

# Civil Service LEADER

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## LI Conf Installs

See Page 9

# COURT STAYS PENALTIES BY STATE PENDING DETERMINATION OF ISSUES



**WELFARE DONATION** — The largest single donation to date for the Civil Service Employees Welfare Fund was made last week by the Mental Hygiene Employees Assn. at a statewide meeting at the Country House in Syracuse. A check for \$8,000 was presented to statewide CSEA president Theodore C. Wenzl, fourth from left. MHEA officials shown making the presentation are, from left, consultant Samuel Cipolla, president Irene Hillis, first vice-president Richard Snyder, Dr. Wenzl, outgoing third vice-president Pauline Fitchpatrick, treasurer Edna Percoco, consultant Nicholas Puziferri, fourth vice-president Salvatore Butero, and newly elected third vice-president Eileen Cole. (Additional coverage of the meeting will appear in next week's Leader.)

## Wenzl Appeals To CSEA Members To 'Share The Responsibility' As Well As The Fruits Of Easter Job Action

ALBANY — The addition of several more contributions from both individuals and chapters brought the Civil Service Employees Assn.'s Welfare Fund to \$47,238.00 as of July 10, CSEA sources reported.

President Theodore C. Wenzl said the fund had been growing slowly, and that "We desperately need more donations if we are to be able to satisfactorily assist our members who supported us in April."

The fund was set up a few weeks ago by the CSEA Board of Directors in order to assist those CSEA members who have suffered financially because of the alleged strike conducted by CSEA April 1 and 2.

Last week President Wenzl appealed to all members and non-members in CSEA's State Division and all members in the organization's County Division to contribute to the fund. Wenzl's letter, dated July 17, follows:

Dear Public Employee:  
An immediate responsibility facing CSEA is the restitution of more than \$450,000 lost in wages by 7,109 State employees — your fellow Civil Service workers — as a result of their participation in an alleged CSEA job action during Easter week end.

The penalized employees will lose two days' pay for each day of absence. In addition, they are being placed on probation and, in most cases, have suffered other personal losses. We at CSEA want to compensate them for those losses, to the extent our funds will permit.

Only 65 CSEA chapters out of 282, and less than 480 individual members, have contributed to the CSEA Welfare Fund which was specifically established to assist those employees facing unjust financial penalties. The fund is now at \$47,238.

You must realize that a fund of \$47,238 cannot begin to restore the much-needed income lost by these courageous people. The CSEA Welfare Fund is in dire need of your personal contribution. Lest we forget, it was because of the brave

action of these employees that all 133,000 workers in CSEA's State bargaining units have received the 4 percent pay increase effective April 1, 1972, and will receive an additional 1½ percent on April 1, 1973. The settlement with the State also continued the many benefits its employees have received in the past.

State employees, particularly, who are now enjoying the pay raise won for them, should willingly share this responsibility and opportunity by contributing whatever their income permits and whatever they feel is equitable — to help our fellow public employees.

The Fund will not be used for any other purpose. Please make your check payable to "CSEA Welfare Fund" and use the enclosed self-addressed postage paid envelope.

Naturally, if you have already made a contribution to this worthy cause, this letter is not aimed at you. If not, however, we sincerely hope that you will contribute today.

Respectfully yours,  
CSEA WELFARE FUND COMMITTEE  
Theodore C. Wenzl, President

### BULLETIN

At Leader presstime, attorneys of the Civil Service Employees Assn. were studying the legality of efforts by the State to vacate — or "lift" — the stay granted to CSEA preventing the State from deducting fines from State workers accused of striking in the institutional payroll of July 20 and the administrative payroll of July 27.

They cautioned the employees involved that the State's efforts might prevail and the deductions might go through on those paydays.

### (Special To The Leader)

ALBANY — The 200,000-member Civil Service Employees Assn. today won an order in State Supreme Court calling upon the State administration to show cause why it should not be enjoined from penalizing individual State employees who are charged with participating in an alleged strike over the Easter week end.

The show cause order, signed by Judge Russell G. Hunt and returnable in Special Term here on July 28, was accompanied by a stay to prevent the State from any further action in exacting the penalties pending determination of the issues. The stay applies to those employees who had filed affidavits raising issues.

CSEA's institution of the Article 78 proceeding, which seeks to have the individual penalties section of the Taylor Law covering strikes declared unconstitutional, follows an announcement by the State earlier this week that it would begin levying fines from the pay of accused State workers on July 20.

State and local government employees who engage in any form of job action are subject under the Taylor Law to being placed on probation and fined

two days' pay for each day on strike.

In April and early May, the director of the State Office of Employee Relations had notified 7,500 State workers, by mail, that they were charged with violating the no-strike section of the Taylor Law, and that they would be subject to penalties under the law.

The Taylor Law, while allowing (Continued on Page 14)

## CSEA Offers \$20 Per Day Compensation

ALBANY — The Civil Service Employees Assn. will compensate at the rate of \$20 per day state employees who were charged with striking on either April 1 or 2 or both and thus had their paychecks docked for those days.

A CSEA spokesman said last week that the CSEA Welfare Fund was ready to help out any state workers who have already been docked for unauthorized leave during the Easter week end. Meanwhile, CSEA has won a stay from the courts, effective at least till July 28, which prevents the State from docking the paychecks of any accused employees who have submitted affidavits.

In order to get the money from CSEA, employees should fill out the claim form they will soon be receiving from CSEA, indicating how much salary they lost — one day, two days, one day and three hours, etc. When that form is received and validated by CSEA, the employees will be repaid with a CSEA Welfare Fund check at the rate of \$20 per day.

"CSEA feels that we must do what we can to help out the loyal CSEA members who stood up for us when we needed them," Wenzl said.

*Don't Repeat This!*

## Uncertainties About Voter Performance Cloud Nov. Forecast

THE public glee expressed by leading Republicans over the Presidential nomination of Senator George McGovern is tempered by private doubts and misgivings. It is one thing for Republicans to propagate the notion of Senator McGovern as an extremist, in order to evoke memories of the Barry Goldwater debacle in 1968. It is quite another when

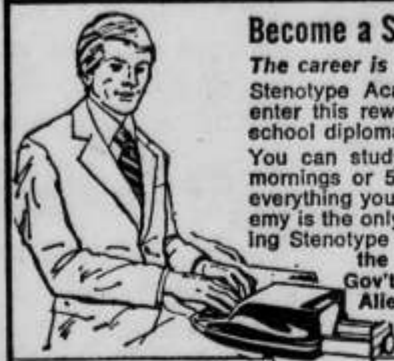
(Continued on Page 6)

### Make 4 Patrolmen

Four police trainees were appointed Patrolmen on probation last week after having successfully completed their training. They are Richard T. Cullwell, Anthony J. Gerone, Richard S. Johnson and Roger E. Scheid. Their salary is \$10,699, effective July 3.

### To Harlem Valley

Mrs. Charles R. Daniels, Jr., of Pawling, has been appointed to the Board of Visitors of Harlem Valley State Hospital for a term ending Dec. 31, 1977. At the same time, the Governor has reappointed Mrs. Constance B. Claghorn, of Hudson, to the same Board for a term ending Dec. 31, 1978. Members receive no salary.



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## The Transit Beat

By JOHN MAYE

President, Transit Police  
 Patrolmen's Benevolent Assn.



(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

### Another Policeman's Funeral

The long line of blue stretched out before the Holy Family Church along Castle Hill Avenue in the Bronx. As the hearse slowly came to a halt, the men snapped to attention and the colors dipped in mourning.

Another brother police officer had made the supreme sacrifice and from as far as Delaware and Canada, these men in blue came to pay their last respects to the man and the family he left behind.

**THIS TIME** it was one of our own, Transit Patrolman John Skagen, 33 years old, who went down in a blaze of gunfire while attempting to disarm and arrest a gunman in a Bronx subway station. Off-duty and returning from a court appearance, Ptl. Skagen spotted a gun protruding from the man's belt and instinctively did his duty.

Later, at Lincoln Hospital, more than 50 of his brother patrolmen appeared to donate blood — but as his wife Patricia prayed in the next room, the young cop died.

Much too often, the scene at Holy Family Church is repeated throughout the nation — glaring tragedies attesting to the breakdown of respect for a society of laws and orderly government.

Leaving the Requiem Mass, we reflected on the question  
 (Continued on Page 12)

## END OF SUMMER FANTASTIC CRUISE PROGRAM

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 Sept. 2 to Sept. 5, \$200.00 outside cabins.

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## Suffolk Only. Exec To Be Speaker At Chapter Installation

(From Leader Correspondent)

**SMITHTOWN** — The Suffolk chapter of the Civil Service Employees Assn. will hold its annual dinner-dance Saturday, Sept. 9, at the new Colonie Hill Club in Hauppauge, it has been announced by chapter president E. Ben Porter.

County Executive John V. N. Klein will be the featured speaker. Statewide CSEA first vice-president Thomas McDonough will formally install the chapter officers.

There will be a cocktail hour starting at 7 p.m., followed by a London broil dinner supplemented by a rolling bar. Professional entertainment will feature singer Steve Diamond and comic Sal Richards, who made a hit with CSEAs at a recent convention at the Friar Truck Inn upstate, and a six-piece dance band. Tickets, at \$27 a couple, may be secured at the chapter office, 330 Jericho Tpke., Smithtown, N.Y.

## Two Promotionals Approved For August

Two promotional titles approved for filing during August will be boiler inspector at \$9,500 and foreman, furniture maintainer, at \$6.04 an hour.

Eligible to vie for boiler inspectorships are tenured low pressure boiler inspectors with a valid license. A practical-oral is pending for Sept. 25. The appointing agency is the Housing & Development Administration.

The foreman, furniture maintainer post, with the Municipal Services Administration, is open to furniture maintainers, furniture maintainer-finishers, and furniture maintainers with metal work, upholstery or woodwork specialties. This title also entails a technical-oral, set for mid-October.

Check Announcement No. 2583 for boiler maintainer; Announcement No. 2576 for the furniture title. Page 15 of The Leader outlines filing procedures.

## Postpone Biaggi Suit On Police Master Plan

The Manhattan State Supreme Court, at the City's request, has postponed until July 24 a hearing on Congressman Mario Biaggi's request for an injunction against implementation of Police Commissioner Patrick Murphy's "master plan" to redeploy police personnel.

The July 24 hearing is slated to be held before Justice Wilfred Waltemade. Biaggi and co-petitioners charge that Murphy's plan to shift police manpower from low- to high-crime areas would deprive them of equal police protection guaranteed by law.

## SAVE A WATT!

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**SUNMOUNT INSTALLATION** — Officers of the Sunmount chapter of the Civil Service Employees Assn., were installed at a dinner June 25 at the Tupper Lake Country Club. They are, from left, Lois Harris, recording secretary; James Savard, treasurer;

Eileen Godin, second vice-president; Frank Morrison, first vice-president; Gregory J. Rowley, president for his fifth term; Bernard Chartier, third vice-president; Beth Smith, corresponding secretary, with Thomas McDonough, first-vice-president of the statewide CSEA as installing officer.

## Doyle Hails CSEA Victory

# Court Nixes Pay Withholding By Niagara

LOCKPORT — In a major victory for the Niagara County chapter of the Civil Service Employees Assn., a state justice has ruled that the County Legislature was wrong in trying to withhold a week's pay from county workers.

State Supreme Court Justice Frank T. Kronenberg, supporting action brought by the Niagara County CSEA, restrained the Legislature from withholding the pay "pending solution of the issues."

He ruled that "to permit the County of Niagara to withhold one week of the employees' pay at this stage of the proceedings would be to condone an arbitrary act, and this of course cannot be."

William Doyle, chapter president who

brought the court action through chapter attorney Earl W. Brydges Jr., said the judge's decision "clearly shows that we are not 'vassals of the legislature' and that they cannot bypass our contract by passing local laws to annul or void any portion of our contract."

He said that during the dispute involving the week's pay, the chairman of the County Legislature's personnel committee said: "We are the legislature. We passed a local law and you must abide by it."

Doyle said he, James Stewart, CSEA field representative, and Brydges all agreed that "if the Legislature could do this, then they could simply pass laws on any items in the CSEA contract which was objectionable to

them."

The issue surfaced when the Legislature, citing what it said were foul-ups in the paying procedures, decided to change systems and withhold one week's pay in the process.

Brydges immediately sought a restraining order on the grounds that the legislation was completely unilateral and violated the existing contract.

Doyle also reported that contract talks for 1973 get under way with the Legislature this month.

He said the chapter negotiating team, consisting of members from all different departments, was "prepared for the bargaining sessions." Contact with the Legislature has already been made, he added.

## CSEA, State To Meet On DOY Layoff Threat

ALBANY—Theodore C. Wenzl, president of the Civil Service Employees Assn., announced at Leader presstime that he had arranged for a top-level meeting with the State administration early this week on the threatened layoff of 170 employees of the State Division for Youth.

This meeting will take place early in the week beginning July 17.

Wenzl, in a letter to all affected employees, said: "We will use every resource at our command to protect you against the loss of your State employment."

## Cites Past Practice To Win Case

(Special to The Leader)

TROY — A custodian with the Brittonkill District No. 2 School has been reassigned to his former outdoor job on the day shift as a result of a grievance brought by him and backed by the Civil Service Employees Assn.'s Brittonkill School unit.

Irving L. Bonesteel, who has worked for the school district since 1958, was ordered by the American Arbitration Assn. to return to his former job, as he requested in the grievance.

The independent arbitration agency ruled that Bonesteel was unfairly and illegally transferred from his outdoor job in January 1972 to an indoor cleaning job on the afternoon shift. Bonesteel had the most seniority of all the custodians.

CSEA field representative Thomas Whitney, who assisted the custodian at the hearing, explained how they won the case: "Although there is no seniority clause in the CSEA-Brittonkill School contract, there is a 'past practices' clause which covers situations just like this. It provides that no benefits enjoyed by employees, whether written into the contract or no, (such as seniority, in this case) may be suddenly taken away or changed by the employer."

The decision was made by John Howard Spain for American Arbitration Assn.

## Court Upholds CSEA Members

RIVERHEAD — The State Supreme Court for Suffolk County has upheld the near absolute power of a duly authorized arbitrator in a ruling in favor of a group of public employees represented by the Civil Service Employees Assn.

