-class postage paid, October  
3, 1939, at the post office at Stamford,  
Conn., under the Act of March  
3, 1879. Member of Audit Bureau  
of Circulations.  
Subscription Price \$7.00 Per Year  
(Individual Copies, 15c)





**CONTRACT SIGNING** — Officers of the Syracuse Neighborhood Health chapter of the Civil Service Employees Assn. are shown signing a two-year contract with the Research Foundation of the State University of New York. In the back row, left to right are: John P. MacArthur, special counsel to the Research Foundation; James Denehey, counsel for the Research Foundation; Gilbert Thomas, second vice-president of the CSEA chapter; William Adams, member of the negotiating team; Jeanne White, first vice-president of the chapter; Raymond Barth, personnel administrator, Upstate Medical Center, and Lewis Salkever, representative of the board of trustees of the Research Foundation. Seated, left to right, are: Mort Grant, executive director, Research Foundation; Larry Nunn, CSEA chapter president, and John D. Corcoran, Jr., chief negotiator for the CSEA chapter team and CSEA field supervisor.

# Erie Employees OK Two-Year Pact For More Pay, Benefits

**BUFFALO**—The Erie chapter of the Civil Service Employees Assn. has agreed to a 2-year contract with Erie County that provides for \$400 across-the-board raises each year. The unit represents 5,500 white-collar employees in county government. The contract also includes fringe benefit increases that call for:

- A fifth vacation week for 20 or more years' service.
- A fourth personal leave day.
- Changing pay periods from 14 to 10 days.
- Improved medical insurance benefits.
- A minimum call-in pay.
- Increased mileage from 11 to 12 cents a mile and payment of highway tolls.

The County originally had offered the CSEA a work contract calling for \$400 in each of three years, but the 2-year pact was negotiated after bargaining went to arbitration.

Included in the employee group were probation officers, welfare case workers and nurses, besides office workers.

"The employees came out well, and the ratification shows the employees are behind County Executive (Edward V.) Regan's budgetary policy," said George H. Clark Sr., chapter president.

He said that employees who remain in the same job level gain increased longevity pay benefits by receiving half-pay increments

after the 9th, 14th and 19th year of service.

That, Clark added, represents two additional increments over the previous pact.

Peter J. Wacks, the county bargainer, termed the pact "most agreeable" and said it "will tend to improve relations with county employees."

## Nemerson Praises Liberty Blue-Collar Pact As 'Extensive'

**LIBERTY** — Blue-collar workers in the Town of Liberty, organized as a unit of the Sullivan County Civil Service Employees Assn. chapter, have unanimously ratified a two-year labor contract with the town calling for a seven percent raise in the first year and a 25-cents-per-hour increase in the second year.

The contract also calls for binding arbitration with the costs of such arbitration shared by both parties, as well as new civil service protection for labor class and non-competitive employees after 90 days.

Jack Nemerson, Sullivan County CSEA president, noted that "Very few contracts are as extensive in covering the rights of the employee as this one. We're very pleased with the results of negotiations."

According to Jose Sanchez, CSEA field representative, the contract also establishes a set work week for Liberty employees at 40 hours. Sanchez said, "This allows overtime payable after eight hours and triple time for holiday work."

The agreement went to mediation with settlement recommendation rendered by Steve McCloskey, a State Public Employment Relations Board appointed mediator. Village Manager Bill Buchanan and Town Attorney Richard Gross represented Liberty in signing the final contract.

## Long Beach Unit Employees Gain Wages, Avert Layoffs In 'Down-To-Wire' Agreement

(From Leader Correspondent)

**MINEOLA** — The Civil Service Employees Assn. has negotiated substantial increases and averted threatened layoffs in the City of Long Beach, it was announced by Nassau chapter president Irving Flaumenbaum and unit president Stephen Hayes.

The agreement came at the deadline, as the City Council adopted a budget following three weeks of demonstrations by employees and urgent bargaining by CSEA officials.

"No layoffs are planned," Flaumenbaum announced. "Contract adjustments mean that a \$10,000-a-year employee will get about \$2,000 in new money over the period."

A strong plank of the contract provides that any layoffs proposed in the future will be submitted to and negotiated with the CSEA.

City Manager James Nagourney, pleading that the city administration had inherited a bankrupt treasury from the previous administration, had proposed a budget that lopped off 30 jobs. Members picketed City Hall and the homes of City Council members in bringing their plight to the attention of the Council, which had the final say.

The layoff threat represented

a renewal of a threat that had been raised — and disposed of in talks with CSEA — last spring.

The new contract — which runs for 31 months in order to mesh with the City's change of fiscal year — nullifies the proposed layoffs, boosts pay in three stages, adds two holidays and one vacation day and provides fully prepaid family health insurance.

Hayes noted that the employees had moderated their demands in view of the City's financial straits, but had insisted on an equitable settlement.

The final settlement was reached in a special meeting with members of the City Council by Flaumenbaum, Hayes and Nat Cohn, a mediator appointed by the state Public Employment Relations Board.

The settlement was overwhelmingly ratified by the membership at a meeting Thursday attended by more than 200 members.

## Reach Tentative Accord On Pact For Perth Schools

**PERTH** — The Perth School District non-teaching unit of the Civil Service Employees Assn. has reached a tentative agreement on a 1972-73 contract with the Perth Central School District after an impasse which dates back to May 19.

The union members have already accepted the contract, which is now being drawn up for formal signing, and the Board of Education has given its approval.

The contract includes a four percent increase on the base salary, an increment paid retroactive to July 1, an improved non-contributory retirement plan, and other fringe benefits.

The contract, which was negotiated by Edward Wilkinson, attorney for the school district, and Harman D. Swits, collective negotiating specialist for CSEA, covers approximately 30 clerical, cafeteria and custodial workers.

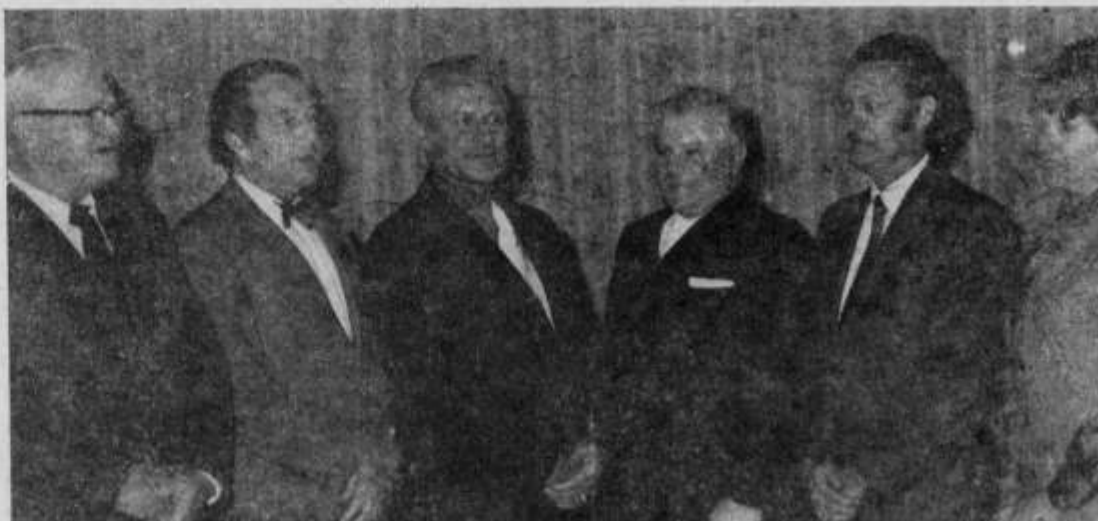
### Named To Commission

**ALBANY** — Pauline Gage, of Staatsburg, has been named to the Hudson River Valley Commission for a term ending May 31, 1975.

## Psychiatric Institute To Honor 7 Retirees

Seven retirees will be honored at the annual Christmas party of the New York State Psychiatric chapter of the Civil Service Employees Assn. on Dec. 19, according to chapter president Salvatore Butero.

The retirees and their years of service are: Sonia Kogan, 43 years; Bertha Feigenson, 41; Catherine McCausland, 16; Wilhelmina Murphy, 15; Mae Gleason, 13; Mary Daly, 11, and Margaret Gurry, 10.



**INSTALLATION** — Raymond O. Gallagher, third from left, was installed recently as president of the State University College at New Paltz chapter of the Civil Service Employees Assn. Gallagher appears here with some of the other chapter officers and guests: from left, chapter first vice-president Knut Bakke, college president Stanley F. Coffman, Jr., CSEA field representative and installing officer Jose Sanchez, CSEA collective negotiating specialist Paul Burch and chapter second vice-president Hazel M. Bartz. The installation dinner-dance took place at Williams Lake, Rosendale. Other chapter officers are: recording secretary Helen Wolfarth, corresponding secretary Juanita Dunham, treasurer Kenneth Hornbeck; board members Marie Romanelli (clerical) and John Barnes (maintenance), delegates Gus Galluzzo, Mary Browne, Alice Alsdorf and Harry Earle and alternate delegates Adelaide LoCicero and Magdeline Boland.

## Ⓛ 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.

### December

- 14—Metropolitan Armories chapter meeting: 5:30 p.m., Seventh Regiment Armory, 643 Park Ave., Manhattan.
- 19—Long Island Conference Christmas party: 8 p.m., Sunrise Village, Bellmore, L.I.
- 19—New York State Psychiatric Institute chapter Christmas Party.
- 19—Capital District Retirees chapter meeting: 12 noon, Ambassador Restaurant, 27 Elk St., Albany.

### January

- 19-20—Western Conference meeting: Rochester.
- 29—Capital District Conference meeting:





**POLITICAL ACTION** — The Southern Conference worked hard to elect CSEA-endorsed candidates in the Nov. 7 election. From left, Ray Cassidy, Westchester chapter's delegate to the Southern Conference Political Coalition, goes over campaign plans with State Senator John Flynn, Republican, a CSEA-endorsed candidate, and James Lennon, chairman of the Southern Conference political action committee.

**Named To Commission**

ALBANY—William F. Treanor, of New York City, has been named to the Temporary State Commission to Study and Investigate the Problems of the Enforcement of Tax Liens and Mortgage Frauds.

**Foreman Painter**

Seven of the 85 candidates who took City exam No. 2577 for promotion to foreman painter on Nov. 11 were found ineligible. Last September 153 applicants had filed for this written exam.

**Rosekrans Reappointed**

ALBANY—Fred A. Rosekrans, of Greene, has been reappointed by the Governor to the Council of the State University of New York at Binghamton.



By **JOSEPH LAZARONY**, Chairman  
CSEA County Executive Committee

**Responsibility Of Representation**

At the last meeting of the County Executive Committee, there was a long discussion on the continuing problem of attendance at meetings of this committee. There are currently 53 duly authorized members, and our attendance is generally around 33.

What this means is that 20 county chapters are getting little or no representation on this policy-developing committee. I have used this column several times to urge better attendance and, while some improvement is noted, 20 absences is far too many.

**THE IMPORTANCE** of this committee cannot be over-emphasized. The chapter representative has important duties, both to his (her) chapter and to CSEA. Election to this position means membership on the statewide Board of Directors. This Board is the policy-making authority for CSEA. The Board has responsibility for budget, personnel, legal assistance, charters for chapters, insurance programs and a host of other vital CSEA functions.

As a county representative and, therefore, also a member of the County Executive Committee, further duties exist. These include any areas directly related to political subdivision groups; areas such as types of personnel needed, policy development for CSEA as it pertains to political subdivisions, programs for our annual meeting and the conventions, and problems occurring in chapters that the representative wishes to bring to the group.

Examples of areas discussed in past years include development of educational chapters, our annual Delegates Meeting, policy development for negotiating expenses, increases in field staff and collective bargaining staff and improvement in membership lists and dues refunds.

**WHAT I AM ATTEMPTING** to point out is the significant loss chapters experience when they are not represented at these meetings. These chapters have no voice in any of the above areas, and often are not even aware of resources readily available to them. Problems in these chapters progress to more difficult levels and result in some dissatisfactions. In truth, attendance at these meetings would avoid these dissatisfactions.

Similar to this is the need for attendance at other committee meetings by members of our local chapters appointed by Dr. Wenzl. A few appointees have been consistently absent, and again the problem of adequate representation on these important committees becomes difficult.

To correct these problems, two items are needed:

**Item One**, and paramount, is the need for all units to negotiate time off for CSEA business for their representatives to attend to all of the matters attached to the title. Many units have this in their contracts now, but some do not. It is a negotiable item, and it is a traditional right granted to unions and it is necessary. Since representatives are chapter officers, all units in the chapter need this item in their contracts, as representatives can be county, city, town or school district employees.

May I suggest that each unit in the State not currently granted time off for CSEA duties, make the granting of such time a priority item.

**ONCE THE ABOVE** is solved, Item Two is the need to elect interested people, people who will make the sacrifices necessary to be an effective chapter representative. Candidates should recognize the importance of committee meetings, of reporting back to the chapter and its units, and of being available to discuss local problems when asked to do so.

If we can accomplish the above, no chapter need ever feel that "Albany" is not interested in its problems. On the contrary, active board members are most effective in keeping Headquarters aware of chapter needs, and often can solve problems before they become difficult.

The County Executive Committee is a vital element in progress for our members and for all of CSEA. Be sure your chapter is a part of this element.

**Special Notice**  
regarding your  
**CSEA BASIC ACCIDENT**  
**AND SICKNESS PLAN**

**There have been changes!**

WE HAVE INCREASED THE LIMITS FOR  
THE DISABILITY INCOME BENEFITS...

Now, if your annual salary is	You can qualify for a monthly benefit of
Less than \$4,000	\$100 a month
\$4,000 but less than \$5,000	\$150 a month
\$5,000 but less than \$6,500	\$200 a month
\$6,500 but less than \$8,000	\$250 a month
\$8,000 but less than \$10,000	\$300 a month
\$10,000 and over	\$400 a month

**FOR FULL INFORMATION AND RATES:**

1. Please print your name, address, place of employment and employee item number in the spaces provided on the coupon below.
2. Mail form to: **TER BUSH & POWELL, INC.**  
CIVIL SERVICE DEPARTMENT  
BOX 956  
SCHENECTADY, NEW YORK 12301
3. Or, call your nearest Ter Bush & Powell representative for details.



**TER BUSH & POWELL, INC.**

SCHENECTADY NEW YORK      BUFFALO SYRACUSE

FILL OUT AND MAIL TODAY...

Ter Bush & Powell, Inc., Schenectady, New York  
Please furnish me with complete information about the changes in the CSEA Accident and Sickness policy.

Name \_\_\_\_\_  
Home Address \_\_\_\_\_  
Place of Employment \_\_\_\_\_  
Employee Item No. \_\_\_\_\_

*P.S. Don't forget, new employees can apply for basic CSEA Accident and Sickness Insurance non-medically during the first 120 days of employment, providing their age is under 39 years and six months.*



# To Name 59 Policewomen

The City Police Department plans to make appointments to policewoman sometime in January. The Leader learned last week, marking the first policewoman hiring since Oct. 24, 1969.

There are currently 59 vacancies in the policewoman working and budgetary quotas of 290. Police personnel director Seymour Bernstein said that the jobs would likely be filled in more than one group of appointees.

The first appointments are expected to coincide with the naming of 175 patrolmen in January, at a date not yet finalized.

The way was cleared for appointments recently when the City Dept. of Personnel on Nov. 30 established the 1,727-name eligible list, from which policewomen will be named. The exam, No. 9081, was held Oct. 25, 1969. The list was made public Jan. 26, 1970.

## Ackerly Top Winner In Westchester Draw

WHITE PLAINS—Prize winners of the Westchester chapter, Civil Service Employees Assn., drawing were announced this week by the chapter's executive council.

The following won prizes at the drawing held Nov. 14: First prize, console color TV went to R. Ackerly, Sr., of White Plains.

Second prize, a cassette tape recorder and player went to Thelma Baskerville, of Mt. Vernon; Margaret McCabe, of Armonk, and Barbara Byrnes of Hawthorne.

Third prize, transistor radios went to A. J. Sencen, of Yonkers; Carmine Paulo, of East White Plains, and Craig Flagg, of Ossining.

# The Transit Beat

By JOHN MAYE

President, Transit Police  
Patrolmen's Benevolent Assn.



## The Public's Right To Know

This is the second time that I write about the public's right to know. By this time it was hoped that I would be able to report that the City cared and that the responsible management of the MTA and the Transit Authority had combined their efforts with the office of the Mayor to resolve the two-year contract negotiations with the Transit Police.

As of now, no such report can be given. On too many occasions we have heard from a disgruntled public bearing the brunt of actions taken by employees seeking just demands. It is always the cry that "the unions are too strong," or "they don't give a damn for the public they serve," or "we pay their salaries and look what they do to us."

This attitude is the natural result of being the victim for days, weeks or months of inconvenience for reasons not understood. What the public fails to see is what has transpired for many long months and in the case of the Transit Patrolmen over the years, to bring about this last and final step, the only tool left to a bargaining unit when all other avenues have failed. Can any person — the breadwinner in the family — seriously believe that a representative organization would request their dues-paying members not to work, not to perform their duties, not to receive a day's pay? Or lead its members into an action or even the most drastic of steps — a strike — not knowing how long it would endure and not knowing how long its members can survive without a pay check and in the case of civil service employees with the full knowledge of the harsh penalties of the Taylor Law? Penalties which impose fines of two days pay for every day of job action, a year's probation during which time a member can be fined for the smallest of infractions, and the union leadership subject to fines and jail terms. In most cases, an organization cannot exist under these conditions.

