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Civil Service LEADER

America's Largest Newspaper for Public Employees

Syracuse Open House

— See Page 16

Vol. XXXV, No. 12 Tuesday, June 18, 1974 Price 15 Cents

Syracuse Eyes Lure Of Video Tape

To Ask 50c Per Member

By JACK GRUBEL

OSWEGO—With Syracuse Region 5 president Richard E. Cleary calling it a "break-through" program, delegates to the Region meeting here June 7-8 voted overwhelmingly to try to launch a videotape project to enhance the training of officers and bolster the Civil Service Employees Assn. outreach in the Region for new members.

The delegates voted to ask each chapter president or board of directors to send a check to a new Region account equivalent to 50 cents per member, or, in the case of smaller and poorer chapters, "whatever they can afford." The money is to be received by June 25 so that the Region may enter into a contract with an outside management consultant firm to produce an initial training film on leadership.

President Cleary warned that unless the needed monies were made available by June 25, the end of the time covered by a stipulated cost estimate for the film, the project would be "dead." In which case, collected funds would be returned. However, the prospect was held out that if the training film program is successful, costs could be recovered through film rental and sales, and then original investments would be returned.

\$10,000 Program

The Region has approximately 35,000 members, and the immediate financial need for the project is around \$10,000 in order to contract with FitzGibbons Associates of Syracuse to produce the first film. The half-hour film on leadership would cost around \$7,000, and there would be another \$3,000 to develop a

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CSEA Syracuse Region 5 president Richard E. Cleary extends the glad hand as he welcomes visitor Eleanor Howland of Watertown to the open house celebrating the modern Region offices at 700 East Water St., Syracuse. (For other photos of the open house, see Page 16.)

Victory Awaited

Official certification is being awaited in the wake of apparent Civil Service Employees Assn. victories in Orange and Sullivan Counties in throwing back rival union challenges. In the meantime, Southern Region 3 President James Lennon issued the following statement:

"I am awaiting the certification of the elections in Orange and Ulster Counties by the State Office of PERB in Albany. Being familiar with the proceedings of the election, I am satisfied that CSEA has won another victory.

"I congratulate the officers and members of the Orange County chapter, CSEA, and the Ulster County chapter, CSEA, for a bang-up job in this election. A special vote of thanks to those members of the field staff who worked long and hard against this attempt by an outside union to try and take over from CSEA."

Teachers Union Drops Try In Suffolk School

RIVERHEAD—At a recent Public Employment Relations Board hearing, the Comsewogue School unit of the Suffolk Educational Chapter, Civil Service Employees Assn., won a landmark case when the Teachers Association of the Comsewogue School District withdrew its petition to represent the 60 school monitors in the district.

Irwin M. Scharfeld, CSEA field representative, said this was the first instance in Central Suffolk County where a Teachers Association tried to splinter the non-instructional unit to gain a foothold. Mr. Scharfeld said it was obvious what their association was trying to accomplish and CSEA was ready to go all the way to the courts to reject their attempt. This was not necessary, since after a six-hour hearing before a PERB official, the Teachers Association and representatives of NYSTU withdrew their petition. CSEA

was represented by Mr. Scharfeld and Warren Smith, regional attorney.

Mr. Scharfeld blasted the Teachers Association, stating: "All of a sudden the teachers are concerned with the non-instructional employees since they learned from the recent New York City strike that custodians can close down a district whereas the teachers are out for weeks or months at a time and school continues.

"CSEA has the numbers and strength, where needed, to hold this threat over a board of education and the teachers union

(Continued on Page 9)

ASK VOICE IN ERIE CO. JOB STUDY

BUFFALO — The Erie County Probation Officers Unit of the Civil Service Employees Assn. has called on county officials to give union representatives a voice in county job reclassifications.

Arthur F. Tomczak, unit president, said in the letter to County Executive Edward V. Regan that a proposed reclassification study needed "some consultation with the proper bargaining agent of the employees."

The letter followed a request for \$97,000 for a public accounting firm to review job classifications.

Conceding the county contract with the CSEA gives the county the right to reclassify jobs, Mr. Tomczak said reclassification still falls under the negotiation area of the Taylor Law.

Negotiated pay increases could be nullified by reclassification if the county retains the right to change jobs unilaterally, Mr. Tomczak added.

Some To Have Dues Prorated

ALBANY — Employees who joined the Civil Service Employees Assn. on or after April 1 of this year and who pay their dues direct are entitled to prorated dues of half the annual amount to cover membership through the end of this fiscal year, which runs from Oct. 1, 1973, to Sept. 30, 1974.

The prorating does not apply to employees who were members

(Continued on Page 9)

Susquehanna Valley Pact Includes Hikes, Sick Bank

BINGHAMTON—The Susquehanna Valley School District and the Susquehanna Valley chapter, Civil Service Employees Assn., have formally signed a new three-year contract, believed to be the first three-year agreement of its kind in the Broome County area.

Under the terms of the new pact, employees earning \$3.75 an hour or more will receive a pay hike of 20-cents an hour and those earning less than \$3.75 an hour will receive an additional 25-cents an hour, effective July 1.

The salary provisions of the new agreement are renegotiable each year.

The new contract adds Veterans Day to the list of paid legal holidays and includes part-time employees among those eligible for paid holiday status. The contract also provides personal injury benefits over and above those already provided under workmen's compensation.

Another feature of the Sus-

(Continued on Page 8)



HEAD TO HEAD—Governor Malcolm Wilson, right, greets Thomas H. McDonough, acting president of the Civil Service Employees Assn. The Governor met with the head of New York State's largest public employee union and with other labor leaders at the Governor's Reception for Labor last month in New York City. (Other photos on page 2.)



How Does Union Leader Keep Busy During His Long Convalescence?

WHAT does an active man do when he is suddenly faced with an extended hospitalization? This is the situation Civil Service Employees Assn. president Theodore C. Wenzl found himself in a month and a half ago when he was involved in a one-car accident on his way to attend a union function in the southwestern part of the state on May 1.

(Continued on Page 6)

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Retirement Party

SILVER CREEK—A retirement party will be held June 29 at 6:30 p.m. for Charles Powell, supervisor, and Gen Luce, collector, of the Western Thruway Authority, at the Colony House Restaurant, Routes 5 and 20, Silver Creek.

Mary Kennedy and William Estee are handling the event, which will include a hot buffet dinner.

Governor Meets Labor Leaders



Accompanying the Governor at the Reception for Labor last month was Attorney General Louis Lefkowitz, center. Here he is shown offering congratulations to Edward Logan, left, newly elected fourth vice-president of Nassau County chapter of the Civil Service Employees Assn., as veteran chapter president Irving Flaumenbaum beams. Mr. Flaumenbaum is also a vice-president of CSEA and head of its Long Island Region 1.



Richard Vizzini, left, president of the New York City Uniformed Firefighters Assn., shakes hands with Governor Wilson as the two men focus their attention on activities across the reception hall.



Flanked by Governor Wilson, left, and Attorney General Lefkowitz, second from right, Civil Service Employees Assn. vice-president Solomon Bendet manages to get a few points across to the Governor. At right, Mrs. Wilson joins in the general festivity of the occasion.



John DeLury, left, long-time head of the New York City Sanitationmen's union, joins Governor Wilson for few moments' chat.



Top officers of New York City Transit Patrolmen's Benevolent Assn., first vice-president Floyd Holloway, left, and president John Meye, right, get greeting from Governor Wilson during the Reception for Labor at Hilton Hotel at Rockefeller Center.

Manes Presents Award

Queens Borough President Donald R. Manes has named Louis Weiser of Port Washington, president of the Council of Jewish Organizations in Civil Service, recipient of a Certificate of Honor for his work in the state-wide group.

The award was presented last week at a dinner at Arele's Restaurant, 162-05 Horace Harding Expressway, Flushing.

Below: Civil Service Employees Assn. executive director Joseph Lochner, left, whose career as chief administrator of the state-wide public employees union roughly parallels the Governor's 36 years in elective office, is greeted by the Governor as an old friend (or foe, as the case may be).



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Wenzl To Stay In Hospital For Another Week

GENEVA—The hospital stay of Theodore C. Wenzl, president of the statewide Civil Service Employees Assn., has been extended for a few more days beyond his originally expected discharge date from Geneva General Hospital.

Dr. Wenzl, a patient at the hospital since May 1 when he was severely injured in an automobile mishap, was expected to be discharged as a patient last weekend, but is now scheduled to be discharged next weekend instead.

Hospital officials decided to retain Dr. Wenzl as a patient the additional week for routine observations and treatment before releasing him for further convalescence at his home in the Albany suburb of Delmar. He anticipates resuming official duties at CSEA headquarters within a month after leaving the hospital.

Dr. Wenzl was injured on May 1 when his automobile struck a bridge abutment on the exit ramp of the New York State Thruway near Geneva.

Westchester Picnic

WHITE PLAINS—The Westchester County unit, Civil Service Employees Assn., will hold its annual picnic June 30 from 12 noon, rain or shine. The place will be Ridge Grove Picnic Grounds, Area 1, Ridge Rd., Hartsdale. James L. Verboys and Ernest K. Hempel are co-chairmen. Tickets are \$3 each.

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



LET'S BE SOCIAL — The Albany Region social and activities committee of CSEA discusses plans for upcoming events for Albany Region members. Seated left to right are: Jean C. Gray, committee coordinator; Mary Lynch; Grace Fitzmaurice; Julia Brad-

en; Marianne Herkenham; Susie Pfaffenback, and Beatrice H. McCoy. Standing are: Loretta Morelli, June Robak, Cosmo Lembo, Sue Crawford, Margaret Dittich, Don Ruggaber, Muriel Milstrey, Nicholas Fiscarelli and Carole Trifletti.