The County of Suffolk had brought to the court the decision of a duly authorized arbitrator in the case of an employee who had been asked to take a civil service examination for her job some time after being hired. She had been promised at the time of hiring that she would not have to take a test, and she protested. The case was brought to arbitration.

The Supreme Court ruled that the arbitrator's decision, which upheld the employee's claim, should stand. Another case similar to the first was consolidated with it in the court's decision.

The decision said, "... none of the necessary elements for upsetting an (arbitrator's) award are present, e.g.—fraud, corruption, impartiality and exceeding the arbitration clause powers. The general rule established by the case law is that where there is a question of interpretation of contract of whether or not an arbitrable dispute exists as a condition precedent to arbitration, the construction of the agreement and questions of arbitrability are to be resolved by the arbitrator and not by the courts."

The decision of the arbitrator, then, was seen to be final.

CSEA's legal assistance program paid all costs for the public employees involved. Warren F. X. Smith, CSEA regional attorney, handled the case for the employees.

## Slow Burn By SUNY At Binghamton Employees Finally Fires Up Officials To Do Something About Safety Hazard

(From Leader Correspondent)

BINGHAMTON — Efforts to correct an unsafe working condition on the SUNY Binghamton campus have finally begun in the aftermath of a battle with the State that climaxed late in 1971 with a ruling in favor of CSEA arguments.

The issue centered on the size of furnace doors in the huge heating plant on the Vestal campus. Maintenance men were required to crawl through these doors in order to enter the furnaces for periodic cleaning.

The fight began in March 1969 when the safety hazard imposed on the maintenance em-

ployees was brought to the attention of SUNY Binghamton officials.

Grievance proceedings were implemented in December 1970 after repeated efforts to have the problem corrected proved fruitless.

According to Binghamton chapter CSEA officials who directed the fight, maintenance employees were required periodically to enter the furnaces to remove ash accumulations with the use of brooms and high pressure hoses.

Enter Head First

These employees were required by necessity to enter the cleaning areas head first through a door 12½ by 16 inches.

When ash accumulations reached a certain point, employees small enough to fit through the tiny doors were required to enter the convector area by way of a narrow plank. After crawling along the inside and, while standing on this plank over a nine-foot deep pit, they cleaned the area with the nozzles and brooms. During this process the broom's action, coupled with high pressure jet of air, blew the ash free and, it was contended, into the eyes and clothing of the men engaged in the cleaning.

In January 1971, after several meetings, points of agreement were reached on several items of

(Continued on Page 14)

## Capital Armory Holds Meeting

ALBANY — The annual meeting of the Capital District Armory chapter of the Civil Service Employees Assn. was held recently at the Guilderland Rifle Range.

More than 46 members attended the meeting to discuss the future of the chapter and to participate in a seminar on the car and home owner insurance plans.

Following the meeting, a steak dinner was prepared and served by Supt. Kennedy and the staff of the New Scotland Ave. Armory. Past presidents Corcoran, Morris, Roskrans and Nethaway were honored at the meeting.

## Ⓛ 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.

July

- 18—Statewide Legal Committee meeting, 12 noon, University Club, 141 Washington Ave., Albany.
- 19—Capital District Conference regional political action meeting, 7:30 p.m., CSEA Headquarters, 33 Elk St., Albany.
- 25—Long Island Conference regional political action meeting, 7:30 p.m., Bethpage Park Club House.
- 26—Metropolitan Conference regional political action meeting, 7:30 p.m., Waldorf-Astoria Hotel, Manhattan.
- 27—Southern Conference regional political action meeting, 7:30 p.m., Bear Mountain Inn.
- 28—Final prize drawing for Super Sign-Up '72 Membership Campaign.

August

- 3-4—Statewide restructuring committee meetings, 9:30 a.m.-10 p.m., CSEA Headquarters, 33 Elk St., Albany.
- 5—Central Conference executive committee meeting, 9 a.m., picnic; 2 p.m., meeting; Helen Callahan's Cottage, Damon's Point, Oneida Lake.

# Fire Marshal List Held Up By Litigation

The eligibility list for fire marshal, based on an exam held in June 1970, is being held up by a court suit, a spokesman for the Fire Department disclosed this week.

Paul N. O'Brien, special assistant to the commissioner, confirmed that "the list has not been published due to litigation."

He noted the court action was being brought by a group of incumbent fire marshals "who feel they should be covered despite

the giving of the test"—rather than being axed if they don't score sufficiently high. "They insist on a sort of grandfather clause," declared O'Brien.

Up until last year, the position of marshal was given on the basis of assignment. When the test format was put into effect, the City required passing a competitive test. But the veteran marshals argued that they should be exempted; that the exam should only be for new appointees.

Five marshals have been given recent appointments on a provisional basis, disclosed O'Brien, "but these were only people who took the test and have reason to believe they rank high on that list."

## Albany MV Moves

ALBANY — Employees of the Albany District office of Department of Motor Vehicles opened new quarters July 10, at 875 Central Ave., following a weekend move from the longtime district office at 135 Ontario St. The office serves 15 upstate counties.

## New Postal Officer

The appointment of Thomas V. Flanagan as Officer-in-Charge of the New York, New York (Manhattan) Post Office was announced last week by Harold R. Larsen, Regional Postmaster General.

Flanagan succeeds George J. Hass, who retired recently.

# Understanding Arbitration

By BARRY LEE COYNE

The complexities of labor-management relations in civil service are often difficult to follow. Many employees affected by the outcome barely understand what is involved.

In an attempt to clarify the major issues, The Leader spoke with George Bennett, deputy director of the City's Office of Collective Bargaining. The subject was arbitration. His answers to our questions follow:

### What is meant by "arbitration"?

It's a procedure whereby labor and management, when unable to reach agreement on a solution to a problem, present their side and argue before a third party who makes a decision.

### What conditions bring it about?

In the public sector, arbitration is a matter of policy for unresolved disputes. It is stated in the old law and the new law (Chapter 54, Administrative Code). Arbitration follows from unresolved disputes and grievances between the City and a union.

### Can all issues be arbitrated?

No, some things cannot be arbitrated, and these things are management prerogatives. By law, these include such things as determining the methods, means and personnel of an operation.

### Do both parties always follow the whole route?

Often arbitration is initiated and, for some reason, it doesn't come off. Sometimes the parties manage to work out their problems without arbitration. They would prefer to settle through negotiations, but are not reluctant to use third-party procedures.

### How frequently is arbitration relied on?

I'd estimate about 80 percent of disputes are handled by the parties directly. Both sides recognize that if they use arbitration all the time, there must be something wrong with the management-labor relationship.

### What kind of issues are usually involved?

Those issues go to arbitration involving interpretation and application of a contract. These are some typical arbitration issues I've found in our files: assignment of work; overtime; transfers; payment of wages at the proper rate; leave time; education leave; docking of pay; assignment of work; out-of-title work; improper assignments; Saturday work; back pay; seniority; working conditions; compensatory time and overtime.

### How does the City decide who can be arbitrators?

There's a specific process: the Board of Collective Bargaining and the Office of Collective Bargaining, which services the Board, has an accepted roster of qualified arbitrators. The Board reviews their credentials and passes upon them.

### What if the parties cannot agree on an arbitrator?

Then the OCB will submit seven names for the parties to make their selection. Each party then chooses and numbers the five most acceptable names. We then look over both lists and come up with a person most agreeable to both sides.

### What are the steps leading to arbitration?

The first step is usually oral: a grievance is discussed between the employee and his supervisor. In the second step, it is reduced to writing; in the third, it goes to a review board rather than an individual. Where the Office of Labor Relations get involved between the union and the employer—that is the fourth step.

### When does the OCB become involved?

If the grievance is not resolved within a certain period, it comes to the OCB to be arbitrated, which is the fifth step.

### How long generally is the process?

I'd venture that most arbitration cases take two days of hearings and one day for researching and writing. The average between first stage and the final decision would be about 8-10 weeks. It often depends on how old the claim is and on the complexity of the issues.

### Is the public sector unique here?

Yes, the public sector has different standards on what's arbitrable and on the kinds of disputes. Since citywide contracts cover the same things, the subjects grievable are much more limited. The public sector is a service sector; in the private, it's much more concerned with manufacturing a product.

### Does choosing arbitration limit other activity?

When people go to arbitration, they waive the right to any other remedy, such as the courts. The effects of the decision is that it's final and binding on the parties. You have no redress, but there's a right of review in the courts to determine if the arbitrator has exceeded his authority or gone out of bounds.

### What cases prove most difficult?

The discharge cases cause most of the problems because  
(Continued on Page 5)

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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.

# \$1,000 Losers: Is Your Name Here?

These four City employees are each owed more than \$1,000 by the City: J. G. Paldner, Jr, Supreme Court; H P Brinkama, C Shand, Jr, and P J Malello, of the Police Department.

They and thousands of other City employees, for one reason or another, have not claimed paychecks for overtime, vacation or retroactive pay, sick leave or even weekly wages. All those listed below are owed at least \$75.

If you find your name here, you must go to your agency's payroll office and tell them the date of the payroll from which you are owed money. After they have located the check in their records, they should fill out a Check Pay Order memorandum to the City Paymaster, a step which begins the procedure for drawing the money out of the City Treasury, where unclaimed wages are sent after being held by the departments.

Beneficiaries of deceased employees may make claim by pre-

senting a Surrogate's Court order, or a paid-in full funeral bill plus death certificate. The names of deceased employees are indicated by (d).

The following employees of the Department of Education are owed money from the payroll dates indicated. "Supp." indicates a supplementary employee: substitute teachers, temporaries, etc.

F Alderson, 1-2-60 to 6-30-70; E P Bartky, 6-30-71; E Patten, 6-11-71; R S Bomzer (d), 7-1-71; E Brady (Supp), 7-23-71; E Bratton, 7-18-71; J Connolly (Supp), 6-25-71; M Cooper, 6-30-71; G E Duffy, 6-30-71; G M Esperto (Supp), 7-16-71; J A Feldberg (Supp), 7-16-71; L C Platt (d) (Supp), 7-30-71; E Hiller, 6-16-71; L Lawrence (Supp), 7-2-71; P Marion (Supp), 7-9-71; McGuinness, 6-30-71; J E McLachlan, 6-30-71.

L Melnick, 6-30-71; K L Mirelman, 6-25-71; J R Oneal (Supp), 6-25-71; J Quigley, 6-30-71; H Rakestraw, 7-1-68 to 6-30-70; L Rittner, 6-29-71; A B Rose, (Supp), 6-18-71; A Sabatini, 6-18-71; L H Schaye, (Supp), 6-25-71; M M Sepulveda (Supp), 7-1-71; H H Silverman (Supp), 7-2-71; E J Solodkin (Supp), 7-9-71; I Sukeenig (d) (Supp), 7-1-71; A M Torres (Supp), 7-23-71; A E Turner, 5-18-71 and 6-1-71; M C Wilson, 6-16-71; E K Winter (Supp), 7-16-71;

The following employees of the Police Department are owed money from the payroll dates indicated.

J Bonura, 7-9-71; J F Brassil, 7-9-71; H P Brinkama, 10-1-68 to 7-1-70; S Ehrlich, 7-23-71; E J Horgan, 7-9-71; G Gelabert, 7-8-71; J J Graham, 7-23-71; T L Lasagne, 10-1-68 to 7-1-70;

P J Matello, 10-1-69 to 7-1-70, and 7-23-71; H G Manson, 7-23-71; W P Morkan, 7-23-71; C Shand Jr., 10-1-69 to 7-1-70, and 7-23-71; F Well, 7-23-71.

The following employees of the Environmental Protection Administration are owed money from the payroll dates indicated:

W Ackin, 7-10-71 and 7-17-71; W Chisolm, 6-26-71; C Controne, 7-1-69 to 12-31-69; H J Kane, 10-1-68 to 11-14-69; A E Keely, 7-15-71; W Kutchma, 7-23- and 8-6- and 8-20-71; H Laguna, 7-10-71; I Metlay, 8-20-71; J C Nemer, 7-31-71; P A Salvaggi, 7-23-71; W L Sherrod, 7-31-71; A Spina, 10-1-68 to 11-14-69; J Wargo, 7-1-69 to 12-31-69.

The following employees are owed money from the department and payroll dates indicated:

A Ballard, MA (7-23-71); D E Barrett, MSA (7-9-71); C Buenaventura, MSA (7-1-66 to 6-30-71); L Carruthers, MA (1-1-69 to 4-23-69); C F Desanto (d), DP (7-1-69 to 6-30-70); J Diaz, MA (7-8-71); E Douglas, MA (8-6-71); V Felton, MA (1-1-69 to 4-23-69); D T Groess, DC (7-1-69 to 6-30-70); W T Hawkins Jr, MSA (7-9-71); J M Huben, MH (7-23-71); C P Johnson, MA (8-6-71); P Kaplan, BC (8-31-71).

S B Katzenberg, MSA (8-6-71); B Klein, MA (1-1-69) to 4-23-69; C R Kugel (d), MSA (8-6-71); L Lebron, MA (8-6-71); J F Loughlin, BC (8-20-71); J Martino, DC (4-1-71 to 5-31-71); P Memillion, DP (7-1-70 to 3-31-71); A Nivens, MA (1-1-69 to 12-31-69); M Ortega, MA (7-23-71); J G Palder Jr, SC (7-1-70 to 4-25-71); B J Paul, MA (8-20-71); R L Robinson, (d), MSA (8-6-71); D Rouse, HDA (7-2-71); B Ryan, EDA (7-23-71 and 8-6-71).

E J Schmuck, DP (7-1-69 to 6-30-70); M Shipman, HDA (7-2-71); Z Thorpe, MSA (7-9-71); M Ufford, PL (7-1-70 to 12-25-70); M Warley, DP 7-1-69 to 6-30-70).

# Understanding Arbitration

(Continued from Page 4)

someone's livelihood is involved. The promotional issue also can be very ticklish. Also, out-of-title work and work scheduling get a lot of play.

When does a union usually seek this avenue?

The most overriding reason is that the worker feels something has been done wrong. The union is also concerned with precedent: that something done here can be done to other people. Certain principles are often involved—we have our classics—and the union has to make a decision how hard it wants to go.

Who are the statesmen among arbitrators?

There are some 20-30 in the New York area who are nationally respected arbitrators; these are men and women who do a great deal of work for the City and they're probably also working for the American Arbitration Assn. of PERB (the State body) or they may be serving as umpires for various industries. New York is blessed with an abundance of them.

What about those on OCB's roster?