The average person cannot understand why leadership can place an organization into this position. I submit that it is the anguish and frustrations of months of management's ill approach to the bargaining table that is the underlying cause which the public is unaware of.

How much has the employee to give up, how much does the employee have to sacrifice to meet acceptable objectives? This the public will never know. Organized leadership knows full well the problems of a strike and how to get into a strike, but how does one bring members back to work?

Whatever is the will of the members of the New York City Transit PBA in our next step to resolve our contract will, I assure the public, be the only course open to us. We have met all of the obligations of a responsible organization to the city and the riding public alike. Unfortunately, the press has failed to recognize our cause and has twisted our actions to meet their own ends.

The City of New York and the Transit Authority have battered the TPBA with promises. But no results.

# TO HELP YOU PASS GET THE ARCO STUDY BOOK

BOOKS	PRICES
Accountant Auditor	6.00
Administrative Assistant Officer	6.00
Assessor Appraiser (Real Estate)	5.00
Attendant	3.00
Attorney	5.00
Auto Machinist	4.00
Auto Mechanic	5.00
Beginning Office Worker	5.00
Beverage Control Invest.	4.00
Bookkeeper Account Clerk	5.00
Bridge & Tunnel Officer	5.00
Bus Maintainer — Group B	5.00
Bus Operator	5.00
Buyer Purchasing Agent	4.00
Captain Fire Dept.	8.00
Captain P.D.	6.00
City Planner	4.00
Civil Engineer	5.00
Civil Service Arith. & Vocabulary	3.00
Civil Service Handbook	1.00
Clerk N.Y. City	4.00
Complete Guide to C.S. Jobs	1.00
Computer Programmer	5.00
Const. Supv. & Inspec.	5.00
Correction Officer	5.00
Court Officer	5.00
Dietitian	5.00
Electrician	5.00
Electrical Engineer	5.00
Engineering Aide	4.00
Federal Service Ent. Exam	5.00
Fingerprint Technician	4.00
Fireman, F.D.	5.00
Fireman in all State O.P.	4.00
Foreman	5.00
General Entrance Series	4.00
General Test Pract. for 92 U.S. Jobs	5.00
H.S. Diploma Tests	5.00
High School Entrance & Scholarship Test	3.00
H.S. Entrance Examinations	4.00
Homestudy Course for C.S.	5.00
How to get a job Overseas	3.00
Hospital Attendant	4.00
Housing Assistant	5.00
Investigator-Inspector	5.00
Janitor Custodian	5.00
Laboratory Aide	5.00
Lt. Fire Dept.	5.00
Lt. Police Dept.	6.00
Librarian	4.00
Machinists Helper	5.00
Maintenance Man	5.00
Maintainer Helper A & C	4.00
Maintainer Helper Group B	4.00
Maintainer Helper Group D	5.00
Management & Administration Quizzer	5.00
Mechanical Engineer	4.00
Motor Vehicle License Examiner	5.00
Motor Vehicle Operator	4.00
Notary Public	4.00
Nurse (Practical & Public Health)	5.00
Parking Enforcement Agent	4.00
Prob. & Parole Officer	6.00
Patrolman (Police Dept. Trainee)	5.00
Personnel Assistant	4.00
Pharmacists License Test	4.00
Playground Director — Recreation Leader	4.00
Policewoman	5.00
Postmaster	5.00
Post Office Clerk Carrier	4.00
Post Office Motor Vehicle Operator	4.00
Preliminary Practice for the H.S. Equivalency Diploma Test	4.00
Principal Clerk-Steno	5.00
Probation & Parole Officer	6.00
Professional Career Tests N.Y.S.	5.00
Professional Trainee Admin. Aide	5.00
Public Health Sanitarian	5.00
Railroad Clerk	4.00
Real Estate Manager	4.00
Sanitation Man	4.00
School Secretary	4.00
Sergeant P.D.	5.00
Senior Clerical Series	5.00
Social Case Worker	5.00
Staff Attendant & Sr. Attendant	4.00
Stationary Eng. & Fireman	5.00
Storekeeper Stockman	4.00
Supervision Course	5.00
Transit Patrolman	4.00

Contains Previous Questions and Answers and Other Suitable Study Material for Coming Exams

### ORDER DIRECT — MAIL COUPON

80c for 24 hours special delivery for each book.

LEADER BOOK STORE

11 Warren St., New York, N.Y. 10007

Please send me \_\_\_\_\_ copies of books checked above.

I enclose check or money order for \$ \_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_

Be sure to include 7% Sales Tax

## Train for a new career in just months

A whole new way of life can be yours in a surprisingly short time. Our courses can prepare you for a full-filling career in this field:

### HOTEL/MOTEL MANAGEMENT

(Lewis School)

Placement Assistant for graduates. Accredited member of NATTS. Licensed by the N.Y. State Education Department. Eligible institution under the Federally Insured Student Loan Program. This school is authorized under Federal Law to enroll non-immigrant alien students. Approved by the N.Y. State Education Department, for the Training of Veterans.

DAY & EVENING CLASSES  
CALL (212) 695-6770  
or fill out coupon

### CAREER ACADEMY

8 West 40th Street  
New York, N.Y. 10018

Gentlemen:  
Please send me additional information.

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_

ZIP \_\_\_\_\_ TEL \_\_\_\_\_

CSL-TrH

## "DIANA ROSS DELIVERS THE KIND OF PERFORMANCE THAT WINS OSCARS!" —Peter Travers, Reader's Digest (EOJ)



**LADY SINGS THE BLUES**

Filmed in PANAVISION® COLOR  
A PARAMOUNT PICTURE

**4th SMASH WEEK!**

**MANHATTAN**  
LOEWS STATE 1  
8 WY & 43rd ST.  
LOEWS ORPHEUM  
48th St. & 3rd Ave.  
**BROOKLYN**  
LOEWS PARADISE  
**BROOKLYN**  
LOEWS GEORGETOWNE  
TWIN 2  
RKO KENMORE  
LOEWS METROPOLITAN  
LOEWS ORIENTAL  
STATEN ISLAND  
ST. GEORGE

**QUEENS**  
RKO ALDEN  
JAMAICA  
INTERBORO 8  
ELMWOOD  
ELMHURST  
RKO KEITH'S  
FLUSHING  
**NASSAU**  
AITS CALDERONE 1  
HEMPSTEAD  
R. S. MOSS  
CENTRAL  
CCARBONAST  
LA PLAYHOUSE  
GREAT HICKS  
NAT'L GENERAL'S  
TWIN NORTH  
HICKSVILLE

**SUFFOLK**  
LOEWS SOUTH SHORE MALL  
BAYSHIRE  
RKO TWIN COMMACK  
COMMACK  
LA SMITHTOWN  
ALL WEATHER D.J.  
MIDDLETOWN  
**WESTCHESTER**  
GENERAL CINEMA'S  
CINEMA '1  
MARTINDALE  
CINEMA'S PARKHILL  
YONKERS  
RKO PROCTOR'S  
NEW ROCHELLE  
POEIN'S  
ROME  
PLEASANTVILLE

Also in Rockland, Ulster N.Y. & New Jersey



# Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATION, INC.

Publishing Office: 669 Atlantic Street, Stamford, Conn. 06904

Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007  
212-BEeckman 3-6010

Bronx Office: 406 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher

Paul Kyer, Editor

Marvin Baxley, Executive Editor

Kjell Kjellberg, City Editor

Stephanie Doba, Assistant Editor

N. H. Mager, Business Manager

Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474  
KINGSTON, N.Y. — Charles Andrews — 239 Wall St., FEderal 8-8350

15c per copy. Subscription Price: \$3.70 to members of the Civil Service Employees Association. \$7.00 to non-members.

TUESDAY, DECEMBER 12, 1972

## The Real Story

THE latest attack on public employee pensions has come from the New York Chamber of Commerce, which has set up a clamor about the New York City pension systems. Retirement benefits for City employees, it claims, are going to lead to financial ruin and should be trimmed, stopped, reduced—and what have you.

We will not bother to repeat their arguments here. What we wish to deal with are the pension systems for workers in the private employment sector.

For years now, there has been a growing concern over the plight of the private employee who, upon reaching retirement age, finds he has nothing to look forward to but Social Security payments. His or her pension fund has disappeared, either through the collapse of the company he worked for; mismanagement of pension funds and, in some cases, even outright thievery. The sad thing is that most retirement plans in the private sector are woefully inadequate to begin with.

It is this last thought that causes us to suspect the motives of the Chamber of Commerce and some other groups who have been so viciously vocal about "over-bountiful" public-employee pension plans.

Our belief is that the average American in the private employment sector is slowly awakening to the fact that the retirement he thought he could look forward to is more likely than not to be a mirage. The Chamber of Commerce is a boss-oriented organization and we sincerely believe that what really alarms business and industry is not the pensions received by public employees but the spectre of working men and women in the private sector suddenly demanding the same benefits their brothers and sisters get through public employee careers . . . benefits that are adequately guarded.

The fat cats in business and industry luxuriate in big pensions, stock options, high salaries and other material benefits. It is sad that in the latter half of the 20th century these same people still consider it shocking that a financially secure retirement is a proper reward for a life of work given by ordinary working men and women.

## Questions and Answers



**Q.** My son was killed recently in Vietnam. Even though I get a monthly social security widow's check, my son provided most of my support. Am I eligible to get any payments on his social security record?

**A.** You may be eligible for monthly payments as a dependent parent. You'll need to be at least 62 and establish that your son provided at least one-half of your support during the 12 months immediately preceding his death. If you are entitled both as a dependent parent, and as a widow, you'll get whichever payment is higher. But you can't receive full benefits on both records.

**Q.** I'm retired and getting monthly social security payments. My 30-year-old mentally retarded son, who never worked, was also getting monthly checks on my work record until his death last month. Can I get a lump-sum payment from social security to help with his funeral expenses?

**A.** No. A lump-sum payment is made only when the deceased person himself had enough work under social security to be insured on his own. Your son was getting monthly payments based on your work record under social security.

BUY U.S. BONDS

## Don't Repeat This!

(Continued from Page 1)

son, the beloved and retired Senator Earl W. Brydges. "Every majority leader," the Senator said, "must fulfill that responsibility in his own style."

His selection as Majority Leader makes Senator Anderson one of the most powerful government and political leaders in the State. In that capacity, Senator Anderson will have substantial control over the flow of legislation and will make basic decisions as to which of the thousands of bills introduced will reach the Senate floor for debate and for vote. The Civil Service Employees Assn. wholeheartedly endorsed and supported the reelection campaign of the Senator, a circumstance that speaks well for the future of the public employees of the State and its local governments.

### Change In The Wind

Change is definitely in the wind as the Senator takes over as Majority Leader, dedicated to the notion that he will serve in that capacity in his own style. The Senator has already indicated that he proposes to appoint a Senate committee to modernize the committee system in the Upper House and its legislative procedure. Another change contemplated is his appointment of a floor leader to be responsible for shepherding legislation through Senate sessions during periods when the Majority Leader is unable to be on the floor because of other pressing state business.

Responsibility is the normal attribute of accession to power, and a host of problems await his action. At Leader presstime, he had not yet appointed the majority floor leader to serve in his absence. A critical appointment from the point of view of all civil service employees will be his designation of his successor as Chairman of the Senate Finance Committee. This is of significant importance to CSEA because of the control that the Committee exercises over the State budget. Other important actions that await Senator Anderson's decisions are the appointment of a new Chairman of the Committee on Education, of the Judiciary Committee and of the Codes Committee. The filling of these posts will in turn precipitate a major overhaul of the Senate's committee structure.

Senator Anderson, in the course of his two decades as a member of the Senate, has become an Albany ornament, highly respected by his colleagues, administrative officials of the State, and all others who are interested in the legislative process. As a floor debater, he tends to be brief and precise, making his points simply and without oratorical flourishes. All of those who have seen him in action know him to be a highly competent and thoroughly responsible legislator.

### Dual Responsibilities

These qualities will serve him well in his dual responsibilities for pushing through the Senate much of the Governor's legislative program and for maintaining the integrity and the independence of the legislative process. The Senator has in the past worked well with Gov. Nelson A. Rockefeller and friction between them is not likely to develop in the months and years ahead.

By their unanimous vote, his  
(Continued on Page 12)

## Civil Service Law & You

By RICHARD GABA



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

## Unauthorized Absence

In January 1970, the Nassau County Civil Service Commission conducted an examination for Golf Club Manager I. Of the six candidates who took the examination, only two of them attained passing grades. The high was 90; the other passing grade was 79.5. On June 11, 1970, the Commission, as a result of the examination, established an eligible list containing only the names of the two individuals who had passed.

At the time he took the examination, the petitioner who attained the grade of 90 was serving provisionally with the title of Golf Course Manager. On March 26, 1971, the Deputy Director of the Department of Parks and Recreation notified the petitioner that he was being relieved of his duties as Golf Course Manager and that he was to return to his former permanent status as Recreation Attendant effective as of April 5, 1971.

THE PETITIONER did not appear for work from April 5, 1971, to June 15, 1971, using his accumulated vacation time and sick leave. It was alleged by the Executive Director of the Town of Hempstead Civil Service Commission (which had succeeded to the jurisdiction of the Nassau County Civil Service Commission) that the petitioner had refused to return to work, and therefore his employment was terminated. Such notice was mailed to the petitioner on Sept. 10, 1971, and was based upon the rule providing that an unauthorized and unexplained absence for a period of ten work days shall be deemed to constitute a resignation.

Petitioner commenced a proceeding pursuant to Article 78 of the Civil Practice Law and Rules seeking to compel the Town of Hempstead Civil Service Commission and the Director of Parks of the Town of Hempstead to certify him and grant him permanent status in the position of Golf Course Manager. The petitioner contended that pursuant to the provisions of Section 65(4) of the Civil Service Law that since he was eligible for permanent appointment, the appointing officer was faced with a decision of either making the provisional appointment permanent or terminating the provisional appointment. The respondents argued that petitioner did not become eligible for permanent appointment, since the list did not contain the names of three persons; relying on the rule of "one of three."

THE COURT DECIDED that by continuing the petitioner in his position as Golf Course Manager during the period from June 11, 1970, when the list was established, until March 26, 1971, when the petitioner was notified that he was being relieved of his duties as Golf Course Manager, the appointment became permanent as contemplated by Section 65(4) of the Civil Service Law. In a memo of the State Civil Service Department supporting the amendment in 1969 of that section (L.1969, Ch.668), it was noted "where an examination for a position produces a small list having only one or two eligibles willing to accept appointment and where one of such eligibles is the person holding the position on a provisional basis, and the appointing officer refuses to give a permanent appointment to the provisional employee but elects to continue him on a provisional basis. In such a case, the municipal service commission has no choice but to arrange for another examination. Since the State Civil Service Department prepares and rates about 85 percent of all examinations for local positions outside the City of New York, the Department is almost always asked to prepare another examination. This process can go on and on until a list of at least three persons willing to accept appointment is produced, thus forcing the appointing officer to make a permanent appointment. \*\*\*Under this measure, if a provisional passed an examination and was reachable for permanent appointment, the appointing officer would either have to give him a permanent appointment or appoint someone else on a permanent or provisional basis."

The belated attempt by the Department of Parks and Recreation to terminate petitioner's appointment because of his alleged unauthorized absence as Recreation Attendant was wholly ineffective. Application of *Roulett v. Town of Hempstead, Civil Service Commission, etc.*, 336 NYS 2d 286 (Supreme Court, Nassau County, Special Term, Part I) affd. Appellate Division, Second Dept. on the opinion of Special Term.



# Nurses Press City To Sign Contract

A committee representing the Licensed Practical Nurses of New York, Inc. plans to confront the City's chief labor negotiator, Herbert Haber, on Dec. 13 to demand that he sign a contract which appeared ready after nearly a year of negotiations.

Charging that all parties agreed to the contract in October and that the City is stalling in "pettifoggling bureaucratic delay," the LPN's organization also filed an improper practice charge last week with the Office of Collective Bargaining, accusing the City of "failing and refusing" to sign the contract.

The agreement, which provides wage increases and retroactive pay for approximately 3200 licensed practical nurses and graduate practical nurses employed by the City and the Health and Hospitals Corporation, was the outcome of the first contract dispute settled by an impasse panel under the "finality" amendment to the city's Collective Bargaining Law. Under the law as amended, an impasse panel's recommendations are binding unless rejected within a specified time by either party.

Under terms of the new contract, which covers a three-year period, licensed practical nurses earning \$7,400 annually are entitled to \$8,000 per year, effective July 1, 1971; \$8,650, effective July 1, 1972; and \$9,300, effective July 1, 1973. Maximum scales are increased from the current \$8,000 to \$10,300 during the same period.

## Attorney Test

Fifteen of the 109 applicants for promotion to attorney were declared ineligible by the City Personnel Dept. The remaining candidates face a written exam, No. 1624, Dec. 14.

### LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. — EDWARD WEISSENBERGER, Plaintiff, against STRICK CORPORATION OF U.S. HIGHWAY NO. 1, FAIRLESS HILLS, PA., and SEATRAN LINES, INCORPORATED, Defendants. — STRICK CORP., Third-Party Plaintiff, against SEATRAN LINES, INCORPORATED, and GENERAL DISPATCH, INC., Third-Party Defendant. — Index No. 9532/68 THIRD-PARTY SUMMONS. TO THE ABOVE-NAMED THIRD-PARTY DEFENDANT GENERAL DISPATCH, INC.: YOU ARE HEREBY SUMMONED to answer the complaints of the third-party plaintiff SEATRAN LINES, INCORPORATED, of the third-party plaintiff STRICK CORP., and of the plaintiff, copies of which are herewith served upon you, and to serve copies of your answer upon the undersigned attorneys for the third-party plaintiff SEATRAN LINES, INCORPORATED, upon the attorneys for the third-party plaintiff STRICK CORP. Daniel J. Coughlin, Esq., whose address is 110 William Street, New York, New York 10038, and upon the attorneys for the plaintiff Herdes & Herdes, Esqs., whose address is 1966 Broadway, New York, New York 10023, within twenty (20) days after the service of this third-party summons and complaint upon you, exclusive of the day of service (or within thirty (30) day after the service is complete if this summons is not personally delivered to you within the State of New York). In the event of your failure to answer this third-party complaint, judgment will be taken against you, by default, for the relief demanded therein. Dated: New York, New York, October 11, 1972. Yours, etc. QUIRK and BAKALOR, P.C. Attorneys for Third-Party Plaintiff, SEATRAN LINES, INCORPORATED, Office and P.O. Address: 444 Madison Avenue, New York, New York 10022. TO: GENERAL DISPATCH, INC., Third-Party Defendant. — HERDES & HERDES, Attorneys for Plaintiff, Office and P.O. Address: 1966 Broadway, New York, New York 10023. — DANIEL J. COUGHLIN, ESQ., Attorneys for Third-Party Plaintiff STRICK CORP., Office and P.O. Address: 110 William Street, New York, New York 10038.



BEETLE III

## One good thing leads to another.



KARMANN GHIA CONVERTIBLE



SQUAREBACK



412 4-DOOR



TYPE 3 COMPACT SEDAN



KARMANN GHIA COUPE



SUPER BEETLE



412 WAGON



CAMPMOBILE



SUPER BEETLE CONVERTIBLE



STATION WAGON

Few things in life work as well as a Volkswagen.

Amityville Monfer Motors, Ltd.  
Auburn Berry Volkswagen, Inc.  
Batavia Bob Hawkes, Inc.  
Bay Shore Trans-Island Automobiles Corp.  
Bayside Bay Volkswagen Corp.  
Binghamton Roger Kresge, Inc.  
Bronx Avoca Corporation  
Bronx Brockner Volkswagen, Inc.  
Bronx Jerome Volkswagen, Inc.  
Brooklyn Aidon Volkswagen, Inc.  
Brooklyn Economy Volkswagen, Inc.  
Brooklyn Kingsboro Motors Corp.  
Brooklyn Volkswagen of Bay Ridge, Inc.  
Buffalo Butler Volkswagen, Inc.  
Buffalo Jim Kelly's, Inc.  
Corland Cortland Foreign Motors  
Crotan Jim McGlone Motors, Inc.  
Elmsford Howard Holmes, Inc.  
Forest Hills Luby Volkswagen, Inc.  
Fulton Volkswagen of Fulton, Inc.  
Geneva Finger Lakes Volkswagen, Inc.  
Glenmont Capitol Volkswagen, Inc.  
Glens Falls Bramley Imports, Inc.  
Great Neck North Shore Volkswagen, Inc.  
Hamburg Hal Casey Motors, Inc.  
Hempstead Small Cars, Inc.  
Hicksville Walters-Donaldson, Inc.  
Hornell Suburban Motors, Inc.  
Horseheads G. C. McLeod, Inc.

Hudson Colonial Volkswagen, Inc.  
Huntington Fern Motors, Inc.  
Inwood Volkswagen Five Towns, Inc.  
Ithaca Ripley Motor Corp.  
Jamaica Mones Volkswagen, Inc.  
Johnstown Pete Rittman Volkswagen, Inc.  
Kingston Amerling Volkswagen, Inc.  
Latham Martin Nemer Volkswagen  
Lockport Volkswagen Village, Inc.  
Massena Seaway Volkswagen, Inc.  
Merrick Saker Motor Corp., Ltd.  
Middle Island Robert Weiss Volkswagen, Inc.  
Middletown Glen Volkswagen Corp.  
Monticello Philipp Volkswagen, Inc.  
Mount Kisco North County Volkswagen, Inc.  
New Hyde Park Auslander Volkswagen, Inc.  
New Rochelle County Automotive Co., Inc.  
New York City Volkswagen Bristol Motors, Inc.  
New York City Volkswagen Fifth Avenue, Inc.  
Newburgh J. C. Motors, Inc.  
Niagara Falls Amanda Motors, Inc.  
Norwich Stowe Volkswagen, Inc.  
Oceanside Island Volkswagen, Inc.  
Olean Volkswagen of Olean, Inc.  
Oneonta John Eckert, Inc.  
Plattsburgh Celeste Motors, Inc.  
Fort Jefferson Sta. Jefferson Volkswagen, Inc.  
Poughkeepsie R.E. Ahmed Motors, Ltd.  
Queens Village Weiss Volkswagen, Inc.

Rensselaer Cooley Volkswagen Corp.  
Riverhead Dan Wald's Autohaus  
Rochester Ridge East Volkswagen, Inc.  
Rochester F. A. Motors, Inc.  
Rochester Mr. Read Volkswagen, Inc.  
East Rochester Imer Volkswagen, Inc.  
Rome Valley Volkswagen, Inc.  
Roslyn Dar Motors, Ltd.  
Saratoga Spa Volkswagen, Inc.  
Sayville Bianca Motors, Inc.  
Schenectady Colonia Motors, Inc.  
Smithtown George and Dalton Volkswagen, Inc.  
Southampton Lester Kaye Volkswagen, Inc.  
Spring Valley C. A. Haigh, Inc.  
Staten Island Staten Island Small Cars, Ltd.  
Syracuse Dan Cain Volkswagen, Inc.  
East Syracuse Precision Autos, Inc.  
North Syracuse Finnegan Volkswagen, Inc.  
Tonawanda Granville Motors, Inc.  
Utica Martin Volkswagen, Inc.  
Valley Stream Val-Stream Volkswagen, Inc.  
Watertown Harbin Motors, Inc.  
West Nyack Foreign Cars of Rockland, Inc.  
Woodbury Courtesy Volkswagen, Inc.  
Woodside Queensboro Volkswagen, Inc.  
Yonkers Dunwoodie Motor Corp.  
Yorktown Mahegan Volkswagen, Inc.



AUTHORIZED DEALERS



# THE EDUCATION ARENA

By DR. JACK BLOOMFIELD

**EXPERTS CLAIM TESTS ARE "FAIREST OF THEM ALL."** Something is happening in the *Business World* that may undercut one of the key criticisms hurled at the Civil Service Merit System.

Civil service employees regularly find themselves targets of public attacks — for their salaries, pensions, tenure, promotional procedures, and even the merit system itself.

The most recent assault revealed itself in an article in the *N.Y. Times* that quoted an official, confidential survey reported to Mayor Lindsay. The study questioned "whether the present civil service system is necessary any longer."

Significantly, the report downgraded the examination system, suggesting the rounding off of decimal points of marks to lesson rank-order listings. And the study recommended greater use of oral tests and interviews for selecting staff.

Yet what is increasingly being frowned upon in civil service is now being proposed for industry as an important and growing trend — use of written tests.

Just recently, the American Management Association gathered a group of psychologists into an all-day intensive briefing session for personnel officers. The AMA called its institute, "Testing and the new government guidelines." In essence, tests were endorsed.

Why the sudden flurry of activity about testing for job applicants?

Employers, public and private, are asking for help in understanding the rules issued by the Office of Federal Contract Compliance (OFCC) within the Equal Employment Opportunity Commission (EEOC). The EEOC — and its counterpart in the Department of Health, Education and Welfare, known as the Office of Civil Rights — are supposed to prevent discrimination due to sex, ethnic origin, or religion. Employers are expected to develop "affirmative action" programs to increase hiring of women and "minority groups" at all levels of jobs.

Fine, say the employers. Wholesome. As good as mother (before Portnoy) and apple pie.

"But how," asked one puzzled personnel executive, "do we do it without discriminating against others? Our work force isn't expanding. If in hiring we increase some groups, we decrease others."

"We've tried to solve our dilemma by turning



JACK BLOOMFIELD

to tests as the best objective way of meeting the federal requirements. To our dismay, the courts threw out various exams as being culturally biased or irrelevant to the jobs applicants wanted. Many companies stopped giving tests. It wasn't worth the trouble the government made for us."

Experts at the institute allayed the fears of employers about testing for job competency. The psychologists insist that tests have become more effective than ever for selecting staff. And, say the brainwatchers, the tests they can prepare will pass federal muster as being objective and unbiased.

Dr. Dennis A. Hawver told this column that tests actually help prevent hiring bias. To him, tests increasingly prevent "influence" from creeping into the job market picture. He is measurement psychologist for the Rohrer, Hibler and Riplogie Institute of N.Y. It's part of an old and large psychology firm serving business organizations.

In his words, "The only thing a 'friend' working in a reputable organization using tests can do for you is to encourage you to apply when there is an opening.

"By relying on objective tests, we help business find the most qualified persons.

"Tests aren't biased. In themselves, they can't be. What makes the difference is how they're used.

"If they've been validated — that is, if they've been made relevant to the job that's open — they're the most powerful procedure we have. Less discriminating than any other technique. Less biased than the interview, for instance."

Dr. Hawver believes government pressure concerning test construction is forcing business to do what sound practices have always mandated.

"It's a common misconception," he adds, "that the government is outlawing employment tests. That's simply not so. The regulations just keep asking for the correct use of tests through proper validation."

Other psychologists brought in for the AMA workshop agree, each noting his own emphasis.

Dr. Arthur A. Witkin, chief psychologist of the Personnel and Psychology Center in NYC points out to *The Leader* that tests are only one part of the process for screening job applicants. He studies a person's past history, references, and personal interview reactions in addition to administering aptitude tests.

"It's been my experience since 1948," he explains, "that the typical American business concern wants to hire the most qualified people, regardless of the group to which they may belong and regardless of any family connections."

(Next week: Relevancy in tests, or how Pan Am Turned Airline Hostesses into Cabin Boys.)

## Extend Life Of 56 State Eligible Lists

The life of 56 eligible lists has been extended by the New York State Department of Civil Service, it was announced last week; all would have expired during the period of June, 1971, to Nov. 30, 1972.

The lists were extended to Feb. 28, 1973, with the exception of those which would reach their maximum legal life on or after Dec. 1.

John Mooney, administrative director of the State Civil Service Dept., said that the action is intended to "preserve existing eligible list resources and . . . extend appointment opportunities for present list eligibles during a period of reduction in the examination program."

Those lists extended are, by category:

**Continuous Recruitment:** 20-109, Dentist in Training; 20-110, Dentist I; 20-111, Calculating Machine Operator; 20-119, Drafting Aide; 20-120, Engineering Aide; 20-127, Meat Inspector Trainee; 20-129, Assistant Utility Engineer; 20-166, Junior Engineer; 20-176, Occupational Therapist; 20-177, Physical Therapist; 20-178, Speech and Hearing Therapist; 20-303, Steam Fireman; 20-308, Electroencephalograph Technician; 20-319, Senior Railroad Engineer; 20-333, Health Service Nurse; 20-346, Inhalation Therapist; 20-348, Senior Medical Records Librarian; 20-349, Psychiatric Attendant (St. Univ.); 20-390, Psychiatrist I; 20-391, Psychiatrist II; 20-392, Psychiatrist III.

20-393, Senior Architect; 20-407, Medical Specialist I; 20-408, Medical Specialist II; 20-409, Medical Specialist III; 20-410, Pathologist I; 20-411, Pathologist II; 20-412, Pathologist III; 20-416, Associate Actuary (Casualty); 20-417, Principal Actuary (Casualty); 20-418, Supervising Actuary (Casualty); 20-516, Senior Actuary (Life); 20-520, Associate Actuary (Life); 20-521, Principal Actuary (Life); 20-700, Professional Careers Test; 30-207, Assistant Sanitary Engineer; 30-213, Senior Sanitary En-

gineer; 30-231, Medical Specialist III; 30-264, Psychiatrist III; 30-265, Assistant Utility Engineer.

**Continuous Recruitment Decentralized Examinations:** 00-053, Psychiatric Social Work Supervisor III; 00-055, Psychiatric Social Work Supervisor III; 20-353, Senior Sanitary Engineer; 29-123, Senior Hydraulic Engineer (Public Service).

**Continuing Eligible Lists:** 20-522, Supervising Actuary (Life); 29-003, Bank Examiner; 29-113, Senior Engineering Examiner; 29-124, Senior Telephone Engineer; 29-125, Senior Valuation Engineer; 29-143, Associate Engineering Examiner.

**Others:** 23-180, Motor Equipment Repairman; 33-796, Draftsman; 33-799, Senior Draftsman (General).

## Appoint 190 Sanit. Men

The City Sanitation Department appointed 190 men to sanitationman on Nov. 27, and plans to name 99 more on Jan. 15, *The Leader* has learned.

The last number reached on the 13,189-name eligible list for the Nov. 27 appointments was 2,992. The list, from exam No. 9110, was established June 16, 1970.

The department's blueprint as laid out last month, calls for the hiring of approximately 30 sanitationmen each month to replace manpower lost through attrition.

The names of sanitationmen made Nov. 27 follow:

Dennis E Terzini, Wayne F Armstrong, Alan DeQuarto, Stephen M Castella, Carmine S Butera, Wayne Hightower, Richard J Monti, Stephen G Cuniglio, Gregory Jones, David L Ellets, Michael A Conroy, Ronald G Zipp, Anthony P Giordano, Houston Miggins, Dewey Martin Jr, Anthony DeSantis, Robert Corradina, Gino Blanchini, Robert L Blair, Louis A Chechile, Theodore C Jacobs, Donald E King, Angelo D Manzo, Richard F Clark, Frank Pennisi, George A Limnios Jr, Benjamin Waters, Michael A DeMartino, Michael A Peligatto, Michael C Centonza, Reshaad N Mallah, Peter S Varriano, John J Basile, Walter W Last, Peter DiGregorio, James Tortorice, Joseph C Czajkowski, Sanford P O'Brien, Dennis C Scognamiglio, Stanley M Leath, Joseph Perry Jr, John J Long, Ralph N Pampino, Charles L Lewis.

Eusebio Delorme Jr, John S Mathewson, Julian Barlow Jr, Francis E Westcott, James S Mantovi, Michael A Bove, Michael J Brausch, Maurice White, Roberto Vasquez, Joseph V Dominguez, Vincent Gentile Jr, Ronald J Smith, Richard N Anselmo, Joseph M Arena, David A Coleman, Aalph F Esposito Jr, George A Smith, James Sagumeri, Thomas Rice, Louis V Vicousi, Nelson Garcia, Nicholas Detillio, James J Voulo, Vincent Cacciatore, Arnold Danziger, Am-aury J Rivera, Robert A Gesualdi,

(Continued on Page 10)

## Air Pollution Engineers May File For City Exam

Applications may be submitted beginning Dec. 14 for assistant air pollution control engineer, the City Civil Service Commission announced last week. Filing is open without deadline.

Minimum requirements for this \$12,100 post are two years of experience in air pollution control engineering, plus either a New York State Professional Engineer's License or a bachelor's degree in air pollution control, environmental, chemical, mechanical, aeronautical or other related engineering fields. A master's degree in air pollution control or environmental engineering may be substituted for one year of the experience requirement.

Candidates with degrees from schools not approved by the Engineer's Council for Professional Development must take a qualifying written exam at the time

### Sr. Attorneys

Fourteen of the 148 applicants for promotion to senior attorney, exam 1611, were found ineligible by the City Dept. of Personnel. The remaining candidates will take a written exam Dec. 14.

of applying, and should come prepared with a slide rule and lunch for the 4½-hour test.

Filing will be accepted in person only, between 9 a.m. and 10 a.m. every Thursday in Room M-9, Mezzanine, 40 Worth St., Manhattan.

For further information, contact the City Dept. of Personnel at the address found under "Where To Apply" on page 11.

## Brooklyn IRS Needs Clerk-Typist, Steno

Numerous vacancies for clerk-typists are reported to the Internal Revenue Service, Brooklyn District, at the federal wage-scale of GS-3, or \$5,828 annually. These jobs are located at 25 Tillary St., Brooklyn.

Also available is an opening for a reporting stenographer, paying \$7,319 to start, in the Mineola office. Applicants must be able to take dictation at 120 words per minute.

Interested persons should contact Ms. Costello at (212) 596-4392.

## Call Cop Eligibles For PD Medicals

Medical examinations began last week for the eligibles on 12 lists for patrolman, New York City Police Dept., in preparation for 175 appointments to be made in early January.

Approximately 70 eligibles from these lists—military lists dating back to 1954 and the regular lists from exams 7065 and 8046, established in 1968—are to be examined daily, beginning Dec. 7. Medicals, being held at the Police Academy, are expected to continue through Dec. 15 for the estimated 400 or more eligibles on these lists.

Because of the number of lists and the difficulty of straightening out old records, the department is giving medicals and updating background investigations in advance of the formal certification, expected to be received in about two weeks from the City Dept. of Personnel. Once a certification is issued, the department must make its appointments within 30 days.

Examining personnel would

not predict how many eligibles will pass the medicals and investigations, since many have already been passed over or rejected for temporary medical disqualifications.

It is expected, however, that all 175 January appointments will be made from this group.

The Police Department must either appoint or disqualify all eligibles on these lists, in order of date of establishment, before using the next most recent list, 8108.

Judge Wilfred A. Waltemade of Manhattan Supreme Court ordered on Nov. 9, in the case of *Kirton vs. Bronstein*, lists from exams 7065, 8046, 8108, 9019, 9049 and 9090 be extended until all qualified eligibles on them had been granted certification. He also stipulated that the lists be used in that order, from oldest to newest.

Know your type?