Syosset Agreement Beats Arrival Of A Mediator

SYOSSET—The Syosset unit of the Nassau Educational chapter, Civil Service Employees Assn., has reached a tentative agreement with the negotiators representing the Syosset Public Schools 15 minutes before a mediator's scheduled arrival. Both parties had decided to meet early in the day to try to resolve differences without the aid of the mediator.

Agreement provisions include a 7.45 percent increase across the board plus increment and additional step at the top of the scale for 96 clerical employees and 111 custodial and maintenance employees (the additional step on top of the 7.45 percent brought a total of 12 percent to employees who have been frozen at the top for years); \$10,000 set aside to absorb any increase in medical plans for employees who participate; one-half hour portal to portal pay for custo-

dial and maintenance men when called in for snow removal;

Longevity at the 10th, 15th and 20th year to be \$400, \$800, and \$1,200 effective July 1, 1975 (present longevity at the same years is \$400, \$700 and \$1,000); an additional \$150, added to the second shift for night differential.

Retention of the 10 percent night differential for the third shift, 10 p.m. to 6:30 a.m.; one additional step for clerks in Groups A and H effective July 1, 1975; each school building to be assigned foul weather gear as well as the maintenance de-

partment; and uniforms for all custodial and maintenance men in addition to the present uniforms issued.

The agreement is subject to ratification by membership and will be in effect from July 1, 1974, until June 30, 1976, with a provision for reopening negotiation for wages in the second year of the contract.

The negotiating team was headed by Ben Gumin, unit president. Other members of the committee were Warren Woods, vice-president, Dena Michael, chairlady of the clerical division, Frank Coucci, chairman of the facilities division, Lucille Shutze representing 12-month clerical, Eula Engelke, representing 10-month clerical, Ruth Dryer representing 200-day clerical and Joseph Pantleone representing the maintenance department. George Peak, CSEA regional collective bargaining specialist, aided in consummating the agreement.

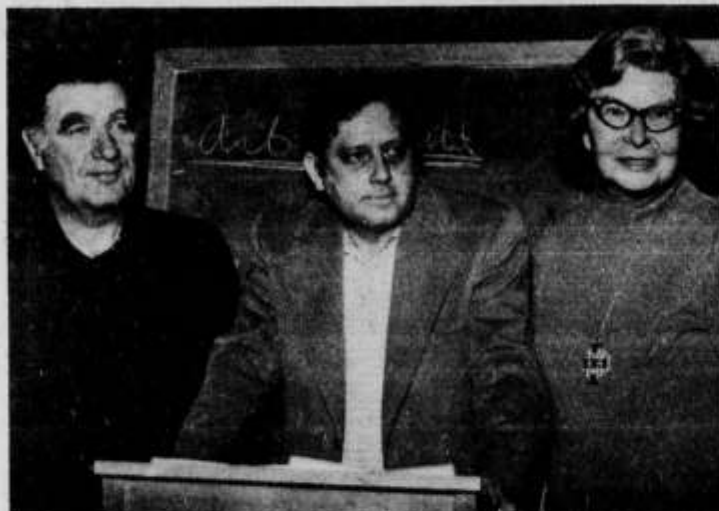
File CSEA Challenge In Glendale-G'ridge

ALBANY—A petition has been filed with the Public Employment Relations Board by the Civil Service Employees Assn. seeking an election for representation rights for certain Glendale-Glenridge employees currently represented by the Service Employees International Union.

Included among the employees that CSEA seeks to represent are cooks, senior cooks, assistant cooks, food service helpers, stock clerks, stores clerks, laundry supervisors, laundry workers, physical therapy aides and laboratory workers.

Nurses Graduate

SONYEA—The annual commencement exercises of the Craig Development Center, School of Nursing, will be held at 8 p.m. June 18.



Paying close attention to a description of the union role at the collective bargaining workshop are, from left: Norman Goldfarb and Jim Schwartz, Cornell University consultants, and Celeste Rosenkrans, CSEA education chairman.

Lowdown On Bargaining



Collective bargaining techniques and practices came under intense scrutiny at the Western Region 6 collective bargaining workshop held at the Treadway Inn in Batavia. Shown, from left, are: Bonnie Lanzaloco, J. N. Adam State School, Ferrysburg; William McGowan, Western Region president; Mildred Moultrayes, Brockport College; George L. Fassel, West Seneca State School, and Patricia Maxwell, Buffalo chapter, CSEA.



This interested foursome includes, from left; JoAnne Miller, West Seneca chapter; Lee Andrews, Department of Labor in Buffalo; Jean Reisdorf, Craig Developmental Center, and Stu Hanser, Thruway Authority, Buffalo.



Among the Treadway Inn attendants are, from left: Debbie Lee, West Seneca State School; Ramona Gallagher, Department of Labor in Buffalo, and Daniel Donovan, Craig Developmental Center.

The Provisional Employee Crisis



A Two-Part Study Of What Happens When One Gets Fired; What The Struggle Is Like To Survive And How The City Is Handling And Mishandling The Personnel Cuts

By RHONA RICH
(Second of Two Parts)

What exactly has New York City saved by cutting 2,500 provisionals from the city payroll? In his preface to the budget, Mayor Beame explained that by dropping provisionals and by eliminating other vacant budget lines, the city would save \$12.9 million. This economic measure was taken in the Mayor's effort to close the \$1.5 billion "budget gap" between the city's expenditures and its revenues.

The aggregate salaries of the cut provisionals has not yet been compiled, according to a source at the Bureau of Budget who had personally worked on these cuts. The agencies got the order to make cuts from the Budget Bureau and to this Bureau the various agencies submitted code, line and names of provisionals who could be cut. Although no compilation of the cuts is available at this time, most of the fired provisionals were notified of their termination on June 7, so that the city could give these employees two weeks' notice before the June 21 payroll, the final payday of the fiscal year.

Even if a total of cut provisionals' salaries were available, the actual savings to the city would still be a question mark. In ordering the cuts the Budget Bureau did not ask the agencies to take into consideration how the salary of the cut provisional was funded. The agencies were simply asked to "drop positions that would least affect the activities and programs of the agency."

Many city agencies receive reimbursements from the federal and state government. If an ex-provisional worked in such a federal or state-funded program, the city would actually pay only a fraction of his salary. In some cases, provisionals have actually been cut from programs that are 100 percent federally funded, which means the city does not save a cent by dropping the provisional from the city payroll. The Budget Bureau could not say if this would be rectified by replacing the cut provisionals with permanent staff.

To get some idea of how the provisional cuts were adding up, more specific information was available on an agency-by-agency basis. The Department of Mental Health and Retardation has itemized what the cuts may mean in dollars and cents at the request of their advisory board and the Ad Hoc Committee for Human Services. This department lost a total of 25 provisionals whose aggregate salary was \$252,600. Since this agency is supported by 50 percent State

Aid reimbursements, the salary cuts would actually amount to a savings to the city of \$126,300.

This might be "penny-wise and pound foolish" policy if the department's worse fears come true. This department is mandated by law to carry out various functions. If they comply with their mandated responsibilities, they receive State reimbursements. Since it is a small department, 240 on staff, they feel that "any staff decreases . . . are translated directly into service decreases. The terminations would, in actuality, decimate an already understaffed department." If they do not have the manpower to meet their State mandate they may lose out on \$60 million dollars in State funding.

What the Department of Mental Health faces in terms of strict mandates is also true for the Human Resources Administration, but since the HRA is considerably larger, the whole problem is on a grander scale. The Agency's Administrator/Commissioner alluded to the magnitude of the problem when he said at the public hearings on the budget, "What we are urging is the spending of thousands to save millions." The loss in federal and state funds could actually cost "tens of millions," he said, since "it is virtually impossible for us not to wind up delinquent" in meeting the mandates when the agency's operations are handicapped by personnel cuts.

A total of 964 provisionals were cut from the HRA in all. Many of the provisionals were in programs that are reimbursed by Federal and State funds. An exact breakdown as to program and funding source for each cut provisional was not available as HRA's personnel department is swamped with the paper work involved in terminating the 835 provisionals who are to be dropped on June 21.

The personnel department, however, could determine that 15 of the cut provisionals were dropped from programs that are 100 percent federally funded. After releasing the information the department spokesman hastened to add, "Conceivably persons will be reassigned to fill these positions so that funding will not be lost."

A total of 200 provisionals were cut from the Housing Development Administration, according to the Community Services Society (CSS), an independent civic organization which has studied the effects of cuts on the HDA. For the purposes of this article the CSS zeroed in on just one office in the agency, the Office of Code Enforcement.

According to the CSS the staffing problems in the agency are acute. They have been functioning with a field staff of 350 persons, when the CSS estimates that they need 2,000 inspectors to adequately enforce the housing code. The CSS contends that this office performs a most essential service in a time when the city, facing a critical housing

shortage, cannot afford to see housing "go the way of abandonment." If the service is not provided, the CSS says the cost in further deterioration of the City's housing stock would be enormous.

In these cuts, nine provisional inspectors were lost from this enforcement office. The cuts must be considered on top of the 104 inspector lines which are currently vacant. With many inspectors planning to retire this year, more inspector lines are anticipated to become vacant soon.

Like other programs mentioned, the Office of Code Enforcement receives 50 percent reimbursement from the State. This monetary gain, secured by "much hard work when Mayor Wagner was in office," is being eroded by personnel cuts, the CSS source said.

Since exact figures were not available at this time, some rough estimates of the savings and costs that Representative Bella Abzug has made, may shed some light on the issue. The Congresswoman made these estimates in a letter to Mayor Beame last week in which she criticized the cuts as "false economy."

To keep the provisionals at their present jobs she estimates their aggregate salaries to be \$20 million. Since the city would contribute, on the average, about 40 percent of their salaries—the rest being picked up by State and Federal funding—the city would only pay \$8 million in salaries. Adding the cost of fringe benefits, the total cost to the city is about \$13.4 million.