There are 120 arbitrators on the roster. About 90 percent of them are from New York or New Jersey. About half are attorneys and a good share are professors or Ph.D's. A small number are females or minority group members. We particularly look for people who have experience in the public sector.

How do these people get paid?

The union pays half and the City pays the other half. Would you sum up what you see as the value of arbitration?

In a system where there's no right to strike, it's critical that you have alternate ways to resolve issues. A grievance procedure without arbitration is meaningless; it takes you to a certain point and then the matter is left in limbo. Workers have no way to vent their dissatisfaction. Arbitration is an orderly and fair way to deal with unresolved problems through a third-party. The key to success is the ability of the parties to present their cases and the ability of the arbitrator to be fair.

Abbreviations: BC, Brooklyn College; DC, Dept of Correction; DP, Dept. of Parks; EDA, Economic Development Administration; HDA, Housing and Development Administration; MA, Mayorality; MSA, Municipal Services Administration; PL, City Planning Commissioner.

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TUESDAY, JULY 18, 1972

## A Matter Of Humanity

THE courts are now involved in stays and the lifting of these stays concerning the penalization of Civil Service Employees Assn. members who allegedly took part in what the CSEA calls a "job action" and the State calls a "strike."

It will be up to the courts to make a final determination of the arguments made by the opposing sides.

It is up to the lawyers to argue the legal merits of a case based on the cold facts. A newspaper's role, since by nature it deals with human events, often tends toward a more humane approach to problems, however.

To the public, the issues here may seem unimportant, since they deal with the inner workings of our government. After all, to most people, the citizens who are employed by the State represent the State — whether they be the clerk who handles your driver's license application or the director of a large mental hygiene institution.

In many ways the public attitude is one of as much concern as most people have about the genocide going on in far-off Burundi and Rwanda in the heart of Africa. As long as it doesn't inconvenience me, most people would say, let them kill each other.

In much the same way, the State by insisting on punishing the members of the CSEA who allegedly participated in the Easter week end job action, has fixed on its own course of blood-letting.

The irony is that the job action was on Easter, and that the affected employees are among the humblest, most dedicated, most underpaid in the State . . . the workers in our mental and penal institutions.

Not only do they devote their lives to caring for other human beings most of us would prefer to ignore, but they themselves had become ignored in their pleas for a decent living wage.

It would have been better for the State to have taken an enlightened approach, rather to pursue its present course of "an eye for an eye." The wounds may heal, but the viewpoints will never be the same again.

## Questions and Answers



**Q.** I am 62 years old and get social security benefits as a widow. Will Medicare help pay any of my medical expenses?

**A.** No. Medicare only helps to pay hospital and medical bills for people 65 or older. If you can't pay your medical expenses, you may be eligible for Medicaid. Medicaid helps pay the medical bills of individuals at any age based on their need. Call your local welfare office for more information about the Medicaid program.

**Q.** I will be 65 this summer and plan to file for monthly social security retirement benefits. My daughter is 19 and in col-

lege. Since I want to apply for student benefits for her, what information about her will I need?

**A.** You'll need her birth certificate, social security number, school identification number (if any), the name and address of the college she attends, the date the school term will end, and the dates of the following school term.

Have a question about social security and its retirement, survivors, disability or Medicare benefits? See your telephone directory for the phone number and address of the nearest social security office.

## Don't Repeat This!

(Continued from Page 1)

visions of a Republican landslide are clouded by uncertainties about voter performance in a period when traditional structures of the social order show signs of erosion.

Clearly there is a prevailing mood of alienation and disillusionment among the voters. This mood has been most perceptively recognized and exploited by Gov. George C. Wallace. The nomination of Senator McGovern is a clear indication that he, too, has sensed that mood because he did not hesitate to contend against the established power structures within the Democratic Party and within organized labor.

### May Drop Agnew

The first casualty among Republicans of the McGovern nomination may be Vice President Spiro Agnew, whose greatest political strength is among die-hard, conservative Republicans. President Nixon has no concern over thunder from the right, since such voters have no place to go. Certainly they won't go to McGovern and there will be no third party Wallace ticket to serve as a vehicle for release of conservative irritation with the President's economic policies and his moves toward reapproachment with Peking and Moscow.

The basic political problem confronting the President is to make inroads into normal Democratic voters among the Jews, blacks, and Spanish-speaking people. These are areas within which Governor Rockefeller holds particularly high credentials among Republicans. In the event that the President decides that for victory he needs more than Spiro Agnew, then Rockefeller must be on the top of the list of alternatives.

Governor Rockefeller has shown that he is sensitive to minority group pressures for a more substantial role in the political process. Accordingly, he and the other top State officials have withdrawn as delegates to the Republican convention to make their slots available to women, blacks, Puerto Ricans and the young. Obviously, the Republican ticket will be forced to make a direct appeal to these voting groups.

### First-Time Voters

The major imponderable in this election is the prospective voting pattern of the estimated 37 million voters who will cast their first ballot in a Presidential election. Of these some 25 million are in the 18-24 age bracket. The balance consists of older people who will for the first time register to vote in view of eased requirements for voter qualification during the past four years. Moreover, in view of progress towards women's liberation, more wives than ever before are likely to vote differently from their husbands.

When Senator McGovern first announced his candidacy, he was not taken seriously among those who make politics their profession. His nomination has about it the aura of a miracle. Other Democratic contenders for the nomination have learned to their regret that they underestimated the McGovern talents, charisma and organizing skills. While Republicans for the public record will continue to treat Senator McGovern as a weak opponent, in their inner councils they will respect McGovern as a formidable adversary.

## 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.

## Medical Disqualification

A municipal Civil Service Commission, through its examining physician, found that an applicant for a position as patrolman on the County Police Force was medically unfit because one leg was shorter than the other and required a built-up heel in one shoe in order to correct the condition. The Civil Service Commission, in January 1971, advised the applicant in writing of its determination that he was medically ineligible to become a patrolman and also notified him of his opportunity to make explanation to the Commission and to submit facts in opposition to the proposed medical disqualification, and in addition thereto, advised him that he had an opportunity to appear personally before the Commission. The applicant took advantage of this opportunity and appeared before the Civil Service Commission the following month, in February 1971, without counsel, and attempted to explain to the Commission that the difference in length of his legs would not interfere with his work which he would be required to perform as a police officer. He introduced no medical evidence at that time.

THE APPLICANT was notified by the Civil Service Commission several days later that it would adhere to its initial determination and found him, therefore, disqualified to serve as a patrolman on the basis which they had stated to him previously.

The period of limitation during which the applicant could have contested the correctness of the Commission's determination of medical ineligibility expired four months after the final determination which was made in February 1971. The proceeding under discussion here was commenced in February 1972 and raises a single issue only, and that is whether or not the applicant should have been advised of his right to counsel before appearing before the Civil Service Commission to explain a medical problem. The Civil Service Law provides in Section 50 that no person shall be disqualified unless he has been given a written statement of the reasons therefor and afforded an opportunity to make an explanation and to submit facts in opposition to such disqualification.

THE COURT in this case said that the opportunity to make an explanation provided by statute (Sec. 50) is not part of a formal adversary procedure, and there is no requirement. Therefore, that the applicant be advised of his right to counsel. The appearance before the Commission is merely an opportunity to offer further evidence support of the applicant's qualification and apparently does not include the right to summon witnesses or to cross-examine the evidence relied upon by the Civil Service Commission initially ruling that the applicant was ineligible.

The municipal Civil Service Commission may, of course, adopt more formalized procedures for the purpose of allowing the applicant to present evidence and challenge the information of the Commission. However, the Civil Service Commission in this case had not adopted any formal procedures. The mere fact that the proceedings were transcribed and were characterized by the Commission as a hearing, does not elevate the meeting with the Commission to the status of a formal adversary proceeding which would entitle the applicant to counsel. The court, in addition, pointed out that this is not the type of case which calls for a constitutionally required procedural safeguard, since the purpose of the hearing is not to suspend or take away any entitlements which are presently enjoyed by the applicant. The petition was therefore dismissed. *Posch v. Nassau County Civil Service Commission*, 332 N.Y.S. 2d 149 (Nassau County Supreme Court 1972).

## Kiernan Seeks ICPA Office

Edward J. Kiernan, president of the New York City Patrolmen's Benevolent Assn., is seeking election this week as president of the International Conference of Police Associations.

The ICPA is holding its annual convention through July 20 in the International Hotel, Las Vegas, Nevada.

Kiernan, appointed a patrol-

man in 1945 and PBA president since 1969, is pitted against two other candidates: Robert Wood, of the Los Angeles Police Department and ICPA vice-president of the West Coast Region, and Roland (Mike) Scully, Minneapolis Police Department Detective Supervisor and ICPA vice-president of the North Central Region.

# LETTERS TO THE EDITOR

## Takes Strong Stand Against Layoffs

Editor, The Leader:

As a Civil Service worker, two things occurred recently which disturbed me greatly.

1. I learned that the Civil Service Employees Association, Inc. is constituting "A joint lay-off procedure committee." I was asked to recommend a person to serve on this committee. It is my unalterable position that the only stand which should be taken by the Civil Service Employees Association, Inc. is "no lay-offs." That position should be publicly announced and supported.

2. I read in the July 4th issue of your publication that a lady in the Department of Audit and Control had been awarded a prize of \$750 for making a suggestion which eliminated two typist jobs. I hope she is not a member of the Civil Service Employees Association, Inc. and that she is not a holder of one of the jobs which has been eliminated.

I know that the contention will be that the suggestion was made in the interests of efficiency. However, it is my contention that all such efficiency, at the cost of human suffering through unemployment, is wrong.

Solomon Bendet, President  
New York City chapter, CSEA

## Tally June Promotional Candidates

With only three promotional City titles open during the regular June filing period, the tally of promotional applicants for City jobs was relatively low last month.

Fifty-three applications were received for assistant supervisor, signals (Transit Authority); 61 for general superintendent, sanitation (EPA), and eight for principal computer operator (Transit Authority).

Senior investigator, open from June 1 to Aug. 22, attracted 190 applicants in June.

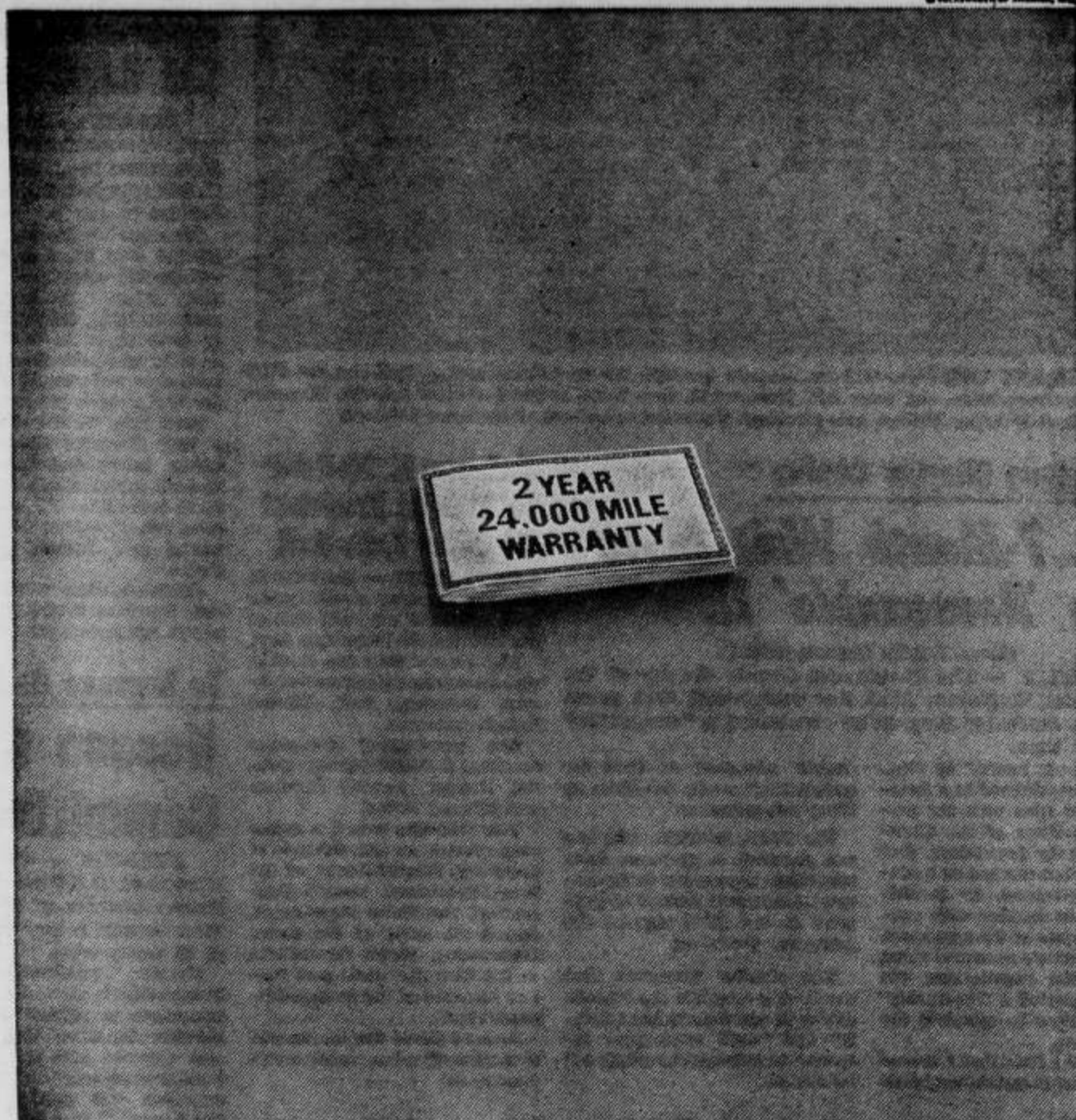
Two promotional titles were reopened June 5 to June 7. The numbers in parentheses refer to previous applications received: engineering technician, 0 (62); lieutenant, Transit Police, 10 (213).

Reopened for filing from June 19 to June 21 were the following: human resources specialist, 2 (118); senior human resources specialist, 6 (158), and supervising human resources specialist, 21 (207).

Rapid referral engineering promotional titles reported the following June applicants: air pollution control engineer (EPA), 0 (2); civil engineer, 1 (64); civil engineer, building construction, 1 (6); civil engineer, sanitary, 1 (6), and civil engineer, structural, 1 (26).