Be a blood donor and find out.  
Call UN 1-7200



# "My Daughter, The Fireman..."

By STEPHANIE DOBA

WHAT do you call a female fireman? A firewoman? Lady firefighter?

Whatever they are called, Centre Hall, Pennsylvania, has four female members of its volunteer fire department. They are the first women to be certified as firefighters in Pennsylvania, and possibly in the nation.

Judy Spotts, Peg Miller, Vera Musser and Patty Strouse completed their training course last August, part of a class of 20 men and nine women who began the course, offered by the Pennsylvania State Fire School at State College, Pa.

Centre Hall is a town of about 1,500 people in western Pennsylvania. Its volunteer fire department protects a rural area with a population of 3,000. Fire Chief Lynn Miller explained that most of the men work out of town and are often unavailable for daytime fires, hence the idea of training women who are either at home during the day or who work in town.

All four women, who are in their twenties, said that they took the firefighting course mainly as a measure of self-protection at home, but recognized the value of their community contribution. They are also registered ambulance drivers, another male-dominated function.

the men got used to us and I don't mind at all." Her two sons, aged 11 and 9, are very enthusiastic and proud of her. Inspired by her example, her husband took the course and is now a certified fireman as well.

The women received exactly the same treatment as the men in their 50-hour course. They put out two full-scale fires in abandoned buildings for practice, handling the hoses and pumping mechanism without male aid.

The Centre Hall Fire Department responds to between 25 and 30 calls per year, at the worst. Since the women were certified, there has only been one fire in the vicinity — in a barn. Judy Spotts and Vera Musser drove the ambulance. As the fire occurred on a Sunday, there were plenty of male firefighters available and the women deferred to them. Peg Miller, who took photographs at the fire and took down names of people there, said she preferred to "go and watch when the whistle blows, then if I'm needed, I'll help."

The women feel that their role is essentially as pinch-hitters for the men, both because the men are stronger and more experienced, and because there is some scattered resentment of women performing a "man's" job.

"Right now," Patty Strouse



Instruction on fog patterns with a 2½-inch nozzle are given by Pennsylvania State Fire School instructor William Lower, right. Left to right are Centre Hall Fire Chief Lynn Miller and his new firefighters: Judy Spotts, Vera Musser, Pat Strouse and Peg Miller, his daughter.



Peg Miller and Vera Musser take a booster line into a burning building, donated by a local resident and set aflame for practice firefighting.

Their interest in firefighting runs in the family: of the three who are married, the husbands are firefighters. The fourth is the daughter of Fire Chief Miller.

Serious interest for the women began two years ago, by consensus, at the annual Grange Fair, where wives of firefighters held their own fire company pumping contest "just for fun" after the men's event. Their confidence bolstered, some went on to take a first aid course and to learn to drive the ambulances. Then last summer, the first women started fire school. "Now we just can't hold them down," Chief Miller said cheerfully.

"Now that we've done it, it's sort of broken the ice," said Vera Musser. "We were thinking that it's really a man's world, which it is, and it took courage. I felt out of place at first, but

said, "I wouldn't step in and push a man out. If they wouldn't mind, if there were no hard feelings, I would. But some men haven't accepted us yet; some day maybe they will." Moreover: "We had a couple of men (in training) who wouldn't do what we did — some wouldn't go into burning buildings, or go up and down a ladder, or didn't like to put on the oxygen equipment. We did all of this."

Vera Musser even surprised herself with what she could do when she tried. "I didn't think I could go into a house that was on fire. But I did it and could go into another one now. I have that confidence." The men thought of them as "teeny women," she said, "but later they realized that women can do more than they are supposed to do, so to speak. I think the whole town has really wised up."

## Correction Officer Eligibles

EXAM NO. 2022

### CORRECTION OFFICER (WOMEN)

This list of 534 names was established Nov. 30 and resulted from the written exam held July 15.

The City Correction Department plans to fill 12 vacancies from this list within the next two to four weeks, according to department officials. The Leader is only publishing the first 200 names on the list.

No. 1—102.0%

1 Barbara J Wilkins, Donna Cunningham, Barbara Reques, Johnella A Hill, Patricia A Kelly, Louise H Montalvo, Mary D Lenthian, Lillian E Fishburne, Nancy Silverman, Frances Y Kimbo, Julia E Thompson, Dianna L Schneider, Wanda K Wright, Linda A Stiponov, Lani C Clemons, Rose L Jefferson, Irma E Robinson, Gislene M Cassagnol, Jean O Shipman, Joan M Kral.

No. 21—99%

21 Celena Mapp, Audrey D Aikens, Dorothea J Molitor, Sharon L Irish, Rebecca T Marshall, Jacqueline Seymour, Anna Morris, Barbara A Moses, Susann C Felfer, Betty J Tullo, Annie R Gaine, Veronica C Palmer, Crystal N Paris, Luana M Costa, Annie L Harrell, Marion E Smith, Bonnie Bramble, Carolyn A Andrews, Jannie L Wonsley, Maryann Briley.

No. 41—97%

41 Maryann E Filardi, Marianne M Bond, Daisy T Williams, Cherie Y John, Geraldine Haws, Lisa L Joyiens, Laura G Davis, Ruth A Moxingo, Maryann V McQuillan, Grace A Perry, Barbara L Washington, Frances A Maloney, Marcella V Jones, Noble J Hickman, Gloria J McNeill, Maureen Dickenson, Mintie I Bonner, Loraine Casellas, Josephine Stewart, Diana Rogers.

No. 61—96%

61 Beverly D Rivera, Katherine Smith, Deanna C Camp, Romanna A Greczylo, Maureen A Houlihan, Nora P Profit, Sarah Dowson, Christy E Cummings, Ruth L Young, Kathleen E Leonick, Frances M Cumberbatch, Rita B Maurin, Anita J Harriott, Diane M Wilson, Mary Marion, Thelma Ballard, Tanya A Wilkins, Nancy Clark, Shirley M Smith, Odell H Adams.

No. 81—95%

81 Joanna Kendrick, Everlina Walker, Jane B Kiernan, Anella B Scott, Pauline M Davis, Mary L Diggs, Hattie B Searson, Christine Ingram, Lenore J Dunn, Margaret E Hudson, Nellie M Nash, Grace E Colombani, Edith E Cunningham, Yvone J Webb, Nancy A Baer, Shirley D Wilson, Mary J Henderson, Rene C Fleetwood, Marcia D Phohoros, Eunice L Smith.

No. 101—94.0%

101 Jearline C Epperson, Patricia A McGlynn, Lynette Paron, Marsha Ambrose, Mabel Thomas, Cheryl Ferguson, Madeline Smith, Arlene F Perino, Alba Holmes, Ruby L Harirs, Sophronia Fuller, Joyce G Maurice, Loretta M Grinage, Florence D Debose, Barbara J Alston, Dolores L Kibbler, Clarita S Harirs, Florence E Artis, Doris J Streeter, Jessie J Brooks.

121 Odessa B Taylor, Phyllis C Titley, Sandra A Murray, Patricia A Ruddy, Yolanda M Clavie, Cynthia Brown, Annette M Haig, Candace B Watkins, Gloria J Harrison, Delores Wood, Yvonne B Zeigler, Vernia L Willis, Lois K Harrell, Iris E Ivory, Dolores Meggett, Sandra Gonzalez, Marilyn I Metz, Carlotta L Saxen, Jewel U Jemmott, Constance Harper.

141 Armeclia S Bryant, Odette L McCartney, Leona E Smith,

Carole M Gambrell, Shirley M Gates, Margie L McAlister, Mildred Mercado, Irene Schucker, Phyllis R Epstein, Bernadette Hope, Madeline C Lewis, Joan L Hamilton, Judith A Sainten, Marlene J Taylor, Fritzi K Feist, Yvette E Blocker, Adrian E Harper, Alicia Ramos, Freda Holmes, Jacqueline Meade.

161 Theresa Turner, Lillie R Rosaley, Jean R Isbell, Mary Torres, Ana Torres, Jackie Perry, Beverly Harvey, Fay P McLawrence, Barbara Day, Lena L Heath, Lisa M Goodman, Marguerite Clarke, Patricia D Manzo, Velma Bell, Patricia A Sealey, Carol A Lukes, Vivian Pappalardo, Barbara L Crawford, Arlene R Selfridge, Evelyn B Moses.

181 Valeria A Brown, Alice R Darby, Martha A Manning, Annie B McKnight, Barbara A Small, Rhea B Cain, Patricia M Brown, Eileen R Scroggins, Janice Phelps, Juanita M Boone, Claudette McIntosh, Jill S Ratner, Gail A Stokes, Sandra E Anderson, Regina J Barbour, Bernice Lowery, Lella Moore, Mary Nesbit, Diana M Paris, Linda J Burton.

### Entrance Pool

The City Dept. of Personnel reports that, of 350 eligibles called from the general entrance series list from exam 9117, 167 were appointed at a hiring pool held Nov. 28. The last number reached for appointment was 1,704.

### Riveters

Forty-two open competitive candidates for bridgeman and riveter, exam 2034, will be called for practical testing on Dec. 18, 19 and 20, the City Personnel Dept. announced.



# This Week's City Eligible List 190 Sanmen Named

**EXAM NO. 2522**  
**STRUCTURE MAINTAINER,**  
**GROUPS A, B, C, D, E**  
**Omnibus Promotion Exam**  
**Transit Authority**  
This list of 255 eligibles resulted from the July 15 written promotional exam for which 322 were called. The list was established Dec. 7.

Salary is \$4.8175 per hour.  
**No. 1 — 92.313%**  
1 J T Mucaria, W P Brady, H N Greenstein, F J Tarulls, J P Okurowski, A M Zuvich, A Perri, W Perazzo, C W Covey, A Biaggio, P P Torruella, F Conti, A F Bethell, S Patrone, C Simon, E J Rednour, P Steers, N Esposito, J C Eversley, M J Hut-

chinson.  
**No. 21 — 85.77%**  
21 P M Conrad, I M Vogel, H D Stockton, J L Bardes, H Berman, G L Johnsen, J P Fryzel, F R Franz, J T Hughes, J G Redding, A A Cacioppo, C A Fatoovich, T J Les, W Kochodonski, T W Kaps, S Asencio, P A Soreca, J B Hildebrand, J J Lynch, J Flaherty.

**No. 41 — 83.15%**  
41 P A Alloco, S P Sarreas, D H Colter, A Devinsky, J Cartelli, J Grodensky, J Feingold, M F DiGangi, R W Field, J A Rinklin, D T Hotalling, O S Valenti, P La Penna, W Rios, J E Stock, E Parker, C George, M M Wolfson, W E Egnor, F Horton.

**No. 61 — 81.713%**  
61 P Garofald, N A Pascarella, F Mannarino, E Perry, S Prestia, H Torruella, A Kurylas, C C Beener, R Bevilacqua, P E Madison, G L Gangi, F H Turner Jr, R Moon, C W Moss, E Pianakis, N Parisi, H J Carroll, W E Tyler, P J Kunz, B G Palaga.

**No. 81 — 80.75%**  
81 G O Preston, A Russo, N Acosta Jr, R Slaughter, C H Bernstein, H E Skinner, L Thomas, E Lubrano, L D Crea, W Riede, J A Ward, A F Giordano, L Ruck, B J Wood, E P Grimes, W Rubin, G Novellino Jr, A T Christensen, L J Buser, G Genovese.

**No. 101 — 80.25%**  
101 A Feliciano, S Noto, M J Kelly, J Gonzalez, F Fauvell Sr, G Contrabasso, G M Bailey, A R Galimi, J L Chamberlain, G H Wahler, E R Obertubbesing, A B Johnson, C Olivera Jr, P Zweig, R F Logan, R A Adams, D Stafford, K J Donnelly, E Padilla, V P Cherry.

**No. 121 — 79.213%**  
121 R Hintze, W A Roseburgh, V R Daclmo, C Didomenico, T J McGovern, A E Oliva, L A Grajales, C Caputo, D Nogara, H P Newman, C P Bacchi, G Minutillo, J E Cheatham, W Klimacek, J Cucco, D P Nagin, F Depasqua, D Gajda, S Figueroa, G I Gray.

**No. 141 — 78.150%**  
141 A J Micozzi, J J Miele, R J Lahr, M A Andreyckisk, J R Resto, E Fideli, J A Caracciolo 3rd, A N Passarelli, J De Salvo, J R Leonick, V Berardi, L Ciccolella, R Dockery, G Bassi, A J Gagliardi, J Tambone, B L Miller, J W Wilson, R J Renna, E D Carcaramo.

**No. 161 — 77.313%**  
161 J Gallo, M J McNally, R Phillip, A A Neri, M Romero, A Mestanza, J L Dimaggio, L B Perez, L Galindez, F Stoney, J Goings, M F Patterson, V J Calabrese, W Birkenfeld, E E Osborne, E Albini, W Matthews, C W MacIver, F H Minor, W G Bartlett.

**No. 181 — 76.563%**  
181 A H Anthony, R Pfeiffer, J E Carrasquillo, J Rosario, A G Yodice, S Pupillo, R Critchlow, M Nanfra, M J Bates, S L Palmer, B Otto, F A Conte, W J Brereton Sr, J L Powell, H L Harrison, I A Kipp, L D Thomas, E Brown, W W Bey, A B Blitstein.

**No. 201 — 75.463%**  
201 P J Item, J Kooperman, W Rodriguez, R J Booth, B E Tomczak, F Tyre, H L Fairley, J Spigner Jr, L Johnson, A G Thompson, J Norowski, W Warren, P F Rampulla, A Santiago, R V Lieto, J Albano, D R Dodd, J F Araujo, F F Hatches, G S Davoren.

**No. 221 — 73.963%**  
221 M A Berman, H R Rhodes, R M Gailles, N C Fowler, L E

(Continued from Page 8)  
Robert L Chistiano, Manuel M Silva, Willia mE Erico, John L Chlavelli, Anthony E Palgiano, Jose R Quilit, Joseph Manzullo Jr, John P Bertolotti, Nicholas Scarpetta, Eugene A Galvin, Thomas R Maddox, Leroy Stonney, Robert D Propfe, Nicholas J Gallipani, William J Ruocco, Anthony Compitello.

Stephen C Price, Richard D Polisenio, Isadore T Giovanniello, Leslie E Weaver, Douglas P Billups, Robert J Murphy, Fred F Tupone, Camillo Licata, Glenn J Waverla, Joseph J Peluso, Richard T Pascone, Warren G Clyde, Nathaniel Watson, John R Scanna, Donald Cusumano, Lewis J Milden, Joseph A Dazzo, Charles J Allen, Michael Califano, Ronald Hogans, Richard R Restaino, George T Vandina, Dennis P Grace, Robert J Manzo, Pearlle L Williams Jr, John Schlosser, John J Lombardo, Ralph Russo, Anthony J Bianculli, Leonard T Simone Jr, Andrew DeFelice, Rockne D Butler, Anthony C Dazzo, Ralph V Corbino, Carl Testa, Anthony Sereno, Robert Pasquale, Richard J Freitag, Carmine A Dambrosio, Nicholas M Romanello, Jerome Forrest, Gaspare Barbera, John V Pap-

arello, Pedro M Rodriguez, John A Watson.  
Phillip D Macari, Donald M Choquette, Nick D Pietrangelo, Thomas S Tocci, John Reicher, John A Arena, John Corning, James Green, Edward G Myer, James E Jordan, Joseph J Pugni, Bruce T Barillo, Wilbert L Ingram, Paul J Garbarino, John A Gulliani, Ronald Cisluyels, Andrew J Jaworsky, Raymond E Clancy Jr, Phillip A Nargi, James B Thompson, Vincent V Cassino, Anthony M Cartica, Thomas J McGarry, James P Sweeney, Edward A Warfield, Frank A Squillace Jr, Nicholas Medoro, Francis J Baker, Chris Deluca, Brian Giacalone, Allan M Harmon, Edward Pagano, Angelo Varriano, Thomas Simone, Charles R Willis Jr, Edward J Rog, Craig F Mark, James T Kinlen, Isidore A Mule, Carl V Tuck, Vincent Creta, Michael L Rispoli, Angel J Maldonado, James A Ragusa, Roy Dahlstrom, Leonardo S Sinisi, Kenneth J Riccardi, Arthur C Dym, Joseph Gambino, Dominic J Villano, Benedetto Costanzo Jr, Thomas J Galter, Robert C Cummings, John W Esposito, Michael DiBattista, George W White, Richard V LaPera.

## FOR THE FIRST TIME...

Civil Service Employees and their Families are invited into a **DIRECT FACTORY CATALOG SHOWROOM!**

Formerly Reserved for the Exclusive Use of Many of the Country's Biggest Wholesale Buyers . . .

**YOU MUST SAVE MORE MONEY THAN AT ANY OTHER KIND OF STORE OR BUYING SERVICE IN NEW YORK!**

On such nationally advertised brands as **PANASONIC • BELL & HOWELL • G.E. TOASTMASTER • BENRUS WATCH SAMSONITE • SUNBEAM • OSTER RIVAL • plus hundreds of other nationally advertised brand items.**

Danville Industries, after 25 years as one of New York's largest premium and corporate gift suppliers, opens its showrooms for the first time to Civil Service employees and their families only. Until now, only some of the Country's largest corporations could shop here. Now YOU can buy at WHOLESALE . . . choose from over 9,000 items . . . and get SERVICE, too — expert, sincere gift counseling. Here's what it means to shop in New York's FIRST Wholesale Catalog Showroom . . .