If 2,000 of these ex-provisionals become recipients of public assistance—which she feels is not unlikely given the present job market and the fact that city employees are not eligible for unemployment insurance—she estimates that the "loss of city sales tax, income tax, New York State income tax returned to the city, administrative costs for maintaining these persons on the welfare rolls, rent, Medicaid, etc.," may actually end up costing the city some \$6 million.

Subtracting the estimated cut salaries from the estimated cost of the provisionals who may become welfare recipients, the city's net gain from these cuts would amount to \$7.4 million. This savings represents just one percent of the total city budget.

Some of the losses as a result of these cuts are qualitative, they simply cannot be added up on an account ledger. One ex-provisional, for example, coordinated an intern program which brought 50 Columbia University students to work for the city free-of-charge. A co-worker said that the program depended on the ex-provisionals "personal contact" and he did not think that any other worker could actually bring it off.

It is also hard to calculate the loss of real talent. One provisional on a managerial level opined on the ramifications of this "personnel policy": "The impact won't be seen in the short run. But in the long run the effects will be devastating. Some top-

notch people, out of the best business schools in the country, have come into this system provisionally. Some have taken pay cuts to work here. These people are going to leave. It is an irreparable loss of experience and talent." He bitterly added, "Even if I pass the test, I don't plan to stay now."

Another provisional in a managerial title commented on the way the threat of cuts had effectively worked to select out the best people, "Most of the staff here are looking for new jobs and the good people will find them. He's [the mayor] going to lose the good people in this system."

In the Mayor's effort to cut expenditures, the provisionals—who are not legally protected and

who have not qualified through the merit system—must be the first target in any personnel cuts. Since the largest concentration of provisionals are in agencies, such as the HRA, that receive state and federal funding, the economy of the measure must be offset by loss of these funds. The savings must also be offset by the hidden costs—the services that are lost, the costs of welfare for those who remain jobless, and the possibility that even larger sums of money will be lost from the federal and state government if the agencies cannot meet their strict mandates. Unfortunately, the question "What are the savings?" may only begin to be answered after the city has felt some of these losses.



Rhona Rich

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| Associate Actuary (Life) | \$18,369 | 20-520 |
| Principal Actuary (Life) | \$22,694 | 20-521 |
| Supervising Actuary (Life) | \$26,516 | 20-522 |
| Attorney | \$14,142 | 20-113 |
| Assistant Attorney | \$11,806 | 20-113 |
| Attorney Trainee | \$11,164 | 20-113 |
| Assistant Clinical Physician | \$22,395 | 20-143 |
| Clinical Physician I | \$24,869 | 20-414 |
| Clinical Physician II | \$27,640 | 20-415 |
| Construction Safety Inspector | \$10,914 | 20-125 |
| Correction Officer (Male) | \$10,155 | 20-541 |
| Factory Inspector | \$10,318 | 20-126 |
| Health Service Nurse | \$10,155 | 20-333 |
| Hospital Administration Intern | \$ 9,005 | 20-555 |
| Industrial Foreman | \$ 9,535 | 20-558 |
| Junior Insurance Examiner | \$10,155 | 29-271 |
| Junior Engineer | \$10,745 | 20-166 |
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| Physical Therapist | \$11,337 | 20-177 |
| Speech & Hearing Therapist | \$11,337 | 20-178 |
| Psychologist I | \$15,684 | 20-102 |
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| Asst. Sanitary Engineer | \$14,142 | 20-122 |
| Senior Sanitary Engineer | \$17,429 | 20-123 |
| Senior Occupational Therapist | \$11,277 | 20-550 |
| Senior Physical Therapist | \$11,277 | 20-551 |
| Sr. Speech and Hearing Therapist | \$11,277 | 20-552 |
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| Tax Examiner Trainee | \$ 9,590 | 20-540 |
| Teacher II | \$ 9,590 | 20-581 |
| Teacher III | \$10,745 | 20-582 |
| Teacher IV | \$12,010 | 20-583 |

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the following offices of the State Department of Civil Service: State Office Building Campus, Albany, New York 12226; or Two World Trade Center, New York, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.

Rubino Heads Insurance Slate

MANHATTAN — Vincent Rubano was installed for a third consecutive two-year term as president of the State Insurance Fund chapter, Civil Service Employees Assn., at a chapter meet-

ing June 5 at 199 Church St. Mr. Rubano also serves as second vice-president of New York City Region 2.

Other chapter officers installed by Ronnie Smith, first vice-president of Region 2, were Nat Goldstein, first vice-president; Walter Kelsey, second vice-president; Catherine Taverna, treasurer; Josephine Freeman, recording secretary, and Sara Johnson, corresponding secretary.

Stella Williams, a board member of the chapter, was in charge of a social hour following the installation.

Electrical Inspectors

MANHATTAN—A total of 130 electrical inspector candidates were called to the comprehensive written part of exam 3068, on June 29, by the city Department of Personnel.



THANKS TO PRESIDENT — Salvatore Butero, right, president of CSEA's New York State Psychiatric Institute chapter, receives a plaque from Victor Ziajka, institute business officer, as a token of appreciation from chapter members. The presentation took place at the chapter's annual dinner-dance, held at Trocadero Caterers in New York City.



VINCENT RUBANO

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MANHATTAN—A total of 550 patrolman-policewoman candidates were called to the qualifying physical medical part of exam 3014, on July 2 and 3.

Hwy Inspector Exam

MANHATTAN—A total of 56 inspector (highway & sewers) candidates were called to the comprehensive written part of exam 4022 on June 15, by the City Department of Personnel.

City of New York

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| Psychologist | 14,750 |
| Pub Hlth Nurse | 11,950 |
| Stenographer | 6,100 |
| Steno (Grand Jury) | 9,000 |
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"Substance of Limited Partnership Certificate filed N. Y. County Clerk's Office, March 22, 1974. Purpose: to conduct grain brokerage business as brokers for buys and sellers thereof. Place of Business: Rm. 2403, 50 Broadway, N. Y. N. Y. General Partners: Alexander I. Bopp, 1238 Curtis Place, Baldwin, N. Y.; Wm. A. Quain, 3260 Maplewood Rd., Wayzata, Minn. Limited Partner: Bette Quain, 3260 Maplewood Rd., Wayzata, Minn., cash contribution of \$500 and 10% share of profits. Contribution of Limited Partner to be returned on happening of any of the following: (a) death or withdrawal of Limited Partner; (b) dissolution of the partnership. Limited Partner has no right to assign her interest in partnership. Remaining General Partners have right to continue business on death or adjudication of incompetency of a General Partner."

LEGAL NOTICE

File No. 2870, 1974. — CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To: The Heirs at Law, Next of Kin and Distributees of SZE C. YANG, deceased, if living and if any of them be dead, to their heirs at law, next of kin, distributees, legatees, executors and administrators, assignees, and successors in interest, whose names are unknown and cannot be ascertained after due diligence.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on July 16, 1974 at 10 A.M. why a certain writing dated September 24, 1966 which has been offered for probate by SAUL A. FINKEL residing at 333 East 69th Street, New York, New York should not be probated as the last Will and Testament, relating to real and personal property, of SZE C. YANG, Deceased, who was at the time of his death a resident of 35 Bedford Street, in the County of New York.

Dated, Attested and Sealed, May 21, 1974. (L.S.) HON. MILLARD L. MILDONICK, Surrogate, New York County. DAVID L. SHEEHAN, JR., Clerk. Name of Attorney, David R. Finkel, Tel. No. 371-0687; Address of Attorney, 350 Park Avenue, New York, N.Y. 10022.

CIVIL SERVICE LEADER, Tuesday, June 18, 1974

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TUESDAY, JUNE 18, 1974



The Breaking Point

WHEN a nation or state or business or union gets caught up in the spiral of escalating costs while trying to provide ever more services for an expanding population, the toll on its leaders becomes one of high risk and great waste.

The high risk is the early death rate as a result of the great tension under which those leaders must work, and the great waste is the loss of talent and experience due to their premature deaths.

It is all rather like the old question of "Which came first: the chicken or the egg?" Whether it be in the nation or in a union, the problem is very similar. The increasing population or membership demands more and more services, and yet the skyrocketing costs make these services ever more difficult to provide, so that elected officials—whether of government or union—find themselves constantly taking on more duties in the effort to uphold the responsibilities of their public trust. And, if they succeed, the population and membership continues to grow.

Using the statewide union of public employees in this state, the Civil Service Employees Assn., as an example, our point becomes obvious.

As the union has strengthened through the years, ever more meetings are being called in all areas of the state. Hurrying to one of these meetings in the southwestern part of the state from his headquarters in the eastern part of the state, CSEA president Theodore C. Wenzl was seriously injured in a one-car accident leaving the Thruway. His hospital confinement will extend for nearly two months, followed by convalescence at his home.

At each of the union's recent statewide conventions, a prominent chapter or unit president has collapsed from some form of heart trouble and has been hospitalized. Some of these presidents have been astoundingly young, as was a former editor of *The Leader*, who was afflicted by heart problems while still in his 30's.

The professional staff of field representatives for the Employees Association has been decimated during the last couple of years by the early deaths of men barely into their middle years. Yet the demand for more service continues, as the union strives to improve the situation of its members in the face of the increased cost of living, while elected officials keep looking over their shoulders as the voting public (including public employees) demands that taxes be kept in check.

Yet, the toll on the leadership continues to mount. There are at least two of the 10 statewide officers, besides Dr. Wenzl, who have been confined to a hospital for serious illness within the last few years, and there are currently any number of local and area leaders who are still convalescing.