## Homemaker Exam

The City Civil Service Commission last week ordered an open competitive examination to be held for senior homemaker. The Leader will report the opening of filing when it is announced.



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Brooklyn Volkswagen of Bay Ridge, Inc.  
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Crotan Jim McGlone Motors, Inc.  
Elmsford Howard Holmes, Inc.  
Forest Hills Luby Volkswagen, Inc.  
Fulton Fulton Volkswagen, Inc.  
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Massena Seaway Volkswagen, Inc.  
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Woodbury Courtesy Volkswagen, Inc.  
Woodside Queensboro Volkswagen, Inc.  
Yonkers Dunwoodie Motor Corp.  
Yorktown Mohegan Volkswagen, Inc.





**ERIE LIBRARY UNIT** — Officers recently installed for the Library unit of Erie chapter, Civil Service Employees Assn., are, from left, treasurer Barbara Kane, sergeant-at-arms Angeline Mastrangelo, president Dorothy Kothen, vice-president Vera Parker and secretary Grace LiCicero.

## Chautauqua Chapter Chafes

# Says 7-Month Wait More Than 'Reasonable' Time

(From Leader Correspondent)

MAYVILLE — The Chautauqua County chapter of the Civil Service Employees Assn. has complained that seven months is much too long to be considered a "reasonable" length of time.

The chapter, headed by Donald Szwejbka, claimed in a formal grievance filed with the personnel committee of the Chautauqua County Legislature that the County has reneged on a contractual agreement to furnish each chapter member with consolidated copies of the agreement and the County's personnel rules.

During the negotiations, the County requested a "reasonable" length of time to complete the consolidation.

"The CSEA feels that a seven-month period is certainly a 'reas-

onable' allotment of time for completion," wrote Szwejbka in filing the grievance.

The CSEA, Szwejbka said, has not received a response from immediate supervisors or department heads and decided to progress to the third step of the grievance procedure.

The chapter "demands that the County complete the consolidation of agreements immediately" and "shall await your response to this serious problem," he added.

## Anthony H. Melivier Is Elected President Of Glens Falls Unit

GLEN FALLS — Anthony H. Melivier has been elected president of the Glens Falls unit of the Civil Service Employees Assn.

Also elected were Leo Brochu, vice-president; Catherine Dougherty, secretary, and Edward Bethel, treasurer.

The nominating committee consisted of Richard Crowe, Donald Palmer, Patrick Sheehan and Edward Bethel.

The unit also named a grievance committee; Edward Reis of the DPW, Ronald Genier of the Tree Department, Ronald Donovan of the Water Department, Joseph St. John of the Sewer Department, Frank Scarselletta of the City Hall staff and Patrick Sheehan of the Sewage Disposal Plant.

Richard Crowe was also named chairman of a new membership committee.

## Negotiations Reopened By Union Unit

(From Leader Correspondent)

UNION — The Town of Union Board and the Town of Union unit of the Civil Service Employees Assn., have reopened salary talks for the contract covering 1972-73 following the completion of a job evaluation study agreed to by both factions when the agreement was ratified earlier this year.

Member ratification had hinged on a commitment by the Town to conduct a job and salary schedule evaluation by June of this year and adjust salaries after renegotiation based on the committee's findings.

Spokesmen said the talks will be based on the recommendations of the special panel which were completed last month. The study was inaugurated in February.

There was no immediate indication as to what those recommendations might involve. No time limit for the negotiations has been set pending initial meetings with the Town's negotiators.

## September Date

MINEOLA — The next general meeting for the Nassau chapter, Civil Service Employees Assn., has been scheduled for Sept. 13.

## Court Rules That Library Workers Are Not Subject To City Residency Laws

(Special To The Leader)

BINGHAMTON — The State Supreme Court has determined that employees of the Binghamton Public Library are not employed by the City of Binghamton and therefore are not subject to the residency laws for Binghamton City.

In a suit brought by the Binghamton Public Library unit of the Broome County chapter, Civil Service Employees Assn., on behalf of seven library employees, the City had claimed that library workers who did not reside in the City must, according to the regulations for City employees, either move to the City within a specified period of time, or relinquish their jobs to City residents.

CSEA claimed that the library employees were not actually City employees and thus were not subject to the residency requirements of Binghamton City employees.

After considerable evidence was submitted, the Court determined that although there are certain connections between the City and the library, the primary function assumed by the City in relation to the library is that of fund-raising and channeling of funds to the library for its support. "This in no way establishes an employer-employee relation between the City and the library personnel," the decision said.

The decision, handed down by

Presiding Justice Howard A. Zeller, also noted that an employer-employee relationship is not created by the City's choice to channel some or even all library salaries through the City payroll, nor by the City's furnishing buildings for the library's use. "The providing of services and benefits collateral to salary, the withholding of taxes, making social security payments and providing such things as insurance do not create an employer-employee relationship, the sine qua non of which is control," the decision said.

"The library has undented control over hiring, firing (even though a municipal civil service board's services might be used) conditions and terms of work, labor negotiating powers with relation thereto, direct supervision of daily efforts of library personnel and fixation of salaries within the limits of budgetary provisions," it concluded.

CSEA regional attorney William Night handled the case under CSEA's Legal Assistance Program. Legal expenses were paid in full by CSEA.

# CSEA Membership Drive Reports 'A Strong Surge' Of Last-Minute Recruits

ALBANY — As the recruiting phase of the Super Sign-up/72 Membership Campaign of the Civil Service Employees Assn. came to an end last Friday, CSEA president Theodore C. Wenzl reported a "strong surge" of last-minute new memberships coming in.

With the big jackpot drawing set for July 28, Sam Emmett, membership committee co-chairman, urgently reminded CSEA members still holding returns to send them in immediately, in order to permit time for processing so as to insure eligibility for the jackpot prizes.

First prize in the drawing is a 1972 Chevrolet Monte Carlo. Other prizes include a trip abroad, portable color TV sets, black-and-white TV sets, cassette tape recorders, "Blue Max" radios and pocket transistor radios.

CSEA members who recruited new members during the drive, which ran from April 3 to July

14, received \$2 for each one signed up, plus a chance to win in the three monthly jackpot drawings held during the drive. Each new member's name also goes into the jackpot.

"There have been many late returns from our members," Wenzl said, "and it will take us a little while to sort through them, but everything will be ready for the last and biggest drawing on July 28."

The membership committee of CSEA, which coordinated the entire drive, will be meeting in Albany the previous evening, July 27, to make final arrangements for the jackpot drawing.

## To Improve Communications

# Nassau Chapter Forms Committee Of Presidents

MINEOLA — Seeking speedier communications with more than 11,000 members employed by Nassau County, the Nassau chapter of the Civil Service Employees Assn. last week formed a new committee comprised of the presidents of 18 county units.

Chapter president Irving Flaumenbaum, who called on the committee to tighten the lines between far-flung departments and agencies and the chapter headquarters, said the innovative approach was appropriate for the largest chapter in the state. Counting other non-county units, the Nassau chapter has almost 18,000 members.

The new committee was organized at a special meeting called by Flaumenbaum at the Salisbury Park clubhouse last Wednesday.

It consists of unit presidents and members of the chapter board of directors who are in the county service.

They include county unit presidents: Angelo Palange, Recreation and Parks; Louis Corte, General Services; Cletus Doolittle, Probation; John Geraghy, Nassau County Medical Center; Michael Gilbride, Courts; John Keating, Nassau Community College; Vincent Lettiere, Police Chauffeurs; Betty Martin, School

Crossing Guards; Lillian McGrath, Police Clerical; Carl Pugliese, Health; Sam Piscitelli, Comptroller; Robert Short, Plainview Division of Nassau County Medical Center; Hayward Quann, Social Services; Pauline Szymanski, Patterson Home; John Dempsey, Bay Park Water Pollution Control; James Ellenwood, Bay Park Maintenance; Robert Richter, Department of Public Works, and Robert Rao, Sheriff's Department.

## The Fourth President

Audrey Snyder, president of Syracuse Psychiatric chapter of the Civil Service Employees Assn., was not identified in one of the photographs included in the coverage of the Mental Hygiene Workshop in the June 27, 1972, issue of The Leader. The photo caption that began "Four chapter presidents . . ." left no doubt as to who was unidentified, since the other three presidents were men.

## Work Under Way To Correct Safety Hazard

(Continued from Page 3)

dispute involving the working conditions. The main safety factor, the safe entrance and exit of the units, was not corrected, however.

On March 24, a meeting was arranged with a special appeals board during which further testimony was offered to the effect that on at least two occasions men had been injured while working in the convector area as they entered or left the chamber. Several witnesses testified that they had narrowly escaped falling into the chamber pit.

### Doors Enlarged

Despite university contentions that the door size met the requirements of the Department of Labor, the State Industrial Code and the American Society of

Mechanical Engineers, and that the boilers had been properly certified by an assortment of State inspectors, it was decided that an unsafe condition did indeed exist relevant to the size of the doors. Steps were ordered to correct the hazard.

In early June, work was begun on the doors to enlarge them to 24 by 46 inches at a cost to the State of more than \$5,700.

Work is expected to be completed in the near future despite problems which cropped up in the design of the door hinges.

Binghamton chapter CSEA chapter representative Eleanor Korchak said that materials have also been ordered to construct removable catwalks to replace the dangerous planks which had been in use.



# George Koch Installed For Another Term As President Of Long Island Conference

CIVIL SERVICE LEADER, Tuesday, July 18, 1972



BETHPAGE—George Koch was installed recently as president of the Long Island Conference of the Civil Service Employees Assn. This marks Koch's second election to a full term as the Conference's leader since he succeeded to the position four years ago.

Elected to serve with him are David Silberman, first vice-president; Albert Varacchi, second vice-president; Louis Colby, third vice-president; Thomas Kennedy, treasurer, and Agnes Miller, secretary.

The installation was conducted by statewide CSEA second vice-president A. Victor Costa. Also in attendance at the installation were statewide president Theodore C. Wenzl and statewide treasurer Jack Gallagher.

A plaque was presented to Koch saluting his "outstanding service as president of the Long Island Conference since 1968."

Koch, in his installation speech, renewed his call for political action and warned politicians that they will have to "show that they are entitled to support" before getting any.

Long Island Conference officers get together for formal installation photograph. From left, front, are president George Koch, first vice-president David Silberman, second

vice-president Albert Varacchi; back, third vice-president Louis Colby, treasurer Thomas Kennedy and secretary Agnes Miller.



CSEA's first lady, Pauline Wenzl, center, formerly of Long Island, is joined by Ruth and Irving Flaumenbaum, president of Nassau chapter, largest in the state.



Three statewide CSEA officers chat with delegation from Suffolk State School. From left are statewide treasurer Jack Gallagher, statewide president Theodore C. Wenzl, statewide second vice-president A. Victor Costa and Sally La Valle, Barbara Beaton, David and Rose Groger.



It was a full table representing Pilgrim State Hospital chapter. From left are Gilbert Sarabia, chapter treasurer Alice Sarabia, Phyllis and Rudy Berrone, Catherine Kosiorowski, chapter first vice-president Ben Kosiorowski, Leah and Harry Raskin.



George Koch, second from left, shows plaque he received for service to Conference. With him are statewide second vice-president A. Victor Costa, who was installing officer, Kings Park State Hospital chapter treasurer Gwen Colguhoun and statewide president Theodore C. Wenzl.

# CITY ELIGIBLES

## EXAM NO. 1047 PARKING ENFORCEMENT AGENT Group 15

This list of 254 eligibles was drawn from 280 open continuous applicants who took competitive physicals and a qualifying written test on June 13. Salary is \$6,300.

1 Edmund Adams, Louis F Ramos, Walter Mercer Jr, Gabriel McCray, Vincent Dukes, Agustin Quinones, Angel E Mendez, Eugene J Wolshnis, Robert A Dungee, Bernard B Stevens Jr, Jose A Tirado, Norberto Soto, Gilbert Padilla, Francisco Hall, Eugene C Assencio, James J Mullaney, Louis A Febus, Vin-

cent I Matlock Jr, David Schenker, William F Harding.

21 Elliot Pagan, Hosea J Bankston, David Teres, Mark M Priestter, Oswald M Steaman, Carl E Ericson, Clifford A Phillips, Salvatore Angello, Arthur B Harris, Charles Montgomery, Alvin D Knott, Charles I Lee, James F Cole, James Bennett, Louis M Romano, Franklin E Bailey, Harold R Fuller, Walter Scheluchin, Robert Mercado, James L Johnson.

41 Samuel H Hampton 3rd, Victor M Allen, Carolis R Herrera, Kenneth R Rowsom, Seymour M Byron, Ivan Gomez, Robert A Schankweiler, Larry Balou, William T Johnakin Jr,

Paul I Murray, Frederick Everett, Robert P Zapasnik, Gilbert Cuevas, Andre Correa Jr, Larry O Holmes, John Contrera, Frank R Dukes, Mario Asaro, Irene Schuocker, John D Calogero.

61 Nancy L Cruz, Victor M Aponte, Domingo Velez, Joel M Dietrich, Carolyn Orouke, Linda L Smith, Ralph A Diaz, Ellen T Carthens, Joanthan M Block, Harold W Green, Perry Curatolo, Roosevelt Stanley Jr, Charles L Davis, Robert L Meyers, Jesus Vazquez, Carl L Hankins, Calvin D Hearne Jr, Carl Moreira Jr, Raymond M Carr, Haywood F Hogans.

81 Michael Hatley, Michael J Klein, Bernard C Newton, Albert Morales, Rafael A Ferrer, Michael Larosa, Kenneth Conover, Benjamin F Dumas, Willie J Giast, Paul J Filipkowski, Ralph Ramos Jr, William T Veal, Joseph P Parisi, Robert C Carube, James B Cummings, John C Biehle, Dalia M Martinez, Dennis R Gibson 3rd, Gerald Josefowitz, William D McFadden.

101 Kathryn B Johnson, Michael J Sapat, Robert R Weinberg, James J O'Connor Jr, Hector L Angueira, Aristipo L Perez, Allan I Kaufman, Eugenio Ortiz, Sadie Frazier, Millam M Daniels, Brothel Dean, Nicholas J Harvey Jr, William C Jahns, Vincent R Agosto, Edward V McManus Jr, Jalro J Araque, Robert W Harding, Edward N Jones, Nathan Page Jr.