- **THERE IS NO MEMBERSHIP FEE**
- Browse through aisles of top-brand merchandise in our modern showroom.
- Get INSTANT PICKUP from our adjoining 25,000 sq. ft. warehouse. Your selection is IN STOCK now . . . no need for costly shipping.
- Our convenient midtown location at 21st St. and 5th Ave. is easily reached by all subways and buses.
- CONVENIENT SHOPPING HOURS . . . 9:00-5:30 Mon.-Fri., 10:00-4:00 Sat., 10:00-4:00 Sun.
- AND . . . a huge, 300-page, full color Shopping Guide. It shows the thousands of items in our huge showroom. You can shop at home, come to our Showroom, take your purchase right with you.
- Is there any better way than WHOLESALE for economical shopping? We think not . . . and we think you'll agree when you see the savings, the service, the satisfaction!

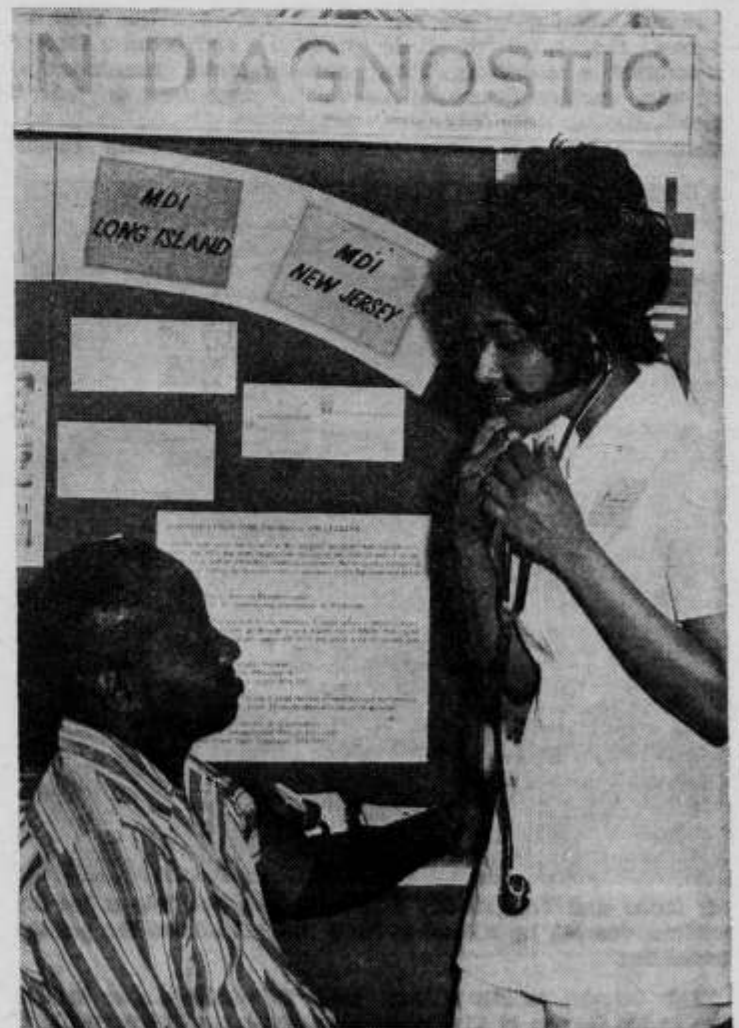
### A DANVILLE COURTESY CARD IS YOURS FOR THE ASKING

You must have it to shop here. Phone or write NOW . . . and we'll rush it to you!

**DANVILLE INDUSTRIES, INC.**  
141 5th Avenue (at 21st St.), N.Y., N.Y. 10010  
Please send me my SPECIAL Danville Courtesy Card that will admit me to your showroom/Warehouse.

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

**DANVILLE INDUSTRIES, INC.**  
141 5th Avenue (at 21st St.),  
N.Y., N.Y. 10010 (212) 475-3141



**CHECK-UP** — Al Knight, president of the Metropolitan Armories chapter of the Civil Service Employees Assn. has his blood pressure checked to make sure he is in shape for the round of holiday parties this month. Here Sandy Girdharry, a technician with Metropolitan Diagnostic Institute, assures him that he will be able to preside at his own chapter meeting and Christmas party Dec. 14.

Murgas, J Frascatore, W Burrows, F Davis, J Torres, L M Thorne, G R Harper, J A Fantozzi, V Cluffo, L C Swanson, W Montgomery, R J Nesbitt, W C Lewis, D Bourne, J T Rogers, J Sandoval.

**No. 241 — 72.65%**  
241 A Pearson, S Hinton, S J Waszak, N Keith Jr, L M King, F M Griffo, R A Krebs, E E Gajda, D A Massaro, R G Connolly, L Mannarino, R Banks, R E Chevalier, S Riccardi, M F Bronkhurst.

### Besanceney Retires

ALBANY — Charles E. Besanceney, director of the maintenance division of the State Department of Transportation, will retire Nov. 29, after more than 42 years of state service — 25 with the DOT and its predecessor Department of Public Works. He started state employment in 1930 with the old Transit Commission — then a part of the Public Service Commission.



## Nassau Cashier Job

Non-residents of Nassau County may apply for the job of cashier in the Village of Lawrence before the Dec. 20 deadline. Required are high school graduation and two years experience in business or government, including one year which involved the ability to handle sums of money.

Salary range is \$4,000 to \$6,500.

For more information, contact the Nassau County Civil Service Commission, 140 Old Country Rd., Mineola, N.Y. 11501 (tel: 516-535-2511).

Pass your copy of  
The Leader  
To A Non-Member.

## WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

## FIRE FLIES

by Paul Thayer

The following letter was posted in Bronx Telegraph Central Office last week. It speaks for itself.

November 26, 1972  
To All Bronx Dispatchers:

It is the opinion of the Officers of this Union that the program with the Rand Corporation is of no material or financial help to our members.

The Rand Corporation is not out for the benefit of the Fire Alarm Dispatcher but for its own financial gain. They do not know or understand the workings of the Fire Department, especially that of the Bureau of Fire Communications.

Our members know what is required and how to obtain the best for the citizens of New York City. The Rand Corporation is out to betray these citizens into thinking that a computer will put out their fires, save their property or their lives. This is completely false.

It is our opinion that the Dispatchers who have been swayed into thinking that overtime money is more important than their jobs should REFUSE to participate in this program. Your job may be the one that the Rand Corporation is for abolishing.

The Fire Department and the Rand Corporation have done away with fire-fighting companies, have transferred companies to other areas and now wish to entangle the Fire Alarm services. Refuse to participate in this program!

Sincerely,  
Samuel F. Seelav, Chairman  
1985 Sedgwick Avenue  
Bronx, N.Y. 10453  
Herbert Eysser,  
Vice-Chairman  
Josephin Higgins, Treasurer

'Seems that accoring to the Rand Corporation, the crew on a given tour is supposed to be made up of eleven men.

On a certain night some weeks

ago, somebody from Rand showed up in the Bronx with a type of computer and was supposed to observe the modus operandi and commit it to the console. Things were tight enough as it was, and, with only seven men on the tour, they had to take one man away from the platform to assist the "Rand-Aide" as we shall call them. (In this case it was a goll (!!!!!)). So, after trying to cope with things which were now happening hot and heavy, the Rand-Aide let out a shriek of dismay and admitted that the fast paced action simply could not be converted to her little gizmo. At that point, the missing man was promptly reclaimed and put back to work where he should have stayed in the first place.

There is a moral to the story. There is no job such as that in which the firefighter and his team mate, the Dispatcher, are involved. Just as we say that no two fires are alike, but are made unusual by that x factor, the unknown quantity which seems to put just a little touch of individuality into each box transmission or fire, so, in this case, there is no substitute for the old braineroo, backed up by hard bought personal experience on the part of the men who man those communication platforms.

I couldn't help but wonder to myself, as I watched the preparations for the blast-off at Kennedy on Wednesday night. Everything was going just fine until ZAP . . . at 30 seconds, everything stopped dead. In 20 miutes or so, apologetic red faced computer boys "thought" they had the answer.

Wouldn't it be great if these Rand Aides did manage to get a computer doing the work of the dispatcher, and as the alarm came in, everything stopped because something wasn't quite right with the programming? Before the station got out, we would have lost the whole damned block. Ever think of that possibility? I'm sure the computer hasn't, so, possibly there

is hope for the human brain in this lashup yet!

Heard on the air the other morning: We have a ten-eighteen for a typewriter in an oven! Whazzzzat?

Last Wednesday, at around 5:30 p.m., Car 5 had just gone on the air. I thought to myself . . . the chief is lucky. It's raining cats and dogs . . . it's cold and nasty . . . 'bet he's looking forward to a nice Irish lamb stew, some television and a good rest. Two minutes later city-wide told him he had a 10-75 in a tanker under construction in the Brooklyn Navy Yard and the thing was a thousand feet long. Weillllll! I have heard weariness on the air before but that 10-4 was the most dismayed 10-4 I'll hear in a long

time. Looking at the rain pummeling my windshield, and visualizing the wind and other conditions at "the yard" even I yelled out OHHHH NO!!!!

## Name O'Brien Aide To Charter Commission

Paul M. O'Brien, special assistant to Fire Commissioner Robert O. Lowery, has been named director of information for the State Charter Revision Commission for New York City and executive assistant to the chairman, State Senator Roy M. Goodman, it was announced last week.

O'Brien will take a leave of absence from the Fire Department and join the Commission staff within two weeks.

# NEW YORK STATE AND LOCAL SUBDIVISION EMPLOYEES

## NOW YOU CAN SHARE GHI'S SECURITY and STABILITY!

Pick the GHI Plan for comprehensive solid health protection.

GHI Plan... What's in a name?

GHI is Group Health Incorporated and stands for stability in the health field; Plan is a "... Method or scheme of action; a way proposed to carry out a design..."

—Webster's Unabridged Dictionary.

No matter how many methods, schemes or ways of medical care are open to you, the time-tested GHI Plan is one that provides comprehensive doctor bill benefits FROM THE FIRST DAY and FROM THE FIRST DOLLAR, without deductibles, and gives you free choice of doctor.

You have from October 1st to December 31, 1972 to review, decide and transfer to GHI\*

The GHI Plan provides:

- The same Blue Cross Hospitalization as the other medical plans.

PLUS

HEALTH SECURITY THROUGH:

- Preventive Care
- Practical Protection
- Paid-in-Full Benefits from GHI Participants regardless of income
- Free Choice of any doctor, anywhere

\*Federal Employees: Nov. 15 thru 30, 1972

For details of GHI's Standard Plan and for GHI Optional Benefits (\*Federal Employees Only), consult your group's official materials during re-enrollment and transfer period.

If you still need information:

Call: (212) 736-7879  
or Write: Gov't Unit,  
Sub. Rel's Dept.  
GROUP HEALTH  
INCORPORATED  
The GHI Building  
227 West 40th Street  
New York, New York 10018



## If you want to know what's happening

to you  
to your chances of promotion  
to your job  
to your next raise  
and similar matters!

## FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what is happening in civil service what is happening to the job you have and the job you want.

Make sure you don't miss a single issue. Enter your subscription now.

The price is \$7.00. That brings you 52 issues of the Civil Service Leader filled with the government job news you want. You can subscribe on the coupon below:

CIVIL SERVICE LEADER  
11 Warren Street  
New York, New York 10007

I enclose \$7.00 (check or money order for a year's subscription to the Civil Service Leader. Please enter the name listed below.

NAME \_\_\_\_\_  
ADDRESS \_\_\_\_\_ Zip Code \_\_\_\_\_



# Police News

## Make 39 Sergeants

Thirty-nine uniformed members of the City Police Department were promoted to sergeant effective Dec. 1. The last number reached for appointment from the 1,555-name eligible list, established Dec. 18, 1970, was number 1,146.

The new probationary sergeants are as follows, by former rank and assignment:

Second Grade Detectives: Thomas P. Robb, 3 D.D., B-L Sqd; William J. Snyder, 4 D.D., H-A Sqd; Bernard T. Foley, 5 D.D., Robb. Sqd.

Third Grade Detectives: Robert J. Hagan, D.B., 16 D.D., B-L Sqd; Gerald Panza, Public Morals (O.C.C.B.); Cesar I. Figueroa, S.S.D., (O.C.C.B.); Michael F. O'Neill, D.B., Dept. Inv. Sqd., City of N.Y.

Patrolmen. Christopher D. Morley, Electronic Data Proc. Div.; Allan C. Dinegar, P.A.; Kenneth E. O'Brien, 122 Pct.; Robert M. Bitsko, 24 Pct.; James M. Mehmed, 41 Pct.; Anthony D. Schoberl, D.C.P.I.; Paul J. Maguire, Jr., P.B.B.N., Boro Gang T/F; Joseph A. Lombardo, C.W. A.C.S.; Alfred M. Hamilton, Prop. Clk. Div.; Joseph F. Polly, 1st T.D.; James S. Colline, T.U. A.; Thomas V. Peterson, H.P.P. No. 2; Thomas J. Murray H.P.P. No. 3; John E. Gillman, Jr., Y.A.D.; William F. Tate, Y.A.D.; Harry H. Jenkins, E.D.P.D.; William J. Mulvey, E.D.P.D.; Gerard Tedesco, 13 Pct.; Donald K. Gervasi, M-T Pct. Co.; Patrick J. Harley M-T Pct. So.; Bernard B. Kelly, M-T Pct. So.; John J. Keenan 26 Pct.; Frank L. Colavito 30 Pct.; Richard Montville, 47 Pct.; Robert N. Miletta 52 Pct.; Thomas J. Carr, 75 Pct.; Robert J. Grant, 103 Pct.; Richard F. Olkey, 103 Pct.; Harry A. Scoda, 105 Pct.; John P. Gallagher, 105 Pct.; James J. McGovern, 105 Pct.; James W. Brown, 107 Pct.

## Suffolk Cty. Seeks Recreation Leaders

Professional positions in recreation leadership will be filled by the Suffolk County Civil Service Department from examinations being conducted daily.

The position of recreation leader, paying approximately \$3.00 per hour, and senior recreation leader, paying \$3.40 per hour, are open to non-residents as well as residents of Suffolk County. Required are an associate's degree in recreation and/or physical education, or 60 hours toward a bachelor's degree in these fields. For the senior title, in addition, 30 more credit hours in professional courses or one year of full-time experience in a recreation program are required.

Applications should not be sent in advance; candidates may complete all necessary forms at the time of taking the written test. Questions will cover recreation principles, games and activities, sporting rules and regulations, first aid, program planning and other areas.

For more information, contact the Suffolk County Civil Service Department, County Center, Riverhead, N.Y. 11901 (tel: 516-727-4700, ext. 249 or 229).

Tests are conducted daily at 9 a.m. and 12:45 p.m. at the above address and at East Northport Testing & Information Center, 295 Larkfield Rd., East Northport, N.Y.

# Slate OCB Hearing On F.D. Uniform Suit

A hearing date of Dec. 18 has been set for a grievance filed by the City Fire Department with the Office of Collective Bargaining concerning the wearing of uniforms by City firefighters at the Nov. 20 rally against the recent redeployment of 13 fire companies.

Arbitrator Eric J. Schmertz, who handles by mutual consent the disputes between the Fire Department and firefighters' unions, will hear arguments on this and other issues, the nature of which were not disclosed.

The grievance was filed with OCB by Fire Commissioner Robert O. Lowery on Nov. 17, prior

to the demonstration, at which Uniformed Firefighters Assn. had urged its members to appear in uniform. A preliminary hearing resulted in postponement of the grievance hearing until after the demonstration had taken place.

The department contends that, in addition to being a violation of department regulations for firefighters to wear uniforms at other than official department functions, the action was in violation of the UFA contract with the City.

An estimated 2,000 to 4,000 firefighters appeared at the rally near City Hall. Commissioner Lowery conceded that individual disciplinary action would be difficult, and none is under preparation at this time.

## Burgan Reappointed

ALBANY—The Governor has reappointed Donald H. Burgan, of Victor, to an unsalaried term on the Board of Trustees of the Community College of the Finger Lakes. Term expires June 30, 1981.

**A child with hemophilia  
A young woman awaiting  
open heart surgery.  
Help them—Give blood  
Call UN 1-7200**

## Don't Repeat This!

(Continued from Page 6)

Senate colleagues have demonstrated their high regard for his integrity and capacity. This mark of regard and respect from his colleagues speaks well for the future of our people as Senator Anderson assumes his new responsibilities as Majority Leader.

## Bronx Fire Party

The Holy Name Society of the Fire Dept. will hold its Bronx Christmas party at the La Valle School for Blind Children on Dec. 19 at 8 p.m.

## Prepare Now For Your HIGH SCHOOL

Equivalency DIPLOMA Preparation Course

This N.Y. State diploma is the legal equivalent of graduation from a 4-year High School. It is valuable to non-graduates of High School for:

- ★ Employment ★ Promotion
  - ★ Advanced Education Training
  - ★ Personal Satisfaction
- Our Special Intensive 5-Week Course prepares for official exams conducted at regular intervals by N.Y. State Dept. of Education.

ENROLL NOW! Classes Meet IN MANHATTAN, Mon. & Wed., 5:30 or 7:30 P.M. IN JAMAICA, Tues. & Thurs., 5:45 or 7:45 P.M.

**SPECIAL SAT. MORNING CLASSES NOW FORMING**  
Phone or Write for Information

Phone: GR 3-6900  
DELEHANTY INSTITUTE  
115 E. 15th St., Manhattan  
91-01 Merrick Blvd., Jamaica

## Trainees Made Patrolmen

Nineteen police trainees were raised to patrolman last week by the City Police Department after having reached their twenty-first birthdays. They were assigned to the Police Academy, effective Dec. 1.