What is so astounding about the situation is that most of these people receive only expenses in return for their efforts, and many of them dig into their pockets in order to meet their obligations in attending meetings throughout the state.

CSEA, which has had two minimal dues increases in the last couple of years and still ranks among the cheapest of any union in dues, operates on a very tight budget. In order to meet the current crunch, administrators of the organization have been reinvestigating methods of stretching their funds, continuing their new member recruitment-program and developing better ways of handling short-term investments.

Still, the problem remains, and, sad to say, the next generation of leaders will probably never even appreciate the sacrifices made by this generation. Some people get the breaks, while others are broken.

Don't Repeat This!

(Continued from Page 1)

Dr. Wenzl is a man who is used to dealing with Governors and top politicians. He has been termed by *The New York Times* as a master of grass-roots campaigning, and has probably shaken nearly as many hands as former Governor Rockefeller. All this in addition to handling the myriad responsibilities of the presidency of the largest independent public employees union in the world, the 210,000-member CSEA.

Man On The Go

Then, suddenly, Dr. Wenzl finds himself flat on his back in a hospital. This would be an excruciating experience for any person, but for a man on the go, such as Dr. Wenzl, it can be even more of a dilemma. It has not even been possible to practice some of the hobbies—chess and violin—that he long ago gave up to devote full time to union duties.

Yet, though the body may be incapacitated as a result of multiple injuries and the discomfort of the various surgical operations, the mind remains active.

As a result, Dr. Wenzl has turned to reading and letter-writing to help while away the time until he is able to return to the CSEA presidency to which he has been elected four times by the union membership.

Among the books he has read so far have been "Jaws" by Peter Benchley and "Letters to an American Lady" by C. S. Lewis. He also tends toward historical documentaries such as "The Americans: The Democratic Experience" by Daniel J. Boorstin, and biographies of great men, such as Thomas Jefferson, Winston Churchill and Harry S. Truman.

Recalls Churchill

Reminiscing on Churchill, Dr. Wenzl recounts an anecdote from his years in the New York State Education Department.

"I was the Grand Marshall leading the processions at Convocation time into Chancellor's Hall and organizing things so that each of the dignitaries to be honored would find himself in the proper chair automatically once on stage. The year that Winston Churchill was to speak and receive an honorary degree, he was not able to be personally present due to the fact that, at the last moment, certain world events took place requiring him to remain in London. As an alternative, his speech was delivered from overseas by recording—a most impressive experience for all in attendance at the Convocation."

A more personal story that Dr. Wenzl remembers from his long years of public service to the state and to the Employees Association, has to do with President Truman:

"What a great, genuine person he was. When we had him for the Convocation, I took our son, Thurman, then age 7 or 8, to meet Mr. Truman in the Robbing Room. When I introduced Thurman to the President, he took the boy on his lap like a father would and spoke to him ever so sincerely and spent plenty of time doing so. The thing I recall was the President saying so effectively, 'Now son, always study history as much as you can because it is the most important thing to know.'"

President Truman was, as everyone knows, a very different



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.

Entitled To A Hearing

The Appellate Division, First Department, recently rendered a decision involving an employee of the Environmental Protection Administration who submitted his resignation while charges of malfeasance were pending against him.

Following this resignation, he applied for a job with the New York City Board of Education and was hired on a probationary basis. He was unable to achieve permanency because of his previous resignation. The employee sought to be certified as eligible for the Board of Education position and also requested relief in the form of withdrawing his resignation from the Environmental Protection Administration and to be tried on those charges, which were lodged against him.

BEING UNSUCCESSFUL in these requests, after a hearing before the Civil Service Commission, the employee commenced an Article 78 proceeding in which the court found that the Civil Service Commission was correct in denying him certification on the grounds that the mere resignation of the employee after the charges of misconduct were filed against him justified his disqualification from further certification. The court remanded it to the Commission, however, because the hearing had been held before a single member rather than a quorum.

After the second hearing, which resulted in the same decision, another Article 78 proceeding was commenced and was dismissed by the court. On appeal, the Appellate Division disagreed with the lower court's decision to the effect that Section 50 of the Civil Service Law did not mandate a hearing to be held on an application for certification by a person who had resigned while charges were pending against him. The Appellate Division specifically held:

"PETITIONER IS ENTITLED to a hearing at which he can present his explanation and opposition to a finding of disqualification. He is also entitled to a disposition by the Commission which includes specific findings outlining the reasons for his ineligibility (Civil Service Law, Section 50, supd. 4).

"We find that at the hearing of Jan. 10, 1972, the petitioner was afforded an opportunity to render a full explanation of his activities leading ultimately to his resignation. However, the Commission did not render any findings of fact based on the evidence adduced.

"While we may ultimately find no fault with the conclusions of the Commission, i.e., that petitioner is ineligible for certification, absent findings of fact we cannot ascertain the rationale for the denial of petitioner's application. We accordingly are remanding this proceeding to the Commission for an enunciation of the express findings forming the basis of the decision rendered." (*Application of Hart v. Bronstein*, 353 NYS 2d 186).

kind of man than was his predecessor, the great four-time President Franklin D. Roosevelt. When the man of many trades Harry Truman, former haberdasher and judge, succeeded the aristocratic FDR, the people were somewhat slow to accept the change in styles by which the two men handled the Presidency.

Yet, Time has ensconced both Truman and Roosevelt as two of the handful of great American Presidents.

Different Styles

There is a rather apt comparison in the current leadership of the Civil Service Employees Assn., for no two men could be more different than Dr. Wenzl and CSEA's executive vice-president Thomas H. McDonough, who is serving as acting president of the organization during Dr. Wenzl's convalescence.

Mr. McDonough has twice been elected as CSEA's ranking

vice-president, and while he, too, is used to dealing with Governors, handling negotiations and working with the grass-roots membership, his style is entirely different than that of the recuperating Dr. Wenzl.

It is no secret that Mr. McDonough has ambitions for the union presidency for himself someday. Nevertheless, during this period as acting president, he has steadfastly professed his loyalty to Dr. Wenzl, while making those vital decisions, through consultation with the other top CSEA leaders, that are required to keep the giant union on a forward course.

Loyalty is a very important consideration, and it must be reassuring to Dr. Wenzl to know that the union's leaders have been working so closely during his absence to maintain a united front until his return to leadership.

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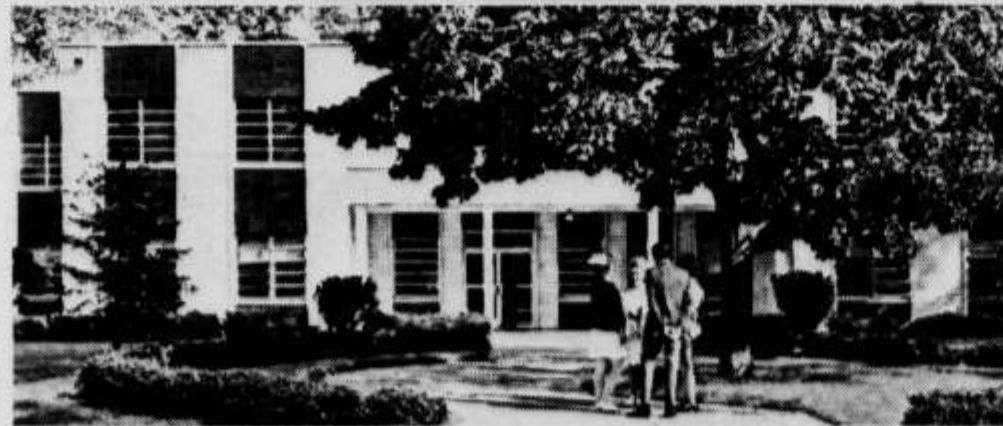
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Syracuse Eyes Lure Of Video Tape

(Continued from Page 1)

multi-pronged program to meet CSEA goals.

The \$3,000 sum is already in hand as the Region's share of education and training funds made available by the statewide Board of Directors.

The delegates did agree to ask the June 18 CSEA Board of Directors meeting for the necessary funds, believing that the goals of the project are vital to CSEA members in every part of the state, but they also were advised that their chances for the fund allocation at this time were small. The delegates then voted, with one dissenting voice, recommending assessment of each member so that the project might not die aborning. They felt that if their plans succeed, other regions and the statewide Board of Directors will then get behind the idea.

Trouble From Outside

Spurred by the prospect of increasing sniping attacks by rival unions, speaker after speaker at general sessions Friday night and Saturday afternoon urged the Region to move boldly in strengthening itself now. The necessity was constantly emphasized for a means of training chapter and unit officers in viable techniques of leadership and in dealing with management.

In other business, the new regional constitution was approved with only minor changes. The constitution stipulates that the name of the Region is "Syracuse Region," and the headquarters is at 700 East Water St., Syracuse.

It was voted to ask the statewide Board of Directors to approve two satellite offices: one in Canton, which had been maintained by the local chapter but is now closed because of lack of funds, and one in Binghamton, at 349 Chenango St.

Meet Oct. 18-19

Patricia Crandall, Region second vice-president, and in charge of program, reported the next Region meeting would be Oct. 18 and 19 in Ithaca, and co-hosts will be Tompkins County, Willard State Hospital and



Al White, CSEA assistant counsel, clarifies a legal point before the Syracuse Region meeting adopted the new constitution. Behind him is Leander Smith of Onondaga County, who delivered the constitution report, and at front is Region second vice-president Patricia Crandall.



Margal Wood explains the objectives of a training program.

Ithaca Retirees chapters. Hotel site is not yet definite.

Region recording secretary Irene Carr announced the next statewide Delegates Convention would be Oct. 6 at the Hotel Concord, Klamesha Lake, preceded Oct. 5 by a statewide

Board of Directors meeting.