121 Joseph Binenti, Arthur A Franklin, Claude D Jules, Joseph A Centineo, John E Leahey Jr, Thomas J Tagliarferro, Charles A Duncan, Robert L Moss, Francesco Deslo, Beryl A Cerezo, Levi Jennings, John Tarrago, Frederick Stokes, Paulette R Speller, Tommy C Haskle, James A Davis, John R Flemister, Joseph M Moore, Salvatore Reyes, Gary Munsen.

141 Robert J Hansen, Anthony M Heaton, Angel M Garcia, George H Young, Leonard A Forte, George Young Jr, James Hunter, Celestino Martinez, Michael J Rinaldi, William N Harris, Howard W Baker Jr,

Louis Aponte, Johnny Betton, Sandy Zaratt, Michael P Arzillo, William H Borden, Gloria M Williams, Angela A Allen, Ira M Diamond, Daniel C Murphy, Allan M Schenker, Elwood E Williams, Bobbie J Tucker, Regina L Williams, Jose M Sosa, Phillip Johnson, Patrick M Barrimond, Sidney L McClean, Israel Flecha, Moses Matthews, Jose A Ocasio, Collie Moore, Marcellus Lessane, Samuel W Weaver, Eugene Capers, Robert L Edmonds, John J Euola, Joaquin Torres, Pedro A Maldonado, Renaldo Suro.

181 Basil A Blamonville Jr, Clarence E Bivens, William R Powell, Naomi J Blenman, Raymond F Blagini, Samuel J Gonzalez Sr, Sarah Y Harrison, Moses S Jackson, John C Thomas Robert L Thompson, Luis Montalvo, Thomas W Bay, Pablo A Squilbro, Sammy J Andino, Candido Perez Jr, Richard J Gilbridge, William L Devore, Santiago Gonzalez, Charles E Thomas, Kenroy P Duncan.

201 Domingo Rodriguez, Warren C Chace, Charles Moore Jr, Robert Lujan, Jesus P Sucin, Suretha Grimes, Patricia A Lewis Bessie Thomas, Delores M Leary, Richard W Reaves, Hank L Dezone Jr, Ricardo Ortiz, Ronald H Sanders, Lolita C Maldonado, Efrain Echandy, Thomas R Wagner, Rogello Scott, Willie L Burgess, Juan O Acevedo, Keith I Evans.

221 Wilbert E Hooks, Nilsa A Wynter, Pamela T Hutchins, George E Jordan, Lee E Smith, Ruben Ruiz, Robert A Coles, Maria E Rodriguez, Victor Rosario, John Ortiz, Albert Santiago, Rose V Naso, Joan Carrick, Willie D Clark, Cahrlie Henderson, Mae B Cunningham, Doreen J Davis, Elverest Mitchell, Elieser G Melendez, Ophelia Smalls.

241 Willie E Gregg, Jose A Medina, Vivian Smith, Prenetha Smith, Lavern C Yancy, Jose Velez, Michael Onorato, Janie L Alexander, Ruben Garcia, Richard C Homoney, Nadine A Tolen, David M Khalil, Walter Bailey, Eugene Lebron.

## EXAM NO. 1219 ESTIMATOR

(GENERAL CONSTRUCTION)  
This list of 41 eligibles, established July 13, was based on training and experience evaluations of the 84 open competitive candidates who filed in March. Salary is \$12,100.

1 John P Crawford, Walter M Maceachern Jr, Ramez B Hourani, Phillip A Canino, Manny Mandel, Benedict J Valenza, Fred F Michaelis, John Marino, Michael Prescipes, Jules J Sella, Henry J Gavor, Erna Lelser, Vincent J Peters, Bangalore Danyidhi, Ben Z Burd, Charles Restagno, Vincent S Siligato, Bernardino Desantis, George P Aanonsen, Anton Rusin.

21 Dilip K Sil, James W Walsh, Charles P Walker, Bernard B Penn, Kenneth Creghtney, Leonard Accardo, John J Coyle, Venkat S Reddy, Dumas P Ranson, Robert J Muscatella, Frank Caputo, Anthony Petosa, Narasimha Hatti, Jerome Toplitsky, Joseph A Taibl, Anilkumar Jani, Aaron Jacobson, Madhusudan Patel, John E Menichino, Vito A Ricci.

41 Nicholas A Dimarzio.

## EXAM NO. 0207

CONSULTANT, EARLY CHILDHOOD EDUCATION  
This list of 12 eligibles was established July 13 after training and experience evaluations of the 77 open competitive candidates who filed in April. Salary is \$13,600.

1 Mary D Allen, Eva Wolff, Inge S Kessler, Julie M Drake, Marjorie L Paige, Lillian W Enfield, Ruth B Berkman, Sylvia G Shapiro, Alleen I Cox, Judith H Danoff, Cella Fuhrer, Ruth Bogarsky.

# Key Answers

## EXAM NO. 1075

SR. ACCOUNTANT  
Test Held June 24, 1972  
These key answers are published now for information only. No protests or appeals will be accepted at this time. Protests or appeals may be made only after official notification of test results. Of the 384 candidates called, 262 appeared.

- 1, D; 2, C; 3, B; 4, D; 5, D; 6, B; 7, B; 8, C; 9, B; 10, B; 11, D; 12, A; 13, B; 14, A; 15, A; 16, A; 17, C; 18, B; 19, A; 20, A; 21, A; 22, B; 23, A; 24, D; 25, A; 26, B; 27, A; 28, D; 29, A; 30, D; 31, D; 32, A; 33, A; 34, C; 35, C; 36, A; 37, B; 38, D; 39, B; 40, A; 41, A; 42, B; 43, D; 44, A; 45, B; 46, A; 47, C; 48, D; 49, A; 50, D;
- 51, A; 52, B; 53, B; 54, A; 55, A; 56, A; 57, A; 58, C; 59, A; 60, C.

## EXAM NO. 1075

SR. ACCOUNTANT  
SABBATH OBSERVER TEST  
Held June 23, 1972  
Of the 12 candidates called, 10 appeared for the test.

- 1, A; 2, C; 3, A; 4, C; 5, A; 6, B; 7, B; 8, A; 9, A; 10, A; 11, D; 12, B; 13, B; 14, C; 15, B; 16, A; 17, D; 18, C; 19, B; 20, D; 21, D; 22, A; 23, D; 24, A; 25, B; 26, A; 27, C; 28, D; 29, A; 30, A; 31, C; 32, C; 33, A; 34, B; 35, A; 36, A; 37, A; 38, C; 39, B; 40, B; 41, D; 42, B; 43, A; 44, D; 45, A; 46, D; 47, A; 48, B; 49, D; 50, B;
- 51, A; 52, D; 53, A; 54, A; 55, A; 56, B; 57, D; 58, A; 59, A; 60, B.

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# CITY ELIGIBLES

EXAM NO. 1595  
**PROM. TO FOREMAN OF HOUSING CARETAKERS**  
 This list of 365 eligibles was established July 13 after written testing held Dec. 14, 1971. Of the 936 candidates filing, 889 were called to the test; 708 appeared, 339 failed and four withdrew. Salary is \$6,800.

1 Anthony Bambino, Joseph L. Martinez, Epifanio Quinones, Robert K. Pollock, Francis Moran, Warren G. Wiley, Wilbert

Paige, Eugene Hill, James L. Gordon, George H. Reyes, Isalah Taylor, Edward C. Stahl, Willie Brown, Frank Falco, Albert C. Brown, Willab M. Ramirez, Jr., Charles Hammond, Jose A. Gonzalez, Pasquale Giordano, Coro S. Arenare.

21 Alan C. Jones, Patrick D. Clohessy, George Windley, Ireno M. Staffa, Odillo A. Zaino, Salvatore Baviensl, Clarence E. Canada, Alfred N. Pretlow, Salvatore Annunziano, Gilbert Sharp, Evander Morison, Warren L. Jenkins, Harvey Bell Jr., James M.

Moore, Charles D. Alston, Louis J. Alala, Council Robinson, Percy McClellan, Carlos Paboncardoza.

41 Jesus Colon, James A. Goodridge, Richard J. Kelly, Juan C. Alvarez, Pasual DeJesus, Sebastian Aresco, David C. Robinson, William Nogue, Nicholas N. Ruggiero, Joseph Fago, James Simms, Bernard Stroman, Amedeo G. Matteo, Dominick Visicaro, Gerard J. Lanzetta, Carl L. Badame, Ralph Jagoda, James E. Madigan, George P. Cascaldana, Richard H. Fitzgerald.

61 Edwin Lorenzo, Clarence Jennings, Roman A. Bonilla, Joseph Giordano, Charles E. Schapers, Alfred Knight, Leon Menia, Efrain Perez, Robert V. Manago, William Gonzalez, John A. Aquino, Charles S. Fogle, Edelmiro Rojas, Zacharias Dasilva Jr., George P. Reese, Johnny R. Whaley, John A. Frolund, Vasco Sampson, Donald Quintano, Dominick R. Distefano.

81 Frederick A. Douglas, Vernon E. Ruffin, Cleveland Dunn, Michael E. Caccioppoli, Robert C. Bacigalupo, Nicanor R. Mezquida, Rafael Martinez, Melvin A. Drayton, John T. Ramsey, Eugene Bowens, John T. Irby, Carlo M. Coppola, Luis B. Matos, William L. Walde, Morris James, Ardonious Beckner, Willie H. Jackson, Roland Ellerby, Gregory Delgado, Jose Claudio.

101 Ernesto Borrero, Condelario Lopez Lewe Jones, Manuel Medina, Thomas White Isidore Greenberg, Ismael R. Torres, Lynch, Edward Inman, Thomas B. Sullivan, Luther J. Brownman, John E. McDonald, Bobby L. Scott, Ramon E. Cardona, Charles R. Whitehead, Wilbert M. Owens Jr., Eben C. Horne, George R. Pierce, Patrick T. Forti.

121 James E. Montgomery, Paul A. Grimaldi, Lecorasol Hipp, Wil-

Ham J. Cox, Henry L. Moore, Louis M. Rivera, Frank J. Russo, Robert Broadway, Viviani Graham, Joseph A. Reid, Ivan T. Johnson, James N. Smitherman, Gennaro Imperato, John H. Bulst, Genaro Velazquez, Preston H. Neuble, Nicholas Bentivegna, M. Manuel Fuentes, Felipe Bermudez, Efrain Ortiz.

141 Morris Paige, Julius D. Simpson, Herman Banks Reuben Colon, James Vanderhorst, William Witt Jr., Henry Burgess Jr., Willie P. Foy, Carlos J. Camacho, Paul Swinton, Leoncio Asencio, Henry J. Ward, Nicolas Montalvo, George C. Whicard, James P. Kearney, Domingo Acevedo, Arnold J. Watson, Edgardo R. Vazquez, Henry Frans, Frederick Harris.

161 Bobbie J. Lipe, Jesus V. Flores, Monserrate Roldan, Heber R. Tyson, Theron Travis, Ronald M. Gersch, Angel M. Zambra, Arthur C. Toombs, Herbert Simmons, Louis K. Clavell, Paul Johnson, Francisco R. Delvalle, Aronia Parker, Louis Couhi, Mario V. Petrosini, Charles H. Drew, Juan E. Rodriguez, Juan M.

Acevedo, Sora G. Smith, Isidore Eisenberg.

181 Nelson Gordon, William M. Wingfield, Lauls C. Webb, Ernest A. Cristopher, Robert O. Hackett, Frank T. Gordon, Arthur Martelles Jr., Fred R. Pierce, Carlos Clemente, Roosevelt Anderson, Theodore Bigler, Franklyn Munnerlyn, Richard Murray, William L. Brantley, James Henderson, Luis Vale, William B. Shepherd, Horacio C. Ortego, Ismael Vega, Rafael Arroyo.

201 Jose Gonzalez, Robert Willson, Gary E. Jeter, Pedro Padilla, Herbert McCray, Michael P. Simone, Oswaldo Rivera, Terence P. O'Reilly, Charlie Cooper, Arthur N. Kerr, Longino Brignoni, Miguel R. Wagoner, Felix N. Vasquez, Frank Nobile, James E. Ray, Alfonso Medina, Julio Martinez, Hector G. Escalera, Thomas P. Lombardi, Richard A. Ryan Jr.

(To Be Continued)

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## Sanitation Reports 31 June Retirees

The City Sanitation Department reports that 31 sanitationmen and officers have retired from service during the month of June.

The six Sanitation officers who retired during the month are George J. Ambrosecchin, supervising superintendent; William C. Belfield, Michael Fiorino and John J. O'Grady, assistant foremen, and John G. Hollan and Victor A. Labate, foremen.

Twenty-seven sanitationmen also retired last month. They are Joseph N. Burke, Calvin D. Bourne, John Dateno, Anthony

DiFiore, Vincent J. Carpenito, Angelo S. Delnegro, William W. Elson, Vincent M. Flynn, Charles W. Irvine, Louis P. Kapcinski, George H. Kober, William P. Klein, Michael Lolodice, Frank J. Laznovsky, Joseph Minning, Nicholas Olynick, John Pupa, Raymond F. Pfriendler, John E. Robinson, Alfred A. Ruh, Leroy A. Rutherford, John Rathje, Anthony J. Scilame, Alfred J. Sharp, Robert Simmons, Thomas A. Tamburello and Anthony Uskowi.

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# — The Transit Beat —

(Continued from Page 2)

more frequently being asked of police officers as the job becomes more hazardous — why? Why this senseless slaughter of men dedicated to serve, to safeguard lives and property, to protect the innocent and the weak from oppression and intimidation?

Is it the fault of our system that is breaking down or can it more properly be traced to the educational process whereby mushy-headed administrators have combined to encourage the concept of protest to undermine tried and true values? For too long, these so-called radical "molders of youth" have conned young people into tearing our nation apart under the guise of freedom.

**MORE TRAGIC** is that many ambitious politicians jump on the bandwagon in order to get a few votes and condone what ultimately leads to chaos and destruction.

There are some encouraging signs that the nation is awakening to the dangers that threaten our hard-won way of life. With each sacrifice of men such as Ptl. Skagen, there comes a realization that we are reaching a point where firm and resolute measures are needed.

Perhaps the day is not far off when those in power realize that it is men like Ptl. Skagen and his comrades in blue who give their lives to holding this country together by their dedication, training, good common sense and the ability to be fair and firm.