They are Joseph A. Amato, Brian A. Carrozza, William J. Cerkvenik, Jr., Daniel M. Clemens, Stephen P. Davis, Peter J. C. Koines, Michael F. Larney, Thomas E. Ledwith, Domenick Loguercio, William Lukas, Kevin R. Maher, Steven E. Marmorowski, Patrick M. Marshall, John C. Montaperto, Richard J. Rosa, John C. Ryan, Alfred J. Travers, Robert J. Urbancik and Gregory S. Williams.

## Governor Names Mullen

ALBANY—Dr. George E. Mullen, of Brooklyn, immediate past president of the State Dental Society, has been named to the State Developmental Disabilities Advisory Council to serve at the pleasure of the Governor and without salary.

## High School Equiv. Course 5 Weeks - \$75

Complete by Home Study or in evening classes. Prepare you for exam leading to a State issued High School Equivalency Diploma. FREE BOOKLET

PL 7-0300

Roberts Schools, Dept. L,  
517 West 57th St.,  
New York, N.Y. 10019

## Do You Need A

# High School Equivalency Diploma

for civil service for personal satisfaction  
6 Weeks Course Approved by N.Y. State Education Dept.  
Write or Phone for Information

Eastern School AL 4-5029  
721 Broadway, NY 3 (at 8 St)  
Please write me free about the High School Equivalency class

Name .....  
Address .....  
Boro .....(L)

**T  
Y  
P  
E  
W  
R  
I  
T  
E  
R  
S**



**A  
D  
D  
E  
R  
S**

MIMOS ADDRESSERS, STENOGRAPHS  
STENOGRAPHS for sale and rent. 1,000 others.  
Low-Low Prices  
ALL LANGUAGES  
TYPEWRITER CO., Inc.  
119 W 23 St. (W. of 6th Ave.) NY, NY  
CHelsea 3-9086

# GOURMET'S GUIDE

PERSIAN • ITALIAN • AMERICAN

TEHERAN 45 W. 44TH ST., NEW YORKS No. 1 COCKTAIL LOUNGE FOR FREE HORS D'OEURES — LUNCHEON-DINNER

## Better Buying Service of America can save all CSEA members money NO SERVICE CHARGE TO YOU

BUY MERCHANDISE LIKE THIS FOR LESS: (Complete with factory warranties & service)

- |   |   |   |
|---|---|---|
| <b>AUTOMOBILES</b><br>(\$100 over dealer's wholesale cost)<br>American Motors<br>Buick<br>Chevrolet<br>Chrysler-Plymouth<br>Dodge<br>Ford<br>Mercury<br>Pontiac<br>Oldsmobile<br>(Lincoln, Corvette, Monte Carlo and most foreign cars available at substantial savings!) | Dishwashers<br>Ranges and Ovens<br>Humidifiers<br>Dehumidifiers   | <b>GIFTS</b><br>Furs<br>Jewelry<br>Watches<br>Diamonds<br>Silverware<br>China<br>Luggage  |
| <b>AUTOMOTIVE TIRES</b>   | <b>PHOTO EQUIPMENT</b><br>Cameras<br>Motion Picture Projectors<br>Lenses<br>Flash & Strobe Units<br>Enlargers<br>Slide Projectors   | <b>HOME EQUIPMENT</b><br>Power tools<br>Snow Blowers<br>Typewriters<br>Calculators  |
| <b>MAJOR APPLIANCES</b><br>Air Conditioners<br>Washers<br>Dryers<br>Refrigerators<br>Vacuum Cleaners<br>Freezers  | <b>HOME FURNISHINGS</b><br>Sofas & chairs<br>Bedding<br>Tables<br>Dining Room Sets<br>Bedroom Sets<br>Rugs & Carpeting<br>Lamps<br>Custom Drapes & Slip Covers (Home Service) | <b>HOME ENTERTAINMENT</b><br>Televisions<br>Radios<br>Hi-Fi, Stereos<br>Consoles<br>Stereo Cabinets<br>Pianos<br>Organs<br>Tape Recorders<br>Cassette-Recorders |
|   |   | <b>OFFICE FURNITURE</b><br>...and more and more of the things you need.   |

**GUARANTEED RELIABILITY! Customer Satisfaction!**

Lowest Possible Prices from over 200 participating dealers and suppliers in the Greater New York, Long Island, Westchester Area and the States of New Jersey, New York. By working with other organizations like yours, with many thousands of consumers, BBS has buying power far greater than can be obtained by any individual. It's called COLLECTIVE BUYING POWER.

Call: (212) 371-9800

**BETTER BUYING SERVICE OF AMERICA** 1972

Suite 1209, 400 Madison Avenue, New York, N.Y. 10017

# SCHOOL DIRECTORY

**MONROE INSTITUTE — IBM COURSES** Computer Programming, Key Punch, IBM-360, Special PREPARATION FOR CIVIL SERVICE TESTS, Switchboard, NCR Bookkeeping machine, H.S. EQUIVALENCY Day & Eve Classes, EAST TREMONT AVE. & BOSTON RD., BRONX — KI 2-5600 115 EAST FORDHAM ROAD, BRONX — 933-6700  
Approved for Vets and Foreign Students, Accred. N.Y. State Dept. of Education.



# SONY SPECTACULAR

## GREAT SONY BLACK/WHITE TV'S



**SONY 5"**  
Picture Measured Diagonally  
**PORTABLE TV**  
**116.95**

Ultra compact size and lightweight! Operates on AC and battery (optional battery and accessories) Solid state. Adjustable VHF/UHF telescoping antenna. Earphone included. White and blue cabinet.



**SONY 7"**  
Picture Measured Diagonally  
**PORTABLE TV**  
**129.95**

Features built-in battery recharge compartment. Top mounted controls with recessed handle. Solid state. Glare-free screen for indoor-outdoor viewing. Earphone included. Batteries optional, extra.



**SONY 8"**  
Picture Measured Diagonally  
**PORTABLE TV**  
**129.95**

Glare-free screen — big enough for one person or group viewing. Operates on house electric or battery (with optional auto/boat battery cord or optional rechargeable battery pack). Only 11 lbs. 7 oz.



**SONY 11"**  
Picture Measured Diagonally  
**PORTABLE TV**  
**139.95**

Smartly styled. Lightweight, only 15 lbs. 10 oz. Charcoal grey with chrome trim. Illuminated front-mounted tuning dials. Solid state. VHF telescopic antenna. Operates on AC or battery (optional extra).

## TRINITRON COLOR TV'S



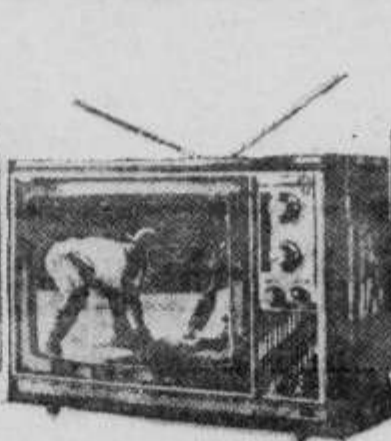
**SONY 9"**  
Picture Measured Diagonally  
**TRINITRON® COLOR TV**  
**339.95**

"The compact one" — Trinitron unique color system and dependable solid state circuitry, in one easy-to-carry portable. Sharper, brighter color!



**SONY 12"**  
Picture Measured Diagonally  
**TRINITRON® COLOR PORTABLE**  
**329.95**

True-to-life color, portability, plus automatic pushbutton control! Automatic color saturation and hue at the touch of one button. Illuminated tuning dials. Solid state. Earphone, handle.



**SONY 15"**  
Picture Measured Diagonally  
**TRINITRON® COLOR PORTABLE**  
**399.95**

New from Sony — popular 15" size screen! Automatic Color Control and Automatic Fine Tuning Controls. 100% solid state circuitry. Beautiful walnut grain wood cabinet, chrome trim.



**SONY 17"**  
Picture Measured Diagonally  
**TRINITRON® COLOR TV**  
**449.95**

Large 17" picture measured diagonally. Automatic Color and Automatic Fine Tuning Control. Vibrant natural color. Instant picture and sound. Front mounted speaker. Simulated wood grain finish.

90 DAYS SERVICE • 2 YEAR COLOR TUBE WARRANTY •

**Lewin & Co.**  
MANHATTAN 87 SECOND AVE. GR 5-6100  
AT 5th ST





**HOLIDAY CHEER** — Toys and clothing collected by the East Hudson Parkway Authority chapter of the Civil Service Employees Assn. are inspected by committee chairman Michael Blasi, left, and Authority executive director Raymond Radzivila. Sharing in the bounty will be youngsters at Greer Children's Community Hope Farm in Millbrook and the Wartburg Orphan's Farm School in Mount Vernon. The charitable endeavor is a 16-year tradition among Parkway employees.

## Fallsburg Unit To Get 10% Pay Increase

**FALLSBURG** — Fifty-six Civil Service Employees Assn. members in the Town of Fallsburg have unanimously ratified a two-year contract calling for a 10 percent pay hike for Fallsburg employees for the term of the contract.

Fallsburg CSEA members, organized as a unit of the Sullivan County Civil Service Employees Assn. chapter, will also have, as a result of the new contract, a fully paid hospitalization program, two more personal leave days, and a set work week calling for overtime pay over eight hours.

Harold Weygand, CSEA unit president for Fallsburg, commented on the agreement as being "a most complete negotiation, with provisions improving working conditions for all the different working groups we represent."

Weygand said the contract has "special provision for the employee with more than ten years of service." Negotiations provided for a 10-year longevity step of five percent. According to Weygand, "any employee who reaches 10 years of service gets an additional five percent pay increase each year."

Police represented in the unit received a \$200 clothing allowance, and now will have any holiday work added to their vacation time. In the second year of the contract, they will go on the 20-year retirement plan.

Plant operators deviated slightly from the basic pay agreement settling for a 30-cents-per-hour increase in the first year and 21 cents in the second. They also received guarantee of three full uniforms provided each year.

## To Commission

**ALBANY** — Donald L. Stork, of Penn Yan, has been named to an unsalaried post on the Finger Lakes State Park and Recreation Commission for a term ending Jan. 31, 1973.

## Governor Names Armao

**ALBANY**—Robert F. Armao, of New York City, has been named to the \$20,700 post of assistant appointments officer to the Governor.

## Appoint Four Men In Labor Disputes

**ALBANY** — The New York State Public Employment Relations Board recently appointed two mediators and two fact-finders to four disputes involving the Civil Service Employees Assn.

Theodore N. Gerber, of PERB's Albany office, has been named mediator to the dispute between the County of Cayuga and the Cayuga chapter of CSEA, and Nathan Cohen, of PERB's New York City office, has been named mediator to the dispute between Yonkers Housing Authority and CSEA.

William J. Curtis, an attorney from Yonkers, has been named fact-finder to the dispute between the Town of New Castle and the Town of New Castle unit, CSEA, and Robert K. Galley, of Lewiston, has been named fact-finder to the dispute between the Town of West Seneca and the Town of West Seneca CSEA unit.

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

## To Female Members Of CSEA

Do you want more life insurance than you can get under the basic CSEA Group Life Insurance Plan? It is available through the CSEA Supplemental Life Insurance Plan. Under this plan you can apply for life insurance protection in the amount of three (3) times your annual salary, up to a maximum of \$40,000. The cost is low—about the same as under the basic CSEA Group Life Insurance Plan—and you pay the premiums by convenient deductions from your salary.

Double indemnity is in effect for accidental death, without additional cost. Triple indemnity is paid for accidental death in a common carrier. You can also insure your spouse and children under this Supplemental Plan.

Participation in the basic CSEA Group Life Insurance Plan is required in order to secure coverage under the Supplemental Life Insurance Plan.

Fill out the coupon below and return it to CSEA, 33 Elk St., Albany, N.Y. 12207 and explanatory literature will be sent to you promptly.

Please send me explanatory literature and application form for CSEA Supplemental Life Insurance:

Name: .....

Address: .....

City, State & Zip .....

# Provide Donations For Welfare Fund

## HONOR ROLL

Below is a list of those individual CSEA members and chapters who have contributed to the CSEA Welfare Fund. In deference to the privacy of the individual contributors, this list does not include the amount of their donations. The amount given by CSEA chapters and units, however, will be printed. Names of contributors will be printed each week under the Honor Roll.

- Frank A. Sanders, Sarolta Morton, Abr. Schrage, Manuel Wisnoff, Charlene Dave, C. Procario, Edith Weiss, Sylvia Faver, Dolores E. Hill, Gwendolyn Monro, Evelyn Spero, Lillian Laderman, Charlotte Bloosky, Mary Regenburg, A. S. Schmidt, Ann Shevit, Harry Peppin, S. A. Coodken, Santiago Rodriguez, Paul Misuraca, Stephen Gosik, S. F. Alaimo, Ramon Rosa Jr, Reywon Kinlock, Cynthia Alexander, Solomon Bogard, Trudy Fruchter, Hannah Nachman, Mae Sinatra, Sandra E. Velez, L. Donesfeld, K. Ringel, J. Siegel, C. Gilhooly, S. Siegel, J. Harrison, M. Cleary, S. Fernandez, A. Donato, P. Finn, C. Pillot.
- Pearl K. Williams, Louis Mazo, H. Rosenbaum, F. Pressman, G. Kramer, S. Schwartz, G. Lynch, E. Lo Console, M. Pugh, Diana Land, Ruby Jackson, Alice H. Dennis, Alease Whittington, Carmen Pedrosa, Sophie Hartz, Carol Esserman, P. Livingston.
- Larry Cella, Max Moskowitz, Gus Ruggieri, Charles Kinian, Ralph Liporace, Peggy Massaro, Evelyn Weinstein, Aleathia Boddie, Molly Tenner, Nancy E. Speed, Louise Robinson, Nilhia Miranda, Mitchell Liebman, Vincent Sinatra, Reynaldo A. De Penna, Ruth Bucci.
- David Mortman, Ann Del Greco, Sophie Shields, Natalie Lemco, J. Barough, J. Macaluso, G. Schermer, J. Manginelli, John Lo Piccolo, C. W. Lande, A. Blumfeld, Rose Weinfeld, M. Finn, N. Murray, J. Martinez, Rose Kopchinski, M. Siegel, R. Schondorf, T. Squitieri, P. Carucci, S. Perez, S. Friedman, J. Lubin, L. Kaplan, V. Gilbert.
- C. J. Roberts, C. VanWinckle, V. H. Berrigan, W. Alders, V. M. Gimbert, R. Gackler, J. J. McCarthy, V. Pi Guilfolil,
- E. V. Abrams, P. Coppola, F. F. Kuper, E. M. Watkins, E. G. Provost, K. Inno, F. Soldo, V. Furlong, M. F. Duon, A. V. Martone, J. R. Wolpert, W. Fix, E. A. Reynolds, C. Allen, W. Pettit, Sr., A. Johnson, H. B. McDonald, N. M. Daniel, G. Dickinson, M. K. Ycas, B. E. Colde, E. T. Plowe, J. Mitchell, W. B. Green, M. Dudley, C. Hultz.
- J. E. Naughton, Geneva M. Booker, L. Nichols, P. Vercetti, J. C. Poole, R. Miller, J. Syppian, M. Binkier, R. Cohen, G. M. Dowling, B. Dallis, L. Vener, R. Martindale, B. E. Meszko, H. C. Piltarzewski, P. Gracik, K. W. Palmer, A. L. Pellegrini, B. Lasky, W. Harris, G. Allen, B. Friedman, J. Finkel, V. A. Loine, F. DeMano, C. Allick, M. A. Ginsberg.
- Rita A. LoPresti, E. E. Randall, J. Sacco, B. MacDorrell, J. Lucadamo, P. Masloff, M. Magner, S. Summer, S. G. Crane, D. B. Marck, E. Spino, E. Holland, J. Komlos, H. Trinipe, H. Belmont, L. Hoffarth, M. M. Dantleary, H. Cameron, A. C. Gozmaian, H. Pitunes, S. E. Sherman, E. Brody, E. Casale, V. F. Connolly, R. T. Grimes, J. Bisagna, L. Boyd, R. J. Pamponi, O. Johnson, I. Mirza, J. M. McCarthy.
- H. Fitzgerald, J. Jones, H. Cardoff, W. B. Hart, E. P. Shallow, W. Pillsburg, E. M. Kelley, J. J. Markowski, F. A. Francis, J. Parziale, S. Miller, P. M. Winkley, T. Takano, M. Mitchell, E. Shaen, E. F. Womer, S. F. Degnan, C. Rybicki, G. Donahue, E. Basprion.
- I. Benedett, N. Breslau, F. Walliman, E. L. Jennings, W. C. Fafard, T. P. Burke, W. L. Stevenson, C. Eskildsen, T. Famiglietti, S. Auerback, R. Pietras, S. Shaw, S. E. Smith, M. V. Swick, R. M. Hargis, D. J. Wagner, G. C. Kelly, A. Cole, J. Evangelist, B. L. Fine, R. A. Koerner, J. R. Utz, R. Climan, I. Siegel, K. Arndt, J. Nagy, M. Sandannants, E. P. Garlepp, L. S. Delalla, R. Leonard, J. R. Urso.
- R. T. Lojacoano, A. P. Thompson, H. S. Brown, W. A. Winslow, J. Lindsey, D. W. Furman, Y. I. Makarushka, K. Paser, J. T. Chirco, D. O. Clark, T. Allis, P. Forsyth, W. G. Coloney, A. D. Brasacchio, C. E. Carlsen, T. P. Broderick, L. R. Elber, I. Button, R. H. Dinolfo, H. Cardozo, C. L. Walton, D. F. Doering, D. P. Walski, F. J. Yannelli, D. A. Bona, W. D. O'Conner, M. Bucks.
- E. M. Bigelow, R. M. Wood, J. Preuss, B. Mejoan, H. E. Burke, G. Bashler, M. S. Clark, K. E. Pitor, R. Racht, S. Rotheberg, R. Brock, F. W. Parker, A. Backos, W. B. Dilts, J. S. Williams, M. A. Ferns, A. M. McCrea, J. R. Bradley, E. Leach, D. A. Czarnicki, G. DelVecchio, R. F. Engler, F. Canizzaro, O. Ike, M. E. Maskell, F. X. Stock, D. Condrat, E. M. Barben, S. A. Willhoff, E. J. Fleischer.
- B. Zagaro, A. H. Conklin, B. R. Damers, E. Field, J. Smith, L. S. Materra, F. Bolnik, W. L. Waterhouse, L. M. Jimpson, V. T. Fawcett, M. E. Conley, V. C. Blawn, H. W. Berner, S. Bourdeaur, A. Bucci, M. Foxman, E. L. Roberts, J. O. Panelka, E. M. Mayiollie, J. Frank, F. S. Young, M. R. Gilbert, K. Hoffman, H. J. Speckard, M. H. Cohen, A. H. Pearsall, F. Kirker.
- H. M. Berger, I. M. Coleman, V. Frey, V. J. Blandino, E. Carr, E. M. Burr, D. W. Johnson, E. J. Whitebeck, C. C. Brown, R. W. Johnson, L. & W. Farley, L. A. Pickens, L. J. Wolf, J. I. Catlin, L. Lancaster, O. M. Finkle, W. T. Betken, B. G. Brotschelt, E. P. Titchener, J. D. Sherwood, J. Parment, P. F. McCarthy, H. V. Lindstrom, C. S. Cronk, M. J. Luca, R. C. Bissell, F. J. Webb, L. M. Amedio, J. S. Fundeth, F. M. Reichert, M. Flannery, M. Francis, O. C. Walters, C. F. Baker, E. A. Wolf, A. Bruford, D. A. Winn, B. Hirschberg, P. A. Eger, M. Zion, C. M. D'Elia, W. B. Keller.
- A. Matusick, R. B. Campbell, M. Muroff, E. E. Jungmans, L. M. Green, A. Gabriele, H. Brown, J. R. Rentz, W. J. Whyland, J. Jacobson, F. Andersen, K. I. Diesmond, I. L. Hair, J. D. Salvo, R. I. Morris, H. A. Brady, A. Sherwood, W. O'Donnell, B. E. Nyary, J. Mannens, J. Roman, R. Sheffield, P. C. Ireland, M. L. Bennett, K. Picken, E. Leary, C. L. Frenz.
- M. G. Hoffman, A. P. Nellis, J. K. Hawley, E. J. Quinlivan, J. J. Stanford, J. A. Clifford, W. R. Purcell, J. Ambrose, J. T. McKibben, M. Kiernan, P. Dina, K. Hardie, C. B. Ganoung, J. E. Willie, M. E. Dury, G. J. Onika, L. Sprague, R. Glover, J. Huertas, G. L. Edwards, T. A. Novak, C. Sharfstein, I. Cuccia, F. H. Papazian, M. Hotaling, M. Nadan, A. Menaik, M. Meagher, F. W. Orzilo, L. G. Jenkins, S. Cramer, J. E. DeBarbieri, N. A. Ruscigno, M. Tripp, I. Richardson, B. V. Stone, L. O. Hopping, A. P. DelNagro, A. DiGiorgio, E. Neidle, W. Kishla, R. E. Reighard, E. Stone.
- G. Isaacs, G. L. Valley, L. A. Eastley, E. M. Stenenson, E. Ross, J. D. Curtis, D. Scheis, M. Walfson, R.