An ad hoc committee on education and training was appointed to serve until the next Region meeting. Members are Sandra Patchin, Margal Wood, James Moore, Dale Dusharm and Louie Sunderhaft.

The County Workshop officers were re-elected and sworn in during the weekend. They are Francis Miller, president; Peter Grieco, vice-president; Leona Appel, secretary, and Marsha Coppola, treasurer.

At the general business meeting Saturday afternoon, which followed a late-morning county workshop and luncheon, Mr. Miller urged state delegates to hold workshop sessions at Region meetings, also. He thought it unfair to county delegates and generally time-consuming to have state business matters brought up at combined sessions that could easily be handled at a state workshop.

Delinquent Dues

President Cleary cited the matter of delinquent dues, and said chapter presidents should make every effort to contact delinquent members for dues. He

said the new constitution stipulates that a delinquent member is one who is in arrears on dues, and that a delinquent member can be denied legal assistance.

He said, "In my own chapter I have told the grievance committee and the chapter representatives that we would not approve legal assistance for a delinquent member, and, in addition, I have written five chapter representatives and told them to pay up by June 30 or they would be dismissed as chapter representatives."

Must Be Firm

"It is just as important to be firm and impartial with our own members as we are when we are dealing with management. Everyone received a raise through CSEA efforts and a select few should not be allowed to shirk their responsibilities while so many dedicated members paid their dues."

The issue of delinquent dues has been a subject for discussion recently at meetings of CSEA's other regions, too. While payroll deductions are normally automatic, last year statewide employees were penalized for their alleged job action of two years ago. Consequently, members were billed by CSEA Headquarters for dues during the penalty period. The response was overall excellent, but there are some who did not pay and this has spurred the controversy.



Field Representative Terry Moxley warns of union challenges, urges the Region to take immediate steps to strengthen itself.



Sandy Patchin, one of the organizers of the weekend meeting, backs the video tape proposal.

Susquehanna Valley Pact

(Continued from Page 1)

quehanna Valley agreement is a sick-time "bank" similar to a program initiated in the Broome County area by the CSEA Broome County unit, in its contract with the County.

Under the Valley plan, employees and management both donate a specified amount of sick days into a central time pool. When an employee suffers a protracted illness, he may then draw additional time to cover the period of his illness once his accrued time has been used up with no loss in pay. The time donated cannot be returned to the donor and the time used

from the bank does not have to be "paid back."

In signing the new contract, Susquehanna Valley School Superintendent Victor J. Gerhard and Nelson Spaulding, S.V. Assistant Superintendent for Business, were extensive in their praise of Susquehanna Valley chapter president Howard (Slim) Williams as head of the CSEA negotiating team.

Mr. Williams added his own good words to the chorus, affirming the view that the negotiations had proceeded quickly and professionally to a mutually successful conclusion.



SUNSHINE OF HER SMILE — Rebella Euphemia, right, long-time leading light of Rockland State Hospital chapter of the Civil Service Employees Assn., was recognized recently for her service to the chapter and to Rockland Children's Psychiatric Center where she is employed. Better known, perhaps, as "Sunshine," Ms. Euphemia has an orchid corsage pinned on by Rockland State Hospital chapter first



vice-president Eva Katz as chapter president Martin Langer and CSEA president Theodore C. Wenzl beam approval. In second photo, four more presidents attest to Sunshine's popularity: from left, Metropolitan Conference immediate past president Jack Weiss, Southern Region 3 president James Lennon, Metropolitan Conference former president Salvatore Butero and Southern Conference immediate past president

Nicholas Puziferri. Mr. Weiss currently serves as Correctional Services representative to the CSEA Board of Directors; Mr. Lennon is also a statewide vice-president; Mr. Butero is president of the New York Psychiatric Institute chapter, and Mr. Puziferri is Mental Hygiene Region 3 representative to the CSEA Board.

Mileage Rate Decision In Erie Is Slammed

(Special to The Leader)

BUFFALO—The Erie County Legislature has come under heavy attack from the president of the Erie chapter of the Civil Service Employees Assn. following a county legislative hearing decision to establish a mileage reimbursement rate of 14 cents per mile for county employees.

Erie chapter CSEA president George H. Clark blasted the Erie County Legislature for "not only ignoring the recommendations of the factfinder, but for totally ignoring the needs of county employees. In these times of rising

inflation and sky-high gasoline prices, the legislature has chained county employees with a completely inadequate mileage reimbursement formula," he said.

The county at its legislative hearing followed the recommendation of the legislature's own governmental Affairs committee and established the mileage reimbursement rate at 14 cents per mile retroactive to April 1. Mr. Clark had earlier leveled a barrage against that recommendation, stating that the employees' side should have been heard by the committee members before making a recommendation to the legislature.

CSEA had been battling the legislature for weeks on the mileage issue, and the situation eventually went to fact-finding. A fact-finders report prepared by Dr. Donald Goodman, Niagara University professor, recommended a sliding mileage scale, with a rate of 14 cents per mile retroactive to January 1 with further changes tied to prevailing gasoline price changes.

"The county legislature virtually ignored the fact-finders' recommendation, giving no consideration to his proposal to make the new reimbursement rate retroactive to the first of the year or his sliding scale proposal that would have helped give employees a fair shake whenever gasoline prices fluctuate. Their decision is simply inadequate," Mr. Clark reiterated.

"The legislative hearing process makes the decision final. I hope the county legislators can live with that decision. I know the county employees will find it very difficult," he said.



ACHIEVER — Joseph Dolan, director of local government affairs for the Civil Service Employees Assn., was one of three Albany-area graduates of Siena College to receive the school's National Alumni Association's Outstanding Achievement Awards for 1974. Mr. Dolan accepted, in ceremonies earlier this month, the award medallion for contribution to the college community. He was graduated from Siena in 1969, and has since earned an M.A. from the Graduate School of Public Affairs. He and his wife, Mary Jane, are the parents of five children.

Ⓢ 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.

JUNE

- 18—Oneida County chapter party night: Vernon Downs.
- 18—Syracuse Area Retirees chapter meeting: 2 p.m., community room, Dey Brothers, Shoppingtown, Dewitt.
- 18—CSEA Board of Directors meeting: Headquarters, 33 Elk St., Albany.
- 19—Erie Chapter special meeting: 8 p.m., Candlelite Restaurant, Harlem Rd., Cheektowaga.
- 19—Rochester Area Retirees chapter meeting: 1:30 p.m., Health, Education and Welfare Bldg., first floor auditorium, Westfall Rd. and Mt. Hope Ave., Rochester.
- 20—New York City chapter executive board meeting: 5:15 p.m., Francois Restaurant, 110 John St., Manhattan.
- 20—Rockland County unit meeting: 8 p.m., Ripples of Rockland, Phillips Hill Rd., New City.
- 21—Conference of Armory Employees statewide meeting: Rome Armory, Rome.
- 21—Buffalo chapter spring dinner-dance: 7 p.m., Terrace Room, Statler-Hilton Hotel, Delaware Ave., Buffalo.
- 21—Albany Region 4 dinner-dance: 5:30 p.m., Polish Community Center, Washington Ave. Ext., Albany.
- 21—Conference of Armory Employees statewide meeting: Rome Armory, Rome.
- 21-23—Mental Hygiene Workshop: Whiteface Mountain Inn, Lake Placid.
- 23-25—County Workshop: Sheraton Inn Buffalo East, Buffalo.
- 25—Erie County Downtown unit meeting: 5:30 p.m., Carl Meyer Hoff Restaurant, Court St., Buffalo.
- 27—Rockland County chapter executive council meeting: 8 p.m., CSEA office, 169 South Main St., New City.
- 28—Transportation chapter Region 2 annual dinner-dance honoring recent retirees: 6:30 p.m., Hart's Hill Inn, Whitesboro.

The Two Sides Of State Police



There was plenty of time to talk as representatives of State Police administration and Civil Service Employees Assn. State Police units got together for a two-day labor-management session, as provided in the contract with the state. The event was held at the Ramada Inn, Albany. Shown from left, are: Martin Horan, departmental representative, State Police Headquarters; Al Chicco, assistant deputy superintendent for labor relations, State Police; James Welch, unit president, and Warren Surdan, deputy superintendent of administration.

Suffolk School

(Continued from Page 1)

now want our members in their union for the sole purpose of gaining this leverage. Our people are too clever to fall for this move by the teachers unions and risk all we have won over the years.

"CSEA has close to 70 years experience negotiating for non-instructional employees; how can the teachers unions expect to win over CSEA members when they have so much trouble just getting a decent contract for their own members?"

He continued: "Although several Suffolk County School Districts have been visited by representatives of the statewide teacher unions, none of our units have given them a second look. If a non-instructional unit of 100 or 200 members were absorbed into a unit of 300-400 teachers, what representation or power would our people have in this union? None! It's strictly a numbers game and the teachers want our dues, strength and leverage at the bargaining table.

"Our Clerical, Cafeteria, Buildings and Grounds and Transportation Employees form the heart of a school district. They are tax-payers in their districts and boards are now taking a different approach to the non-instructional employees. Now that we have gained this, it would be foolish to hand it over to any other union."



Checking the schedule are departmental representatives, from left: Nellie Desgroselliers, Troop B; Lee McEnroe, Troop K; Helen Halbritter, Troop E, and Shirley Lee, State Police Academy.



Four departmental representatives here, from left, are: Richard Barnes, Troop C; Joseph Haus, Troop D; Sally A. Cannon, Troop G, and Stan Sochalec, Troop A.

Suffolk Unit Angered By Jobs' Loss

RIVERHEAD—Twenty-six employees of the Suffolk Cooperative Library System are slated to lose their jobs because of a decision by the System's Board of Trustees to cut technical services.

The action was taken at a June 6 meeting of the Board when with only six of the nine members present, four voted to cut the services.