### Employees Counseling

Twenty-six candidates for director of employees counseling (Transit Authority), have been called for competitive oral testing on July 19 at the Dept. of Personnel, 55 Worth St., Room 219, Manhattan.

### Secretary, Planning

Twenty-two open competitive candidates have been called for qualifying oral testing on July 17 for assistant secretary, city planning, to be held at the Department of Personnel, 40 Worth St., Room M-10, Manhattan.

# Final Key Answers

**Prom. to Foreman of Housing Caretakers, Exam No. 1595** — Test held June 5, 1971. Of the 706 candidates taking the test, eight protested two items. Two answers were changed: 5, B and/or C; 39, A and/or D.

**Prom. to Lieutenant, Fire Department, Exam No. 0720**—Test held June 5, 1971. Of the 6,608 candidates who took the test, 897 protested 69 answers. Eleven answers were changed: 10, Delete; 29, Delete; 43, A and/or C; 46, A and/or D; 47, B and/or C; 61, B and/or D; 63, B and/or D; 65, A and/or D; 81, A and/or C and/or D; 84, B and/or C; 99, Delete.

**Prom. to Lieutenant, Fire Department, Exam No. 0720, Special No. 1**—Test held July 31, 1971. Of the 1,242 candidates taking the test, 23 protested 13 items. Three key answers were changed: 9, A and/or D; 20, A and/or C; 55, C and/or D.

**Prom. to Captain, Fire Department, Special No. 1, Exam No. 7519**—Test held June 5, 1971. Of the nine candidates taking the test, one protested two key answers. Five items were changed: 31, A and/or D; 33, A and/or C; 43, Delete; 55, B and/or C; 69, B.

**Prom. to Custodial Foreman, Exam No. 1581**—Test held Feb. 26, 1971. Of the 110 candidates taking the test, none protested any key answers; no answers were changed.

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# FIRE FLIES

by Paul Thayer

The 225 Club in Brooklyn wishes to apologize to the Brooklyn firefighters whom they serve with such devotion as members of the Brooklyn Disaster Unit of the Red Cross. It seems that a certain member of the group wrote a letter to "The Leader" about the Valley Cottage bus disaster. His message was that all outside employment by firefighters should be stopped. Unfortunately, he used the name of the organization to speak his piece and the firefighters were properly stunned.

The writer failed to say that he spoke for himself only and not for the Red Cross or the 225 Club. For his indiscretion, he has been dismissed from the Club and again the Club apologizes through their president Peter E. Balducci. Incidentally that letter was not part of my column. I have nothing to do with anything going into the paper and once I give this column to the City Editor, I have no control over that either.

of its 500 vehicles and 300 buildings.

The only thing I say at this moment, Commissioner, is good luck! Frankly, if it were this writer coming up to jungle city from Washington for the job, I think I'd let my lease down home sort of stand a while.

The quietest little guy in the corner, with the dirtiest coveralls and the biggest wrench is usually with the biggest hook and, when all is said and done, nobody is anybody in the Fire Department or any other City Department without a "hook". Frankly if they took me as the new man in charge and showed me a square city block of un-repaired junk, which description seems to fit the LIC shops pretty well, I'd let out a yell and run like hell for the rolling hills of Virginia. If they haven't done so already, don't do another thing until they tell you about the fellow named Ortiz who fancied himself as a broom sweepo cleano. He put two maintenance guys "in the book" and boom . . . the roof fell in! Again good luck but . . . you better be stripped for comoot!

Nice guy Ira Hoffman of the Bell Club has moved to 1610 West 10th St., Brooklyn, N.Y. 11223. If you still wish to have the runs and workers which he has available, just send a stamped, addressed envelope to him there with the number of copies desired and he will gladly oblige.

I received a huge envelope containing all coverage of the Boston tragedy, which killed nine firefighters, from my good friend Dr. Thomas P. Sharry. He buffed the fatal fire and saw the men take an inch-and-a-half line up the aerial to the sixth floor for overhauling. He went home to Somerville and the next thing that he heard was that the old building just caved in, floor after floor and 9 "Jakes" (in Boston, firefighters are known as "Jakes") were dead.

In the closing paragraphs he tells me that his sister Ann is a nun and is known as Sister Ann Rachel. She is dean of resident students at Emmanuel College for women. On the night before the burial of the nine firefighters, two busloads of New York "Jakes" pulled up to the College looking for a place to sleep. Arrangements had been made but nobody bothered to tell Sister Ann Rachel. School

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Bids are now being accepted for construction of a new firehouse for Ladder Co. 60. Any of you "kids-at-heart" who made sand castles or liked to play with your "Mechano" sets as kids (remember them?) get your bids in quick! At least you will know how big to make the kitchen and you'll certainly never put asphalt tile on the floor thereof . . . would you now?

Robert A. Potts, Lt. Col. U.S. Army (Ret.), was sworn in June 30th as Assistant Commissioner with executive responsibilities with regard to the Fire Department's construction program and with regard to the maintenance

Substance of Amendment to Certificate of Limited Partnership of ARTHUR DOCTOR & CO. filed June 28, 1972 in New York County Clerk's office duly signed and acknowledged by all of the partners. John George Doctor withdraws as a limited partner and is admitted as a General Partner. General Partners are now Arthur Doctor, 1025 Fifth Ave. N.Y.C. who receives 55% of the share of profits; and John George Doctor, 110 East End Ave. N.Y.C. who receives 40% of share of profits. The limited partner is Celestine H. Doctor, 1025 Fifth Ave. N.Y.C. share of profits is 5%.

to out so she put the hundred or so firefighters up in the empty dorms. Doctor Tom says that she fed them breakfast at 6:30 a.m., and said she thoroughly enjoyed the whole thing. She described them as a wonderful bunch of American men! Sister Ann told her brother that it certainly was a great experience. Said Dr. Tom to Sister Ann: "You better consider it as such because that's the only time you'll ever have a hundred men in those dormitories overnight!" I haven't enjoyed a letter so much in years!

## Rensselaer Sets Prom. To Sr. Typist, Steno

Applications for promotion to senior typist and senior stenographer are being accepted until August 15 by Rensselaer County Civil Service Commission.

The written exams will be held Sept. 16 and are open only to permanent typists or stenographers who have served at least six months in a Rensselaer County department, school district or Hudson Valley Community College.

Salary for senior typists is \$4,858 to \$6,664; for senior stenographers, \$5,218 to \$7,024.

For applications and more information, contact the Rensselaer County Civil Service Commission, Court House, Troy, N.Y.

## CSC Resolutions

The City Civil Service Commission recently adopted resolutions reclassifying two job titles.

Chief, publications and reports (Housing Authority) has been removed from the Non-Competitive Class and included under Rule X, effective July 1, at a salary of \$17,400. Launch operator (water pollution) has been classified in the Competitive Class, Rule X, at the maximum salary of \$11,500.

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# First Step On Ladder For Nurses

(Special to The Leader)

ALBANY — A two-day meeting to be held in Albany in the near future will bring New York State nurses even closer to the career ladder that has been in the works for them for nearly two years, a CSEA spokesman has announced.

The spokesman said the meeting—which will include a nurses' caucus July 31 and a meeting with Mental Hygiene officials on August 1—is the first career ladder meeting to be held under the recently negotiated contract. "CSEA will soon select a committee of nurses employed in other State departments and begin discussions with the State on adapting the career ladder to their needs," he said. "Subsequent meetings will be held with a State committee composed of a representative from the Office of Employee Relations and representatives from those departments employing nurses."

"There is a lot of work to be done for both the Mental Hygiene nurses and for nurses in other agencies and departments," the spokesman said. "And, of course, there is the usual New York State red tape to get through. Once CSEA and the State have tentatively agreed to the provisions of the career ladder, the ladder must then be approved by the Division of the Budget and also by the Division of Classification and Compensation."

"Unfortunately," the spokesman continued, "various foot-dragging by the State has already delayed us somewhat up to this point, but it is now only a matter of time until the career ladder can be implemented."

CSEA contracts with the State require the State to negotiate the career ladders with the union.

## Stays Penalties

(Continued from Page 1)

a charged employee to file an affidavit in his defense, leaves the decision for a hearing entirely to the discretion of the employer, and allows imposition of the penalties before any opportunity for explanation.

The union charged that the "loss of valuable personal property and civil rights is . . . the result of the unconstitutional and illegal administrative fiat of the director of Employee Relations without compliance with the due process requirement of the Constitution of the United States and the Constitution of the State of New York."

The CSEA brief said the legal rights of the affected employees are subjected to a "regulatory maze with obvious conflict between both substantive definitions and remedies" and described the penalties section of the Taylor Law as "unconstitutionally vague." It further noted that the statutory and other regulatory rights are not clearly defined and the effects of the determination of a violation of its provisions are "wholly lacking in terms susceptible of objective measurement."

# Grievance Is Reinstated Over Housing For Parks Employees

ALBANY — Because the State has now said that it will begin to charge rent for housing previously given free to certain Parks and Recreation employees as a condition of their employment, the Civil Service Employees Assn. has reinstated a grievance on behalf of those employees.

CSEA collective negotiating specialist Paul T. Burch told The Leader that he has asked for a hearing—the fourth stage of a grievance—for this week to resolve the matter.

A year ago CSEA had first filed the grievance when it was learned that the State intended to begin charging rents for the houses under the Maintenance Fee Schedule. After a few stages of that grievance had been gone through, the State agreed not to implement the fee schedule for an indefinite time.

"This attempt to charge rent is unfair to the employees," Burch said. "When they were hired, they were hired with the condition that they would receive the housing free of rent,

and told that therefore they must be available for emergencies 24 hours a day, and would not receive any overtime.

"Many of the park supervisors and maintenance people who are living in this housing will move away if rent is charged. The State is proposing to charge them 20 percent of their annual income. The employees rightly feel that they could live somewhere else, off State grounds, for a lot cheaper than that."

The new fee schedule is set to go into effect on July 20.

## HONOR ROLL

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

Julia Duffy, Elouise G. Bell, Augusta F. Stewart, T. McDonovan, Jane R. Donovan, Jenie LaCavera, Lydia C. Hughes, Frank T. Vaughn.

Edward L. McKern, Frank A. Palmeri, Adam Skorupski, Leo & Helen Hadley, Richard C. Durbeck, Robert F. Rupp, Victor V. Pesci, Gerald Dolman, Carrie F. West, Kathleen O'Grady, Dominick J. Ambra, Margaret LaLonde, Esta Goldman, Ellen Hershkowitz, Sidney Farkas, Genevieve Schock, Justina Austin, Evelyn J. Colton, Joy Ramaikas, Sophie Engler, Helen Crowe, Robert & Elizabeth Scott, James R. Viccaro, Patricia Comerford.

Martin Coyle, Harry Raskin, Marciana Martin, Harold Hite, Thomas M. Walter Kurt W. Daigel, James V. Scripa, Theodore Davidoff, Bernice Cony, Ambrose D. Galup, Lester M. Lipkind, Edmund J. Hoffman, Margaret Doyle, Margret C. Goodrich, Mary E. Turner, Gordon Kirk, Richard H. Fila, Marguerite A. Beyer, Prescott L. Landrie, Cleo P. Ranson & Thelma Ramsey, Audrey Chambers & Estelle Blamain, Allen Matlock.

M. Semchishyn, MD, John W. Gendner, Margaret B. Morris, Harold R. Touro, John Arlauckas, Elvin E. Hughes, William J. Clemens, Elizabeth M. Yerks, Jean Smith, Sal Avrin, Cynthia G. Zahl, Reuben Lasky, Clara Baideime, Ethel M. Strachan, L. Bianco, Annete E. Bloomingdale, Arthur J. Baldes, Jr., E. Hoffrump, David R. Marsac, Jr., Boris Kramarchyk, Cary Howard, Deloras G. Fussell, Rudolph Geverdty, Stanley Grabowski.

Eloa Draper, Alf Avensten, Carolyn DiDomenis, Ellinore Treppis, Alice M. Wright, Margaret Young, Mary E. Marconi, Mary E. Rawlins, Thomas F. E. Fritchard, Henry Glenwick, Jacob Gruppan, Mariano B. Chutaupo, Steve Stevens, Robert J. Covas, Walclaw Wolodzko, Ralph C. Schad, Thelma White, Bum Koo Park, Sungur Tece, F. Schual, Leo Wolin, Basude Chaudhary, Benedict Jankauskas, Eufrosina C. Denoga, Eileen Lang, Lourdes C. German, A. C. Thomas, Ruth Hoffman, Petra Merengueli, Sidney Farkas, David Nathanson, Ronald Ploquinto, Julia E. Duffy.

### CHAPTERS AND UNITS

Pilgrim Chapter \$107, NYC Psychiatric Institute \$100, Industry State School \$112.50, Industry State School \$145, Pilgrim State \$87, Public Service MV Inspectors \$100, NYC Chapter \$2,000, Commerce Chapter \$25, JN Adams State School \$100, JN Adams - Employee Collection \$128, Newark State School \$500, OGS Chapter 660 - Watervliet \$500, Orange County Chapter \$250, Oswego Chapter \$300, Transportation - Region 2 - Utica \$100, Buffalo City Chapter \$1,000, Roswell Park Memorial \$2,000, Transportation - Oyster Bay \$10, Metro Div. Employment \$500, Wassaic State School \$500, Niagara County Chapter \$400, Mid-Hudson Chapter \$100, Suffolk Psychiatric Hosp. \$426.25, Niagara Frontier Chapter \$172, Court of Claims \$15, Metropolitan Diagnostic Inst. \$100.



**WELFARE GIFT FUND** — Mary Converse, right, presents a sizeable donation to the Welfare Fund of the Civil Service Employees Assn. to CSEA president Theodore C. Wenzl at recent Western Conference meeting. The gift was collected from the southwestern chapters in the area.

## SUNY Unit Votes For CSEA

(Special to The Leader)

ALBANY — Employees of the State University Construction Fund here in Albany have overwhelmingly voted for the Civil Service Employees Assn. to be their bargaining agent in negotiations with the State for a work contract.

## DOT Chapter Argues Time-Off Grievance

ALBANY — Representatives of the Headquarters chapter of the State Department of Transportation recently argued the final stage of a grievance concerning time off before the State Grievance Appeals Board.

The grievance concerned the granting of time off for office social functions.

Representing the chapter at the hearing were Russell Parker, Kathy Franze and Daniel Crowley. Bernard J. Ryan, CSEA collective negotiating specialist also attended the hearing.