- J. Harrison, L. O. Nicholson, S. Brumel, G. Siragusa, M. Scholl, B. K. Pierce, R. Chodubik, E. Sears, G. Kuharsky, J. B. Sweitzer, J. Carpenter, L. B. Harris, B. Veit, F. Gelder, B. E. Hall, D. Guth, J. Cleptogian, P. J. Finan, F. Murray, M. M. O'Sullivan.
- C. Thompson, E. Larsen, P. DeLuca, J. N. DiLeo, A. DeCredice, M. A. Stallone, D. Hendrie, E. G. Albert, J. Curte, Sr., A. B. Williams, M. K. Coyle, A. J. Pelone, M. Abdullah, H. Normyle, P. A. Comerford, L. R. Fordock, I. Goran, G. Marino, W. F. Thompson, A. J. Friesner, E. Carloni, D. G. Wetts, C. Carruthers, S. Campbell, S. I. Wechsler, E. V. Ward, A. Beilo, T. G. Spratt.
- E. Ader, T. Eastwood, W. J. Brislin, M. Schertz, L. & J. E. Burks, D. B. Taccino, J. E. Catalano, N. M. LePage, L. Faw, F. Bradt, E. M. Bulger, G. Moore, H. J. Holzhauser.
- P. Green, R. J. Dineen, P. Castellano, D. A. Decker, B. LaFleur, A. P. Hersko, Y. A. Horan, W. J. Barnum, J. J. Quinlivan, M. A. Corrado, H. F. Cirello, J. C. Clifford, T. L. Malek, E. L. Harmony, A. Schneider, I. C. Heidenreich, R. Osinuch, J. Connelly, P. Perkins, M. E. Campbell, J. E. Catalano, J. E. Canestraro, L. D. Young, B. I. Galanka, S. A. Tavormina, K. A. Prelund, E. Toff, C. T. Cassels, J. LoRuzzo, F. A. Barrington, C. Lewis, H. Becker, P. C. Lukacs, F. R. Collin, A. Pawlowki, P. Lundberg, T. A. Faulkner, A. Gabrielson, J. Newhouse, C. S. Schmidt, W. J. LaLiberti, H. G. Wilson.
- M. Snyder, G. Wheaton, M. E. Lind, E. G. Lopez, H. C. Wehrs, J. Avonovich, H. W. Arone, B. Murray, J. G. Weyrauch, C. R. Albano, S. C. Neilsan, D. Borwick, M. W. Wells, V. W. Szumachowski, H. R. Clermont, S. A. Quimmach, S. Friedlob, M. E. Lento, L. D. Hagan, M. S. Adrian, M. E. Rlynn, A. G. Corey, A. Nicoletta, E. S. Friedman, J. J. DeSain, E. Coolidge, R. M. Thomas, C. Wheeler, E. Torh, C. Uckermark, A. M. Cassini, A. J. Findley, J. D. Tabb, L. Tatar, T. J. Carr, F. Goodell, J. V. Bernarducci.
- I. Stewart, A. G. Lichtenburg, M. M. Hennessy, C. A. Fletcher, N. M. Katz, D. H. Jones, R. Wiggs, L. P. Williams, R. Hamilton, M. R. Fenamore, D. K. Ratkowski, D. E. Shaw, S. Z. Zitner, J. R. Coogan, G. W. Johnson, R. MacArthur, H. K. Idleman, B. Acker, J. McNamara, E. A. Burniski, M. M. Burr, G. Campani, R. N. Linde, U. M. Green, H. J. Sowka, E. M. Delair, L. Bruno, E. Connor, K. E. O'Rourke, B. W. Brodock, M. B. Cieri, H. C. Fenner, G. F. McNally, M. A. Vega, F. Havranko, M. M. Fox, E. Wertber, L. Esposito, A. E. Biango, P. Pastorow, M. Jacobs.
- F. Paiczynski, J. J. Randozzo, A. M. DeVincenzo, L. Fegueroa, M. M. Calkins, W. E. Brown, G. F. Luce, G. Yannozone, A. Kokernak, M. A. Woolbeutz, J. R. Gunta, J. C. Burke, J. Cassese, L. S. Foster, F. Blander, C. E. Carpenter, J. Bujay, A. Kokernak, Sal Carbone, M. L. Strong, A. D. Wood, N. G. Holloway, A. J. Bianci, J. Bino, F. Lombardo, V. F. Brucker, M. B. Frusher, J. Wolfram, W. G. Vogel, L. M. Hatlee, N. Klebanoff, R. Blackley, B. Mc Ritchie, J. Cambier, L. & I. Puro, W. F. Craver.
- Anthony J. Police, Ralph H. Ward, Stephen C. Major, Mike A. Tomaino, Dan J. Willover.
- R. H. Allen, L. A. Field, C. J. Moccia, J. Bongiorno, C. C. Crowley, C. A. Richter, T. J. Vasalo, A. Best, J. Carlo, S. VonToussaint, M. Cordell, D. Foranchi, R. Bess, J. Brickous, E. Rudzinski, L. Gullis, M. H. Baciliouss, L. A. Halloran, C. Tookes, C. K. Wilson, J. Wang, R. Ball, B. Lasky, W. Harris, G. Allen, B. Friedman, J. Finkel, V. A. Louvre, F. De Mano, C. Allick, M. A. Ginsberg, Rita A. Lo Preste, E. E. Randall, J. Sacco, B. MacDowell, J. Lucadamo, P. Masloff, M. Magner, Sal Sumner, S. G. Crane, D. B. Marsh, E. Spino, E. Holland.
- J. Komlos, H. Belmont, L. Hqfarth, M. N. Dunleavy, H. Cameron, A. C. Gozmaian, H. Penunes, S. E. Sherman, E. Brody, E. Casale, V. F. Goumes, J. Bisagna, L. Boyd, R. J. Pomponi, O. Johnson, I. Murza, J. M. McCarthy, H. Fitzgerald, J. Jones, H. Cardoff, W. B. Hart, E. P. Shallow, W. M. Pillsbury, E. M. Kelley, J. J. Markowski.
- E. A. Wolf, A. Bruford, D. A. Winn, B. Hirschberg, P. A. Eger, M. Zion, C. M. Delia, W. B. Keller, A. Matusick, R. B. Campbell, M. Muroff, E. E. Dunghams, L. M. Green, A. Gabriele, H. Brown, J. P. Rentz, W. J. Whyland, J. Jacobson, F. Anderson, K. I. Diamond, I. L. Hair, E. Dowdall, J. M. Wescott, M. A. Vecchi, C. Borlotti, F. H. Arno, J. C. Bennett, R. P. Glass, R. M. Davis, D. S. Cooper, G. Levine, C. V. Lamagna, J. Morris, F. Gavlichs, T. M. Crabbe, A. Voelko, T. W. Lozinsky, S. Wolfe, E. Markowski, M. Raif, M. Shapiro, T. Squillante, G. G. Silverstein, T. S. Ferris, G. Jaetta.



# Eligibles On State and County Lists

**SR MAIL & SUPPLY CLK**  
EXAM 34784  
Test Held June 3, '72  
List Est. Oct. 18, '72

- Cummings E Albany 89.1
- Capone D Troy 89.0
- Rapp J Buffalo 88.3
- Barley R Oneonta 87.4
- Bassett B Saratoga Spg 86.8
- Allerti L Staten Is 86.1
- Ford C Albany 86.0
- Petagna M Bklyn 85.4
- Booktauer H Middletown 85.3
- Band J Floral Pk 85.3
- Moody A Saratoga Lake 85.1
- Farry T Schenectady 85.1
- Szela J Mt Vernon 85.0
- Trinka K Albany 84.3
- Perry J Fillmore 83.1
- Swartz S Watervliet 83.1
- Gifford R Mayfield 82.8
- O'Connor J Middleburgh 82.2
- Booktauer H Middletown 82.2
- Mall F Bx 82.0
- Fickscherer E Tonawanda 81.3
- Hammersmith J Gloversvil 81.3
- Salisbury J Albany 81.3
- Toop J NY 81.2
- Bernardi E Queens Vill 81.2
- Lemon T Delmar 81.0
- Havens R Albany 80.9
- Smith E Binghamton 80.6
- Cusack T Rexford 80.3
- Lasserson J Bklyn 80.1
- Chiefert B Bklyn 80.0
- Wainio E Miller Place 79.4
- Brown R Albany 79.4
- Aurichio P Amsterdam 79.3
- Lyach R Queens Vill 79.3
- Heidt C Delmar 79.2
- Eposito W Rocky Pt 78.8
- Schonfeld G Bklyn 78.8
- Lenkiewicz A Johnson City 78.6
- Mylott R Troy 78.3
- Molatch J Blauvelt 78.1
- Finnerty M Stony Pt 78.0
- Demarco A Rensselaer 77.8
- Schlierer R Albany 77.7
- Humphrey S Schenectady 77.6
- Skelley J Albany 77.5
- Desieno A Mechanicvil 77.5
- Schmidt M Schenectady 77.5
- Henzel M Watervliet 77.4
- Rutkowski J Albany 77.4
- Norsen R Clifton Spgs 77.3
- Babcock D Canastota 77.3
- Kuperman J Albany 77.1
- Higgitt H Troy 77.0

- Tasick J Schenectady 76.8
- Bombardier L Albany 76.8
- Trombley R Ballston Spa 76.6
- Grant H Coxsackie 76.6
- Lakeman J Lk Ronkonkoma 76.3
- Suhocki J Schenectady 76.3
- Forti N Mechanicvil 76.3
- Termini F Buffalo 76.3
- Way C Scotia 76.3
- Musco J Cohoes 76.2
- Berg E West Islip 76.2
- Kosekaten H West Islip 76.2
- Peck W Newark 75.9
- Greenbaum G NY 75.8
- Quackenbush M Albany 75.8
- Dranchak M Binghamton 75.6
- Hughes J Buffalo 75.6
- Hedeschi L Altamont 75.6
- O'Hara G Buffalo 75.5
- Herrick R Albany 75.5
- Lagaf J Cohoes 75.4
- Geer R Port Crane 75.3
- Zeh G Cobleskill 75.3
- Lagalles P Ballston Spa 74.8
- Pierson S Utica 74.8
- Cady M Vestal 74.8
- Martin G Rome 74.7
- Johnson A Troy 74.4
- Hayes S Binghamton 74.4
- Vassallo P Syracuse 74.4
- Bissell D Ballston Spa 74.3
- Atkinson S Chenango Fks 74.2
- Conti G Jericho 74.2
- Babulski J West Seneca 74.0
- Clow L Albany 74.0
- Chotkowski Z Schenectady 73.8
- Breuer R Watervliet 73.6
- Schuttig M Amsterdam 73.6
- Blair D Cohoes 73.6
- Cohen M Bx 73.6
- Catroppa R Scotia 73.5
- Binkowski D Schenectady 73.5
- Aeppli M Johnson City 73.3
- Lekutis A Amsterdam 73.2
- Peculis P Amsterdam 73.2
- LaJoy R Saratoga 73.1
- Parker W Troy 73.1
- Dallas W Hudson 72.7
- Kelley D Scarsdale 72.4
- Stevens K Warrensburg 72.3
- Santoianni T Bx 72.2
- Phillips J Bx 72.2
- Eposito D Troy 72.1
- Ralbovsky W Ballston Lk 72.1
- Wilson W Schenectady 72.1
- Giordano S Corbetsvil 72.0
- Curlite J Voorheesvil 71.6
- Cappillino A Kingston 71.6
- Haglund C Gloversville 71.5
- Tunny G Albany 71.3
- Case L West Seneca 71.3
- Michalske J Fredonia 71.3
- Will E Buffalo 70.6
- Patrick M Binghamton 70.6
- Maxian T Binghamton 70.6
- Albert L Albany 70.4
- Cline B Albany 70.3
- Doedema D Albany 70.3
- Mowry A Catsaraugus 70.2
- Klinowski F Watervliet 70.2

- Breedlove T Albany 83.3
- Vasvorhis J Schenectady 83.1
- Sherwin T Watervliet 83.0
- Dwyer T Albany 82.7
- Yomtov E NY 82.0
- Glebatis A Rensselaer 82.0
- Winsor F Altamont 81.7
- Blessing D Albany 81.7
- Busch M Albany 81.5
- Oliver J Delmar 81.3
- Fagg W Schenectady 80.9
- Egan J Glennont 80.5
- Dillon B Elora 80.0
- Wyer A Albany 79.7
- Stewart R Albany 79.2
- Finn M Scotia 79.2
- Keys L Albany 78.5
- Graves J Ballston Spa 78.2
- MacPherson D Rexford 78.2
- Thompson R Schenectady 78.1
- Carter J Old Chatham 78.0
- Hoffmeister C Albany 77.6
- Temple J Chatham 76.8
- O'Bach R Delmar 76.7
- Cramer A Albany 76.5
- Smith R Albany 75.5
- Geer H Chatham 75.5
- Saroff E Albany 74.1

**DIRECTOR, TRANSPORTATION PROGRAM ANALYTIC BUREAU**  
Test Held Nov. 1972  
List Est. Nov. 15, 1972

- Peyrebrone H Delmar 95.0
- Zodikoff B Schenectady 93.1
- Shafer J Delmar 91.2
- Breuer R Watervliet 89.9
- Caswell W Delmar 85.2
- Newman J Rexford 77.5
- Clarkson H Troy 76.1
- Delee J Troy 72.9
- Memmot F Berne 72.0

**DIRECTOR, TRANSPORTATION DATA SERVICES BUREAU**  
EXAM 34808  
Test Held Nov. 1972  
List Est. Nov. 15, 1972

- Shafer J Delmar 93.2
- Peyrebrone H Delmar 92.0
- Breuer R Watervliet 85.9
- Caswell W Delmar 85.2
- Newman J Rexford 76.5
- Tweedie R Delmar 75.5
- Memmot F Berne 72.0

**SR PERSONNEL TECHNICIAN**  
EXAM 51125  
Test Held June 3, 1972  
List Est. Oct. 25, 1972

- Smith R Grand Island 82.5
- Loos K Kenmore 80.6
- Hart P Tonawanda 79.9
- Cownie R Tonawanda 79.1
- Flynn B Orchard Pk 77.9
- Pujolas P Tonawanda 73.9