LI Board Meeting

AMITYVILLE—The Long Island Region, Civil Service Employees Assn., will hold an executive board meeting June 26 at 7:30 p.m. at Region headquarters on Broadway, here.

Officials of the Civil Service Employees Assn. unit, representing the employees, called for a reversal of the Board's decision and expressed shock that so few members of the Board would be in a position to make a determination adversely affecting the livelihood of employees, many of whom are widows and sole support of families.

James Corbin, president of the Suffolk chapter CSEA, of which the Library System's unit is a part, was scheduled to appear at a Suffolk County legislative hearing on June 14 to present the union's position and to request reconsideration of the Board's actions, which he called "reprehensible."

Mr. Corbin said the work now

being done by the employees will be contracted out to a firm in New Jersey and that the net effect will be an additional burden on the taxpayers of New York because the laid-off employees will either have to apply for unemployment insurance or go on welfare.

Prorate

(Continued from Page 1)
of CSEA in the fiscal year Oct. 1, 1972, to Sept. 30, 1973.

This action is as the result of a motion passed at the April 16 meeting of the CSEA Board of Directors and is in accordance with Article III, Section 2 of the current CSEA By-Laws.

Latest State And County Eligible Lists

EXAM 35381
RESRCS & REIMBURS AGNT
Test Held Dec. 8, 1973
List Est Mar 26, 1974

- 1 Fortwora D Cheektowaga94.1
- 2 Greenberg D Forest Hills90.0
- 3 Caron N Altamont78.7
- 4 Schulof J Brooklyn78.1

EXAM 35520
ASSIST DIRECT, ANIMAL IND
Test Held March 1974
List Est Mar 27, 1974

- 1 Haenel, W Gouverneur100.2
- 2 Duncan C S Selkirk95.1
- 3 Baldwin J M Greene91.9
- 4 Cerasaletti M J Morris80.4
- 5 Wainwright R M Little Falls74.7
- 6 Drazek F J Dryden71.6

EXAM 35-286
PSYCH SOC WK SUPERV III
List Est. Mar 28, 1974

- 1 Lopez M M NYC101.9
- 2 Desantis J Hauppauge100.4
- 3 Goldstein J New Rochelle97.8
- 4 Spooner J D Ogdensburg97.7
- 5 O'Connell S E Binghamton94.9
- 6 Fleming J P Wading Rives93.5
- 7 Jeffers K L Albany90.9
- 8 Sallender M Brooklyn87.9
- 9 Berkowitz Y T Utica87.2
- 10 Nardstrum R Queens85.7

- 11 Hakusa N NYC83.5
- 12 Hammond F F Buffalo81.9
- 13 Grace T V Syracuse79.1
- 14 Gordon G NYC78.9
- 15 Mans L Z Elmhurst77.7
- 16 Jamison F Pine Bush77.5
- 17 Alletto M Rochester75.4
- 18 Bender C L NYC73.5
- 19 Ehrlich M Orangeburg73.5
- 20 Lee K F NYC73.3
- 21 Wolf A E Williston72.1
- 22 Bellman W Brooklyn71.5
- 23 Vancamp A T Utica71.5
- 24 Segarica J Oakdale71.4
- 25 Sperber P J Jamaica71.3

EXAM 35369
PARK MTEG SUPVR
Test Nov 10, 1973
List Est Jan 23, 1974

- 1 Walbroel G Staatsburg97.2
- 2 Hosford H Syracuse94.7
- 3 Kriener K Castleknud94.6
- 4 Gray H J Salamanca87.4
- 5 Dunne H J Salamanca87.3
- 6 Oliver D F Trumansburg87.3
- 7 Conley P Geneva86.1
- 8 Artim P Maspeeth86.0
- 9 Pising W Gardiner86.0
- 10 Bollinger O H Kings Park85.6
- 11 Cox E M Bay Shore84.5
- 12 Hamilton E Stony Point84.1
- 13 Kraengel C R Gamevoort83.1

EXAM 35521
ASSOC VET (ANIMAL IND)
Test Held March 1974
List Est Mar 27, 1974

- 1 Haenel W F Gouverneur100.2
- 2 Baldwin J M Greene91.9
- 3 Holden C J Pousdam87.7
- 4 Dann L S Marathon82.2
- 5 Cerasaletti M J Morris80.4
- 6 Cairns F C St Johnsvil76.1
- 7 Wainwright R M Little Falls74.7

- 14 Peterson W B Fayetteville83.0
- 14A Gould D Sacketsbr82.8
- 15 Byer S L Salamanca81.5
- 17 Forman F J W Haverstraw81.4
- 18 Duggan J R Great Valley81.1
- 19 Weaver H Bluff Point80.1
- 20 Yerdon R A Cornwall Hud79.9
- 21 Driver J L Sayville79.7
- 22 Male D R Fonda79.4
- 23 Rorick C Mr Morris79.2
- 24 Williams H Yorktown Hts78.7
- 25 France N A Salamanca76.8
- 26 Kiemle E A Fair Haven76.7
- 28 Langdon E Piermont76.4
- 29 Stephen J J Saratoga76.2
- 30 Terrell R Salamanca75.4
- 31 Pignetti E Wantagh74.9
- 32 Lukken E East Islip74.7
- 33 Post C B Copake Falls74.3
- 34 Goner R F Dryden73.9
- 35 Rosenbauer G Babylon72.4
- 36 Sainola P J Massena72.4
- 37 Kollar F J Coram71.4
- 38 Boehme W Massapequa71.3

EXAM 35208
PRIN EMPLOYMENT SEC CLK
Test Held Sept. 15, 1973
List Est Jan 22, 1974

- 1 Hennessy M N Rochester97.3
- 2 Eucaliptus T M Buffalo94.4
- 3 Satin M L Spring Val93.1
- 4 Taub F Little Neck93.0
- 5 Conley M W Lockport92.2
- 6 Human K S Sanborn92.0
- 7 Fenner A M Nedrow90.3
- 8 Getz R M Glens Falls90.2
- 9 Yates W P Binghamton89.6
- 10 O'Brien K Rochester89.1
- 11 Nowakowski H Amherst88.5
- 12 Paschel H W Maspeeth87.8
- 13 Melfi K F Syracuse87.1
- 14 Atkinson S Chenango Brg87.0
- 15 Lagasse F A Cohoes86.7
- 16 Casler R L Buffalo86.5
- 17 Chambers P A NYC86.0
- 18 Hightower R NYC86.0
- 19 Zvokel K Northport85.6
- 20 Drucker G Albany85.3
- 21 Ullman M D Laureton85.1
- 22 McCants R D New Rochelle84.1
- 23 Zimmerman S aWertowna83.8
- 24 O'Connor J A Middleburgh83.8
- 25 Yearby N V NYC83.7
- 26 Phillips H Jamestown83.5
- 27 Mitchell F St Albans82.9
- 28 Re D M Buffalo82.3
- 29 Wilber M V Schenectady82.3
- 30 Pugliese R F E Rochester82.1
- 31 Martin I Buffalo82.0
- 32 Hamm D C Rochester81.1
- 33 Monaghan F Levittown81.0
- 34 Maglieri J Olmsford81.0
- 35 Christmas M Laurelton80.6
- 36 Webster J M Binghamton80.5
- 37 Bleil H M Bay Shore80.4
- 38 Peek Annamar Schenectady80.2
- 39 Eistertz P Watervliet80.0
- 40 Simmons M Bronx80.0
- 41 Vallone H E Hamburg79.8
- 42 Branch G Syracuse79.7
- 43 Morrison D A Buffalo79.7
- 44 Babcock D Canastota79.5
- 44A Bussey R M Troy79.5
- 45 Broadman M Kew Gardens79.5
- 46 Thompson N Hinsdale79.5
- 47 Dower J B Ballston Spa79.5
- 48 Bissell R C Sodus Point79.4
- 49 Horowitz G Jamaica79.3
- 50 Doyle I P NYC79.3
- 51 Rowe D L Danville79.2
- 52 Travers H K Middletown78.3
- 53 Duffy A E Solvay78.8
- 54 Kornhaber N I Bronx78.8

- 55 Prelewicz E N Tonawanda78.8
- 56 Coleman E M Brooklyn78.4
- 57 Ellerbe D E Brooklyn78.4
- 58 Olson M N Babylon78.3
- 59 Mann R R Holcomb78.1
- 60 Phillips E R Lockport78.0
- 61 Konter C W Seneca77.8
- 62 Boylan C E Riverdale77.0
- 63 Difant C Bldwinstvil77.0
- 64 Ford L E Binghamton77.0
- 65 Stillhard J O Rochester76.7
- 66 Lis J S NY Mills76.6
- 67 Perry G Bayport76.5
- 68 Kantrow M Brooklyn76.5
- 69 Karam M J Utica76.5
- 70 Stone J A Victor76.1
- 71 Holdsworth L M Jamestown75.8
- 72 Kennedy K M Watervliet75.7
- 73 Glenn D O Broadalbin75.7
- 74 Jackson A LB rooklyn75.4
- 75 Harris R W Utica75.3
- 76 Fraser M R Bronx74.6
- 77 Casper Z S Forest Hills74.6
- 78 O'Rourke F A Dunkirk73.7
- 79 Dcenas E Tappan73.6
- 80 Wright L L NYC73.5
- 81 Harron H T Bay Shore73.5
- 82 Levine C Levittown73.4
- 83 Akulin B Flushing73.4
- 84 Jaeger P L Kenmore73.3
- 85 Fry M J Brooklyn73.2
- 86 Beyer S Hamburg73.0
- 87 Kueffner K S Ozone Pk72.1

EXAM 35390
SR MECHANICAL ESTIMATOR
Test Held Dec. 8, 1973
List Est April 13, 1974

- 1 Desousa M Loudonville89.0
- 2 Bashant L Rensselaer89.0
- 3 Borst J Greene87.4
- 4 Vanvalkenburg F East Nassau87.4
- 5 Blackwell W Albany87.0
- 6 Sophides D NYC85.3
- 7 Dinneen J Delmar82.8
- 8 Ranus R Albany82.6
- 9 Needham C Schenectady81.8
- 10 Camilli R Albany81.8
- 11 Shudt R Troy81.4
- 12 Caladin N Albany81.0
- 13 Ponsacker L Valarte81.0
- 14 Maloney T Elora80.2
- 15 Dsomma A Elora79.5
- 16 Connolly J Colonte79.2
- 17 Shelgren J Averill Park78.4
- 18 Olaszewski B Schenectady78.0
- 19 Kessler J Schenectady78.0
- 20 Barber J Albany76.5
- 21 Dillon J Troy73.8
- 22 Gurak C Loudonville73.2

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Regional representatives elected were: Manhattan, Grace Allen, Robert Feinberg and John Turner; Brooklyn, Lillian Adams, Ronnie Kasell and William Ringer; Bronx, William Vega and Henrietta Weintraub; Queens, Marie DeSalvo and Edna Reilly; Westchester, Kenneth Cousins and Robert Purzon; and Long Island, Ralph DiStefano, Sandra Levy and Natalie Thompson.