## County Proposals

ALBANY — Members of chapters and units in the Civil Service Employees Assn.'s County Division have been asked to submit their proposals for CSEA's 1973-74 County Legislative Program by the July 20 deadline.

Send proposals to the CSEA Resolutions Committee, CSEA Headquarters, 33 Elk Street, Albany, N. Y. 12207.

tations with the State for a work contract.

CSEA was declared the winner in the election by PERB representatives on July 13. PERB certification for the union will follow shortly.

CSEA received 63 votes and there were 16 votes for "no union." CSEA regional field supervisor John D. Corcoran Jr. said that the union was now preparing to negotiate for the Construction Fund employees.

The Senate Professional Assn. (SPA) was an intervenor in the election, but withdrew before the actual election because of lack of employee support, Corcoran said.

## Legal Meeting

ALBANY—The statewide Legal committee of the Civil Service Employees Assn. meeting July 18 at the University Club here, will discuss the role of the CSEA legal assistance program in actions against certain state employees as a result of the recent job action.

Committee members are chairman Abraham Kranker, Robert Dobstaff, Basil Hick, David B. Klingaman, Alvin E. Rubin, Frank Sanders and Edward Wilcox.

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

## Capital Conference Newsletter

By JEAN GRAY

and HOWARD CROPSEY

We can't begin to describe the magnificent time enjoyed by all at the Otesaga combined Workshops, Capital District and Central Conferences. Everyone said that it was a warm, friendly, and very enlightening Workshop.

Our first surprise came with the news that Charlie Ecker, outgoing president of the Central Conference, had been married that morning to Cleo Cobb, a very lovely lady who is also a member of the Central Conference. Congratulations to Mr. and Mrs. Ecker and much happiness.

The President's Award for her excellent work over a period of years for the Capital District Conference went to Dorothy Honeywell.

Her present project is to sell all the tickets she can for theater parties held at the local summer theater at Colonie. It is too late at this time to ask you to buy tickets for "Jesus Christ, Superstar" or "The Rothschilds," which will be presented before this column is printed, but I would like to remind all members of the Conference that "Promises, Promises" with Donald O'Connor promises to be a delight. Also, in August the activities committee has decided to sponsor the very daring "Hair." Tickets may be obtained by writing to Dorothy Honeywell, Division of Employment, Building 12, State Campus, Albany, New York. A big discount has been offered to all Conference members and their friends by the Colonie theatre, so please take advantage of it and order early as everyone who knows Dorothy Honeywell can tell you she is a stickler for the first-come-first-served rule, so be first and be in the front rows.

Haven't heard anything about the possibility at this time of a planned meeting of the Conference this summer, but don't hear hints that something of the sort has been planned for the near future.

Jean Gray and Howard Cropsey, co-chairmen of the Journal, would like to thank Jerry Luciano for all the art work in the Journal, and Gert Ogden for setting up special sections and typing, and the entire committee who worked diligently to have the Journal ready for the Workshop.

The success of the Journal was helped immensely by all individual chapter advertisements. The patron's list was somewhat of a disappointment to your columnist, but everytime anyone does a job they learn more about it. I feel that the \$1,500 profit realized on this year's Journal could be doubled with the knowledge we have obtained by working on the present Journal. We are gratified to have received so many compliments.

Always nice to end on a cheery note, Mildred Wands is home and we all love her.

## To State Park Comm

Marian Heiskell, of New York City, director of special activities for the New York Times, has been appointed a member of the State Park Commission for the City of New York for a term ending June 1, 1976. There is no salary.

# Eligibles On State and County Lists

## SECRET STENO STENOGR SBCY

Test Jan. 29, '72  
List Est. May 8, '72

1 O'Donnell A Cheektowaga	82.3
2 Bonno A Niagara Fls	77.5
3 Jones R Buffalo	77.5
4 Close K Buffalo	75.9
5 Ridar E Springville	75.2

## SR ESTATE TAX EXMR

Test Held Feb. 26, '72  
List Est. May 19, '72

1 Kerner N Bellmore	95.6
2 Delyes S White Plains	94.8
3 Granderath W Sand Lake	90.4
5 Damiano L Elmsora	87.8
6 Kane R Buffalo	86.8
7 Diamond A Queens	85.0
8 Pamin J NY	85.0
9 Pagn H Shoreham	85.0
10 Baroncelli P Bx	83.0
11 Chorney M Bklyn	82.6
12 Dewey R Albany	81.6
13 Spanglet L NY	80.7
14 Winetz M Floral Pk	80.5

15 Conera J Ballston Lk	80.2
16 Brown S Rochester	80.2
17 Rosenbaum C Rochester	79.3
18 Johns J Bklyn	79.3
19 Schmidt A Great Kills	79.1
20 Epstein M Rego Pk	77.9
21 Dahlgren T Rochester	77.8
22 Levin M Albany	77.7
23 Vissar E Whitesboro	77.2
24 Gordon P NY	76.9
25 Valenzuela P Rhinebeck	76.8
26 King R Flushing	76.7
27 Hermanson C Alpine	76.6
28 Robinson L Bx	76.4
29 Jones R Ballston Spa	75.7
30 Ferr J Schenectady	73.2
31 Baker D Latham	72.2

## PRIN CLERK TYPIST

Test Held Jan. 29, '72  
List Est. May 8, '72

1 Richardson I Snyder	82.9
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## PRIN CLERK

Test Held Jan. 29, '72  
List Est. May 10, '72

1 McMillan W Lancaster	87.0
2 Schall R Buffalo	82.5
3 Wolf G Snyder	80.9
4 Stevenson F Buffalo	80.5
5 Lapians J Derby	80.3
6 Skummer E West Seneca	79.9
7 Smith C Eggertsville	78.6
8 King D Buffalo	77.5
9 Cascellani I Orchard Pk	77.3
10 Zarkowski I Orchard Pk	76.7
11 Wilczynski J Cheektowag	76.7
12 Boyle A Buffalo	75.4

## SR EMPLOYMENT INTERVIEWER

Test Held Jan. 29, '72  
List Est. May 12, '72

1 Shaller O Bklyn	94.2
2 Lubin H Bklyn	93.3
3 Buzzy N Oncoasta	93.0
4 Medvene M Bx	92.5
5 Kiernan P Cortland	92.1
6 Fueglein R NY	91.8
7 Murphy J Oneida	91.5
8 Turkle M Bklyn	91.5
9 Hover R Binghamton	91.2
10 Blair O Rochester	90.9
11 Gardner L NY	90.8
12 Pearce G Riverdale	90.7
13 Soulam B Bx	90.5
14 Cleary M Syracuse	90.4
15 Wright M Newburgh	90.1
16 Fleming L Albion	90.0
17 Bailen M Bellerose	90.0
18 Schippnick E Tonawanda	90.0
19 Scott C Bklyn	89.9
20 Hoffman S Jamaica	89.9
21 Samuels I Bklyn	89.6
22 Askew C Jamaica	89.5
23 Kosi R Howard Beach	89.1
24 Fudge W Montour Fls	89.1
25 Hayes L St Albans	89.0
26 Andrian R NY	88.9
27 Kirson M Suffern	88.9
28 Temple P H Fulton	88.7
29 Miller J Buffalo	88.7
30 Cohen S Bx	88.5
31 Rice P Norwich	88.5
32 Crilly N Bklyn	88.4
33 Pynes W Vestal	88.4
34 Connell L Merrick	88.3
35 Newman B Bklyn	88.3
36 Levy S Far Rockaway	88.2
37 Montgomery M Bklyn	88.1
38 Lieff J LICey	88.1
39 O'Neill S Rochester	88.0
40 Goldbloom H Syracuse	88.0
41 Michalak M Akron	88.0
42 Mims D NY	88.0
43 Hilovsky F Far Rockaway	87.9
44 Allen A Bklyn	87.8
45 Haase D Rochester	87.8
46 Dryer E NY	87.8
47 Brown R Watertown	87.7
48 Johnston J Tonawanda	87.7
49 Knopf S Bklyn	87.5
50 Sarnelli B Bklyn	87.5
51 Cohen D Closter NJ	87.5
52 Bacon B White Pias	87.5
53 Brockhouse F Vestal	87.4
54 Maslow R Bklyn	87.2
55 Rothchild B East Islip	87.2
56 Cainotto M Lancaster	87.2
57 Rand A Forest Hills	87.2
58 Smolinsky W Malverne	87.2
59 Marks M Larchmont	87.2
60 Collins W Peekskill	87.2
61 Kneafsey J Bklyn	87.1
62 Newkirk S Binghamton	87.1
63 Addeo M Bklyn	87.0
64 Strauss L Long Beach	87.0
65 Gilliam M Jamaica	86.9
66 Lieberman S Stony Point	86.8
67 Zolotorof J NY	86.8
68 Ottinger P NY	86.8
69 Cole T Buffalo	86.7
70 Kearnsey J Maspeth	86.6
71 Moser F Syracuse	86.6
72 Baker R Albion	86.5
73 Jones J NY	86.5
74 Fabiano R Bklyn	86.5
75 Podbielski T Schenectady	86.5
76 Hartwig P Bklyn	86.5
77 Fedl I Flushing	86.4
78 Hassen R Merrick	86.4
79 Mahoney J Depew	86.4
80 Harwood C Utica	86.4
81 Colon J Bronx	86.3
82 Esterhill M NY	86.3
83 Fava L Barneveld	86.2
84 Parsons K Niagara Fls	86.2
85 Karpe B NY	86.2
86 Lachs J Peekskill	86.2
87 Boney C Niagara Fls	86.2
88 Conner R Binghamton	86.2
89 Rivman N Bx	86.1
90 Current R Hollis	86.1
91 Gangloff T Albion	86.1
92 Vitky R Bklyn	86.0
93 Riedel J Clifton NJ	86.0
94 Fersch E Flushing	86.0
95 Bachi K Williamsvil	85.9
96 Losta T NY	85.9
97 Einhorn I Bklyn	85.9
98 Amico N Bklyn	85.9
99 Berman S NY	85.9
100 Haas L Bklyn	85.9
101 Harris W Bklyn	85.8

102 Miller N Flushing	85.8
103 Katz H Ridgedfld NJ	85.8
104 Bond F Bklyn	85.7
105 Vovou S Whitestone	85.7
106 Lerner J NY	85.7
107 Schneider M NY	85.7
108 Muchnik S NY	85.7
109 Amengyal Y LICity	85.7
110 Nocotny J Bx	85.6
111 Johnson M Wellsburg	85.6
112 Wicklund D Cambria Hts	85.5
113 (Not used on this list)	
114 Battelen R Bklyn	85.5
115 Dankberg L NY	85.5
116 Kohler J Newburgh	85.5
117 Rick R Bklyn	85.5
118 Dondoro A Forest Hills	85.5
119 Poulas J LICity	85.4
120 Carlo J Queens Vill	85.4
121 Singer E Port Jervis	85.4
122 Dickman D Buffalo	85.3
123 Levitt A Hackensack NJ	85.3
124 Goldstein W NY	85.2
125 Ostwald J Poughkeepsie	85.2
126 Henick C Oceanside	85.2
127 McKinley G NY	85.2
128 Fehervary D Albany	85.2
129 Oberstein R Flushing	85.1
130 Haas D Sag Harbor	85.1
131 Sansone G NY	85.1
132 Siegel F Roslyn Hts	85.1
133 Fortela H Freeport	85.1
134 Kelleher J Fort Edward	85.0
135 Rupp D Long Beach	85.0
136 Healey E Woodside	85.0
137 Jacobs L Bklyn	85.0
138 Jones T Bklyn	85.0
139 Brown H Ithaca	85.0
140 Eagan C Rochester	85.0
141 Simpson R Canistota	84.9
142 Brunner A Clarence	84.9
143 Munroe Z Yonkers	84.9
144 Bowen T Gettville	84.9
145 Gillon A NY	84.9
146 Zucker H Franklin Sq	84.9
147 Willbach M White Plains	84.8
148 Perlman T Bx	84.8
149 Dick G Troy	84.8
150 Major J Tonawanda	84.7
151 Hyde E Jamaica	84.7
152 Hohl J Chaffee	84.7
153 Nowack R Earlville	84.7
154 Lyons M Bklyn	84.6
155 Probst B NY	84.6
156 McKechnie C Schenectady	84.6
157 McGivney G Watertown	84.6
158 Lux E NY	84.5
159 Colburn L Elmhurst	84.5
160 Berland S Bx	84.5
161 Ortner R Bklyn	84.4
162 Gross R NY	84.4
163 Puller G Massapequa	84.4
164 Murphy J Copiague	84.4
165 Quinn W Niagara Fls	84.4
166 Stabiner G Bklyn	84.4
167 Kesceki M Bx	84.4
168 Kantrowitz R Bklyn	84.4
169 Goldstein M Bklyn	84.4
170 Wasserman E Bklyn	84.4
171 Ober N Bx	84.4
172 Waldron R Wappingrs Fls	84.4
173 Lewis A Bklyn	84.4
174 Herrnsstadt G Cornwall	84.4
175 McMahon P Buffalo	84.3
176 Huneke R Buffalo	84.3
177 Lattimer R Buffalo	84.3
178 Martano P Bx	84.3
179 Shader A Flushing	84.3
180 Boomersline J NY	84.3
181 Winegar D NY	84.2
182 Greenberg N Rockvill Ctr	84.2
183 Purzer E Bklyn	84.2
184 McLean O Bklyn	84.2
185 Monty W Nassau	84.2
186 Agostini H Bx	84.2
187 Appelman B Hicksville	84.2
188 Piper J Clifton Spgs	84.2
189 Taylor S Saranac Lake	84.2
190 Wells W Troy	84.1
191 Farris T NY	84.1
192 Ferrell J Tonawanda	84.1
193 Dickman J Bklyn	84.1
194 Thieroff D Tonawanda	84.1
195 Mast D Bklyn	84.1
196 Reardon M Oncoasta	84.0
197 Resler A NY	84.0
198 Zelamsky N Maspeth	84.0
199 Gambino L Whitestone	84.0
200 Segenreich R NY	84.0
201 Schragar A NY	83.9
202 Brothers B Jamestown	83.9
203 Marek R NY	83.9
204 Turner J NY	83.9
205 Thorpe R Mohawk	83.9
206 Wittman M Rochester	83.9
207 Hollis J NY	83.8
208 Spitz M Jackson Hts	83.8
209 Muscarella S Buffalo	83.7
210 Cellasch N Rochester	83.7
211 Kulakowski J Utica	83.7
212 Rowlands E New Hartford	83.7
213 Vanno J Utica	83.6
214 Harriford R NY	83.6
215 Rosen T Broxville	83.6
216 Goldberg C Centereach	83.6
217 Elms B Fulton	83.6
218 Klinsk J Camillus	83.5
219 McDonald J Elmhurst	83.5
220 King B Bx	83.5
221 Gerber B Bx	83.5
222 Zuckerma I Levittowa	83.5
223 Reed E Pittsford	83.5