**CASHIER & MOT VEH CASHIER**  
EXAM 34766  
Test Held May 13, 1972  
List Est. Oct. 18, 1972  
(Continued From Last Week)

- McKelvey I Howes Cave 92.1
- Irons M Syracuse 91.9
- Fates F Troy 91.9
- Epps C Cohoes 91.9
- Hyman S Albany 91.7
- Hill C Tonawanda 91.5
- Arnold K Germantown 91.4
- Stuck M Lindenhurst 91.4
- Loxaw L Troy 91.4
- Womer D Albany 91.3
- Kudde O Johnson City 91.3
- Tankerley M Oneonta 91.3
- Boyle P Tonawanda 91.2
- Myrhol J Staten Is 91.2
- Alexis J Croton 91.2
- Reilly K Albany 91.0
- Huff J Ft Edward 90.8
- Marshall S Buffalo 90.8
- Provino J Cheektowaga 90.7
- Mellentine S Tonawanda 90.7
- Dranchak M Binghamton 90.3
- Montesano R Albany 90.3

- Vanarnum R Stillwater 90.3
- Mawbey E Schenectady 90.0
- Higgitt H Troy 90.0
- Caffrey W Levittown 89.9
- Michanin M Albany 89.4
- Dorgan C Albany 89.4
- Israel N Albany 89.4
- Smith M Malverne 89.3
- Lantry D Cohoes 89.3
- Lashure R Hornell 89.3
- Gunther H N Syracuse 89.3
- Drexel M Loudonville 89.3
- Woznick B Cheektowaga 89.1
- Milkowitz T Brooklyn 89.1
- Nagy K Bay Shore 89.1
- Schwartz S Watervliet 89.0
- Kochan J Buffalo 89.0
- Wetzel J Buffalo 89.0
- Swartz F Castleton 88.8
- Lester B Cheektowaga 88.8
- Res H Albany 88.7
- Catucci T Bay Shore 88.7
- Agnello M Buffalo 88.6
- Andrews S Depew 88.5
- Schreiber J E Aurora 88.5
- Pastore V L I City 88.5
- Schwin E Latham 88.4
- Gilbert I Utica 88.4
- Forman P Albany 88.4
- Jackson E Troy 88.3
- Babcock D Canastota 88.2
- Collins J Bay Shore 88.2
- Arnold J Gloversville 88.0
- Quackenbush S Troy 88.0
- Grygorzewicz C Hamburg 88.0
- Pastor J Albany 87.8
- Bellardini R Amsterdam 87.7
- Dranchak M Binghamton 87.6

(TO BE CONTINUED)

## REAL ESTATE VALUES

**Houses For Sale - Queens**

**RICHMOND HILL**  
**2 Family \$31,500**  
Large modern 2 family home, det, good income, good area.

**SO. OZONE PARK**  
Vacant, 1 family duplex, ready to move in after credit check.

**Full Price \$21,990**  
**Bimston Realty — 523-4594**  
170-24 Hillside Ave., Jamaica, N.Y.

**House For Sale, Queens Village**

DETACHED — 2 Fam., garage, 2 kitchen, 2 baths, legal 2 family, 3 rms up & 4 rms & bath down. New gas heat. Res. neighborhood with convenient trans., nr. schools & shopping center. Principals only \$29,990. Call for appt. Eves only, 7 to 9 — 776-0265.

**LAURELTON \$32,990**  
**SUPER SPECIAL HOUSE**  
True Bk Engl Tudor, 2 plex, beamed ceilings, tremendous rms. Fin bsmt, gar. Owner transfed.

**QUEENS VILLG \$35,990**  
**BRICK MOTHER & DAUGHTER**  
Only 8 yrs yng with 5 rms lg ultra mod apt plus rentbl studio apt. Hlywd kits & baths. Grage. Cyclone fence. Many extras. Price reduced \$3,000—must sell.

**CAMBRIA HTS \$36,990**  
**WHY RENT?**  
Det legal 2-fam brk & shngle with gorgeous 5 rm apt plus fin bsmt, gar for yourself plus a 3-rm apt for income. Many extras.

**QUEENS HOMES**  
**OL 8-7510**  
170-13 Hillside Ave., Jamaica

**CAMBRIA HTS \$32,500**  
**BRICK HOME plus INCOME**  
This solid brk house is exquisite. 6 rms, 3 bdrms, 2 baths, auto gas heat, patio-porch, w-w cprg, dishwasher plus rentable 3 rm unit. Low down for GI-FHA.

**LAURELTON \$34,990**  
**BRICK, STONE & TIMBER**  
Beautiful ranch. All rms 1 flr. 3 bdrms, bath, fin bsmt, w-built in bar. Owner leaving furniture in bsmt, w-w cprg, refrigerator & other extras. Low down for FHA-GI buyers.

**BUTTERLY & GREEN**  
168-25 Hillside Ave.  
**JA 6-6300**

**183 ST. EAST OF CONCOURSE TIEBOUT TOWERS**  
2332 Tiebout Ave. New Bldg.  
2 1/2 rooms, \$195  
3 1/2 rms, \$235, 4 1/2 rms, \$275  
Renting off apt 3B or 2A;  
**5 8 4 - 9 7 5 4**

**HOUSE FOR SALE**  
HOUSE FOR SALE—Nassau, West Hempstead. Brick, 2-story, expanded ranch, 5 bedrooms, 3 baths, slate roof, 1 1/2 acre patio, fireplace, 27 x 15 living room w/w carpeting \$40,000. OR 8-3744 evenings.

**Farms, Country Homes New York State**  
FALL CATALOG OF HUNDREDS OF REAL ESTATE & BUSINESS BARGAINS All types, sizes & prices. DAHL REALTY Cobleskill 7, N.Y.

**BUY U.S. BONDS**

**IDEAL OPPORTUNITY — FOR — ADDITIONAL INCOME.**  
Learn the lost art of chair caning and rush seating. Big demand for your services. Work from your home full or part time. Perfect for retirees. Send \$2.00 to L. DeMott 371 Mildred St., Oceanside, L.I. N.Y. 11572. For detailed illustrated instruction book on how to master this forgotten craft.

**Help Wanted - M/F**  
**ADVENTURE—TRAVEL—HIGH PAY**  
**WORK OVERSEAS**  
WILL OFFER THIS AND MORE All Trades and Professions - M/F  
**(212) 986-7577**  
ATLAS OVERSEAS CONSULTANTS  
4 E 43rd St., 3rd Floor  
N.Y.C. 10016  
No Placement Fee, Service Charge.

**JOBS**  
FLORIDA JOBS? Federal, State County, City FLORIDA CIVIL SERVICE BULLETIN. Subscription \$3 year 8 issues.  
P.O. Box 846 L,  
N. Miami, Fla. 33161.

Enjoy Your Golden Days in **Florida**

VENICE, FLA. — INTERESTED?  
SEE H N WIMMERS REALTOR  
ZIP CODE 33595

**SAVE ON YOUR MOVE TO FLORIDA**  
Compare our cost per 4,000 lbs. to St. Petersburg from New York City \$472, Philadelphia, \$448, Albany \$506 For an estimate to any destination in Florida

**Write**  
**SOUTHERN TRANSFER and STORAGE CO. INC**  
DEPT C, BOX 10217  
ST PETERSBURG, FLORIDA 33733

**No. 1 Pioneer In Overseas Work**

• MAKE A CHANGE  
• HIGH PAY — NO TAXES  
• ALL PROFESSIONS

**GLOBAL SEARCH, INC.**  
342 Madison Ave.  
New York, N.Y.  
**6 8 2 - 5 3 3 7**  
WE ASSIST YOU  
NO PLACE FEE — SERVICE CHARGE

**ARCO**  
**CIVIL SERVICE BOOKS**  
and all tests  
**PLAZA BOOK SHOP**  
380 Broadway  
Albany, N. Y.  
Mail & Phone Orders Filled

**SPECIAL RATES**  
for Civil Service Employees

**IN THE CENTER OF ALBANY**  
**HOTEL Wellington**  
DRIVE-IN GARAGE  
AIR CONDITIONING • TV  
No parking problems at Albany's largest hotel... with Albany's only drive-in garage. You'll like the comfort and convenience, too! Family rates. Cocktail lounge.

**126 STATE STREET**  
OPPOSITE STATE CAPITOL  
See your friendly travel agent.

**SPECIAL WEEKLY RATES FOR EXTENDED STAYS**

**MAYFLOWER-ROYAL COURT APARTMENTS—**  
Furnished, Unfurnished, and Rooms  
Phone HE 4-1994 (Albany).

**MNGMNT POSITIONS IN EDP**  
EXAM 34751  
Test Held May 13, 1972  
List Est. Nov. 16, 1972

- Boice E Albany 91.0
- Perry D Delmar 89.6
- Albrecht R Rexford 89.4
- Zuk T Schenectady 89.0
- Lennon R Voorheesvil 88.2
- Elmendorf G E Greenbush 88.2
- Willigan R Latham 86.6
- McCarthy J Delmar 86.3
- Keefe J Troy 86.1
- Henderson D Feura Bush 85.5
- Atkins T Rensselaer 84.8
- Walsh G Rensselaer 84.5
- Nackenson J Albany 83.5

**VACATION - VIRGIN ISLES**

**VILLA FOR RENT**  
**St. Croix, Virgin Islands**  
**Half Price Rates**

For true island living, try your own de-luxe vacation villa. Resident maid, cooks, cleaners or baby in Beaches, golf, tennis and snorkeling.

**Call (212) 442-1827**

**DEWITT CLINTON**  
**STATE & EAGLE STS., ALBANY**  
**A KNOTT HOTEL**  
A FAVORITE FOR OVER 30 YEARS WITH STATE TRAVELERS  
**SPECIAL RATES FOR N.Y.S. EMPLOYEES**  
BANQUET FACILITIES AVAILABLE  
Call Albany HE 4-6111  
THOMAS H. GORMAN, Gen. Mgr

**ALBANY BRANCH OFFICE**  
FOR INFORMATION regarding advertisement Please write or call:  
**JOSEPH T. BELLEW**  
303 SO. MANNING BLVD.  
ALBANY, N.Y. Phone IV 2-5474

**FOR SALE**  
Model 300  
**1971 SKI DOO OLYMPIC**  
with  
**SEALION TRAILER**  
Used Less Than 10 Hours  
**\$500.**



Write To:  
**C. S. Leader,**  
**Box S.L. 100,**  
**11 Warren St.,**  
**New York 10007**

**DRIVE OUR CARS — FREE TO FLORIDA**  
DECEMBER, JANUARY & FEBRUARY  
GAS ALLOWANCE  
AAACON Auto Transport, 239-8892

**FLORIDA LIVING**  
Live the good life at prices you can afford in Highland Village Mobile Home Community Choose from over 20 models with prices starting at \$7,950. Complete recreation program.

Write:  
**HIGHLAND VILLAGE, 275 N. E. 48th St.**  
**POMPANO BEACH FLORIDA 33064**



# Another Big CSEA Victory

(Continued from Page 1)

13,524 for CSEA and 6,212 for SEIU.

Commenting on the Institutional Unit voting procedure, Wenzl said that his organization was, "satisfied with PERB's use of the combined methods of balloting. I feel the election was conducted fairly and the wishes of the institution workers were properly reflected in the voting results."

The Institutional Services Unit, the largest of the five groupings of conventional State workers for bargaining purposes, includes ward attendants, food service personnel, practical nurses, and laundry aides—employees with an average salary of \$7,895 per year.

Victory by such large margins among the institutional and the professional people is considered a bond by CSEA's Wenzl, giving them additional bargaining power. "From a practical standpoint," he said, "this proven support from the biggest single bloc of State employees gives CSEA tremendous leverage at the bargaining table. The State administration knows we have the majority of the rank-and-file workers solidly behind us."

## Assume 'Reason Will Prevail' In Suffolk—Porter

SMITHTOWN — E. Ben. Porter, president of the Suffolk County chapter of the Civil Service Employees Assn., advised members this week that there is no necessity for a strike-vote meeting at this time.

Referring to the requests of certain members for strike preparations, Porter cautioned members. He said membership opinion was being surveyed and would be formally tallied when and if necessary.

County contract talks, he said, have been referred to mediator Daniel House, who was appointed by the County mini-Public Employment Relations Board when the talks deadlocked on money issues. "We feel there has been a refusal by the County to bargain," Porter said, "but we are operating on the assumption that reason will prevail."

## Relax Eligibility

(Continued from Page 1)

of the Public Employees Fair Employment Act, filing an improper practice charge with the State Public Employment Relations Board.

Faced with CSEA's charge, the Civil Service Department reacted by amending the minimum qualifications for the examination to read: "In order to take this examination you must have been employed in a position in the Occupational, Physical, or Recreation therapy series on July 24, 1969, and must have one year of permanent competitive service as an Assistant I in the specialty for which you apply by the date of this examination."

The Jan. 13, 1973, examination date has been rescheduled for Feb. 24, 1973. Closing date for filing applications is Jan. 15, 1973.



On-site balloting at Creedmoor State Hospital took place under the watchful eye of observers from the Civil Service Employees Assn. and the challenging SEIU to make sure that the representation election was conducted fairly and

openly. This scene was duplicated across the state from Suffolk State School in Melville, Long Island, to Gowanda State Hospital in Helmsuth. Half of the institutions voted on-site, and the other half voted by mail.



GETTING OUT VOTE — Victory in the representation election last week was due in large part to grassroots effort throughout the state by local members of the Civil Service Employees Assn. who manned telephones in an extensive get-out-the-vote campaign. Here, Syracuse State School chapter president Clarence Laufer, Jr., right, accompanied by Terry Moxley, makes a phone call from the chapter's special campaign headquarters in the Syracuse Country House.

## St. Lawrence Member Wins Heroism Award

WATERTOWN — The Civil Service Employees Assn. has among its members a St. Lawrence County resident who is the holder of a hero medal for his effort in braving a raging fire to reach a two-month-old baby trapped in her flaming home.

He is Douglas E. Eggleston, of Ogdensburg, an employee of the State Department of Transportation since 1966, and a member of the CSEA chapter for six years. Eggleston was presented with a Bronze Medal from the Carnegie Hero Fund Commission of Pittsburgh, Pa., in appropriate ceremonies Nov. 10 at the WJNY Broadcast Center here.

The medal was presented to Eggleston for his attempt to save two-month-old Paulette J. Conger from suffocation Feb. 11, 1971, when fire broke out in the Conger home at Brier Hill. The medal presentation was made by John B. Johnson, editor and publisher of The Watertown Daily Times. Eggleston's award also included a monetary grant of \$750.

When fire broke out on the ground floor of the two-story home of Mr. and Mrs. William Conger, their daughter Paulette was asleep in a bassinet in the kitchen. Eggleston broke a win-

dow, entered the smoke-filled kitchen and when he located the bassinet he was within two feet of raging flames. He carried the bassinet to a window, handed it to Mrs. Conger and, cough-

ing from the smoke he had inhaled, climbed outside.

The baby was rushed to A. Barton Hepburn Hospital, Ogdensburg, but was pronounced dead of suffocation.



Douglas E. Eggleston, left, receives a Bronze Medal from the Carnegie Hero Fund Commission from John B. Johnson, right, editor and publisher of The Watertown Daily Times, in a presentation ceremony Nov. 10.

## Appellate Court Upholds CSEA Challenge To 'Life Experience' Proviso Of Professional Test

ALBANY—A Civil Service Employees Assn. challenge to the requirements of the New York State Professional Careers Test was upheld recently by the Appellate Division of the State Supreme Court.

James D. Featherstonhaugh, the CSEA lawyer representing Marilyn L. Jackson and Mary Beth Corbett, who had taken the examination, had petitioned the court to strike certain material inserted in the 1970-71 announcement for the State Professional Careers Test and to enjoin the State from making any appointments based upon the examination list for permanent appointments other than by the procedure set forth in subdivision 1 of section 61 of the Civil Service Law.

CSEA requested the removal of the following part of the notice for the 1970-71 examination:

"In order that New York State programs be truly responsive to

all of the people of New York State and effectively relate to the changing problems of the State, it is essential that minority group members participate in the management of State programs in administrative and supervisory roles. Therefore, in evaluating the education and experience of a candidate for certain positions filled through this examination, the individual's total life experience, as well as formal training, may be considered as a valuable asset to job performance. In such cases, preference for appointment may be given to individuals who are successful in the examination and who have recognizable identification with Black or Spanish-speaking minority communities."

The Appellate Court's decision upheld the previous decision of the State Supreme Court at Special Term, on Sept. 22, 1971 in Albany County, that the act of the appellants in granting a preference to those who successfully pass the examination and who have recognizable identification with Black or Spanish-speaking minority communities is arbitrary and outside their statutory authority. The judgment was affirmed with costs.

## Capital Retirees Slate Luncheon Meeting Dec. 19

ALBANY—The Capital District Retirees chapter of the Civil Service Employees Assn. will hold a holiday luncheon meeting on Dec. 19 at the Ambassador Restaurant here, 27 Elk St.

A Dutch-treat social hour, starting at noon, will precede a 1 p.m. buffet luncheon. A short business meeting will follow the program.

Cost to members is \$3. or for non-members, \$4. Checks should be made payable to Isabelle O'Hagan, treasurer. Reservations, however, should be sent to Mary Conley, 28 Corlaer St., Albany, N.Y. 12209.

Those attending should bring a gift (not to exceed \$1) for the grab bag, according to chairman Blanche Nechanicky and co-chairman Elizabeth Steenburgh.