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Admin Manager Exam

MANHATTAN—A total of 231 3591 on June 22, and a total of
administrative manager candi- 231 were called on June 26, for
dates were called to the com- the comprehensive part of the
prehensive written part of exam exam.

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Assist Director Exam

MANHATTAN—A total of 62
assistant director (welfare) can-
didates were called to the com-
prehensive written part of exam
3594, on June 19, and 62 were
called on June 25-27 for the
oral part of the exam.

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BANKING BOARD

ALBANY—Roger J. Sinnott of
Utica, has been appointed a
member of the unsalaried State
Banking Board for a term end-
ing March 1, 1977. At the same
time the Governor reappointed
Joseph A. Kaiser, of Garden
City; Leonard W. Hall, of Locust
Valley, and Robert I. Wishnick,
of Manhattan to the Board for
the same terms.

FLANAGAN MANAGER

ALBANY—John H. Flanagan,
of Speigletown, has been named
manager of the State Commerce
Department's Albany Regional
Office. The office conducts de-
partmental programs for the
nine-county area of Albany,
Clinton, Essex, Reneselaer, Sar-
atoga, Schenectady, Schoharie,
Warren and Washington.

**City Open Continuous
Job Calendar
Competitive Positions**

| Title | Salary | Exam No. |
|--|----------|----------|
| Architect | \$16,400 | 3037 |
| Assistant Air Pollution Control Engineer | \$13,300 | 4000 |
| Assistant Civil Engineer | \$13,300 | 3041 |
| Assistant Plan Examiner (Buildings) | \$13,700 | 3046 |
| Civil Engineering Trainee | \$11,500 | 3129 |
| Dental Hygienist | \$ 9,000 | 3065 |
| Electrical Engineer | \$16,400 | 3144 |
| Landscape Architect | \$16,400 | 4002 |
| Occupational Therapist | \$10,650 | 3080 |
| Physical Therapist | \$10,650 | 3082 |
| Psychologist | \$14,750 | 4037 |
| Public Health Nurse | \$11,950 | 3085 |
| Shorthand Reporter | \$ 7,800 | 3163 |
| Stenographer | \$ 6,100 | 3035 |
| Stenographic Reporter Series | | |
| Grand Jury Stenographer | \$ 9,000 | 3133 |
| Hearing Reporter | \$ 9,000 | 3134 |
| Senior Shorthand Reporter | \$ 9,000 | 3135 |
| Veterinarian | \$16,740 | 3119 |

Promotional Positions

| | | |
|---------------------------|----------|------|
| Architect | \$16,400 | 3641 |
| Civil Engineer (Sanitary) | \$16,400 | 4545 |
| Electrical Engineer | \$16,070 | 3608 |
| Mechanical Engineer | \$16,400 | 3683 |
| Plan Examiner | \$16,900 | 3667 |
| Senior Shorthand Reporter | \$ 9,000 | 3677 |

OPEN COMPETITIVE — Additional information on required qualifying
education and experience and exam subject can be obtained by request-
ing a job announcement in person or by mail from the Dept. of Personnel
Application Section, 49 Thomas St., Manhattan, 10013 or the Intergovern-
mental Job Information and Testing Center, 90-04 161 St., Jamaica,
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CIVIL SERVICE LEADER, Tuesday, June 18, 1974

Syracuse Meet: Let's Go Forward



"We have to start moving now," says Syracuse Region president Richard E. Cleary, gesturing emphatically at the Region's meeting at the Holiday Inn, Oswego. He was backing a plan for use of video tape to help train officers. Behind him is Dale Dusharm, president of SUNY at Oswego chapter, which co-sponsored the meeting with Oswego County chapter.



Re-elected officers of the county workshop at the Region meeting are sworn in by Region executive secretary Floyd Peashey, left. They are, from left: Francis Miller, president; Peter Grieco, vice-president; Leona Appel, secretary, and Marsha Coppola, treasurer.

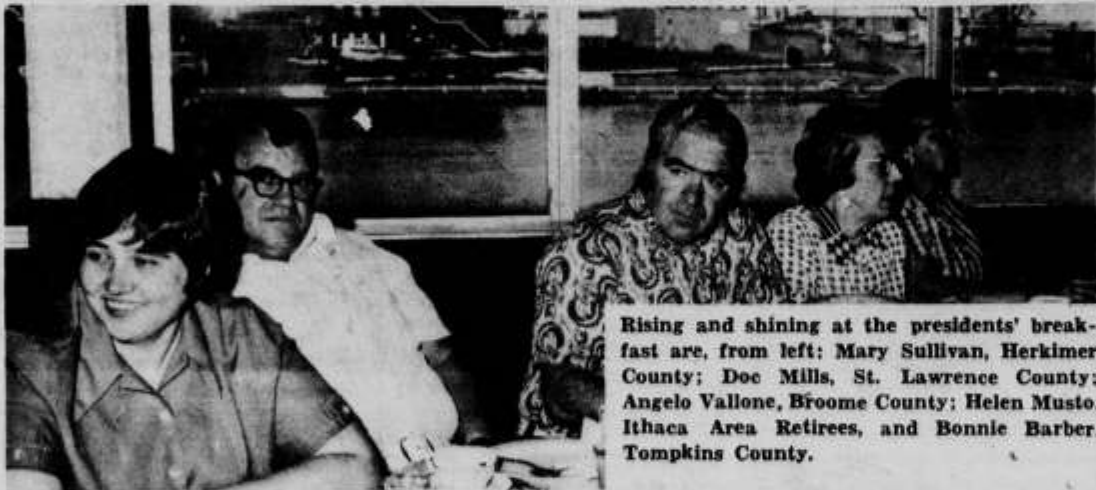


It was a full house in the meeting room of the Holiday Inn, Oswego, for the general meeting of the Region, June 8.



The presidents' breakfast, a feature of the Region meetings, started off the day June 8. Shown here are Francis Miller, left, Oswego County, Peter Grieco, breakfast chairman, and Elane Duffany, both Jefferson County.

(Leader photos by Emmet Blum)



Rising and shining at the presidents' breakfast are, from left: Mary Sullivan, Herkimer County; Doc Mills, St. Lawrence County; Angelo Vallone, Broome County; Helen Musto, Ithaca Area Retirees, and Bonnie Barber, Tompkins County.



With coffee cups at the ready are, from left: Thomas Elhage, Oswego County, Dale Dusharm, SUNY at Oswego, and Mary Lauzon, SUNY at Potsdam.



At the presidents breakfast session are, from left: Richard Brown, Marsha Coppola and Eleanor Percy, all of Jefferson chapter, and Elisa Harms, and Francis Miller, Oswego.



Among early risers are, from left: Anne Maywalt, Broome County Educational; Patricia Ridsdale, and Marlene Sullivan, both St. Lawrence County.



A trio from Tompkins County—from left, are: Phyllis Knapp, Thomas Hoffman, hospital unit president, and Elmer Maki, chapter president. In October, they'll be among Ithaca co-hosts for the Region.



Tablemates from left, are: Jake Banek, Oneida County Educational chapter; Leander Smith, Onondaga County; Richard Grieco and Richard Brown, Jefferson County.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

INTERGOVERNMENTAL—The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-6000; and for federal, 526-6192.

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FIRE FLIES.

by Paul Thayer

Five-five-five-five
Fireman First Grade Harold J. Hoey, Ladder Company 17-1, 0030 hours, June 13, 1974.

White operating at box 2230 Bronx, June 12, 1974.

Amazing stories continue to filter through the scene of Thursday night's collapse in the Bronx where twenty-seven men were caught in the collapse of a six-story abandoned tenement and by the greatest miracle in the history of the New York Fire Department, every man got out alive. Some were badly injured.

There are so many angles to write about and so many tangents to explore that several columns could be written about the incident with plenty of material left over.

From more than one officer at the fire, I hear great praise for Dispatcher Dan Buckley who with his gang on the 4 P to Mid, tour in the Bronx Central Telegraph Office, made all the right calls, sent all the right apparatus and seemed to be just one step ahead of the people at the fire thus earning a letter of thanks to them from Assistant Chief Fogarty who arrived to have problems dropped into his lap.

To the average person listening via fire radio, the constant request by Chief Fogarty for "mixer off" was frustrating. However, the nature of the messages which he had to transmit were so cruel and sordid that "mixer off" was the only proper way to handle it. Reporting that two firefighters were buried yet visible . . . that yet several more have been found . . . etc., this of course seems like routine collapse traffic until one realizes that more and more families of firefighters have special radios tuned to the fire frequency covering their husband's Borough. All a woman or her kids would have had to hear for instance, was that let's say all the members of Engine 92 were caught in the building when it collapsed! How would they feel?