224 Joe L Bklyn	83.5
225 Toppin J Bx	83.5
226 Mascolo G Richmond HI	83.5
227 Robinson J Elmhurst	83.5
228 Miller I Bx	83.5
229 Siecha H Bellport	83.5
230 Pingitore J Tonawanda	83.5
231 Derock C Belfast	83.5
232 Euler C Hollis	83.4
233 Morris P Mahopac	83.4
234 Dixon J Latham	83.4
235 Maheria F Niagara Fls	83.4
236 Schippnick J Niagara Fls	83.4
237 Connors G NY	83.4
238 Grisman R NY	83.3
239 Stein L Flushing	83.3
240 Stops G Bx	83.3
241 Andrews L Lancaster	83.3
242 Boston R Marcellus	83.3
243 Yaacobson L Bklyn	83.3
244 Childs V Olean	83.3
245 Genero C Amsterdam	83.2
246 Garnant B NY	83.2
247 Liebman J NY	83.2
248 Acker J Binghamton	83.2
249 Walizer J NY	83.2
250 Depalma E Utica	83.2
251 Podoba J Greenbush	83.2
252 McCarthy D Syracuse	83.1
253 Struzel M NY	83.1
254 Donocho P Hicksville	83.1
255 Berkowitz M Queens Vill	83.1
256 Racow M Wayne NJ	83.1
257 Woods W Owego	83.1
258 Leary C Spring Val	83.0
259 Hamilton B NY	83.0
260 Anderson H Bx	83.0
261 Saffrin H Rochester	83.0
262 Lipton E NY	83.0
263 Cohen J Rego Pk	83.0
264 Weinstein S NY	83.0
265 Hecht S Bklyn	82.9
266 Vincent L Hollis	82.9
267 Epavets D Buffalo	82.9
268 James E Warsaw	82.9
269 Leone C Rosedale	82.9
270 Torrey F Northville	82.9
271 Brett B Farmingville	82.9
272 Hicks J Hampton Bays	82.9
273 Bearman E Levittown	82.9
274 Walsh R Mr Marions	82.8
275 Vail K E Rockaway	82.8
276 Saks S Buffalo	82.7
277 Gallagher R Buffalo	82.7
278 Catermans E Rochester	82.7
279 Winkler N Buffalo	82.7
280 Hildreth J Glens Falls	82.7
281 Bryant H Rochester	82.7
282 Quinn J Cortland	82.7
283 Peterson D Kenmore	82.7
285 Miller H NY	82.7
284 Murphy J Utica	82.7
286 Deluca R Syracuse	82.7
287 Alleen F Banzavia	82.6
288 Keefe J Moira	82.6
289 Kiley J NY	82.6
290 Dawson W Corning	82.6
291 Cooke C Glen Cove	82.5
292 Roblin W Menands	82.5
293 Taubkin P Roslyn Hts	82.5
294 Williams J Poughkeepsie	82.5
295 Conlon T Oceanside	82.5
296 Johnson F Kingston	82.5
297 McArthur J NY	82.4
298 Jankowitz P NY	82.4
299 Johnson B NY	82.4
300 Watson B Flushing	82.4
301 Schuldes J Baldwin	82.4
302 Baer J NY	82.3
303 Nevins T Bellerose	82.3
304 Scalzi M Harrison	82.3
305 Rooney M Bklyn	82.3
306 Cramer L Liverpool	82.2
307 Somers G Buchanan	82.2
308 Brunn H NY	82.2
309 Ehrlich R Lk Ronkonma	82.2
310 Davison R Batavia	82.2
311 Vanalphen J Windsor	82.2
312 Szafraan R NY	82.2
313 Wilson B Flushing	82.2
314 Manfred W Madrid	82.1
315 Radley D Albany	82.1
316 Spiegel M Bklyn	82.1
317 Ullman S Oakdale	82.1
318 Leonard F Syracuse	82.0
319 Levine J NY	82.0
320 Wright M Syracuse	82.0
321 Rosner B NY	82.0
322 Tillman R Bklyn	82.0
323 Kneller H Lisle	82.0
324 Smith R Binghamton	82.0
325 Cristantello S Rochester	82.0
326 Rosenstein M Forest Hills	81.9
327 Pokoik E Forest Hills	81.9
328 Dedell W Albion	81.8
329 Malinak M Bklyn	81.8
330 Norton R Darien Ct	81.8
331 Palone J Wappingr Fls	81.8
332 Carter V Clean	81.8
333 Wood A NY	81.8
334 Smithers E Ogdensburg	81.8
335 Bernsteia E Bklyn	81.8
336 Fenster E Buffalo	81.8
337 Phillips P Canastota	81.8
338 Thayer A Syracuse	81.7
340 Scontheth B Rochester	81.7
341 Micromatis A E Northport	81.7
342 Hickerson T NY	81.7
343 Bidwell R Rome	81.7
344 Irgrys K Bklyn	81.6
345 Foster G Bklyn	81.6
346 O'Donnell J Rockvill Ctr	81.6
347 Soloff S NY	81.5
348 Zuckerma G NY	81.5
349 Smith J Buffalo	81.5
350 Malloy E Hamilton	81.5

351 Holt D NY	81.5
352 Gilman D NY	81.5
353 Bowie A NY	81.5
354 McQueen M Oswego	81.5
355 McCoy S NY	81.5
356 Petrie E Clinton	81.5
357 Cook R Hornell	81.5
358 Hall G NY	81.4
359 Piccone I Cheektowaga	81.4
360 Carpenter J Binghamton	81.4
361 Davies J W-steraville	81.4
362 Corban T NY	81.4
363 McCarthy M Chester	81.3
364 Steele W Rochester	81.3
365 Bassett J NY	81.3
366 Wilson J Brewster	81.2
367 Krebbs V Niagara Fls	81.2
368 Mulhern J Astoria	81.2
369 Fletcher J Interlaken	81.2
370 Pratt A College Pnt	81.1
370A Hall S Massena	81.1
371 Woeller E Macedon	81.1
372 Greenwald V NY	81.1
373 Balkin T Williamsvil	81.1
374 Speyer F Bx	81.1
375 Mintzer C Bklyn	81.1
376 Weinberg R Dewitt	81.1
377 Murphy E K Merrick	81.1
378 Exler E Williamsvil	81.1
379 Siegel P Forest Hills	81.1
380 Popadick J Kenmore	81.1
381 Coy M St Albans	81.1
382 Johnsonstone J Buffalo	81.0
383 Curtin M Chateaugay	81.0
384 Smith J NY	81

# Reinstall Gambino As President Of DPW District 10

BABYLON — Joseph Gambino was installed for another term as president of the District 10, Department of Public Works chapter of the Civil Service Employees Assn. last week.

Gambino and his slate were sworn in by CSEA field representative Roger Cilli in ceremonies at the right-of-way building, Route 109 and Wellwood Ave., July 12. The 5 P.M. ceremony was followed by an executive meeting.

Others taking their oaths were: Robert Pols, vice-president; Dolly Pearsall, secretary; Ellen Slatery, treasurer; Arthur Allen, engineering delegate; Henry Kipybida, maintenance delegate; Ms. Pearsall, clerical delegate, and Seymour Chasnov, S. Glass, S. Shonor and Al Nejelski, professional, technical and scientific representatives.

Also, H. Feldman, administration engineering representative; O. Christian, administration clerical representative; Robert Stanwood, Nassau maintenance representative; Joseph Cervone, Nassau labor representative; C. Markert, Suffolk labor representative, and Louis Mannelino, Suffolk maintenance representative.



**REINSTALL BUTERO** — Salvatore Butero has been reinstalled for another term as president of the New York Psychiatric Institute chapter of the Civil Service Employees Assn. Shown being installed by CSEA field representative George Bispham are, from left, Angel Fagundo, housekeeping representative to the executive committee; Ronald Corsetti, second vice-president; Alex Martinez,

first vice-president; Aramis Velazquez, dietetic representative; Georgia Johnson, secretary; Kurt Lopez, laboratories representative; Thelma Watne, nursing representative; Lois Cochlo, staff representative; Mary Hitzelberger, administrative representative; Louis Caliendo, engineering representative, and Butero. Missing from the photo is Victor Ziajka, treasurer.

## Three-Step Pay Raise Included

# Mail Ratification Ballots On 2-Year Thruway Pact

(Special to The Leader)

ALBANY — The Civil Service Employees Assn. and the New York State Thruway Authority have jointly announced their tentative agreement on a new two-year contract covering professional, supervisory and technical employees of the Authority.

Ratification ballots are going out to the nearly 300 members of the unit from CSEA this week, along with a fact sheet outlining the provisions of the newly negotiated contract.

CSEA president Theodore C. Wenzl said he expected CSEA members to ratify the settlement: "Negotiating this one wasn't easy, but we feel we have come up with a fair package of benefits."

Topping the benefits for employees are a raise of \$490 as of July 1, 1972; a 1½ percent raise as of Jan. 1, 1973; and another 5 percent pay raise on July 1, 1973.

Other contract provisions are:

- Other Monetary Items**
- Overtime for maintenance foremen and supervisors to open and close maintenance buildings; retention of the increment system; elimination of the first step of the current salary schedule; location pay differential continued for employees now receiving it as well as \$200 for employees working in Monroe County; equalization of pay for senior employees on longevity steps; payment of one-half the value of sick leave days lost over 165 days per year; salary schedule to be printed in contract and continuation of shift differential at same rate (\$300).

- CSEA Rights**
- CSEA access to employees on the clock; improved leave for CSEA purposes; membership lists to CSEA chapter president; payroll deduction for CSEA/and MASTERPLAN insurance; CSEA right to represent employees on reallocation appeals; increased travel time for CSEA purposes (labor/management meetings, pre-negotiations, and negotiation meetings).

- Employee Rights and Benefits**
- Improved - tuition reimbursement program, 100 percent for job-related courses, 75 percent for non-job-related courses, pass/fail provision; uniforms for senior dispatchers; rotation of maintenance duty officers; unlimited pass provided to permanent employees with four years' Thruway service; extra rain coats in toll cars; safety glasses and safety shoes provided as of 7-1-73; update and maintain classification specifications in Divi-

- slon Headquarters Buildings, Personnel Bureau, and CSEA Research Bureau; improved handling of safety complaints (Safety Committee); one week end off per schedule for toll section supervisors; vacation credits can be used in ½-hour increments.
- Health Insurance and Retirement**
- Optional Blue Cross/Blue Shield Dental Plan for employees, the Authority to pay toward premium at the same rate as his current GHDI Dental, employees to pay of excess contributions at time of retirement; ½ pay for sick leave loss over 165 days (during the year of retirement) at the time of retirement; continuation of all current statutory and optional retirement provisions; continuation of all current health insurance benefits.

- Discipline**
- All employees (except temporaries) to have protection of Article 75, Civil Service Law; CSEA to be furnished a copy of charges against any employee; employee shall have the right to copies of all written reports and records to be relied upon at the hearing; when a penalty exceeds the hearing officers' recommendation, the employee and CSEA to get a copy of the hearing officers' recommendation and the chairman's decision; the Authority to pay the hearing officers and supply one copy of the transcript; protections provided for employees who are requested to resign in lieu of having charges placed against them.

- Grievances**
- On request, the employee can have a copy of the hearing officers' report; time limit changes; when a hearing is held at the third and/or fourth stage, a verbatim transcript will be provided to the employee or his representative on request; the employee is to be provided copies of any rules or regulations having a direct bearing on the grievance; employees to have the right to review or have a copy of his personnel folder in preparation for a grievance hearing; employees to have the right to

call witnesses at the third-stage grievance hearing.

**Miscellaneous**  
Establishment of a noon day

meal allowance committee to correct discrepancies; four-day work week by 75 percent vote of those in work unit with the approval of the supervisor; CSEA and the Thruway to define a Thruway-wide layoff unit; establishment of a policy to prevent cross bumping between the Authority and the State.

Members of the CSEA negotiating team were Frank Lewis, Unit II chapter president; Art Sampsen, Bud Watson, Carl Bennett, John Sepello and Lambert Duffy. Paul T. Burch, CSEA collective negotiating specialist, assisted the team in the bargaining talks.

## Without Medical Examination

# CSEA Group Life Plan Offers Conversion Of Insurance Until Sept. 1

ALBANY — The Civil Service Employees Assn. has announced that certain members who are insured under CSEA's group life insurance program will be allowed to convert part of their coverage to permanent form of individual life insurance which contains cash and paid-up values, without medical examination. The deadline for this offer is Sept. 1, 1972.

The offer provides that any actively employed insured member of the group life insurance plan who became age 50 on or after Jan. 1, 1972 or whose 55th or 60th birthday is during 1972, may convert \$1,000 or \$2,000 of this group insurance to a permanent individual insurance.

Group insurance would be reduced by the amount converted, and the payroll deductions of such insurance would be reduced accordingly.

The conversion plan features many other items of interest to group life insurance members.

All of those interested may request information on the conversion privilege by writing to the Civil Service Employees Assn. at 33 Elk St., Albany, N.Y. 12224 prior to Sept. 1, 1972. The effective date of the converted insurance will be Nov. 1, 1972 contingent on the premium payments for the converted insurance to be made directly by the individual to the Travelers Insurance Co.

Fill Out and Mail Today

**CIVIL SERVICE EMPLOYEES ASSN., INC.**  
33 ELK STREET,  
ALBANY, NEW YORK 12224

PLEASE SEND ME INFORMATION CONCERNING THE "CONVERSION PRIVILEGE" OF CSEA GROUP LIFE INSURANCE.

NAME .....

HOME ADDRESS .....

City State Zip Code

DEPT. DIVISION OR PAYROLL  
EMPLOYED ..... INSTITUTION ..... ITEM NO. ....

DATE OF BIRTH ..... SOCIAL SECURITY No. ....