With the way the requests for Chaplains went out, the interested listener would have to conclude that there had been at least one death and perhaps, based on previous experience, multiple deaths. In my case, having lived through the trauma of God only knows how many collapses in forty-nine years, the sick feeling in the pit of the guts, the cold sweat, wondering how the families will take the news . . . wondering about what the other members of the company or companies will go through, suffering as though they had lost their own flesh and blood . . . (the members of a company, living and working together, with each man's life depending upon the other man, draws them very close together). When a man's life depends upon you and yours on him, you are drawn into a very tight circle of camaraderie, unequal except within the confines of the immediate family. The motto ". . . all for one and one for all, we take care of our own . . ." was never more appropriate than within the confines of a fire house . . . something the average citizen would never get to ex-

perience. I'm lucky . . . I've been privileged to experience it to the hilt for years.

Perhaps it will never be fully recorded in Department history as to the multitudinous acts of heroism and bravery which took place that night at 862 Jennings Street in the Bronx.

In one case, speaking with Captain Nicholas Popolozio of Rescue Company Four, he tells me of his effort to obtain a "Hurts Tool" for his company. When they arrived there were only two and they were given to Rescue One and Two. Captain Popolozio, whose district covers all the main highways in Queens plus some bridges and tunnels, felt that such a tool simply had to be obtained for Rescue Four. He went with hat in hand, knocking on doors, calling friends, writing letters, begging, pleading and finally, with Chief Fogarty giving the nod, received the most versatile rescue tool which has yet to be invented. Needless to say, the officers saw that every member of the company became thoroughly trained in its use and so, when Rescue Four along with Rescue One and Three were hurriedly called to the collapse by Dispatcher Dan Buckley on June 6th, they were ready. Under the command of Lieutenant Joseph Grogan, R-4 arrived and went to work. Grogan crawled into one of the smallest, most confined spaces he will ever have to wiggle into and started to fine D-92 Engine. He took the Hurts tool with him, followed by his crew. They got six firefighters and thought they

had them all when Lt. Grogan, calling on his sixth sense as a firefighter, saw what looked like black tar paper covered with plaster. He scraped away the plaster, dug a little and to his horror, found the yellow stripe of a firefighter's coat. Said he, "thank God for the Hurts tool but thank God for that bright yellow stripe!! The man, Harry Mitchel D-12, was on his side and in fetal position much as an unborn baby still in the womb. What happened after that was heroism, brute strength, gentleness of the greatest kind and when they had him free, gratitude and relief that he was at least alive.

Lieutenant Grogan told me later that he didn't care much whether he got written up or he didn't . . . he said the feeling that they had the right tool and, were there at the right time was all that counted. "You'll never know the feeling that comes from saving a life the hard way." How true.

Tremendous credit must go to many. All present at the incident worked until they had long since passed the point of complete exhaustion and then got their "second wind" and started all over again. Next week I will give the names of others who worked so hard and heroically, and my apologies to the people to whom I had promised meritorious act plugs this edition. I'm sure you will understand. The gang with Rescue Four who got the seven firefighters out are: Lieutenant Joseph Grogan, Firemen John Dooley, John Shea,

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Richard Vandenberg, Richard McKeon, and Fireman Hemstreet, detailed for the tour.

On Department Order No. 108 dated June 7th, 1974 the following appears: "The Acting Fire Commissioner and Staff Officers extend their praise, together with the thanks and admiration of the Citizens of New York who witnessed and read of the bravery and the resourcefulness of the finest Fire Department in the country, at Bronx Box 33-2739, fire and collapse at 862 Jennings Street, Thursday, June 6, 1974, where all members labored so heroically and valiantly in the successful effort to rescue their trapped brothers."

Security Hospital Asst

ALBANY—A security hospital treatment asst. eligible list, resulting from open competitive exam 24037, was established June 3, by the state Department of Civil Service. The list for option 1 contains 97 names, and the list for option 2 contains 88 names.

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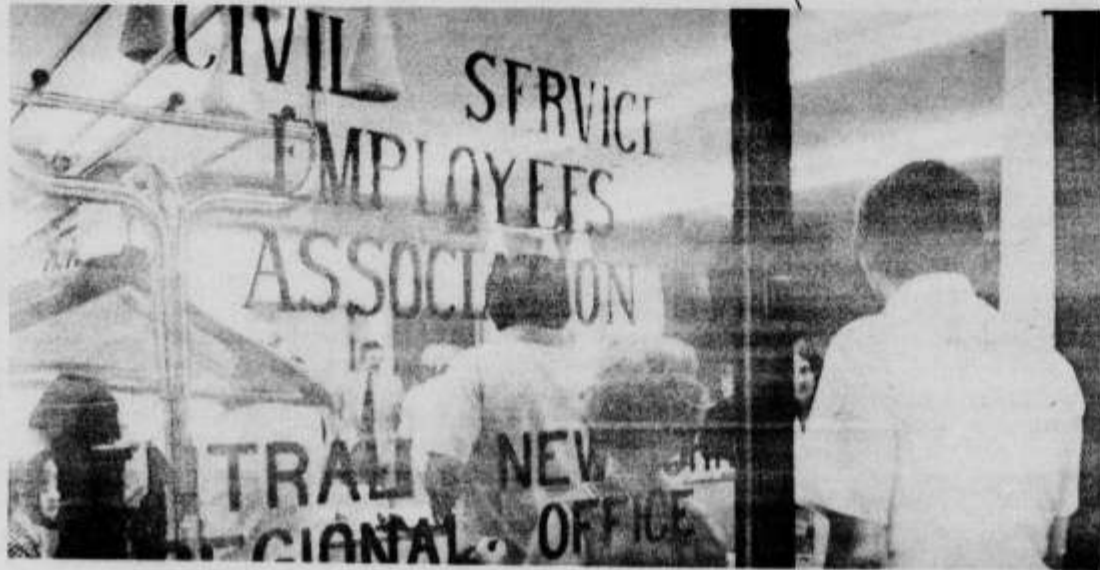
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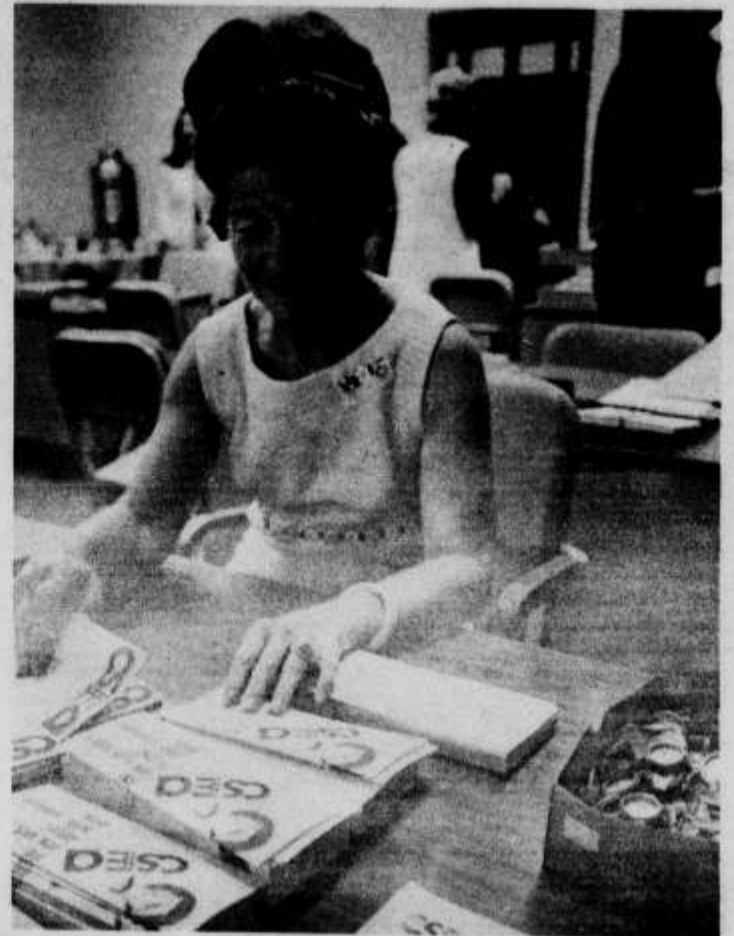


Drive up to Midtown Plaza at 700 East Water St. in Syracuse, home office of the CSEA Syracuse Region. Well-manicured greenery and a spraying fountain generate a pastoral illusion in mid-city.



Through the door of suite 118 just off the main entrance and you're in the Region's handsome set of offices. The scenes here and elsewhere on the page depict the gala open house June 7.

New Syracuse Office Shines In Open House



Helen Hanlon, corresponding secretary for the Syracuse Region 5, straightens the hand-out table at the open house. Buttons and pamphlets cite the advantages of CSEA.



Catie Carranti, shown here at the copying machine, is the smiling secretary who'll greet you at the office.



Richard Grieco signs the register book, while fellow officers William Murray, center, and Richard Brown, all of the Watertown unit, Jefferson chapter, await their turn. Secretary Catie Carranti watches.



Under a photograph of Theodore C. Wenzl, statewide president, smiling his approval, Jackie Burgess, left, secretary of SUNY at Binghamton chapter, and Eleanor Korchak, president of Binghamton chapter, sample cookies from a tray.



Frank Martello, center, regional supervisor, welcomes visitors Elmer and Kay Maki to his individual office. Mr. Maki is president of the Tompkins chapter at Ithaca, which will co-host the next Region meeting Oct. 18-19.

(Leader photos by Emmet Blum)